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The *Sierra-Cedar 2017–2018 HR Systems Survey White Paper, 20th Annual Edition* is Now Available

ALPHARETTA, GEORGIA – October 11, 2017 – *Sierra-Cedar 2017–2018 HR Systems Survey White Paper, 20th Annual Edition* makes its annual debut today at the HR Technology® Conference in Las Vegas. With this anniversary release (download at www.Sierra-Cedar.com/annual-survey), we are celebrating over two decades of HR Systems research and community development. 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 research represents 1,312 organizations with over 17 million employees and contingent workers located in over 70 different countries.

Key Findings in this 20th Annual Edition:

- Competition heats up as core HRMS vendors narrow the gap in User Experience (UX) and Vendor Satisfaction ratings for the first time in several years.
- IT Risk and Data Security Strategies that include HR System Environments align with top organizational outcomes.
- Corporate Social Responsibility is all the rage, and we've connected the dots with higher business outcomes.
- Organizations look to overhaul their Learning Environments, with 24% evaluating replacement options for their existing platforms.
- Now that 50% of organizations have at least one HR System in the Cloud, focus is shifting to Intelligent platforms for improved integration, scalability, and data management.

This year's Survey explored new territory, including the impact of enterprise cybersecurity and risk strategies, emerging benefit applications, and actual adoption of the building blocks required for future intelligent platforms. "Looking at the last 20 years of data gives us a unique perspective on how far HR Systems have come and where they are heading. We expect more personalized, connected, and consumer-driven HR Technology in the near future," reflected Stacey Harris, Vice President of Strategy and Analytics.

About Sierra-Cedar
Sierra-Cedar helps clients navigate their application and technology roadmap, whether to modernize their existing portfolios 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 2017–2018 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.