

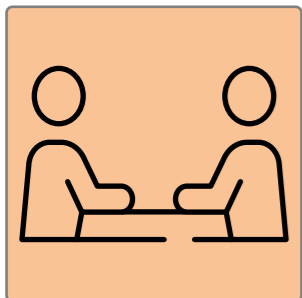


# Research Highlights

## From Principles to Practice: What HR Specialists Need Most From Modern HR Systems

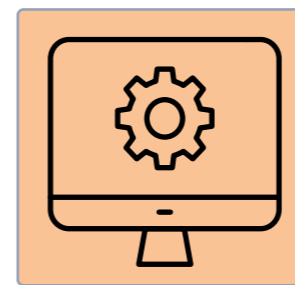
“Recruitment should be from qualified individuals from appropriate sources in an endeavor to achieve a work force from all segments of society, and selection and advancement should be determined solely on the basis of relative ability, knowledge and skills, after fair and open competition which assures that all receive equal opportunity.” - Merit System Principle #1 (5 USC § 2301).

Executive Order 14170 calls for a modernized Federal Hiring Plan that strengthens the use of HR technology. MSPB’s 2023 HR Workforce Survey highlighted HR Specialists’ priorities for improving these systems. Below are key findings on what they want from modern HR systems to better support merit-based personnel management.



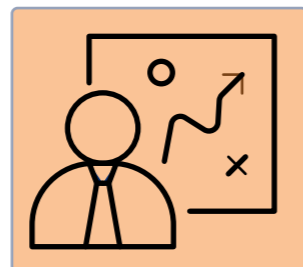
### Designed for Real-World HR Work

- Design tools around HR Specialists’ needs
- Support daily workflows without disruption
- Simplify tasks with intuitive, easy-to-learn interfaces



### Reliable & Responsive Systems

- Provide accurate, dependable data
- Ensure stable performance across platforms
- Equip HR with IT support that understands HR operations



### Efficient & Impactful HR Service Delivery

- Automate routine tasks that slow hiring
- Improve how agencies identify and evaluate talent
- Broaden access to qualified applicants
- Provide actionable insights that improve hiring decisions
- Reduce workload so HR can focus on strategic work



Call To Action:

Read the full MSPB Research Brief, *Leveraging Technology to Improve Federal Human Capital*, at [www.mspb.gov/studies](http://www.mspb.gov/studies).