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The *Sierra-Cedar 2015–2016 HR Systems Survey White Paper, 18th Annual Edition* Now Available

ALPHARETTA, GEORGIA – October 21, 2015 – The *Sierra-Cedar 2015–2016 HR Systems Survey White Paper, 18th Annual Edition* makes its 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, most widely distributed, and most highly participative research effort in the HR industry, annually tracking the adoption, deployment approaches, and value achieved from HR technologies. This year's results, from 1,204 organizations representing over 21 million employees and contingent workers, report on HR systems trends for the coming year.

Of note this year are some interesting findings:

- This is the year of the Enterprise HR Systems Strategy; 43% of organizations have a major HR Systems Strategy initiative planned for 2015.
- We've hit the tipping point: over 50% of purchased Core HRMSs are SaaS solutions. The new conversation is about the Enterprise HR Cloud, including Payroll and Workforce Management.
- Payroll and Workforce Management become the stumbling blocks to HR technology transformation efforts, with 20% of organizations currently evaluating their Technology vendor and solution options.
- Wearables are a hot topic this year, and we see a 30% increase in the percentage of organizations using Wearable technologies as part of their HR Strategy; 55% of organizations using Wearables leverage them to improve workforce productivity.

The lessons learned from this year's leaders—Top Performers, Talent-Driven, and Data-Driven Organizations—provide a solid playbook for HR functions that wish to increase their strategic value to an organization. Every step an HR organization takes towards engaging service models, internal reflection, and data-driven decision making improves its ability to achieve greater outcomes.

"The HR technology market continues to evolve and change as organizations of all sizes look for innovative technologies," says Stacey Harris, Vice President of Strategy & Analytics. "We are seeing a rapid change and movement in Service Delivery Applications as employees are becoming consumers of HR services and HR is shifting in its role from administrator to service provider."

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 2015–2016 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 HRSystemsSurvey@Sierra-Cedar.com for more information.