

NEW EDITION

Exclusive Guide from HRMSworld.com

HRMS Comparison

Your comprehensive, independent comparison of HRMS software

2016

actionHRM

PERFECTsoftware

nuVIEW
Systems, Inc.

tribehr

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infor

EPICOR.

workday

Ascentis.

HR
Knowledge

CheckPointHR
The Point of Difference in Human Resources

sage

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ORACLE

ORACLE

SilkRoad

jobscience
IT & ALL CONNECTED

SAP

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sumtotal

PowerWowHR

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ABresourceHR

PRODUCT OVERVIEW

Administrative Business Resources Software is a cloud-based HRMS product which provides a software system capable of managing HR and payroll tasks. The fully-integrated HR software is developed as a modular system which allows clients to chose a custom selection of modules including HR management, payroll, time and attendance, benefits administration, job posting and applicant tracking, and Workers' Comp management.

Employees have access to the HRMS system through their own login and home page. Through this, they are able to review their hours and attendance as well as viewing pay stubs when it comes to payday. Supervisors also have a dedicate login portal, through which they can access HR and payroll data on employees who are assigned to them. A dedicated login portal for employers is also provided allowing access to all aspects of the HR and payroll system.

KEY FEATURES

- Benefits Enrollment
- COBRA
- Compliance
- Employee Self Service
- FMLA
- Manager Self Service
- Payroll
- Time & Attendance
- Vacation & Sick Leave

QUICK SPEC



CLOUD



SMALL BUSINESS



MID-SIZED



CUSTOMIZABLE



ActionHRM

PRODUCT OVERVIEW

ActionHRM cloud HRMS software is targeted towards small and midsize companies. The HRMS software incorporates recruitment, talent management and human resources functionality. ActionHRM is pitched as an on-demand software system which can “increase employee productivity, improve compliance and reduce HR costs”.

The HRMS software system aims to improve compliance with the frequently changing federal and state regulations on human resources. Through the HRMS system, a company can meet these regulations and reduce fraud by controlling user permissions and data access rights, defining staff procedures, generating complete audit trails, safely and securely organizing employee documents, and allowing HR managers to manage employee requirements.

ActionHRM software aims to facilitate increased productivity through centralizing HR-related data, integrating aspects of HR with one another, and by enabling employee and manager self-service.






Due to the software as a service (SaaS) structure of the ActionHRM product, all software, hardware, upgrades, backups and data delivery are handled by ActionHRM.

Users of the ActionHRM software system include camera manufacturer Olympus, advertising agency BMF and insurance comparison site iSelect.

KEY FEATURES

- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Health & Safety
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Time & Attendance
- Training & Skills
- Workflow

QUICK SPEC

-  CLOUD
-  SMALL BUSINESS
-  MID-SIZED
-  CUSTOMIZABLE
-  MULTI-LANGUAGE



AdvantageHRMS

PRODUCT OVERVIEW

Advantage HRMS is a web-based, modular employee management system from Houston-based HRMS vendor Advantage SBS.

Modules available in Advantage HRMS include administration, employee information, paid time off, time & attendance, benefits information, recruiting & applicant module, reports module and an employee self-service module.

The paid time off module within Advantage HRMS is structured in a similar manner to many leave management systems, with custom fields for leave types, days off, and continuous leave.

Reporting functionality within Advantage HRMS can be easily customized through the definition of search criteria and report fields by the user. These custom reports can be saved as templates for future use.

Employee self-service access to the HRMS can be defined based around roles and access rules for increased security. This self-service access can also be monitored by managers, who will be notified of employee changes. Functionality available through the ESS portal include time off requests, remaining/used paid holiday, and personal information updates.

Pricing structure for Advantage HRMS follows a SaaS model. A monthly or annual subscription fee is paid depending on employee numbers. Unlike the pay-per-user model which many HRMS vendors have adopted, Advantage HRMS pricing is based around a tiered approach to employee numbers. As part of this pricing model, Advantage HRMS is free to companies in the first month.

KEY FEATURES

- Benefits Enrollment
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Recruitment
- Reporting
- Time & Attendance
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



SMALL BUSINESS



MID-SIZED



Ascentis HR

PRODUCT OVERVIEW

Ascentis, based in Washington state U.S., are providers of web-based HRMS software in the form of the company's Ascentis HR product. Ascentis launched the Ascentis HR system in 1994 for small and medium-sized businesses. In 2007 Ascentis HR was merged with the payroll system developed by EBS OnLine to form a fully-integrated HRMS system. Since this integration, Ascentis has expanded the HRMS functionality through the addition of add-on modules.

Ascentis release software updates for their products several times a year - these updates are informed by customer feedback, government regulations and planned improvements. Customers of Ascentis are notified of these releases immediately.

To complement the software products offered by Ascentis, the company provide software training in the form of HR workshops and software classes in HR and payroll. Ascentis also provide clients with live web support allowing remote troubleshooting of software problems.

Users of the Ascentis HR system include management & technology services company, Calibre, and lifestyle brand, Francis Ford Coppola Presents.

KEY FEATURES

- Applicant Tracking
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- Payroll
- Time & Attendance
- Workflow

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MOBILE



CUSTOMIZABLE

Ascentis.

Auxillium HRnet Source

PRODUCT OVERVIEW

HRnetSource is an HRMS product offered by California-based software provider Auxillium West. HRnetSource is modular HRMS solution made up of the HRSource core database, SelfSource self-service module, the Online Employment Application module and the Online Project Time Tracking module. HRnetSource HRMS is targeted at small to mid-sized businesses with less than 2,000 employees.

HRnetSource is offered with an installed delivery method only, but can be financed through a monthly subscription service similar to a SaaS model of delivery. The HRMS is also fully-scalable - businesses can choose a sub-section of the modules available or implement all of them at once.

Alongside HR functionality such as attendance and performance management, HRnetSource can be integrated with 3rd party applications including many payroll providers such as ADP, Paychex and Quickbooks.


The optional SelfSource module creates a self-service portal for employees and managers. This allows employees and managers to communicate on processes such as leave tracking, benefits and performance without the involvement of a dedicated HR team. Additional modules provide online applicant tracking (Online Employment Application module) and online timesheet tracking (Online Project Time Tracking module).

Clients of Auxillium West who have implemented HRnetSource HRMS include networking solutions provider Terawave Communications.

KEY FEATURES

- Benefits Enrollment
- COBRA
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- Performance Management
- Training & Skills

QUICK SPEC

-  **INSTALLED**
-  **SMALL BUSINESS**
-  **MID-SIZED**
-  **CUSTOMIZABLE**
-  **MULTI-CURRENCY**

Auxillium West
HUMAN RESOURCES SOFTWARE

BambooHR

PRODUCT OVERVIEW

BambooHR is an HRMS solution for tracking and managing employee data. The cloud-based software is used by many companies in the software & tech, non-profit, professional services and health & medical industries. BambooHR also offers customization services to tailor the software to your businesses needs. Technical support and upgrades for BambooHR are included in the monthly software subscription price.

Employee self-service is available through web and mobile access. Mobile access portals include free, native iPhone and Android apps which allow employees to network through employee profiles, request leave and view schedules. Managers can also use this self-service access to approve employee requests and manage schedules.

Reporting functionality includes a “drag and drop” report builder, a library of pre-built report templates and data filtering. These reports can be exported into common formats including excel, PDF and CSV. Reporting is informed by real-time hr metrics and analytics provided by the HRMS.

