

HRMS SOFTWARE VENDOR DIRECTORY

2017 Edition

HRMS VENDOR INDEX

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COMPANY PROFILE

Administrative Business Resources (ABR) provides integrated HR and payroll software in the form of the company's HRMS system. The company states that its potential customer base is the mid market company with 100-2000 employees.

The company's HRMS software is a cloud-based system which is sold as a modular customizable system.

ABR boast an implementation timeframe of only a few days depending on the level of customization required by the client. Customization of functionality such as benefits enrollment, payroll, and termination procedures may require 20-120 working days.

ABR construct clients HRMS systems using Microsoft Windows Server 2008, Internet information server IIS7, Microsoft SQL Server 2008 Enterprise Database. Combined with Latisys's Distributed Server Environment, ABR guarantee a 99.99% uptime for their cloud systems.

PRODUCT OVERVIEW

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.

ABR

Website

www.abresourceshr.com

Contact

e: info@abrhr.com

t: 1-508-439-4730

Head Office

ABR HRMS
3 Leo Chasse Way
Framingham
Massachusetts
01701
United States



COMPANY PROFILE

ActionHRM provides cloud HRMS software to small and midsize companies in a unified software package which incorporates recruitment, talent management and human resources functionality. ActionHRM, founded in 2005, has full offices in Redwood City, California and Sydney, Australia. Globally, the company works with a network of resellers and integration partners.

As part of the SaaS license for its products, software, hardware, upgrades, backups and data delivery are handled by ActionHRM.

Support for ActionHRM products is provided by email and phone. Phone support for the software is only available during local business hours in the U.S. and Australia and is only provided in English.

Training for ActionHRM is provided in a "Train-the-trainer" framework - training is provided for application administrators, HR staff and senior managers. These staff members are then encouraged to provide training to other employees where required.

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

PRODUCT OVERVIEW

ActionHRM - 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".

ACTION HRM

Website

www.actionhrm.com

Contact

t: 1-888-480-0219

e: info@actionhrm.com

Head Office

ActionHRM
Suite 102
600 Allerton Street
Redwood City
California
94062
United States



COMPANY PROFILE

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

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

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

Clients of Ascentis include lifestyle brand, Francis Ford Coppola Presents, and management and technology services company, Calibre.

PRODUCT OVERVIEW

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.

ASCENTIS

Website

www.ascentis.com

Contact

t: 1-800-229-2713

Head Office

Ascentis HRMS
11040 Main St Suite, 101
Bellevue
Washington
98004
United States



COMPANY PROFILE

ASL Consulting provide HR Director, a flexible web-based HRMS which can be adapted to a wide range of specialties. This allows it to cater for a diverse range of organizations and industries, with clients ranging from SMEs to Fortune 500 corporations across public and private sectors.

Solutions vary by industry and size of organization. HR Director is customizable, with companies able to select which modules from a comprehensive list of HR functions they require. These include talent management, payroll, HR analytics and compensation and performance management.

HR Director focuses on user-friendliness and accessibility across a broad user base. The use of open systems and industry-standard computing produces flexible tools for managing and extending business applications. A browser-based reporting tool can create customized reports without the need for advanced IT skills, whilst the software's multi-level security system can control access to these depending on authorization level.

The software is cloud-based and thus accessed through a web browser rather than through individual PC installations, and employees can also access HR Director from smartphones and tablets. The software has a focus on real-time management reporting and analysis, and ASL provides support from the planning and implementation stages through to client training, system customization and deployment.

PRODUCT OVERVIEW

HR Director - 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.

ASL CONSULTING

Website

www.aslconsulting.com

Contact

t: 1-416-740-6996

Head Office

ASL Consulting
Suite 800
155 Rexdale Blvd
Toronto
Ontario
M9W 5Z8
Canada

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Auxillium West are a California-based provider of HR software solutions. The company offer a modular, on-premise HRMS system called HRnetSource. The company's clients who have implemented this HRMS system are made up of small and mid-sized businesses.

Alongside HRnetSource, Auxillium West provide implementation services, customization support, training and knowledge resources. Knowledge resources include case studies, training video and a company blog.

The company provides annual support and maintenance for the HRMS software including technical support via phone and web channels. Phone support is also provided for new customers for the first 30 days post-implementation. New clients are also provided with free training sessions on getting started, loading data, queries and report-writing.

Clients of Auxillium West include networking solutions provider Terawave Communications, a university research facility, manufacturing companies and a retail chain.

PRODUCT OVERVIEW

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

AUXILLIUM WEST

Website

www.auxillium.com

Contact

t: 1-888-662-4937

e: sales@auxillium.com

Head Office

Auxillium West
7560 Waterford Drive
Cupertino
California
95014
United States



COMPANY PROFILE

BambooHR are providers of cloud-based HRMS software targeted at tracking employee data. The company's BambooHR software was developed in 2008 to provide small to medium businesses with HR management software.

BambooHR provide email and phone support for users of BambooHR HRMS software. As well as support for the company's HR software, BambooHR ensure the security of the cloud-based products through 256-bit SSL encryption, nightly data backups and a 24/7 staffed Network Operations Centre.

Customization of BambooHR products can be undertaken by the company's clients through the BambooHR API.

In April 2013, BambooHR added multi-language support to their HR product. This expansion adds French Canadian, German, Spanish, Brazilian Portuguese and Dutch to the products language options which can be adjusted on a user-by-user basis.

BambooHR supplies HR software to clients in all industries including software and technology, non-profit, professional services, and health and medical. These clients include social media analytics application Klout, photo-sharing social network Pinterest, and humanitarian organization Roots of Peace.

PRODUCT OVERVIEW

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.

BAMBOO HR

Website

www.bamboohr.com

Contact

t: 1-866-387-9595

Head Office

BambooHR HRMS
333 S 520 W
Suite 200
Lindon
Utah
84042
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Minnesota-based human resource system provider Ceridian, offers HRMS software in the form of Dayforce HCM, a fully integrated SaaS human resource and payroll system. Ceridian has provided human resource and payroll software solutions to more than 140,000 customers in 52 countries through employee centers in the United States, Canada and the United Kingdom.

The company hosts a number of on demand webinars through its website which discuss new HRMS technologies, best practices and compliance.

The company were named the Leader in Workforce Management for 2012 by Nucleus Research for their Dayforce HCM product. Dayforce HCM has also been awarded the 2012 Innovative Product and Services/SaaS Golden Bridge award.

