Most HR executives of today see HR transformation as the vehicle they can use to re-align their organizations onto the right business path and deliver services in an efficient, effective, and compliant manner. As people and talent issues are widely recognized as critical to business success in good and bad economic times, business issues related to workforce management, retention, organization restructuring, and employee engagement have increasingly become executive committee's top priorities. HR Leaders who are at the forefront of embracing change, are being asked to ensure that their priorities, organization, resources, and budgets are aligned with the business goals, bringing new approaches to optimize their talent by adopting the right technology.

Globalization, talent constraints, and new technology pose significant opportunities for material change in HR, according to new research from KPMG LLP, which found rising skepticism in the executive suite about the overall effectiveness of today's HR function. A large number of innovative HR leaders are adopting a new breed of HR solutions that leverage disruptive technologies such as real-time talent analytics and Big Data management, Gamification, Cloud, Mobile tools and more, there by bringing new approaches to streamline their business process spanning the employee life cycle: hiring and onboarding, personnel and benefits administration, compensation, payroll, compliance, performance management, succession planning, and career development. By investing in HRM strategies and technologies, companies are realizing new ways to drive business value in employee-facing processes and improving acquisition and retention of key talent while rationalizing fragmented systems that are increasingly difficult to maintain. To simplify and help HRs navigate the technology solutions landscape, CIO Review presents "20 Most Promising HR Technology Solution Providers 2014".

A distinguished panel comprising of CEOs, CIOs, VCs, HRs, analysts including CIO Review editorial board has decided the top HR Technology Solution Providers in the U.S., and in the process of selection, we have analyzed the company's offerings, core competency, news/press releases, client testimonials, milestones and other recognitions. The companies featured provide an outlook on how their products work in the real world, so that you can gain a comprehensive understanding of what HR management technologies are available, which are right for you, and how they shape up against the competition. We believe this information will help you to market your company in a much more effective manner.

We present to you CIO Review's 20 Most Promising HR Technology Solution Providers 2014.

OrangeHRM

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CIO HR Review Technology Solution Providers - 2014

An annual listing of the top 20 companies that are in the forefront of tackling challenges in the Human Resources segment and impacting the marketplace

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OrangeHRM
Open Source HRIS for Organizational Development

The emergence of the information era has brought in new capabilities to ascertain an employee's competitiveness. Access to Human Resource Management software (HRM) can make a big difference to any organization in tracking the entire life cycle of employees.

Headquartered in Secaucus, New Jersey, OrangeHRM's free Open Source version, Community edition and advanced customized hosted applications, gathers employee data to build a robust and centralized HR management system. Organizations using Excel or paper base forms to manage employee data can now utilize the free Open Source HR solution. The Community edition has all the basic features a normal SME organization needs to run a HR department. "Our system empowers the managers to focus more on strategic activities since they get a uniform view of employee related information. This helps them to optimally utilize their human resources and take informed business decisions at the click of a button anytime anywhere," says Sujee Saparamadu, Founder and CEO, OrangeHRM.

OrangeHRM is feature-rich, intuitive and provides an essential HR management platform along with free documentation and access to a broad community of users. For businesses growing out of OrangeHRM's Open Source version, the advanced edition, OrangeHRM Professional provides a comprehensive, cost-effective HR solution for small to medium-sized businesses operating within a single country. The third edition, OrangeHRM Enterprise is an extendable version of the Professional, which includes advanced, rule-based engines for effective multi-country HR management. The system uses symfony framework with plug in architecture making it easier for upgrades and feature development than legacy systems.

OrangeHRM's popular HRM software has thousands of clients relying on the product for Personal Information Management, Employee Self-Service, Leave Management, Time and Attendance tracking, Performance Evaluation and Recruitment. The current advanced Paid Time Off (PTO) or Leave module offers a wide range of functionalities such as leave type creation, leave accrual, and leave carry forward. This module is of significant importance as computing Personal Time Off (PTO) is a major challenge for most organizations. The accrued PTO balance payable, if computed incorrectly, can result in legal implications for the employers. The accruals based on labor rules or company specific PTO rules, are hard to implement on Excel, spreadsheets or payroll systems. "When statutory regulations change, it should be easy for the HRIS system to

> **" A customer can configure the OrangeHRM's powerful rule base engine without going back to the drawing board again "**

adapt to these changes. With OrangeHRM, a customer can configure the powerful rule based engine without going back to the drawing board again," notes Saparamadu.

For instance, OrangeHRM's PTO module, has been implemented successfully for a major Technology Company across 35 countries. This has helped the finance team to run risk reports and other related reports across all the countries. The transparent leave system enabled managers to approve

Sujee Saparamadu, Founder and CEO

and schedule leave applications of team members across the globe. The system also assigned access to employees to view the leave calendars of team members.

Used by over a million users, the company's global clientele spread across industry verticals include major stock exchanges, universities, technology firms, consumer product companies and services companies. "We have been a disruptive technology vendor in the HR domain and we have over 3 million active production users around the world using our Open Source and Cloud software," claims Saparamadu.

OrangeHRM frequently updates and improves the HRM software—the signs of a company that values their client needs in addition to a skilled development team. The recent product enhancements include the OrangehCare module developed for insurance brokers in the health care industry, and the enhanced version of the OrangeHRM mobile application for Android. On the anvil, are plans, to add more analytical tools for data mining, canned reports on analytics of the HR data and the inclusion of successions planning in the HRM's Performance module. CR