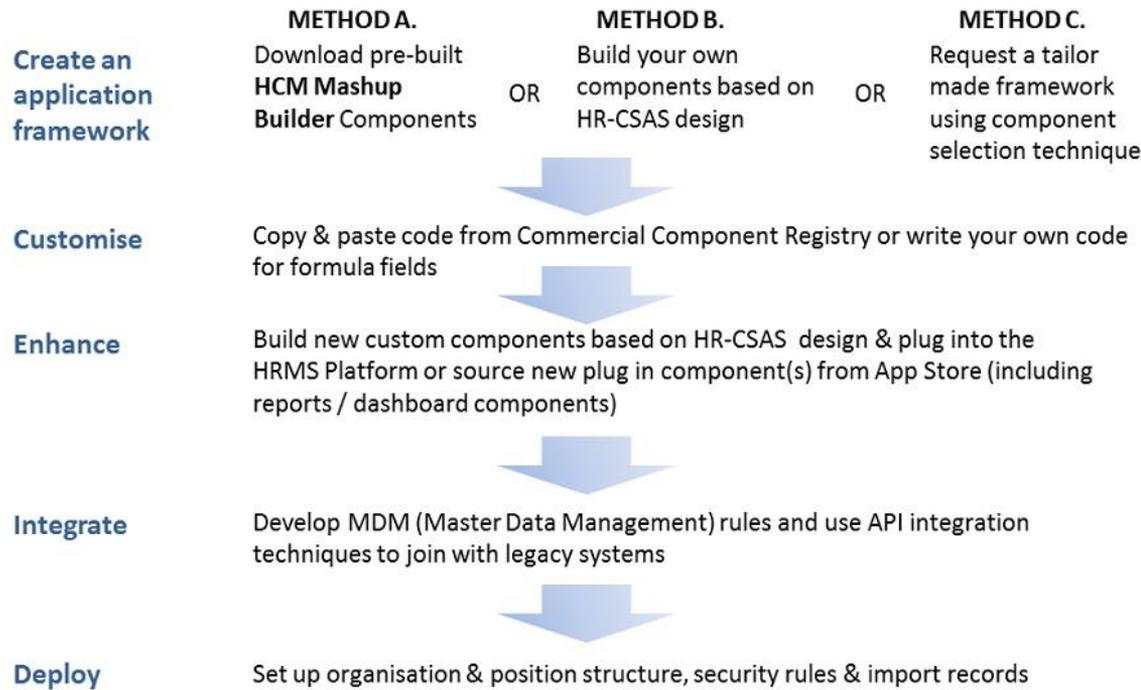# HR Platform Development Services

HR Platforms are the future for HR technology replacing HR SaaS as the company's preferred option for an HCM system solution.

Companies will assemble their solutions from pre-built open source application components, or custom develop their own, on a database platform.

Applications require a framework and component developers require a supporting ecosystem – that's what we do.

Options for developing the HRMS Application Platform

Developers can create their custom platform by assembling pre-written application components (Method A) on a hosted platform, write their own components from scratch (Method B) guided by the HCSAS framework design or use HR Cloud Solutions to specify components (Method C) and tailor a solution to perfectly fit a company's requirements.

	METHOD A.	**METHOD B.**	**METHOD C.**
Create an application framework	Download pre-built **HCM Mashup Builder** Components OR	Build your own components based on HR-CSAS design OR	Request a tailor made framework using component selection technique

Customise
Copy & paste code from Commercial Component Registry or write your own code for formula fields

Enhance
Build new custom components based on HR-CSAS design & plug into the HRMS Platform or source new plug in component(s) from App Store (including reports / dashboard components)

Integrate
Develop MDM (Master Data Management) rules and use API integration techniques to join with legacy systems

Deploy
Set up organisation & position structure, security rules & import records

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HR Platforms: Custom Development and Component Assembly publication FREE

What makes us unique? It is the HR-CSAS application framework that underpins the ecosystem

