



Implementing Cloud Computing in HRM

(Talent Acquisition & Recruitment and Compensation & Benefits)

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Agenda

Introduction of Cloud Computing

Cloud Computing in HRM

Benefits of Cloud Computing in HRM

Cloud Computing in Talent Acquisition & Recruitment

Cloud Computing in Compensation & Benefits

A Case Study (HKBN)

Challenges and Recommendation





Cloud Computing

Cloud computing is on-demand access, via the internet, to computing resources - data storage, development tools, networking capabilities, applications and more.

Cloud computing relies on resource sharing to accomplish coherence and often uses a pay-as-you-go model.

There are 3 most common models of cloud computing service:

- **Infrastructure as a service (IaaS)** - cloud-based services, pay-as-you-go for services such as storage, networking, and virtualization
- **Platform as a service (PaaS)** - hardware and software tools available over the internet.
- **Software as a service (SaaS)** - software that's available via a third-party over the internet



AnyTime AnyWhere Any Device

Embracing Cloud Computing in HRM



**Talent Acquisition
and Recruitment**



**Compensation
& Benefits**



**Onboarding and
Employee Self-Service**



**Performance
Management**



**Learning and
Development**



**Time and Attendance
Management**



**Data Analytics
and Reporting**



**Employee Engagement
and Communication**



Enables organizations unlocks greater efficiency, enhances employee experiences, ensures data security, and frees up HR resources for strategic initiatives rather than administration tasks

Benefits of Cloud Computing in HRM



Agility



Cost Efficiency



Streamlined Processes



Scalability and Flexibility



Data Security and Backup



Accessibility and Remote work



Advanced Analytics and Insights



Enhanced Collaboration



Integration Capabilities

Impact of Cloud Computing in Talent Acquisition & Recruitment

The Revolution :

- Enhanced Recruitment Processes
- Increased Access to Talent
- Improved Collaboration and Communication
- Enhanced Candidate Experience
- Data-Driven Decision making



Application and Benefits :

❖ Applicant Tracking :

Centralized database

Automated Workflows

Collaborative Hiring

❖ Interview Scheduling:

Calendar Integration

Automated Notifications

Self-Service Options

❖ Onboarding Processes :

Digital Document Management

Task Automation

Remote Onboarding

Cloud-Based Video Interviews

Video interview software expands hiring teams’ reach by eliminating geographical barriers, connecting them with a larger talent pool. The right video interviewing platform can boost efficiency and improve candidate experience.

Benefits :

-  ➤ Widen Talent Pool Access
-  ➤ Time and Cost Saving
-  ➤ Improved Efficiency
-  ➤ Enhanced Candidate Experience
-  ➤ Better Collaboration
-  ➤ Enhanced Assessment

Pros and Cons:

	Traditional Recruiting Methods	Cloud-based Recruiting
Pros 	Established Approach Personal Touch In-depth evaluation of candidates More accurate evaluation of soft skills	Time efficient Cost Effective Large Candidate Pool Unbiased Evaluation Easy to measure Effectiveness Automates Repetitive Tasks
Cons 	Time-Consuming Costly Limited Reach Bias in the hiring process Difficult to measure effectiveness	Rely on technology Lack of personal touch Potential for errors in data Difficulty in evaluating soft skills Technical Issues

How to select:

- **Budget** – Cost, Investment plan
- **Goals** – timeline for recruitment, special skill set
- **Company Culture** –personal touch vs innovation

Application and Benefits :

- Automation and Efficiency
- Accessibility and Remote Work
- Real Time Updates
- Data Security and Compliance
- Integration and Connectivity



Application and Benefits :

❖ Compensation Plan:

❖ Time and Attendance :

Consistency with eligibility rules

Integrate with payroll

Integrate with performance metrics

Real time updates

Promote Transparency

Streamless approval process

Reduce end-to-end planning cycles

Increase Visibility

Cloud-Based Compensation Management System

Enable organizations to automate, streamline, and manage various aspects of compensation planning, calculation, administration, and reporting

Benefits :

-  ➤ Multi-Country Payroll
-  ➤ Streamlined Processes
-  ➤ Reduction of Error
-  ➤ Data Security
-  ➤ Integration
-  ➤ Self Service Portals

Pros and Cons:



	Manual Payroll	Cloud-based Compensation
Pros 	Samll Organization / Limited Workforce Lesser Investment Familiarity Direct Control	Large Organization / Global workforce Time efficiency Less Human Effort Avoid Human Errors Scalability and Flexibility
Cons 	Time-Consuming More Human Effort Increase Human Errors Lack of Scalability	Investment cost Data Security Learning Curve

Employees expect to be paid in a timely, accurate, and consistent manner. Seamless payroll management is important for the morale of an employee. It also impacts the reputation of an organization. It affects the perception of its financial stability.



