

HRIS, HCM, HRCM What's the Difference?



In today's market, these terms are thrown around, with different acronyms used everywhere you look. Many systems have gotten both increasingly complex in their functionality and increasingly useful! Even industry experts don't usually agree on a universal definition.

So is there a difference? The answer is, not much. In today's industry, with these terms used so randomly, there really is not much difference. No matter which one you're talking about, they all describe software that incorporates cloud computing and databases connected to a database management system, creating a comprehensive solution for handling your people.

► **HRIS (Human Resource Information System)**

Regarded as the base of all systems, a Human Resource Information System (HRIS) allows you to manage the information of your people, policies and procedures online. An HRIS typically provides core HR functionality including Self Service Portals, Attendance, Recruiting, Benefits Administration, Personnel Tracking and Reporting.

► **HCM (Human Capital Management)**

An HCM typically refers to software that is designed to help an organization manage and maintain its workforce. It may include such HR driven processes such as payroll, time and attendance and talent and workforce management. Takes a strategic approach to employee management.

► **HRMS (Human Resource Management System)**

An HRMS is a set of applications and other technologies that support and automate HR processes.

As the industry and vendors tend to use these terms interchangeably, it is never wise to assume you can tell a system's functionalities by how it is marketed. HRPro has taken time to carefully vet the systems we use. We will consult with you, discuss your needs and help you find a platform that is right for you.

We Can Help Find a Platform That is Right for You

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