



SAGE HR SOFTWARE COMPARISON GUIDE

INCLUDES SIDE-BY-SIDE BREAKDOWNS OF
SAGE HR, SAGE HRMS, SAGE HCM & SAGE PEOPLE



SAGE HR SOFTWARE COMPARISON

Sage HR vs HCM vs HCM vs People



SHORTLISTING HRMS SOFTWARE CHECKLIST



1



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

2



Identify HRMS solutions that meet your key requirements

3



Identify point solutions that meet your key requirements

4



Compile initial shortlist of vendors



5



Produce an RFI document and send to shortlisted vendors

6



Narrow shortlist based on RFI responses

7



Compile requirements and business processes in an RFP document

8



Narrow shortlist based on RFP responses to produce final shortlist

WHY NOT CREATE YOUR OWN COMPARISON?

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

- Software Features
- Industry
- Delivery Platform

FIND & COMPARE HRMS



OVERVIEW				
PRODUCT NAME	Sage HCM (formerly Criterion HCM)	Sage HR	Sage HRMS	Sage People
SOFTWARE FEATURES				
ABSENCE MANAGEMENT	✓	✓	✓	✓
BENEFITS ENROLLMENT	✓	✗	✓	✓
COBRA	✓	✗	✗	✓
COMPENSATION	✓	✗	✗	✓
COMPLIANCE	✓	✗	✓	✓
DISCIPLINARY ACTION	✗	✗	✗	✓
EMPLOYEE SELF SERVICE	✓	✓	✓	✓
FMLA	✗	✓	✓	✓
HEALTH & SAFETY	✗	✗	✗	✗
MANAGER SELF SERVICE	✓	✓	✓	✓
ON & OFF BOARDING	✓	✓	✓	✓
PAYROLL	✓	✗	✓	✓

PERFORMANCE MANAGEMENT	✓	✓	✓	✓
RECRUITMENT	✓	✓	✓	✓
REVIEWS	✓	✓	✓	✓
SOCIAL NETWORKING	✗	✗	✗	✗
SUCCESSION MANAGEMENT	✓	✗	✗	✓
TIME & ATTENDANCE	✓	✓	✓	✓
TRAINING & SKILLS	✓	✓	✓	✓
VACATION & SICK LEAVE	✓	✓	✓	✓
WORKFLOW	✓	✗	✓	✓
WORKFORCE ANALYTICS	✓	✓	✗	✓
TRAVEL & EXPENSES	✗	✓	✗	✗
ORGANIZATION SIZE				
ENTERPRISE (1000+ EMPLOYEES)	✗	✗	✓	✓
MEDIUM (251-1000 EMPLOYEES)	✓	✗	✓	✓
SMALL (1-250 EMPLOYEES)	✗	✓	✓	✗
MOBILE COMPATIBILITY				
ANDROID APP	✓	✓	✗	✗

IOS APP	✓	✓	✗	✗
WEB APP	✓	✗	✓	✓
PLATFORM				
CLOUD	✓	✓	✗	✓
INSTALLED	✗	✗	✓	✗
PRODUCT INFO				
MODULAR	✓	✓	Data currently unavailable.	✗
MULTI LANGUAGE	✓	✗		✓
MULTI CURRENCY	✗	✗		✓
CUSTOMIZABLE	✓	✓		✗
REGULATIONS				
HMRC-COMPLIANT?	✓	✗	✗	✓
GDPR-COMPLIANT?	✓	✓	✗	✓
OTHER INFORMATION		Couple of Hours	16 weeks	
PRICING	HR: \$11 PEPM, Payroll: \$6.50 PEPM, Talent Engagement: \$6.50 PEPM	From £5 PEPM	Perpetual license pricing model	

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