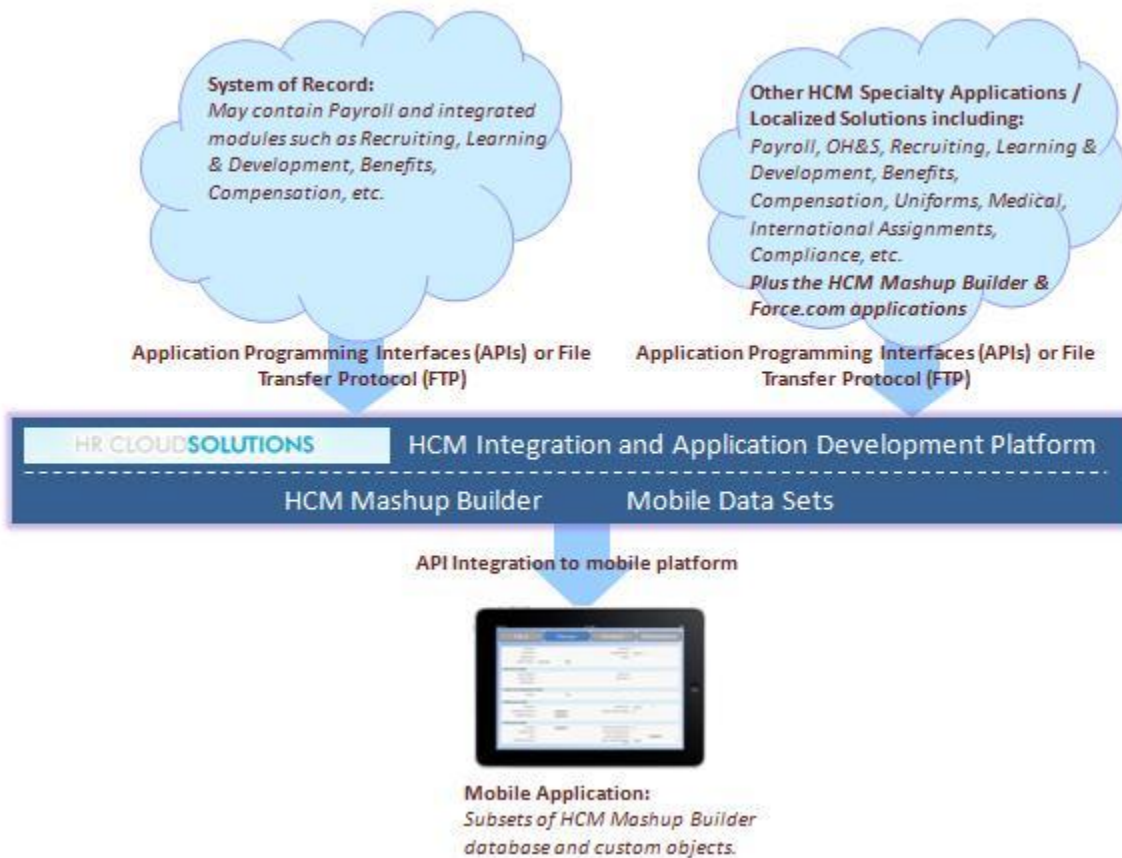# HCM Product Modernization

Modernize your HCM System with mobile and social network integration

Deliver your solution as a SaaS offering on the Salesforce.com platform

Use the Force.com infrastructure to develop new PaaS features

Integrate with the FORCE.COM platform to extend functionality and enable custom development

COMMON INTEGRATION AND DEVELOPMENT PLATFORM (CIDP) / MOBILE APPLICATIONS

System of Record:
May contain Payroll and integrated modules such as Recruiting, Learning & Development, Benefits, Compensation, etc.

Other HCM Specialty Applications / Localized Solutions including:
Payroll, OH&S, Recruiting, Learning & Development, Benefits, Compensation, Uniforms, Medical, International Assignments, Compliance, etc.
Plus the HCM Mashup Builder & Force.com applications

Application Programming Interfaces (APIs) or File Transfer Protocol (FTP)

Application Programming Interfaces (APIs) or File Transfer Protocol (FTP)

HR CLOUD**SOLUTIONS** HCM Integration and Application Development Platform

HCM Mashup Builder   Mobile Data Sets

API Integration to mobile platform

Mobile Application:
Subsets of HCM Mashup Builder database and custom objects.

FORCE.COM the ideal PLATFOM for MOBILE DEVICES to Manage HUMAN RESOURCES

- Bring legacy HR Systems to life through application integration to the Force.com platform and mobile delivery
- Put a mobile front end on your own custom built back end database platform
- Allow users to design their own HR business application that suits the way they work
- Enable workflow features and modern features that are now available without a major rewrite to your HCM
- Change the data or layout whenever you wish or if things change - immediate response
- Add new processes or add new data whenever you wish – no need to wait for the next upgrade

Convert to a Platform-as-a-Service Solution

HR Cloud Solutions assist current HCM Software vendors to convert their legacy application to the PaaS environment :

- Component Assembly Model (common data model) for guidance and reference
- System specifications to define requirements and build to the Component Assembly Model
- HCM Mashup Builder for accelerated development
- Commercial component registry to list and market products – a vertical marketplace for HCM

HR Cloud Solutions' HCM Requirements Definition Services

HCM Requirements Specification

The *HCM Select* tool, built to conform with the Component Assembly Model, enables clients to specify the components they require for their HCM solution and receive a component assembly map to start building.

Application Design Advice

Members of the HR Cloud Solutions team have been involved in the design and development of numerous products in the HCM marketplace. Two of the most popular products on the HCM market today have used, or referred to the Component Assembly Model, during the development of their product. .

HCM Mashup Builder – Downloadable Force.com Package to Accelerate Development

What is the HCM Mashup Builder?

A mashup is an application that uses data from multiple sources. The HR Cloud Solutions HCM Mashup Builder is a prototype, or working model, of the Component Assembly Model and a development framework that can be used to build a SaaS HCM application. The Force.com application provides a database, screens, reports and transactions . The HCM Mashup Builder framework can be used to:

- Provide an integrated custom built business application platform for mobile applications
- Build supplementary functionality to the current core HR system of record
- With very little enhancement become the sole HR system of record
- Serve as a data warehouse to import data and write reports or support business intelligence tools
- Act as a plug in framework for third party applications

The HCM Mashup Builder is built on the Force.com platform and uses the full development toolset delivered as part of a Salesforce.com subscription. The total application infrastructure is managed by Salesforce.com. The HCM Mashup Builder is packaged and installed on the client's own instance of Salesforce.com.

The Mashup Builder contains :

Over 100 custom objects	Functionality for over 30 HR business functions
Over 2,500 custom fields	Transactions, views and reports for over 200 HR processes
Custom reports	Data import facility to enable integration with incumbent HCM
Database & data views	A supporting ecosystem to define data elements, provide copy & paste business rules, formulas & picklists

HCM Mashup Builder Supporting Ecosystem

HR Cloud Solutions provide a collaborative development environment where members can access a Wiki and contribute to the evolving Component Assemble Model, obtain sample material to build their application, access details of pre-built plug-in components from developers and clone their own component repository (from the registry structure) to store information from their current HCM. Vendors can also list their products in the commercial component registry.

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