NUCLEUS RESEARCH

HCM TECHNOLOGY VALUE MATRIX 2022

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THE BOTTOM LINE

Substantial roadblocks in attracting and retaining talent have driven an increase in investment throughout all areas of HCM, such as talent acquisition, benefits administration, learning and development, and high-demand tools including on-demand pay. The uncertainty of the work landscape has also led to increased adoption of HCM analytics, which enables organizations to take a more proactive approach to manage recruiting and retention issues and draw valuable insight from their HR data. Nucleus expects leaders in the HCM space to continue to focus R&D efforts on helping customers adapt to current conditions while subsequently preparing them for any necessary changes in strategy over the next 12 months.

HCM
Value Matrix | March 2022

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FACILITATOR

LEADER

Paycor
Rippling
iSolved
Unit4
PeopleStrategy
Paycom

Ceridian
UKG Pro
Oracle
Infor
UKG Ready

Greater Usability ▶

Gusto
SyncHR
Ascentis

Paychex
SAP
ADP
Workday

CORE PROVIDER

EXPERT

Better Functionality ▶

MARKET OVERVIEW

Human Capital Management (HCM) software continues to be shaped by an uncertain employment landscape. Reactive approaches have continually been replaced with proactive measures, which has been underscored by increased vendor investment in predictive analytics to predict metrics such as flight risk. This phase of mass resignation and resulting challenges in hiring and retaining quality talent may not be as long-term as many believe it to be. However, this should not stall organizational investment in areas such as benefits, talent acquisition, and people analytics, as the past 18 months have proven how unpredictable the world of work can be.

Innovation and updates in the past year have directly reflected the need to be able to quickly adapt to changes concerning employees. Manual approaches to HR are no longer viable, as automation gives HR leaders the time required to create strategies and action plans for a multitude of challenges that could be faced. This enables organizations to proactively respond to changes in what has remained to be an ever-changing environment.

Leaders in the HCM space have focused investment on tools that attract quality talent amid a shortage of willing participants. This includes anything that touches the candidate lifecycle, from sourcing and recruiting to onboarding and training. Capabilities that improve engagement among existing employees, such as that for development and succession have also gained momentum as organizations look to improve employee loyalty and avoid costly turnover. The use of people analytics continues to scale from enterprise use cases into the lower midmarket and enables organizations of all sizes to drive valuable insight from HR data without the need for dedicated analysts. On-demand pay has also been a substantial area of investment over the past 12 months and is fast becoming a table-stakes aspect of retention among hourly employees. Leaders in this specific area provide on-demand pay functionality in addition to tools for financial wellness, such as budgeting and savings tracking and financial education resources.

For this Value Matrix, Nucleus evaluated HCM providers based on the relative usability and functionality of their solutions, as well as the customer value realized by the use of the product's capabilities (Nucleus Research V67 – *Understanding the Value Matrix* – April 2021.) The research is intended to serve as a snapshot of the HCM technology market, help inform customers about how vendors are delivering value and take stock of what can be expected in the future based on current vendor investment.

LEADERS

Leaders in the Value Matrix include Ceridian, Infor, Oracle, UKG Pro, and UKG Ready.

CERIDIAN

Ceridian Dayforce is a full-suite HCM solution that includes functionality for core HR, payroll, on-demand pay, workforce management (WFM), benefits administration, and talent management. All Dayforce functionality runs on one platform, leveraging a single data set governed by a single rules engine. This unique architecture provides users with easy integration and a more cohesive overall experience within the suite. The singular employee record eliminates the need for manual re-entry across HR processes. Role-based permissions

enable business leaders and employees across the organization to access data across the solution's modules.

Dayforce continues to have a large competitive advantage through its strong global payroll capabilities. The solution's localized currency, support for more than 20 languages, flexible rules engine, and requirement-tailored HR data helps global organizations ensure that they are remaining compliant and scaling value across international locations. Ceridian currently has a presence in more than 65 countries and continues to expand through acquisitions, large bi-annual updates, and continual enhancements to the platform.

