



THE ULTIMATE GUIDE TO

# HCM SUITES

FOR HIGH-GROWTH ENTERPRISES

**Buyers Guide 2019 Edition**

Includes: HR Technologist GreenZone  
and Comprehensive Vendor List



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# SECTION 1

The Suite Spot for High-Growth Enterprises



## 1.1 | Introduction

Human Capital Management (HCM) is defined as a set of practices for managing human resources, with the goal of achieving organizational competency for workforce acquisition, management and optimization. HCM software is an umbrella system that impacts all people processes and drives automation, efficiency, and effectiveness to achieve tangible business outcomes.

Whether you know it as Human Capital Management (HCM), Human Resource Information System (HRIS) or Human Resource Management System (HRMS), chances are you use it at work. Even though there are minor differences between HCM, HRIS and HRMS, for the purpose of this eBook, we'll treat them as being the same and refer to them as HCM, as this term fully encompasses what people management is all about.

Human Capital Management started out as a rudimentary support function, grew into the role of business partner and has finally evolved into a strategic business leader today. These phases of growth correspond rather interestingly to the stages that the enabling technology has grown through as well.

Despite this kinship and correlation in evolutionary phases, global HR still seems to be dedicating 60 per cent of their time at work to routine, transactional functions. That is not acceptable in this era of inevitable digital growth, where efficiency and effectiveness are the highest priorities for all business leaders. Human Capital Management systems are leading the charge for progressive HR leaders to embrace and empower change at every stage of the cycle. **Choosing the right HCM vendor becomes a crucial step in this transformation.**





## 1.2 | High-growth Organizations have Unique Needs and Challenges

The effective use of HCM systems is a conversation that has matured over the last decade and evolved in jumps over the last 4-5 years. Today, there is a diverse range of solutions available in the market of course, but also a diverse set of challenges and considerations that HR leaders of high-growth organizations particularly need to address.

**While the keystone remains finding the best-fit HCM solution for each organization's unique context**, the needs of a high-growth organization, on its path from mid-to-large-to-enterprise scale, are different from those of an SME or an established enterprise. **High-growth organizations have growing talent demands, and need quickly evolving talent management, engagement and experience strategies.** They need a vendor that can not only scale with them in terms of size and number of users, but can manage increasing levels of complexity with a stable system. Finding the right vendor-partner means:

- Increased productivity from shortened recruitment cycles
- Significant cost savings from resume sorting automation
- Lower employee turnover as a result of better employee lifecycle management
- Intelligent and data-based compensation and rewards systems
- Ability to attract the best talent with delightful employee experiences.
- Operational benefits such as ease of deployment, use and adoption for optimal ROI
- The ability to scale and increase complexity with a reliable partner and a stable platform

We know that navigating the crowded, often-confusing HCM market is a challenge - especially if you're a high-growth organization with several urgent and resource-guzzling items on your plate.

Clarity on business outcomes and corresponding talent needs, aided by a compass in the crowded marketplace is a great combination to start with. That is exactly the support role this guide offers - an objective checklist to assess your unique needs and fit requirements better, and a comprehensive listing of vendors to pick from, for your consideration set.

**A buyers' guide - not a biased guide!**



## 1.3 | The Suite Spot: Why Choose an HCM Software Suite over a Stand-alone Solution?

In a world where we're prone to choose customization, point solutions for various aspects of HCM - from hire to retire- might often look attractive. HR leaders have to balance the need for flexibility and best-in-class, with the ability to scale quickly and with complete integration. Managing multiple vendors is also a drain of resources, something high-growth companies can ill-afford. With a suite solution, you get the seamless, unified, compatible ability to:

- Automatically have candidates' data flow into onboarding workflow plans
- Eliminate double data entry in attendance and time management, payroll and benefits applications
- Share data between HR processes instantly and securely
- Calculate zero-to-net pay immediately as attendance is punched in
- Gain visibility into the entire performance and payroll results at any time
- Access reports that map different aspects of HR to help in gauging correlations and interdependence
- Deliver a seamless employee experience through their lifecycle, from hire to retire, via a single system



No matter what system you end up choosing to help manage your HCM strategy, many leaders of high-growth companies, chasing ambitious growth goals and scaling on-the-go, may find the following questions useful to frame the decision on the right HCM solution

### Why

Before embarking on the HCM selection journey, it is important to know:

- **Why** invest in an HCM solution?
- **Why** a suite solution over a point solution?
- **Why** a SaaS or in-house offering?

