

# HRMS SOFTWARE COMPARISON

---



## WHY NOT CREATE YOUR OWN COMPARISON?

With our free comparison engine you can build your own side-by-side comparison of leading HRMS solutions. Narrow down your shortlist using filters including:

- Software Features
- Delivery Platform
- Organization Size

**FIND & COMPARE HRMS**





## OVERVIEW

### PRODUCT NAME

Epicor HCM

Infor HCM

Oracle HCM Cloud

Sage Business Cloud People

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



### COMPLIANCE



### DISCIPLINARY ACTION



### EMPLOYEE SELF SERVICE



### FMLA



### HEALTH & SAFETY



MANAGER SELF SERVICE	✓	✓	✓	✓
ON & OFF BOARDING	✓	✓	✓	✓
PAYROLL	✓	✓	✓	✗
PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✓	✓	✓	✓
SOCIAL NETWORKING	✓	✗	✓	✗
SUCCESSION MANAGEMENT	✗	✗	✓	✗
TIME & ATTENDANCE	✓	✓	✓	✗
TRAINING & SKILLS	✓	✓	✓	✓
VACATION & SICK LEAVE	✓	✓	✓	✓
WORKFLOW	✗	✗	✓	✓
WORKFORCE ANALYTICS	✓	✓	✓	✓
ORGANIZATION SIZE				

ENTERPRISE (1000+ EMPLOYEES)	✓	✓	✓	✓
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✗	✓	✗	✗
PLATFORM				
CLOUD	✓	✓	✓	✓
INSTALLED	✓	✗	✗	✗
PRODUCT INFO				
MODULAR	✗	✓	✓	✗
MULTI LANGUAGE	✓	✓	✓	✓
MULTI CURRENCY	✓	✓	✓	✓
CUSTOMIZABLE	✓	✓	✓	✓
MOBILE COMPATIBILITY				
ANDROID APP	✗	✗	✓	✗
IOS APP	✗	✗	✓	✗

WEB APP	✗	✓	✓	✓
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME				
PRICING				



## OVERVIEW

### PRODUCT NAME

SAP HCM

Business World for HCM

Workday HCM

BambooHR

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



### COMPLIANCE



### DISCIPLINARY ACTION



### EMPLOYEE SELF SERVICE



### FMLA



### HEALTH & SAFETY



MANAGER SELF SERVICE	✓	✓	✓	✓
ON & OFF BOARDING	✓	✗	✓	✓
PAYROLL	✓	✓	✓	✗
PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✓	✓	✓	✗
SOCIAL NETWORKING	✓	✗	✗	✓
SUCCESSION MANAGEMENT	✓	✓	✓	✗
TIME & ATTENDANCE	✓	✓	✓	✓
TRAINING & SKILLS	✓	✗	✓	✓
VACATION & SICK LEAVE	✓	✓	✓	✓
WORKFLOW	✓	✓	✗	✓
WORKFORCE ANALYTICS	✓	✓	✓	✓
ORGANIZATION SIZE				



ENTERPRISE (1000+ EMPLOYEES)	✓	✓	✓	✓
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✗	✗	✗	✓
PLATFORM				
CLOUD	✓	✓	✓	✓
INSTALLED	✓	✗	✗	✗
PRODUCT INFO				
MODULAR	✗	✓	✗	✗
MULTI LANGUAGE	✓	✗	✓	✓
MULTI CURRENCY	✓	✗	✓	✓
CUSTOMIZABLE	✓	✓	✗	✓
MOBILE COMPATIBILITY				
ANDROID APP	✓	✗	✗	✓
IOS APP	✓	✗	✗	✓

