Deloitte.

HR Ecosystem
Past, Current and Future

Connecting to business outcomes

MAKING AN
IMPACT THAT
MATTERS
since 1845

HR Ecosystem: The Past

HCM

- Core platform
- Functionality, with deep links to the other systems
- System of Record for the Ecosystem

Key Features
- ✓ Workplace wellbeing
- ✓ Workplace safety

WFM

- Rules from HCM
- Rostering / Scheduling
- Time Capture
- Time Interpretation
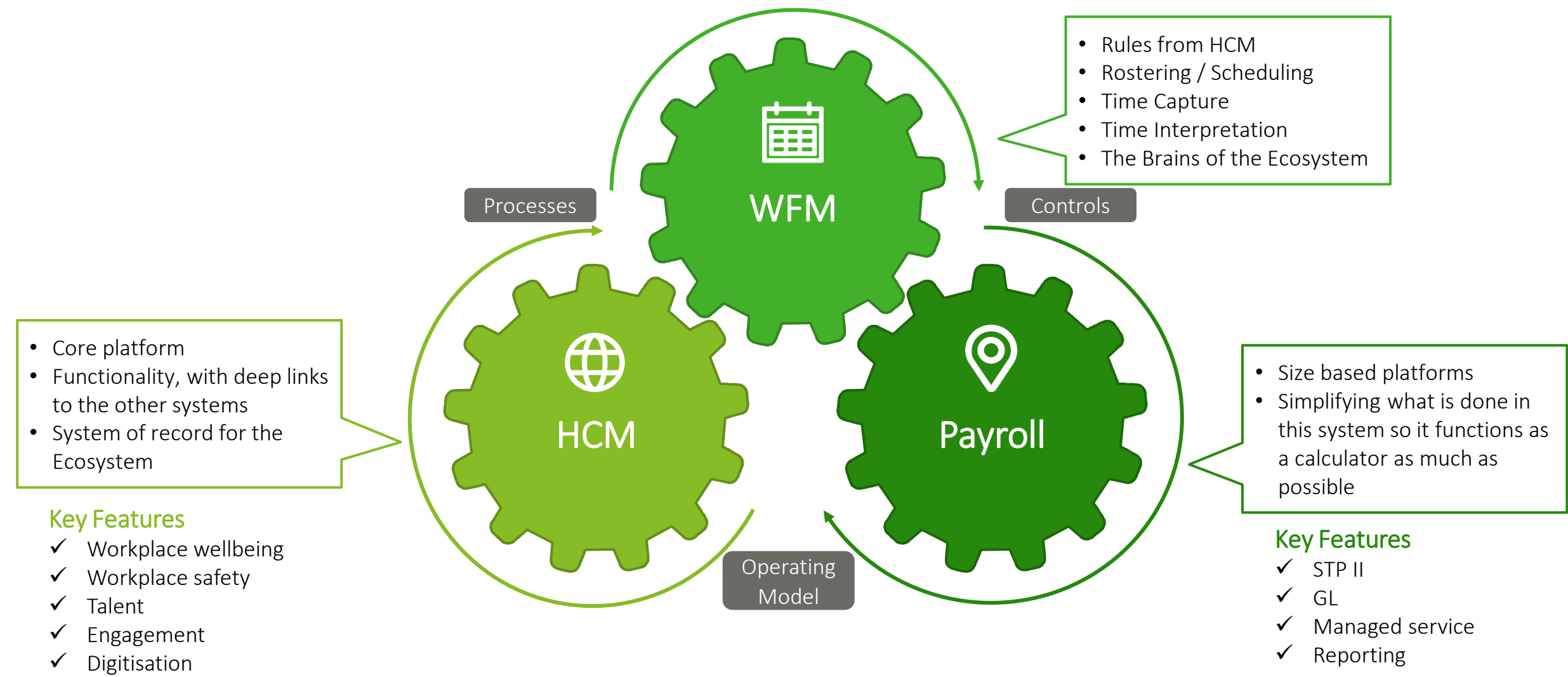- The Brains of the Ecosystem

Payroll

- Size based platforms
- Simplifying what is done in this system so it functions as a calculator as much as possible

Key Features
- ✓ GL
- ✓ Reporting

HR Ecosystem: Current

- Rules from HCM
- Rostering / Scheduling
- Time Capture
- Time Interpretation
- The Brains of the Ecosystem

Processes

WFM

Controls

- Core platform
- Functionality, with deep links to the other systems
- System of record for the Ecosystem

