

# TOP 10 MID-SIZE HRMS SOFTWARE

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## TOP 10 MID-SIZE HRMS SOFTWARE

1

Paylocity

Paylocity

6

APS

APS HR and Payroll

2

UKG

UKG Pro

7

OrangeHRM

OrangeHRM

3

Zoho Corporation

Zoho People

8

Paycom

Paycom

4

BambooHR

BambooHR

9

PeopleGuru

PeopleGuru HCM

5

Workday

WorkdayHCM

10

TriNet

TriNet HR Plus  
(formerly Zenefits)



## HOW THESE RANKINGS WERE GENERATED

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





## SHORTLISTING HRMS VENDORS CHECKLIST



1



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

2



Identify HRMS solutions that meet your key requirements

3



Identify point solutions that meet your key requirements

4



Compile initial shortlist of vendors



5



Produce an RFI document and send to shortlisted vendors

6



Narrow shortlist based on RFI responses

7



Compile requirements and business processes in an RFP document

8



Narrow shortlist based on RFP responses to produce final shortlist



## WHY NOT CREATE YOUR OWN COMPARISON?

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

- Software Features
- Industry
- Delivery Platform

**FIND & COMPARE HRMS**





## OVERVIEW

### PRODUCT NAME

Paylocity

UKG Pro

Zoho People

BambooHR

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



### COMPLIANCE



### DISCIPLINARY ACTION



### EMPLOYEE SELF SERVICE



### FMLA



### HEALTH & SAFETY



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

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



IOS APP	✓	✓	✓	✓
WEB APP	✓	✓	✓	✗
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME	5 - 12 weeks (dependent on client size and features)			2 - 3 weeks
PRICING	Pricing built on per employee per month basis.			



## OVERVIEW

### PRODUCT NAME

Workday HCM

APS HR and Payroll

OrangeHRM

Paycom

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



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### EMPLOYEE SELF SERVICE



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### HEALTH & SAFETY



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

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

IOS APP	✓	✓	✗	✓
WEB APP	✓	✓	✗	✓
REVIEWS				
REVIEW SCORE				
OTHER INFORMATION				
IMPLEMENTATION TIMEFRAME		4-6 Weeks based on customization		
PRICING		\$4-15 per employee/month		Per-employee-per-month fees, varies based on selected modules and the size of your workforce.



## OVERVIEW

### PRODUCT NAME

PeopleGuru HCM

TriNet HR Plus (formerly Zenefits)

## SOFTWARE FEATURES

### ABSENCE MANAGEMENT



### BENEFITS ENROLLMENT



### COBRA



### COMPENSATION



### COMPLIANCE



### DISCIPLINARY ACTION



### EMPLOYEE SELF SERVICE



### FMLA



### HEALTH & SAFETY



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

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



IOS APP	✓	✓
WEB APP	✓	✓
REVIEWS		
REVIEW SCORE		
OTHER INFORMATION		
IMPLEMENTATION TIMEFRAME	Phase 1= 12 Weeks	
PRICING	\$10-\$16 per employee / month	From \$10 per month per employee

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