



HRA HRMS FEATURE COMPARISON

ITEM	HRA-PA	HRA-PROF	HRA-Globa	HRA-SQL	HRA-ASP
Employee Modules					GoToEmployees
Base Employee Modules: Employee Information, EEO, Salary & Position History, Training with optional Skills Tracking, Education, Performance Appraisal Scheduling, Absence Tracking, FMLA, OSHA/Health & Safety , Cobra (Partial) Medical Benefits	Yes	Yes	Yes	Yes	Yes
Additional Employee Modules: Time Worked, Succession Planning, Personal Development, Dependents, Workflow	No	Yes	Yes	Yes	Yes
User-Definable Code Tables with Global Updates	Yes	Yes	Yes	Yes	Yes
Integrated Time & Attendance with Mgr Approvals	No	Yes	Yes	Yes	Yes
Advanced Formulas for Leave & Benefit Entitlements	Basic	Yes	Yes	Yes	Yes
Salary Grids for Unlimited Unions and Salary Groups	No	Yes	Yes	Yes	Yes
Network/On-Line Access					
Web-Enabled	No	No	Yes	Yes	Yes
Employee Self-Serve, Employee Kiosk / Manager Self-Ser	No	Optional	Optional	Optional	Optional
Open Enrollment for Employee Benefits (Web Only)	No	No	Optional	Optional	Optional
On-Line Performance Appraisal Forms	No	Optional	Optional	Optional	Optional
On-Line Forms with Forms Management Module	No	No	Optional	Optional	Optional
Interfacing					
Payroll Interface Module	No	Yes	Yes	Yes	Yes
WorkFlow Management Module	No	Yes	Yes	Yes	Yes
Applicant Tracking					
Open4Hire Silver - Applicant Tracking Module	No	Optional	No	No	No
Open4Hire Gold - On-line Job Applications (Under Development)	No	Optional	Optional	Optional	Optional
Reporting					
Financial Modelling Module	No	Yes	No	No	No
Standard Reports (120+)	Yes	Yes	Yes	Yes	Yes
Nyamba Report Writer Full (Custom Report Writer)	No	Yes	Optional	Optional	Optional
Nyamba Report Writer Lite (ability to Print Custom Report	No	Yes	Yes	Yes	Yes
Capacities					
Small Business (25-150 Employees)	Yes	Yes	No	No	No
Medium Business (75-X,000 Employees)	No	Yes	Yes	Yes	Yes
Number of Users/Operators (S=Single,M=Multi)	S/M	S/M	Multi	Multi	Multi
Support / Maintenance					
Customer Support (CS) or Annual Maintenance Agreement (AMA) available for Support, Upgrades & Annual HRA Conferences (two).	CS	AMA	AMA	AMA	AMA