




HRIS Buyer's Guide



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

1.	2.	3.	4.	5.	6.	7.	8.	1.	2.	3.	4.	1.	2.	3.	4.	5.	6.	7.	8.	1.	2.	3.	4.	5.	6.	7.	8.	1.	2.	3.	4.	5.
<p>ADP</p> <p>1 ADP Blvd. Roseland, NJ 07068 800-225-5237 www.adp.com</p> <p>ADP offers a complete HR suite designed to deliver accurate and timely payroll processing with confidence, help reduce tax and compliance errors, and empower organizations with relevant insights. HR, talent, time, benefits, and global payroll.</p> <p>Contact: ADP Sales</p> 																																

2.	5.	6.	7.	1.	3.	1.	6.	7.	8.	3.	1.	2.	3.	4.	5.
<p>Alight Solutions</p> <p>4 Overlook Point Lincolnshire, IL 60069 866-553-2582 www.alight.com people.solutions@alight.com</p> <p>From design and deploy to optimize and operate, Alight is the HR and payroll partner you can trust to drive improved business results and an enhanced employee experience. Our expertise and innovation will help you maximize the value of your HCM investment and deliver payroll with ease.</p> <p>Contact: Sales Team</p> 															

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<p>PDS</p> <p>470 Norristown Rd., Ste. 202 Blue Bell, PA 19422 800-243-8737 www.pdssoftware.com marketing@pdssoftware.com</p> <p>PDS Vista provides a multi-faceted software solution that is not only secure, but delivers integrated recruiting, onboarding, human resources, benefits, payroll, and time and attendance solutions for organizations with employers based in the United States, Canada, and the Caribbean.</p> <p>Contact: PDS Marketing</p> 																														

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<p>UKG</p> <p>900 Chelmsford St. Lowell, MA 01851 800-225-1561 www.ugk.com/solutions/payroll</p> <p>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.</p> <p>Contact: UKG Sales</p> 