FIVE QUESTIONS TO ASK
WHEN COMPARING

HIBOB
AND RIPPLING

Rippling

bob
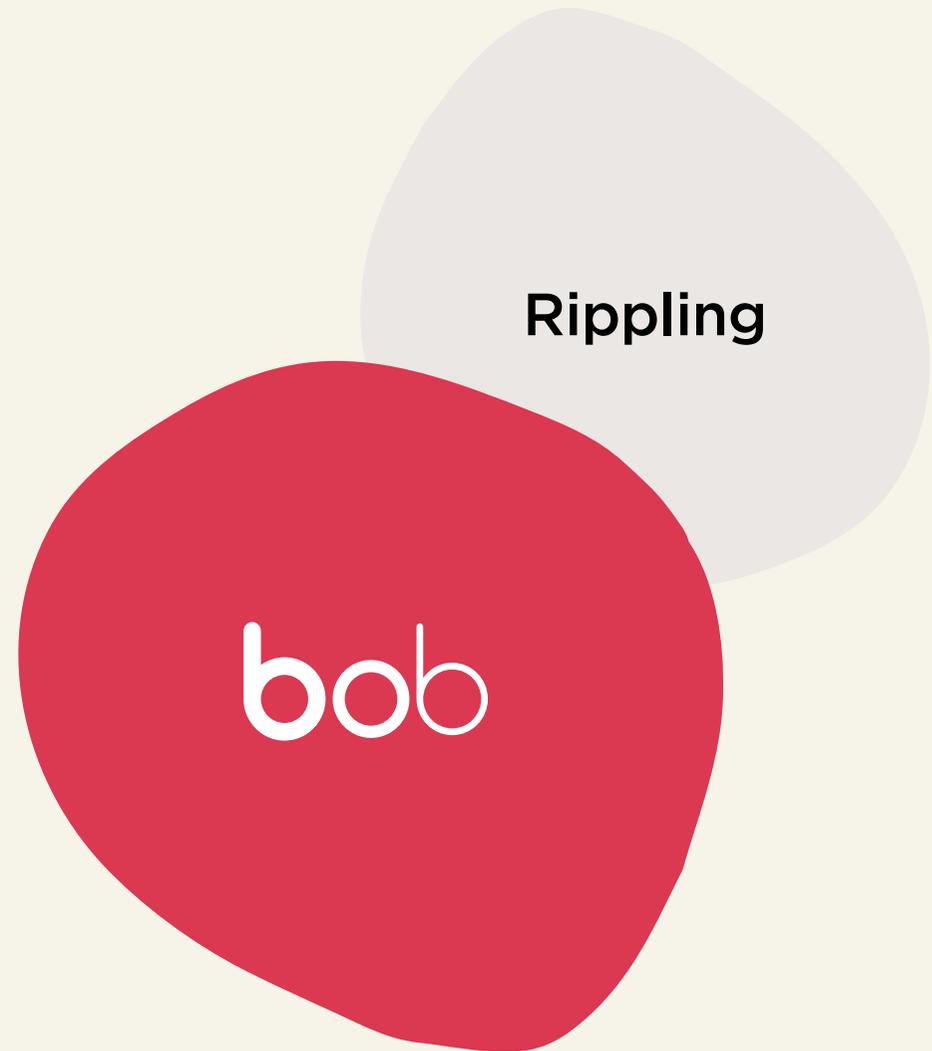
Fast-growing companies need fast-growing HRIS solutions

In today's dynamic world, people work globally, remotely, and collaboratively. Managing employees has become increasingly complex with a more dispersed workforce, fewer face-to-face meetings, and the disappearance of many activities and gathering places that helped build and foster company culture.

In this environment, the HR team is critical to an organization's success. A Human Resources Information System (HRIS) helps automate many administrative people processes. Still, not all solutions can help HR teams develop their people or drive the culture and engagement that helps companies succeed.

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 Rippling, ask these five questions to discover which HRIS best fits your business.

1. Can Rippling maximize our employee experience?

The role of HR is no longer about headcount and managing human capital. In today's business environment, when many companies have part or all of their employees working from home, HR leaders need to create a company culture that engages and retains employees and fosters camaraderie and commitment without water cooler banter or social activities.

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). whether they work in the corporate office or the home office. Customizable onboarding workflows enable you to 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 distinctly user-friendly UI that builds and strengthens company culture and brings people together to create meaningful professional and social relationships. From creating personal social-media style profiles to sharing company news and acknowledging achievements with kudos or shoutouts, bob offers a holistic company view that motivates employees and keeps them feeling good about their company and their work.

