



Helping clients find the right HCM solution for their business

Investing in HR technology

If I was investing in a Railway Network what would I spend money on - a train, the railway lines or a railway station?

Eliminate the railway lines: Someone else has already put down the tracks and there is no value in trying to build duplicate infrastructure.

A train? Trains are constantly improving. New faster, more comfortable trains that carry more passengers come along every year. To buy a train today may mean it needs replacing in a couple of years, if I want to keep the passengers happy. I can always add carriages to a train, but sometimes they don't fit properly: You may not be able to walk from one carriage to another. Maybe I have a great specialty carriage, such as a dining car, but if passengers can't access it then it is no use at all.



But a railway station? A station has a platform. Platforms can be permanent. Trains must come into a platform. I can transfer passengers from one train to another on a platform and probably without having to buy a new ticket for another carrier. In some cases passengers may not need to change trains to continue to their destination – the same train may take them there. I can offer passengers a whole range of services on a platform that are not available on a train. Information passengers need, including details about other train services, can be accessed on a common platform.



So if we are investing in an HR Technology Network why do we insist on buying software applications (trains) that will become obsolete (for example on-premise to SaaS), may not integrate with other applications, can only run on certain networks (railway lines) and customers (passengers) may be locked in to the same product (single ticket).

Application vendors try to enhance their products (trains) with new features by acquiring new specialty products (adding carriages) only to find they do not fit, slow down the operation (train service) and confuse customers (passengers). The cost of integrating applications (moving carriages) is usually passed on to the client (passenger).

At least we have reached the stage where most companies rent, rather than buy, their HR software applications. Software-as-a-Service models make better economic sense but do not

solve the major problems that have plagued the software industry for the last 50 years: That is, integration and flexibility.

The answer is to invest in a platform, or a PaaS (Platform-as-a-Service) product. The database can become the permanent layer (railway platform), multiple applications (trains) can be integrated into the platform, new services, such as gamification, metrics, social, mobile, etc. can be added to the platform. Users (passengers) can select the application (train) that best suits their needs and can change applications at any time. Applications can be customised (altering a carriage from passenger transport to cargo) or extended (adding carriages that fit the others).



The nice thing about platform technology is companies do not need to purchase the product. All of the database and development infrastructure can be rented from platform providers. No major upfront investment is needed and that allows companies to focus on delivering the service features.

HR Cloud Solutions specialize in helping clients find the best HCM product(s) or HR platform solution for their HR business needs. www.hrcloudsolutions.com Contact: info@hrcloudsolutions.com