



# HRMS SOFTWARE VENDOR DIRECTORY

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## ABRESOURCEHR

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 dedicated 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.

### Software Features

- ✓ Benefits Enrollment
- ✓ Compliance
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Recruitment
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave

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## ACTIONHRM HRMS

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.

### Software Features

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

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## APERIO HR

Aperio is a HR software system from Ontario based software provider HRWARE.

The software offers robust HR functionality that's easy to use. Managing employees and positions directly from organizational charts, plus configurable organization structures and position information.

A core functionality is the configurability of the software, offering the flexibility to customize the system without the need of IT support.

### Software Features

- ✓ Absence Management
- ✓ Compensation
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Workforce Analytics

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## APPOGEE HR

Appogee HR is an HRMS designed to reduce time-consuming administrative tasks by collecting together employee information into a single platform with automated functions to improve productivity.

A simple-to-use system, created for use by small and medium-sized companies, Appogee HR aims to provide an intuitive system where no user training is required, making it ideal for businesses that cannot afford lost productivity when implementing a new system. Alongside this, Appogee's self-service functionality aims to maximize user engagement and HR flexibility.

Appogee HR removes unnecessary spreadsheets and paper files, streamlining both operations and business analysis, allowing users to spend more time doing the job they were hired for. Through offering an HRMS fully integrated with Google Apps, Xero and Office 365, all aspects of the business can be integrated. Appogee HR looks to provide customers with a secure and private system, purpose-built to ensure DPA compliance and high-level encryption to protect business information.

A fully cloud-based system with both iOS and Android optimization, Appogee HR is priced on an annual per user basis.

### Software Features

- ✓ Absence Management
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Recruitment
- ✓ Vacation & Sick Leave
- ✓ Workflow
- ✓ Workforce Analytics

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## APS HR AND PAYROLL

APS brings innovation and scalability to modern workforce management. APS believes that their clients, their employees, and partners deserve the best, easy-to-use human capital management platform delivered with personalized service and support.

### Customer Experience

The customer experience is the number one driving force in how APS design their technology and support their goals. APS' unique support model provides customers with complete access to their dedicated account team through email, chat or phone, and they can view all support interactions online in the APS Help Center. APS' success team creates a customized strategy focused on new user training, client engagement, and system adoption to ensure return on investment.

### Technology

APS technology is built from the ground up, focusing on usability, efficiency, and adoption. APS understands the challenges organizations of all sizes face, which is why they craft a full spectrum of cloud solutions that address all aspects of employee management from HR-related tasks to Payroll. By maintaining a vision of unified systems that make workforce management nearly effortless, APS support their clients in their growth and success.

### Software Features

- ✓ Absence Management
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- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Time & Attendance
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- ✓ Vacation & Sick Leave
- ✓ Workflow

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## ASCENTIS HR

Ascentis HR is an HRMS product offered by Washington-based HR software vendor, Ascentis. The web-based HRMS includes functionality to help companies manage the employee lifecycle including payroll, recruitment, and time & attendance. Ascentis HR is targeted towards companies with 75-2500 employees and sold with a subscription payment plan.

As part of Ascentis HR's recruitment functionality, employers can bring in data from the hiring process into the system for new employees. Employers can also build a pool of qualified candidates for future hires and document the recruitment process in order to meet EEO compliance.

Ascentis HR has built-in reporting functionality which allows a company to create reports on over 300 areas of HR management - the option to create custom reports is also available. Complementary to this reporting functionality is Ascentis HR analytics which allow designated users to view data including headcount by age ranges, salary ranges and more.

Within the HRMS system, benefits enrollment data can be automatically transferred to carriers through the Ascentis Carrier Connect function. Combined with self-service functionality, Carrier Connect provides a paperless benefits enrollment process.

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

### Software Features

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## ASURE HCM

Asure Software's offerings include a fully-integrated HCM platform, flexible benefits and compliance administration, HR consulting, and time and labor management as well as a full suite of workspace management solutions for conference room scheduling, desk sharing programs, and real estate optimization.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Succession Management
- ✓ Time & Attendance
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## BAMBOOHR

BambooHR is an HRMS solution for tracking and managing employee data. The cloud-based software is used by many companies in the software and tech, non-profit, professional services and health and 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.

### Software Features

- ✓ Absence Management
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## BERNIEPORTAL

BerniePortal handles applicant tracking, onboarding, PTO tracking, time and attendance, compliance, benefits administration, 1095-C reporting, and COBRA. BerniePortal also offers a variety of payroll and carrier integration options. BerniePortal is supported by a network of healthcare advisors and brokers nationwide.

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- ✓ Vacation & Sick Leave

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## BOOMR

Boomr provides a mobile time and attendance app for companies looking for a real-time method of logging employees' work hours. Employees can record time that is spent on projects, message other employees to collaborate, and track breaks and overtime hours.

Boomr is a cloud-based mobile app, and is available for download on both iOS and Android devices. As the app uses GPS tracking, employees must be physically present at the work location to track and log work hours.

### Software Features

- ✓ Time & Attendance
- ✓ Workforce Analytics

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## BRIGHTHR

BrightHR is an HRMS designed specifically for small businesses. Focusing on ease of use and accessibility, the software allows companies to record, monitor and manage all their people data in one easy to access place.

BrightHR focuses on three key areas - absence management, employee records, shift planning - with an additional telephone service for employment law advice available to all customers. The cloud-based hub employee record hub allows for unlimited document storage so that all people data can be accessed from one central platform; as a bonus the system will prompt employees to update missing information. Each process is designed to be as intuitive as possible, with many tasks accomplishable with a single click.

As a cloud-based system, BrightHR is accessible on any device. Native Android and iOS apps are available alongside a web app, optimizing the system for a range of mobile devices. BrightHR can be implemented within 24 hours, with unlimited support available for a small addition to the per-user price.

### Software Features

- ✓ Absence Management
- ✓ Compliance
- ✓ On & Off Boarding
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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## BUSINESS WORLD FOR HCM

UNIT4 Business World for HCM offers fully integrated functionality enabling HR and payroll departments to access, process, operate and manage all aspects of the organization's hire-to-retire cycle and payroll functions. Including inquiry, reporting and analysis tools help managers to gain a clearer insight into an organization's resources.

The People Planner and Modeller Experience packs are designed to allow organizations to better resource projects and make changes like a reorganization quickly and easily. Workflow and employee self-service facilities help reduce duplication, minimizing the time spent by staff on day-to-day administration.

UNIT4 Business World for HCM is designed for organizations wanting to reduce duplication errors and minimize staff day-to-day administration time.

The Unit4 Business World for HCM application is a module of the overall Unit4 Business World On! ERP Suite.

