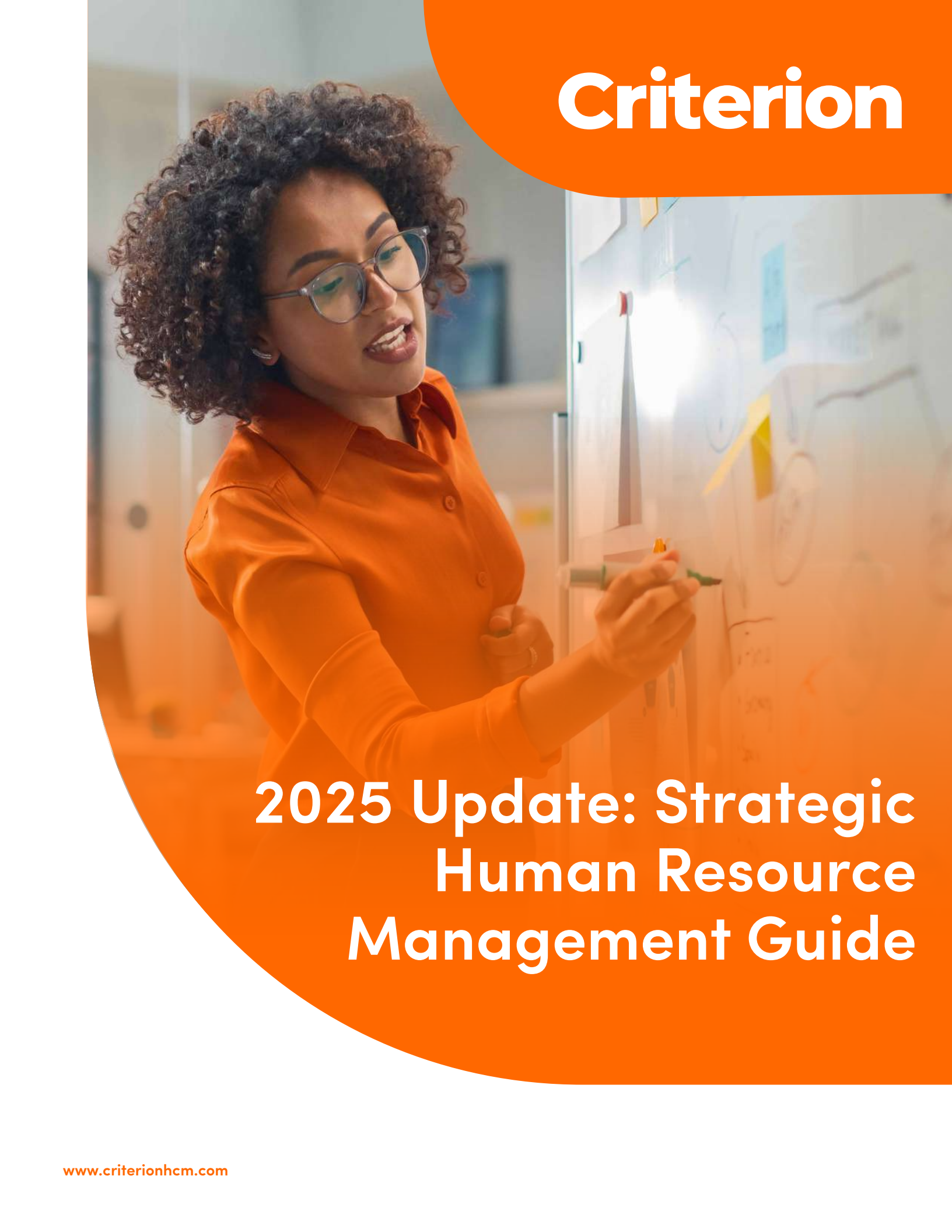




Criterion

2025 Update: Strategic Human Resource Management Guide

If you're leading HR in 2025, chances are your role looks very different than it did a few years ago. At one time, Human Resource teams mostly handled employee data and complaints. Today, HR leaders are expected to think (and act) like business partners, leveraging that employee data to drive business outcomes.

This shift toward strategic human resource management is becoming the only way to stay competitive. If your HR team is still focused only on filling jobs or processing payroll, you're missing a major opportunity to drive ROI.

By aligning your people strategy with long-term business goals and equipping your team with the right technology, your workforce becomes a true asset — just like finances, operations, or customer relationships.

However, good ideas aren't enough. To execute effectively, you need:

1. A solid HR strategy
2. A modern HR platform that organizes, integrates, and aligns HR with company goals

With the right system in place, HR leaders gain the efficiency and insight to influence strategy at the highest level. Without it, they get stuck in administrative cycles.

Let's break down the core principles of Strategic Human Resource Management and how you can put them into practice with best-in-class HR technology in 2025 and beyond.



If your HR team is still focused only on filling jobs or running payroll, you're missing a major opportunity to drive better ROI"



What is Strategic Human Resource Management?

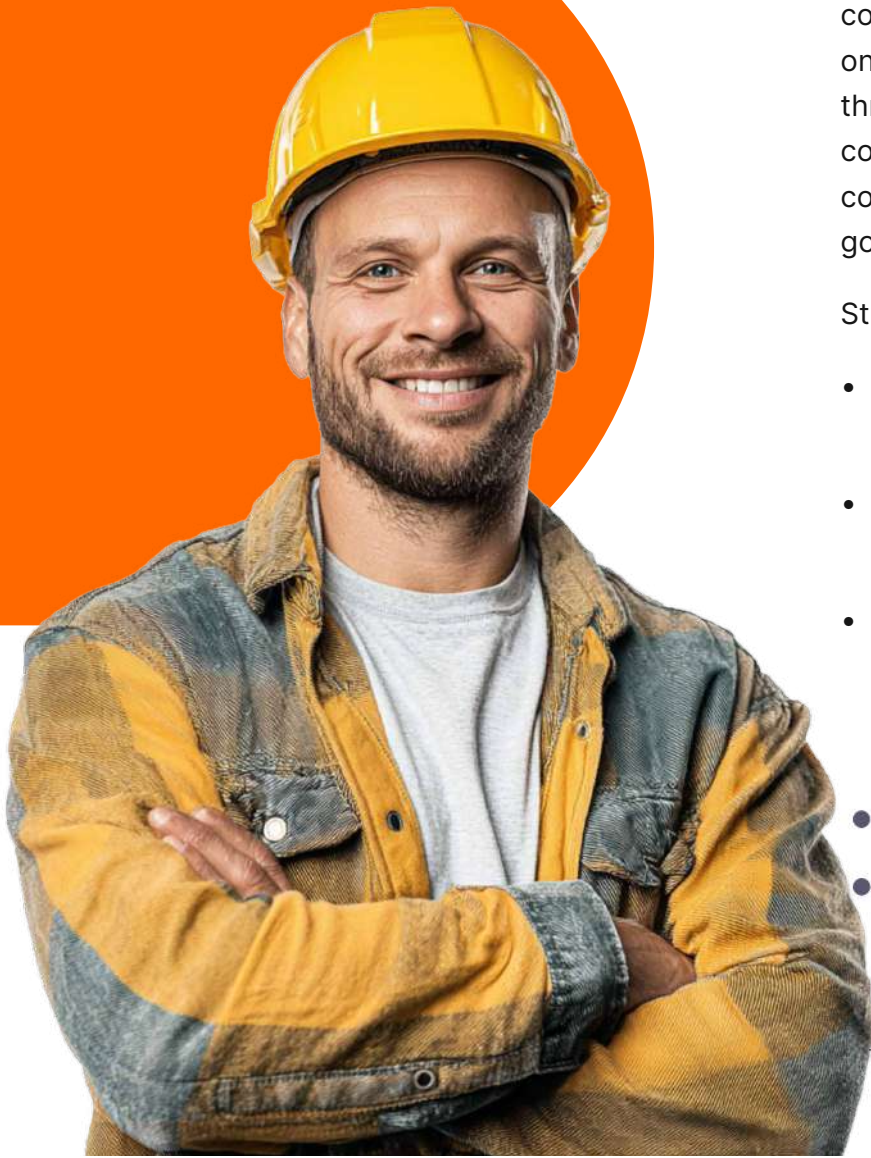
Strategic Human Resource Management is the method of designing and executing workforce strategies that directly support your organization's long-term mission, vision, and goals.

