WHY CUSTOMERS CHOOSE

HIBOB
OVER CASCADE

Cascade

bob

Introduction

The good news is that your company is growing. Whether you've realized that Excel sheets aren't the best way for HR to hire 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 the growth of your company and its team members.

But not all solutions are built alike. Growing businesses require a system that is flexible enough to meet your specific needs today—and help you build a successful company in the future. Below are the key qualifications and attributes for you to keep in mind during your search when comparing Hibob to Cascade.

Maximizing your 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 comradery and commitment. The platform bob 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. From creating personal social-style profiles to sharing company news and acknowledging achievements with kudos or shout-outs, bob offers a holistic company view that motivates employees and keeps them feeling good about their workplace and their contribution.

Leila Carroll
Customer Support

HOBBIES

Gym, Hiking

23/06

Maximizing your employee experience	Hibob	Cascade
Engaging social UI	✅	
Customizable onboarding	✅	✅
Kudos, Shoutouts, and culture tools	✅	
Holistic view of people	✅	
Hobby groups and tribes	✅	

Growing non-traditional organizations
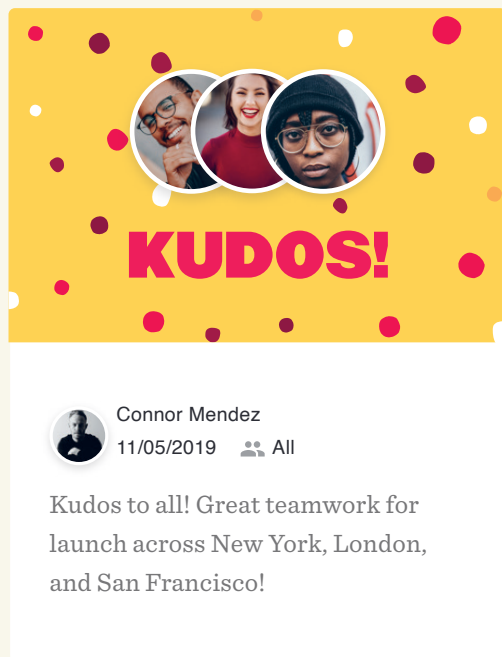
In our global village, business opportunities and talent are often located in multiple offices and even all over the world. bob was designed as a global platform to support non-traditional organizational structures that characterize fast-growing, global companies. Supporting in-house and remote teams 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 site 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 statistics, and 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 you grow.

KUDOS!

Connor Mendez
11/05/2019   All

Kudos to all! Great teamwork for launch across New York, London, and San Francisco!

Growing non-traditional organizations	Hibob	Cascade
Multiple holiday calendars	✓	
Multiple time zones	✓	
Site newsfeeds	✓	
Easily customizable for local best practices	✓	
18 x 7 support	✓	
Engage in-house and remote workers	✓	

Streamline your core HR processes

bob streamlines core HR processes by automating and simplifying approval cycles with just a click on web or mobile. An intuitive UI eases arduous tasks as the complicated forms of yesteryear become a faded memory. New people 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.

Everyday 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, mobile, in addition to Microsoft Teams and Slack integrations. People, teams and tribes will no longer need to search for a "missing" employee who is on vacation or sick at home. In addition, optional surveys let you closely monitor changes in employee sentiment. To see the bigger picture, HR KPIs and talent analytics deliver ad-hoc and preset reports with metrics that let you continuously improve HR performance and maximize employee experience.

Jessie Cruz
Product Designer
Product, NY

(active)

Reports to
Nora Herrera
VP design

Buddy
–

Employment
Full time

Time in current position
8 months

Work email
jessie.cruz@success.ai

View Timeline

Streamlining your core HR processes	Hibob	Cascade
HR KPIs and talent analytics	✓	✓
Personal employee profile	✓	✓
Employee timeline	✓	✓
Dynamic people directory	✓	✓
Customizable workflows	✓	✓
Payroll hub (compensation management)	✓	

Solving your unique business needs at scale

bob is extremely flexible and lets you customize the platform according to the specific needs of your business—with minimal assistance. bob's support for non-hierarchical organizational structures such as "tribes" make it easy to manage your people as you quickly grow from a startup to an enterprise.

