meta4!

**Analysts**



# Meta4 according to key analysts.
# Recent Studies.

2011

## INDEX

## PRODUCT HIGHLIGHTS

Meta4 PeopleNet 7 is very intuitive and easy to use. The visual layout of the solution—to me—has the familiar look and feel of a "remote control," which allows the user to be in control of what they see and which channel (figuratively speaking) they want to go to next.

As with many of today's applications, the start page can be modified to incorporate a company's logo, colors, etc. The employee self-service is also configurable by users. Managers and employees can add their "favorites" and organize their start page in a manner that suits their personal needs.

Another feature that caught my attention was the manner in which data is managed. The data is date-centric—date management is at the heart of the PeopleNet solution. The system presents the data from the perspective of "changes in time." As such, historical data can be captured in a way that allows users to quickly and easily see the status of a user (training given, salary changes, appraisals, etc.) at a specific point in time—with the click of a button. It not only shows what has happened in the past for any given employee, but also can provide a predictive analysis of what needs to or can happen in the future (salary, risks, succession planning, etc.).

" **Meta4 PeopleNet has a multitenant structure, which favors multi-company HR management.** "

Businesses often fail to link analytics, processes, and transactions together with their business strategies. Meta4 PeopleNet, however, offers a very powerful and analytical interface that interweaves these functions with the business, allowing for more proactive business decisions. PeopleNet Active Dashboard (ADB) module allows managers to actively align their decisions with the goals of the organization.

With the ADB module, users can easily and intuitively identify people thanks to its organizational chart layout. A unique search tool allows users to search for units or people by using a slider to define the scope of the criteria. This multidimensional tool enhances organization diagnostics and allows managers to access information on their people through interactive and real-time navigation.

Meta4 PeopleNet's dashboards can offer visual information, such as showing entire teams or the time line of events between specific employees, plus much more.

Meta4 PeopleNet provides a single system of record for propagating a common person or organization, as well as competency management functionalities, across all globalized HR tasks and activities. This type of arrangement is a foundation for supporting strategic HRM requirements.

Meta4 PeopleNet has a multitenant structure, which favors multi-company HR management. This means that a company with multiple offices around the world or a holding company with subsidiaries can share, change, and update relevant HR data and processes globally. For example, corporate managers can access consolidated information on the entire corporate group, while local business unit managers access only the relevant local company data and processes. Multitenancy for the SaaS offering of Meta4 PeopleNet is further extended through data composition and process composition, to deliver tighter integrity and isolation in a shared multitenant-structured environment. This way, each company has a common core of loosely coupled data and processes, along with their own specific functionalities, all wrapped up and shielded from other organizations.

Meta4 PeopleNet has a "global payroll engine"—local capabilities are built into the product. With more than 20 years' experience in the field of HR, Meta4 also offers payroll outsourcing services, which can be easily adapted to any client's requirements. While PeopleNet 7 offers payroll functionality, time cards are managed through third-party providers.

### Ease of Use

- Layout: Meta4 PeopleNet's "remote control"–type feature on the home page allows users to easily navigate from one area of the application to another
- Task performance: Tasks are easily performed, and the application provides indicators such as bold text to signify that a certain field is mandatory
- Integration capabilities: Meta4 PeopleNet is an integrated HR system that can be deployed and merged transparently with other existing HR functions. Meta4 SaaS can also deliver a wide range of customizations.

### Workflow Design

- Organizational structures: Provides a very strong organizational, person-centric domain model, which allows competencies to be linked to the center of HR development
- Alerts and notifications: Alerts are sent to the appropriate users via an automatic e-mail notification and are also displayed within the alerts area when the user accesses the application
- Security: Due to its global reach, the company is well versed in handling various data protection laws (which can differ greatly from country to country), and as such offers a very high level of security
- Reporting capabilities: Meta4 PeopleNet's query tool has a drag-and-drop feature, which allows for easy ad hoc reporting. It provides a wide variety of standard reports, including global compliance (e.g., US Equal Employment Opportunity).

