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Is it better to have a single supplier for your HR technology needs or to build an integrated system from different suppliers?

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The notion that a single provider solution is ever the most productive or effective for clients is rare. In most areas of our lives we are accustomed to creating a best of breed solution from multiple providers to meet our individual needs. Think of your car, your home entertainment system and your wardrobe. The reason for this is simply that no one provider is likely to meet all your needs and various providers are experts in distinct areas. For example when building a house we realise the best solution comes from allowing different experts to complete their part of the process.

The provision of recruitment and HR technology is no different. Different providers are experts in different areas of the HR employee life cycle and the ideal system will allow these providers to interact together in a seamless system. This is even more so the case when dealing with legacy systems that contain vital business information that should not be lost simply because you are introducing a new component to part of your HR technology.

The starting point to building a HR technology system is to identify what one is trying to achieve with their solution. Do you need every part of the HR cycle automated or can some parts of the cycle remain outside the system? How important is it that the various data sources consolidate to a common report? What existing systems do

you have that you do not want to replace? These types of questions will then scope what your individualised best-of breed solution will look like and what technology partners you need to work with.

The concept of a technology partner is very important for any client to be mindful of. When a business buys a technology solution it is rarely set and forget. As the needs of the business change so too will the technology requirements. This requires a flexible and open minded technology partner who is willing and capable of integrating various technologies to create the specific solution that is right for your business.

Single solutions will trap clients into being vendor reliant. They do not take into consideration the nature of the systems already on offer. They will have a tendency to upsize and oversize a solution and unnecessary replace existing systems.

At Recruit Advantage we are experts in job uploading and applicant tracking systems. By integrating with other providers we can build a tailored HR system that is built with your needs in mind not ours. The end result is fully integrated best of breed recruitment and HR system that single system providers cannot compete with.



Dr. Paul Englert
CEO
Recruit Advantage

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It is a cliché, yet nevertheless true, that the arena of talent management is a constantly shifting landscape - where everything from changing economic conditions, skill shortages, and new technologies can drastically impact the success or failure of your business strategy.

HR Technology often relates to a broad range of solutions covering information and process management such as:

- Payroll
- Time and Attendance
- Expense and Position Management

And people-centric activities:

- Talent Acquisition
- Performance Management
- Development
- Succession Planning

For this reason the best solutions are achieved through integration of a small number of rapidly evolving SaaS based Talent Management solutions and the core ERP systems already ingrained in enterprise. These Talent Management platforms excel in delivering a user-centric experience to allow the employees of an organisation to execute on their HR activities as a function of their daily routine.

Also critical to the success of a unified approach is the adoption of an agile and client-centric development methodology, based on user stories and iterations of solution delivery.

By leaving more traditional waterfall approaches behind, unified talent management providers are able to construct truly "fit for purpose" solutions in direct partnership with clients. The product roadmap becomes a fluid plan for continuous improvement, sensitive to the changing needs of clients and shifting market conditions, across the entire talent management lifecycle.

This clarity of purpose across the entire talent lifecycle is often difficult for more specialist providers to deliver. In this way – a unified talent management solution can deliver excellence in every area of the talent management cycle – all within a single interface, a single look-and-feel.

In short, a true unified talent management solution integrated with Core HRIS offers the flexibility, responsiveness and usability required to embed HR practices into daily routine whilst still providing overall MIS reporting.



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