

Align your Human Capital over the web SaaS - The way forward

By **G. Balaji**



The HR domain is today undergoing a critical transformation. From employee hiring to employee management, Human Resource as a process has evolved from being just a system to being part of an infrastructure which is infinitely crucial to an organization's success. For years till now, Human Capital Management systems hosted on ASP servers have been carrying this enormous load. But it has been a cost intensive process with customers requiring in-house expertise to ensure that these applications were working properly, given that ASPs transferred a customer's application sets into mini data centres, which required technical expertise to handle and execute. This has resulted in huge costs in building and maintaining data centres which could run customer specific applications.

The emergence of SaaS

Today SaaS, or Software as a Service, offers applications specifically designed to be hosted and delivered over the internet to multiple customers, thereby increasing the chances at offering more value added features to specific clients. By opting for SaaS, customers today have the luxury of offloading their front and back office business processes to a third party, whose solutions are designed for the web environment, thereby providing far more usability and manageability than their ASP brethren. In a decade where ASP providers went to market before addressing key concerns like performance, security, customisation and integration, SaaS has come better prepared with majority of these issues being already resolved. SaaS has also enabled customers to cut down their in-house technical provisions and thereby reign in spiralling costs.

The Adrenalin way


We at Adrenalin understand these changes and realise that greater flexibility and concentrating on core efficiency is the need to of the hour for successful business. With our SaaS model, we are opening the doors

for customers so that they can cut down on additional in-house technical costs and concentrate more on their areas of domain expertise. With over three hundred clients across the globe we have already stamped our presence as experts in Human Capital Alignment. From being a Microsoft Gold certified partner and IBM premium business partner, our philosophy of alignment and our expertise in the realm of human capital management has been toasted by the doyens of the industry.

With an internet-based software service we can now cater to a thousand more clients in a more effective manner with more emphasis on need oriented and customised value added services. We can enable customers and organizations to realize their effective potential by concentrating on their core areas and leave the administration part of their human management systems to be taken care of by our core expertise. This will not just create synergies of effective productivity, it will enable customers to streamline their costs in an era of inflationary market economics.

Mapping of SaaS vis-à-vis ASP

SaaS	ASP
<ul style="list-style-type: none"> • Networked and web-based access to commercial software computing services where the processing is done on a third-party server, rather than at the customer's location • A tenant based pricing model for hardware, software, administration and consulting services • Designed specifically for the web environment, thereby providing more usability and manageability • Offers applications delivered over the internet to multiple customers, thereby opening the door to more value added features at lower costs 	<ul style="list-style-type: none"> • Concentrated on providing organizations with the ability to move certain application processing duties to a third party managed server • A one-time investment in terms of setting the application system and recurring costs in maintaining in-house technical teams to run the processes correctly • Immense client server program with simple HTML web interfaces • No provision of providing shared services to multiple clients

With our SaaS model, Adrenalin is venturing into newer areas whereby our focus lies in harnessing the synergies of effective amalgamation leading to a win-win situation for both our customers and us and paving the way to a watershed moment in the history of aligning Human Capital as your organization's key infrastructure. 

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