Solutions Review

2020
TALENT MANAGEMENT
BUYER'S GUIDE

MARKET OVERVIEW

Regardless of the number of features a Talent Management solution boasts, it's still built off of a core idea; to ensure the highest percentage of employee retention and engagement. Talent Management Suites (TMS) are derived from core HR software solutions with the addition of some key features designed to manage and support employees. Recently, Human Capital Management (HCM) suites have become popular as well, as they support core HR, payroll, talent management, workforce management, and HR service management.

What keeps Talent Management evolving is its long-sighted vision that's focused on an employee's future with the company rather than the short term hire. There are a number of reasons why your business may need a talent management solution, and with so many vendors specialization in niche industries, you're sure to find a solution that fits your needs. A few of the biggest benefits you'll see from a talent management investment are:

1. Simple Recruitment

The first step in any successful talent management strategy is to ensure that the most experienced, skilled, and knowledgeable employees are hired by the organization. Talent management solutions provide a variety of features that improve the efficiency and effectiveness of all processes involved in soliciting, evaluating, selecting, and on-boarding candidates.

2. Performance Management

Talent management is a discipline that requires continuous enhancement and refinement in order to ensure ongoing success. With talent management solutions, companies can leverage a broad portfolio of predeveloped metric reports – or create their own reports to address unique processes or specific information requirements – to help identify areas in need of improvement, and put comprehensive plans in place to correct them.

3. Employee Retention

Employee attrition is at an all-time high in just about every market sector. That's why many companies are looking to develop and implement programs that are designed to keep employees happy and motivated. Talent management solutions provide a variety of retention-related features that allow companies to easily identify their top performers and find the best ways to maximize loyalty and retention among them.

For HCM suites, the importance of the overall user experience cannot be understated. As live conversations with HR administrators decrease, the need for a compelling and personalized user experience continues to grow. We've noticed that usability, process transparency, and real-time analysis are critical components to an effective user experience. Additionally, we've found that artificial intelligence features separate the leaders in HCM from the followers, and a technology divide is starting to grow between these groups of vendors.

Solutions Review has developed this buyer's guide to assist buyers in search of the best possible tool to fit the needs of their organization. This resource features 5 important questions to ask during the buying process, 5 key capabilities, and full, one-page vendor profiles that provide a solution overview, three key features, contact information, and our own 'Bottom Line' analysis. Companion research, including talent management news and best practices, can be found at solutionsreview.com.

Tess Hanna, Editor

5 Questions You Should Ask When Evaluating a Talent Management Solution

What should I be looking for in a talent management system?

You want a talent management tool that can be easily embedded into your organization, a system that won't give you trouble when it comes time to implement it and one that will keep up with your organization's changing needs. It's important to have your talent management system available when it's needed by your organization. Although talent management platform can be expensive at first, one that guarantees a Return on Investment (RIO) is ideal.

How will we be supported when/if we have tech issues?

Having consistent support for your talent management solution is another feature you should be looking for in a talent management tool. From the very start, you should expect implementation support and training on the new talent management software tool so that you are able to meet the immediate needs of your organization and employees. This is an important question to ask your talent management software vendor before purchasing so you can feel confident about the software not letting you down.

What safeguards are available?

Security is a big concern for most organizations. This is a critical question to ask before purchasing or implementing a talent management system. You want to make sure your organization's data center is secure and that data is encrypted, maybe even double encrypted for passwords and the like.

What's the deal with software updates?

Asking this question can give you and your employees insight as to how often the software will need to be updated and how you will need to budget for the updates. Looking at the on-going costs or choosing to work with a vendor that provides upgrades as part of the annual fees is important and will save you time, energy and frustration in the long run. This question can also tell you when and how the software gets to be updated.

Does the software meet the needs of my business?

Most talent management systems will be able to function at basic levels, but every organization is different. The challenge for you here is to find a system that works for your business. If your organization needs to comply with a number of government regulations, you need to find a system that will address this. If you're going to find the right talent management system, then you need to talk to a software vendor that will spend the time to understand your business's specific needs.

5 Key Capabilities to Consider Before Selecting a Talent Management Solution

Employee Lifecycle Management

Also known as "employee tracking," this is the most basic feature you'll find in talent management software. The employee lifecycle begins when an employee starts working at your company. When they're new and still learning the lay of the land, they're in the onboarding stage. Then, as they grow and gain mastery of their job role, they move into employee development. Finally, when they're ready to move on from the company, the employee enters the termination or transitional phase.

Compensations Management

A talent management solution should involve a compensation management feature, which helps in determining employee pay grades based on performance metrics. Compensation management makes a company vigilant: it drives managers identify star performers and reward them, which decreases the risk of losing a valuable employee. Your talent management solution should offer planning support, advice, alerts and real time reviews to simplify, align and automate the compensation planning process.

Succession Planning

In the same way you track the overall lifecycle of an employee, succession planning helps you track an employee's career as it winds down, including offboarding and even identifying a replacement. Advanced succession planning features also have capabilities to help you track a replacements hires onboarding process as they take over the job role. This makes it as a must-have feature because it allows the offboarding process to be much easier for CEO's, HR professionals and even the employees.

