

HRMS SOFTWARE VENDOR DIRECTORY



ACCESS PEOPLEHR

PeopleHR is a cloud-based human resources platform designed for small and mid-sized businesses. It centralises core HR functions such as employee records, absence tracking, and document management in a single, user-friendly interface.

In early 2025, The Accss Group launched PeopleHR Evo, an AI-embedded experience powered by the Access Evo engine. Its first feature, Copilot, acts as an AI HR assistant that answers queries, automates repetitive tasks, and drafts HR content on demand.

Software Features

- Absence Management
- Benefits Enrollment
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Social Networking
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics
- Travel & Expenses

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SCREENSHOTS & MORE**

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ACTIONHRM

ActionHRM is an all-in-one HRMS for the global midmarket that integrates HR, payroll and talent management "from any device, anywhere, anytime."

The AWS-hosted system aims to improve compliance with the frequently changing federal and state regulations on human resources. Companies can meet these regulations and reduce fraud by controlling user permissions and data access rights, defining staff procedures, generating complete audit trails, safely and securely organizing employee documents, and allowing HR managers to manage employee requirements.

Software Features

- Benefits Enrollment
- Compensation
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ACTIVE PEOPLE HR

Active People HR is an HRMS for UK businesses that brings together everyday HR processes to save HR teams time and effort, while giving them the workforce intelligence necessary to make better decisions.

Software Features

- Absence Management
- Compliance
- Disciplinary Action
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- Health & Safety
- Manager Self Service
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- Performance Management
- Recruitment
- Reviews
- Succession Management
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ADP

Automatic Data Processing, Inc. (ADP) is a global leader in payroll, human capital management (HCM), and workforce management solutions, headquartered in Roseland, New Jersey. Founded in 1949, ADP has over 70 years of experience in supporting organizations across all sectors with a wide range of cloud-based HR services.

ADP operates in over 140 countries, helping businesses manage payroll, HR administration, compliance, and employee engagement through integrated software solutions.

Core offerings

ADP's comprehensive suite includes payroll, talent management, time and attendance, and benefits administration, adaptable to businesses of all sizes. Key platforms like ADP Workforce Manager and ADP GlobalView Payroll offer real-time data, compliance support, and mobile access, streamlining workforce management for companies operating in multiple regions. Its solutions also incorporate AI for analytics and reporting, providing business leaders with insights for decision-making and forecasting.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
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- FMLA
- Health & Safety
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APPOGEE HR

AppogeeHR is an HRMS designed to reduce time-consuming administrative tasks by collecting together employee information into a single platform with automated functions to improve productivity.

A simple-to-use system, created for use by small and medium-sized companies, Appogee HR aims to provide an intuitive system where no user training is required, making it ideal for businesses that cannot afford lost productivity when implementing a new system. Alongside this, Appogee's self-service functionality aims to maximize user engagement and HR flexibility.

Appogee HR removes unnecessary spreadsheets and paper files, streamlining both operations and business analysis, allowing users to spend more time doing the job they were hired for. Through offering an HRMS fully integrated with Google Apps, Xero and Office 365, all aspects of the business can be integrated. Appogee HR looks to provide customers with a secure and private system, purpose-built to ensure DPA compliance and high-level encryption to protect business information.

A fully cloud-based system with both iOS and Android optimization, Appogee HR is priced on an annual per user basis.

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APS HR AND PAYROLL

APS has a mission: to make payroll and HR easier. “We provide our clients and partners with intuitive technology delivered with personalized service and support. Our unified solution is designed to simplify workforce management tasks. Process payroll in hours, not days. Automate HR workflows to be more strategic. Elevate the employee lifecycle with a single-system platform. We are APS, your workforce partner.”

Customer Experience:

“Our purpose for everything we do is our customers and that’s what truly sets us apart from our competition. Customers have access to a dedicated account team that is just a phone call, email, or support request away to answer any questions you may have. We include industry-leading answer and response times in every customer agreement as an SLA. Because providing highly responsive support behind our software is important.”

Technology:

“When you develop technology with usability in mind, you do things differently. Payroll and HR tasks aren’t getting any less demanding, so we take the time to think through the most complex, time-consuming tasks and make them easier. We’re all about providing the best possible user experience so you can work smarter, not harder.”

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ARCORO

Arcoro is a suite of modular, cloud-based apps specially designed to simplify HR processes for the construction industry and other high-compliance companies. Arcoro is purpose-built for contractors and field teams, with mobile and field-friendly capabilities that work at the jobsite.

Companies can choose from a wide range of Arcoro HR modules depending on their unique requirements, including core HR, applicant tracking, onboarding, benefits management, ACA compliance, ExakTime time & attendance, compensation management, performance management, learning management, and succession planning. Modules connect so HR, payroll, and project systems share a single source of truth.

Arcoro offers pre-built integrations with leading construction ERPs and payroll systems (including [CMiC](#), [Sage](#), [Viewpoint](#), and [Procore](#)) to eliminate duplicate data entry and reduce manual reconciliation.

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ASL CONSULTING

ASL Consulting's HR Director HRMS contains talent acquisition, human capital management, and time and attendance modules, and is targeted at a diverse range of organizations and industries. The use of open systems and industry-standard computing produces flexible tools for managing and extending business applications. Solutions vary by industry and size of the organization.

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ASURE HCM

Asure Software's offerings include a fully-integrated HCM platform, flexible benefits and compliance administration, HR consulting, and time and labor management as well as a full suite of workspace management solutions for conference room scheduling, desk sharing programs, and real estate optimization.

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BAMBOOHR

BambooHR is an HRMS solution for tracking and managing employee data. The cloud-based software is used by many companies in the software and tech, non-profit, professional services and health and medical industries. BambooHR also offers customization services to tailor the software to your businesses needs. Technical support and upgrades for BambooHR are included in the monthly software subscription price.

Employee self-service is available through web and mobile access. Mobile access portals include free, native iPhone and Android apps which allow employees to network through employee profiles, request leave and view schedules. Managers can also use this self-service access to approve employee requests and manage schedules.

Reporting functionality includes a “drag and drop” report builder, a library of pre-built report templates and data filtering. These reports can be exported into common formats including excel, PDF and CSV. Reporting is informed by real-time hr metrics and analytics provided by the HRMS.

BambooHR can be integrated with a number of 3rd-party payroll and benefits applications for an extended HRMS solution.

BambooHR is provided with multi-language including French Canadian, German, Spanish, Brazilian Portuguese and Dutch. These language options can be adjusted on a user-by-user basis.

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BERNIEPORTAL

BerniePortal handles applicant tracking, onboarding, PTO tracking, time and attendance, compliance, benefits administration, 1095-C reporting, and COBRA. BerniePortal also offers a variety of payroll and carrier integration options. BerniePortal is supported by a network of healthcare advisors and brokers nationwide.

Software Features

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BIZNEO

Bizneo is a cloud-based HRMS that combines recruitment, time and attendance, performance management, learning, document management, and other HR tools into a single suite.

Companies can pick individual modules or adopt the whole suite, which Bizneo positions as an integrated talent and workforce management platform used by thousands of organisations across multiple countries.

Software Features

- Absence Management
- Employee Self Service
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BIZNUSOFT

BiznusSoft, founded in 2013, provides maintenance-free, Salesforce-powered software to companies around the world.

