

Human Resource Executive®

HR Technology

Top of the Line

The editors of *Human Resource Executive*® announce their selections for the top HR and training products of 2007.

After hundreds of hours of demos and research, the editors of *Human Resource Executive*® have once again selected their picks of the best HR and training products of 2007. This year's list consists of 10 HR products and three training products. To be considered, entries needed to be released between July 2006 and July 2007. They were judged on innovation, user-friendliness and the value they add to the HR profession. As was the case in 2006, this year's selections address a broad spectrum of HR disciplines—from HR management systems and compensation planning to talent management and knowledge sharing. What's more, many have taken advantage of technologies such as Software-as-a-Service and Flash for the first time. Of the entries we received this year, we feel confident these 13 products will deliver what they promise. But we'd like to again remind our readers of the importance of conducting their own due diligence before making a purchase.

Top HR Products

Workday Human Capital Management Workday, Walnut Creek, Calif.

What It Is: Workday Human Capital Management is the HR module of Workday's enterprise suite, which also includes modules for financials, resource management and revenue management. Components include Workday Organization Management, designed to help users perform tasks related to head-count management and HR data management; Lifecycle Management, including applicant tracking, on-boarding and off-boarding, staffing and job postings; Compensation Management; and Workforce Development, allowing users to create development plans, track and administer learning activities, manage performance and oversee succession planning. Features include a "conceptual search" engine designed to help users find relevant data. Workday HCM is, along with the other modules, available exclusively as an on-demand/Software-as-a-Service application. Pricing for HCM is based on the number of users and functionality and starts at roughly \$100,000.

Why We Like It: Workday is the latest creation of PeopleSoft founder Dave Duffield. Duffield's goal was to create an alternative to the big enterprise-resource planning systems with an application that's easy to implement and administer. Workday does this by taking advantage of new technologies such as Software-as-a-Service and Service-Oriented Architecture, which are intended to eliminate the need for ongoing maintenance and upgrades common to conventional ERP systems. Time will tell whether this approach truly is the future of ERPs or merely an interesting diversion. Based on its own merits, however, Workday HCM has a look and feel that closely resembles consumer Web sites such as Google and Amazon. Its functionality makes it easy for clients to configure the software to their own organizational needs rather than going through extensive customization. Thanks to its SaaS functionality, upgrades are automatically delivered to all customers. What's more, the product is structured in a way that allows users to easily reorganize an entire operation without eliminating and creating new positions, as is often the case with other systems. Features like these make Workday a serious contender for anyone seeking the next generation of HRMS.

www.workday.com