Recruitment / ATS

Your talent management solution should assist with recruiting or talent acquisition, as this is considered a key component of talent management. Having a Recruitment module or Applicant Tracking System within your talent management platform (ATS) can help with job requisition management, social media publishing, job search site posting, resume management, candidate searches, applicant tracking, task creation and delegation, plus so much more.

Training and Support

While vendors often provide impressive customer service and implementation support, it's important for you to understand the unique learning styles of everyone who will be using the software. Accommodating to individual learning styles is the key to ensuring that the software is being used to reach its full potential. Before beginning training, assess users to identify any major learning gaps, and start to assemble a strategy to address them.

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Solution Provider Profiles

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Solution Provider Profiles

ADP helps you develop your workers so both you and they grow together in the long run. Their talent management offering, ADP Workforce Now, is an integrated HR solution designed for businesses of all sizes and across all industries. The software comes equipped with benefits, payroll, talent management, and time & attendance features. ADP is also notable for their mobile support and a mobile HTML offering that works well with Android, Blackberry, and other mobile platforms. ADP also offers ADP Vantage, which is a Software as a Service (SaaS) offering targeting at multinational corporations based in North America.

ADP
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www.adp.com

Key Features

Talent Acquisition

ADP's Workforce Now allows users to create career sites, post jobs, assess and select candidates, and share workflows with hiring managers. Users are able to recruit, hire, and onboard new employees that are the best fit for their organization.

Performance Management

Align performance with corporate objectives using cascading performance goals and multi-rater feedback; define your performance process with traditional annual reviews and ratings or continuous feedback and check-ins, and more.

Leadership Development

ADP offers both talent management capabilities, like succession planning and development, and innovative talent activation solutions. This allows businesses to give their employees the tools needed to develop skills and improve their performance.

Bottom Line

ADP's Workforce Now Talent Management System provides strong benefit enrollment, invoicing, and reporting functions. The software is ideal for a flat organization with less than 1,000 employees in one country. Although it can house international employees, it doesn't do so very well. Workforce Now offers a powerful payroll and payroll tax reporting services along with a very capable self-service portal. Additionally, the provider's user experience is a highlight of the platform, as it offers drag-and-drop reporting, onboarding process maps, and virtual assistants.

ApplicantStack

ApplicantStack is designed to assist companies with applicant tracking and onboarding, specifically for the needs of small to mid-sized businesses. This affordable software gives organizations the tools to help develop employment applications, create and post new open positions, share positions through social media, and build screening questionnaires to accompany online applications. ApplicantStack simplifies the review process, allowing HR departments to easily view which candidates are a good fit for the position.

ApplicantStack
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Cary, NC
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+1 (919) 508-6159
www.applicantstack.com

Key Features

100% Cloud Based
Because the software is entirely cloud based, users can collaborate, communicate, and store applicant data that is accessible at anytime, anywhere, and from any device.

Recruiting
ApplicantStack's recruitment feature gives users the ability to manage the applicants you want to pursue, send them questionnaires and score them to find the perfect match for your job opening. All new-hire paperwork is stored in secure locations, so that managers know where all employee information is located at all times.

Onboarding
Through the onboarding module, users can manage new hiring paperwork, communications, tasks, and employee information all from one place. Assign tasks and checklists to each new hire so that managers are reminded of how to bring new recruits up to speed.

Bottom Line

ApplicantStack's talent management system is web-based and designed for the needs of small to mid-sized businesses. This vendor specializes in the recruitment and onboarding processes. Because the system is hosted, there is no need to invest in IT infrastructure or support. ApplicantStack is the simple and easy to use ATS for any size organization. In the past year, ApplicantStack won the Stevie Award for Best New Product of the Year in the Human Capital Management category. Additionally, the vendor recently added texting capabilities to its applicant tracking solution.

BirdDogHR

An ARCORO Company

Founded in 1997 as Industry People Group (IPG), BirdDogHR simplifies talent management for hard-working organizations by providing recruitment and applicant tracking, onboarding, performance, learning management, succession planning, benefits management, payroll, ACA compliance and time and attendance tracking. BirdDogHR specializes in high-consequence and government contracting industries since they have unique needs. Companies from other industries can use the BirdDogHR talent management solution too, but the solution is built with the most rigorous compliance needs in mind.

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www.birddoghr.com

Key Features

Core HR
Powered by InfinityHR, CoreHR includes cloud-based solutions that allow administrators and end users access to oversee all HR management such as: Employee Self-Service Portal, Workflow Management, Payroll, Asset Tracking and more.

Onboarding
BirdDogHR Performance Management software is a cloud-based solution that allows team members to direct their own career development toward mutually agreed upon goals and competencies. This gives managers a better understanding of the strengths and weaknesses of their teams for improved employee performance management.

Performance Management
The BirdDogHR Applicant Tracking System (ATS) is a cloud-based software solution that simplifies talent acquisition functions, including candidate management, advanced reporting, time to hire, applicant log, and more.

Bottom Line

Through technology and managed services, BirdDigHR provides solutions that allow clients to improve candidate quality and flow, shorten time to hire, centralize learning and increase employee productivity and readiness to take on more responsibility. In 2019, the provider was named to SaaS Mag's 2019 list of 1000 Fastest-Growing SaaS Companies, coming in at position 145. BirdDogHR was also recognized among the Top Ten Construction Technology Providers by CIO Applications Magazine in 2019.

