Unlocking Business Value with our HRIS X-Ray

A strategic assessment tool by KPMG

KPMG in Belgium

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Unlocking Business Value with HRIS X-Ray

Belgian businesses face ongoing challenges driven by economic uncertainty, geopolitical shifts, and rapid technological advancements. These pressures are putting both the bottom and top lines under strain, compelling companies to streamline operations and swiftly adapt. The dynamic labor market, characterized by both an excess of talent and significant skill gaps, further complicates the landscape. HR leaders must rethink their talent management approaches to effectively navigate these complexities. Consequently, they are tasked with providing operational HR excellence and delivering business value, requiring innovative strategies to address the evolving demands.

Amidst these challenges, there lies a silver lining: HR leaders have a unique opportunity to strengthen their role in shaping the HR function and its delivery. Indeed, 60% of employers worldwide[1] view digitalization as key to meeting their organization's desired transformation outcome, including a more efficient and effective HR function. This means meeting the evolving expectations of both the workforce and the organization, while also serving as a strategic asset that delivers evidence-based insights amid ongoing market disruptions. However, the question remains: is your HR function up for the challenge?

Technology-enabled solutions for HR optimization

In recent years, HR has made strides in digitalization. However, it continues to be one of the most administration-intensive functions. Managing tasks like payroll, absences, benefits, and time tracking, all while handling sensitive employee data. As organizations seek greater agility to keep pace with rapid market shifts, many are embracing Human Resource Information Systems (HRIS).

These systems are designed to centralize and automate core HR processes. However, the challenge lies not just in ensuring that your HRIS functions as intended but in maximizing its impact and outcomes beyond being a static system of record. In practice, many organizations struggle to unlock the full potential of their tools and functionalities (e.g., lack of training, poor data quality, resistance to change, inadequate integration), with limited data accessibility often standing in the way of strategic decision-making. The added value of an HRIS truly optimized for your unique needs is clear, and with KPMG's X-Ray methodology, we can help organizations better understand the full utilization potential of their technological investment to ensure this is achieved.

Our X-Ray solution

At KPMG, we're proud of our strategic alliance with Workday, a leading provider of integrated Human Capital Management (HCM) solutions. Many organizations recognize the advantages of Workday and have taken steps to implement it. However, what if the outcomes do not align with your initial expectations? This is where an X-Ray analysis comes into play.

What is it?

KPMG's Workday X-Ray transcends traditional health checks as it provides a strategic assessment that thoroughly examines both the operational and technical efficiencies of your Workday setup and operating model. Our X-Ray does not only focus on your technology value. Our approach is designed to evaluate the value of your HR system by validating it with the broader business objectives.

1. Source: World Economic Forum, Future of Jobs report, January 2025

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When to consider?

There may be various operational inefficiencies that trigger a need for this type of assessment, for example:

- An initial HRIS setup that no longer supports the business
- Inefficiencies born from a rushed deployment
- Lower-than-expected returns on investment
- Challenges in adapting HRIS, or knowledge gaps created by staff turnover

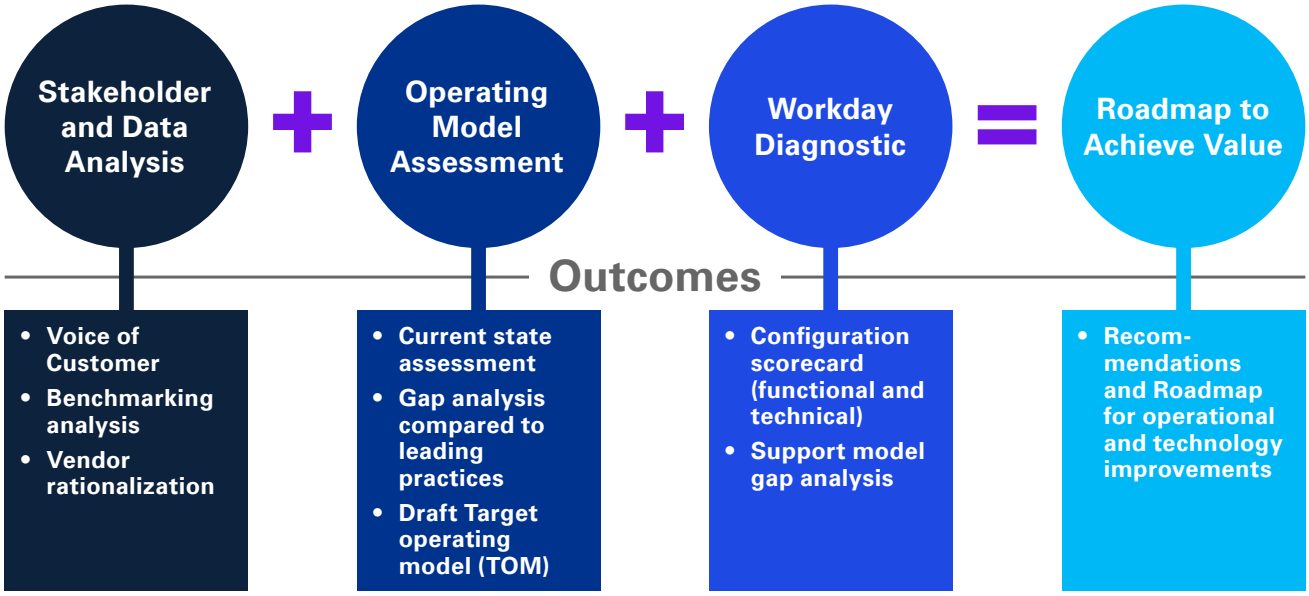
Recognizing that every organization is unique, the Workday X-Ray is designed to assess the system across several key components, offering flexibility in its analysis. The scope of the X-Ray is tailored to the specific business needs, ranging from a comprehensive, integrated evaluation to a specific focus on the Target Operating Model (TOM) or the Workday functionalities.

