



CRITERION HCM

EXTENDED PROFILE



OVERVIEW

Criterion HCM is a modular HRMS with a highly configurable framework. The HRMS suite contains HR and Payroll functions 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 that 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.

FEATURE OVERVIEW

SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Criterion HCM
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	✓
TRAVEL & EXPENSES	✗
ORGANIZATION SIZE	
ENTERPRISE (1000+ EMPLOYEES)	✗
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✗
PLATFORM	
CLOUD	✓
INSTALLED	✗
PRODUCT INFO	
MODULAR	✓
MULTI LANGUAGE	✗

MULTI CURRENCY



CUSTOMIZABLE



FURTHER INFORMATION

SOFTWARE SCREENSHOTS

The screenshot displays the Criterion HCM software interface. At the top, a blue navigation bar contains the 'HR' logo, a hamburger menu, and navigation tabs for 'Dashboard', 'Employees', 'Positions', 'Organization', and 'Reports'. A user profile icon is visible in the top right corner. On the left, a dark sidebar lists various profile categories: PROFILE, Basic Demographics, Address, EMPLOYMENT, Employment Information, Assignment, Assignment History, BENEFITS, Benefit Plans, Time Off Plans, Time Off, PAYROLL, ADVANCED PROFILE, DOCUMENTS, and SKILLS AND EDUCATION. The main content area shows the profile for James Carter, Chief Financial Officer at Idea Works. The profile includes a photo and a list of fields for editing: Prefix, First Name (James), Middle Name (B), Last Name (Carter), Suffix, Nickname (Jimmy), Date of Birth (09/17/1950), Gender (Male), Marital Status (Married), Citizenship (United States), Ethnicity (White (Not Hispanic or Latino)), Social Security Number (107-65-5760), Work Phone, Home Phone, Mobile Phone, and Email (patrick.wenk@criterionhcm.com). At the bottom right, there is a 'CrowdReviews' logo and a 'Buyers Guide Based on Client Reviews' badge with 'Cancel' and 'Save' buttons.

Field	Value
Prefix	-
First Name	James
Middle Name	B
Last Name	Carter
Suffix	-
Nickname	Jimmy
Date of Birth	09/17/1950
Gender	Male
Marital Status	Married
Citizenship	United States
Ethnicity	White (Not Hispanic or Latino)
Social Security Number	107-65-5760
Work Phone	
Home Phone	
Mobile Phone	
Email	patrick.wenk@criterionhcm.com

