



HRCOGS

EXTENDED PROFILE



OVERVIEW

Founded in 2016, HRcogs is a free HRMS available on the cloud, with the option to have the database reside on-premise.

One of HRcog's standout features is its approach to staffing. As well as abstaining from traditional top-down performance management features in favor of 360o reporting functionality, all job profiles must be derived from company goals. This ensures a 'bigger picture' view of company objectives is present throughout all HR-based activities.

The software offers employee engagement through three HR systems in one platform - an employee portal, HRIS, and HCMS. It includes applicant tracking and onboarding and allows you to track the benefits, career development, and details of all employees.

There is also the option to run payroll and performance appraisals and succession planning through the platform. There is a self-service portal, allowing employees to update details and review information - reducing data entry errors and administration time used.

HRcogs offers training through webinars and online support, although the UI is designed to be intuitive and therefore requires minimal support and training. Implementation is carried out at download by the user but you are able to upload your own tables to populate the platform with data, making it quick to deploy in most organizations.



SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	HRcogs
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✓
COBRA	✗
COMPENSATION	✓
COMPLIANCE	✗
DISCIPLINARY ACTION	✓
EMPLOYEE SELF SERVICE	✓
FMLA	✓
HEALTH & SAFETY	✗
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✗
PAYROLL	✗
PERFORMANCE MANAGEMENT	✓
RECRUITMENT	✓
REVIEWS	✓
SOCIAL NETWORKING	✓
SUCCESSION MANAGEMENT	✓
TIME & ATTENDANCE	✗
TRAINING & SKILLS	✓

VACATION & SICK LEAVE	✗
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
ORGANIZATION SIZE	
ENTERPRISE (1000+ EMPLOYEES)	✗
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✓
PLATFORM	
CLOUD	✓
INSTALLED	✗
PRODUCT INFO	
MODULAR	✗
MULTI LANGUAGE	✗
MULTI CURRENCY	✗
CUSTOMIZABLE	✓
FURTHER INFORMATION	
IMPLEMENTATION TIMEFRAME	3 days



SOFTWARE SCREENSHOTS

The screenshot displays the 'My Profile' page in the HRcogs system. The interface features a dark blue header with navigation options: 'Home', 'My Direct Rpts', and a user profile icon. A 'Welcome, Owen' message is visible in the top right. A left-hand navigation menu includes categories like HCM, Performance, Metrics, Job Profile, Sharing Ideas, Pivot Reports, Time Off Request, Project Mgmt, and Benefits. The main content area is titled 'My Profile' and contains a horizontal menu with tabs: Overview, Profile, Dep Info, Base Info, Emergency, Physician, Payroll, and OnBoard Docs. Below this menu, there are several expandable sections for user information: My Info, My Dependents, My Beneficiary, Emergency Contact, Physician Contact, W4, and Company Assigned Asset(s). On the right side, there are sections for My Medical, My Dental, My Vision, and Overview Benefits Deduction. At the bottom, an 'About me' section contains the text: 'I like watching TV, and eating cheetos!'.

Performance : Rebecca Allan

Goal Page | Job Profile | Comp | Performance | Training | On Eln

Fid#	Name	Dept	Title	Dr Elns	Total Hrs	% of Workforce	% of Salary	% of Goal
10	Rebecca Allan	902	PROJECT MGMT CLIENT SERVICES MGMT 6	23	24	0.95	0.84	10.75

Manager's Goal	Due Date	Weight	Rating	Behavior
Build better products	08/14/2017	25		
Add three new product features.	06/02/2017	75	2.83	
Good job streamlining any lms, however, you need to consider cost versus savings.	02/16/2017	2.00		Performance
Great job on adding new product features.	02/17/2017	3.00		Performance
Good work	03/08/2017	3.00		Knowledge
Provide short list of features	42	3.00		
Good job with list	02/16/2017	5.00		Knowledge
good job with features.	02/28/2017	1.00		Performance

Widgets | Home | My Direct Rpts | Welcome, Rebecca

Goals Page - Summary

Goals | 89% | Comp | Training | My Group | Dependent(s)

Manager's Goal	Build better products	Weight: 25			
My Goal	Assign Date	Due Date	Weight		
Add three new product features.	02/11/2017	06/02/2017	75		
215	Alexandra Ball	Need schematic design for assay robotics	02/16/2017	03/06/2017	50

Dependency Goal	Dept #	Dept Name	Due Date

Widgets | Home | Welcome, Isaac

Home Page

40th Meeting this Thursday

60 Audit end of month, keep workplace tidy.

48 Active Employees

Isaac Baker

How Date: 2008-12-27

Title: NETWORK SYSTEMS TECH 1

Manager: Rebecca Allan

Department: Int Engineering

About me

Calendar: April 2017

Reminder