BambooHR can be integrated with a number of 3rd-party payroll and benefits applications for an extended HRMS solution.

BambooHR is provided with multi-language including French Canadian, German, Spanish, Brazilian Portuguese and Dutch. These language options can be adjusted on a user-by-user basis.

Clients who are using BambooHR to manage employee data include social media analytics application Klout, photo-sharing social network Pinterest, and humanitarian organization Roots of Peace.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Employee Self Service
- Manager Self Service
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC

-  CLOUD
-  SMALL BUSINESS
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-  ENTERPRISE
-  MOBILE
-  CUSTOMIZABLE
-  MULTI-LANGUAGE



Ceridian Dayforce HCM

PRODUCT OVERVIEW

U.S.-based software provider Ceridian offers HRMS software in the form of its SaaS Dayforce HCM system. Dayforce HCM integrates aspects of payroll and human resources including workforce management, benefits, tax, payroll and talent management. The HRMS software is also built to integrate with mobile and clocking devices.

The Dayforce HCM system offers employee self-service access to work related information and transactions through a user dashboard. This employee self service system is targeted at reducing administrative tasks for employee managers. Managers also have self-service access to the HCM system through a customizable dashboard. Through this, they have access to real-time reports and analytics on employee and company data. Executives can access the full HCM allowing them to monitor all modules, ROI and compliance.

Dayforce HCM vacation functionality includes public and company holiday scheduling and a shift trade wizard which allows employees to advertise shift trades to similarly skilled employees.

As part of the Dayforce HCM scheduling tools available, dynamic coverage graphs demonstrate how well your current shift scheduling cover your business/consumer need. These shift schedules can be imported from previous weeks and other departments. Payrolls are integrated into changes in schedules in real time, to allow managers to see direct financial implications of shift changes.

Ceridian offers Dayforce HCM to all industries and also boasts industry specific solutions for hospitality, manufacturing, professional and financial services, and retail.

Users of Ceridian Dayforce HCM include retail company L.L.Bean, apparel and accessories retailer Aeropostale, and U.S coal producer Arch Coal, Inc.

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QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MOBILE



MULTI-LANGUAGE



MULTI-CURRENCY



CheckPoint CORE

PRODUCT OVERVIEW

CheckPoint CORE is an HRMS solution from CheckPointHR. The company target their product at the small and mid-sized enterprise market. The HRMS is a cloud-based HR solution which is sold through a SaaS license. The HR software provides an integrated HR database which can cut data input times for employees and the HR department, as well as linking many systems which may have been run in a disparate manner in legacy solutions. The "HR Rules Engine" also allows many HR tasks to be automated or streamlined through the use of predefined rules or criteria.

Functionality included within CheckPoint HRMS includes web-based payroll, benefits integration, 401K integration, performance reviews, compensation analysis, and more. Additional functionality such as training and recruiting is available through the different software price tiers (Standard, Plus, Recruit, Platinum).

In addition to this functionality, CheckPoint CORE can be integrated with a number of specialist HR data sources and systems including Empower compliance services, job site CareerBuilder.com, iCIMS talent management solutions, as well as services from First Advantage, Sterling, Horizon Health, NovaTime and more.

Access to this broad range of functionality within the HRMS software is available to employees through self-service web portals. From within these employee self-service portals, users are able to view paycheck information, as well as keeping track of their benefits and W2 information. Data security within CheckPoint CORE HRMS is ensured through encrypted data portals which meet HIPPA and HITECH security requirements.

Customers of CheckPointHR include electrical supply company Samson Electrical, legal speciality supply provider All-State Legal, alternative content and events distribution company Cinedigm, and The Children's Home Society of New Jersey.

KEY FEATURES

- Absence Management
- Applicant Tracking
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- Performance Management
- Recruitment
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- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



SMALL BUSINESS



MID-SIZED



Conrep HRM

PRODUCT OVERVIEW

Conrep HRM provides essential HR functionality for businesses looking to streamline HR tasks, communication and reporting through HRMS software. The HRMS functionality includes vacation tracking, expenses, insurance, employee loans and payroll integration. Conrep offer the HRMS software as a SaaS (hosted) or installed (on-premise) solution.

Conrep HRM can integrate with many other Conrep modules including immigration, training, sale, recruiting, project management and accounting modules. If integrated with Conrep HRM, this functionality provides businesses with a comprehensive HRMS solution which can also be built up to a full ERP software solution.

HR metrics can be analyzed and reported on through Conrep HRM dashboards and reporting features. Reporting within the HRMS is integrated with other features including forecasting and application filters. Reports can be viewed on user-specific customizable dashboards or through pre-configured dashboards including HR Manager, Recruiter, Training and Executive Management.

Clients of conrep include consulting and IT services company ISGIT, IT systems and services company Syscom, and technology solutions provider JVista.

KEY FEATURES

- On-Boarding & Off-Boarding
- Recruitment
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow

QUICK SPEC



CLOUD



INSTALLED



SMALL BUSINESS



MID-SIZED



ENTERPRISE



EffortlessHR Basic

PRODUCT OVERVIEW

EffortlessHR Basic is a cloud-based HRMS solution provided by Tucson-based HR software providers EffortlessHR. The HRMS solution is available to small businesses with up to 19 employees - also available are the more advanced EffortlessHR Plus and EffortlessHR Ultimate for larger companies.

Features of the HRMS include employee self-service, a custom report writer, employee benefits management, emergency contacts management, compliance management, and employee management. Role-based accessibility for these HRMS functions can be defined by administrators and managers.

The HRMS systems also permits 2 administrators and managers for the system, and comes with 250MB of online file storage space. There are also 100+ business and HR forms available to download from the HRMS.

EffortlessHR license the HRMS under a SaaS model with monthly and annual subscription options. Under this SaaS model, EffortlessHR Basic is available outside of any contract meaning businesses can cancel the service anytime.

Customers who have implemented EffortlessHR include electrical contractors Flynn Electric, transport logistics organisation Hamburg Süd, the Hancock County Development Commission, the Seattle Gymnastics Academy, and environmental & surveying company Darling.

KEY FEATURES

- Benefits Enrollment
- Compliance
- Disciplinary Action
- Employee Self Service
- Reporting
- Vacation & Sick Leave

QUICK SPEC



EffortlessHR Plus

PRODUCT OVERVIEW

EffortlessHR Plus is a cloud-based HRMS solution provided by Tucson-based HR software providers EffortlessHR. The HRMS solution is available to small businesses with up to 100 employees - also available are EffortlessHR Basic and EffortlessHR Ultimate for smaller and larger companies respectively.

Features of the HRMS include employee self-service, a custom report writer, employee benefits management, employee time tracking, company property tracking, emergency contacts management, compliance management, PTO & accrual tracking, and employee management. Role-based accessibility for these HRMS functions can be defined by administrators and managers.

The HRMS systems also permits 6 administrators and managers for the system, and comes with 500MB of online file storage space. There are also 325+ business and HR forms available to download from the HRMS.

EffortlessHR license the HRMS under a SaaS model with monthly and annual subscription options. Under this SaaS model, EffortlessHR Plus is available outside of any contract meaning businesses can cancel the service anytime.

Customers who have implemented EffortlessHR include electrical contractors Flynn Electric, transport logistics organisation Hamburg Süd, the Hancock County Development Commission, the Seattle Gymnastics Academy, and environmental & surveying company Darling.

