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**CedarCrestone and Jeitosa Group Research Study
Finds that HR Technology Adoption Supports Global Savings and Growth**

ALPHARETTA, GEORGIA, July 30, 2009 – CedarCrestone, a consulting, hosting, and managed services organization, collaborating with Jeitosa Group International, a global human resources and systems consultancy, published their findings today from a joint study on how different types of global organizations leverage HR technology to support their business goals. To access a copy of the white paper, please visit www.CedarCrestone.com/research.

Based on the most recent CedarCrestone HR Systems Survey, as well as consulting work with all types of global organizations, CedarCrestone and Jeitosa wanted to test their assumptions that different organization models leverage technology differently and hence achieve different value. Using the global organizational design framework of Bartlett and Ghoshal and analyzing 187 global organizations, their hypotheses were confirmed: highly centralized organizations achieve efficiency and cost savings; highly collaborative and innovative organizations cultivate a learning and sharing environment across their diverse and disparate global operations. Most importantly, the adoption of certain key applications link to positive financial growth.

Lexy Martin, Director of Research and Analytics at CedarCrestone, points out that, “the Global model type—through adopting common processes, moving to shared services, and adopting self service and a help desk application—is able to serve 20% more employees than other models. Further, Globals more frequently adopt competency management, the one application consistently linked to the highest sales growth for adopting organizations. Internationals are strong adopters of a set of ‘develop’ applications and their overall financial performance outpaces other model types without these applications. Transnationals with a greater than average number of five key business intelligence applications in use also have positive overall financial performance. Enabling metrics-based management is helping them.”

Evaluating the impact of HR technology for the four different organizational models, the study concludes that “Multinationals support local operations, Internationals develop talent, Globals save money, and Transnationals make money.”

About CedarCrestone

CedarCrestone provides consulting, hosting, and managed services for the deployment, management, and optimization of Human Capital Management (HCM), Financial Management (FMS), Campus Solutions (CS), along with Technology Integration and Strategy & Analytics services.

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