

# 8

## CONS OF USING **EXCEL** SPREADSHEET IN HR

*Reason Why Excel May Not Be The Best Option  
For Managing Organizational Workforce*



# *EVOLUTION OF SPREADSHEETS*

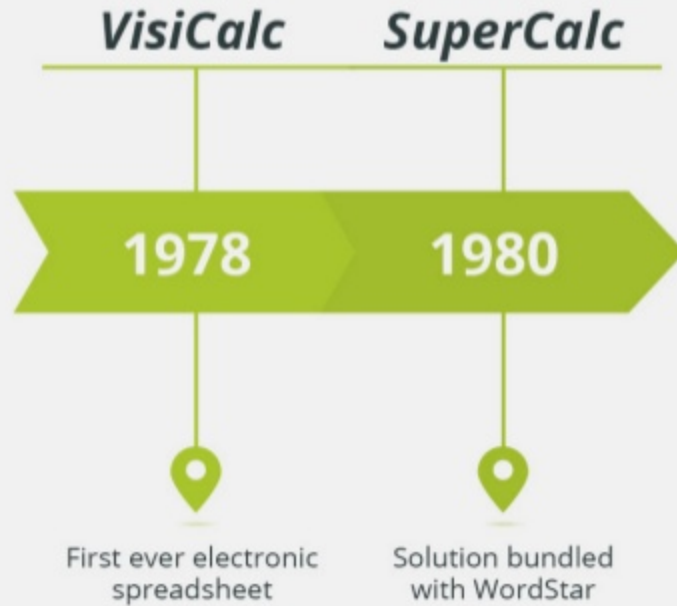


A Quick Timeline

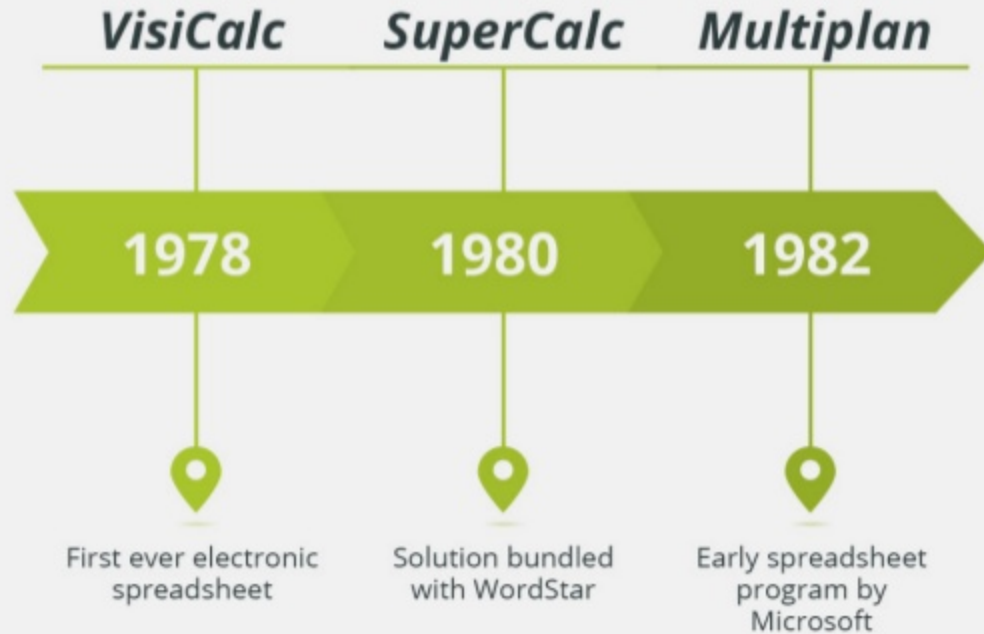
## Available in Different Versions and Capabilities



