



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

Platform-as-a-Service Ecosystem for HR

Here are some myths

- HR business people are not software developers. There is an entirely different skill set. **-Wrong-**
- HR people are too busy to worry about trying to build software applications: That is an Information Technology (IT) business unit responsibility. **-Wrong-**
- HR people are not capable of building their own HRMS solution. **-Wrong-**

Here are some facts

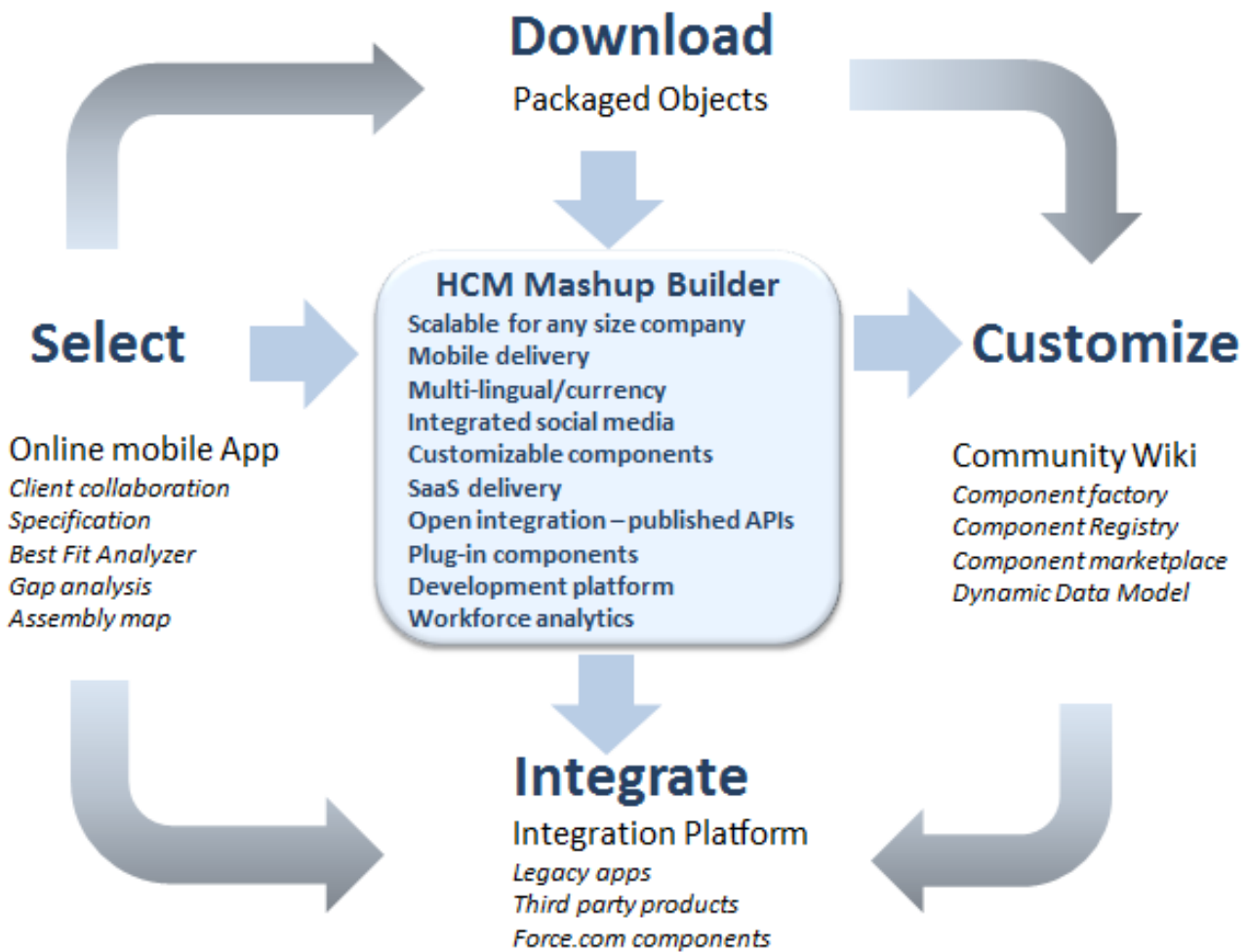
- A high percentage of HRMS projects fail.
- Most HRMS products selected fail to provide more than 80% of user requirements.
- A large percentage of requirements change prior to the selected HRMS product delivery.
- Within 12 months of HRMS implementation there are new HRMS requirements.
- Most companies spend 50% more than they should on technology ownership.
- Many companies' competitive capability is diminished by the high cost of technology ownership.
- Most HR people are technology savvy and able to configure social media, email and telephony applications for their personal use – custom built applications require no more than those basic skills. If a user can copy and paste and drag and drop they can assemble an HRMS application on the Force.com platform.

Here are some solutions

- Companies must provide simple development platforms and manage infrastructure.
- Platform providers must design their products for ease of use.
- Of the major platform providers (Microsoft Azure, Google App Engine, and Salesforce.com) the best product designed for end user development is the Force.com product from Salesforce.com.
- End users should not have to worry about hardware, operating systems or other specialized software development in order to build custom applications.
- Consulting companies must provide more than an advisory service: They must provide the critical components of an ecosystem to help HR people build custom applications on their development platform.
- HR Cloud Solutions was formed in 2011 by Competitive Edge Technology (established in 1994) to focus on the new cloud platform-as-a-service features that they believe will help clients solve their HRMS project problems, and introduced consulting services that helped clients make informed purchase decisions by specifying detailed system requirements (down to data level), providing a service that included a database of functional capability to identify the best fit solution, helping integrate multiple products or helping build custom application extensions by providing the components of a development ecosystem.
- HR Cloud Solutions provide the necessary ecosystem to support client custom development.

Overview of the HR Ecosystem

The following represents the process for building a total solution for an HRMS project and identifies the components of a supporting ecosystem.



For more information about the ecosystem and critical components contact HR Cloud Solutions.

HR Cloud Solutions

PO Box 149 Ramsgate NSW 2217

Website: www.hrcloudsolutions.com

Email: info@hrcloudsolutions.com

Tele: +61.2.9529 8170