Customer support for Unit4's HRMS product includes documentation, updates and release notes, web-based, telephone, and email support. Premium support services are also available including project-assigned support staff. Training is also provided by Unit4 - this includes training during the implementation process and a user conference which is held every 18 months.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Succession Management
- ✓ Time & Attendance
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## CAKEHR

CakeHR aims to give businesses the freedom to access all their employee data in one simple, intuitive place. Designed with the needs of SMBs in mind, the software provides a flexible, mobile-friendly HRMS that can scale easily as companies expand.

One of CakeHR's key features is a visual organizational chart that enables users to see the whole company structure at a glance. This can be easily updated as the business grows, allowing employees to keep on top of new hires and structural changes. Advanced reports are available at the click of a button, and account data can be synced in real-time with MS Outlook, Google Calendar, and Apple iCal. CakeHR integrates with Slack and Google apps to facilitate social collaboration.

CakeHR is a cloud-based solution, and pricing is calculated on a per-user, per-month model. Native apps are available on the iOS and Android platforms for ease of use on tablets and smartphones.

CakeHR software can be implemented within just a couple of hours, with free user training and support included in the package.

### Software Features

- ✓ Absence Management
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Reviews
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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## CERIDIAN DAYFORCE HCM

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 Aéropostale, and U.S coal producer Arch Coal, Inc.

### Software Features

- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Time & Attendance
- ✓ Training & Skills
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## CEZANNE HR

Cezanne HR is comprised of 5 modules hosted via a cloud system. These 5 modules include; people management, absence management, performance management, timesheets, and recruitment, all of which are configurable to match the work processes potentially already in place by the business.

Cezanne HR aims to be a solution offering flexibility without increasing the costs or complexity to the user. The system allows a number of additional modules to be added individually, some of these include payroll and recruitment.

A cloud HRMS, Cezanne HR can be accessed via PC, mobile devices, and tablets. API access is also available allowing users to connect third party applications to the system.

Cezanne HR is available in English (U.S. and U.K.), Spanish, German, French, Portuguese and Italian plus supports non-western character sets-making it a good fit for international organizations.

### Software Features

- ✓ Absence Management
- ✓ Compliance
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Social Networking
- ✓ Time & Attendance
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## CHECKPOINT CORE

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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
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## CIPHR

The CIPHR HR system features include people management, employee self service, absence and time management, payroll, recruitment, learning management, communications and reporting.

The HR system aims to empower employees to manage their own data, helping busy HR teams reduce costs, streamline their processes and spend more time working strategically to add value to their organisations.

Additional CIPHR features include:

- Highly configurable
- Customisable branding
- GDPR compliant
- Suite of integrations via API
- More than one million users globally
- Accessible any time, from anywhere
- Reporting and analytics
- ISO 27001 accredited

CIPHR's consultants work closely with clients to develop an effective HR action plan and tailor the CIPHR systems to your requirements. A dedicated account manager, UK service desk and experienced support teams are always on hand to support and resolve queries.

### Software Features

- ✓ Absence Management
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Health & Safety
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## COMPASS HRM

Compass HRM is a fully-featured HRMS which offers workforce optimization and efficiency modules alongside data collection and payroll functionalities.

Because it is a cloud-based solution, all of its features can be accessed from any device at any time.

### Software Features

- ✓ Benefits Enrollment
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Time & Attendance
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## CONREP HRM

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 ISGIT, Syscom and JVista.

### Software Features

- ✓ Payroll
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Vacation & Sick Leave
- ✓ Workflow

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## CORE HR

Core HR is an end-to-end, cloud HRMS product provided by global software company Meta4. It is targeted at companies with the need for global HR functionality who still need to manage localized HR tasks. The system covers all core HR tasks, with add-on modules available for talent management and benefits administration.

Core HR 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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
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## CORNERSTONE HCM PLATFORM

By unifying employee data in one system, organizations gain improved visibility with access to the right information to make smarter people decisions. With Cornerstone HR, you can consolidate data from local payroll, time and attendance, legacy systems, and more.

### Software Features

- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Social Networking
- ✓ Succession Management
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## CRITERION HCM

Criterion HCM is a modular HRMS with a highly configurable framework. The HRMS suite contains HR and Payroll function including performance management, employee retention, compliance, and time and attendance.

Employee and manager self-service access is available in Criterion 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 and attendance functionality is available in employee self-service through the Criterion HCM iPhone application.

Reporting is built into Criterion HCM through the Crystal Reports toolkit which allows employees and managers to easily create reports based on HR and 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 Criterion HCM is provided by an SSAE/16 Type II certified data center with 99.999% uptime over the past six years.

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

### Software Features

- ✓ Absence Management
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## DIGITALHRMS

The Digital HRMS is a HRMS Software which serves as a platform that allows an organization to focus on its employees, right from their first day in office till their last day. The HRMS Software comes with several modules and its most important USP is the fact that it can be customized. It integrates employee data and allied activities that are important from the HR perspective, such as time and attendance, leaves, assessments and MIS.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compliance
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## EBS PAYSUITE

EBS PaySuite is the main component of the EBS range of modules. It is a cloud based solution suitable for wide range of industries and company sizes.

### Software Features

- ✓ Absence Management
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## EFFORTLESSHR

EffortlessHR is an HRMS designed around the needs of small businesses. As it is cloud-based, it can be accessed from any device with a browser installed. This permanent access allows staff to keep record permanently up-to-date, meaning your HR staff are employed more efficiently and effectively.

The EffortlessHR employee portal can act as an intranet, offering up-to-the-minute company news, as well as downloading and sharing documents. Employees can clock in and clock out, as well as request time off.

Embedded in the time clock is the option to track paid time off, though this can also be purchased as a separate feature. Important documents can be stored securely in the cloud, and access allowed to specific employees. EffortlessHR also includes an integrated applicant tracking system.

There is the option to try EffortlessHR software for 14 days. Packages are available at basic, plus and ultimate levels, each one offering further functionality, disk space and users. The amount of online storage available is dependent on the package, as is the number of features available. Although there is no specific support package, the software comes with a series of how-to guides.

### Software Features

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## ELIXHR

elixHR is an integrated, multi-delivery HR and 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.

elixHR 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 elixHR 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.

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- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Social Networking
- ✓ Succession Management
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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## EPAY HCM

EPAY HCM has been designed to reduce time spent on administrative tasks by collecting together employee information into a single platform with automated systems to increase productivity.

EPAY HCM is an HRMS focused on the financial elements of human resources, with measures in place to handle employee processes from recruitment through to benefits. Suited towards companies with robust HR needs, EPAY Systems allows employers to monitor and regulate benefit plans through purpose-built systems, including COBRA, ensuring compliance is achieved at all stages.

