

2010 HR Solution Effectiveness Survey



HR trends in 2010-systems, services, employee changes

Survey Powered by:



Please begin HR Solutions Survey

1. How many of the following roles make up your HR team



- 33.3% [HR Director of HR \(5\)](#)
- 20.0% [HR Manager \(3\)](#)
- 20.0% [HR Coordinator or Administrator \(3\)](#)
- 20.0% [Payroll has its own team \(3\)](#)
- 6.6% [Executive level Team member \(1\)](#)
- 0.0% [We have a Recruiter that focuses on that area \(0\)](#)

2. Solutions being used by you or someone else in the organization:

- 25.0% [View "Other" Answers "Other" Answers](#)
- 25.0% [Time and Attendance/Time keeping Solutions \(3\)](#)
- 16.6% [Talent Management Solution \(2\)](#)
- 0.0% [Other \(0\)](#)



- 16.6% [ERP Solution \(2\)](#)
- 8.3% [HRIS/HRMS Solution \(1\)](#)
- 8.3% [Payroll Solutions \(1\)](#)
- 0.0% [International Payroll Solutions \(0\)](#)

3. Please select the main ERP Solution being used by your organization:



- 28.5% [None \(2\)](#)
- 28.5% [Kronos \(2\)](#)
- 14.2% [Microsoft \(1\)](#)
- 14.2% [View "Other" Answers "Other" Answers](#)
- 14.2% [Oracle \(1\)](#)
- 0.0% [NexSuite \(0\)](#)
- 0.0% [JAMIS \(0\)](#)
- 0.0% [JD Edwards \(0\)](#)
- 0.0% [Consona \(0\)](#)
- 0.0% [Lawson \(0\)](#)
- 0.0% [Deltek \(0\)](#)
- 0.0% [Infor \(0\)](#)
- 0.0% [IFS \(0\)](#)
- 0.0% [Peoplesoft \(0\)](#)
- 0.0% [QAD \(0\)](#)
- 0.0% [Sage \(0\)](#)
- 0.0% [SAP \(0\)](#)
- 0.0% [SSA Global \(0\)](#)
- 0.0% [Workday \(0\)](#)
- 0.0% [Epicor \(0\)](#)

4. How satisfied are you with your current ERP solution?



- 42.8% [We do not have an ERP system \(3\)](#)
- 28.5% [Dissatisfied-Not looking at other options this year \(2\)](#)
- 28.5% [Very Satisfied \(2\)](#)
- 0.0% [Dissatisfied-May look at other options \(0\)](#)

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5. Please select the HRIS/HRMS Solutions being used by your organization:

- 28.5% [None \(2\)](#)
- 28.5% [Kronos \(2\)](#)



- 28.5% [View "Other" Answers](#) ["Other" Answers](#)
- 14.2% [Oracle-HRMS](#) (1)
- 0.0% [PDS Vista](#) (0)
- 0.0% [CheckPoint](#) (0)
- 0.0% [Humanic Design](#) (0)
- 0.0% [HRMS Solutions, Inc.](#) (0)
- 0.0% [ADP](#) (0)
- 0.0% [Lawson](#) (0)
- 0.0% [Accenture](#) (0)
- 0.0% [Ascentis](#) (0)
- 0.0% [Ceridian](#) (0)
- 0.0% [Peoplesoft](#) (0)
- 0.0% [People-Trak](#) (0)
- 0.0% [Perfect Software](#) (0)
- 0.0% [Sage Abra](#) (0)
- 0.0% [SAP](#) (0)
- 0.0% [Spectrum](#) (0)
- 0.0% [Ultimate Softwares](#) (0)
- 0.0% [NuView](#) (0)

6. How satisfied are you with your current HRIS/HRMS solution?



- 28.5% [Does Not Apply](#) (2)
- 28.5% [Dissatisfied-Not looking at other options this year](#) (2)
- 28.5% [Very Satisfied](#) (2)
- 14.2% [Dissatisfied-May look at other options](#) (1)

