

## Challenges and Advantages of Cloud Computing in HR Field

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### Abstract

Cloud Computing is an Internet based on-line computing environment, where the resources are shared and powerfully adaptable for different uses. It manages hosted services over the Web .Cloud Computing guarantees numerous advantages; be that as it may, there are additionally various issues and difficulties for associations embracing the Cloud technology.

The cloud applications are widely utilized in HR. The point is to give some helpful information to enterprises fixing to transmigrate to the cloud to achievement this latest computing worldview. The Advantages Cloud Computing is an activity proposed and taken up by huge associations, for example, IBM, Dell, Oracle, Google, Amazon and Sun.

**Keywords:** cloud computing, privacy, human resource, availability, security, IaaS, PaaS, SaaS etc.

### I. INTRODUCTION

Cloud Computing is a powerful term for supplying various kinds of hosted services over the Web. Cloud Computing offers various advantages for the associations, be that as it may, here are likewise numerous issues, similarly as with any new technology. One of the primary issues relate with the security and classification of client data.

As organizations keep on quickening selection of cloud advances, they center on driving new abilities, improving IT access over the organization and decreasing the expenses of business transactions.

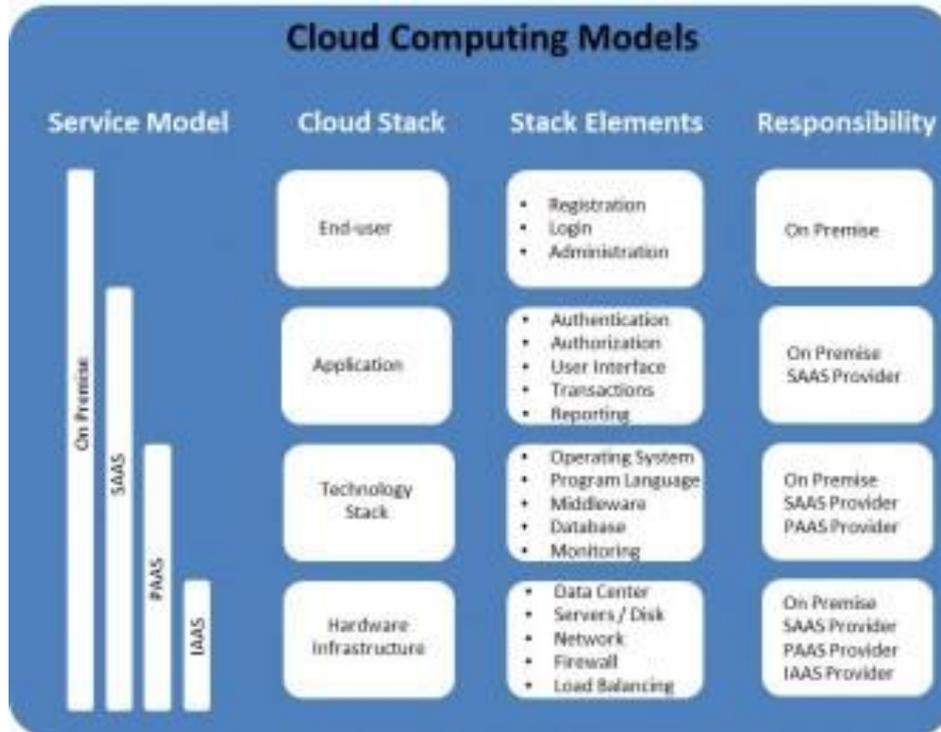
We assist associations with streamlining activities utilizing Cloud Technology to improve money related performance, enhance HR authoritative systems, improve client closeness, automate tasks and improve analytics.

There are three type of cloud service

With IaaS approach, possibly numerous clients utilize existing resources. The resources can without much of a stretch be scaled up when request increments, and are commonly charged for on a for per- pay-use premise.

In the PaaS approach, the contribution additionally incorporates a software execution environment, for example, an application server.

In the SaaS approach, whole applications are facilitated on the Web.



**Fig 1: cloud computing Model**

## II. VARIOUS CHALLENGES OF CLOUD COMPUTING IN HR FIELD

There are many challenges of cloud computing in HR field. These are:

### 1. Opportunity and understanding of the cloud technology –

The cloud technology is moderately new in the market. Henceforth before adoption, the organization should accumulate enough information about the technology to know first whether the technology can work for their type of business that will be beneficial.

The employees will likewise must be prepared to comprehend various parts of working of this new technology and measures to be taken if there should be an occurrence of any incident or issue. So as to get this information, the firm should invest important energy and resources in research and dynamic, which can negatively affect the working of the firm.