Their HR and field service solutions include self-service tools, mobile access, and AI agents to streamline workflows and boost productivity.

Software Features

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BREATHEHR

Breathe's award-winning HR software helps over 13,000 SMEs to streamline their everyday people tasks and covers everything from holiday, sickness & document management to expenses, rotas, and performance.

The software is GDPR-compliant & ISO27001-accredited, offering the highest level of data security. The system is also 100% cloud-based, making it easy to access from anywhere. Breathe has been part of the ELMO Software group since 2020.

Software Features

- Absence Management
- Employee Self Service
- Performance Management
- Recruitment
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave

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BREEZY HR

Breezy HR is a cloud-based ATS designed to simplify recruiting for companies of all sizes. Its intuitive, drag-and-drop interface guides hiring teams through posting jobs, screening candidates, running interviews, and extending offers.

Breezy's goal is to streamline each step of the hiring funnel, reduce manual work, and improve visibility into recruiting metrics.

Software Features

- Compliance
- On & Off Boarding
- Recruitment
- Workflow
- Workforce Analytics

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BRIGHTHR

BrightHR is an HRMS designed specifically for small businesses. Focusing on ease of use and accessibility, the software allows companies to record, monitor, and manage all their people data in one easy-to-access place.

BrightHR focuses on three key areas - absence management, employee records, and shift planning - with additional telephone service for employment law advice available to all customers. The cloud-based hub employee record hub allows for unlimited document storage so that all people data can be accessed from one central platform; as a bonus, the system will prompt employees to update missing information. Each process is designed to be as intuitive as possible, with many tasks accomplishable with a single click.

Software Features

- Absence Management
- Compliance
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- Time & Attendance
- Vacation & Sick Leave
- Workforce Analytics

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BULLHORN

Bullhorn is a Boston-based HR software vendor. They develop cloud-based software designed specifically for the staffing and recruitment industry. Their platform helps agencies find candidates, manage relationships, and automate hiring workflows.

Bullhorn's team of approximately 1,500 people is spread across 14 countries, with its workforce specializing in the specific workflows of third-party recruitment agencies, handling temporary, contract, and permanent placements. The software is built to handle high-volume CV parsing, rapid candidate matching, and the complex commission structures typical of executive headhunting and boutique agencies.

They also have dedicated expertise in the complex medical recruitment sector. Their specialized systems manage intricate compliance requirements, shifting schedules, and continuous credential verification for nurses, doctors, and allied healthcare professionals working across multiple medical facilities.

Their development teams focus heavily on integrating artificial intelligence and machine learning to help large agencies automate talent nurturing, clean legacy database errors, and predict hiring success.

Software Features

- Recruitment
- Workflow
- Workforce Analytics

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CEGID

Cegid Talentsoft brings together Cegid's expertise in cloud-based business management and Talentsoft's comprehensive HR suite.

Established in 1983, Cegid has grown into a European leader in enterprise software, serving accounting, finance, payroll, and human capital management (HCM) needs. In July 2021, Cegid completed its acquisition of Talentsoft, unifying product roadmaps to strengthen its HCM offering and support a wider range of global customers.

Cegid Talentsoft delivers a full HR suite that helps medium and large enterprises streamline HR administration, talent acquisition, employee development, and learning management. The platform centralizes core HR processes, automating records, reporting, and document workflows, while offering dedicated modules for applicant tracking, performance reviews, and training administration.

Software Features

- Absence Management
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
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- Performance Management
- Recruitment
- Reviews
- Succession Management
- Training & Skills
- Vacation & Sick Leave
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CEZANNE HR

CezanneHR is a modern, modular Cloud-native HR information system designed for mid-size and growing organizations – typically 100 – 3000 employees.

The system aims to help HR teams quickly and cost-effectively streamline and improve human resources management through an integrated suite of HR modules that they can configure to fit their requirements. Modules include core HR, onboarding & lifecycle management, absence management, performance management, timesheets, career and succession planning, and recruitment. The system also offers an API and integrates with a number of third-party systems such as payroll and LMS.

A cloud-native HRMS, Cezanne HR offers advanced security, automatic updates and is available in 10 languages at no extra charge. It makes use of responsive design to enable easy self-service access via the internet from any device with a modern web browser (PC, MAC, tablet and phone).

Software Features

- Absence Management
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Health & Safety
- Manager Self Service
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- Performance Management
- Recruitment
- Social Networking
- Succession Management
- Training & Skills
- Vacation & Sick Leave
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- Workforce Analytics

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CINTRA PEOPLE (FORMERLY APPOGEE HR)

If you've heard of [Appogee HR](#), you're already familiar with the product at the core of Cintra People. In February 2025, payroll software group PSSG acquired Appogee HR, and from August 2025, the platform officially relaunched under the Cintra People name with a refreshed interface, updated navigation, and integration with Cintra's wider payroll ecosystem.

What has changed?

For existing Appogee HR customers, the day-to-day experience changed modestly:

- The visual design was updated
- Custom company branding (logos and colours) was removed from the interface
- The menu was reorganised.

Essentially, Cintra People is a cloud-based HRMS covering employee records, leave and absence management, onboarding, time tracking, performance management, and employee engagement.

Software Features

Absence Management
Compliance
Employee Self Service
Manager Self Service
On & Off Boarding
Payroll
Performance Management
Reviews
Time & Attendance
Training & Skills
Vacation & Sick Leave
Workflow

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CLEARCOMPANY

ClearCompany is an all-in-one talent management suite that unites recruiting, onboarding, performance reviews, learning, and compensation in a single platform.

Organizations use ClearCompany to streamline hiring workflows, set and track employee goals, and foster ongoing development without switching between multiple point solutions.

Software Features

- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Training & Skills
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CONREP HRM

Conrep HRM provides essential HR functionality for businesses looking to streamline HR tasks, communication and reporting through HRMS software. The HRMS functionality includes vacation tracking, expenses, insurance, employee loans and payroll integration. Conrep offer the HRMS software as a SaaS (hosted) or installed (on-premise) solution.

Conrep HRM can integrate with many other Conrep modules including immigration, training, sale, recruiting, project management and accounting modules. If integrated with Conrep HRM, this functionality provides businesses with a comprehensive HRMS solution which can also be built up to a full ERP software solution.

HR metrics can be analyzed and reported on through Conrep HRM dashboards and reporting features. Reporting within the HRMS is integrated with other features including forecasting and application filters. Reports can be viewed on user-specific customizable dashboards or through pre-configured dashboards including HR Manager, Recruiter, Training and Executive Management.

Clients of Conrep include ISGIT, Syscom and JVista.

Software Features

- Payroll
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow

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CORNERSTONE ONDEMAND

Cornerstone OnDemand, Inc. (NASDAQ: CSOD) is a global leader in cloud-based learning and human capital management software. From recruitment, onboarding, training and collaboration, to performance management, compensation, succession planning, people administration and analytics.

Software Features

- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
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DAYFORCE (FORMERLY CERIDIAN)

Dayforce, formerly known as Ceridian, is a global provider of human capital management solutions. Headquartered in Minnesota, Dayforce's unified cloud HCM platform, Dayforce HCM, integrates payroll, HR, benefits, workforce management, and talent management functionalities.