KEY FEATURES

- Benefits Enrollment
- Compliance
- Disciplinary Action
- Employee Self Service
- Reporting
- Time & Attendance
- Vacation & Sick Leave

QUICK SPEC

 CLOUD

 SMALL BUSINESS

 MID-SIZED

 EffortlessHR®

EffortlessHR Ultimate

PRODUCT OVERVIEW

EffortlessHR Ultimate is a cloud-based HRMS solution provided by Tucson-based HR software providers EffortlessHR. The HRMS solution is available to mid-sized businesses with up to 1000 employees - also available are EffortlessHR Basic and EffortlessHR Plus for smaller companies.

Features of the HRMS include employee self-service, a custom report writer, employee benefits management, employee time tracking, company property tracking, emergency contacts management, compliance management, PTO & accrual tracking, and employee management. Role-based accessibility for these HRMS functions can be defined by administrators and managers.

The HRMS systems also permits unlimited administrators and managers for the system, and comes with 2,000MB of online file storage space. There are also 325+ business and HR forms available to download from the HRMS and a custom handbook builder.

EffortlessHR license the HRMS under a SaaS model with monthly and annual subscription options. Under this SaaS model, EffortlessHR Ultimate is available outside of any contract meaning businesses can cancel the service anytime.

Customers who have implemented EffortlessHR include electrical contractors Flynn Electric, transport logistics organisation Hamburg Süd, the Hancock County Development Commission, the Seattle Gymnastics Academy, and environmental & surveying company Darling.

KEY FEATURES

- Benefits Enrollment
- Compliance
- Disciplinary Action
- Employee Self Service
- Reporting
- Time & Attendance
- Vacation & Sick Leave

QUICK SPEC



Empower Enterprise

PRODUCT OVERVIEW

Empower Enterprise is an HRMS solution from North American software and services provider ECI. The cloud-based HRMS software is aimed at mid-sized to large enterprises.

Empower Enterprise has a wide breadth of functionality including applicant recruitment, benefits management, employee/manager self-service, time management, reporting, performance management, payroll management (including step-in-grade), learning management, and benefit enrollment.

Self-service access to the cloud HRMS allows employees and managers access to a number of the systems features. Employees can manage view paychecks and benefit statements, track internal job postings, securely message management, whilst managers can view time off requests, track employee attendance, and access reporting functionality.

Reporting within Empower Enterprise allows users to produce custom reports, based on Microsoft SQL Server RDL XML schema. User security profiles can be set up to manage demographics which have access to data sets within the HRMS reporting system. Reports are displayed in HTML format, but can be exported to Excel, PDF and other formats.

Empower Enterprise HRMS is sold under a SaaS license.

Users of ECI HRMS include material handling dealership Wisconsin Lift Truck Corp., Michigan-based Grand Traverse Resort, third-party logistics provider WOW Logistics, and regional insurance and risk management services company Gibson.

KEY FEATURES

- Absence Management
- Applicant Tracking
- Benefits Enrollment
- Compensation
- Compliance
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- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reporting
- Reviews
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- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



Empower Express

PRODUCT OVERVIEW

Empower Express is an HRMS solution from North American software and services provider ECI. The cloud-based HRMS software, which is targeted towards small businesses, was developed in 2009.

Functionality present in the HRMS includes benefits management, employee/manager self-service, HR & payroll, tax services, time and labor management, and reporting.

Within the HRMS benefits management system, users can set up an unlimited number of benefits plans and administer multiple vacation plans. Benefits management for new hires can also be automated based on eligibility from onboarding data. Online benefits statements can be viewed by employees through the HRMS self-service portal which is also available to managers. The self-service functionality present in ECI's mid-large business Empower Enterprise system - such as tracking internal job postings and employee attendance - is also provided within Empower Express HRMS software.

Reporting functionality within Empower Express is provided by the Quick Query Reports system which features browser-based report creation, Direct to Excel, and role-based data access.

Empower Express HRMS is sold under a SaaS license.

Users of ECI HRMS include material handling dealership Wisconsin Lift Truck Corp., third-party logistics provider WOW Logistics, Michigan-based Grand Traverse Resort, and regional insurance and risk management services company Gibson.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- Payroll
- Reporting
- Time & Attendance
- Vacation & Sick Leave

QUICK SPEC



Epicor HRIS

PRODUCT OVERVIEW

Epicor HCM is a human resource management system (HRMS) offered by global enterprise software providers, Epicor. The HRMS is available as on-demand software as a service (SaaS), hosted, or on-premise license.

Self-service access to the HRMS is available to employees and managers. Through self-service access, company employees can personalize their Epicor HRMS homepage with company schedules and tasks. Executives can view company HR metrics on their HRMS homepages, giving them insight into business and employee trends.

HR metrics and employee data can be displayed in over 250 standard reports built into the HRMS. Custom reports can also be created using built-in Microsoft Report Builder, giving users the ability to craft individual reports tailored to data groups. Within the HRMS software, user data-fields reflect employee location, allowing employees to view location-specific grades, benefits and absence plans in the appropriate language and currency.

As part of Epicor HCM recruitment functionality, the Candidate Connect service allows potential employees to apply for jobs online through the HCM system. This allows pre-qualification of candidates and conversion of successful candidate data into new-hire data in the HRMS.

2013 saw the expansion of gamification features within Epicor HRMS with the addition of goal measurement features. These features included payouts attached to goal completion, and multi-stage completion for certain goal elements.

Users of Epicor HCM include architectural, engineering and interior design firms GS&P, Long Term Care Insurance solution providers LifeCare and Charlotte County Sheriff's Office (CCSO).

KEY FEATURES

- Benefits Enrollment
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- Recruitment
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- Training & Skills
- Vacation & Sick Leave

QUICK SPEC



CLOUD



INSTALLED



MID-SIZED



ENTERPRISE



MOBILE



CUSTOMIZABLE



MULTI-LANGUAGE



MULTI-CURRENCY

EPICOR

GeniusHR HRMS

PRODUCT OVERVIEW

GeniusHR is an integrated HRMS solution from Texas-based HR software providers GeniusHR. The system provides a comprehensive cloud-based management tool for HR functions from recruiting to compliance.

As part of the GeniusHR system, self-service features allow employees to manage HR processes including document management, benefits enrollment, leave requests, job postings and more.

Further functionality available within GeniusHR HRMS includes onboarding & offboarding, recruitment, time & attendance, scheduling, FMLA, workforce analytics and more.

The GeniusHR interface is built with a "process engine" which provides basic workflow functionality including collaboration and tasks. GeniusHR HRMS can also be accessed on mobile devices, with all functionality except scheduling, process map designer and forms designer being available on any tablet or smartphone.

As part of the basic rate for the system, GeniusHR include significant timeframe for basic customization of the GeniusHR HRMS. The system can also be configured by the user, allowing them to define their own workflows and "what if" processes.

KEY FEATURES

- Benefits Enrollment
- Compliance
- Employee Self Service
- FMLA
- Manager Self Service
- On-Boarding & Off-Boarding
- Recruitment
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- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



SMALL BUSINESS



MID-SIZED



ENTERPRISE



MOBILE



CUSTOMIZABLE

sumtotal

HRA HRMS

PRODUCT OVERVIEW

HRA HRMS is an HR management software system for businesses ranging from 20 to 5,000 employees, provided by HRA Employee Solutions.