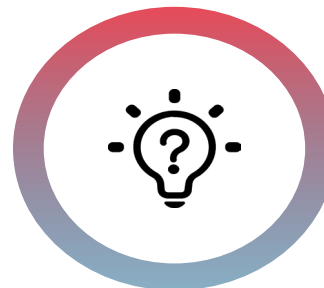
Case Study of HKBN

- Hong Kong Broadband Network (1310)

How HKBN transforms talent management in a rapidly changing world by using Cloud Computing

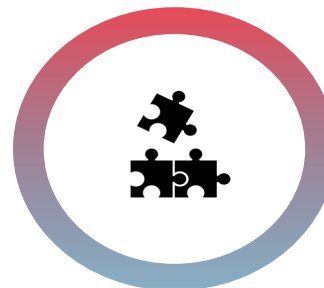
Company Overview :

- Headquartered in Hong Kong
- Serving every 1 in 3 families and 1 in 2 enterprises in Hong Kong
- Workforce of approximately 6,000 team member



Challenges

- Business Acquisitions
- 3 different HR systems across 5 geographic regions
- Lack of Self-Service HR system
- Restriction under COVID-19's
- Lack of visibility to access employee's skills profile



Solution

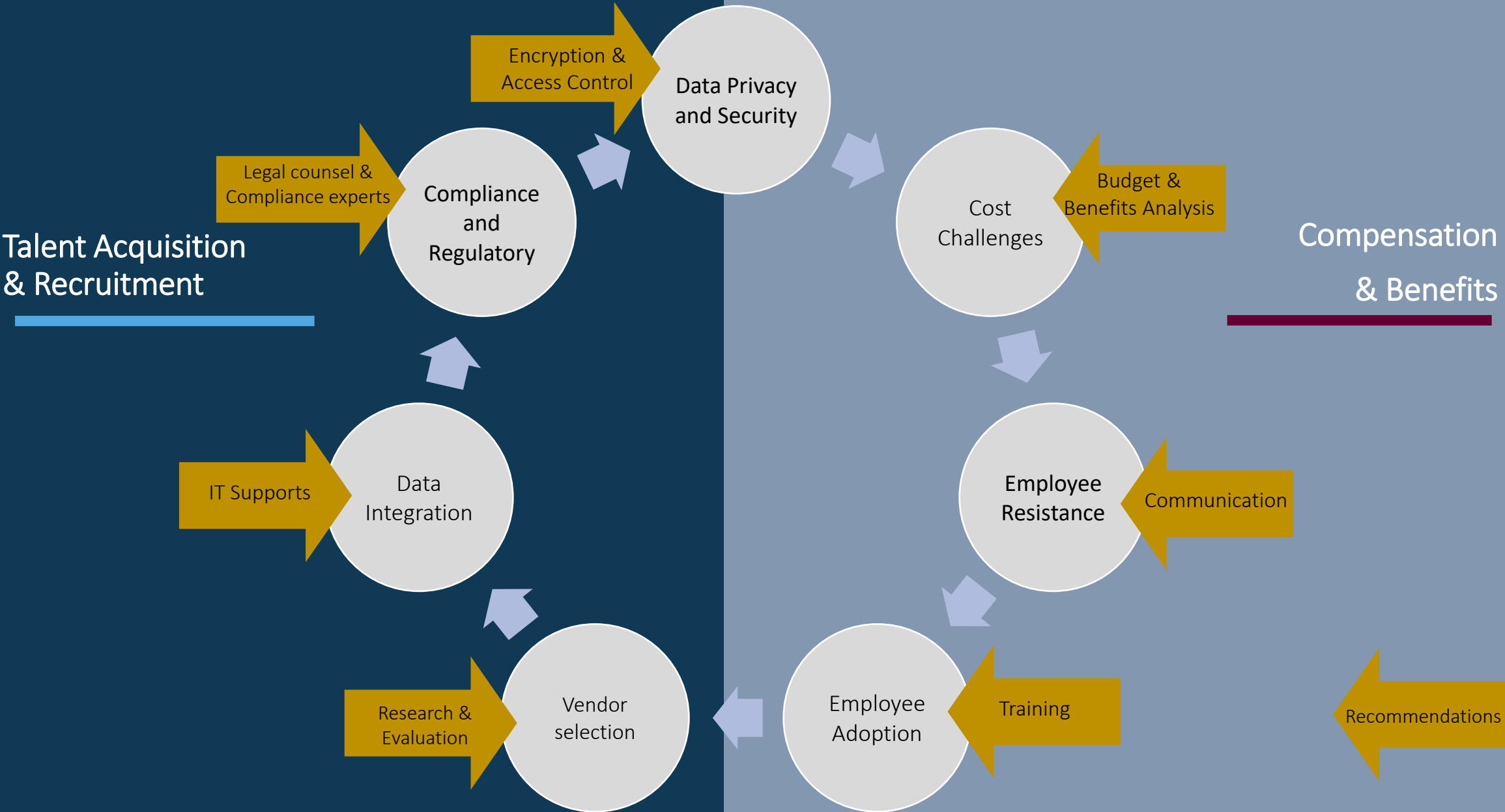
- The company chose a leading human capital management (HCM) suite as the SaaS platform.
- allow more intelligent management of Talent capital, expertise and importantly
- silo-less synergy between teams and regions.
- easy remote access to everything from personal benefits and performance appraisal to team management,
- streamlines talent engagement with data-driven tools and real-time analytics,
- provide insights and efficiency to unlock new potentials.



