HR and its functions are increasing and becoming better day by day . “HRM exist in in a quickly shifting environment of globalization, cumulative diversity, and developments in technology”( HR Functions)

1. **Paycor.**

This software is for payroll it is easy to use and some other features are below;

Price: strived to ensure that all options offer a low price and / or excellent value.

Ease of use: Options do not require you to be a Certified Public Accountant (CPA); they are intuitive

Gross salary: Calculate the gross salary of an employee for each payment cycle based on hours worked, salaries and / or bonuses; manual or time entry

Net pay: Determine the employee’s net salary after processing payroll taxes and other deductions, such as insurance premiums, insurance, or 401 (k) savings plans

Payment: Pay employees with a direct deposit, checks and / or payment cards

Tax documents: Generate and print year-end reports, such as W2s tax forms for employees

Government requirements: Managing tax returns and submitting new state employment reports

Unemployment, employee compensation and disability: Calculation of deductions and payment management in accordance with the requirements of state and federal agencies

1. **BambooHR.**

BambooHR offers a single system for consolidating all data on employees and human resources, as well as for managing various types of human resources. The software can be applied to create a centralized database of worker profiles, can be accede by both employee and company. All the information’s like personal information, picture, salary, benefits rest time ,various documents and training is saved in profile. There are also some custom fields to add or record some other data as well.

**Opportunities**

Multicurrency Payroll Data

Online Document Storage

Organization chart

Training Tracking

Benefit Tracking

Vacation and Approval Requests

People data

History of work and salary

User Access Permissions

ENPS Employee Satisfaction

Information Security

Basic and Advanced Recruiting Functions

Time to report

Workflows and Permissions

Candidate Tracking System Module

Numerous HR challenges currently exist, including organizational cost pressures, globalization, a changing workforce, and technology.(Mathis, 2017, p. 36).HRIS are very important tools in human resource management. Both the software e.g., BambooHR and Paycor comes with an integrated application tracking (ATS) module. The component can be applied to create and publish jobs and record, assess and track the status of incoming applications. BambooHR is appropriate for global companies with 6 different languages

References

Mathis, R. L., & Jackson, J. H. (2011). Human resource management: Essential perspectives.

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Reply to Georgetta'sDQ

Thankyou Georgetta for such a nice post . I really enjoyed this informative post and can see some very good points in your post. You have discussed BambooHR and Payco online. I am agreeing these two are very good HRIS tools . Not only these are easy to use but also making HRM efficient like BambooHR has a free mobile app for iPhone and Android that syncs in real time with your Bamboo account.

Reply to Haley C White

Thank you for your post and I have found it very interesting and informative post with good organized facts.I am not much aware of Xcel HR Connect but after reading your post I am really interested to know about it . However, “Namely” is another good software and both functions alike.