

# TOP 10 HRMS FOR RECRUITMENT

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## TOP 10 HRMS FOR RECRUITMENT

1

SAP

SAP HCM

6

BambooHR

BambooHR

2

Workday

Workday HCM

7

Paylocity

Paylocity

3

Ultimate Software

UltiPro Enterprise

8

Sage

Sage Business Cloud People

4

Oracle

Oracle HCM Cloud

9

Paycor

Paycor Perform

5

Kronos

Kronos Workforce Ready

10

Zenefits

Zenefits



## HOW THESE RANKINGS WERE GENERATED

This ranking was determined using a number of factors including industry standing, public opinion of software, social media presence, and available software features relevant to the needs of a small business. This ranking should serve as a rough estimate of software suitability, and more in-depth analysis can be taken below or by using our HRMS software comparison.





## MUST-HAVE FEATURES FOR RECRUITMENT HRMS

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Unsurprisingly, there are many dedicated recruitment solutions out there on the market. But there's also value to having your recruitment software integrated as part of an HRMS package, working with other HR functions as well as alongside them. Recruitment has always been in the vanguard of HR technology, and remains the proving ground for new features. You may not need to 'get fancy' with gamification, but if you want to streamline your recruitment processes, the following is a list of the core basics.

### **CUSTOMIZABLE PROCESSES**

Every organization has unique processes and hiring is no exception. Also, depending on the roles you're recruiting for, the scale and type of your business, and your hiring budget, that process may change. The more varied your needs, the more adaptable your recruitment module needs to be, providing functionality from screening candidates and applications, to managing specific pre-interview checks and the stages of assessment and even full-blown assessment centers. Look for automation that is as flexible as your business needs.

### **A DIRECT LINK TO YOUR RECRUITMENT PAGE**

You probably have a business website, and you may have a page dedicated to careers and vacant posts – your hiring 'store window'. This is where you want advertised jobs to appear first and automatic updates will save you hours of administration time.

### **AUTO-PUBLICATION TO JOBS SITES**

To reach out more widely, you almost certainly post vacant positions on job-related sites and job search engines (think SimplyHired, Glassdoor, etc).

## **APPLICANT TRACKING**

As a well-established and widely-used feature, automatic applicant tracking is still likely to be your biggest potential time saver, updating you with a click on the progress of each recruitment campaign. Look for automatic push notifications, action prompts and process monitoring as standard.

## **RESUME PARSING**

Whether you have a vacancy in the pipeline or not, the chances are you receive resumes from would-be employees – in the World of Paper, yet another administrative task to sort, file and track these documents. In the Digital Age, software can review resumes received electronically, looking for details that match the kind of people you want to employ, and retrieving those that match any new vacancies in the system.

## **PROCESS MANAGEMENT**

In each job campaign, basic scheduling of appointments and interviews will keep the process on track, even to the extent of liaising with the calendars of key recruiting personnel.

## **COLLABORATIVE RECRUITING**

Increasingly, organizations are moving toward a more '360 degree' recruitment model in which other stakeholders – including a new recruit's peers and fellow team members – are involved in the assessment of candidates. Your recruitment software can ensure that the right people have the right information at the right time.

## **ANALYTICS**

As well as reviewing past recruitment results for future improvements, some systems will analyze your existing employees to identify the features of

your best performers and then apply that data to a pool of candidates – technological application of the ‘if it ain’t broke, don’t fix it’ principle perhaps.

Which is not to forget the metrics and measures that can help you improve your recruitment processes over time, including:

- **Source of hire** – where do your best recruits come from?
- **Time to hire** – the average amount of time it takes to fill an open position.
- **The time per stage** – how long candidates spend in each stage of your hiring process.
- **Turnover** – which departments or teams are ‘loss hot spots’ and also what are the features of employees most likely to leave.

Getting a little fancier, features-wise, more and more modules are including functionality such as gamification, with exercises and games that are more attractive to today’s employee hopefuls, giving you a deeper talent pool to draw upon. Likewise, some will manage alternative interview options (such as video) to manage the costs of the more traditional (and still useful) face to face activities.



## WHY NOT CREATE YOUR OWN COMPARISON?

With our free comparison engine you can build your own side-by-side comparison of leading HRMS solutions. Narrow down your shortlist using filters including:

- Software Features
- Industry
- Delivery Platform

**FIND & COMPARE HRMS**



# TOP 10 HRMS FOR RECRUITMENT

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## OVERVIEW

### PRODUCT NAME

Oracle HCM Cloud

SAP HCM

Workday HCM

UltiPro Enterprise

## 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    | ✓ | ✓ | ✓ | ✓ |
| ORGANIZATION SIZE      |   |   |   |   |

|                              |   |   |   |   |
|------------------------------|---|---|---|---|
| ENTERPRISE (1000+ EMPLOYEES) | ✓ | ✓ | ✓ | ✓ |
| MEDIUM (251-1000 EMPLOYEES)  | ✓ | ✓ | ✓ | ✓ |
| SMALL (1-250 EMPLOYEES)      | ✗ | ✗ | ✗ | ✓ |
| PLATFORM                     |   |   |   |   |
| CLOUD                        | ✓ | ✓ | ✓ | ✓ |
| INSTALLED                    | ✗ | ✓ | ✗ | ✓ |
| PRODUCT INFO                 |   |   |   |   |
| MODULAR                      | ✓ | ✗ | ✗ | ✗ |
| MULTI LANGUAGE               | ✓ | ✓ | ✓ | ✓ |
| MULTI CURRENCY               | ✓ | ✓ | ✓ | ✓ |
| CUSTOMIZABLE                 | ✓ | ✓ | ✗ | ✓ |
| MOBILE COMPATIBILITY         |   |   |   |   |
| ANDROID APP                  | ✓ | ✓ | ✗ | ✗ |
| IOS APP                      | ✓ | ✓ | ✗ | ✗ |

|                   |   |   |   |   |
|-------------------|---|---|---|---|
| WEB APP           | ✓ | ✓ | ✓ | ✗ |
| REVIEWS           |   |   |   |   |
| REVIEW SCORE      |   |   |   |   |
| OTHER INFORMATION |   |   |   |   |



People

bambooHR™



KRONOS®



## OVERVIEW

### PRODUCT NAME

Sage Business Cloud People

BambooHR

Kronos Workforce Ready

Paylocity

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



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### 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    | ✓ | ✓ | ✓ | ✓ |
| ORGANIZATION SIZE      |   |   |   |   |

|                              |   |   |   |                             |
|------------------------------|---|---|---|-----------------------------|
| ENTERPRISE (1000+ EMPLOYEES) | ✓ | ✓ | ✓ | ✓                           |
| MEDIUM (251-1000 EMPLOYEES)  | ✓ | ✓ | ✓ | ✓                           |
| SMALL (1-250 EMPLOYEES)      | ✗ | ✓ | ✓ | ✓                           |
| PLATFORM                     |   |   |   |                             |
| CLOUD                        | ✓ | ✓ | ✓ | ✓                           |
| INSTALLED                    | ✗ | ✗ | ✗ | ✗                           |
| PRODUCT INFO                 |   |   |   |                             |
| MODULAR                      | ✗ | ✗ | ✓ | Data currently unavailable. |
| MULTI LANGUAGE               | ✓ | ✓ | ✓ |                             |
| MULTI CURRENCY               | ✓ | ✓ | ✓ |                             |
| CUSTOMIZABLE                 | ✓ | ✓ | ✓ |                             |
| MOBILE COMPATIBILITY         |   |   |   |                             |
| ANDROID APP                  | ✗ | ✓ | ✓ | ✓                           |
| IOS APP                      | ✗ | ✓ | ✓ | ✓                           |

|                          |   |             |   |  |
|--------------------------|---|-------------|---|--|
| WEB APP                  | ✓ | ✗           | ✗ | ✓  |
| REVIEWS                  |   |             |   |  |
| REVIEW SCORE             |   |             |   |  |
| OTHER INFORMATION        |   |             |   |  |
| IMPLEMENTATION TIMEFRAME |   | 2 - 3 weeks |   | 5 - 12 weeks (dependent on client size and features) |
| PRICING                  |   |             |   | Pricing built on per employee per month basis.       |





## OVERVIEW

### PRODUCT NAME

Zenefits

Paycor Perform

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



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### EMPLOYEE SELF SERVICE



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### 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    | ✓ | ✓ |
| ORGANIZATION SIZE      |   |   |

|                              |   |   |
|------------------------------|---|---|
| ENTERPRISE (1000+ EMPLOYEES) | ✗ | ✓ |
| MEDIUM (251-1000 EMPLOYEES)  | ✓ | ✓ |
| SMALL (1-250 EMPLOYEES)      | ✓ | ✓ |
| PLATFORM                     |   |   |
| CLOUD                        | ✓ | ✓ |
| INSTALLED                    | ✗ | ✗ |
| PRODUCT INFO                 |   |   |
| MODULAR                      | ✓ | ✓ |
| MULTI LANGUAGE               | ✗ | ✗ |
| MULTI CURRENCY               | ✓ | ✗ |
| CUSTOMIZABLE                 | ✓ | ✓ |
| MOBILE COMPATIBILITY         |   |   |
| ANDROID APP                  | ✓ | ✓ |
| IOS APP                      | ✓ | ✓ |

|                          |           |  |
|--------------------------|-----------|--|
| WEB APP                  | ✓         | ✗  |
| REVIEWS                  |           |  |
| REVIEW SCORE             |           | ★★★★☆  |
| OTHER INFORMATION        |           |  |
| IMPLEMENTATION TIMEFRAME |           | 5-30 days depending on products and business |
| PRICING                  | From free |  |

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