Recent updates and announcements include:

- In October 2021, the vendor announced several additions to the Dayforce platform, including Dayforce HR Service Delivery, Streaming Pay, and Dayforce Talent Intelligence.

- In November 2021, Ceridian acquired HCM technology provider, DataFuzion, to add strength to its existing compliance functionality, including specific features for payroll reporting, wage rate calculations, incentive payments, and union rate calculations.

- In December 2021, Ceridian acquired Mexico-based software company Adam HCM to expand its reach further into the country, as well as throughout Latin America and the Caribbean.

INFOR

HR Talent is Infor's cloud-based HCM solution. It offers capabilities for employers to manage HR processes, such as recruiting, onboarding and offboarding, benefits enrollment, absence management, payroll processing, organizational planning, and talent mobility. Infor's solutions take a vertical approach, offering out-of-the-box functionality that is custom-made to the needs of specific industries, including healthcare, hospitality, the public sector, and other service industries. The framework of Infor's applications includes industry-specific content models, capabilities, and experiences. HR Talent includes analytics powered by Birst, Infor's market-leading business intelligence platform, as well as Infor Coleman AI. Coleman AI can also be used by employees to answer questions such as how much paid-time-off they have, or when their next shift takes place. HR Talent's embedded Payroll solution provides customers with custom in-house payroll processing capabilities Additional functionality includes automated employment tax filing, wage payments, and garnishments. Infor's tailored approach gives organizations high levels of flexibility while maintaining industry best practices, making it an advantage for organizations wanting to customize their experience with the solution while ensuring that it drives value.

ORACLE

Oracle Fusion Cloud HCM is an end-to-end solution for all HR-facing processes as well as comprehensive workflow management and process orchestration of all employee experiences across all enterprise systems. The vendor takes a modular approach, with dedicated functionality for core HR, recruiting, talent management, learning and development, workforce management, payroll, and HCM analytics, with each module natively developed on a unified platform. and fully interoperable. The vendor's expertise lies in its service of mid to enterprise-sized organizations, and it continues to use its migration solution, Oracle Soar, to move legacy on-premises users to the cloud. Oracle Fusion Cloud HCM is localized to over 200 countries and jurisdictions and enables organizations to leverage extensive configurability and no-code extensibility, making it particularly attractive to larger organizations looking to extend localization even further. The scalability of the solution also makes it well-suited to the needs of organizations looking to grow. The vendor's HCM analytics module provides HR leaders and managers with more than 800 preconfigured dashboards, metrics, and analyses, enabling them to visualize KPI measures. Oracle Cloud Workforce Management connects time, labor, and absence management data to payroll, eliminating manual processes. The vendor also partners with other advanced labor scheduling providers, such as Workforce Software, to add extra efficiency in industries including retail, healthcare, and manufacturing.

Recent updates and announcements include:

- In November, Oracle announced integration with LinkedIn Learning to enable existing customers to access their LinkedIn Learning subscription through Oracle Learning.

- Also in November, Fusion HCM Analytics to help HR leaders quickly access workforce insights to attract, retain and develop talent.

- In October, Oracle released new Journey workflows to help organizations manage vaccination policies, adding to the already dozens of delivered workflows and organizations' ability to create their own.

- In September, Oracle launched its new Payroll Core, a solution that enables organizations to easily configure payroll to meet both local and international pay rules in a single system.

UKG PRO

UKG Pro is a comprehensive HCM suite with solutions that are purpose-built to help guide organizations undergoing the transformation required to attract, retain, and develop their employees as well as engage employees at any stage in their life-work journeys. UKG Pro is

best suited to meet the needs of medium to large multinational organizations. The suite includes cloud-based functionality for advanced HR, payroll, benefits, analytics, workforce management, talent acquisition, and talent management that is supported by AI. UKG Pro has more than 100 country localizations, allowing global organizations to better manage a dispersed workforce. AI-driven functionality can provide visibility to employee retention and performance predictors, prescribe leadership coaching with machine learning and natural language processing, and provide sentiment analysis from structured and unstructured data. Advanced reporting and analytics throughout the solution enable organizations to combine HCM and external data to draw contextual insights across the business. The combination of HCM and WFM capabilities within a single platform also gives users a more cohesive, consistent experience across the suite.

