



HR CLOUDSOLUTIONS

IaaS - Infrastructure-as-a-Service - Hosting  
PaaS - Platform-as-a-Service - Development  
SaaS - Software-as-a-Service - Delivery

## WHAT IS PLATFORM-AS-A-SERVICE?

Does it solve HR's technology expectations?

Platform-as-a-Service (PaaS) is a shared computing environment for application development, delivery and database storage. It is a member of the Cloud computing family. The most prominent PaaS suppliers are Microsoft Azure, Google App Engine and Force.com (from Salesforce.com). Clients enjoy the benefits of shared costs for maintaining a common infrastructure.

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In the modern era a platform plays a fundamental role in system architecture. If you were building a house you would start with a foundation, if you were assembling a motor vehicle you would start with the chassis and if you are designing a human capital management system you should start with a platform.

The platform establishes the foundation layer for the kind of

HCM application your users expect, including mobile apps and social media integration, and extends the functional and technical capability of any system. A well designed platform addresses the needs of future business applications and creates the right technology environment for collaborative system design, development and deployment.

From an HR perspective not all platforms are designed for end users: That is why the Force.com platform has emerged as the most suitable for HCM applications. It is designed with users in mind and not professional developers. HR Cloud Solutions provide the necessary HCM ecosystem for PaaS, including component selection and custom development on the Force.com platform.

HR Cloud Solutions is an Australian based company specializing in HCM product placement

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## THE HR EXPECTATION

HR expects Cloud computing to solve some outstanding issues that were unresolved by Software-as-a-Service. They expect a platform service to:

1. Solve the application integration and information reporting problem
2. Future-proof a company's database investment
3. Enable custom development to extend the capability of their HCM

### Application Integration

No single HCM product will ever satisfy all of a company's technology requirements and the solution will nearly always involve applications from multiple suppliers.

### Future-Proof Solution

Every time a company changes its' HCM it shouldn't have to change its' database layer.

### Custom Development

HR must have the tools to build their own custom applications.