The HRMS is available in four different versions which differ in their business scale and delivery method. Cloud-based HRMS is provided by HRA Hosted HRMS whereas HRA Global, HRA Professional, and HRA PA Lite are all on-premise solutions with HRA Global being the only web-based solution of the three.

HRA Hosted, Global and Professional are all targeted at mid-sized businesses, whereas HRA PA Lite is provided for small companies with 20-200 employees.

HRA HRMS has both employee and manager self-service access as well as core HR functionality. Features of the HRMS include absence management, time & attendance, training, compliance and more. Despite lacking complete built-in payroll functionality, the HRMS can be integrated with many 3rd party payroll applications and the HRA payroll interfaces.

Built-in reporting for HRA HRMS comes from Nyamba. Nyamba is a custom reporting tool which can be distributed with full control according to user security level.

Clients of HRA Employee Solutions who have implemented HRA HRMS include defence, security and aerospace company BAE Systems, the British Columbia Securities Commission, and restaurant chain Garden Fresh Restaurants.

KEY FEATURES

- Absence Management
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QUICK SPEC

 CLOUD

 INSTALLED

 SMALL BUSINESS

 MID-SIZED

 CUSTOMIZABLE



HRW@RE HRMS

PRODUCT OVERVIEW

HRW@RE is a modular HRMS solution from Ontario-based HR software and consultancy provider HRWARE. HRW@RE HRMS is available through on-premise or cloud-based delivery.

The core functionality within HRW@RE HRMS is grouped under the headline of HRW@RE Foundation. This core functionality includes features such as performance reviews, reporting, training, absence management, and self-service functionality.

HRW@RE HRMS self-service functionality is available for employees and managers. Employees can access and update their personal information, submit vacation requests and more. Managers can monitor this employee self-service activity as well as utilizing performance management, recruitment approval, training management and more.

Alongside the HRW@RE Foundation, clients of HRWARE can also implement additional modules including benefits administration, HR analytics, payroll and recruitment.

HRW@RE analytics functionality allows users to track key HR metrics such as turnover by demographic, performance vs pay vs seniority, and more.

Companies who have implemented HRW@RE HRMS include children's mental health organization Kinark Child and Family Services, long-term care services organization Yee Hong Centre for Geriatric Care, and Elgin St. Thomas Public Health.

KEY FEATURES

- Absence Management
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QUICK SPEC



CLOUD



INSTALLED



SMALL BUSINESS



MID-SIZED



ENTERPRISE

sumtotal

InfinityHR HRMS

PRODUCT OVERVIEW

InfinityHR is a modular HRMS product offered by Arizona-based InfinityHR. InfinityHR is a cloud-based software solution aimed at businesses ranging from 50-10,000 employees. The HRMS includes functionality designed to assist in many HR processes including applicant tracking, benefits management, time & attendance and workflow management. InfinityHR can be integrated with 3rd-party payroll systems to form a full HR & payroll HRMS solution.

Self-service access allows employees to manage many of their own HR processes including benefits administration, time & attendance, compensation and personal information management. These employee features can be determined in a location-specific manner for businesses with multiple office-locations/functions.

Employee survey functionality with InfinityHR software allows employers to create personalized online surveys which can be accessed and completed by employees. Reporting from these surveys allows employers to analyze the data gathered. Reporting functionality also allows employees and managers to access HR metrics through reporting dashboards and "one-click" report templates.

Available in two pricing plans, "Professional" and "Premium" - The "Premium" plan features many additional features including custom data imports, advanced analysis reporting, implementation support, and a dedicated support manager. Both these plans include an initial set-up fee followed by a per-employee-per-month charge.

KEY FEATURES

- Absence Management
- Benefits Enrollment
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- Recruitment
- Reviews
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- Training & Skills
- Vacation & Sick Leave
- Workflow

QUICK SPEC



Infor HCM Enwise

PRODUCT OVERVIEW

Infor HCM Enwise is a unified human resource management system (HRMS) offered by U.S enterprise software giants Infor. The software is offered as a SaaS product which incorporates payroll and human resource management in one cloud-based system. The HRMS is available as an industry tailored software with solutions for the healthcare, public sector, financial services, manufacturing, retail, and hospitality industries.

The HRMS automates and integrates tasks across the human resources and payroll departments and throughout the employee lifecycle, ensuring compliance with the complex regulatory frameworks in place.

Employee and managers have self-service access to the HRMS through personalized dashboards which display analytics, alerts, daily activities & reports relevant to them. This self-service is also available through mobile devices.

Managers can monitor and schedule time and attendance through daily and weekly schedule views. The daily view displays workforce coverage of all departments and skills. Employees can also monitor and manage schedules through the Employee Transaction Manager (ETM). The ETM allows users to trade users within an automated framework ensuring workforce and skill set coverage.

Users of Infor HCM Enwise include the State of Utah, food manufacturers Kellogg Company, and information and product flow management company Itella Group.

KEY FEATURES

- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Health & Safety
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MOBILE



CUSTOMIZABLE



MULTI-LANGUAGE



MULTI-CURRENCY



JobScience Corporate

PRODUCT OVERVIEW

JobScience Corporate is an HR management tool which incorporates aspects of an HRMS into JobScience's talent management system. JobScience Corporate is built on the Force.com platform, and as well as providing comprehensive talent management functionality, the software manages some payroll, benefits, and time & attendance tasks.

The software is built with social enterprises in mind and integrates with social networks including LinkedIn, Google+, Facebook, Twitter, Data.com, Broadbean and many more.

Reporting functionality is available in all modules including recruiting, onboarding and managing. This reporting is built on analytics of HR and recruitment metrics and is displayed in a number of function-tailored dashboards.

Mobile access to JobScience Corporate is available through iPhone and Android platforms as well as mobile web access. Mobile functionality in JobScience corporate includes interview management and feedback.

JobScience corporate can be integrated with existing enterprise systems including ERP software or legacy HRMS. A number of free and paid "apps and plug-ins" are also available to integrate into JobScience corporate.

Clients who use JobScience to manage HR and talent management include Cancer Treatment Centers of America, IT and BPO services company ProKarma, and the Thurgood Marshall College Fund.

KEY FEATURES

- Benefits Enrollment
- Employee Self Service
- On-Boarding & Off-Boarding
- Payroll
- Recruitment
- Social Networking
- Sucession Management
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MOBILE



CUSTOMIZABLE

jobscience
IT'S ALL CONNECTED

Kronos Workforce Central

PRODUCT OVERVIEW

Kronos supplies HRMS solutions for medium to large enterprises through the integrated Kronos Workforce Central suite. Incorporating core aspects of HR & payroll management, Kronos Workforce Central HRMS provides a SaaS solution for managing data throughout the employee lifecycle. Regular compliance updates to Kronos Workforce Central allow global businesses to use the HRMS to meet local regulatory guidelines.

Mobile self-service access is available for employees and managers through the Kronos Central Mobile Solution. Mobile solutions for the HRMS are available as native applications on iOS, Android and BlackBerry. Mobile access to the HRMS is also available through a web-enabled smartphone. The Workforce Central iOS mobile app also supports tablets. Functionality accessible through mobile self-service access includes time & labor management, geo-specific context and employee profiles.

Workforce Analytics functionality is built into Kronos Workforce Central suite. Industry tailored analytic functions are available for the healthcare, manufacturing and retail industries. Workforce analytics provides employees and managers with real-time updates on HR & payroll metrics through on-demand dashboards. These dashboards show managers and employees alerts and key performance indicators, allowing them to view individual and workforce performance.