Customizable processes, site settings, time-off policies, and workflows allow companies to scale and easily change their processes as they grow. As a global tool, bob adapts to support local cultures, including national and religious holidays and workplace customs, whether sharing shout-outs or personal announcements—or not. In short, bob delivers what you need, where you need it and how you need it.
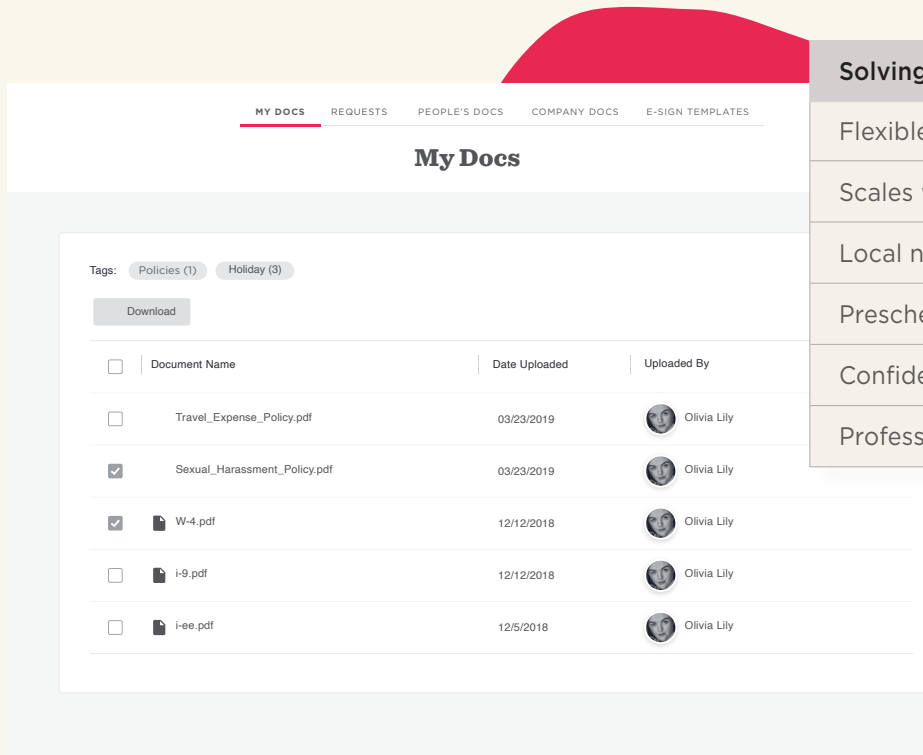
Solving your unique business needs at scale	Hibob	Cascade
Flexible core HR	✓	✓
Scales with your business	✓	✓
Local national and religious holidays	✓	
Prescheduled and customizable reports	✓	✓
Confidential document storage and search	✓	
Professional implementation services	✓	✓

My Docs

MY DOCS   REQUESTS   PEOPLE'S DOCS   COMPANY DOCS   E-SIGN TEMPLATES

Tags: Policies (1)   Holiday (3)

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W-4.pdf	12/12/2018	Olivia Lily
i-9.pdf	12/12/2018	Olivia Lily
i-ee.pdf	12/5/2018	Olivia Lily

Improving productivity through intuitive collaboration

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 1000s of applications through Zapier, and lets you easily develop your own custom workflows with bob's Open API.

