

When HCM in Cloud Makes Sense

Human capital Management is the strategic approach to employee management which mainly focuses on the skills, knowledge, abilities and capacity to develop and innovate possessed by employees of an organization. HCM describes an organizations multidisciplinary and integrated approach to optimizing the capabilities and performance of its workers and the overall management. It involves development of all labor related issues that impact an organization's strategic and operational objectives including recruitment of employees, development of resources, utilization, maintenance and compensation of services aligned with a specific job and the organization's requirements.

The HCM discipline is very critical in any organization as managing every angle of talent and labor effectively in the workforce is normally a challenge. Recently the incorporation of cloud computing with Human Capital Management has helped ease the voluminous tasks and processes that directly affect both the employees and the management.

Cloud Computing is the advanced computer technology which offers the convenience of place, time and on-demand access to a pool of configurable computing resources which include; servers, networks, storage and application services. These can be rapidly provisioned and easily released with minimal management effort or service provider interaction.

Fusion of HCM with cloud computing ensures fast and simultaneous accessibility for multiple users via the internet. Improved security, reliability, broad network access, rapid elasticity ,data flexibility, round the clock support services, reliable data backup services as well as budgetable and economical pricing are some of the key benefits of this fusion. Small and medium sized organizations using cloud computing solutions have enormous potential to rise to big and profitable organizations through this.

Use of HCM cloud solutions comes with many other benefits apart from those mentioned earlier. Among them are: building professional relationships with enterprise social network, connecting with mentors and peers assisting in growth, proper business process configuration to work efficiently, control of all Human Resource events and easy to use data with a flexible organization model which ensures compliance at all levels without sacrificing global standards.

Managing the most vital assets of an organization that is, the employees is normally top priority regardless of the size of the organization. The employees have previously been overworked with multiple manual tasks and processes involved in the running of organizations. To facilitate efficient and quality services, several processes involved in Human Capital Management require automation. These include; automated data processing which ensures fast manipulation and delivery of data and advanced data analysis techniques which ensure Human Resource objectives are aligned with corporate strategy. This eventually results in high and required global organization's standards.

Automated software handles the entire workforce management process that entails: employee recruitment, training, administration and all the legal reporting processes and finally the automated complex payroll system which will handle all the workers payments efficiently without error.

The incorporation of cloud computing with HCM results in various positive synergies in an organization. These include deployment or recruitment of the right talent to the right jobs, projects and teams. This eventually produces a very powerful and productive workforce. Cloud computing ensures each employee's progress is monitored on work efficiency as well as the continued development since they joined the organization.

Cloud solutions bring into existence a management portal which contains all the processes and

resources to support management decisions which are unavailable in ordinary organizations. The employee portal empowers the workers on the information and tools to use to deliver quality and efficient services. Finally the shared service framework centralizes, streamlines and automates processes and transactions.