As of 2013, Ceridian report 712 companies live on their Dayforce HCM system. These clients include retail company L.L.Bean, apparel and accessories retailer Aeropostale, and U.S coal producer Arch Coal, Inc.

PRODUCT OVERVIEW

Ceridian Dayforce HCM - Dayforce HCM 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.

CERIDIAN

Website

www.ceridian.com

Contact

t: 1-800-729-7655

Head Office

Ceridian Corporation
3311 E. Old Shakopee Road
Minneapolis
Minnesota
55425
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Cezanne HR has been working with companies of varying size and across multiple sectors providing them with HR software for a number of years.

Offering a customizable HRMS, their system; 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 match work processes your business may already have in place. Plus payroll and recruitment solutions can be added.

Cezanne HR is used by tens of thousands of employees across more than 50 countries worldwide. The system 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.

PRODUCT OVERVIEW

Cezanne HR - Cezanne HR is comprised of 5 configurable modules, people management, absence management, performance management, timesheets and recruitment. Cezanne HR also has the optional modules of payroll and recruitment.

CEZANNE HR

Website

cezannehr.com/us/

Contact

t: +44 (0)20 7202 2727
e: info@cezannehr.com

Head Office

Cezanne HR
Cezanne HR Limited
46 Loman Street
London
SE1 0EH
United Kingdom



COMPANY PROFILE

CheckPointHR are a provider of employee administration for small to mid-sized companies. The company's product range includes HRMS software in the form of the cloud-based SaaS CheckPoint CORE solution. Alongside HRMS software, the company provide services based around benefits management, human resources, and payroll and taxes.

CheckPointHR's HRMS software coupled with their professional services are targeted towards helping small to mid-sized businesses with healthcare costs, employee benefits maintenance, as well as reducing manual processes and administrative costs.

CheckPointHR's HRMS software is available under a number of different pricing structures (all of which are subscription-based) which are associated with different ranges of functionality.

The company's corporate headquarters are located in Edison, New Jersey, but the company also has offices in Safety Harbor, Florida. From these offices, the company caters to a number of different verticals including nonprofits & social services, finance & insurance, manufacturing & railroad.

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.

PRODUCT OVERVIEW

Checkpoint CORE HRMS - 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.

CHECKPOINTHR

Website

www.checkpointhr.com

Contact

t: 1-800-385-0331
e: customerservice@checkpointhr.com

Head Office

CheckPointHR
2035 Lincoln Highway
Suite 1080
Edison
New Jersey
08817
United States



COMPANY PROFILE

Compass HRM is a fully-featured human resource management solution designed to go beyond straightforward data collection and payments to workforce optimisation and efficiency. The system aims to reduce the possibility of human error and identify areas where productivity can be improved.

Within the solution, dynamically updated payroll and processing information allows users to input data quickly, correct errors and make changes, generate reports and submit payroll information. Because it is a cloud-based solution, all of its features can be accessed from any device at any time.

Beyond payroll, Compass HRM provides a full tax and wage garnishment processing services which allow business users to cater for all payroll options including staff and third-party suppliers, filing of tax returns. A manager's dashboard provides users with real-time information of an organisation's entire workforce including time and attendance information as well as absences. Push notifications can be tailored to alert managers to unauthorised absence, forthcoming holidays and leave and number of hours of overtime worked by individual employees.

A staff portal gives employees access to payroll and benefits information including information which simplifies terminologies and enables them to make decisions on the best benefits packages to suit their individual needs.

Compass was founded in 2011 and is based in Tampa, Florida. They provide fully-featured HRM solutions to a wide range of companies.

PRODUCT OVERVIEW

Compass HRM - Compass HRM is a fully-featured HRMS which offers workforce optimisation 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.

For more product information, go to our [HRMS Product Comparison Tool](#)

COMPASS HRM

Website

www.compasshrm.com

Contact

t: 1-855-777-CHRM

Head Office

Compass HRM
203 N. Armenia Ave
Suite 101
Tampa
FL
33609
United States



COMPANY PROFILE

Conrep provide on-premise and cloud-based front office and back office software solutions including the company's HR software, Conrep HRM. Conrep HRM is offered alongside other HR software modules including an applicant tracking system, accounting, training, and time and expense which can all be integrated with one another.

In support of Conrep HRM, the company provide professional services including implementation, data migration, training and support services. Training services include hands-on and classroom group training which are offered after a pre-assessment of user knowledge. Support services are provided by an online knowledgebase, documentation, tutorials, e-mail and telephone support.

Data migration processes provided by Conrep include gathering configuration and data files, performing trial migrations, data cleansing, and final data migration.

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

PRODUCT OVERVIEW

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

Website

www.conrep.com

Contact

t: 1-888-666-1239

e: sales@conrep.com

Head Office

Conrep, Inc.
292 Carter Drive, Suite C
Middletown
Delaware
19709
United States



COMPANY PROFILE

Connecticut-based HRMS vendor, Criterion delivers SaaS and on-premise HR and Payroll solutions through their Criterion HCM software suite. Criterion offer professional services, training and support alongside the Criterion HCM suite.

Professional services offered by Criterion - including HRMS consultancy - are targeted at helping businesses through the requirements gathering and implementation stages of the HRMS process. US-based customer support and training for Criterion's HRMS is also provided.

Telephone support for Criterion's products is available to all clients. Support is also provided through major software update releases which are provided at least once per annum to clients.

Security and reliability of the cloud-based Criterion HCM is provided through SSAE/16 Type II certified data protection facilities which include 24/7 surveillance of premise and network, and escorted access for visitors.

Clients of Criterion include industrial pump manufacturer Nash Engineering Company and the United Food and Commercial Workers Union.

PRODUCT OVERVIEW

Conrep HRM - 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.

CRITERION

Website

criterionhcm.com

Contact

t: 1-203-703-9000

Head Office

Criterion
501 Merritt 7
Norwalk
Connecticut
06851
United States



COMPANY PROFILE

North American software and services provider Electronic Commerce, Inc. (ECI) supply HRMS products in the form of Empower Express and Empower Enterprise software. Founded in 1996, the company is an SSAE 16 Type II accredited firm.

Having initially provided HRMS through the Empower Enterprise system, ECI expanded their HRMS products with the addition of the Empower Express HRMS for small businesses in October 2009.

