

TOP 20 HRMS SOFTWARE



TOP 20 HRMS SOFTWARE

1	Paylocity	Paylocity	11	ADP	ADP Workforce Now
2	Zoho Corporation	Zoho People	12	PeopleGuru	PeopleGuru HCM
3	BambooHR	BambooHR	13	HiBob	HiBob
4	Workday	Workday HCM	14	TriNet	TriNet HR Plus
5	Sage	Sage HR	15	Rippling	Rippling
6	APS	APS HR and Payroll	16	Oracle	Oracle Fusion Cloud HCM
7	OrangeHRM	OrangeHRM	17	Deel	Deel
8	SAP	SAP HCM	18	EPAY Systems	EPAY HCM
9	UKG	UKG Pro	19	SutiHR	SutiHR
10	Paycom	Paycom	20	Namely	Namely



HOW THESE RANKINGS WERE GENERATED

This ranking was determined using a number of factors including industry standing, public opinion of software, social media presence, and available software features relevant to the needs of a small business. This ranking should serve as a rough estimate of software suitability, and more in-depth analysis can be taken below or by using our HRMS software comparison.





SHORTLISTING HRMS VENDORS CHECKLIST



1



Research HRMS employed by similar companies (scale, regulatory environment etc.)

2



Identify HRMS solutions that meet your key requirements

3



Identify point solutions that meet your key requirements

4



Compile initial shortlist of vendors



5



Produce an RFI document and send to shortlisted vendors

6



Narrow shortlist based on RFI responses

7



Compile requirements and business processes in an RFP document

8



Narrow shortlist based on RFP responses to produce final shortlist



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
- Industry
- Delivery Platform

FIND & COMPARE HRMS





OVERVIEW

PRODUCT NAME

Paylocity

Zoho People

BambooHR

Workday 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	✓	✓	✓	✓
TRAVEL & EXPENSES	✗	✗	✗	✓

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

IOS APP	✓	✓	✓	✓
WEB APP	✓	✓	✗	✓
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME	5 - 12 weeks (dependent on client size and features)		2 - 3 weeks	
PRICING	Pricing built on per employee per month basis.	All plans priced per user/month, billed annually. Essential HR: \$1.09, Professional: \$1.98, Premium: \$3.30, Enterprise, : \$5.28		



OVERVIEW

PRODUCT NAME

Sage HR

APS HR and Payroll

OrangeHRM

SAP HCM (SuccessFactors)

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	✓	✗	✗	✓
TRAVEL & EXPENSES	✗	✗	✗	✗

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	Couple of Hours	4-6 Weeks based on customization		
PRICING	\$4.20 per employee/month	\$4-15 per employee/month		Recruiting: \$31.92/user/month, Workforce Analytics: \$33.48/user/month, Employee Central, Core HR: \$75.60/user/year, Incentive Management: \$720/record/year *minimum contract lengths vary.



OVERVIEW

PRODUCT NAME

UKG Pro

Paycom

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	✓	✓
TRAVEL & EXPENSES	✗	✓

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		Per-employee-per-month fees, varies based on selected modules and the size of your workforce.



OVERVIEW

PRODUCT NAME

ADP Workforce Now

PeopleGuru HCM

HiBob

TriNet HR Plus (formerly Zenefits)

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	✓	✓	✓	✓
TRAVEL & EXPENSES	✗	✗	✗	✗

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		Phase 1= 12 Weeks		
PRICING	3 pricing tiers (\$23–30 PEPM. Select, Plus (everything in the select package, + benefits administration), & Premium (everything in the Plus package + workforce management).	\$10-\$16 PEPM. Managed services cost \$8-12 PEPM.	~ \$16-\$25 per employee, per month (custom quotation required)	From \$10 per month per employee

 **RIPPLING** **ORACLE****deel.** **EPAY**
SYSTEMS**OVERVIEW****PRODUCT NAME**

Rippling

Oracle Fusion Cloud HCM

Deel

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	✓	✓	✓	✓
TRAVEL & EXPENSES	✓	✗	✗	✗

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				Timeframe unknown
PRICING	Rippling's core HR features typically cost between \$21 - \$29 per employee per month		DEEL EOR (Employer of Record): \$599/employee/month, Contractor Management: \$49/contractor/month, Contractor of Record: from \$325/contractor/month, PEO: \$95/employee/month, Global Payroll, \$29/employee/month	



OVERVIEW

PRODUCT NAME

SutiHR

Namely

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	✓	✓
TRAVEL & EXPENSES	✗	✗

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	1 Week	4 weeks
PRICING		Namely Now: From \$9/employee/month; Core HR & basic payroll. Namely Plus: Adds benefits administration, time tracking, recruiting. Namely Plus People: Adds compliance risk tools, large-group benefits. Namely Complete: Adds advanced analytics, talent management, managed benefits

TOP 20 HRMS SOFTWARE
