

Buyers' Guide | SPECIALTY SOFTWARE

Below are paid listings of specialty software packages for the human resource market. These packages support specific HR functions. The guide is not intended to be a complete directory, but rather an overview of some of the packages available. Information was provided by the suppliers.

NAME & ADDRESS	PRODUCT	PRODUCT DESCRIPTION	SYSTEM REQUIREMENTS	USER INTERFACE	SUPPORT									
					ONLINE CHAT	EMAIL	CALL CENTER	USER GROUP	ON-SITE TRAINING	OFF-SITE TRAINING	COMPUTER-BASED TRAINING	UPGRADES		
Absence Management														
Ceridian 3311 E. Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian HR Payroll/ Inview Workforce Management	Ceridian Absence Management provides outsourced compliance, and leave case/absence management of statutory and employer leaves. Call center, system rules and workflows interface with HR/PR and time-and-attendance systems.	Internet Explorer, Firefox and Adobe Acrobat Reader	Web-browser user interface	•	•					•	•	•	
Workforce Software 38705 Seven Mile Rd., Suite 300 Livonia, MI 48152 (877) 4-WFORCE www.workforcesoftware.com	EmpCenter Work- force Management	EmpCenter Absence Compliance Tracker (ACT) helps your organization automate all aspects of employee leave policies and practices from leave determination to case management, while maintaining compliance with rapidly changing regulations.	N/A	Web-browser user interface	•	•	•	•	•	•	•	•	•	•
Affirmative Action/EEOC Records														
Ceridian 3311 East Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian Recruiting Solutions and Cerid- ian HR/Payroll	Ceridian Recruiting Solutions tracks applicant data and facilitates the collection/reporting of your applicant's diversity, assisting your company in meeting EEO/OFCCP requirements. Ceridian HR/ Payroll tracks all information required for EEO reporting.	No unique system requirements	Web-browser user interface, Windows user interface	•	•	•	•	•	•	•	•	•	•
Peoplefluent 434 Fayetteville St., 9th Floor Raleigh, NC, 27601 (877) 820-4400 www.peoplefluent.com	Workforce Compli- ance and Diversity Solutions	Peoplefluent™ Workforce Compliance and Diversity Solutions offer the gold standard in affirmative action and diversity planning and OFCCP-audit-consulting services. Our solutions simplify planning and analysis by giving you the tools and consultants to generate 100 percent technically-compliant plans.	N/A	Web-browser user interface	•	•	•	•	•	•	•	•	•	•
Background Checking														
Accurate Background Inc. 6 Orchard, Suite 200 Lake Forest, CA 92630 (888) 784-3949 www.accuratebackground.com	Enterprise Back- ground Screening Solution	Accurate Background provides background screening, drug testing and I-9 solutions through innovative technology. Committed to integrity, accuracy and timely results, we assist organizations worldwide in making safer hiring decisions.	Internet access is the only requirement.	Web-browser user interface	•	•	•				•	•	•	
Ceridian 3311 E. Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian Back- ground Screening	Ceridian's FCRA-compliant employment screening solution includes: criminal history, references, employment history, credit history, motor vehicle records and workers' compensation claims history.	N/A	Web-browser user interface	•	•	•	•	•	•	•	•	•	•
Benefits-Administration Systems														
bswift 224 N. Des Plaines, 6th Floor Chicago, IL 60661 (877) 927-9438 www.bswift.com	bswift	bswift offers software and services that streamline HR and benefits administration. More than 5,000 companies tap bswift's state-of-the-art Software-as-a-Service (SaaS) technology and Business Process Outsourcing (BPO) solutions to significantly reduce administrative costs and time-consuming paperwork.	Internet Explorer 6.0 and up; Mozilla Firefox 2.0.0.4 and up; Safari 4.0.1 and up	Web-browser user interface	•	•	•	•	•	•	•	•	•	•
Ceridian 3311 E. Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian Benefits Administration	Ceridian Health & Welfare is a robust, rules-based benefit eligibility/enrollment system providing participant and administrator web portals, enrollment/event processing, reporting/analytics, data management and file administration with integrated premium billing administration.	Internet Explorer - Versions 6.0, 7.0 & 8.0; Firefox - Versions 1.5 & 2.0; Safari - Version 3.0.4	Web-browser user interface	•	•				•	•			•
Candidate Screening														
Ceridian 3311 E. Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian Recruiting Solutions	From requisition creation to approval and then from approval to hire, Ceridian Recruiting Solutions is delivered via the Software-as-a-Service (SaaS) model, so you have 24/7 access, frequent upgrades and faster implementation times.	Pentium® processor/equivalent; Microsoft Windows® XP; 512 MB of RAM; 32-bit color display adapter at 1024x768 resolution; Internet Explorer 6.0; broadband	Web-browser user interface	•	•					•	•		•