ECI offer their HRMS products under a SaaS license and a hosted delivery method. This licensing and delivery includes automatic software upgrades for ECI products. Alongside the company's HRMS products, implementation, data conversion, training and ongoing support services are also provided.

ECI Corporate Headquarters are based in Elkhart, Indiana, but the company also has offices in California, New York, Illinois, Ohio, Pennsylvania, Michigan, Rhode Island, Minnesota, Wisconsin, New Jersey, Colorado, and Texas.

The company has been awarded the 2011 and 2012 Technology 200 Awards as well as the 2013 Bronze Stevie Award in the 'Company of the Year - Business Services' Category.

Clients of ECI vary in size, from 100 to 100,000 employees, and in industry, both private and public. Clients of ECI include third-party logistics provider WOW Logistics, Michigan-based Grand Traverse Resort, material handling dealership Wisconsin Lift Truck Corp., and regional insurance and risk management services company Gibson.

PRODUCT OVERVIEW

Empower Enterprise - Cloud-based, integrated HRMS for medium to large enterprises.

Empower Express - Cloud-based, integrated HRMS for small to mid-sized businesses.

ECI

Website

www.ecipay.com

Contact

t: 1-800-320-9530

Head Office

ECI
2810 Dexter Drive
Elkhart
Indiana
46514
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Tucson-based EffortlessHR provide web-based HRMS solutions for small, and mid-sized businesses through their range of products; EffortlessHR Basic, EffortlessHR Plus, and EffortlessHR Ultimate.

EffortlessHR offer these HRMS solutions through a SaaS model. This model is made up of monthly or annual subscription fees rather than an initial one-off payment. The cheapest of EffortlessHR's products is the Basic plan which is provided for company's up to 19 employees, this is followed by the Plus plan (for up to 100 employees), and the Ultimate plan (for up to 1000 employees). All of these price plans are available with a free trial of the EffortlessHR system. A live demo of EffortlessHR products is also available on request.

Security for EffortlessHR software is provided through 256-bit SSL encryption, dual-layer firewalls, a SAS 70 Type II certified data center, and daily backups to two independent data centers.

EffortlessHR was founded by HR and corporate compliance professional Lola Kakes. Lola is a lifelong advocate for small business and is also a member of the Society for Human Resource Management, the National Association of Women Business Owners, and the National Association of Professional Women.

Clients of EffortlessHR include electrical contractors Flynn Electric, transport logistics organisation Hamburg Süd, the Hancock County Development Commission, the Seattle Gymnastics Academy, and environmental and surveying company Darling.

PRODUCT OVERVIEW

EffortlessHR - Web-based HRMS for small and mid-sized businesses. Available in three price plans; Basic, Plus, and Ultimate.

EFFORTLESSHR

Website

www.effortlesshr.com

Contact

t: 1-520-546-3947

e: info@effortlesshr.com

Head Office

EffortlessHR, Inc.
7235 E. Camino Vecino
Tucson
Arizona
85715
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Employee Based Systems (EBS) produce a suite of HRMS applications to support most aspects of HR processes. Their core product; the EBS PaySuite operates out of a single database to allow ease of integration and faster record updating.

The core product use of EBS PaySuite is it's complete payroll management. As the HRMS product offers the complete EBS Payroll module, which covers pay rates and codes, tax, fraud checks and more.

EBS HR, also included in EBS Paysuite, aims to help organisations simplify HR functions through total employee management, including headcounts throughout an organisation against budgets.

EBS Hire is the recruiting module of EBS Paysuite. The module is able to integrate with a company websites, create customisable job application templates and handle the entire recruitment process.

With the time application of EBS Paysuite, organizations can get access to labour data from one location or worldwide offices. The module covers all manner of time and attendance including policy reinforcements and compliances.

Founded in 1992, Employee Based Systems has its headquarters in Littleton, Colorado, with a development office in Bangalore, India. Current customers of EBS include TDEC, The Commerce Hotel and Deka.

PRODUCT OVERVIEW

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.

EMPLOYEE BASED SYSTEMS

Website

www.getebs.com

Contact

t: 1-303-991-3500

e: sales@getebs.com

Head Office

Employee Based Systems LLC
11852 Shaffer Drive
Building D
Littleton
Colorado
80127
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Business software vendors Epicor, offer Epicor HCM software - a stand alone Human Resource Management System (HRMS). Based in Dublin, California, Epicor has over 40 years of experience serving small, mid-sized and large enterprises. Epicor also has offices in Mexico, Singapore, Australia and the UK. As well as HRMS systems the company also offers ERP and SCM software.

Epicor provides support for Epicor HCM through 14 support centers located around the world with over 350 dedicated support staff. Customers of Epicor also have access to EPICweb - EPICweb provides clients with access to information, resources, services which include a knowledge base, product documentation and online forums.

Training provided by Epicor includes on-site and remote classroom training, eLearning resources, user conferences and technical and end-user reference guides.

At the 2013 HR Technology Conference, Epicor announced the expansion of its HRMS product's country-specific functionality. This expansion covered compliance areas such as work hours, health and safety, and recruitment in Australia/New Zealand and the UK.

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

PRODUCT OVERVIEW

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.

EPICOR

Website

www.epicor.com

Contact

t: 1-800-999-1809

e: info@epicor.com

Head Office

Epicor HRMS
804 Las Cimas Parkway
Austin
Texas
78746
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Fairsail offers an HRMS software that is delivered via the Salesforce platform. A result of which is that the software is completely cloud based. Fairsails's self service portal, Workforce eXperience, can be ran on any device with an internet connection.

Fairsail HRMS is a very customizable software system, as it enables processes to be implemented across languages, countries, currencies, payroll and benefits carriers. The Fairsail HR system can support talent acquisition, people management, learning and development and payroll, amongst others.

Fairsail serves over 100 customers with users across 128 countries, including brands such as Armstrong, a global leader in energy management; TVG Betfair, the online betting company; Skyscanner, a travel search company. Fairsail was founded in 2007 and is based out of Orlando, Florida.

PRODUCT OVERVIEW

Fairsail - Fairsail is a cloud HRMS purposely designed for multinational mid-size (250-5000 employees) organizations. Fairsail is delivered via the Salesforce platform and can be up and running in 90 days.