Users of Kronos Workforce HRMS solutions include North American retail co-operative Calgary Co-op, food manufacturers AdvancePierre Foods, and university campus retailer Aztec Shops, Ltd.

KEY FEATURES

- Absence Management
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Succession Management
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MOBILE



MULTI-LANGUAGE



MULTI-CURRENCY



Kronos Workforce Ready

PRODUCT OVERVIEW

Kronos Workforce Ready is a fully integrated SaaS HRMS solution for small to mid-sized businesses. Incorporating core aspects of HR & payroll management, Kronos Workforce Ready HRMS provides a solution for managing data throughout the employee lifecycle. The HRMS is built on a modular framework, allowing businesses to select only what they require. Business scalability is also supported through the per-employee-per-month (PEPM) payment plan.

Global businesses can use Kronos Workforce Ready to ensure compliance with local regulations such as tax laws. The global capabilities of the system were expanded in 2013 to include absenteeism control for UK users, as well as increased country specific leave management features. This update also featured updates to workflow, compliance and integration with third-party applications

Mobile self-service access is available for employees and managers through the Kronos Workforce Ready Mobile Solution. Functionality accessible through self-service access includes time & labor management, payroll and employee profiles.

Reporting functionality is built into Kronos Workforce Ready HRMS with advanced filtering and custom columns allowing managers and employees to access and present HR metrics in an efficient manner through self-service portals. Reporting functionality is supported by Kronos workforce analytics which include real-time updates for payroll, time & attendance, and productivity data. This data is displayed through information-rich dashboards and can be integrated into pre-structures Kronos reports.

Users of Kronos Workforce HRMS solutions include North American retail co-operative Calgary Co-op, food manufacturers AdvancePierre Foods, and university campus retailer Aztec Shops, Ltd.

KEY FEATURES

- Absence Management
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reporting
- Reviews
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



CLOUD



SMALL BUSINESS



MID-SIZED



MOBILE



Meta4 HCM

PRODUCT OVERVIEW

Meta4 HCM is an end-to-end, cloud HRMS product provided by global software company Meta4. The system is targeted towards providing businesses with a global HR system capable of managing “glocalized” HR tasks and functions.

Functionality within the HRMS includes organization management, personnel administration, employee and manager self-service, analytics (including PeopleNet ADB module with KPI display), payroll, payroll simulation, and time & attendance management.

Talent management functionality is also available in addition to these core functions. These features include recruitment and selection, training and skills, performance management, career planning, cash compensation management, and benefits & flexible compensation.

The variety of functionality available within Meta4 HCM is sold on a somewhat modular basis, with a number of different packaged solutions available. These solutions provide varying coverage of HR functionality, and include Core HR Foundation, Compensation & Benefits, Talent Management, and the Full Solution. The HRMS can be integrated, with live-syncing, to back-end ERP systems, providing businesses with a connected solution for managing HR in the context of all business processes. Security within Meta4 HCM is ensured through role-based access to system controls.

Meta4 HCM is available through a SaaS subscription model only. This model is based around a monthly subscription at a fixed rate per employee. This cost covers continual software improvements, hosting, support, and maintenance, as well as the licensing of the software.

Customers of Meta4 who have implemented Meta4 HCM include tyre and rubber manufacturer Bridgestone, international aid and children’s charity World Vision, alarm and security services company Securitas Direct, and pharmaceutical group Boehringer Ingelheim.

KEY FEATURES

- Benefits Enrollment
- Compensation
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Time & Attendance
- Training & Skills
- Workforce Analytics

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MULTI-LANGUAGE



MULTI-CURRENCY



Mitrefinch HRMS

PRODUCT OVERVIEW

Mitrefinch HRMS is a system based on time and attendance, designed to improve productivity and increase efficiencies through saving time and financial resources.

A series of customizable reports give HR departments the power to analyse any part of an HR process including pay and contract details, training and development qualifications on individuals as well as to schedule and store performance appraisals and reviews. Each appraisal can be customised and when one is due, both the supervisor and employee are notified. Mitrefinch users can also upload details of applicants through a single portal which allows organisations to compare applicants against each other.

Employees can use the system to clock in and out, note and explain absences, request holidays or other time off and swap shifts with colleagues. Furthermore, employees can also view their remaining holiday entitlements. Managers are notified when time and attendance process violates company policies or results in costs going over budget before these have a negative impact on the organisation.

The system is available as a cloud-based solution and can be accessed from smartphones and tablets. Mobile versions of Mitrefinch allow both supervisor and employee access to clocking in/out services as well as SMS clocking in. The GPS feature also allows employers to track employee movements and idle time.

Mitrefinch has been operating in the US since 2009, serving customers worldwide. Users of Mitrefinch include Chemprene, Sappi, Campbells and Lahey Health.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Health & Safety
- Manager Self Service
- On-Boarding & Off-Boarding
- Performance Management
- Recruitment
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



CLOUD



INSTALLED



MID-SIZED



ENTERPRISE



MOBILE



CUSTOMIZABLE



NuViewHR HRMS

PRODUCT OVERVIEW

NuViewHR is a comprehensive HRMS solutions sold by NuView Systems. The HR & Payroll management software is offered with multiple delivery options including licensed, SaaS and blended installation. The HRMS is built to accommodate global businesses with multi-currency and multi-language as well as local compliance functionality.

NuViewHR can be customized using NuViewTools which allows users to customize virtually any aspect of the HRMS once properly trained. NuView also offers to perform customization on a project basis.




Self-service access to the HRMS is available to employees, managers and job applicants. This self-service access aims to reduce errors and paper whilst maintaining security through role-based security profiles for each user. Employees and managers also have access to HR metrics and reporting through self-service. Reporting functionality ships with 150 pre-built report templates including compliance reports as well as a built-in report writer.

Companies who have implemented NuView HR include communication and business strategy firm APCO, networking technology distributor Westcon Group, and environmental consulting and engineering company Geosyntec Consultants.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Sucession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave

QUICK SPEC

-  CLOUD
-  INSTALLED
-  MID-SIZED
-  ENTERPRISE
-  CUSTOMIZABLE
-  MULTI-LANGUAGE
-  MULTI-CURRENCY



Onyva HRMS

PRODUCT OVERVIEW

Onyva HRMS is a modular HR management product from Canadian software providers Onyva. The HRMS incorporates many core HR processes such as vacation, attendance, recruitment, training, succession planning and business intelligence. Onyva HRMS is available as a cloud-based SaaS or as on-premise software. The software integrates with SAP enterprise software as well as many other payroll, benefits and ERP systems.





Employees and managers can both access the HRMS through respective self-service portals which include mobile and web-based access. Employee self-service functionality includes absence requests and training self-enrollment whereas managers can monitor job requisitions and interviewing processes.

Users of Onyva HRMS include fast food restaurant chain KFC, global banking group BNP Paribas, and jeweller & watchmaker Cartier.

KEY FEATURES

- Absence Management
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Performance Management
- Recruitment
- Reviews
- Sucession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC

-  CLOUD
-  INSTALLED
-  MID-SIZED
-  ENTERPRISE
-  MOBILE
-  CUSTOMIZABLE
-  MULTI-LANGUAGE



Oracle Fusion HCM

PRODUCT OVERVIEW

Oracle Fusion HCM is a fully integrated HRMS offered by global software providers Oracle. The software can be deployed as a private cloud, managed cloud, public cloud and hybrid cloud service. These cloud deployment options are available globally.

