



features

Think Local, Act Global: The Collaborative Transnational HRIT Organization

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By Karen Beaman, Jeitosa Group International

The perfect storm that is brewing with the new technological paradigm of Web 2.0, the shifting demographics with the emergence of the Net Generation, and the globalizing economy is creating a force for organizational change not seen since the Industrial Revolution. The new Millennials workforce is bringing a different set of expectations for technology infrastructure, service delivery, and global collaboration to the workplace. To meet these demands, we have to first "think local" to ensure we truly understand our business and customers' needs and then "act global" to connect individuals across the globe, providing seamless delivery of services that meet these new and changing demands..

Versatility – the Key to Success in HRIS

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By Freddye Silverman, Silver Bullet Solutions

Despite the fact that HRIS has been a recognized commodity since the mid- to late 1970s, the definition of an HRIS position is as dynamic as the technology we deal with. The role of HRIS in an organization may vary from company to company. But regardless of your position or level, you should approach the job as if you are an internal consultant. Versatility is the key to becoming a valued asset to your company. It's the classic "jack- of-all-trades" situation, with a twist, since you must also master all the trades. By combining the skills and values outlined in this article, you'll be a high tech/high touch world-class HRIS practitioner – and those competencies will stand you in good stead regardless of which path your career takes..

SYSCO's Move to Payroll Process Standardization

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By Lorraine Kelly, SYSCO

Everyone wants a faster, cheaper way to handle transactions, but many are reluctant to change the way things have been done for many years. Having technology in place is absolutely necessary, but does not solve all the problems. First, fully understanding your internal processes and then standardizing them is critical, if you want to be successful. Defining and ranking what is most important to least important and determining what can be done over time, or not at all, is the first step in a smoother transition for all involved. Failing to identify these challenges can lead to frustration and dissatisfaction for many months or years to come.

Business Process Management – from Alpha to Omega

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By Jacqueline Kuhn, OfficeMax

All businesses operate by a set of processes, i.e., the way the work gets done. Although process mapping is not an insignificant undertaking, in the end you may find it to be a valuable tool for providing a better overall systems solution. It is a process of discovery and as such will be very fluid and iterative. When starting your process mapping initiative, begin with the contextual diagram, as this will give you an overall picture of your current state. You may want to follow that up with one of your simpler end-to-end processes and build up to the more complex processes. Actually completing this discovery process is not what is most important. It is the act of starting the journey itself that is the key.

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