

APRIL/MAY 2009

VOLUME XIV, ISSUE 2

features



IHRIM.link

Linking the World of Human Resource
Information Management

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IHRIM.link (ISSN 1089-991X, USPS 011-209) is published bi-monthly for the International Association for Human Resource Information Management by Futura Publishing LLC, 6205 Bull Creek Road, Austin, TX 78757. Subscription price is US\$95 per year. Single copies are US\$10 for non-members. Periodicals Postage Paid Austin, TX and additional mailing offices. POSTMASTER: Send address changes to *IHRIM.link*, 6205 Bull Creek Road, Austin, TX 78757. Printed in U.S.A.

Broccoli and Ice Cream: Balancing Discipline and Innovation

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By Thomas Otter, Gartner

Human resources leaders and the technologies that support them are facing complex issues. The demands of organizations under pressure are creating new challenges for HR and HR technologies. Discipline, control and efficiency, seemingly so out of vogue a short while ago, are the new must-haves. Balancing these with the potential to innovate will not be easy, but those that do will emerge stronger and more agile.

Social Networking in an Accelerating World

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By Greg Thompson, SuccessFactors

Today, social networking is a burgeoning area that brings with it demonstrated high-impact results for the business, as well as for the individuals associated with that business. Forward-thinking solution providers are bringing together HR applications with social networking and collaboration to deliver capabilities and experiences heretofore unimagined in the context of daily business activities.

Watching IT Clouds take Shape

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By Jeff Barnard, EMC

In the world of IT hyperspeak, "cloud" has now overtaken "Web 2.0" as the latest industry buzzword. Web 2.0 enables human collaboration; cloud computing will allow application collaboration when humans *introduce* application services to each other. It gives companies fast, flexible and cost-effective deployment choices for IT services. Cloud computing will change how the world gets things done.

Intelligent HR Software: The Power of Planning Ahead

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By José Luis Tamargo, Meta4

If we know how to make the most of intelligent HR software tools, we will gain enormous competitive advantage in our ability to recruit the people we need, in our efforts to retain them, and in our capacity for adapting to organizational and market changes. The main mission for these software tools is to properly align decision support processes in human resources activities with organizational objectives.

Strategy First, Technology Second!

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By Michael Carden, Sonar6

The driver behind implementing technology for most organizations is to experience greater efficiency, improved processes and better business results. A talent management system, combined with solid foundational strategies including common terminology definitions, fosters better decisions around people and enables companies to spur real behavioral changes and do a better job of retaining high performers.

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