



TekTonic Awards

Today's HR technology is disrupting the status quo in pursuit of efficiency, engagement, and profits.

By Marta Chmielowicz

In today's day and age, people continue to expect an ever-more meaningful, convenient, and multi-faceted employee experience. To meet that need, HR professionals must leverage new and easy-to-use technologies that enrich the workplace, improve productivity, and deliver a competitive advantage.

So it is no surprise that the HR tech market is growing at an incredible rate. According to Josh Bersin's *HR Technology Market 2019: Disruption Ahead* report, the market grew by 10 percent last year, with large companies spending 29 percent more per employee per year and increasing the average number of digital talent applications from seven in 2018 to 9.1 in 2019.

This year's TekTonic Award finalists are leading the charge, incorporating disruptive innovations such as automation and the cloud to empower HR for the future of work.

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Allegis Global Solutions (AGS), an Allegis Group company, is a leader in global talent solutions. We have reimagined the human work experience. Through decades of industry experience, and with services across 60+ countries, we understand what it takes to consult, design, and build successful workforce management solutions regardless of the workforce category. Whether our customers require an MSP, RPO, Services Procurement (SOW), freelance solutions, or a combination of services either regionally or globally, AGS has the experience, state-of-the-art technology, and sustained investments in innovation to ensure your workforce solutions will make your company better.

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Employment Screening Resources (ESR) is a global screening firm providing on-demand access to background screening services that empower employers to make informed hiring decisions. We believe companies deserve a background screening partner that consistently delivers fast, accurate, affordable, and compliant information through an innovative solution that supports compliance with ever-changing laws. ESR is the only firm providing real-time compliance to our clients through our ESR Assured Compliance® Program.

People Matter. Make Good Choices.

Kronos Incorporated Employee Perspectives www.kronos.com



Employee Perspectives from Kronos is a people-centric approach to predictive analytics that helps HR and frontline managers work more closely together to develop, compensate, engage, and retain the workforce. Powered by AIMEE, the AI engine designed for managers and employees, Employee Perspectives analyzes the massive amounts of transactional data created by organizations every minute of the day to uncover important trends in employee flight risk, succession likelihood, potential, and fatigue. Instead of relying on surveys or anecdotal observations, Employee Perspectives utilizes the unified platform approach by Kronos which unites HR, workforce management, and payroll into a single database to provide a real-time view of the organization. By providing HR and frontline managers with evidence-based insights, the technology allows HR leaders to make data-driven decisions about their people and strategy to drive better business outcomes.

Kronos Incorporated Workforce Dimensions www.kronos.com



Workforce Dimensions, a next-generation, cloud-native workforce management and human capital management suite, is built from the ground up by Kronos to meet the needs of tomorrow's workforce today. Workforce Dimensions delivers a responsive mobile experience inspired by popular consumer applications and introduces AIMEE, the first artificial intelligence engine for managers and employees. The solution empowers everyone to take actions and make decisions important to them, from any place at any time. Employees can request and receive time-off in real-time; they can change payroll deductions or shop for benefits from the comfort of their home. Managers are elevated to strategic business analysts with real-time, predictive analytics. Employee Perspectives identifies underlying engagement trends and proactive compliance helps prevent problems before they occur. Workforce Dimensions is built on the fully extensible Kronos D5 platform, offering open APIs for easy integration with all applications that power business.

Kronos Incorporated AIMEE www.kronos.com



In 2018, Kronos introduced the workforce to AIMEE, Artificial Intelligence for Managers and Employees. AIMEE is the most advanced AI engine for workforce management and human capital management, created specifically to unburden managers and employees from repetitive, time-consuming, or low value tasks. AIMEE also analyzes a treasure trove of workforce data in real-time to provide in-the-moment insights to help managers and executives make better informed decisions about their people and their business. AIMEE powers Employee Perspectives, the predictive analytics offering from Kronos that predicts flight risk, succession likelihood, potential, and employee fatigue. AIMEE provides insights, highlighting to managers the impact of absences, open shifts, and schedule changes, while helping employees with best-fit schedules and time-off. AIMEE powers better forecasting and even notifies the hiring system when there is an open position.

SHL SHL Verify Interactive www.shl.com



SHL exists to help you win. At a time of unprecedented change, our talent solutions empower business leaders to make effective, unbiased people decisions. SHL Verify Interactive is a revolutionary portfolio of assessments designed to measure candidates' cognitive skills in new and engaging ways. It provides a dynamic, interactive, business-relevant experience for candidates that they can take anytime, anywhere, predicting critical skills for today's increasingly digital business environment. SHL Verify interactive is the first to solve for the problem of optimizing prediction of cognitive ability via a mobile device while also meeting the highest scientific standards for talent measurement.

AllyO

<https://www.allyo.com>

AllyO utilizes AI to fully automate the end-to-end recruiting process by enabling conversational job-matching across all talent acquisition channels, automating interview scheduling and post-interview interactions, and gathering actionable insights to improve overall recruiting performance.

Ceridian

Dayforce Payroll

<https://www.ceridian.com/products/dayforce/payroll>

Ceridian's Dayforce Payroll solution seamlessly combines time and payroll data, bridging a crucial gap that reduces the potential for costly errors. Dayforce users can take advantage of continuous calculation—a feature that ensures employee information is instantly shared and accessible across the entire application.

Grokker

<https://grokker.com/>

On-demand well-being solution Grokker offers virtual benefits to help employees achieve their wellness goals. Its solution provides proprietary online videos that are supported by an active digital community where employees engage with experts and motivate one another.

Montage Talent

Montage Intelligent Recruiting Assistant (Mira)

<https://engage.montagetalent.com/mira>

Mira is Montage's suite of AI-enabled recruiting tools, which includes on-demand text interviewing, automated self-scheduling, and more to automate administrative tasks and get candidates in the door sooner.

Phenom People

Phenom TRM Cloud Platform

<https://www.phenompeople.com>

Phenom People leverages AI, machine learning, and natural language processing capabilities to provide job seekers with a seamless experience while offering organizations a fully functional and customizable career site that receives data and feeds the CRM to identify best fit talent.

SilkRoad

Strategic Onboarding

<https://www.silkroad.com/employee-onboarding-software/>

SilkRoad Strategic Onboarding enables a highly personal but intentional new hire and employee experience through mobile capabilities, check-ins with hiring managers, new hire surveys, and a guided hiring and onboarding process.

SimplifyVMS

<https://www.simplifyvms.com/>

SimplifyVMS allows talent leaders to manage the sourcing, hiring, and onboarding processes for the entire contingent workforce from a single platform with reporting and analytics, real-time dashboards, and mobile functionality.

TrustSphere

People Analytics

<https://www.trustsphere.com/people-analytics/>

TrustSphere helps enterprises analyze organizational relationship network data to identify high-potentials, accelerate new hire onboarding, quantify the effectiveness of diversity and inclusion efforts, measure the impact of leadership development, and facilitate data-driven decision-making.