In late 2021, UKG announced the launch of UKG Wallet, a financial wellness and earned wage access solution. The tool is powered by the vendor's partnership with on-demand pay provider, PayActiv and provides businesses and employees with on-demand pay functionality at no cost. End-users can also access financial wellness resources such as counseling, budgeting and savings tools, and digital bill-pay.

Other recent updates and announcements include:

- UKG announced the completed acquisition of Great Place to Work Institute, making the organization's employee survey features, including data and benchmarking, available to existing UKG customers.

- UKG also launched a new offering, providing a seamless way for organizations to track, manage, and act on employee vaccine data on a secure, digital platform. Vaccine Management enables organizations to capture vaccination status and exemptions, allow employees to self-report COVID-19 test results from any device, and securely manage employee documents while protecting their privacy. UKG also extended its ecosystem to include partners with pre-built integrations to offer ongoing COVID-19 testing services and automate the reporting of results.

- Smart Pay Analytics allows administrators to access embedded analytics (in real-time, and conveniently within the payroll-processing screen), including payroll comparisons and audit cards—all delivered in the flow of work, thus eliminating the need to search for functions or spend time reviewing and running reports and avoid costly penalties and errors.

- Interview Scheduling empowers recruiters to coordinate candidate interviews based on real-time availability of the interviewers through a seamless Google, Microsoft Exchange, or Microsoft Outlook calendar integration—reducing the time-to-fill job opportunities.

- Coaching and Development is a new offering that delivers intelligence to disrupt toxicity and promote constructive feedback. The consistent approach to coaching managers on how to give feedback also encourages employees to take a more active role in their development, by having ongoing performance conversations with leaders, collaboratively track action items, and exchange continuous feedback throughout the year—not only during their annual review.

- Onboarding delivered a unique new hire experience with a personalized welcome message and a specialized New Hire Dashboard, co-branded to align enterprises with multiple operating entities.

- To combat employee turnover and disengagement, Gig Explorer was launched to allow leaders to match their people with special assignments and high-impact initiatives as short-term, hands-on learning opportunities based on experience level and areas of interest—strengthening talent mobility within the organization.

- The Smart Assistant is an intelligent, conversational platform set to provide employees tier-zero support – empowering them to self-serve and complete HR tasks. Leveraging Natural Language Understanding (NLU), Smart Assistant uncovers the intent underlying people's questions, all on a familiar interface for instant messaging.

- With the Employee Satisfaction Rating, organizations now have the option to allow employees to rate articles anonymously for more candid feedback that can improve HR's effectiveness.

UKG READY

UKG Ready is a flexible, seamless HR solution for smaller organizations that allows them to leverage the power of HR, talent, payroll, and time in a single solution on any device. With greater efficiency, data accuracy, and a consistent user experience, UKG Ready helps elevate organizations with optimal, enterprise-grade tools. The solution also has more than 85 country-specific localizations, making it an attractive choice for those organizations headquartered in North America, EMEA, and ANZ.

UKG Ready focuses on putting people at the center of its innovation, giving small businesses an edge when looking to attract and retain key talent. The UKG Ready roadmap centers around three main themes for small businesses - building a culture of belonging, fostering organizational agility and resilience, and offering employees autonomy.

Recent updates and announcements include:

- The recently launched enterprise-grade learning management solution allows managers to easily track skills and manage training opportunities to foster continued growth and career development.

- UKG Ready's survey capability enables employees to provide transparent and honest feedback about their organization. Intuitive survey scoring and reporting help leaders understand trends and create actionable next steps.