It emerged in response to a major shift: **business leaders began expecting HR to do more than process paperwork.** They wanted HR to help solve big problems — like retaining top talent, closing skill gaps, and building teams that can grow the business.

Instead of managing people for compliance alone, strategic HR focuses on creating measurable business value through an organization's employees. It connects hiring, training, performance, compensation, and culture to the overall goals of the business.

Strategic HR addresses questions like:

- What kind of talent do we need to reach our business goals?
- How do we attract and retain the right people?
- What capabilities must we build now to stay ahead?



Key Objectives of Strategic HR Management

Alignment With Business Strategy - Strategic HR ensures every major HR initiative (recruitment, onboarding, learning, performance management, etc.) is aligned with the broader goals of the business. For example, if a company values innovation, but performance metrics reward only efficiency, the HR strategy is working against the business strategy in ways. Strategic HR managers develop new policies to correct these disparities.

Workforce as a Competitive Advantage - Many companies still see labor primarily as a cost to reduce. But strategic HR embraces the idea that your people are your most valuable differentiator. When you invest in developing talent, culture, and institutional knowledge, you're building long-term value that your competitors can't easily replicate. This mindset shift is critical in today's landscape as labor costs are rising and basic tasks are being automated.

Long-Term Workforce Planning - Traditional HR is often reactive, focused on filling vacancies and putting out fires. Strategic HR takes a longer view by identifying the skills and roles your business will need in 2, 5, or even 10 years, and building that talent pipeline ahead of time, using data to forecast needs instead of relying on gut instinct. [Succession planning](#), leadership development, and upskilling programs are key strategies here.

Adaptability and Continuous Learning - Strategic HR also focuses on building a workforce that can evolve. That means designing roles and career paths with flexibility in mind. The best HR leaders aim to create a culture of ongoing learning, so people can grow along with the organization. Upskilling, cross-training, mentorship, and internal mobility are all core components of this approach.

Benefits of Adopting Strategic HR Management

When HR is aligned with long-term business goals, organizations tend to perform better, retain more talent, and make smarter decisions about where and how to invest in people.

Improved Organizational Performance

[Research](#) shows that high-performance work systems (HPWS) — which include strategic hiring, training, performance management, and employee involvement — are linked to better productivity and innovation along with stronger financial returns.

One well-known study from [The Academy of Management Journal](#) found that companies with strong strategic HR practices had **significantly higher market value and return on assets** than their peers.

Higher Engagement and Retention

Strategic HR supports a work environment where employees feel valued, supported, and motivated to stay. By offering clear career paths, skills development opportunities, and meaningful performance feedback, organizations can boost morale and reduce churn.

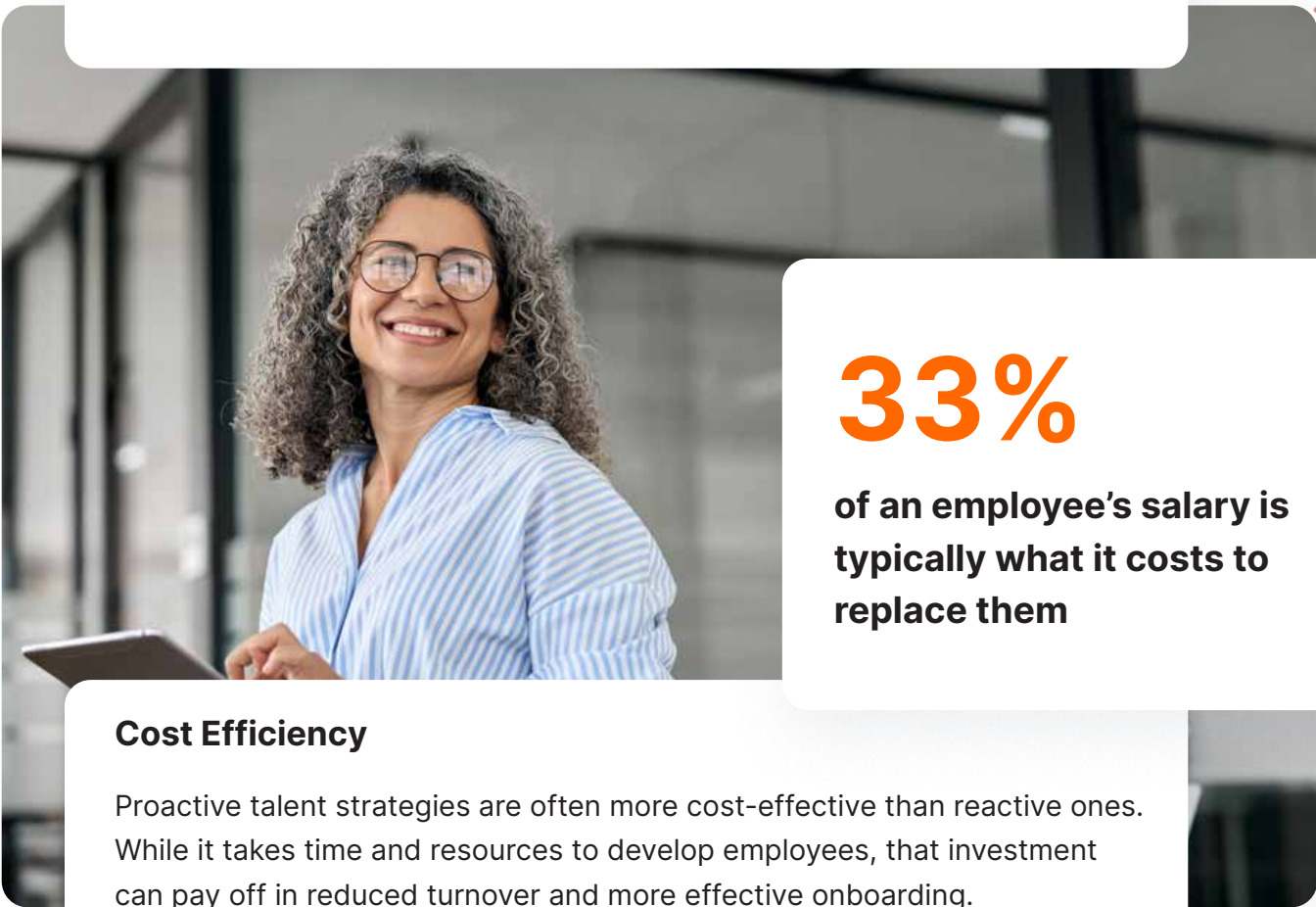
Competitive Advantage

When done well, HR strategy can be a true differentiator. Hiring the right people, developing rare skills, and fostering a unique culture are all incredibly difficult for competitors to copy. As industries face more talent shortages, this advantage only becomes more important.

Better Decision-Making

Strategic HR leverages people data to guide decisions — not just in HR, but across the organization. Core elements like workforce analytics, labor forecasting, and skills gap analysis help HR teams stay ahead of business needs.

