



Sage HRMS vs. Scissortail HCM

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At CS3, we strive to bring our clients the tools they need to succeed. And since no two companies are the same when it comes to employee management needs, we wanted to make sure we had options. Enter Scissortail HCM. You may know this tool as SaaShr or Kronos Workforce Ready, but to help you understand the difference between your current Sage Abra Suite or Sage HRMS system and Scissortail HCM, we've put together a comparison chart to highlight the areas that are distinctly different. There are of course numerous other differences, but this will get you started, and if you'd like to know more, a CS3 team member can assist you.

1. Deployment Method

Sage HRMS	Scissortail HCM
On-premise system. Purchased as a licensed product with HRMS as the main database and integrated databases for add-on modules.	A cloud-based system that has an annual subscription cost and a single database for all functionality - no integration needed for add-on features.

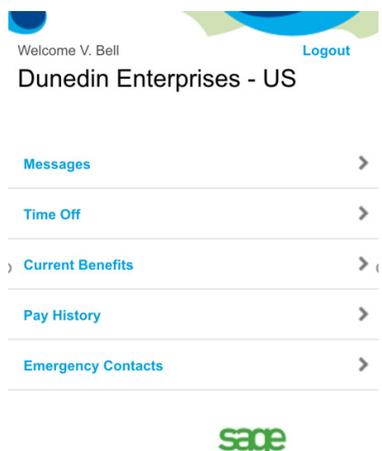
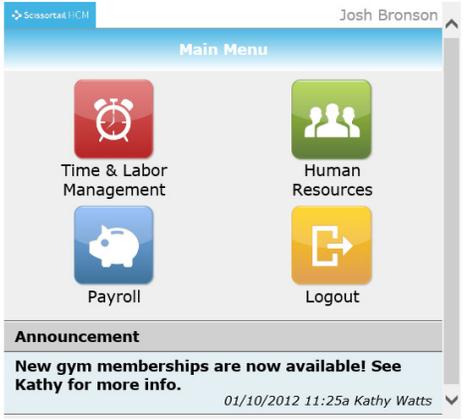
2. System Navigation

Sage HRMS	Scissortail HCM
Depending on the role of the user and which modules are deployed, there is some ability to have a workflow defined that will take the user through a step by step process to complete an action. These workflows can be found in HR Actions, Cyber Train, Alerts & Workflow, Sage HRMS and Sage Payroll. Some of the workflows are highly customizable while others have limited modification options. There is no single location for a user to see all the tasks required of them. They are notified via email or by logging into the specific module.	All users are able to have custom 'To Do' lists and 'Quick Links' displayed on their dashboard upon logging into the system. The 'To Do' lists allow the user to have a holistic view of what is required of them, regardless of the type of task. They can also act on that requirement using the embedded hyperlinks, so there is no need to remember where to go to check an item off their list. Additionally, the 'Quick Links' widget gives the user the ability to store links to reports or other areas of the system that they use most frequently cutting down on navigation.

3. Reporting

Sage HRMS	Scissortail HCM
<p>In HRMS, there are over 100 standard reports with the ability to filter the data that gets displayed. i.e. by cost center, supervisor, job title, etc. There is also a built-in query tool that allows the users to pull specific data; however, it is not a full-featured analytical reporting tool. When more in-depth or analytical reporting is needed, Crystal Reports is required. This reporting tool requires an understanding of the database schema as well as training on how to create and/or modify reports.</p>	<p>Scissortail is unique in that every screen in the system is a report that can be sorted and filtered and saved as individual views with minimal training and no understanding of the database schema required. To compare it to HRMS, that would be like going to the insurance benefits detail and creating a report right from that screen. You can create multiple versions of the report and set the default you will use most while having the other versions easily available from an on-screen drop-down menu. Additionally, there are over 150 standard reports available.</p>

4. Mobile capabilities

Sage HRMS	Scissortail HCM
<p>If Employee Self Service is in use, there are some mobile capabilities for employees and managers via web-enabled mobile devices.</p>  <p>The screenshot shows a mobile interface for Sage HRMS. At the top, it says 'Welcome V. Bell' and 'Dunedin Enterprises - US'. Below this is a list of menu items: 'Messages', 'Time Off', 'Current Benefits', 'Pay History', and 'Emergency Contacts', each with a right-pointing arrow. The Sage logo is at the bottom.</p>	<p>Employee and manager self-service is standard functionality, so the ability for employees and managers to have web access is as easy as granting them permission on their user profile.</p>  <p>The screenshot shows a mobile interface for Scissortail HCM. At the top, it says 'Scissortail HCM' and 'Josh Bronson'. Below this is a 'Main Menu' with four icons: 'Time & Labor Management' (alarm clock), 'Human Resources' (people icon), 'Payroll' (piggy bank icon), and 'Logout' (door icon). At the bottom, there is an 'Announcement' section with the text 'New gym memberships are now available! See Kathy for more info.' and a timestamp '01/10/2012 11:25a Kathy Watts'.</p>

