

HRO TODAY

GLOBAL

Resource Guide

We know that the readers of *HRO Today Global* magazine turn to us as the go-to resource in the industry—a resource that delivers trends, insights, and the top resources for all of their human resources operations and service needs. In this year's Resource Guide, we showcase providers and product vendors across 14 sectors of HR services.

Here you will find providers of everything from recruitment process outsourcing (RPO) to benefits administration to multiprocess HRO, not to mention a treasure trove of HR technology, consulting services, and other ancillary products. We hope that our 2017 Resource Guide will serve you well as a starting point in your search for an appropriate vendor. If you have a company you would like to add to the list, please email Belinda.Sharr@SharedXpertise.com.

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Benefits Consulting

WHAT YOU NEED TO KNOW:

Global companies may require benefits consulting as they grow in countries that have vastly differing views on benefits packages. This category includes benefits programme design, cost containment, enrollment, actuarial analysis, and full-service benefits administration—all core contributions of benefits consulting providers. Other areas of focus include healthcare strategy and plans, retirement plan design, life insurance, long-term and disability selection, employee behaviour assessment, and benchmarking.

COMPANY	URL	REACH	OTHER SERVICES
Alexander Forbes	www.alexanderforbes.co.za	EU	F&A
Capita	www.capitaemployeebenefits.co.uk	EU	B, IT
Partena	www.bepartena.be	EU	
Aon Hewitt	www.aon.com	Global	HB, HRM, EH, P, REC
Bcerta	www.bcerta.com	Global	
Generali	www.generali.com	Global	
Jardine Lloyd Thompson Group	www.jlt.com	Global	
Thomsons Online Benefits	www.thomsons.com	Global	IT, BC
Willis Towers Watson	www.towerswatson.com	Global	EH, HB, HRM, IT, P, REC, REL, SCR, T&D, WEL, HRIS, I

Financial Services, Accounting & Research Analysts

WHAT YOU NEED TO KNOW:

Financial and administrative outsourcing services include accounts payable, accounts receivable, claims processing, credit and collections, general accounting, financial management, financial reporting and risk management, investor relations, payroll and expense management, recovery audit, tax management, and treasury and investment management. HR analysts analyse information and data on employments, company matters, and work-related costs that organisations may incur.

COMPANY	URL	REACH	OTHER SERVICES
Pantheon Financial	www.pantheonfinancial.co.uk	EU	
Platin Outsourcing	www.platinoutsourcing.com	EU	P
Posti Group Corporation	www.posti.com	EU	
Sterling Outsourcing	www.sterling-outsourcing.com	EU	
Webster Buchanan Research	www.websterb.com	EU	P, HRM
AirPlus International	www.airplus.com	Global	
BasWare	www.basware.com	Global	P
BNY Mellon	www.bnymellon.com	Global	
Capita Group	www.capita.co.uk	Global	
Catalyst Corporate Finance	www.catalystcf.co.uk	Global	
Elan Financial Services	www.elanfinancialservices.com	Global	P
Everest Research Group	www.research.everestgrp.com	Global	
Fidelity	www.fidelity.com	Global	

Financial Services, Accounting & Research Analysts (continued)**WHAT YOU NEED TO KNOW:**

Financial and administrative outsourcing services include accounts payable, accounts receivable, claims processing, credit and collections, general accounting, financial management, financial reporting and risk management, investor relations, payroll and expense management, recovery audit, tax management, and treasury and investment management. HR analysts analyse information and data on employments, company matters, and work-related costs that organisations may incur.

COMPANY	URL	REACH	OTHER SERVICES
IDC	www.idc.com	Global	
ING Bank	www.ing.com	Global	
NelsonHall	www.nelsonhall.com	Global	
NCR Corporation	www.ncr.com	Global	
Phoenix ARC	www.phoenixarc.co.in	Global	
PRGX	www.prgx.com	Global	
TD Ameritrade	www.tdameritrade.com	Global	
The Hackett Group	www.thehackettgroup.com	Global	EH

HR BPO/Multi-Process HRO**WHAT YOU NEED TO KNOW:**

Two significant elements in emerging HR markets today are cloud-based HCM platform implementation and management and the managed delivery of HR business services, according to Research and Markets' *Blueprint: HR Operations in the As-a-Service Economy* report. As the current MPHRO market continues to mature, there is also an increased focus on the underpinning cloud HCM platforms used in the HR service delivery. MPHRO services include benefits consulting and administration, employee recognition and incentives, HRIS and HRIT, payroll, recruiting and staffing, relocation, screening, training, and development.