For example, if data shows that specific roles are consistently at risk of turnover, HR can proactively design succession plans or adjust compensation models before it becomes a crisis. This type of planning supports everything from budgeting to operations to customer service.



33%

of an employee's salary is typically what it costs to replace them

Cost Efficiency

Proactive talent strategies are often more cost-effective than reactive ones. While it takes time and resources to develop employees, that investment can pay off in reduced turnover and more effective onboarding.

Consider this: the average cost of replacing an employee is about 33% of their annual salary. With an improved retention talent growth strategy, HR can avoid repeated hiring cycles and save thousands per employee each year.

Challenges and Pitfalls

While its benefits are clear, adopting strategic HR isn't always easy. Organizations often face a range of challenges, especially during major transitions. Here are a few common roadblocks to plan for:

Short-term vs Long-term Tensions - Leadership may prioritize immediate business needs, making it hard to invest in initiatives like succession planning or upskilling.

Changing Mindsets - It can take time to shift how people view the role of HR — especially among line managers and department heads.

Resource Constraints - Smaller companies, nonprofits, and local governments often lack the budget or in-house expertise to implement strategic HR programs or analytics.

Measuring Impact - It's not always easy to tie HR efforts directly to revenue or performance outcomes. But metrics like Human Capital ROI (HCROI) can help quantify the value of HR initiatives.

External Volatility - Sometimes, strategic plans can be disrupted by forces outside your control (e.g., shifts in the economy and labor market or new technology).



A man and a woman are sitting outdoors, engaged in a conversation. The man, on the left, is wearing a light blue dress shirt and a dark tie, and is smiling while looking towards the woman. The woman, on the right, has long, wavy blonde hair and is wearing a dark blue top. They are sitting on a concrete ledge in front of a building with a metal fence. The background is slightly blurred, focusing attention on the two individuals.

Strategic HR Models and Theories

Over the years, researchers have developed a variety of frameworks to guide strategic HR thinking, but two foundational models have stood out: the **Harvard Model** and the **Resource-Based View (RBV)**. These frameworks have paved the way for modern HR teams to create long-term value from better [workforce management](#) strategies.

The Harvard Model of HRM

First introduced by Michael Beer (and colleagues) in 1984, the [Harvard Model](#) is one of the earliest and most influential approaches to strategic HR.

This Harvard Model was built on a key insight: **HR doesn't operate in a vacuum.** Instead, it's influenced by many stakeholders and situational forces. In turn, HR shapes both workforce outcomes and long-term organizational success.

How It Works

At the heart of the Harvard Model are situational factors that shape HR strategy. These include:

- Labor market conditions
- Business and competitive strategies
- Management philosophy
- Technology
- Legal and societal norms

These forces are always acting on your HR decisions. For example, if talent is scarce (labor market conditions), HR might prioritize retention. If your business prioritizes rapid innovation (business and competitive strategies), your workforce needs to be [agile](#) and continuously learning.



- **Employee Influence** – How much employees can contribute to certain decisions.
- **Human Resource Flow** – The employee lifecycle (recruitment, selection, promotion, and termination).
- **Reward Systems** – Pay, benefits, and recognition.
- **Work Systems** – How jobs are structured and how work gets done.

When these policies are aligned with situational factors and business goals, you get strong HR outcomes — including higher commitment, better competence, cultural alignment (congruence), and cost-effectiveness.

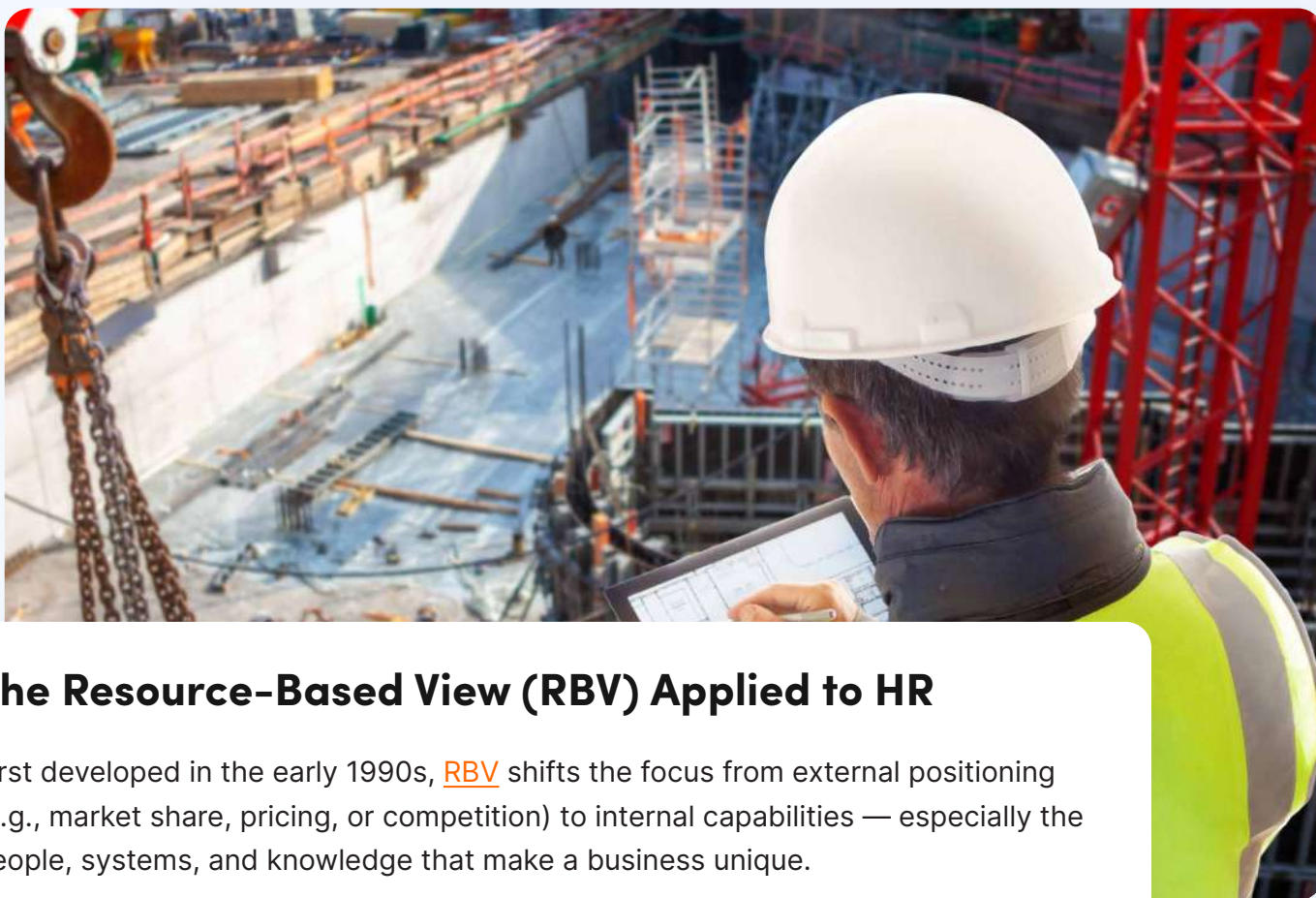
These outcomes then affect long-term consequences such as employee well-being, organizational effectiveness, and even societal impact.

Why It Matters

The Harvard Model is especially useful because it recognizes the pluralistic nature of organizations. HR doesn't just serve executives — it also responds to the needs of employees, unions, communities, and even government entities. That makes this model especially relevant for sectors like education, healthcare, and nonprofits, where stakeholder needs are complex (and sometimes competing).

