Why customers choose

HIBOB OVER BAMBOOHR

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Modern HR platform for modern business

It’s true. HR leaders are the movers and shakers of the industry today. From honing soft skills and strategy to decisions on hybrid work policies, HR leaders are making the decisions that shape the experiences people have grown to expect in this modern world of work.

Yes, technology helps. But it can also hinder. Investing in HR tech requires an eye to the future (or a crystal ball). Either way, HR is expected to manage change faster than before. The quicker HR reacts, the more positive the impact on employee experience and the business. So if HR leaders need to remain flexible, their HR tech needs to be even more flexible. After all, no one can predict the future. However, we can expect that changes will surely come.

We’ve put together a list of topics and questions to carefully examine when choosing HR technology. After all, your HR tech will carry the business forward through good times and bad

When selecting the right **HR tech** for your business and comparing HiBob vs. BambooHR, review and explore these questions to help set priorities. This will ensure the best results for your HR team and your business.

Modern HR platform for modern business

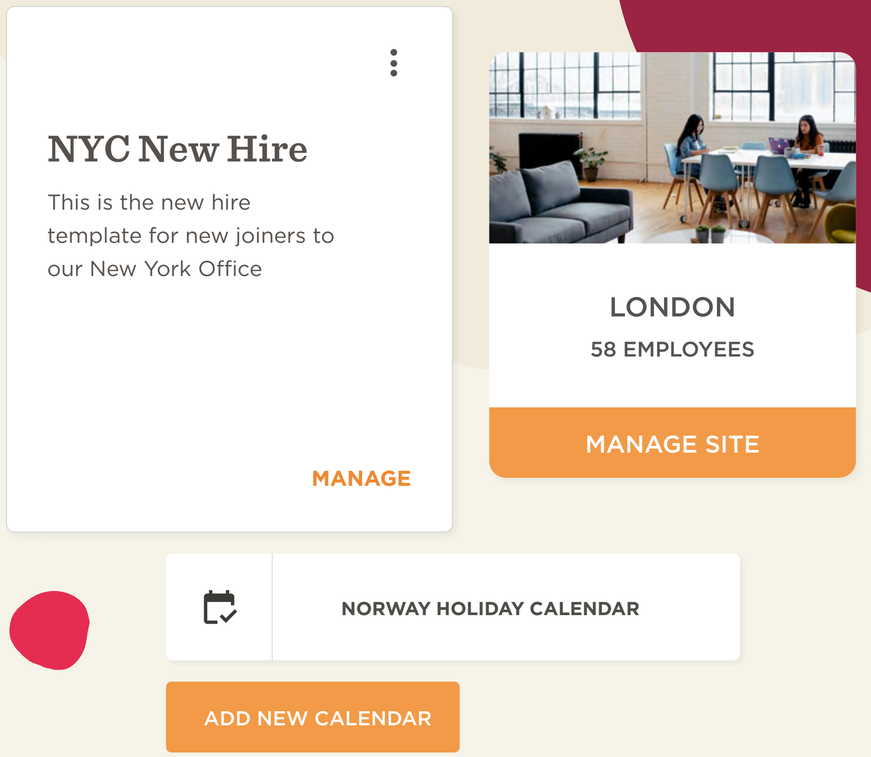
> “Often there’s a lot of technology that comes out of the US or certain locations that’s very US-centric. But as soon as you go into different time zones and currencies, it gets hard, and you end up celebrating birthdays on the wrong day and getting notifications for anniversaries on the wrong day, which is really frustrating.”

Kirsti Grant
People Experience, Auror

When comparing HiBob vs. BambooHR, ask these questions to discover which HCM best fits your business.

1. Can BambooHR configure HR processes to the local and regional culture and regulations?

In today's world of work, business opportunities and talent are often located across multiple offices and locations worldwide. Global expansion has risen with hybrid work and remote work opportunities. However, it can be overwhelming for HR leaders to manage. There needs to be a way to manage different holidays, local laws, and time zones and communicate effectively with a more diverse workforce. Ask these questions to compare HiBob vs. BambooHR for local and regional expansions.



Check if BambooHR configures processes at the local and regional levels.