- The newly introduced native benefits administration solution streamlines benefit administration processes so companies can offer attractive benefits packages. With an intuitive open enrollment process, employees are provided with clear instructions, quick benefits comparisons, and access to enroll from any device to help them make the benefit choices that best support their needs.

- Highly curated workspaces deliver an experience based on a user's role, surfacing critical information and reducing the time it takes to complete tasks. These workspaces allow users to move through multiple role-based tasks in the same place, take quick action, and minimize hassle across critical activities, providing the agility to make informed business decisions.

- Significant enhancements have been made to Performance to help simplify and streamline the performance process, giving managers the ability to easily cascade goals down or have employee goals align up to managers, creating a link and showing impact.

EXPERTS

Experts in the Value Matrix include ADP, Paychex, SAP, and Workday.

ADP

ADP provides three multitenant cloud-based HCM solutions based on company size. ADP Run is geared towards small businesses with 1 to 50 employees, Workforce Now serves mid-market customers employing 50 to 3,000 employees, and Vantage HCM is ADP's enterprise-grade solution serving customers with more than 3,000 employees. All three solutions provide customers with a broad range of HCM functionality that allows business to effectively and efficiently manage their workforce. ADP's Turnover Probability feature provides businesses with a predictive model that allows organizations to forecast employee flight risk, which enables managers to focus their retention efforts where they are needed.

ADP's Pay Equity Explorer allows businesses to remain EEO-1 compliant through the use of benchmarking data capabilities. Continued updates to the vendor's compliance management functionality and simplification of its 5,500 compliance reporting processes ensure that businesses can continue to remain compliant while also reducing the costs of associated errors. ADP's partnership with the U.S. Internal Revenue Service provides organizations with W-2 Verification codes that help reduce instances of stolen income tax refunds. Through the vendor's acquisition of Global Cash Card, ADP now offers on-demand pay functionality in addition to other financial wellness solutions. Recent product updates include:

- The introduction of multi-country payroll which enables businesses headquartered in the U.S. and Canada to manage payroll across multiple countries in an integrated platform

- Enhancements to its benefit carrier relationships to help HR and finance teams save time and improve accuracy while providing a better benefits experience for employees

- The acquisition of Integrated Design, Inc. which seeks to provide industry-specific HCM solutions that simplify complex workforce data.

PAYCHEX

Paychex Flex is a modular, cloud-based HCM platform that is best suited to the needs of small and midsized organizations. The solution includes functionality for core HR, payroll, benefits administration, insurance and retirement services, time and attendance, and compliance management. Specific capabilities include payroll processing, new-hire onboarding, on-demand pay, performance management, benchmarking, recruiting and screening, time and attendance, compliance services, and cash flow management. Paychex Flex can combine with the general ledger (GL) and talent management analytics to maximize efficiency. "Quick Answers", one of the vendor's analytics-based features, enables users to access frequently used data in the flow of work, in context. Administrators have access to customizable dashboards with analyses of time and attendance, hiring, benefits, labor costs, and headcount changes in an easy-to-understand format. Additionally, the solution can integrate with third-party solutions for HR, finance, time and attendance, and benefits administration.

Paychex has remained ahead of the curve in terms of response to financial issues faced by SMBs throughout the pandemic. The vendor's stimulus support for initiatives such as the Paycheck Protection Program (PPP) was critical to many of its customers' survival throughout the pandemic.

Recent updates and announcements include:

- Paychex's Spring 2021 release launched new features to help customers prepare for a post-pandemic economy, including onboarding self-service, a Labor Cost Hub, and state-mandated retirement solutions. Additionally, the vendor continued its stimulus support, with improved PPP solutions and Employee Retention Tax Credit (ERTC) service.

- The vendor's Fall 2021 release added Paychex Pre-Check, a tool that enables employees to approve pay before it is processed. Talent management capabilities were also added to Paychex Flex, such as retention insights, pay benchmarking, and a talent dashboard.

