

MARCH 2009

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HR TECHNOLOGY: Selecting Best-Fit Software On-Demand

[JOHN MACY](#)

As the digital age accelerates, the traditional software landscape is fading away. Legacy systems are being replaced by modern, agile software components that can be combined and consolidated into best-fit, best-of-breed solutions to meet companys specific business needs.

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SHARED SERVICES: The Right Solution for Tough Economic Times?

[STEVE PARKER](#)

As our global economic situation continues to generate headlines and occupy our board room conversations, more organizations are looking into some form of shared services function as a means to reduce cost, do more with less, and try to improve the bottom line. But does moving to a HR Shared Service (HRSS) model produce the desired results?

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ENLIGHTENED LEADERSHIP: Think Strategic, Act Tactical

[KAREN BEAMAN](#)

Think strategic, act tactical a former boss used to tell me and I cant think of any better advice than this for HR leaders in todays turbulent



LATIN AMERICA: Carnival for Software

[LUIZ HENRIQUE DE OLIVEIRA](#)



If you die in Brazil you will be buried within 24 hours. Its the law. But thats not the case during Carnival, when people say I am going to die this Carnival. Rather, they are trying to say they will devote huge efforts in this celebration of indulgences.

The origins of Carnival date back to the ancient Greek spring festival in honor of Dionysus, the god of wine.

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EUROPE: Global Payroll, Dream or Reality?!

[CHRISTIAN ADLUNG](#)

What all multinational corporations are looking for especially those in Europe is one truly global payroll system that provides one

[Systematic HR](#)

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Learning has no limits.

Jeitosa is proud and honored to be the recipient of [IHRIMs 2009 Partners Award](#) recognizing our many contributions to the industry and supporting the mission and goals of the association.

Please join us in San Diego and participate in our Change Management Pre-Conference Workshop. [IHRIM is offering \\$125 discount to early registrants.](#) Enter discount code of EX9 to claim your discount.

times. Maintaining a long-term, strategic focus while working on short-term, concrete activities is one strategy for results.

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PROJECT MANAGEMENT: As Important Now as Ever

[JIM PETTIT](#)

Don't let new technology fool you into thinking that strong project management fundamentals have changed. The move towards SaaS solutions is the latest technology tidal wave cascading upon our workstations, laptops, and hand-held communication devices promising better business decisions across the corporate landscape.

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CHANGE MANAGEMENT: Why Does it Matter?

[MIKE KENT](#)

In this first edition of the newsletter, let's start this column by defining what we mean by change management, since there are lots of definitions out there. When we talk about it, we mean the process by which any significant business change is affirmatively planned, communicated, monitored, implemented and measured.

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SYSTEMS DEPLOYMENT: Maximizing the Return on Your SaaS Investment

[JIM PETTIT](#)

While lowering software acquisition and maintenance costs is strong enough reason for most to look at new technology solutions with their scalable cost structures, the savvy business leaders of today are looking to invest their shrinking budgets in places where they can gain additional savings and increased profitability.

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engine/database for all local and legislative requirements and all standard payroll setups for all countries they operate in. In addition, the solution needs to be cost effective for all different sizes of country populations. Now wouldn't that be nice?

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NORTH AMERICA: The New Administration

[MIKE KENT](#)

Of course, the big news in North America, and most of the rest of the world, is the economy. In the U.S. most of that news revolves around what the new administration plans to do about it. For organizations of virtually every size and type, in every location and industry, the question is how to respond.

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ASIA PACIFIC: Data Integrity and Government Systems

[JOHN MACY](#)

Apart from the southern part of Australia being on fire, the north under deep flood water, the north east being hit by cyclones, the interior being still in the grip of a severe drought, sharks and crocodiles attacking the population with unusual regularity, nothing much is happening down under.

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SPOTLIGHT ON GERMANY: Family-Friendly HR Practices

Recently 231 German businesses, institutions and colleges received awards from the Hertie Charitable Foundation for their family-friendly human resources policies.

PUBLICATION INFORMATION

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DATA PRIVACY: Monthly Highlights

[DON HARRIS](#)

On the national scene, the leading privacy news story during February was the passage of an economic stimulus bill containing significantly expanded federal protections for health information and electronic medical records. The new law, which imposes more stringent HIPAA requirements on health plans, received cross-the-board praise from privacy advocates.

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DISCUSSION CORNER: HR and the Human Genome



What do you think about the HR systems implications of human genome mapping?

[VOTE NOW](#)

Hear what others have said and provide your thoughts on this controversial issue.

[ADD COMMENT](#)

The audit *Berufundfamilie** evaluates how companies support employees with raising a family and working in parallel. Some of the questions asked include whether there flexible working time arrangements in place, whether parents able to perform some of their work duties from home, whether child-care support is available. In today's tough economic environment, all companies would do well to consider the importance of family and social responsibility in their business decisions. Remember the [Employee-Customer-Profit](#) chain: happy employees create satisfied clients who bring greater company profits.

**The Berufundfamilie audit, developed in response to, and commissioned by the Hertie Charitable Foundation, is a strategic management tool designed to help employers strike an economically viable balance between corporate objectives and employees interests.*

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