### What

Choosing the right solution prerequisites an understanding of:

- **What** is the industry-sector context that my organization operates in?
- **What** are the must-have, good-to-have and great-to-have features needed?
- **What** will success look like?

### How

To develop a compelling internal business case it is necessary to know:

- **How** to get the right budget?
- **How** to align key stakeholders?
- **How** to match the present budget with growth needs?
- **How** to decide on metrics to measure HCM ROI?

### When

Timing is key in all business and people processes. It is vital to ask:

- **When** is the organization ready to adopt a new HCM solution?
- **When** will the workforce adapt to the changes that the new solution would bring with it?
- **When** should the different phases for deployment be mapped?

Section 2 of this guide offers a detailed checklist of questions to ask at every stage of investing an HCM solution - from planning to vendor selection to deployment and post-deployment operations.





## 1.4 | Choosing the Right HCM Solution: Major Industry Trends Consider

While all the above questions and the more detailed checklist in Section 2 of this guide are crucial to making the right vendor choice, it is also important to be aware of the larger industry trends that are shaping the way HR leaders need to approach the strategic outcomes of HCM in the near future:

- 1. All Things Mobile** - The mobile-first approach has pervaded the HCM space as well. This is in keeping with the growing demand for ease of access on-the-go. HCM processes need to mirror the user experience that we are attuned to in our daily lives. It seems a logical need to ensure that the vendor chosen allows for mobile access to systems, processes and data. This also leads to greater engagement from candidates and employees by making processes easier, real-time and less work-like.
- 2. Going Big on Big Data Analytics** - Organizational Network Analysis (ONA), real-time feedback and sentiment analytics have changed the way performance and ground realities are measured.. Building a data-driven decision making culture requires a technology solution that empowers HR professionals to use the data without the need to be data scientists themselves.
- 3. Secure, Compliant and Protected** - The need for compliant and data-secure systems and processes cannot be overstated, not just to keep data confidential, but to protect the interests of employees and partners as well as meeting regulatory requirements.
- 4. The AI and ML Way** - With most solution providers claiming to leverage AI and ML to boost outcomes, it is important to understand the areas of impact that could most benefit from AI and ML technology and choose the functional outcome over shiny new gimmicks.
- 5. Blended Workforce Management** - HCM solutions today need to be able to manage the blend of full-time employees, part-time employees, contract workers, freelancers and all other options that come with the distributed workforce.










# SECTION 2

Features List, Vendor Selection Checklist  
and HRT GreenZone



## 2.1 HCM Suites: Comprehensive List of Features and Functionalities

<p><b>A. Core HR Capabilities</b></p> 	<ul style="list-style-type: none"> <li>• Payroll</li> <li>• Benefits Administration</li> <li>• Compliance Management</li> <li>• Employee Data Management</li> </ul>
<p><b>B. Talent Management</b></p> 	<ul style="list-style-type: none"> <li>• Recruiting</li> <li>• Employee Onboarding</li> <li>• Performance Management</li> <li>• Compensation Management</li> <li>• Learning &amp; Development</li> <li>• Succession Planning</li> <li>• Talent Analytics</li> </ul>
<p><b>C. Workforce Management</b></p> 	<ul style="list-style-type: none"> <li>• Time and Attendance</li> <li>• Workforce Planning</li> <li>• Scheduling</li> <li>• Leave Management</li> <li>• Workforce Analytics</li> </ul>
<p><b>D. HR Service Management</b></p> 	<ul style="list-style-type: none"> <li>• Employee Self-Service</li> <li>• Manager Self-Service</li> <li>• HR Helpdesk</li> <li>• Intranet Portal</li> <li>• Mobile Accessibility</li> <li>• Employee Chatbots</li> </ul>
<p><b>E. Business Intelligence</b></p> 	<ul style="list-style-type: none"> <li>• Data Visualization</li> <li>• Reporting</li> <li>• Predictive Analytics</li> </ul>



## 2.2 HRT GreenZone: An Evaluation of Best-Fit HCM Suite Solutions for High-Growth Companies

### What is the HRT GreenZone?

The HRT GreenZone is a research-based evaluation of vendors in a defined solution category, to help potential buyers get a birds-eye view of the best and great fit vendors they can start with in their consideration set. Our GreenZone does the hard work of crawling through every feature offered by the vendors to assess which ones offer the best combination of features, segment focus, deployment options, and in some cases, pricing to meet the needs of the buyer segment. In this guide, we are focusing on best-fit HCM suites for high-growth mid-to-large size enterprises.

