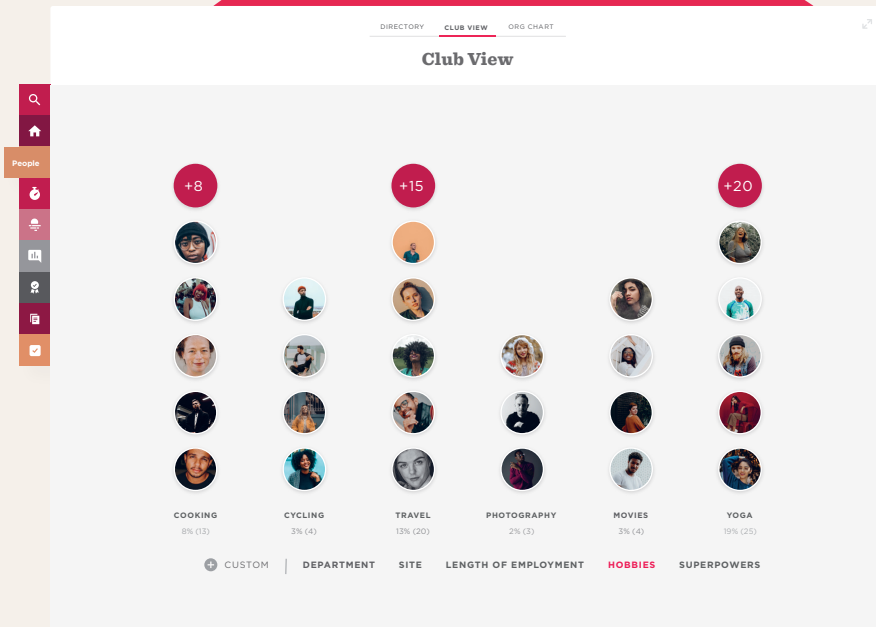


HOW TO CHOOSE THE BEST HR TECH FOR  
YOUR FAST-GROWING COMPANY

# HIBOB OVER ALTERNATIVES



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# 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 alternatives.

# Maximizing your employee experience



**Leila Carroll**

Customer Support

**HOBBIES**

Gym, Hiking

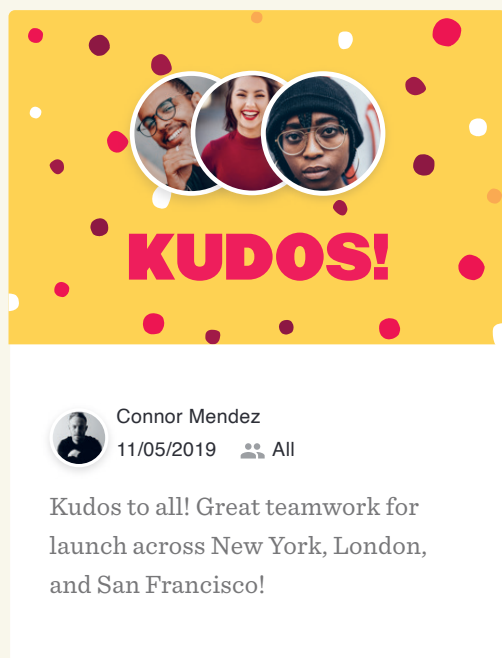
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The role of HR is no longer about headcount and managing human capital. In today’s employment landscape, HR leaders need to build a company culture that engages and retains employees and fosters comradery and commitment. The bob platform was designed 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. From creating personal social-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 workplace and their contribution.

Maximizing your employee experience	Hibob
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.

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

# Streamline your core HR processes

**Jessie Cruz**  
Product Designer  
Product, NY  
(active)

**Reports to**  
Nora Herrera  
VP design

**Employment**  
Full time

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jessie.cruz@success.ai

**Buddy**  
-

**Time in current position**  
8 months

View Timeline

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.

