

# And the Winners Are...

*Technology changes HR every day. Here, we recognize the greatest change agents.*

BY THE EDITORS

Technology has changed the world. There is no argument. And technology has changed the practice of human resources. The truth is technology is changing the practice of human resources every day. The truth is technology is changing every day.

Incremental technological improvement is a given. Quantum leaps are disruption. They change how people think and how they manage. Such leaps revolutionize philosophy and operational models. They

shake the enterprise to the rafters. These are the innovations that we recognize as deserving of the HR TekTonic Awards.

The winners were determined by a rigorous process that included a written customer feedback survey, evaluations from industry analysts and independent third parties, and a review of each vendor's software functionality. They were awarded in December at the RPO Summit and HR Demo Show in Las Vegas. **HRO**

## COMPENSATION/PAYROLL/BENEFITS



Ultimate Software

[www.ultimatesoftware.com](http://www.ultimatesoftware.com)

**What clients are saying:** "UltiPro with SaaS helps keep our HR team at the forefront of changing trends. UltiPro delivers tremendous value by helping us save time and money while taking advantage of the latest technology."

Copyright 2010 HRO Today

## HRMS



Northgate Arinso

[www.northgearinso.com](http://www.northgearinso.com)

**What clients are saying:** "The ability to migrate our SAP instance to SaaS was a great benefit to us and euHReka has allowed our company to achieve strategic HR objectives with the functionality of the hard-to-implement in-house ERP systems."

# TekTonic Award Winners

## HR SOCIAL MEDIA



Monster

[about-monster.com](http://about-monster.com)

**What clients are saying:** "Monster is well ahead of any other recruiting solution providers in any category in thinking about social media for either employers or job seekers."

---

## LEARNING



Saba

[www.saba.com](http://www.saba.com)

**What clients are saying:** "The system allows us to have one main communication tool for company mandated and government-specific training that needs to be tracked and reported on."

---

## PERFORMANCE MANAGEMENT



SuccessFactors

[www.successfactors.com](http://www.successfactors.com)

**What clients are saying:** "SuccessFactors has tied our goal planning, performance reviews, and business outcomes to HR metrics summaries."

---

Copyright 2010 HRO Today

## TALENT MANAGEMENT/RECRUITING



JSTN

[www.myjstn.com](http://www.myjstn.com)

**What clients are saying:** "Brings job ads to life and allows candidates to easily understand the opportunity and the employer value proposition. With the video content format, we can do this online and via mobile—a very powerful solution."

---

# TekTonic Award Winners

## VENDOR MANAGEMENT SOLUTIONS

Beeline

[www.beeline.com](http://www.beeline.com)

**What clients are saying:** "No one comes close to the features and functionality of Beeline's solution."



## WORKFORCE MANAGEMENT

Lawson

[www.lawson.com](http://www.lawson.com)

**What clients are saying:** "We were able to bring all of our workforce management modules into a single system for all of our locations for the first time, and the system allowed managers and employees to manage their schedules autonomously."



## WORKFORCE PLANNING

Aruspex

[www.aruspex.com](http://www.aruspex.com)

**What clients are saying:** "Our managers have the best people budgeting tools that we have ever used. Our executives have the best visibility ever and we can adjust our plans in real time as our business needs require."



## OVERALL

Workday

[www.workday.com](http://www.workday.com)

**What clients are saying:** "The most comprehensive and most innovative approach to HR I have ever experienced and this is the seventh system I have used. I have also had the best implementation experience."

