

# ERP HR Solutions Comparison Guide



Finding good people to employ is a goal all businesses want to achieve. Once obtaining those star employees, seeking easier ways to organize, develop, and manage your workforce can be accomplished using enterprise resource planning (ERP) human resources modules. In this comparison guide, we've listed the top vendors that offer ERP HR solutions that assist companies with automating processes such as employee payroll, benefits, and evaluations.

ERP HR Solutions					
Vendor: Product Solution	SMB - Enterprise	Price Range	Financing Options	User Range	Multi Site
Eresource	SMB-Enterprise	1	Proprietary License	Unlimited <sup>2</sup>	✓
SuccessFactors HCM Suite	SMB-Enterprise	1	1	1-1250 for SMB-Mid, over 1250 for Enterprise version	✓
Kronos Workforce Central <sup>3</sup>	Mid-Enterprise	1	1	2500+	✓
Tyler Human Capital Management	Public Sector	1	1	2700	✓
rexx systems HR Software <sup>3</sup>	SMB-Mid	1	1	1	✓
Sage HRMS	Mid-Enterprise	\$1600+	Annual License, Subscription	Unlimited	✓
Pro-Int HRIS	Mid-Enterprise	1	1	1	✓
Unit4 Business World <sup>3</sup>	Mid-Enterprise, Public Sector	1	1	1	✓
Sysfore Openbravo HR & Payroll	SMB-Mid	\$1500-\$2900	Annual	25 - unlimited	✓
Netsuite Human Capital Management <sup>3</sup>	SMB-Mid	\$499/mo + \$99/user/mo	Monthly	unlimited	✓
Infor Human Capital Management	SMB-Enterprise	\$100k - \$500k	Subscription service, license	20 - 2500	✓

ERP HR Solutions (continued)

Vendor: Product Solution	Multi National	Architecture	Database Platform	Server OS	Difficulty of Customization
Eresource	✓	On Premises, SaaS	Traverse across multiple platforms	Cloud, Windows 7,8, Vista, XP	Easy
SuccessFactors HCM Suite	✓	SaaS	Oracle and Java	Jboss	1
Kronos Workforce Central <sup>3</sup>	✓	SaaS, On Premises	Windows SQL server	MS Active Directory	1
Tyler Human Capital Management	✓	SaaS	Multiple "siloeed" databases	MS Unified Communication Server	Easy
rexx systems HR Software <sup>3</sup>	✓	SaaS	1	1	1
Sage HRMS	✓	SaaS	SQL Server	Supports Windows XP, Pro SP3, Windows Vista SP2, Windows 7	1
Pro-Int HRIS	✓	SaaS	1	1	Easy
Unit4 Business World <sup>3</sup>	✓	SaaS, On Premises	Single shared information store	Microsoft	1
Sysfore Openbravo HR & Payroll	✓	SaaS, Mobile	Openbravo ERP	Openbravo Professional 3.0 compatible with any Linux OS	Difficult
Netsuite Human Capital Management <sup>3</sup>	✓	SaaS	Oracle	Oracle HCM	Easy
Infor Human Capital Management	✓	SOA	MS SQL	Windows, Linux/Unix	Not Customizable

ERP HR Solutions (continued)					
Vendor: Product Solution	Payroll Management and Automation	Time Management	Personnel Development	Evaluations and Appraisals	Employment Information
Eresource	✓	✓	✓	✓	✓
SuccessFactors HCM Suite	✓	✓	✓	✓	✓
Kronos Workforce Central <sup>3</sup>	✓	✓	✓	✓	✓
Tyler Human Capital Management	✓	✓	✓	✓	✓
rexx systems HR Software <sup>3</sup>	✓	✓	✓	✓	✓
Sage HRMS	✓	✓	✓	✓	✓
Pro-Int HRIS	✓	✓	✓	✓	✓
Unit4 Business World <sup>3</sup>	✓	✓	✓	✓	✓
Sysfore Openbravo HR & Payroll	✓	✓			✓
Netsuite Human Capital Management <sup>3</sup>	✓	✓		✓	✓
Infor Human Capital Management	✓	✓	✓	✓	✓

ERP HR Solutions (continued)

Vendor: Product Solution	Salary/Pay Grade List	Recruiting/Applicant Management	Compensation Package & Benefits Management	Tax Filing	Employee Training
Eresource	✓	✓	✓	✓	✓
SuccessFactors HCM Suite	✓	✓	✓	✓	✓
Kronos Workforce Central <sup>3</sup>	✓	✓	✓	✓	✓
Tyler Human Capital Management	✓	✓	✓	✓	✓
rexx systems HR Software <sup>3</sup>	✓	✓	✓		✓
Sage HRMS		✓	✓	✓	✓
Pro-Int HRIS	✓	✓	✓		✓
Unit4 Business World <sup>3</sup>		✓	✓	✓	✓
Sysfore Openbravo HR & Payroll	✓		✓	✓	✓
Netsuite Human Capital Management <sup>3</sup>			✓	✓	✓
Infor Human Capital Management			✓		✓

Features	Definitions
Difficulty of Customization	The level of difficulty companies will have tailoring this software to fit their company.
Payroll Management and Automation	This feature allows managers to track and approve employee payroll.
Time Management	This is an online time card feature. Your employees can enter their time and review hours they have entered and been approved for and view leave balances.
Personnel Development	This refers to personnel improvement plans, employee improvement, and other improvement plans for employees.
Evaluations and Appraisals	Employee evaluations can be created, submitted, reviewed, and approved with this feature.
Employment Information	This feature contains every employee's personal sensitive information such as SSN, address, W2 information, and contact information.
Salary/Pay Grade List	This is a role based employee pay grade list.
Recruiting/Applicant Management	This information includes employee on boarding packages to include job descriptions, company information, questionnaires for new employees, etc.
Compensation Package & Benefits Management	This allows employees to view their compensation package and manage benefits when applicable during open enrollment.
Tax Filing	This feature produces annual tax reporting information for your accountant.
Employee Training	This feature brings online training to employees including training classes, ebooks, practice tests, mandatory training, etc.

- 1 - Must contact vendor for information.
- 2 - Unlimited users, but system use determined by licensing.
- 3 - Some functionality may require purchase of additional modules.