

# Human capital management software

Company	Product(s)	Primary functions	Notes	Pricing
<b>BrassRing LLC</b> Waltham, Mass. 781-530-5000 <a href="http://www.brassring.com">www.brassring.com</a>	<b>Enterprise 7.5</b>	Recruitment and hiring	Hosted Web-based system maps client workflows, business rules, processes and user preferences; certified by TruSecure; interfaces with other HR systems	\$13,000 and up per month; implementation fee, \$68,000 and up
<b>Cézanne Software Inc.</b> Newton, Mass. 800-239-2663 <a href="http://www.cezannesw.com">www.cezannesw.com</a>	<b>Cézanne Suite</b>	Complete HR management including recruitment, training, performance management, succession and compensation planning	Web-based tools run on top of SQL Server or Oracle; company also offers hosted version called CézanneOnDemand	\$200,000 and up for 5,000 employees
<b>CyberShift Inc.</b> Parsippany, N.J. 973-364-0480 <a href="http://www.cybershift.com">www.cybershift.com</a>	<b>Workforce Management 3G</b>	Workforce optimization, performance management, scheduling and analytics	Web-based system includes rules and workflow engines; interfaces with other HR systems; also offered in hosted on-demand service model	\$50,000 and up for 1,000 employees
<b>Fieldglass Inc.</b> Chicago 312-279-8700 <a href="http://www.fieldglass.com">www.fieldglass.com</a>	<b>InSite 4.0</b>	Procure and manage outsourced services	Runs on J2EE; provides supplier rate management, automated invoicing and payment, workflow and authorization controls and performance monitoring; interfaces with third-party HR and ERP systems	1 to 1.5 percent of the value of transactions
<b>Genesys Inc.</b> Methuen, Mass. 978-685-5400 <a href="http://www.genesysHCM.com">www.genesysHCM.com</a>	<b>PeopleComeFirst</b>	Complete human resources suite with performance and learning management	Web-based tools can be implemented either as a human resources outsourcing service or as licensed software	\$115,000 and up for licensed software; \$5.75 per employee per month for hosted service
<b>HRsmart Inc.</b> Richardson, Texas 214-432-3456 <a href="http://www.hrsmart.com">www.hrsmart.com</a>	<b>TMSmart Talent Management Suite</b>	Recruitment and hiring, performance management, training and salary management	Hosted Web-based system runs on open-source software such as Linux and MySQL; broken down into modules for applicant tracking, performance assessment and others; interfaces with other HR systems	\$1,000 and up
<b>Kenexa Corp.</b> Wayne, Pa. 610-971-9171 <a href="http://www.kenexa.com">www.kenexa.com</a>	<b>BStrategic, CareerTracker, Recruiter</b>	Recruitment and hiring, performance management, workforce analytics	Web-based system can be hosted or deployed in-house; integrates with other Kenexa tools for assessing candidates and designing interviews; interfaces with other HR systems	\$70,000 for Recruiter; \$258,000 for CareerTracker in the first year for 1,000 employees; contact vendor for BStrategic
<b>Lawson Software Inc.</b> St. Paul, Minn. 651-767-7000 <a href="http://www.lawson.com">www.lawson.com</a>	<b>Lawson Human Resources</b>	Human resources management, payroll, benefits, recruitment, analytics	E-Recruiting module automatically alerts recruiters to a match; Position Control function performs what-if analysis for budgeting; interfaces with other systems	Contact vendor
<b>Niku Corp.</b> Redwood City, Calif. 650-298-4600 <a href="http://www.niku.com">www.niku.com</a>	<b>Clarity Resource Planner</b>	Human capital management, project staffing, capacity planning	Part of larger IT management and governance system; runs on Solaris, HP-UX, IBM AIX or Windows; uses XML to interface with other HR, ERP or help desk systems	\$150,000 for average implementation