EPAY HCM brings together ACA data to track compliance and generate the necessary forms and reports including 1094 & 1095 forms, affordability test & hours worked reports, ensuring proper procedure is followed throughout.

EPAY HCM also allows companies to monitor how full-time equivalent employees are trending, help future planning for exposure and file appropriate tax documentation when needed. With the ability for employee self-tracking and education, EPAY HCM helps increase efficiency and reduce costs through automation, while also offering an achievement tracking application to improve employee satisfaction.

EPAY HCM is a fully cloud-based system with both iOS and Android optimization.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compliance
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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## EPICOR HCM

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 this 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.

Targeted functionality is also available for benefits reporting, performance management and absence tracking.

### Software Features

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

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## EPROMIS HCM

Based in Houston, USA, ePROMIS offer a range of business application solutions designed for medium-sized companies and large enterprises. These integrate to become modules of a larger system, so the HCM can be integrated with other business functions like ERP to prevent the duplication of data.

ePROMIS HCM offers a Wages Protection System (WPS) that facilitates the payment of salaries and ensures that payments are made accurately and on time, ensuring payroll is fast and accurate. There are also dynamic reports and business intelligence dashboards to provide insights into a company's human capital.

Other HCM features include talent management, employee self-service, expenses analytics and reporting, time sheets and employee document management. There is also an end of service and leave management component. ePROMIS HCM also offers automated alerts and notifications for employees to remind them to complete key HR tasks.

ePROMIS offer a support portfolio that includes experts who follow industry best practice. Support can include consultation on the best product for companies, customization in the cloud, customized hybrid and on-premises infrastructures, implementation services; managed services and training and knowledge transfer.

### Software Features

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

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## HIRETORETIRE HRMS

ASL Consulting's HR Director HRMS contains talent acquisition, human capital management and time and attendance modules, and is targeted at a diverse range of organizations and industries. The use of open systems and industry-standard computing produces flexible tools for managing and extending business applications. Solutions vary by industry and size of organization.

### Software Features

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

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## HRA HRMS

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 and 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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Vacation & Sick Leave
- ✓ Workflow

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## HRADVOCATE

HRadvocate is a web-based solution providing HR personnel, managers, recruiters and employees with real-time mobile access to critical information anywhere, anytime.

HRadvocate helps optimize onboarding, talent management, and HR processes while maintaining strict compliance with privacy and labor regulations.

HRadvocate can also be deployed as an on-premise solution. Users of HRadvocate are offered implementation, training, and support services as part of the standard solution proposal.

### Software Features

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

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## HRCOGS

Founded in 2016, HRcogs is a free HRMS available on the cloud, and with the option to have the database reside on-premise.

One of HRcog's standout features is its approach to staffing. As well as abstaining from traditional top-down performance management features in favor of 360o reporting functionality, all job profiles must be derived from company goals. This ensures a 'bigger picture' view of company objectives is present throughout all HR-based activity.

The software offers employee engagement through three HR systems in one platform - an employee portal, HRIS and HCMS. It includes applicant tracking and onboarding and allows you to track the benefits, career development, and details of all employees. There is also the option to run payroll and performance appraisals and succession planning through the platform. There is a self-service portal, allowing employees to update details and review information – reducing data entry errors and administration time used.

HRcogs offers training through webinars and online support, although the UI is designed to be intuitive and therefore require minimal support and training. Implementation is carried out at download by the user but you are able to upload your own tables to populate the platform with data, making it quick to deploy in most organizations.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Manager Self Service
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Social Networking
- ✓ Succession Management
- ✓ Training & Skills
- ✓ Workflow
- ✓ Workforce Analytics

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## HRLOCKER

A wide-ranging cloud-based HR Software and recruitment suite for scaling companies of 5-500 employees.

### Software Features

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

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## HRMSSOFT

Provided by SaaS business solutions company BiznusSoft, HRMSSoft is a cloud-based HR system designed for small to medium-sized practices. It is built on the Salesforce platform.

Up-to-date performance management features avoid traditional 'top-down' evaluations in favor of a more 360o approach that takes into account employee strengths, goals and development needs. The benefits management module is another of HRMSSoft's strong points; as well as centralizing updates to employee benefits to avoid updating reports individually, it also interfaces with payroll deductions and tax calculations.

Elsewhere, HRMSSoft offers a full suite of HR features. These include core functionalities like time and attendance and absence management alongside additional functions like recruitment and payroll. The software emphasizes affordability and scalability, and users have the option to upgrade to a more extensive pricing plan as their business expands. These range from the basic 'Core HR' package through to 'Advanced HR' for added scheduling and self-service features, and 'Total HR' which incorporates a fully-integrated payroll solution.

Pricing is calculated on a per user/month model, and is available as an iOS or Android app through integration with Salesforce1. Implementation takes around four months, and BiznusSoft provide implementation consultancy, business intelligence services and a minimum of two weeks active support post go-live if necessary.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compliance
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workflow

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## HRNETSOURCE

HRnetSource is an HRMS designed for small to mid-sized companies that can be deployed on-site or through the cloud. HRSource aims to be as open and flexible as possible for its users; it is therefore fully customizable and capable of linking to third party software.

HRnetSource has been developed using Microsoft Access & SQL. As this comes as standard as part of Microsoft Office's 'Professional' package it can be integrated with other Microsoft Office applications. The software provides applications such as applicant tracking, benefits administration, paid time off and leave tracking, as well as performance management.

There is also the option of the web-based add-on that allows employees access to HRnetSource's self-service features. This frees up more time for HR professionals, as employees can update details themselves and request leave through the portal. Job applicants can also enter details directly into the software, which can then be tracked through the software's ATS functions.

The HRnetSource portal can also be used by the HR team to share important information, such as the employee handbook and safety information.

New users can sign up for free training as and when, meaning that HR staff turnover is less of a worry for client organizations.

### Software Features

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

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## ICON

iCON, from Unicorn HRO, is a software system developed to help employers retain and develop their employees. The HRMS is used in the healthcare, hospitality, legal, manufacturing, transportation and educational sectors.

iCON includes modules allowing specified users to enter and store data and profiles for all staff. Employees are able to access the system through a web portal to maintain or update their profiles, view their corporate benefit plans, payroll information as well as to enter, amend and update time and absence information. The iCON payroll module also allows deductions to be automatically calculated and processed.

The iCON system can also be integrated with existing payroll and wage systems. The system can also handle employee onboarding, learning, and development, performance appraisals, plus compliance, legislation and HR workflows.

iCON is a cloud-based solution which also handles all backups and recoveries. It is accessed through a web browser and can be used on both smartphones and tablets. The platform is also partnered with EMPINFO helping employers automate the process of responding to employment and income verification from external sources.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Time & Attendance
- ✓ Workforce Analytics

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## INFINITYHR

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 and attendance and workflow management. InfinityHR can be integrated with 3rd-party payroll systems to form a full HR and payroll HRMS solution.