FAIRSAIL

Website

www.fairsail.com

Contact

t: 1-407-530-1717

e: info@fairsail.com

Head Office

Fairsail
3251 Progress Drive
Orlando
Florida
32826
United States



COMPANY PROFILE

HRA Employee Solutions provide HRMS solutions to businesses ranging from 20 to 5,000 employees through a product line which includes four versions of HRA HRMS - HRA Hosted, HRA Global, HRA Professional and HRA PA Lite.

HRA was founded as Vantage Point Software Corporation in 1991, the company has been operating as HR Employee Solutions since 2007.

HRA has offices in the U.S. and Canada as well as resellers in the U.S, Canada, Australia, Africa, the Caribbean and the Middle East.

In support of HRA's products, the company runs an annual user conference which includes sessions on training and software updates. These annual user conferences are free for clients of HRA. Low cost annual training days are also provided.

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

PRODUCT OVERVIEW

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 EMPLOYEE SOLUTIONS

Website

www.vpsoftware.com

Contact

t: 1-800-655-7922

e: info@hra-es.com

Head Office

HRA Employee Solutions
210 - 1199 West Pender Street
Vancouver
British Columbia
V6E 2R1
Canada



COMPANY PROFILE

Established in 1994, HRWARE provides HR software and consultancy to a global market from their headquarters in Ontario, Canada. The company's HRMS solution, HRW@RE, is a modular system made up of core functionality and add-on modules covering areas such as benefits administration, self-service, employee training and more.

Alongside the company's HRMS product, HRWARE offer a range of professional services including project management, implementation services training services, maintenance and support.

Training services offered by HRWARE include classroom training, virtual participation, case studies and more. These training programs can be implemented from standard course offerings, or in customized programs. Training can also take place at the client location or at HRWARE training centres.

Support for HRWARE products is provided by staff including HR analysts and technical IT support staff. This support covers areas such as usage errors, procedural errors, configuration errors, functionality questions and software concerns.

Many of HRWARE's clients are based in Canada including children's mental health organization Kinark Child and Family Services, long-term care services organization Yee Hong Centre for Geriatric Care, and Elgin St. Thomas Public Health.

PRODUCT OVERVIEW

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

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

For more product information, go to our [HRMS Product Comparison Tool](#)

HRWARE

Website

www.hrware.ca

Contact

t: 1-905-840-2521

e: mypartner@hrware.com

Head Office

HRWARE
5B Conestoga Dr.
Brampton
Ontario
L6Z 4N5
Canada



COMPANY PROFILE

Ignite Technologies is the vendor of the NuView HRMS software suite, a product that provides a single HR system for companies. The full software suite encompasses core HR processes, talent management and payroll.

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 organisations 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 standardises and simplifies the collection and management of all data related to employees across an organisation. 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.

Ignite Technologies was founded in 2000 and was acquired by ESW Capital in 2013. The company has its headquarters in Austin, Texas. Users of NuView HRMS include On Process Technology, Geosyntec Consultants and the Mental Health Center of Denver.

PRODUCT OVERVIEW

NuView HRMS - An HRMS that focuses on three main areas of HR: Core HR, Talent Management and Payroll. The cloud based software allows three different levels of access; manager, employee and candidate.

IGNITE TECHNOLOGIES

Website

www.ignitetech.com

Contact

t: 1-800-248-0027

e: info@ignitetech.com

Head Office

Ignite Technologies
401 Congress Avenue
Suite 2650
Austin
TX
78701
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

InfinityHR are an HR software provider for a range of businesses from small to large enterprise level. The company offer HRMS solutions through the InfinityHR Professional and InfinityHR Premium cloud-based products.

InfinityHR offer professional services which include implementation services and support services. Support services include system-based training, on-site training, e-mail support, and a dedicated support manager for those businesses which implement the "Premium" InfinityHR HRMS product.

Online consultations, white papers and demo videos for InfinityHR products are available through the InfinityHR website.

PRODUCT OVERVIEW

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.

INFINTY HR

Website

www.infinity-ss.com

Contact

t: 1-866-879-4767

e: sales@infinity-ss.com

Head Office

Infinity Software Solutions
9366 E Raintree Drive Suite 101
Scottsdale
Arizona
85260
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

U.S.-based Infor are the world's third largest supplier of enterprise applications and services. The company offers HRMS in the form of Infor HCM Enwisen software - a fully-integrated HR and payroll solution. The company expanded its HRMS market share in 2011 through the acquisition of Lawson Software; a leading HRMS provider at the time .

Infor offers support for users of the company's software through Infor Xtreme Support. This service offers support tailored to your industry and software product which can be accessed through phone support and online, through the Xtreme Support Portal. Support resources offered include software patches, service packs, updates, release notes, knowledge base, recorded briefings and online communities. For larger enterprises, Premium and Elite levels of Xtreme Support are available - these support global implementations of Infor software with enhanced support levels.

Infor offer consultancy services including business consulting, strategic consulting, Infor Education, and Solution Development services.

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

PRODUCT OVERVIEW

Infor HCM Enwisen - Infor HCM Enwisen is a unified human resource management system (HRMS) offered by U.S enterprise software giants Infor. The software is offered as a SaaS product which incorporates payroll and human resource management in one cloud-based system. The HRMS is available as an industry tailored software with solutions for the healthcare, public sector, financial services, manufacturing, retail, and hospitality industries. The HRMS automates and integrates tasks across the human resources and payroll departments and throughout the employee lifecycle, ensuring compliance with the complex regulatory frameworks in place.

INFOR

Website

www.infor.com

Contact

t: 1-800-260-2640

e: info@infor.com

Head Office

Infor
641 Avenue of the Americas
New York
New York
10011
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

JobScience are providers of talent management and HRMS software targeted at social enterprises. The company's JobScience Corporate software package includes many core HRMS functions such as payroll and benefits administration.

Alongside JobScience Corporate, the company offer implementation, customization, integration and consulting services.

Support for JobScience products is provided by a live chat tool, a customer self-service portal, online tutorials and telephone support from a JobScience Account Manager.

JobScience were awarded the 2012 AppExchange Customer Choice Award for Human Resources - JobScience were selected for this award by customers of salesforce.com. They have also been awarded the 2011 Brandon Hall Gold Award for Best Advance in Talent Acquisition Technology.

Clients of JobScience include Cancer Treatment Centers of America, IT and BPO services company ProKarma, and the Thurgood Marshall College Fund.

PRODUCT OVERVIEW

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.