The company supports organizations of all sizes across more than 50 countries, with operational centers in the United States, Canada, and the United Kingdom.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
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DEEL

Deel is a global-first people platform that enables companies to hire, relocate, pay, manage, and support talent in 150+ countries through owned infrastructure.

Instead of offering disconnected HR and payroll tools, Deel delivers integrated solutions across the entire global workforce lifecycle. It combines global payroll, HR, and compliance tools, allowing companies to hire employees and independent contractors in over 150 countries without setting up local legal entities.

It automates localized contract generation, tax form collection, and benefit administration while ensuring strict compliance with changing local labor laws. Users can run payroll for entire global teams simultaneously, offering flexible payment methods and currency conversions for workers.

Deel also integrates tools for managing hardware shipping, tracking time off, and handling visas, serving as a unified system of record for scaling businesses.

Software Features

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DIGITALHRMS

Digital HRMS is a modular HRMS Software which serves as a platform that allows an organization to focus on its employees, right from their first day in office till their last day. Spanning the entire employee-lifecycle, Digital HRMS allows your HR/Administrator team to effortlessly manage Attendance, Leave, Onboarding, Confirmation, Appraisal, Separation and Report Generation through different modules.

The most important USP of Digital HRMS is that it can be customized. The tool gives the Administrator complete control and free will to set up the tool as per his/her company's requirements and policies. The platform integrates employee data and allied activities that are important from the HR perspective, such as time and attendance, leaves, assessments and MIS.

Software Features

- Absence Management
- Benefits Enrollment
- Compliance Disciplinary Action
- Employee Self Service
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EBS PAYSUITE

EBSPaySuite is the main component of the EBS range of modules. It is a cloud based solution suitable for wide range of industries and company sizes.

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EDDY

Eddy is an all-in-one HR management system designed for small and midsize businesses. We help companies manage their hiring, onboarding and people management all in one location that's secure, easy to access, and always there.

Software Features

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EFFORTLESSHR

EffortlessHR is an HRMS designed around the needs of small businesses. As it is cloud-based, it can be accessed from any device with a browser installed. This permanent access allows staff to keep record permanently up-to-date, meaning your HR staff are employed more efficiently and effectively.

The EffortlessHR employee portal can act as an intranet, offering up-to-the-minute company news, as well as downloading and sharing documents. Employees can clock in and clock out, as well as request time off.

Embedded in the time clock is the option to track paid time off, though this can also be purchased as a separate feature. Important documents can be stored securely in the cloud, and access allowed to specific employees. EffortlessHR also includes an integrated applicant tracking system.

There is the option to try EffortlessHR software for 14 days. Packages are available at basic, plus and ultimate levels, each one offering further functionality, disk space and users. The amount of online storage available is dependent on the package, as is the number of features available. Although there is no specific support package, the software comes with a series of how-to guides.

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EPAY HCM

EPAY HCM has been designed to reduce time spent on administrative tasks by collecting together employee information into a single platform with automated systems to increase productivity.

EPAY HCM is an HRMS focused on the financial elements of human resources, with measures in place to handle employee processes from recruitment through to benefits. Suited towards companies with robust HR needs, EPAY Systems allows employers to monitor and regulate benefit plans through purpose-built systems, including COBRA, ensuring compliance is achieved at all stages.

EPAY HCM brings together ACA data to track compliance and generate the necessary forms and reports including 1094 & 1095 forms, affordability test & hours worked reports, ensuring proper procedure is followed throughout.

EPAY HCM also allows companies to monitor how full-time equivalent employees are trending, help future planning for exposure and file appropriate tax documentation when needed. With the ability for employee self-tracking and education, EPAY HCM helps increase efficiency and reduce costs through automation, while also offering an achievement tracking application to improve employee satisfaction.

EPAY HCM is a fully cloud-based system with both iOS and Android optimization.

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EPPIONE

Eppione is a cloud-based employee benefits and HR platform that centralises benefits administration, automates routine tasks, and gives employees mobile access to their benefit options.

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EPROMIS HCM

Based in Houston, USA, ePROMIS offer a range of business application solutions designed for medium-sized companies and large enterprises. These integrate to become modules of a larger system, so the HCM can be integrated with other business functions like ERP to prevent the duplication of data.

ePROMIS HCM offers a Wages Protection System (WPS) that facilitates the payment of salaries and ensures that payments are made accurately and on time, ensuring payroll is fast and accurate. There are also dynamic reports and business intelligence dashboards to provide insights into a company's human capital.

Other HCM features include talent management, employee self-service, expenses analytics and reporting, time sheets and employee document management. There is also an end of service and leave management component. ePROMIS HCM also offers automated alerts and notifications for employees to remind them to complete key HR tasks.

ePROMIS offer a support portfolio that includes experts who follow industry best practice. Support can include consultation on the best product for companies, customization in the cloud, customized hybrid and on-premises infrastructures, implementation services; managed services and training and knowledge transfer.

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- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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FACTORIAL

Factorial is an all-in-one HR platform for small and mid-sized businesses. It brings together HR administration, time tracking, payroll data management, and employee self-service in a centralized interface.

Software Features

- Absence Management
- Compensation
- Employee Self Service
- Manager Self Service
- Payroll
- Performance Management
- Reviews
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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FRAPPEHR

Frappe HR is a comprehensive, open-source human resources and payroll management system designed to streamline HR operations for organizations of all sizes. Built on the Frappe Framework, it offers a suite of integrated modules that cover the entire employee lifecycle, from recruitment to retirement

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics
- Travel & Expenses

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GUSTO

Gusto is a cloud-based payroll, HR, benefits, and time platform aimed primarily at small and growing businesses. It combines full-service payroll with tools for onboarding, benefits administration, basic HR, time tracking add-ons, and contractor payments.

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
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics
- Travel & Expenses

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HIBOB

HiBob is a modern Human Resources Information System (HRIS) designed to streamline HR processes and enhance employee engagement for businesses of varying sizes. Its intuitive interface and extensive feature set make it a versatile solution for managing core HR functions, talent development, and organizational culture.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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HRCOGS

Founded in 2016, HRCogs is a free HRMS available on the cloud, and with the option to have the database reside on-premise.

One of HRCog's standout features is its approach to staffing. As well as abstaining from traditional top-down performance management features in favor of 360o reporting functionality, all job profiles must be derived from company goals. This ensures a 'bigger picture' view of company objectives is present throughout all HR-based activity.

The software offers employee engagement through three HR systems in one platform - an employee portal, HRIS and HCMS. It includes applicant tracking and onboarding and allows you to track the benefits, career development, and details of all employees. There is also the option to run payroll and performance appraisals and succession planning through the platform. There is a self-service portal, allowing employees to update details and review information – reducing data entry errors and administration time used.

HRCogs offers training through webinars and online support, although the UI is designed to be intuitive and therefore require minimal support and training. Implementation is carried out at download by the user but you are able to upload your own tables to populate the platform with data, making it quick to deploy in most organizations.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Succession Management
- Training & Skills
- Workflow
- Workforce Analytics

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HRLOCKER

HRLocker is a cloud-based HRIS for small and mid-sized organisations that centralises employee records, absence and time tracking, recruitment/onboarding, training/certification tracking, and basic payroll prep.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Employee Self Service
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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HRMWAGE

HRMWage is an HR management software. It is designed to help organizations manage their personnel more efficiently and effectively. You can track employee information, schedule and manage employee time off, and conduct performance evaluations easily.

