

Session **284**

SaaS, ERP, HCM...

Making Acronym Soup Work

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Bio - Gary Sherman

- Gary Sherman joined Workscope in 2001 and currently holds the position of Director of ASP Application Administration. In this capacity, he is responsible for the production administration of the globally hosted Compensation and Performances applications as well as the Benefits Administration applications. Sherman has been instrumental in driving the strategic operations of the Workscope globally dispersed data centers in the United States, Europe and Asia Pacific. In Addition, Sherman has direct responsibilities for the software distribution methodologies and release management functions.

Before joining Workscope, Sherman held various positions in the technology field as a Senior Systems Administrator. He holds a bachelor's of science in business administration with a concentration in financial accounting from Bryant University.



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This plane is going to Cleveland...

- SaaS. ERP. HCM. OBA. SOA. TBO. J2EE. HRIT professionals are facing the challenge of bringing together more applications using different architectures and platforms than ever before. Mr. Sherman will review the technical landscape and reveal the methods of making this pot full of acronyms play well together and make your employees, managers and HR staff more effective and efficient. Starting with a baseline example Mr. Sherman will take the audience down the paths of different application and architecture options highlighting the pros and cons of each path and detailing the choices that will lead you to success for your organization.

Rules of the Road...

- What are all the Acronyms I need to be concerned about?
 - Too much to cover in 75 minutes
 - Application/solution specific
 - Capabilities of Internal IT resources and Vendors
 - Understand and adopt corporate standards
- For this presentation we'll focus on integrating several of the key acronyms that impact the Human Resources technology landscape

The Beginning



Where It All Starts

- HR = Human Resources
- IT = Information Technology
- HRIT = Human Resources Information Technology

What did he say?

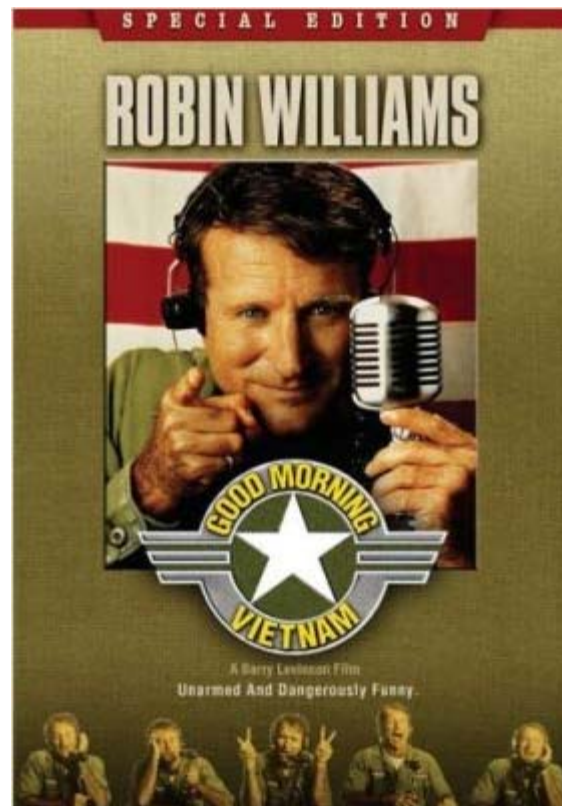
Lt. Hauk: "The former V.P. will be here on Friday. I expect every minute of the V.P.'s P.C. to be taped and broadcast within 12 hours of his arrival. Something funny, Garlick? Well, perhaps you'd like to share it with the rest of us."

Garlick: "No, sir. The former vice president is a delight, sir."

Cronauer: "Excuse me, sir. Seeing as how the V.P. is such a V.I.P., shouldn't we keep the P.C. on the Q.T., cause if it leaks to the V.C., he could end up an M.I.A., and then we'd all be put on K.P."



Good Morning Vietnam!



The Acronym Soup



Acronyms – The Ingredients

- HR-XML
- HRO – Human Resources Outsourcing
- SaaS – Software as a Service
- SSO – Single Sign On
- EDI – Electronic Data Interchange
- BI – Business Intelligence
- HIPAA – Health Insurance Portability and Accounting Act of 1996
- TLS – Transport Layer Security
SSL – Secure Socket Layer



The Basic Soup - Tomato

- HRO
 - Data outside of the organization
- SSO
 - A smooth user experience
- SSL
 - A secure transaction



Some Spice – Chicken Curry Soup

- SaaS
 - Data outside of the organization
- HIPPA
 - Industry rules and regulations
- SSL
 - A secure transaction



In the Kitchen...