Does it offer out-of-the-box holiday calendars and time-off policies for multiple countries?	☐ Yes ☐ No
Can you easily navigate across multiple time zones?	☐ Yes ☐ No
Does it offer specific news feeds for each office and country?	☐ Yes ☐ No
Can it be customized for local best practices or customs?	☐ Yes ☐ No
Is tech support available in the time zone of your regional needs?	☐ Yes ☐ No
Can it engage with both in-office and remote employees across the globe?	☐ Yes ☐ No
Does it support hybrid work policies?	☐ Yes ☐ No

Bob does it all

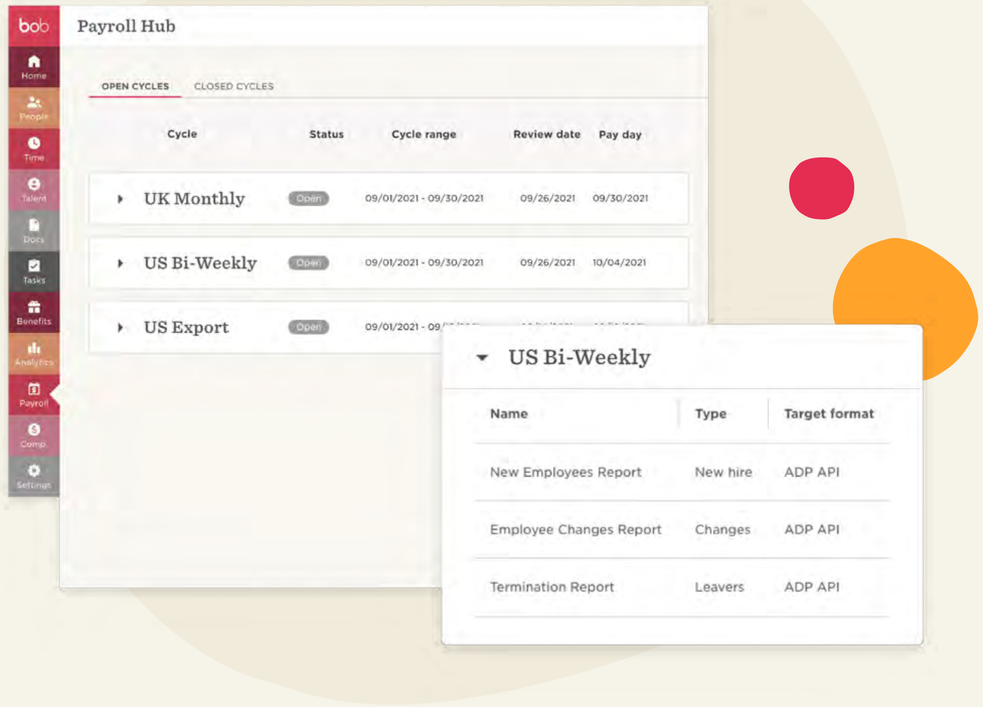
Automate workflows around the globe, and localize and personalize experiences for your people

Bob was designed as a global platform that supports the non-traditional **organizational structures** that characterize today's modern world of work. Supporting in-house and remote teams in multiple countries while tracking multiple holiday calendars, time-off policies, and currencies is a breeze. Bob delivers a total view across the business with customizable workflows and fields that let you quickly adapt 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, key local statistics, and local company news connect the local employees with the global corporate culture. Even if your business only has one site today, Bob scales wherever and however you grow.

2. Does BambooHR integrate with the existing tech stack for a seamless employee journey?

The world of work has completely changed. Companies of all sizes are more distributed than ever, with many employees working at home, remotely, or in a hybrid work model. A **good HR platform** must help companies overcome disconnected teams that affect company culture, make people feel isolated, and hinder productivity and collaboration. See these questions for BambooHR vs. HiBob and ask yourself what you need for your employee journey.



Check if BambooHR will deliver a seamless employee journey across the tech stack.

Does it offer a native mobile app with the functionality most frequently used by employees and managers?	☐ Yes ☐ No
Does it connect with recruitment suites to manage the hiring process in many locations worldwide?	☐ Yes ☐ No
Does it integrate with payroll providers worldwide to comply with local regulations?	☐ Yes ☐ No
Can it manage single and multiple payroll cycles for global employees from one central location?	☐ Yes ☐ No
Can it smooth the recruit-to-hire process with integrations or support for the top ATS solutions?	☐ Yes ☐ No
Does it offer native integrations with Slack and MS teams?	☐ Yes ☐ No
Does it offer native integrations with the top five ATS solutions?	☐ Yes ☐ No
Does it integrate with Zapier?	☐ Yes ☐ No
Does it have an open API for customer development?	☐ Yes ☐ No

Bob does it all

Create harmony across your tech stack, company, and sites.

Bob's integrations with leading third-party applications to let you continue working the way you prefer while leveraging Bob's expertise in maximizing employee experience.