HRMWage software is useful for organizations of all sizes, as it helps streamline HR processes and reduce the workload of HR staff.

Software Features

- Absence Management
- Compensation
- On & Off Boarding
- Performance Management
- Reviews
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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HRNETSOURCE

HRnetSource is an HRMS designed for small to mid-sized companies that can be deployed on-site or through the cloud. HRSource aims to be as open and flexible as possible for its users; it is therefore fully customizable and capable of linking to third party software.

HRnetSource has been developed using Microsoft Access & SQL. As this comes as standard as part of Microsoft Office's 'Professional' package it can be integrated with other Microsoft Office applications. The software provides applications such as applicant tracking, benefits administration, paid time off and leave tracking, as well as performance management.

There is also the option of the web-based add-on that allows employees access to HRnetSource's self-service features. This frees up more time for HR professionals, as employees can update details themselves and request leave through the portal. Job applicants can also enter details directly into the software, which can then be tracked through the software's ATS functions.

The HRnetSource portal can also be used by the HR team to share important information, such as the employee handbook and safety information.

New users can sign up for free training as and when, meaning that HR staff turnover is less of a worry for client organizations.

Software Features

- Benefits Enrollment
- COBRA
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- Performance Management
- Training & Skills

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HURMA

HURMA is an all-in-one HRMS solution that combines an applicant tracking system with core HR tools, including recruiting, personnel records, time-off management, payroll support, performance tracking, and dashboards.

It uses a single-tenant SaaS model with isolated environments per client and applies RSA encryption for data at rest and in transit, plus role-based access controls and session protections.

Software Features

- Absence Management
- Compensation
- Compliance
- Employee Self Service
- 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

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ICON

iCON, from Unicorn HRO, is a software system developed to help employers retain and develop their employees. The HRMS is used in the healthcare, hospitality, legal, manufacturing, transportation and educational sectors.

iCON includes modules allowing specified users to enter and store data and profiles for all staff. Employees are able to access the system through a web portal to maintain or update their profiles, view their corporate benefit plans, payroll information as well as to enter, amend and update time and absence information. The iCON payroll module also allows deductions to be automatically calculated and processed.

The iCON system can also be integrated with existing payroll and wage systems. The system can also handle employee onboarding, learning, and development, performance appraisals, plus compliance, legislation and HR workflows.

iCON is a cloud-based solution which also handles all backups and recoveries. It is accessed through a web browser and can be used on both smartphones and tablets. The platform is also partnered with EMPINFO helping employers automate the process of responding to employment and income verification from external sources.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Employee Self Service
- FMLA
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Time & Attendance
- Workforce Analytics

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iMOCHA

iMocha is a skills intelligence and assessment platform enabling talent teams to make smarter decisions. 300+ organizations use the platform across 70+ countries to acquire job-fit talent faster and to measure the ROI from their talent development initiatives.

It empowers talent teams with an asynchronous interview platform, AI-LogicBox (AI-based pseudo-coding simulator), AI-powered language analyzer, skill benchmarking, talent analytics, custom assessment consulting, etc.

Software Features

Recruitment
Training & Skills

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INFOR HCM

Infor HCM is offered as a SaaS product which incorporates payroll and human resource management in one cloud-based system. The HCM is available as an industry tailored software with solutions for the healthcare, public sector, financial services, manufacturing, retail, and hospitality industries.

Infor HCM automates and integrates tasks across the human resources and payroll departments and throughout the employee lifecycle, ensuring compliance with the complex regulatory frameworks in place. Employee and managers have self-service access to the HCM through personalized dashboards which display analytics, alerts, daily activities and reports relevant to them. This self-service is also available through mobile devices. Managers can monitor and schedule time and attendance through daily and weekly schedule views.

The Infor HCM's daily view displays workforce coverage of all departments and skills. Employees can also monitor and manage schedules through the Employee Transaction Manager (ETM). The ETM allows users to trade users within an automated framework ensuring workforce and skill set coverage. Users of Infor HCM include the State of Utah, food manufacturers Kellogg Company, and information and product flow management company Itella Group.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

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ISOLVED PEOPLE CLOUD

isolved People Cloud is a unified cloud platform that combines HR, payroll, benefits, time tracking, and talent acquisition tools in one system.

Designed for small to midsize businesses across industries such as healthcare, manufacturing, and hospitality, isolved provides an end-to-end solution to automate core processes and deliver insights that help organizations manage the entire employee lifecycle efficiently.

Talent Acquisition (ApplicantPro integration)

Through its 2025 integration of ApplicantPro, now rebranded as isolved Talent Acquisition, isolved connects hiring, HR, payroll, and benefits data in one suite. Customers can choose to use isolved Talent Acquisition standalone or as part of the full People Cloud platform.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Social Networking
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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JAZZHR

JazzHR is a cloud-based recruiting software designed to streamline the hiring process for small to medium-sized businesses. It offers tools to automate and simplify recruiting tasks, enabling organizations to find and hire the best talent efficiently.

Software Features

- Recruitment
- Social Networking
- Workflow
- Workforce Analytics

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LATTICE

Lattice is a versatile HRIS and people platform that brings together performance management, employee engagement, people analytics, and AI-powered assistance within a single cohesive system.

It supports ongoing feedback, growth, and alignment, helping HR teams and managers build engaged, high-performing teams with tools tailored to their organisation's structure and needs.

Lattice 2026 sunset

In the wake of the vendor's partnership with Workday, Lattice is discontinuing its HRIS and payroll products to focus specifically on performance management. Payroll access continued through 31st March, 2026, while the HRIS will remain accessible until 31st July, 2026.

Existing customers will be eligible for discounts on the Lattice talent suite, but those looking to integrate their tools should consider other options.

Software Features

- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Performance Management
- Reviews
- Social Networking
- Training & Skills
- Workflow
- Workforce Analytics

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LEAPSOME

Leapsome is an HRIS and employee management platform designed to support performance development, structured feedback, and ongoing manager-employee conversations.

It combines several employee feedback tools including reviews, 1:1s, surveys, and goal tracking, to reduce fragmentation across HR workflows.

Software Features

- Absence Management
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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A Vensure Employer Solutions Company

NAMELY

Namely brings together core HR, payroll, benefits, and talent tools in a single platform designed around the needs of small to mid-sized companies. With Namely HR, you get an intuitive employee hub and self-service portal that puts forms, policies, and personal data at every team member's fingertips.

Built-in workflows automate onboarding, offboarding, and performance cycles, allowing your HR team to focus on people initiatives rather than paperwork. You can configure custom fields, approval chains, and reporting dashboards to mirror your exact org structure and data-tracking requirements.

Namely payroll runs on a modern cloud-native engine that calculates wages, deductions, and taxes for every pay cycle. If you'd rather hand off the complexity, Namely's managed payroll services team takes over day-to-day processing, filing, and compliance reviews. That means dedicated specialists review each run, file federal and state returns on your behalf, and resolve any tax notices so you never miss a deadline.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Reviews
- Social Networking
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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NESTOR

Nestor is the People Intelligence Platform that helps organizations engage, develop, and retain talent. It brings together employee engagement, performance, and development planning with a skills-based approach, and uses predictive analytics to provide individual nudges for employees and actionable insights for managers and HR professionals.