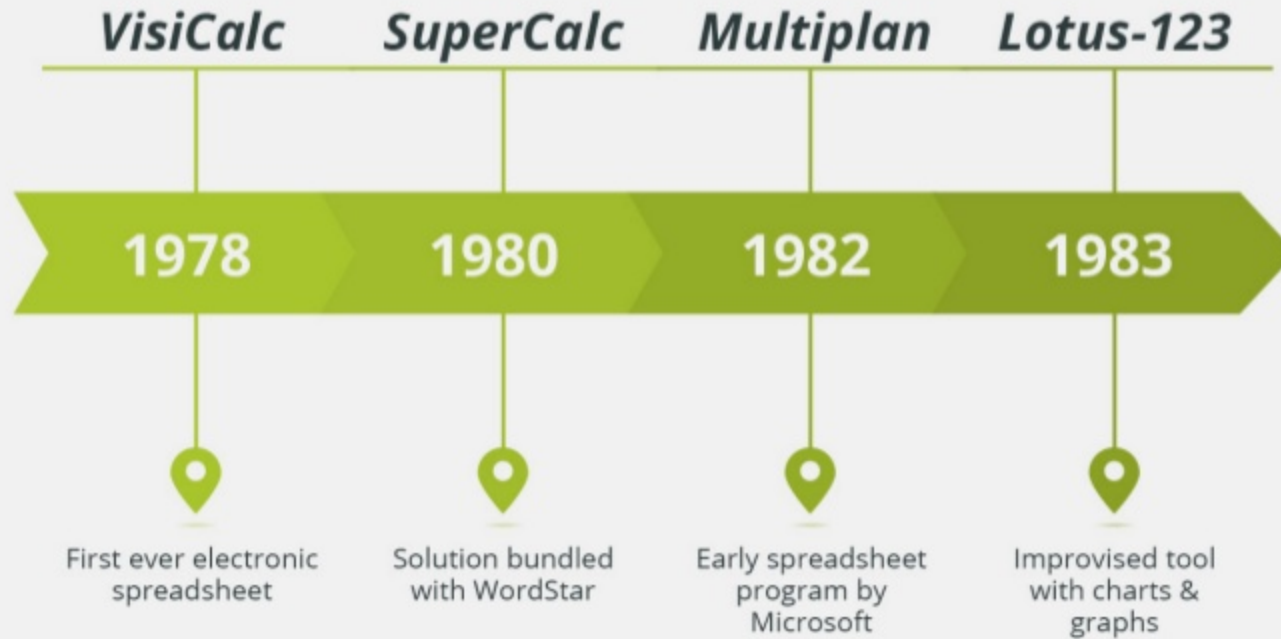
## Available in Different Versions and Capabilities