Stop!

- ERP
- EDI
- BI



Yield!

- ERP
- EDI
- HR-XML
- BI



GO!

- ERP
- EDI
- HR-XML
- SSL/TLS
- BI



Preparing Your Menu



What are we trying to do?

- How many of you are trying to seamlessly tie together your new systems with your legacy systems while attempting integrate HR solutions into a common platform?

Some examples

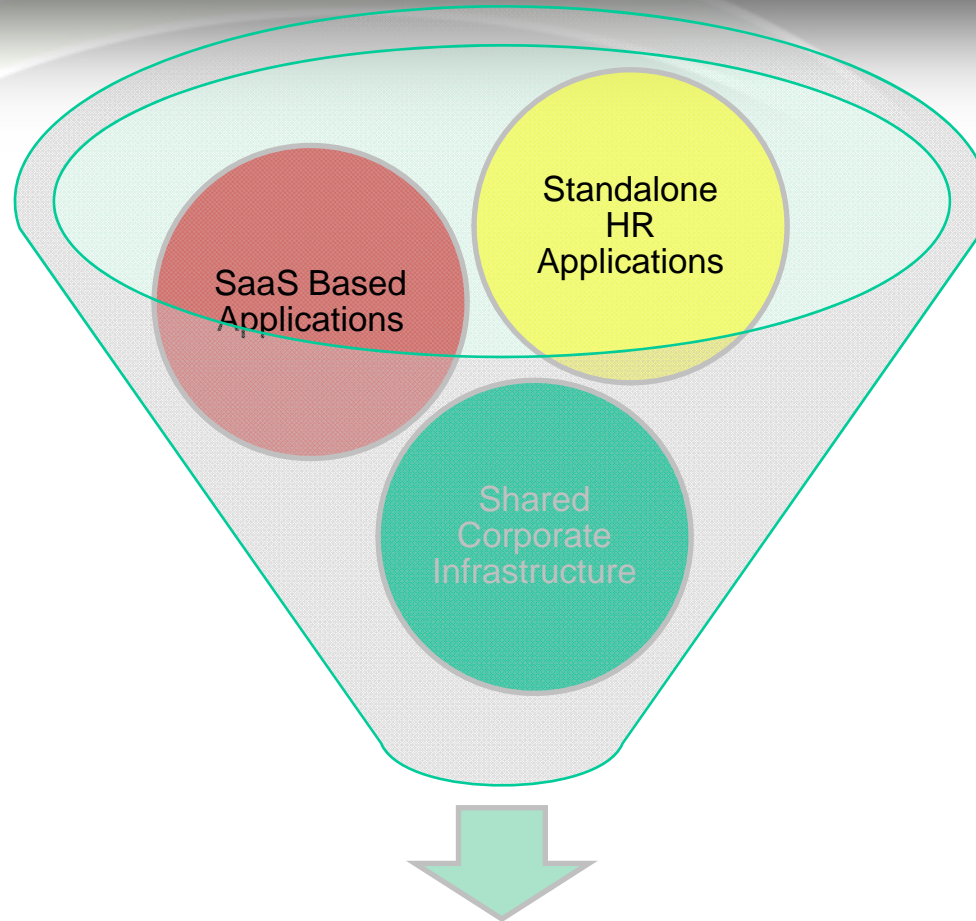
- Provide a robust user experience that empowers managers and employees to efficiently navigate the HR process
 - Centralize the HR Intranet with deep links to transactional based systems
 - Integrate technologies and data across disparate systems
 - Provide corporate branding while maintaining your HR department's HR identity

HR Systems Landscape

- Legacy systems
- Distributed systems with disparate data sources
- Emerging technologies
- Array of Human Capital Management
- Technologically advanced users



Bringing it all together...



Integrated HR Solutions

Bringing it all together...

- **Common user experience**
 - Intranet Services
 - Web 2.0 technologies
- **Leverage Corporate Resources**
 - Identity management
 - SSO
- **Security Practices**
 - HIPPA
 - SSL
- **Common Data Resources**
 - HR-XML (Standards based)
 - EDI
 - ERP (Peoplesoft, Oracle, SAP)
 - Business Intelligence

In Conclusion...

- Sharing a common goals across your applications and departments will help steer the vision and strategy
- Having the systems come together is a slow an arduous process
- Not all systems are meant to work together leveraging the latest buzz word or acronym

For more information on this topic

Go to www.ihrim.org

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Thank you!