With an unmatched adoption rate, Nestor is trusted by HR leaders in Fortune 500 companies to build winning people strategies. Backed by Y Combinator and Silicon Valley investors.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Reviews
- Social Networking
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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NOVA SMART

NOVATIVE SA (UK) was designed and created in Switzerland and boasts over 2 decades of expertise within the Human Capital Management arena. NOVA Smart, a cloud based all-in-one HR Software Solution, delivers a user-friendly platform that can manage all aspects of HR. Modules include time and attendance, absence management, talent management, appraisals, training, recruitment expenses, reports & analytics with the added option of a self-service portal. Take advantage of this flexible human resource solution anywhere, anytime, benefitting from an up-to-date, real-time system.

NOVATIVE SA (UK) also offer a comprehensive HR and payroll outsource service on both a local and global level. Their expert team will ensure compliance, reliability and speed through collaboration based on trust, transparency and guaranteed results. Keep ahead of the HR evolution and join forward-thinking businesses taking control of their HR.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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NUVIEW HRMS

The NuView humancapital management suite address all of the core areas of an HR department including succession management, reporting, and workflows. A talent management module allows organizations to work with individual employees to improve performance, provide suitable training and development opportunities, plus recruitment management. Full payroll functions are also supported through NuView.

The system is a web-based, single sign-on solution which standardizes and simplifies the collection and management of all data related to employees across an organization. It aggregates all employee records providing managers and HR departments with a single view of a staff member's record, further enhanced by analytics and reporting functions.

The system is cloud-based, giving both managers and staff access to the system through a browser and on both smartphones and tablets. Access is granted to the system at three levels; manager, employee and job candidate.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- ation & Sick Leave
- Workflow

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OMNI HR

Omni HR is an all-in-one HR software built to help HR leaders automate tasks, onboard and scale teams as well as handle payroll with simple workflows compliantly throughout Asia.

Software Features

- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Workflow
- Workforce Analytics

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ONE MODEL

One Model helps people understand their people analytics. By extracting workforce data from multiple sources, analyzing it with predictive modeling capabilities, normalizing the data, and then loading it all in one place. HR departments benefit from the cleanest, clearest visual possible.

Use these insights to predict employee behaviors, reduce costs, and improve performance. With predictive analytics, stay informed on which employees should be considered for a promotion and which are likely to leave. Understand the impact of commute time.

Software Features

- Compensation
- On & Off Boarding
- Performance Management
- Succession Management
- Time & Attendance
- Workforce Analytics

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OPENHR

OpenHR helps with all the different types of employees, including those who are self-employed, freelancers, and contracted personnel, who provide added value to the business—people who work with us.

With OpenHR, users are able to access their personal data from any computer, tablet, smartphone, iPhone, iPad, Smart TV, or other electronic device with an Internet connection.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow

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OPENHRMS

Open HRMS is a scalable, open-source system for businesses of all sizes that covers HR processes from onboarding, attendance management and time tracking to payroll and appraisals.

Software Features

- Absence Management
- Disciplinary Action
- On & Off Boarding
- Payroll
- Recruitment
- Time & Attendance
- Workforce Analytics
- Travel & Expense

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ORACLE HCM CLOUD

Oracle HCM Cloud is a fully integrated suite of HR software system offered by global software providers Oracle. The Oracle HCM Cloud suite can be deployed as a private, managed, public or hybrid cloud system.

The global HR module of Oracle HCM Cloud covers the essential HR processes including; employee records, workforce optimization, and analytics.

The talent management aspects of the HR system include the entire employee process from acquisition to learning and progression.

Other aspects of Oracle HCM Cloud include workforce rewards, management, and social tools. Each of these tools and features can be applied individually or integrated together as one package.

A cloud-based HRMS, Oracle HCM can be accessed via desktop and mobile devices with a web browser, or via their native iOS and Android apps.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- 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

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ORANGEHRM

OrangeHRM is an open-source HRM solution tailored to the needs of small and medium-sized businesses. It is designed to be user friendly with a low-cost pricing model.

The system is fully customizable and is designed to service the entire lifecycle of employees from recruiting through to employment and business exit

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave

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OYSTER

Oyster is a global employment platform that helps companies hire, pay, and manage international employees. The software is primarily known for its employer of record (EOR) services, which help businesses employ talent in countries where they do not maintain a local legal entity.

This model is commonly used by businesses that want to enter new markets quickly or hire globally distributed teams without taking on entity setup and ongoing compliance overhead.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Recruitment
- Vacation & Sick Leave
- Workflow
- Travel & Expenses

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PAYCOR

Paycor is an HR, benefits, and payroll package aimed at small to medium-sized organizations.

The software is designed to streamline HR processes such as staff onboarding, payroll, benefits, and time management. It is suitable for organizations with small HR departments and is intended to be quick to install, intuitive to use, and easy to scale and customize.

Software Features

- Absence Management
- Benefits Enrollment
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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PAGEUP

PageUp is a comprehensive talent management software solution designed to assist organizations in recruiting, developing, and retaining high-performing teams. It offers a suite of integrated modules that streamline various HR processes.

It utilizes artificial intelligence to enhance various aspects of talent management. AI models are hosted within PageUp's system, ensuring that customer data remains secure and private, adhering to ISO27001 policies and procedures.

Software Features

- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Succession Management
- Workforce Analytics

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PAYLOCITY

Paylocity (NASDAQ: PCTY) is a leading provider of cloud-based payroll and human capital management (HCM) software solutions. Paylocity's comprehensive product suite delivers a unified platform for professionals to make strategic decisions in the areas of benefits, core HR, payroll, talent, and workforce management, while cultivating a modern workplace and improving employee engagement.

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

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PDS

Pennsylvania-based PDS, part of the Univerus family, is a North American supplier of HRMS solutions. Founded in 1974, the vendor serves medium-sized businesses with Vista, a software suite that includes tools for human resources, payroll, benefits, recruiting, and time and attendance.

PDS Vista is the complete HCM software solution for organizations with employees based in the United States, Canada, or the Caribbean. All the pieces—recruiting, onboarding, human resources, benefits, payroll, time and attendance, self-service, workflow, analytics, mobile and extensive reporting—come together to simplify business practices and processes. Whether you opt for Vista in the cloud or on-premise, PDS' Vista delivers the operations management tools that companies need to monitor and securely manage their HCM environment.

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
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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PEOPLEFLUENT

PeopleFluent is a comprehensive talent management and workforce planning solution designed to help organizations of all sizes manage their workforce effectively.

Known for its innovative tools such as OrgPublisher, succession planning, and a comprehensive compensation planner, PeopleFluent helps HR professionals streamline critical operations while promoting employee engagement and development.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Training & Skills
- Workflow
- Workforce Analytics

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PEOPLEGURU HCM

PeopleGuru is an HRMS platform suitable for mid-market organizations with a medium-sized workforce. It aims to deliver “an easily configurable, flexible solution” that fits around users’ existing people management processes. While the HCM software is used across a range of markets, PeopleGuru has a specialty in staffing and HR for senior care organizations.

PeopleGuru HCM focuses on automation of administrative tasks, and the software can personalize staff training and development. The main app, HR Core, covers much of the administrative automation of HR management and includes standard reporting and access to native mobile apps.