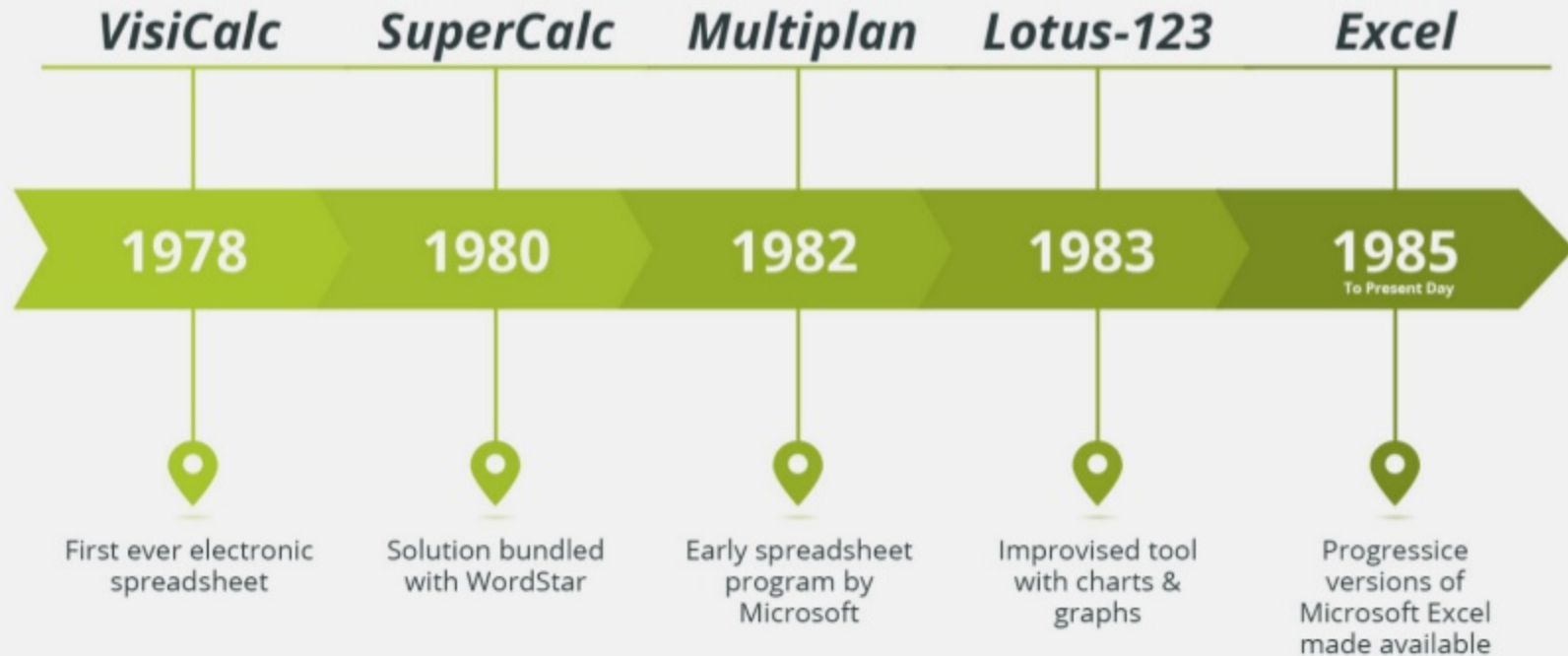
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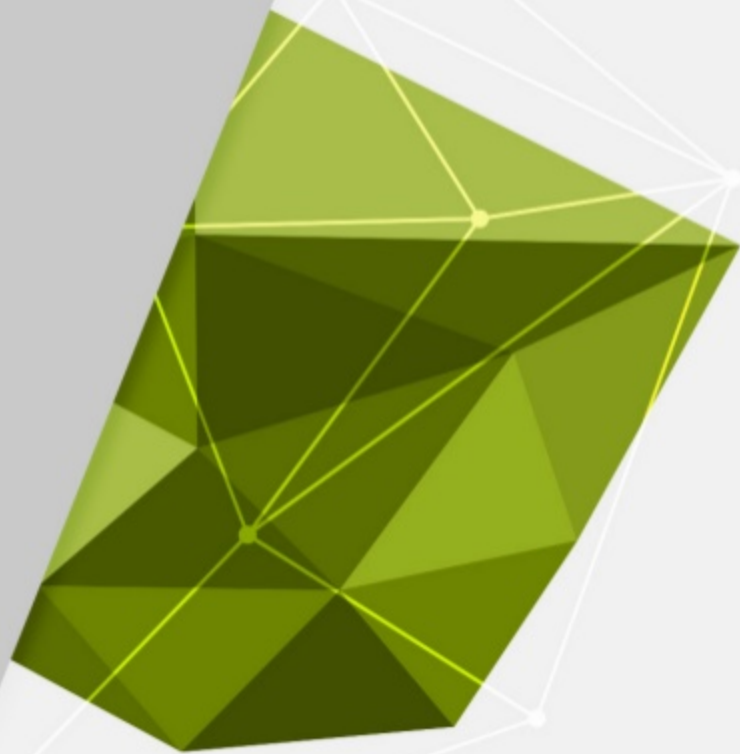
## Available in Different Versions and Capabilities



A black and white photograph of a person sitting at a desk, working on a laptop. The desk is cluttered with various items: a vase of flowers, a small potted plant, a pen holder, and some papers. A large window in the background shows a blurred view of the outside world. A large, semi-transparent yellow triangle is overlaid on the right side of the image, pointing towards the bottom right corner. The text "WHAT'S BEHIND EXCEL'S POPULARITY?" is written in a bold, sans-serif font, with "EXCEL'S" in yellow and the rest in white, positioned in the bottom right corner of the image.