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7. Please select the Talent Management Solution used by your organization:

- 71.4% [None](#) (5)
- 14.2% [Authoria](#) (1)
- 14.2% [View "Other" Answers](#) ["Other" Answers](#)
- 0.0% [GeoLearning](#) (0)
- 0.0% [Halogen](#) (0)
- 0.0% [Kenexa](#) (0)
- 0.0% [Kronos](#) (0)
- 0.0% [Lawson](#) (0)
- 0.0% [Learn.com](#) (0)
- 0.0% [Oracle-HRMS](#) (0)
- 0.0% [CornerStone OnDemand](#) (0)



- 0.0% [Plateau \(0\)](#)
- 0.0% [SAP \(0\)](#)
- 0.0% [Saba \(0\)](#)
- 0.0% [Softscape \(0\)](#)
- 0.0% [SilkRoad \(0\)](#)
- 0.0% [StepStone \(0\)](#)
- 0.0% [Success Factors \(0\)](#)
- 0.0% [SumTotal \(0\)](#)
- 0.0% [Taleo-Burb \(0\)](#)
- 0.0% [Peoplesoft \(0\)](#)

8. How satisfied are you with your current Talent Management Solution?



- 57.1% [Does Not apply \(4\)](#)
- 28.5% [Dissatisfied-Not looking at other options this year \(2\)](#)
- 14.2% [Satisfied \(1\)](#)
- 0.0% [Dissatisfied-May look at other options \(0\)](#)

9. Please select the Payroll Solution being used by your organization:



- 57.1% [None \(4\)](#)
- 14.2% [MPAY \(1\)](#)
- 14.2% [View "Other" Answers "Other" Answers \(1\)](#)
- 14.2% [ADP \(1\)](#)
- 0.0% [NuView \(0\)](#)
- 0.0% [Checkmark \(0\)](#)
- 0.0% [Cort \(0\)](#)
- 0.0% [Genesys \(0\)](#)
- 0.0% [Highline \(0\)](#)
- 0.0% [Humanic Design \(0\)](#)
- 0.0% [Intuit \(0\)](#)
- 0.0% [Lawson \(0\)](#)
- 0.0% [CheckPoint \(0\)](#)
- 0.0% [Ceridian \(0\)](#)
- 0.0% [Oracle-Payroll \(0\)](#)
- 0.0% [Paychex \(0\)](#)
- 0.0% [PeachTree \(0\)](#)
- 0.0% [PeopleSoft \(0\)](#)
- 0.0% [Perfect Software \(0\)](#)
- 0.0% [PDS Vista \(0\)](#)
- 0.0% [Sage Abra \(0\)](#)
- 0.0% [SAP \(0\)](#)

0.0% [Ultimate Softwares \(0\)](#)

0.0% [Workday \(0\)](#)

0.0% [Ascentis \(0\)](#)

10. How satisfied are you with your Payroll Solution?



42.8% [Does Not Apply \(3\)](#)

28.5% [Satisfied \(2\)](#)

14.2% [Dissatisfied-Not looking at other options this year \(1\)](#)

14.2% [Dissatisfied-May look at other options \(1\)](#)

11. Please select all Time and Attendance/Time keeping Solutions used by your organization



28.5% [View "Other" Answers "Other" Answers](#)

28.5% [Kronos \(2\)](#)

14.2% [Manual Time Cards \(1\)](#)

14.2% [JAMIS \(1\)](#)

14.2% [None being used currently \(1\)](#)

0.0% [iemployee \(0\)](#)

0.0% [GHG \(0\)](#)

0.0% [Journyx \(0\)](#)

0.0% [Deltek \(0\)](#)

0.0% [ADP \(0\)](#)

0.0% [NETTime Solutions \(0\)](#)

0.0% [Oracle-HRMS \(0\)](#)