WEB APP	✓	✓	✓	✗
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME				2 - 3 weeks
PRICING				



jobscience



Criterion<sup>HCM</sup>

**OVERVIEW**

**PRODUCT NAME**

Ceridian Dayforce HCM

JobScience Corporate

Kronos Workforce Ready

Criterion HCM

**SOFTWARE FEATURES**

**ABSENCE MANAGEMENT**

✗

✗

✓

✓

**BENEFITS ENROLLMENT**

✓

✓

✓

✓

**COBRA**

✓

✗

✓

✓

**COMPENSATION**

✓

✗

✓

✓

**COMPLIANCE**

✓

✗

✓

✓

**DISCIPLINARY ACTION**

✓

✗

✓

✗

**EMPLOYEE SELF SERVICE**

✓

✓

✓

✓

**FMLA**

✗

✗

✓

✗

**HEALTH & SAFETY**

✗

✗

✗

✗

MANAGER SELF SERVICE	✓	✗	✓	✓
ON & OFF BOARDING	✗	✓	✓	✓
PAYROLL	✓	✓	✓	✓
PERFORMANCE MANAGEMENT	✓	✗	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✗	✗	✓	✓
SOCIAL NETWORKING	✗	✓	✗	✗
SUCCESSION MANAGEMENT	✗	✓	✓	✓
TIME & ATTENDANCE	✓	✗	✓	✓
TRAINING & SKILLS	✓	✓	✓	✓
VACATION & SICK LEAVE	✓	✓	✓	✓
WORKFLOW	✓	✗	✓	✓
WORKFORCE ANALYTICS	✗	✓	✓	✓
ORGANIZATION SIZE				

ENTERPRISE (1000+ EMPLOYEES)	✓	✓	✓	✗
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✗	✗	✓	✗
PLATFORM				
CLOUD	✓	✓	✓	✓
INSTALLED	✗	✗	✗	✗
PRODUCT INFO				
MODULAR	✗	✗	✓	✓
MULTI LANGUAGE	✓	✗	✓	✗
MULTI CURRENCY	✓	✗	✓	✗
CUSTOMIZABLE	✗	✓	✓	✓
MOBILE COMPATIBILITY				
ANDROID APP	✗	✗	✓	✓
IOS APP	✗	✗	✓	✓

WEB APP	×	×	×	✓
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME				
PRICING				



SilkRoad

sumtotal.

Ultimate  
SOFTWARE

**OVERVIEW**

**PRODUCT NAME**

Ramco HCM

SilkRoad Activate

elixHR

UltiPro Enterprise

**SOFTWARE FEATURES**

**ABSENCE MANAGEMENT**



**BENEFITS ENROLLMENT**



**COBRA**



**COMPENSATION**



**COMPLIANCE**



**DISCIPLINARY ACTION**



**EMPLOYEE SELF SERVICE**



**FMLA**



**HEALTH & SAFETY**



MANAGER SELF SERVICE	✓	✓	✓	✓
ON & OFF BOARDING	✓	✓	✓	✓
PAYROLL	✓	✗	✓	✓
PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✓	✗	✓	✓
SOCIAL NETWORKING	✗	✗	✓	✓
SUCCESSION MANAGEMENT	✓	✗	✓	✓
TIME & ATTENDANCE	✓	✓	✓	✓
TRAINING & SKILLS	✓	✓	✓	✓
VACATION & SICK LEAVE	✓	✗	✓	✓
WORKFLOW	✓	✗	✗	✗
WORKFORCE ANALYTICS	✓	✓	✓	✓
ORGANIZATION SIZE				



ENTERPRISE (1000+ EMPLOYEES)	✓	✗	✓	✓
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✗	✓	✓	✓
<b>PLATFORM</b>				
CLOUD	✓	✓	✓	✓
INSTALLED	✓	✗	✓	✓
<b>PRODUCT INFO</b>				
MODULAR	✗	✗	✗	✗
MULTI LANGUAGE	✓	✓	✓	✓
MULTI CURRENCY	✓	✓	✓	✓
CUSTOMIZABLE	✗	✗	✓	✓
<b>MOBILE COMPATIBILITY</b>				
ANDROID APP	✗	✗	✗	✗
IOS APP	✗	✓	✗	✗

WEB APP	✗	✓	✗	✗
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME				
PRICING				



