TOP 10
Human Capital Management Software Vendors REVEALED
2010 Edition
Profiles of the Leading HCM Software Vendors
For more information, visit Business-Software.com/HCM
About Human Capital Management

A company’s employees are its most valuable resource, providing the solid foundation needed to build long-term profitability and ongoing success. Therefore, businesses must constantly seek new and innovative ways to attract and retain a top-notch workforce, and motivate them to perform to their fullest potential.

Yet, most human resources departments find themselves challenged to operate as efficiently and cost-effectively as possible, relying on cumbersome, labor-intensive manual processes to execute critical personnel-related tasks and activities. Additionally, most HR teams are forced to maintain the majority of employee records in hard copy – further wasting time and money, and taking up valuable and costly office space. As a result, human resources and related functions today account for greater and greater portions of corporate operating budgets.

What is Human Capital Management?

Human capital consists of the “people assets” that drive an organization’s continuous development and sustained growth, and includes the collective attitudes, skills, abilities, and knowledge base of an entire workforce. Human capital management, also commonly referred to as human resource management or workforce management, is a vital discipline that combines technology systems with advanced methodologies to help businesses effectively build, manage, and maintain their “people” assets, and best leverage them to achieve and maintain a competitive advantage.

Key Benefits for Your Company

Human capital management solutions do so much more than just eliminate manual administrative procedures, increase the efficiency of human resources teams, and significantly minimize the costs associated with acquiring staff members and administering to all facets of their employment. They can help companies create a more employee-centric culture. Human capital management solutions provide businesses with the tools and technologies they need to improve all aspects of employee relationship management. As a result, they can boost satisfaction and morale, reduce turnover, and build a stronger, more motivated, and more loyal workforce.
About Human Capital Management

Does My Company Need Human Capital Management Software?
Companies of all sizes, across all industries, have come to truly understand that their employee bases are – by far – their most valuable asset. Therefore, the more effectively they can find the best workers, entice them to join the company, motivate them to perform at optimum levels, and manage all associated administrative tasks, the stronger their competitive position will be.

Common Human Capital Management Features
Human capital management solutions offer a powerful, feature-rich environment that provides full automation of and support for the following core human resources processes and activities:

* Planning and modeling, to help businesses lay out the most efficient and effective organizational charts and chain-of-command structures, and more clearly define roles and responsibilities across an enterprise.
* Recruiting and staffing, to improve the way open positions are created, described, and managed, and provide businesses with the tools they need to find and attract the best possible candidates.
* On-boarding, to facilitate and accelerate the procedures and tasks associated with setting up and acclimating new employees.
* Performance management, to formalize and streamline review and appraisal processes, and keep track of employee performance records.
* Benefits and compensation administration, to manage salaries, bonuses, health insurance, and other forms of compensation, while ensuring that payment packages are competitive and fair, and that incentive plans are compelling enough to keep staff members motivated.
* Time and attendance, to help track employee hours worked (both standard and overtime), and monitor the utilization and availability of vacation, sick, and personal days.
* Training and education, to ensure that all employees are equipped with the knowledge they need to perform their jobs as productively as possible, and provide them with opportunities for professional growth and skills expansion.
About Human Capital Management

What to Look for When Choosing a Human Capital Management Solution
What sets a world-class human capital management system apart from all the others on the market? Here are some of the key features to look for when evaluating and selecting your solution.

Customization
Every business, and the way it runs its human resources department, is unique. Therefore, the "one size fits all" approach to human capital management simply won't work. Be sure to choose an application that can be custom-tailored to your HR-specific workflows and procedures.

Analytics
Human capital management is about more than just automating administrative procedures. It’s about understanding those trends and patterns that impact a workforce, and using that insight to develop the most successful employee acquisition and retention strategies possible. Look for a solution that incorporates in-depth analytical capabilities, so critical metrics such as turnover rates and average length of service can be tracked, strengths and weaknesses in the employee base can be identified and corrected, and return on recruitment and retention dollars can be accurately assessed.

Integration with Third-Party Payroll Systems
Many businesses today outsource the management of their payroll functions to third-party providers. If this is the case with your company, then the human capital management solution you choose must be able to seamlessly share data with those systems maintained by your payroll processing partner.

Top Human Capital Management Solutions
You have many options when selecting a human capital management solution. To make your search a bit easier, we’ve featured some of the leading human capital management solution vendors in this paper.

Review these companies, and you’ll be well on the way to finding the right human capital management solution for your company.
HIGHLIGHTS
* Oracle is one of the largest application software companies in the world offering virtually everything a company needs to run its business.
* Enterprise-wide HCM; covers all functional areas of HCM.
* Oracle is the world-wide leader in human capital management solutions with 25% of the market.
* Oracle has made a number of acquisitions—including TempoSoft to expand their HCM capabilities.

OWNERSHIP:
Public: (NASDAQ: ORCL)

HEADQUARTERS:
Redwood Shores, CA

HCM SOLUTIONS:
PeopleSoft Enterprise HCM 9.0

FOUNDED:
1977, California

CUSTOMER FOCUS:
Oracle is the leading HRMS vendor worldwide, with more than 12,500 HCM customers, including 9 of the top 10 Fortune 500 and 75 of the top Fortune 100.

SELECT CUSTOMERS:
Toyota Motor Sales U.S.A., Equinix, Council of Europe, Children’s Hospital and Health System, San Diego State University, Qualcomm, Metro-KC, Accenture, Northwestern University, Applebee’s International.
About Oracle

After 30 years of providing leading-edge solutions to a vast and growing base of customers, Oracle remains an industry leader for database technology and applications in enterprises throughout the world. The company is the world's leading supplier of software for information management, and the world's second largest independent software company. Oracle technology can be found in nearly every industry, and in the data centers of 98 of the Fortune 100 companies. Oracle is the first software company to develop and deploy 100 percent internet-enabled enterprise software across its entire product line: database, business applications, and application development and decision support tools.

It is innovation that drives Oracle’s success. Oracle was one of the first companies to make its business applications available through the internet—an idea that is now pervasive. With the release of Oracle’s PeopleSoft HCM 9.0 solution suite, the company continues to build on its leadership in the global marketplace, developing products and applications with functionality that reflect the company’s goal: connecting all levels of enterprise technology to help customers access the knowledge they need to respond to market conditions with speed and agility.

Oracle has made a number of acquisitions—including TempoSoft—to expand Oracle's HCM footprint and enable organizations to optimize schedules and meet forecasted workload demand.

Today, Oracle Real Application Clusters, Oracle E-Business Suite, Oracle Grid Computing, and the company’s PeopleSoft line of applications all fuel a commitment to innovation and results that has defined Oracle for thirty years.

Oracle strives to become the leader in middleware and the leader in applications, just as the company has done in database applications. The organization’s goal is to continue to innovate and to lead the industry—while always making sure that it stays focused on solving the problems of the customers who rely on its software.

The company’s success speaks for itself. Oracle applications are now running in over 1,500 public sector organizations, 10 of the world’s top 10 banks, 20 of the world’s top 20 telecom companies, and 10 of the top 10 academic universities worldwide.
About Oracle

Oracle Key Strengths
* With the release of PeopleSoft Enterprise HCM 9.0, Oracle continues its leadership in the human capital/talent management space. The introduction of a centralized Profile Management module delivers enterprise-wide HCM capability, offering organizations seamless integration of personnel and talent management applications.

