

Cloud Computing: Today's Choice in HR Technology



DATE _____

Presenter Bio – David Chetlain




- Sales rep at Ceridian with over 20 years of Human Capital Management experience
- Previous industry experience includes sales and management at Kronos and Simplex Time Recorder
- BS Degree from Southern Illinois University and is a licensed career counselor
- Follow me on Twitter @DavidChetlain



Key Discussion Points

1. Understanding what the Cloud is all about
2. Key facts about Cloud security and service
3. How your business can make better data-driven decisions with the Cloud
4. Growing your business with Cloud HCM technology



Understanding The Cloud

What's Your Interpretation of The Cloud?



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Definition of The Cloud

"A style of computing that is elastic, scalable and delivered as a service using Internet technologies. Multiple clients share one or more components within the solution stack (such as hardware, software or services). These users could be multiple business units within a company (private cloud) or multiple independent organizations (public cloud)."

Gartner - "The Top Three Impacts of Cloud Computing on Human Capital Management Business Applications", December 30, 2013

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How many people here today are using some kind of Cloud based application in their organization?

- A) Yes
- B) No
- C) Not sure

Advantages and Risks of The Cloud

Advantages	Risks
<ul style="list-style-type: none"> • Lower capital costs for the business • Lower IT operating costs • No hardware or software installation or maintenance required • Quick, anywhere access to additional computing services if needed • Greater ROI • Predictable scalability 	<ul style="list-style-type: none"> • Data privacy and security no longer in house – perceived "lack of control" • Limited offline functionality and data access • May challenge ability to comply with internal record retention and disposition policies • Integration and migration challenges



Security and Service in The Cloud

Just How Secure is Your Data in The Cloud?



How Does The Cloud Help Improve Security?

Higher Standards – Strict ISO security standards require Cloud providers to deliver a higher standard of security than individual organizations are held to

Reduced Human Error – Storing data in the cloud minimizes the risk of human error (eg. lost or misplaced hardware containing sensitive data)

Additional layers of security – Multiple layers of security features such as encryption, access controls and security intelligence help improve data security

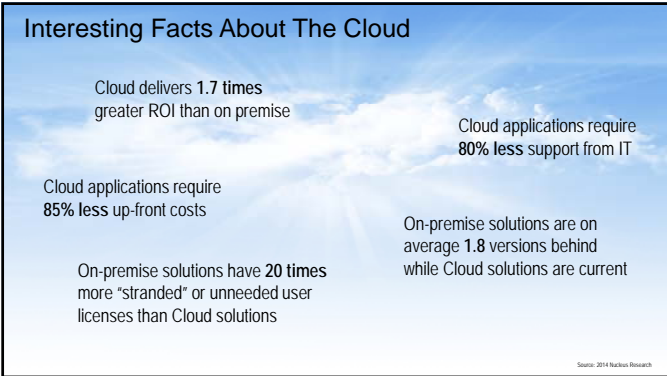
Robert Half Management Resources – "What Are the Security Benefits of Cloud Computing", February 14, 2014

"If you're resisting the Cloud because of security concerns, you're running out of excuses."

Businesses using Cloud applications were able to resolve technical issues in an average of 2.1 hours - nearly 4x faster than businesses using on-premise technology (8 hours).

Aberdeen Group – "Security and Cloud Best Practices", 2011

Interesting Facts About The Cloud



Cloud delivers **1.7 times** greater ROI than on premise

Cloud applications require **85% less** up-front costs

On-premise solutions have **20 times** more "stranded" or unneeded user licenses than Cloud solutions

Cloud applications require **80% less** support from IT

On-premise solutions are on average **1.8 versions** behind while Cloud solutions are current

Source: 2014 Nucleon Research

Cloud Human Capital Management

How does The Cloud Benefit HR Professionals?


- Fast access to innovation** – subscription is inclusive of future updates and maintenance, ensuring all clients benefit from continued product innovation
- Engaging User Experience** – Easy to use and designed to meet consumer-grade expectations for the web and mobile
- Technology that grows with you** – best in class functionality gives you the ability to adapt as your organization and functional requirements change over time

As an HR professional, what are you spending the most time on?


- A) Moving data between applications
- B) Tracking down paperwork
- C) Record keeping
- D) Other
- E) All of the above

What can a cloud based HR system provide for you today?

Valuable Features and Services



- Enhanced visibility into payroll to improve the accuracy of processing and delivery of pay
- Improved capabilities of measuring and reporting of pertinent HR information
- Automation provides greater efficiency and eliminates time consuming manual processes
- Unified self-service access to HR information across the entire enterprise with mobile access and functionality



Improved Financial Performance

- Enhanced scheduling capabilities to help manage and keep overtime costs within operating budgets
- Robust functionality and features to help improve and measure employee performance
- Minimize costs on infrastructure and hardware and with less maintenance and upgrade fees



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Risk Mitigation

- Provides business continuity and disaster recovery during unplanned downtime
- Industry best practices that provide security to help protect sensitive and confidential business data
- Flexible solutions that are scalable that can grow and change with the needs of your organization
- Automation of complex and mandated legislation such as ACA or FLSA with reporting for audit purposes



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Summary

- Cloud-based technology is widely accepted by businesses today and can provide immediate dividends and substantial ROI gains
- With the right Cloud-based HR application in place, businesses can experience improvements in service, experience improved processes, establish enhanced efficiencies in managing day-to-day tasks
- Cloud-based HR applications can provide deeper analytical insight to help you make data driven decisions
- By moving to the Cloud, your business becomes more nimble – don't let your business get left behind



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QUESTIONS?

THANK YOU
