



# HR Platform Services

Platform-as-a-Service (PaaS) is the next big HR technology innovation that **will transform the HR business practice** and change the way the enterprise deploys HR technology solutions to line units.

PaaS is **NOT a SINGLE SYSTEM**. It is an **independent computing environment** designed for business users. The solution includes multiple products and delivers technology to the business community via desktop, laptop or mobile device. HR Cloud Solutions offer an HR Platform.

## What you get when you install our HR platform

### Common Database

Based on a **published database schema (HR-CSAS)** the common database is the foundation layer on which all applications are assembled and incoming data is stored

### Integration Platform

For data and systems (including legacy systems) coming from multiple sources and required for reporting and workforce information. Create custom built place-holder fields for all data.

### HR Metrics Library

A library of pre-defined reports (containing formulas and data sources) and dashboards using data from all sources, including operational and financial data.

### Pre-Built HRMS Custom Apps

A pre-built HRMS custom application shell to use as the start point to build applications for specific company requirements. The **HCM Mashup Builder** contains over 100 objects that can be downloaded and installed

### Application Plug-in Framework

An application plug-in framework for plug-in pre-built HRMS components. They can be installed and replaced as needs change. The assembly platform is the way of the future.

### Application Store

An Application Store, or Commercial Component Registry, containing a catalogue of products available in the HRMS marketplace

### Gamification Platform

A Gamification Platform to build custom HR games to enhance employee engagement, motivation and productivity improvement. 22 game templates available for immediate use.



Plus a **supporting ecosystem** that includes a *Component Factory (with re-usable code)* and *Global Component Exchange*.

## What makes us unique? It is the common data model that underpins everything on an HR platform

HR Cloud Solutions maintain the common data model – the **HR-CSAS (Human Resource Component Software Application Standard)** on their collaborative Wiki. The document is available to the public for comment and inclusion of commonly requirements components.

HR-CSAS was first published in 2005 to help navigate the middleware layer preventing HR software component integration. It later became the framework to build custom applications on the Force.com platform, it is the underlying object model for the HCM Mashup Builder and business structure for the component market catalogue (Commercial Component Registry).

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## We provide the platform and model – you decide what components are needed

**HR Cloud Solutions platform** is installed as a portal using the Confluence and Salesforce.com (Force.com) products. You arrange the hosting and we provide the structure and database framework, along with pre-built applications to help you get started. The platform allows you to manage your data, integrations, content and applications. The platform is:

- Mobile
- Social
- Collaborative

You can brand the platform with your company logo and control user access.



## Defining Data Requirements for your HR Platform

In the past the HRMS selection process has focused on system **transactional requirements and broad features, such as self-service, workflow**, etc. Companies sent large RFP (Request For Proposal) documents to the HR Software vendors that they were aware of. The result was usually a large disappointment. RFPs came back with every box ticked and the buyer was no further advanced in the process. Even scripted demonstrations did not solve the problem: It takes more than one day to understand the workings and data content of an HR system.

Now HR platform solutions can **consist of traditional HRM systems and/or interchangeable components at the micro level**. The new era requires **new methods and approaches to product selection**. HR Cloud Solutions addresses the new era with its detailed functional and data requirements gathering methodology and online tools. Based on the principles of Master Data Management (System of Record as the centre piece) HR Cloud Solutions can help clients integrate all of the system components on a single platform. The following describes how the online tools are used as part of the methodology:

### Functional & data requirements



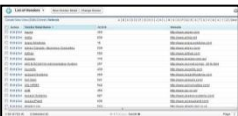
- As a start-point HR Cloud Solutions clients define what high level features and functionality they want to include in their HR Platform.
- Preliminary weightings are assigned by the client project team.
- Clients are then given access to the drill down screens to identify technology requirements for the HR process level and then data needs.

### Identify suitable suppliers



- Based on the high level product functional capability HR Cloud Solutions and the client identify suitable suppliers. They then contact the short list of suppliers and confirm their interest to submit a response online and provide details about their product(s).
- Chosen suppliers are given access to the database to input their product details to data level

### Best fit determination



- At the end of the input period vendor product features and functional capability responses are electronically matched against client needs to produce a best fit list. The filter eliminates products that do not meet the general requirements, including technical specifications, language and geographical support.

### Gap Analysis

Best Fit Products Detail			
Company Details			
Vendor Name	HCSP	Product Version / Release	62.0 / 305
Overall Score & GAP (Div of 100% - after Level ONE & TWO Weightings Applied)			
Core Total	20.00	Gap #1 Core Components	0.00
Service Total	27.00	Gap #2 Security Centre	-3.00
Admin Total	32.00	Gap #3 Admin Components	-13.00
Overall Total	79.00	Gap #4 Components	-21.00

- The best fit analysis phase provides drill down data views and reports to produce details of functional and data gaps. HR Cloud Solutions provide gap closure assistance and use the HCM specialty product information in their Wiki to identify potential gap and integration solutions. If custom development is an option HR Cloud Solutions produce an application development specification based on user requirements and functional gap information.

The bottom line is an HR Platform component assembly map to build YOUR solution according to YOUR needs