



HIBOB

EXTENDED PROFILE



OVERVIEW

HiBob is a modern Human Resources Information System (HRIS) designed to streamline HR processes and enhance employee engagement for businesses of varying sizes. Its intuitive interface and extensive feature set make it a versatile solution for managing core HR functions, talent development, and organizational culture.

WHAT IS HIBOB USED FOR?

HiBob is used for managing HR processes, including employee onboarding and offboarding, performance management, time and attendance tracking, payroll, and employee engagement. It serves as a central hub for all HR-related activities, aiming to improve efficiency and employee satisfaction.

HIBOB INTEGRATIONS

HiBob's platform, Bob, seamlessly integrates with a wide array of tools to enhance HR processes and improve the employee experience. These integrations span various categories, including Applicant Tracking Systems (ATS), payroll, team collaboration, and more, enabling organizations to streamline workflows and maintain data accuracy across their tech ecosystems.

KEY INTEGRATION CATEGORIES:

- **Applicant Tracking Systems (ATS):** Bob integrates with leading ATS platforms, facilitating smooth recruitment and onboarding processes.
- **Payroll:** Integration with payroll systems ensures accurate and efficient payroll management, reducing administrative burdens.
- **Team collaboration:** By connecting with tools like Slack and Microsoft Teams, Bob enhances communication and collaboration within teams.
- **Time & attendance:** Integrations in this category help in tracking employee hours and managing attendance records effectively.
- **Learning Management Systems (LMS):** Bob's integration with LMS platforms supports employee development and training initiatives.



SOFTWARE SPECIFICATION

| OVERVIEW | |
|------------------------|-------|
| PRODUCT NAME | HiBob |
| SOFTWARE FEATURES | |
| ABSENCE MANAGEMENT | ✓ |
| BENEFITS ENROLLMENT | ✓ |
| COBRA | ✗ |
| COMPENSATION | ✓ |
| COMPLIANCE | ✓ |
| DISCIPLINARY ACTION | ✗ |
| EMPLOYEE SELF SERVICE | ✓ |
| FMLA | ✗ |
| HEALTH & SAFETY | ✗ |
| MANAGER SELF SERVICE | ✓ |
| ON & OFF BOARDING | ✓ |
| PAYROLL | ✓ |
| PERFORMANCE MANAGEMENT | ✓ |
| RECRUITMENT | ✓ |
| REVIEWS | ✓ |
| SOCIAL NETWORKING | ✓ |
| SUCCESSION MANAGEMENT | ✗ |

| | |
|-------------------------------------|---|
| TIME & ATTENDANCE | ✓ |
| TRAINING & SKILLS | ✓ |
| VACATION & SICK LEAVE | ✓ |
| WORKFLOW | ✓ |
| WORKFORCE ANALYTICS | ✓ |
| TRAVEL & EXPENSES | ✗ |
| ORGANIZATION SIZE | |
| ENTERPRISE (1000+ EMPLOYEES) | ✓ |
| MEDIUM (251-1000 EMPLOYEES) | ✓ |
| SMALL (1-250 EMPLOYEES) | ✓ |
| PLATFORM | |
| CLOUD | ✓ |
| INSTALLED | ✗ |
| PRODUCT INFO | |
| MODULAR | ✓ |
| MULTI LANGUAGE | ✓ |
| MULTI CURRENCY | ✓ |
| CUSTOMIZABLE | ✓ |
| FURTHER INFORMATION | |
| PRICING | ~ \$16-\$25 per employee, per month (custom quotation required) |

