

Top 10 HRMS Solution Providers - 2019

For many years, HRMS solutions have made the HR tasks seamless, effortless, and streamlined for the organizations. With the advancements in technology, different trends keep hitting the sphere with each upcoming year. The organizations, therefore, need to keep pace with the prevailing trends and embrace them to leverage the benefits of HRMS solutions.

Advanced technologies like ML and AI have brought a revolution in almost every sphere. These technologies have the potential to empower organizations through HRMS solutions. The companies can gain valuable insights that will help in making smarter decisions. It will enable the HR managers and administrators to access employee data and other useful information through a mobile app, email, or text, thereby leading to enhanced efficiency and mobility.

Augmented Reality and Virtual Reality technologies provide the simulation process to the learners and teach them on how to react in real situations. VR aids the organization in the recruitment process as it immerses the candidate in the real-life work situation. AR can assist in training the staff in the virtual environment that will prove to be cost-effective. Additionally, vendors in the HR technology market are incorporating analytics as a core part of the system. All applications, be it assessment, operational, or learning tools are developed with an in-built analytics dashboard.

This edition of HR Tech Outlook features companies that are at the forefront of offering HRMS solutions. HR Tech Outlook's editorial board has assessed and shortlisted some of the most prominent organizations in the industry that solve human resource management challenges by implementing the current technological trends in the space. We present to you – "Top 10 HRMS Solution Providers – 2019".



Company:
Vintage Hill Consulting

Description:
Provides customized consultation and support services for HCM and HRIS system implementation and upgrade

Key Person:
Tina Ayers,
President
Allen Hufnagle,
Director

Website:
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Vintage Hill Consulting The Trusted Implementation Partner

While human capital management (HCM)



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system is crucial to manage the organizational workforce in an end-to-end manner, gaining the return on investment on the system can be a stiff challenge. Any failure in following the best practices or aligning the implementation procedure with business objectives can prove to be costly. And with the growing demand for a cloud-based HCM that has all the HR functions packed into one system, companies find it daunting to configure the system to their unique business needs. Today's businesses need an expert partner who can not only guide them through the vendor selection and system implementation process but also support them in building the right integration with other systems for maximum gains. Enter Vintage Hill Consulting. A small boutique, women-owned consulting company, Vintage Hill brings a personal touch to HCM system implementation projects. The company walks hand in hand with the clients during the vendor selection and system implementation process, defining how different HR functions work in sync, for them to make the right decisions.

"We treat our clients like family," says Allen Hufnagle, Director of Vintage Hill. "When we get down to brass tacks, we gather all the information, including their business goals, mission, and challenges, and identify the pros and cons of the system during the selection process." The company brings to bear its rich industry experience, knowledge, and subject matter expertise to guide them through the RFP process while selecting the right HCM or human resources information system (HRIS). If a client wants to integrate additional HR components into their existing legacy systems, Vintage Hill can guide them through the upgrade as well. "In any case, we ensure our clients have all the information they need to make the right decision," says Tina Ayers, President of the company.

Post selection, Vintage Hill swiftly moves into the implementation phase. The company provides client-side support during the implementation that keeps the client focused on getting the system up and running as per their unique business requirements for maximum outcomes. Throughout the journey, "We ask relevant questions to ensure the project is completed on time and on budget and the client goals are

met," Tina adds. The company also offers post-implementation support that may include custom reporting, additional configuration, troubleshooting, and technical support (API

integration). Vintage Hill ensures that the same person caters to a particular client from the beginning till the end of the project. This strategy goes a long distance in building trust, reliability, and customer loyalty.

What's more, Vintage Hill offers staff augmentation services through its managed services offering. With this service, clients can instantly fill up their key positions related to HR and manage their operations seamlessly while avoiding the unnecessary cost and operational overhead in finding and retaining new talent.

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In one instance, a property management company was struggling with HCM system installation. They also had issues with fine-tuning payroll policies in the system. When Vintage Hill was engaged to find a remedy to the challenge, the company ironed out the friction in the implementation process and helped the client reduce the time spent on manually-driven calculations using automated forms. "Impressed with our efforts, the property management company has now opted Vintage Hill as their go-to consulting partner for all of their concerns and issues," says Hufnagle.

Experiencing steady growth, Vintage Hill can be expected to double its employee count in the near future. It is also expanding its partnership with new vendors to deliver greater value. 