### Ease of Implementation

- Server platforms: Hosted solution and SaaS offering; IBM iSeries, Microsoft Server, and Unix
- DBMS platforms: Microsoft SQL Server and Oracle
- Flexibility: The dynamic and flexible technology of the system ensures that it can easily adapt to the changing needs of any business.

### Innovation

- Unique features: Intelligent searching can be conducted via PeopleNet ADB using filters and sliders, which generates a very powerful analysis. Meta4 PeopleNet is a unified solution, where no replication is required. When changes are made, they are effected across all system modules at the same time.

> "
> Meta4 PeopleNet 7 has five modules located in the Dominant Zone: Personnel Management, Benefits, Payroll, Workforce Management, and Training."

## ANALYST SUMMARY

Overall, Meta4 PeopleNet 7 is a robust product that provides a rich user experience. From its remote control–like navigational features to its unique slider-defined search filter, Meta4 PeopleNet offers the type of visual and functional application that many of today's busy managers and HR hiring staff need. The configurable workflows, tasks, and alerts that Meta4 provides are a critical application requirement for any medium to large global HR organization.

Meta4's strategy is to focus on more global accounts with complex processes. According to Meta4's corporate marketing manager, Bettina Rodriguez Flick, Meta4 is best suited to companies with global reach or that are expanding globally and who would like to have a global HR business strategy. "Such companies will benefit the most from Meta4's offerings as we specifically address the needs for a corporate-wide HRMS with global reach that also considers local needs."

With growing decentralization, the ever-changing needs of today's employees, and the constant quest for talent in a global environment, Meta4 understands the need to adapt to the unique environment required by its clients (wherever they are in the world). It can easily adapt to handling employee data on a global scale, as well as managing the global mobility of its client's employees.

Meta4 takes social networking very seriously. With a presence on sites such as Facebook, LinkedIn, Twitter, and YouTube, Meta4 can stay connected with its global clients and partners and easily inform them of upcoming events, courses, and more.

For any medium to large organization with global HR requirements, Meta4's PeopleNet might be the type of solution you're looking for. If you want to conduct your own assessment of Meta4's PeopleNet solution to see how it may support your current and specific software requirements or if you would like to compare it with other vendors on the market, visit TEC's HRM Evaluation Center..

**Gartner**

## CURRENT COMPETITIVE LANDSCAPE

HCM visualization capabilities are currently being delivered through two main channels:

- Stand-alone vendors that integrate with major ERP/HRM systems — These vendors provide an enhanced user interface and enable the user to address more-complex HR tasks, such as succession planning. Typically, these solutions address HR and management needs. These applications sit on top of an ERP/HRM system, leveraging this as the system of record. Example vendors include Aquire, HumanConcepts and Nakisa.

- Talent and performance management vendors — Leading talent and performance management vendors offer strong visualization capabilities as part of their offerings. **The talent management space demands easy-to-use functionality for line managers and employees**, so strong visualization is an important competitive requirement. **But it's typically limited to visualization within the bounds of the talent/performance application**. Example vendors include Authoria, Cezanne Software, Cornerstone OnDemand, Taleo, Saba, SuccessFactors and Sonar6.

### Factors That Will Hinder Adoption

- HCM visualization technology rarely uses information outside of the performance management system/and succession planning function. Until this technology becomes more pervasive across the HCM functional spectrum (or open to additional data sources), it will remain confined to a relatively select number of areas. **This situation is slowly changing, with some pure-play HRM providers beginning to embed some strong visualization technology inside their core platforms. Examples include Meta4**, Workday and Ultimate Software.

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**BERSIN & ASSOCIATES**
WhatWorks® in Enterprise Learning and Talent Management

## TALENT MANAGEMENT SUITE PRODUCT REVIEW
## (AGUST 2009)

## OVERALL ANALYSIS OF THE TALENT MANAGEMENT SUITE

### Strengths

- A single, global solution for core HR (including payroll) and sophisticated talent management
- Innovative and highly intuitive user experience providing quick and easy access to information for decision making and planning
- Deep global support and experience.