What to expect?

Our Workday X-Ray solution offers comprehensive insights into multiple dimensions of an organization's business environment. This detailed analysis benchmarks the current operational framework against KPMG's proven and meticulously developed operating models. Through a thorough gap analysis, it identifies discrepancies between existing practices and industry-leading standards.

We place a strong emphasis on understanding the perspectives and experiences of key stakeholders. This involves a thorough analysis of feedback from users, ensuring that the voice of the customer is central to our evaluation. By capturing and analyzing this feedback, we can identify areas in which the implementation may not be meeting initial expectations and uncover opportunities for improvement.

These actions are supported by a Workday scorecard, which evaluates various elements of the system, highlighting both strengths and opportunities. This structured approach aims to optimize the use of Workday. Based on these multifaceted evaluations, KPMG can provide targeted, actionable recommendations that are designed to enhance both technological capabilities and overall business efficiency.



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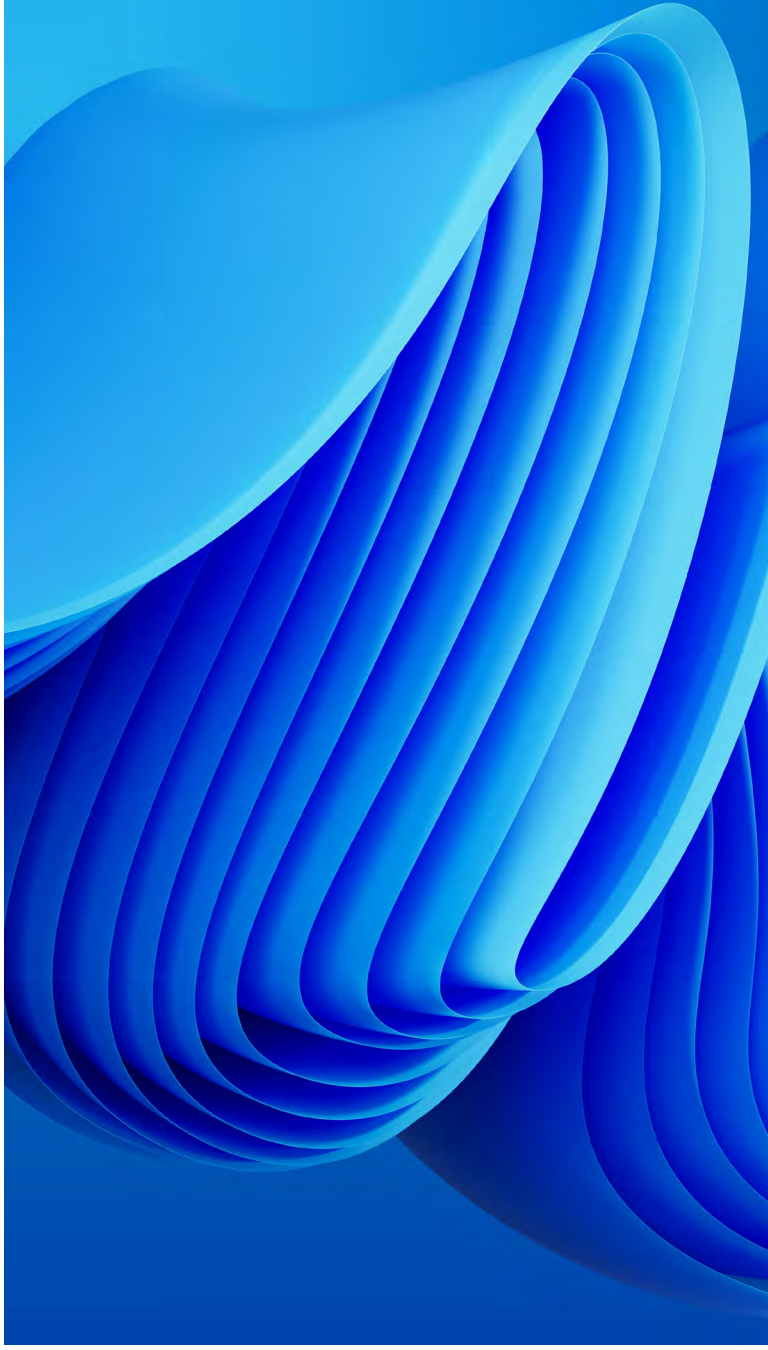
So what?

Opting for a Workday X-Ray equips your organization with the insights needed to refine operations, align with strategic business decisions, and fully realize the potential of your HRIS investment, considering questions such as:

- **Are there bottlenecks in the business process (unassigned tasks or a large number of tasks awaiting action)?**
- **Is the job architecture/catalog meeting the needs of your organization?**
- **Are your business processes supporting the employee life cycle at the correct moments in time?**

This service is about enhancing the synergy between existing technology and business operations to secure an ongoing return on investment and robust organizational health. With technology continually advancing and the landscape of tools evolving, wouldn't you want your investments to help you stay ahead?



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