

# The Value of Integrating Human Capital Through a Hosted Solution

Oracle 12.1 HCM BPO Offering - **CloudHCM**

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**THIS PAPER DESCRIBES HOW ENTERPRISES CAN DELIVER A TIER-ONE, HCM SOLUTION TO THEIR BUSINESSES, EASILY AND EFFECTIVELY, THUS ELIMINATING THE NEED FOR BEST-OF-BREED SOLUTIONS AND WEAK TECHNOLOGY FROM PAYROLL SERVICE BUREAUS.**

# The Value of Integration of Human Capital and Technology

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## Introduction

Many companies outsource their HRIS, Payroll and Benefits administration because they do not have the resources, technology, or knowledge base in-house to keep up with the complexity and cost. Historically, most of these companies have turned to payroll service bureaus to address both the payroll and non-payroll functions. While payroll vendors can handle some of the basic transactions, they are expensive and often lack integration between the different business processes, creating challenges for reporting and issue resolution. The **CloudHCM** platform by Motion HR incorporates economies of scale by offering many features and capabilities that very large companies spend millions of dollars to design, build and maintain. **CloudHCM** is also built on the Oracle Human Capital Management (HCM) platform, enabling both integration and scalability.

## Oracle HCM is a SaaS Model

**CloudHCM** customers benefit by having an integrated solution for Core HR, Payroll and Benefits, which also allows them to add an integrated talent management solution that aligns human capital with business goals and objectives.

## Some of the benefits include:

- Tight integration to the General Ledger (Oracle Financials)
- Compliant, updated legislative changes for payroll and benefit adjustments
- Secure, encrypted data
- No separate hardware or ERP maintenance fees
- No upgrade costs
- Software-as-a-Service (SaaS) model
- Dedicated HRIT resources to support client business needs
- Reduced functional and technical staff
- Access to best practices and pre-developed functionality
- Reduced implementation costs through dynamic implementation tools and processes
- Access to pre-defined reports
- Three tiers of benefits plans that streamline the enrollment design
- Carrier interfaces already designed and built

## Why SaaS?

The Motion HR **CloudHCM** platform is built on Oracle, considered the leading HCM platform for enterprises in the world<sup>1</sup>.

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<sup>1</sup> Source: The Forrester Wave™: Human Resources Management Systems, Q4 2008

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By leveraging years of research and development of Oracle Corporation, as well as adopting best practices learned from years of implementations for some of the leading companies around the world, Motion HR is delivering these solutions as a SaaS service for workforce administration, self-service, benefits, payroll, time management, recruitment, learning management, compensation planning and performance management.

A robust platform capable of supporting the entire HR function, **CloudHCM** also allows customers to select individual functions or just a few functions. For example, customers can use the service for just benefits administration or as a stand-alone recruiting solution.

Ideally, customers need an integrated solution that incorporates a single source for all areas related to workforce administration, benefits, payroll, talent management and workforce planning. These areas all share key information and workflows that are necessary to align goals of the organization, measure performance, and reward for specific behaviors that affect the organization.

Upgrades have always been troublesome for most companies. They affect the broader ERP applications that run the services and materials to customers and are generally disruptive to the business. Consequently, HRIS tends to be an afterthought, even though it may require significant, manual effort to avoid penalties for not meeting compliance with federal and state regulations.

Additionally, HR often has to wait to take advantage of newer functionality that can drive benefits to the employee base until other parts of the business are ready to upgrade.

## **ERP vs. Best-of-Breed**

Companies historically have been disappointed with the talent management functionality that is delivered by most ERP systems, including Oracle. With the delivery of Oracle 12.1, Oracle has dramatically improved its offering and reduced the gap.

*What does that mean to you?*

Now customers can have one system for all of its HCM needs and begin to realize the value of integration across human resource enterprises. *No more challenges with integration to third-party bolt-ons!*

## **Rapid Deployment**

With the **CloudHCM** platform, clients can be live within a few days or weeks. Motion HR's pre-built configuration setups contain best practices and can reduce the time required for design and personalization to the system by months.