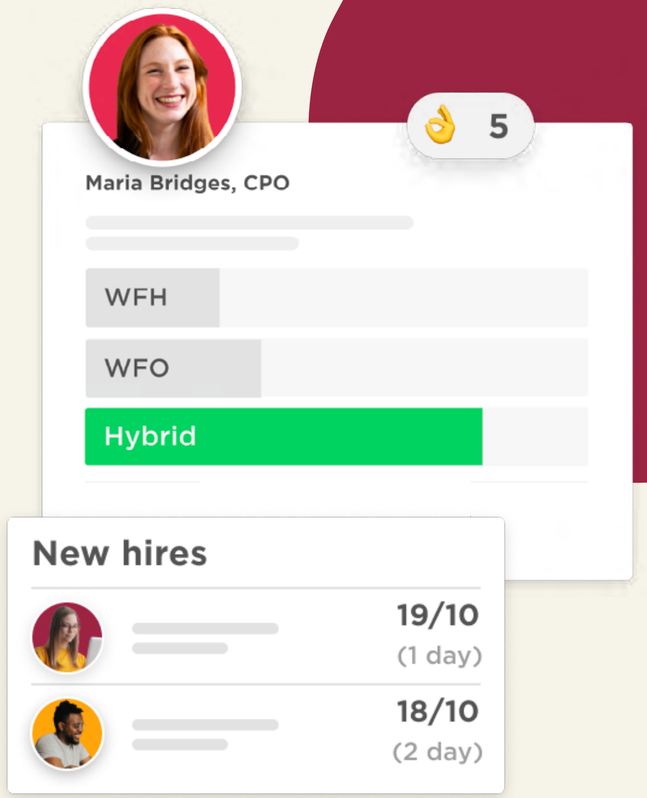
Manage payroll worldwide from a central location. Integrate with payroll providers in different countries and comply with local regulations and processes. Native integrations with applicant tracking systems like Greenhouse, Workable, and Lever streamline your recruit-to-hire process.

Bob partners with more than a dozen collaboration systems, connecting to thousands of applications through Zapier, and lets you quickly develop your own custom workflows with our open API.

Simultaneously, 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 while communicating with your people on the platforms they are familiar with them.

3. Can BambooHR solve your unique business needs at scale across different sites and countries?

No two businesses are alike, and your unique organization needs flexible HR technology to help solve the challenges you'll face as your company grows and changes. Many **HCM** solutions are rigid or offer limited flexibility that cannot sustain company growth or scale over time. Answer the questions here for BambooHR vs. HiBob and see if BambooHR will scale for your needs.



Check if BambooHR will be able to solve your unique business needs at scale.

Is its core HR functionality customizable to your needs now and in the future?	☐ Yes ☐ No
Can it scale with your business to handle hundreds or thousands of employees?	☐ Yes ☐ No
Does it support using multiple calendars with local, national, and religious holidays?	☐ Yes ☐ No
Can you schedule the production of daily, weekly, or monthly customizable reports?	☐ Yes ☐ No
Can it securely store confidential personal information and let you quickly find it?	☐ Yes ☐ No
Are there professional services to customize, implement and launch the platform for all to use?	☐ Yes ☐ No

Bob does it all

Flexibility and configurability at the core.

Bob's integrations with leading third-party applications to let you continue working the way you prefer while leveraging Bob's expertise in maximizing employee experience.
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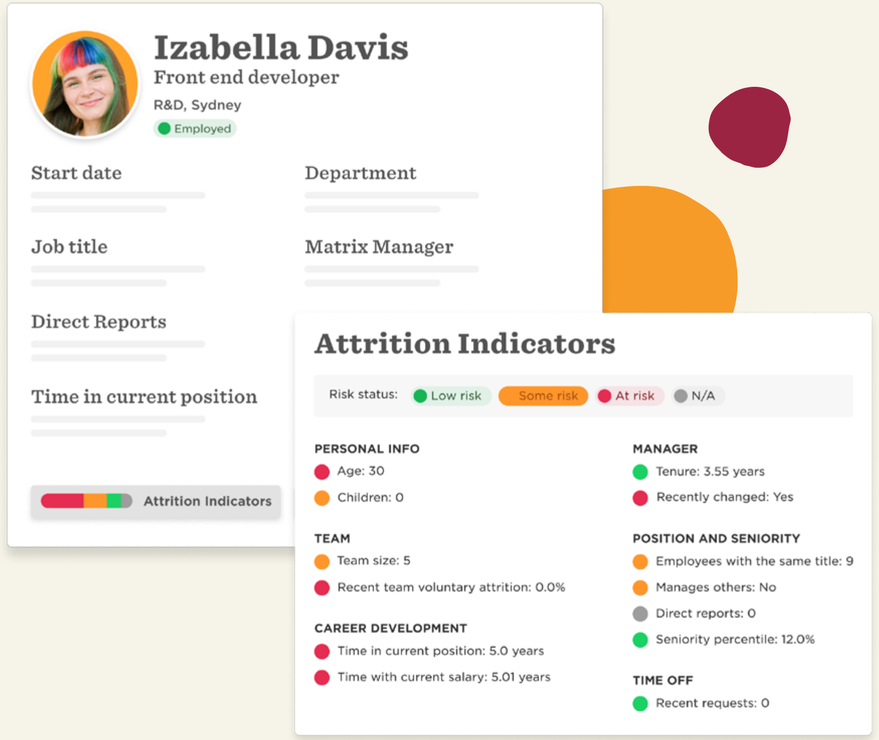
4. Can BambooHR streamline and automate core HR processes to reduce workloads?

