

WHY OUTSOURCE YOUR HR?

If you're in a leadership position at your company, you know all too well how frustrating it is to manage non-revenue-generating tasks. In fact, it's easy to spend a significant portion of your time at the office on administrative needs, including many HR functions. A growing number of companies address this problem by removing themselves from the process. Specifically, they outsource their HR needs to a professional firm that can manage payroll, benefits, and other HR needs quickly and efficiently.

But, how do you know if outsourcing is actually the right move for your company? Ask yourself these questions:

- J **Is this the right solution for a company of our size?** While there is no magic size that is “right” for outsourcing HR, size will play a factor in your decision. And, because the right size will vary for every company, a better question may be “Are administrative processes slowing down your business?” If they are, it's likely time to outsource. There's a sweet spot for HR outsourcing that typically begins around 10 to 15 employees – but engaging an outside HR firm for any of your HR needs can be beneficial for companies of all sizes.
- J **Are we struggling to attract talent?** Recruiting is more difficult today than in previous years and it is especially difficult for small businesses. One way to be competitive when it comes to recruiting and retaining top talent is to partner with an organization that provides a high quality, scalable and affordable solution for your ongoing recruiting needs.
- J **Are we experiencing poor employee engagement?** Larger corporations invest significant resources into their employees' overall experience. This can be difficult for smaller business lacking the resources or knowledge. A professional HR Firm can help by implementing HR strategy, offer development opportunities and giving employees access to knowledgeable HR consultants. This boosts engagement, creates a desirable culture and reduces turnover.
- J **Are we having trouble keeping up with employment laws?** Knowing the vast amount of state and federal compliance laws can be a full-time job itself, especially with regular changes being passed. Outsourcing firms have HR professionals who keep themselves abreast of the latest laws and regulations.
- J **Do we need to contain costs or don't have the financial resources or time to build an internal HR department?** This is a more practical consideration, but an important one nonetheless. Outsourced HR pricing varies according to the provider and services you select.

Whether you are a small-sized or medium-sized organization that is looking for saving extra bucks and adding new functions to the business, outsourcing human resource services can turn out to be highly advantageous. It's all about asking the right questions before you commit to the process.

Contact Human Resources Dimension and learn how our HR Partnership team can help you with your HR needs!