Self-service access to the HRMS is available to employees and managers. Through self-service, employees and managers can access everything from skills assessment and mentoring to networking and organizational charting. Social aspects of the workplace are supported through the product's Worker Portraits and Network at Work function which allows users to collaborate with peers and establish relationships across the organization.

HR analytics are woven into Fusion HCM with over 300 metrics and 600 dimensional attributes providing analysis on your workforce. These analytics allow managers to monitor all aspects of HR & Payroll including workforce development, diversity and cost. These analytics can be displayed in user reports through the "drag and drop" report builder.

Self-service and HR analytics serve a wide range of core HR & Payroll functionality within the HRMS including talent management, compliance, time & attendance, performance management and more.

Oracle Fusion can coexist with any core HR system, including hybrid implementations with current Oracle HR solutions, but prebuilt integration services for non-Oracle products are not available. Oracle Fusion HCM is updated every 3-6 months.

Users of Oracle Fusion HCM include diagnostic equipment provider Toshiba Medical Systems, investment managers Principal Financial Group and beauty product supplier Elizabeth Arden.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



ORACLE®

Perfect HCM

PRODUCT OVERVIEW

Connecticut-based HRMS vendor, Perfect Software delivers SaaS HR & Payroll solutions through their Perfect HCM software suite. Perfect HCM is a modular HRMS with a highly configurable framework. The HRMS suite contains HR & Payroll function including performance management, employee retention, compliance, and time & attendance.

Employee and manager self-service access is available in Perfect HCM. Each employee's profile can be viewed and modified through a configurable dashboard which displays real-time, direct access to detailed records. Employee self-service aims to reduce labor in processes such as time off requests and benefits enrollments. Time & attendance functionality is available in employee self-service through the Perfect HCM iPhone application.

Reporting is built into Perfect HCM through the Crystal Reports toolkit which allows employees and managers to easily create reports based on HR & payroll metrics. Report templates and extensive formatting options allow users to display data in the most efficient and appropriate way. Prebuilt templates are also available for employee performance review which can be used to assess more than 350 competencies.

Security of Perfect HCM is provided by an SSAE/16 Type II certified data center with 99.999% uptime over the past six years.

Major releases for Perfect HCM are provided once per year to each client. In advance of the release, Perfect Software hold an annual user conference allowing customers to learn about the updates, interact with support and attend training.

Users of Perfect HCM include industrial pump manufacturer Nash Engineering Company and the United Food and Commercial Workers Union.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC

-  CLOUD
-  SMALL BUSINESS
-  MID-SIZED
-  ENTERPRISE
-  MOBILE
-  CUSTOMIZABLE



PowWowHR

PRODUCT OVERVIEW

PowWowHR is cloud-based HRMS from Atlanta-based software providers PowWowHR. The HRMS focusses on social workforce management.

The functional scope of PowWowHR covers “hiring, retiring, and everything inbetween” including time & attendance, recruiting & onboarding, benefits administration, payroll and more. This functionality is a built around a social system called the Collaborative Cloud™. This social collaboration tool allows businesses to define workflows which integrate with employee profiles, company information and business rules.

“We like to think of it as social networking with rules” - PowWow HR

Time and attendance functionality within PowWowHR is available through mobile and desktop self-service portals, allowing employees and managers access to simple “punch in and out” features. PowWowHR also provides businesses with automated pay rule functions, legislative compliance, reporting capabilities, and more.

Benefits administration is made easy for employees within PowWowHR - a step-by-step enrollment wizard is provided, allowing employees easy and efficient access to benefits programs.

PowWowHR provides a wide range of payroll functionality including direct deposits, wage and garnishment, vacation, sick pay, scheduling and voluntary deductions. As well as these functions, PowWowHR contains payroll reporting functionality. A number of standard reports are available alongside an ad-hoc report writer for the creation of custom reports.

Within the PowWowHR recruitment functions, an applicant tracking dashboard allows hiring managers to track the status of applications, as well as managing and communicating with the applicants themselves. PowWowHR also contains an external job portal which allows companies to create their own custom career sites.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compliance
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



Quadrant Workforce

PRODUCT OVERVIEW

Quadrant Workforce is a modular HRMS solution from QHR Software, Inc. The software is designed to handle payroll, staff scheduling, HR management, and employee information access for mid-sized to large, healthcare and social services organizations. The Quadrant Workforce HRMS is made up of five modules; Quadrant Payroll, Quadrant HR, Quadrant Staff Scheduling, Quadrant Time & Attendance, and Quadrant Self Service.

Quadrant Payroll targets major issues facing payroll processing including, multiple locations, multiple agreements, flexible employee benefits and multiple positions. Quadrant Payroll function integrates with Quadrant HR, Time and Attendance and Staff Scheduling processes to provide businesses with an HRMS capable of managing the employee on-job requirements.

Quadrant Self-Service gives employees access to Quadrant Workforce processes to reduce the HR and management workload. Employees can manage personal data such as pay statements, scheduling, competencies, demographics and benefit banks. Leave requests can also be sent to managers through the employee self-service portal. Recruitment self-service is also available, applicants can apply to job postings through Quadrant Workforce through automated application forms.

Clients of QHR who have implemented Quadrant Workforce include the Alberta Cancer Board, Holland Bloorview kids rehabilitation hospital, and Atikokan general hospital.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Employee Self Service
- Manager Self Service
- Payroll
- Recruitment
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave

QUICK SPEC

 **INSTALLED**

 **MID-SIZED**

 **ENTERPRISE**



Ramco HCM

PRODUCT OVERVIEW

Ramco HCM is a modular HRMS delivered as a SaaS, on-premise or managed HR & payroll solution by Ramco Systems. The HRMS provides functionality for employees and managers across HR & payroll including workforce management, competency management, employee development, leave management and more.

Employee self-service access to the HRMS is available, allowing employees to access and records their personal and payroll details. Travel management functionality provides employees with self-service access to an end-to-end facility to manage their travel - including expenses and approvals. Employee self-service also gives access to Ramco HRMS grievances management. This provides businesses with a direct route to employee grievances, allowing them to measure gaps in existing bureaucracy and plan corrective actions.

Ramco HCM also provides functionality for businesses to manage and track loans and advances given to employees. The loan criteria and recovery process can be fully automated through the HRMS.

Users of Ramco HCM include professional services company KPMG, Hotel brand Radisson, and business communications provider Avaya.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Sucession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



CLOUD



INSTALLED



MID-SIZED



ENTERPRISE



MOBILE



MULTI-LANGUAGE



MULTI-CURRENCY



Sage HRMS

PRODUCT OVERVIEW

Sage HRMS, formerly Sage Abra, is an entry-level, fully-integrated, HR & payroll solution built around Return On Employee Investment™ (ROEI). Sage HRMS is an integration of multiple HR solutions from Sage and partners which cover all aspects of HR & Payroll including benefits enrollment, talent management, learning management, time & attendance and performance management. Sage HRMS was selected as the “leading on-premise HRMS option for companies with fewer than 1,000 employees” by Forrester.

Employee self-service access to Sage HRMS is available through Sage Employee Self Service (Sage ESS). Sage ESS allows employees and managers to view and update personal information, manage vacation time, benefits changes, job details and performance reviews. This self-service access is complemented by Sage HRMS HR Actions® which enables the creation of paperless forms using any fields from Sage HRMS - the collection and approval of data collected through these forms can all be achieved through the self-service access available to employees and managers.