HR Cloud Solutions maintain the common data model – the **HR-CSAS (Human Resource Component Software Application Standard)** on their collaborative Wiki. The document is available to the public for comment and inclusion of commonly requirements components. HR-CSAS was first published in 2005 to help navigate the middleware layer to enable HR software component integration. It later became the framework to build custom applications on the Force.com platform, it is the underlying object model for the **HCM Mashup Builder** and business structure for the component market catalogue (Commercial Component Registry).
    The document is internationally protected by copyright

HR-CSAS
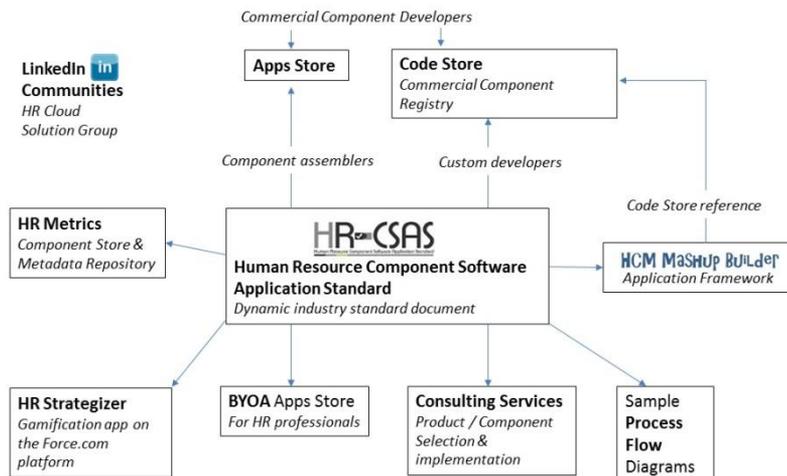Human Resource Component Software Application Standard

HCM MaSHup BuiLder

Assemble your own HR technology solution: Build or import components from the HR Cloud Solutions ecosystem

Download the HCM Mashup Builder and take advantage of our supporting ecosystem

HR Cloud Solutions Ecosystem

HR Platform Application Development Supporting Services

Unified Database

Based on a **published database schema (HR-CSAS)** the common database is the foundation layer on which all applications are assembled and incoming data is stored

Integration Platform

For data and systems (including legacy systems) coming from multiple sources and required for reporting and workforce information. Create custom built place-holder fields for all data.

HR Metrics Library

A library of pre-defined reports (containing formulas and data sources) and dashboards using data from all sources, including operational and financial data.

Pre-Built HR Custom Apps

A pre-built HRMS custom application shell to use as the start point to build applications for specific company requirements. The **HCM Mashup Builder** contains over 100 objects that can be downloaded and installed

Application Plug-in Framework

An application plug-in framework for plug-in pre-built HRMS components. They can be installed and replaced as needs change. The assembly platform is the way of the future.

Apps Store

An Application Store, or Commercial Component Registry, containing a catalogue of component products available in the HRMS marketplace

Code Store

A code store, or an open source repository of reusable code, that can be used to accelerate the custom code development process.

Gamification Platform

A Gamification Platform to build custom HR games to enhance employee engagement, motivation and productivity improvement. 22 game templates available for immediate use.

We help you select the right components for your HR platform

In the past the HRMS selection process has focused on system **transactional requirements and productivity features, such as self-service, workflo**w, etc. Companies sent large RFP (Request For Proposal) documents to the HR Software vendors that they were aware of. The result was usually a large disappointment. RFPs came back with every box ticked and the buyer was no further advanced in the process. Even scripted demonstrations did not solve the problem: It takes more than a day or two of demonstrations to understand the workings and data content of an HR system. Now the process becomes more detailed and an HR platform solution can **consist of traditional HRM systems and/or interchangeable components**. The new era requires **new methods and approaches to product selection and system assembly**.

HR Cloud Solutions addresses the new era with its detailed **functional and data requirements gathering methodology** and online tools. Based on the principles of Master Data Management (System of Record as the centre piece) HR Cloud Solutions can help clients select and integrate the right system components on a common HR platform.