TOP 10 PAYROLL
HRMS SOFTWARE

TOP 10 HRMS SOFTWARE FOR PAYROLL

1. ADP Workforce Now
2. Rippling
3. APS HR and Payroll
4. UKG Pro
5. Deel

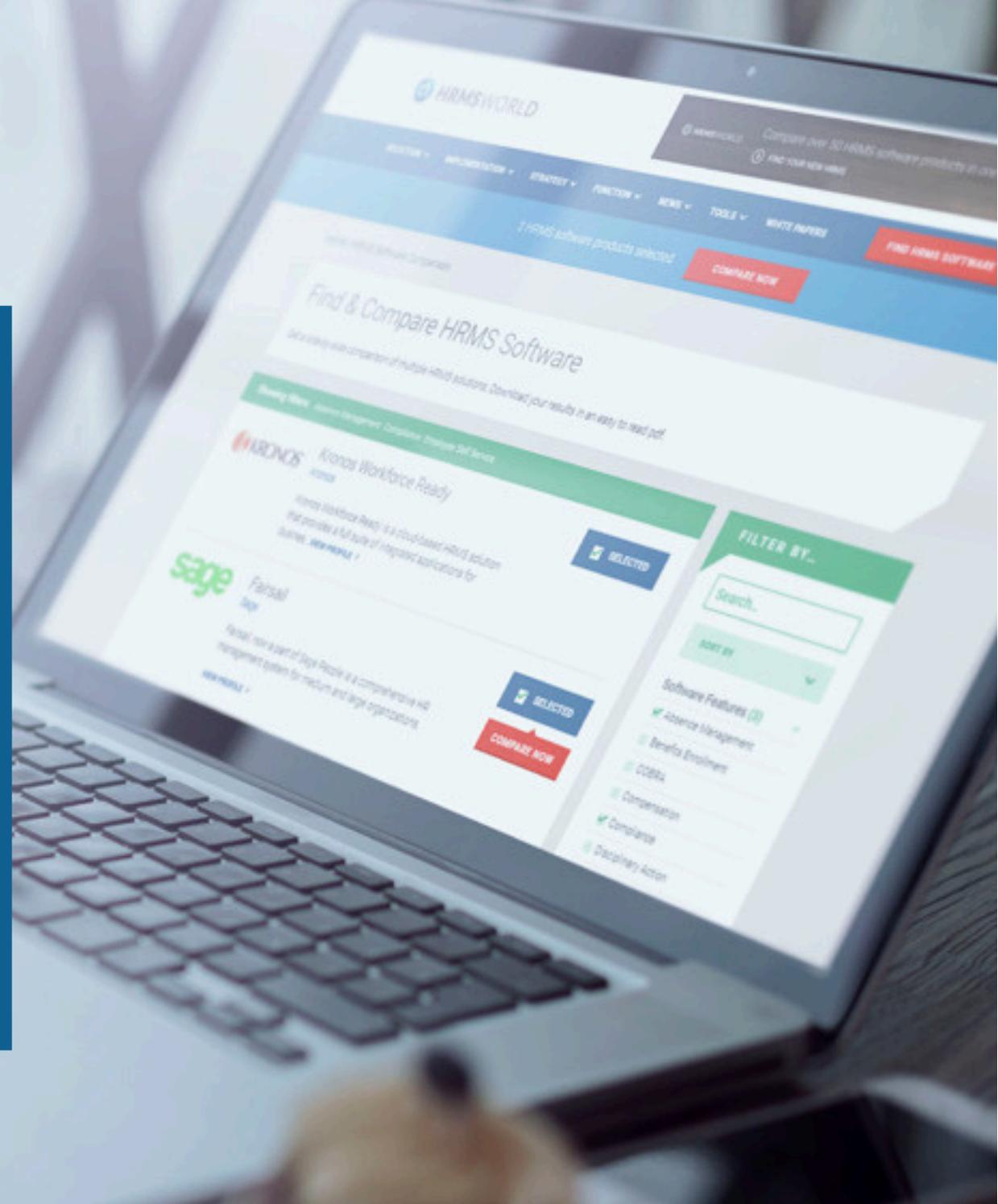6. Sage HRMS
7. Paycor
8. Gusto
9. Personio
10. Paycom

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 SMBs. 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

	ADP	RIPPLING	aps Your Workforce Partner	UKG
OVERVIEW				
PRODUCT NAME	ADP Workforce Now	Rippling	APS HR and Payroll	UKG Pro
SOFTWARE FEATURES				
ABSENCE MANAGEMENT	✔	✔	✔	✔
BENEFITS ENROLLMENT	✔	✔	✔	✔
COBRA	✔	✔	✘	✔
COMPENSATION	✔	✔	✔	✔
COMPLIANCE	✔	✔	✔	✔
DISCIPLINARY ACTION	✘	✔	✘	✔
EMPLOYEE SELF SERVICE	✔	✔	✔	✔
FMLA	✔	✔	✘	✔
HEALTH & SAFETY	✔	✔	✘	✔

	Col 1	Col 2	Col 3	Col 4
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	✖	✔	✖	✖

	Col 1	Col 2	Col 3	Col 4
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	3 pricing tiers ($23–30 PEPM. Select, Plus (everything in the select package, + benefits administration), & Premium (everything in the Plus package + workforce management).	Rippling's core HR features typically cost between $21 - $29 per employee per month	$4-15 per employee/month	

	deel.	Sage	Paycor	gusto
OVERVIEW				
PRODUCT NAME	Deel	Sage HRMS	Paycor	Gusto
SOFTWARE FEATURES				
ABSENCE MANAGEMENT	✔	✔	✔	✔
BENEFITS ENROLLMENT	✔	✔	✔	✔
COBRA	✖	✖	✖	✔
COMPENSATION	✔	✖	✖	✔
COMPLIANCE	✔	✔	✔	✔
DISCIPLINARY ACTION	✖	✖	✖	✔
EMPLOYEE SELF SERVICE	✔	✔	✔	✔
FMLA	✖	✔	✖	✔
HEALTH & SAFETY	✖	✖	✖	✔

	Column 1	Column 2	Column 3	Column 4
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	✘	✘	✘	✔

	Col 1	Col 2	Col 3	Col 4
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		16 weeks	5-30 days depending on products and business	
PRICING	DEEL EOR (Employer of Record): $599/employee/month, Contractor Management: $49/contractor/month, Contractor of Record: from $325/contractor/month, PEO: $95/employee/month, Global Payroll, $29/employee/month	Perpetual license pricing model		Solo: $49/month. Team plans 60% off for 3 months. Simple: $49 ($19.60)/month, Plus: $80 ($32)/month, Premium: $180 ($72)/month.

	Personio	paycom®
OVERVIEW		
PRODUCT NAME	Personio	Paycom
SOFTWARE FEATURES		
ABSENCE MANAGEMENT	✔	✔
BENEFITS ENROLLMENT	✖	✔
COBRA	✖	✔
COMPENSATION	✔	✔
COMPLIANCE	✔	✔
DISCIPLINARY ACTION	✖	✖
EMPLOYEE SELF SERVICE	✔	✔
FMLA	✖	✔
HEALTH & SAFETY	✖	✖

Feature	Column 1	Column 2
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	✘	✔

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

IOS APP	✔	✔
WEB APP	✔	✔
REVIEWS		
REVIEW SCORE		
OTHER INFORMATION		
IMPLEMENTATION TIMEFRAME		
PRICING		Per-employee-per-month fees, varies based on selected modules and the size of your workforce.

TOP 10 PAYROLL HRMS SOFTWARE