Reporting functionality is built into Sage HRMS with over 100 standard reports available. Employees and managers can access data for report building through interactive dashboards which can be customized to tailor the layout and data displayed to the user. Data can be displayed on shareable dashboards through ready-to-use charts, maps, gauges, progress bars etc. This functionality is provided by SAP Crystal Dashboard Design® for Sage HRMS. Organizational reporting can also be undertaken using Sage HRMS OrgPlus which helps visualise the current company architecture through the systems charting tool. Charts can be used to analyze future workforce restructuring and other “what-if” scenarios.

Users of Sage HRMS include Virginia-based community bank First Bank, architecture and development services firm GreenbergFarrow, and Eagle Rock Distributing Company.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- COBRA
- Compliance
- Employee Self Service
- FMLA
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC

-  **INSTALLED**
-  **SMALL BUSINESS**
-  **MID-SIZED**
-  **CUSTOMIZABLE**



SAP HCM

PRODUCT OVERVIEW

SAP HCM is a global HRMS platform for integrated HR & payroll solutions offered by German multinational software providers, SAP. SAP HCM incorporates many core HR & Payroll functions including compliance, benefits, recruitment, and time & attendance. The HRMS solutions is available through a number of deployment options including on premise, on demand and on device.

The HRMS solution is built for global enterprises with 50 country specific versions providing legal compliance and best practices across a multinational business. This compliance is regularly maintained with over 1000 legal changes per year to the HRMS products. A further 39 country specific SAP HCM versions are available from SAP partners.

Business analytics are integrated into SAP HCM, with the recently acquired SuccessFactors providing solutions for workforce planning and HR data. SuccessFactors cloud functional integration into SAP HCM allows managers and executives to visualize more than 40 HR metrics and over 90 measures to help formulate strategies for the current business climate as well as those based around "what-if" situations. Analytics functionality is also integrated with SAP HCM reporting tools.

In 2013, SAP released Fiori, a collection of apps for frequently used SAP functions. HCM functionality within these apps, which run on mobile devices and desktops, include self-service leave request approvals, timesheet approvals, benefits management, and more.

Users of SAP HCM include power and automation technology group ABB, oil and gas company Statoil and portfolio and strategic holding company Haniel.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC

-  CLOUD
-  INSTALLED
-  MID-SIZED
-  ENTERPRISE
-  MOBILE
-  CUSTOMIZABLE
-  MULTI-LANGUAGE
-  MULTI-CURRENCY



SilkRoad HeartBeat

PRODUCT OVERVIEW

SilkRoad HeartBeat is a core HRMS product offered by HR software provider SilkRoad. SilkRoad HeartBeat HRMS provides businesses with a secure, centralized platform for HR & Payroll metrics and tasks. The HRMS is delivered as an on-demand cloud solution allowing managers employees self-service access to the system. The HRMS is also built to integrate well with third-party applications including legacy payroll and benefits solutions.

SilkRoad HeartBeat provides businesses with core HRMS functions including benefits management, attendance management, payroll and more.

Self-service access to SilkRoad HeartBeat allows employees and managers to access the HRMS independently. This gives employees the ability to design custom workflows whilst maintaining security through the HeartBeat HRMS role-based security model.

Strategic planning of HR tasks is assisted with real-time reports and analytics of HR & payroll data. Built in reporting functionality includes complete organizational charts, headcount reports, as well as specific business unit and worker analytics.

SilkRoad is partnered with Fidelity to offer an automated payroll integration with HeartBeat HRMS. HeartBeat HRMS also integrates with other payroll solutions including ADP, Ceridian and Paychex.

In July 2013, SilkRoad announced enhancements to their HRMS system with improved administration capabilities of plan enrollments for benefits administrators.

Users of HR software from SilkRoad include seismic solutions company ION Geophysical, medical device provider Ulthera, and technical assistance and systems engineering company Amyx, Inc.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Employee Self Service
- FMLA
- Manager Self Service
- Payroll
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



CLOUD



SMALL BUSINESS



MID-SIZED



ENTERPRISE



MOBILE



MULTI-LANGUAGE



MULTI-CURRENCY

SilkRoad

Softworks HRMS

PRODUCT OVERVIEW

Softworks HRMS is a fully-customizable modular HRMS solution sold by Softworks on a SaaS model. The HRMS software is available as a "build your solution" system where clients can select from a set of core HR & payroll functions such as scheduling, expenses tracking, absence management, and attendance management.

The HRMS solutions provided by Softworks are targeted at a range of industries - manufacturing, retail, healthcare, public sector, financial, education, hospitality, legal, pharmaceutical and services industries.

One of the more unique modules offered as part of Softworks HRMS is Biometrics. Clock-in/clock-out can be managed by biometric access which has the potential to reduce errors in attendance management and prevent "buddy clocking". This technology can reduce paper/plastic waste and inaccuracy.

Softworks HRMS employee self-service enables employees to access real-time workflow information such as their rosters, holiday balances, absence figures. This self-service portal can be simplified for those employees who don't have regular access to a computer or have low-levels of training in HR software.

Users of Softworks HRMS include supply chain management and electronic manufacturing partner Jabil Circuit Inc., fashion retailer Jack & Jones, and car rental company Hertz.

KEY FEATURES

- Absence Management
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- Payroll
- Performance Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC

-  CLOUD
-  SMALL BUSINESS
-  MID-SIZED
-  ENTERPRISE
-  CUSTOMIZABLE



SumTotal HCM

PRODUCT OVERVIEW

SumTotal HCM is an integrated, multi-delivery HR & payroll software solution. The software provides businesses with a human resource management system (HRMS) with functionality including talent management, workforce management, expense management, payroll and workforce analytics.

SumTotal's HRMS is available with multiple deployment options including cloud, SaaS, hosted and on-premise. The software is targeted at a wide range of industries including aerospace, manufacturing, healthcare, financial services, education, government and more.

Employees and managers can access SumTotal's HRMS through online and offline mobile self-service portals. Mobile system access is device-responsive and includes access to on-demand software training resources.

Clients who have implemented HRMS solutions from SumTotal include engineering and electronics conglomerate Toshiba, major U.S. airline U.S. Airways, and multinational pharmaceutical provider AstraZeneca.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



INSTALLED



SMALL BUSINESS



MID-SIZED



ENTERPRISE



MOBILE



MULTI-LANGUAGE



MULTI-CURRENCY

sumtotal 

SyncHR HRMS

PRODUCT OVERVIEW

SyncHR is an integrated, cloud-based HRMS solution from California-based SyncHR. The software is available under Software as a Service (SaaS) or Platform as a Service (PaaS) licensing models.

SyncHR functionality covers a wide range of HR processes including employee and manager self-service, payroll, benefits administration, workforce analytics and more. Further functionality can be integrated with the system through SyncHR's range of partners which include ERP provider NetSuite, BI company Jaspersoft and more. This integration can be extended further through the systems APIs.

Analytics functionality within SyncHR is provided through real-time and access is managed through the SyncHR automated security model. This model develops security access structures based on user roles and relationships.

Users and service providers of SyncHR HRMS include foodservice distributor Nicholas & Company, HR support service company Corban OneSource, and PEO Oasis Outsourcing.