### Research Methodology

The GreenZone is calculated based on inputs from authenticated HCM vendors and users, the HRT research team's in-depth features analysis, and secondary data available in the public domain. Feature Ratings form the core of the evaluation. In this case, Core HR Capabilities, Talent Management, Workforce Management, HR Service Management and Business Intelligence features, plus a comprehensive set of sub-features. Because we are evaluating suites, breadth and depth of features have been given the highest priority, followed by additional scores for segment focus and deployment options.

Our score is the aggregated sum of all the above parameters. Companies with the highest ratings across all parameters (4 to 5) on a scale of 1 to 5 (although we have also qualified companies that scored between 2.9 and 4 to gain a wider perspective and not miss out on any worthy offerings) make it to the GreenZone.

A total of 34 vendors were shortlisted from an initial sample size of 146 companies, based on a qualitative analysis of market leaders, front-runners and challenger HCM solutions which offered the most comprehensive and relevant solutions based on the needs of high-growth mid-to-large size organizations. 15 companies made the HRT GreenZone as best-fit, and 14 are featured as great-fit solutions.

**Disclaimer:** While we realize that pricing is an important criterion for choosing the right vendor, we have chosen to exclude pricing from our analysis. This is because a majority of vendors provide customized pricing based on the needs of the client and there are too many variables involved to get a clear reading.



Best-Fit for  
Medium to Large  
Enterprises



Great-Fit for  
Medium to Large  
Enterprises



**IMPORTANT:** Vendors in the GreenZone are placed in alphabetical order and are also listed alphabetically in the vendor profiles. This is not a ranking. This is an evaluation of all companies who provide a best or great fit solution for the defined segment.





## 2.3 Comprehensive HR Tech Vendor Selection and Implementation Checklist

This checklist is designed to help you plan and execute most HR Tech solutions. Using this checklist, you can be reasonably sure that you have covered most bases when it comes to planning, choosing and implementing an HR Tech solution.

Planning	Research and Evaluation	Selection	Implementation	Post Implementation
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- Do I know the problems I am trying to solve? Are they clearly defined and understood by all key stakeholders?
- Have I considered expectations from key stakeholders including end users and employees?
- Do I have a detailed list of processes that I wish to digitize and how I want them to behave?
- Am I looking to make certain changes in existing processes via technology?
- If the above is true do I have buy-in from all necessary stakeholders on current and to-be process? Is that documented?
- Will the HR Technology tool need to interact or integrate with other existing tools? If yes, do I know the dependencies and technicalities involved in the same?
- What is the overall IT infrastructure available to me and do I understand what IT infrastructure and support I would need to implement the specific HR technology solution?
- What kind of access and security functionalities I would need? What is currently supported in my organization?
- How are people currently accessing workplace technology? What are they aspiring to do? Am I able to capture these expectations in my HR tech implementation solution and budget?
- How all stakeholders define success of the HR technology implementation?
- Am I looking at solving current problems only? How important is evolving needs for me? Do I have some idea about what kind of problems I would want the technology to solve once I am done solving the current ones?



Planning	<b>Research and Evaluation</b>	Selection	Implementation	Post Implementation
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- Have I shared a detailed requirement document with the vendors?
- Have I identified vendors who are active in my industry vertical and geography?
- Have I demanded that the vendor showcase their product demo built based on one of my detailed requirements?
- Have I evaluated the vendor for their implementation process, training and post implementation support capabilities?
- Have I done a critical evaluation of the vendors past minimum 1 implementation in similar sized organization?
- Am I considering the total cost of ownership? Including time and resources that I would have to spend in making the technology work?
- When comparing vendors apart from feature comparison and cost comparison; am I giving enough importance to the vendor's experience and financial stability?
- Do I have minimum 2 references from the vendor who have implemented similar functionalities? Have I taken the time to interact or visit them to understand how the technology solution is working for them?
- Am I asking the vendor what challenges their customers typically encounter when implementing the solution and identifying potential pitfalls for my organization?
- In the overall implementation have I identified if I would need support from external resources and budgeted for their costs (example – HR Consultant, Change Management expert, Internal communication expert etc) as well as the vendor support and customer success terms and offerings?