PeopleGuru HCM is an all-in-one software system rather than a suite of integrated modules, and can, therefore, provide clients with an extensive hire-to-retain solution. As well as more standard functionalities like onboarding, employee self-service and benefits management, the HR software also offers fully-integrated payroll management and social HR features.

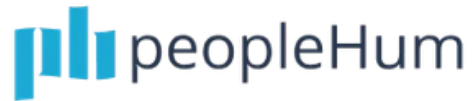
One of PeopleGuru HCM’s standout aspects is its support package, which offers account management alongside outsourced accounting and tax services. They also offer support with the implementation of the platform and can develop customizations for clients to ensure the software meets essential requirements.

Software Features

- Absence Management
- Benefits Enrollment
- 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
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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PEOPLEHUM

PeopleGuru is an HRMS platform suitable for mid-market organizations with a medium-sized workforce. It aims to deliver “an easily configurable, flexible solution” that fits around users’ existing people management processes. While the HCM software is used across a range of markets, PeopleGuru has a specialty in staffing and HR for senior care organizations.

PeopleGuru HCM focuses on automation of administrative tasks, and the software can personalize staff training and development. The main app, HR Core, covers much of the administrative automation of HR management and includes standard reporting and access to native mobile apps.

PeopleGuru HCM is an all-in-one software system rather than a suite of integrated modules, and can, therefore, provide clients with an extensive hire-to-retain solution. As well as more standard functionalities like onboarding, employee self-service and benefits management, the HR software also offers fully-integrated payroll management and social HR features.

One of PeopleGuru HCM’s standout aspects is its support package, which offers account management alongside outsourced accounting and tax services. They also offer support with the implementation of the platform and can develop customizations for clients to ensure the software meets essential requirements.

Software Features

- Absence Management
- Compensation
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Time & Attendance
- Vacation & Sick Leave
- Workforce Analytics

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PEOPLESTRATEGY

PeopleStrategy is an all-in-one; hire-to-retain HRMS that includes a full range of core HR modules. Talent acquisition, payroll, workforce management, benefits and performance management are available, and organizations can choose which of these modules they wish to implement.

Self-service and mobile access allows for more efficient HR processes and reduced administrative costs, and modules can be customized to optimize current working practices.

PeopleStrategy is a cloud-based HRMS, so can be accessed through any device with a mobile web browser. Implementation, training and ongoing support are available with a one-off implementation fee.

PeopleStrategy was founded in 2002 and is headquartered in Atlanta, GA. Clients come from a wide range of industries and are typically (though not exclusively) enterprise-class organizations.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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Personio

PERSONIO

Personio is a cloud-based HR platform designed to streamline core people processes for organisations of 10–5,000 employees.

It combines employee data management, recruitment, onboarding, time & attendance, absence tracking, performance reviews, and payroll into a single interface. Built with an intuitive user experience, Personio aims to reduce administrative overhead so HR teams can focus on strategic work rather than manual tasks.

Software Features

- Absence Management
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave

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PLANDAY

Planday is a staff scheduling tool which aims to lessen the time managers spend on employee administration in order to increase productivity. With mobile accessibility, management of employees can be performed at any time, from any location, granting businesses both the awareness and ability to adapt in fast-changing environments.

Planday is suited for businesses of all sizes which require functionality to automate employee management tasks and get a more comprehensive view of their organization's strengths and weaknesses. Planday allows managers to reduce time-consuming administrative tasks by providing automated notifications regarding employee information and allowing schedules and shifts to be saved for future use.

With a strong focus on communication, Planday has an in-built employee-to-employee messaging service, providing the opportunity for lower level users to organize shift swaps and cover without manager involvement. This includes departmental messaging so that groups can be notified of important changes. Planday operates in real-time, meaning managers can stay aware of changes as they occur and analyze the best way to resolve any issues, with clock-in control accessible from mobile devices to ensure managers can stay aware of employee movement and punctuality.

Planday is a cloud-based system. It is fully compatible with Android and iOS for mobile usage and optimized for integration with most third party apps. It can also be integrated with major payroll tools. It is priced on a per user per month basis, and offer a free 30-day trial to potential customers.

Software Features

- Benefits Enrollment
- Compensation
- Employee Self Service
- Manager Self Service
- Payroll
- Performance Management
- Time & Attendance
- Vacation & Sick Leave
- Workforce Analytics

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PRIMEPAY

PrimePay (formerly SyncHR) is an HR management solution aimed at mid-sized companies in technology, finance, manufacturing, distribution, retail, and property management.

Since PrimePay acquired SyncHR in April 2021, the platform has evolved into a unified HCM suite, combining PrimePay payroll with SyncHR's HR and benefits capabilities.

The software is designed to be a single solution to HR, payroll, and benefits management and is aimed at organizations that wish to manage these facets in a single package without a dedicated IT resource. It is quick to deploy and can be scaled for any organization size. PrimePay is an event-driven solution, making it ideal for HR departments looking to operate in real time.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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PURELYHR

Purely HR is an online HRMS designed for small and medium businesses. Key functions include managing staff profiles, tracking staff's time off, time and attendance management, timesheets and feedback and performance.

The core HRIS module includes a staff directory and profiles, and there is an app to give staff access so that administration can be reduced with self-service data updates. It also allows staff to check answers to HR FAQs, so HR professionals do not have to waste time answering simple calls. This core module also offers a centralized file repository, which gives staff secure access to files anywhere, giving the option for a digital employment profiles, storing CVs, references and other material.

Purely HR is a browser-based software and can run through Chrome, Firefox, Internet Explorer, and Safari, and can be custom branded with your logo and with the language suitable to your location. There are support offices around the world so that user issues are resolved as efficiently as possible.

Purely HR users can opt to pay only for core features or to subscribe to a more advanced package. The time-off, warnings, time-clock and time-sheet modules are available at an additional monthly charge that scales depending on the number of users. Pricing is based on the software as a service model, and there is a 10% discount when the subscription is paid annually.

Software Features

- Absence Management
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- Time & Attendance
- Vacation & Sick Leave

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QKRHR

QkrHR is a versatile HRMS designed to simplify workforce management for small to mid-sized businesses. It is specifically designed and optimized for the Indian market, with a focus on compliance with Indian statutory regulations (PF, ESI, TDS).

While highly focused on India, the platform is used by 100+ enterprises across India, as well as in the GCC and SEA regions.

Software Features

- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Time & Attendance
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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RAMCO HCM

RamcoHCM is a modular HRMS delivered as a SaaS, on-premise or managed HR and payroll solution by Ramco Systems. The HRMS provides functionality for employees and managers across HR and payroll including workforce management, competency management, employee development, leave management and more.

Employee self-service access to the HRMS is available, allowing employees to access and records their personal and payroll details. Travel management functionality provides employees with self-service access to an end-to-end facility to manage their travel - including expenses and approvals. Employee self-service also gives access to Ramco HRMS grievances management. This provides businesses with a direct route to employee grievances, allowing them to measure gaps in existing bureaucracy and plan corrective actions.

Ramco HCM also provides functionality for businesses to manage and track loans and advances given to employees. The loan criteria and recovery process can be fully automated through the HRMS.

Users of Ramco HCM include professional services company KPMG, Hotel brand Radisson, and business communications provider Avaya.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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RIPPLING

Rippling is an HRIS designed to streamline and automate various HR, IT, and finance processes for SMBs. The Rippling mobile app provides employees with access to various HR and payroll services on the go, including time tracking, PTO requests, and employee management.