* As the foundation for all functional areas of HCM - recruiting, performance management, learning management, analytics and competency management – PeopleSoft Enterprise HCM defines the attributes required for individual and organizational success.

* Oracle’s PeopleSoft Enterprise Human Capital Management unlocks the full value of an organization's workforce. PeopleSoft HCM enables companies to put the right people in the right jobs, develop and reward top performers, retain key talent for the long term, and increase efficiency and operating performance throughout the organization.

* Representing a best-in-class architecture, updates to Talent Acquisition Manager, Candidate Gateway, ePerformance, and eDevelopment further extend PeopleSoft Enterprise HCM’s robust talent management solution.

* Oracle offers proven and open solutions—and a network of partner expertise. The company’s solutions are built on open standards and leverage third-party solutions and add-on applications. Oracle’s 19,000-strong partner network delivers deep, industry-specific functionality and best practices.

Oracle Technology
Oracle On Demand is the company’s industry-leading portfolio of Software as a Service (SaaS) applications, technology solutions, and services that allow organizations to choose the best way to implement Oracle’s powerful enterprise software.
About Oracle

Oracle HCM Software Highlights

* PeopleSoft Enterprise HCM 9.0
  * Supports growth and improves business results with streamlined best practice HR business processes.
  * Offers more flexible and configurable products that will enable organizations to tailor applications to business needs.

* PeopleSoft Enterprise Candidate Gateway
  * PeopleSoft Enterprise Candidate Gateway (formerly known as eRecruit) enables organizations to advertise their employment opportunities and build relationships with employees and top candidates using an efficient, paperless online recruiting solution.
  * Designed to help candidates search for employment, apply for positions, and track their progress through the recruitment process.

* PeopleSoft Enterprise eDevelopment
  * A self-service solution that supports an organization’s employees’ personal and professional development.
  * Employees worldwide can access collaborative tools that guide them through the steps to professional success, allowing them to become fully engaged in managing their career and help drive an organization to higher levels of success.

* PeopleSoft ePerformance
  * A Web-deployed performance management solution that streamlines the appraisal aspect of the development business process, from goal planning and coaching to performance assessments and rewards.

* PeopleSoft Enterprise Learning Management
  * Enables organizations to proactively manage their learning environment, ensuring that employees acquire knowledge and skills consistent with corporate objectives.
  * Optimizes workforce, customer, and partner productivity, while increasing competitive advantage.
About Oracle

**PeopleSoft Enterprise Talent Acquisition Manager**
* Features intuitive, easy to use pages for every step in the recruiting process, allowing employees and external candidates to search, view, and apply for jobs online.

**PeopleSoft Workforce Planning**
* Helps organizations conduct in-depth analysis of mid- and long-term workforce requirements to determine which key jobs, competencies, and profiles are essential to fulfilling their organizational strategy.

**PeopleSoft Workforce Rewards**
* Provides the tools needed to proactively manage an organization’s compensation and retention policies.

**PeopleSoft Workforce Scorecard**
* Provides the strategy management and performance tracking needed to measure the effectiveness of HR initiatives.
* Helps organizations evaluate and communicate company performance, staffing, turnover, HR readiness, compensation, and competencies.

**Oracle Workforce Scheduling**
* Expands Oracle’s HCM footprint and enables companies in the retail and hospitality industries to optimize schedules and meet forecasted workload demand.
* Currently available and sold as a stand-alone product.
HIGHLIGHTS

* 95% customer retention rate.
* Young company, with a long history. Tenth largest software company in the world.
* Solution set is built on the Infor Open SOA (service-oriented architecture).
* Comprehensive HCM; hire-to-retire.

OWNERSHIP:
Private

HEADQUARTERS:
Alpharetta, GA

HCM SOLUTIONS:
Infor HCM
* Resource Management
* Workforce Management
* Talent Management

FOUNDED:
2002, Georgia

CUSTOMER FOCUS:
A growing number of mid-sized and larger enterprises in a variety of industries worldwide choose Infor, including the top 10 aerospace companies, over 450 major apparel and footwear companies, 14 of the world’s top 25 automotive suppliers, 9 of the top 10 high tech and electronic companies.

SELECT CUSTOMERS:
About Infor

Infor is one of the world’s largest providers of business software, with approximately $2.1 billion in revenue, and the tenth largest software company in the world. Infor is one of the fastest growing business software providers, with more customers than its two largest competitors combined. As a young company with a long history—four years old with more than thirty years of experience—Infor is able to offer prospective customers stability that comes with size and the agility of youth.

The company stands out for its application breadth, market experience, open technology and global reach; Infor was founded on guiding principles that are aimed at giving customers what they really want.

The thought leaders at Infor understand that their customers want to reduce the number of vendors they work with and Infor strives to continue as their trusted “vendor of choice.” Infor has a consistent 95% customer retention rate — one of the highest in the industry — and 72% of its license revenues are generated by its current customers.

Infor provides a comprehensive HCM solution for its customers, including Core HR Management (benefits, payroll, etc.); Workforce Management (time & attendance, workforce scheduling, workforce planning, absence management, etc.), and Talent Management (recruitment, learning, etc.). These solutions enable customers to measure, analyze, improve, and control their workforce in a precise and data-centric fashion. Companies using Infor HCM can reduce costs, improve retention and transform their workforce into a competitive advantage.

Today, with over 9,200 employees, direct offices in 100 countries, 70,000 customers worldwide, and implementation and support capabilities in 100+ countries including global coverage in Americas, EMEA, APAC Infor delivers business-specific software solutions that work. With experience built in, Infor’s solutions enable businesses to be more enterprising and adapt to the rapid changes of a global marketplace.
About Infor

Infor Key Strengths
* The Infor HCM (Human Capital Management) system helps enterprising businesses optimize the entire recruit-to-retire process. With this human resource management system, companies can attract and retain a qualified workforce, effectively schedule their workforce, access and share vital workforce information safely and securely, adapt workforce processes as the company grows and changes, provide self-service capabilities to employees and managers, and enable effective decision-making relative to the workforce.

* Infor is one of the fastest growing business software providers, with more customers than its two largest competitors combined. As a young company with a long history—four years old with more than thirty years of experience—Infor can offer a distinct advantage: Its size gives it the stability and the resources, while Infor’s youth gives it the agility to meet the business demands of the rapidly growing Enterprising Million.

* Infor is successfully helping more than 70,000 customers around the world address their enterprise-related software issues. With people and products that collectively represent 35 years of experience, Infor delivers proven business-specific solutions that address the unique HCM environments of its customers in a wide range of manufacturing, distribution, and services industries.

* In each of the industries it serves, Infor has domain experts who understand the productivity challenges its customers face. To implement the right solutions for an organization, Infor’s team of industry experts has access to functionally rich business software solutions including customer relationship management, supply chain management, human resource management, and more that come with the industry best practices and specific capabilities customers need already built in.

