Human Resource Executive ®

HR Technology

Top of the Line

The editors of *Human Resource Executive*® announce their selections for the top HR and training products of 2007.

After hundreds of hours of demos and research, the editors of Human Resource Executive® have once again selected their picks of the best HR and training products of 2007. This year's list consists of 10 HR products and three training products. To be considered, entries needed to be released between July 2006 and July 2007. They were judged on innovation, user-friendliness and the value they add to the HR profession. As was the case in 2006, this year's selections address a broad spectrum of HR disciplines — from HR management systems and compensation planning to talent management and knowledge sharing. What's more, many have taken advantage of technologies such as Software-as-a-Service and Flash for the first time. Of the entries we received this year, we feel confident these 13 products will deliver what they promise. But we'd like to again remind our readers of the importance of conducting their own due diligence before making a purchase.

Top HR Products

Simulation on Demand
Employment Technologies Corp., Winter Park, Fla.

Simulation ON Demand.

Introducing the new dress code for applicants

What It Is: Simulation on Demand offers skills testing for remote applicants via the Internet, with the goal of helping hiring managers predict future job performance. By using EASy Simulations, applicants are able to get a real-life look at specific job responsibilities in a number of industries, including bank tellers, collection agents, customer call centers, and workplace competencies such as keyboard navigation and written composition. The solution comes with telephone or Web-based training, consultation by testing specialists, legal documentation and toll-free customer support. Simulation on Demand has an initial set-up and implementation fee of $250 and a processing test fee with quantity discounts starting at $40 per test.

Why We Like It: Hiring managers are likely to appreciate the flexibility, ease of use and thoroughness of Simulation on Demand. The solution eliminates the need to schedule tests, allowing candidates to take them remotely at a convenient time. The real-life scenarios and easy-to-follow tests give users a "test drive" feel for the job. Still, ease of use doesn't mean the tests are a cake walk, as applicants can be challenged by angry callers with hard-to-spell last names who have forgotten their account numbers. Simulation on Demand's individual success profiles, produced and e-mailed to hiring managers within an hour of completing the test, offer a wealth of feedback on important skill sets such as sales orientation. The reports provide a good picture of an applicant's strengths and weaknesses, identifying group training needs and outlining developmental activities.

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