Planning	Research and Evaluation	<b>Selection</b>	Implementation	Post Implementation
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- Have I involved critical stakeholders in the decision making process including end users and employees?
- Who owns the data? And what contractual terms protect data usage and/or data breach provisions? What happens to data once the contract is terminated?
- Have I ensured that the vendor/s shortlisted via research and evaluation have showcased specific functionalities that are relevant to my organization while giving a demo to a wider audience?
- Is my final decision largely based on cost or am I considering other aspects like data security, service, training and prior experience and am willing to pay a premium for the same?
- If I am making a decision primarily based on cost do I understand the risks involved and have I documented the same and highlighted them to key stakeholders?
- What other terms and conditions am I signing up with the vendor? What about cost escalation? What about implementation timelines and delays etc?
- Does the technology solution support measurement of the success parameters expected by key stakeholders during the research phase?
- Am I executing a detailed contract with various dependencies and terms and conditions to protect my companies' interests and avoid litigation with the vendor?
- Am I listening to specific concerns being raised by stakeholders about vendor/s? Am I raising those with the vendors and evaluating their response?



Planning	Research and Evaluation	Selection	<b>Implementation</b>	Post Implementation
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- Have I considered a serial or parallel implementation timelines for multiple sub features in the tech solution?
- Have I involved all stakeholders in the implementation planning process and taken their inputs before finalizing the project plan and timelines?
- Have I evaluated data templates required by the vendor and proactively looked at the same being completed to speed-up implementation or avoid surprises?
- Have I budgeted sufficient time for training and change management aspects in the implementation process?
- Have I budgeted time to carefully craft communication for identified stakeholders and / or influencers within my organization to keep them updated about the HR technology implementation?
- Have I identified internal resources that would need to dedicate significant amount of their time for a successful implementation of the selected HR technology solution?
- If the above resources are shared and continue to perform their “day-job” then have I considered impact of the same on the implementation timeline?
- Have I carefully evaluated external resources like HR consultants, Change management experts or Internal communication experts who are available as per my HR tech implementation timeline and budget?
- Do I have a plan A and plan B in place for my implementation timeline which operates on different set of assumptions?
- Have I clearly documented the assumptions me and the vendor are making to achieve the defined implementation timelines?
- Have I considered training and pilot timelines while considering other business priorities that might coincide at the same time of the year?
- Have I setup support mechanisms to ensure all queries are being effectively addressed?
- Do I have a process to identify early adopters and champions to further improve adoption?

Planning	Research and Evaluation	Selection	Implementation	<b>Post Implementation</b>
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- Do I have a governance mechanism to review HR tech usage and report the same to key stakeholders?
- Do I have a data governance mechanism to ensure quality data is being fed to the system post implementation?
- Have I ensured that necessary and sufficient reports and analytics are being provided to key stakeholders helping them make better decisions post implementation?
- Have I documented promised and other benefits delivered by the HR tech solution post implementation to determine an ROI on the HR tech investment?
- Have I reached out to key stakeholders to ascertain if their expectations have been met from the HR tech implementation? If not, have I worked out a corrective action plan for the same?
- Have I proactively identified the next set of business challenges that HR technology can solve and how can existing or other vendors that can work with the existing platform help us solve the same?



## 2.4 Deployment Models: Onsite, Offsite or on the Cloud?

SaaS systems - subscription-based systems usually housed on the cloud- are now a viable alternative to dynamic and evolving HR teams. The ease of implementation, lower upfront capex costs, fewer maintenance resources, ongoing and automated system upgrades, improved data security and access control, and always-on customer support make **SaaS solutions** an ideal model for high-growth organizations that need flexibility and scale without the distractions of managing their own complex, software systems.

That said, a proprietary **in-house HCM system** comes with big benefits as well, such as greater control over various functionalities, ability to customize according to specific business requirements, and greater adherence to compliance demands in high-regulation industries. Of course the capital and operational costs are both higher than the SaaS model.

Another option, for organizations that are not really sure about investing in HR technology, is to **outsource the HCM system entirely** - including operations and management to a consulting firm that can either host the HCM system or install it and supervise it on-site. Consultants can help you select, implement and supervise the HCM system and as well as support end users in your organization. However, you would still need to have internal resources that liaison with the consulting firm to ensure that your HCM needs are being met. Finding the right vendor thus depends on how you analyze your own needs and how you map the road ahead.





