

# HRADVOCATE EXTENDED PROFILE

## **OVERVIEW**

HRadvocate is a web-based solution providing HR personnel, managers, recruiters, and employees with real-time mobile access to critical information anywhere, anytime.

HRadvocate helps optimize onboarding, talent management, and HR processes while maintaining strict compliance with privacy and labor regulations.

HRadvocate can also be deployed as an on-premise solution. Users of HRadvocate are offered implementation, training, and support services as part of the standard solution proposal.



## SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	HRadvocate
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	✗
<b>ORGANIZATION SIZE</b>	
ENTERPRISE (1000+ EMPLOYEES)	✗
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✗
<b>PLATFORM</b>	
CLOUD	✓
INSTALLED	✓
<b>PRODUCT INFO</b>	
MODULAR	✓
MULTI LANGUAGE	✗
MULTI CURRENCY	✗
CUSTOMIZABLE	✓
<b>FURTHER INFORMATION</b>	
IMPLEMENTATION TIMEFRAME	2-3 months depending on modules chosen
PRICING	Priced on a per employee/month basis, by module, and is available as a SaaS subscription.

# SOFTWARE SCREENSHOTS

RIPTIDE

[ESS](#)
[MSS](#)
[EMS](#)
[RECRUITING](#)
[SUPPORT](#)
[SYSTEM](#)
[REPORTS](#)

**View My Employees**

- Work Profile
- Personal
- Emergency Contacts
- Time-Off Summary
- Job History
- Salary History
- Performance History
- 9 Box Talent Assessment
- Talent Distribution Curve
- Competency View

Direct Reporting to April Snyder

Name	Job Title	Department	Employee #	Last Appraisal Rating
Justyn Carlton	Recruiting Manager	HR	10173	Avg Competency <div style="width: 90%;"></div> 4.4 Overall Performance <div style="width: 100%;"></div> 4
Diane Gullette	HR Analyst	Operations	10380	Avg Competency <div style="width: 80%;"></div> 4 Overall Performance <div style="width: 100%;"></div> 4
Karissa Jonas	HR Manager	HR	10139	Avg Competency <div style="width: 70%;"></div> 3.4 Overall Performance <div style="width: 100%;"></div> 4

Selected Employee: Justyn Carlton

**Time-Off Summary**

Plan	Description	Accrued	Taken	Balance
>		0.00	0.00	0.00
>	BEREAVE	0.00	0.00	0.00
>	FMLA	0.00	-160.00	-160.00
>	SICK	80.00	-40.00	40.00
>	VACATION	80.00	-48.00	32.00

today Nov, 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31	1 Nov	2	3	4	5
			K. Jones			
	J. Carlton					
6	7	8	9	10	11	12
13	14	15	16	17	18	19

Compensation Management