Self-service access allows employees to manage many of their own HR processes including benefits administration, time and 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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Employee Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Vacation & Sick Leave
- ✓ Workflow

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## INFOR HCM

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

Infor HCM 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 HCM through personalized dashboards which display analytics, alerts, daily activities and 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 Infor HCM's 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 include the State of Utah, food manufacturers Kellogg Company, and information and product flow management company Itella Group.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Time & Attendance
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- ✓ Workforce Analytics

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## INSPIREHCM

InspireHCM is an HR and payroll solution from TruPay, the system aims to support the HR admin processes of businesses of all sizes.

InspireHCM is aimed at organizations wanting to simplify and consolidate their payroll and HR operations into a single system and database. It incorporates compliance, benefits management, applications, holiday planning, performance, payroll, and reporting.

A key feature of InspireHCM is the customizable employment portal, which allows employees to view and manage their payslips, benefits, and total compensation package. An application module allows HR teams to create, manage and review job postings and applications from a single portal, centralizing and streamlining the hiring process. Finally, the InspireHCM performance management module gives employees and managers the ability to schedule and attend training, manage and track objectives and measure career progression.

InspireHCM is a cloud-based solution, accessible on desktop and mobile device via a web browser. Pricing is based on a per user, per month basis with an additional set up charge.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
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## ISOLVED HCM

iSolved provides payroll, along with human resources, time tracking and benefits unified in one solution to create an elegant user experience.

With one solution that does it all, iSolved is ideal for the small-to-midsized company. You won't outgrow it.

### Software Features

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

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## JACANDO ADMIN

With Jacando Admin, the management of employees is always under control. Organizational charts and employee lists help you keep your employees in sight. Thanks to the interactive employee file, you can always access individual employees and find all relevant information and documents at a glance.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Reviews
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workflow

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## JACANDO MATCH

Jacando Match is a powerful applicant management tool, which allows for an efficient recruiting process. With innovative matchmaking logic, an applicant's fit on a vacancy is visible immediately and you can then simply select, manage and contact them with the click of a mouse.

Additional features include applicant tracking system, and reporting.

### Software Features

- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Recruitment
- ✓ Social Networking
- ✓ Workflow

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## JACANDO TALENT

Get to know your employees through Jacando Talent. Thanks to the employee survey, you are always up to date with regards to satisfaction and many other topics. The target agreement feature allows you to set goals for your employees and easily measure their achievement. Employee tags (eg, experience, soft skills, etc.) are used to create a detailed fine-tuning for each employee profile.

Additional features include employee surveys and feedback, as well as reporting functions.

### Software Features

- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Reviews
- ✓ Succession Management
- ✓ Training & Skills
- ✓ Workflow
- ✓ Workforce Analytics

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## JACANDO TIME

Time recording is possible without significant effort; always have an overview of the working hours of your employees. Jacando Time is much more than just a time-recording tool: it allows project-related hourly billing, informs regularly about the hours worked by the employees, enables a multi-stage approval process and is also designed for flexible working time models.

Additional features include working history, and project recording.

### Software Features

- ✓ Absence Management
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Reviews
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workflow
- ✓ Workforce Analytics

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## JOBSCIENCE CORPORATE

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 and 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.

### Software Features

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

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## KRONOS WORKFORCE READY

Kronos Workforce Ready is a cloud-based HRMS solution that provides a full suite of integrated applications for businesses of any size. Kronos Workforce Ready aims to be a single source of data, allowing businesses to integrate HR, time and attendance, payroll and more into one single human capital management system.

The Kronos Workforce Ready products help manage the entire employee lifecycle; from pre-hire to retire. Built on a modular framework, modules to help achieve this include; talent acquisition, HR, timekeeping and leave management. Customizable dashboards allow users to easily access this information and produce reports.

Reporting functionality is built into Kronos Workforce Ready through advanced filtering and custom columns, allowing managers and employees to access and present HR metrics through self-service portals.

Kronos Workforce Ready is a cloud-based human capital management focused HR software system that can be accessed via desktops and mobile devices. The mobile self-service access is available through the Kronos Workforce Ready Mobile Solution via native Android and iOS apps.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Succession Management
- ✓ Time & Attendance
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- ✓ Workforce Analytics

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## MITREFINCH

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 analyze 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 customized 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 organizations 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 organization.

Mitrefinch 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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
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- ✓ Succession Management
- ✓ Time & Attendance
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## NAMELY

Namely is an end-to-end HR and payroll platform for growing companies. The friendly design, intuitive applications, and welcoming feel differentiate the platform from many enterprise HR systems. Namely's offerings include payroll, benefits administration, performance management and human capital management. Each solution can be purchased à la carte, or as one integrated solution.

Namely is 100% configurable, allowing the system to scale with and encourage growth. Built into Namely is a powerful permissions engine allowing organizations to create tiered access levels to restrict certain reports, views, and functions from any given division or role within the company. Through these permissions, adaptable templates, customizable formats, and tools that can be switched on or off at any point in time, companies will never be stuck with an outdated process as they add employees or change business goals.

Each company is assigned its own account manager, available 24/7 for ongoing support and training for each of Namely's features. Account managers, along with the Namely Learning Center, offer personalized training with How-To Guides and Help Videos.

Namely's platform is targeted at growing companies in need of a thorough yet user-friendly HR solution. Namely is used by some of the world's most innovative and exciting companies from many industries, including media, technology, commerce, and professional services. Clients include Vimeo, Hailo, Warby Parker, MDC Partners, and Birchbox.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Reviews
- ✓ Social Networking
- ✓ Time & Attendance
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## NGA RESOURCELINK

NGA ResourceLink is a hire-to-retire HR and payroll solution aimed at medium to large sized enterprises.

NGA ResourceLink is particularly rich in payroll features, making it ideal for companies with complex needs in this area. Users can benefit from salary modelling and evaluation, expenses compensation and employee benefits administration on top of standard payroll and pensions management features.

NGA ResourceLink also offers a large range of talent management functionality, with features which span the entire employee lifecycle, from recruitment and onboarding to career development and succession planning. Learning and development, performance management and competency assessments allow for constructive feedback and continued professional development. Elsewhere, NGA ResourceLink has a comprehensive set of core HRMS features, including employee and manager self-service, time and attendance, leave and absence management.

NGA ResourceLink can be installed on-premise or deployed as a cloud solution, and iOS and Android apps are available for flexibility on mobile devices. System installation takes about four weeks, depending on company and deployment method. NGA offers user training, implementation support, and integration services; they also offer managed payroll services for companies wishing to outsource.

