

HR modules give ERP tools a personnel touch

Company	Product	Type	Target market	Core tools; some optional modules	Key features	Supported applications, data sources, integrations	Standards and regulations
American Management Systems Inc. Fairfax, Va. 800-255-8888 www.ams.com	AMS Advantage Human Resources Management	ERP	State, local and educational	Accounts payable, accounts receivable, billing, budget control, cash management, cost accounting, cost allocation, encumbrance and expenditure accounting and control, fund accounting, general ledger; asset management, inventory management, projects and grants management, travel and expense management, treasury accounting	Rules-based, table-driven, integrated design, flexible chart of accounts, procurement support, automated financial reports and recurring payment vouchers, cash collection plan support, decision support tools	Momentum Enterprise Integration Frameworks (EDI, XML, WebMethods), Brio Report, BEA Jolt, WebLogic, Tuxedo, ActiveX/COM, DCOM, CORBA, C/C++, Java, Broadvision, CICS, Clarify, MQ Series, PeopleSoft, DB2, Oracle, SQL Server, Sybase	EEO, 941 Quarterly Reports
Lawson Software Inc. St. Paul, Minn. 800-477-1357 www.lawson.com	Lawson Human Resources Suite	ERP	State, local and educational	Benefits administration, human resources analytics, payroll, pay-to-bill, personnel administration, time management; absence management, employee and manager portal, e-recruiting, tips	User-defined absence accrual, OLAP Drill A-round data pinpointing, union support, automatic notifications	HTML, JavaScript, Lawson Active Object Repository, XML	EEO, FLSA, FMLA
Microsoft Corp. Redmond, Wash. 888-477-7989 www.microsoft.com/businessolutions	Axapta Human Resources Management I, II and III	ERP	State, local and educational	Core administration; recruitment and absence management, strategic HR	Enterprise portal, recruitment e-mail, rules-based compensation/benefits, international support, business analytics	Commerce Gateway (document exchange), COM	Information not provided
Oracle Corp. Redwood Shores, Calif. 800-633-0584 www.oracle.com	Oracle Human Resources Management System (part of E-Business Suite)	ERP	Federal, state, local and educational	Human resources; advanced benefits, federal human resources, HRMS business intelligence, i-learning, i-recruitment, labor distribution, payroll, project accounting, self-service HRMS	Labor contract monitoring, union deductions, automated grade-step progressions, position control, integration with grants management and labor distribution, integrated daily business intelligence and FTE controls	Extensible Business Reporting Language, XML, Oracle Applications Interconnect (OAI), Oracle database, export tool, any SQL reporting tool, OLAP, APIs, Web services	457 savings plans, EEO, PERS, STRS (state retirement), TIAA/CREF retirement
PeopleSoft Inc. Pleasanton, Calif. 800-380-7638 www.peoplesoft.com	PeopleSoft Enterprise Human Capital Management	ERP	Federal, state, local and educational	Benefits administration, FSA administration, global payroll, human resources, payroll for North America, payroll interface, pension administration, stock administration, time and labor; e-benefits, e-compensation (and manager desktop), e-development, e-equity, e-pay, e-profile (and manager desktop), e-recruit (and manager desktop), workflow, workforce analytics	Absence management, regulatory reporting, health and safety, position management, rules-based payroll, country extensions, benefits eligibility checking, event maintenance, Internet architecture	EDI, MQ Series, MSMQ, AppConnect integration tools	Comprehensive Personnel Action Request (PAR), Central Personnel Data File (CPDF) EEO, FLSA, FMLA
	PeopleSoft Guardian Suite	ERP	State and local	PeopleSoft HCM; PeopleSoft Enterprise Service Automation, including projects, resource management, services procurement, time and expense	First-responder recruitment, retention and deployment; financial management, incident tracking and analysis, ESRI mapping, supply procurement, certification tracking, real-time command center	EDI, MQ Series, MSMQ, AppConnect integration tools	Homeland Security Department
Phyemark Inc. Dallas 800-922-7060 www.phyemark.com	PayerSoft-BAS	Employee benefits administration	State and local	Data Mart, Internet Inquirer; HIPAA Appliance	Eligibility and benefits management, premium billing, Web enrollment, provider contract management, claims reprising, claims adjustment	Acts as front end to legacy systems; supports all Oses	HIPAA
SAP America Inc. Newtown Square, Pa. 888-727-1993 www.sap.com	MySAP Human Resources	ERP	Federal, state, local and educational	Benefits administration, payroll and integration, personnel management, reporting, time management; e-recruiting, learning solution	Fully integrated funds management and controlling, predefined workflows, headcount planning, cost simulation, organizational management, integrated personnel, career and succession planning	SAP NetWeaver, XML, Web services	403B and 457 savings plans, IO42S, EEO, RIF Processing
Softscape Inc. Wayland, Mass. 800-881-2546 www.softscape.com	AchievementPlus	Workforce management	State and local	Multisource feedback, benefits management, cascading goals, compensation and incentive management, competency management, grievance and incident tracking, learning content management, learning management, performance management, succession planning, survey management, talent management; career development, climate and change readiness surveys, coaching tips, project tracking	Central knowledge base, comprehensive reporting, role- and workflow-based security, standardized performance management, Web access	ERP software	Information not provided
Yahoo Inc. Sunnyvale, Calif. 800-988-0003 resumix.yahoo.com	Resumix	Recruitment	Federal, state, local and educational	Hiring manager, recruiter; analytics	Resume search and extraction, 20,000 competencies, 250,000 rules, automatic alerts, e-mail, messaging, recruitment performance analysis, compliance reporting	HRMS (including Lawson, Oracle, PeopleSoft, and SAP), TIBCO HR DataBridge (J2EE, XML, Web services)	EEO