

# HR Kiosks Provide Better Employee Benefits

Human Resources Kiosks are being deployed by a variety of companies across the country as they are finding that these machines provide a great user experience for employees and create greater efficiency for business owners and HR departments.

HR kiosks can be used for various functions, including digital employee training exercises, managing employment applications, providing up-to-date employee rules and handbooks, and managing enrollment in employee benefits programs.

With many companies focusing on attracting top talent and retaining these “rock star” employees, using an HR kiosk to manage an employee benefit program is proving to provide countless advantages for both employers and employees.



## The Value of Employee Retention

A survey of 610 CEOs found that when hiring a new mid-level manager, the break-even point does not occur until after the new employee has been with the company for six months.



**6**  
Months

=



Break even

As a result, it is critically important to offer a benefits system that outpaces the competition. Creating a benefits system around electronic HR Kiosks ensures that your company is using the latest technology and allowing for easy opt-in and opt-out of optional benefits programs.

## HR Kiosks Can Improve Your Benefits Packages and Increase Employee Retention

HR Kiosks are great for both employers and employees. For employees, they offer speed and efficiency that cannot be achieved through traditional paper-based HR programs. For employers, they provide administrative efficiency and great insight into the effectiveness of benefits programs.

A few of the key advantages of HR kiosks are as follows:

- Easy Sign-Up and Enrollment**  
 HR Kiosks provide easy access for your on-site employees to browse your various benefits offerings, get detailed information about new and updated benefits packages, and sign-up quickly through an online interface.
- Reduced HR Administration**  
 With HR kiosks, the entire signup process is electronic, so there is no need for admin time to do data entry. In addition, because the data is in an electronic format, it can easily be exported to your benefits package providers without additional time spent managing and transforming data.
- Better Benefits Offerings**  
 Because HR kiosks have an easy-to-manage interface, your benefits packages can be easily updated and signups can happen year-around. This allows you to add seasonal offerings and new packages in just a matter of minutes!
- Lower Benefits Pricing**  
 Because HR kiosks are extremely user friendly, you can expect higher overall employee participation, and that coupled with optimized benefits offerings, ensures that you are paying the lowest prices-per-user on the packages that are most in-demand by your employees.
- Get Direct Employee Feedback**  
 HR kiosks can be outfitted with surveys and feedback forms that allow your employees to give more detailed feedback and requests about their benefits packages. This further ensures that your offerings are best suited for your staff.

## Most Popular Employee Benefits

According to the Bureau of Labor Statistics, the top benefits offered by employers in 2013 consisted primarily of traditional benefits such as paid time off, healthcare, and retirement benefits.

Benefit Type	Employers Offering
Unpaid Family Leave	80%
Vacation Pay	77%
Holiday Pay	77%
Health / Medical Care	70%
Prescription Drugs	68%
Paid Jury Duty	62%
Paid Sick Leave	61%
Paid Funeral Leave	60%
Defined Contribution Retirement Plan	59%
Life Insurance	57%



## A New Era in Benefits Packages

As the economy strengthens, employers are finding it more challenging to attract and retain the most talented employees. One way that employers are differentiating themselves is by offering unique benefits packages that are not offered by their competitors. By using HR kiosks to manage and administer these non-standard programs, employers are more easily able to track the effectiveness of these packages.

A few of these unique benefits are as follows:

Employee Benefit	Company
4-months parental leave	Facebook
Reimbursement for day care	Facebook
On-site physicians, physical therapists, chiropractors, and massage therapists	Google
Daily chef-prepared organic lunches	Institute for Integrative Nutrition
In-house yoga classes	Institute for Integrative Nutrition
Full-tuition coverage for a bachelor's degree	Starbucks
Mid-day breaks to go surfing	Patagonia
PTO to volunteer for charities	Zimbra
Free event tickets at Quicken Loans Arena	Quicken Loans
Full-size on-site basketball courts	Zynga

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