

Are your Human Resource Management (HRM) solutions and capabilities stuck in a time-warp? The move towards digital cloud management practices and agile organisation design next generation a whole new set of HR practices now commonly referred to as "digital HR."

WHERE IS YOUR ORGANISATION ON ITS HR CLOUD JOURNEY?

HR BLAST FROM THE PAST

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1960s and 1970s

Focus on staff operations, maintaining employee record system, little automation.

1980s

HR becomes a "service organisation" in its own right. HR expert hubs manage core talent practices, service centres handle individual needs, HR business partners entrenched in organisation.

1990s and early 2000s

Start of integrated talent management with new systems for recruiting, learning, performance management, and compensation.

TODAY

HR is part of building the organisation of the future by employing cloud technologies, in support of the young, digitally savvy employees who expect an integrated, digital work experience.

FOCUS BACK THEN

VS

FOCUS NOW



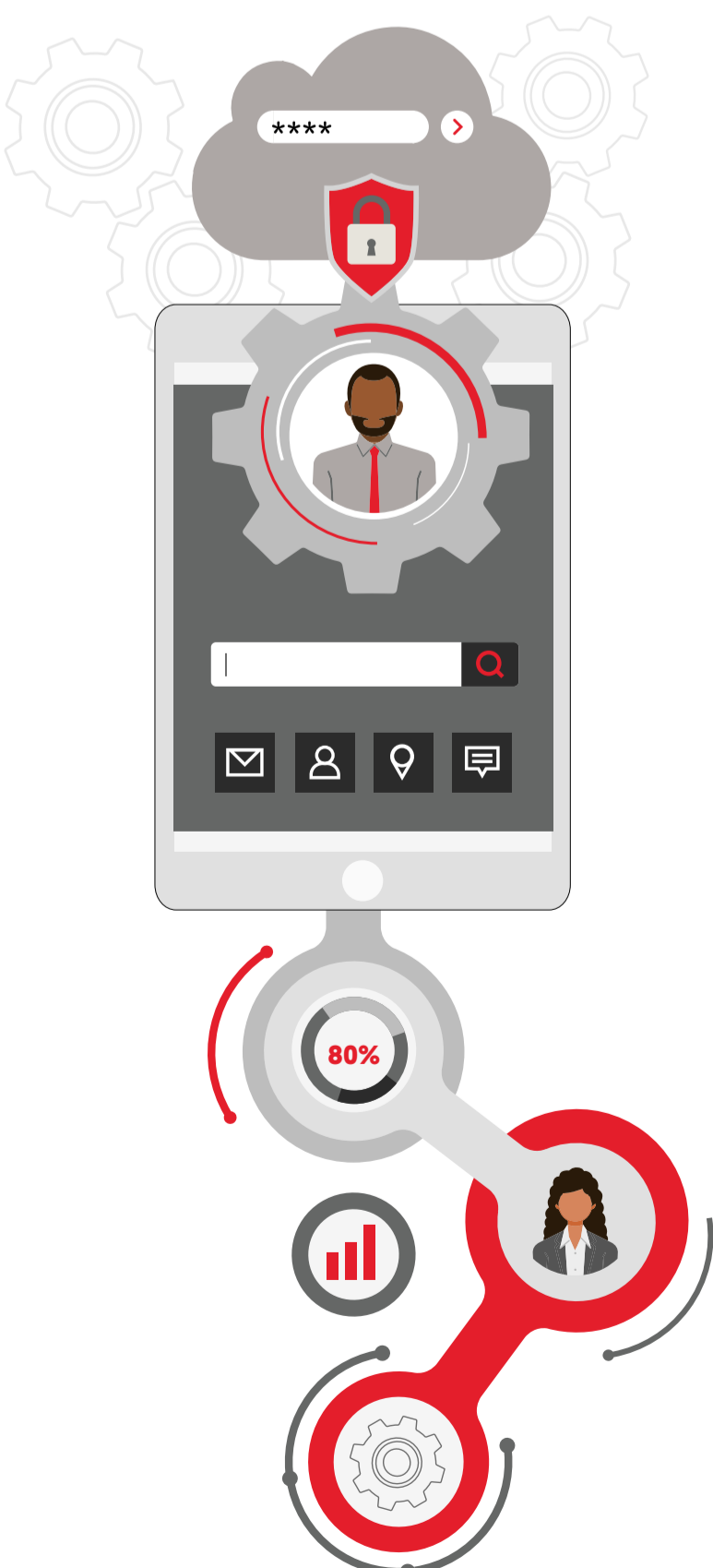
1. Create standard HR practices.
2. Implementing standard practices to create scale.
3. ERP implementation and integrated analytics, with a focus on "user friendly".
4. To scale services and support, focus is on "self-service"
5. Emergence of "self-service portals"



1. Focus on optimising employee productivity, engagement, teamwork, and career growth.
2. Building innovative, customised HR programmes, developing apps and leveraging platform for scale.
3. Development of digital capabilities and mobile apps with a focus on increasing productivity.
4. 56%¹ percent of organisations are redesigning their HR programmes to leverage digital and mobile tools.



HERE'S HOW BCX WILL UNLOCK THE VALUE OF YOUR HUMAN ASSETS TO TRANSFORM A STANDARD HRM PLATFORM INTO A HIGH-PERFORMANCE EMPLOYEE ECOSYSTEM



- ▶ **Accelerate your organisation's digital transformation by introducing the long-term benefits of cloud to your business.**
- ▶ **Access a multi-skilled team of functional and technical Human Capital Management (HCM) and Payroll specialists to guide you on your cloud and digitalisation journey.**
- ▶ **Enhance and extend the life of your current solutions, such as SAP, through:**
 - Stable HR IT infrastructure – well supported, highly secure, business-critical applications.
 - Improved business application stability, continuity and security.
 - Skilled resources with domain expertise to assist you with the necessary maintenance tasks when needed.
 - Reduced total cost of ownership – cost predictability.
- ▶ **Opportunity to add additional offerings to enhance the employee value proposition, such as:**
 - Analytics and robotics to assist with workforce management, process optimisations, and user adoption,
 - Improving the productivity of your workforce through Microsoft 365 adoption, interventions, as part of our Microsoft Modern Workplace programmes, and
 - Providing our resources with devices and connectivity to work any place, any time and on any devices through our Device-as-a-Service offering and our converged communication and access bundles.

Contact your account manager or email info@bcx.co.za to find out how we can help you on your journey towards building a cloud-based HR ecosystem of the future.

Sources

1. Deloitte 2017 Global Human Capital Trends