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SumTotal Systems

SumTotal Systems primarily bills itself as a provider of 'learning and talent management' solutions. While this may be an attempt to differentiate in a very active market, in truth it hides a broad expertise across the entire employee lifecycle.

The range of solutions is structured around a core repository of employee information including employee records, talent profiles, competencies and job profiles. In our view this is a very strong architectural approach. For many years the evolution of HR-related systems (payroll, ERP and more recent HR systems) has led to a proliferation of applications and information sources. This fragmentation makes it difficult and costly for organisations to obtain a single and consistent view of their workforce. Given that the workforce represents the single largest cost to most organisations, effective management of this resource should be paramount.

The best way to describe the range of SumTotal's modules is from two perspectives.

Firstly from an employee specific perspective SumTotal Systems enables organisations to manage employees, from the very point of a candidate's job application through to hiring, career development, learning, performance and compensation management, and succession planning. In each module comprehensive information is captured and disseminated through the core repository.

From an organisation perspective, modules covering workforce planning and analytics (based on IBM Cognos) enables the organisation to exploit the information within the core repository. Utilising this consistent cross-organisational view of all employees will enable organisations to more successfully align workforce requirements against strategy and operational requirements.

The SumTotal System can be deployed either on-premise based on perpetual licensing; through private cloud (dedicated customer-specific hosting) through subscription or perpetual licensing options, or software-as-a-service based on a subscription pricing model.

With over 25 years experience of providing HR software, SumTotal Systems claims more than 39 million users across 2,400 global customers. The company is privately held and is backed by Vista Equity Partners. Its impressive customer list includes names such as Sony Electronics, AstraZeneca, GKN, Accenture, Citi Group, Microsoft and Novartis.

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