That said, the model has been critiqued for being too idealistic. It assumes that organizations will give as much weight to long-term employee outcomes as they do to short-term profits.

But even if financial gain is the primary driver, long-term success depends on an engaged, capable workforce. **Smart leaders know that investing in people creates value over time** — for both employees and the business.



The Resource-Based View (RBV) Applied to HR

First developed in the early 1990s, [RBV](#) shifts the focus from external positioning (e.g., market share, pricing, or competition) to internal capabilities — especially the people, systems, and knowledge that make a business unique.

RBV suggests that competitive advantage doesn't come from copying others, but from building and protecting resources that your competitors can't easily imitate.

For HR, this means developing a workforce that is:

- **Valuable** – Employees help the company take advantage of opportunities or solve business problems.
- **Rare** – Their skills, experience, or mindset are hard to find elsewhere.
- **Inimitable** – Competitors can't easily replicate what your team knows or how it works together.
- **Organized** – Your company has the systems and culture in place to fully utilize that talent.

This is often called the VRIO framework. It's a helpful way to assess whether your employees are truly a source of advantage. From there, the model identifies key policy areas that HR can control:

Example: Proprietary Skills and Innovation

Imagine a manufacturing company that invests heavily in training its machine operators in a proprietary process that boosts quality and speed.

Those employees become:

- Valuable (they improve output)
- Rare (few others know the process)
- Inimitable (because the training is based on tacit knowledge and years of hands-on work)

If the company has strong job design, incentives, and internal mobility in place (organization), it now has a durable competitive advantage.

Why It Matters

Strategic HR rooted in RBV prioritizes:

- Knowledge retention
- Cross-functional teamwork
- Culture-building
- Talent development tied directly to business capabilities

TIP: The main challenge with RBV is identifying what's truly valuable. Human capital is hard to measure. To apply RBV effectively, you need reports that can connect workforce data to business outcomes. That means using your HCM software not just to track hours and pay, but to understand how talent contributes to revenue and output quality.

How To Implement a Strategic HR Management Plan

Understanding the value of Strategic HR is one thing. Putting it into practice is another. Many HR leaders know they need to be more strategic, but they aren't always sure where to begin.

Here's a clear roadmap for how to create and implement a Strategic HR plan.

Step 1: Understand Business Strategy and Goals

Strategic HR starts with understanding future business priorities and the workforce capabilities needed to achieve them.

That means HR leaders must work closely with executives and department heads to fully grasp the company's long-term direction. Are you trying to expand into new markets? Launch new services? Improve margins?

Entering a new region may require bilingual teams. Driving innovation may demand a stronger R&D function. Your business goals will define your people's needs.

Hold planning sessions with senior leadership and review key strategy documents (like the annual plan or board reports). Ask questions that help link business outcomes to talent requirements.

2: Assess Current HR Capabilities and Gaps

Next, it's time to audit the current state of your workforce, HR processes, and the technology that links them.

Do you have the right skills and roles in place? Are your systems capable of supporting growth? Where are the bottlenecks? What do you expect will impede progress in the future?

Here are some ways you can help answer these questions:

- **HR SWOT analysis** – Identify workforce strengths, weaknesses, external opportunities, and threats in your labor market.
- **Skills inventory** – Catalog current employee capabilities and compare them to future needs.
- **Workforce planning sessions** – Bring in department managers for a ground-level view of what teams need most.

By the end of this step, you should have a set of concrete gaps, such as “we don’t have enough skilled project managers,” or “our HRIS can’t support multiple business units.” These will help define your plan.



Step 3: Formulate the HR Strategy and Plan

Now it's time to convert what you've learned into a roadmap for action.

Start by designing targeted HR initiatives based on your goals and gaps. For example:

- If your goal is innovation, your initiatives might include new hiring profiles, updated job descriptions for R&D, and a revamped learning program to build creative thinking skills.
- If retention is a challenge, you might build [career frameworks](#) and [invest in internal mobility](#).

You can't do everything at once, so focus on the high-impact items first — the ones most closely tied to business success. If you can, use HCROI (Human Capital ROI) or internal workforce metrics to guide your priorities.

Then, define [clear success metrics](#) to track progress and prove ROI. For example, you may set targets like:

- Improve **time-to-fill** for key roles to under 30 days over the next 2 years
- Reduce **voluntary turnover** by 10% within 14 months
- Increase **internal promotion rates** by 20% by next year
- Boost **engagement scores** in pulse surveys by 15% by next quarter

By the end of this step, you should have a written HR strategy document or roadmap that outlines the initiatives you'll launch, the goals you're targeting, who's responsible, and how you'll measure success.

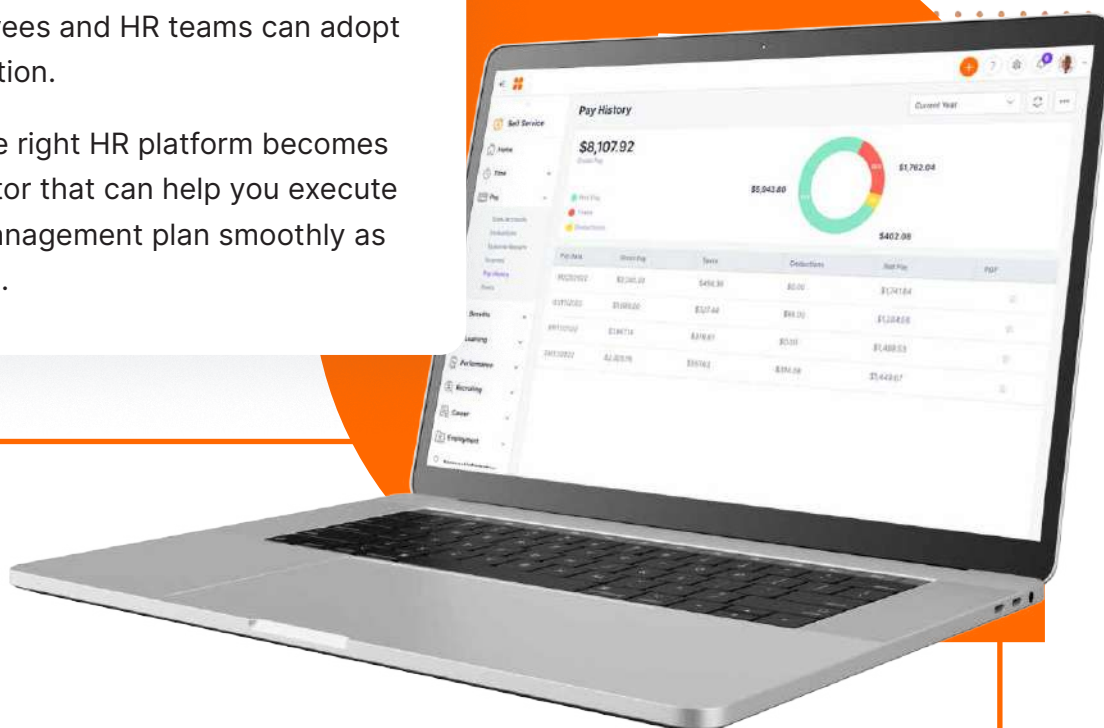


Step 4: Choose the Right HR Technology

Even the best Strategic HR plan will fall short without the right technology to support it. Here's what to look for:

- **Unified Database** - When HR is connected to other systems (like payroll and recruiting), the whole organization benefits from smoother and more efficient data transfer with fewer errors.
- **Open Integrations** - Look for a platform with an open API to connect HR data to other core systems like finance, ERP, or project management tools. This opens the door for much needed insights.
- **Configurable Workflows** - Every organization has unique processes. Your platform should let you configure workflows, rules, and backend settings to match the way you work (without requiring constant IT support).
- **Ease of Use & Support** - Choose a system with an intuitive interface and responsive customer support so employees and HR teams can adopt it with minimal friction.