Cegid

Cegid offers integrated, cloud-based talent management and HR solutions that provide businesses with the tools for communication between employees, managers, and candidates. The vendors comprehensive talent management suite is designed to complement existing systems, while bringing deep functionality to critical aspects of talent acquisition, performance management, succession planning, compensation, talent profile management, and learning and development.

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New York, NY
United States
+1 (212) 757-9040
www.cegid.com

Key Features

Talent Acquisition

Streamline the acquisition process via features like Talent Scout, an Artificial Intelligence powered resume miner, and increase the ease of which candidates can apply for positions within your organization with a highly customizable career portal.

Performance Management

Align performance with corporate objectives using cascading performance goals and multi-rater feedback; define your performance process with traditional annual reviews and ratings or continuous feedback, check-ins, and more.

HR Analytics and BI

HR Analytics from Cegid act as a sophisticated business intelligence platform that empowers executives, line managers, and HR teams to easily gain insight into detailed information about the people and the processes in their organization.

Bottom Line

Cegid's talent management suite works well for businesses in from a number of different industries and across varying sizes. Because the vendor provides a cloud-based SaaS talent management suite, users are able to access the system through both desktop devices and mobile devices, including tablets. In the past year, Cegid announced the finalization of its acquisition of Meta4, which is a Spanish payroll and HR cloud solutions publisher. Additionally, the vendor was recognized as a "potential Challenger" in the Fosway 9-Grid for Learning Systems in 2019.

CERIDIAN

Ceridian is a global human capital management (HCM) software company offering HR, payroll, talent management, benefits and workforce management solutions all in the cloud. Dayforce, the company's flagship cloud HCM platform, provides human resources, payroll, benefits, workforce management, and talent management capabilities in a single solution. The platform helps users manage the entire employee lifecycle, from recruiting and onboarding, to paying people and developing their careers. Ceridian provides solutions for organizations of all sizes, from small businesses to global organizations.

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+1 (952) 853-8100
www.ceridian.com

Key Features

Learning
Empower your employees with learning in different styles and formats. Support them in their skills and career growth with learning plans and progress tracking.

TeamRelate
Help team members understand each other and build stronger relationships. Additionally, this tool provides managers with coaching tips to further support employee development.

Compensation
Users have the ability to utilize data insights to make more informed and transparent decisions. Explore areas including pay equity and flight risk to help managers budget and plan.

Bottom Line

Dayforce is a comprehensive cloud platform that combines HR, payroll, benefits, workforce management, and talent management in a single application. The scalable platform is built with a single, flexible rules engine combined with real-time updates and calculations that help address complex regulatory requirements. Ceridian recently announced that its roadmap now includes Flexible Earned Wage Access (FEWA) for its payroll offering. This allows workers to access a portion of their earned pay in advance of their payday.

ClearCompany

Originally founded in 2004 as HRM Direct, ClearCompany started as a pioneer in cloud-based talent management systems. Today, driven by a vision of a world where organizations perform optimally with empowered managers and engaged employees, ClearCompany is a fast-growing Talent Management Platform. Their unique approach puts company mission and vision at the center of over 2,000 clients' talent processes, providing a strategic understanding of hiring, onboarding and employee performance.

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www.clearcompany.com

Key Features

Performance Management

Our Performance Management System allows you to start traditional review cycles with a click of a button. With fully customizable continuous performance tracking and real-time feedback, you're provided with 360 reviews that gives you a better view of performance.

Onboarding

ClearCompany's user-friendly and mobile platform provides a smooth onboarding experience and makes it easy for new hires to complete onboarding tasks electronically.

Talent OS

The Talent Operating System from ClearCompany includes the only talent management tools that utilize your company's mission and vision to find, hire and engage "A Players." By leveraging your organization's individual goals, roles and competencies, we power up our applicant tracking, onboarding and performance solutions to create phenomenal results.

Bottom Line

ClearCompany is an award-winning Talent Management Software provider and the only HR software provider that unifies Recruiting, Onboarding, Performance Management and Goal Tracking. In the last year, the provider was ranked the 427th Fastest Growing Company in North America on Deloitte's 2019 Technology Fast 500. Additionally, ClearCompany's talent management suite grew by 211 percent in 2019, making it one of the fastest growing talent management platforms on the market for the fourth consecutive year.

Cornerstone

Cornerstone OnDemand presents a powerful and fully customizable cloud-based Talent Management Suite comprised of an integrated package of modules designed for large businesses. This suite handles all the matters related with recruitment, employment, and training. The vendor also presents a trimmed down version as well, which caters to the needs of small to midsized businesses. This version contains performance and learning modules, while the full version contains seven modules. Each application with Cornerstone is built using a single code base that gives users one centralized talent management system.

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www.cornerstoneondemand.com

Key Features

HR Suite
Cornerstone HR manages all your global workforce data in one central location with robust administration, planning and visualization capabilities.

Onboarding
Cornerstone's onboarding approach engages new hires with a seamless, personalized experience to help them achieve productivity faster. Cornerstone's Onboarding feature allows users to hire and boost retention by welcoming new talent into your culture.