# SECTION 3

HCM Suite Vendor Directory



## Vendor Directory

ADP Vantage HCM	Paychex
Adrenalin HCM	Paycom
Advanced HCM	PeopleGuru HCM
Asure HCM	PeopleStrategy eHCM
Avature	PeopleWorks HCM
BenefitFocus	Perview HCM
Ceridian Dayforce	PlanSource HCM
Compas (Cypress HCM - acquired by Avionte)	Qandle
Epicor HCM	SAP SuccessFactors HCM Suite
FinancialForce HCM	Talentia HCM
Infor CloudSuite HCM	Talentsoft
iSolved HCM	Ultipro (Ultimate) HCM Software
Kronos Workforce Ready	Vibe HCM
NetSuite HCM Software	Viventium Software
OnCore HCM	Workday HCM
OnePoint HCM	Zenefits
Oracle HCM	Zoho



Our Take

[www.adp.com](http://www.adp.com)

*ADP Vantage is a one-stop, all-in-one, open-architecture solution for strategic human capital management. The solution is focused on talent, payroll, time and benefits and is one of the best-fit vendors for large U.S.-based multinational businesses. It offers considerably intuitive, comprehensive and seamless management of data with a user experience that is meaningful and easy. The Data Cloud and Bench Marking are ideal for large businesses that want to see where they are in the market and map their changes over time. It is thus a great solution for high-growth enterprises with offerings that are easily scalable, market-sensitive and customizable.*



Our Take

[www.myadrenalin.com](http://www.myadrenalin.com)

*Adrenalin aims to provide best-in-class solutions for the digital HR of today and tomorrow. The easy-deployment, push-button HCM offerings target streamlining processes and optimizing multi-generation resources in a dynamic workplace. Key benefits provided include defining the organizational structure and changing roles within the system as well as supporting growing employee demographics, thus making it suitable for businesses charged up for growth. It is a comprehensive solution that provides for technologically-driven services across the HR functions spectrum from Recruitment, Workforce administration, Performance management and Talent development to Payroll, Analytics, Mobile and Enterprise Collaboration.*



Our Take

[www.oneadvanced.com](http://www.oneadvanced.com)

*Advanced is a veritable provider of business software and is the third-largest in the UK. With enterprise and market-focused solutions that focus on reimagining possibilities and innovation, Advanced offers a broad variety of functionality to help deliver seamless management through the employee lifecycle. Cultivating the right workforce is easier with a cloud-based holistic outlook for payroll, talent, staff rostering, learning and training management and time recording solutions. With software like OpenHR and OpenPeople, organizations can get specialized solutions for their specific needs. The sheer volume of data that can be recorded, managed and stored is a key driver for success.*



Our Take

[www.asuresoftware.com](http://www.asuresoftware.com)

*With the vision to make work and workplaces smarter, Asure Software ticks many of the right boxes when it comes to HCM suite requirements for medium and large enterprises focused on growing exponentially in the near future. It provides a workforce analytics module with over 600 reporting templates, unique time-collection methods, an integrated platform and is ideal for organizations with bigger workforces. An integrated suite of workspace and workforce solutions with elevated business intelligence, Asure provides enterprises with the tools and insights needed to compete better for talent, space, time, and capital assets. It also allows adjustments for business models as companies change over time by giving them the choice of in-house, fully outsourced or any hybrid model in between.*



# Avature

Our Take

[www.avature.net](http://www.avature.net)

*Avature provides an interesting blend of HCM solution features although they are not as equipped to handle the scale of medium and large enterprises when it comes to providing a one-stop suite solution. Moreover, there tends to be a big learning curve that needs to be surmounted before the benefits can be reaped. The cloud-based tool, however, does come with stand-alone features that could be put to effective use in and of themselves.*

# BENEFITFOCUS®

Our Take

[www.benefitfocus.com](http://www.benefitfocus.com)

*While this is a good point solution to increase engagement, reduce administrative costs and manage compliance, it is all mostly within the purview of compensation, benefits, and compliance and not really a comprehensive HCM suite tool. That said, while it does not feature in our GreenZone, the company has managed to create and operate a single platform for employers, brokers, carriers and product suppliers to bring consumers the convenience of greater access and choice.*