JOBSCIENCE

Website

www.jobscience.com

Contact

t: 1-866-284-1892

Head Office

JobScience
135 Main St.,
Suite 1350,
San Francisco
California
94105
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Kronos Workforce Central is a fully featured solution which features a suite of applications that manage human resource and workforce management including payroll, time and attendance, absence management and scheduling.

A set of reports and planning tools and the Kronos timekeeping application allow managers to investigate any aspect of a workforce including staff availability, requests for time off, scheduling and resource availability. Kronos Navigator, a customisable dashboard for each user, gives access to frequently-used features and provides staff with a customisable self-service portal for viewing payroll, time and attendance.

All of the Kronos Workforce Suite is web based and can be hosted by an organization or by Kronos itself. Pricing is flexible and is based on price-per-user structure.

All of the HRMS is web-based and can be hosted by an organisation or by Kronos itself. Pricing is flexible and is based on number of users per organisation. The Kronos software products can be accessed via desktop, mobile and iPad systems.

Kronos was founded in 1977 and began by developing solutions to record employee time transactions. The company is currently based in Chelmsford, Maryland.

PRODUCT OVERVIEW

Kronos Workforce Central - Integrated HRMS solution for medium to large enterprises available as a cloud delivery platform.

Kronos Workforce Ready - SaaS delivered HRMS solution for small to mid-sized businesses - built on a modular framework allowing for client customization.

KRONOS

Website

www.kronos.com

Contact

t: 800-225-1561

e: info@kronos.com

Head Office

Kronos Inc.
297 Billerica Road
Chelmsford
Massachusetts
01824
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Meta4 are a global provider of HCM solutions with offices in a variety of locations including the U.S. Since its foundation in 1991, Meta4 has provided HR management technology through the company's HCM suite of applications, including core HR, compensation and benefits, talent management and more.

Alongside Meta4 HCM, the company offers a number of professional services including platform and service support, set-up, consultancy, maintenance and training.

Platform services includes hosting and administration, software upgrades, corrective maintenance, data application and back-up and security framework. Support services offered include a 24x7 hotline, personalized support, and a customer self-service tool which enables users to report and monitor incidences with technical assistance. Set-up services for Meta4 HCM are provide on an Ad Hoc, assisted, or autonomous basis.

Meta4 provide training for its products through technical and functional training courses, customized training courses (tailored in content, dates, duration, schedule, and venue), tutorials, and business schools.

Meta4 have 1,300 clients across 100 countries, and their HCM suite is responsible for the management of more than 18 million people worldwide. Clients of Meta4 include tyre and rubber manufacturer Bridgestone, international aid and children's charity World Vision, alarm and security services company Securitas Direct, and pharmaceutical group Boehringer Ingelheim.

PRODUCT OVERVIEW

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

META4

Website

www.meta4.com

Contact

t: 1-770-353-0723

Head Office

Meta4
Five Concourse Parkway
Suite 3000
Atlanta
Georgia
30328
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

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

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

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

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

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

PRODUCT OVERVIEW

Mitrefinch - Mitrefinch is an HRMS that deals specifically with the time and attendance aspects of employee management. The system offers mobile and SMS clocking, GPs tracking and customizable reporting.

For more product information, go to our [HRMS Product Comparison Tool](#)

MITREFINCH

Website

www.mitrefinch.com

Contact

t: 1-469-291-9303

Head Office

Mitrefinch
13355 Noel Rd
Suite 1100
Dallas
Texas
75240
United States



COMPANY PROFILE

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.

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.

PRODUCT OVERVIEW

Namley - Namely is a cloud-based human capital management platform enabling growing mid-sized companies to manage their HR. Namely's end-to-end platform offers payroll and benefits administration integrated with a complete HCM, performance management tools, and employee engagement features.

NAMELY

Website

www.namely.com

Contact

t: 1-855-626-3591

e: demo@namely.com

Head Office

Namely
45 West 34th Street
Suite 710
New York
New York
10001
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Ontario-based Onyva (parent company Adequasys) are a provider of cloud-based and on-premise HRMS software. The Onyva HRMS was developed by software developer Adequasys as a configurable solution to HR management processes.

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.

Over 100 clients with over 100,000 users in 16 countries use Onyva HRMS, these include employees of fast food restaurant chain KFC, global banking group BNP Paribas, German writing instrument and watch retailer Mont Blanc, electrical equipment manufacturers Radiall plus jeweller and watch-maker Cartier.

PRODUCT OVERVIEW

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.

ONYVA

Website

www.onyva.com

Contact

t: 1-800-811-1877

e: info@onyva.com

Head Office

HRMS Solutions
4 Robert Speck Parkway
Suite 1500
Mississauga
Ontario
L4Z 1S1 Canada

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

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's 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.

Installable as either an in-house server solution or as a cloud-based system, access to Optimum HRIS is available via a web browser and includes some mobile capabilities within the time and attendance module.

Headquartered in Nashville, Tennessee, Optimum Solutions completed its first payroll installation in 1989. Customers of Optimum Solutions include Quickway Carriers, the Lancaster Glass Corporation and the Rose Packing Company.

PRODUCT OVERVIEW

Optimum HRIS - Optimum HRIS offers a module based system in the main areas; HR, time and attendance and payroll. All of these systems are linked via one dedicated database to allow easier access to the most up-to-date information.

OPTIMUM HRIS

Website

www.optimumhris.com

Contact

t: 1-800-489-6026

Head Office

Optimum Solutions
210 25th Avenue North
Suite 700
Nashville
Tennessee
37203
United States



COMPANY PROFILE

Oracle Corporation is a U.S.-based computer technology provider. Oracle offer a number of business software solutions including HRMS. HRMS products offered by Oracle include Fusion HCM, E-Business Suite HCM, PeopleSoft HCM , JD Edwards EnterpriseOne HCM and JD Edwards World HCM.

Oracle offers these HRMS products globally, to businesses of every size, industry and region. The software solutions are also offered with a number of deployment options including cloud, hosted and installed systems.

Support is offered for Oracle HRMS products through Premier Support which includes 24/5 technical support, support resources and product updates. This support network is made up of over 50,000 development engineers and customer support specialists.

Training is available for Oracle HRMS products through the Oracle University which offers classroom training, live virtual class, training on-demand, self-study courses and private events. 99% of users of this training would recommend the training to others.

Oracle have provided HRMS solutions to more than 14,000 customers in over 140 countries including 8 of the top 10 Fortune 500 companies and 30 of the top 40 innovative companies.