Infor Technology
Infor develops and delivers prepackaged software services, application managed services, and solution hosting. The company’s ERP VISUAL platform is anchored on Infor’s “enrich, extend, and evolve” product strategy and the Infor SOA (service-oriented architecture).
About Infor

Infor HCM Highlights
* A web-enabled human capital management system that is used by enterprising companies around the globe to turn human resources into competitive advantage.
* Accommodates multiple languages, currencies, banks, tax definitions, benefits, security configurations, and platforms.

Resource Management
* Provides a web-enabled talent management system from hiring to retirement—including secure, centralized databases for housing vital employee information; flexible tools for administering multiple progressive benefit plans; and a framework for processing complex payrolls.

Workforce Management (formerly Workbrain)
* Infor’s workforce management solution addresses all the processes critical to making sure an organization’s workforce is a major contributor to the satisfaction of its customers and the success of its enterprise. Workforce Management includes:

  Workforce Scheduling
  * An advanced suite of industry-focused scheduling solutions to forecast, schedule, and optimize labor deployment.

  Workforce Time and Attendance
  * An industry-leading solution that automates and standardizes time and labor processes to meet the needs of large, distributed enterprises.

  Workforce Absence
  * A comprehensive absence management solution that automates and integrates the entire absence and leave-management process.

  Workforce Planning
  * A full-featured solution that efficiently generates accurate labor budgets and forecasts to improve the daily execution of scheduling and time and attendance processes.
About Infor

Workforce Performance
* Tools that provide real-time analytical insight into productivity and performance to support fact-based decisions.

Talent Management
* Helps companies recruit and hold on to highly qualified people, build on their strengths, reward their accomplishments, provide them with advancement opportunities, and increase their overall effectiveness.
* Enables companies to automate core human resource processes and better connect managers and employees in real time.
HIGHLIGHTS
* Backed by the strength of SAP - the world’s largest business software company.
* Comprehensive HCM solution with a focus on global workforces.
* Race between Oracle and SAP for HCM leadership is tight: AMR Researcher, Forrester & IDC call SAP leader in 2006.
* SAP Duet extends HCM functionality to Microsoft Office.

OWNERSHIP:
Public (NYSE: SAP)

HEADQUARTERS:
Newtown Square, PA

FOUNDED:
1972, Walldorf, Germany

HCM SOLUTIONS:
SAP ERP Business Suite
* SAP ERP HCM
* SAP ERP CRM

CUSTOMER FOCUS:
SAP Solutions are global software applications delivered for small businesses, midsize companies, and large enterprises predominately in the retail, manufacturing, service, and pharmaceutical sectors.

SELECT CUSTOMERS:
Advanced Micro Devices, Atlas Group, Bavarian State Department of Finance, China Merchants Bank, Day & Zimmermann, DuPont, Intelligroup, Nestlé Korea, Nissan Middle East, OfficeMax.
About SAP

SAP Americas is a subsidiary of SAP AG, the world's largest business software company and the third-largest software supplier overall. SAP Americas' corporate headquarters is located in Newtown Square, PA, a suburb of Philadelphia. The company's officers and executives lead a team of professionals dedicated to delivering high-level customer support and services.

Founded in 1972 as Systems Applications and Products in Data Processing, SAP has a rich history of innovation and growth that has made it the recognized leader in providing collaborative business solutions for all types of industries – in every major market. The company, headquartered in Walldorf, Germany, employs more than 46,100 people in more than 50 countries, and serves more than 43,400 customers worldwide.

With a mission statement that emphasizes experience, knowledge, and technology for maximizing business, SAP has successfully leveraged its extensive experience to deliver a comprehensive range of solutions to empower every aspect of business operations. Organizations of all sizes can use SAP solutions – including small business solutions and solutions for midsize companies – to reduce costs, improve performance, and gain the agility to respond to changing business needs.

By deploying the best technology, services, and development resources, SAP has delivered a business platform that unlocks valuable information resources, improves supply chain efficiencies, and builds strong customer relationships. And through the Global Solution Center, SAP Americas identifies customer needs and develops solutions to meet these needs.

SAP is listed on several exchanges, including the Frankfurt Stock Exchange and the New York Stock Exchange, under the symbol “SAP.”

SAP Key Strengths

* With world headquarters in Walldorf, Germany, SAP is the world's largest business software company – with more than 51,200 employees at sales and development locations in more than 50 countries worldwide.
About SAP

* SAP ERP Human Capital Management (HCM) helps organizations throughout the world increase performance with an efficient, committed, and motivated workforce. With integrated building blocks and an unmatched partner ecosystem, the solution supports shared services and business process outsourcing – reducing cost and risk for these deployment models.

* The SAP ERP HCM solution is a complete and integrated human capital management solution that delivers unmatched global capability. SAP ERP HCM gives organizations in all industries worldwide the tools needed to manage their most important asset: people. The solution equips executives, HR professionals, and line managers to hire the best talent, as well as train and cultivate the skills of their workforce.

* Using one unified software suite for all talent management processes, an organization can more readily understand where its workforce’s talents lie – and align the goals of a company’s employees with the organization’s overarching business strategy. Using real-time insight into the workforce, an organization can benefit fully from human-capital strategies and programs – and measure its workforce’s contributions to the bottom line.

* The SAP solution provides automation of all core human resource processes, such as employee administration, payroll, and legal reporting, increases efficiency and supports compliance with changing global and local regulations.

SAP Technology
The SAP solutions suite comprises licensed and on-demand applications and services. The company’s Enterprise Service-Oriented Architecture (Enterprise SOA) is a blueprint for an adaptable, flexible, and open IT architecture for developing services-based, enterprise-scale business solutions. With SAP NetWeaver as a technical foundation, enterprise SOA moves IT architectures to higher levels of adaptability – and moves companies closer to the vision of real-time enterprises by elevating Web services to an enterprise level.
About SAP

SAP HCM Software Highlights

SAP ERP Human Capital Management (SAP ERP HCM)
* Supports organizations throughout the world increase performance with an efficient, committed, and motivated workforce.
* With integrated building blocks and an unmatched partner ecosystem, the solution supports shared services and business process outsourcing – reducing cost and risk for these deployment models.

End-user service delivery
* Enables the delivery of ERP services together with business content to the entire organization and beyond.
* Gives end-users multiple options to access ERP services, depending on their situation, their preferences, and the business context.

Talent management
* Gives organizations the power to support people during every phase of their employment – from recruitment through training, development, and retention. Lets companies find the right people, put their talent to best use, align employee goals with corporate goals, maximize the impact of training, and retain top performers.
* Supports and integrates all talent management processes – so companies can attract, acquire, educate, and develop talent; identify and grow future leaders; and align and motivate talent with corporate objectives.

Workforce process management
* Streamlines and integrates essential workforce processes such as employee administration, organizational management, time management, benefits, payroll, and legal reporting.
* Lets organizations standardize and consolidate all workforce-related processes and data onto a single platform, while ensuring adherence to local regulations and laws.
* Solution is built on a global platform customized for country-specific legal compliance and best practices.
About SAP

Workforce deployment
* Gives companies the power to deploy the right people with the right skills to the right positions at the right time.
* Lets organizations create project teams based on skills and availability, monitor progress on projects, track time, and analyze results for strategic decision making.