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

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RIVAL (FORMERLY SILKROAD TECHNOLOGY)

Rival Recruit is a comprehensive talent-acquisition solution from Rival (formerly SilkRoad Technology).

It combines sourcing, recruiting, candidate engagement, applicant-tracking, and analytics into a single platform, with the option to use it as a full-fledged ATS (applicant tracking system) or as an add-on to augment an existing ATS.

The platform integrates with third-party systems, including background checks, payroll/HCM suites, assessment tools, and other HR tools.

Software Features

Recruitment

Reviews

Workflow

Workforce Analytics

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THE SAGE GROUP

Headquartered in Newcastle, UK, The Sage Group is a global provider of business management software and has over 6 million customers across 24 countries.

Sage People is a fully integrated cloud HR and payroll solution designed for mid-sized to enterprise organizations. Clients of Sage include Virginia-based community bank First Bank, architecture and development services firm GreenbergFarrow, and Eagle Rock Distributing Company.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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SAP HCM (SUCCESSFACTORS)

SAP HCM is a global HRMS platform for integrated HR and payroll solutions offered by German multinational software providers, SAP. SAP HCM incorporates many core HR and Payroll functions including compliance, benefits, recruitment, and time and attendance. The HRMS solutions are available through a number of deployment options including on-premise, on demand, and on mobile devices.

It is built for global enterprises, with 50 country-specific versions that provide legal compliance and best practices across multinational businesses. Compliance is regularly maintained through over 1000 legal changes per year to the HRMS products. A further 39 country-specific SAP HCM versions are available from SAP partners.

The system uses Joule, SAP's advanced AI assistant, to help managers plan projects, fill skill gaps, and drive success. Managers type a few keywords and let the system generate a complete goal plan that serves as a clear roadmap.

GenAI finds top talent quickly using deep learning and provides detailed employee profiles to guide decisions. Users can connect with the right people, add team members in Microsoft Teams through Microsoft 365 Copilot, and get quick answers on HR policies without leaving their work environment.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- 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

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SENTRIFUGO HRMS

Sentrifugo HRMS is a human resources management platform, available as open source free software. Built using modular a framework, the HR software can be developed and extended to adapt to the individual business's needs.

An overview of HR software features can be viewed on the Sentrifugo HRMS central dashboard, this page offers overall information at a glance. HR modules can be downloaded as and when they are required, meaning that companies can expand their HR functionality when it suits them, rather than having to invest time and money upfront for features that are not immediately required.

The Sentrifugo HRMS modules range from performance appraisal to analytics through to talent acquisition management and interview scheduling. There is also functionality to deal with disciplinary and performance appraisal. The nature of the software download is that an HRMS platform can be built to fit the needs of each business.

Sentrifugo HRMS is provided by web development group Sapplica. Their website offers a support center, where businesses can request help with the software and a users' forum to help find solutions to common problems and concerns.

Software Features

- Absence Management
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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SINCRON HR SOFTWARE

Launched in Europe in 2007, Sincron's HRIS is modular so organizations can select what functionality they need. The platform includes both an HR and employee portal. Functionality includes organization management, recruitment applicant tracking system (ATS), onboarding, electronic contracts (to handle complex union agreements), personnel files, leave management, document expiry tracking (for accreditation), scheduling, performance management, learning management system (LMS), and HR analytics. Communication is funnelled to all employees via the employee portal and through SMS/email messaging.

Software Features

- Absence Management
- 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

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SOFTWORKS WORKFORCE MANAGEMENT

Softworks Workforce Management is a fully-customizable modular HR software solution. Softworks Workforce Management software is available as a “build your solution” system where clients can select from a set of core HR and payroll functions such as scheduling, expenses tracking, absence management, and attendance management.

One of the unique modules offered as part of Softworks Workforce Management is Biometrics. Clock-in/clock-out can be managed by biometric access which has the potential to reduce errors in attendance management and prevent “buddy clocking”.

Softworks Workforce Management's employee self-service enables employees to access real-time workflow information such as their rosters, holiday balances, absence figures. This self-service portal can be simplified for those employees who don't have regular access to a computer or have low levels of training in HR software.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Employee Self Service
- Health & Safety
- Manager Self Service
- Payroll
- Performance Management
- Time & Attendance
- Vacation & Sick Leave
- Workforce Analytics

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STACK360

Stack360: Your Comprehensive Business Management System (BMS) Tailored for Service-Oriented Organizations. Seamlessly integrating HR, CRM, applicant tracking, project management, worker time tracking, and customer invoicing, our platform streamlines your operations.

What Stack360 apart is its “specialization in meeting unique needs. From custom fields and screens to tailored business logic, reporting, Single Sign-On (SSO), imports/exports, and system interfaces, we shape our solution to fit your unique needs”. Plus, enjoy the flexibility of custom interfaces on mobile or tablet devices, ensuring your business stays agile and responsive.

Software Features

- Compensation
- Manager Self Service
- Payroll
- Recruitment
- Time & Attendance
- Vacation & Sick Leave

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STARGARDEN HCM

StarGarden is a fully-featured HCM tool catering to mid to large sized companies, particularly those with heavily-unionized workforces. The software can be delivered either on-premise or as a cloud-based solution with a one-off licensing fee.

Due to StarGarden's focus on unionized industry, it provides a particularly extensive list of payroll, benefits management and worker compensation management features alongside core HR modules such as onboarding, self-service and performance management.

Software Features

- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Health & Safety
- Manager Self Service
- On & Off Boarding
- ayroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow

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STRANDUM HR SOFTWARE SYSTEM

Strandum HRMS is targeted at medium to large sized businesses and offers a comprehensive range of functionalities. The HRMS looks to support business with their human capital management and business intelligence.

The three key areas the Strandum HR Software System are HRAdmin; a full-spec HR back-office system, MyTeam, and MyProfile; employee and manager self-service modules.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- FMLA
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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SUTIHR

SutiHR is a hire-to-retire HRMS provided by California-based SutiSoft. It offers a comprehensive list of HR functionalities, including self-service, benefits administration and performance management, and can be integrated with SutiSoft's payroll and expenses software to extend performance capability.

SutiHR is a cloud SaaS product and comes in three different packages: 'Professional', 'Premium' and 'Enterprise'.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Social Networking
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

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SUTIHR

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Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Social Networking
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

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TRINET ZENEFITS

TriNet Zenefits is headquartered in San Francisco with offices in Tempe, Charlotte, Vancouver, and Bangalore. Founded in 2013, its cloud-based solutions serve small and mid-market companies by providing a complete suite of HR services including benefits administration, payroll processing, compliance support, and risk management.

The 2022 Zenefits acquisition combined Zenefits' innovative HR technology with TriNet's extensive service offerings.

TriNet HR Plus is a cloud-based all-in-one HR platform that streamlines hiring, onboarding, and employee management in the office or on the go. Now fully integrated with the TriNet HR platform and PeopleHub, TriNet HR Plus offers a centralized solution for managing all your workforce needs.

When new employees are hired, HR professionals using TriNet HR Plus only need to complete a few online fields to begin the onboarding process. New hires sign all agreements online with ease, and the platform automatically processes their information. When employees leave, HR can remove them from payroll and benefits and initiate COBRA setup with a single process.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Social Networking
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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UKG

UKG is the workforce operating platform that puts workforce understanding to work.

