HCM Application Plug-in Platform

Members of the HR Cloud Solution Client Community receive a **FREE** Force.com database product based on the Component Assembly Model and contains over 100 objects & 2,500 fields. It may be used as:

- An HCM application framework (HCM Mashup Builder)
- A plug-in platform for component assembly and integration of third party applications
- A data warehouse with a common data repository for reporting from multiple systems

A start up version is also available with 10 objects to build a basic HCM using the FREE Force.com product

ASSEMBLE COMPONENTS - DEPLOY YOUR OWN CUSTOM BUILT COMPANY BRANDED HCM

The HCM Mashup Builder is built on the Force.com platform and uses the full development toolset delivered as part of a Salesforce.com subscription. The total application infrastructure is managed by Salesforce.com. The HCM Mashup Builder is packaged and installed on the client's own instance of Salesforce.com.

The Mashup Builder contains :

Over 100 custom objects

Over 2,500 custom fields

Custom reports

Database & data views

Functionality for over 30 HR business functions

Transactions, views and reports for over 200 HR processes

Data import facility to enable integration with incumbent HCM

A supporting ecosystem to define data elements, provide copy & paste business rules, formulas & picklists

Component Assembly Model

*The **HCM Mashup Builder** is compliant with an industry standard Component Assembly Model. The model is the center piece of the emerging HCM component ecosystem*

Based on the Human Resource Component Software Application Standard (HR-CSAS), first published in 2005, the Component Assembly Model has continued to evolve into a blue print for component developer assembly.

Application Integration Solution

For many years companies implementing business applications have struggled with integration solutions. There is no easy fix. Different techniques have been used but all have failed to deliver fully integrated data with absolute integrity and without data redundancy and duplicated maintenance . Most companies have resorted to periodic file transfers using APIs (Application Programming Interfaces) and data conversion tables. Standard defined protocols for exchanging data have made the transportation process easier but not solved the problem. The only solution is a common database and that requires a common model. The HR-CSAS based Component Assembly Model solves the problem.

HCM Mashup Builder Supporting Ecosystem

HR Cloud Solutions provide a collaborative development environment where members can access a Wiki and contribute to the evolving Component Assemble Model, obtain sample material to build their application, access details of pre-built plug-in components from developers and clone their own component repository (from the registry structure) to store information from their current HCM.

Members of the collaborative environment and ecosystem include:

The Commercial Component Registry

Describes the three levels of HCM classification.

Level ONE the Functional Level

Level TWO the Process Level

Level THREE the Data Level

Provides a template for every component at the Data Level describing type, content, dependencies and component suppliers

The Global Component Factory

Provides copy & paste sample of rules and formulas.

Over 200 sample data validation rules

Over 200 formulas to execute business rules

Over 300 Picklist

The Global Component Exchange

Members of the CET community may use the GCX Select consulting services to identify the components they require, receive a component assembly map and import a custom tailored version of the HCM Mashup Builder .

About HR Cloud Solutions

HR Cloud Solutions is a registered business entity owned and operated by privately held Competitive Edge Technology (CET) Pty Ltd.

CET has made all its' intellectual property and products available to HR Cloud Solutions to support their consulting service and provision of information to their clients.

About CET   Competitive Edge Technology

CET was established in 1994 to help clients define their HR business requirements and select the most appropriate product in the marketplace. Clients include some of the world's best known companies.

In 2002 CET produced a draft Human Resource Component Software Application Standard (HR-CSAS) for HR software design and development and requested vendor input.

In 2005 CET first published the HR-CSAS in a series of books describing the composition of HR systems and the component attributes needed for reusable code and interchangeable objects. HR-CSAS structure is now used by a Component Assembly Model to develop an HCM component application platform.

In 2006 CET set up the Global Component Exchange (GCX) and collected functional capability information on over 700 HCM products for Best Fit comparison.

In 2007 CET set up the Commercial Component Registry (CCR) to record component software product information. HR Cloud Solutions now has unrestricted access to CET's repository of information and databases.

What HCM Mashup Builder Delivers

Mashup builder delivers an **application extension platform and a working model that can be used as an HCM application** . The application provides a database, screens, reports and transactions . The platform can be used to:
• Supplement the functionality of the current core HR system of record
• Act as the sole HR system of record
• Serve as a data warehouse to import data and write reports or support business intelligence tools
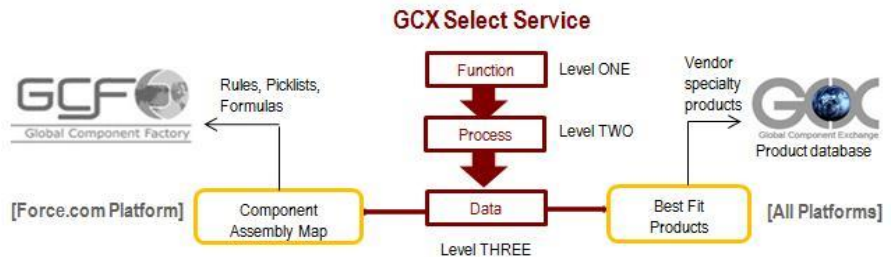• Act as a plug in framework for third party applications

HCM Mashup Builder Offers Continuity and Flexibility

You may never have to buy another system. The high cost of system replacement is usually traced to rewriting information reports because a new data structure is introduced, migrating data from one system to another, and rebuilding all the system interfaces. Business rules often need to be rewritten because a different programming language is used and configuration invested in one system is not reusable for another. All of that is no longer necessary once you have your own platform and any further investment on development and customization you own – not the vendor.

Build Your Own Data Repository

As part of the CET Community membership you receive access to the Commercial Component Registry (CCR) that replicates the Component Assembly Model and contains all the field definitions and component attributes. You receive a cloned version of the CCR to use as a Component Repository. Your development team can reverse engineer you current business rules for each data element and store them in the Repository for code reuse or to dramatically reduce the configuration effort associated with moving to a new system.

Tailor Your Application with the Component Assembly Map

Mashup Selector

The *GCX Select* tool enables clients to specify and weight the components they require for their HCM solution. The client can assemble an entire mashup solution or use mashup components to fill the gap between the capabilities of an HCM product in the marketplace and their total requirements.

The *HCM Mashup Builder* allows component plug-in for the best specialty solution identified by the *Best Fit Analyzer* and the *GCX Select* tool. The output is the *Component Assembly Map* to build your mashup solution.

The image below is an example of a native HCM Mashup Builder screen