Learning & Development
With Cornerstone's Learning module, organizations can go beyond ensuring compliance to create a culture of self-guided, continuous learning with modern and tailored training that accelerates employee performance and supports organizational goals.

Bottom Line

Because Cornerstone OnDemand's talent management solution is delivered through the cloud, it eliminates a majority of the costs associated with IT and maintenance procedures. In addition, Cornerstone also offers complimentary software updates every quarter. Their talent management suite works for both small/medium organizations and large enterprises. Cornerstone also has a strong international presence, which gives the provider a powerful cross-sell opportunity. Additionally, Cornerstone OnDemand offers position management and workforce planning, which are features beyond what is usually found in an emerging HCM vendor.

Deltek

Deltek has offered its talent management software since 1999 with its acquisition of HRsmart. Their talent management solution is available as a modular system which allows companies to choose what functions they need. Each solution included in the suite is available as either a best of breed or as a standalone, while also being compatible with other modules. With this option, clients are not only able to choose the solution they need, but also replace existing software with ease. Whether you need the full suite or just a few components, Deltek Talent Management lets you fit the software into your own business needs.

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www.deltek.com

Key Features

Talent Acquisition

Deltek Talent Acquisition improves hiring productivity with more efficient recruiting processes, making it easier to assess qualified candidates and hire the right people.

Talent Performance

A high performance workforce consists of a team that is motivated, developed, and loyal to your organization. Deltek Performance Management provides the ability to assess quality hires, achieve results and develop top talent to help you reach your business goals.

Talent Development

Deltek Talent Compensation helps you manage employee incentives and performance in a more simplified and effective way. Whether you choose to pay for performance or use incentives to drive desired behavior, a comprehensive system to manage the process is an important asset. Talent Compensation helps companies plan and implement compensation plans according to their organization's needs.

Bottom Line

From finding and acquiring the right talent, to performance management, to learning and career development, to compensation planning and analytics, Deltek's Unified Talent Management solutions help improve the quality of new hires, increase employee engagement & retention, maintain compliance and streamline your onboarding process. In 2019, Deltek was named a winner of the Associated for Talent Development's (ATD) BEST Award. The provider is among 59 organizations from around the world to receive the award in 2019.

HealthcareSource

HealthcareSource presents a talent management suite focused entirely on the healthcare industry with a number of features including applicant tracking, onboarding, learning management, performance management, and much more. HealthcareSource recognizes that the key to providing quality patient service is to find the ideal candidate for the job. This vendor prides itself on bringing together software, service, content, and analytics to help healthcare organizations build a highly trained workforce.

HealthcareSource
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Woburn, MA
United States
+1 (800) 869-5200
www.healthcaresource.com

Key Features

Performance Manager
Healthcare's Performance Manager software is a paperless methodology for managing healthcare appraisals, job descriptions, skills, goals, and succession planning.

Recruitment Optimization
A set of services that takes a comprehensive look at the current recruitment process, educates teams, and helps implement proven industry best practices to improve recruiting and achieve strategic goals across your healthcare organization.

Learning and Development (L&D)
For those in the healthcare industry, there aren't many other software vendors in talent management that provide such a dedicated solution. This vendor provides healthcare establishments with the right tools to train, develop, and retain the right employees. HealthcareSource's talent management solution gives enhanced employee performance feedback by providing continuous feedback, rather than an annual performance review. The provider also received a Gold Award for Best Advance in Assessment and Survey Technology and Bronze awards for Best Advance in Candidate Assessment Technology and Best Advance in Talent Acquisition Technology for Small-Medium Size Business.

Bottom Line

For those in the healthcare industry, there aren't many other software vendors in talent management that provide such a dedicated solution. This vendor provides healthcare establishments with the right tools to train, develop, and retain the right employees. HealthcareSource's talent management solution gives enhanced employee performance feedback by providing continuous feedback, rather than an annual performance review.

iCIMS offers leading software solutions and tools to unify all aspects of talent acquisition. With iCIMS, companies can manage their entire talent acquisition lifecycle within a single SaaS application. With recruiting, offer management, onboarding and relationship management tools, the flexible, scalable, and easy to use iCIMS Talent Acquisition Software Suite supports organizations of all sizes, in all industries. iCIMS delivers faster integration activation with less reliance on IT resources and their industry-leading integrations refine your recruitment processes without disrupting mission-critical hiring workflows.

iCIMS
101 Crawfords Corner Rd
Holmdel, NJ
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+1 (800) 889-4422
www.icims.com

Key Features

iCIMS Recruit

Streamline your recruitment management and engage with more job seekers with iCIMS Recruiting. With a mobile friendly interface and advanced applicant tracking, iCIMS give you the tools to engage the right people and build your workforce.

iCIMS Connect

iCIMS Connect helps HR administrators to fill jobs faster with the ability to better market your company and improve your candidate relationship management.

iCIMS Offer

Offer management is an extension of the candidate experience. Only iCIMS offers a dedicated, end-to-end offer management solution to support your unique hiring needs.

Bottom Line

iCIMS UNIFi is a Platform-as-a-Service solution that makes it easy to shop for, integrate, and build hiring tools for one streamlined talent acquisition experience. It centralizes these technology solutions into one organized workflow enables employers to gain greater efficiency and more actionable insights. In 2019, the provider announced an integration with LinkedIn Recruiter System Connect (RSC) in order to provide seamless connectivity with LinkedIn Recruiter and deliver improved sourcing productivity and efficiency.

