Buyers' Guide | HCM SYSTEMS

Human Resource Executive®'s 2011 HCM Systems Buyers' Guide is a collection of paid listings intended to give readers an overview of products offered by suppliers of human resource management systems. HCM Systems 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	DELIVERY METHOD	HARDWARE PLATFORM*	OPERATING SYSTEM	NUMBER INSTALLED/ YRS. IN BUSINESS	FEATURES: SOFTWARE CUSTOMIZABLE	SOFTWARE CONFIGURABLE	ONLINE SECURITY	WEB BROWSER USER INTERFACE	WINDOWS USER INTERFACE	WEB-NATIVE	EFFECTIVE DATING	APPLICATIONS: PERSONNEL	BENEFITS	PAYROLL	EMPLOYEE SELF-SERVICE	MANAGER SELF-SERVICE	RECRUITING	PERFORMANCE MANAGEMENT	COMPENSATION	SUCCESSION PLANNING	LEARNING MANAGEMENT	CAREER & GOAL MANAGEMENT	POSITION CONTROL	EMPLOYEE PROFILE	EEO/AFFIRMATIVE ACTION	HEALTH & SAFETY	FLEXIBLE BENEFITS	COBRA	PENSION ADMINISTRATION	WORKFORCE MANAGEMENT	WORKFORCE ANALYTICS	SUPPORT: ONLINE CHAT	EMAIL	CALL CENTER	USER GROUPS	ON-SITE TRAINING	OFF-SITE TRAINING	COMPUTER-BASED TRAINING
Auxillium HRnetSource 7560 Waterford Dr. Cupertino, CA 95014 (888) 662-4937 www.HRnetSource.com	HRnetSource HRIS	On-premise	Small systems	Windows XP/ Vista/7	750 / 14	●	●	●	●	●		●	●	●		●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	●		●	●	
						Call (408) 257-5054 for more info.							Document management, checklists, auto alerts, FMLA, online employment application form																								Free tools for efficient data loading, free training sessions via phone/web						
Ceridian 3311 East Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian	Software-as-a-Service (SaaS), hosted, on-premise	Small systems, mid-range systems, large systems, Macintosh	Windows XP/Vista/7, Unix, Linux, Solaris, .NET	130,000 / 79	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●	●			●	●		●	●	●	●	●	●
Enwisen Inc. 7250 Redwood Blvd, Suite 109 Novato, CA 94945 (877) 280-4770 www.enwisen.com	Enwisen HR Service Delivery Suite	Software-as-a-Service (SaaS), hosted	Mid-range systems, large systems	Windows XP/ Vista/7, .NET	N/A		●	●	●	●	●			●		●	●																		●	●	●	●	●	●
Epicor Software Corp. 7683 Southfront Rd. Livermore, CA 94551 (800) 999-6995 www.epicor.com/hcm	Epicor HCM	Software-as-a-Service (SaaS), hosted, on-premise	Small systems, mid-range systems, large systems	Windows XP/ Vista/7, .NET	1,000 / 27	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●			●	●	●	●	●	●	●			●	●	●	●	●	●	●	●	●
Halogen Software 495 March Rd., Suite 500 Ottawa, ON K2K 3G1, Canada (866) 566-7778 www.halogensoftware.com	Employee Performance and Talent Management Suite	Software-as-a-Service (SaaS), hosted, on-premise	Small systems, mid-range systems, Macintosh	Windows XP/Vista/7, Unix, Linux	1,500+ / N/A	●	●	●	●		●							●	●	●	●	●	●											●	●	●	●	●	●	●
Kronos Inc. 297 Billerica Rd. Chelmsford, MA 01824 (800) 225-1561 www.kronos.com	Workforce Central	Software-as-a-Service (SaaS), hosted, on-premise	Small systems, mid-range systems, large systems	Windows XP/Vista/7, Unix, Linux, Solaris,	Available on request / 30+	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●				●	●	●	●	●	●			●	●		●	●	●	●	●	●
													Online assessments, time and attendance, scheduling, absence management, training management and ad-hoc reporting																				Online assessments, time and attendance, scheduling, absence management, training and ad-hoc reporting						
Lawson 380 Saint Peter St. Saint Paul, MN 55102 (651) 767-7000 www.lawson.com	Lawson Human Capital Management Systems	Software-as-a-Service (SaaS), hosted, on-premise	Small systems, mid-range systems	Windows XP/Vista/7, Linux, Solaris, .NET	1,400+ / 35	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●
													Talent management, HR service delivery																												
Optimum Solutions 210 25th Ave. N., Suite 700 Nashville, TN, 37203 (615) 329-2313 www.optimum-solutions.com	Optimum Payroll, HR, and Time & Attendance	Hosted, on-premise	Small systems, mid-range systems	Windows XP/Vista/7, . NET, IBM OS400	720 / 23	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●	●	●	●	●	●			●	●		●	●	●
PDS 470 Norristown Rd., Suite 202 Blue Bell, PA 19422 (610) 238-4600 www.pdssoftware.com	Vista HRMS	Software-as-a-Service (SaaS), hosted, on-premise	Mid-range systems, large systems, Macintosh	Windows XP/Vista/7,Unix, Solaris, .NET	520 / 37	●	●	●	●		●	●	●	●	●	●	●	●	●	●	●			●	●	●	●	●	●	●	●	●	●			●	●	●	●	●	
PerfectSoftware for HR and Payroll 200 Connecticut Ave. Norwalk, CT 06854 (800) 788-7555 www.perfectsoftware.com	Perfect HCM	Software-as-a-Service (SaaS), hosted, on-premise	Small systems	Windows XP/ Vista/7, .NET	600 / 27		●	●	●		●	●	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●			●	●	●	●	●	●		●	
						Export to Excel, ad-hoc reports, insurance-carrier connections							Time and attendance, dynamic forms, onboarding																												
Ultimate Software 2000 Ultimate Way Weston, FL (800) 432-1729 www.ultimatesoftware.com	UltiPro	Software-as-a-Service (SaaS)	N/A	.NET	2,200 / 21	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

* HARDWARE PLATFORM: Small (i.e. PC-based, LAN, WAN); Mid-range (i.e. IBM Series, Sun); Large (i.e. IBM mainframe, etc.)