

**IBM** IBM Flex System™ with Intel® Xeon® processors. Read why Clabby believes it's the best blade offering ▶



Home / Blogs / Linux and Open Source

Follow this blog: RSS | Email

Linux and Open Source

# Best open source HRM and ERP solutions

Comments 3 | Tweet 43 | Like 16 | +1 5 | more +

By Jack Wallen  
May 20, 2013, 7:27 AM PDT

**Takeaway:** There's a reason why enterprise companies "get" Linux and open source. It's not just because of the security and reliability — it's for the software. Check out this list of best in breed tools for HRM and ERP.

It's been often mentioned that enterprise-level companies have fully embraced open source. From the reliable, secure Linux operating system, to the unsurpassed LAMP platform, open source has quite a lot to offer the larger business systems. One area where open source has been solid for years is the HRM/ERP (Human Resource Management and Enterprise Resource Planning) solution. Any company looking for such tools will have either looked at open source solutions or chosen an open source solution to empower their human resource and other departments.

If you've not taken a look at one of the many open source HRM or ERP solutions, I've brought together a list of the best of the best. From this list, you can decide for yourself which solution is the best option for your company. And, since these solutions are open source, you can give easily give them a test run to see if they meet the needs of your company.

## HRM

Orange HRM is one of the most powerful of the open source HRM tools. Orange is a flexible, modular system that can handle all of your human resources needs. If your organization has five or 5,000 employees, Orange HRM can easily meet your needs. Modules include:

- Administration
- Leave
- Personal Information Management
- Time, Employee Self Service
- Recruitment/Applicant Tracking
- Performance
- Audit Trail

Even better, you can visit the [Orange Marketplace](#) and purchase tailored modules such as:

- Training
- Budgets
- Enterprise Leave Management
- Job and Salary History
- Document Management
- Advanced Reporting
- Insurance Benefits

Orange HRM is actually quite simple to install (over a pre-existing LAMP stack) and has one of the finest interfaces of all the HRM tools. Orange can be used by associations, freelancers, large enterprises, midsize business, non-profits, public administrations, small businesses, and more.

### → 2013 Top 20 ERP Systems

Top 20 ERP System Ranking Report. Don't Dec  
[Business-Software.com/BestERP](#)

### → Six Sigma Certification

Get Certified with an Online Leader in Six Sigm  
[www.VillanovaU.com/SixSigma](#)

### → 2013 BI Trends

Top 10 Business Intelligence Trends New For 2  
[www.TableauSoftware.com](#)

### Keep Up with TechRepublic

Your Email

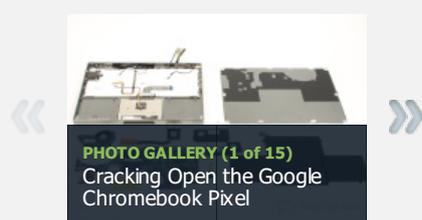
- Five Apps
- Google in the Enterprise

Subscribe Today

Follow us however you choose!



### Media Gallery



More Galleries »

Waypoint HR is all about managing information about employees and doing so easily. With an intuitive five-step wizard, you can quickly have a new employee added and ready to manage. Waypoint HR features:

- Personal details and emergency contact information
- Holiday, sickness and absence history
- Employment, contract, job and salary details
- Discipline and grievance records
- Performance appraisal records
- Exit interviews and employment termination
- Current and historical data
- Retain similar information on all employees
- Interchangeable screen grid or table view
- Company multi-site layering facility
- Interchangeable record view
- Multi-tier departmental layering facility
- Interchangeable employee or department view
- Expandable department onscreen view
- Create company reports on staff data
- Print company and individual employee reports
- Export reports to PDF
- Instant search facility for employees by name
- and much more

Like Orange HRM, Waypoint HR can be quickly set up on an existing LAMP server and can store unlimited resources.