Kronos offers the industry's most powerful suite of tools and services to manage and engage your entire workforce from pre-hire to retire. The company's HCM software provides an end-to-end employee lifecycle management solution, and because workforce needs are constantly changing, Kronos solutions are designed to evolve with you to help meet the challenges you face every day, regardless of your industry or where you do business. Designed for small and medium-sized businesses, Kronos HCM solutions helps organizations increase employee engagement for stronger business results to strengthen customer satisfaction, increase revenue, improve patient care, and deliver quality products.

Kronos
900 Chelmsford St
Lowell, MA
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www.kronos.com

Key Features

Workforce Ready People Analytics

Users are able to access all the HR analytics functionality and data their teams need to make better-informed workforce decisions on one cloud platform.

Workforce Ready HR

Helps HR staff hire, manage, and retain a quality workforce more easily so they can take a larger role in supporting your organization's strategic objectives.

Workforce Ready Mobile

Provides managers and employees alike with instant mobile access to your Kronos human capital management solution to help them be productive wherever they are.

Bottom Line

Kronos Workforce Central is a set of HR and workforce management applications including Kronos HRMS, payroll, time and attendance, absence management, scheduling and more. The Workforce Central suite of tools has been created specifically for industries to help manage the workforce on a cloud platform that is scalable, secure and mobile. In the past year, Kronos has made several new functional module expansions in benefits management, learning administration, and the continued use of artificial intelligence, and machine learning.

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www.meta4.com

Meta4 is a privately held corporation that offers on-premise and SaaS solutions for HCM and payroll. While the software has traditionally focused on human resources, they've made broad steps in the talent management arena adding a number of features including recruitment, compensation, and performance management. Meta4 has built a number of partnerships around the world including consultancies, technology firms, and global integrators. The vendor has also strengthened its software solution by offering 3rd party software products that directly integrate with Meta4.

Key Features

Recruitment
Meta4 allows users to manage the whole recruitment process from vacancy identification to candidate registration, assessment stages, costs, and final decisions including offers. Additionally, the solution allows users to monitor all stages of the recruitment process in a single place.

Performance
Define how your performance processes work, set performance processes either globally or locally, and define and manage your workflows with Meta4's Performance feature. HR can instantly view how your employees are performing worldwide.

Training & Development
Manage the entire training cycle, from providers, enrollments, evaluation, costs and all logistics. Also empowers managers and employees to view and self-manage their own development through configurable workflows.

Bottom Line

Meta4's Talent Management and Core HR solutions allow you to integrate the talent cycle in a single tool; organizations can select, develop, compensate and retain talent at global and local levels. Designed for small, medium and large businesses, in nearly any industry, Meta4 can help make provisions for your future talent needs and plan successions to avoid lost opportunities and vulnerability. The provider has a strong track record in meeting the requirements of multi-country customers, particularly in Latin America and Southern Europe.

Namely

Namely offers an all-in-one HR platform for mid-sized companies that covers all of your essential HR needs, including payroll, talent management, benefits management, time management and core HR. Namely acts as your singular system of record, powering your entire company. The company's talent management suite allows businesses to conduct paperless onboarding, track goals, conduct performance reviews, and features performance management, ongoing feedback, and more. Namely acts as your singular system of record with open API, powering your entire company.

Namely
195 Broadway
New York, NY
United States
+1 (855) 626 3591
www.namely.com

Key Features

Talent
Namely assists HR teams with managing their talent by providing tools to develop their employees with onboarding, goals, reviews, performance management and more.

Benefits
Simplify employee benefits with expert consultants and modern technology. Namely offers affordable plans from the nation's top carriers.

Modern HR
Modern HR features from Namely include: mobile apps, social news feed, people analytics, workflow management, time off tracking and more.

Bottom Line

Namely allows small to mid-sized companies (15 to 3,000 employees) to handle all of their HR, payroll, benefits, and talent management in one place. Coupled with dedicated support and benefits consulting, every Namely client gets the software and service they need to deliver great HR and a strong, engaged company culture. Additionally, in 2019, Namely launched Comply Database to help simplify multi-state HR compliance for mid-sized companies. The provider was also ranked the number one HR software in Newsweek's Best Business Tools 2019.

ORACLE®

Oracle's Talent Management Cloud provides talent acquisition, performance management, and learning management software for businesses that are looking to source and hire talent with maximum employee performance. Oracle's Talent Management Cloud software is designed for organizations both large and small across a variety of industries. Their performance management, goal management, and succession planning tools are designed to help companies get the most out of each hire: optimizing ROI, and promoting better business results.

Oracle
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www.oracle.com

Key Features

Recruitment
Oracle Talent Management Cloud recruiting service helps organizations assess and hire the best talent through automation while delivering analytical insight to improve talent acquisition efficiency and effectiveness.

Learning
This feature provides employees and managers with tools to look for new employee roles and growth, along with optimizing your talent pool with an interactive tool that supports leaders in managing an end-to-end talent lifecycle.

Onboarding
Oracle Talent Management Cloud onboarding cloud service improves productivity and engagement by monitoring the entire process and reducing bottlenecks to ensure new hires are fully prepared for their first day.

