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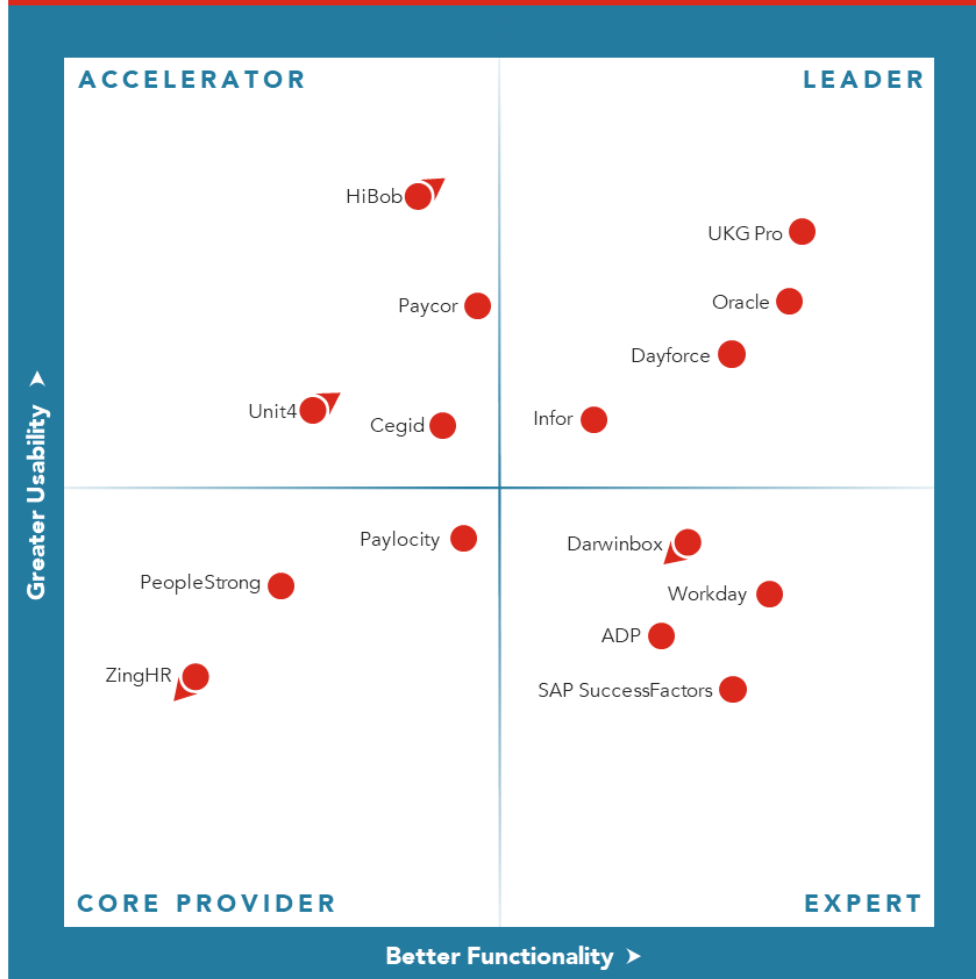
ENTERPRISE HCM TECHNOLOGY VALUE MATRIX™ 2024

ANALYST

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THE BOTTOM LINE

The growing trend of technology consolidation across organizations has amplified the need for HCM software vendors to demonstrate that their solutions deliver proven business value. The enterprise HCM market has acted accordingly, highlighted by increased R&D, mergers and acquisitions, and strategic partnerships to address functionality gaps across core areas, including talent acquisition, people analytics, and payroll. Leaders in the space have continued to focus investments on embedded AI and machine learning capabilities and enhancements to existing functionality based on customer feedback.



MARKET OVERVIEW

Organizations of all sizes and industry verticals are looking to consolidate the costs and complexity of their technology infrastructures. This has prompted a re-assessment of the quantifiable business value delivered by current systems. Human capital management (HCM) software vendors have taken steps to increase R&D investment while taking more customer feedback into account during various development and testing phases of new features. The market has also followed the customer trend of consolidation, with many standalone providers in areas such as global payroll, learning, and talent acquisition having been acquired by larger, full-suite players.

