









Human Resources in the Cloud vs. On Premise









Integrated HCM in the cloud gives HR a superior set of tools

With more organizations moving critical HR processes to cloud-computing environments—up 6% compared to last year—more professionals are learning first-hand just how transformative an untethered infrastructure can be.¹ For companies still pondering cloud migration, here's a primer on the differences between a Cloud HCM experience and an On-Premise one.

EFFICIENCY & PRODUCTIVITY

On-premise	Cloud
 <p>11 to 19 months average to implement and go live with an on-premise HR management system</p>	 <p>7 to 14 months average to implement a licensed cloud HR management system²</p>
 <p>On-site staff required Customizations, system upgrades and testing dependent on IT resources</p>	 <p>Automatic upgrades upon connection, provided by vendor, who manages data center maintenance and security</p>
 <p>Average time-to-hire of 62 days</p>	 <p>Average time-to-hire of 40 days, a 35% improvement³</p>
 <p>Time to productivity for new employees depends upon availability of manager and colleagues</p>	 <p>10-20% reduction in time to productivity for new hires or internal transfers⁴</p>

COST

On-premise	Cloud
 <p>Capital expenditures Data center equipment with depreciating value, making it a bad investment</p>	 <p>Operating expense model Use only the cloud storage that you need each month</p>
 <p>Substantial costs for recruiting and onboarding new employees due to manual processes</p>	 <p>50% reduction in recruiting and onboarding with an integrated cloud HCM solution⁵</p>
 <p>Expensively inefficient due to paper-based and manual systems of record such as spreadsheets</p>	 <p>Several million dollars savings in paid overtime due to improved analytics and role-based dashboards⁶</p>
 <p>Tech support needed to maintain data center and necessary upgrades</p>	 <p>Cloud provider owns the maintenance burden, so you can reduce IT headcount and assign them to business-critical tasks</p>


NEW TECHNOLOGIES

A Cloud HCM system lets you integrate new capabilities with less complexity than on-premise configurations.

Mobility
Recruiting capabilities for devices can result in better candidates, while on-the-go access for hiring managers can accelerate time-to-hire.

Adaptive Intelligence
Utilizing AI can enhance employee self-service for higher satisfaction, while the Internet of Things (IoT) can keep you alerted in real time

Social
Be more strategic and competitive with social sourcing that can net the most qualified candidate referrals, for any region or department.









DASHBOARDS DAY-TO-DAY

Predictive analytics helps you identify problems *before* they impact business. Workforce trends and benchmarks are available in real time, so management can make better decisions.

Chief HR Officer	Finance/Business Leader	HR Manager
<ul style="list-style-type: none"> Boost leadership alignment at all levels Develop competitive talent strategies to enable sustainable growth Better understand workforce health and composition 	<ul style="list-style-type: none"> Manage headcount cost to budget Optimize talent sourcing based on vendor, channel, and candidate performance Increase retention of the top performers 	<ul style="list-style-type: none"> Support strategic planning and problem-solving Track key metrics in headcount demographics and movement Monitor and optimize cost and efficiency of HR programs

CLOUD PERKS BY AREA

 <p>Performance/Succession Management Employee time managing and administering performance, goals, and succession improve by 20-30%.⁷</p>	 <p>Compensation Risks associated with errors in manual calculations, including over or under payments, reduced by 40-80%.¹⁰</p>
 <p>Core HR With more automation and self-service, productivity and efficiency increase by 30-45%.⁸</p>	 <p>Reporting Centralized data and analytics boost efficiency by 25-50%.¹¹</p>
 <p>Payroll Automating and integrating payroll processes improve payroll service by 40-60%.⁹</p>	 <p>Benefits Simplified processes, integrations, and improved reporting illustrate opportunities increase by 20-30%.¹²</p>

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[1] Cloud's Impact on HR Service Delivery...and other results from PwC's 2017 HR Tech Survey, PwC, April 2017
 [2] Global Human Capital Management best Practices, Sierra-Cedar, 2015
 [3] Based on an Oracle use case of a Texas-based financial service provider, 2017
 [4] Aberdeen Benchmark Report
 [5] Based on an Oracle use case of a Texas-based financial service provider, 2017
 [6] Based on an Oracle use case of a Michigan-based chemical manufacturer, 2017
 [7] CEB Talent Management Study
 [8] Hackett Group 2012 Book of Numbers
 [9] Hackett Group Payroll Benchmark Study in conjunction with APQC
 [10] CedarCrestone and Gartner estimates
 [11] KPMG Study—Evolving Role of the CFO
 [12] Hackett Group Book of Numbers