Buyers' Guide | HR MANAGEMENT SYSTEMS

Human Resource Executive®'s 2008 HRMS Buyers' Guide is a collection of paid listings intended to give readers an overview of products offered by suppliers of human resource management systems. HRMS attributes are charted, while features, applications and support services are described briefly below. Products are listed alphabetically by supplier names.

Information appearing in the chart was supplied by each of the vendors during the past month.

NAME & ADDRESS	PRODUCT	HARDWARE PLATFORM	OPERATING SYSTEM	DATABASE PLATFORM	NUMBER INSTALLED/ YRS. IN BUSINESS	PRICING	FEATURES: SCREEN CUSTOMIZATION	ONLINE SECURITY	WEB BROWSER USER INTERFACE	WINDOWS USER INTERFACE	WEB-NATIVE	WEB-ENABLED	EFFECTIVE DATING	APPLICATIONS: PERSONNEL	BENEFITS	FLEXIBLE BENEFITS	PAYROLL	COBRA	RECRUITING	LEARNING MANAGEMENT	TIME & ATTENDANCE	POSITION CONTROL	SKILLS INVENTORY	EEO/AFFIRMATIVE ACTION	HEALTH AND SAFETY	COMPENSATION	PENSION PLANS	PERFORMANCE MANAGEMENT	SUCCESSION PLANNING	EMPLOYEE SELF-SERVICE	MANAGER SELF-SERVICE	WORKFORCE ANALYTICS	SUPPORT: HOTLINE	USER GROUPS	ON-SITE TRAINING	OFF-SITE TRAINING
ADP 5800 Windward Pkwy. Alpharetta, GA 30005 (770) 360-2000 www.adp.com	ADP Enterprise HR	High-end systems (i.e. IBM mainframe, HP Superdome)	Windows (non-NT); Solaris	Java Database Connectivity (JDBC)	>1,000	Avail-able upon request.	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	●	●
Apex Business Software 11711 N. Meridian St., Suite 760 Carmel, IN 46032 (317) 225-4415 www.iHRsoftware.com	iHR	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Windows (non-NT); .NET		600/7 yrs.	Varies by number of employees; 400 employ-ees start at $6,000.	●	●	●	●		●	●	●	●			●		●	●	●	●	●	●		●		●	●	●	●	●	●		●	●
														FMLA, state family and medical leave, online leave requests and timecards, online open enrollment, online personal information and emergency contacts, licensing and certifications, e-mail alerts																					Online training			
Ascentis Corp. P.O. Box 53330 Bellevue, WA 98015 (425) 462-7171 www.ascentis.com	Ascentis HR and Payroll	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Linux	SQL Server; Micro-soft Access	1,800/25 yrs.	Call for pricing.	●	●	●	●					●		●									●					●				●	●
Atlas Business Solutions Inc. 3330 Flechtner Dr. SW Fargo, ND 58103 (800) 874-8801 or (701) 236-5226 www.abs-usa.com	Staff Files	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows (non-NT)	Microsoft Access	9,500+/17 yrs.	Starts at $295 for a single-user license; $100 for each additional license.	●			●				●	●										●		●		●			●	●	●			
														Store general contact and emergency contact date; calculate time-off accruals; track training records; record incidents, such as accidents and disciplinary issues; remember important dates and deadlines with automatic reminders																					Online training tutorials			
Auxillium West HR Software 7560 Waterford Dr. Cupertino, CA 95014 (408) 257-5054 or (888) 662-4937 www.hrnetsource.com	HRSource, Self-Source, Online Employment Ap-plications, etc.	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Windows (non-NT); Linux; Solaris		600+/12 yrs.	$995 to $10,000 based on options selected.	●	●	●	●			●	●	●	●		●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
							Shortcuts/wizards, payroll interface, report-writing capabilities, auto alert, import/export							Licensing, certifications tracking, customizable leave tracking																						Implementa-tion support, data conver-sion, custom-izations			