This year, to assess vendors' abilities to meet small business and enterprise-scale HCM requirements more accurately, Nucleus has split the HCM Technology Value Matrix into two separate reports for SMB and enterprise-focused vendors. This report includes platforms that are specifically designed to support more than 2,500 employees, as well as solutions that have the ability to scale up for enterprise use cases.

Leaders have invested heavily in embedding artificial intelligence and machine learning capabilities into their respective solutions. This includes providing users with recommendations and actionable insights in the flow of various HR processes, virtual assistants that leverage generative AI to complete transactions and answer questions, and tools that generate job descriptions. However, customer feedback has driven many improvements to existing capabilities. For example, organizations have noted a need for more configuration when building reports. As new functionality is added, many vendors have also revamped their user interfaces to ensure high rates of user adoption. To address short-term functionality gaps, Nucleus expects increased mergers, acquisitions, and partnerships to take place over the next year.

In this year's Value Matrix, Nucleus assessed select enterprise HCM vendors based on their relative product usability, functionality, and the value that customers drive from the use of their capabilities (Nucleus Research X222 – *Understanding the Value Matrix*, December 2023.) The report is intended to serve as a snapshot of the HCM technology market, inform customers about the specific ways vendors are delivering value, and identify what can be expected in the future based on current investments.

LEADERS

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

DAYFORCE

Dayforce, formerly Ceridian Dayforce, is a full-suite HCM solution driven by AI, with capabilities that cover core HR, workforce management (WFM), benefits administration, talent acquisition, and talent management. Dayforce's key differentiator is that it runs on a single data set and rules engine, providing customers with seamless integration and a more cohesive user experience across modules that reduces the need for manual data entry across processes such as payroll and time and attendance. The vendor also has a competitive advantage in global payroll, with localized currency, support for more than 20 languages, a flexible rules engine, and configuration of data to requirements and compliance standards. This makes the platform an attractive choice for organizations with

global and otherwise complex payroll operations. Dayforce has a payroll presence in more than 200 countries and continues to acquire third-party providers to expand its global payroll capabilities throughout its target markets. The solution aims to enhance efficiency in accessing and managing HR data, streamline administrative tasks, and offer insights to support employee retention, engagement, and satisfaction.

- In February 2024, Dayforce acquired eloomi, a Denmark-based learning management system (LMS) and performance management provider. The move is expected to strengthen Dayforce's existing learning and development capabilities with eloomi's expertise.
- In January 2024, Dayforce announced upcoming enhancements for retail employers, including machine learning-based forecasting, Shift Marketplace for flexible shifts, improved labor planning, and a new streamlined time experience.
- In October 2023, Dayforce introduced AI-powered solutions, including Dayforce Career Explorer for employee engagement, offering data-driven career pathing, learning opportunities, and job notifications. Additionally, Dayforce Co-Pilot enhances the candidate experience portal and HR initiative. The vendor also launched Dayforce Autonomous Payroll for administrators, automating payroll processing with real-time issue resolution.
- In July 2023, Dayforce launched a tiered model for Dayforce Managed Payroll, catering to diverse organizational needs with Standard, Select, and Signature tiers.

INFOR

Infor's HCM solution is cloud-based and provides employers with functionality for recruiting, onboarding and offboarding, payroll, benefits enrollment, absence management, organizational planning, and talent mobility. Infor's approach is unique in that it offers customers preconfigured verticalized CloudSuites for organizations in industries such as healthcare, hospitality, and the public sector. CloudSuite applications are underpinned by industry-specific content models, capabilities, and experiences across departmental needs. Infor HCM includes analytics capabilities that are powered by Birst, Infor's business intelligence platform, and Coleman AI, the vendor's artificial intelligence engine. Infor's longstanding expertise in providing organizations with a tailored approach enables high levels of flexibility with the application of industry best practices, making it an attractive choice for organizations in specialized industries that require configurability to specific needs. Infor's future-oriented approach involves embracing cutting-edge technologies, including robotic process automation, machine learning, and artificial intelligence, including generative AI, to automate tasks, empower users, and drive efficiency.

