

# Accelerate Human Resources with Cloud




---

## Highlights

- Economics of computing are changing; lines-of-business such as Human Resources are gaining access to world-class computing power
  - IBM Cloud solutions for Human Resources accelerate innovation with advanced, secure and always up-to-date solutions in the cloud
  - The IBM Cloud portfolio for Human Resources includes solutions from talent optimization to incentive management to collaboration
  - IBM offers best-in-class SaaS applications to accelerate innovation and focus on business goals instead of IT deployment
- 

The number of companies using the cloud for significant innovation is projected to double between 2012 and 2015<sup>1</sup>. And a recent IBM global study reveals that leading companies use SaaS beyond a cost-savings deployment option to deliver something even more compelling: competitive advantage<sup>2</sup>.

For Chief Human Resources Officers, this trend represents an opportunity to accelerate delivery of new approaches for workforce needs, such as the rapid development of employee capabilities or analytics for talent management. This allows Human Resources (HR) to be more engaged with external customer efforts at a strategic level.

Using technology services that may have previously been prohibitive because of cost, skills, or dependencies on IT, HR executives can recruit and retain top talent with the right capacity, capability and cultural fit, as well as quickly onboard new hires, measure employee engagement, enable collaboration and knowledge sharing, and optimize compensation strategies.

## The Power to Innovate

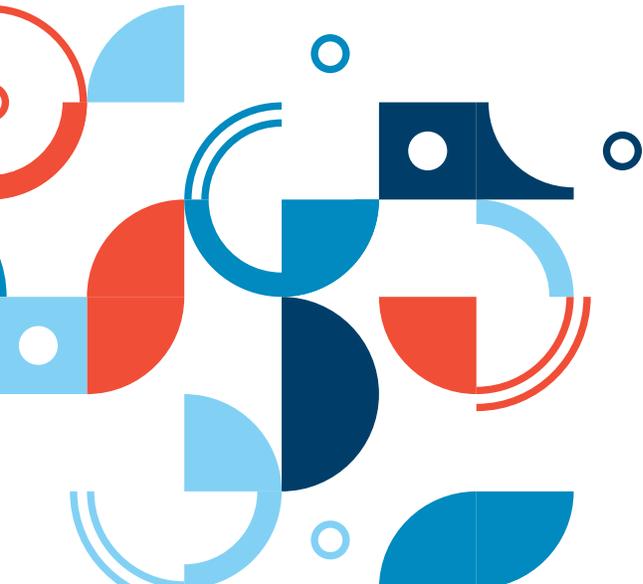
IBM Cloud solutions for Human Resources accelerate innovation by giving teams access to advanced, secure and always up-to-date solutions in the cloud. Now, automating the process of administering, calculating, reporting and analyzing variable-based pay programs is as simple as tapping into the IBM Cloud, where solutions are readily available to help deliver business process innovation, insight and business results.

IBM's Cloud solutions for Human Resources help:

- Identify, attract and recruit the top talent and integrate them to your culture
  - Inspire your employees to make a difference, cultivate creative leaders and improve performance
  - Develop employee skills and capitalize on their collective intelligence
- 

<sup>1</sup> Source: Berman, Saul J. Dr., et al. 2012, *The power of cloud-driving business model innovation*. IBM Institute for Business Value.

<sup>2</sup> Source: IBM, *Champions of Software as a Service, How SaaS is fueling powerful competitive advantage* (IBM CAI, 2014)



IBM has a suite of subscription-based SaaS solutions just for Human Resources—from talent optimization to incentive management to collaboration, and more. These solutions include:

- **IBM Kenexa Talent Suite:** helps organizations hire and retain great talent to create a higher performing workforce.
- **IBM Cognos® Incentive Management Compensation on Cloud:** enhances incentive compensation management by increasing accuracy, reducing costs and improving visibility into sales performance and compensation plans.
- **IBM SmartCloud® Engage:** gives companies the collaboration tools to be more agile, collaborate more effectively, capture knowledge, share ideas and work across boundaries.
- **IBM Cognos Disclosure Management on Cloud:** merge enterprise data with focused narrative analysis in a controlled, auditable environment..

Other IBM Cloud solutions for Human Resources include:

Talent acquisition  
Talent analytics  
Talent leadership and engagement  
Talent optimization  
Talent recognition and rewards

**Visit the IBM Cloud marketplace to explore SaaS solutions for human resources.**  
[ibm.com/cloud/marketplace](http://ibm.com/cloud/marketplace)

### Focus on business, not IT deployment

IBM offers best-in-class SaaS applications that help Human Resource teams accelerate innovation and focus on business goals rather than IT deployment. IBM is a global SaaS leader with over 100 applications—supported by IBM Cloud data centers around the world—and delivering the enterprise-grade security, availability and elasticity you expect from IBM.

IBM presents a wider range of SaaS options than any other provider, combined with a broad set of options for deployment. These encompass a unique portfolio of SaaS solutions that accelerates business process innovation, delivers business analytics at the point of impact, and enables collaboration by creating and linking business networks.

### For more information

Learn more about the IBM Cloud SaaS solutions portfolio today:

- Visit: [ibm.com/saas](http://ibm.com/saas)
- Call: 1-877-426-3287
- Follow [@ibmsaas](https://twitter.com/ibmsaas) and [#ibmsaas](https://twitter.com/ibmsaas)
- Speak with your IBM representative or business partner



© Copyright IBM Corporation 2014

IBM Corporation Software Group  
Route 100  
Somers, NY 10589  
U.S.A.

Produced in the United States of America  
August 2014

IBM, the IBM logo, [ibm.com](http://ibm.com), IBM Cloud, Smarter Cities, and Smarter Commerce are trademarks of International Business Machines Corp., registered in many jurisdictions worldwide. Other product and service names might be trademarks of IBM or other companies. A current list of IBM trademarks is available on the Web at “Copyright and trademark information” at [ibm.com/legal/copytrade.shtml](http://ibm.com/legal/copytrade.shtml)

IBM and IBM Cloud are separate companies and each is responsible for its own products. Neither IBM nor IBM Cloud makes any warranties, express or implied, concerning the other’s products.

The content in this document (including currency OR pricing references which exclude applicable taxes) is current as of the initial date of publication and may be changed by IBM at any time. IBM Business Partners set their own prices, which may vary. Not all offerings are available in every country in which IBM operates.

The client examples cited are presented for illustrative purposes only. Actual performance results may vary depending on specific configurations and operating conditions.

It is the user’s responsibility to evaluate and verify the operation of any other products or programs with IBM products and programs. THE INFORMATION IN THIS DOCUMENT IS PROVIDED “AS IS” WITHOUT ANY WARRANTY, EXPRESS OR IMPLIED, INCLUDING WITHOUT ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND ANY WARRANTY OR CONDITION OF NON-INFRINGEMENT. IBM products are warranted according to the terms and conditions of the agreements under which they are provided.

The client is responsible for ensuring compliance with laws and regulations applicable to it. IBM does not provide legal advice or represent or warrant that its services or products will ensure that the client is in compliance with any law or regulation. Statements regarding IBM’s future direction and intent are subject to change or withdrawal without notice, and represent goals and objectives only.



Please Recycle

ZZS03214-USEN-01