HR technology used to reinforce data and people management

Technology to regulate human resources (HR) remains one of the fastest growing and most relevant within business management solution development. Today, the emphasis is on big data management and analytics to strengthen operations - with security as the first priority.

By Teryl Schroenn 29 Jul 2013

Companies are beginning to realise the power that lies in effective data management and the deployment of solutions to h store, transmit and analyse this information.

Systems and solutions that are used to automate and enhance HR-related processes and procedures have evolved, and n are used not only to control the use of resources, but to protect them as well.

Developments in HR systems

Traditionally, systems have been designed to empower users with the means to better perform key processes and procedures. They would automate, correlate and regulate details, allowing line managers to apply their relevant skills.

However, today there is a clear understanding among decision makers to bring on board employee and employer self service, to consider the impact of BYOD (bring your own device), the cloud and the generation of data. This has driven th development of systems that are designed to provide access at specific times - for specific people - that provides for centralised control.

HR systems are now being brought out with the need for transparency and strict compliance with corporate governance regulation. But, security mechanisms and features have been added to ensure the equally important requirement for security.

A balanced approach recommended

HR in the cloud is a reality. It proves the level to which the industry has kept up with trends and moved past traditional paradigms to provide investors with packages that add immediate value within current market conditions.

Management should aim to strike a careful balance between policies to foster an open and transparent environment, and clear steps taken to enforce regulation that both keeps employees informed and protects the company.

By prescribing to this course of action, managers will do themselves and their companies a great service in helping to encourage open and constructive communication.

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ABOUT TERYL SCHROENN

Teryl Schroenn is the CEO of Accsys
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