



HR in the Cloud



In an uncertain economic environment facing constant change, the HR function now has to brace itself for a double challenge: to act as a “business partner” supporting the strategy implementation and to improve its operational efficiency through process innovation. Driven by intensifying economic challenges, increasing operating costs and constantly changing business and workplace requirements, there is a growing interest in on-demand and consumer-oriented software cloud solutions.

Taking your HR Information Systems to the next level



Your challenges

According to the results of our recent 20th Annual CEO Survey of 1,379 business leaders from 79 countries:

- 77% of CEOs are concerned that key skills shortages could impair their company’s growth;
- 59% of CEOs are rethinking their HR function;
- Globalisation and technological advances demand a new style of leadership to manage heightened anxieties. The enduring winners will be those who can successfully navigate technology and preserve the human touch.

We know that this is important to you as you continue to grow, open new markets and explore new segments. You therefore need the flexibility to respond to these challenges.



Our solutions - PwC and leading HR SaaS cloud providers joint value proposition

We have combined our deep HR Management Consulting capabilities with the expertise of leading cloud HCM suites to provide a unified and holistic solution by elevating your HR function to the Cloud.

HR Software As A Service Cloud (SaaS) based solutions give organisations a cutting-edge and dynamic technology alternative that is quicker and more cost-efficient in its implementation than the conventional complex “on-premise” Enterprise-Resource-Planning Systems.

Distinctively, HR SaaS cloud-based solutions are designed to be the “one-true-source” HR System of records for all HR data which also offers compensation and benefits management, talent, performance, time and absence tracking, as well as HR analytics and reporting. These solutions also enable the empowerment of employees and managers alike through manager and employee self-service capabilities.

HR SaaS cloud-based solutions are easily maintained as the configuration is not built on hard-wired coding, and, as such, does not require extensive training to amend or change the design based on future business needs.

Our approach to the implementation of cutting-edge cloud-based HR Solutions will enable you to bring new employees and organisations on board easily, allowing your HR function to focus on helping to grow your company.

We believe that by consolidating HR Systems into a single Software As a Service cloud-based solution, your organisation will be able to:

- Improve data quality,
- Improve transparency of Talent,
- Deliver insightful and actionable analytics,
- Provide mobile capabilities, and
- Release capacity to move up the value chain.





The benefits of a holistic approach

The advantages of an HR SaaS cloud solution: both application and data are set up on a central, internet-based server: “in the cloud”. You can access it via your web browser. It’s easier, more convenient and even safer. What’s more, all customers share the same host application, thus, with your annual subscription fee, including license, hosting and support, everyone is automatically on the same and most improved version at no extra cost.

- **A higher success rate:** implementation that are firmly aligned with the overall HR strategy, based on robust guiding principles and business-driven process design, and enabled through an integrated change management and training approach, tend to result in higher adoption rates and long-term client satisfaction.
- **Meeting client demand:** common feedback from past implementation has underlined clients’ desire for more business consulting and strategic guidance prior to and during the implementation.
- **Shorter duration, better service:** clients experience greater business integration and a higher quality of implementation in the same duration as a traditional ERP system set-up.
- **A unique expertise:** by offering integrated solutions for Human Capital Management, PwC and HR SaaS cloud providers assure a combination of capabilities unavailable as stand-alone solutions.



Partnering up with us means we go beyond implementing a system – we ensure that your software implementation will be tightly and truly embedded into your HR transformation experience, by providing:

- Customised solutions designed to meet each client’s unique needs;
- Change management and training support to increase the success of rapid technology adoption;
- Timely and cost-efficient implementation.



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At PwC, our purpose is to build trust in society and solve important problems. We’re a network of firms in 155 countries with over 284,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com and www.pwc.lu.



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