

TOP AI-ENHANCED HRMS SOFTWARE



AI-ENHANCED HRMS SOFTWARE

1

SAP HCM (SuccessFactors)

Generative AI assistant, task automation, and actionable insights.

5

Deel

AI-enabled regulatory, global hiring, and workforce insights.

2

Paylocity

Generative AI assistant, task automation, intelligent scheduling and actionable insights.

6

ClearCompany

AI-powered sourcing engine, job descriptions, communications and chatbots. Workflow automation.

3

*Lattice

AI agent platform with custom, configurable support for different workflows.

7

Personio

Generative AI assistant with data visualization (in beta).

4

Workday HCM

Agentic AI for task automation, real-time assistance, and business process optimization.

8

BambooHR

Generative AI assistant with secure, role-based access.

9

Access PeopleHR

Generative AI assistant with task automation and admin delegation.

Lattice is discontinuing its HRIS and payroll products to focus on performance management. Payroll access continues through 31st March, 2026, while the HRIS will remain accessible until 31st July, 2026.



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

SAP HCM (SuccessFactors)

Paylocity

Lattice

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	✗		✗	✗
MULTI LANGUAGE	✓	Data currently unavailable.	✓	✓
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)		
PRICING	<p>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.</p>	Pricing built on per employee per month basis.	<p>Lattice's modular pricing starts at \$11/user/month for Performance Management, covering reviews, feedback, and OKRs. Add-ons include Employee Engagement and Career Growth at \$4/user/month each, and Compensation Management at \$6/user/month. An HRIS module is also available for \$10/user/month, with payroll and time tracking features in development.</p>	

deel.

ClearCo.

Personio

bambooHR™

OVERVIEW

PRODUCT NAME

Deel

ClearCompany

Personio

BambooHR

SOFTWARE FEATURES

ABSENCE MANAGEMENT

✓

✗

✓

✓

BENEFITS ENROLLMENT

✓

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✓

COBRA

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COMPENSATION

✓

✓

✓

✓

COMPLIANCE

✓

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✓

DISCIPLINARY ACTION

✗

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✗

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	✓	Data currently unavailable.	✓	✓
WEB APP	✓		✓	✗
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME				2 - 3 weeks
PRICING	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	Custom quotations required, tiers dependent on focus (talent acquisition, performance and learning, or unified talent management).		

OVERVIEW

PRODUCT NAME

PeopleHR

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	HR software: Starter: £3 PEPM, Core: £5.50 PEPM, Pro: £8 PEPM, Elite+: £9.50 PEPM

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