Oracle clients who have implemented the company's HRMS products include diagnostic equipment provider Toshiba Medical Systems, investment managers Principal Financial Group and beauty product supplier Elizabeth Arden.

PRODUCT OVERVIEW

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

ORACLE

Website

www.oracle.com

Contact

t: 1-800-633-0738

Head Office

Oracle Corp
500 Oracle Parkway
Redwood Shores
California
94065
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

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.

Within the HRMS, modules manage basic HR function. OrangeHRM can either be installed locally or as a cloud solution and is popular in the property, banking, pharmaceutical, insurance and education sectors. Once installed, a company can tailor OrangeHRM to its particular needs.

Because it is open source, OrangeHRM has a large and thriving community of users who contribute ideas and feedback for ongoing development of the solution. All staff within an organisation have access to the system either through its core functions or through an employee self-service portal. A mobile app can also be tailored to individual user needs and access, allowing businesses to offer OrangeHRM to any employee with an iOS or Android device.

OrangeHRM was set up in 2005 and has become the most widely used open source HRM solution globally. The company is based in Secaucus, New Jersey, with satellite offices in New York, Texas, London, Amsterdam, Munich, Singapore, Costa Rica and Sri Lanka.

PRODUCT OVERVIEW

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

ORANGEHRM

Website

www.orangehrm.com

Contact

t: 1-914-458-4254

e: info@orangehrm.com

Head Office

OrangeHRM
538 Teal Plaza
Secaucus
New Jersey
07094
United States



COMPANY PROFILE

Atlanta-based PowWowHR are providers of social HRMS software with a focus on social workforce management and collaboration. The company's PowWowHR HRMS product is a cloud-based, modular system targetted towards growing small to mid-sized companies. PowWowHR, founded in 2011, was recently launched after 3 years in development.

In 2012, PowWowHR was acquired by fellow atlanta-based company ThePortNetwork, Inc., a social networking technology provider. This led to the integration of social collaboration functionality into the PowWowHR HRMS solution.

"We're all about the next generation employer, the employer that recognizes the value in employee engaging technologies, that understands the importance of bringing remote and mobile workers together, and the need for increased automation and efficiency with a truly people-friendly workforce management solution." - Kevin Noland, CEO, PowWowHR.

PowWowHR deliver their social HRMS product through a SaaS model with pricing on a "per employee" basis. This model is punctuated by two price plans with additional payroll functionality available through the more expensive plan. Both these plans include support services provided by PowWowHR.

PRODUCT OVERVIEW

PowWowHR HRMS - PowWowHR is cloud-based HRMS from Atlanta-based software providers PowWowHR. The HRMS focusses on social workforce management whilst providing all the features you would expect from an end-to-end HRMS system.

POWWOWHR

Website

www.powwowhr.com

Head Office

PowWowHR
83 Walton Street
Suite 100
Atlanta
Georgia
30303
United States



COMPANY PROFILE

Ramco Systems are a global provider of enterprise software with headquarters in India. Ramco systems provides HRMS solutions to the U.S and Canada through offices in New Jersey and Ontario. The companies HRMS suite, Ramco HCM, provides HR and payroll with a modular HRMS which can be delivered as a SaaS, on-premise or managed service.

Alongside the company's HRMS offerings, Ramco Systems provides consulting, implementation, custom development, support and training services.

Support services include online technical support, self-assisted support and offline support, Ramco also provides administration support, supplemental helpdesk services as well as providing regular upgrades and new releases.

Clients of Ramco who have implemented Ramco HRMS products include professional services company KPMG, Hotel brand Radisson, and business communications provider Avaya.

PRODUCT OVERVIEW

RamcoHCM - 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 SYSTEMS

Website

www.ramco.com

Contact

t: 1-800-472-6261

Head Office

Ramco Systems Corp
Crossroads Corporate Center
3150 Brunswick Pike
Suite 206
Lawrenceville
New Jersey
08648
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

The Sage Group is a global provider of business management software with over 6 million customers across 24 countries. The company's Sage HRMS product, originally Sage Abra, is a fully integrated HR and payroll solution. Forrester named Sage HRMS as the "leading on-premise HRMS option for companies with fewer than 1,000 employees" in 2008.

Sage provide customer support for their Sage HRMS system through a variety of support plans. These incorporate telephone support, online support and live chat support. Sage also have a resource center available to clients which includes product feature sheets, HR best practices and tools, blog posts, webcasts and demos. Sage also welcomes customer support through its social media channels.

Training for Sage HRMS is also available in several configurations to meet the needs and budgets of individual organizations. These configurations include instructor-lead classroom training, virtual classroom learning, realtime online training, anytime learning, and continuing education CPE and RCH credits.

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

PRODUCT OVERVIEW

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

SAGE USA

Website

www.sage.com/company

Contact

t: 1-866-271-6050

Head Office

Sage USA
6561 Irvine Center Drive
Irvine
California
92618
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

SAP HCM, from SAP, provides a businesses with a fully-integrated HRMS solution with a wide range of core HR and payroll functionality.

SAP also offers training for its HRMS solution including live instruction, eLearning, virtual live classrooms, SAP eAcademy, online knowledge products and the SAP mobile training app.

Recommended Reading: HRMS Vendor Guide - Your complete HRMS vendor guide

SAP HCM is a web based system and runs on a variety of operating systems including Linux, Solaris and Windows. SAP HCM ia able to integrate with cloud services, plus a mobile interface allows the system to be used on smartphones and tablets.

SAP has its headquarters in Walldorf, Germany, with offices in 130 countries around the world. SAP was founded by five former IBM engineers working in the company's artificial intelligence department in 1975 as Systemanalyse und Programmentwicklung. Clients who have implemented SAP HCM include ADAMA, B/E Aerospace and NTT DATA.

PRODUCT OVERVIEW

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 is available through a number of deployment options including on premise, on demand and on device.

SAP

Website

www.sap.com

Contact

t: 1-800-872-1727

Head Office

SAP America
3999 West Chester Pike
Newtown Square
Pennsylvania
19073
United States

For more product information, go to our [HRMS Product Comparison Tool](#)

SilkRoad

COMPANY PROFILE

Illinois-based SilkRoad are a global provider of cloud-based HR software solutions. The company provides a core HRMS system in the form of SilkRoad HeartBeat. The company also offers social talent management solutions through the SilkRoad Life Suite.

Alongside SilkRoad's HR Software offerings, the company offers a number of professional services including implementation services, managed services, consulting services, and training and education.