### Software Features

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

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## NUVIEW HRMS

The NuView human capital management suite address all of the core areas of an HR department including succession management, reporting, and workflows. A talent management module allows organizations to work with individual employees to improve performance, provide suitable training and development opportunities, plus recruitment management. Full payroll functions are also supported through NuView.

The system is a web-based, single sign-on solution which standardizes and simplifies the collection and management of all data related to employees across an organization. It aggregates all employee records providing managers and HR departments with a single view of a staff member's record, further enhanced by analytics and reporting functions.

The system is cloud-based, giving both managers and staff access to the system through a browser and on both smartphones and tablets. Access is granted to the system at three levels; manager, employee and job candidate.

### Software Features

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

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## ONYVA HRMS

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.

Adequasys's Onyva can be integrated with a number of enterprise software solutions including SAP products as well as other payroll, benefits and ERP software.

Onyva provide support for their HRMS products through remote maintenance.

### Software Features

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

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## OPENHR

OpenHR helps with all the different types of employees, including those who are self-employed, freelancers, contracted personnel, who provide added value to the business—people who work with us.

With OpenHR, users are able to access their personal data from any computer, tablet, smartphone, iPhone, iPad, Smart TV, or other electronic devices with an Internet connection.

### Software Features

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

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## OPTIMUM HRIS

Optimum HRIS, from Optimum Solutions, is a system dedicated to supporting payroll, HR, and time and attendance processes. Optimum offers convenience by combining all HR modules with one dedicated database as well as flexibility and dedicated support.

Optimum HRIS applications are modular, meaning that a company can select specific elements rather than installing an entire system. Optimum HRIS is a suite of applications covering HR, time and attendance and payroll from a single database. This allows a user to access up to date records via any of the HRMS modules.

Features of Optimum HRIS include the cross-function reporting tool that stems from the one database linking each module together. Users of Optimum HRIS also get access to the dedicated in-house training and support as well as flexible deployment options and configurations.

Optimum HRIS can be installed as either an in-house server solution or as a cloud-based system (via their SaaS solution OptiCloud), access to HR system is available via a web browser and includes some mobile capabilities within the time and attendance module.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Recruitment
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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HUMAN CAPITAL  
MANAGEMENT  
CLOUD

## ORACLE HCM CLOUD

Oracle HCM Cloud is a fully integrated suite of HR software system offered by global software providers Oracle. The Oracle HCM Cloud suite can be deployed as a private, managed, public or hybrid cloud system.

The global HR module of Oracle HCM Cloud covers the essential HR processes including; employee records, workforce optimization, and analytics.

The talent management aspects of the HR system include the entire employee process from acquisition to learning and progression.

Other aspects of Oracle HCM Cloud include workforce rewards, management, and social tools. Each of these tools and features can be applied individually or integrated together as one package.

A cloud-based HRMS, Oracle HCM can be accessed via desktop and mobile devices with a web browser, or via their native iOS and Android apps.

### Software Features

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

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## ORANGEHRM

OrangeHRM is an open-source HRM solution tailored to the needs of small and medium-sized businesses. It is designed to be user friendly with a low-cost pricing model.

The system is fully customizable and is designed to service the entire lifecycle of employees from recruiting through to employment and business exit

### Software Features

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

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## PAYCOR PERFORM

Paycor Perform is an HR, benefits and payroll package aimed at small to medium sized organizations.

The software is designed to streamline HR processes such as staff on-boarding, payroll, benefits and time management. It is suitable for organizations with small HR departments and is intended to be quick to install, intuitive to use and easy to scale and customize.

The payroll management tool is one of the software package's key features. It allows users to make updates to employee information, calculate pay totals, manage benefits and keep track of progress, all from a single page. There is also access to online customizable reporting and analytics tools that allow organizations to quickly crunch numbers on hundreds of payroll data points.

Paycor Perform is a cloud-based solution that can be accessed on desktop or mobile devices via native applications.

Paycor operates a subscription-based pricing model.

### Software Features

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

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## PAYLOCITY

Paylocity (NASDAQ: PCTY) is a leading provider of cloud-based payroll and human capital management (HCM) software solutions. Paylocity's comprehensive product suite delivers a unified platform for professionals to make strategic decisions in the areas of benefits, core HR, payroll, talent, and workforce management, while cultivating a modern workplace and improving employee engagement.

### Software Features

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

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## PEOPLEGURU HCM

PeopleGuru is an HRMS platform suitable for mid-market organizations with a medium-sized workforce. It aims to deliver “an easily configurable, flexible solution” that fits around users’ existing people management processes. While the HCM software is used across a range of markets, PeopleGuru has a specialty in staffing and HR for senior care organizations.

PeopleGuru HCM focuses on automation of administrative tasks, and the software can personalize staff training and development. The main app, HR Core, covers much of the administrative automation of HR management and includes standard reporting and access to native mobile apps.

PeopleGuru HCM is an all-in-one software system rather than a suite of integrated modules, and can, therefore, provide clients with an extensive hire-to-retire solution. As well as more standard functionalities like onboarding, employee self-service and benefits management, the HR software also offers fully-integrated payroll management and social HR features.

One of PeopleGuru HCM’s standout aspects is its support package, which offers account management alongside outsourced accounting and tax services. They also offer support with the implementation of the platform and can develop customizations for clients to ensure the software meets essential requirements.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Social Networking
- ✓ Succession Management
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
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## PEOPLESTRATEGY EHCM

PeopleStrategy is an all-in-one; hire-to-retire HRMS that includes a full range of core HR modules. Talent acquisition, payroll, workforce management, benefits and performance management are available, and organizations can choose which of these modules they wish to implement.

Self-service and mobile access allows for more efficient HR processes and reduced administrative costs, and modules can be customized to optimize current working practices.

PeopleStrategy is a cloud-based HRMS, so can be accessed through any device with a mobile web browser. Implementation, training and ongoing support are available with a one-off implementation fee.

PeopleStrategy was founded in 2002 and is headquartered in Atlanta, GA. Clients come from a wide range of industries and are typically (though not exclusively) enterprise-class organizations.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Vacation & Sick Leave
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## PERSONALITY HRMS

Personality HRMS is a human resources and payroll management software package suitable for large businesses. The HR software has a range of core features including, employee records keeping, performance and attendance management, and others.

Personality HRMS offers labor-saving features to help manage a company's workforce. These functions include the automation of essentials such as time and attendance, recruitment and payroll management. The HR system also offers support with taxation and can perform 'what if' analysis reports to help improve efficiency in the HR department.

