

TECHNOLOGY DISRUPTED 2020

The 2020 TekTonic Awards finalists are redesigning human capital management in every way possible.

By The Editors

For years, we have been recognizing the power of HR technology with our annual TekTonic awards. The industry is growing, with G2 Crowd reporting that there are more than 21 types of HR software, including platforms that help deliver employee wellness, employee benefits, and recruiting, among many others. This year's finalists empower HR and the workforce alike by delivering insightful talent analytics, creating employee ambassadors that can drive referrals through the power of social media, and providing the knowledge and actions necessary for an inclusive culture. Learn more here.

bswift
bswift-DT
www.bswift.com



bswift[®]

bswift provides organizations with an easy-to-use platform in order to enroll in and administer health benefits programs. bswift's technology serves thousands of employers across all industries, ranging from micro-businesses to national employers with more 300,000 employees. Leveraging bswift-DT, a rapid deployment digital toolkit, bswift realized three times faster delivery to market through superior agility and efficiency and 19 times the ROI. Additionally, bswift clients experience an extremely tailored solution with faster iterative delivery of highly secure digital experiences.

ADP
Next Gen HCM
flowofwork.adp.com/#reimagine-work

ADP's scalable Next Gen HCM takes both HR and employees into account by providing personalized tools that help users easily access information and insights and manage global compliance.

Betterworks
Calibration
www.betterworks.com

Full configurable, Betterworks' Calibration combines performance management, calibration, and succession planning with up-to-date employee performance, development, and feedback insights.

CareerBuilder
SocialReferral Ambassador
hiring.careerbuilder.com/recruiting-solutions/social-referral

On a mobile-first platform, SocialReferral Ambassador makes it easy for employees to share jobs within their networks while automating referral and bonus tracking.

Claro
www.claro.hr

Claro is a workforce analytics technology platform that helps organizations identify and attract more diverse talent faster, while improving employee engagement and reducing voluntary attrition.

**DDI****Virtual Reality Inclusion Experience****www.ddiworld.com/products/virtual-reality/diversity-inclusion-experience**

By leveraging virtual reality, DDI creates a short virtual scenario that allows participants to experience common issues related to diversity and inclusion, and then drives conversations about reactions and necessary organizational change.

Kronos Incorporated**Kronos HCM Advanced People Analytics****www.kronos.com**

Advanced People Analytics applies machine learning to real-time data to provide personalized and proactive people-centric insights, predictions, and recommendations.

Kronos Incorporated**Kronos InTouch DX****www.kronos.com**

Empowering employees and managers alike, InTouch DX is an intelligent time clock for the frontline worker to support increasingly complex wage and hour compliance for low-wage, salaried employees.

Kronos Incorporated**Proactive HCM Personalization****www.kronos.com**

With a fully responsive design and embedded analytics, Workforce Dimensions HCM leverages artificial intelligence on an interoperable platform to enable organizations to attract, engage, and retain talent throughout the entire employee lifecycle.

Outmatch**Culture Analytics Platform****outmatch.com**

Outmatch's Culture Analytics Platform helps organizations measure and strengthen company culture through a seven-minute employee survey, a 10-minute leadership survey, and a 90-day analysis.

ServiceNow**NowMobile****www.servicenow.com/products/now-mobile.html**

Enabling employees with a next-generation HR mobile app, NowMobile delivers employee self-service across IT, HR, facilities, finance, legal, and other departments.

sparcstart**amfliy VMS****www.sparcstart.com/amplify**

amfliy VMS puts the power of video into the hands of recruiters and across social media channels to build employer brand, communicate employee testimonials, and share company content.

Symphony Talent**Talent Advocacy****www.symphonytalent.com**

Talent Advocacy creates employer brand ambassadors by engaging employees in pre-approved content that they can share on their social networks to generate potential referrals and candidates in the talent pipeline.

WayUp**www.wayup.com**

Providing flexible sourcing and screening solutions, WayUp helps streamline how companies find diverse early-career talent while improving efficiencies.