Compensation and Enterprise-Incentive Management														
Peoplefluent 434 Fayetteville St., 9th Floor Raleigh, NC, 27601 (877) 820-4400 www.peoplefluent.com	Compensation Management	Peoplefluent™ Compensation Management provides managers the tools to attract, retain and motivate employees to achieve business results while rewarding them for strong performance. The solution allows organizations the ability to allocate salary and incentive to retain top performers and ensure their compensation is competitive.	N/A	Web-browser user interface	•	•	•	•	•	•	•	•	•	•
Hiring-Management Systems														
Ceridian 3311 E. Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian Recruiting Solutions	From requisition creation to approval and then from approval to hire, Ceridian Recruiting Solutions is delivered via the Software-as-a-Service (SaaS) model, so you have 24/7 access, frequent upgrades and faster implementation times.	Pentium® processor/equivalent; Microsoft Windows® XP; 512 MB of RAM; 32-bit color display adapter at 1024x768 resolution; Internet Explorer 6.0; broadband	Web-browser user interface	•	•					•	•		•
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Success Profiles: Navigator®	Success Profiles: Navigator® is the first software to fully automate job analysis. Navigator provides access to over 3,000 benchmark competency models and helps administer, confirm, and document all analysis methods.	600 MHz Pentium® processor or higher; Internet Explorer 6.0 or Firefox 2.0, 256 MB RAM or higher.	Web-browser user interface	•	•	•				•	•	•	•
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Targeted Selection®: Access®	Targeted Selection®: Access® is an automated tool that significantly reduces administrative time spent on interviewing processes—including creating and updating competency profiles, generating and distributing interview guides, monitoring and reinforcing interviewer effectiveness and documenting records for legal defensibility.	600 MHz Pentium® processor or higher; Internet Explorer 6.0 or Firefox 1.5.	Web-browser user interface	•	•	•				•	•	•	•
Peoplefluent 434 Fayetteville St., 9th Floor Raleigh, NC, 27601 (877) 820-4400 www.peoplefluent.com	Recruitment Management	Peoplefluent™ RMS is an enterprise-wide recruitment-management system that streamlines the work of recruiters and hiring managers. Delivered as Software-as-a-Service (SaaS), the solution simplifies, automates and tracks the entire hiring process.	N/A	Web-browser user interface	•	•	•	•	•	•	•	•	•	•
Silkroad technology inc. 20 West Kinzie St., Suite 1220 Chicago, IL 60661 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, performance management, learning management, employee intranets and core HR.	N/A	Web-browser user interface	•	•	•	•	•	•	•	•	•	•

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Learning-Management Systems													
Silkroad technology inc. 20 West Kinzie St., Suite 1220 Chicago, IL 60661 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, performance management, learning management, employee intranets and core HR.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Organizational Development and Charting													
HumanConcepts 3 Harbor Drive, Suite 200 Sausalito, CA 94965 (888) 821-1261 www.humanconcepts.com	HumanConcepts Organizational Planning Suite	HumanConcepts Organizational Planning Suite delivers a consolidated workforce view via always-current org charts. Combine multiple data sources, plan and model options, build succession plans, analyze metrics, transition to future plans.	Internet access is the only requirement. We also offer an on-premise solution.	Web-browser user interface	●	●	●	●	●	●	●	●	●
Payroll Systems													
Ceridian 3311 E. Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian HR/Payroll	Save time and money by reducing error rates and stabilizing costs with Ceridian Payroll. Our integrated solutions help you efficiently and effectively manage your payroll, timecard and HR data processes.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Kronos Inc. 297 Billerica Rd. Chelmsford, MA 01824 (800) 225-1561 www.kronos.com	Workforce Central®	Kronos time and attendance, scheduling, absence management, HR/payroll, hiring, and labor analytics solutions and services give organizations a competitive edge — proving workforce management doesn't have to be so hard.	Contact vendor for system requirements.	Web-browser user interface	●	●	●	●	●	●	●	●	●
Performance Management													