In dynamic companies, core **HR tasks** must be efficient and pain-free to save precious time and minimize employee frustration.

As the company hires remotely, HR needs to build processes encompassing the company culture and letting people feel heard and included. Daily HR tasks like onboarding and time management can become repetitive and time-consuming, taking HR away from other valuable tasks that need to get done.

A good HCM should automate and expedite core tasks that take HR away from bigger impact programs and allow employees to connect to everything the company offers. Answer the question below for Bob vs. BambooHR to prioritize your HCM needs.



Check if BambooHR will be able to streamline all your core HR processes.

Does it track vital KPIs like attrition indicators and accurately report HR performance with one source of people data?	☐ Yes ☐ No
Can you choose different chart types to show leadership a visual story for every KPI?	☐ Yes ☐ No
Can you build personalized onboarding workflows to give a personal touch to each employee?	☐ Yes ☐ No
Is there pre-boarding workflows available to new hires that show company-wide org charts to get to know the team before the start date?	☐ Yes ☐ No
Does each employee have a way to personalize the profile with name pronunciations and pronouns of choice?	☐ Yes ☐ No
Does each employee have a timeline of their company history and achievements?	☐ Yes ☐ No
Is there a dynamic people directory for grouping and sorting people by expertise, hobbies, and more?	☐ Yes ☐ No
Is there an automatic workflow that manages the employee journey with reminders and due dates?	☐ Yes ☐ No
Can it take polls and surveys to check in with people and measure employee satisfaction?	☐ Yes ☐ No

Bob does it all

Streamline and automate core HR and more.

Bob streamlines core **HR processes** and more by automating and simplifying approval cycles with just a click. 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.

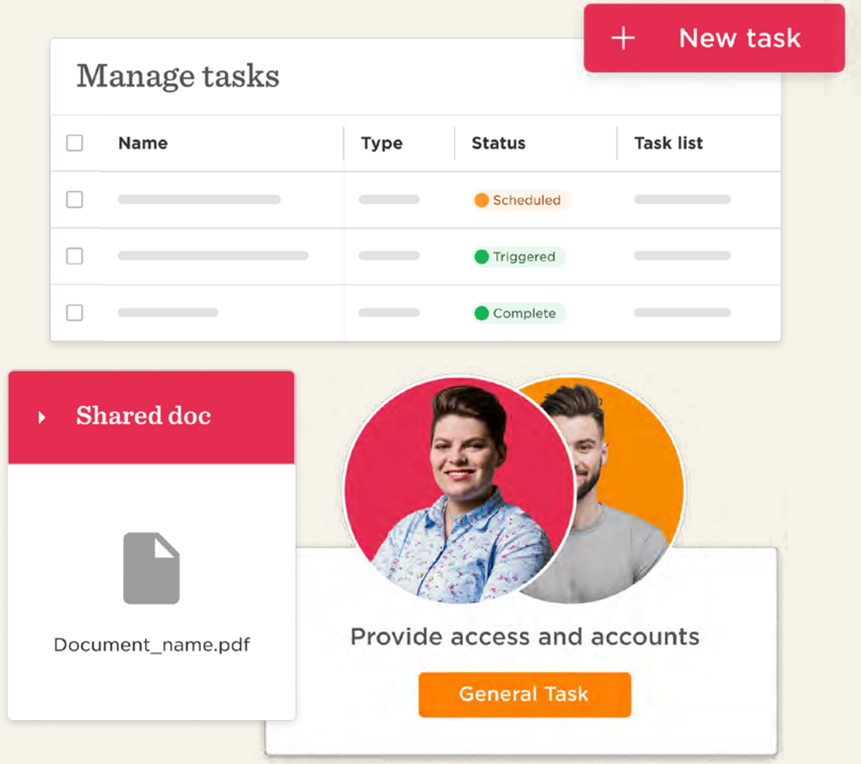
Simple HR requests are quickly solved for employees while freeing HR to focus on higher-level tasks. Time and attendance are easily tracked via desktop and mobile, in addition to Microsoft Teams and Slack.