# CERIDIAN

Our Take

[www.ceridian.com](http://www.ceridian.com)

*Ceridian creates technology with a strategic impact in mind and enables customers to design and deploy HCM endeavors that are relevant to their internal structure and functioning. With a decade of experience in helping companies drive their digital transformation, the vendor helps companies find a way out of legacy software and quickly deploy innovative solutions that support built-in agility and cutting-edge practices. The flexibility and customization that is made available to customers along with the benefits of a secure private cloud make this a top choice for medium to large organizations.*

# AVIONTÉ

Our Take

[www.avionte.com](http://www.avionte.com)

*Avionté is an effective solution for recruitment and staffing functions but does not come with a holistic HCM suite solution that can support the people requirements of high-growth organizations. While they do dub themselves as an end-to-end vendor for streamlined processes to improve everything from recruiting and sales to payroll and billing, recruitment is their forté.*





## EPICOR.

Our Take

[www.epicor.com](http://www.epicor.com)

*Epicor made it to our GreenZone as a good-fit HCM suite solution for mid-size and large enterprises. They provide a well-rounded package of HCM features both for on-premise and cloud deployment. Their offerings are in keeping with the larger view of ERP throughout the organization, especially attuned to the needs of Industry 4.0. Their feature-rich solution is a wise investment that comes with the benefits of on-demand scalability and customization.*

## FINANCIALFORCE

Our Take

[www.financialforce.com](http://www.financialforce.com)

*This a platform created in collaboration with ADP. While FinancialForce looks into the services automation and skills management capabilities critical to service-based organizations, ADP provides the daily requirement for HCM capabilities including payroll, HR management and benefits administration. Despite their features spanning over the spectrum of HCM and PSA needs, FinancialForce HCM did not make it to our GreenZone since considerable analysis into the platform shed light on customer feedback with regard to the user interface besides also pointing out that this is best suited for companies with a moderate employee strength.*

## 

Our Take

[www.infor.com](http://www.infor.com)

*Infor is an end-to-end HCM suite offering that enables mid-size and large organizations to select, develop, and retain the right talent by leveraging large quantities of behavioral and performance data. They also provide services to create offsite data centers that and significantly cut down on maintenance costs. Infor makes it to our GreenZone as a best-fit suite solution for high-growth organizations with several great-to-have features that puts it above the must-have-features suite list. It comes with the potential to replace complex processes, workflows, and systems with sophisticated, yet intuitive technology, empowering your HR professionals to deliver streamlined workforce processes and elevated experiences.*

## iSolved®

Our Take

[www.isolvedhcm.com](http://www.isolvedhcm.com)

*iSolved HCM is an industry-leading HCM technology provider that brings together the key workforce functions in one robust, easy-to-use platform. Payroll, HR, Time & Attendance, Onboarding, ACA Compliance, and Benefits Enrollment are all delivered from a single application in the cloud. This suite is, however, specifically built for small-to-midsized employers. They have made it to our good-fit list on the GreenZone due to the feature-rich, easy-adaptability model that the offering brings to its clients.*



*Our Take*

[www.kronos.com](http://www.kronos.com)

*The Kronos HCM platform comes with the ability to engage and encourage people to complete daily tasks such as applying for jobs, enrolling in benefits programs, managing time and tracking performance with agility and ease. We have ranked them in the best-fit segment of the GreenZone since they come with a plethora of the most important services for high-growth, mid-size organizations with easy scalability and deployment. Besides allowing easy data access through an intuitive user interface, this cloud-based solution is built for varied budgets and can grow with the organization to cater to its changing needs*



*Our Take*

[www.netsuite.com](http://www.netsuite.com)

*Oracle-owned Netsuite made it to the good-fit category of our GreenZone. NetSuite SuitePeople securely weaves people data throughout the Suite, allowing clients greater control in their Core HR processes. SuitePeople helps organizations streamline employee information and manage new hires, employee onboarding, payroll, promotions and compensation changes, all from single-suite access. Not only are admin tasks like requesting time-off, accessing employee directories and organization charts, monitoring upcoming vacation schedules made easier, the tool also facilitates the monitoring of new hires, the recognition of peers for good work while and enabling a stronger culture at work.*



*Our Take*

[www.oncorehcm.com](http://www.oncorehcm.com)

