



HR CLOUDSOLUTIONS

Helping clients find the right HCM solution for their business

THE TRUE HR CLOUD PLATFORM

Who are the “true” HR cloud platform providers?

We are now entering an era of PaaS (Platform-as-a-Service) and there is an expectation that HR technology solutions will offer a platform, rather than a single product, in the future. As was the case with Client/Server

technology, almost every software vendor will claim to have a platform product in order to stay in the market. To determine if a product is

CIGMA Features

- C** – Custom extension
- I** – Integration
- G** – Gamification
- M** – Metrics
- A** – Application development

a “true” platform the CIGMA features criteria can be applied.

HR Cloud Solutions believe there are only three potential “true” HR cloud platform providers in the market, at this stage.

To be classified as a “true” HR platform provider a company

must not only deliver infrastructure and software services but must also deliver platform services to support HR business functions. All platforms should have social, mobile and collaboration capabilities: It is

the other CIGMA features that define a potential HR platform provider and enables us

to compare their implementation readiness.

The three potential HR Cloud Platform providers are:

- Force.com** (Salesforce.com)
- Oracle Cloud** and
- SAP NetWeaver.**

TRUE HR CLOUD PLATFORM CAPABILITIES

Custom Extension: Build additional functionality on to existing HRM systems. New modules can be connected via API s

Integration: Integrate data and systems (including current legacy systems) to a unified database and common schema.

Gamification: Build game applications that link to employee records. Use the interactive tools and database to deploy professional game applications commercially or within your organization.

Metrics: Create reports and produce dashboard presentations for HR metrics. Data is extracted from multiple sources and stored in the HR platform database. A portal is used to store information about the data – such as definitions, source, frequency, and formulas used to manipulate data.

Application Development: Build and deploy complete HR applications using the platform provider's tool set.

HR Cloud Solutions specialize in helping clients find the best HCM product(s) or HR platform solution for their HR business needs.

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