5. Open Enrollment

Sage HRMS	Scissortail HCM																																				
<p>Open enrollment and life events are defined based on the plan requirements. Employees can review the options on the screen, make elections and complete their enrollment electronically; however, in order to review the plan details or compare plans, they must do so outside of the system via links to plan websites or documents.</p>	<p>Open enrollment and life events are defined based on the plan requirements with the ability to display plan logos for easier viewing by the user. Additionally, you can attach plan documents to each plan and do on screen comparisons of plan details such as copay amounts, deductibles and out of pocket maximum.</p>  <p>The screenshot shows a 'Compare Options' interface with two columns for 'Aetna Employee Only' and 'Horizon Employee Only'. The table below summarizes the data shown in the screenshot:</p> <table border="1"> <thead> <tr> <th>Plan</th> <th>Aetna Employee Only</th> <th>Horizon Employee Only</th> </tr> </thead> <tbody> <tr> <td>Premium</td> <td>\$46.15</td> <td>\$23.08</td> </tr> <tr> <td>Taxable Income</td> <td>-</td> <td>-</td> </tr> <tr> <td>Frequency</td> <td>Every Scheduled Pay</td> <td>Every Scheduled Pay</td> </tr> <tr> <td>Primary Office Visit</td> <td>\$15 Co-Pay</td> <td>\$10 Co-pay</td> </tr> <tr> <td>Specialist Office Visit</td> <td>\$35 Co-Pay</td> <td>\$30 Co-pay</td> </tr> <tr> <td>Emergency Room Visit</td> <td>\$25 Co-Pay</td> <td>\$50 Co-pay</td> </tr> <tr> <td>In-Patient Hospital</td> <td>\$1000</td> <td>\$100 Co-pay</td> </tr> <tr> <td>Deductible - Individual</td> <td>\$500</td> <td>\$2000</td> </tr> <tr> <td>Deductible - Family</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Max Out of Pocket Individual</td> <td>\$2500</td> <td>\$12,500</td> </tr> <tr> <td>Max Out of Pocket Family</td> <td>N/A</td> <td>N/A</td> </tr> </tbody> </table>	Plan	Aetna Employee Only	Horizon Employee Only	Premium	\$46.15	\$23.08	Taxable Income	-	-	Frequency	Every Scheduled Pay	Every Scheduled Pay	Primary Office Visit	\$15 Co-Pay	\$10 Co-pay	Specialist Office Visit	\$35 Co-Pay	\$30 Co-pay	Emergency Room Visit	\$25 Co-Pay	\$50 Co-pay	In-Patient Hospital	\$1000	\$100 Co-pay	Deductible - Individual	\$500	\$2000	Deductible - Family	N/A	N/A	Max Out of Pocket Individual	\$2500	\$12,500	Max Out of Pocket Family	N/A	N/A
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6. Tax code assignment

Sage HRMS	Scissortail HCM
<p>Payroll Administrators are required to know which taxes apply to each employee for all Federal, State and Local taxes including understanding reciprocity agreements between states.</p>	<p>Scissortail HCM uses geospatial technology to determine what taxes should be applied. It will look at the employee's home address as well as the company's address to determine the appropriate taxes. It is intuitive enough to calculate down to the local taxes as well as taking into account the reciprocity agreements between states in regards to taxes.</p>

