End-to-End Business Process Management
What HR Platforms can do for You

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Introduction

The introduction of technology in the form of business management software has revolutionized business processes and Human Resource Management (HRM) is no exception. One of the most important business units in any organization, the HRM function is tasked with the management of the organization's most important assets, its people.

It is hard to limit the role of the HRM function in managing employees to any particular task or their influence on a variety of stakeholders. The responsibilities of an HR professional include but are not limited to:

- Workforce planning
- Recruitment & selection
- Training & development
- Performance appraisal
- Time Management
- Payroll management
- Employee engagement
- Benefits administration
- On boarding and off boarding

The HR professional is the first person a prospective employee sees and the last person an employee meets before leaving the firm. As such, HR professionals have a very active role to play in the growth of an employee's professional life while at the same time ensuring that they act in accordance with, and furtherance of, business objectives. To do this, they need to have the latest tools and technology.

This is where a Human Resource Management System (HRMS) comes in. An HRMS is a tool that aids HR professionals in managing the wide gamut of activities they need to perform. However, the HRMS of today has come a long way from the first HRM systems. From the on-premise model of the early days, today more and more organizations are making the switch to SaaS (Software as a Service). Indeed, one survey of HR professionals noted that more than 50% of its respondents showed an inclination towards deploying SaaS.

While the introduction of the SaaS method of delivery is one step, HR platforms represent the next step of innovation. An HR platform combines the core HRM modules with additional modules and offers a more comprehensive solution to manage all the business needs of an organization. In doing so, the HR platform becomes the predominant hub from which all other applications and business processes can be managed. Being an open solution, it also integrates with legacy systems or any other applications that will be deployed in the future.

In this white paper, we will explore the role of HR platforms and how organizations can benefit from them.

1. Platforms – The Next Step

In the past, organizations invested heavily in deploying on-premise software applications to manage their business processes. However, there were very few options for those who wanted an end to end solution that automates and manages all business processes and they had to settle for different solutions offered by different service providers for different business needs. Thus came the need for the integration of these different applications. Organizations set the task of integrating these applications and getting these disparate applications to work together to either IT consultants or their internal IT staff.

In the recent past, there was an increase in migration towards the cloud, which brought with it bigger challenges in integration. Instead of getting different enterprise applications to work together, there was now a need to integrate enterprise applications with cloud applications. The APIs that were provided by the service providers to ensure integration, though helped this problem, did not prove to be the final answer.

It is in light of these issues that integrated platforms have been developed. SaaS providers have identified the business processes which need to interact with one another for the smooth flow of business and bundled them together to create an integrated platform. A typical platform has one solution as the core application and multiple optional add-on modules, forming a comprehensive and synchronized platform that can act as an end to end solution that caters to all of the organization's needs.

Exhibit A. Platform Architecture

2.Platform Structure

A platform follows the above structure which has four essential components:

- Core applications
- Add-on applications
- Common services
- Firm's existing applications

Core Applications

These are the applications that are essential to drive business processes. In the case of the expense management platform, travel and expense management solutions such as travel booking, expense reporting, and hotel and property management are the most important drivers of the process, and hence are the core applications in the solution.

Add-on Applications

These are the applications that need to interact with core applications to provide additional functionality and features. Add-on applications complement the core applications and provide enhanced value to the user. To continue the earlier example, some of the add-on applications in an expense platform are wireless expense management, asset management, and procurement management.

Common Services

These are those applications that can be integrated with any platform to improve the functionality of that platform. Applications such as e-signature, document management, and data analytics can be integrated with any of the above mentioned platforms.

Existing Applications

These are the firm's existing applications, be they enterprise or cloud. SutiSoft's platforms support integration with any legacy systems currently being used by the company.

3.The SutiHR platform

The SutiHR platform is a combination of core modules, add-on modules, and a set of common services. The core modules are used for the management of core HR activities, the add-ons increase the scope of the solution and make it a solution hub, and common services that can be used with any of the modules.

For example, take the case of a simple solution where performance appraisal is the core module, asset management is the add-on, and e-signature is the common service. Now take a small company where the manager is the owner. Once the manager has completed an employee's performance appraisal, they can use the e-signature solution to sign the appraisal. From the same interface, they can also manage their team's assets using the asset management module. If expense management solution was integrated with the HR application, they would be able to track the expenses of the company's employees too.

Here's the list of core modules, add-on modules, and common services that come with the SutiHR platform:

The SutiHR platform	Add-on modules	Common services
Employee self-service	Help desk	Single sign-on
Recruitment	Asset management	Data analytics engine
Performance management	Online survey	Document management
Benefits administration	Expense management	
Payroll management	Procurement management	
Training & Development		
Personnel management		
Time & Attendance management		
Project management		

Exhibit B. SutiHR Platform Core and Add-on Modules

In addition, the SutiHR platform can integrate seamlessly with other applications.

4. Comparison

In order to give you a clear picture of how powerful, comprehensive, and robust SutiHR, we've compared the solution with three of the leading solutions available in the market today.

Features	SutiHR	Company A	Company B	Company C
Time off management	Y	Y	Y	Y
Reporting and report library	Y	Y	Y	Y
Benefits administration	Y	Y	Y	Y
eSignatures	Y	Y	Y	Y
Time and attendance	Y	Y	Y	Y
Mobile device support	Y	Y	Y	Y
Workforce analytics	Y	Y	Y	N
Custom Dashboard, look and feel, and layout	Y	Y	Y	N
Payroll administration	Y	Y	N	Y
Document management	Y	N	Y	Y
Employee off-boarding	Y	N	N	Y
Employee self service portal	Y	N	Y	N
On-boarding	Y	Y	N	N
Organization management	Y	Y	N	N
Performance management	Y	Y	N	N
Recruiting	Y	Y	N	N
Personnel management	Y	Y	N	N
Training management	Y	N	Y	N
Project management	Y	N	N	N

Exhibit C. Comparison Chart

As we can see from the comparison chart, SutiHR clearly offers more help for recruitment – it helps with applicant tracking, recruitment, and other recruitment-related activities like on boarding. It also comes with additional modules like document management and project management module that increase its scope. Together with other add-ons, it becomes a comprehensive solution for end to end business process management.

5. Why SutiSoft?

Our passion is to automate business processes and meet customer requirements.. We develop applications that have robust feature sets, easily connect with your other business solutions, and are flexible to meet customer requirements.

As a result, you spend more time running your business and less time managing software.

Intuitive interface

Our applications deliver some of the richest feature sets in the industry through simple and easy-to-use interfaces and are built on an open platform architecture that allows easy integration with third-party applications. Deploying our solutions reduces your costs and drives efficiencies.

Scalable SaaS model

The applications are designed to meet the needs of companies of all sizes - from small businesses to large global enterprises. We also have rapid development cycles, which allows us to incorporate user feedback into our solutions in a matter of weeks.

Flexible pricing

SutiSoft employs a flexible pricing model, which means that you pay only for the applications and modules that you use.
Launched in 2009, Sutisoft is one of the fastest growing SaaS providers in the industry with a 97% renewal rate.
We are headquartered in Los Altos, California, and have offices in India, Germany, and Japan.

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