When chosen well, the right HR platform becomes a strategic differentiator that can help you execute and adapt your HR management plan smoothly as your business evolves.



Step 5: Implement the Plan

Now it's time to put the plan into motion.

First, get buy-in. Leadership support is crucial — especially if your initiatives require budget, behavior change, or cross-department collaboration. Once approved, communicate your HR strategy across the organization so everyone understands what's happening (and why).

Remember — strategic HR always involves change. With that comes resistance.

You're often rolling out new technology, new policies, new workflows, and eliminating processes that people have become accustomed to. You'll need to manage the rollout effectively to reduce friction and keep morale consistently high.

To do that, maintain best practices:

- Train lower-level managers in new processes and tech early
- Roll out new policies gradually, where possible
- Be transparent and open to feedback
- Assign timelines and owners to each initiative
- Allocate budget and resources appropriately



Step 6: Monitor, Evaluate, and Adjust

A strategic HR plan isn't a one-time project, but a living framework that evolves as your business evolves. Build a regular review cycle into your strategy — whether it's quarterly check-ins or an annual strategic HR review.

During each review, ask:

1. Are we hitting our targets?
2. Which initiatives are driving real impact?
3. What needs to be adjusted or improved?

Sometimes a program doesn't work as expected. Maybe your new mentoring program didn't improve retention among high-potentials. Dig into the data. Was the design wrong? Was the rollout weak? Were you measuring the right things?

In any case, it's always good to have backup plans to stay responsive to big shifts. For example, if market conditions force a hiring freeze, your development strategy may need to pivot toward internal mobility for a time.

This way, strategic HR becomes a continuous cycle — plan, act, measure, adjust.



Using Technology To Drive Strategic HR Success

Building and executing a Strategic HR plan takes more than good ideas. You also need the right HR software to execute those ideas at scale.

In 2025, nearly every organization relies on technology for payroll, onboarding, and performance tracking. But what separates leaders from the rest is how they use that technology — not just to run HR, but to organize, integrate, and align HR activities with company goals.

No matter which management model you choose, a modern HCM platform is the true foundation of Strategic HR.

Organize and Centralize HR Data

The right HCM software breaks down siloes like few other systems can.

When payroll data lives in one tool and HR in another (and still more data is trapped in spreadsheets) it's nearly impossible to get a clear picture of what's working and what isn't. An integrated HCM platform creates a single source of truth for all employee data. It connects everything in one system, including:

- Employee demographics
- [Position history](#)
- Payroll records
- Wage data
- Employee documents (W4s, paystubs, etc.)
- New hire applications
- [Labor cost reports](#)

When HR data is centralized and accessible, decision-making becomes faster, smarter, and more strategic.

Integrate HR With Other Key Systems

An HCM system becomes even more powerful when it connects to the rest of your business tools — like ERP platforms, finance software, or project management systems.

For example:

- In construction or engineering, linking project timelines with workforce data helps you forecast labor more accurately.
- Many successful companies will also link their HR system to their ERP to perform advanced labor cost allocation.
- In professional services, connecting client billing data with employee performance can show you how profitable your workflows really are.



Leverage Analytics and AI to Align Goals

Modern HCM platforms provide analytics and AI-driven insights that help keep HR aligned with overall business strategy.

For example, AI-powered predictive analytics can:

- Flag employees at risk of leaving
- Identify skill gaps before they impact performance
- Forecast future hiring needs based on growth targets
- Correlate labor cost with productivity, specific employees, locations, and more

Some systems go further by recommending custom learning paths that align with each employee's performance reviews and career goals (and the organization's succession plan).

The result is better alignment across teams and a clearer link between HR decisions and business outcomes.





Automate Transactional Processes

If your HR team is still consumed by administrative work or manual data entry, you probably won't have time to think strategically.

Automating those tasks through your HCM platform frees up time and energy. That capacity can now be directed toward initiatives that really move the needle (retention, leadership development, workforce planning, etc.).

For CEOs and finance leaders, this is the key to maximizing the value of your HR department. A strong HCM system gives your HR team the freedom to operate at a higher level.

Support the Employee Experience

Strategic HR requires an environment where employees can grow and contribute to the organization. Your HCM platform supports that with features like:

- Self-service portals for time off, benefits, and personal information
- Learning management systems (LMS) tied to real career paths
- Continuous performance feedback and reward/recognition tools

When your systems support growth and engagement, employees feel more connected — and the entire organization benefits.

A construction worker with a beard, wearing a grey hard hat and clear safety glasses, is looking down at a black smartphone held in his gloved hand. He is wearing a dark blue work jacket with yellow reflective stripes. The background is a blurred construction site with warm, bokeh-style lights.

Strategic HR Management for Your Industry

At Criterion, we take a “best-fit” approach to HR. That means your people strategy should reflect the realities of your industry. Here’s how strategic HR might play out across different sectors.

Construction



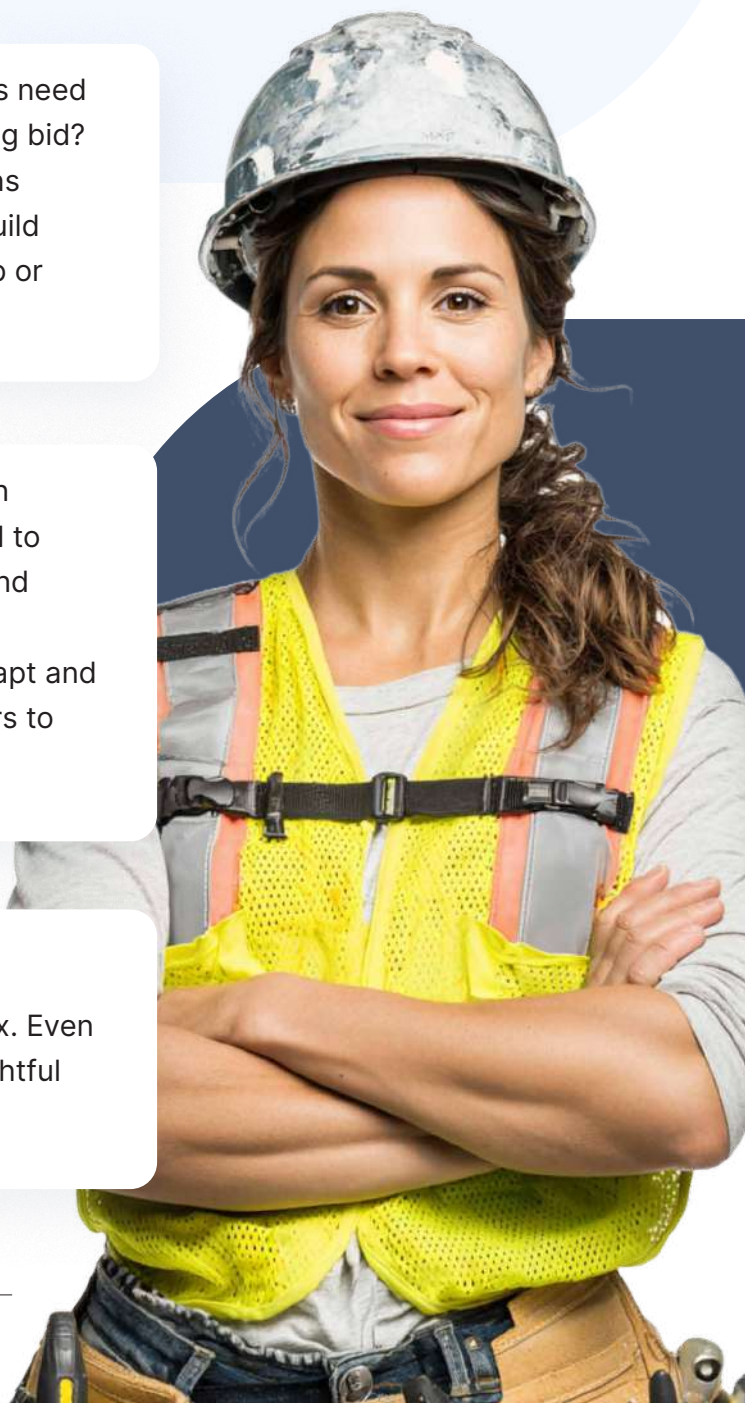
In construction and engineering, HR managers typically deal with a highly skilled, yet fluid workforce. Teams move around with the needs of each project, yet finding skilled workers is difficult. Remaining compliant with changing labor laws across multiple states is even more complex. This is especially true when dealing with union regulations and government contracts.

