

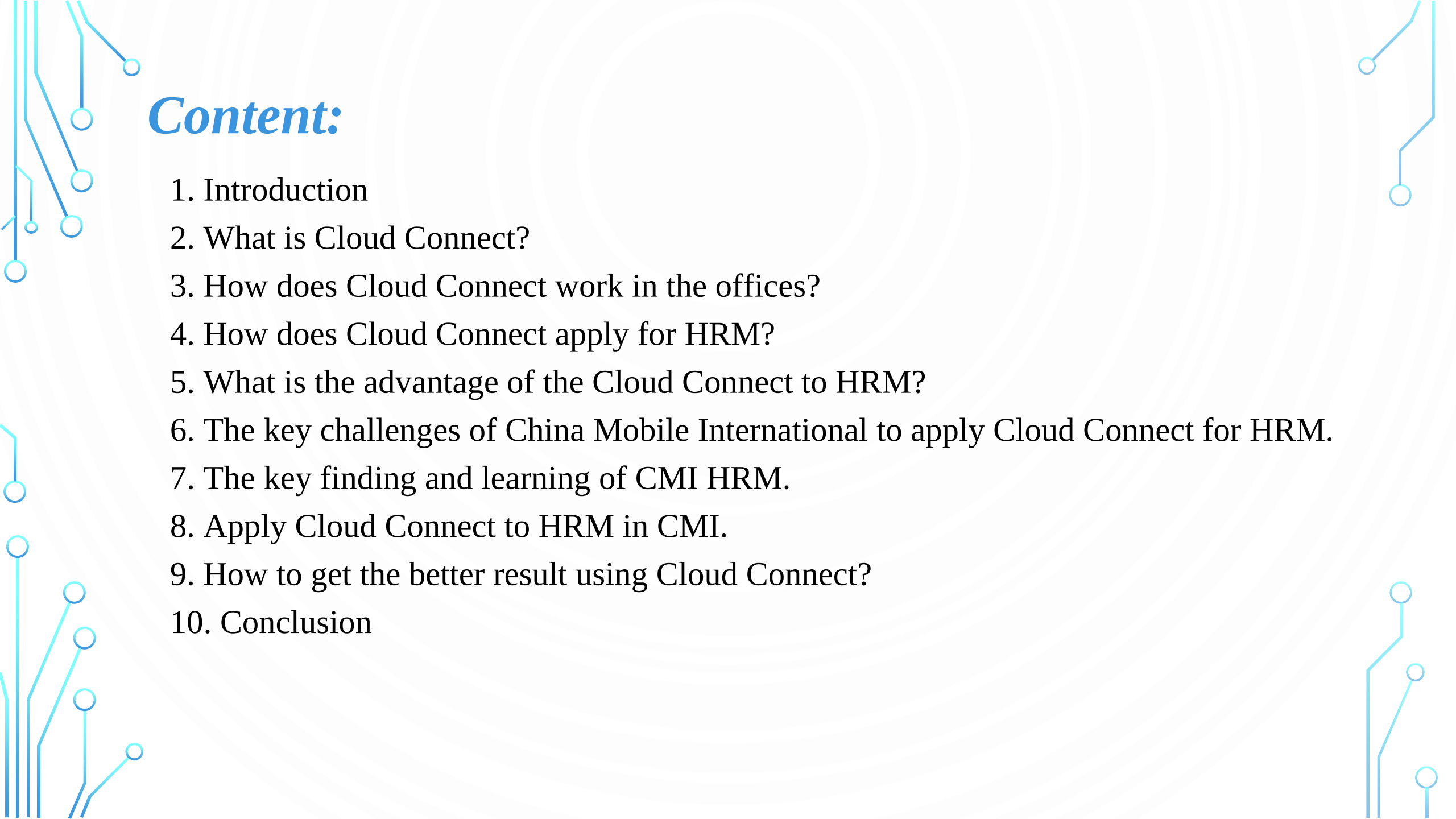


Effectiveness of Cloud Connect in current HRM

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Course : Human Resources Management



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1. Introduction

Due to COVID-19, many companies allow their staff to work from home. So, HR start to consider how to change the job duty to align current working environment.