0.0% [Peoplesoft \(0\)](#)

0.0% [Replicon \(0\)](#)

0.0% [SAP \(0\)](#)

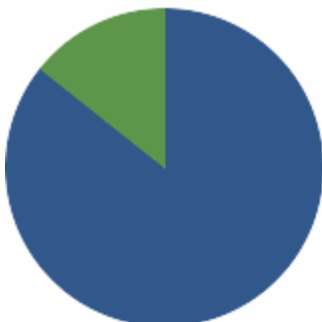
0.0% [Stromberg \(0\)](#)

0.0% [TimeForce-Qquest \(0\)](#)

0.0% [Timeslips \(0\)](#)

0.0% [Lawson \(0\)](#)

12. How satisfied are you with your Time and Attendance/Time keeping Solutions?



85.7% [Satisfied \(6\)](#)

14.2% [Dissatisfied-May look at other options \(1\)](#)

0.0% [Dissatisfied-Not looking at other options this year \(0\)](#)

0.0% [Does Not Apply \(0\)](#)

In-house V.S. Outsource

13. Do you outsource any of the following HRIS/HRMS processes?



- 33.3% [View "Other" Answers](#) ["Other" Answers](#)
- 33.3% [Benefits Administration](#) (2)
- 16.6% [Training / Employee Development](#) (1)
- 16.6% [Employer Liability / HR Legal](#) (1)
- 0.0% [Full HR Services](#) (0)
- 0.0% [Recruiting](#) (0)

Names of Outsourcer

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14. How satisfied are you with your HR Outsourcer(s)?



- 42.8% [Does Not Apply](#) (3)
- 14.2% [Very Satisfied](#) (1)
- 14.2% [Neither Satisfied nor Dissatisfied](#) (1)
- 14.2% [Somewhat Satisfied](#) (1)
- 14.2% [Very Dissatisfied-May look at other options](#) (1)
- 0.0% [Very Dissatisfied-Not looking at other options this year](#) (0)
- 0.0% [Somewhat Dissatisfied](#) (0)

15. Do you have employees working outside of the US?



- 55.5% [None of the above](#) (5)
- 22.2% [Expatriates](#) (2)
- 11.1% [Third Party Nationals](#) (1)
- 11.1% [Local Nationals](#) (1)

16. If applicable, how many international employees do you have?



- 33.3% [Under 5](#) (1)
- 33.3% [6-10](#) (1)
- 33.3% [More than 51](#) (1)
- 0.0% [11-50](#) (0)

17. Do you outsource any of the following Payroll processes ?



- 40.0% [Employee Garnishment Processing \(2\)](#)
- 20.0% [Direct Deposit Administration \(1\)](#)
- 20.0% [Check printing \(1\)](#)
- 20.0% [Payroll tax filing \(1\)](#)
- 0.0% [International Payroll \(0\)](#)

Names of Outsourcer(s)

You may browse comments online or download the CSV.

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18. How satisfied are you with your Payroll Outsourcer(s)?



- 71.4% [Does Not Apply \(5\)](#)
- 14.2% [Dissatisfied-Not looking at other options this year \(1\)](#)
- 14.2% [Satisfied \(1\)](#)
- 0.0% [Dissatisfied-May look at other options \(0\)](#)

19. Which of the following Solutions will your company consider upgrading and when?

	Within the next 6 months	Within the next 7-18 months	No current plans to change Solutions	Never-Happy with our solutions
HRIS/HRMS	0.0 %	28.5 %	57.1 %	14.2 %
Talent Management	0.0 %	14.2 %	57.1 %	28.5 %
Time and Attendance/Time keeping Solutions	14.2 %	28.5 %	42.8 %	14.2 %
Payroll Solution	14.2 %	14.2 %	42.8 %	28.5 %
International Payroll Solution	0.0 %	16.6 %	50.0 %	33.3 %

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