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**Results Announced for the
“CedarCrestone 2007–2008 HR Systems Survey, 10th Annual Edition”**

Alpharetta, GA, October 10, 2007, released at HR Technology Conference, Chicago –

The *CedarCrestone HR Systems Survey* is the longest running survey on the state of workforce technologies adoption and how to configure service delivery to improve performance. It is the most respected and referenced research initiative focused on workforce technologies adoption and service delivery approaches. For the 10th annual survey, CedarCrestone expanded the respondent recruitment process, resulting in 43% more responses than in 2006. The report is based on 466 responses, from small to large global and non-global organizations, representing 9,250,000 employees.

The survey scope is broad, covering the following:

- Initiatives underway related to technologies and service delivery to improve human capital management
- Applications including self service, talent management, and business intelligence now in use and planned, vendor choices, success factors and barriers
- Scope of outsourcing (process, technology infrastructure, and people who support HR technologies)
- Expenditures to date and estimated budgets for these choices
- Results achieved (including employee/HR staff ratios and administrative costs per employee)

Major findings:

- Top initiatives include business process improvement, establishing an HR systems strategy, and business intelligence activities.
- Top performing organizations have higher levels of adoption of two specific applications:
 - An HR-oriented help desk that helps achieve efficiency
 - A competency management application that serves as a focal point to make their talent management activities more effective
- Organizations with higher levels of integration of their talent management solutions outperform those with lower levels of integration.
- HRIT practitioners are most dissatisfied with the current lack of integration of talent management solutions.
- Moving to shared services with self service enables organizations to serve employees most cost efficiently, with an average ratio of 1:120 with self service and a higher ratio with a service center approach. However, organizations are not reporting high levels of headcount elimination anymore but keeping staff for other HR service delivery activities.
- PeopleSoft continues as the most-used vendor in all categories tracked, with the exception of time and attendance where Kronos is the leader.
- The trend towards outsourcing continues with respondents taking a selective approach to outsourcing processes, technology, and HR system support people.
- Organizations that keep their HR record keeping in house the longest outperform those that are outsourcing today.
- Respondents are beginning to report positive revenue growth from automation of recruiting and performance management.

Alexia Martin, Director of Research and Analytics and primary author of the survey says, “It is encouraging to see respondents acknowledge the value of these tools in achieving revenue gains. Top performers in all industries with the above characteristics are also able to lower the costs of HR service delivery.”

To download the complete white paper, please visit www.CedarCrestone.com/whitepapers.

About CedarCrestone

CedarCrestone provides consulting, hosting, and managed services for the deployments, management, and optimization of Human Capital Management, Financial Management Systems, Campus Solutions, and Strategy & Analytics. Headquartered in Alpharetta, GA, CedarCrestone's 550 employees deliver solutions in all industries, nationwide. CedarCrestone is featured in Gartner's "ERP Services Magic Quadrant for North America, 2007." To learn more about CedarCrestone's collaborative approach to achieving client success, please visit www.CedarCrestone.com.

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