Category Report
Human Capital Management

NUMBER OF REVIEWS
676

NUMBER OF VENDORS EVALUATED
7

REPORT GENERATED
December 2017

- Workday Human Capital Management
- Kronos
- Oracle PeopleSoft HCM
- UltiPro
- ADP HR Solutions
- Ceridian Dayforce HCM
- SAP SuccessFactors

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How to Use the Report

Info-Tech's Category Reports provide a comprehensive evaluation of popular products in the Human Capital Management market. This buyer's guide is designed to help prospective purchasers make better decisions by leveraging the experiences of real users.

The data in this report is collected from real end users, meticulously verified for veracity, exhaustively analyzed, and visualized in easy to understand charts and graphs. Each product is compared and contrasted with all other vendors in their category to create a holistic, unbiased view of the product landscape.

Use this report to determine which product is right for your organization. For highly detailed reports on individual products, see Info-Tech's Product Scorecard.
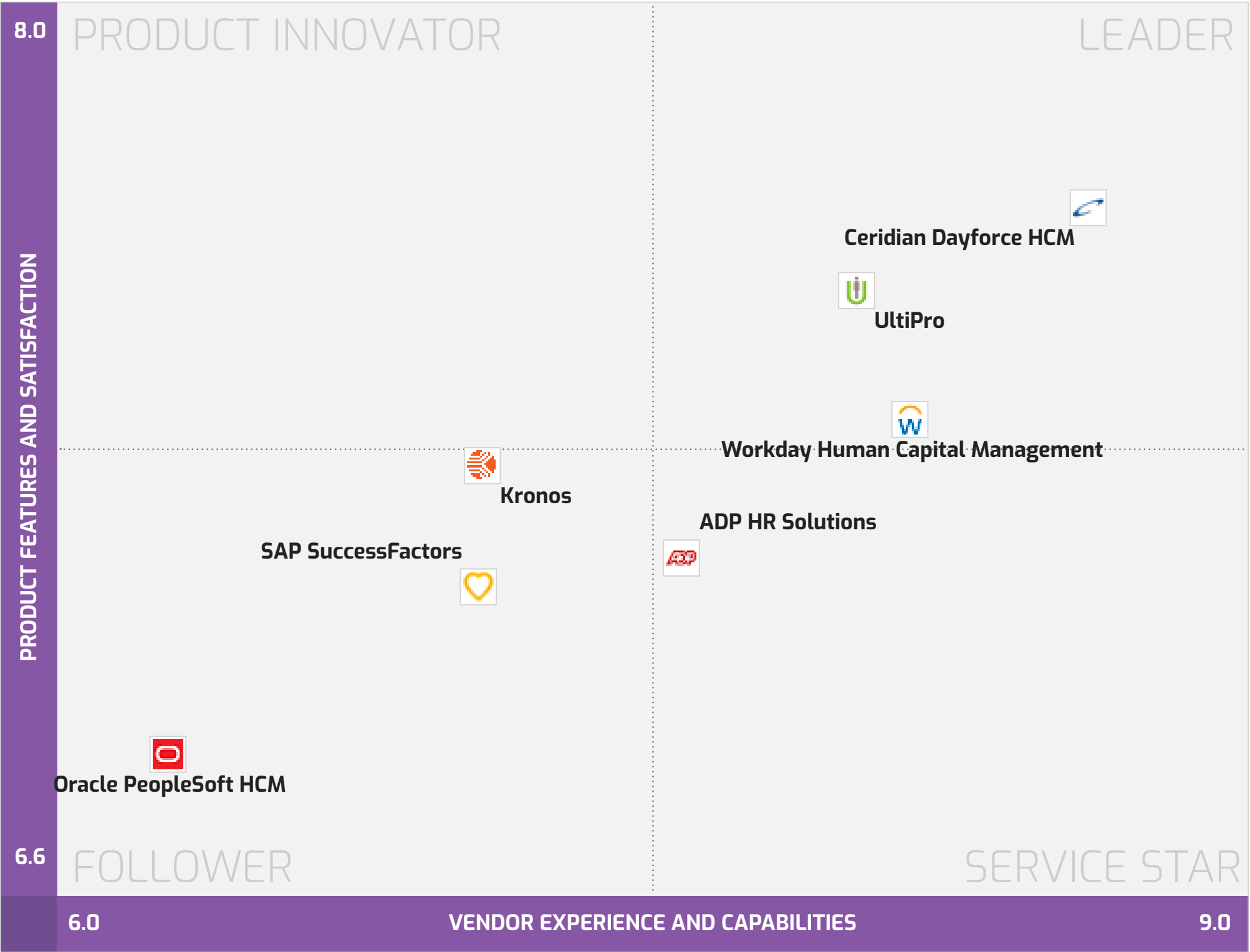
SOFTWARE REVIEWS
Data Quadrant

INFO~TECH
R E S E A R C H   G R O U P
Software**Reviews**

Assess vendor and product performance at a glance and use the Software Reviews Data Quadrant to identify which products and vendors are leadings the pack and which are trailing.

