**HR System Functionality**

1. **Human Resource Information System** (HRIS)
2. **Payroll**
3. **Recruiting/Talent Acquisition** (Applicant Tracking Systems & Recruiting Automation)
4. **Benefits Management**
5. **On-Boarding**
6. **Total Rewards** (Recognition)
7. **Performance Management**
8. **Time & Attendance/Scheduling** (
9. **Learning Management**
10. **HR Analytics**
11. **Succession Management**
12. **Engagement Tools**
13. **Recruiting Tools** (Interviewing tools and Assessments –
14. **Wellness Management**
15. **Compensation Management**
16. **Employment Websites** (CareerBuilder, LinkedIn, Glassdoor, etc.)
17. **Collaboration/Communication Tools** (help your employees communicate with each other)
18. **Case Managemen**t (Employee hotlines, tracking calls and issues brought into HR, etc.)
19. **Workforce Planning & Workforce Management** (probably fall into one of the 18 categories)