



What's New in Sage Abra Suite v7.6 and Abra HRMS v8.3

Introducing Sage Abra Suite v7.6 and Abra HRMS 8.3 with enhancements to key features and functionality!

Transform HR and Payroll Processes with Sage Abra HRMS

Sage Abra is the award-winning human resource management system comprising HR, payroll, benefits, training, recruiting, and compliance solutions for midsized businesses. Its flexible design features an integrated database, a comprehensive array of features and powerful reporting and analysis capabilities necessary for effective workforce management.

You will continue to maximize your Sage Abra HRMS investment with quality customer support that's available only as part of an Abra SupportPlus membership. Sage Abra's support team has earned the distinction of being Support Centers Practices (SCP) certified, the technology support industry's leading certification program, providing the most knowledgeable staff for HRMS software technical needs.

With an Abra SupportPlus membership, you will have unlimited access to toll-free telephone technical support with prompt, friendly resolution to software issues and questions, plus SupportPlus Online for 24/7 self-service access to the Web-based Solution Center and Knowledgebase.

Both Abra Suite v7.6 and Abra HRMS v8.3 are available with a current Abra SupportPlus membership as a no-charge maintenance release. With a current SupportPlus membership, you'll continue to receive automatic system enhancements and maintenance updates as soon as they're available, and you can download all quarterly and year-end tax table updates directly from the Sage Software Web site.

Abra eRecruiter

Abra eRecruiter is a Web-based recruitment management solution designed to help you launch online recruiting strategies and optimize your entire recruiting process. It's designed with HR departments in mind, whether the recruiting function is performed by busy HR managers, dedicated recruiters, or hiring managers. It also includes public and employee career Web sites, integration to Monster.com, built-in workflow, requisition management, and many other features.

Abra eRecruiter v7.6 and 8.3 Enhancements

Resume Keyword Search

In addition to structured searches, Abra eRecruiter now provides unstructured resume keyword search capabilities. Search resumes by groups of key words and view the occurrence of the key words within resumes. Identify a specific word or grouping of words found in the resume field and perform a search. eRecruiter also provides a listing of the key words (or groups) found for each applicant.

SSN/SIN Masking

Abra eRecruiter now masks U.S. Social Security Numbers and Canadian Social Insurance Numbers from the view of those not set up as Recruiters.

New Feature Enhancements in Sage Abra v7.6 and v8.3

This release focuses on enhancements to Abra eRecruiter, Abra Benefits Enrollment, Abra HR, Abra Payroll, Abra Attendance, Abra Link, Abra HR to MAS 90 Link and Abra OrgPlus. System level changes include:

Complex Passwords

The ability to create and accept complex passwords up to 10 characters in length which support uppercase and lowercase characters, alpha, numeric and some special characters.

Updated Upsizing Wizard

Supports the ability to move data from Abra v7.5 or Abra v7.6 to Abra v8.3. Continues to support the movement of data from Abra v7.3 or v7.4 to Abra v8.3.

Microsoft Windows Vista compatibility.

Both Sage Abra Suite 7.6 and Sage Abra HRMS 8.3 are compatible with Microsoft Windows Vista. Earlier versions of Sage Abra are not anticipated to be compatible with Vista and are not supported as such.

Crystal Reports v10

Note that although there are changes to Crystal Reports v10 the core functionality has not changed. See your Sage Abra Business Partner for instructions on utilizing reports created in Crystal v8.5.

Archived Profile Access

With Abra eRecruiter, applicants who have been previously archived can now log into the system using their e-mail address and the system will proactively reactivate their profile. If an applicant logs on to the system with an existing e-mail address after their applicant record has been archived, the applicant profile and applications will be activated automatically. The Applicant History will be updated to show that the Applicant was activated by the system.

Improved Workflow

Abra eRecruiter now supports improved workflow between hiring managers and recruiters. Hiring managers can now receive multiple applications and resumes from recruiters and search for applicants “by requisition.” They can also send applicant selections and rejections to the recruiter through the Abra eRecruiter message center.

E-mail Template Communications

Abra eRecruiter has now been expanded to include e-mail. Utilize e-mail templates and generate e-mails to multiple applicants. A history of each e-mail is saved with the date, time and recruiter name and updated to the applicant’s record. Create e-mail templates and send system-generated e-mails for the purpose of:

- Acknowledgement letters to applicants
- Invitations to candidates for interviews at specific times and locations
- Offer letters to selected candidates
- Rejection letters to selected applicants

Employee Transfers/Promotions

Now, with Abra eRecruiter, when an existing employee accepts a transfer offer or is promoted, the Abra HR system will recognize that an employee is either being transferred or promoted. That employee data will be made available in Sage Abra HR.

Note: Abra Recruiting Solution is supported for Sage Abra Suite v7.6. Abra Recruiting Solution users wishing to convert to an a Web-based recruiting solution may migrate to Abra eRecruiter. Special pricing is available.