Use comprehensive people analytics to gain meaningful intel and uncover hidden insights about your people. You get real-time, cross-platform numbers that tell your HR story and can be shared with leadership with no extra work from your end.

Optional polls and surveys let you closely monitor employee sentiment changes. At the same time, HR KPIs and people analytics deliver ad-hoc and pre-set reports with metrics that let you continuously improve HR performance and maximize employee experience.

5. Does BambooHR empower managers to be an integral part of the employee journey and retention?

When remote and **hybrid work** became the new normal, managers became integral to keeping employees connected and engaged. Now managers are seen as the front lines of collaboration and discussions and need the right tools to enable this across all locations, sites, and countries. The right HR platform should facilitate productivity and engagement between managers and their people, regardless of location. When reviewing these questions for HiBob vs. BambooHR, ask yourself which features will improve your retention rates and help you the most.



Check if BambooHR empowers managers with productivity and collaboration tools.

Do managers have access to employee lifecycle milestones to schedule regular check-ins that will help increase retention?	☐ Yes ☐ No
Do managers have access to 1:1 meeting templates that ease the burden of routine processes like onboarding, career growth, and performance reviews?	☐ Yes ☐ No
Do managers have a central place to track the entire employee journey so 1-on-1s will facilitate meaningful dialogue?	☐ Yes ☐ No
Can managers set departmental goals for their team members that link to company KPIs?	☐ Yes ☐ No
Do managers have timely information and reports about their team's time-off status?	☐ Yes ☐ No
Do managers have attrition indicators to gauge and understand the turnover risk of their direct reports?	☐ Yes ☐ No

Bob does it all

Manager empowerment that grows people.

Managers are on the frontline with their employees, and Bob empowers managers with the tools and templates they need to connect, gauge, and grow their teams.

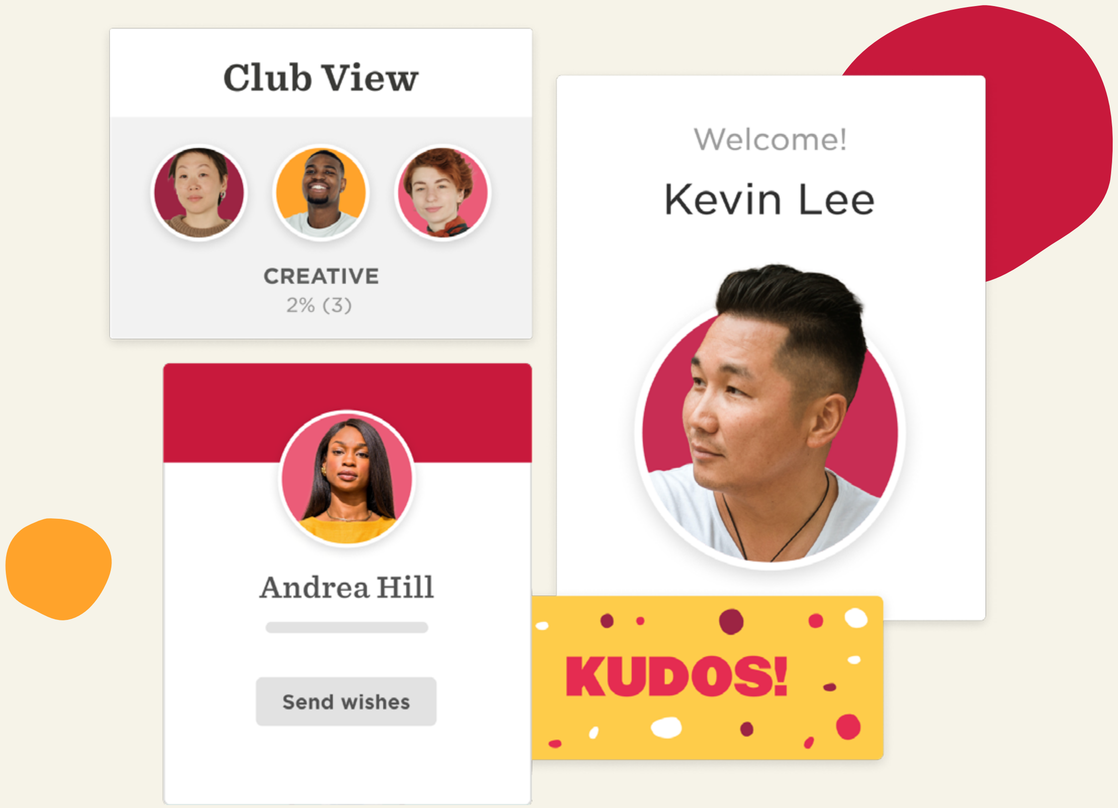
Using Bob, managers can schedule 1-on-1s with their people using out-of-the-box or custom templates, which allow employees to contribute to the agenda for a collaborative experience.