HCM

Payroll

- Size based platforms
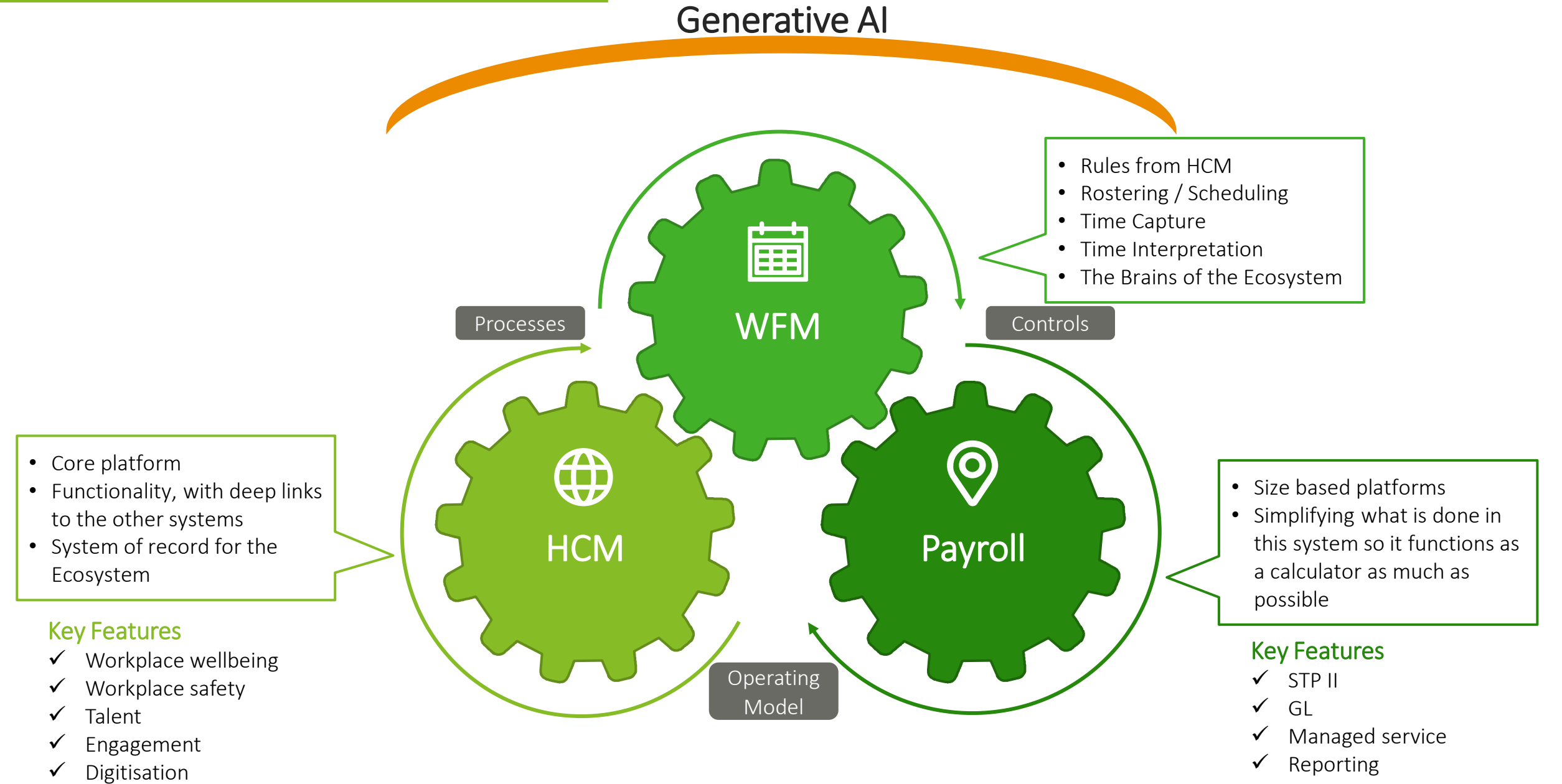- Simplifying what is done in this system so it functions as a calculator as much as possible

Operating Model

Key Features
- ✓ Workplace wellbeing
- ✓ Workplace safety
- ✓ Talent
- ✓ Engagement
- ✓ Digitisation

Key Features
- ✓ STP II
- ✓ GL
- ✓ Managed service
- ✓ Reporting

HR Ecosystem: The Future

Generative AI

WFM

- Rules from HCM
- Rostering / Scheduling
- Time Capture
- Time Interpretation
- The Brains of the Ecosystem

Processes

Controls

HCM

- Core platform
- Functionality, with deep links to the other systems
- System of record for the Ecosystem

Payroll

- Size based platforms
- Simplifying what is done in this system so it functions as a calculator as much as possible

Operating Model

Key Features
- ✓ Workplace wellbeing
- ✓ Workplace safety
- ✓ Talent
- ✓ Engagement
- ✓ Digitisation