**WHAT'S BEHIND  
EXCEL'S  
POPULARITY?**





The fact that it is free, readily available, configurable on basic machines and easily manageable for small business setups has backed its extensive use

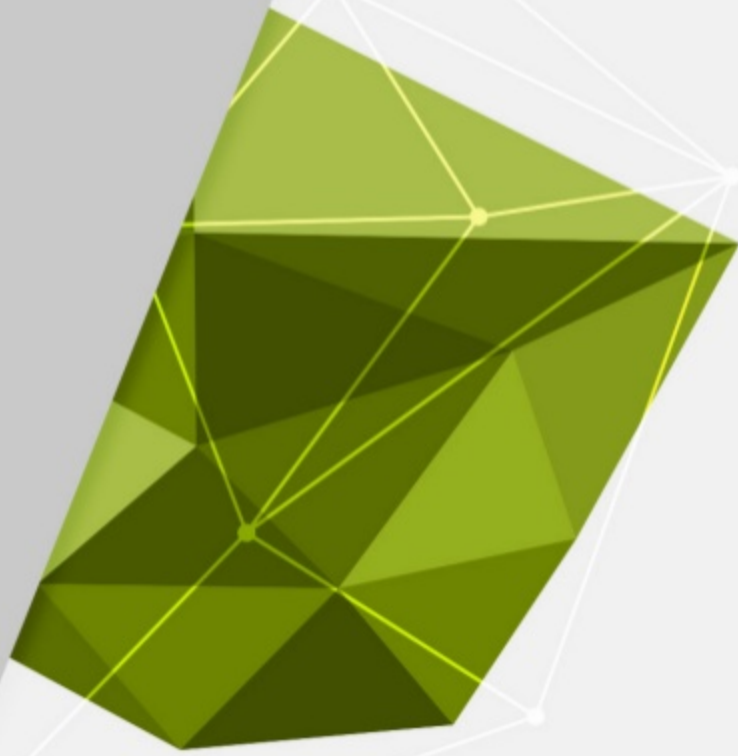
Around 81% of the organizations  
use spreadsheets to supplement  
their Corporate Performance  
Management solutions

*(Survey by BPM Partners)*





**DOES THIS IMPLY IT IS  
THE BEST  
SOLUTION FOR HR?**



Probably Not. It is not geared to face the challenges posed by large well-established organizations with evolved HR processes and soaring employee strength

# *WHAT ARE THE MAJOR DISADVANTAGES OF USING **EXCEL** IN HR?*





## ***REASON 1***

***PRIVACY ISSUES AND POOR  
BUILT IN CONTORL***

You can hardly control the viewership of the data making it vulnerable to alterations. Not to forget, there are no checks to test the accuracy of data sources getting pulled into the spreadsheets



***REASON 2***

***PRONE TO HUMAN ERRORS***



The reason why people love Excel is the scope for rework and manipulation. The chances of mistakes increase drastically when several versions of a spreadsheet are saved by several people.



## ***REASON 3***

***UNFIT FOR DYNAMIC  
BUSINESS SCENARIO***

Excel is incapable of error proof knowledge transfer.  
If a person X leaves, then person Y has to apply his  
own interpretation when working with spreadsheets.



Non-responsiveness to business agility leads  
to wastage of time, opportunity, productivity  
and competitive knowledge



## ***REASON 4***

***DOESN'T SUPPORT  
AUTOMATIC REPORTING***