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At this point in the design process, it is very important that you stop and consider whether or not the system will work for you. Although the system may be feasible to implement for several reasons. Therefore, it is important to conduct a thorough feasibility assessment of the project. A feasibility assessment includes dimensions, such as technical, operational, human factors, legal, political, and economic.

Technical Feasibility

Technical feasibility focuses on the current technological capabilities of the organization and the technological capabilities required for the implementation. HR staff must work closely with systems analysts and technical staff to determine whether or not the current technology can be upgraded to meet the needs needed to implement the proposed system changes.

TABLE 5.3 ■ Sample Vendors

Vendor Name	Website	Twitter	Focus
Infor	www.infor.com	@Infor	ERP
Oracle	www.oracle.com	@OracleHCM	ERP
SAP	www.sap.com	@SAPHCM	ERP
ADP	www.adp.com	@ADP	Core HRIS
Ceridian	www.ceridian.com	@ceridian_US	Core HRIS
SuccessFactors [SAP]	www.SuccessFactors.com	@successfactors	Core HRIS
Workday	www.workday.com	@Workday	Core HRIS
Ultimate Software	www.ultimatesoftware.com	@UltimateHCM	Core HRIS
OrangeHRM	www.orangeHRM.com	@orangeHRM	Open Source CORE HRIS
Benefitfocus	www.benefitfocus.com	@Benefitfocus	Benefits Management
Mycoportal	www.mycportal.com	@Mycportal	Small Business

Typical questions an organization might ask as part of a technical feasibility assessment are as follows:

1. Do the hardware and software exist to implement this system? Are they practical to obtain?
2. Do we add on or patch the current software or start from scratch?
3. Does our organization have the ability to construct this system?
4. Can we integrate the new system with our current systems?

Operational Feasibility

Operational feasibility focuses on how well the proposed system fits in with the current and future organizational environment. For example, a system that the organization operates that it may not have a strong chance of being successfully implemented. For example, a series of research studies in information systems research have shown that the more likely the employee will be to use the system (Agarwal, 2000). Therefore, when a new system is highly incompatible with the project to reduce these incompatibilities.

In addition, operational feasibility assesses the extent to which the project fits within the overall strategic plans of the HR and IT departments as well as an assessment of operational feasibility include the likelihood of meeting the proposed implementation schedule and delivery date. The HR staff and IT staff must ensure that resources are sufficient to meet the schedule, and that the schedule takes into account key organization dates (e.g., annual budgeting).

A second area of operational feasibility focuses on human factors. An assessment of the human factors feasibility focuses on how the employee uses the system. The usability of the system reflects the effectiveness and efficiency of the system to the user.