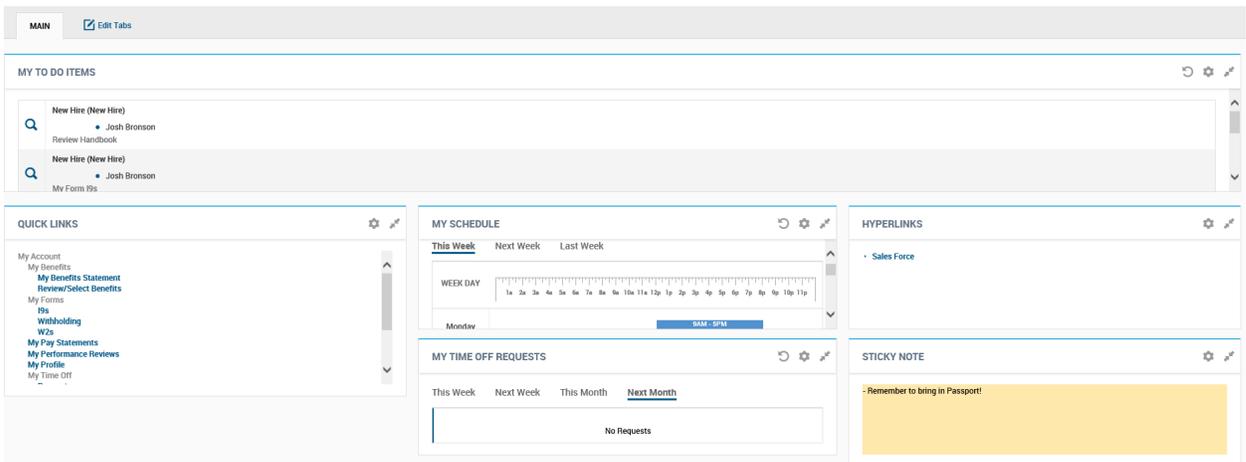
7. Tax reconciliation and filing

Sage HRMS	Scissortail HCM
<p>Sage uses Aatrix Tax Forms and eFiling for all Federal and State forms. The forms are embedded into Sage HRMS Payroll and give the user all the required information to reconcile taxes, print reports and/or submit them to Aatrix for eFiling. There are limited local tax reports available. For all others, manual tax reporting to the localities is required. With the exception of format and, in some cases, filing in a timely manner, all liability for proper tax reporting is owned by the client.</p>	<p>Scissortail HCM uses a tax service for all Federal, State and local tax filing and forms. The employer is still responsible for reconciliation and correctness of information. The tax service will handle payment, printing, and eFiling for all Federal, State and Local taxes.</p>

8. Dashboard views and reporting

Sage HRMS	Scissortail HCM
<p>This feature is not available for Sage HRMS.</p>	<p>As a standard feature, each user can have a custom dashboard based on their role and the functions they perform. Below are examples of the administrator, manager and employee dashboards.</p>

Sample Employee Dashboard:



Sample Manager Dashboard:

MAIN [Edit Tabs](#)

QUICK LINKS

- Manage Time
- Manage Timesheets
- Pending Approval
- All Timesheet Change Requests
- Scheduling
- Weekly Schedule

ATTENDANCE BOARD

FIRST NAME	LAST NAME	TIME OFF HOURS	ATTENDANCE STATUS
Kathy	Watts	-	OUT
Paul	Peterson	-	OUT
Josh	Bronson	-	OUT

EXCEPTIONS

MISSING PUNCHES

TIMESHEETS AWAITING MY APPROVAL

Rows On Page: 20 / 18 Rows

Employee Filter: All Employees | Timesheet Dates: Pay Period | Previous | Profile: Bi-Weekly | (10/03/2016 - 10/16/2016) | Only Display Employees In This Pay Period | Custom Filter: ADD NEW

EMPLOYEE ID	FIRST NAME	LAST NAME	TIMESHEET START	TIMESHEET END	RAW HOURS	# INCOMPLETE RECORDS
100	Kathy	Watts	10/03/2016	10/16/2016	80.00	-
500	Henry	Larkin	10/03/2016	10/16/2016	-	-
600	Paul	Peterson	10/03/2016	10/16/2016	-	-

Sample Administrator Dashboard:

MAIN **RECRUITMENT** [Edit Tabs](#)

START

Performance Reviews
 Trainings/Certifications
 Incidents
 Worksheet
 Base Compensation
 History
 PayScale Compensation
 Data

➔

Workers Claims
 OSIA 300
 OSIA 300A
 OSIA 301

➔

Benefit Administration

➔

ACA Management

➔

Managing Time

➔

Time Off Requests

EMPLOYEES

Rows On Page: 100 / 19 Rows

Employee Filter: All Employees | Custom Filter: ADD NEW

EMPLOYEE ID	FIRST NAME	LAST NAME	EMPLOYEE STATUS
200	Jennifer	Amistson	Active
900	Josh	Bronson	Active
800	Kelly	Clarkson	Active
300	Mitch	Conner	Active

PAYROLLS

Rows On Page: 10 / 2 Rows

Pay Date: Calendar Range | This Month | (10/01/2016 - 10/31/2016)

PAYROLL NAME	PAYROLL TYPE	PAYROLL STATUS	PAY DATE	TAX YEAR	TAX QUARTER
starts with	=	Open	=	=	=
Regular 10/21/2016	Regular	Open	10/21/2016	2016	4
Regular 10/07/2016	Regular	Open	10/07/2016	2016	4

STICKY NOTE

Remember to order office supplies!
 This is a test

https://secure2.saashr.com/ta/DEMO/IM.admin?md=OKG&@impl=zeyL.marketplace.hr.payscale.ui.UIControl_PayScaleRequests&@windowid=...