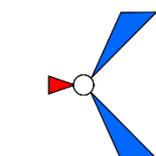


1820 AA

bncdoc.id	H7B
bncdoc.year	1982
bncdoc.title	Computers in personnel.
bncdoc.info	Computers in personnel. Sample containing about 36301 words from a book (domain: commerce)
Text availability	Ownership has not been claimed
Publication date	1975-1984
Text type	Written books and periodicals
David Lee's classification	W_commerce

<1820/c>	<p>with a much more complex project and probable future inflexibilities of the packaged software. An approach which can combine the relative simplicity of the micro with the required data base, network and security of a shared system is to start with a bureau solution. This way the computer complexities will be removed, and personnel people will be able to concentrate upon the management issues of implementation, such as staff consultations, training, and requirements definition. Security also tends to be better with this approach as the bureau runs as a service utility, where security and reliability are built into the system as a matter of course. Once the system is fully operational, then one may consider moving to an in-house installation if the economies are worthwhile. A final issue is the personnel/finance relationship in the enterprise. Traditionally, payroll is owned by finance. However, pay and benefit policies come under personnel. What is clear is that the most successful computerised personnel systems link payroll and personnel together. What is more, if proper pay/salary planning is to be carried out, the pay model and the summary information must be jointly sponsored and probably jointly owned by personnel and finance. This way, the interminable arguments about whose numbers are correct can be replaced by sensible and informed discussions about the real issues. Conclusion In summary, I have reviewed the shortcomings inherent in the traditional approach to computing in enterprises. I have discussed the potential advantages to be gained from the personal computing approach, and some of the component parts of the computerised personnel systems, which many organisations are currently implementing. I believe too many people spend too much time discussing solutions, and too little on requirements. To this extent you will all require a shared information capability. Once you have decided upon the particular requirements of your organisation, then you can consider the size of computer you need. A bureau approach may be a sensible option, at least initially. People are your organisation's greatest asset and probably greatest cost. The benefits of a successful computerised personnel information system are potentially very great. Some companies are claiming savings in the range one to five per cent of their total payroll bill, depending upon the mix of staff types. Typical costs for such systems range from £5 to £30 per employee per annum depending upon whether payroll is included. Can you really afford not to do it? 3.2 - The Birth of Microcomputers by David King Sales Development Manager Apple Computer (UK) Limited Developments in the semi-conductor industry in the early seventies led to the production of microprocessor chips which were fast, reliable and cheap enough to be mass produced. The mini and mainframe computer manufacturers were slow to realise</p> <p>the enormous potential of single board microcomputers</p> <p>based on these microprocessors and it was left to the electronics hobbyists and entrepreneurs, who responded by giving birth to the microcomputer industry. In many ways the development of Apple Computer symbolises the development of the industry as a whole and it is with specific reference to Apple Computer Inc that David King attempts in this paper to put the micro into its true context. It is</p>
----------	--



Key:

[Footprint](#)

[ConEn1](#)

[Footprint](#)

[ConEn2](#)

[Footprint](#)

[ConEn3](#)

	<p>expected that his Conference presentation will make use of videoprojection to demonstrate some practical applications. The prototype Apple personal computer was developed by two enthusiasts for their own computer club in a garage in a town just north of San Francisco in California in 1975, and was sold originally in kit form. During 1976 some 200 were sold in this way and pressure was being brought to bear on the company founders to manufacture the completed product. This was achieved using venture capital and so successful was the product that by 1978/79 some 135,000 machines had been sold. As the wealth of software grew so did sales of the computer, and distributors were established in countries throughout the world. By the end of 1981 over 350,000 Apple IIs had been purchased; the company had experienced over 100 per cent growth annually and continues to enjoy a similar growth pattern. Currently there are over 425,000 Apples in use throughout the world, some 35,000 of these in the United Kingdom. The Impact The capabilities of the desk-top micro are similar to the larger mini and mainframe computers. The differences lie essentially in the speed of information processing, which is much slower, the capacity to store enormous amounts of data, which is reduced, and the cost of ownership, which bears no relationship whatsoever to the cost of owning a larger mini or mainframe computer. This cost factor alone has brought the power of a computer for storing, retrieving and processing information quickly and very efficiently to the wealth of small businesses and professions who previously could not even have considered computerisation. Writers of computer applications software were quick to realise the mass market potential of business software and in the UK especially a wealth of talent exists for producing low-cost packaged software for an ever-increasing range of applications. The Major User Areas Business accounting is a most popular area and many small to medium sized companies use Apples for stock control, payroll, invoicing, ledgers, credit control, etc. as well as for stand-alone work processing. Personal computers for management use is a major area of Apple usage, where planning, analysing, managing and assistance with decision evaluation have made the micro a versatile and powerful tool for managers of all descriptions, saving time and money and helping them to be far more effective in their jobs. Applications software for financial modelling/planning, project</p>
--	---