Duet
* The first joint product for use with Microsoft Office and SAP.
* Specific human capital management functions are available as extensions to Microsoft Office.
HIGHLIGHTS
* Since 1977 this “time clock” company has made 60 acquisitions – including Best Software, Unicru and MrTed LLP.
* Committed to investing in research and development; employs 600 engineers.
* Offers the most comprehensive workforce management solution available for the IBM iSeries platform.
* Established customer base; commitment to expansion.

OWNERSHIP: Private
HEADQUARTERS: Chelmsford, MA
HCM SOLUTIONS:
* Workforce Central Suite
* Kronos iSeries Central Suite

FOUNDED:
1977, Massachusetts

CUSTOMER FOCUS:
Kronos workforce products can be found in organizations of every size and type — from small and midsize businesses to large global enterprises. But they all choose Kronos strategic workforce solutions for the same reason. The Kronos customer community includes tens of thousands of organizations across a broad spectrum of industries; such as aviation, federal government, healthcare, higher education, hospitality, K-12 schools, manufacturing, retail, state government, and transportation and distribution.

SELECT CUSTOMERS:
About Kronos

Kronos Incorporated empowers organizations around the world to effectively manage their workforce. Kronos is solely focused on delivering software and services that enable organizations to reduce costs, increase productivity, improve employee satisfaction, and ultimately enhance the level of service they provide.

Kronos serves customers in more than 50 countries through its network of offices, subsidiaries, and distributors. Widely recognized as a market and thought leader in managing the workforce, Kronos has unrivaled reach with more than 30 million people using a Kronos solution every day. Kronos products and services help organizations align their people, processes and technology to improve individual productivity and boost overall business performance.

Capitalizing on deep-rooted expertise honed over 25 years, Kronos empowers organizations worldwide to better manage their most valuable asset—their workforce, while streamlining a traditionally paper-intensive process.

Kronos offers a complete suite of applications that allows organizations of all sizes to plan, track and analyze labor data and transform that data into information that can improve workforce productivity and decrease labor expenses.

Kronos applications can accommodate the workforce management needs across all industries. Core functionality in the Kronos suite includes employee scheduling, absence management, time and labor, labor activities and analytics. Kronos offers Oracle customers an integrated solution and provides benefits by reducing labor costs, improving payroll accuracy, increasing visibility into labor expenditures, and optimizing staffing resources to ensure better customer service.

Looking ahead, Kronos seeks to continue building on its reputation as a market and thought leader in managing the workforce. The company looks to set the pace for how organizations manage the workforce by delivering innovative solutions that help employers anticipate and solve complex workforce-related issues.
About Kronos

Kronos Key Strengths

* Every Kronos workforce product is driven by customer input, which helps ensure that Kronos' strategic workforce solutions solve real-world business problems. Kronos builds all of its workforce management software using the latest technology, established standards, and industry-leading platforms. For these reasons and more, organizations can count on Kronos workforce management software to be highly reliable, scalable, and easy to use.

* When combined with Kronos' self-service solutions and data collection products, the company's Workforce Central solution suite delivers value to the entire workforce and at every level of the organization. Managers have access to a centralized database of real-time employee information and the industry’s largest collection of workforce optimization tools.

* Workforce Central enables organizations to automate manual processes and free the workforce to focus on the real work. It also provides the tools to optimize workforce performance, empowering managers to make better workforce-related decisions and take effective action.

* Kronos has developed the most complete strategic workforce solution available that can address all the complexities of a company's workforce. It is designed for users by users with a core of best-in-class applications — from time and attendance, to payroll, scheduling, talent management and more.

Kronos Technology

The Kronos solution suite is built on an open, scalable, and configurable web-based architecture that allows customers to easily implement, extend, maintain, and upgrade Kronos applications using their choice of platforms and technologies. Kronos technology can accommodate the needs of a diverse and distributed workforce through a blend of user interfaces that match user needs: HTML, rich user interfaces, portals, badge terminals, biometrics, PDAs, and telephony. At the heart of the Kronos solution is a parameter-driven rules engine that allows easy implementation of the simplest to the most complex business rules.
About Kronos

Kronos HCM Software Highlights

Workforce Central Suite
* Automates processes and optimize workforce performance with the industry’s most comprehensive workforce management solution.

Kronos iSeries Central Suite
* Delivers the most comprehensive workforce management solution available for the IBM iSeries platform.

Human resources
* Simplifies human resources processes for managers and employees and deliver greater value to the organization.

Payroll
* Increases the efficiency and accuracy of payroll processes while streamlining compliance efforts.

Scheduling
* Deploys the workforce more efficiently and cost-effectively by aligning it with business demands.

Time and labor
* Reduces costs and improves productivity by managing all of the organization’s labor resources in real time.

Time and attendance
* Manages labor resources better through automated time and attendance, increased payroll efficiency and accuracy, and easier compliance across the organization’s entire workforce.

Absence management
* Delivers capabilities for controlling absenteeism and the associated costs through have a single view into employee absences.
About Kronos

Talent management
* Lets companies hire the best people and optimize their performance with Kronos’ integrated hiring management system.

Analytics
* Gives companies the ability to make better decisions faster when they’re able to transform workforce data into business intelligence.

Self-service and data collection
* Improves workflow and communication by providing anytime, anywhere access.
**HIGHLIGHTS**

* Microsoft Dynamics GP (formerly Great Plains) is designed for small and medium-sized organizations and divisions of large enterprises.
* Delivered through the worldwide Microsoft Certified Partners network.
* Uses familiar Microsoft look and feel.
* Ties in with other Microsoft applications to increase productivity and streamline processes.

**OwNERSHIP:**
Public (NASDAQ: MSF)

**HeAdQuARterS:**
Redmond, WA

**fOUNDED:**
1975, New Mexico

**HCM SOLuTIOnS:**
* Microsoft Dynamics
* Microsoft Dynamics GP (formerly Microsoft Great Plains)
* Microsoft Dynamics NAV
* Microsoft Dynamics AX

**CuSTOMER FoCUS:**
A global software giant, Microsoft distributes its products primarily through the following channels: OEM; distributors and resellers; and online services. Its customers include individual consumers, small and medium-sized organizations, enterprises, governmental institutions, educational institutions, Internet Service Providers, application developers, and OEMs.

**SELECT CuSTOMERS:**
About Microsoft

Microsoft was founded in 1975. The company develops and markets software, services and solutions that deliver new opportunity, convenience, and value to people’s lives. The company’s product segments provide management with a financial view of its key businesses. The segments provide a framework for the alignment of strategies and objectives across the development, sales, marketing, and services organizations, and for the timely and rational allocation of development, sales, marketing, and services resources within businesses. The company’s seven product segments are: Client; Server and Tools; Information Worker; Microsoft Business Solutions; MSN; Mobile and Embedded Devices; and Home and Entertainment.

The company’s research and development facilities are located primarily in Redmond, Washington with smaller facilities located in Mountain View, California; Fargo, North Dakota; Beijing, China; Dublin etc. As of June 30, 2005, the company employed approximately 61,000 people.

Microsoft’s ambitions are anything but small. The world’s leading software company provides a variety of products and services, including its Windows operating systems and Office software suite. The company has expanded into markets such as video game consoles, servers and storage software, and digital music players. Microsoft has reached settlements to end a slew of antitrust investigations and lawsuits, including agreeing to uniformly license its operating systems and allowing manufacturers to include competing software with Windows. In early 2008 the company made an unsolicited bid to acquire Yahoo! for about $44.6 billion.

