



Global HCM Suites

Harness the power of globalization and overcome its challenges

Q3 2021

GLOBAL HCM SUITES

ADP
INFOR
ORACLE

CONSTELLATION
ShortList™

5
solutions
to know

SAP
WORKDAY

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The Constellation ShortList™ presents vendors in different categories of the market relevant to early adopters. In addition, products included in this document meet the threshold criteria for this category as determined by Constellation Research.

This Constellation ShortList of vendors for a market category is compiled through conversations with early adopter clients, independent analysis and briefings with vendors and partners.

About Constellation Research

As an award-winning Silicon Valley-based strategic advisory and futurist analyst firm, Constellation Research serves leaders and organizations navigating the challenges of digital strategy, business-model disruption and digital transformation.

Constellation works closely with solution providers, partners, C-suite executives, board of directors, and its Constellation Executive Network of buy-side leaders to lead the way in research coverage and advise clients how to achieve valuable business results.

About This Constellation ShortList™

A global human capital management (HCM) suite is a collection of key HCM functionality covered by a single vendor across multiple countries. Regarding functionality, Constellation looks for strong HR core and payroll capabilities as the main areas of functional necessity, but vendors equally must have some talent management, workforce management and benefits functionalities. As for geographical focus, vendors must operate in at least three continents and cover two-thirds of the world's GDP.

To ensure vendors are compliant with legal and statutory requirements, they need to have employees in countries in which they operate with the dedicated purpose of monitoring legislation and best practices. Partnerships for this purpose are acceptable and included but don't score as strong as native/in-house expert access.

Threshold Criteria

Constellation considers the following criteria for these solutions:

- HR core
- Payroll
- Most of talent management (3 out of the 5: Recruiting, Onboarding, Performance Management, Succession Management and Learning)
- Some workforce management (needs to support payroll at a minimum)
- Some benefits management (in this area, partnerships are the acceptable)
- Support for more than four continents
- 750+ customers with at least 5+ countries live and 50+ supported in each major product area (HR core, payroll, talent management and workforce management)
- Cover at least two-thirds of the world's GDP via country-based localizations
- 15+ languages supported in system

Frequency of Evaluation

Each Constellation ShortList will be updated at least once per year. There could be an update after six months, should the analyst deem it necessary.

Evaluation Services

Constellation clients may work with the analyst and research team to conduct a more thorough discussion of this ShortList. Constellation can also provide guidance in vendor selection and contract negotiation.

Business Themes



Future of Work



New C-Suite



Technology Optimization

The Constellation ShortList™

Constellation evaluates more than 30 solutions categorized in this market. The Constellation ShortList is determined by client inquiries, partner conversations, customer references, vendor selection projects, market share and internal research.

- ADP
- Infor
- Oracle
- SAP
- Workday (including capabilities through partnership with ADP for payroll)

To learn more:

Visit www.constellationr.com/ShortList
or email shortlist@constellationr.com



Holger Mueller

Vice President and
Principal Analyst

Holger Mueller focuses on the synergies between people and software. As the hand-to-machine ratio radically changes over the

next decade (primary factors: age dynamics and technology innovation), enterprises need to find the appropriate balance between changes in a dynamic workforce and the creation and adoption of next-generation applications, all determining the Future of Work and helping enterprises accelerate. Mueller provides strategy and counsel for key clients, including CTOs, CHROs and CIOs as well as investment analysts, VCs, PE firms and technology buyers.