Personality HRMS can be programmed to the geographical location of the employees, ensuring taxation laws and HR legislation requirements are relevant to the location of the labor force. The software offers automation of events and can send automated correspondence. The centralization of all HR and payroll functionality allows for managerial transparency and fluidity of information, different levels of user access are provided, and Personality HRMS also offer manager and employee self-service.

The HRMS can be deployed on-premise or using the SaaS model, with prices dependent on the size of the organization and the bespoke design of functionality. The company offers training and support for its clients and the on-site product is most popularly used by public sector industries.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management

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## PLANDAY

Planday is a staff scheduling tool which aims to lessen the time managers spend on employee administration in order to increase productivity. With mobile accessibility, management of employees can be performed at any time, from any location, granting businesses both the awareness and ability to adapt in fast-changing environments.

Planday is suited for businesses of all sizes which require functionality to automate employee management tasks and get a more comprehensive view of their organization's strengths and weaknesses. Planday allows managers to reduce time-consuming administrative tasks by providing automated notifications regarding employee information and allowing schedules and shifts to be saved for future use.

With a strong focus on communication, Planday has an in-built employee-to-employee messaging service, providing the opportunity for lower level users to organize shift swaps and cover without manager involvement. This includes departmental messaging so that groups can be notified of important changes. Planday operates in real-time, meaning managers can stay aware of changes as they occur and analyze the best way to resolve any issues, with clock-in control accessible from mobile devices to ensure managers can stay aware of employee movement and punctuality.

Planday is a cloud-based system. It is fully compatible with Android and iOS for mobile usage and optimized for integration with most third party apps. It can also be integrated with major payroll tools. It is priced on a per user per month basis, and offer a free 30-day trial to potential customers.

### Software Features

- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Performance Management
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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## POWWOWHR

PowWowHR provides HRMS software with a focus on social workforce management and collaboration. Their cloud-based, modular HRMS system provides a full range of functionalities, including payroll, time and attendance, recruiting and onboarding. The software has a focus on social collaboration tools, which are built around PowWowHR's Collaborative Cloud technology.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compliance
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Social Networking
- ✓ Succession Management
- ✓ Time & Attendance
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- ✓ Vacation & Sick Leave
- ✓ Workflow
- ✓ Workforce Analytics

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## PURELYHR

Purely HR is an online HRMS designed for small and medium businesses. Key functions include managing staff profiles, tracking staff's time off, time and attendance management, timesheets and feedback and performance.

The core HRIS module includes a staff directory and profiles, and there is an app to give staff access so that administration can be reduced with self-service data updates. It also allows staff to check answers to HR FAQs, so HR professionals do not have to waste time answering simple calls. This core module also offers a centralized file repository, which gives staff secure access to files anywhere, giving the option for a digital employment profiles, storing CVs, references and other material.

Purely HR is a browser-based software and can run through Chrome, Firefox, Internet Explorer, and Safari, and can be custom branded with your logo and with the language suitable to your location. There are support offices around the world so that user issues are resolved as efficiently as possible.

Purely HR users can opt to pay only for core features or to subscribe to a more advanced package. The time-off, warnings, time-clock and time-sheet modules are available at an additional monthly charge that scales depending on the number of users. Pricing is based on the software as a service model, and there is a 10% discount when the subscription is paid annually.

### Software Features

- ✓ Absence Management
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave

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## RAMCO HCM

Ramco HCM is a modular HRMS delivered as a SaaS, on-premise or managed HR and payroll solution by Ramco Systems. The HRMS provides functionality for employees and managers across HR and 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.

### Software Features

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

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## SAGE BUSINESS CLOUD PEOPLE

Sage Business Cloud People is a modern HR and people system that aims to transform the way mid-size organizations acquire, retain, manage and engage their workforce.

Built on the Salesforce App Cloud, the Sage Business Cloud People system can typically be implemented in about 90 days and offers end-to-end customization.

Sage Business Cloud People aims to provide a better way to manage the employment journey from joining to leaving, providing core HR, payroll, talent acquisition, talent management and HR planning. It integrates with multiple accounting, payroll and third-party applications, giving you a single source of your HR and people data.

Sage Business Cloud People has customers across most vertical markets and is typically recommended for businesses with 200 - 5,000 employees. Customers include; Aveva, Armstrong, Klarna, Mitsubishi UFG, Paddy Power Betfair, Quest Software, Redflex, Siteminder, Skyscanner, SolarWinds, Trainline, and Trustpilot.

### Software Features

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

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## SAP HCM

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

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 function 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 on “what-if” situations. Analytics functionality is also integrated with SAP HCM reporting tools.

Talent Management functionality is built into SAP HCM with cloud solutions for compensation, learning, performance and goals, recruiting, succession and collaboration. SAP HCM also offers time and attendance management which can be easily updated and monitored through employee and manager self-service. This self-service access to SAP HCM can take place on-site or through mobile devices.

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

### Software Features

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

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## SENTRIFUGO HRMS

Sentrifugo HRMS is a human resources management platform, available as open source free software. Built using modular a framework, the HR software can be developed and extended to adapt to the individual business's needs.

An overview of HR software features can be viewed on the Sentrifugo HRMS central dashboard, this page offers overall information at a glance. HR modules can be downloaded as and when they are required, meaning that companies can expand their HR functionality when it suits them, rather than having to invest time and money upfront for features that are not immediately required.

The Sentrifugo HRMS modules range from performance appraisal to analytics through to talent acquisition management and interview scheduling. There is also functionality to deal with disciplinary and performance appraisal. The nature of the software download is that an HRMS platform can be built to fit the needs of each business.

Sentrifugo HRMS is provided by web development group Sapplica. Their website offers a support center, where businesses can request help with the software and a users' forum to help find solutions to common problems and concerns.

### Software Features

- ✓ Absence Management
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Succession Management
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Vacation & Sick Leave
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## SILKROAD ACTIVATE

SilkRoad Activate is a core HRMS product delivered as an on-demand cloud solution. SilkRoad Activate provides businesses with core HRMS functions including benefits management, attendance management, payroll and more.

The software takes an integrated approach to human resource management, seeking to track the workforce from sourcing and hiring, through the onboarding process and then onto career development and transitions of role within the workplace.

As with business focus on the customer, this software moves experience with the employee to the personalized level. This is an employee engagement platform, providing training experiences for staff in a business that targets their needs and their aspirations. The software provides an interface for each employee, showing their experiences within the company and performance metrics.

Core functions include recruiting and learning, onboarding and performance applications. As the software is built as a set of interconnected apps there are many optional business add-ons, including analytics and performance management sourcing. The software also integrates with Microsoft 365, which means there is a single login for all the apps, as well as interconnected third party applications.