Managers can help employees set goals and KPIs, then schedule recurring meetings to keep everyone on track. When **performance reviews** come up, everything is documented in one place, including historical events, so more meaningful sessions can occur.

It's easy for managers to approve time off and expense requests that come multiple times using the mobile app. Then, the entire team can see who's working and who is off with a calendar that reflects it all in real-time.

6. Can BambooHR maximize employee experience and foster employee retention?

The role of HR is no longer about headcount and managing human capital. HR leaders must build a company culture that engages and retains employees and fosters relationships and commitment in today's employment landscape. Compare BambooHR to HiBob with these questions.



Check if BambooHR will maximize your employee experience.

Can employees get information about colleagues' and peers' work status and location?	☐ Yes ☐ No
Do employees have a place to feel connected to company goals, participate in the culture, and see that their work matters?	☐ Yes ☐ No
Does it give employees custom profiles with preferred pronouns and gender and video introductions?	☐ Yes ☐ No
Does the UX have an engaging social media look and feel?	☐ Yes ☐ No
Can you customize the onboarding workflow and build new workflows with a click?	☐ Yes ☐ No
Can you give public recognition to employees?	☐ Yes ☐ No
Does it give you a holistic and historical view of peoples' activities?	☐ Yes ☐ No
Does it offer hobby groups and clubs to help people build social connections?	☐ Yes ☐ No

Bob does it all

Remarkable employee experience that helps retain your talent.

Bob was designed to put people first instead of merely tracking or managing human resources. With its social media look and feel, Bob empowers employees, connects them to your company culture, and maximizes their employee experience.

People stay informed and engaged with Bob's social media-like homepage. Use the people directory to see who's who with hierarchy and relationships between people, teams, and departments. Find who has shared interests among colleagues using Club View and sort by hobbies, nationality, gender pronouns, and location.

Why choose Bob over BambooHR and other HCM solutions?

When comparing Bob vs. BambooHR and any other HCM, it's clear that Bob is the right choice for multi-national companies.

HiBob recognizes that some of the most painful company processes for employees can be related to HR tasks in local and regional sites. With Bob's inherent flexibility, you can:

- Create HR processes in the local language for clarity and understanding
- Adhere to local payroll regulations by integrating Bob with the local payroll provider of choice
- Pay employees their payroll in the cycle they are familiar with by managing multiple payroll cycles from one central location
- Show local holiday calendars on a global calendar for everyone to celebrate.
- Automate tasks to go out and be performed during the local time zone to be respectful of local time around the globe

Bob's culture tools connect employees worldwide, creating a great employee experience—wherever your people are.

- Bob puts people first with culture tools that connect in-house and remote employees.
- Unique and innovative UI has a distinctly non-technical, fun social media feel.
- More enjoyable and intuitive to use than other HCM solutions.
- Bob creates a welcoming environment that inspires people to build excellent working relationships and keeps them connected to the company, whether they work in a corporate or a home office.
- Unlike other systems, Bob's implementation and daily usage are intuitive and don't require hard coding or technical knowledge.

> **“One of the more innovative HCM platforms is Bob. Bob is designed as a management platform first and an HR platform second. Its entire design is focused on what information managers, employees, and executives need. The company is growing rapidly (1,600-plus customers), and it represents a new approach to core HR, one which I believe every major vendor will have to address.”**

Josh Bersin

HR tech industry analyst

Ready for an inside look at Bob?

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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