Data Quadrant chart — Product Features and Satisfaction (vertical axis, 6.6 to 8.0) versus Vendor Experience and Capabilities (horizontal axis, 6.0 to 9.0). Quadrants: PRODUCT INNOVATOR (top-left), LEADER (top-right), FOLLOWER (bottom-left), SERVICE STAR (bottom-right).

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Human Capital Management

The Software Reviews Data Quadrant evaluates and ranks products based on feedback from IT and business professionals. The placement of a software in the Data Quadrant indicates its relative ranking as well as its categorization.

The Complete Software Experience

When distilled down, the software experience is shaped by both the experience with the software and the relationship with the vendor. Evaluating enterprise software along these two dimensions provides a comprehensive understanding of the product and helps identify vendors that can deliver on both.

Product Features and Satisfaction

The satisfaction is captured in the overall satisfaction score, which is driven by the likelihood of users to recommend the software, combined with user satisfaction across top product features.

Vendor Experience and Capabilities

The vendor relationship is calculated in a weighted average of the satisfaction scores tied to vendor capabilities (e.g. software implementation, training, customer support, product roadmap) as well as emotional response ratings toward the vendor (e.g. trustworthy, respectful, fair).

Note: The axes ranges are dynamically adjusted based on minimum and maximum values in the dataset.

Human Capital Management Category Report

Category Overview

This page provides a high level summary of product performance within the Human Capital Management category. Products are ranked by a composite satisfaction score (Composite Score) that averages four different areas of evaluation: Net Emotional Footprint, Vendor Capabilities, Product Features, and Likeliness to Recommend. The Net Emotional Footprint Score measures user emotional response ratings of the vendor (e.g. trustworthy, respectful, fair).

Use this data to get a sense of the field, and to see how the products you're considering stack up.

RANK	VENDOR	COMPOSITE SCORE	NET EMOTIONAL FOOTPRINT		NET EMOTIONAL FOOTPRINT DISTRIBUTION	VENDOR CAPABILITIES	PRODUCT FEATURES	LIKELINESS TO RECOMMEND	NUMBER OF REVIEWS
🏅	Ceridian Dayforce HCM	8.5/10	+77	🙂	6% NEGATIVE — 83% POSITIVE	80%	81%	79%	36
🏅	UltiPro	8.0/10	+68	🙂	9% NEGATIVE — 77% POSITIVE	80%	77%	79%	70
🏅	Workday Human Capital Management	7.9/10	+70	🙂	7% NEGATIVE — 77% POSITIVE	76%	74%	75%	65
🏅	ADP HR Solutions	7.4/10	+67	🙂	9% NEGATIVE — 76% POSITIVE	76%	73%	68%	217
🏅	Kronos	7.2/10	+59	😐	11% NEGATIVE — 70% POSITIVE	77%	71%	75%	124
6	SAP SuccessFactors	7.0/10	+60	😐	7% NEGATIVE — 67% POSITIVE	70%	70%	71%	31
7	Oracle PeopleSoft HCM	6.3/10	+38	🙁	22% NEGATIVE — 60% POSITIVE	64%	65%	66%	73
AVERAGE SCORES		7.5/10	+63	🙂	10% NEGATIVE — 73% POSITIVE	75%	73%	73%	88

VENDORS WITH INSUFFICIENT DATA									
--	Bamboo HRIS	--	+38	😟	16% NEGATIVE — 54% POSITIVE	--	--	74%	9
--	Oracle HCM Cloud	--	+63	🙂	9% NEGATIVE — 72% POSITIVE	--	--	68%	9

Software Directory

Selecting software can be overwhelming and one of the biggest challenges facing organizations is understanding the marketplace and identifying all of the available vendors and products. The Software Directory is a comprehensive list of all relevant software vendors in a particular category. Use this page to create the right vendor shortlist by exploring all of the options available to your organization.

Human Capital Management Software

ADP HR Solutions	APS OnLine Software	Ascentis HR
Avanti Human Capital Management Solutions	Bamboo HRIS	Bullhorn
Ceridian Dayforce HCM	cfactor Vibe HCM	CIPHR HR Solutions
ComVida	Criteria Group HireSelect	Criterion HCM
DATIS	Employee Navigator Elite	Epicor HCM
FairSail HRMS	Frontier Chris 21	HiringThing
Hits Solutions HR & Payroll System	HR Advocate	HRPlus Everywhere
HRWare Aperio	Infinisource iSolved HCM	Info:HR Software
Infor HCM	Kronos	Lanteria HR
Namely	Octopus HR	Oracle HCM Cloud
Oracle PeopleSoft HCM	OrangeHRM	Paycom HCM
Paycor Perform	Paylocity	PDS Vista HRMS

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Human Capital Management Software

PeopleFluent Total Talent Management

Sage HRMS

SAP SuccessFactors

TrackSmart

UltiPro

Wavelength HCM

Workday Human Capital Management

Zenefits HRIS