Recent updates and announcements include:

- Infor recently introduced new workspaces specifically designed for shift-based employees and managers. These workspaces consolidate self-service functions for both employees and managers, covering aspects of HCM and WFM. Recognizing the distinct Time & Attendance and Scheduling requirements of shift-based roles, these workspaces cater to the unique needs of this workforce, ensuring efficient management of standard employment and HR tasks.
- Infor's enhanced HCM includes Talent Science, a hiring solution that aims to systematically promote diversity, enabling companies to attract and retain a diverse talent pool that contributes to above-average performance. Additionally, improved internal mobility tools offer proactive sharing of career goal insights to both employees and recruiters. Machine learning is utilized to recommend employee development activities based on the achievements of peers in similar roles, fostering engagement and training compliance by tailoring suggestions to individual needs.
- The vendor introduced new integrations with strategic partners like ADP and new protocols to better maintain the security and integrity of data.

ORACLE

Oracle Cloud HCM offers a comprehensive solution for all people and work optimization processes, featuring workflow management and process orchestration that spans the entirety of worker experiences across various systems. Oracle's integrated HCM modules provide customers with tailored capabilities for core HR, recruiting & mobility, talent management & experience, learning & development, workforce management, payroll, and HCM analytics. Leveraging Oracle Analytics, users gain access to real-time and advanced data synthesis, data mining, augmented analytics, and data visualization tools, enabling robust reporting, KPI monitoring, workforce predictions, inferred skills, and actionable insights for enhanced visibility and informed decision-making. Leveraging AI across its HCM suite, Oracle incorporates nudges and recommendations within workflow processes to boost user productivity and improve decision-making. For example, the vendor has expanded its AI-driven Dynamic Skills capabilities to include recommended skills tagging of learning catalog items and skill recommendations when creating opportunities such as gigs.

Oracle Fusion Cloud HCM supports customers from more than 200 countries and jurisdictions, offering configurability and low-code/no-code extensibility options for global organizations. In April 2022, Oracle introduced Oracle ME (My Experience), an integrated employee experience platform delivered through the Oracle Cloud HCM suite with expanded availability to our Oracle Cloud ERP and SCM customers. The vendor continually enhances the solution, having recently introduced advanced contextual guided journeys, Oracle Touchpoints and Celebrate, Oracle Grow, new skills and intents for Oracle Digital Assistant, and Case Management capabilities for HR HelpDesk. From a client usability

perspective, Oracle's HCM Adoption Accelerators were launched in 2023 to help customers quickly realize value from capabilities for new solutions including Oracle HCM Communicate, Oracle Touchpoints & Celebrate, Oracle Grow, Oracle Recruiting Booster, and Oracle Dynamic Skills as well as for unique industry requirements. These accelerators provide best practices for configuration and deployment with resources such as guided webinars, direct technical support from solution experts, and step-by-step guides.

UKG PRO

With more than 40 million people in more than 100 countries using UKG solutions every day, the UKG Pro HCM suite is a global offering that provides cloud-based functionality that is tailored for both mid-sized and enterprise-sized clients. It encompasses advanced HR, payroll, benefits, analytics, workforce management, talent acquisition, talent management, and HR service delivery. The suite leverages AI across all its capabilities, providing insights into crucial metrics like employee retention and performance. With UKG's acquisition of Great Place to Work (GPTW), customers can now gain access to benchmark people data from GPTW, focusing on key drivers of employee trust to bolster employee engagement initiatives. The UKG Pro Great Place to Work Hub is directly integrated with the UKG Pro suite, providing leaders with actionable insights to enhance Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives and cultivate a strong organizational culture for all employees. UKG Talk, the vendor's embedded communication and collaboration app, helps organizations better reach their workforce to improve productivity and sense of community, especially for the hard-to-reach frontline workers who may not have immediate access to a computer. The product includes personalized nudges to update employees on the most relevant news and information to drive engagement, with support for multiple languages. Built on UKG's Flex framework, UKG Pro facilitates easy configuration to allow personalization to meet specific organizational requirements and streamline workflow automation. With over 100 country localizations, it empowers large, multi-national enterprises to effectively manage the complexities of their dispersed, global workforce.