### Opportunities for Improvement

- Employee-driven career management and internal networking support
- Integrate additional social tools to drive adoption of talent management initiatives.

### Near-Term Enhancements Planned

- Embedding predictive analytics to drive decisions
- Integrating more best practices to minimize deployment costs
- Extending the powerful user experience for managers and employees to core HR administrative processes.

### Target Customers / Best Suited

This solution targets mid and large size organizations and is best suited for global and local organizations looking for an integrated HR, Payroll and talent management solution.

**" This solution targets mid and large size organizations and is best suited for global and local organizations looking for an integrated HR, Payroll and talent management solution."**

**Gartner**

## MAGIC QUADRANT FOR EMPLOYEE PERFORMANCE MANAGEMENT SOFTWARE (FEBRUARY 2009)

Meta4, founded in 1991, is privately held, with headquarters in Madrid, Spain. The company is best-known for its core HRMS capabilities (see "MarketScope for Large Enterprise HRMS, 2008"), but it also offers talent management applications, including e-recruitment, performance management, succession management, compensation management and learning. Meta4's PeopleNet v.7 uses an object-oriented architecture (leveraging common standards for connectivity, including XML, SOAP, Component Object Model [COM] and Open Database Connectivity [ODBC]), and the applications can run on Oracle and SQL Server. Meta4 is in the process of adding RIA support to its applications using Windows Presentation Foundation.

Approximately 75% of Meta4's customers implement the solution on-premises. However, Meta4 also offers options for hosting, and for a subscription license (approximately 15% of customers have chosen a subscription license). Multinational customers that want to purchase a core HRMS solution, along with EPM solutions, should consider Meta4.

### Strengths

- Performance, compensation and succession management functionality is very good
- Meta4's technical architecture vision is strong (for example, object-orientation, RIA and other innovations, such as desktop gadgets). However, the delivery for RIA and gadgets is still a work-in-progress
- Customers indicated that Meta4 provides better-than-average service and support. In addition, customers highlighted integration between EPM and the core HRMS as bestin- class
- Meta4 has provided data that indicates it is in good financial condition. The company is profitable, has good liquidity and is cash flow positive.

### Cautions

- Meta4's EPM functionality can be implemented as a stand-alone, but most customers have implemented it in conjunction with the Meta4 HRMS solution. For Meta4 to expand the use of its EPM capabilities beyond its current and prospective HRMS customers, the company needs to build awareness of its stand-alone capabilities
- Meta4 has a strong presence in Spain, Portugal, and Central and South America, as well as a growing presence in France and the U.K. However, it is still building awareness in the U.S. market.

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# Gartner.

## MARKETSCOPE FOR LARGE ENTERPRISE HRMS (FEBRUARY 2008)

Meta4 is based in Spain, and its HCM solution has a strong presence in Spanish- and Portuguese-speaking countries, as well as in France. It has also expanded into other markets, including the U.K., Scandinavia and the U.S. In the 1990s, Meta4 was a visionary vendor. It was the only vendor to offer a global HR solution, built on an object-oriented architecture, with a strong competency foundation, and integrated (although somewhat lightly) with content and knowledge management. However, in the early 2000s, Meta4 did not show the same leadership on more-recent trends, such as talent management. Today, Meta4 has regained its visionary place by leveraging some of its past success (for example, object-oriented architecture and competency management) with improving talent management and new developments, such as a rich Internet application (RIA) and Web 2.0 technologies.

PeopleNet 8 will transform the user experience of Meta4 applications, which will be designed around a dashboard-styled interface, and start to integrate Meta4 with external elements, such as Google widgets. Improved and highly accessible end-user reporting and analysis tools also become part of this new interface. HR and organizational management (including self-service) will be the first modules in PeopleNet 8 released in 2Q08. Meta4's PeopleNet is most appropriate for multinational customers that want a strong, core HRMS solution; improved talent management capabilities; and the ability to leverage emerging desktop paradigms.

