



HCM savings: The Cloud's the limit



If your organization isn't using Cloud-based services yet, chances are you will incorporate some kind of Cloud-based tools in the near future. Essentially, software running in the Cloud helps businesses avoid excessive costs and the risks of traditional software deployments while dramatically simplifying your IT requirements and related labor costs.

Here are 4 ways Cloud-based solutions can be leveraged to reduce your day-to-day business expenses.

1. Cloud-based tools help you conserve in-house IT services

This is a good thing, since most organizations don't have the headcount to provide HR with a dedicated IT person or team. Cloud computing allows complete resourcing, talent assessment, hiring, onboarding, and employee development functionality without the need for onsite expertise in monitoring, maintenance, or repair. Agile, highly flexible, and proven, Cloud software can help you improve your workforce without putting additional burden on the IT staff and without a company-wide software deployment project.

2. Software in the Cloud compiles data to help you make strategic business improvements

You can use the Cloud to determine your best, most cost-effective sources for job candidates. Track your incoming job seekers and, using a powerful business

intelligence engine, determine where your recruiting dollars are most productively spent using detailed statistics for your organization. In addition, user activity graphs give you the ability to monitor when your HR employees log in and which screens are visited to ensure the tool is used effectively.

3. With Cloud systems, multiple tools can be linked into one integrated hiring solution

Seamless integration of a hiring solution with existing Cloud tools like applicant tracking systems (ATS), background checks, HR-IS and other pre-existing HR systems within your organization helps maximize the value of your total IT investment. Even without a stand-alone ATS, you can have access to a built-in, automated workflow that empowers hiring managers with a smooth transition of candidates from one hiring phase to the next while accessing information in real time.

4. Data security is maximized with no on-site hardware to install

Security of personal and proprietary data is expensive to do correctly, but it's also a primary function of the infrastructure within Cloud-based companies. Software providers in the Cloud are tasked with strict data protection and privacy standards as well as ongoing education for its staff on the latest cloud security threats and ways to identify and protect against them. When the software tool already has the security issue covered, you can spend your investment dollars elsewhere.

Infor PeopleAnswers Talent Science™ is a patented, cloud-based Predictive Talent Analytics™ solution that helps ensure you have the right people in the right positions to achieve your business objectives. By leveraging large quantities of behavioral and performance data, this software creates predictive models that let you better select, retain, and develop the right talent across the entire employee life cycle.

To learn more, visit www.infor.com/product_summary/hcm/talent-science.



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