

From the Publisher's Desk



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Each organization must decide which system or combination of systems is right for them, i.e., has the appropriate fit given where the organization is in its technology adoption curve, its internal resource capacity, and its strategic HR, HR service delivery and IT plan. In this issue of IHRIM Journal, we focus on ERP versus Point Solutions. Keep in mind as you read that whichever solution(s) you choose the choice must be made with the end user in mind.

We begin with “Point Solutions 4.0” by Garrett Plante and Wesley Wu, both of whom have deep backgrounds in HR strategy and service delivery. The authors write that while ERP solutions still provide the vast majority of core HRMS solutions, point solutions have taken advantage of various market needs at the right time to gain a strong foothold in the market. Seizing upon gaps in functionality, user interface and design, point solutions have effectively launched viable solutions in the outsourcing and talent management arena. However, there are still many concerns with the number of point solutions in both the marketplace and within individual enterprises. Furthermore, the presentation of single-user interfaces and end-to-end workflow does not yet exist in point solutions. But it is these very areas that ERP solutions excel in and, in fact, many of the ERP solutions are catching up to point solutions in terms of core functionality.

In our next article, “Back to Basics” by Caitrin O’Sullivan, ICIMS, we learn that regardless of an organization’s variables like size, objectives or specific requirements, the need for a talent platform with sound fundamentals remains constant. The horror stories from earlier years of vendors failing on the simplest elements of HR technology by getting caught up in the bells and whistles race have diminished, but have not been eliminated altogether. Even the industry leaders still suffer clients migrating to other systems if basic needs of speed, ease-of-use and customer service are not met. Rather than differentiating themselves on aesthetics or fancy features, vendors have begun, and need to continue to realize the value of making solid fundamentals the foundation of their HR technology. Not only will they benefit by creating more valuable, functional software, but it will also increase client satisfaction and, therefore, customer renewal rates.

“The Missing Link: Extending the Effectiveness of Existing ERP Systems” by A.G. Lambert, Saba, is our next feature article. Lambert says that integrating a unified people management solution that includes learning, collaboration, compensation, and talent management into your existing ERP technology infrastructure can provide your company with an enormous advantage. You can efficiently extend the effectiveness of the organizational, mapping, transaction processing, and record keeping tasks that are already performed by your HR information system – while implementing a people-centric approach to managing your human capital that will drive significantly improved business results.

Our last article(s) titled “Business-Oriented Human Capital Management – Quo Vadis?” is an essay on the importance and required transformation of the HR function by Dr. Ursula Fellberg of Bärenzeit. This article is presented first in German and then in English. Dr. Fellberg tells us that the time of large ERP implementations is now in the past. In its place, software solutions for e-business, employee portals, and document management have clearly strengthened their positions. Solutions are being sought today for specific processes; in this case, companies are purposely choosing niche players. But, before picking any system, a thorough analysis must be conducted on exactly what the company really wants, how much HRM/HCM should be implemented or developed, what exactly the budget is, and, last but not least, what is the willingness for change and the readiness amongst employees to experience the introduction of new software or the adoption of standard, “out-of-the-box” software.

We hope you enjoy reading this issue.