Silkroad Activate includes email integration with Outlook and Gmail. Silkroad Activate also uses an API, which includes forms for capturing leads.

### Software Features

- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Recruitment
- ✓ Time & Attendance
- ✓ Training & Skills
- ✓ Workforce Analytics

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## SIMPLEHR

Simple HR from Ajiva Corp is a free-to-download platform aimed at small to mid-sized companies. Users can install the software on their computers or access it via the internet.

Simple HR offers a secure place for confidential records and offers 50 standard reports to help standardize HR administration. The use of this HR software allows for single-entry data, as all employees can access the information and don't require the consolidation of a large number of spreadsheets. This reduces data entry errors and improves communication with employees.

Features include salary history and benefits, vacation and leave tracking, performance reviews, reporting and reminders, and integration with Microsoft Word and Excel. Simple HR also helps to maintain records of emergency and dependent contacts, attendance at work, training, skills, and education, Health and Safety training, and important policy and information documents.

Users can install Simple HR by downloading the software from Ajiva's website. The interface is designed to be intuitive enough for fast setup and minimal user training, although there are tips and tricks documents available online, as well as a complete user's manual.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Reviews
- ✓ Social Networking
- ✓ Succession Management
- ✓ Training & Skills
- ✓ Vacation & Sick Leave
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## SOFTWORKS WORKFORCE MANAGEMENT

Softworks Workforce Management is a fully-customizable modular HR software solution. Softworks Workforce Management software is available as a “build your solution” system where clients can select from a set of core HR and payroll functions such as scheduling, expenses tracking, absence management, and attendance management.

One of the unique modules offered as part of Softworks Workforce Management 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”.

Softworks Workforce Management's 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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ Payroll
- ✓ Performance Management
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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## STAFF SQUARED HR MANAGEMENT

Staff Squared offers a mobile and desktop based HR management system operated on a cloud platform. The software includes both employee and manager dashboards as well as a reporting system able to export into excel, PDF and CSV files.

### Software Features

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

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## STARGARDEN HCM

StarGarden is a fully-featured HCM tool catering to mid to large sized companies, particularly those with heavily-unionized workforces. The software can be delivered either on-premise or as a cloud-based solution with a one-off licensing fee.

Due to StarGarden's focus on unionized industry, it provides a particularly extensive list of payroll, benefits management and worker compensation management features alongside core HR modules such as onboarding, self-service and performance management.

### Software Features

- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
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- ✓ Workflow

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## STRANDUM HR SOFTWARE SYSTEM

The Strandum HR Software System is targeted at medium to large sized businesses and offers a comprehensive range of functionalities. The HRMS looks to support business with their human capital management and business intelligence.

The three key areas the Strandum HR Software System are HRAdmin; a full-spec HR back-office system, MyTeam, and MyProfile; employee and manager self-service modules.

### Software Features

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

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## SUTIHR

SutiHR is a hire-to-retire HRMS provided by California-based SutiSoft. It offers a comprehensive list of HR functionalities, including self-service, benefits administration and performance management, and can be integrated with SutiSoft's payroll and expenses software to extend performance capability.

SutiHR is a cloud SaaS product and comes in three different packages: 'Professional', 'Premium' and 'Enterprise'.

### Software Features

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

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## SYNCHR HCM

SyncHR is an HR management solution aimed at mid-sized companies in technology, finance, manufacturing, distribution, retail and property management.

The software is designed to be a single solution to HR, payroll and benefits management and is aimed at organizations that wish to manage these facets in a single package without a dedicated IT resource. It is quick to deploy and can be scaled for any organization size. SyncHR is an event-driven solution, making it ideal for HR departments looking to operate in real time.

Key features include dynamic organization charts, which automatically update and rearrange themselves in real time based on incoming data. A smart workflow automatically channels approvals to the relevant parties, reducing approval time and minimizing the chance of fraudulent activities. The Employee Self Service portal gives employees the ability to view the benefits and compensation most interesting to them with a drag and drop reporting tool.

SyncHR is a web-based, cloud solution that can be integrated with existing ERP, accounting and performance systems via an open API. All devices with a web browser are supported.

### Software Features

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

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## THRIVE

Thrive is an HRMS provided by PayServ. It is designed for medium to large sized companies looking to automate and streamline their HR and payroll processes.

Thrive is a cloud-based HRMS, so is accessible from any device with an internet connection. The software provides a comprehensive range of HR functionalities, including benefits and payroll administration, time and attendance monitoring and performance management.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Reviews
- ✓ Social Networking
- ✓ Succession Management
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workflow

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## ULTIPRO ENTERPRISE

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 and 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.

Ultimate Software quotes reports from International Data Corporation (IDC) and Nucleus Research which found that companies have achieved payback on investment in UltiPro HRMS in as short as five months.

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

### Software Features

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

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## ULTIPRO FOR CANADA

Ultimate Software provide Canadian businesses with HRMS through UltiPro for Canadian Employees. The HRMS is provided as a SaaS solution which integrates HR and 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-service 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.

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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
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## ULTIPRO WORKPLACE

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 and payroll into a single software system, helping mid-sized companies manage their workforce through payroll, talent management, recruitment and many more features.

UtiPro Workforce self-service 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.

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

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Time & Attendance
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## VAIRKKO HR CLOUD

VAIRKKO HR Cloud's fully integrated HRMS offers users an 'a la carte' choice of HRMS modules, which can be adjusted easily as business requirements evolve. Clients can pick and choose from a comprehensive range of core HR functionalities such as employee and manager self-service, benefits administration, onboarding and absence management, as well as payroll and recruitment modules, to create an HRMS that suits their needs exactly.

VAIRKKO HR Cloud is an HRMS built with responsive web design. As such, there is no need for any additional hardware as the software will run on any device with an internet connection. VAIRKKO avoids native apps to avoid software updates each time Apple or Google update their operating systems, but the full version of their HRMS is designed to be mobile compatible.

VAIRKKO HR Cloud is a cloud-based system, so will run on any device with an internet connection. Its responsive web design allows the software to run effectively on cellphones and tablets without the need for a native mobile app.

VAIRKKO HR Cloud can be implemented in around 30 days.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
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## VIBE HCM

Vibe HCM bills itself as a 'best of both worlds' HCM system, which combines transaction and compliance features with a social engagement platform.

Vibe HCM offers both HR transactions and compliance and strategic employee engagement in one HCM platform for midsize businesses. Vibe HCM offers recruiting, onboarding, communication, and connection, HR management, talent development & recognition and engagement measurement delivered via two packaged editions: Essentials and Edge.