*While OnCore HCM is specially tuned to the benefits technology industry, it made its way to our good-fit GreenZone category. The company offers a fully automated software solution to manage diverse workforces with more efficiency and accuracy. Also on offer are Applicant Tracking, Benefits Administration, ACA, Payroll, and HRIS by leveraging one data set along with expert guidance from industry insiders.*



*Our Take*

[www.onehcm.com](http://www.onehcm.com)

*OnePoint provides an HCM platform that is dedicated to supporting and enabling teams to configure more automated and streamlined processes in a truly single-database solution. With a unified suite of HCM applications, automated manual HR and payroll processes, consolidated systems, OnePoint delivers a unified employee experience to improve engagement, communications and compliance and is, therefore, one of our 15 best-fit GreenZone vendors.*



Our Take

[www.oracle.com](http://www.oracle.com)

*Providing a full-stack, end-to-end HCM suite solution with a multitude of features like HR Analytics, Core HR, HR Management Suites, Performance Management, Corporate LMS, Compensation Management, Applicant Tracking System (ATS), Payroll, Corporate Volunteering Platform, Corporate Wellness and Mentoring among others, Oracle is a frontrunner amidst suite solutions for every aspect of HR Service Delivery. The platform allows multiple customizations along with scalability ease and deployment options, making it one of our highest-scoring best-fit vendors in the GreenZone.*

## **PAYCHEX FLEX®**

Our Take

[www.paychex.com](http://www.paychex.com)

*Paychex Flex makes it to our good-fit GreenZone with its offerings to help reduce the complexity and risk of organizations running their own payroll, while ensuring greater accuracy with up-to-date tax rates and regulatory information. Despite being a payroll specialist, they offer a string of relevant HCM features to enable high-growth enterprises in faster, easier and better business.*



Our Take

[www.paycom.com](http://www.paycom.com)

*Paycom makes it to our good-fit list by making it easier for companies focused on growth to hire, engage, pay, manage and track employees better. The suite focuses on the size, scope and needs of the company and allows modifications to the platform to help the business and the people processes perform better and in unison.*



Our Take

[www.onehcm.com](http://www.onehcm.com)

*PeopleGuru HCM makes it to the best-fit category of our GreenZone by being a single-point HCM suite solution that offers agile and flexible technology especially suited for mid-market high-growth enterprises. It provides HR management, payroll, benefits management, time&labour, recruiting and onboarding among other sub-features.*



## peoplestrategy

Our Take

[www.peoplestrategy.com](http://www.peoplestrategy.com)

*PeopleStrategy eHCM, providing clients with integrated, SaaS-based payroll/HRMS solutions backed by dependable service, has been featured among the best-fit category because of its ease of setup, ease of use and quality of support. Despite some reports of user interface bugs, clients on an average consider this to be an extensive tool that caters to all HCM needs efficiently.*

## peopleworks™

New Age HCM for New Age Workforce

Our Take

[www.peopleworks.in](http://www.peopleworks.in)

*PeopleWorks HCM is a good-fit cloud-based HCM solution designed to streamline HR processes through effective automation. Clients seem to share the consensus that it comes with high ease of use and is thus an easy tool to onboard and get the organization adapted to. The user interface makes it easier for employees, managers and business leaders along with enabling the HR to make faster and better decisions backed by data.*

## perview®

Our Take

[www.perview.de](http://www.perview.de)

*The Perview HCM Software does not rank high on our GreenZone since it is limited in its focus which is primarily performance management. Despite being marketed as a suite offering, it does not cater to the other features and sub-features required in a suite for high-powered, high-growth organizations.*

## PLANSOURCE®

Our Take

[www.plansource.com](http://www.plansource.com)

*PlanSource is a technology provider focussed in creating better benefits and HR experiences for employers and employees alike. With almost 10,000 client companies and 3.5 million consumers, PlanSource is in our GreenZone and one of the best-fit enterprises providing flexible and intuitive software and services for benefits administration and HCM. An intelligent combination of industry-leading software platform and professional services helps provide holistic solutions for benefits shopping, enrollment, billing, compliance and administration.*





## Qandle

Our Take

[www.qandle.com](http://www.qandle.com)

