Automatic data processing company

Business, Human Resources

Introduction: The aim of the paper is to analyze various Human Resource Information System vendors and summarize the results of the analysis that will answer questions regarding the overall impression of the vendors and the products available and how would these products help to create a competitive advantage for an organization. The paper will further discuss about the essentials for the purchase of a Human Resource Information system.

Human Resource Information System is an integrated system designed to provide information used in HR decision making such as administration, payroll, recruiting, training and performance analysis. A HRIS system aids in simplifying the complex decision making processes that fall under the HR umbrella. The four principal areas that HR is benefited by the use HRIS are payroll, time and labor management, employee benefits and HR management. We will now look at HRIS vendors like the People Soft, SAP, Oracle, Ceridian and ADP. Below are a few lines on each one of them with their unique features and advantages.

People Soft: Originally owned by Circa is now owned by Oracle it initially constructed with just basic areas of payroll HR and benefit administration now was redefined and constructed in the year 2000 with multiple features for Global employee administration (People soft 2005)

Oracle: The no: 1 in relational database is currently the largest market share holder. The company has a multiple products and services range which includes oracle's green enterprise, unlimited applications, Fusion architecture, Oracle for midsize companies, Unbreakable Linux and a Life time support. (Oracle 2009)

SAP : Is the name of a company that deals in the development and deployment of Enterprise resource planning. The 50 year old company gives customized solutions to companies seeking a HRIS. It also provides solutions to midsize companies and has a specialized team for the same. SAP however has released several versions of its module and constantly develops and its product. (SAP 2009)

Ceridian. Is a Human resource company where the entire activity of Human Resource management can be out sourced to this company it does not deal with the production or development of software but one that manages the process for an organization when outsourced to them. Its services include HRM (Human Resource Management) , payroll services, Employee Benefits administration, Payroll tax filing etc. (Ceridian 2009)

ADP: The Automated data processing company provides is a large provider of business outsourcing solutions. It provides computing solutions to a company's HR functions which includes payroll, tax and benefits it solutions are customized and has segmented its customers as large, mid size and small companies.(ADP 2009)

Summary and analysis: The above mentioned solutions of HR include ones which are software based and people based. Our software based solutions such as People Soft (now taken over by Oracle), Oracle and SAP and people based basically outsourcing companies that provide software and people support like the Ceridian and the ADP. Each of these HRIS vendors market their products based on their outlook towards the HR industry like Oracle and SAP believe that the entire process of HR can be automated and offer comprehensive and customized solutions and support to an organization. Oracle that provides life time support and SAP that continues to upgrade and customize its software are suitable to large corporations employing thousands worldwide and one that have an essentially strong internal HR management team in place and is only looking for enhancing ease accuracy and a powerful database management system. HRIS like the Ceridian and the ADP are more suited for organizations that do not have a strong internal HR management team in place as these organizations provide wholesome management and operations support. The vendors provide different quotes in prices for organizations depending upon its size and requirements of the company. However, the primary rule to be followed when choosing a HRIS vendor is one that a company must ask itself is whether it needs to outsource the HR function as a whole or only the part of database and systems management. Once this is clear it will have whole range of products and organizations to choose from. It is essential to ensure that a vendor so

chosen provides life time support and absolute cooperation in terms of an organization's needs

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