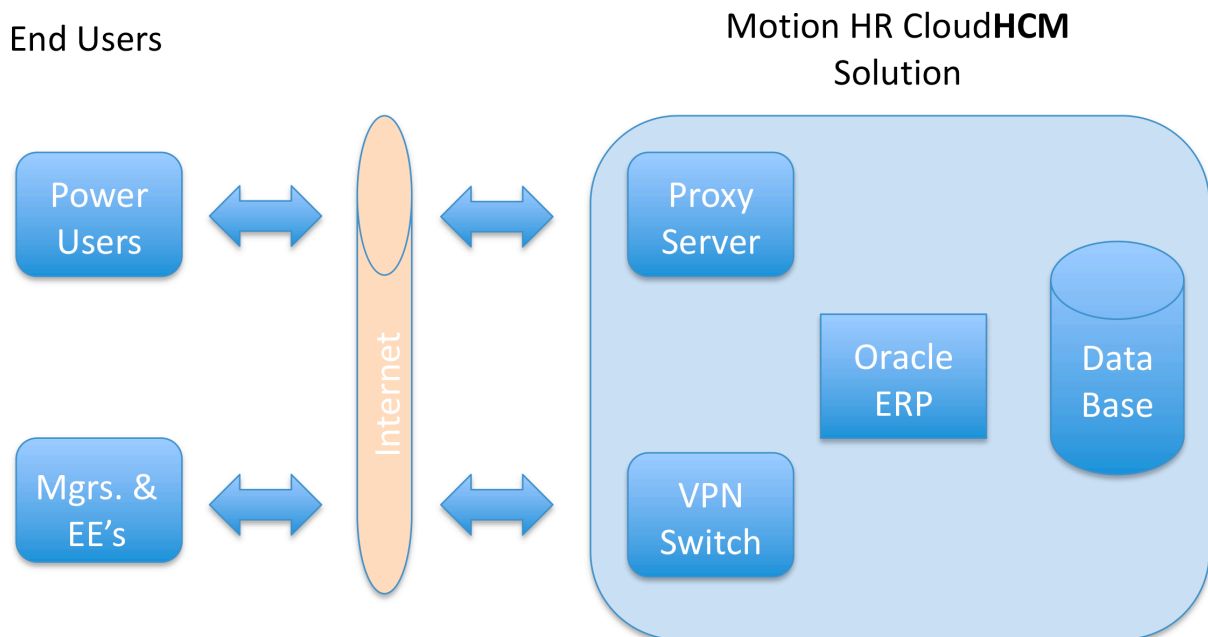
These rapid deployment capabilities will allow delivery of needed functionality to the business quickly and without having to deal with complex system setup.

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## How it Works

**CloudHCM** is built on the Oracle 12.1 HCM system, a multi-tenant environment that enables Motion HR to support numerous customers within a single environment without compromising their security or the integrity of their HRIS. Historically, each client required its own environment, making SaaS cost prohibitive on Oracle. With multi-tenancy, **CloudHCM** delivers economies of scale for infrastructure and functional and technical support. Motion HR also leverages best practices and offers these as building blocks during the design. Once design is validated and signed-off by the customer, Motion HR configures and builds the design and continues due diligence before converting data, testing and going-live.

## Motion HR CloudHCM Architecture



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## Delivering SaaS and Business Process Outsourcing

**CloudHCM** utilizes the power of Oracle HCM through a hosted delivery model. Through a quick, yet thorough design of a customer's key HR processes, they are able to leverage the most powerful HCM platform in the world in a very short timeframe. **CloudHCM** minimizes technical complexities that create barriers for human capital needs within an enterprise.

## Key Benefits of CloudHCM

- Realizes cost savings by having an integrated human capital system that can communicate with all modules of the HR system needs. Data also can be easily integrated back to the general ledger for labor costing and analysis.
- Saves significant time by onboarding and managing employee information for key workforce administration as well as planning needs. Allows clients to identify, retain, reward and promote key talent through defined criteria.
- Integrates the workforce into the broader objectives of the company, thus increasing employee engagement and productivity by developing succession plans that leverage employee information that is stored and shared in a single place.
- Builds interactive training and develops programs that educate and grow the employee base. Ensures the company meets training criteria for certain professional and environmental safety obligations.
- Aligns compensation plans with company objectives that encourage dedication and ensure efforts and time are being directed to the appropriate areas.
- Tracks and recruits candidates who fit certain competencies defined within **CloudHCM**. Integrates with external job boards for specific skill sets.

## About Motion HR

Motion HR is a premier consulting, implementation and BPO partner specializing in Oracle HCM solutions for small and large global businesses. The founders, John Pask and Bryon Adams, are former executives with Towers Perrin's HR Effectiveness and Technology group. Motion HR delivers Human Capital Management solutions for core HR, self-service, benefits, payroll, time management, recruitment, learning, succession planning, compensation planning, performance management, and HR analytics and dashboards.