## OVERVIEW

### PRODUCT NAME

UltiPro Workplace

Zoho People

Namely

Cezanne HR

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



### COMPLIANCE



### DISCIPLINARY ACTION



### EMPLOYEE SELF SERVICE



### FMLA



### HEALTH & SAFETY



MANAGER SELF SERVICE	✓	✓	✗	✓
ON & OFF BOARDING	✓	✓	✓	✗
PAYROLL	✓	✗	✓	✗
PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✗	✗	✓
REVIEWS	✓	✗	✓	✓
SOCIAL NETWORKING	✗	✓	✓	✓
SUCCESSION MANAGEMENT	✗	✗	✗	✗
TIME & ATTENDANCE	✓	✓	✓	✓
TRAINING & SKILLS	✓	✗	✓	✓
VACATION & SICK LEAVE	✓	✓	✓	✓
WORKFLOW	✗	✗	✓	✓
WORKFORCE ANALYTICS	✓	✓	✓	✓
ORGANIZATION SIZE				

ENTERPRISE (1000+ EMPLOYEES)	✗	✓	✗	✗
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✗	✓	✓	✗
<b>PLATFORM</b>				
CLOUD	✓	✓	✓	✓
INSTALLED	✓	✗	✗	✗
<b>PRODUCT INFO</b>				
MODULAR	✗	✓	✓	✓
MULTI LANGUAGE	✗	✓	✗	✓
MULTI CURRENCY	✗	✗	✗	✓
CUSTOMIZABLE	✗	✓	✓	✓
<b>MOBILE COMPATIBILITY</b>				
ANDROID APP	✗	✓	✗	✗
IOS APP	✗	✓	✗	✗

WEB APP	✗	✓	✓	✓
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME				
PRICING				



## OVERVIEW

### PRODUCT NAME

Zenefits

MitreFinch

iCON

Compass HRM

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



### COMPLIANCE



### DISCIPLINARY ACTION



### EMPLOYEE SELF SERVICE



### FMLA



### HEALTH & SAFETY



MANAGER SELF SERVICE	✓	✓	✓	✓
ON & OFF BOARDING	✓	✓	✓	✗
PAYROLL	✓	✗	✓	✓
PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✗	✗	✗	✗
SOCIAL NETWORKING	✓	✗	✗	✗
SUCCESSION MANAGEMENT	✓	✓	✗	✗
TIME & ATTENDANCE	✓	✓	✓	✓
TRAINING & SKILLS	✗	✓	✗	✓
VACATION & SICK LEAVE	✓	✓	✗	✓
WORKFLOW	✓	✓	✗	✓
WORKFORCE ANALYTICS	✓	✓	✓	✓
ORGANIZATION SIZE				



ENTERPRISE (1000+ EMPLOYEES)	✗	✓	✗	✗
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✓	✗	✓	✓
<b>PLATFORM</b>				
CLOUD	✓	✓	✓	✓
INSTALLED	✗	✓	✗	✗
<b>PRODUCT INFO</b>				
MODULAR	✓	✓	✓	✗
MULTI LANGUAGE	✗	✗	✗	✗
MULTI CURRENCY	✓	✗	✗	✗
CUSTOMIZABLE	✓	✓	✓	✓
<b>MOBILE COMPATIBILITY</b>				
ANDROID APP	✓	✗	✗	✗
IOS APP	✓	✗	✗	✗

WEB APP	✓	✓	✓	✗
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME		1 month		
PRICING	From free			



OVERVIEW	PeopleStrategy eHCM	APS HR and Payroll	Worklio	EPAY HCM
PRODUCT NAME	PeopleStrategy eHCM	APS HR and Payroll	Worklio	EPAY HCM
SOFTWARE FEATURES				
ABSENCE MANAGEMENT	✓	✓	✓	✓
BENEFITS ENROLLMENT	✓	✓	✓	✓
COBRA	✓	✗	✓	✓
COMPENSATION	✗	✓	✓	✗
COMPLIANCE	✓	✓	✓	✓
DISCIPLINARY ACTION	✓	✗	✗	✗
EMPLOYEE SELF SERVICE	✓	✓	✓	✗
FMLA	✓	✗	✗	✗
HEALTH & SAFETY	✗	✗	✓	✗

