FIVE QUESTIONS TO ASK
WHEN COMPARING

HIBOB
AND BAMBOO

BambooHR

bob

Fast-growing companies need fast-growing HRIS solutions

If it's increasingly difficult to manage your HR tasks, it's a sure sign that your company is growing. Whether you've realized that Excel sheets aren't the best way for HR to onboard and manage employees, or you've outgrown a legacy system, there is indeed a better way. Human Resources Information Systems (HRIS), also called Human Resources Management Systems (HRMS), were designed to help you manage your company's growth and its team members.

But not all HR solutions are built alike. Growing businesses require a flexible system to meet your specific needs today and help you build a successful company in the future.

Mia Harris
ACCOUNT EXECUTIVE

HOBBIES

Jogging, Hikes

Lucas Stanley
SENIOR ENGINEER

SUPERPOWERS

Card tricks, Gardening

Mina Yoon
SDR

SUPERPOWERS

ting, Speed-reading

When comparing Hibob to BambooHR, ask these five questions to discover which HRIS best fits your business.

1. Can BambooHR maximize our employee experience?

The role of HR is no longer about headcount and managing human capital. In today's employment landscape, HR leaders need to build a company culture that engages and retains employees and fosters companionship and commitment.

bob can do it

The bob HRIS platform was designed to put people first instead of merely tracking or managing human resources. With its social media look and feel, bob is designed to empower employees, connect them to your company culture, and maximize their employee experience (EX). Customizable onboarding workflows let you welcome new joiners to the company with introductions to key people and bits of corporate culture—even before day one—to help them quickly feel at home and minimize first-day jitters.

bob offers a distinct user-friendly UI that builds and strengthens company culture and brings people together to create meaningful professional and social relationships, whether they work in the corporate office or in the home office. From creating personal social media-style profiles to sharing company news and acknowledging achievements with Kudos posts or Shoutouts, bob offers a holistic company view that motivates employees and keeps them feeling good about their company and their contribution.

WHAT TO ASK		
Will BambooHR maximize our employees' experience?	Hibob	
Does the UX have an engaging social media look and feel?	✓	
Can you customize the onboarding workflow?	✓	
Can you give public recognition to employees?	✓	
Does it give you a holistic and historical view of people's activities?	✓	
Does it offer hobby groups and clubs to help people build social connections?	✓	

2. Can BambooHR help grow non-traditional organizations?

Business opportunities and talent are often located in multiple corporate offices and home offices worldwide, especially in our COVID-altered new normal.

bob can do it

bob was designed as a global platform that supports non-traditional organizational structures that characterize today's COVID-19 workforce. Supporting in-house and remote teams in multiple countries and tracking multiple holiday calendars and currencies, bob delivers a total view across the business with customizable workflows and fields that let you easily adjust bob to meet local needs and best practices.

Each company site in the bob platform is designed to be part of the whole company entity while offering the flexibility to meet its own unique needs. Individual newsfeeds with local office and country information, relevant key local statistics, and local company news connect the local tribe with the global corporate culture. Even if your business only has one site today, bob scales as you grow, wherever and however you grow.

WHAT TO ASK		
Can BambooHR help grow our global, modern organization?	**Hibob**	
Does it offer multiple holiday calendars?	✓	
Can you easily navigate across multiple time zones?	✓	
Does it offer specific newsfeeds for each office and country?	✓	
Can it be customized for local best practices or customs?	✓	
Is tech support available at least 18 hours a day, six days a week?	✓	
Can it engage both in-office and remote workers?	✓	

3. Can BambooHR streamline our core HR processes?

In dynamic companies, core HR tasks need to be efficient and pain-free to save precious time and minimize employee frustration. In many companies, onboarding and time management can be time-consuming and repetitive. A good HRIS platform should automate and expedite core HR tasks that are a frequent source of dread.

bob can do it

bob streamlines core HR processes by automating and simplifying approval cycles with just a click on the web or mobile. An intuitive UI eases arduous tasks as the complicated forms of yesteryear become a faded memory. New team members feel welcome and quickly bond with your company's culture, values, and people through a streamlined, customizable onboarding process. Flexible views of the company's people directory help new and veteran team members better connect professionally and personally to others.

Simple HR requests are quickly solved for employees while freeing HR to focus on higher-level tasks. Time and absence management are easily tracked via desktop and mobile, in addition to Microsoft Teams and Slack.

People, teams, and tribes will no longer need to reach an "unresponsive" employee who takes personal time off. Optional surveys let you closely monitor employee sentiment changes while HR KPIs and talent analytics deliver ad-hoc and pre-set reports with metrics that let you continuously improve HR performance and maximize employee experience.

WHAT TO ASK		
Will BambooHR streamline our core HR processes?	**Hibob**	
Does it offer HR KPIs and talent analytics?	✓	
Does each employee have a social media-style personal profile?	✓	
Does each employee have a timeline of their company history and achievements?	✓	
Is there a dynamic people directory for grouping and sorting people by expertise, hobbies, and more?	✓	
Is there a native tool or application for assisting with managing employee compensation?	✓	

4. Can BambooHR solve your unique business needs at scale?

No two businesses are alike and your unique culture needs flexible HR technology to help solve the challenges you'll face as your company grows and changes. Many HRIS solutions are rigid or offer limited flexibility that cannot sustain company growth or scale over time.

bob can do it

The bob HR platform is exceptionally flexible and lets you customize it according to your business's specific needs—with minimal assistance from tech support or professional services. bob's ability to handle non-hierarchical organizational structures such as "tribes" makes it easy to manage your people as you quickly grow from a startup to a global enterprise.