In this context, HR management strategies may look like:

Workforce Planning for Projects - Construction firms need scenario-based workforce plans. What if you win a big bid? What if a project stalls? The best HR teams have plans for both. Maintain a pipeline of vetted contractors. Build relationships with trade schools. Be ready to scale up or redeploy talent *fast*.

Upskilling to Remain Competitive - As we've seen in the RBV model, upskilling your workforce is essential to remaining competitive. Plus, new tech (like drones and AI project tools) is constantly reshaping the job site. Upskilling programs can help existing employees adapt and shape the competitive edge of the company for years to come.

Retention Through Advancement - High turnover is expensive, but it isn't the most difficult problem to fix. Even in project-based environments, HR can create thoughtful career pathways to boost loyalty and motivation.



Nonprofit Organizations



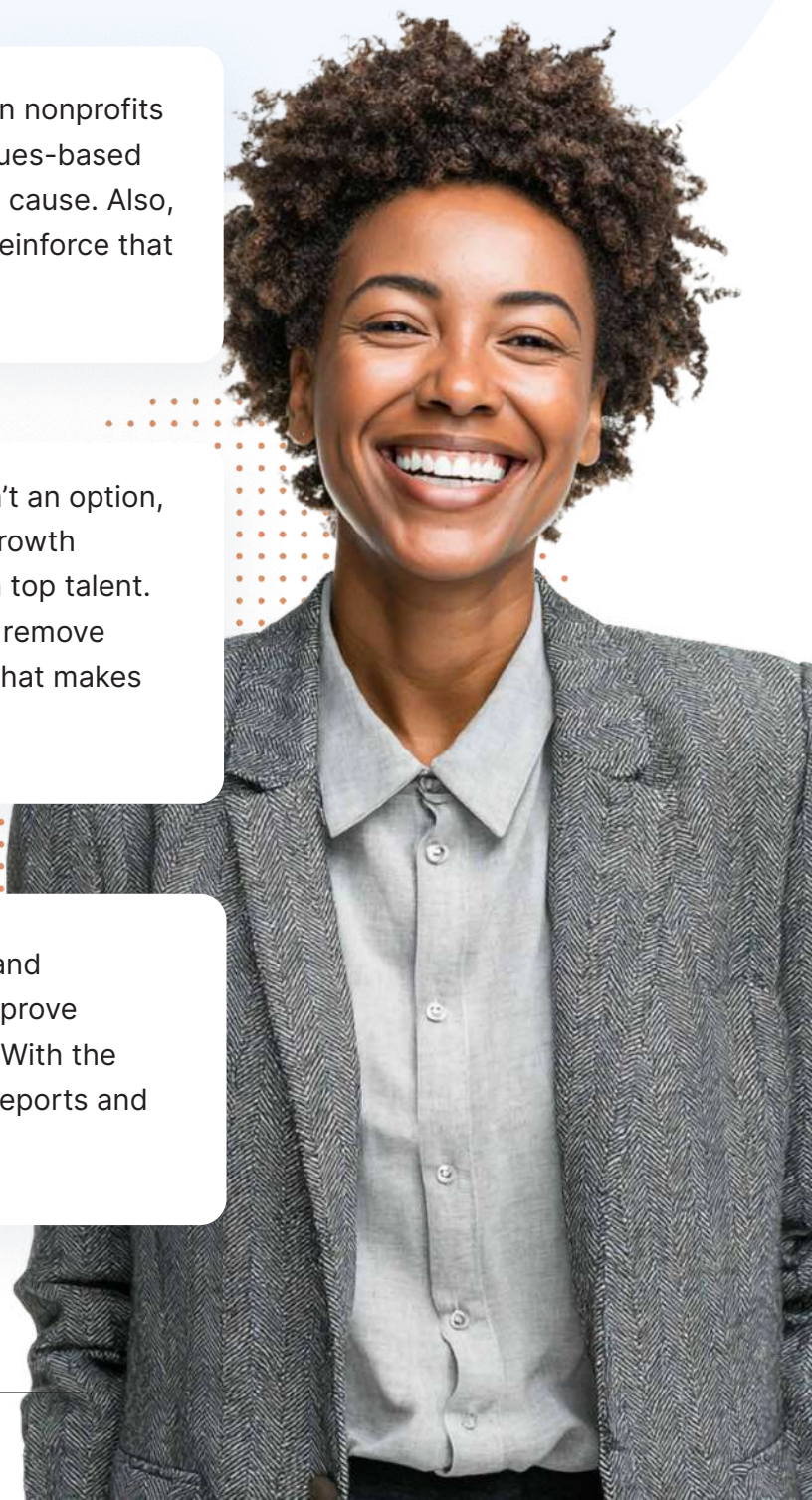
Nonprofits often operate with lean teams, limited budgets, and a mix of paid staff and volunteers — sometimes with no formal HR department at all. High turnover and burnout are common, especially when compensation is low and emotional demands are high.

But passion is a strength. Strategic HR can help focus that energy through:

Mission-Driven Talent Strategy - Strategic HR in nonprofits should align every process with the mission. Values-based recruiting attracts candidates who believe in the cause. Also, onboarding and training should be designed to reinforce that commitment.

Creative Total Rewards - When pay raises aren't an option, offer flexibility, time off, public recognition, or growth opportunities to reward performance and retain top talent. If nothing else, you can boost engagement and remove roadblocks by choosing easy-to-use software that makes admin work easier.

Grant and Budget Alignment - Integrating HR and finance data helps track labor tied to grants, improve accountability, and streamline donor reporting. With the right HCM platform, you can automate routine reports and free up staff for higher-impact work.