Recent updates and announcements include:

- UKG recently announced a partnership with Google Cloud, leveraging the company's large language models, along with UKG's own AI models and GPTW survey data to create meaningful, conversational interactions. It can also augment employee requests with relevant business insights and support decision-makers with insights into how certain moves impact employee engagement.
- UKG Bryte, the vendor's generative AI-powered assistant, was launched to streamline processes across the entire suite - recruiting, training, employee development, and more. For example, the "Ask Bryte AI" feature helps employees

with common HR inquiries and provides answers using natural language, eliminating the need to call HR or open a case.

- Following the acquisition of Immedis in 2023, UKG recently released UKG One View, a global payroll offering. The solution enables organizations with dispersed, global workforces to centralize payroll operations and visibility, along with pay equity, within a single solution.
- The vendor's partnership with PayPal centers around earned wage access to improve frontline employee engagement. With the integration, employees can direct deposit all, or a portion of, their pay into a PayPal wallet and receive their pay up to two days early, providing incredible flexibility to those who most need it
- UKG enhanced its scheduling experiences within Pro Workforce Management to improve usability and efficiency while personalizing the frontline worker experience. For example, employees can communicate scheduling preferences and have them taken into consideration when schedules are created. Skills-centric organizations can also accelerate scheduling by identifying the appropriate number and type of skilled staff needed to match business volume and proficiency needs. UKG Bryte is also infused into the new capabilities, such as Frontline Worker Insights, which surfaces pertinent information for frontline employees about their schedule or team.
- UKG developed its Skills Recency Index, an algorithm that leverages the frequency and recency of a skill's usage and application at the shift-level to assist managers and leaders in ensuring that only a qualified employee is selected for a position. UKG Flex has also been enriched with real-time occupational and skills data from Lightcast.
- UKG Pro Talent Acquisition now integrates with eightfold.ai, enabling Pro users to leverage Eightfold's talent intelligence features, including smart sourcing, matching, and candidate relationship management, empowering customers to make better decisions when they are hiring candidates.
- Developer Hub, powered by the UKG Flex Platform, serves customers and third-party developers by delivering a range of guides, resources, and references to help them build apps, connectors, and integrations using UKG Pro API offerings.

EXPERTS

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

ADP

ADP Workforce Now is an HCM solution that is tailored to the needs of midmarket and enterprise customers with up to 3,000 employees, integrating core HR as well as payroll, talent, benefits, and professional services. The solution automates key HR processes to minimize administrative workload and offers comprehensive insights for decision-making within a single system of record for employees. Payroll capabilities include proactive error detection, automated tax compliance, and the ability to manage payments across jurisdictions, paired with insights into pay trends and real-time liabilities to ensure accuracy. Attendance capabilities offer real-time insights for improved labor cost management and team optimization. Benefits management and open enrollment through Workforce Now offers a guided experience across devices, with personalized support and visibility into coverage costs. Reporting and dashboard capabilities enable users to choose from 200 pre-existing reports or create custom ones, receive notifications about important trends, and access unified data views. Additionally, it allows comparison against market benchmarks and the integration of people data with other business insights. The ADP Advantage Program offers customized implementation services for optimal system use, design and planning for alignment with business goals, and post-implementation support to ensure smooth operation, compliance, and efficiency.

