

HRIS Buyer's Guide




1. Benefit and Compensation Statements	1. Time Clock Technology	1. Recruitment and/or Succession Planning	1. Recruitment and Data Analysis
2. Benefits Administration (including online open enrollment)	2. Automated Data-Gathering	2. Applicant Tracking	2. Social Network and Salary Analysis
3. Certifications Administration	3. Document Attachment and Storage	3. Background Checking and Drug Screening	3. Batch Processing
4. Employee/Manager Self-Service (ESS/MSS) (including electronic remuneration statement hosting)	4. Financial Analysis	4. Electronic Onboarding and Internal Applications	4. Flexible Payroll Forecasting
5. Learning and Development Management	5. Integration Capabilities for All Features	5. Job Board Cross-Post Functionality	5. Payroll Periods
6. Mobile Technology (HR, time, payroll)	6. Reporting Capabilities for Workflow With T&A, Finance Management	6. Recruitment and Salary Forecasting	5. Year-End Tax Document Compliance
7. Performance Evaluation and Probationary Management	7. RPA and API	7. Recruitment and Salary Forecasting	
8. Union Management and Administration	8. Segmented Security	8. Recruitment and Salary Forecasting	
1. Absence Management	1. Applicant Tracking		
2. Employee Scheduling	2. Background Checking and Drug Screening		
3. Payroll Integration (full system integration)	3. Electronic Onboarding and Internal Applications		
4. Time Clock Technology	4. Job Board Cross-Post Functionality		
5. Automated Data-Gathering	5. Recruitment and Salary Forecasting		
6. Document Attachment and Storage	6. Flexible Payroll Forecasting		
7. Financial Analysis	7. Payroll Periods		
8. Integration Capabilities for All Features	8. Year-End Tax Document Compliance		

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ADP SmartCompliance
 1 ADP Blvd.
 Roseland, NJ 07068
 404-780-2463
adp.com
heather.shankwiler@adp.com

ADP SmartCompliance® is a SaaS, cloud-based portfolio of solutions designed to address human capital management (HCM) compliance requirements and post-payroll activities, assisting employers and practitioners by filling the compliance gap between payroll, human resources, and benefits systems.

Contact: Heather Shankwiler



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Oracle Corporation
 2300 Oracle Way
 Austin, TX 78741
 800-633-0738
oracle.com/human-capital-management/payroll/
oracle.com/corporate/contact/

Oracle Fusion Cloud HCM is a complete cloud solution that connects every human resource process—and every person—across your enterprise. We help you create a community where people feel valued, heard, and like they belong. With a single user experience and data model, seamless processes, and AI-embedded infrastructure, Oracle Cloud HCM helps empower your people so they can power your business success.

Contact: Oracle Sales




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PDS
 470 Norristown Rd., Ste. 202
 Blue Bell, PA 19422
 800-243-8737
pdssoftware.com
marketing@pdssoftware.com

PDS Vista provides a multi-faceted software solution that is not only secure, but delivers integrated HR, payroll, benefits, recruiting, onboarding, time and attendance, analytics, reporting, and more for organizations with employers based in the United States, Canada, and the Caribbean.

Contact: Holliday Palmer




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Strada
 8400 N.W. 36th St., #140
 Doral, FL 33166
 774-061-1843
stradaglobal.com

Strada is a technology-enabled, people powered company committed to delivering world-class payroll, human capital management (HCM), and financial management solutions to organizations globally.

Contact: Sales



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UKG
 900 Chelmsford St.
 Lowell, MA 01851
 800-225-1561
ukg.com/payroll

UKG delivers HCM, payroll, HR service delivery, and workforce management solutions to drive better business outcomes, improve HR effectiveness, and create a more connected experience for everyone.

Contact: UKG Sales

