

hira HRA Employee Solutions

Enhancing the Employee Experience



HRA HRIS - Feature Comparison

Home	Applicant Tracking	HRIS	Time & Attendance	Payroll	Reporting	About Us
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Item	PA	Prof	Global	SQL	Hosted
Employee Modules					
Base Employee Modules: Employee Information, EEO, Salary & Position History, Training with Opt 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/ Manager Self-Serves	No	Opt	Opt	Opt	Opt
Open Enrollment for Employee Benefits (Web Only)	No	No	Opt	Opt	Opt
On-Line Performance Appraisal Forms	No	Opt	Opt	Opt	Opt
On-Line Forms with Forms Management Module	No	No	Opt	Opt	Opt
Interfacing					

Payroll Interface Module	No	Yes	Yes	Yes	Yes
WorkFlow Management Module	No	Yes	Yes	Yes	Yes
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	Opt	Opt	Opt
Nyamba Report Writer Lite (ability to Print Custom Reports)	No	Yes	Yes	Yes	Yes
Capacities					
Small Business (25-150 Employees)	Yes	No	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 Confernces (two).	CS	AMA	AMA	AMA	AMA

Legend

- Opt** = Optional in that version of HRA
- PA** = HRA Personal Assistant Version
- Prof** = HRA Professional Version
- Global** = HRA Global Version
- SQL** = HRA SQL Server Version
- Hosted** = HRA Hosted Version (On-line & Hosted by HRA)