Recent updates include:

- In January 2024, ADP and Acumatica partnered to integrate ADP Workforce Now with Acumatica's cloud ERP, offering businesses a unified view of HR and financial data. This collaboration enables real-time data visibility, secure integration, and the use of AI for insights.
- In October 2023, ADP launched ADP Workforce Now for Construction to address common challenges in the industry, such as job costing, compliance, and workforce management. This solution streamlines payroll, enhances HR functions, and improves recruitment and worker development. It also includes a Construction Center of Excellence for dedicated support.
- In October 2023, ADP launched API Central, facilitating easy, secure integration of ADP workforce data across HR and business systems. This platform offers developers quick access to a comprehensive API library and enables real-time data management for HR practitioners. API Central streamlines system integrations and is available to ADP Workforce Now clients in the US and France.

DARWINBOX

Darwinbox is a comprehensive Human Resources (HR) management platform that offers large enterprises a unified solution for human resources processes, including talent

acquisition, onboarding, performance management, learning and development, payroll, and workforce planning. The platform uses artificial intelligence and machine learning across its features to automate routine HR tasks. The vendor partners with Microsoft's cloud-based solutions, emphasizing enhanced data security, scalability, and overall performance. Additionally, its partnership with PwC Middle East has integrated Darwinbox's advanced HCM platform with PwC's digital transformation and advisory services. Darwinbox supports more than 14,000 employees across 36 countries. The solution operates on a global scale with its headquarters in Hyderabad and presence in Dubai, making it an attractive choice for organizations with dispersed and global workforces.

SAP SUCCESSFACTORS

The SuccessFactors Human Experience Management (HXM) suite encompasses the entire range of HCM use cases through its own applications and third-party add-ons available in the SAP store. For example, the vendor offers native functionality for core HR and payroll, talent management, employee experience management, HR analytics and workforce planning, and sales performance management. Meanwhile, customers can choose to connect third-party tools from any one of these areas to meet niche capability requirements. The HXM suite is accessible on mobile devices, allowing both users and administrators to manage and view essential HR tasks and data, including timesheets, performance evaluations, and leave requests at any time. In May 2023, SAP SuccessFactors announced 15 new business AI capabilities in partnership with Microsoft 365 Copilot and Copilot in Viva Learning. Innovations include embedding generative AI for improved recruiting and learning processes, introducing a talent intelligence hub for personalized employee growth paths, and enhancing total workforce management for improved labor visibility.

WORKDAY

Workday offers customers a comprehensive suite of HCM solutions, as well as financial management analytics and planning tools, all powered by Workday AI. The vendor's HCM functionality spans areas such as absence management, compensation, payroll, benefits administration, recruiting, time and attendance, succession planning, and learning and development. The Workday Marketplace allows customization with third-party extensions, with the vendor providing reports on their effectiveness. Workday HCM integrates Workday Skills Cloud for talent alignment through machine learning to incorporate people analytics and employ intelligent automation of talent acquisition processes. The platform also caters to diverse workforce needs with flexible compensation and benefits tools. For frontline workers, Workday utilizes AI and machine learning to optimize engagement, workforce management, and scheduling. The company's continuous expansion of its international

public cloud offering includes strategic partnerships, acquisitions, and third-party collaborations.

Recent updates and announcements include:

- In September 2023, Workday introduced a suite of AI and ML innovations for an enhanced manager experience, generative AI capabilities amplifying human performance, faster insights in Workday Adaptive Planning through AI, and an AI Marketplace for seamless integration of industry-leading AI and ML solutions into the Workday suite, improving the platform's future-focused adaptability and ease of use.
- Also in September 2023, Workday and ADP expanded their partnership to offer enhanced global payroll, compliance, and HR solutions.

ACCELERATORS

Accelerators in the Value Matrix include Cegid, HiBob, Paycor, and Unit4.

CEGID

Cegid Talentsoft is a full-suite HCM platform that includes ready-to-use solutions for Core HR, Talent Acquisition, Talent Management, Learning, and Voice of the Employee. The vendor offers an end-to-end suite that customers can easily integrate with external tools. Deployments also include embedded HR best practices for different types of organizations. Continuous manager-team conversations in the flow of work, tailored analytics, and autonomous administrator management emphasize the importance of the relationship between managers and their teams and how it affects business outcomes. Cegid's strength in talent management and talent acquisition also differentiates it, with AI-powered skill matching capabilities and fully fledged recruiting, performance and skill management, salary and talent review, and TMS, LCMS, and LMS solutions.

