On The Pulse

A roundup of must-have HR tech innovations.

By The Editors

There's no doubt about it: Technology has changed the way HR manages the workforce. From attracting talent and onboarding new hires to compensating employees and recognizing accomplishments, tech platforms play a major role in the day-to-day activities of global organizations. But getting it right can be challenging. In fact, Deloitte's *2014 Global Human Capital Trends* report finds HR technology as a top HR trend with 68 percent of respondents naming it an urgent or important concern. The products in this roundup—which include our 2015 TekTonic Award finalists—are sure to help.

Achievers
www.achievers.com
Achievers Employee Success Platform™ allows users to engage and recognize employees through an online dashboard.

ADP Health Compliance
www.adp.com
ADP Health Compliance helps organizations manage ACA elements, including eligibility, affordability and compliance.

2015 Tektonic Award Finalists

Appcast.io
www.appcast.io
Appcast.io distributes jobs across several channels across the web and only charges clients when candidates actually apply.

2015 Tektonic Award Finalists

Async Interview
www.asyncinterview.com
Async Interview's platform offers both live and pre-reordered interviews, reducing travel costs and time to hire.

2015 Tektonic Award Finalists

BetterCompany
www.bettercompany.com
BetterCompany's mobile application allows for anonymous employee feedback on co-workers and bosses.

Broadbean
www.broadbean.com
Broadbean provide tools for recruiters to source talent as well as share jobs to boards and social media channels.

Caliper
www.calipercorp.com
Caliper's talent management solutions offer pre-employment assessments, training, onboarding, surveys, and exit interviews, among others.

Cangrade
www.cangrade.com
Bid data matched to job roles and the personalities needed helps companies find the best-fit candidates for positions.

cFactor
www.cfactorworks.com
cFactor's Vibe HCM provides a personalized suite for onboarding, HRMS, talent management, social, and analytics.

Cornerstone OnDemand
www.cornerstoneondemand.com
These cloud-based applications provide a start to finish solution from recruiting, onboarding, training, managing talent, and compensation, among others.

Chequed
www.chequed.com
Chequed offers online reference checking, behavioral assessments, and behavioral interviewing technology.

CrossKnowledge
www.crossknowledge.com
CrossKnowledge offers a suite of learning: LMS, blended learning, mentoring, knowledge communities, and e-learning, among others.

CultureAmp
www.cultureamp.com
CultureAmp's software provides a survey platform for organizations to get real-time data about their employees.

Dayforce ConnectedPay
www.ceridian.com
1.800.729.7655

2015 Tektonic Award Finalists

CERIDIAN
Makes work life better.

Dayforce ConnectedPay transforms global human capital management, enabling multinational organizations to improve global payroll delivery and simplify human resource processes. With transparency, control and compliance, our easy-to-use, cloud-based solution combines Ceridian's in-country payroll expertise with our award-winning Dayforce HCM platform. Ceridian is a global human capital management software company serving over 25 million users in more than 50 countries.

Ceridian makes work life better. For more information about Ceridian solutions call 1.800.729.7655 or visit www.ceridian.com

eQuest
www.equest.com
eQuest helps companies with targeted online and social media job distribution and the analyzing of big data.

Globoforce
www.globoforce.com
Globoforce cloud-based global recognition solutions provides measurable results through social and mobile recognition, among others.

Good.co
www.good.com
The Good.Co self discovery engine and social network allows organizations determine candidate and employee cultural fit.

Greenhouse.io
www.greenhouse.io
Greenhouse's platform offers planning, sourcing, interviewing, and hiring capabilities.

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GuideSpark
www.guidespark.com
GuideSpark provides customizable videos to communicate new hire training, healthcare reform, and performance management, among others.

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hiQlabs
www.hiqlabs.com
The hiQ technology helps organizations attract, develop, and retain through people analytics.

iCIMS Connect
www.icims.com
iCIMS Connect helps organizations engage with passive candidates through its mobile-optimized Social Connect Portal.

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Loop
www.loopworks.com
888-848-9002

Our unique mobile-first platform mobilizes recruitment marketing and employee communications to retain the talent you have and attract the talent you need, globally. Loop offers the most innovative and effective mobile-first career site tools for candidates and recruiters, including:

• Job Search & Listings • Talent Community Registration • Preference-based SMS Notifications • Mobile-First Apply • Cloud-based CRM for Pipelining and Private Messaging

Talent is out there. Are you in the Loop? Learn more about Loop at www.loopworks.com or text the word "demo" to 90206.

lynda.com iOS 8 Mobile Application
www.Lynda.com
lynda.com's iOS 8 Mobile Application provides access to more than 250,000 informational videos across over 4,000 courses on business, technology, and creative skills.

