

Exceptional service in the national interest



SAND2015-3064PE

**Sandia
National
Laboratories**



Software as a Service (SaaS) Human Resource Software State of the Market

By Tracy Jones, April 23rd

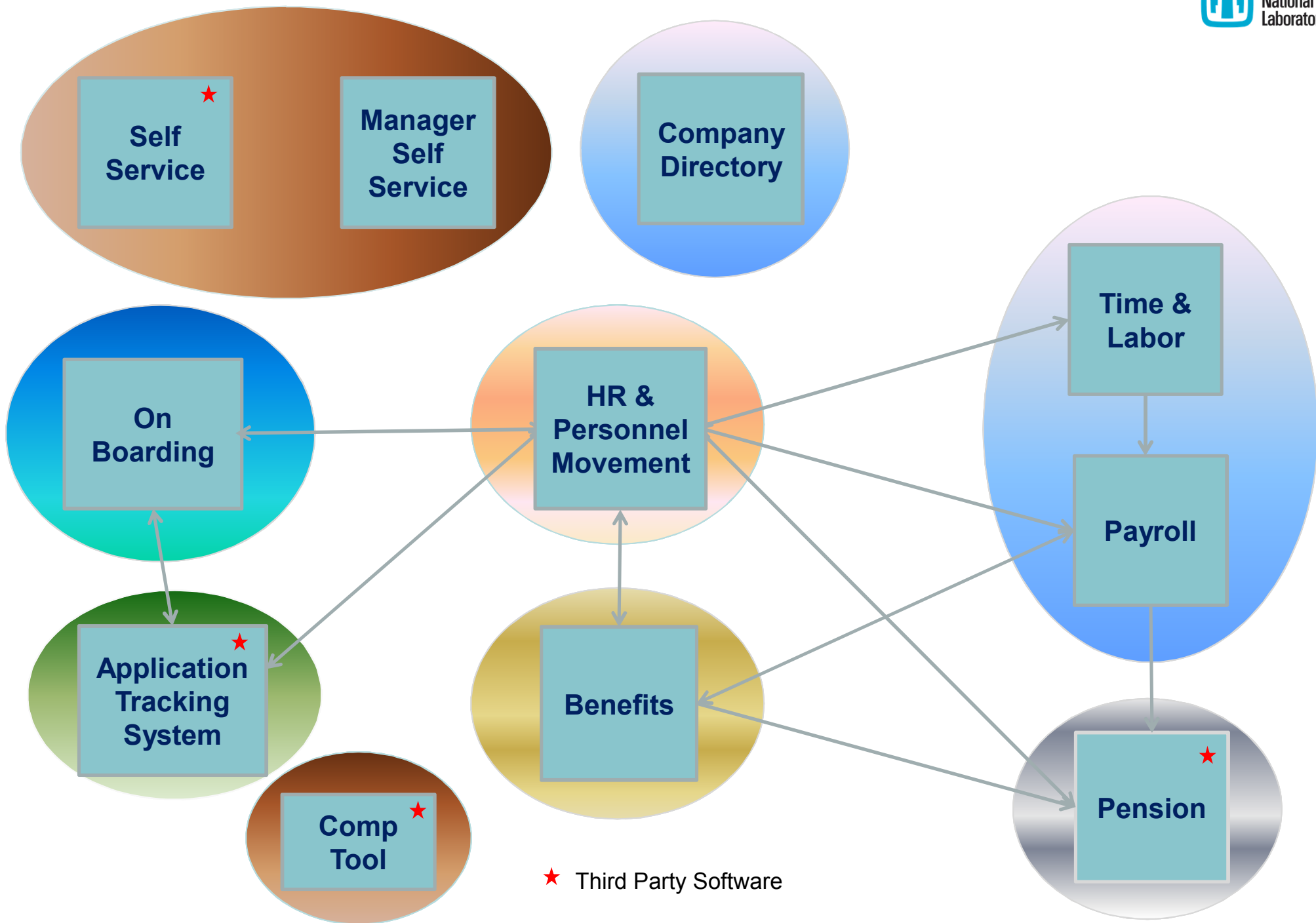


Sandia National Laboratories is a multi-program laboratory managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation, for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-AC04-94AL85000.

SaaS System Study Objectives

- Issue
 - Is a SaaS HR solution an effective solution for Government Sites?
- Evaluate HR Software in the SaaS Environment
 - Improved User Experience
 - Reduced Costs
 - Improved Agility
- Requirements for Cloud
 - Multi-tenancy
 - Regular Updates
 - Seamless Integration
 - Configurability
 - Secure Data Center
 - Control Over Data
 - 24/7 IT Infrastructure
 - Predictable Total Cost of Ownership
 - Fast Deployment

Conceptual HR Core Footprint – January 2015 SaaS Potential



Evaluation Criteria

- Price
- Technical Approach
- Personnel
- Risk
- Quality
- Contractor Facilities
- Pattern of Success
- Flexibility of Approach
- Test Plan

General Facts

- 4 to 6 major vendors depending upon evaluation criteria
- Estimated Costs range from \$50 to \$200 per employee per year
 - Depends on the modules selected and data converted among other factors
- Implementation costs are in addition and are estimated at 1 to 2 times the yearly cost
- Vendors are working toward FedRAMP

Questions