Recent updates and announcements include:

- Cegid recently launched new appraisal preparation capabilities and integration for its Voice of the Employee tool, which captures employee sentiment to provide opportunities for individual and team engagement and performance improvements.
- The vendor also made enhancements to its salary review module, which includes proposals for base salary, bonuses, incentive payouts, and attributions and revisions.
- The new vacancy creation wizard continues to be augmented with more features and a refreshed user interface. For example, suggestions for things like required

competencies can now be provided to the user writing the vacancy. Users can also include help messages, custom user guides, or file by field to give more context if needed.

- Additional talent acquisition feature updates include the vendor's new job advertising service, which aids in situations such as when one vacancy is linked to three different job boards, leading to the publication of three job advertisements that can be posted through new APIs.
- Learning feature updates include a new sign-in sheet format that is compliant with training regulations, simplified creation of blended training actions that is synchronized across learning systems, and session tracking.

HIBOB

Bob is HiBob's cloud-based HCM platform, with modules for core HR, onboarding, time and attendance, compensation, payroll hub, performance, workforce planning, and people analytics. The solution was designed to be a central system for all of an organization's people, from C-suite executives to direct managers and employees, regardless of their location. The intuitive nature of the user interface eases adoption, leading to higher user engagement with the platform. Bob combines traditional task management with HR processes to improve HR staff productivity and automate workflows across areas such as onboarding, offboarding, reporting, and compensation management to dedicate time to building successful strategies for metrics such as retention. In the era of remote and hybrid work, Bob aims to connect employees across different locations, ensuring a cohesive experience across a workforce. This is underscored by the vendor's configurable employee profiles, which serve as a single source of record for the entire system. The profile can include information such as hobbies, banking information, birthdays, and a timeline that records recognition, work achievements, performance reviews, and compensation updates. Bob's org chart enables users to understand the relationships between different employees, teams, and departments, with the ability to sort employees by factors such as hobbies, nationality, location, and more. HiBob is dedicated to constant innovation and offers customers a sandbox environment which enables them to test out new capabilities prior to going live. The vendor's current R&D investments are pointed towards generative AI, talent acquisition, and learning.

Recent updates and announcements include:

- HiBob recently launched its DEI dashboard, which enables users to analyze gendered pay gaps by department over the past year to identify disparities across various areas of the company. Additionally, the platform now prioritizes accessibility

for low-vision users, featuring improvements such as a single-color menu, larger font size, enhanced color contrast, and compliance with WCAG 2.2 standards.

- In September 2023, the vendor surpassed more than 100 technology partners, giving organizations the ability to easily integrate best-of-breed tools with the Bob platform. A notable partnership with Papaya Global offers payroll management to multinational companies.
- The vendor recently announced plans to acquire UK-based payroll provider, Pento. Pento offers a modern, self-service payroll solution that delivers real-time payment automation to reduce errors and streamline payroll processing. With more than 100 common UK-based customers between the two providers, the move will offer native, all-in-one payroll capabilities to HiBob clients with UK-based staff. The vendor plans to expand to other geographies to incrementally grow its footprint in native payroll alongside its payroll partnerships.

