



TOP 10 MID-SIZE HRMS SOFTWARE



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.)



Produce an RFI document and send to shortlisted vendors



2 Identify HRMS solutions that meet your key requirements



Narrow shortlist based on RFI responses



3 Identify point solutions that meet your key requirements



Compile requirements and business processes in an RFP document



4 Compile initial shortlist of vendors



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

Compare over 50 HRMS software products in one place

FIND YOUR NEW HRMS

27000 software products selected

COMPARE NOW

FIND HRMS SOFTWARE

Find & Compare HRMS Software

Get a side-by-side comparison of multiple HRMS solutions. Download your results in an easy to read PDF.

Compare Now

Kronos Workforce Ready

Kronos Workforce Ready is a cloud-based HRMS solution that provides a full suite of integrated applications for business, recruitment, and

SAGE Fairtail

Fairtail is a part of Sage People is a comprehensive HR management system for medium and large organizations.

www.fairtail.com

COMPARE NOW

FILTER BY...

Search...

Sort By

Software Features (3)

Absence Management

Benefits Enrollment

CCR4

Compensation

Compliance

Disciplinary Action

| |  Paylocity Forward Together. |  UKG Pro |  Zoho People |  bambooHR™ |
|-----------------------|---|---|---|---|
| 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 | | ✓ | ✓ | ✗ |
| MULTI LANGUAGE | Data currently unavailable. | | ✓ | ✓ |
| MULTI CURRENCY | | ✓ | ✗ | ✓ |
| CUSTOMIZABLE | | ✓ | ✓ | ✓ |
| MOBILE COMPATIBILITY | | | | |
| ANDROID APP | ✓ | ✓ | ✓ | ✓ |

| | | | | |
|--------------------------|--|---|---|-------------|
| IOS APP | ✓ | ✓ | ✓ | ✓ |
| WEB APP | ✓ | ✓ | ✓ | ✗ |
| REVIEWS | | | | |
| REVIEW SCORE | | | | |
| OTHER INFORMATION | | | | |
| IMPLEMENTATION TIMEFRAME | 5 - 12 weeks (dependent on client size and features) | | | 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 | ✓ | ✓ | ✓ | ✓ |
| 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 | 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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