



HRA HRMS

EXTENDED PROFILE



OVERVIEW

HRA HRMS is an HR management software system for businesses ranging from 20 to 5,000 employees, provided by HRA Employee Solutions.

The HRMS is available in four different versions which differ in their business scale and delivery method. Cloud-based HRMS is provided by HRA Hosted HRMS whereas HRA Global, HRA Professional, and HRA PA Lite are all on-premise solutions with HRA Global being the only web-based solution of the three.

HRA Hosted, Global and Professional are all targeted at mid-sized businesses, whereas HRA PA Lite is provided for small companies with 20-200 employees.

HRA HRMS has both employee and manager self-service access as well as core HR functionality. Features of the HRMS include absence management, time and attendance, training, compliance and more. Despite lacking complete built-in payroll functionality, the HRMS can be integrated with many 3rd party payroll applications and the HRA payroll interfaces.

Built-in reporting for HRA HRMS comes from Nyamba. Nyamba is a custom reporting tool which can be distributed with full control according to user security level.

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

FEATURE OVERVIEW



SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	HRA HRMS
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

hira
1 active user

HRA Global

Employee Summary Screen for : **Abbott, Joe**

Employee Information

Last Name:

First Name: Initials:

Employee #: Salut:

Address:

City:

State:

Zip Code:

Phone H:

Phone C:

Sex: Hours:

SSN:

Leave Summary

	VACAT	SICK	OT	FMLA	OTHER
Entitlement	30.00	5.00	0.00	0.00	0.00
Carryover	0.00	0.00	0.00	0.00	0.00
Taken	0.00	14.00	0.00	0.00	0.00
Balance	30.00	-9.00	0.00	0.00	0.00

Leave Period 01/01/2008 to 12/31/2008

Email: jabbot@mycompany.com

Birthdate: Age: 54 Years

Hire Date: 9.1 Years

Action Date:

Pay Style:

Salary & Position History Summary

C	DATE	ACT	LOC	DIV	TITLE	TYPE	SALARY	CUR	P	GRP-JB-ST
1	09/07/2006	BON	VAN	CS	ADMINI	FT-MAN	97500.560	CAN	S	CUU#1-1.C
2	07/10/2006	DMC	TOR	CS	ADMINI	FT-MAN	97500.560	CAN	S	CUU#1-1.C
3	07/06/2006	BON	TOR	CS	ADMINI	FT-MAN	97500.560	USA	S	CUU#1-1.C
4	06/22/2006	PRO	TOR	CS	ADMINI	FT-MAN	97500.560	USA	S	CUU#1-1.C

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OSHA

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