KEY FEATURES

- Absence Management
- Applicant Tracking
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Reporting
- Time & Attendance
- Workflow
- Workforce Analytics

QUICK SPEC



sumtotal

Tribe HRIS

PRODUCT OVERVIEW

Tribe Core HRIS is an integrated HR & payroll management application from social HR software provider TribeHR.

In October 2013 Tribe HRIS was acquired by global software provider Netsuite. Netsuite's cloud ERP system can be integrated with Tribe HRIS to create a complete ERP and HCM software suite for small and mid-sized businesses.

Within Tribe Core HRIS, social interaction is promoted by tools such as the "kudos" function which allows employees to share positive feedback with each other and their social networks. With this focus on social HR management, TribeHR's HRMS product integrates well with social business applications including Facebook, LinkedIn, Google Apps and HipChat. The HRMS also integrates with NetSuite ERP systems and Salesforce.

As with any social application, Tribe HR's HRMS system supports and encourages mobile system access. This mobile self-service portal allows employees to call in sick, submit reimbursement requests, schedule meetings and more.

Reporting functionality in Tribe Core HRIS includes built-in reports for demographics, recruiting, development, and vacation & time accounting.

Users of Tribe HR software include e-commerce reward software provider Sweet Tooth, web-based education engagement tool Top Hat Monocle, and financial app Wave Accounting.

KEY FEATURES

- Compensation
- Employee Self Service
- Manager Self Service
- Payroll
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

QUICK SPEC



CLOUD



SMALL BUSINESS



MID-SIZED



ENTERPRISE



MOBILE



CUSTOMIZABLE



MULTI-LANGUAGE



MULTI-CURRENCY



UltiPro Canada

PRODUCT OVERVIEW

Ultimate Software provide Canadian businesses with HRMS through UltiPro for Canadian Employees. The HRMS is provided as a SaaS solution which integrates HR & payroll management into a single software system. The HRMS helps Canadian companies manage their workforce through performance management, recruitment, payroll, and many more features.

Businesses which implement UltiPro HRMS have self-serice access to the system through UltiPro Mobile. Managers and employees on smartphones or tablets can track team member information, goals, progress, and peer feedback through a fully-responsive, real-time, dashboard.

ISO/IEC 27001 certification and a network of full-time security personnel, many of which are CISSP accredited ensures that UltiPro for Canadian Employees meets the security requirements for your data.

In October 2013, UltiPro Canada functionality was expanded through Ultimate Software's acquisition of EmployTouch Inc., a tablet-based solution encompassing employee self-service, collaboration as well as time and labor data collection.

Users of the UltiPro HRMS product line include Maryland's nonprofit National Aquarium, the New York Yankees Baseball Team, and water treatment product company Culligan International.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MOBILE

Ultimate
SOFTWARE

UltiPro Enterprise

PRODUCT OVERVIEW

UltiPro Enterprise HRMS is the SaaS people management solution provided by Ultimate Software. The HRMS is targeted at large businesses with more than 1,000 employees looking to integrate HR & payroll into a single software system. UltiPro Enterprise allows employers to manage all aspects of employee culture including performance, time, salary, scheduling and benefits.

UltiPro Enterprise HRMS is built with global businesses in mind, with compliance, compensation and benefits solutions all tailored to global locations. UltiPro Enterprise is also available through UltiPro Mobile which allows self-service access to managers and employees on smartphones or tablets through a fully-responsive interface. Information is displayed through self-service on a home dashboard which integrates team member information, goals, progress, and peer feedback, all available in real-time.

Security of the SaaS HRMS is ensured through ISO/IEC 27001 certification and a network of full-time security personnel, many of which are CISSP accredited.

In October 2013, UltiPro Enterprise functionality was expanded through Ultimate Software's acquisition of EmployTouch Inc., a tablet-based solution for time and labor data collection, collaboration and employee self-service.

Users of UltiPro HRMS include software company Adobe Systems Incorporated, Major League Baseball (MLB), and restaurant franchise Subway.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



ENTERPRISE



MOBILE



MULTI-LANGUAGE



MULTI-CURRENCY

Ultimate
SOFTWARE

UltiPro Workplace

PRODUCT OVERVIEW

Ultimate Software provide mid-sized businesses with HRMS solutions through UltiPro Workplace HRMS - an SaaS people management solution targeted towards medium-sized businesses with between 250-1000 employees. The HRMS helps to integrate HR & payroll into a single software system, helping mid-sized companies manage their workforce through payroll, talent management, recruitment and many more features.

UltiPro Workforce self-serice access is available through UltiPro Mobile which allows managers and employees on smartphones or tablets to track team member information, goals, progress, and peer feedback through a fully-responsive interface. This Information is displayed through a home dashboard which displays HR metrics in real-time.

Security of the SaaS HRMS is ensured through ISO/IEC 27001 certification and a network of full-time security personnel, many of which are CISSP accredited.

In October 2013, UltiPro Workplace functionality was expanded through Ultimate Software's acquisition of EmployTouch Inc., a tablet-based solution encompassing time and labor data collection, employee self-service, and collaboration.

Users of UltiPro HRMS include Maryland's nonprofit National Aquarium, the New York Yankees Baseball Team, and water treatment product company Culligan International.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- FMLA
- Health & Safety
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



MID-SIZED



MOBILE

Ultimate
SOFTWARE

Workday HCM

PRODUCT OVERVIEW

Workday HCM is a unified suite of HR and talent management functions, with Workday's Cloud Connect integration functionality, Workday HCM can be combined with Workday Payroll Management to form an integrated HRMS. Workday HRMS solutions have been named the leader in the HRMS market by the 2012 Forrester Research report, "The Forrester Wave™".

Workday HCM and Payroll Management provides tailored solutions for industries including financial services, healthcare & life sciences, higher education, manufacturing, retail & hospitality, services, government, and technology.

Workday HRMS functionality can be accessed by employees and managers through self-services portals, allowing them to access the information they need about people performance and work. This self-service access is complemented by mobile access to the HRMS - available to any web-enabled mobile device. Mobile access to the HRMS is also provided by native applications on the iPhone and iPad - and with the release of Workday 19 in spring 2013, a native Android application is now available..

Analytics and reporting for Workday HRMS metrics are accessible through targeted real-time dashboards and pre-delivered reports.

Businesses who have implemented HRMS solutions from Workday include online family history resource ancestry.com, travel planning website Trip Advisor, and laboratory supply & distribution company VWR International.

KEY FEATURES

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On-Boarding & Off-Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

QUICK SPEC



CLOUD



MID-SIZED



ENTERPRISE



MOBILE



MULTI-LANGUAGE



MULTI-CURRENCY



Zoho People

PRODUCT OVERVIEW

Zoho People is an HRMS solution sold by enterprise software provider Zoho through a subscription license SaaS model. Zoho People HRMS includes many core HR functions including time & attendance management.

Zoho People HRMS can be customized in a number of areas including custom forms and fields that reflect your company's workflows and processes. Custom modules can also be created and assigned to parent categories within the user-interface.

Self-Service access to the HRMS is available through mobile employee and manager access. This self-service portal allows employees to update their own personal information including change of address, marital status, dependents etc. Employees can also submit leave requests to managers through the self-service portal. Data access through self-service can be regulated on an individual or role-basis.

A free trial to Zoho People HRMS is available, this includes support services and up to 10 users.

KEY FEATURES

- Absence Management
- Employee Self Service
- Time & Attendance
- Vacation & Sick Leave

QUICK SPEC



CLOUD



SMALL BUSINESS



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MOBILE



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