Praise for People-Trak

An HRIS that helps HR professionals track the entire employee life cycle.

By Jim Witschger

The Companies

Iowa State
University Foundation

Boston Culinary Group

The Product

People-Track

People-Trak is a PC-based human resource information system for organizations with 10 to 10,000 employees, manufactured by Technical Difference, a privately held corporation in Bonsall, Calif. Providing a unique combination of modules—Applicant Tracking, Personnel Management, COBRA Administration, and Training Administration, for example—People-Trak assists HR professionals by providing automation tools for the entire employee life cycle. The following accounts illustrate the benefits that a few organizations have experienced by using People-Trak.

Iowa State University Foundation

At the Iowa State University Foundation, fundraising is an art. Located in Ames, Iowa, the Foundation employs a full-time staff of 77, as well as a rotating roster of 100 student workers who staff the organization's alumni fundraising phone center.

Kevin Stow, an HR manager for the Foundation, finds Technical Difference's People-Trak modules critical to the administration of his department's needs. "I'm involved in every aspect of human resources," he says. "I oversee benefits and salary administration, hiring, performance evaluations, and terminations. People-Trak is a major timesaver."

Stow uses People-Trak's Personnel Management module to track his full-time employees' personnel information, including compensation, raises, benefits, vacation time, and sick leave accrual and usage. "I run a lot of reports on compensation, trends in compensation, and raises for budgeting issues," he says. "It's great because you can run reports instantaneously."

Stow also uses Personnel Management to track the various job functions and classifications at his organization. He finds that People-Trak feature especially useful because the Iowa State University Foundation has gone through

several restructuring processes during the past year. "I use it to keep track of job changes, title changes, and reporting line changes," he says.

According to Stow, People-Trak gave the Foundation the most bang for the buck: "People-Trak was … the most cost-effective system for the company."

Stow attended an intensive two-day People-Trak seminar in March 2003 at Technical Difference's headquarters in California. He found the system easy to learn: "It was very user friendly. The interface was very familiar, and the areas where you fill in data were self-explanatory."

Stow is particularly pleased by how the system helps him analyze salary changes. Until he received his People-Trak training, Stowe performed that function using MS Excel. "I had to merge two Excel spreadsheets to analyze salary changes over the course of a year. With People-Trak, it's all implemented in one place," he enthuses.

On a similar note, the People-Trak modules make it easy for Stow to relay crucial personnel information to the president of the Foundation. On the first of each month, for example, he updates a manpower summary for the president to inform him of who is on staff, their classifications, and their salaries. Stow says, "I provide that information to our president so that he has accurate data to provide to anybody who might have a question about how many people we have on staff, what our annual compensation is, and the total annual cost of benefits." Stow considers that a competitive advantage for the university.

Boston Culinary Group

For Diane Deppen, People-Trak has made her job of managing the HR needs of 1,000 employees a much more pleasant task. Deppen, the HR manager for food and beverage service provider the Boston Culinary Group, has been using the Personnel Management module of

People-Trak in her position at Miami's Pro Player Stadium since 2002.

Deppen is a big fan of People-Trak. "I've been using People-Trak since 1994," she says. So when she started working with the Boston Culinary Group, it was clear which human resources management tool she wanted to use.

Deppen needed a human resource management system that would allow her to track most of the HR needs of an ever-changing staff. Because of the temporary nature of sporting events, the company has a diverse and large staff roster, including full- and part-time employees, seasonal employees, and temporary employees. Deppen needed a system that could manage job and salary information, stock options, performance reviews, training history, company property, emergency contacts, leave of absence tracking, dependent information, skills and background information, and I-9 [employment eligibility verification] documentation.

"Everything was manual," says Deppen, regarding the HRIS system that was in place before she came to the Pro Player Stadium division of the Boston Culinary Group. "We have a high turnover and a staff of more than 1,000. You can't manage that many employees without having some type of HR intelligence."

When she came to Boston Culinary Group, Deppen immediately set to work reviewing various advanced HRIS systems, although she already had the People-Trak system in mind. "After screening several other HRIS systems, People-Trak still came out number one. I chose it for its reasonable cost, its functionality, and the great service provisions."

According to Deppen, there was no major technical integration her company needed to perform to integrate People-Trak into its existing HRIS system. "We just loaded the software, and that was it."

Deppen says the reporting functions of the People-Trak system are superb. "I am able to run and generate pretty much any report I want based on the data in the system. The reporting function is key for me; being able to pull up any of the training information that I have in the system or information on I-9s for compliance is invaluable. My managers are very impressed when, within 10 seconds, I can run a report for them."

The difference

Both Deppen and Stow credit People-Trak's Personnel Management module for helping them run their HR departments more seamlessly. As Stow says, "People-Trak saves time, and that obviously equates to money." Because the Foundation exists to raise money for Iowa State University, ultimately, that means more money for fundraising, making Iowa State an even better educational experience for its students. Now that's a payoff.

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