MANAGER SELF SERVICE	✓	✓	✓	✗
ON & OFF BOARDING	✓	✓	✓	✓
PAYROLL	✓	✓	✓	✓
PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✓	✓	✓	✗
SOCIAL NETWORKING	✗	✗	✗	✗
SUCCESSION MANAGEMENT	✗	✗	✓	✗
TIME & ATTENDANCE	✓	✓	✓	✓
TRAINING & SKILLS	✓	✓	✓	✗
VACATION & SICK LEAVE	✓	✓	✓	✓
WORKFLOW	✓	✓	✓	✗
WORKFORCE ANALYTICS	✓	✗	✓	✓
ORGANIZATION SIZE				

ENTERPRISE (1000+ EMPLOYEES)	✓	✗	✓	✓
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✓	✓	✓	✓
PLATFORM				
CLOUD	✓	✓	✓	✓
INSTALLED	✗	✗	✗	✗
PRODUCT INFO				
MODULAR	✓	✓	✓	✗
MULTI LANGUAGE	✗	✗	✗	✗
MULTI CURRENCY	✗	✗	✗	✗
CUSTOMIZABLE	✓	✓	✓	✗
MOBILE COMPATIBILITY				
ANDROID APP	✓	✓	✓	✓
IOS APP	✓	✓	✓	✓

<b>WEB APP</b>	✓	✓	✗	✓
<b>REVIEWS</b>				
<b>REVIEW SCORE</b>				
<b>OTHER INFORMATION</b>				
<b>IMPLEMENTATION TIMEFRAME</b>		4-6 Weeks based on customization	1 - 3 months	Timeframe unknown
<b>PRICING</b>	\$10 - \$21 / employee / month	\$4-15 per employee/month	Monthly or annual subscription	



## OVERVIEW

### PRODUCT NAME

Paycor Perform

PeopleGuru HCM

Vibe HCM

CIPHR

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



### COMPLIANCE



### DISCIPLINARY ACTION



### EMPLOYEE SELF SERVICE



### FMLA



### HEALTH & SAFETY



MANAGER SELF SERVICE	✓	✓	✓	✓
ON & OFF BOARDING	✓	✓	✓	✓
PAYROLL	✓	✓	✓	✓
PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✓	✓	✓	✓
SOCIAL NETWORKING	✗	✓	✓	✗
SUCCESSION MANAGEMENT	✗	✓	✓	✗
TIME & ATTENDANCE	✓	✓	✓	✓
TRAINING & SKILLS	✗	✗	✓	✓
VACATION & SICK LEAVE	✓	✓	✓	✓
WORKFLOW	✓	✓	✓	✓
WORKFORCE ANALYTICS	✓	✓	✓	✓
ORGANIZATION SIZE				



ENTERPRISE (1000+ EMPLOYEES)	✓	✗	✓	✓
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✓	✗	✗	✓
<b>PLATFORM</b>				
CLOUD	✓	✓	✓	✓
INSTALLED	✗	✗	✗	✗
<b>PRODUCT INFO</b>				
MODULAR	✓	✗	✓	Data currently unavailable.
MULTI LANGUAGE	✗	✗	✗	
MULTI CURRENCY	✗	✗	✗	
CUSTOMIZABLE	✓	✓	✓	
<b>MOBILE COMPATIBILITY</b>				
ANDROID APP	✓	✓	✗	✗
IOS APP	✓	✓	✗	✗

<b>WEB APP</b>	✗	✓	✓	✓
<b>REVIEWS</b>				
<b>REVIEW SCORE</b>	★★★★☆			
<b>OTHER INFORMATION</b>				
<b>IMPLEMENTATION TIMEFRAME</b>	5-30 days depending on products and business	Phase 1= 12 Weeks	8 - 20 weeks	12-36 weeks
<b>PRICING</b>		\$8-\$20 per employee / month	\$5 - \$15 per employee / month	

# HRMS SOFTWARE COMPARISON

---

© Converted Media Ltd.. All Rights Reserved.