

“Should I build my own HR database in-house, or should I use HRSource HRIS?”

Below are some thoughts to consider when making the decision to either use HRSource HRIS or modify an Access database for your current needs:

Functionality

By using HRSource HRIS, you are not just tracking and pulling data from a database; you are also *streamlining HR processes*. Think about how much time you will spend formatting reports to respond to data analysis needs by management. And what about government-required reports?

With HRSource, you can:

- a. Use ready-to-use reports and templates (e.g. government forms, OSHA requirements, etc.)
- b. Use the auto-alert system to remind you of key events/dates (training renewals, etc.)

Industry standard practices; legal compliance

HRSourceTM HRIS helps you implement industry standard HR recordkeeping practices. It also helps you efficiently fulfill your legal reporting requirements. Looking towards the future, you want to be prepared in at least two more areas: preventing potential lawsuits, and responding to threats of a lawsuit. With accurate and detailed records, your company can be safe and secure, knowing that you're doing all the right things with regards to employee data.

Fully tested and ready to use

You can start using HRSourceTM the same day you receive the system. The free support during the first 30 days allows you to focus on making sure you put the system to maximum use. Feel rested and confident, knowing that your system has been successfully used by many HR professionals for over 10 years. Don't waste time testing and debugging software. Spend your time wisely by being an HR database *user*, providing information to help the company make important, strategic decisions.

Training and support

Turnover of personnel and contractors is inevitable in any business. But if the systems and tools you have are industry standard and set for long term use, then new personnel can easily be trained to minimize any disruption to your operations. A database that is built in-house will be useful only as long as the developer is there to answer questions, support it, and improve on it. Otherwise, you're stuck with a system no one understands fully.

Long-term product path

Some HRSource users have had their system for over 10 years. The product is continually updated with improvements based on users' feedback, as well as with new federal requirements (e.g. OSHA, EEO, etc.). As your organization grows and changes, the add-on modules allow your system to grow with you and ensure compatibility for future system enhancements.

At \$995 for a single user license, HRSource HRIS is an excellent investment value and affordable to many organizations. That's why HR Magazine calls HRSource HRIS: the "HRIS With a Small Price".
<http://www.auxillium.com/HRMagRev.pdf>.

For additional articles and information to help you make your HRIS decision, please visit our [News and Articles](#) page of our website.