Government and Education



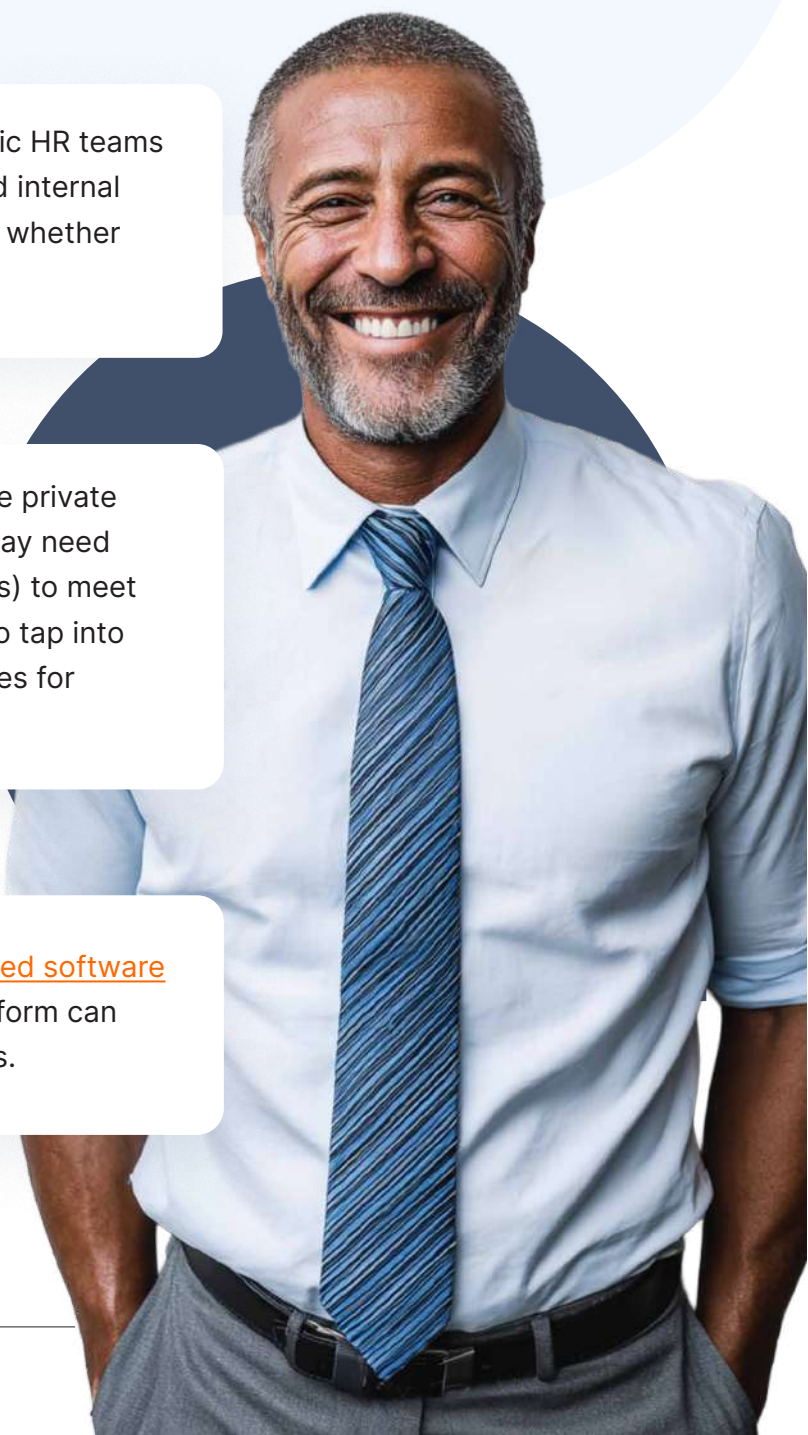
Public sector HR operates under strict constraints. Compliance demands are high, yet many agencies and institutions still rely on outdated systems with limited flexibility.

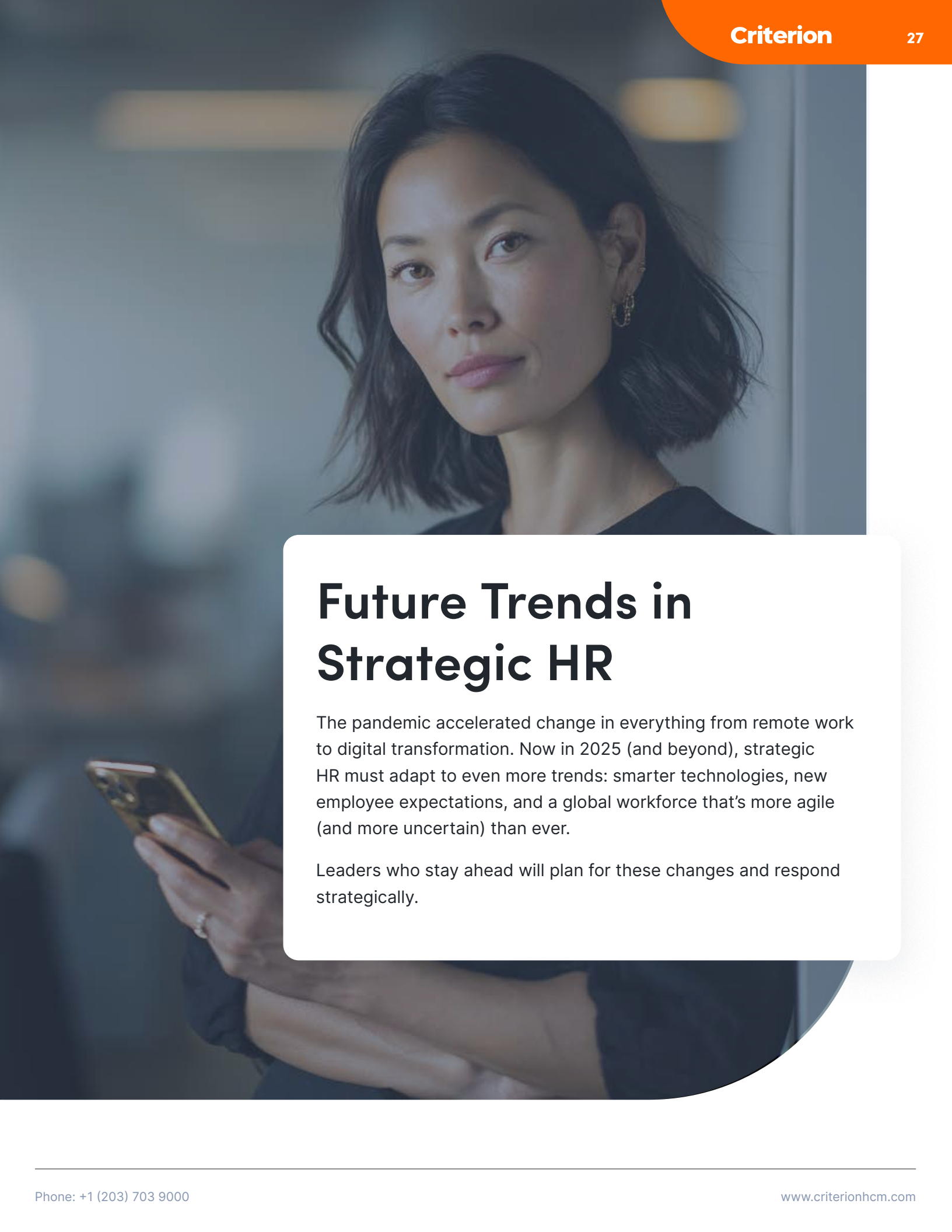
Raising salaries and changing long-standing processes can be difficult — but the shift to Strategic HR can unlock real benefits:

Succession Planning and Forecasting - Strategic HR teams must use real data to forecast talent needs, build internal training programs, and prepare future leaders — whether department heads or school principals.

Attracting Younger Talent - Competing with the private sector means rethinking how you recruit. You may need to rework certain roles (and their responsibilities) to meet the expectations of younger talent. You can also tap into university partnerships to build stronger pipelines for recruiting.

Updating Your HR System - Today, well-designed software is critical for efficiency. An integrated HCM platform can eliminate paperwork and administrative burdens.