The company’s ERP HCM solution suite, Microsoft Dynamics, offers integrated, adaptable business applications for small and medium-sized organizations and divisions of large enterprises.

These integrated solutions—delivered through a worldwide network of experienced Microsoft Certified Partners—work like and with familiar Microsoft software. They are designed to manage every aspect of employee resources. From attracting and retaining top talent to managing a wide range of employee information that supports informed, consistent decision-making.
About Microsoft

Microsoft Key Strengths

* Microsoft, one of the largest IT companies in the world, recorded a revenue of $51.12 billion in fiscal year 2007. It has a strong presence in more than 100 countries. The company’s recent product launches and a strong pipeline of products provide excellent growth avenues to the company. It continues to grow both organically and inorganically.

* Microsoft Corporation develops, manufactures, licenses and supports a range of software products for computing devices. The Company’s software products include operating systems for servers, PCs and intelligent devices, server applications for distributed computing environments, information worker productivity applications, business solution applications, high-performance computing applications and software development tools.

* The company has five segments: Client, Server and Tools, the Online Services Business, the Microsoft Business Division, and the Entertainment and Devices Division, and provides world-class consulting and product support services, and trains and certifies computer system integrators and developers.

* The company’s revenues for the fiscal year ended June 2007 grew by 15.4% over 2006. This increase is attributable to the increase in revenue associated with SQL Server, Windows Server, and Visual Studio, increase in Xbox 360 console sales, and the revenue accrued from licensing of the 2007 Microsoft Office system and Windows Vista.

* Microsoft’s human resource management software solutions can help organizations fulfill the potential and increase the loyalty of their workforce while minimizing the cost and complexity of administrating salaries, benefits, recruiting, and performance management.

Microsoft Technology

Microsoft develops and distributes predominately licensed software business solutions to a broad, diverse global customer base of small, mid-sized and enterprise-level users.
About Microsoft

Microsoft Software Highlights

* Provides access to critical information where and when it’s needed, giving organizations the ability to make rapid, efficient decisions.

* Facilitates effective communication with staff, an efficient payroll process, and better services and programs for employees.

* Makes customizable schedules, pay rates and hiring processes possible with Microsoft Dynamics GP and fits smoothly with existing systems.

* Provides companies with the capability of monitoring the well-being of employees and maximizing the value of their contribution.

* Improves workforce satisfaction by giving employees and managers better access to information.
HIGHLIGHTS
* Offers licensed and SaaS/hosted deployment models.
* Focus on providing more “out-of-the-box” functionality to reduce customization costs.
* Rich HR, payroll, and benefits functionality.
* Identified as a leader by Gartner for midmarket HRMS in 2006.
* Faster “go live” – designed for faster, more cost-effective implementations.

OWNERSHIP: Public (NASDAQ: ULTI)
HEADQUARTERS: Weston, FL
HCM SOLUTIONS: UltiPro HCM Solution Suite

FOUNDED:
1990, Florida

CUSTOMER FOCUS:
Ultimate Software is a leading provider of end-to-end strategic human resources, payroll, and talent management solutions geared to the requirements of small, mid-sized, and larger enterprises in a wide range of industries and business sectors.

SELECT CUSTOMERS:
About Ultimate Software

Ultimate Software engages in the design, marketing, implementation, and support of human resources, payroll, and talent management solutions in the United States. The company offers UltiPro software, a Web-based solution designed to manage the employee life cycle from recruitment to retirement. This solution includes feature-sets for talent acquisition and hiring, human resources compliance, online benefits enrollment and management, payroll, performance management and appraisals, learning management, reporting and analytical decision-making tools, and time and attendance, as well as a self-service Web portal for executives, managers, administrators, and employees.

Since its inception, Ultimate Software’s goal was product excellence—the “ultimate software” for human resources and payroll professionals. The vision was to deliver the greatest total value over the life cycle of the human resources software and payroll software solution while at the same time providing business benefits previously enjoyed only by large corporations. The company’s exclusive focus on HR software and payroll software has resulted in solutions characterized by ease of use, rich built-in functionality, superior technology, and rapid implementation—with a quantifiable return on investment for the greatest total business value.

Today, there are approximately 800 employees at Ultimate Software who are committed to developing trendsetting HRMS/payroll solutions, and passionate about providing the highest levels of customer service. The Ultimate Software environment is a culture defined by the way it thinks, works, and behave—treating coworkers, customers, vendors, and the community with honesty and respect.

Ultimate Software has been named one of the Best Places to Work by the Great Place to Work. Institute (GPTW) for 2005, 2006, and 2007. Ultimate Software is a leader in delivering Web-based payroll and talent management solutions to organizations of all sizes. Ultimate Software’s fully integrated, award-winning UltiPro suite enables businesses to manage human resources and payroll strategically and cost-effectively, benefiting everyone in the organization.
About Ultimate Software

Because Ultimate Software’s payroll and HR solutions are critical applications for businesses, the company knows it’s essential to resolve customer issues rapidly and accurately. The company’s customer service philosophy, called “Passion for Perfection,” aims to create an outstanding customer support experience. Ultimate Software’s customer support teams are motivated about raising the bar on performance to ensure the highest levels of customer satisfaction. The company does everything it can to win customers’ loyalty.

Ultimate Software offers UltiPro as in-house software or through application hosting. Headquartered in Weston, Florida, Ultimate Software has licensed its software to approximately 1,700 customers, representing approximately 7,000 companies and 2.2 million employees across the United States and Canada.

Ultimate Software Key Strengths
* Ultimate Software is a leading provider of strategic HR, payroll and talent management solutions for organizations of all sizes.

* Ultimate Software serves approximately 1,600 customers representing more than 3 million employees, providing them highly flexible, easy-to-use HR and payroll solutions.

* Whether businesses need integrated human resources software and payroll software or a convenient payroll service model, companies of all sizes are getting the most effective Web-based HRMS/payroll solution for their needs from Ultimate’s fully integrated, award-winning UltiPro suite.

* Ultimate’s exclusive focus on HRMS/payroll has resulted in consistent recognition by leading industry experts and technology analysts over the past few years.

Ultimate Software Technology
Ultimate Software’s on-demand HR/payroll software-as-a-service is called offers customers the best of both worlds—the convenient, maintenance-free human resources and payroll management they get with a service bureau, and the integration, flexibility, and control more typical with in-house HR/payroll software.
About Ultimate Software

Ultimate Software’s Intersourcing HR/payroll software-as-a-service is as easy as outsourcing, but loaded with functionality. Customers get completely integrated payroll, human resources, and benefits functionality, hundreds of standard reports and workforce analytics, plus Web-based self-service for managers and employees. All delivered through a Web browser, without paying an upfront license fee or having to maintain payroll and HR software.