WHAT TO ASK	
Can Rippling maximize our employee experience?	Hibob
Does the UX have an engaging social media look and feel?	✓
Can you customize the onboarding workflow to fit your company's needs?	✓
Can you give public recognition to employees by posting on the platform?	✓
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 Rippling help grow our global, modern organization?

In the age of COVID-19, business opportunities and talent are often dispersed among multiple corporate offices and home offices worldwide. A good HRIS must help your organization thrive in all of the complexity of today's business world.

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 at the corporate office or home office with the global company culture. Even if your business only has one site today, bob scales as you grow, wherever and however you grow.

WHAT TO ASK	
Can Rippling 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 16 hours a day, six days a week?	✓
Can it engage both in-office and remote workers?	✓

3. Can Rippling streamline our core HR processes?

With so many distractions working from home or in half-empty offices, core HR tasks need to be efficient and pain-free to save precious time and minimize employee frustration. Onboarding and time management can be among the most time-consuming and repetitive procedures at many companies. A good HRIS should automate and expedite these core HR tasks to no longer be a source of dread.

bob can do it

bob streamlines core HR processes by automating and simplifying approval cycles with just a click of a web browser or mobile device. 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—wherever they are.

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 waste time trying to reach an "unresponsive" employee who is taking personal time off. Optional surveys let you closely monitor employee sentiment changes while HR KPIs and talent analytics allow you to improve HR performance and maximize employee experience continuously.

WHAT TO ASK	
Can Rippling 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 Rippling solve our unique business needs at scale?

No two businesses are alike, and your unique culture will help define the challenges you'll face as a company. While not all HRIS platforms are equally flexible, a good HRIS will offer the flexibility to help you overcome sudden changes and scale the company over time.

bob can do it

The bob HR platform is exceptionally flexible and is customizable according to your business' 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 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 operations as needed. 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	
Can Rippling 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 Rippling increase productivity and ease collaboration?

The seismic changes due to the COVID-19 pandemic have made 2020 the most dynamic year of the 21st century. Companies of all sizes are more distributed than ever, with many or all employees working at home on a temporary or permanent basis. 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
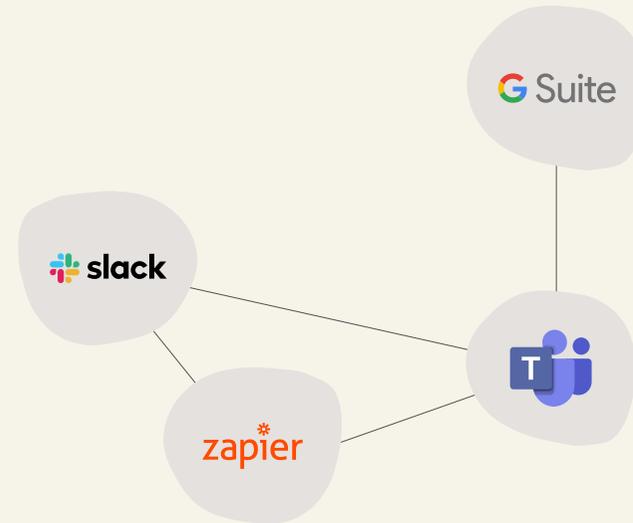
collaboration systems, connects to thousands of applications through Zapier, and lets you quickly develop custom workflows with our open API. Native integrations with applicant tracking systems like Greenhouse, Workable, and Lever streamline your recruit-to-hire process. At the same time, our connectivity 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 Rippling 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 Rippling?

When comparing bob to Rippling, 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—whereever 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 Rippling and other HRIS solutions. It 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, bob's implementation and daily usage are very intuitive and don't require hard-coding or technical knowledge.
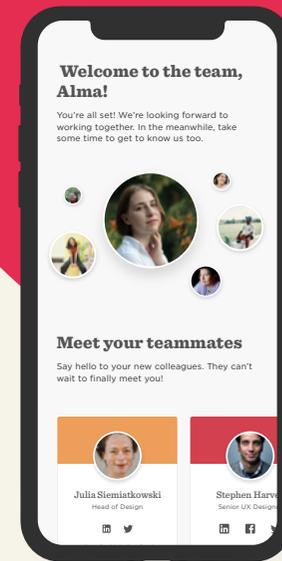
Hibob recognizes that some of the most painful company processes for employees can be related to HR tasks. bob's UI, automated processes, and integration with leading third-party tools ease administrative tasks for everyone across the organization and make even the most mundane work tasks pleasant, intuitive, and engaging–and not just for HR admins.

Now is the 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

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SCHEDULE A DEMO

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bob

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