



# TOP 10 ENTERPRISE HRMS SOFTWARE

---



## 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.)



5  Produce an RFI document and send to shortlisted vendors

2  Identify HRMS solutions that meet your key requirements

6  Narrow shortlist based on RFI responses

3  Identify point solutions that meet your key requirements

7  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](#)



	 Paylocity Forward Together.	 UKG Pro	 SAP SuccessFactors	 Workday HCM
OVERVIEW				
PRODUCT NAME	Paylocity	UKG Pro	SAP HCM (SuccessFactors)	Workday HCM
<strong>SOFTWARE FEATURES</strong>				
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	✗	✗	✗	✓

	1	2	3	4
<b>ORGANIZATION SIZE</b>				
ENTERPRISE (1000+ EMPLOYEES)	✓	✓	✓	✓
MEDIUM (251-1000 EMPLOYEES)	✓	✓	✓	✓
SMALL (1-250 EMPLOYEES)	✓	✗	✗	✗
<b>PLATFORM</b>				
CLOUD	✓	✓	✓	✓
INSTALLED	✗	✗	✓	✗
<b>PRODUCT INFO</b>				
MODULAR		✓	✗	✗
MULTI LANGUAGE	Data currently unavailable.			
MULTI CURRENCY	✓	✓	✓	✓
CUSTOMIZABLE	✓	✓	✓	✓
<b>MOBILE COMPATIBILITY</b>				
ANDROID APP	✓	✓	✓	✓

IOS APP	✓	✓	✓	✓
WEB APP	✓	✓	✓	✓
<b>REVIEWS</b>				
<b>REVIEW SCORE</b>				
<b>OTHER INFORMATION</b>				
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	ADP Lyric	Paycom	HiBob	Deel
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	✓	✓	✗	✗

	1	2	3	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	✓	✓	✓	✓
<u>REVIEWS</u>				
REVIEW SCORE				
<u>OTHER INFORMATION</u>				
IMPLEMENTATION TIMEFRAME		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
PRICING				



## 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)	✓	✓
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	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



# TOP 10 ENTERPRISE HRMS SOFTWARE

© Converted Media Ltd.. All Rights Reserved.

---