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# Deploying a Successful HCM Solution

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# The Problem

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## **Problem:**

- No single HCM system ever satisfies all requirements

## **Traditional Approach:**

- Select a principal system of record and add specialty products to fill gaps

## **Issue:**

- Integration complexity
- High costs
- Multi-skilled training, implementation and support teams
- Lack of flexibility to respond to change



# CET Solution

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## **Search and Locate Solution - Bets Fit Analyzer**

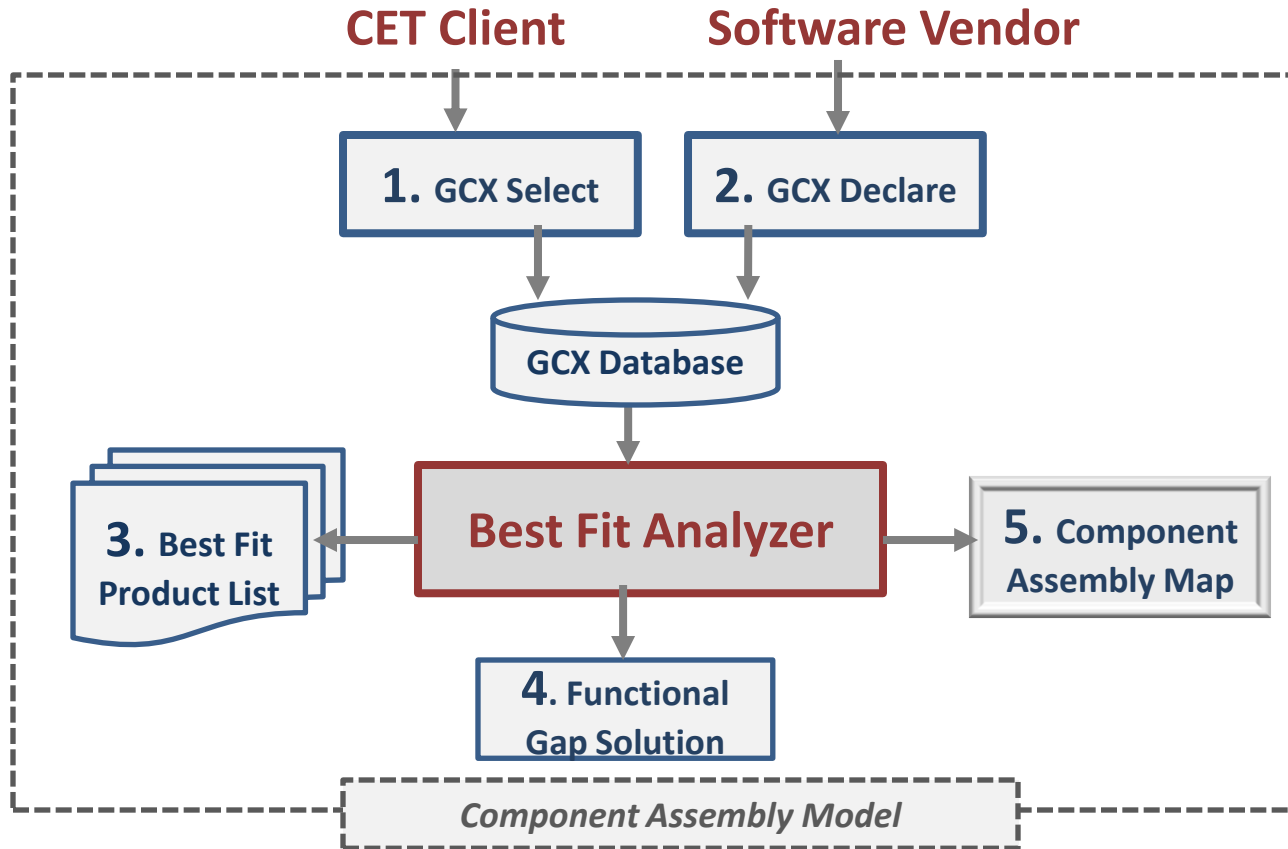
- Select the best fit principal system of record
- Identify best suited add-on products
- Search by country, delivery platform, and technical features
- Produce a Component Assembly Map

## **Build-It-Yourself Solution – HCM Mashup Builder**

- Fully operational application - database and user interface
- Force.com platform
- Common data model
- Wiki support and collaborative developer community
- Access to interchangeable components



# Best Fit Overview





# Best Fit Analyzer

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**BFA is a database of HCM product details**

**Customer input to BFA is via GCX Select**

- Force.com portal application
- Customers specify requirements for single or multiple business units or countries