- In October 2021, Paychex acquired Flock, a benefits administration software company, to bolster its existing benefits functionality.

- Later in October 2021, the vendor added support for vaccination status tracking through the Paychex Flex platform.

- In January, Paychex announced a partnership with HireRight to enable customers to offer rapid COVID-19 test kits to employees.

SAP SUCCESSFACTORS

SuccessFactors is SAP's cloud-based HCM suite, which includes several native applications and third-party extensions through the SAP App Center that cover the full breadth of enterprise HR requirements. The vendor continues to launch new features and capabilities, with recent additions including the Brilliant Hire AI-driven employee screening solution and FlexPay for on-demand pay. With an increased focus on the hourly workforce, SuccessFactors Time Tracking was released to give employees a more flexible means of managing time and attendance, while enabling managers to automate pay processes and improve workforce visibility. SAP Qualtrics, the vendor's employee experience solution, tracks the employee lifecycle and provides functionality to manage employee engagement and benefits optimization. SuccessFactors can be accessed on any mobile device, giving users and administrators on-demand access to tasks and information such as timesheets, time-off requests, and performance management data.

Recent updates and announcements include:

- In August 2021, SAP acquired SwoopTalent, embedding the vendor's data and machine learning capabilities across SAP SuccessFactors solutions.

WORKDAY

Workday provides customers with cloud-based solutions for HCM, financial management analytics, and planning within a single system. The vendor's HCM capabilities cover areas of

absence management, compensation management, learning and development, payroll, benefits administration, recruiting, succession, and time and attendance. Integrations through the Workday Marketplace enable customers to add functionality through third-party extensions for more tailored functionality. The vendor generates reports on the effectiveness of the extensions used to measure their impact on HCM metrics. Workday continues to expand its public cloud offering globally and continues to build out functionality through partnerships, acquisitions, and extensions.

FACILITATORS

Facilitators in the Value Matrix include iSolved, Paycom, Paycor, PeopleStrategy, Rippling, and Unit4.

ISOLVED

isolved People Cloud's functionality covers core HR, workforce management (WFM), talent acquisition and management, employee engagement, performance, payroll, people analytics, and HR service delivery. The suite is fully modular, enabling businesses to implement the features they need while avoiding the costs of capabilities that do not fit specific needs. Additionally, this means customers can mature with isolved People Cloud as they move from tactical to strategic HR. Customers can also leverage the isolved Integration Marketplace to take advantage of functionality from third-party extensions and modify their experience to better fit business needs. This approach makes the solution an attractive choice for smaller and midsized organizations. The solution also delivers easily accessible analytics capabilities throughout, enabling smaller HR teams to draw insights from their data and improve decision-making and employee experience. isolved Predictive People Analytics is now included as an offering, giving businesses of all sizes access to dashboards, trend identification and analysis, modeling, and predictive analytics.

Recent updates and announcements include:

- isolved launched its Giving & Volunteering module, enabling simpler and more accessible engagement with charitable causes from within the workplace. The launch of the expense management essential module gives customers plug & play functionality.

- The vendor recently revamped its user interface to optimize access from any device and account for consumer-grade expectations.

- The vendor's 401K offering enables customers of all sizes to offer more competitive financial wellness plans to help attract and retain employees.

PAYCOM

Paycom provides small to medium-sized businesses with HCM capabilities including benefits, compliance, compensation, learning, payroll processing, performance management, talent acquisition, and time and attendance in a versatile platform. operating on a single cloud database, Paycom allows users to process data in real-time. Through its recruiting functionality, managers can identify and onboard candidates that are eligible for tax credits which enables organizations to reduce costs. Paycom's analytics and compliance management system allows businesses to keep track of all of the relevant compliance laws a particular business is required to adhere to, helping reduce or eliminate the costs of non-compliance fees. With its DirectData Exchange, managers can leverage Paycom's analytics functionality to identify weak performance areas and help business leaders adjust costs accordingly. Paycom also has built-in flight-risk analysis through its Employment Predictor tool, which utilizes machine learning to identify risk factors and predict employee departures, helping managers focus retention efforts where they are needed. Paycom's seamless UI and ease of adoption make it an attractive choice for the SMB while its investments in machine learning and analytics continue to help it expand in the HCM market. Recent updates to Paycom's HCM functionality include:

- Updated cost estimates for data entry and HR tasks within DirectData Exchange ensuring an organization can focus efforts to maximize the ROI of the solution

- The release of Beti, Paycom's self-service payroll technology which allows employees to do their own payroll improving data accuracy, oversight, and the user's payroll experience

PAYCOR

Paycor's HCM solution provides small and midsized businesses with functionality for core HR, recruiting and onboarding, time tracking, payroll, learning, and workforce insights. The vendor can also provide an analysis of key HR metrics. For example, the new predictive resignation feature helps identify employees with high flight risk and the factors driving it, along with expected resignation rates across organizations and locations and the probability of turnover in the next 12 months. The Paycor mobile app enables users to keep up with company updates, view schedules, punch in and out of shifts, and view time history and time-off requests in a single location. Paycor Compensation Planning is a tool that enables managers to automate compensation events, including the planning, management, and execution of pay increases, bonuses, and rewards within one system. The vendor has an Open Enrollment Wizard (OEW) that helps SMBs and their employees quickly and easily choose the best benefits packages for their needs.

Recent updates and announcements include:

- The vendor's new integration experience allows booth customers and partners to build self-service integrations without the need for external support.
- Paycor released solutions for Career Management and Talent Development, enabling HR leaders to execute succession strategies and improve continuous employee development.

PEOPLESTRATEGY

PeopleStrategy is a provider of insurance brokerage and cloud HCM solutions that are geared towards servicing small to mid-sized businesses (SMBs) with up to 500 employees. Their full-suite HCM solution gives businesses the functionality to manage hiring, core HR, performance analytics, compensation, benefits administration, schedule monitoring, and compliance analytics. PeopleStrategy's web-based mobile functionality, customizable navigation bars, and employee and manager self-service, help simplify access to data, tasks, and timelines. In addition to its core functionality, PeopleStrategy's certified partner network offers businesses access to a variety of additional solutions that allow businesses to further tailor PeopleStrategy's functionality to organizational needs. Updates to the system are done monthly, keeping customers up to date with the latest functionality and compliance support.

Recent updates and announcements include:

- Monthly updates have continued to add new support for relevant compliance laws. These updates serve to ensure businesses remain compliant as new laws and tax policies are updated within their respective jurisdiction. The compliance management functionality automatically adds the relevant compliance laws based on the location of the business.
- PeopleStrategy recently released a new feature called Perky. Perky seeks to assist employees in the selection of benefits packages by simplifying the decision-making process and providing personalized and guided support to ensure that the employee gets the benefits package they need.

RIPPLING

Rippling is a full-service HCM platform that provides businesses with a multi-tenant cloud solution. Rippling provides functionality for payroll, time and attendance, talent management, benefits, learning management, and PEO services. The vendor's payroll functionality provides businesses with automatic tax filings and compliance that supports everything from W-2 employees to independent contractors. The solution also supports global payroll, allowing organizations to pay their employees and contractors wherever they

are located. Rippling offers a wide variety of integrations that enables organizations to augment the solution to their specific business need. These integrations are offered through the use of APIs or Rippling's functionality marketplace. Rippling also provides PEO services that help SMBs get the expertise they need without having to hire in-house dedicated staff which can be costly and inefficient for growing businesses. The platform has a healthy update cycle with recent updates including role-based permissions to manage user ability to access and change data. The release of Rippling Unity provides organizations with the ability to consolidate their employee and operational data into a single database to assist with data analysis.