Abra Benefits Enrollment

Abra Benefits Enrollment provides online benefits administration, open enrollment, and life events management for Abra HR users. Empower employees with detailed 24/7 access to benefit plans over the Internet or an intranet. Step-by-step wizards guide administrators through the benefit plan set-up process, and walk employees through open enrollment. Year-round life events management allows employees to update information such as marital status and dependents.

Abra Benefits Enrollment v7.6 and 8.3 Enhancements

Enrollment Selections Date and Time Stamped

Now with Abra Benefits Enrollment, enrollment selections are date and time stamped when approved by the employee, reducing delays and streamlining the enrollment process.

Export in .csv Format

Administrators can now export Open Enrollment data from Sage Abra Benefits Enrollment in .csv format for easy conversion to Excel format.

Notify Employees of Incomplete or Invalid Enrollment

Abra Benefits Enrollment now provides the benefit administrator a means to send notifications to employees in the event of incomplete or invalid enrollments.

Abra HR

Abra HR automates administrative work and helps manage employee information. Manage unlimited benefit plans, easily define eligibility criteria, and set up benefit plans with wizards. Access personnel information such as job history, performance reviews, education, and attachments.

Abra HR v7.6 and v8.3 Enhancements

EEO-1 Reporting Changes

Abra HR has been updated to collect and report on job categories and employee ethnicity as needed to support the 2007 EEOC category changes. Abra HR provides the code table and report changes necessary to support the new EEO-1 categories on which employers must report effective September 30, 2007. Category changes include the following:

- Addition of a new category titled “Two or more races, not Hispanic or Latino.”
- Separate categories for “Asians, not Hispanic or Latino” and “Native Hawaiian or Other Pacific Islander, Not Hispanic or Latino.”
- Rename the category “Black” as “Black or African American.”
- Rename the category “Hispanic” as “Hispanic or Latino.”
- Divide the job category of “Officials and Managers” into two subcategories of “Executive/Senior Level Officials and Managers,” and “First/Mid-Level Officials and Managers.”

Abra Payroll – v7.6 only

Abra Payroll is a comprehensive, easy-to-use solution that includes all the payroll software functionality needed by midsized organizations to process payroll quickly and accurately every time. Produce paychecks on demand, run trial reports, and make last minute changes with no hassle. Flexible features include unlimited earnings, taxes and deduction types, multiple user-defined pay groups, and customizable actions.

Abra Payroll Enhancements

In compliance with California Labor code 226, Abra Payroll now has the ability to display the pay rate on paychecks or advices with the rate of pay times the pay factor (e.g. 1.5, 2, etc.).

With Abra Payroll v7.6, manage gross wages, by state, for multiple states. Calculate gross earnings by state for instances in which employees work in multiple states in a given year.

Additionally, Abra Payroll now supports the ability to void a check on a user-defined date during an open quarter.

Abra Attendance

When implemented with Abra HR or Abra Payroll, Abra Attendance adds value by managing workforce costs and increasing productivity. Easily set up any number of employee attendance and time-off plans. Includes flexible attendance tracking features such as vacation, personal, illness, jury duty, bereavement, and FMLA time-off management.

Abra Attendance v7.6 and v8.3 Enhancements

Track FMLA Absences on 12-month Rolling Basis

Abra Attendance now has the ability to track FMLA absences on a 12-month rolling basis. Abra Attendance supports the ability to track the number of workweeks of unpaid leave under the FMLA during any 12-month period of time. Abra Attendance calculates FMLA leave using a 12-month rolling period in addition to calculating for Fiscal, Annual and Anniversary plan types which accrue forward.

The FMLA 12-month rolling period determines an employee's balance of FMLA leave by measuring backward 12 months from the date an employee takes FMLA leave. As the calendar moves forward, the 12-month period moves forward day by day, hence the term "rolling."

Abra Link

Exchange data quickly and easily between Abra and other systems. Abra Link saves time by minimizing the hassle of duplicating data entry. Save hours by importing data such as employee and applicant information from other human resources, recruiting, payroll, benefits, and spreadsheets directly into Abra.

Abra Link v7.6 and v8.3 Enhancements

Abra Link's functionality has been expanded to look at the effective date of the benefits, and send over the data as of that date.

In order to alert the user to potential issues, Abra Link now sends a message explaining why a file could not be created when an invalid path to the output file is entered in the export template.

Abra Link will verify that the import record matches the change reason in Abra. If the change reason matches, the system will update the change reason; but will not change if the change reasons do not match.

Additionally, Abra Link now offers the ability to include terminated employees, the termination date and the termination reason to the export file.

Abra HR to MAS 90 Link – v7.6 only

Abra MAS 90 Link is now compatible with Sage MAS 90 v4.2.

MAS 90 Link now has a field in the Abra/MAS 90 panel that populates the state unemployment insurance.

Selection criteria have been expanded to allow the user to select employees to transfer, by department.

MAS 90 Link now adds a check box that transfers terminated employees within the current year. Date defaults to 01/01 of the current year and can be edited by the user.

