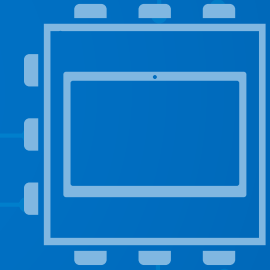
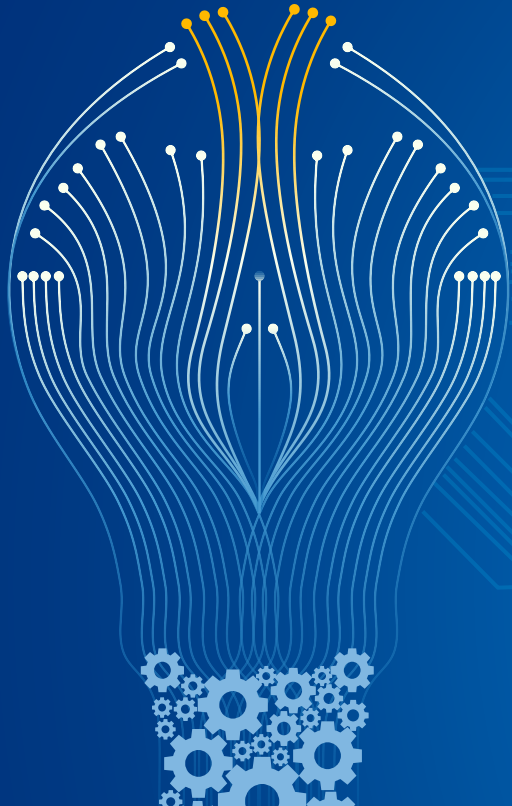


PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT SYSTEM

Vision & Way Forward



Agenda

Purpose

Current landscape assessment

PS  HR : moving forward

Summary

Purpose

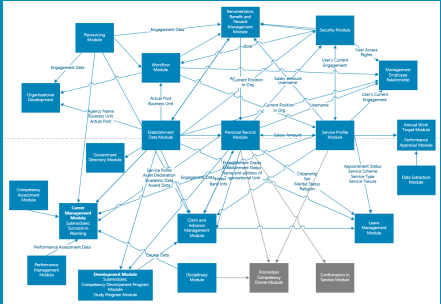
To present the vision and direction for future Human Resources Management system to support the achievement of Vision 2020.



CURRENT LANDSCAPE - APPLICATION



OLD TECHNOLOGY



MODULE DEPENDENCIES



SINGLE BROWSER

Proses yang dilalui	Bilangan
Bilangan klik (untuk masuk dan mengisi maklumat)	6
Bilangan laman (untuk masuk dan mengisi maklumat)	5
Bilangan klik untuk keluar dari aplikasi	3