“With the world's largest collection of workforce insights, our ability to reveal unseen ways to build trust, amplify productivity, and empower talent, is unmatched. It's this expertise, along with our people-first AI, that equips our customers with the intelligence to solve any challenge in any industry — because great organizations know their workforce is their competitive edge.”

They offer two comprehensive HCM suites: UKG Pro, built for complex, enterprise-level global operations, and UKG Ready, a streamlined, all-in-one platform optimized for small to mid-sized businesses.

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

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VAIRKKO HR CLOUD

VAIRKKO HR Cloud's fully integrated HRMS offers users an 'a la carte' choice of HRMS modules, which can be adjusted easily as business requirements evolve. Clients can pick and choose from a comprehensive range of core HR functionalities such as employee and manager self-service, benefits administration, onboarding and absence management, as well as payroll and recruitment modules, to create an HRMS that suits their needs exactly.

VAIRKKO HR Cloud is an HRMS built with responsive web design. As such, there is no need for any additional hardware as the software will run on any device with an internet connection. VAIRKKO avoids native apps to avoid software updates each time Apple or Google update their operating systems, but the full version of their HRMS is designed to be mobile compatible.

VAIRKKO HR Cloud is a cloud-based system, so will run on any device with an internet connection. It's responsive web design allows the software to run effectively on cellphones and tablets without the need for a native mobile app.

VAIRKKO HR Cloud can be implemented in around 30 days.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workforce Analytics

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WEBHR

WebHR is an HR management software packaged aimed at SMEs.

The software is suitable for organizations looking for an all-in-one HR solution that facilitates and standardizes daily HR functions in a single solution. It is designed to reduce the workload of an organization's HR department while increasing the department's efficiency. The software is feature rich, is customizable and is designed to be user-friendly.

WebHR's dynamic dashboards are one of its key features. Important metrics, charts, and information are displayed on a single screen allowing HR departments to analyze data and make key decisions. The time and attendance module facilitates the recording of employee hours and can be integrated with scanners or biometric devices for clocking in and out.

WebHR is a web-based, cloud-hosted solution that can be accessed on any device with a web browser. The standard implementation comes with over a dozen modules, and additional modules such as performance and benefits can be added for an extra fee.

Software Features

- Absence Management
- Benefits Enrollment
- Compensation
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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WORKABLE

Workable is an all-in-one recruiting and HR platform built around an ATS, AI-powered hiring tools, and extensive integrations.

It helps teams streamline candidate sourcing, applicant management, onboarding, and core HR tasks.

Workable AI

- AI screening assistant automatically ranks new applications based on criteria you define, bringing top matches to the forefront of your pipeline.
- Resume parsing & suggestions extract key skills and experience from applicant resumes, highlighting relevant qualifications and flagging missing information

Free AI job description generator for resumes

Although primarily designed for crafting job ads, Workable's free AI generator can help resume writers and career coaches by:

- Producing clear, role-specific summaries suitable for LinkedIn or resume headers.
- Offering tone adjustments (Formal, Friendly, Generic) to match different application contexts.
- Providing a library of over 1,000 curated templates for inspiration.

Software Features

Compliance
Manager Self Service
On & Off Boarding
Recruitment
Reviews
Social Networking
Workflow
Workforce Analytics

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WORKDAY

Workday is a cloud-based software provider specializing in human capital management and financial management solutions. Founded in 2005 by Aneel Bhusri and Dave Duffield, the company was created to offer a true cloud application for HR and finance departments.

Workday HCM is a unified system for managing HR, payroll, finance, and planning. The vendor launched its first AI capabilities in 2015 and has continued to innovate, releasing AI agents in 2024 to streamline HR and finance processes. The company serves over 10,000 customers globally and is recognized on both the Fortune 500 and S&P 500 lists.

Workday has steadily grown its platform through strategic acquisitions to enhance its offerings. Key milestones include:

- 2008: Acquired Cape Clear Software for better system integration.
- 2016: Acquired Platfora, leading to the development of Workday Prism Analytics.
- 2018: Acquired Adaptive Insights to add financial planning and analysis tools.
- 2021: Acquired Peakon for employee engagement and VNDLY for contingent workforce management.
- 2024: Acquired HiredScore for talent acquisition and Evisort for AI-powered contract management.

Software Features

Absence Management
Benefits Enrollment
Compensation
Compliance
Disciplinary Action
Employee Self Service
FMLA
Manager Self Service
On & Off Boarding
Payroll
Performance Management
Recruitment
Reviews
Succession Management
Time & Attendance
Training & Skills
Vacation & Sick Leave
Workflow
Workforce Analytics
Travel & Expenses

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WORKLIO

The Worklio system connects the PEO and ASO, its client companies, and their worksite employees in a Human Capital Management solution.

All Worklio data is in an enclosed, secure system. The Worklio HR solution is built exclusively for PEOs and ASO.

The system services a range of needs, including; payroll, compensation, benefits management, general HR onboarding and more.

The system can be customized, accessed via mobile devices and customer support is accessible to all users.

Software Features

- Absence Management
- Benefits Enrollment
- COBRA
- Compensation
- Compliance
- Employee Self Service
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Payroll
- Performance Management
- Recruitment
- Reviews
- Succession Management
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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XCD

XCD is the first single-solution HR and Payroll software on the Salesforce platform, and is designed for organizations with over 250 employees who are experiencing business growth or transformation.

With all of your data in one database and all of your HR and Payroll processes in one place, XCD allows you to free up your time to add even more value and make human resources work for the business.

Our software removes the risk of integrations and instead provides an easily configured, online self-service software for forward-thinking organizations.

Software Features

- Absence Management
- Benefits Enrollment
- 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

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YOUmanage HR

Youmanage is a cloud-based HRMS for UK SMBs looking to consolidate core HR activities like recruitment, performance management and disciplinary procedures.

With ISO 27001-grade data security, the GDPR-compliant platform is designed for HR teams seeking an all-in-one HR solution without juggling spreadsheets or disparate systems. It's especially popular with organisations that need structured absence and performance tracking, with features like Bradford Factor scoring to help managers spot patterns quickly.

Software Features

- Absence Management
- Compensation
- Compliance
- Disciplinary Action
- Employee Self Service
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Time & Attendance
- Training & Skills
- Vacation & Sick Leave
- Workflow
- Workforce Analytics

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ZOHO

Based in California, Zoho Corporation started as AdventNet. During the early 2000's the company began launching a wide range of enterprise apps to cater for the needs of a multitude of business processes. These apps include CRM, HR, Docs, Campaigns and more.

Clients of Zoho Corporation include digital imaging company APEX, on-demand charter service JetHub and pneumatic components distributor TECO Pneumatic.

Zoho People is Zoho's HRMS that organizes and automates internal human resource operations. It takes over the moment a candidate officially signs an employment contract. Zoho Recruit (Zoho's ATS) targets the outbound and inbound mechanics of hiring. It automates finding candidates and pushing them through an interview pipeline.

Software Features

- Absence Management
- COBRA
- Compensation
- Compliance
- Employee Self Service
- Health & Safety
- Manager Self Service
- On & Off Boarding
- Performance Management
- Recruitment
- Reviews
- Social Networking
- Time & Attendance
- Training & Skills
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