COMPANY	URL	REACH	OTHER SERVICES
Acerta HR Group	www.acerta.be	EU	
Aditro Group	www.aditro.com	EU	F&A, FS, HCM, HRIS, IT, P, T&D
Alinga	www.acg.ru	EU	CON, P, HRM, F&A
Ascender	www.ascenderhcm.com	EU	APAC
Bowland Solutions	www.bowlandsolutions.com	EU	HRM, IT, T&D
Cap Gemini	www.capgemini.com	EU	F&A, IT, HRM, CON
Equinity Group	www.equiniti-assured.com	EU	HRIS, F&A, P, REC, HRM, IT
Grafton Recruitment International	www.graftonrecruitment.com	EU	HRM, T&D, REC
HR Factory	www.hrfactory.com	EU	HRM, REC, T&D
IntercompGlobal	www.intercompglobal.com	EU	REC, P, HRIS
plusHR	www.plushr.com	EU	HRM, REC, HRIS
RAET	www.raet.nl	EU	HRIS, P, REC, T&D, IT
RnR DataLex Pvt. Ltd.	www.rnrdatalex.com	EU	HRM, F&A

HR BPO/Multi-Process HRO (Continued)

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COMPANY	URL	REACH	OTHER SERVICES
Silent Edge	www.silentedgeitd.co.uk	EU	
Valuentis	www.valuentis.com	EU	
ZEST Outsourcing	www.hr-outsourcing.com.ua	EU	
Accenture	www.accenture.com	Global	EH, HRM, HRIS, IT, REC, CON, T&D
ADP, Inc.	www.adp.com	Global	BC, HRIS, P, PEO, SCR, F&A, HRM
Ajyal Human Resources Solution & Services	www.ajyal-hr.com	Global	
Ataway	www.ataway.com	Global	HRM, T&D, P, F&A, HRIS, IT
Bearing Point	www.bearingpoint.com	Global	HRM
BPOpronet	www.bpopronet.com	Global	HRM, REC, T&D
CGS	www.cgsinc.com	Global	HRIS, IT, T&D, REC
Convergys Corporation	www.convergys.com	Global	BC, F&A, HRM, HRIS, IT, P, REL, SCR, T&D
Egon Zehnder	www.egonzehnder.com	Global	REC, F&A, CON, HRM, IT
Genpact	www.genpact.com	Global	F&A, HRIS, I, IT, P, T&D
Hewlett Packard	www.hp.com	Global	IT, HRIS, T&D, HRM
Infosys BPO Limited	www.infosysbpo.com	Global	F&A, HRM, HRIS, P, REC, CON
Liberata PLC	www.liberata.com	Global	P, IT, F&A
McTranz Global	www.mctranz.com	Global	HRM, T&D, IT, F&A
Neyox Outsourcing	www.neyox.com	Global	IT, HRIS, P, F&A, HRM
NGA Human Resources	www.ngahr.com	Global	EH, HRM, HRIS, P
NP Group	www.groupnp.com	Global	HRM, REC, PEO
Tata Consultancy Services Limited	www.tcs.com	Global	IT, HRIS, HRM
Tech Mahindra Limited	www.techmahindra.com	Global	
WNS Global Services	www.wns.com	Global	F&A, HRM, CON
Xchanging	www.xchanging.com	Global	F&A, BC, HRM, HRIS, IT, T&D
Xerox Corporation	www.xerox.com/en-us/services	Global	

HR Management Consultants

WHAT YOU NEED TO KNOW:

HR management consultants offer a broad array of HR-related business consulting services, including offering organisational consulting, advising on change management solutions, providing leadership development, operating company payroll and compensation, working with employee engagement initiatives, and helping companies with talent mobility.