PAYCOR

The Paycor platform provides organizations with functionality for Core HR, talent, time tracking, payroll, learning and development, financial wellness, and workforce insights. Paycor provides a unified HR experience by consolidating all HR functions into one platform, eliminating the need to toggle between systems and complete manual data entry. With a focus on analytics and benchmarking, the solution enables leaders to proactively identify trends and address issues, offering insights into headcount, diversity, turnover, and even predicting resignations. AI is another focus for the vendor, highlighted by its Paycor Smart Sourcing solution which helps recruiters identify both active and passive candidates, including those that may be ideal for a role but unacknowledged by traditional systems. This, coupled with an AI-generated Job Descriptions tool, further streamlines recruiting processes. Paycor also offers open APIs, a network of integration partners, and industry-specific customizations to augment existing capabilities. The vendor has expertise serving industries such as healthcare, food & beverage, manufacturing, and professional services, enabling it to offer verticalized product configurations and integrations. The open platform offers high levels of interoperability and enables customers to connect to other preferred systems, including point of sales (POS), enterprise resource planning (ERP), and Benefits Administration solutions. The vendor has made continued investments in usability, including enhanced navigation of the Paycor platform based on customer feedback, product testing, and research.

Recent updates and announcements include:

- Paycor has enhanced its COR Payroll and HR services, introducing improved leadership development solutions that empower leaders in developing the

performance, skills, and behaviors necessary for building successful teams. The COR Leadership Dashboard equips frontline leaders with employee data, and the Leader Insights dashboard collects performance metrics through the Pulse Leadership Survey and talent tracking. Additional features include the Unpaid Worker tool for managing both paid and unpaid workers, Payroll Variance for identifying irregularities, Tax Withholdings in Mobile for employee viewing and updates, and the Tax Compliance Dashboard, offering tax recommendations to avoid compliance risk. These improvements aim to provide actionable insights, targeted improvement suggestions, leadership growth opportunities, and talent development possibilities.

- Paycor Paths, the vendor's personalized leadership development tool, enhances the COR Leadership framework, enabling managers to survey direct reports, capture feedback, and review survey results through the Insights Dashboard.
- The vendor also recently introduced advanced reporting and analytics features within Paycor Analytics. The platform incorporates a generative AI digital assistant that provides leaders with an interactive and conversational chat interface, allowing them to inquire about people analytics and receive visualized answers. Industry-specific analytics capabilities save time by delivering frequently used reports as favorites and providing industry-specific data for benchmarking against turnover rates and key metrics. The platform facilitates data-driven decision-making with easy-to-understand graphics and allows users to compare their performance against competitors using EEOC government data. Additionally, HR professionals can benefit from Homepage Trends for proactive decision-making, and enhanced report-building features offer increased efficiency and productivity through simplified report creation, sharing, scheduling, and exporting.
- Additional platform enhancements include a customer sandbox for secure testing of security privileges, configurations, and workflows without affecting critical data. Enhanced Impersonation allows company admins to simulate employee experiences on Paycor pages. Dynamic Documents streamline remote work processes with fillable PDFs for digital signatures by multiple recipients. Enhanced Workflows automate manual tasks, offering flexibility and efficiency in day-to-day operations.

UNIT4

Unit4's product portfolio encompasses enterprise resource management (ERP), financial planning and analysis (FP&A), and HCM solutions, all designed to seamlessly integrate and enhance operational visibility and cross-functional decision-making for customers. Unit4 has integrated its HR and Payroll solutions into its ERPx cloud platform. This integration fosters greater connectivity between HR and finance (Performx), HR and project management (Talentx), and project management and finance (Revenuex). Additionally, Unit4 Industry

Mesh provides customers with industry-specific applications, content, and processes through a subscription service that undergoes continuous enhancement.

Targeting midsized, people-centric organizations in sectors such as professional services, public services, nonprofits, and higher education, Unit4 has a presence in more than 100 countries. The vendor's cloud-based HCM offering covers core HR, talent management, payroll, learning management, and compensation planning, incorporating built-in automation, analytics, and integration capabilities to streamline processes. For example, Unit4's digital assistant, Wanda, is available in Microsoft Teams, Skype, and Slack and provides users with a conversational interface to complete tasks, including creating expense claims, absence requests, purchase requests, and viewing employment information. The vendor's "Industry Models" provide clients with industry-specific and region-specific tools, such as best practices and recommended system configurations that enable fast, cost-effective implementations.