Future Trends in Strategic HR

The pandemic accelerated change in everything from remote work to digital transformation. Now in 2025 (and beyond), strategic HR must adapt to even more trends: smarter technologies, new employee expectations, and a global workforce that's more agile (and more uncertain) than ever.

Leaders who stay ahead will plan for these changes and respond strategically.

AI and Automation in HR

Artificial intelligence (AI) is now part of everything from recruiting to retention — *and that's a good thing.*

AI can help HR teams:

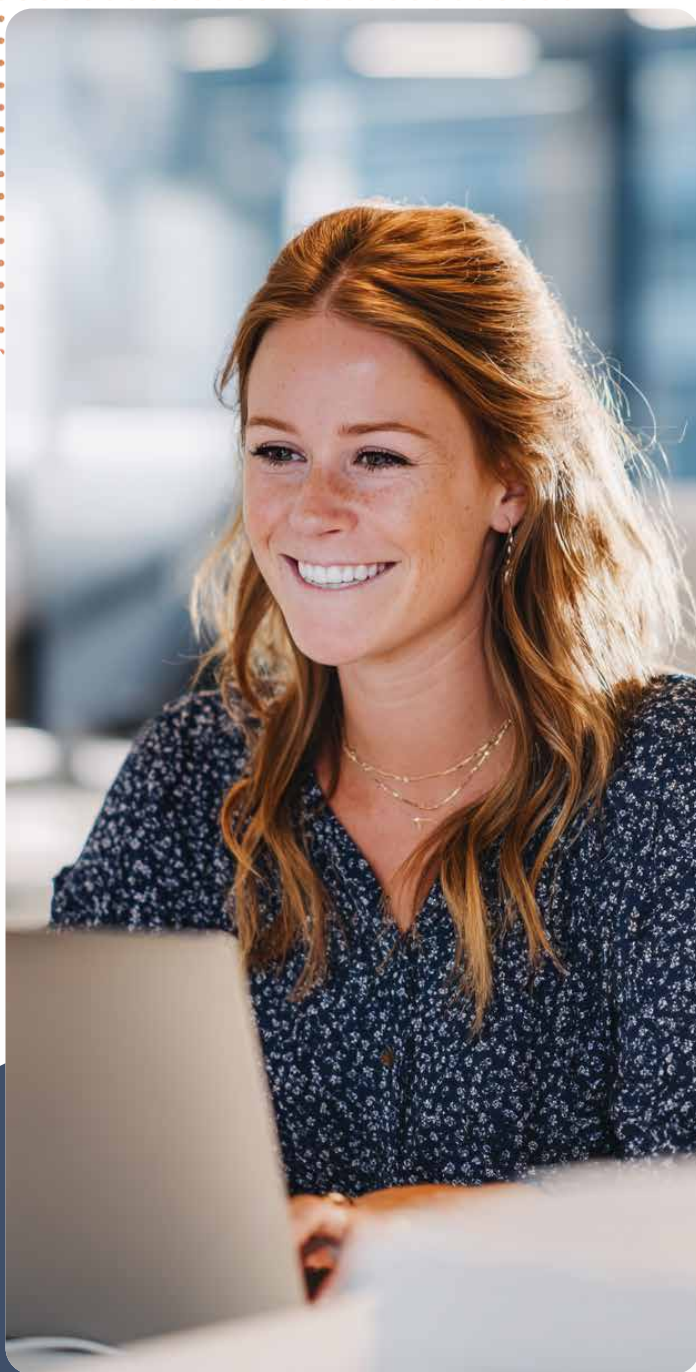
- Automatically check for [errors in payroll](#), time entry, or other paperwork
- Generate rough drafts of new policies and offer letters
- Deliver predictive insights (e.g., identifying employees at risk of leaving)
- Personalize development through recommended learning paths

This frees HR to focus on strategic work while making smarter, faster decisions. But to truly benefit, teams need to build AI literacy and start [integrating AI into everyday processes](#).

At Criterion, we believe AI isn't replacing HR, **but elevating it**. Despite the excitement and fear, we believe the only risk is falling behind by ignoring AI. That's why we built [CH.ai, Criterion HCM's AI assistant](#), to support:

- Predictive analytics
- Offer letter generation
- Resume parsing
- Facial recognition for time tracking
- And more

At Criterion, we're continuously baking AI features into our platform to give HR professionals more time to focus on people and strategic thinking.



Data-Driven HR and People Analytics

Strategic HR runs on data. It's no longer enough to just track metrics. You need to turn insights into action.

As HR becomes more connected with finance, operations, and other teams, data silos become a major barrier. To see the full picture, your HR system should integrate with platforms like ERP, project management, or CRM software to make cross-functional analysis possible.

For example, let's say you build a report that correlates engagement scores with customer satisfaction. Suddenly, improving "employee morale" isn't just a soft goal, but a measurable driver of business success.

We expect this trend to continue. HR leaders must leverage technology to tie employee data to business results and justify investments at the executive level. The only limits are what data you connect and how well you can turn it all into readable, actionable reports.



The Evolving Work Model (Hybrid, Remote, Flexible)

The way we work is still changing. Some companies are pushing for a full return to the office. Others are going fully remote or committing to a long-term hybrid model. For HR, the question isn't just *where* people work, but how to make sure they stay productive, engaged, and connected to the organization.

Strategic HR must take the lead in shaping the work model that aligns with the company's goals *and* workforce expectations.

Here are some tips:

- **Define the right work model.** Don't let change happen by accident. Decide what's best for your business — then design policies to support it.
- **Support the chosen work model.** If hybrid is here to stay, you may need new roles (like Head of Remote Work), new tools (for virtual collaboration), and new ways to build culture across distances.
- **Balance structure with flexibility.** If returning to the office is necessary, find ways to preserve flexibility. Otherwise, you risk losing top talent accustomed to remote options.
- **Prioritize onboarding.** 30% of new hires leave within the first 90 days. For remote employees, onboarding is especially crucial to get right. Without in-person interaction, connection must be intentional. A strong remote onboarding experience should include many cultural touchpoints to keep new hires engaged.

30%

of new hires leave
within the first 90 days



Skills Over Jobs & Continuous Learning

The traditional job title is becoming less important. More organizations are shifting focus from fixed roles to flexible skills and competencies. What matters most now is what employees can do (and how those skills can be applied across teams and projects).

This shift requires a new approach to workforce planning. Strategic HR leaders must identify the critical capabilities their business needs and build or source those skills, regardless of an employee's title or department.

Instead of just tracking employees by org chart, forward-thinking organizations will focus more on employee profiles (with skills, certifications, experience, etc.).



Final Thoughts

When done right, strategic human resource management helps future-proof your organization. By viewing your workforce as an investment (not just a cost) you unlock new opportunities for growth at every level.

Ask yourself:

- Is your HR team only reacting to problems or preparing for what's next?
- What unique value can your people bring to your industry and your target market?
- What's standing in the way of your progress?

Whether you're starting fresh or improving an existing strategy, the path forward is full of potential. But to stay competitive, you'll need more than a plan — you'll need the technology (and support) to turn insight into action.

Criterion HR can help you do that.

Criterion is a fully configurable HCM platform designed to help your HR team boost its strategic impact. We equip your team with predictive analytics, efficient onboarding features, streamlined payroll, custom reporting, and much more.

Plus, Criterion is fully configurable, meaning you get full access to the backend to tailor the software to your unique processes. Our HR platform adapts to the way you work — not the other way around.

See how Criterion can support your strategic HR goals. Book a demo to explore solutions for your industry today.

BOOK A DEMO