In addition, numerous employees may have a negative mentality towards a sudden change in the manner the whole firm functions. This may bring about poor confidence, decreased efficiency and clashes between the businesses and the employees.

## **2. Privacy and safety issues –**

Most organizations based on an open cloud as opposed to a private one since it is more financially savvy. Notwithstanding, information put away on these open spaces are effectively available to malicious hacker from over the globe.

There is a high danger of robbery and abuse of taken data. Indeed, even in private cloud solutions, the organization needs to set up explicit systems for imperceptibility of data to outsider in order to guarantee security.

## **3. Dependency on other–**

When an organization manages a cloud service vendor, they share a lot of important information with that outsider and rely continually upon them for dealing with their data. This prompts an elevated level of reliance on outsider which can leave in association under risk of misuse.

## **4. Absence of availability –**

The cloud can be access through any cell phone, tablet or PC in anyplace Without internet, the cloud can't be access to and in this manner turns out to be practically futile. For instance, in numerous country towns in India, a greater part of the populace doesn't claim cell phones. Regardless of whether they do claim a cell phone, they need network to the Web.

## **5. Expenses –**

In spite of the fact that establishment of the cloud technology saves the firm tremendous investment costs, the expense of training all the employees in the firm to utilize the technology, concentrating the IT services, improving capability in vendor management and cloud activities, and presenting IT administration structures in the association just as making up for the absence of profitability and possible losses that the firm may look in the short run while establishment.

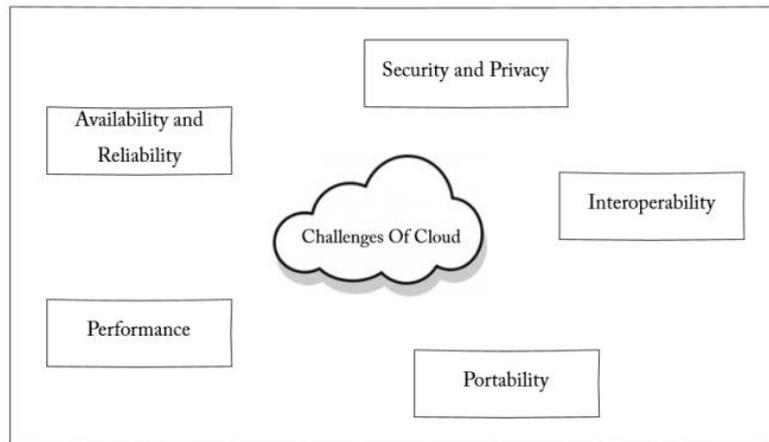


Fig 2: challenges of cloud computing in HR

### III. ADVANTAGES OF CLOUD COMPUTING IN HR FIELD

#### Quickness

With organizations consistently extending, quicker establishment and continuous updates might be required. Cloud HRMS implies lesser establishment bothers and the continuous system updates will be much simpler. functions like employee self-service, BYOD and so forth, can utilize dedicated portal in Cloud HRMS which can be dependent on the requirements of the business. With a great deal of SaaS provider concentrating on Cloud solutions, Cloud HRMS has become more easy to understand what's more, instinctive to utilize, reduncing time and exertion spent on training the workforce to utilize these applications.

#### Reduced expense

The pay as you go ' model is one of Cloud HRMS most respected advantages. Organizations need not stress over software licence expenses, also equipment investment which would be required for an on-premise HRMS setup. With Cloud HRMS the business can pick to pay dependent on factors like time of use, number of clients or the storage required. This makes Cloud HRMS exceptionally moderate and compelling. Also, to the extent business accounts are concerned, Cloud memberships will in general be characterized under operational use which can make an immense budgetary distinction and free up capital for other critical business activities. Alongside the benefits of this model on cost, scalability is another huge advantage.

#### Customizable

A typical misinterpretation is that Cloud HRMS has a lot of modules that should be utilized with no guarantees. While that choice is available for organizations that

may require simple to use solutions, the truth is that Cloud HRMS is profoundly adjustable. Like on-premise HRMS, Cloud HRMS too offers an extent of solutions directly from center HR, Workforce Management and Ability Management to Learning Management and Pay Management.

#### IV. CONCLUSION

The advantages of Cloud are simple to access and entry and simple usage. It will give user devices and Location independence and utilize the data is genuine helpful for the association. HRMS on the Cloud probably saves a business a lot of resources and cash which is the reason is it quickly picking up fame among organizations of all sizes.

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