**Vendor input to BFA is via GCX Declare**

- 680 products from around the world
- Vendors either declare product capability or are independently assessed
- Process available to verify claims



# Best Fit Analyzer

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## Best Fit Match

- BFA matches customer weighted requirements against HCM product capability
- Real-time best fit option display

## Drill Down Gap Analysis

- Drill-down gap analysis to identify solutions
- Link to Wiki static pages for more product and business process information



# Service Offering

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## **Specify Requirements**

- Customer works with CET consultant or partner to specify requirements using GCX Select
- Partner registers customer and receives log-in account(s) for 2 months per customer
- Partner notifies CET when input complete

## **Best Fit Solution**

- CET arranges Go-To-Meeting session to run BFA real-time and identify best options
- Alternately partner requests Component Assembly Map to use with HCM Mashup Builder



# HCM Mashup Builder

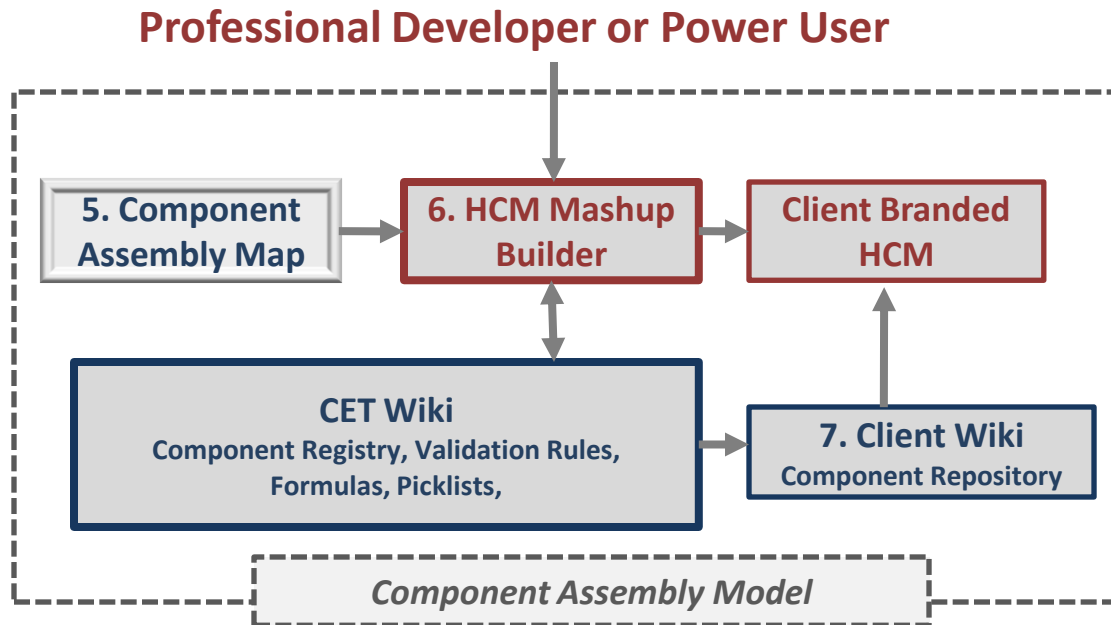
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## What is it?

- A development framework
- A model driven approach to application assembly
- A series of packaged objects, data validation rules, formulas and components needed to assembly a working system
- Application development specification for the Force.com platform to extend HCM functional capability
- Can be used as mashup builder, principal system of record, data warehouse for reporting or a portal with jump-off points for specialty solutions



# HCM Mashup Builder Overview





# HCM Mashup Builder

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## How does it work?

- Customer contacts CET partner to open Salesforce.com account and install HCM Mashup package
- CET Partner helps install package and set up environment
- Customer developer works with Force.com application features to build solutions
- Customer receives access to CET Community Wiki to access component information and collaborate with other developers
- Customer brands, deploys and maintains their own HCM component solution



# Component Assembly Model

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**CAM is a Common Data Model for HCM**

**CAM Plays a Central Role in CET Ecosystem**

- GCX Select, GCX Declare and HCM Mashup Builder are all based on the CET Component Assembly Model (CAM)
- CAM has evolved for the HR Component Application Standard first published in 2004 for the *On-Premise* environment and now designed for the *On-Demand* Force.com platform



# Advantages of HCM Mashup Builder

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- **User controlled**
  - Branded as own product and maintained by own team
- **Can add new functional features that HCM vendors consider too small**
  - Customer has control of own objects, views, reports and security access
- **Can be deployed to as many users as necessary**
  - All the scalability features of the Salesforce.com product