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The Sierra-Cedar 2014–2015 HR Systems Survey White Paper, 17th Annual Edition Now Available

ALPHARETTA, GEORGIA – October 9, 2014 – The *Sierra-Cedar 2014–2015 HR Systems Survey White Paper* makes its annual debut today at the HR Technology® Conference. The white paper is now available for download at www.Sierra-Cedar.com/annual-survey. Published since 1997, this is the longest running research and most highly respected annual HR Systems survey that tracks the adoption, deployment approaches, and value achieved from enterprise HR technologies.

This year's results, from 1,063 organizations representing over 19 million employees and contingent workers, report on HR systems trends for the coming year, as well as today's vendor choices, forecast changes, user experience scores, comparative costs of major deployment approaches, and best practices of Quantified Organizations—our top performers for 2014! Of note, over 50% of Survey respondents will increase their HR technology spending next year. The three-year forecast shows significant continued growth of over 50% in three areas: analytics, social, and service delivery technologies. The Workforce Optimization category that includes workforce analytics will grow over 250% in the next three years.

To assist the HR technology community in their strategies, planning, and cost justification work, the data provides a benchmark of worldwide application adoption and the value achieved from HR technology use for the following application categories:

- **Administrative –** focusing primarily on the state of adoption and trends associated with the move to Software as a Service (SaaS) for the core HR management system (HRMS)
- **Service delivery –** focusing on the trend towards increased employee and manager direct access to services through mobile and social environments
- **Workforce management –** focusing on the use of time and attendance, scheduling, absence and leave management, as well as workforce/labor budgeting applications and the value achieved from their adoption
- **Talent management –** focusing primarily on integrated talent management adoption and replacement plans
- **Social and mobile –** focusing on social and mobile enablement of processes
- **Business intelligence/analytics solutions –** focusing on applications and approaches to delivering workforce data to management for improved decision making
- **Emerging technologies –** beyond social and mobile, we look at gamification, wearable technology, and social aggregation applications

Key themes for the *Sierra-Cedar 2014–2015 HR Systems Survey White Paper* center on the foundation for HR systems, strategy and culture, and innovation:

- **Foundation.** Continued plans to replace existing HRMS solutions will lead to Cloud HRMS deployments overtaking licensed deployments in 2015, according to this year's data. Higher user experience scores are reported with all new Cloud solutions; these provide continued benefits of lower headcounts needed to support them and substantially shorter deployment timeframes. Beyond the HRMS, respondents are starting to look at the value proposition associated with integrating Workforce Management, Talent Management, and Business Intelligence solutions.

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- **Strategy and Culture.** Organizations that invest in an HR systems strategy, an Enterprise Integration Strategy (EIS), and have a Culture of Change Management reap significant organizational outcomes of improved return on equity.
- **Innovative.** Unveiling the characteristics of the "Quantified Organization," one that invests in HR technologies, processes, and practices that support data-driven decision making, we report on its ability to outperform all others. Social and Mobile innovations continue to grow significantly and contribute value through increased adoption and improved direct-access user experiences across all HR technologies when included.

[Download the Survey White Paper](#) for details on implications, recommendations, and key findings. Sierra-Cedar offers benchmarking of application usage, staffing metrics, and expenditures by industry, size, global reach, service delivery approach, level of best practice, and other criteria. Contact HRSystemsSurvey@Sierra-Cedar.com for more information.

About Sierra-Cedar
Sierra-Cedar helps clients navigate their application and technology roadmap, whether to modernize their existing portfolio or move to emerging technologies by integrating industry knowledge, deep technology capabilities, breadth of service offerings, and global delivery model into best-value solutions. Our services are categorized into industry-based consulting services and industry-agnostic shared services.

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Note to editors: The findings in *the Sierra-Cedar 2014–2015 HR Systems Survey White Paper* can be used verbatim with proper attribution to Sierra-Cedar. However this report cannot be publicly posted in its entirety without explicit permission.

Editorial resources are also available for further comment on the white paper's findings; please contact Sierra-Cedar's media contact to schedule an interview.