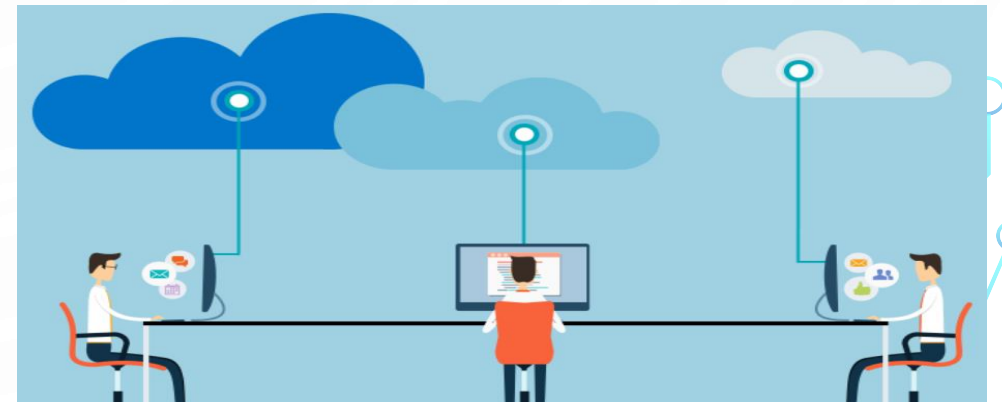
- Record the staff attendance
- Arrange the training to the staff
- Arrange the interview to the applicant
- Monitor the performance to the staff

So, establish the Cloud platform to store the huge data and do the internal analysis (tracking, monitoring, recording, etc.).

2. *What is Cloud Connect?*

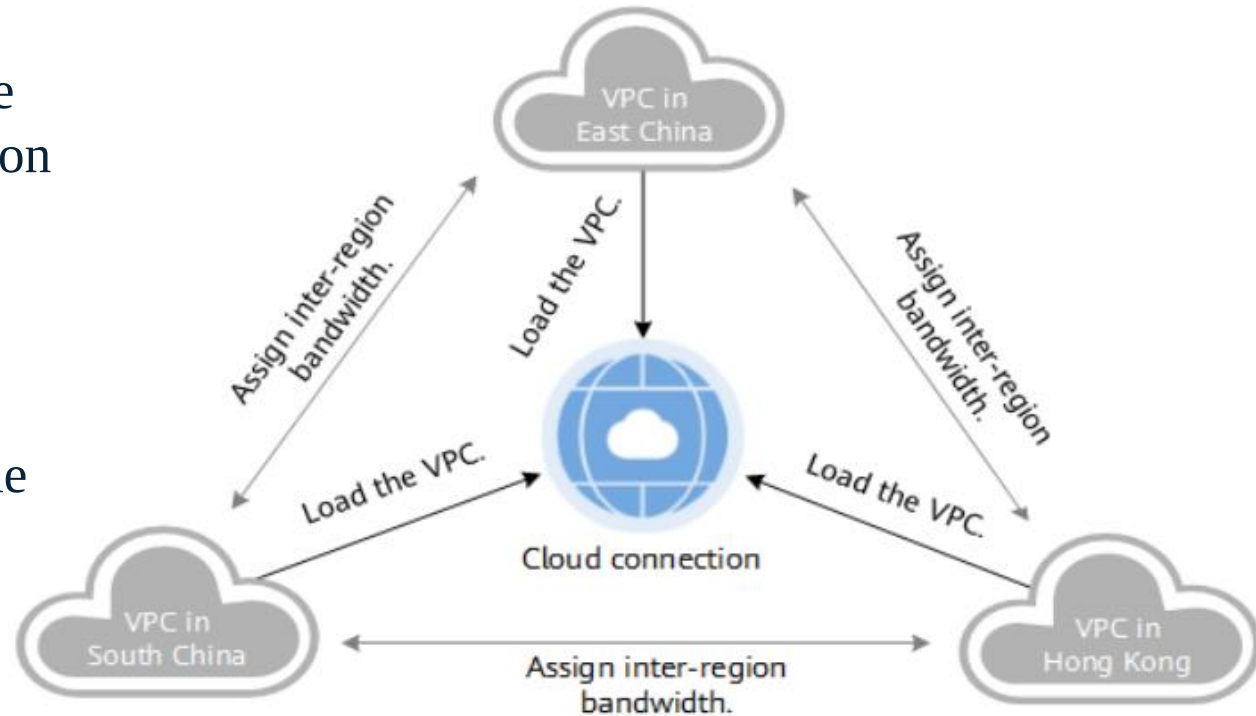
- Cloud Connect delivers an applications reliably, and quickly to those who need them in an on-demand.
- Obtain the required resource anytime and anywhere.
- Security and stability speed of the connection performance.

