

features



IHRIM.link

Linking the World of Human Resource Information Management

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Changing Tides: Shifts in the HR Outsourcing Marketplace – and How to Navigate Them 4

By Lowell Williams, EquaTerra

The changes in the HRO marketplace require different responses from organizations approaching outsourcing. Service providers are focusing more on core processes, new players are entering the market, and economic uncertainty is prompting some middle-market companies to consider outsourcing to reduce costs. While that combination may create challenge for HRO buyers as they navigate a shifting marketplace, it also promises more outsourcing options and opportunities for increased value.

HR Climbing Aboard the Globalization Train 8

By Cheri Brown and John Cooper, The Hackett Group

Human resources offshoring (either through outsourcing or captives) is something many companies are already utilizing, or will begin to shortly. The cost savings opportunities, particularly when combined with transformation, are impossible to ignore. But there are significant risks that need to be addressed, and companies that address these risks and proceed along a carefully planned growth path will reap the greatest benefits.

Seven Steps to a Successful HR Transformation 12

By Rosemary Collins, TPI

Many HR organizations look for outside expertise to help develop and implement transformation plans, however if there is no executive support for an HR transformation plan, then there is no chance of achieving its objectives. Think of executive support and team buy-in as the oxygen supply of any successful business transformation. There is no better test of HR's business acumen than taking the time to properly plan and execute its own business transformation.

Real-world RPO: Why do it, what it means and what it takes to make it work. 16

By Wendy Wick and Dave Marzo, Futurestep

Regardless of the size and complexity of the relationship, companies must recognize the need to take action for recruitment process outsourcing (RPO) to be successful. Companies focused on building long-term relationships and improving maturity levels and quality will benefit from a total RPO solution and achieve a true competitive advantage.

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By Sybil Mack, Lexmark International, Inc.

When we first experienced the results of outsourcing, it seemed that whatever could go wrong did go wrong. But, because of that outsourcing experience, we now make decisions that enable us to meet our customers' needs more rapidly and deliver quality services. Being smarter about outsourcing and the pitfalls that can happen better prepares you to deal with challenges when they arise.

A Trip to the Future of BPO 24

By Gianni Giacomelli, SAP

The successful future of BPO in 2008 and beyond will rely on the ability of business process outsourcing providers to standardize and harmonize business processes and underpin them with appropriate technology that can make HR benefit from – and drive – better business alignment. BPO will improve alignment of general and administrative business functions, but smart technology usage is a prerequisite.

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