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Match-Click
www.match-click.com
Match-Click tackles the issue of attracting passive candidates with engaging information on a mobile device rather than traditional job boards.

Newton Software
www.newtonsoftware.com
Newton's cloud-based ATS provides recruiting dashboards, career websites, email templates, and analytics, among others.

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Neeyamo PayNComp
www.neeyamo.com
Neeyamo's cloud based global payroll platform Pay'nComp (PnC) delivers multi-country payroll, compliance, and reporting across more than 100 countries.

2015 Tektonic Award Finalists

PeopleFluent
www.peoplefluent.com
PeopleFluent provides mobile and cloud-based talent management solutions, including recruiting, analytics, and compensation, among others.

Recruitifi
www.recruitifi.com
Recruitifi's network of recruiters vet and place candidates from their network and pipeline of talent.

Recruitics
ww.recruitics.com
Recruitics leverages analytics to track web and job posting traffic in real-time to help determine the most effective sources and featured of your career site.

2015 Tektonic Award Finalists

Recsolu Mobile Apps
www.recsolu.com
Recsolu Mobile Apps allows recruiters to collect and evaluate candidate data and schedule interviews.

2015 Tektonic Award Finalists

RiseSmart
www.risesmart.com
877-384-0004

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RiseSmart is a leading provider of contemporary career transition services that strengthen employer brands, improve retention and re-engage talent. RiseSmart's contemporary approach to outplacement combines personalized services from trained professionals with unmatched technology delivered through a convenient, cloud-based platform. RiseSmart's outplacement solution has reinvented outplacement to help former employees find new jobs faster. Landing rates exceeding 80 percent and time-to-placement averages more than 60 percent faster than national averages have helped make RiseSmart the nation's fastest-growing outplacement firm.

Roundpegg
www.roundpegg.com
RoundPegg is a culture and engagement platform allowing companies to find best fitting hires, increase engagement and productivity, and decrease turnover by using data on each company's specific culture.

SkillsMapper
www.skillsmapper.com
SkillsMapper helps employees with career management by identifying skill gaps and working on developing those skills, while employers gain insight into their employees skills and how to identify, analyze, and develop those skills. MBA level content is included with SkillsMapper, offering high quality development.

2015 Tektonic Award Finalists

Skillsoft
www.skillsoft.com
Skillsoft provides cloud-based learning solutions via both packaged and customized learning programs.

SmartRecruiters
www.smartrecruiters.com
SmartRecruiters delivers job postings, mobile recruiting, social recruiting, candidate management and assessment, hiring collaboration, recruiting analytics, and more.

TalentBin
www.talentbin.com
TalentBin helps find passive candidates based on their online activity.

Talent Brew
www.talentbrew.tmp.com
Talent Brew distributes content, brand messenging, and job openings directly to candidates.

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TalentObjects by Lummesse
www.4talentobjects.com
TalentObjects offers recruiting, performance management, compensation, succession, and learning platforms.

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Talentoday
www.talentoday.com
Cloud-based Talentoday provides personality assessments of candidates and employees to help determine cultural fit.

2015 Tektonic Award Finalists

Technomedia
www.technomedia.com/en/
Technomedia's solutions cover learning and development, compensation management, succession planning, and performance management.

UniFocus
www.unifocus.com
UniFocus applications and services incorporate employee engagement with overall total workforce management.

WANTED Analytics
www.wantedanalytics.com
WANTED Analytics provides benchmark data based on real-time business intelligence as well as hiring demand and talent supply data to drive hiring decisions.

WeSpire
www.wespire.com
WeSpire's cloud-based employee engagement platform provides an outlet for employees to interact and see their impact on company goals.

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WorkIQ
ww.workiq.com
WorkIQ helps identify employee productivity in order to improve and reward employees based on performance.

2015 Tektonic Award Finalists

Workiva
www.workiva.com
Workviva's cloud-based solution Wdesk allows for easy collaboration for organizations to collect, manage, report, and analyze business data.

Editor's note: The winners of the 2015 TekTonic awards will be announced at the *HRO Today* Forum, May 4-6, in Philadelphia, and will appear in the June issue of HRO Today.