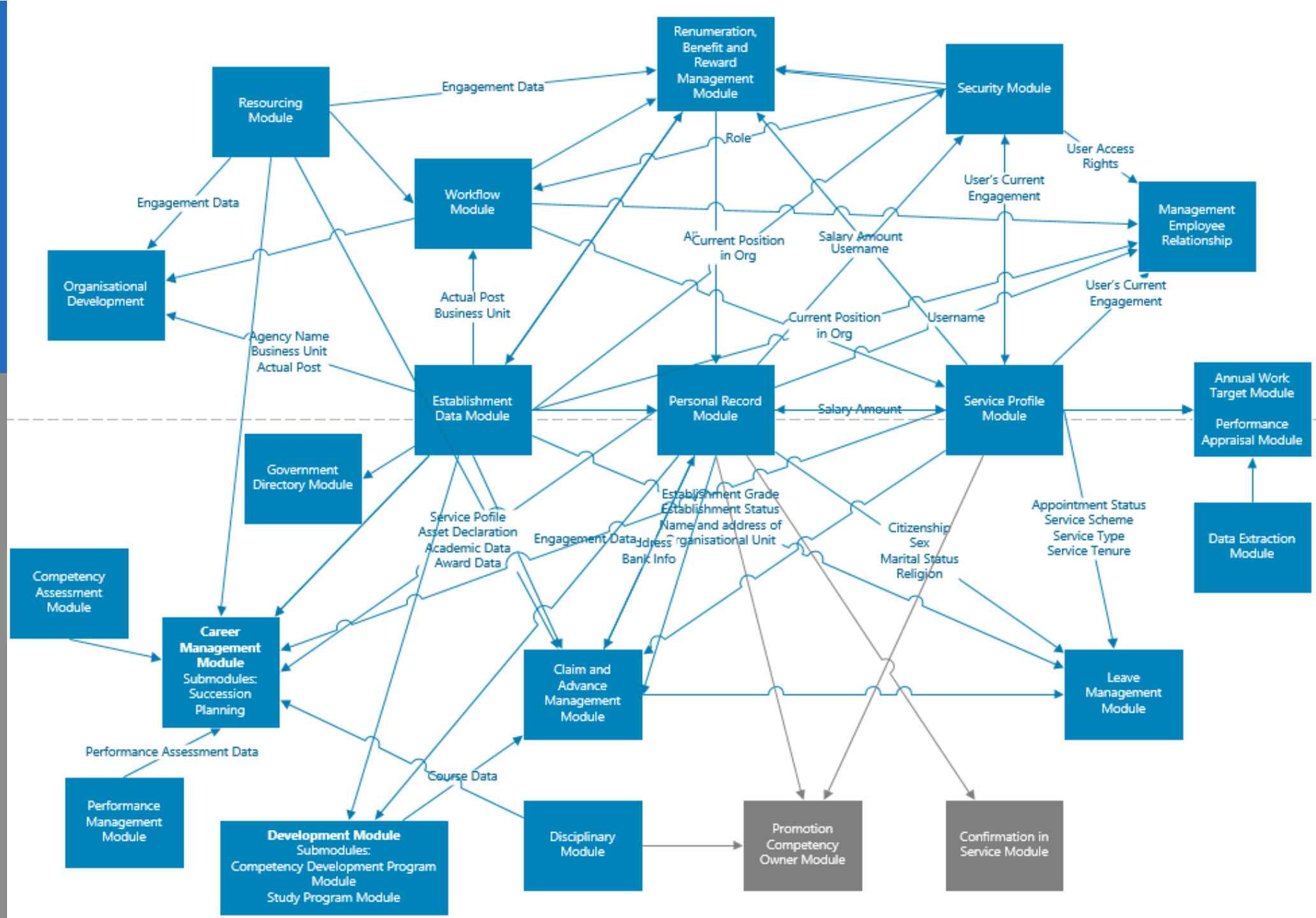
TEDIOUS NAVIGATION

PERFORMANCE LAPSE

HRMIS – Current Landscape

Module dependencies

The diagram shows some of the dependencies between the modules



CURRENT LANDSCAPE - ARCHITECTURE

Firefighting

Process
Driven

Security
concerns

Hard
dependencies

Archival &
Backup

Impact to business goals

Employee satisfaction & productivity

- Firefighting mode does not allow for fast response to users.
- New services cannot be launched.

Business decision making

- Data ownership problem results in fuzzy data.
- Clean and segmented data is fundamental to good intelligence.

Gov. & JPA

Security

- Security by design

Costs

- To align investment with business needs.

Impact to IT goals

Scalability and integration

- Data and application design do not allow scale out.
- Point-to-point integration is a major hurdle to scalability & performance.

Analytics

- Hard dependencies and direct DB calls from various sources puts data quality in to question.
- Need to implement archival and purging to improve performance and data quality

WAY FORWARD

1

ALIGN WITH MEGA TREND

SOCIAL

CLOUD

MOBILITY

BIG DATA

2

FOCUS ON BUSINESS AND PEOPLE CENTRIC

3

PROVIDE DATA DRIVEN ANALYSIS

4

PROVIDE PREDICTIVE MODELLING – WHAT IF ANALYSIS

5

FOCUS ON BUSINESS OUTCOMES AND FUTURE TECHNOLOGY

6

PROVIDE PRODUCTIVITY, BETTER GOVERNANCE & SATISFACTION

Vision & Capabilities

PS HR Management

Near real-time insights,
better decision making,
mobility

PS HR team productivity

Achieve faster, better
results

Agencies

Faster service, more
control & insights

Competency Officers

Self-service: anytime,
anywhere

JPA IT

Innovative, focused on
business, cost efficient.

Business objectives

Help make better
decisions

Improve employee
satisfaction

Improve employee
productivity

Capabilities Map

Colla-
boration

Social

Content
Mgmt

Ent. Doc.
Mgmt

Enterprise
Search

Analytics

Mobility

Security & Identity

Master Data Mgt

Messaging

Integration

Platform

Virtualization

Centralized Management

People centric IT, focused on business outcomes & megatrends

HR challenges & success factors

Service Record

**Implementation
Approach**

**Change
Management**

Business Management Support

THANK YOU