# PeoplesHR cloud innovation:
# Driving outsourcing companies one step higher

## Delivering HR and Financial Services through the flexibility of a cloud platform

Cloud computing is highly advantageous over traditional computing such as cost, capacity, scalability, and accessibility. It would help a Business Process Outsourcing (BPO) company with greater efficiency- streamlined operations and low costs, along with better business insight, innovation, experience and a tenancy to adapt to individualised needs. Since today's BPO industry has moved to a cost-plus value proposition which not only helps reduce cost reductions, but also enforce on delivering strategic business impact a cloud platform could support them by reducing costs by outsourcing their HR & Finance services to a cloud platform.

*PeoplesHR has a dedicated team to empower your customers. Our holistic approach reduces risk, speeds up time to value and drives down cost by applying customised, SaaS-based solutions.*

## Transforming outsourcing companies to leverage cloud technology

To reduce costs and increase optimisation which is one of the critical aspects in an outsourcing company, they require to transfer of an organisation's non-core but critical business functions to an external vendor who uses an IT-based service ]delivery and helping the organisation concentrate on its core competencies, improve efficiency, reduce costs and improve shareholders' value.

Many companies outsource their HR & Finance systems to solution providers in order to receive a comprehensive approach, to ensure continued, long-term success. BPO providers have to dig deeper into their customers' value chains in order to continually expand their services, process efficiency, and also optimise their automation further. This is a holistic approach to managing the scope of the BPO relationship. High-end businesses mostly consider this process, including elements managed within the client business and those run by third parties as a related process which impacts overall performance.

*Now we offer BPO companies a range of high end services on one unified platform. Our experience of working with a variety of 18 diverse industries over 30+ countries have given us the opportunity to serve any size of company by providing a cost effective and holistic HR approach no matter at what scale the client operates on.*

## How PeoplesHR can support outsourcing companies

*We reduce your operational cost by 25%-30%. You don't have to worry about statutory requirements, since our system is automated to update them.*

PeoplesHR focuses on four core aspects of HR; Operational HR, Employee engagement, Strategic HR and Strategic BI. Each of these four key points forms the basis for the HR functions of an organisation.

Clients can utilise PeoplesHR in order to provide a better outsourced functionality to their organisation's HR management. Whether it's a small startup business with a few employees or a huge multinationals of over a thousand employees worldwide, PeoplesHR brings its comprehensive cloud enabled platform to minimise administration problems, thus aiding the company's management, HR and financial teams as well as satisfying the workers with accurate payroll systems.

Some of the benefits PeoplesHR can bring the clients are:

### Cloud enabled platform to save all the infrastructure cost.

New entrants to IT infrastructure outsourcing, unencumbered by prior investments in traditional computing assets could be develop—at much lower costs. To compete, businesses should efficiently transform their operations to the cloud, protecting market share in the process with tactics such as reconfiguring their legacy IT assets to deliver cloud-like performance at cloud-like prices. A cloud based system stores its data on the cloud. This in turn, will help the business save on costs when it comes to storage space and applications, as opposed to running a system which incorporates a lot of hardware and costs for maintenance.

### Enhance reporting capabilities to save time on key report execution.

A solution such as PeoplesHR is capable of generating enhanced report data which can be used for statistical analysis and decision making. With a cloud computing system like PeoplesHR, BPOs will be able to offer clients the ability to essentially outsource an entire business function in one fell swoop.

### Quick data upload tools to save time on data entry.

This is very useful for payroll system updates, and changes that may have an impact on certain financial workflows of the organisation are about to occur. Updates which are made by authorised personnel must be committed to the system in real time to keep the data accurately saved in the system and reduce the time taken for it.

### Employee self-service options to deliver end user reports.

Cloud based report tools to enable customers' access to reports. Since data is stored on the cloud, it is easier for any authorised personnel from anywhere in the world to get the necessary reports via download. This is very useful for situations where the system is outsourced from overseas, where the outsourced client and the outsourcing company operate from two different countries.

### 24/7 Online support from our global support center.

A 24/7 online support from the global support center provides users from all over the world, in different time zones, to report any issues they have with the system, and obtain technical support to overcome the issues. With the cloud computing enabling almost any business activity to be done through the internet, business models such as "vendor as broker" may become economically feasible.

### Complete transparency of work between employees and the organisation.

Employees prefer to have transparency of what happens within the organisation, PeoplesHR's comprehensive transparency allows employees to be at ease as they see their activities more clearly within the organisation.

### Provides expert working knowledge with technology and interaction with global clients.

Payroll outsourcing opens the doors to many foreign interactions happening around the business activities, which will bring in a lot of foreign expertise and the latest technology to work with. This improves the organisation's public relations with potential foreign investment. Strategic alliances and partnerships are useful to proliferate, as outsourcing vendors and cloud computing providers seek to obtain benefits mutually with each other.

■ Possibility of improving the quality of service through more resources and better qualified personnel.

We live in a time where people of different skill sets work together to achieve a common goal, thus more ideas and knowledge can be impaired between the workforce as there are people who can work. This also allows an organisation to access different skills sets and expertise that the company may not have access to.

Not only does PeoplesHR's efficient system aid large businesses who may span worldwide, it also does cater to almost any business, whether it be a small scale business on its start up or to a medium scale business making its way up the industry.

Backed by the experience of over 16 years of creative innovation deployed over 18 different industries across 30 countries, PeoplesHR gives the ease of cloud technology bringing to control the HR functions of an organisation with ease.by providing a cost effective and holistic HR approach, no matter at what scale the client operates on.

*References:*

*The Wall Street Journal: The CIO Journal: The Cloud and Outsourcing: A New World Awaits [online] available at http://deloitte.wsj.com/cio/2013/01/14/the-cloud-and-outsourcing-a-new-world-awaits/ [accessed 06th December 2013]*