OrangeHRM Releases Version 2.4 of the Open-Source HR Management System

New Recruitment Module - a result of OrangeHRM and its user community collaboration has brought out a powerful, comprehensive and user friendly recruitment engine that can be easily plugged into your company's website.

SEACAUCUS, NJ (September 26, 2008) – OrangeHRM, a leading provider of open-source HR Management solutions for small and medium-sized enterprises worldwide, has announced the launch of version 2.4 of their Human Resource Information System (HRIS). The introduction of the Recruitment Module, comprising of a comprehensive job application and publishing and recruitment component, was the main focus of the release. Feedback received from the user community was instrumental to the development of the module.

With the release of version 2.4 of its HRIS application, OrangeHRM has stepped into new levels of HR management innovation. This release with its powerful applicant tracking module can easily be embedded into customer websites. "One of our visions and a common community request was the ability to embed OrangeHRM into third party applications. We have taken the first step towards this goal with the release of the recruitment engine." said Sujee Saparamadu CEO of OrangeHRM. "The beauty of the engine is that it will be transparent to end users since it can be customized to mimic the look and feel of any website into which it is embedded".

Features in the new application include

- Job Vacancy Listings

By providing a central repository from which HR Administrators and hiring managers can add, view and manage job vacancies throughout the company, OrangeHRM greatly simplifies the job listing and management process. Additionally since the recruitment engine can publish listings directly to the company website there is minimal IT department involvement further streamlining the process.

- Adding Pay Grades

When listing the available vacancies, HR Administrators have the option to include additional pay grades (pay grades are maximum and minimum salary requirements for a given job title). If the pay grade concept is not currently in company policies then HR recruiters also have the option to enter a default value.

- Adding Employment Status

Generally the system has certain employment status categories pre-defined at its inception. However if required, HR recruiters have the option to add company-specific employment status categories to the system when listing out job vacancies

- Selecting Hiring Managers for job vacancies

Department heads can notify recruiters as to who should be the hiring manager for a particular job listing. The system is highly configurable and allows the selection of any employee in the system to be the hiring manager. Once selected, hiring managers have full access to view all applications for their listings as well as the status of each application.

- Candidates can apply for Job Vacancies

As mentioned earlier, an eagerly anticipated feature of the recruitment module is that candidates are not aware of the OrangeHRM recruitment engine. Since it can be embedded seamlessly within a company's website, candidates will be under the impression that it is simply an extension of the site. The application process asks candidates to select the job they are applying for and fill in a form containing all the necessary details as specified by HR Administrators. The process is very simple, straightforward and user friendly.

- Selecting the Right Candidate

Once a listing has been placed and applications received, the candidate selection process begins. The hiring manager for a listing has full access to see all applicants for that listing. During selection, the hiring manager can choose which employees from the company will participate in the interview process. Managers can also post notes to the interviewers providing specific instructions or requests.

- Workflow feature

During the selection process, multiple interviews can be setup with a prospective candidate. As interviews are scheduled, emails are sent out to both the candidate and interviewer notifying them of the date and time of the interview. After an interview is complete, the interviewer's feedback and recommendation is captured and added to the applicant's profile in the system. Once all interviews for a position have been completed, the hiring manager has access to all the information readily available to make a final decision.

- Final approval

Once a decision to hire has been reached on an application, the HR recruiter will select an employee with the authority to provide final approval for the hire (typically a director or managing director of the company).

The latest version of OrangeHRM is available free of charge under the GNU GPL open source license. The immediate download, as well as a demo version of the application can be found on www.orangehrm.com/download.php.

OrangeHRM version 2.4 marks the ninth major development release of the human capital management software since February 2006. Within one and a half years the application has received more than 150,000 cumulative downloads from SourceForge.net – the repository for Open Source projects.

About OrangeHRM Inc.

OrangeHRM Inc. is a highly flexible emerging organization in the area of Human Resource Management (HRM) also known as Human Capital Management (HCM). Being the provider of an Open Source HRM application, OrangeHRM offers an array of modules, such as Personal Information Management (PIM), Employee Self Service (ESS), Leave Management, Time and Attendance tracking and Health Saving Plans, all free of charge. In addition, OrangeHRM offers an On-Demand solution - a subscription-based hosted service that eliminates the need for installing and maintaining the product internally. Further, OrangeHRM has stretched its wings with the introduction of its new Platinum Support Plan, which supplements its existing Gold and Silver plans, to provide continuous technical support to its user community.

Free availability, ease of installation and use, professional support and customization services, short development cycles, fast growth and the leveraging of collective knowledge and intelligence, are just

some of the factors encouraging SMEs everywhere to choose OrangeHRM as the solution for managing their most valuable resource – their people.

For more information please visit www.orangehrm.com or contact:

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