COMPANY	URL	REACH	OTHER SERVICES
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AdviserPlus Business Solutions	www.adviserplus.com	EU	
Better Business (2B)	www.betterbusinesspartners.biz	EU	
CGI Group, Inc.	www.cgi.com	EU	IT, EH
CloudEleven	www.cloud11hr.com	EU	REC, T&D
Croner	www.croner.co.uk	EU	BC, P, CON, F&A
Datamonitor	www.datamonitor.com	EU	BC, F&A
Emphasis	www.emphasis.uk.com	EU	BC, CON, P, T&D, REC
European HR Consultants	www.ehrc.net	EU	REC
Gem	www.gemsgroup-hr.com	EU	
Groupe Finaxim	www.finaxim.fr	EU	REC
Human Factors International	www.humanfactors.com	EU	T&D
H.R. Thomann Consulting	www.thomannconsulting.ch	EU	
Kirkman Company	www.kirkmancompany.com	EU	
Konsult Human Capital Solutions	www.konsulthcs.com	EU	REC
Lee Hecht Harrison	www.lhh.com	EU	REC, T&D
Management Centre Europe	www.mce-ama.com	EU	
Mercer Human Resource Consulting	www.mercer.us	EU	F&A, T&D, BC
OriginHR	www.originhr.in	EU	
Orion Partners	www.orion-partners.com	EU	
Quistor	www.Quistor.com	EU	HRIS, EH
Sailfish Change Consulting	www.sailfishchangeconsulting.com	EU	
SD Worx	www.sdworx.com	EU	P, HRM, CON
Sopra HR Software	www.soprahr.com	EU	EH, HRIS
Symbio Business Solutions	www.symbio.ie	EU	REC, T&D
Synatus	www.synatus.com	EU	
Trilations	www.trilations.com	EU	
APTMetrics, Inc.	www.aptmetrics.com	Global	HRIS
Chazey Partners	www.chazeypartnersinc.com	Global	PEO, IT
Cognizant	www.cognizant.com	Global	IT, HRIS, F&A, EH
Corporate Visions, Inc.	www.corporatevisions.com	Global	
Deloitte Consulting LLP	www.deloitte.com	Global	BC, HRIS, IT, CON, F&A
Development Dimensions International	www.ddiworld.com	Global	REC, T&D
Ecode	www.ecode.org.uk	Global	
Gartner, Inc.	www.gartner.com	Global	F&A, CON
Glass Bead Consulting	www.glassbeadconsulting.com	Global	
IQ Business	www.iqbusiness.net	Global	
ISG	www.isg-one.com	Global	F&A, CON
KPMG International	www.kpmg.com	Global	F&A, P, CON
Manpower Group	www.manpowergroup.com	Global	EH
PA Consulting Group	www.paconsulting.com	Global	IT, CON
PricewaterhouseCoopers	www.pwc.com	Global	F&A, CON
Saba Software, Inc.	www.saba.com	Global	HRIS, T&D, IT
WorkXO	www.workxo.com	Global	

HRIS & Web-Based Services

WHAT YOU NEED TO KNOW:

A human resource information system (HRIS) combines the effort of HR with information technology to create HR software. SaaS-based, cloud technologies provide platforms for strategic operational enhancements that can generate efficiencies whilst leveraging newfound flexibility and capabilities. Cloud-based solutions can lower costs and improve an organisation's bottom line. New HR software tools have the following characteristics, according to Deloitte Consulting's *Human Capital Trends for 2017 Report*: enabling easy progress tracking, providing continuous feedback and information, deploying data/analytics, and offering easy integration.

COMPANY	URL	REACH	OTHER SERVICES
Advanced Computer Software Group	www.oneadvanced.com	EU	F&A, IT, HRM, P
Computers in Personnel	www.ciphr.com	EU	HRM, IT, T&D
MHR	www.mhr.co.uk	EU	HRM, P
Parity Training	www.parity.net	EU	REC, IT, T&D
Primacy	www.theprimacy.com	EU	
ReachMee	www.reachmee.com	EU	
Seertech Learning	www.seertechsolutions.com	EU	
ServiceFrame	www.serviceframe.com	EU	CON, HRIS
TalentSoft	www.talentsoft.com	EU	REC, T&D, P, HRM, IT
Visma	www.visma.com	EU	F&A, P
Xpertivity	www.xpertivity.com	EU	IT, T&D
Zalaris ASA	www.zalaris.com	EU	P, REC, T&D
Accu-Time Systems, Inc.	www.accu-time.com	Global	IT, P, HRM
AcquireTM	www.acquiretm.com	Global	IT, T&D, REC, SCR
Avanade	www.avanade.com	Global	F&A, IT
Callidus Software	www.calliduscloud.com	Global	T&D
Ceridian	www.ceridian.com	Global	P
Cezanne HR Limited	www.cezannehr.com	Global	
Cisco WebEx	www.webex.com	Global	T&D
CloudPay	www.cloudpay.net	Global	P
DCR Workforce, Inc.	www.dcrworkforce.com	Global	EH, HRM, IT, P
EPI-USE Systems	www.epiuse.com	Global	HRM, IT, P, F&A, T&D
Epicor	www.epicor.com	Global	
Ernst & Young	www.ey.com	Global	F&A
Frontier Software	www.frontiersoftware.com	Global	HRM, IT, REC, T&D, P
Halogen Software	www.halogensoftware.com	Global	
Hanse Orga	www.hanseorga-group.com	Global	CON, HRM, F&A
HRsmart Talent Management HR Software	www.hrsmart.com	Global	HRM, T&D
iCIMS	www.icims.com	Global	
Infor	www.infor.com	Global	EH, CON
IQ Navigator	www.iqn.com	Global	REC, HRM
JazzHR	www.jazzhr.com	Global	
Lever, Inc.	www.lever.co	Global	
LionBRIDGE	www.lionbridge.com	Global	
Lumesse	www.lumesse.com	Global	REC, T&D, P, EH
Meta4	www.meta4.es	Global	P, HRM
NewGen Software	www.newgensoft.com	Global	F&A, P
Oracle	www.oracle.com	Global	HRM, BC, F&A, IT, P

