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7 Signs It's Time to Say Goodbye to Legacy Software

Summary

Deciding to replace your legacy software system can be a difficult choice with a lot at stake. This paper examines:

• Why some legacy systems need to be replaced

• 7 signs it might be time to replace a legacy system

• 5 things to consider when choosing a new solution

Who should read this?

HR professionals who are:

• Regularly using a legacy systems

• Considering whether or not to retire a legacy system

• Seeking a new software solution to replace a retired legacy system

Legacy Systems—When Is It Time to Move On?

A legacy software system can feel like a safe bet. You know what to expect. It's always worked. Users are comfortable with it. Why rock the boat by replacing it with another system?

Legacy systems work great—until they don't. And with a plethora of new software options available, there's no reason to make do with a system that's awkward, slow or no longer meets your needs.

In fact, Josh Bersin, HR tech expert, points out that one of the biggest emerging trends in HR software is the replacement of legacy systems with solid, well-designed systems from startups.[1]

With productivity and data at stake, when is the right time to consider replacing your legacy software?

7 Signs It's Time to Replace a Legacy System

When is the right time to consider a new software solution? When cons start outweighing the pros, affecting productivity, decision-making ability, and even data quality.

Here are seven common signs it might be time to replace your legacy software system:

It requires significant investment, infrastructure and internal support.

When most organizations are looking for cost efficiencies, software that requires expensive hardware and infrastructure makes less and less sense. And if hosting and maintaining your legacy system falls on the shoulders of your IT department, it may be time to reconsider.

Updates aren't automatic.

An email goes out from the IT department. Your system will be going down for updates and may be inaccessible for several hours. And that assumes the update goes smoothly without an emergency call to the vendor.

Security isn't up to snuff.

The Cyberthreat Defense Report estimates that over 70 percent of businesses have been successfully compromised by a cyberattack in the past 12 months.[2] Don't make yourself a target. Systems that store and manage confidential data need appropriate encryption and protection to keep hackers and security threats at bay.

User licensing is a thing of the past.

Expensive proprietary software is quickly becoming a relic of the past. One-time fees are costly and can tie you down when flexibility and scalability are increasingly important. Contracts can be a better option, but what happens if your user count drops during your contract term? You're stuck paying hefty fees unnecessarily.

It doesn't offer mobile delivery.

We use mobile devices for the web over 40 percent of the time,[3] making mobile system access (such as mobile apps) nearly obligatory. Without it, system use and productivity can drop, data accuracy can suffer, and your software falls short of its projected ROI.

It can't help you improve your business.

A major trend in HR technology is a shift from "systems of record" (software as a data warehouse) to "system of engagement" (software that generates actionable insights to improve your business).[4] In legacy systems, this often takes the form of subpar reporting, which limits users' ability to make strategic, data-driven business decisions.

It doesn't "play well" with other systems.

System integration is quickly shifting from a "nice-to-have" feature to a business critical function. If a legacy system can't integrate with other related systems or databases, this can force twitchy workarounds or even manual data compilation, crippling flexible decision-making and productivity.

Choosing a New Solution: 5 Things to Consider

If it's time to consider retiring your legacy system, what can you look for in your new software solution to maximize efficiency, productivity and ROI?

Cloud-based

SaaS (software-as-a-service) means software is hosted in the cloud and usually accessed through a web browser or mobile app. This usually eliminates the need for hardware investments or internal IT maintenance since vendors can update software automatically (including critical security patches) with almost no system downtime.

Subscription-based payment

Subscriptions give you ability to scale up or down on the number of users as needed. Subscription fees reflect your current usage and your software setup (such as add-ons and plug-ins that customize the system for your organization), giving you ultimate flexibility.

Mobile delivery

Mobile access has become almost obligatory for organizations looking to maximize productivity. This is especially important for a growing mobile workforce that needs the flexibility to access systems anytime, anywhere.

Accurate, actionable data

Solid reporting functionality ensures the system can help pinpoint trends and report data that assists in identifying business opportunities. Systems that are straightforward and easy-to-use encourage accurate data capture, generating reports that are insightful and actionable.

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Seamless integration with related systems

Powerful business insights can arise from data sourced from related systems. System integration makes accessing, compiling and sharing related data faster, easier and more manageable.

Conclusion

Legacy systems don't have an expiration date as long as they meet your needs. But when the cons of the system outweigh the pros, it might be time to consider retiring your legacy system and replacing it with a new solution. The right system will reveal important business trends and insights and inform and influence smarter decision-making.

About Attendance on Demand, Inc.

Attendance on Demand supports the labor management needs of thousands of companies and over three-quarters of a million employees across North America. Launched in 2006, Attendance on Demand is a rapidly deployed, cloud-based solution that minimizes a company's risk and technology investment while providing advanced features for securely managing labor data—calculating pay rules, scheduling employees, budgeting labor, automating recordkeeping for labor law compliance and managing employee status and reporting for the Affordable Care Act. With standard uptime over the industry average of 99.995% and above average customer retention rates, Attendance on Demand removes the worry of maintaining expensive infrastructure. An extensive North American distribution network helps organizations use Attendance on Demand to reduce labor expenses and improve decision making.

References

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2 Shephard, David. "84 Fascinating and Scary IT Security Statistics." NetIQ.com. 16 Mar 2015. Web. Accessed 27 Apr 2016. https://www.netiq.com/communities/cool-solutions/netiq-views/84-fascinating-it-security-statistics/

3 Bersin, Josh. "Viewpoint: The State of HR Technology Today."

4 *Ibid*

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