Abra OrgPlus

Abra OrgPlus Professional is the industry-standard organizational charting software for company-wide communication and planning. It allows managers to assess their current organizational structure and respond to changing needs, and helps employees understand company strategy and structure, as well as their role in achieving organizational objectives.

Abra OrgPlus v7.6 and v8.3 Updates

Automatic E-mail Distribution

Define e-mail distribution groups and Abra OrgPlus will automatically send your up-to-date organization charts to a designated list of recipients on a scheduled basis or at the push of a button. Define different distribution lists per organization chart file and keep everyone up to date on the latest organization structure additions, changes and open positions.

Insert Comments

Annotate your organization charts with comments. Just like in Microsoft Word, use the Abra OrgPlus "Insert comment" command and add notes that relate to a box, branch or your entire chart.

Enhanced HTML Publishing

Abra OrgPlus HTML publishing has been significantly improved. Now, with more sophisticated toolbars and panels, sharing your organization charts on the web is easier than ever. HTML publishing now includes a search function and better than ever printing quality. And, for chart sharing and editing, you can now download an .opx (OrgPlus) file directly from an HTML page.

Enhanced Chart Printing

Abra OrgPlus chart printing is better than ever! You now have more control over how master page elements are scaled when printing charts. Make logos and titles the perfect size no matter how much your chart is scaled up or down to fit on a page.

Tree Panel Reorganization

Using the new tree panel controls in Abra OrgPlus is the fastest and easiest way to change your organizational structure or edit chart data. Quickly add, delete and edit records without navigating through a cumbersome organization chart. Promote and demote records with ease. The combination of a holistic view of your organization and simple drag-and-drop controls in the tree view make Abra OrgPlus ideal for cross departmental reorganization or any sort of mass change, including mergers or acquisitions.

Template and Sample Chart Business Package

In addition to many great looking sample charts and templates included in previous versions, Abra OrgPlus is now loaded with ready-to-use charts including key business and HR metrics. Use any one of the many useful management reports included in OrgPlus to turn your HR data into workforce intelligence. Sample charts include: financial summary, headcount report by department, succession plan, gender ratio, span of control and many more.

More Powerful Profile Views

Abra OrgPlus profile views support field editing and chart navigation – use the profile views to easily change positions in the chart and update the chart information. Conditional formatting in profile views allow you to dynamically format your data to bring attention to certain employee information. For example, automatically highlight information in the employee's profile to identify top performers. Combine multiple profile views into a single, composite profile view and define rules to hide and show individual profile views based on the selected box (Manager, Director or Individual Contributor) for a more complete view of your organizational data.

Merge Charts

Abra OrgPlus has long been the preferred tool for planning a company reorganization. In OrgPlus, we have made this process even easier. With the new merge charts feature, OrgPlus will automatically merge together two organizational plans into a single chart marking the records that have been changed and the author responsible for making the change. With OrgPlus, company reorganizations that normally took days can be done in just minutes.

Improved Multiple Reporting Management

Having the ability to visualize multiple reporting relationships is critically important when looking at your true organizational structure.

Abra OrgPlus will automatically detect alternate managers and include them as a list in the box of an employee with multiple managers. Also, navigate directly to a specific occurrence of an employee that appears multiple times in a chart.

Technical Requirements

Sage Abra Suite v7.6 Upgrade Requirements

Customers with current maintenance contracts will be able to upgrade from earlier versions of Abra Suite v7 to Abra Suite v7.6 at no additional charge.

An upgrade path is available for migrating from Abra v7.4 or greater to Abra v7.6. Customers on earlier versions of Abra Suite must first move to Abra v7.4 or higher before upgrading to Abra v7.6.

A migration path through the data upsizing wizard will be provided for moving from Abra v7.4, Abra v7.5 and Abra v7.6 to Abra v8.3.

Sage Abra HRMS v8.3 Upgrade Requirements

Customers with current maintenance contracts will be able to upgrade from earlier versions of Abra HRMS v8 to Abra HRMS v8.3 at no additional charge.

An upgrade path is available for migrating from earlier versions of Abra HRMS v8 to Abra HRMS v8.3.

Supported Operating Systems

- Windows 2000
- Windows XP Professional
- Vista - Business version and Ultimate version
- Windows 2000 Server
- Windows 2003 Server
- SQL Server 2005 – Abra v8.3 only

All Operating Systems must have the latest service packs installed.

To learn more about Sage Abra Suite v7.6 and Abra HRMS v8.3, please contact your Sage Abra Business Partner.



End-to-end solutions. Expert advice.
Ongoing support. That's Sage 360°.

Sage Software supports the needs, challenges, and dreams of 2.7 million small and mid-sized business customers in North America through easy-to-use, scalable and customizable software and services. Sage Software is a subsidiary of The Sage Group plc, a leading international supplier of business management software and services formed in 1981 and listed on the London Stock Exchange since 1989.

sage
software
Your business in mind.