

Selima Software realises its VISION for HR process modelling with IBM UniVerse

Overview

■ The Challenge

With large numbers of staff to manage, public sector organisations increasingly need human resources systems to provide more than just payroll – but many HR and ERP solutions can be complex and risky to implement, requiring major organisational change.

■ The Solution

VISION from Selima Software (www.selima.co.uk) is an integrated solution capable of modelling HR processes and adapting to fit specific needs. VISION runs on the IBM UniVerse database platform, combining high reliability with minimal maintenance requirements.

■ The Benefits

VISION's versatile business process modelling functions – combined with deep-embedded support from Selima – make it easier for public sector organisations to convert paper-based systems into electronic workflows. The UniVerse-based solution helps to deliver excellent performance without constant optimisation, reducing workload for in-house IT teams.



Selima Software, based in Sheffield, UK, is a specialist in IT solutions for public sector human resources departments. Starting out as a payroll software vendor, the company has adapted to the shifting needs of its customers, and now offers a suite of applications designed to model complex HR processes and align IT with an organisation's specific operational needs.

This suite of applications, known as VISION, has proved especially popular among local authorities, which often have large numbers of staff and highly complex organisational structures.

"Moving to a new integrated human resources solution or centralised ERP

system can be a risky move for local authorities, because the implementation tends to be complex and the software is often difficult to use," explains Mark Kinnell, Managing Director at Selima Software. "Such projects can meet resistance from users, who are reluctant to make drastic changes to their ways of working. By contrast, VISION provides a powerful business process modelling environment which helps local authorities implement simple workflows that users can get to grips with easily – and Selima allocates dedicated consultants to each implementation to ensure that the transition is managed smoothly."

VISION provides simple setup wizards to help organisations build new processes without the need for expensive development work or technical expertise. A wide range of best-practice processes is also available out-of-the-box, which can help to accelerate deployment.



Mark Kinnell adds: "The flexibility of the solution means that the possibilities are almost limitless. For example, VISION can be easily integrated with solutions such as PremierEnvoy, which manages employee expenses. One local authority was able to save more than seven per cent on an annual mileage expenses budget of £4 million by using postcode analysis to measure the distance between employees' start points and destinations."

Reducing administrative workload

Another advantage of VISION is its technical simplicity – reducing administrative workload for busy internal IT teams.

"Most HR and ERP systems rely on a relational database platform such as Oracle or Microsoft SQL Server – platforms that need optimisation and management in order to deliver good performance," explains Mark Kinnell. "This usually means that they need to hire a database administrator – an additional expense.

"VISION is built on the IBM UniVerse – a multidimensional database platform. Compared to a traditional relational database, UniVerse needs fewer tables, which makes it less complex to manage. In fact, UniVerse can provide excellent performance on relatively inexpensive hardware, without the need for extensive optimisation. Our customers can more or less leave the database to run itself, enabling them to focus on higher-value tasks."

Selima Software works closely with APT Solutions (www.aptsolutions.net), the UK's master distributor of IBM UniVerse and UniData technologies, to ensure that its VISION applications derive maximal performance from the UniVerse database.

"The APT Solutions team cannot be praised highly enough," comments

"The VISION and UniVerse solution is easy to implement, can be deployed on relatively low-end hardware, and does not require too much attention on a day-to-day basis – so it helps to keep IT operational costs low."

Mark Kinnell
Managing Director
Selima Software

Mark Kinnell. "Their knowledge of the UniVerse technologies is second to none, and they frequently help us come up with new ways to enhance the performance of our platform."

Flexible business process modelling

The VISION application suite is designed to offer a potent combination of highly efficient, easy-to-manage technological infrastructure with highly flexible, fully functional business process modelling capabilities.

"Local authorities across the UK are already benefitting from VISION and IBM UniVerse," concludes Mark Kinnell. "The solution is easy to implement, can be deployed on relatively low-end hardware, and does not require too much attention on a day-to-day basis – so it helps to keep IT operational costs low.

"At the same time, VISION drives efficiencies in HR processes, eliminating old-fashioned paper-based processes and enshrining best practice policies within the overall organisational framework. In the current financial climate, public sector organisations need more than ever to deliver the best possible value for public money. VISION can make a significant contribution to meeting that need."



IBM United Kingdom Limited

PO Box 41
North Harbour
Portsmouth
Hampshire
PO6 3AU

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