Bottom Line

Oracle Talent Management Cloud presents a very robust platform that gives users the ability to customize processes and pages. This talent management system is very consistent and provides administrators with the control to manage all current or concluded processes from any location at any time. Oracle has also added an Experience Design Studio in addition to expanding the use of digital assistants, mobile responsive design, and alternative user experience. This includes integrations with digital workspaces, such as SLAC or Microsoft Teams.

PageUp

PageUp Unified Talent Management is a strategic human capital management software solution, capable of delivering outcomes across the entire employee lifecycle, via technology built for a mobile and social world. It comprises Recruitment and Application Tracking, Onboarding, Performance Management, Learning Management and Succession Planning modules, with in-depth HR Analytics capabilities running across the entire suite. PageUp provides ONE experience and ONE platform for you to deliver and manage your talents' journey, ensuring you spend your time working on outcomes, not with inputs.

PageUp
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www.pageuppeople.com

Key Features

HR Analytics

Integrate data from multiple sources, identify strengths and areas for improvement, and measure successes with real-time metrics to help you make informed talent decisions.

Succession Planning

Conduct in-depth organizational health checks to highlight skill gaps and map critical roles, as well as employee engagement and retention risks.

Recruiting and Onboarding

Attract, identify, engage and onboard critical talent that will keep your organization ahead of the competition. pageUp offers a personalized onboarding portal, automated workflows, and integrated talent management systems.

Bottom Line

PageUp's SaaS talent management software provides organizations with one unified solution for managing Recruitment, Performance Management, Compensation, Learning & Training, Career Planning and Succession Management incorporating Advanced Workforce Analytics, via technology built for the mobile and social world. In 2019, PageUp was named to the Q1 Constellation ShortList for Talent Management Suites.

PeopleAdmin

The PeopleAdmin talent management offering, SelectSuite, provides users in education and government verticals with the tools required to maximize operational effectiveness and minimize risk. Organizations can simplify and automate their hiring process and monitor employee performance, while also building and retaining compliant audits. The solution is recommended for organizations related to education and government with more than 100 employees. PeopleAdmin's SelectSuite provides a fresh look at talent management effectiveness with your data being interpreted into actionable and easy to use information.

PeopleAdmin
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+1 (877) 637-5800
www.peopleadmin.com

Key Features

Analytics
PeopleAdmin's Analytics capabilities allow organizations to maximize their human resources operations by improving visibility into current trends and providing data driven inspiration to plan for enhancements in the future.

Applicant Tracking
The applicant tracking feature allows users to automate hiring processes, monitor search committees, and rank candidates with evaluative criteria. This tool also targets internal candidates with advancement opportunities.

Position Management
Through an understanding of job postings and the relationships between positions, this feature allows users to conduct more targeted recruiting and increase cross-institution accountabilities.

Bottom Line

The price of the software will depend on the size of the business and the modules purchased. However, since the software is web-based, it doesn't necessitate a hefty upfront purchase or pricey IT support. PeopleAdmin enables customers to streamline hiring processes, onboard new employees, efficiently manage positions and employee performance, develop compliant and defensible audit trails, and utilize industry-leading reporting and data-driven predictive analytics. In the past year, PeopleAdmin also delivered increased integrations and capabilities to improve hiring, onboarding, and talent management in higher education.

PeopleFluent

PeopleFluent presents a cloud based talent management suite that's complimented by applications for vendor management, workforce planning and diversity, and analytics. Total Talent Management includes: recruitment, performance management, compensation, learning, and succession. PeopleFluent is able to be integrated with almost any core HR/HCM system through its data integration managed service. The software combines video, analytics, mobility and collaborative social technologies into one product. The PeopleFluent Total Talent Management solution can help you engage your people at every stage, creating real business results.

PeopleFluent
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www.peoplefluent.com

Key Features

Recruiting

PeopleFluent provides flexibility to ensure recruiting works for every aspect of your business, regardless of the job you're recruiting for, the business you're supporting, or wherever you need to recruit candidates.

Compensation

Develop and implement complete compensation strategies and plans that provide managers and employees with information in summary and detail through comprehensive reward statements.

Learning Management

PeopleFluent Learning Management software provides engaging, collaborative learning opportunities and supports enterprise learning needs with a user-friendly experience. Users are able to evaluate and adjust programs, as well as measure and report results.

Bottom Line

PeopleFluent provides customers with a comprehensive body of human capital and talent management solutions that will satisfy medium and large sized businesses. The software is fully customizable, accessible, and highly intuitive. The system's drag and drop capabilities allow administrators to easily drag candidates between folders. In the past year, PeopleFluent was ranked as a leader in the 2019 Aragon Research Globe for Corporate Learning. Additionally, the provider recently expanded its HR software offering to the mid-enterprise market.

SABA.

Saba Software delivers cloud-based talent management solution used by organizations to drive talent development initiatives and to increase employee engagement. Born from learning, built on collaboration and designed to be simple, the Saba Cloud solution offers a wide range of capabilities in learning, performance, engagement, recruiting, compensation, succession, and workforce planning. Saba acquired Halogen Software in 2017, which was an important milestone and part of the company's strategy to become a leader in talent development. Saba's TalentSpace solution consists of a full breadth of talent management capabilities across performance, learning, engagement, succession, and compensation.

