



# NETSUITE FOR THE CHRO

For HR leaders, Software-as-a-Service (SaaS) offers a path to revolutionising how their organisation interacts with employees in every way, from recruitment and training to scheduling, goal-setting and work-life balancing.

As part of a wider, business-wide cloud deployment, SaaS applications can also help HR collaborate with other departments in new ways by sharing data, discovering fresh insights and working together on more strategic programmes.

## Key Cloud Benefits for HR

**Efficiency** – Cloud enables better monitoring, easier interactions

- By streamlining HR processes and policies and moving them into the Cloud, directors and CHROs can enable more efficient monitoring of changes, challenges and regulatory/compliance issues. Support for more consumer-friendly interfaces such as mobile apps also can improve employee engagement with HR in a variety of ways.

**Collaboration** – New ways to share data and work together

- SaaS lets employees engage with HR—and with one another—via multiple channels in real-time, enabling new levels of collaboration in meetings, training programmes and special projects. What's more, new applications and

More and more HR departments today are using the cloud to manage employee schedules, training and other workplace activities. But such deployments might not yet be delivering all of the capabilities on HR Directors' and Chief Human Resource Officer's (CHRO) wish lists. These might include more innovative, even revolutionary, uses of mobile technologies, automation and proactive applications to improve the employee experience in deeper, more meaningful and more beneficial ways.

HR leaders today face a variety of challenges:

- **Engaging employees.** Legacy HR systems can require extensive manual data entry, updating and management, leaving less time for more engaging and valuable interactions with employees. SaaS, on the other hand, enables HR departments to streamline and speed up such processes. The cloud also supports multiple channels of engagement, allowing HR to communicate with employees in a variety of ways so users can choose the methods that work best for them.
- **Becoming proactive.** In the past, gaining insights from employee data and acting proactively were difficult because data was managed manually and often stored across different silos. But moving HR records into the cloud, integrating them with other organisational data, and applying analytics and other advanced capabilities to them makes it possible to gain whole new levels of awareness into employee activities and requirements.
- **Managing change.** Employees can find it hard to adapt when new policies and programmes are introduced too quickly. Through the cloud, HR departments can

programmes for collaborative work can be quickly developed, tested, refined and introduced via the cloud, helping HR leaders to pursue even more innovative methods of collaboration.

#### **Integration – Holistic data-sharing for organisation-wide benefit**

- By bringing HR systems into the same SaaS platform as other parts of the organisation, businesses can often reduce the cost of operating multiple systems while also enabling different departments to share data and insights more easily. This, in turn, helps different parts of the organisation to interact with one another more transparently and effectively to the entire company's benefit.

ease in changes gradually; HR can then quickly and easily make revisions to any small problems that develop along the way, before these become big problems.

- **Adding strategic value.** In the past, HR has often operated somewhat separately from other parts of the business organisation, leaving it with a lower profile at the C-suite level. SaaS, however, enables CHROs and HR Directors to better demonstrate the department's value to the business with real-time data and insights.

By taking their cloud efforts to the next level, HR leaders can reap many new benefits, not only for their own departments but for their organisation as a whole.

SaaS can help HR departments improve efficiency, better engage with employees and gain valuable, data-driven insights for even further improvements in the future. But HR Directors and CHROs should know

their cloud deployments can also bring new value to the entire business, in the process boosting their department's profile at the board level.

### **The Cloud, HR and NetSuite**

Whatever the size or type of your organisation, NetSuite can provide cloud services that will help to reduce your on-premise IT costs by integrating many different kinds of software into a single platform.

For HR leaders, this means faster, easier data management; increased visibility into employee data of all kinds; better insights for long-term, future-focused strategies; anywhere, anytime access to employee information and services; improved collaboration; and new ways to reap value and take proactive action that benefits the overall company.

All of this is available without the need for complex IT management responsibilities, and with the ability to deploy updates, upgrades and other changes quickly and easily.

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