



HRIS at a Small Price

By Jim Meade

Like many HR departments in smaller organizations, yours is overwhelmed by record-keeping demands. You would like to move to an automation system to track employees and create reports, but your company isn't big enough—or rich enough—to buy one of those sexy, high-end HR information systems.

That's where low-profile and low-cost HRSource from Auxillium West in Cupertino, Calif., comes in. Available as a stand-alone product or as part of a suite from Auxillium called HRnetSource, HRSource is aimed squarely at small- to mid-sized businesses. It tracks and reports on almost anything having to do with your people. And its price tag won't leave your CEO shaking his head.

What It Does

To use HRSource, you just start up your Microsoft Windows program (using Windows 95 or later), and point and click to get data. When

you start HRSource, you see a main switchboard, with a collection of buttons you use to enter or retrieve data on employees, applicants or your overall processes (such as the new-hire or termination process).

You put in and track information from the time an applicant first enters the system until termination. You can track equal employment opportunity (EEO) and job information, education, skills, performance information, benefits, attendance and more. The program, attests Joan Meier, human resource representative with MOSEL Vitelic Corp. in San Jose, Calif., "was set up by somebody who was obviously in HR and knows what we need."

HRSource offers users 70 built-in reports. With a little practice and expertise in Microsoft Access, you also can build your own. "We've been able to mine our HR informa-

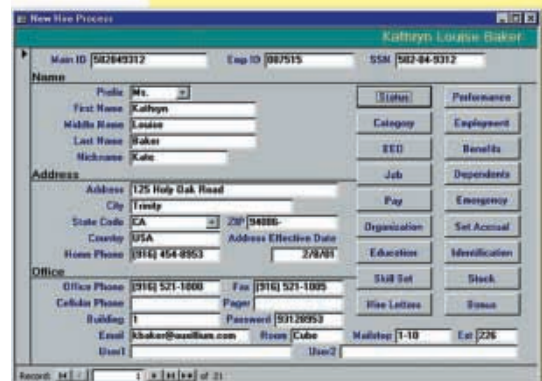
Product Specs

HRSource

(Also available as HRnetSource, version 2.6, bundled with SelfSource and HR Intranet Solution)
 Auxillium West
 7560 Waterford Drive
 Cupertino, CA 95014
 Phone: (888) 257-5057
 www.auxillium.com

PRODUCT USE

A fully integrated, affordable HR information system, built on Microsoft Access, for tracking analyzing and



reporting data. HRnetSource expands HRSource's capabilities with employer/manager self-service and intranet modules.

EQUIPMENT REQUIREMENTS

For HRSource, Microsoft Access 1997 or above, Windows 95 or above, 16MB RAM, 486 or better processor. For HRnetSource, you need a web server with Windows NT or server software Microsoft IIS, and Microsoft Word on client systems.

RELEASE DATE

March 2001.

INSTALLED BASE

HRSource, 250 companies; HR Intranet Solution, about 50; SelfSource, about 20.

PRICING

HRSource starts at \$895; SelfSource, \$1,995; HR Intranet Solution, \$1,995; HRnetSource, \$6,480.

tion in a way that we never could before," says Chris Segall, a project

manager with Keane Consulting Group in Boston.

You can expand the capability of this system with two other pieces that Auxillium offers in the HRnetSource suite. SelfSource, as its name implies, is an employee self-service solution that allows workers to view and update their personal information. It also allows managers to check out departmental leave information and provides new hires with access to the forms they need to fill out.

The final piece of the HRnetSource suite is HR Intranet Solution, which lets you create an intranet site where you can post your employee handbook, internal job openings and announcements.

Everything You Need

HRSource is one of those simple, affordable solutions that may very well leave you wondering, "Why would I need anything else?" The additional functionality provided by the other software in the HRnetSource suite allows you to grow your HR system as your company expands.

Richard Adkins does HR consulting for start-up companies and was formerly director of human resources at CareerPath.com (now part of CareerBuilder.com). An expert user, Adkins says of HRSource, "There wasn't anything that I needed, in essence, that wasn't in that package already."

Nonexperts are just as happy with the program. "This allows me

to gather reports in a snap, any kind of report that I want," says Meier, who insists, "I'm not a whiz kid on a computer."

Meier uses HRSource to create new-hire and termination reports and to compile vital statistics on employees. "I refer to it 20 times a day," she says.

Users are equally enthusiastic about the technical support they receive from Auxillium. "I can call Jeff at any time if I get stuck," says Meier. Adkins agrees. "I could get on the phone, call Jeff and a lot of times he could walk me through [creating an advanced report] over the phone."

"Jeff" is Auxillium President Jeff Moe. He is a rare breed—a programmer who simply loves HR and HR software. His idea of a good time is tinkering with Microsoft Access code. New additions to the program include a fun and practical navigation bar to help you move quickly around HRSource and a "Hire Wizard" that makes it easier to enter data on new hires.

"Also, the price was right," adds Adkins. As a stand-alone, HRSource sells for just under \$900 for a single-user license and about \$500 more for a multiple-user license. The HRnetSource package starts at \$6,480.

Not for Large Companies

HRSource's strength—its basis in Microsoft Windows and Access—is also its weakness. Though Adkins says, "I can't see any negatives to this

program for a company that's starting out," he does caution that Access has "shortcomings when employee numbers start to get very large"—say, more than 1,000 workers.

Also, though users like Meier rely on HRSource without knowing any Access, Adkins suggests that you might want to "have someone that has a little bit of background in Access. ... It's going to save time. It's going to save phone calls."

HRSource is not an Internet-based package. That may prove to be a drawback at a time when most software developers are enhancing their products by moving them to the web. If you are looking for certain advantages of the Internet, such as access to the program from anywhere using only a browser, you'll find that, by itself, HRSource comes up short.

Summary

HR is a lot of tracking and reporting data while answering daily questions for employees. Auxillium's HRSource and HRnetSource solutions get right down to the essence of HR. They clearly are labors of love for Auxillium, and many users seem to catch the same spirit. In one short statement, Adkins summarizes what the program can mean to HR: "It did everything we wanted. And it was reasonable." ■

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