Peoplefluent 434 Fayetteville St., 9th Floor Raleigh, NC, 27601 (877) 820-4400 www.peoplefluent.com	Performance Management	The Peoplefluent™ Performance Management solution helps organizations effectively manage, engage and evaluate their employees on a year-round basis, while building the foundation for succession planning and career development. Using this solution, managers easily identify top performers, fill critical positions and record key employee accomplishments as they happen.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Silkroad technology inc. 20 West Kinzie St., Suite 1220 Chicago, IL 60661 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, performance management, learning management, employee intranets and core HR.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Scheduling													
Ceridian 3311 E. Old Shakopee Rd. Minneapolis, MN 55425 (800) 729-7655 www.ceridian.com/HRExecutive	Ceridian InView Workforce Management	InView's Labor Forecasting & Optimized Scheduling maximizes your productivity and performance by automatically generating schedules based on forecasted demand and displays schedules' impact on key performance indicators in real time.	InView is a web hosted cloud solution that runs on any computer with an Internet connection through any web browser.	Web-browser user interface	●	●	●	●	●	●	●	●	●
Succession Planning													
Peoplefluent 434 Fayetteville St., 9th Floor Raleigh, NC, 27601 (877) 820-4400 www.peoplefluent.com	Succession Planning	The Peoplefluent™ Development and Succession solution gives managers and HR professionals the ability to identify current leaders while building a leadership pipeline. By easily accessing the bench strength behind critical roles, managers can build and maintain talent pools and succession states to quickly fill those roles with high-potential, top performers.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Silkroad technology inc. 20 West Kinzie St., Suite 1220 Chicago, IL 60661 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, performance management, learning management, employee intranets and core HR.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Talent-Management Suites													
Halogen Software 495 March Rd., Suite 500 Ottawa, ON K2K 3G1, Canada (866) 566-7778 www.halogensoftware.com	Employee Performance and Talent Management Suite	Halogen Software offers a complete suite of web-based products that automate, simplify and integrate performance appraisals, 360-degree feedback, compensation management, succession planning, job descriptions, recruitment and learning management.	On-demand (hosted) offering: Need browser. On premise: May include Internet Explorer 6/Firefox 1.5/Java J2SE.	Web-browser user interface	●	●	●	●	●	●	●	●	●
Lawson 380 Saint Peter St. Saint Paul, MN 55102 (651) 767-7000 www.lawson.com	Lawson Talent Management	Lawson Talent Management supports decision-making to help maximize the value of your workforce, align your talent to business strategy, all while engaging employees and enhancing their overall contribution to the organization.	Lawson supports multiple hardware/OS/database combinations.	Web-browser user interface, Windows user interface	●	●	●	●	●	●	●	●	●
Peoplefluent 434 Fayetteville St., 9th Floor Raleigh, NC, 27601 (877) 820-4400 www.peoplefluent.com	Total Workforce Talent Management	Peoplefluent™ delivers a total workforce-management solution that spans the acquisition and management of hourly, salaried and contingent workers, providing predictive information needed to drive key talent decisions.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Silkroad technology inc. 20 West Kinzie St., Suite 1220 Chicago, IL 60661 (336) 201-5100 www.silkroad.com	Talent Management Solutions	SilkRoad technology inc. is a leading provider of integrated employee talent-management solutions that include recruiting management, onboarding and life events, performance management, learning management, employee intranets and core HR.	N/A	Web-browser user interface	●	●	●	●	●	●	●	●	●
Testing and Assessment													
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Employment Tests and Assessments	Need to evaluate hundreds of applicants to quickly find the most qualified? Each year, organizations choose DDI Tests to assess more than 4.5 million applicants because they paint a more complete picture of the skills, motivations, knowledge and experience required for success on the job.	DDI Employment Tests and Assessments can be delivered online as a stand-alone or integrated into your applicant-tracking system.	Web-browser user interface	●	●	●	●	●	●	●	●	●
Development Dimensions International 1225 Washington Pike Bridgeville, PA 15017-2838 (800) 933-4463 www.ddiworld.com	Leadership Mirror®	Leadership Mirror® is DDI's flexible, web-based multilingual 360° assessment for conducting enterprisewide, multisource assessments. It includes traditional feedback and Targeted Feedback®, DDI's alternative multisource approach designed to accelerate behavior change.	800 MHz Pentium® processor or higher; Internet Explorer 6.0 SP2 or higher. Java Script enabled.	Web-browser user interface	●	●	●	●	●	●	●	●	●

