

HR

# Are You Ready to Take HR to the Cloud

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Cloud-based HRMS solutions offer powerful benefits to HR and the overall business.



# Introduction

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Many of us still associate HR with the idea of paper—paper forms, resumes, personnel files, and so many other types of documentation. Managing paper is inefficient, can lead to lost information, and is surprisingly expensive when you consider the total cost of printing and storing paper-based information.

Now, [cloud-based human resources management systems](#) (HRMS) provide a much better alternative to attempting to manage all these paper files. Even better, cloud-based solutions deliver a long list of very significant benefits, including increased productivity, impressive cost savings, business insights, enhanced security, and more.

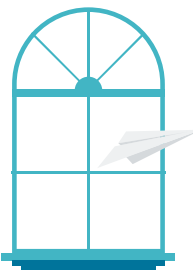
If you're interested in moving your HR information to the cloud, this guide will walk you through potential benefits and key factors to address as part of any successful cloud migration.



# The Benefits of Moving HR to the Cloud

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First though, why should you consider a cloud-based HRMS solution? For many organizations, the answer lies in the many benefits they present, especially over traditional, paper-based HR processes.



- **Self-service to critical information, even on the go.**

Today, so many employees are out of the office and on the move, especially those who work remotely or in the field or may travel to visit clients. These employees need fast, easy access to important information, without disrupting HR.

Cloud solutions enable complete [employee self-service](#)—to virtually any HR document or form—so employees can access their own information even when they’re not in the office. Employees become happier and more engaged, and HR is freed from the administrative burden so they can focus on more strategic work.

- **A single consistent experience.**

Managing the entire employee lifecycle covers many different touch points, including attracting candidates, hiring top talent, communicating and engaging with the workforce, conducting performance reviews, and developing the next generation of leaders. Past approaches may have attempted to cobble together disparate point solutions for each of these important functions, yet a single cloud-based HRMS solution successfully consolidates many different applications and delivers a more unified experience for everyone involved.

- **A better onboarding experience.**

Cloud solutions can also make onboarding much easier—and effective. For example, HR teams can push important forms to new hires before they even start. New employees can take their time to make the right benefits decisions and complete much of the onboarding process (if not all of it) before they even show up for the first day.

Additionally, [cloud-based onboarding](#) tools let users create automated workflows, tasks, and checklists to ensure every employee completes important steps to keep the onboarding process moving. This may include HR (forms, documentation), the hiring manager (org charts, job requirements, team introductions), facilities (employee badges or building access), and more.

- **Improved productivity.**

Gone forever is the 9:00-5:00 business model and its constraints on sharing vital information. Cloud-based HRMS platforms now give approved users complete access to important information, anywhere, anytime. Employees get the information they need, as well as the ability to make changes, to drive productivity to new highs.

- **Better visibility into workforce metrics.**

HRMS solutions now provide powerful, “out-of-the-box” reporting and analytical tools, and many even offer configurable options for custom reports and dashboards. All of this provides managers and executives with real-time, detailed insight into workforce-related metrics and trends in time to influence positive business results.



# Benefits the Business Will Love

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Cloud HRMS solutions also provide powerful benefits for the overall business.



- **Reduced costs.**

For example, cloud models set up the opportunity to reduce costs and gain a fast return on investment. Cloud hosting eliminates the need to purchase, store, and maintain servers and other expensive hardware. Additionally, software updates are now the responsibility of the vendor, which means companies no longer have to install, patch, upgrade, and maintain software.

- **Complementary new technologies.**

Additionally, the entire business gains a valuable opportunity to use innovative new technologies that complement the cloud-based HRMS. For example, artificial intelligence, automation, and other technologies can streamline key tasks, provide insights, and improve the way the business is run.

- **Data security.**

Today, the concept of protecting confidential information is not just a “nice to have” on a corporate wish list. Instead, preventing data breaching and safeguarding employee and customer data is required to avoid fines and penalties, comply with data-privacy regulations, and remain a viable business. In many cases, cloud HRMS vendors have additional resources and budget to allow them to offer security levels that go above and beyond what many companies can achieve themselves.

- **More strategic HR.**

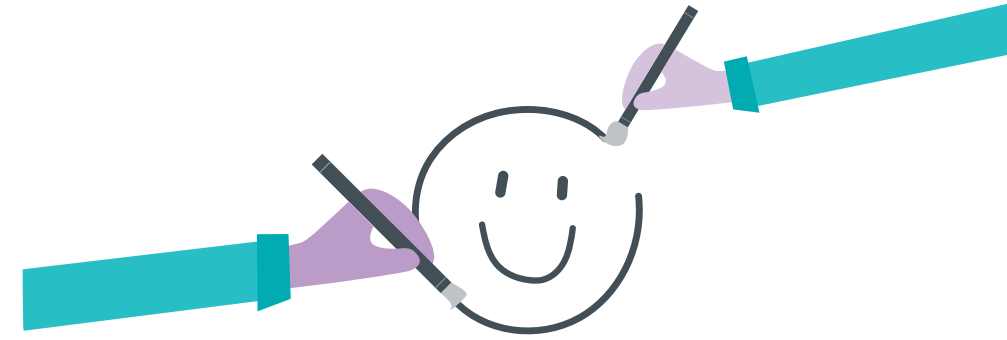
As described earlier, cloud-based HRMS solutions automate so many manual, time-consuming, and error-prone processes. Freeing HR from this responsibility enables them to focus on higher-value, more strategic initiatives, such as developing new training plans, providing better service to employees, and more.

# Planning for a Successful Cloud Migration

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Cloud HRMS solutions are not new, but the concept of migrating to one may be new to HR or their company. Migrating to the cloud does offer the potential to reap many significant benefits, yet organizations may want to carefully consider the best approach.

One best practice is to create a cross-functional team, often consisting of HR, IT, line-of-business managers, executives, and other project sponsors. This team is vital in establishing project criteria, selecting the best vendor, developing a Center of Excellence, communicating to employees, and supporting other needs that arise.



Inevitably, the entire company will have to go through a learning curve and suffer through minor “bumps in the road.” Yet the best-fit vendors do all they can to minimize these growing pains with proven implementation teams, customer playbooks, customer service, training, and other services—all to help the company take advantage of all that the cloud can offer.

# Gain the Right Cloud Solution with HR Cloud

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HR Cloud has a proven track record in delivering cloud-based HR solutions, including applicant tracking systems, onboarding, HRMS, employee communications and engagement, rewards and recognition, performance management, and more.

We partner with each client to understand their most critical goals and develop the right plan to help them achieve their objectives. Our solutions have helped today's industry leaders improve their HR processes, reduce costs, increase productivity, and gain an ongoing competitive edge. We're confident our cloud solutions can help you, too.

For more information on HR Cloud and our HRMS solution, please visit [www.hrcloud.com](http://www.hrcloud.com) or [request a demo](#) today.



# About HR Cloud

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[HR Cloud](#) is a leading developer of HR software and HRMS solutions for business with a focus on effective employee engagement. HR Cloud empowers teams to easily onboard new hires, manage employee data, create a company social network and support employee development.

HR Cloud is a modern and powerful cloud-based HRMS solution with a complete suite of HR functionality, including core, performance, onboarding, recruitment, absence management, and time and attendance.

**For more information, please visit**  
[www.hrcloud.com](http://www.hrcloud.com) or contact  
[info@hrcloud.com](mailto:info@hrcloud.com).







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## Unleashing Human Resourcefulness

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For more information visit [hrcloud.com](http://hrcloud.com) or contact [Info@hrcloud.com](mailto:Info@hrcloud.com).

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