HRIS & Web-Based Services (Continued)

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COMPANY	URL	REACH	OTHER SERVICES
Pageup	www.pageuppeople.com	Global	REC, T&D, HRM, P, F&A
Peoplefluent	www.peoplefluent.com	Global	REC, T&D
Phenom people	www.phenompeople.com	Global	
Pilat HR Solutions	www.pilat.com	Global	HRM, HRIS, IT
Provade Inc.	www.Provade.com	Global	
PTC	www.ptc.com	Global	
Ramco Systems	www.ramco.com	Global	T&D, HRM
RChilli Inc.	www.rchilli.com	Global	
ReachMee	www.reachmee.com	Global	
Sage Software, Inc.	www.sagesoftware.com	Global	IT
SAP AG	www.sap.com	Global	EH
SAP SuccessFactors	www.successfactors.com	Global	EH, HRM, I, IT, P, REC, T&D
SAS Institute Inc.	www.sas.com	Global	EH, HRM, F&A
SkillSurvey	www.skillsurvey.com	Global	

SkillSurvey speeds hiring with reliable human insights about our client's job candidates. Our cloud-based referencing solution provides insight into future job performance and is proven to predict future turnover, hiring manager satisfaction, and performance ratings. And we help recruiters source, engage and manage a more robust passive candidate pipeline through references and referrals. Visit www.skillsurvey.com for more information.

SkillSurvey
www.skillsurvey.com





Small Improvements	www.small-improvements.com	Global	
SpinifexIT	www.spinifexit.com	Global	P
SumTotal Systems, LLC, a Skillsoft company	www.sumtotalsystems.com	Global	EH, REC, P, T&D
Sterling Talent Solutions	www.sterlingtalentsolutions.com	Global	SCR
Talent Guard	https://talentguard.com	Global	
Ultimate Software	www.ultimatesoftware.com	Global	HRM, P, REC
Workday	www.workday.com	Global	IT, F&A
Zapoint, Inc.	www.skillsmapper.com	Global	HRM, REC, T&D

Incentives and Recognition

WHAT YOU NEED TO KNOW:

Recognition has a solid place in organisations—89 per cent of companies have recognition and rewards programmes, and 67 per cent of organisations offer between three and six different types, with 4.6 as the average number, according to WorldatWork’s *2015 Trends in Employee Recognition* report. The top five global recognition programme types have remained the same since 2013: length of service, above-and-beyond performance, programmes to motivate specific behaviours, peer-to-peer recognition, and retirement.

COMPANY	URL	REACH	OTHER SERVICES
BI WORLDWIDE	www.BIWORLDWIDE.com	Global	
Engage2Excel	www.engage2excel.com	Global	
Globoforce	www.globoforce.com	Global	
Maritz Motivation Solutions	www.maritzmotivation.com/employee-engagement	Global	HRM
Meet in Ireland	www.meetinireland.com	Global	
Michael C Fina	www.mcfrecognition.com	Global	
O.C. Tanner	www.octanner.com	Global	
<p>O.C. Tanner, the global leader in employee recognition, helps thousands of top companies create engaging cultures that help people accomplish and appreciate great work. 25 of the Fortune 100 Best Companies To Work For® use an O.C. Tanner recognition solution. Learn how to influence greatness in your organization. octanner.com.</p>		O.C. Tanner www.octanner.com	 <p>HRO Baker's Dozen Customer Satisfaction Ratings RECOGNITION PROVIDERS 2016 Winner</p>
Rideau Recognition Solutions	www.rideau.com	Global	
<p>Rideau is the world's leading source for web-based incentive management solutions. Our expertise helps our clients build positive relationships with their people to reflect the company's values, increase revenues and exceed customer expectations. Together we can create better workplaces, better businesses, and ultimately a better world.</p>		Rideau Recognition Solutions www.rideau.com	 <p>HRO Baker's Dozen Customer Satisfaction Ratings RECOGNITION PROVIDERS 2016 Winner</p>
Rymax Marketing Services	www.rymaxinc.com	Global	