Ultimate Software HCM Highlights

**UltiPro HRM**

* Automatically tracks all HR-related information about an organization’s employees, including:
  * Employment history
  * Performance, job, and salary information
  * Career development
  * Health and wellness programs
  * Fastest, most cost-effective implementation
  * Easily integrates with an organization’s general ledger and other enterprise systems
  * 100% Web-accessible solution
  * Delivers the most powerful and flexible payroll processing engine on the market.
  * Provides robust earnings, deductions, benefits and workers’ compensation calculations defined by groups. There is no need for side payroll calculations or additional programming.
  * Provides a comprehensive tax management system that handles federal, state, and local tax computations.
  * Enables companies to comply with human resources and payroll regulatory requirements, covering EEOC, ADA, ADEA, FMLA, FLSA, COBRA, HIPAA, and payroll.
  * Payroll deductions and benefit plans are stored together in one table, eliminating the need for duplicate rules, duplicate data entry, and reconciliation reporting—saving time and reducing errors.
  * Offers strategic business value by delivering executive HR, benefits, and payroll information and decision-support applications for data and trend analysis and informed business management.
HIGHLIGHTS

* Licensed software.
* Targeted at small to mid-sized businesses.
* Software and support available through certified Sage business partners.
* Modular solution designed to be customized to meet your unique business requirements.
* Includes Web-based employee self-service.

OWNERSHIP: Public: (LONDON: SGE.L)
HEADQUARTERS: St. Petersburg, FL
HCM SOLUTIONS: Sage ABRA HRMS

FOUNDED:
1981, England
(Sage Software is the North American business of UK-based The Sage Group plc.)

CUSTOMER FOCUS:
Sage supports more than 2.8 million customers in the U.S. and Canada. The company’s sole focus is to provide business management software and services to small and medium-sized businesses (SMBs).

SELECT CUSTOMERS:
About Sage Software

Sage Software began not as one company, but as the efforts of many entrepreneurs who built their successful products and businesses with a sincere focus on their customers. Today, the company represents the culmination of that combined entrepreneurial spirit, drive, and vision.

For more than 30 years, companies that have joined the Sage Software family have assisted small and medium-sized businesses with a wide range of business management applications and services. With roots reaching back to the 1970s, Sage Software has grown and developed to meet the evolving needs of its customers through a combination of internal product development and acquisition.

Currently Sage supports more than 2.8 million customers in the U.S. and Canada. The company’s sole focus is to provide business management software and services to small and medium-sized businesses (SMBs). Its applications cover a full range of business requirements including accounting, customer relationship management, contact management, human resources, warehouse management, specialized industry needs, among many others. To address its customers’ needs, Sage Software markets its applications in four customer-focused divisions: Business Management, Healthcare, Payment Solutions, and Industry & Specialized Solutions.

Sage Abra HRMS is the company’s award-winning human resource management system. It is comprised of HR, payroll, benefits, training, recruiting, and compliance solutions developed specifically for midsized businesses. Its flexible design provides a comprehensive array of features, plus powerful reporting and analysis capabilities to efficiently manage workforces.

Sage Software’s parent company, The Sage Group, plc, is a world-leading supplier of accounting and business management software to a large and still rapidly growing base of SMBs. The corporation’s purpose is to help its customers run their businesses more effectively, helping them to gain greater insight into their business activities and providing them with lasting benefits by automating their business processes.
About Sage Software

Sage Software Key Strengths

* Sage Software, Inc., develops industry-leading solutions that help organizations transform the way they manage their people, fixed assets and planning processes.

* Founded in 1982, Sage Software provides more than 50,000 customers with solutions that scale from stand-alone desktop applications to client/server workgroup and departmental solutions—all built on a Microsoft technology foundation.

* Sage offers a full range of scalable, proven solutions, including HR and payroll administration, fixed asset management, time tracking and budgeting and planning.

* Sage Abra delivers tightly integrated solutions to help meet the needs of a broad range of businesses. With software and services including HR, payroll, benefits, training, attendance, reporting and analysis, plus a Web workforce portal with employee self-service, company communications, benefits enrollment, recruitment, and more, Sage Abra can help resolve an organization’s common HR and payroll challenges.

Sage ABRA Technology

Sage Abra HRMS deployment options include a traditional hardware installation. A certified Sage Business Partner will evaluate your network to ensure it meets Sage Abra HRMS minimum requirements. The Sage Abra software is then installed on the existing network infrastructure.

Sage Abra HRMS Suite Highlights

Human Resource Management

* Automates administrative work and lets organizations manage unlimited benefit plans and define eligibility criteria. Manage employee information such as job requirements, job history, compensation, performance reviews, skills, education, and attachments.

Sage Abra HR

* Government Compliance: Ensures compliance with government regulations, including EEO and OSHA, I-9 and VETS 100. Abra collects and tracks the required information and provides reports in the mandated formats.
About Sage Software

**Sage Abra Payroll**
* Flexible Payroll Management: Streamlines payroll processes with direct deposit, federal, state, and local tax management, and comprehensive payroll reporting.

**Sage Abra Attendance**
* Manages virtually all types of plans, including vacation, illness, leave of absence and FMLA. Accrual or lump sum calculation support tracks year-to-date hours available versus year-to-date hours taken.

**Sage Abra ESS (Employee Self-Service)**
* Provides employees, managers, and administrators with a central location for viewing and managing personal data and company information, including time-off requests, pay stubs, current benefits, and training history.

**Benefits Enrollment**
* Guides administrators through the benefit plan setup process and provides employees with easy-to-use open enrollment walkthroughs and year-round life events management. Additionally, lets organizations can cut the costs and complexity of benefits administration with Abra’s carrier connectivity service. Securely automates communication of employee benefits enrollment data with insurance and benefits carriers.

**Sage Abra Train**
* Provides automatic scheduling of training classes, more organized training record-keeping and hassle-free delivery of the courses employees need.

**Sage Abra eRecruiter**
* Sage Abra Recruiting Solution: Simplified Recruitment helps organizations recruit more effectively using the Internet, keep an organized database of qualified applicants, allow managers to track their open requisitions and expenses, and automate the entire hiring process.
HIGHLIGHTS

* Software is built using its SOA Landmark tools for easier configuration.
* Global approach – configure country-specific processes.
* Includes Lawson Business Intelligence – track metrics across your organization.
* Easy to use.

OWNERSHIP:  
Public (NASDAQ: LWSN)

HEADQUARTERS:  
St. Paul, Minnesota

FOUNDED:  
1975, Minnesota

HCM SOLUTIONS:  
Lawson Strategic Human Capital Management System
* Lawson Human Resource Management
* Lawson Workforce Management Suite
* Lawson Talent Management

CUSTOMER FOCUS:  
Lawson provides software and service solutions to 4,000 small, mid-sized and larger businesses in the manufacturing, distribution, maintenance and service sector industries across 40 countries.

SELECT CUSTOMERS:  
About Lawson

On May 3, 2006, Lawson Software and Intentia International AB, a Stockholm, Sweden-based provider of enterprise computer software, officially began operating as one company. The merger joined two of the software industry’s growing mid-market companies and offered an alternative to larger ERP vendors.


Lawson M3 products and solutions are for customers who make, move and maintain goods or equipment in their markets. These include fashion and apparel, food and beverage, wholesale distribution (business) and asset-intensive industries. The applications include Enterprise Asset Management, Supplier Relationship Management, Customer Relationship Management, Supply Chain Management, Value Chain Collaboration, Enterprise Performance Management and Workplace Management. Both the Lawson S3 and Lawson M3 product lines are built on industry-standard Java-based technology.