Rating: Positive

### Licensed Customer Share for Companies With More Than 10,000 Employees



### MarketScope for Large Enterprise HRMS, 2008
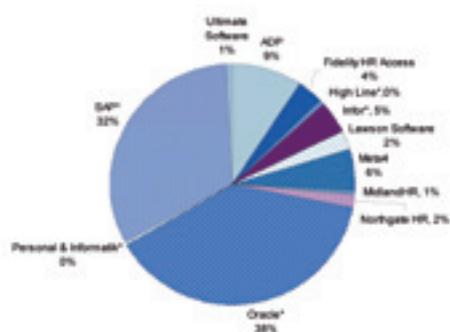
| | RATING | | | | |
|---|---|---|---|---|---|
| | Strong Negative | Caution | Promising | Positive | Strong Positive |
| ADP | | | | x | |
| Fidelity HR Access | | | | x | |
| High Line | | | x | | |
| Infor | | | x | | |
| Lawson Software | | | | x | |
| Meta4 | | | | x | |
| MidlandHR | | | x | | |
| Northgate HR | | | | x | |
| Oracle | | | | | x |
| Personal & Informatik | | | x | | |
| SAP | | | | | x |
| Ultimate Software | | | | x | |

# RANKING OF THE TOP 100 EUROPEAN SOFTWARE VENDORS (NOVEMBER 2008)

Once again, the Truffle 100 brings into focus Europe's dynamic software industry, which more than ever in these uncertain economic times holds out hope for creation of jobs and wealth. The European software industry is distinguished by its capacity for innovation, tremendous technical skills, and highly skilled engineering workforce. These are all advantages in a time of industrial consolidation. But Europe still needs to produce not just one or two but tens of global champions in order to respond to the pressures of competition.

> " The European software industry is distinguished by its capacity for innovation, tremendous technical skills, and highly skilled engineering workforce. These are all advantages in a time of industrial consolidation. "

The paradigm changes that are sweeping the industry – from software as a service to open source software – may be Europe's best bet to catch up, since we are strong in these areas. At both national and European levels there is a great willingness to support Europe's software companies. We welcome the arrival of this year's Truffle 100 as a highly regarded and very valuable tool in measuring and highlighting their progress.
Viviane Reding (EU Commissioner for Information Society & Media).

> " Meta4 is the number two Spanish software company among the Top 100 European software vendors in 2008, according to the Truffle 100 index. "

Meta4 is the number two Spanish software company among the Top 100 European software vendors in 2008, according to the Truffle 100 index.

- Meta4 is the number two Spanish company and ranked 76 overall. Only two Spanish companies have qualified for this index, Panda Security and Meta4
- The study was carried out by IDC, CXP and Truffle, using European company variables like revenue, growth and innovation. The results show the importance that Europe has placed in developing world-wide technology.

AMR Research

## THE STRATEGIC HCM SUITE LANDSCAPE: THE CONSOLIDATION OF WORKFORCE ACQUISITION, MANAGEMENT, DEVELOPMENT, AND ASSESSMENT (2007)

Starting out providing core HR capabilities to European companies, Spain-based Meta4 has more than 1,000 customers in 80 countries today. The company reports the majority of its customers start with core HR and tend to purchase strategic HCM modules as their HR needs evolve.

Its product suite, PeopleNet 7, had its latest version out in July 2006. All capabilities are included in the base system price. The suite is predominantly licensed on premises, but SaaS is growing to just about 5% of company revenue. License fee is per number of employees.

The company notes its solution provides the scalability to target small to large global companies, serving small customers with just 50 employees through its outsourcing partners, as well as 3 million people for a Latin American government.

Compelling features are its Active Manager Self Service, which is moving the use of the system from a transactional focus to a process focus, with active links to help managers do their jobs more easily. It also includes the Active Dashboard, featuring analytic intelligence details to give more data in context.

A reference we spoke to for this Report noted his company was reorganizing and had investigated alternatives to Oracle, its incumbent ERP provider's HCM offering. The team found Meta4 easier to use and less expensive. The No. 1 benefit is the company now has one application globally, with the administration much simpler. Currently this customer is doing an analysis to go deeper with Meta4, planning to grow with the suite and using more of its functionality.

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