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www.saba.com

Key Features

Learning Management

Supports a self-driven learning experience for people and teams that is personalized, customized, and scalable. Additionally, offers robust analytics and reporting to measure the impact of formal or informal learning on performance outcomes.

Performance Management

Provides ongoing performance management capabilities to feed an employee development experience aligned to corporate strategy. Offers real-time analytics and reporting to track key talent metrics and measure the impact of talent programs on performance.

Real-time Engagement Insights

By measuring engagement metrics on a regular basis, organizations will have a greater understanding of their employees' needs so they can take the right actions to improve the employee experience.

Bottom Line

Saba is recommended for organizations of all sizes looking for ways to engage their people, connect their teams, and get the critical insight they need to prove the impact of talent development on business success. The company's cloud offering presents users with a number of benefits, including high scalability, fast implementation and reduced IT costs. Founded in 1997, Saba currently supports thousands of customers, and over 33 million users around the globe. Additionally, Nucleus named Saba one of 12 "Hot Companies to Watch in 2020."

SAP SuccessFactors is the global provider of cloud-based HCM software. The vendors suite integrates onboarding, social business and collaboration tools, a learning management system, performance management, recruiting software, applicant tracking software, succession planning, talent management, and HR analytics to deliver business strategy alignment, team execution, and maximum people performance to organizations of all sizes across more than 60 industries.

SAP
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go.sap.com

Key Features

Core HR and Payroll

Consolidate and streamline core HR and payroll processes with a cloud-based, global solution for the total workforce. HR organizations can define and execute better people strategies, provide actionable insight, and focus on value-add activities that support the business. Streamline global HR operations and ensure legal and corporate compliance at the local level for better business results.

Workforce Planning and Analytics

Meet business needs by finding and closing workforce gaps with SAP SuccessFactors Workforce Planning. Understand operational and strategic HR gaps to improve headcount planning. Use trends in hiring, turnover, and retirement, and a library of HR strategies and interventions to mitigate risks that can impede progress. Assess the financial implications of workforce planning scenarios by modeling labor composition and costs.

Talent Visualization

This feature helps you make talent data accessible to your executives, managers, and HR professionals – while your employees can use it to plan their careers and develop their competencies.

Bottom Line

As the market leader, SAP's Success Factors integrates a number of critical HR functions and analytics into one scalable, cloud based platform, designed to help organizations manage their workforce. Because of its cloud-based nature, the software is completely mobile allowing users to access their account at their own convenience to view project updates and recruiting data. Additionally, SAP SuccessFactors offers expansive and innovative capabilities, including the use of machine learning through its Business Beyond Bias feature, as well as its differentiated candidate relationship management functionality.

SilkRoad

SilkRoad's talent management software, Talent Activation, is a full comprehensive cloud-based solution that contains a number of HR tech solutions. Users can choose the entire suite or specific module to match their company's needs. SilkRoad is also integrated within Microsoft's Active Directory which allows users with a single sign-on so that employees are able to transition between each of the SilkRoad modules. Each of the modules are contained in the SilkRoad portal, which is designed to increase engagement, collaboration, and user adoption.

SilkRoad
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+1 (866) 329-3363
www.silkroad.com

Key Features

Talent Aquisition
Powered by social, mobile, analytic and cloud technologies, Talent Activation offers users a one-stop way to access your HR applications with the SilkRoad Talent Portal in one highly graphical interface.

Recruiting
The SilkRoad Recruiting feature is designed for organizations that want to use social channels for recruiting and deploying career pages to create engaged candidates in the user's work culture immediately.

Onboarding
The employee onboarding feature drives engagement during every phase of the employee's career. Reduce costs and time-spent on paperwork as well as new hire training and development with this feature.

Bottom Line

SilkRoad Talent Activation works for everyone, from full-time, part-time and seasonal employees to contingent workers, contractors, freelancers or interns. Talent Activation makes it easy to personalize their experiences by roles, functions, locations, regions and offices on a global scale. Go beyond talent management and activate your entire workforce to drive better business outcomes. In the past year, SilkRoad launched its Succession Planning solution, which is designed to maximize performance and drive business outcomes.

TALENTQUEST

TalentQuest provides an innovative Talent Management software suite that empowers companies to more effectively hire, manage, develop and retain the best talent. Their solutions leverage the unique traits, tendencies, and learning styles to help organizations maximize the potential of each employee. TalentQuest's cloud-based talent management solutions are used by leading organizations worldwide. The TalentQuest platform is powered by behavioral science and the provider's proprietary TQ Talent Insights.

TalentQuest
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+1 (404) 266-9368
www.talentquest.com

Key Features

TQ Assessments

TalentQuest's proprietary behavioral assessments take the guesswork out of the interview process and add objectivity to a traditionally subjective process. Model peak performers, measure core personality traits and cognitive abilities, and get the right people in the right positions.

TQ Performance

Build employee profiles, set goals, measure progress, execute 360 reviews, and complete performance appraisals (PA) all in an easy to use, mobile friendly interface. It even includes the TQ Writing Assistant to help managers with comments.