The screenshot displays the 'Manage cycles' interface in HiBob. The left sidebar contains navigation options: Home, People, Time, Talent, Docs, Tasks, Analytics, Comp., Benefits, and Settings. The 'Performance rating' section is active, showing a list of options: Details, Forms, Performance rating, Reminders, and Invitations. The main content area is titled 'Performance rating' and includes an 'Enable' toggle switch. Below this, there are radio buttons for 'Questions average' (selected) and 'Single question'. The 'REVIEWERS RATING' section explains that at least one scale question must be selected for the rating to be calculated. It lists three reviewer categories: 'Self' (3 questions selected), 'Manager' (1 question selected), and 'Peer' (3 questions selected). The 'Peer' category has several checkboxes for specific traits, with the first three checked. The 'OVERALL RATING' section explains that forms must be selected for the overall rating to be calculated, with checkboxes for 'Self average', 'Manager average', and 'Peer average', all of which are checked. A 'Share overall rating with reviewee' checkbox is also checked. At the bottom right, there are 'Previous' and 'Next' buttons.

bob Manage cycles

Performance rating

Enable

Questions average Single question

REVIEWERS RATING
Select at least one scale question to be calculated in the reviewers' rating. The rating will appear as an average on the reviewee's form and timeline.

► Self 3 questions selected

▼ Manager 1 question selected

Please rank your overall impression of the employee's performance (over the course of the review period).

▼ Peer 3 questions selected

Is the go-to person teammates go to for their advice and knowledge.
 Builds strong relationships with others.
 Effectively communicates with colleagues, wherever they are in the corporate hierarchy.
 Initiates and executes creative ideas.
 Seeks out new ideas and approaches.
 Continues to grow and improve as an employee.
 Promotes the company's culture among his/her peers.
 Displays an ability to learn rapidly and adapt quickly to changing situations.
 Displays a practical approach to solving problems.

OVERALL RATING
Select the forms to be calculated into the overall rating

Self average
 Manager average
 Peer average

Share overall rating with reviewee

Previous Next

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COMPANY ENGAGEMENT

1. I am satisfied with my workplace

1 2 3 4 5

Strongly Disagree Disagree Neither agree nor disagree Agree Strongly agree

2. I am proud to be working at the company

1 2 3 4 5

Strongly Disagree Disagree Neither agree nor disagree Agree Strongly agree

Edit Questionnaire

I am satisfied with my workplace

1 2 3 4 5

Strongly Disagree Disagree Neither agree nor disagree Agree Strongly agree

Mandatory Questionnaire
 Allow this
 Add this

ROLLBACK
 SELECT
 PUBLISH TEXT

Select state: agree

Cancel Save

Back My Area worksheet

Planned workforce growth rate is 35%

43 Employee positions 15 Post-paid positions

27.7 Average PTE 41.4 Post-paid PTE

Positions breakdown

| Year ID | ID | Job Title | Job level | Department | Change since | Area | Position status | Posted by |
|---------|--------|------------------|-----------|------------|--------------|---------|-----------------|-----------|
| | P-0004 | UX Architect | Mid level | Product | Added | UK | Full-time | |
| | P-0005 | UX Manager | Mid level | Product | Added | UK | Full-time | |
| | P-0006 | UX Designer | Mid level | Product | Added | UK | Full-time | |
| | P-0007 | UX Designer | Mid level | Product | Added | Sweden | Full-time | |
| | P-0008 | UX Designer | Mid level | R&D | Added | Sweden | Full-time | |
| | P-0009 | Service engineer | Mid level | R&D | Unchanged | Germany | Full-time | |
| | P-0010 | UXP | Junior | Product | Unchanged | NL | Full-time | |
| | P-0011 | UX Designer | Senior | Product | Unchanged | UK | Full-time | |
| | P-0012 | UX engineer | Junior | IT | Changed | UK | Full-time | |

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43 Employee positions 15 Post-paid positions

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Positions breakdown

Product 25%

IT 25%

R&D 25%

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Details

Questionnaire

Launch plan

Details

General

Survey name*
e.g. Workplace culture survey 0/100

Owners*
Rochel Potor

Anonymous survey
Anonymous results are shown in groups so individual responses are not exposed.

Threshold*
5

Participants
Select who will be invited to answer the survey.

All Employees
 Select by condition
 Select by name

Lifecycle status equals Employee