SimpleHRM is targeted to small and medium enterprise organizations and focuses on ease of use and pares down the modules to just those necessary to manage human resources. Modules include:

- Employee information management
- Leave
- Travel
- Expense Management
- Employee Daily Reporting
- Benefits Management
- Reports and Statistics
- Letter template designer

SimpleHRM is used in over 180 countries and is one of the fastest growing HRM tools on the market. It doesn't have the power or community as does either Orange HRM or Waypoint HR, but that doesn't detract from how solid and simple a solution SimpleHRM is for your human resources department.

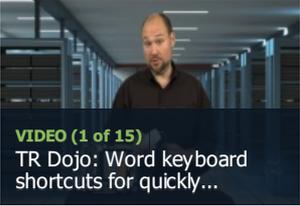
## ERP

OpenBravo ERP is one of the finest ERP solutions on the market. With both professional and community editions, OpenBravo ERP can meet the resource planning needs of nearly any size company. OpenBravo is a modular, 100% web-based business management system, written in Java, and can take on a broad range of tasks, such as: finance, supply chain, manufacturing, and more. OpenBravo ERP features:

- Finance and accounting
- Purchasing Management
- Sales Management
- Inventory Management
- Project Management
- Production Management
- Point of Sale
- Business Intelligence

You will find plenty of documentation for OpenBravo ERP as well as a number of ways you can contribute to the ever-growing [OpenBravo community](#).

ADempire is more than just an ERP solution. ADempire is an industrial-strength combination ERP, CRM, MFG, POS, and SCM that blending together for the business process. This is a monster of an application with a feature list that shames most other software of its kind. ADempire can handle:



**VIDEO (1 of 15)**  
TR Dojo: Word keyboard shortcuts for quickly...

[More Videos »](#)

**Vendor Showcase**

→ [VISUALIZER](#) *Powered by Brocade*

**Hot Questions** View All

3 How can I open and edit a Word 2 file with Office 2007?

11 WIndows Installations - USB 3.0 problem?

3 Appartment internet sharing issues

6 Can you open a Word 2.0 document in Office Word 2003 SP3? I cant!

[Ask a Question](#)

**Hot Discussions** View All

109 DIY desktops are dead in business and dying in the home

20 Five tips for improving Mac performance

27 Is Apache inherently more secure than IIS?

11 Five free portable rootkit removers

[Start a Discussion](#)

**White Papers, Webcasts, and Downloads**



**Webcasts**

**On-demand Webcast: 5 Steps to Nurture Customer Loyalty and Increase Profitability - Now**

As the modern multi-channel consumer becomes more empowered than ever, organizations are struggling to identify the right customers to target with the right offers. View this on-demand webcast now to discover 5 key strategies to enhance customer loyalty.

From **IBM**

---



**Whitepapers**

**Three Ways to Improve Your Data**

application with a feature list that shares most other software of its kind, ADempiere can handle:

- Sales
- Purchasing
- Manufacturing
- Material Management
- Finance
- Human resource management
- Project management
- Maintenance management

and much more. Within each of the above categories there are sub systems and secondary features, such as:

- Quotes to Invoice
- Proposals
- POS
- Sales Orders
- Work Orders
- Invoicing
- Shipment
- Purchase Requisition
- RfQ
- Purchase Order
- Material Receipt
- Invoicing
- Product Life Cycle Management
- Pool Resource Management
- Manufacturing\_Workflows
- Forecast Management
- Planning Management
- CRP
- MRP
- DRP
- Discrete Manufacturing
- Maintenance Management
- Quality Management
- Costing Management

And that's just the first two categories! ADempiere gives you complete control over your business process. The only caveat to ADempiere is that it doesn't offer the simplistic and user-friendly interface you'll find in some of the other tools listed.

There's a reason why enterprise "gets" Linux and open source. The tools necessary to smoothly run such a business have been around for quite some time and have grown into massively powerful applications that can empower larger companies in ways much of the competition cannot.

But don't think these tools are only for the Fortune 500. Small to medium sized businesses can also benefit from making use of these tools. And since each of these tools are open source, they won't affect your budget — so even the smallest shop can take advantage of the same power and flexibility as do some of the largest companies in the world.

Get IT Tips, news, and reviews delivered directly to your inbox by subscribing to [TechRepublic's free newsletters](#).