(Qian, L. et al 2009)



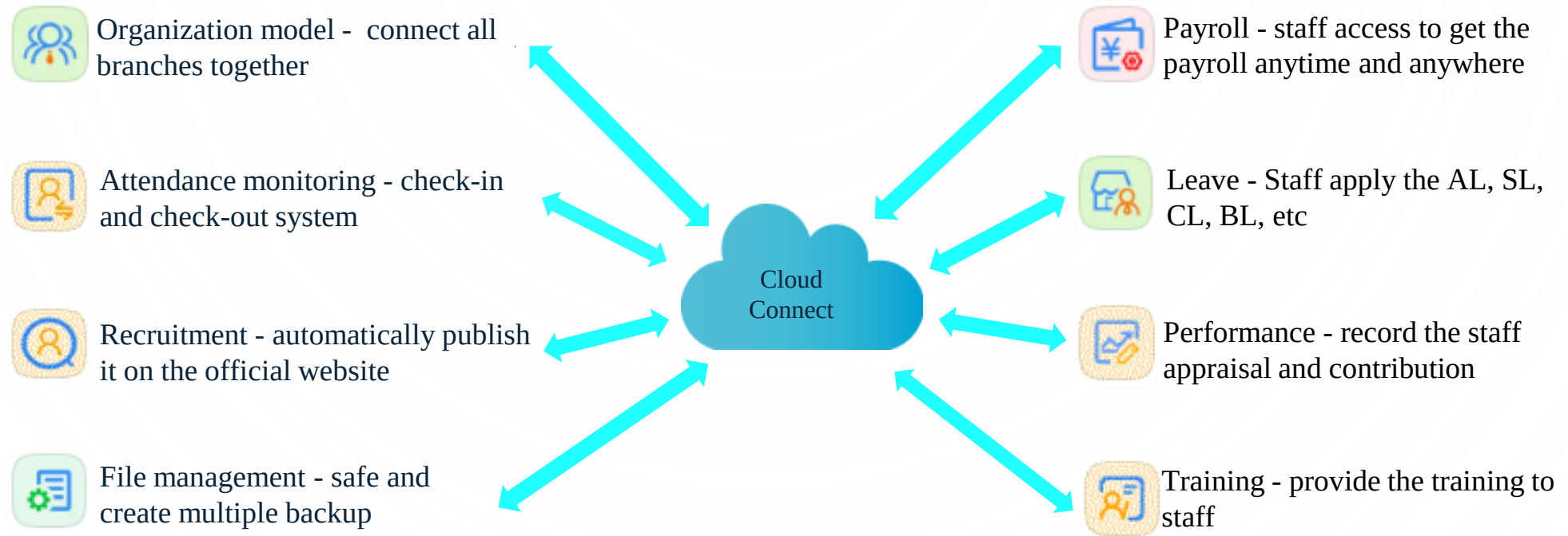
3. *How does Cloud Connect work in the offices?*

1. Cloud Connect establishes the private network communication among the Virtual Private Clouds (VPCs) in different regions or countries.
1. Different regions can share the resource through the cloud connection.



(Huawei Cloud, 2022)

4. How does Cloud Connect apply for HRM?



(Abdullah et . al, 2020)

5. What is the advantage of the Cloud Connect to HRM?

Accessibility:

Information and tracking are accessible from anywhere and anytime.

Monitors KPIs:

Setting KPI indexes, tracking features to monitor and evaluating performance of employee.

File Management:

File owner can store the critical file which can be accessed by specific user through the cloud connection.

Reduce Cost:

Reduces paperwork - HRM eliminates much of the paperwork associated with HR operations.

Also, reduce the OPEX & CAPEX to deploy the cloud technology.

6. The key challenges of China Mobile International (CMI) to apply Cloud Connect for HRM.

background of CMI



- China Mobile International is fully owned subsidiary of China Mobile (China).
- CMI established in December 2010.
- CMI expanded 36 countries and regions and over 200 pop sites.

(China Mobile International, 2022)

7. The key finding and learning of CMI HRM.

CMI is over 1000 employees over the world, So HR has heavy job duty as below:

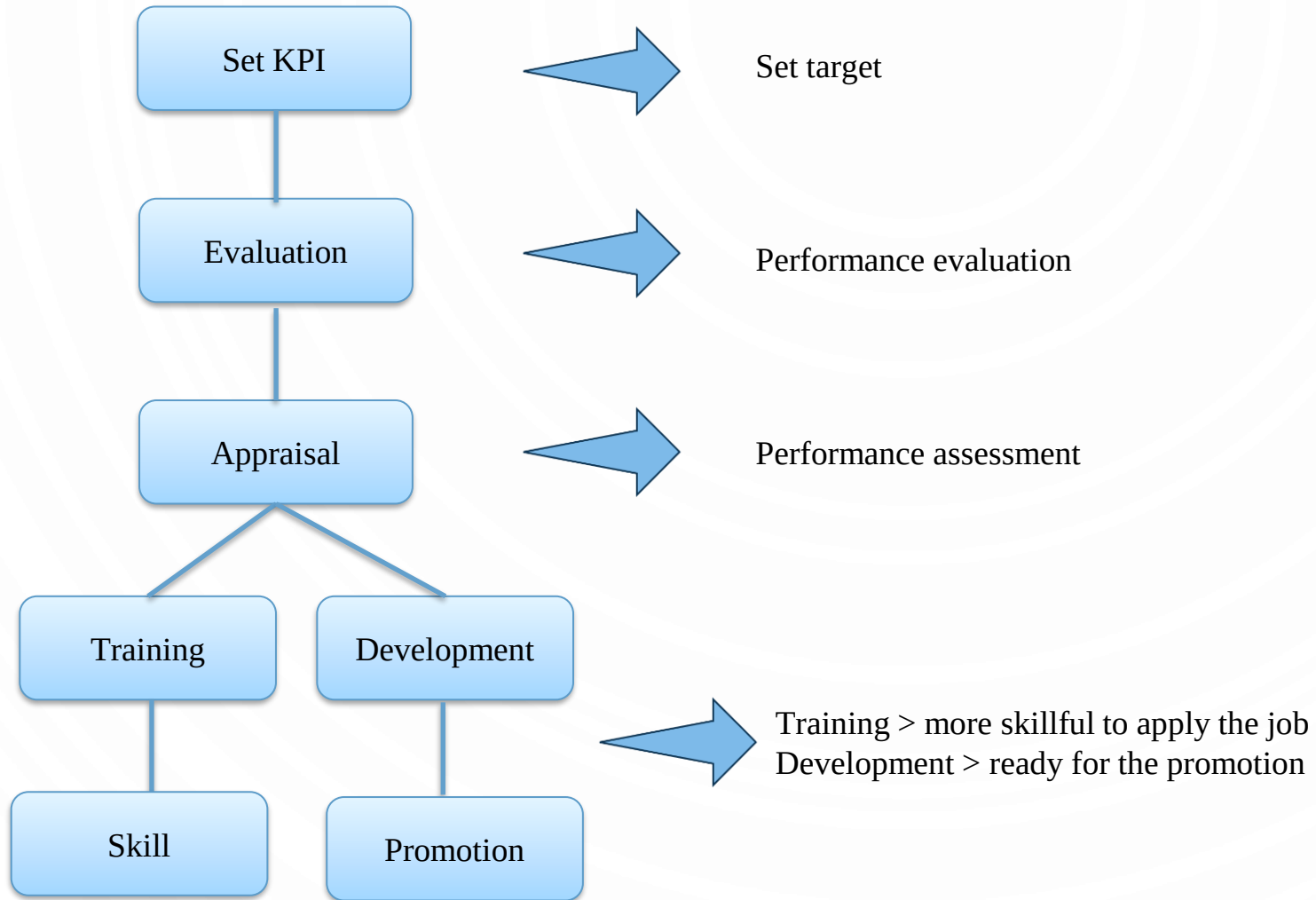
- Update the employee personal information.
- Record the employee attendance record.
- Upload and download the files in the share drive.
- Manage the secret of the personal data.
- Deliver the payroll to employee per month.
- Record the employee leave (AL, SL, BL, etc.) in the system.
- Arrange the training / meeting to the staff.
- Share the information to the international offices, eg: mail, website.

8. Apply Cloud Connect to HRM in CMI.

They implemented Huawei Cloud platform to eliminate the HRM problem.

- Share, collect, centralize HR document easily.
- Reduce the workload of HR department.
- Reduce the cost to use the cloud platform (OPEX & CAPEX).
- Every employee install mobile app and software to access the cloud platform.
- Higher security connection (VPN / MPLS) to share the file over the world.
- Increase the HR productivity.
- Provide the online training anytime and anywhere.
- Online interview with the applicant.

9. How to get the better result using Cloud Connect?



10. Conclusion

HR is not an IT Department, so

- no need to deploy the key change driver,
- no need to include the technician and IT expert inside the Dept,
- only need to hire and work with them.

Using Cloud Connect to apply in the HRM to achieve their goal and meet the KPI.

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The image features a light blue background with a subtle pattern of concentric circles. In the four corners, there are decorative elements resembling circuit board traces or stylized lines, each ending in a small circle.

*Thank you
And
End*