TOP 10 HRMS SOFTWARE

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1	Paylocity	Paylocity
2	Zoho Corporation	Zoho People
3	BambooHR	BambooHR
4	Workday	Workday HCM
5	Sage	Sage HR

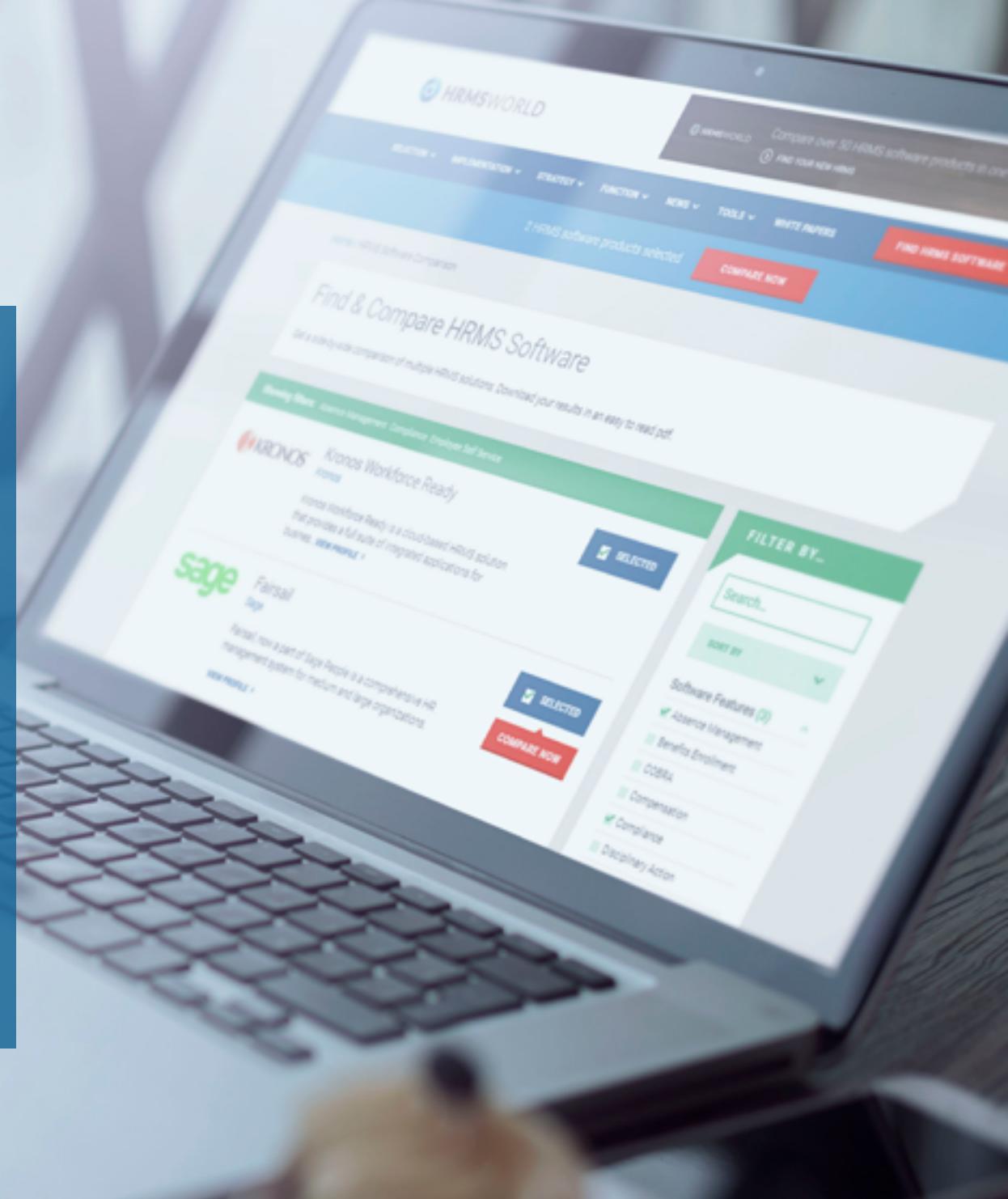|		
6	APS	APS HR and Payroll
7	OrangeHRM	OrangeHRM
8	SAP	SAP HCM
9	UKG	UKG Pro
10	Paycom	Paycom

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 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.)	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.	ZOHO	bambooHR™	workday.
OVERVIEW				
PRODUCT NAME	Paylocity	Zoho People	BambooHR	Workday HCM
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	✘	✘	✘	✔

	Col1	Col2	Col3	Col4
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.	All plans priced per user/month, billed annually. Essential HR: $1.09, Professional: $1.98, Premium: $3.30, Enterprise,: $5.28		

	Sage	aps Your Workforce Partner	OrangeHRM	SAP
OVERVIEW				
PRODUCT NAME	Sage HR	APS HR and Payroll	OrangeHRM	SAP HCM (SuccessFactors)
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	Couple of Hours	4-6 Weeks based on customization		
PRICING	$4.20 per employee/month	$4-15 per employee/month		Recruiting: $31.92/user/month, Workforce Analytics: $33.48/user/month, Employee Central, Core HR: $75.60/user/year, Incentive Management: $720/record/year *minimum contract lengths vary.

	UKG	paycom®
OVERVIEW		
PRODUCT NAME	UKG Pro	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		
PRICING		Per-employee-per-month fees, varies based on selected modules and the size of your workforce.

HRMSWORLD

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