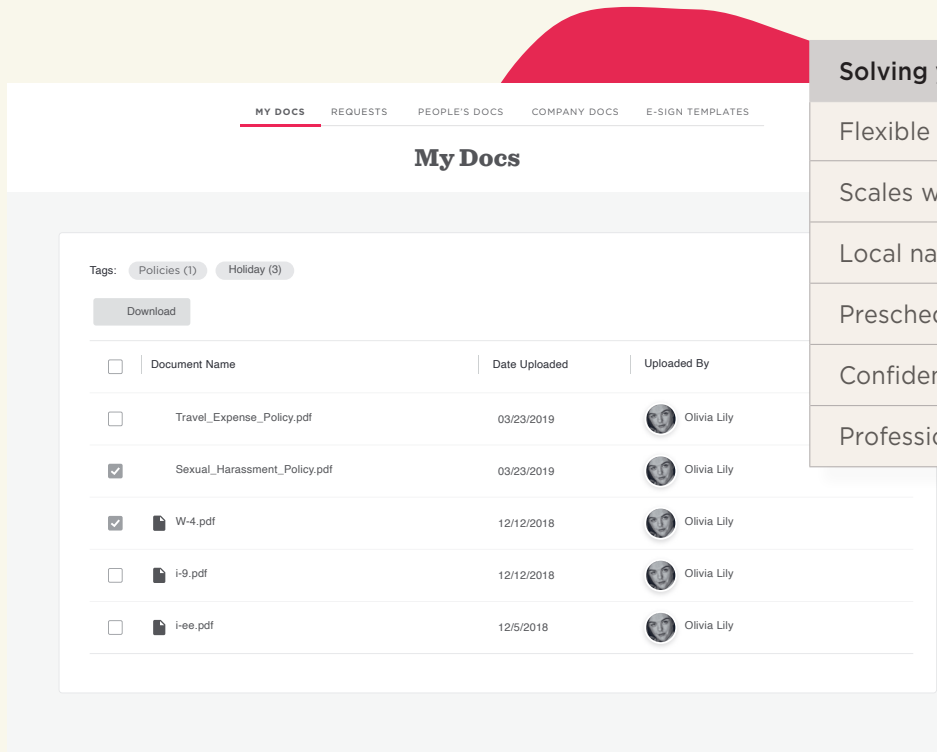
Everyday HR requests are quickly solved for employees, freeing HR to focus on higher-level tasks. Time and absence management are easily tracked via desktop and mobile, in addition to Microsoft Teams and Slack integrations. People, teams, and tribes will no longer need to search for a “missing” employee 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, bob delivers both customizable and preset reports so you can continuously manage and improve HR performance, KPIs, and analytics, and get the data you need to maximize the employee experience.

Streamlining your core HR processes	Hibob
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.



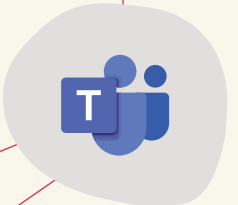
The screenshot shows the 'My Docs' section of the bob platform. It features a navigation bar with 'MY DOCS', 'REQUESTS', 'PEOPLE'S DOCS', 'COMPANY DOCS', and 'E-SIGN TEMPLATES'. Below the navigation, there are tags for 'Policies (1)' and 'Holiday (3)', a 'Download' button, and a table of documents. The table has columns for 'Document Name', 'Date Uploaded', and 'Uploaded By'. The documents listed are: 'Travel\_Expense\_Policy.pdf' (03/23/2019, Olivia Lily), 'Sexual\_Harassment\_Policy.pdf' (03/23/2019, Olivia Lily), 'W-4.pdf' (12/12/2018, Olivia Lily), 'I-9.pdf' (12/12/2018, Olivia Lily), and 'I-ee.pdf' (12/5/2018, Olivia Lily). Checkmarks are present next to the first three documents.

Solving your unique business needs at scale		Hibob
Flexible core HR		✓
Scales with your business		✓
Local national and religious holidays		✓
Prescheduled and customizable reports		✓
Confidential document storage and search		✓
Professional implementation services		✓

# 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 thousands 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. Connections 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/](https://hibob.com/integrations/).



Improving productivity through collaboration	Hibob
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	✓

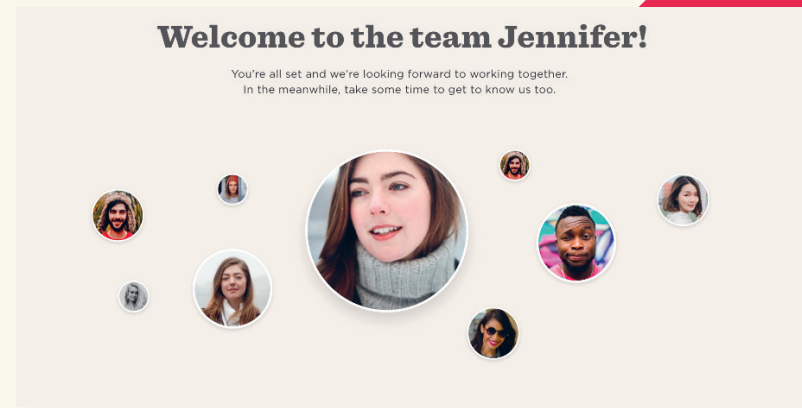


# Why choose Hibob over alternatives?

When comparing bob to alternative solutions, 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 to create a great user experience for employees. The innovative UI has a consumer social feel, making it more enjoyable to use. The platform creates a welcoming environment that fuels an immediate sense of belonging.

