

Enterprise/Multi-process HRO**WHAT YOU NEED TO KNOW:**

Multi-process HRO (MPHRO) is the proverbial seesaw of the industry—it's had its ups and downs. Out of the gate, MPHRO was favored by practitioners as a one-stop shop for end-to-end outsourcing services. But some early deals muddled future MPHRO deals and renewals. Plus, with best-of-breed entrants into the marketplace, its popularity continued to decrease. But recent consolidation due to mergers and acquisitions has lead industry experts and analysts to predict MPHRO's big comeback. In fact, some are predicting a 5 percent increase over the next five years. MPHRO services include benefits consulting and administration, employee recognition and incentives, HRIS and HRIT, payroll, recruiting and staffing, relocation, screening, training and development. Or more—the end goal of enterprise providers is to ultimately do it all.

COMPANY	URL	OTHER SERVICES
Accenture	www.accenture.com/hrbpo	HRM, HRIS, I, IT, P, REC, REL, SCR, T&D, WEL
ADP Inc.	www.adp.com	EH, HRIS, P, PEO, SCR, F&A, HRM
Aditro Group	www.aditro.com	F&A, FS, HRIS, IT, P, T&D
Benefit Decisions	www.benefitdecisions.com	BC, HB, HRM, WEL, HRIS
Caliber Point Business Solutions	www.caliberpoint.com	BC, F&A, FS, HRM, IT, P, REC, REL, SCR, T&D
Capgemini	www.capgemini.com	F&A, IT, HRM, CON
CDP Group Limited	www.cdpgroupltd.com/en/index	BC, HRM, HRIS, IT, P, REC, REL, CON, T&D
Convergys Corporation	www.convergys.com	BC, F&A, HRM, HRIS, IT, P, REL, SCR, T&D,
EADS	www.eads.com	F&A, IT, REL, SCR, T&D, CON
EXL Service Company	www.exlservice.com	
Genpact	www.genpact.com	F&A, HRIS, I, IT, P, REC, SCR, T&D
Hewlett Packard	www.hp.com	IT, P, F&A, HRIS
IBM Corporation	www.ibm.com	F&A, HRM, HRIS, IT, P, REL, SCR, T&D,
Infosys BPO Ltd	www.infosys.com/bpo	F&A, FS, HRM, HRIS, IT, P, REC, SCR, T&D, CON
Neeyamo	www.neeyamo.com	BC, HB, HRM, HRIS, I, IT, P, REC, REL, SCR, CON, T&D, WEL
NorthgateArinso	www.ngahr.com	HRM, HRIS, IT, P, REC
Tata Consultancy Services	www.tcs.com	IT, HRIS
W Squared	www.w2squared.com	F&A, IT, P, HRIS, REC
Wipro Ltd	www.wipro.com	
Xchanging	www.xchanging.com	F&A, BC, HRM, IT, P, REC, REL, SCR, T&D, WEL
Xerox	www.acs-inc.com	F&A, HRM, HRIS, IT, REC, REL, SCR,