Our native integrations with applicant tracking systems like Greenhouse, Workable and Lever streamline the recruit-to-hire process. Connectivity to other leading platforms includes G-Suite, Microsoft Azure, Jira, Slack, and Microsoft Teams. For a full list of our supported integrations, see hibob.com/integrations/.
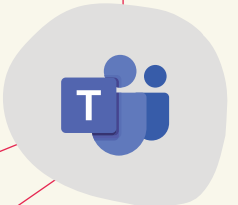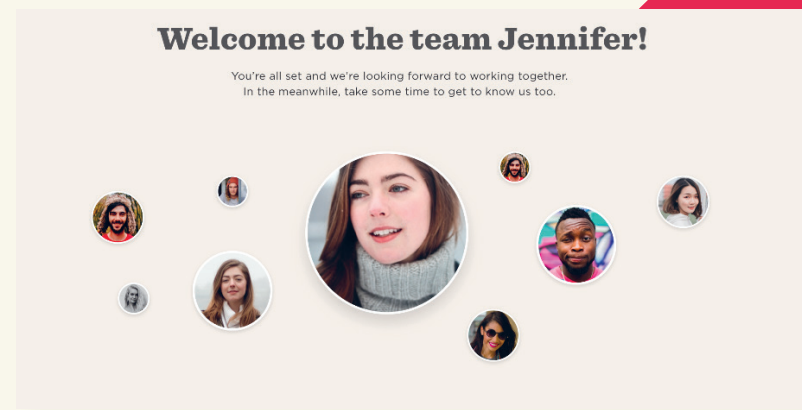
Improving productivity through collaboration	Hibob	Cascade
Mobile app	✓	✓
Smooth recruit-to-hire process via ATS	✓	✓
Native integrations with Slack and MS Teams	✓	
Native integration with top 5 ATS systems	✓	
Zapier integration	✓	
Open API	✓	

Why choose Hibob over Cascade?

When comparing bob to Cascade, it's clear that bob is the right choice for fast-growing companies. Not just because it excels in culture tools and connecting in-house and remote employees to fast-growing, global companies, but because when it comes down to it, bob was designed first and foremost to create a great user experience for employees. The innovative UI has a consumer social feel, making it more enjoyable and intuitive to use. It creates a welcoming environment that inspires people to build great working relationships and keep them connected to the company. Unlike other systems, Hibob's implementation and use is intuitive, with no requirement for hard-coding or technical knowledge.

Hibob recognizes that some of the most painful company processes for employees can be related to HR actions. bob's UI, automated processes, and integration with leading third-party tools eases administrative tasks for everyone across the organization and makes even the most mundane work tasks pleasant, intuitive and engaging--and not just for HR admins. bob puts people first with culture tools that connect in-house and remote employees to their fast-growing, global companies.

Welcome to the team Jennifer!

You're all set and we're looking forward to working together.
In the meanwhile, take some time to get to know us too.

Why customers choose Hibob over Cascade

Benefit	Hibob	Cascade
Maximizing your employee experience		
Engaging social UI	✓	
Customizable onboarding	✓	✓
Kudos, Shoutouts, and culture tools	✓	
Holistic view of people	✓	
Hobby groups and tribes	✓	
Growing non-traditional organizations		
Multiple holiday calendars	✓	
Multiple time zones	✓	
Site newsfeeds	✓	
Easily customizable for local best practices	✓	
18 x 7 support	✓	
Engage in-house and remote workers	✓	✓
Streamlining your core HR processes		
HR KPIs and talent analytics	✓	✓
Personal employee profile	✓	✓
Employee timeline	✓	✓
Dynamic people directory	✓	✓
Customizable workflows	✓	✓
Payroll hub (compensation management)	✓	

Benefit	Hibob	Cascade
Solving your unique business needs at scale		
Flexible core HR	✓	✓
Scales with your business	✓	✓
Local national and religious holidays	✓	
Prescheduled and customizable reports	✓	✓
Confidental document storage and search	✓	
Professional implementation services	✓	✓
Improving productivity through collaboration		
Mobile app	✓	✓
Smooth recruit-to-hire process via top ATS	✓	✓
Native integrations with Slack and MS Teams	✓	
Native integration with top 5 ATS systems	✓	
Zapier integration	✓	
Open API	✓	

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

bob

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