UNIT4

Unit4's solutions span the enterprise, with products for enterprise resource management (ERP), financial planning and analysis (FP&A), and HCM. The solutions are fully integrable, enabling organizations taking advantage of the full product line to have a broader overview of business operations. Unit4's HCM suite is cloud-based and has applications that cover areas of core HR, talent, and payroll with built-in automation, analytics, and integration capabilities. Integrations through the platform, also known as Industry Mesh, help organizations tailor their experience with specific functionality in areas such as talent acquisition. The vendor primarily focuses on midsized, people-centric organizations, with specific expertise in professional services, nonprofits, higher education, and the public sector. The Unit4 HCM suite consolidates data across modules and provides organizations with a single source of employee record. Additionally, automation virtually eliminates time spent on cumbersome manual administrative tasks such as multiple data entry, while improving accuracy.

- In January, Unit4 acquired CompRight, a compensation planning tool that provides support for the entirety of the compensation cycle, from developing and distributing pay and bonus to total rewards statements for employees.

- Recent product suite enhancements include the availability of HR and Payroll within the vendor's ERPx cloud platform, with new localizations for the UK, US, and Canada. Improvements within the Talent Management suite include integration with Microsoft Teams, Optimized Navigation within the Learn module, a new home page, skills rating, and self-assessments.

CORE PROVIDERS

Core Providers in the Value Matrix include Ascentis, Gusto, and SyncHR.

ASCENTIS

The Ascentis platform is cloud-based and provides customers with functionality that covers core HR, payroll, talent acquisition, talent management, and time and attendance. The solution is modular, enabling organizations only to use the capabilities that meet their requirements and avoid paying for unused features. Once modules are implemented, they can all be accessed within a single platform, either on desktop or mobile. The solution can also integrate with more than 400 third-party HCM and payroll systems. The solution includes automation to reduce employee time spent completing manual tasks, branded self-service portals for employees and managers, and mobile scheduling features. Additionally, analytics capabilities provide users with easy-to-understand dashboards and reports, with drag-and-drop and export features. Ascentis continues to serve as an attractive offering for smaller businesses that do not want to take on more functionality than is needed but want to maintain the cohesiveness of a full suite.

Recent updates and announcements include:

- In September, Ascentis launched Flex Clock, a mobile hardware solution to help customers bolster their time tracking capabilities.

GUSTO

Gusto is a full-service HCM platform that offers a single-tenant cloud solution. Gusto focuses on serving small to medium-sized businesses (SMBs) and offers a competitive pricing structure. The solution provides a broad range of functionality including payroll, employee benefits, time and attendance, hiring and onboarding, talent management, and insights and reporting. Gusto's payroll functionality is supported in all 50 states and provides local, state, and federal payroll tax filings as well as contractor payment capabilities in more than 80 countries. The vendor assists organizations with automatic tax calculations, time tracking that is synced with payroll, and direct deposits. Gusto's time and attendance functionality provides mobile time tracking with geolocation, time-off requests and approvals, PTO policies and reporting, overtime alerts, project tracking, and cost reports. Gusto also offers Gusto Wallet, which allows employees of organizations using Gusto to download the Gusto Wallet app and gain access to features such as on-demand pay, budgeting, and other financial wellness tools. The vendor provides a wealth of integrations that are offered through its API and functionality marketplace that allows users to further tailor the solution to their business needs. Gusto constantly updates its functionality through strategic partnerships.

SYNCHR

SyncHR is a cloud-based HCM solution that provides businesses with functionality for core HR, benefits administration, and payroll. With built-in real-time activity monitoring, managers can see how the solution is being used by employees at any point in time. HCM workflows through SyncHR allow organizations to reduce productivity inefficiencies by assigning tasks to a company role rather than an individual employee, ensuring that tasks can be completed in a timely fashion even when a specific employee has a backlog of other tasks. The solution's single platform model is optimized for various analytics use-cases and allows for the integration of third-party applications through its API and MuleSoft functionality, giving organizations the ability to leverage SyncHR's cloud extensibility layer. SyncHR users note that the customization of features within the platform is a great resource for businesses looking to better fit the product to current business needs.