

HRIS SOFTWARE GUIDE LONGLIST OPTIONS

2023



VIEWPOINT ANALYSIS

FOREWORD

HRIS Software Guide - Longlist Options

Welcome to our **HRIS Software Guide - Longlist Options**.

If you are looking to implement new HRIS / core HR software, we hope that this longlist guide helps to speed up your selection process!

In the report, we list 10 software vendors that we believe should be part of your initial market assessment. This is not a definitive list, we just hope that it helps to get your process moving in the right direction. Use it as a starting point and add more, or take a look at our suggestions and reduce it. Whatever works for you and your team's needs. Getting a selection process started is half the battle!

If the options are overwhelming or if your team is stretched and you would like support, Viewpoint Analysis provides a range of fixed-price 'matchmaker services' that quickly take you from initial market assessment to preferred vendor and through to the business case: Our services include:

- **HR Technology Matchmaker** - a great way to bring new ideas to the HR team or to the wider business. The HR Technology Matchmaker is a simple service where we interview your team, write up the requirements, and bring a variety of technology vendors to present how they can help you. Ideal for your initial project research.
 - [Find out more about the HR Technology Matchmaker here.](#)
- **Rapid RFI (RRFI)** - If you have a project green light, we can help your team to conduct a quick initial market assessment with our Rapid RFI (RRFI) and take you from the 'longlist' of options to the shortlist.
 - [Find out more about our RRFI here.](#)
- **Rapid RFP (RRFP)** - Our Rapid RFP (RRFP) is changing the way that companies select new technology. We streamline the process and take the weight off your team by running the quickest RFP process so that you can select the right vendor - but get on with your project as soon as possible.
 - [Find out more about our Vendor Selection service here](#)

If we can help or if you have any questions or comments, drop us a note at: **contactus@viewpointanalysis.com**.

You can review all of our Longlists at www.viewpointanalysis.com/longlists

If you want to keep up to date on all our reports (we publish new reports and updates to our reports on a frequent basis) you can subscribe to our [mailing list here](#).

Yours Sincerely,

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WORKDAY

Website: www.workday.com

Why they are worth considering:

Founded in 2005, Workday is a cloud-based software provider that focuses on human resource management and financial management for businesses. The company is based in California, USA, and their HR software offers features such as employee record management, payroll processing, time and attendance tracking, benefits management, and performance management. Workday is widely considered a leader in the HR software market and consistently features in the major analyst rankings as a global leader.

ORACLE

Website: www.oracle.com

Why they are worth considering:

Oracle is an American multinational computer technology corporation that was founded in 1977. The company offers a range of software solutions, including human resources management systems (HRMS) and human capital management (HCM) software. Their core HR software provides features such as employee data management, payroll processing, benefits administration, and employee performance tracking. Oracle is considered a leader in the HR software market and is well deployed across the enterprise area.

SAP

Website: www.sap.com

Why they are worth considering:

Founded in 1972, SAP is a German multinational software corporation that provides enterprise software solutions for businesses. The company's HR software combines core HR functionalities with talent management features such as performance tracking, succession planning, and employee engagement tools. Some of the features offered by their core HR software include personnel administration, employee onboarding, payroll processing, and benefits management. SAP is considered a leader in the HR software market and has a strong market share according to Gartner's Magic Quadrant for Cloud HCM Suites.



CERIDIAN

Website: www.ceridian.com

Why they are worth considering:

Ceridian is a global human capital management technology company based in Minnesota, USA. Founded in 1932, Ceridian focuses on providing HR technology and payroll solutions for businesses of all sizes. Their core HR software, Dayforce HCM, offers features such as HR management, payroll processing, benefits administration, workforce management, and talent management. Although not as large as some of their competitors, they offer a unified time and pay solution and they appear regularly on analyst reports and HR tech shortlists.

UKG

Website: www.ukg.com

Why they are worth considering:

UKG is a cloud-based HCM software provider that is the combination of two major HR technology businesses - Ultimate Software and Kronos. The company offers HR software solutions for businesses of all sizes, from small businesses to large enterprises. Their core HR software includes features such as employee management, payroll processing, benefits administration, time and attendance tracking, and performance management. UKG is a leader in the HR software market.

ACCESS

Website: www.theaccessgroup.com

Why they are worth considering:


Access is a UK-based software company that provides HR software solutions for small and medium-sized businesses. Their cloud-based HR software includes features such as employee management, attendance tracking, payroll, and benefits administration. Access was founded in 1991 and is headquartered in Berkshire, UK. They have in the region of 13,000 customers in the UK and Ireland alone.

ADP

Website: www.adp.com

Why they are worth considering:

Automatic Data Processing (ADP) is a leading human resources software and services company that was founded in 1949. Headquartered in New Jersey, USA, ADP provides a wide range of HR solutions for businesses of all sizes.



Their core HR software offers features such as employee record management, payroll processing, benefits administration, time and attendance tracking, and talent management. ADP is known for its comprehensive suite of HR solutions, including payroll outsourcing services. They serve clients worldwide and have a strong market presence. ADP is considered a leader in the HR software market with a significant market share. They are one of the highest-profile vendors in the market.

HIBOB

Website: www.hibob.com

Why they are worth considering:

Hibob is a cloud-based HR management platform that offers HR software solutions for businesses. The company was founded in 2015 and is headquartered in New York, USA. Their core HR software includes features such as employee management, payroll processing, benefits administration, time and attendance tracking, and performance management. Unlike most of the vendors on this longlist of options, they are relatively new and are therefore growing in a well-established market.

BAMBOOHR

Website: www.bamboohr.com

Why they are worth considering:

BambooHR is an American human resource software provider that caters to small and medium-sized businesses. The company was founded in 2008 and is based in Utah, USA. Their core HR software includes features such as applicant tracking, employee onboarding, HR management, time tracking, and performance management. BambooHR's boast a customer roster of some 30,000 businesses.

RIPPLING

Website: www.rippling.com

Why they are worth considering:

Rippling is an all-in-one HR, payroll, and IT management software provider. The company was founded in 2017 and is headquartered in California, USA. Their core HR software includes features such as employee management, payroll processing, benefits administration, and time and attendance tracking. They are a relatively new business compared to some of the list and offer a new approach to the area.

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Who Are Viewpoint Analysis?

We are Technology Matchmakers....

Viewpoint Analysis Ltd aims to build a bridge between companies with a technology need and the exciting technology vendors that can meet your need. A Technology Matchmaker for want of a better term. Our services include:

- **Technology Ideas & Options**

Do you know that you need technology but are not sure what and where to turn? Our 'Technology Matchmaker' and our 'Technology Day' services bring amazing vendors to your door with new ideas and capabilities. Great for knowing what's available in the market and keeping up with the latest trends.

- **Rapid RFI**

The Rapid RFI (RRFI) service helps customers to quickly assess the market and go from a 'longlist' of potential options to a shortlist of worthy partners.

- **Vendor Selection**

Our 'Rapid RFP' - for customers who want to run an RFP process but want to make a quick decision and get on with delivering for the business. The Rapid RFP reaches a decision in weeks, not months - and makes life easier for the selection team and the vendor community.

Email - contactus@viewpointanalysis.com or call 0113 5129252

Join our mailing list to receive our latest Software Guides and updates as they are published - [Link Here](#)



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