



# Human Resocia Stabilizes Systems with Azure VMware Solution

Comprehensive human resources services company, Human Resocia provides services including human resources dispatches, career change support and subcontracting from 27 locations across Japan.

## Industry

Human Resources

## Strategic priorities

- Cloud Infrastructure

## Partner

UNIADEX is a complete ICT infrastructure service provider, supporting its customers' cloud services, data center operations and network compatibility.

## VMware footprint

- VMware® vSphere®
- VMware HCX®
- VMware NSX®
- Azure VMware Solution

Human Resocia Co., Ltd. provides comprehensive human resources services, including dispatches, career change support and human resource introduction. The company's mission-critical systems were initially based on-premises, supported by VMware vSphere, but with eyes on the cloud, Human Resocia is migrating its workloads for stability and operations for the next five years and beyond. To meet this goal, Human Resocia partnered with UNIADEX, Ltd., and migrated to Azure VMware Solution via VMware HCX in just one month.

## Focusing on growth in a new IT environment

Human Resocia has provided human resources services for over 30 years since its establishment. With a particularly strong reputation for human resource dispatches, the company meets a wide range of needs, from general positions to specialists with a high level of expertise. As more companies seek advanced IT utilization to achieve digital transformation (DX), Human Resocia is expanding its business by offering Global IT Talent (GIT) services, which dispatches highly skilled IT engineers from around the world who specialize in AI, big data analysis, image analysis and IoT.

The IT side of the business has been the driving force behind the growth of Human Resocia. The department has been supported by a mission-critical system built on a VMware vSphere environment that was deployed on-premises in 2017 in a data center located in Japan.

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“If we replaced the on-premises system, costs would increase 1.3 to 1.5 times, including maintenance. Global semiconductor shortage and procurement delays led us to migrate to the cloud, reducing operational costs and ensuring a stable service delivery for the next five years.”

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Mr. Tadashi Itakura, DX Promotion Office Manager, Business Strategy Promotion Division  
Human Resocia Co., Ltd.

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However, over the years since the start of operations, various challenges have become apparent in the IT infrastructure. Tadashi Itakura, DX promotion office manager, Business Strategy Promotion Division, Human Resocia Co., Ltd., explains, “Around 2019, disk capacity shortage was an issue, and since then, host resource shortages have become increasingly serious. We were unable to allocate the necessary CPU resources for newly released applications.

“In addition, due to the complexity of the maintenance system within the data center, it tended to take a long time to resolve problems when they occurred, sometimes taking up to two weeks to fully recover. Another problem was the lack of staff with a deep understanding of vSphere at the hardware level. When making changes in the on-premises environment, we had to rely on external vendors because we didn’t have hardware design know-how.”



Mr. Tadashi Itakura  
DX Promotion Office Manager  
Business Strategy Promotion Division  
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### The path to a cloud native environment

In addition to the challenges, the on-premises vSphere environment was scheduled for renewal at the end of its service life in 2022. To address these issues, Human Resocia made the decision to migrate its mission-critical systems to the cloud.

“If we were to replace the system on-premises, it was clear that the cost would increase 1.3 to 1.5 times the current cost, including maintenance costs. In addition, due to the global semiconductor shortage and other issues, hardware procurement would take a significant amount of time, posing a bottleneck. Taking these factors into consideration, we decided to migrate to the cloud. We also wanted to reduce operational costs and create an environment that would ensure stable service delivery for the next five years,” says Mr. Itakura.

But only some cloud options were suitable for Human Resocia. The on-premises vSphere environment still contains legacy operating systems, and migrating to a cloud native, infrastructure-as-a-service (IaaS) model would require significant costs and time for operating system updates and application modifications.

With support from partner UNIADEX, Human Resocia enlisted Azure VMware Solution based on its compatibility with the existing on-premises environment. Mr. Itakura explains, “If we have a cloud that runs the same vSphere environment as our on-premises, we can migrate our legacy system assets as-is and prepare an environment that keeps them safe and secure.”

UNIADEX has also implemented Azure VMware Solution for its own cloud operations, therefore, the partner was able to provide Human Resocia with best practices from its own successful experiences. “We felt confident in our partner’s ability as system integrator to handle both building the cloud environment and leading our migration away from on-premises, says Mr. Itakura.

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Mr. Tadashi Itakura, DX Promotion Office Manager, Business Strategy Promotion Division, Human Resocia Co., Ltd.

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### Transforming an environment in only one month

The vSphere environment that Human Resocia had been operating on-premises had approximately 20 virtual machines running on two hosts. For the migration of this IT infrastructure, the company built a native vSphere environment with a three-node configuration on Azure VMware Solution.

Human Resocia and UNIADEX started the migration process in April of 2022. Leveraging three different migration methods—open virtualization format (OVF) based file transfer for each VM, backup/restoration using a backup tool from Veeam, and VMware HCX—the partner and company successfully completed all tasks within approximately one month, concluding by mid-June.



## Unlocking further cost benefits in the future

The migration of the entire vSphere environment to the cloud has significantly changed system operations at Human Resocia. “When operating the system on-premises, we inevitably relied on vendors. However, by combining the simple network of Azure VMware Solution with VMware NSX, we are now able to handle most infrastructure operation tasks in-house, such as conducting various tests,” says Mr. Itakura.

Additionally, minimizing replacement costs has been a significant benefit of utilizing the cloud. “With Azure VMware Solution, we’re at a comparable cost to the previous environment, but with three times the capacity. There is still ample capacity on the virtual server infrastructure. As we gradually migrate the systems currently operating on other clouds to this platform, we anticipate further cost benefits in the future,” Mr. Itakura says.

Human Resocia intends to maintain the Azure VMware Solution environment for at least the next five years. With the challenges of labor shortages and intensifying competition in the industry, the company aims to establish a competitive advantage by implementing various workloads required to drive DX initiatives on Azure VMware Solution and utilize strategically.

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“Considering that it generally takes about six months to migrate from on-premises to on-premises, this is truly an astonishing speed,” Mr. Itakura says. VMware HCX provides features such as virtual machine migration using replication and VMware vSphere vMotion, allowing for seamless migration while keeping the virtual machines running.

When combined with the features to extend the on-premises data center network to Azure VMware Solution, HCX enables the online migration of virtual machines.

“We had to spend time procuring the necessary network environment on the data center side to utilize Azure ExpressRoute, and the adoption of VMware HCX came toward the end of the migration. If we had been able to use it from the beginning, I believe we could have completed the work in an even shorter timeframe,” says Takeshi Nakaura, multi-platform department section 4, Cloud Business Management Division, UNIADDEX.

By achieving such a swift migration, Human Resocia was able to quickly move to the next step of providing a more stable mission-critical system from a cloud platform with abundant resources to internal end users.

“If we attempted to carry out the entire process on our own, it would not have been easy to understand the various references, and there could have been potential obstacles and setbacks along the way. In that sense, the contribution of UNIADDEX, who has extensive knowledge of Azure VMware Solution and application implementation on the cloud, was significant and played a crucial role in the success of this project,” said Mr. Itakura.