Support services for SilkRoad HR software includes email and telephone support, help documentation, and a dedicated support site.

Training offered by SilkRoad includes self-paced eLearning, facilitator-led custom webinars, on-site sessions and custom training videos.

Clients of SilkRoad who have implemented SilkRoad HeartBeat HRMS include seismic solutions company ION Geophysical, medical device provider Ulthera, and technical assistance and systems engineering company Amyx, Inc.

PRODUCT OVERVIEW

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

SILKROAD

Website

www.silkroad.com

Contact

t: 1-866-329-3363

Head Office

SilkRoad HRMS HQ
100 S Wacker Drive
Suite 425
Chicago
Illinois
60606
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Softworks are a provider of workforce management software including HRMS solutions through their various HR and payroll modules. Customers have the option to build their own HRMS solution by selecting only those modules that they require. These HRMS options are available as client server and SaaS solutions.

Softworks provide a number of professional services which complement their HRMS product including project management, technical development, customer support, and training and education.

Training for Softworks HRMS products include tailored training and classroom training which both have tailored curriculums for job roles such as System Administrator, Supervisor and Employee levels.

Support services provided by Softworks include telephone and email customer support as well as technical support provided by regular software updates and customer feedback-determined feature addition.

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

PRODUCT OVERVIEW

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

SOFTWARES

Website

www.softworks.com/us

Contact

t: 1-415-432-4400

e: sales@softworks.com

Head Office

Softworks HRMS
201 Mission Street
Suite 1200
San Francisco
California
94105
United States



COMPANY PROFILE

Staff Squared's is a cloud based platform for a range of HR management needs. The company offers a secure server for hosting all data and pledges to never charge for any additional features or updates to the software. Staff Squared offers a simple pricing structure, charging per person with no minimum duration sign-up requirements. The software is accessible via both desktop and mobile applications.

Staff Squared's capabilities include time and attendance management, absences, vacation and sick leave management. Plus performance management, which includes but is not limited to reporting, disciplinary action and training amongst other areas of HR management.

Designed and created by Atlas, Staff Squared HR Management was launched in January 2012. The company, located in London, caters its software and support services to small and medium enterprises across the UK, USA and Europe. Used in a range of industries Staff Squared is a common choice for companies in non-profit, finance, education and e-commerce.

PRODUCT OVERVIEW

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.

STAFF SQUARED

Website

www.staffsquared.com

Contact

t: +44 (0)845 867 2845

e: hello@staffsquared.com

Head Office

Staff Squared
Woodland Place
Hurricane Way
Wickford Business Park
Wickford
Essex
SS11 8YB
United Kingdom



COMPANY PROFILE

Strandum is an HR software solutions company with a focus on mid to large sized companies with around 500 employees or more. The Strandum HR Software System is targeted at organizations which require sophisticated and comprehensive HR systems with a self-service functionality.

HR Software System, the company's HRMS comprises a 'core' piece of software with optional additional modules for companies that require extra functionality. Benefits, payroll, online payslips and social welfare management all come as standard, whilst optional extras include salary planning, time and attendance and performance management. Also included as standard are the manager self-service module MyTeam and employee self-service module MyProfile. These allow managers and employees to view and update their HR information

Strandum also offers MyBudget, an HR budgeting software that can be used in conjunction with HRAdmin to increase functionality.

Strandum offer a number of services throughout the selection and buying process. This consists of pre-sales consultancy, project management, implementation, training and bespoke development, with ongoing annual support and maintenance.

Pricing is banded by headcount numbers. Cost per employee is dependent on three variables, total headcount, what modules are purchased and what delivery method is chosen. Strandum offers cloud-based, on-premise and on-premise subscription versions of its products for greater flexibility.

Strandum was founded in 2001 and is based in Dublin, Ireland. They are 100% privately-owned and place a strong emphasis on R&D. Current clients include EBS, AIB Group, Topaz Energy and Allianz Insurance.

PRODUCT OVERVIEW

Strandum HR Software System - A comprehensive HRMS with a focus on larger companies with employee and manager self-service needs.

For more product information, go to our [HRMS Product Comparison Tool](#)

STRANDUM

Website

www.strandum.com

Contact

t: +353 1 899 1900

e: info@strandum.com

Head Office

Strandum Limited

Unit 13A

Blanchardstown Corporate Park

Dublin

County Dublin

Dublin 15

Ireland



COMPANY PROFILE

Florida-based SumTotal provide an integrated HR software solution through the SumTotal elixHR system. SumTotal has provided HR software solutions to over 3,500 customers and 45 million users worldwide.

Alongside SumTotal's HRMS solution, the company offers professional services including consulting, training, support and hosting.

Support for elixHR software is provided through the company's telephone support line and eService Incident Management Portal. As well as this customer support, SumTotal provide consultancy services which include change management, competency modeling, executive coaching, talent development & training, skills & behavioral assessment and more.

Training for elixHR is provided through instructor-led training courses, online learning, and virtual classes. These training processes can be expanded through "train-the-trainer" options.

Clients of SumTotal include engineering and electronics conglomerate Toshiba, major U.S airline U.S. Airways, and multinational pharmaceutical provider AstraZeneca.

PRODUCT OVERVIEW

SumTotal elixHR - SumTotal HCM 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.

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

SUMTOTAL SYSTEMS

Website

www.sumtotalsystems.com

Contact

t: 1-866-768-6825

e: connect@sumtotalsystems.com

Head Office

SumTotal Systems
2850 NW 43rd Street
Suite #150
Gainesville
Florida
32606
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

California-based SyncHR are an HRMS software provider with a focus on cloud solutions. Their SyncHR product focuses on four areas of the business; HR, benefits management, payroll and real-time analytics.

Founded in 2005 by Gary Durbin and John Cuellar, the company began offering its HRMS solution to Human Resource Outsourcers (HROs), and Professional Employment Organizations (PEOs). After establishing itself through these HR service providers, the company began to offer its cloud-based HRMS directly to businesses.

SyncHR offer their HRMS solution under a number of licensing models including SaaS and Platform as a Service (PaaS). The products Service-Orientated Architecture and API keys allow potential integration with a wide range of other cloud-based applications.