Vibe HCM is built on a modular structure, so users can pick the features that meet their needs best without having to pay for functionality they won't use. Vibe HCM offers a full range of modules across the hire-to-retire spectrum, including both core HR features, like benefits and talent management, plus payroll and recruitment. Vibe HCM is cloud-based and can be accessed via mobile with native iOS and Android apps. Pricing calculated on a per user per month basis.

The company offers extensive implementation services, encompassing project management, data conversion services, sandbox verification environments and launch support. They will assign a client success manager to customers both during implementation and as a point of contact for support issues. A range of support options are offered; these include email and telephone support and refresher training sessions as well as access to online user guides and tutorials.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
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## VISTA

Vista from PDS is a hire-to-retire HCM system for those companies that have employees in the U.S. or Canada.

Vista uses responsive design to ensure that the user interface is as user-friendly as possible, and offers a full suite of HCM features. As well as core functionality like benefits management and self-service, users can benefit from payroll, recruitment and time and performance management. There are also optional analytics and time and attendance add-on modules, which can be used alongside Vista.

PDS offers the additional advantage of managing cross-border issues between the U.S. and Canada. Companies who have offices in both countries have the bonus that this is managed for them through an intelligent, cross-border, single database architecture. The software comes in components, so the software can be deployed in phases, depending on your budget and your needs.

Vista is browser-based and built using Microsoft's .NET platform. As such it is suitable for Windows users but is also available on Unix and mobile devices. Vista HRMS can be installed on-premise or hosted in the cloud by PDS as a SaaS deployment.

During implementation, users can benefit from expert in-person customer support from support representatives and project managers. The training offered is well reviewed, as employees learn by working through real-world scenarios, with consultants working interactively, building a strong relationship between trainer and trainee to fully explore the functionality that PDS offers.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
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## VIVENTIUM SOFTWARE

Viventium is a cloud-based payroll and human resources (HR) solution for small to mid-size businesses. Key features include payroll, HR, talent acquisition, ACA tracking, business intelligence, and time and attendance. A mobile Employee Self Service (ESS) app is also available for iOS and Android devices.

### Software Features

- ✓ Absence Management
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Time & Attendance
- ✓ Vacation & Sick Leave
- ✓ Workforce Analytics

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## WEBHR

WebHR is an HR management software packaged aimed at SMEs.

The software is suitable for organizations looking for an all-in-one HR solution that facilitates and standardizes daily HR functions in a single solution. It is designed to reduce the workload of an organization's HR department while increasing the department's efficiency. The software is feature rich, is customizable and is designed to be user-friendly.

WebHR's dynamic dashboards are one of its key features. Important metrics, charts, and information are displayed on a single screen allowing HR departments to analyze data and make key decisions. The time and attendance module facilities the recording of employee hours and can be integrated with scanners or biometric devices for clocking in and out.

WebHR is a web-based, cloud-hosted solution that can be accessed on any device with a web browser. The standard implementation comes with over a dozen modules, and additional modules such as performance and benefits can be added for an extra fee.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
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## WORKDAY HCM

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

Workday HCM 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 Workday 19, 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.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
- ✓ Succession Management
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## WORKFORCE DIMENSIONS

Powered by the Kronos D5™ platform, the Workforce Dimensions™ suite from Kronos delivers a more compelling user experience and operational insight into your workforce management practices.

Workforce Dimensions streamlines HR processes with a paperless system so your team can focus on attracting and retaining a best-fit workforce. The fully responsive user interface helps drive employee engagement and productivity by allowing them to work from anywhere on any device.

Other HR features include real-time compliance management that helps prevent issues before they occur, more accurate and efficient forecasting and scheduling, and embedded analytics that offer real-time reconfigured KPIs that help organizations develop more effective strategies for optimizing their workforce.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ FMLA
- ✓ Health & Safety
- ✓ Manager Self Service
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## WORKLIO

The Worklio system connects the PEO and ASO, its client companies, and their worksite employees in a Human Capital Management solution.

All Worklio data is in an enclosed, secure system. The Worklio HR solution is built exclusively for PEOs and ASO.

The system services a range of needs, including; payroll, compensation, benefits management, general HR onboarding and more.

The system can be customized, accessed via mobile devices and customer support is accessible to all users.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compensation
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Reviews
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## XCD HR

XCD HR is a cloud-based HRMS and payroll solution. It is easily configured for growth, making it a strong choice for companies requiring scalability as a key software feature.

The basic option is XCD Lite, which provides detailed employee records, leave management, HR Case Management, training records, and organization charts. This package includes employee and manager self-service, workflow and approvals, and a multi-currency option.

Core modules include compensation and benefits, leave management, HR case management, health & safety, training records and company assets. This is the basis from which users can start to add more functionality, allowing for manageable implementations and expansion further down the line.

From the reduced version of XCD HR, there is the option to move to XCD Professional and XCD Enterprise. The module design means that you merely add to your options. Further modules include timesheets, reward management, expenses, performance management, training and development and recruitment management. There is also an option to manage payroll through the application.

Each package involves individual support from XCD HR specialists who guide you through the implementation workbook. The initial implementation takes between six to eight weeks.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ Compensation
- ✓ Compliance
- ✓ Disciplinary Action
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
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## ZENEFITS

The Zenefits HRMS solution is a web-based application that aims to automate most HR processes. The Zenefits solution allows organizations to manage the employee lifecycle through a single interface with the aim of minimum paperwork.

The Zenefits payroll management module organizes automatic pay runs, tax filing, hiring and employee departures and instant updating should a member of staff move, take a holiday or receive a promotion. The system manages time and attendance through one-click clocking in as well as manager and employee portals.

Zenefits operates with a free model, gaining revenue from partnered benefits providers. Zenefits allows a user to manage third party processes from within its online dashboard, meaning that a company can keep existing benefits and payroll systems, and integrate with Zenefits.

Being entirely web-based, Zenefits can be used across both PC and Mac environments. The system can be accessed on a mobile device via a web app and Zenefits also have mobile apps on both the Apple App Store and Google Play Store.

### Software Features

- ✓ Absence Management
- ✓ Benefits Enrollment
- ✓ COBRA
- ✓ Compliance
- ✓ Employee Self Service
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Payroll
- ✓ Performance Management
- ✓ Recruitment
- ✓ Social Networking
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## ZOHO PEOPLE

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

Zoho People 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 Zoho People 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 a role basis.

A free version of Zoho People is available, this includes support services and up to 10 users. Support for Zoho People is provided through email support as well as a dedicated support site and telephone.

### Software Features

- ✓ Absence Management
- ✓ COBRA
- ✓ Employee Self Service
- ✓ Health & Safety
- ✓ Manager Self Service
- ✓ On & Off Boarding
- ✓ Performance Management
- ✓ Social Networking
- ✓ Time & Attendance
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