

# Future Direction and Conclusions

*This chapter briefly discusses the future areas of implementation of ERP and integration of Human Management System of ERP. At the end conclusion has been given.*

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## **6.1 Future Direction**

The future area of implementation of ERP is focused towards integrating the capabilities of a Geographic Information System (GIS) into the EAM solution, which means the ability to manage the asset inventory more efficiently. The GIS enables map-based views of the asset and work information that is managed using an EAM system. Because there is a database relationship between the spatial data in the GIS and details of the assets and the work performed on those assets in the EAM, extended graphical display and data analysis functionality becomes possible. In an integrated solution, the graphical perspective can be presented along with a detailed work history of the selected set of assets. Asset-related information can be spatially analyzed to help identify trends or to determine impacts of proposed operations. Analysis results and trends can be displayed on a map to further assist in the decision making process.

From a business perspective, organizations such as those in the utilities and public works sectors are being challenged to do more with less. For example, in the electric utility market, de-regulation is forcing companies to ensure that assets are being operated in the most efficient manner to keep rates down. With recent and emerging technology advances such as the componentization and standardization of software, enterprise-wide systems are feasible and even required in order to manage the volume of information associated with infrastructure assets.

## **6.2 Integration of HMS in HRIS**

Enterprise applications designed to meet different business needs usually have different data structures. Integration is the systematic tying together of separate enterprise applications. Integration in this sense is also known as Enterprise Application Integration, or EAI. Through the process of EAI, enterprise applications share data and even business processes. The goal of EAI is to have the enterprise applications tightly tied together so that they appear as a unified application.

The flow of information between two integrated applications may either be unidirectional or bi-directional. The exchange of information between two integrated applications can occur in real-time, or can be carried out in batches, either set to run on a schedule, or when certain triggering conditions are met. A real-time, bi-directional interface is a hugely complex matter, because of the business rules in each application that must be taken into account. However, the value of a bi-directional interface can be extremely significant, and it remains the Holy Grail of enterprise application integration.

Considerable work is required for two enterprise applications to integrate successfully. The software and data have to mesh without any slippage or miscommunication. Software developers and consultants have a number of tools at their disposal to make the integration go smoothly. An Application Programming Interface (API) is a description of the specific methods and protocols by which one application can make a request of or send a transmission to another. The term “middleware” is used to describe any software that serves as an intermediary between two separate enterprise applications. Software such as Web Methods automates certain integration tasks, such as data mapping, testing and validation. XML (eXtensible Markup Language) is a flexible way to define information formats, so that two information systems can share the data in a common, consistent way. Key software vendors have been working on a standard data structure for use in HRIS and HMS integration, known as HR-XML.

The goal of an HMS is a successful hire, which implies a new entry into the HRIS employee database for payroll and employee tracking purposes. Instead of duplicate data-entry by an HRIS analyst, the Hiring Management System can automatically populate the new employee record with the key pieces of information, provided that the HMS gathered that information, in the proper format, in the first place. Through HMS to HRIS integration, registration and orientation of the new hire can proceed much more quickly.

Integration is critical to the success of an implementation of a HMS in a Global 2000 company, without which the promise of cost savings and a true end-to-end solution goes wanting. Accordingly, considerable effort goes into making HRIS integration cost-effective and reliable. The keys to success in the future will be

universally agreed-upon standards such as HR-XML, and integration tools such as Web Methods, to increase the speed and reliability of integration.

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### **6.3 Conclusion**

There are many vendors, world wide, who are supplying ERP product and services. Among them, SAP R/3, Baan, Avalon, Marshal, MFGPRO, ORACLE, People Soft, QUAD, Scala, JD Edwards, SSA, Binary Semantics, ESS, IFS etc. are major software houses who are offering ERP solutions. Some of the ERP products are currently being marketed in India. Many Indian companies are planning to purchase the ERP, but the question is which one to adopt. It has been reported that more than 100 ERP packages have already been sold and installed in India till today. Most of the fortune 500 companies in the US have already installed ERP packages. Presently, the ERP solutions are available on different operation systems and different platforms.