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

PRODUCT OVERVIEW

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

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

SYNCHR

Website

www.synchr.com

Contact

t: 1-650-389-6500

e: sales@synchr.com

Head Office

SyncHR
2201 Broadway
Suite 701
Oakland
California
94612
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Florida-based Ultimate Software provides cloud HRMS solutions through the company's range of UltiPro systems. For businesses with more than 1000 employees, Ultimate Software offers UltiPro Enterprise - a comprehensive people management cloud solution. For mid-sized companies with between 250 and 1000 employees, UltiPro Workplace HRMS provides a SaaS end-to-end HR, payroll, and talent management. Alongside solutions for U.S businesses, Ultimate Software offer Canadian businesses an HRMS solution through UltiPro Canada.

Ultimate Software has been certified as a green business by the Institute for Green Business Certification due to their work in areas such as waste reduction, recycling, reduction in office material usage, purchasing, and energy savings. This green company culture ties in with the companies aims to help other businesses reduce paper waste through HRMS implementation.

Customer support for the UltiPro HRMS range is provided by 24-hour telephone and online support from account representatives and experts. Knowledge resources such as white paper and online training courses are also available.

Ultimate Software has provided HRMS solutions for more than 2,500 customers with employees in 136 countries. These clients include software company Adobe Systems Incorporated, The Major League Baseball (MLB), insurance provider Amica, and restaurant franchise Subway.

PRODUCT OVERVIEW

UltiPro Enterprise - Cloud-based HRMS people management solution for businesses with more than 1000 employees.
Ultimate software also offer **UltiPro Workplace** for mid-sized businesses and **UltiPro Canada** for Canadian businesses.

ULTIMATE SOFTWARE

Website

www.ultimatesoftware.com

Contact

t: 1-800-432-1729

e: ultiproinfo@ultimatesoftware.com

Head Office

Ultimate Software
2000 Ultimate Way
Weston
Florida
33326
United States



COMPANY PROFILE

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.

The system 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 payroll module also allows deductions to be automatically calculated and processed.

The Unicorn HRO 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.

Unicorn HRO 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.

Unicorn HRO has been operating since 1982 and has focused solely on providing software for HR and payroll teams. More than 800 companies around the world utilize the software and they are headquartered in Florham Park, New Jersey.

PRODUCT OVERVIEW

iCON - iCON, from Unicorn HRO, is a web-based system designed with the employee in mind. The software has been designed for use on both smartphones and tablets with the focus on retaining and developing employees.

UNICORN HRO

Website

www.unicornhro.com

Contact

t: 1-800-368-8149

e: info@unicornhro.com

Head Office

Unicorn HRO
25 Hanover Road
Unit B
Florham Park
New Jersey
07932
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Unit 4 Business Software is the North American subsidiary of Unit4, a global, cloud-focussed business software and services provider. The company's HR management solution, Unit4 HRMS, covers areas of HR including HR, payroll, talent management and salary review.

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.

Customers of Unit 4 who have implemented Unit4 Prosoft HRMS include aerospace systems company Goodrich Ltd, energy technology company Chevron Oronite, and precision engineered components manufacturer Unisteel.

PRODUCT OVERVIEW

UNIT4 Agresso Human Resources (HR) and Payroll - UNIT4 Agresso Human Resources (HR) and Payroll 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.

UNIT4 BUSINESS SOFTWARE

Website

www.unit4.com

Contact

t: 1-877-704-5974

e: info@unit4software.com

Head Office

Unit4 North America
1000 Elm Street
Suite 801
Manchester
New Hampshire
03101
United States



COMPANY PROFILE

Workday is a provider of HR and finance cloud HRMS. Founded in 2005, Workday delivers HRMS through the company's human capital management (HCM) and payroll management systems. This HRMS solution is targeted towards businesses ranging from mid-sized companies to Fortune 50 enterprises. Workday was named the leader in the HRMS market by the 2012 Forrester Research report into HRMS, "The Forrester Wave™".

Support for Workday HRMS is available through 24/7 online access to experts in payroll, benefits, compensation, accounting and more. Product patches are applied across the multi-tenant SaaS landscape, ensuring a perpetual elimination of product issues. This multi-tenant system also develops a community, through which businesses and employees can connect and collaborate to share knowledge and resources.

As well as through the Workday community, training is provided for Workday HRMS products through a number of avenues including in classroom, virtual classroom, on-demand and the Workday Adoption Toolkit (WAT). WAT contains customizable training materials including videos, FAQ's and facilitators guides.

Clients of Workday include online family history resource ancestry.com Inc. travel planning website Trip Advisor, and laboratory supply and distribution company VWR International.

PRODUCT OVERVIEW

Workday HCM - 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

Website

www.workday.com

Contact

t: 1-877-967-5329

e: sales@workday.com

Head Office

Workday HRMS
6230 Stoneridge Mall Road
Pleasanton
California
94588
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

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

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 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 allows it to 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.

Zenefits has its headquarters in San Francisco, the system was launched in 2013 with the backing of \$580 million from a group of eight major investment partners. Current customers of Zenefits include Logic Monitor, urbana and the non-profit; Colorado Outward Bound School.

PRODUCT OVERVIEW

Zenefits HRMS - Zenefits is a cloud based HRMS that aims to be an all in one HR platform. This is achieved by allowing users to integrate existing payroll and benefits providers into it's online dashboard. The Zenefits core HR platform is free due to their revenue being made via payment from benefits providers.

ZENEFITS

Website

www.zenefits.com

Contact

t: 1-888-249-3263

e: advisor@zenefits.com

Head Office

Zenefits
303 Second Street
North Tower
Suite 401
San Francisco
California
94107
United States

For more product information, go to our [HRMS Product Comparison Tool](#)



COMPANY PROFILE

Zoho Corp provides HRMS software through the company's Zoho People product as well as providing business solutions for support, finance and recruitment. The California-based company offer Zoho People as a per user subscription service with a free trial of the software for up to 10 users.

Support for Zoho's HRMS software is provided through email support as well as a dedicated support site and telephone support.

Efficiency and security of Zoho HRMS products is ensured through daily and weekly back-ups as well as 256-bit SSL encryption. Zoho guarantees an uptime figure of 99.99%.

Clients of zoho corporation include digital imaging company APEX, on-demand charter service JetHub and pneumatic components distributor TECO Pneumatic.

PRODUCT OVERVIEW

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

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

ZOHO

Website

www.zoho.com

Contact

t: 1-888-204-3539

e: sales@zohocorp.com

Head Office

Zoho Corporation
4141 Hacienda Drive
Pleasanton
California
94588
United States



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