*Qandle is one of the good-fit vendors on the GreenZone. An intuitive and comprehensive HRMS solution with core HR, talent management, payroll & compliance, and travel & expense, Qandle makes HR processes simpler. It allows the provision to choose between Cloud, SaaS, Web, Mobile - Android Native and Mobile - iOS Native deployment models. The features include 360 Degree Feedback, Applicant Tracking, Benefits Management, Compensation Management, Employee Database, Employee Profiles, Onboarding, Payroll Management, Performance Management, Recruitment Management, Self Service Portal, Time & Attendance Management and Time- Off Management.*

## SAP SuccessFactors



Our Take

[www.successfactors.com](http://www.successfactors.com)

*The SAP SuccessFactors solution is a holistic, seamless and integrated HCM suite system. SAP SuccessFactors gives organizations in all industries the tools needed to manage their people better. The solution equips executives, HR professionals, and line managers to hire the best talent, as well as train and cultivate the skills for the future. It allows for Cloud, SaaS and Web-based deployment and scored the highest on our GreenZone scoreboard, ticking all the boxes with regard to the breadth and depth of required suite features in a high-growth set-up.*



Our Take

[www.talentsoft.com](http://www.talentsoft.com)

*Talentia is one of the two vendors that just about made it to the GreenZone as an HCM suite solution. It provides high adaptability to the processes of client organizations although it does not provide a very wide or deep range of features at present. Having a standard product that is already highly configurable in itself, with a small investment, clients can make even further customizations to create a tailored solution that fits into present and future requirements.*



Our Take

[www.ultimatesoftware.com](http://www.ultimatesoftware.com)

*Ultipro is one of the two vendors that have secured the perfect score and ranks at the top of our best-fit GreenZone segment. Besides being an effective cloud payroll solution, UltiPro helps in simplifying work processes, and in boosting engagement levels and productivity indices across global workforces of high-growth organizations. It's a worthy investment for encouraging more communicative, collaborative teams and a culture of agility and smart-work.*



Our Take

[www.vibehcm.com](http://www.vibehcm.com)

*Vibe HCM is a good-fit tool not only when it comes to automating HR transactions but also for connecting, communicating and engaging with employees. Their focus has been on partnering with talent-driven businesses to elevate how they operate, collaborate, reward and elevate their human capital. They provide a standard HCM suite solution in a marketplace that is dynamic and fragmented.*



Our Take

[www.viventium.com](http://www.viventium.com)

*Viventium Software ranks as one of the best-fit HCM suites for our focus segment of high-growth mid-market companies. It is a transformative, living solution that is purely cloud-based. Lauded for user experience and design that is enjoyable, personable, and intuitive, it comes with reliable, analytics and deep insights into business, which is a must for any growth-centric organization.*



Our Take

[www.workday.com](http://www.workday.com)

*We feel that Workday provides an all-around HCM solution that is an assured best-fit for businesses with a high-growth mindset and enterprise organizations across diverse sectors like education and technology. It offers holistic support with a full review process, from alignment to review to compensation. While they have sub-services that look into different aspects of the HCM need chain, they work with seamless integration.*



Our Take

[www.zenefits.com](http://www.zenefits.com)

*Zenefits offers a one-stop dashboard to manage payroll, benefits, core HR functions, and compliance. All this, securely available online with a limited need for paperwork. We deem Zenefits to be a good-fit vendor for high-growth enterprises looking to grow and transform their HR processes into leaner, quicker and more engaging systems.*



Our Take

[www.zohocorp.com](http://www.zohocorp.com)

*Zoho is the second vendor on our list that just about made it do our GreenZone. This is because they are primarily focused on recruitment and Talent Acquisition (TA) more than the other aspects of HCM. Without a holistic feature-rich tool to cater to the evolving demands and needs of high-growth organizations, Zoho is not the weapon of choice in a competitive market. That said, if TA were the focus of an organization along with a few supporting functions, the tool could come in handy.*



## About HR Technologist

HR Technologist is one of the fastest growing media brands providing unbiased news, in-depth research, expert views and perspectives on the growing and evolving HR technology space. Our community of over 100,000 professionals includes highly engaged thought leaders and HR & technology experts who regularly contribute and participate on HR Technologist. Leading HR technology companies partner with HR Technologist to reach these highly engaged audiences and drive improved awareness and growth.

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## About HRT Buyer's Guides

The HR Technologist Buyer's Guide Series for mid to large enterprises addresses a critical HR technology category ever quarter. Our goal is to not just help give HR leaders the perspective they need to approach a specific category but to help them make a more informed buying decision.

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