Key Features
- ✓ STP II
- ✓ GL
- ✓ Managed service
- ✓ Reporting

Key Considerations for the Business Case

Future Proofing

Robust and adaptable HRIS is essential for future-proofing an organisation. As business needs and technology evolve, a flexible HRIS can accommodate changes and ensure the HR function remains agile and responsive. Will also enable AI into the future.
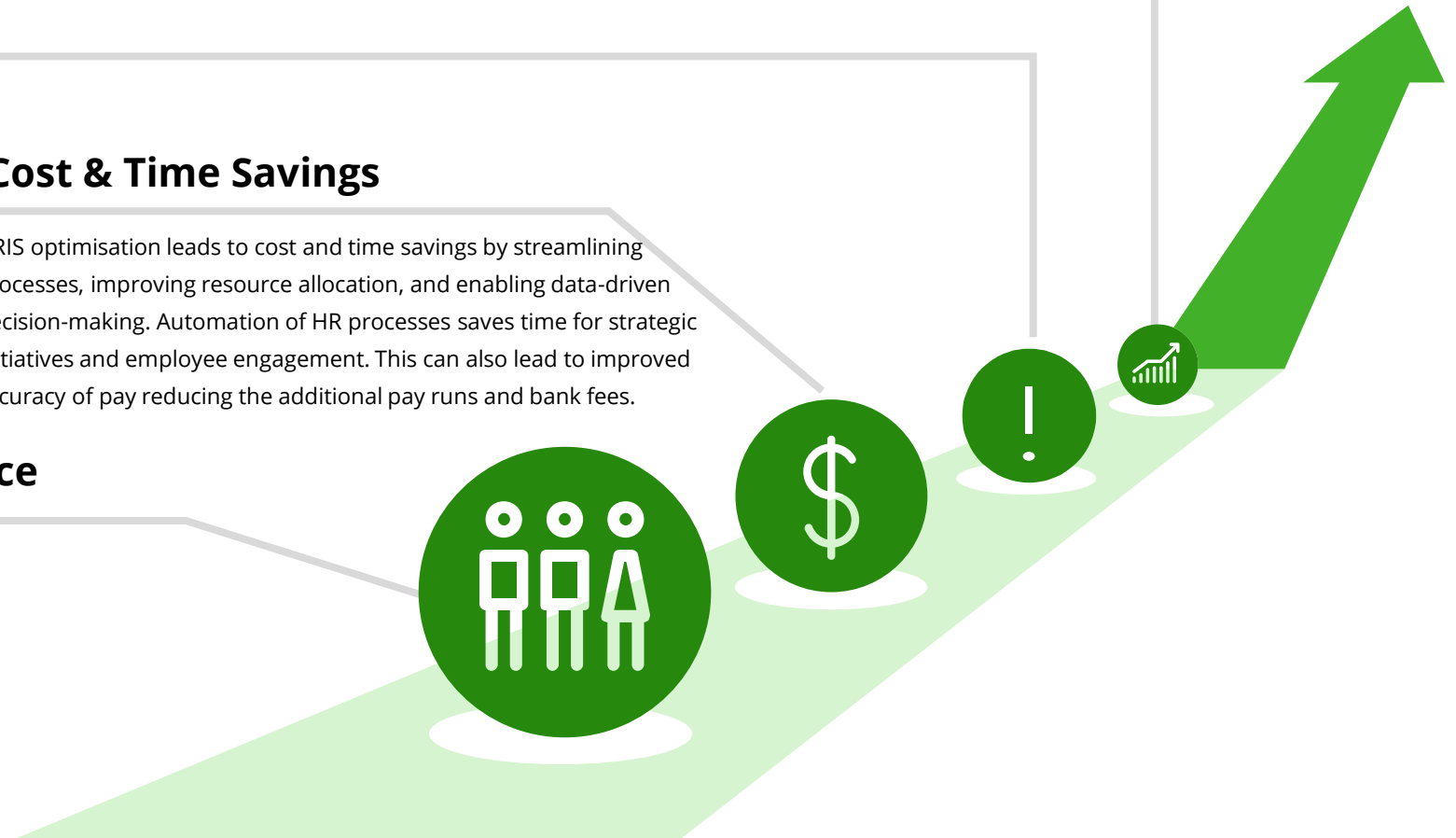
Risk Mitigation

Upgrading HRIS can help mitigate risks associated with manual processes, such as errors in data entry or compliance issues. By automating data management and ensuring accurate reporting, organisations can enhance data security and compliance with regulatory requirements.

Cost & Time Savings

HRIS optimisation leads to cost and time savings by streamlining processes, improving resource allocation, and enabling data-driven decision-making. Automation of HR processes saves time for strategic initiatives and employee engagement. This can also lead to improved accuracy of pay reducing the additional pay runs and bank fees.

Enhanced Employee Experience

By optimising HRIS, organisations can create a more seamless and user-friendly experience for employees. Streamlining processes, providing self-service options, and improving access to HR-related information can boost employee satisfaction and engagement.

Deloitte.

Questions