TQ Insights

Layered throughout our platform, Talent Insights™ provide managers with personalized insight, awareness, and guidance on how to best manage, coach, develop, and communicate with their team and individual team members. The Insights and prescriptive analytics guides managers on how to leverage an employee's key assets and provides the best management approach to take with the employee – including tips to make communication adjustments enabling the delivery of more effective feedback.

Bottom Line

TalentQuest provides a hire-to-retire Talent Management Platform that automates traditional talent processes, leverages behavioral science, generates individual and team insight and guidance for managers, and allows organizations to shift from a "one-size fits all" to an individualized approach to talent management and development. In the past year, TalentQuest also announced the launch of TQ Leadership Series Training. This series of micro-learning courses is designed to help leaders efficiently gain the skills they need to guide and motivate their teams.

TALENTSOFT
Human added value

Talentsoft provides cloud-based talent management software with a number of in-house options. Talentsoft manages employee recruitment, learning, performance, competencies, careers, and compensation. This centralized talent management solution keeps employee information in one easy to access place. Talentsoft allows users to analyze and act on human capital, build their human resource plans, and manage career and succession planning from one place. Talentsoft's solution, Talensoft Hub, is used throughout 130 countries and in 27 languages. The flexible solution adapts to regional and global best practices while complying with European and international regulations.

Talentsoft
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www.talentsoft.com

Key Features

Internal Mobility

Encourage internal mobility by giving employees access to a full network employee base, providing options for moving talent across locations, and managing mobility requests.

Talent Review

With Talentsoft's talent review feature, users can identify top talent, target employee populations for analysis on performance trends, and more.

My Talentsoft

My Talentsoft allows you to build meaningful relationships between HR, employees and managers by connecting them together and pushing in-context HR content, all within one collaborative platform.

Bottom Line

Talentsoft offers a unique solution, Talentsoft Hub, for each of your talent management and learning needs. Being a European leader in cloud-based talent management and learning software, Talentsoft allows for easy employee transitions between managers throughout the year with its delegation feature, helping managers to add their own input into employee reviews. Additionally, because Talentsoft has formal partnerships and supported integrations in place, it is able to offer additional administrative functionality, as well as payroll services.

Ultimate
SOFTWARE

UltiPro HCM presents an end-to-end solution that includes payroll, human resources, and a talent management system that is delivered as a SaaS solution. Ultimate Software's UltiPro HCM software suite provides businesses under 1,000 employees with full visibility of the entire employee lifecycle from recruiting to retirement. UltiPro HCM can be scaled to meet the demands of businesses of different sizes in a number of different industries and is able to reduce administrative workloads by automating all of the company's HR processes.

Ultimate Software
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www.ultimatesoftware.com

Key Features

Human Resources
UltiPro delivers all the strategic HR functionality you need in one global system of record. Track all human capital management information about regarding your employees, including personal information, employment history, benefits information, performance history and more.

Payroll Administration
With UltiPro Succession Management you can proactively build a talent pipeline for the future, support your people as they define career aspirations, and prepare their readiness to step into key roles.

Talent Management
Strategic reporting and business intelligence tools, plus seamless integration with UltiPro HR talent management software and Payroll, means you can quickly and easily get the workforce insight you need to make smarter decisions regarding your talent.

Bottom Line

Ultimate Software's UltiPro platform is a full-bodied cloud-based HCM software with strong support offerings. Businesses should be aware of which version UltiPro they invest in. UltiPro's Enterprise offering is best designed for multinational enterprises with over 1000 employees, while UltiPro WorkPlace is best designed for satisfying the needs of businesses with 300-1000 employees. Recently, Ultimate has expanded its product footprint through the acquisition of PeopleDoc, adding a physical presence in Europe.

Workday presents a full HR suite that covers everything from administration, talent management, recruitment, and time tracking for medium and large enterprises. This vendor is renowned for their commitment to customer service. Workday is also a highly flexible solution that allows you the ability to take the data stored within their HR talent management suite with you. Other solutions may lock up the data with them, keeping you from accessing it if you ever decide to leave. It allows for easy downloading of all of your information with no additional fee. Talent management software from Workday gives your employees the tools to measure their performance and unlock their full potential.

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www.workday.com

Key Features

Onboarding
Workday's Onboarding feature helps users welcome new hires, increase productivity, and streamline administration so that new workers can hit the ground running.

Goal Management
The Goal Management feature lets users establish, cascade, and assess business goals, providing maximum alignment and increased engagement across the business.

Human Capital Management (HCM)
With HR, workforce planning, recruiting, and talent management working together in one system, you gain complete visibility into your global workforce.

Bottom Line

Workday is designed primarily for mid-sized and large businesses, so smaller organizations may need to find another vendor for their HCM software. The software is also very affordable, and has been, since Workday manages the update process for everyone twice a year. The vendor's HR talent management software gives you talent cards, reports, and dashboards showing worker and team dynamics, so you have full visibility into your people. Recently, Workday acquired technology from Rallyteam for a Talent Marketplace, Adaptive Insights for Workforce and Talent Planning, and augmented analytics capabilities from Stories.bi.

ABOUT
SOLUTIONS REVIEW

Solutions Review is a collection of technology news sites that aggregates, curates, and creates the best content within leading technology categories. Solutions Review's mission is to connect buyers of enterprise technology with the best solution sellers.

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