



KRISTIE EVANS

Guest Editor

Up.link

Kristie Evans is president of HR Logistics, LLC, a human resources consulting firm specializing in projects resulting from implementations, mergers and acquisitions. Ms. Evans has directed projects as both an internal director/consultant and an external consultant for textile, healthcare, chemical and pharmaceutical firms. She is the 2004 President of the IHRIM Carolinas chapter as well as active on the IHRIM national Finance committee and a volunteer editor for the IHRIM.link magazine. Ms. Evans can be contacted at KEvans_HRL@msn.com.

“To everything, there is a season.” The Human Resources Information System has grown up with the personal computer age and is now over 20 years old. During that time, HRIS has grown from an obscure, watered down version of technology to a full blown industry. But every industry has a cycle. The beginning is a struggle and gains are small and incremental. Then firm footing begins to take hold, the industry is becoming visible, businesses are embracing the new products and expansion occurs. Eventually, maturity sets in and industry growth begins to slow. Market share is harder to increase and mergers and acquisitions begin to be more common as consolidation becomes the avenue to growth.

Where is the HRIS industry in its business life cycle? Where is the industry headed and what have we accomplished? In this issue of IHRIM.link, we have several feature articles offering you a look at the evolution of HRIS. Our article authors will give you food for thought as you plan your HRIS strategy for the next 5-10 years.

In our first feature, Ed Colby of Workscope examines the promises of HR technology. How quickly is new technology adopted and why does it travel at the pace it does? Mr. Colby's article will give you a broad overview of the opportunities for improvement in the HRIS industry whether you are on the cutting edge or struggling to keep up.

Bill Kimbark of Kimbark Consulting gives us his thoughts on the evolution of the HRIS. Mr. Kimbark, who has been both a practitioner and a consultant, will

consider some of the on-going issues and problems HRIS continues to struggle with, and also challenges you to become an “evolutionist.”

Greg Barnes Nelson of Thotwave Technologies helps us understand the intricacies and value of data warehousing and its ability to support decision making with time oriented, quality data. Mr. Nelson introduces us to technical terms such as “drip feeds” and helps us consider the differences between batch and real time data management.

Brian McIntyre of WorkStrategy shares business practices that exceptional HR services operations – high performance organizations – use to meet objectives. HR operations improve the enterprise's performance and help the business gain a

competitive advantage through eliminating redundant or obsolete business practices and boosting executive decision-making.

Thanks to department editor, Karen Ericson, we have some great articles with information about new technology, HR functions, vendor RFPs and an introduction to a new company on the horizon. We hope you enjoy this issue of the IHRIM.link and we'll see you at the annual conference in Orlando, Florida on April 15th!

COMMENTS?

Send an e-mail to the editor
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In our ongoing effort to provide more editorial content focused on the small-to-mid-size market, this issue features two articles beginning on page 38.