<b>Now Solutions Inc.</b> Fort Worth, Texas 905-671-9888 <a href="http://www.nowolutions.com">www.nowolutions.com</a>	<b>emPath 6.3</b>	Complete human resources management including recruiting, payroll, skills management and analytics	Web-based system can be hosted or deployed in-house; new privacy tracking feature automates employee granting, denial, or withdrawal of consent to share specific personal information	\$50,000 and up
<b>Oracle Corp.</b> Redwood Shores, Calif. 650-506-7000 <a href="http://www.oracle.com">www.oracle.com</a>	<b>E-Business Suite Human Resources Management</b>	Recruiting, performance management, learning, compensation and real-time analytics	Provides civil service rating, ranking and processing; single view of human resources-related activities; interfaces with other HR and ERP systems; Oracle also offers HCM from PeopleSoft and JD Edwards	\$50 per employee above minimum number of employees
<b>Peopleclick Inc.</b> Raleigh, N.C. 919-645-2800 <a href="http://www.peopleclick.com">www.peopleclick.com</a>	<b>Recruitment Management System</b>	Sourcing and hiring	Company also provides modules for vendor management and compliance; interfaces with other HR systems	Contact vendor
<b>SAP America Inc.</b> Newtown Square, Pa. 800-872-1727 <a href="http://www.sap.com">www.sap.com</a>	<b>mySAP ERP Human Capital Management</b>	Complete human resources platform including recruiting, payroll, talent management, analytics and process management	Includes modules for everything from training to time and attendance; can plug into other apps via SAP NetWeaver; functions will be available in MS Office through a joint development project	Contact vendor
<b>Softscape Inc.</b> Wayland, Mass. 508-358-1072 <a href="http://www.softscape.com">www.softscape.com</a>	<b>Apex Integrated HCM</b>	Complete human resources management including workforce planning, talent acquisition, performance management, development and analytics	Includes workforce collaboration available through a single portal; supports e-meetings, instant messaging and online surveys; interfaces with other ERP systems	\$3 and up per employee per month for hosted service
<b>SSA Global Technologies Inc.</b> Chicago 312-258-6000 <a href="http://www.ssaglobal.com">www.ssaglobal.com</a>	<b>Human Capital Management</b>	Recruitment, payroll, benefits, training and development	Web-based system includes several modules including Corporate Performance Management for handling analytics	\$75,000 to \$150,000 in a typical configuration
<b>Tenrox Inc.</b> Pasadena, Calif. 626-796-6640 <a href="http://www.tenrox.com">www.tenrox.com</a>	<b>Project Portfolio Management, Timesheet</b>	Time tracking, compliance, project governance	Web-based workflow technology; interfaces with other HR and ERP systems through XML	\$200 and up per user per module
<b>Ultimate Software Inc.</b> Weston, Fla. 800-432-1729 <a href="http://www.ultimatesoftware.com">www.ultimatesoftware.com</a>	<b>UltiPro Workforce Management</b>	Human resources management, including payroll, benefits, reporting and analytics	Web-based system has built-in workflow tools and Internet portal; company also offers pay-as-you-go hosted service	\$30,000 and up for roughly 500 employees
<b>Unicru Inc.</b> Beaverton, Ore. 503-596-3100 <a href="http://www.unicru.com">www.unicru.com</a>	<b>Total Workforce Acquisition</b>	Recruitment, sourcing and hiring	Software employs context-sensitive artificial intelligence to search for and match job candidates to jobs; also decision support and workforce analytics modules; interfaces with other HR and ERP systems	\$1 to \$3 per employee per month
<b>Unitime Systems Inc.</b> Boulder, Colo. 303-473-0300 <a href="http://www.unitime.com">www.unitime.com</a>	<b>Automated Timekeeping System</b>	Time and attendance tracking	Add-on modules to customize system include Points Manager, which automates employee incentive policies, and Benefits Manager, which calculates and tracks paid time-off benefits; interfaces with other HR systems	\$2,000 and up