 Like  16 people like this. [Sign Up](#) to see what your friends like.



About Jack Wallen

A writer for over 12 years, Jack's primary focus is on the Linux operating system and its effects on the open source and non-open source communities.

 [Full Bio](#)  [Contact](#)  [See all of Jack's content](#)

You May Also Like

#### Storage Capabilities

From **EMC**



#### Whitepapers

IT Buying Behavior and Customer Satisfaction Study

From **IBM**



#### Whitepapers

IBM System Storage LTO Ultrium 6 Tape Drive Performance

From **IBM**

#### Blog Archive

- [May 2013](#)
- [April 2013](#)
- [March 2013](#)
- [February 2013](#)
- [January 2013](#)
- [December 2012](#)
- [November 2012](#)
- [October 2012](#)
- [September 2012](#)
- [August 2012](#)
- [July 2012](#)
- [June 2012](#)
- [May 2012](#)
- [April 2012](#)
- [March 2012](#)

- [Let Dolibarr ERP/CRM help organize your small business](#)  
TechRepublic
- [Top 10 Linux and open source posts for 2012](#)  
TechRepublic
- [Want to be a Master at Emailing?](#)  
forbes.com
- [How to Make Windows Not Go Into Sleep Mode](#)  
ehow.com

[about these links](#)



[Arch-based Manjaro Linux  
touts user-friendliness](#)

[Seven great features of  
OpenOffice and Libre Office  
that you probably ignore](#)





**Vendor HotSpot**  
**The 360° Conversation around Cloud Computing**  
 Visualizer brings the social conversation to life...Powered by Brocade  
[Learn More »](#)

3

Comments

**Join the conversation!**

Follow via:  

[Add Your Opinion](#)

[Staff Picks](#) | 
 [Top Rated](#) | 
 [Most Recent](#) | 
 [My Contacts](#)
[See All Comments](#)

- 

**No open source solutions listed for Mid-Large market**  
[mutisokimanzi](#) Updated - 5 days ago

0 +  
Votes -

Hi,Looked at your article, and indeed most of these solutions cover open source at the SME level, for Mid-Large organizations, in HR you are missing A1 eHR and A1.iO for ERP, have a look at them and... [Read Whole Comment +](#)

[→ View in thread](#)
- 

**Open Source**  
[lwebuga](#) 5 days ago

0 +  
Votes -

Web ERP is worth it, totally free, with all great aspects of Inventory management , which is key especially to manufacturing industries, front accounting is also good.

[→ View in thread](#)
- 

**What about OpenERP !**  
[monsurqa@...](#) 5 days ago

0 +  
Votes -

This writing on open source ERP solutions is really nice, quite informative.What about OpenERP, so far I know that its market is also growing.Is anyone there, who have some experience with OpenERP,... [Read Whole Comment +](#)

[→ View in thread](#)

[See all comments](#)

Join the TechRepublic Community and join the conversation! Signing-up is free and quick, Do it now, we want to hear your opinion.

[Join](#)
[Login](#)

Trending Topics

PRODUCTIVITY Microsoft Windows 7 apple NETWORKING MANAGEMENT Workforce management HARDWARE
Operating systems SOFTWARE/WEB DEVELOPMENT server Microsoft Windows XP network anti-malware mobile development

Featured TechRepublic Pro Downloads



Quick Reference: Linux Commands



500 Things You Need To Know To Succeed In Your IT career



101 Microsoft Windows Vista tips, tweaks, and hacks you need to know



IT Manager's Guide to the Cloud

Explore

- Blogs
Downloads
Members
Q&A
Discussions
Training
Store
Research Library
Photos
Videos

Services

- About Us
Membership
Newsletters
RSS Feeds
Site Map
Site Help & Feedback
FAQ
Advertise
Reprint Policy

Popular on CBS sites:

© CBS Interactive Inc. All rights reserved. Privacy Policy | Ad Choice | Terms of Use | Advertise | Jobs

A ZDNet Web Site | Visit other CBS Interactive Sites: CBS Cares Go