Benefits

- Improves talent management across regions
- Meets go-live date despite COVID-19 emergency (5months from kick off to system launch)
- Closely aligns talent development with business need
- Improves decision-making using talent analytics
- Simplifying workflows and agility

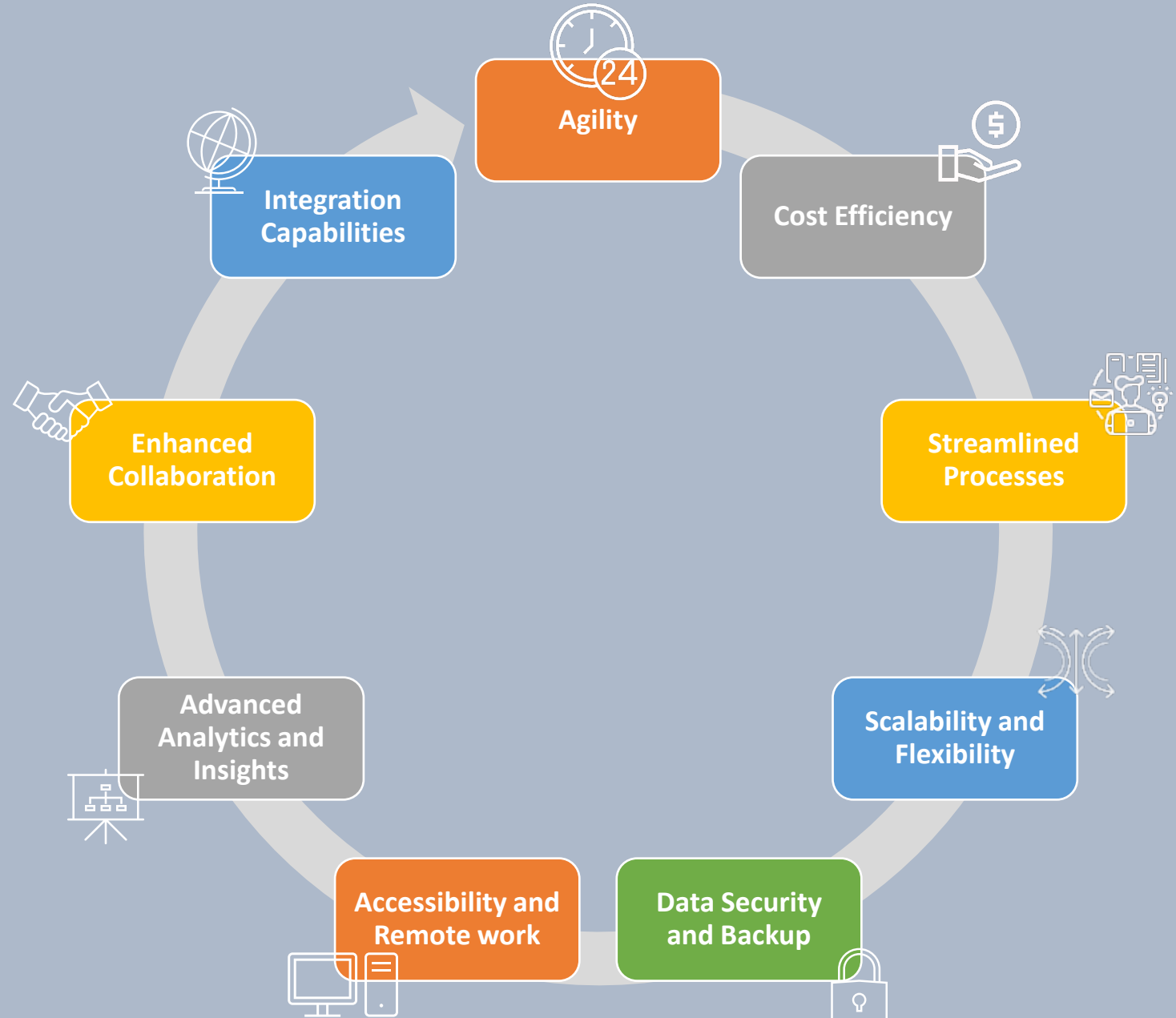
Challenges and Recommendation in Implementing Cloud Computing



Conclusion

The application of cloud computing in HRM offers a wider range of advantages.

By embracing Cloud Technology in Talent Acquisition & Recruitment and Compensation & Benefits can enhance productivity, enable hybrid work, efficient collaboration, support company expansion, transforming the HR landscape for the BETTER!!



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