Kronos Inc. 297 Billierca Rd. Chelmsford, MA 01824 (800) 225-1561 www.kronos.com	Workforce Central	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based); Mid-range systems (i.e. HP rp7410, IBM AS/400, Sun)	Windows NT; Windows (non-NT); Unix; Linux; Solaris	Oracle; SQL Server; FoxBase; Microsoft Access	30+	Contact Kronos.	●		●		●		●	●	●	●	●		●		●	●	●	●	●	●		●		●	●	●	●	●	●	●	●
														Training management																				Online training			
Mangrove 1501 S. Church Ave. Tampa, FL 33629 (888) 655-6474 www.emangrove.com	Workforce Em-powerment	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Linux	SQL Server; Micro-soft Access	5,000+/14 yrs.	Contact a Mangrove representa-tive.	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●
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NuView Systems 155 W. St., Suite 8 Wilmington, MA 01887 (978) 988-7884 www.nuviewHR.com	NuViewHR® Product Suite	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Windows (non-NT); Linux; Solaris	SQL Server; Micro-soft Access	310+/14 yrs. (since 1994)	Varies-license, hosted and hybrid deliv-ery options.	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
							User-defined workflows, SAS70, Safe Harbor certified							Candidate self-service, ad hoc reports and queries, native-language queries, carrier interfaces, payroll module or payroll interfaces, global implementations																					Online knowl-edgebase, cli-ent self-service portal, remote diagnostic support			
PDS 470 Norristown Rd., Suite 202 Blue Bell, PA 19422 (610) 238-4600 www.pdssoftware.com	Vista HRMS®	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows (non-NT); Unix; Solaris	Oracle; SQL Server; FoxBase; Microsoft Access	414/34 yrs.	$75,000 to $800,000	●	●	●		●		●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
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Sage Software 888 Executive Center Dr. W. St. Petersburg, FL 33702 (866) 271-6048 www.sageabra.com	Sage Abra HRMS	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Windows (non-NT); Linux; Solaris	SQL Server; Micro-soft Access	19,000+/27 yrs.	$1,135 and up, depend-ing on number of employees and mod-ules/options selected.	●	●	●	●	●	●		●	●	●	●	●	●	●	●	●	●	●	●	●		●		●	●	●	●	●	●	●	●
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SilkRoad technology inc. 102 W. Third St., Suite 250 Winston-Salem, NC 27101 (336) 201-5100 www.silkroad.com	The Life Suite (Talent Manage-ment Solutions)	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Windows (non-NT); MS-DOS; Unix; Linux; Solaris; .NET	SQL Server; Micro-soft Access	800+/5 yrs.	Varies by product and number of users.	●	●	●		●		●							●						●		●						●		●	●
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SPECTRUM Human Resource Systems Corp. 707 17th St., Suite 3800 Denver, CO 80202 (800) 477-3287 www.spectrumhr.com	iVantage®	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Windows (non-NT); Linux; Solaris	SQL Server; Micro-soft Access	6,000+/24 yrs.	Avail-able upon request.	●	●	●	●	●	●	●	●	●	●		●	●		●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
StarGarden Software 300-3665 Kingsway Vancouver, BC, V5R 5W2 (604) 451-0500 www.stargarden.com	StarGarden HR	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based); Mid-range systems (i.e. HP rp7410, IBM AS/400, Sun)	Windows NT; Unix; Linux; Open VMS	Oracle; SQL Server; FoxBase; Microsoft Access	since 1984	Varies by client size.		●	●			●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●		●	●	●	●		●	●
Ultimate Software 2000 Ultimate Way Weston, FL 33316 (800) 432-1729 www.ultimatesoftware.com	UltiPro	Intel-based systems (includes stand-alone, LAN, WAN, Inter-net-browser based)	Windows NT; Linux	SQL Server; Micro-soft Access	1,600/18 yrs.	Contact vendor for estimate.	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
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