



# HRCOGS

# EXTENDED PROFILE



## OVERVIEW

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

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

The software offers employee engagement through three HR systems in one platform - an employee portal, HRIS, and HCMS. It includes applicant tracking and onboarding and allows you to track the benefits, career development, and details of all employees.

There is also the option to run payroll and performance appraisals and succession planning through the platform. There is a self-service portal, allowing employees to update details and review information – reducing data entry errors and administration time used.

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



## SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	HRcogs
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	✗
<b>ORGANIZATION SIZE</b>	
ENTERPRISE (1000+ EMPLOYEES)	✗
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✓
<b>PLATFORM</b>	
CLOUD	✓
INSTALLED	✗
<b>PRODUCT INFO</b>	
MODULAR	✗
MULTI LANGUAGE	✗

MULTI CURRENCY	✘
CUSTOMIZABLE	✔
<b>FURTHER INFORMATION</b>	
IMPLEMENTATION TIMEFRAME	3 days



## SOFTWARE SCREENSHOTS

The screenshot displays the 'My Profile' page in the HRcogs system. The interface includes a top navigation bar with 'Home', 'My Direct Rpts', and user information. A left sidebar lists various HR functions like HCM, Performance, Metrics, and Job Profile. The main content area is titled 'My Profile' and features a horizontal menu with options: Overview, Profile, Dep Info, Base Info, Emergency, Physician, Payroll, and OnBoard Docs. Below this menu, there are several expandable sections for user information and benefits, including My info, My Dependents, My Beneficiary, Emergency Contact, Physician Contact, W4, Company Assigned Asset(s), My Medical, My Dental, My Vision, and Overview Benefits Deduction. At the bottom, there is a blue box with the text 'About me: I like watching TV, and eating chestos!'.

Performance : **Rebecca Allan**

Goal Page | Job Profile | Comp | Performance | Training | Dir Dyn

File#	Name	Dept	Title	Dir	Total Hrs	% of Workforce	% of Salary	% of Goal
10	Rebecca Allan	502	PROJECT MGMT CLIENT SERVICES MGMT &	23	24	0.95	0.84	10.75

  

Manager's Goal	Due Date	Weight	Rating	Behavior
Build better products	08/04/2017	25		
Add these new product features.	06/02/2017	75	2.83	
Good job streamlining entry line, however, you need to consider cost versus savings.	02/16/2017	2.00		Performance
Good job on adding new product features.	02/17/2017	3.00		Performance
Good work	03/08/2017	3.00		Knowledge
Provide short list of features	42	3.00		
Good job with list	02/16/2017	5.00		Knowledge
good job with features.	02/28/2017	1.00		Performance

Widgets | Home | My Direct Rpt's | Welcome, Rebecca

### Goals Page - Summary

Goals | My Goal | My Group | My Department

Manager's Goal	Build better products	Weight	25
My Goal	Add these new product features.	Assign Date	02/11/2017
		Due Date	06/02/2017
		Weight	75
215	Alexandra Ball	Need schematic design for entry robotics	02/16/2017
			03/06/2017
		Weight	50

  

Dependency Goal	Dept #	Dept Name	Due Date

Widgets | Home | Welcome, Isaac

### Home Page

None Hires | 45% Meeting this Thursday | Company Information

Announcements | Company Policy | Org Chart | Phone List | Holiday Schedule

150 Audit end of month, keep workplace tidy

Employee Directory | **Isaac Baker**

200 Active Employees

Hire Date: 2008-12-27  
 Title: NETWORK SYSTEMS TECH 1  
 Manager: Rebecca Allan  
 Department: SW Engineering  
 About me

Calendar: April 2017

28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2