3 Reasons a Cloud-Based HCM

Makes Sense for Your Clients

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Moving to the Cloud

For a Sunnier Outlook

It's not uncommon for your clients to use a variety of clunky processes and systems to perform everyday HR tasks. These processes can be quite manual, and the systems typically require multiple logins, workflows and data entries. Making it even more complicated is the tools that don't natively integrate with technology platforms that are being used by other business partners, including record keepers, advisors or consultants.

Disjointed workflows may leave HR teams feeling gloomy and bracing for unexpected disruptions. But, **the cloud can provide a sunnier experience.**

This eBook highlights three reasons why a cloud-based human capital management (HCM) platform is worth the investment:

1. Simple and Secure Access to Data

2. Flexibility that's Far Reaching

3. An ROI that Makes Sense (& Cents)

First up: *Simplicity and Security*

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Simple and Secure
Way to Access Data

Swapping clunky tech tools for a cloud-based HCM gives your clients access to all the data they need from a single source. This means the days of remembering multiple logins and passwords can be put in the past. A single source of truth also reduces the risk of human error and improves productivity because data only needs to be entered into the system once.

In addition to simplicity, the cloud provides security – which is of upmost importance to the majority of business leaders. In fact:

The cloud can help ease security concerns. HCM platforms that are hosted with a top cloud service provider have multi-layered defenses that safeguard critical information. HCM platforms should also have formal and comprehensive programs put in place to:

- Ensure security of data

- Protect against security threats

- Prevent unauthorized access

Since data is stored off-site, human risk is also reduced. With a lack of physical access to files, the likelihood of someone on premise finding sensitive information and using it in a negative way decreases.

Coming Up Next: *Flexibility*
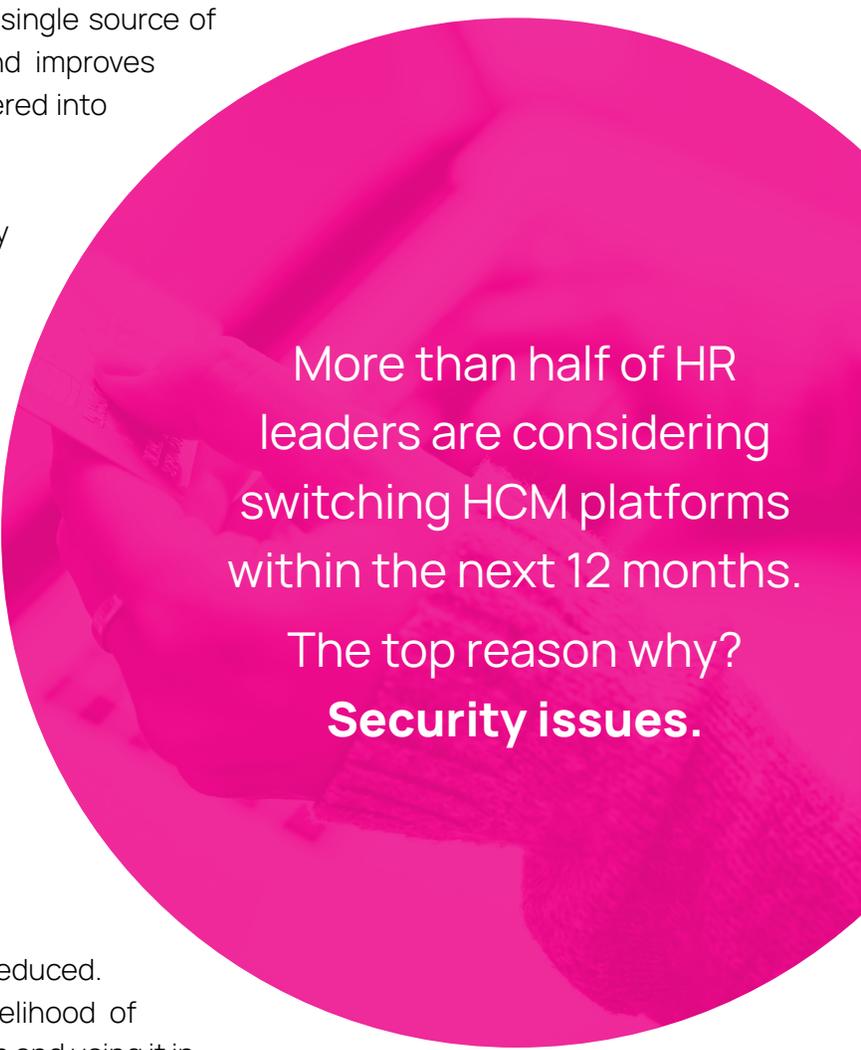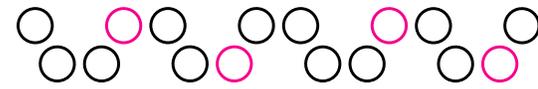
More than half of HR leaders are considering switching HCM platforms within the next 12 months.

The top reason why? **Security issues.**

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Flexibility

That's Far Reaching

The pandemic highlighted the importance of flexibility within an enterprise. But outside the need for flexible technology that can support remote workforces, your clients also need technology that is scalable and can integrate with other tools and services. A cloud-based HCM can do all of this.

Cloud platforms with open application programming interfaces (APIs) can be customized to fit specific business needs, which may include integrating with technology used by business partners like brokers, advisors or consultants. Research shows that 360 integrations are important for HR teams working with business partners. In fact:

A lack of 360 integrations is why 20 percent of HR leaders are unhappy with their current HR/financial broker, provider or advisor.

This data highlights the importance of all parties having access to flexible technology that supports integrations and is built to fit unique business needs. Not only is this vital for the short-term, but the long-term too. After all, flexible technology will also be scalable – meeting the needs of HR teams' current working environments and having the ability to adapt to future needs.

Last, but not Least: *Return on Investment*

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An ROI
That Makes Sense (& Cents)

A cloud-based HCM platform makes sense for your clients not only because of the simplicity, security and agility it offers, but also the impact it can have on their business's bottom line. In fact:

325%

is the average return on investment (ROI) for organizations moving from manual processes by investing in modern, cloud-based HCM solutions.

Source: Nucleus Research https://nucleusresearch.com/research/single/modern-hcm-delivers-more-than-100-roi/

Some of the ways a cloud-based system can impact ROI include:

- Boosted productivity with single system and login
- Minimal downtime needed to administer regular updates
- Engagement management tools increase collaboration
- Learning management capabilities can improve skillsets and retention
- Self-service functionality eliminates the need for manual processes

While this is by no means an extensive list of cloud advantages, it does identify some of the areas where the cloud can impact businesses immediately. Plus, a cloud-based platform will keep you in sync with your clients throughout the entire HR and employee journey – improving processes so less time is spent on administrative tasks and more time can be spent on strategy.

Looking for *a Strategic Partnership?*

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