Because of the merger, Lawson can now serve manufacturing, distribution and services industries worldwide and its revenues closely mirror the global ERP marketplace, with 45 percent coming from North America, 45 percent from Europe and the remainder from Asia-Pacific.

Today, Lawson continues to break new ground with a wide variety of software, services, and support opportunities to help clients save time and money. The company is building on its world-class reputation as a solution provider as it delivers software suites in business-critical areas like HCM, where it delivers innovation through its services and support teams, who have introduced valuable time saving tools of their own. As a result of their efforts, in 2003, Lawson's dedicated support team – the Global Support Center (GSC) – achieved its unprecedented sixth Support Center Practices certification.
About Lawson

Lawson Key Strengths

* Lawson Software provides rich ERP solutions – including finance, manufacturing, distribution, maintenance, and supply chain - complemented by solutions for human capital management, customer relationship management, business intelligence and corporate social responsibility. Many of these applications are tailored to specific industries.

* The company’s 1,700 professional consultants can help businesses get the most value from their Lawson software. Organizations can work directly with Lawson or with a network of certified partners. Services can be delivered through on-site assistance or specialized solution centers for remotely delivered services.

* Lawson Software is widely recognized as the leading provider of Self Evident Applications (SEA), offering Web-deployable, enterprise wide, client/server business application solutions.

* Lawson’s systems assist companies in the management of financial and capital resources, personnel-related information, and materials distribution and inventory, incorporating leading-edge technologies to provide true open solutions.

* Lawson’s unique applications extend business to the Internet and are unparalleled in the industry. The company’s products and services power internal, business-to-business, and business-to-consumer e-business solutions.

Lawson Technology

Lawson provides open, standards-based software. Lawson’s technology platform, Lawson System Foundation 9, combines Lawson’s technology with middleware from IBM. Lawson is building its next web-based applications using its Landmark technology environment, a Java-based code.
About Lawson

Lawson Strategic Human Capital Management System  Highlights


Lawson Human Resource Management
* Aims to transform the role of the Human Resources professional from an administrative and policy enforcing role to that of a strategic business partner.
* The Lawson HR product group is designed to deliver superior, simple and comprehensive products that offer an alternative to large complex ERP and standalone HR solutions.

Lawson Workforce Management Suite
* Automates paper and time intensive staffing and scheduling tasks, helping customers maintain proper staffing levels with the appropriate skill/credential mix.
* Comes with self-service features, such as self-scheduling; shift bidding and swapping; and online schedule viewing.

Lawson Talent Management
* Helps deliver actionable information about the company's people in support of business strategy – all while allowing companies to work in their preferred technology space, such as Microsoft Outlook, rather than in the actual application.
* Provides a full view into all aspects of the workforce, positioning the organization to make informed decisions that can help maximize the value of its most important asset – its people.
HIGHLIGHTS

* Designed for mid-market companies.
* Exclusive focus on HR and payroll applications for over 20 years.
* Takes a small business and personalized approach with each client.
* Awarded the Connecticut Technology Fast 50 award three times.
* Staff is comprised of HR professionals including PHR and SPHR certifications.

OWNERSHIP: Private

HEADQUARTERS: Norwalk, Connecticut

FOUNDED: 1984, Connecticut
(Incorporated as Aspetuck Systems Inc.)
PerfectSoftware division founded in 1997.

HCM SOLUTIONS:
* PerfectHR
* PerfectAlerts
* PerfectESS
* PerfectLMS

CUSTOMER FOCUS:
PerfectSoftware focuses on middle-market companies in a broad range of product and service sectors, and provides its customers with unique features that provide key benefits toward corporate objectives. The solutions help the HR and Payroll Professionals position the human capital of the company in such a way that revenue and expenses are directly impacted through positive results.

SELECT CUSTOMERS:
About Perfect Software

Founded in 1984 and headquartered in Norwalk, Connecticut, PerfectSoftware empowers Human Resource and Payroll professionals with customer driven solutions that help them recruit, develop, pay and retain key employees.

PerfectSoftware focuses on middle-market companies and provides its customers with unique features that provide key benefits toward corporate objectives. The solutions help the HR and Payroll Professionals position the human capital of the company in such a way that revenue and expenses are directly impacted through positive results. Even though the company has worked with over 600 companies it still takes a small business and personalized approach with each of its clients.

PerfectSoftware is a recognized technological leader for comprehensive and flexible management of human assets and capital. The company's software allows companies to make informed decisions about their businesses based on real time information. The software solution suite runs the gamut of Payroll, Human Resources, Applicant Tracking, Time & Attendance, Benefit Election & Enrollment, Salary Planning & Administration, Position Control, Alerts, Employee Self Service, COBRA management and Ad Hoc Reporting.

PerfectSoftware has been providing high quality solutions for over twenty years, and continues to provide a financially stable, profitable company that is dedicated to providing world class products and customer service to help in its client’s success.

The driving force in PerfectSoftware product development has been ease of use and customer need. The company maintains a suggestion database for all of its products and updates the software accordingly. Since 1989 PerfectSoftware has added new features and even new products based on the changing requirements of its clients and changes in the business environment.

PerfectSoftware’s mission statement is to improve the lives and business success of its customers and partners by providing high quality products and services. They are dedicated to providing easy to use, highly functional products at value-based prices.
About Perfect Software

Perfect Software Key Strengths

* The PerfectSoftware Human Resource software module helps mid-market companies bring the challenging task of HR record keeping and government reporting under control. PerfectHR is a browser-based software solution, providing capabilities for a human resources department to manage thousands of employee records in a clear easy-to-use format.

* PerfectHR maintains all employee data using cutting edge employee management software. It is a system that is incredibly easy to set up and operate, significantly minimizing implementation time and resources as well as minimizing time spent for user training on employee benefit software.

* With the Perfect Software solution, companies can automate reporting, notification, and forms production in any of their Human Capital applications. This frees staff to focus on business issues and eliminate the administrative functions that provide minimum business value.

* To augment Perfect HR, PerfectAlerts allows companies to enhance any human capital function by automating its activities. The company’s solution software is a business process automation tool that can streamline all HRMS functions.

Perfect Software Technology
Perfect Software’s solution suite makes the latest version of the company’s software readily available and the customer’s application is hosted on a state-of-the-art server, so upgrading is a thing of the past. Unlike traditional software licensing, Perfect Software offers a comprehensive time tested solution that delivers functionality and flexibility without the cost of traditional software applications. Information can be printed locally to a customer’s printer wherever and whenever it’s needed.
About Perfect Software

Perfect Software Highlights

PerfectHR

Comprehensive Demographic Information
* Manages extensive employee information such as name, address, marital status, EEO information, W4 & I9 status, and employment status, benefits information, complete dependent information, compensation, performance reviews, payroll, training, Workers Comp and more.

Open Enrollment
* Manages complex and diverse plans easily and effectively by setting up and tracking plan details, generating and e-mailing benefit letters and delivering detailed information into the hands of employees in a timely manner.
* Communicates the benefit deduction information to payroll automatically saving time, effort and potential costly mistakes.

Salary Reviews and Processing
* Improves and standardizes salary review process with consistent methodology, scheduling and notification. Uses logical analysis to support wage adjustment decisions.
* All communications with managers can be performed through e-mails which are automatically generated by the employee management software.

