

HR Self-Service

Workscope Inc. has developed and released version 4.2 of its suite of human resource self-service applications called Workscope Enterprise. The updated software includes enhancements to the company's popular compensation planner module. The new software allows HR managers to **design and adapt their own compensation plans and to ensure that line managers can easily implement and maintain them.** The new compensation planner feature of the software includes global compensation tools that support international compensation practices, including currency conversion rates and cross calculations for monthly or annual planning cycles specific to the employee and country. It also features enhanced decision support in the form of "pop-up" calculators, competitive market data displays and corporate guidelines. And, analytics and reporting tools allow managers access to data from the compensation planner, as well as the ability to produce reports based on the organization's most critical success factors.

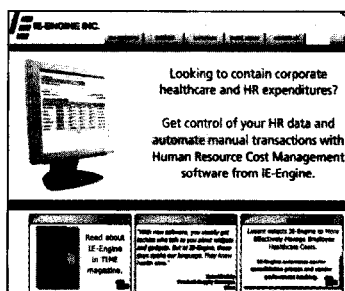
Compensation and Benefits

Kadiri Inc. has released a new compensation management tool, Kadiri TotalComp 4.5. The new software is designed to **help businesses streamline and simplify their salary, variable-pay and stock-purchase plans.** Kadiri TotalComp 4.5 can help users create innovative and cost-saving compensation packages through its flexible and practical guidelines. The software offers employers the guidelines needed to effectively align compensation plans with an organization's strategic goals.

Cost Management

IE-Engine Inc. has developed and released version 6.0 of its human resource cost management (HRCM) software. The HRCM software suite allows businesses to **better manage processes and lower the costs of providing benefits and human resource services to their employees.** By using the IE-Engine software, many employers will now have complete control of their employee benefits data for the first time, which in turn can help companies create and implement programs for providing employees with higher quality and more

cost effective benefits. The IE-Engine HRCM software suite includes modules designed to provide cost-effective solutions to benefits procurement. The Plan



Master Workbench module is a secure and comprehensive database designed specifically for benefit plans. Performance Manager is designed to monitor vendor performance against historical and contractual benchmarks, while Cost Manager is designed to help users review claims data by business units and vendors. Finally, Survey Manager allows HR departments to survey employees throughout the business to measure the impact of potential changes to benefits plans.

Employee Assistance Programs

FGI, a Canadian-based provider of international employee and employer support services, has launched a new set of support services to help workers cope with the fear, stress and anxiety of living in a climate of worldwide uncertainty and political turmoil. The new services

include nine separate support tools that **are designed to provide emotional and practical support for managers, international employees, business travelers and culturally diverse work teams.** These new services also offer help ranging from country-specific security training to workshops on dealing with stress and anxiety. And FGI offers cross-cultural training, which can help employees understand different attitudes and how to better manage challenging work situations.

Retirement Benefits

RolloverSystems Inc. has launched a new web-based tool to help employees who have changed jobs to roll over their 401(k) savings accounts. RolloverMarket is designed to **provide a quick and easy way to roll over 401(k) savings into individual retirement accounts** and to avoid onerous tax and investment losses. The new service matches 401(k) plan participants with a network of financial institutions that offer IRA products and services. Employers also can use RolloverMarket to help new employees find investment vehicles for their 401(k) savings from previous employers and to provide departing employees a way to protect their hard-earned retirement savings.

Staffing

TopUSAJobs.com has launched a new online job-listing board. The new web site features thousands of positions culled from leading niche boards and rated on a pay-for-performance basis. It is **designed to help HR professionals find the best job boards for their recruitment efforts and thereby minimize costs and maximize results.** The objective of the new web site is to generate employer and recruiter interest in listing job openings on niche or industry-specific boards and to increase job-seeker traffic to these sites. TopUSAJobs also gives employers a set of tips

on how to optimize their online recruiting efforts and quick links to various specialized recruitment sites.

Training and Development

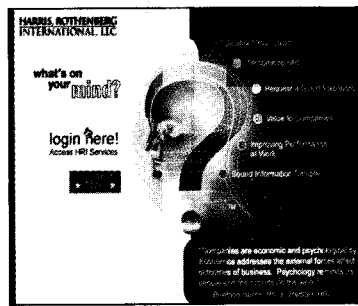
TalentMine is a new developmental software tool that analyzes the strengths and preferences of individual employees and then **provides suggestions on how to maximize their job skills and career potential.** Lydian Consulting Group designed TalentMine to be one of the few online developmental tools that provides custom career management reports with individual recommendations for improving work skills. TalentMine measures an employee's core talents and how these talents contribute to the success of the organization. TalentMine includes scientifically validated skills assessments, career management summaries, individual development reports and best practice model comparisons.

Saba Inc. has launched its new training and development tool, Saba Analytics for Enterprise Learning. The new software application **allows businesses to quickly analyze, understand and improve their corporate training and development programs.** Saba Analytics is a user-driven application that offers real-time information access. The system is packaged with dozens of built-in analysis functions. Saba Analytics can

provide thorough analyses into key training and development functions such as learning activity, designed to improve success of learning programs by analyzing all training activity and measuring enrollments, completions, student hours, and cost per hour and per course. Also, catalog use analysis is designed to identify performance of learning content by analyzing use by customers or by department, delivery type and vendor. Resource use analysis can increase training efficiency by analyzing the use of locations, facilities, rooms and instructors. Certification and compliance analysis identifies compliance risk by analyzing certification use, acquisition rates, expiration rates and progress by business unit, manager group, location and job type. Finally, financial analysis is designed to identify, reallocate and reduce the cost of training by identifying delivery costs and revenue.

Work/Life Benefits

Harris, Rothenberg International LLC, a global provider of employee assistance programs, has launched a new array of Internet-based resources and tools **designed to help employees cope with their fears and concerns about violence in the workplace, war and terrorism.** The educational re-



sources are available for free on the Harris, Rothenberg web site at www.harrisrothenberg.com. The resources and tools on the web site are designed to help employees, managers and military families understand

and cope with their concerns and anxieties about the turmoil in the world.

Workplace Management

Best Inc. Software has released Abra Suite 7.1, the latest and most up-to-date version of its popular HR management software. The new software offers several feature enhancements, including the new Abra Secure Query tool, improved data-reporting capabilities and a new library of more than 100 standardized reports. The query tool **gives users full access to HR and payroll data, so they can easily answer questions about individual compensation and benefits packages.** The new release also includes VETS-100 (Veterans' Employment and Training Service) reporting changes to make compliance with federal government contractor programs easier. ■

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