Customizable processes, site settings, time-off policies, and workflows allow companies to scale and quickly change their processes as they grow. As a global tool, bob adapts to support local cultures, including national and religious holidays and workplace customs, such as sharing shoutouts or personal announcements—or not. In short, bob delivers what you need, where you need it, and how you need it.

| WHAT TO ASK		
Does BambooHR solve our unique business needs at scale?	Hibob	
Is its core HR functionality customizable?	✓	
Can it scale with your business to handle hundreds or even thousands of employees?	✓	
Does it support the use of multiple calendars with local national and religious holidays?	✓	
Can you schedule the production of daily, weekly, or monthly customizable reports?	✓	
Can it securely store confidential personal information and let you quickly find it?	✓	
Are there professional services to customize and implement their solution?	✓	

5. Does BambooHR increase productivity and ease collaboration?

2020 has been the most dynamic year of the 21st century to date. Companies of all sizes are more distributed than ever, with many employees working at home due to the COVID-19 pandemic. A good HRIS needs to help companies overcome disconnected tribes that affect company culture, make people feel isolated, and hinder productivity and collaboration.

bob can do it

Our integrations with leading third-party applications let you continue working the way you prefer while leveraging 'bob's expertise in maximizing employee experience.
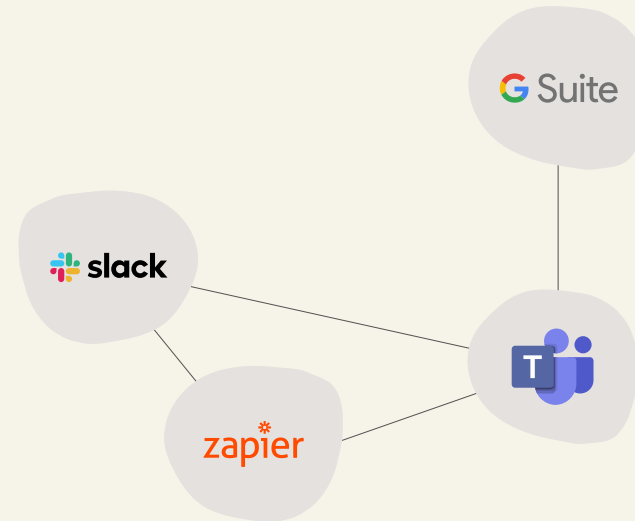
bob partners with more than a dozen collaboration systems, connects to thousands of applications through Zapier, and lets you quickly develop your own custom workflows with our open API. Native integrations with applicant tracking systems like Greenhouse, Workable, and Lever streamline your recruit-to-hire process. Simultaneously, our connectivity to leading platforms such as G-Suite, Microsoft Azure, Jira, Slack, and Microsoft Teams lets you continue to use the tools you like.

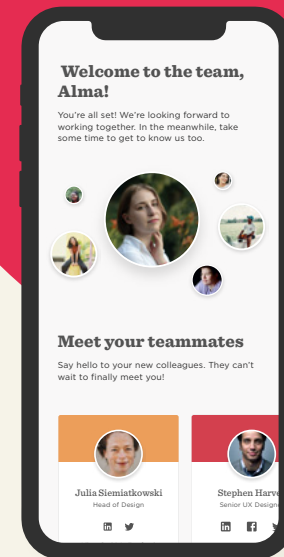| WHAT TO ASK		
Does BambooHR increase productivity and ease collaboration?	Hibob	
Does it offer a native mobile app with the functionality most frequently used by employees and managers?	✓	
Can it smooth the recruit-to-hire process with integration or support for the top ATS solutions?	✓	
Does it offer native integrations with Slack and MS Teams?	✓	
Does it offer native integrations with the top 5 ATS solutions?	✓	
Does it integrate with Zapier?	✓	
Does it have an open API for custom development?	✓	

Why choose Hibob over BambooHR?

When comparing bob to BambooHR, it's clear that bob is the right choice for dynamic and growing companies. Not just because bob excels in culture tools and connecting employees throughout the world to their global companies, but because bob was designed first and foremost to create a great employee experience—wherever you are.

bob puts people first with culture tools that connect in-house and remote employees. Its unique and innovative UI has a distinctly non-technical, fun, social media feel. This makes bob more enjoyable and intuitive to use compared to BambooHR and other HRIS solutions. Bob creates a welcoming environment that inspires people to build great working relationships and keeps them connected to the company, whether they work in a corporate office or a home office. And unlike other systems, Hibob's implementation and daily usage are intuitive and don't require hard coding or technical knowledge.

Hibob recognizes that some of the most painful company processes for employees can be related to HR tasks. Bob's UI, automated processes, and integration with leading third-party tools ease administrative tasks for everyone across the organization and make even the most mundane work tasks pleasant, intuitive and engaging—and not just for HR admins.

In 2020, it's time to make smarter decisions when it comes to your people and organization.

To learn more about hibob and our data-driven tools, get in touch with us at

contact@hibob.com

SCHEDULE A DEMO

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bob

Hibob.com

NEW YORK
205 Hudson St.
New York, NY 10013

T: (+1) 855 426 6627

LONDON
Boundary House
91-93 Charterhouse St.
London EC1M 6HR, UK

T: (+44) 0203 006 2303

TEL AVIV
28 Ben Avigdor St.
Tel Aviv 6721848

T: (+972) 73 265 2595