Workers Compensation
* Lets organizations complete employee tracking and reporting. Track attendance, claims, injuries and training to meet government reporting requirements.

New Hires
* Frees up staff time for more strategic purposes by using job applicant tracking software and automate routine communications such as job applicant to new hire, automatic scheduling and notifications, and COBRA communications.
About Perfect Software

Applicant Tracking
* Matches external and internal applicants to open positions and identify skill shortages and tracks applicants, enabling organizations to proactively train and hire for future business needs.
* Attaches scanned resumes to candidate records, and dynamically searches for skill sets.

Time & Attendance Tracking
* Tracks any or all attendance categories; Vacation, Sick, Personal, Bereavement, Jury Duty (all user defined with no limits).
* Collects time clock data from an existing system or uses Perfects’ Web based T&A sheet (i.e. biometric, swipe card, web based system or import from a spreadsheet). Reports on hours, overtime, sick and vacation time spent using a custom report writer.

HR Legal Connect
* Provides clients with toll-free phone & on-line access to experienced employment law attorneys.

PerfectESS
* Optional web-based employee self service portal is an add-on module to PerfectHR or PerfectPayroll, Employee and Manager self service that can help an organization's HR department by reducing the number of requests and transactions that are created by employees.

PerfectAlerts
* Optional add-on to PerfectHR, PerfectAlerts enhances any human capital function by automating its activities. It is a business process automation tool that can streamline all an organization's HRMS functions.

PerfectLMS
* Provides a web site portal where employees can securely login (using their ESS login credentials) and view and enroll in scheduled training classes.
HIGHLIGHTS

* Key founder is Dave Duffield – former leader of PeopleSoft.
* Software is built using a SOA (service orientated architecture).
* Key differentiator is organizational charting and reporting.
* New company has a small (but growing) deployed customer base.
* SaaS model. No hardware, no software, no implementation, no upgrades.
* Better for midmarket companies with no single core HR system.

OWNERSHIP: Private
HEADQUARTERS: Walnut Creek, CA
HCM SOLUTIONS: Workday Human Capital Management
* Workday Performance Management
* Workday Staffing

FOUNDED: 2005, California

CUSTOMER FOCUS:
The target customer for Workday HCM products initially is the upper mid-market of unaligned organizations, meaning those organizations not committed to SAP Oracle or other vendors. In addition, the focus is on the private sector, government, and education, with an emphasis on service industries, which are more people-oriented, playing to Workday’s PeopleSoft origins and staying out of SAP’s native ground.

Workday customers cross industries, sizes and requirements -- from large enterprises including Chiquita Brands, ITT Defense, Life Time Fitness and McKee Foods to rapidly expanding companies such as CareerBuilder.com and Inverness Medical Innovations.

SELECT CUSTOMERS:
About Workday

Since Workday publicly appeared on the scene in January 2006, it has been self-described as a “revolutionary application platform and the next generation of business applications to drive your enterprise’s performance,” with applications that will be “dramatically easy to use, be responsive to your organization’s changing needs and will significantly lower your total cost of ownership.”

The sales pitch from Workday, which was co-founded by PeopleSoft founder Dave Duffield and his former vice chairman Aneel Bhusri following the contentious acquisition of PeopleSoft by Oracle, sounds similar to what SAP is saying about its mid-market A1S product due in 2008 and Oracle’s Fusion applications, which the company said is a “vision” for the next-generation of enterprise technologies, applications and services that will revolutionize business.

All of the three are based on Web services, focus on ease of use and deployment and will address mid-market customers (with needs beyond Quickbooks) who have more flexibility to engage a new platform than the larger enterprises deeply invested in the previous generation of ERP systems from the now much consolidated market.

On demand, software-as-a-service is also part of the story and business model across the vendors to achieve better economics and less complexity for customers. What makes Workday think that it can turn ERP on its head or side, as salesforce.com has done with CRM in enterprises, or that the startup company can outsmart SAP and Oracle over the coming years?

That’s not exactly clear, although starting from a clean slate and adopting the latest technology concepts, from on-demand services and in memory databases to tagging and SOA, is an advantage, especially if the company is well funded like Workday.

Workday has 120 employees, a growing cadre of customers and is starting to shed more light on its core, differentiated technology. The company is actively looking to move beyond its on demand HRM (Human Capital Management) roots, with the announcement of its release of Workday Financials, which it claims “delivers an entirely new model for helping companies manage revenue, resources, and financial accounting, while effectively measuring business performance.”
About Workday

Rather than siloed buckets of data and the rigid code block structure of traditional accounting systems, the core of Workday’s new model is event-driven and uses tags to help glue pieces together into coherent snapshots of business activity.

Today, Workday is delivering the first on-demand alternative to ERP, with a new generation of solutions designed to meet the needs of today’s dynamic and global businesses. Built on a completely new model, Workday Human Capital Management and Workday Financials use the most modern, standards-based technologies to provide an unparalleled level of agility, ease-of-use, and integration capability.

Workday Key Strengths

* Workday Performance Management solution suite allows companies to manage the talent of a global, diverse and mobile labor pool by bringing the flexibility, ease-of-use and significant cost advantages of the Workday on-demand HCM service environment to workforce expertise management.

* Corporate governance, a global platform, agility, performance measurement, integration capabilities and consumer-Web usability are built in to Workday’s solutions from the start. Workday is the alternative to today’s cumbersome enterprise applications.

* Two of the leading software-as-a-service providers, Salesforce.com and RightNow Technologies, have also chosen Workday as their on-demand HCM provider.

* Workday’s on-demand solutions provide an order of magnitude savings in total cost of ownership versus traditional on-premise applications. What’s more, with Workday an organization has access to the most current and innovative best practices being delivered on a regular basis.

Workday Technology

Workday’s services and solutions are delivered on demand. No hardware, no software, no implementation, no upgrades. Customers pay for the services they use.
About Workday

Workday HCM Software Highlights

* **Workday Performance Management**
  * Supports the full review process, from initiation through sign-off.
  * Highly configurable and easily adaptable to existing business processes, Workday Performance Management can be implemented without programmers or IT involvement.
  * Allows companies to maintain multiple discrete review processes to support the varying needs of different departments and organizations.
  * Supports a collaborative interaction between reviewers and reviewees.
  * Targets performance reviews to different employees, such as exempt/non-exempt (hourly vs. salary), compensation grade, geographic/region org, etc.
  * Configures a performance event so it will trigger a corresponding compensation event.
  * Ensures consistency in evaluation forms and processes to improve regulatory compliance and reduce risk.
  * Sets performance review content (e.g., goals, responsibilities, etc.) at the beginning, or during, the employee review period.
  * Tracks personal goals, which may be added by both managers and employees.

* **Workday Staffing**
  * Enables companies to establish and manage staffing at any level in the organization. Staffing ‘flavor’ may be defined for individual organizations, divisions or the entire company.
  * Position Management – Hiring managers fill only specific, approved positions. Compensation packages may optionally be assigned to unfilled positions.
  * Headcount Management – Hiring managers have an approved headcount target with appropriate organizational hiring guidelines. Workday automatically tracks how many positions and/or hours have been filled.
  * Job Management – Hiring managers hire as they see fit with no specific target, subject only to the hiring guidelines defined for the organization.