As a SaaS solution suited for the way people work today, bob makes it easy to manage your people as you quickly grow from a small startup to a medium-sized organization. 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 integrations 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 for all. bob puts people first with culture tools that connect in-house and remote employees to their fast-growing, global companies.



# Why customers choose Hibob over alternatives

Benefit	Hibob	Hibob
<b>Maximizing your employee experience</b>		
Engaging social UI	bob is designed to look and feel like social media, so employees are more likely to engage	✓
Customizable onboarding	Help new hires feel like they belong by employing customer onboarding	✓
Kudos, Shoutouts, and culture tools	Engage employees in company culture using social-style profiles and the company newsfeed	✓
Holistic view of people	Connect employees to each other using the org chart, clubs, and tribes	✓
Hobby groups and tribes	Create meaningful bonds between employees based on shared interests	✓
<b>Growing non-traditional organizations</b>		
Multiple holiday calendars	Customize calendars for full- and part-time employees, plus different sites/offices	✓
Multiple time zones	Hibob provides 18/7 support across three time zones around the world	✓
Office/country newsfeeds	Newsfeeds and Shoutouts can be customized for different sites and teams	✓
Easily customizable for local best practices	Easily adjust bob for different sites in order to connect your tribes with the global culture	✓
18 x 7 support	Hibob provides 18 x 7 support across three time zones around the world	✓
Engage in-house and remote workers	Support in-house and remote teams with customizable settings for different sites	✓

# Why customers choose Hibob over alternatives

Benefit	Hibob	Hibob
Streamlining your core HR processes		
HR KPIs and talent analytics	bob delivers customizable and preset reports to help you improve performance	✓
Personal employee profile	Employees can create personal profiles where they can share superpowers, hobbies, and interests	✓
Employee timeline	Give employees comprehensive view of their history, accomplishments, peer Kudos, and management reviews all in one place	✓
Dynamic people directory	Our dynamic org chart provides a complete picture of the relationships between people, teams, and departments to help you make data-driven decisions about your people	✓
Customizable workflows	Completely customizable flows with approvals make sure that each stage of your processes are completed at the right time, by the right people, for all of your people	✓
Payroll hub (compensation management)	Take the pain out of payroll and keep information secure with our payroll connect solutions and integrations with leading providers	✓

# Why customers choose Hibob over alternatives

Benefit	Hibob	Hibob
<b>Solving your unique business needs at scale</b>		
Flexible core HR	bob streamlines core HR processes by simplifying time off/approval cycles and onboarding	✓
Scales with your business	bob's support for non-hierarchical organizational structures makes it easy to manage growth from startup to enterprise	✓
Local national and religious holidays	bob adapts to support local cultures and sites through features that can be customized by site	✓
Prescheduled and customizable reports	Save time and make data-driven HR decisions with automated HR analytics and insights	✓
Confidential document storage and search	A crucial aspect of any HRIS, the challenge of secure digital doc storage is solved with bob	✓
Professional implementation services	Your HRIS needs to be flexible and adaptable to meet business needs as they grow and change	✓
<b>Improving productivity through collaboration</b>		
Mobile app	bob's mobile app brings the web app's beautiful interface and engaging experience to small screens	✓
Smooth recruit-to-hire process via top ATS	Our smooth ATS integrations ensure that you never miss a beat when it comes to recruitment	✓
Native integrations with Slack and MS Teams	Streamline HR actions within your favorite collaboration tools via web or mobile	✓
Native integration with top 5 ATS systems	Our native integrations with the top-5 ATS streamline the recruit-to-hire process	✓
Zapier integration	Seamless integrations with third-party apps let you seamlessly maintain your workflow	✓
Open API	Easily develop your own custom workflows with bob's 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

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SCHEDULE A DEMO



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