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CedarCrestone Announces the Availability of its Latest White Paper: The Value of HR Technology: Metrics and Stories

Alpharetta, GA, May 1, 2008 – Since 1997, CedarCrestone’s annual surveys and white papers have faithfully gathered statistical data and provided thought leadership on the adoption and evolution of HR technologies in the business workplace. Now available is their latest report entitled *The Value of HR Technologies: Metrics and Stories*. Compiled by CedarCrestone’s Research and Analytics team and sponsored by Oracle (NASDAQ: ORCL), this latest work seeks to uncover the value achieved from various workforce technologies based on those ten years of research as well as three in-depth customer case studies showcasing the benefits and impact these organizations achieved from these technologies. While amply providing facts and figures, it also presents invaluable suggestions on how organizations can build their business case for HR technologies.

Highlights from ten years of research include the following: the longer solutions are in place, the higher the satisfaction level; early adopters to any technology often see the intrinsic value and do not need to do cost justification; organizations are improving revenue/operating income through deploying talent management solutions such as recruiting or performance management; organizations that outsource their core HR record keeping process serve more employees per HR staff than those that do not. The study also highlights that organizations with three applications achieve better financial performance than those without: an HR-oriented help desk application, competency management application, and enterprise warehouse with HR data.

While value achieved is unique to each organization, determining the potential value from HCM technologies cannot be accomplished with a single approach. Value is dependent on the technology under review and the state of the organization interested in adopting the technology. The white paper outlines several approaches an organization may employ to determine this value: process savings, headcount changes, metrics, best practice outcomes, and causal links and models. One approach is not necessarily better than the other; therefore an organization should evaluate them and move forward with the most appropriate approach for its situation.

The white paper concludes with three case studies of customers in the retail, public sector, and high-tech industries, highlighting the following value: United Nations’ substantial cost savings from its global integrated ERP implementation in human resources, finance, and customer relationship operations; Applebee’s common-sense approach to creating a talent management-based organization in an industry with incredibly tight profit margins; and Oracle’s groundbreaking use of Web 2.0 tools, integrated with HCM technologies.

The process of discovering the value of HR technologies is unique to each organization. Each process helps identify the different justifications of HR technology to help establish a business case. Process savings is useful in justifying any process improvement through HCM technologies, while metrics such as time to fill or headcount numbers are a viable means to

justify the various talent management technologies such as recruiting, performance management, compensation management, and other talent management applications.

To download the full CedarCrestone *The Value of HR Technologies: Metrics and Stories* whitepaper please visit <http://www.CedarCrestone.com/whitepapers>.

About CedarCrestone

CedarCrestone provides consulting, hosting, and managed services for the deployment, management, and optimization of Human Capital Management (HCM), Financial Management (FMS), and Campus Solutions (CS) along with complementary Strategy & Analytics services. As a Certified Advantage Partner of the Oracle Corporation, CedarCrestone has extensive expertise in Oracle technology and PeopleSoft Enterprise applications.

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