Recent updates and announcements include:

- Unit4 developed payroll industry models for Norway and enhanced existing capabilities to remain compliant with the UK Alabaster rule.
- Recent usability improvements to Unit4's HCM solutions include the ability to tag employees' objectives to link to projects, years, and organizational strategy. Employee self-service was also introduced to help employees access daily tasks from a central location.
- The vendor now offers deep integration between third-party applicant tracking systems (ATS) and its native core HR module through its industry mesh.
- App Studio is a new feature within the Unit4 Extension Kit that is expected to help customers streamline development and automation efforts. App Studio leverages the Unit4 People Platform to help organizations customize Unit4 ERPx by building custom business apps in a low-code environment.

CORE PROVIDERS

Core Providers in the Value Matrix include Paylocity, PeopleStrong, and ZingHR.

PAYLOCITY

The Paylocity HCM platform includes modules for recruiting and onboarding, benefits, time and labor management, payroll, core HR, learning, and performance and compensation. Paylocity serves as a central hub for HR teams, facilitating seamless integration with data

from numerous third-party systems available in the Paylocity marketplace. The vendor's primary focus is helping its clients automate tactical manual processes to reallocate time to more strategic initiatives, such as attracting and retaining talent and building a strong workplace culture. AI-driven recommendations and insights are present throughout the platform, enabling users to enhance productivity and decision-making. For example, the vendor provides customers with actionable dashboards and recommendations, including the Modern Workforce Index, Retention Risk Dashboards, and Time & Labor Forecasts. Embedded AI can also accelerate tasks such as drafting job descriptions and workforce communication. Community Plus is Paylocity's integrated communication and collaboration feature which includes capabilities such as one-to-one and one-to-many chat functionality, the ability to upload, create, edit, and share files, instant creation of team groups, and enhanced people directory search functionality.

Paylocity can be configured to suit the requirements of small, medium, and large enterprises, and supports payroll in more than 100 countries. The vendor also touts customer partnership as a key value driver, with resources for implementation, account management, specialized services, and knowledge base materials such as adoption kits and on-demand learning.

Recent updates and announcements include:

- In March 2023, Paylocity announced AI Assist, a generative AI feature built using an integration with OpenAI. AI Assist can draft communications and announcements in Community and Community Plus. In January 2024, the vendor further extended its AI investment with the announcement of several AI-driven features across scheduling, employee development and career pathing, and Generative-AI driven employee engagement recommendations.
- In December 2023, the vendor announced the acquisition of Trace to expand its headcount planning capabilities.

PEOPLESTRONG

The PeopleStrong Human Capital Management (HCM) platform delivers a comprehensive solution for enterprise customers in the APAC region. The platform encompasses workflow management and process orchestration to streamline every aspect of the employee lifecycle. Through its modules, PeopleStrong enables organizations to leverage dedicated functionality for core HR, recruiting, talent management, learning, workforce management, payroll, and people analytics. PeopleStrong integrates advanced data synthesis, data mining, and data visualization tools for real-time reporting, KPI monitoring, and predictive workforce insights. The vendor also leverages AI across various HCM functions to enhance decision-making and user productivity. With localization for more than 200 countries and

adaptable low-code extensibility, the platform caters to organizations of all sizes, enabling scalability and configurability.

ZINGHR

ZingHR is a global enterprise HR solution that is designed to unify talent acquisition, talent management, workforce management, employee engagement, payroll, and workflow organization. The platform's "HR Ground Zero" enables large enterprises to streamline their business operations through Organizational Attribute Configuration, Workflow Engine, Business Logic Rule Builders, and Configurators, along with Roles and Responsibility Mapping and Authorization Packets to ensure data confidentiality. With 14 years of industry experience, the system incorporates best practices into its features, making it a comprehensive and well-established solution for organizations seeking efficient and tailored attribute configuration, workflow management, and data confidentiality in their operations. With more than 1,000 global customers and two million active users in 26 languages, ZingHR caters to businesses of various sizes and industries, offering a scalable solution to meet the diverse needs of modern HR management.