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SAND2015-3064PE

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

By Tracy Jones, April 23rd

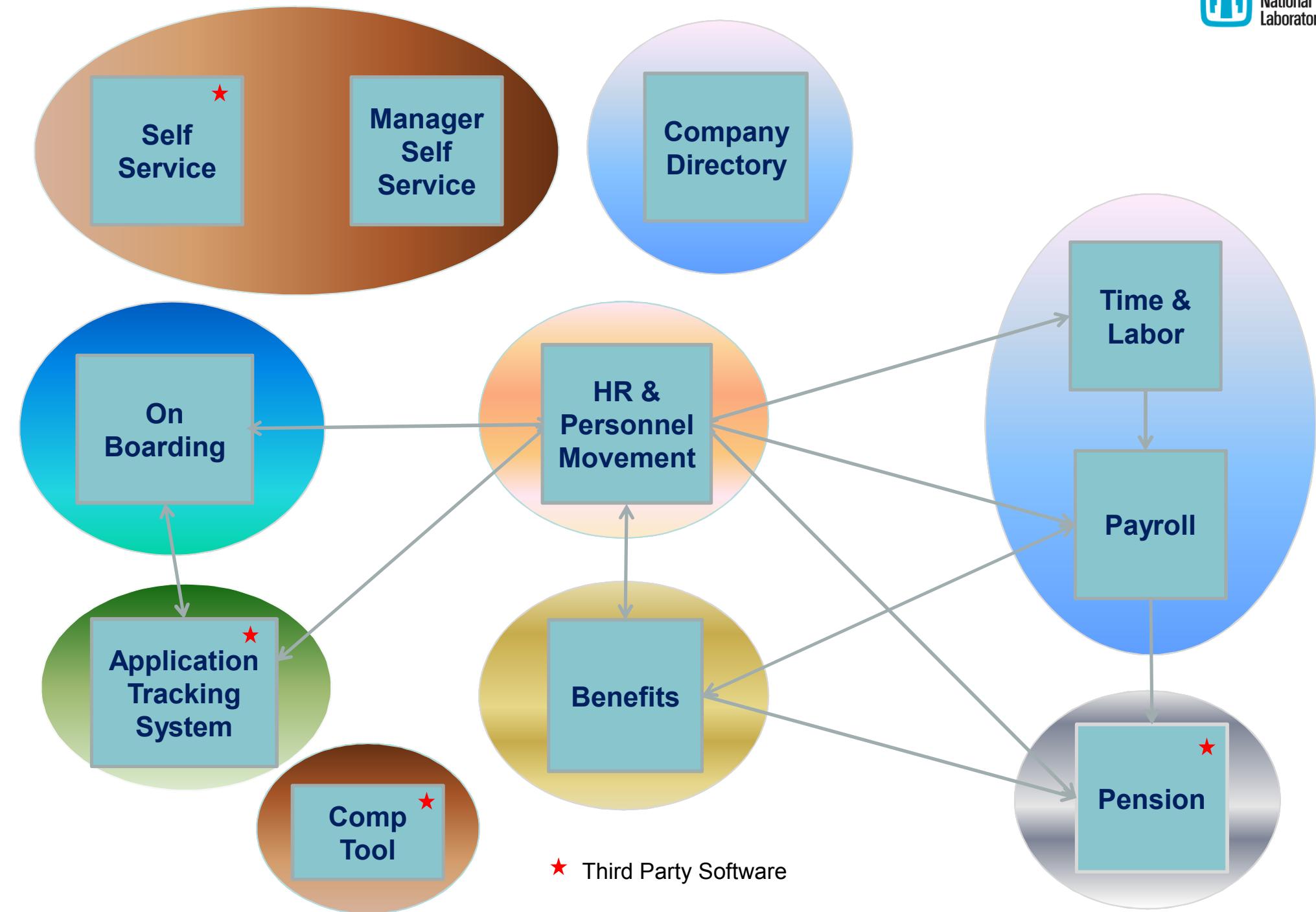


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# SaaS System Study Objectives

- 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