

# TOP 10 ENTERPRISE HRMS SOFTWARE

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## TOP 10 ENTERPRISE HRMS SOFTWARE

1

Paylocity

**Paylocity**

6

Paycom

**Paycom**

2

UKG

**UKG Pro**

7

HiBob

**HiBob**

3

SAP

**SAP HCM (SuccessFactors)**

8

Deel

**Deel**

4

Workday

**Workday HCM**

9

Rippling

**Rippling**

5

ADP

**ADP Lyric**

10

Zoho Corporation

**Zoho People**



## 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 large 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.





## A CHECKLIST FOR SHORTLISTING ENTERPRISE HRMS VENDORS



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	SAP HCM (SuccessFactors)	Workday HCM
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## 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)			
PRICING	Pricing built on per employee per month basis.		Recruiting: \$31.92/user/month, Workforce Analytics: \$33.48/user/month, Employee Central, Core HR: \$75.60/user/year, Incentive Management: \$720/record/year	



## OVERVIEW

PRODUCT NAME

ADP Lyric

Paycom

HiBob

Deel

## 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				
PRICING		Per-employee-per-month fees, varies based on selected modules and the size of your workforce.	~ \$16-\$25 per employee, per month (custom quotation required)	DEEL EOR: \$599/employee/month, Contractor Management: \$49/contractor/month, Contractor of Record: from \$325/contractor/month, PEO: \$95/employee/month, Global Payroll: \$29/employee/month



## OVERVIEW

PRODUCT NAME

Rippling

Zoho 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)	✓	✓
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PLATFORM		
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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	Rippling's core HR features typically cost between \$21 - \$29 per employee per month	All plans priced per user/month, billed annually. Essential HR: \$1.09, Professional: \$1.98, Premium: \$3.30, Enterprise, \$5.28

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