

# FrontRunners®

## APPLICANT TRACKING SYSTEMS

FEBRUARY 2019

Powered by  
**Gartner** Methodology

**Software Advice**

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# INTRODUCTION

This FrontRunners analysis is a data-driven assessment identifying products in the Applicant Tracking Systems software market that offer the best capability and value for small businesses. For a given market, products are evaluated and given a score for Usability (x-axis) and User Recommended (y-axis). FrontRunners then plots 10-15 products each on a Small Vendor and an Enterprise Vendor graphic, based on vendor business size, per category.

In the ATS FrontRunners infographic, the Enterprise Vendor

graphic had a minimum qualifying score of 3.98 for Usability and 3.89 for User Recommended, while the Small Vendor graphic had a minimum qualifying score of 4.47 for Usability and 4.31 for User Recommended.

To be considered for the ATS FrontRunners, a product needed a minimum of 20 user reviews published within 18 months of the evaluation period. Products needed a minimum user rating score of 3.0 for both Usability and User Recommended in both the Small and Enterprise graphics.

# INTRODUCTION

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The minimum score cutoff to be included in the FrontRunners graphic varies by category, depending on the range of scores in each category. No product with a score less than 3.0 in either dimension is included in any FrontRunners graphic. For products included, the Usability and User Recommended scores determine their positions on the FrontRunners graphic.



# DEFINING APPLICANT TRACKING SYSTEMS

Applicant Tracking Systems (ATSs) help organizations manage job applicant information and track the progression of candidates through hiring workflows.

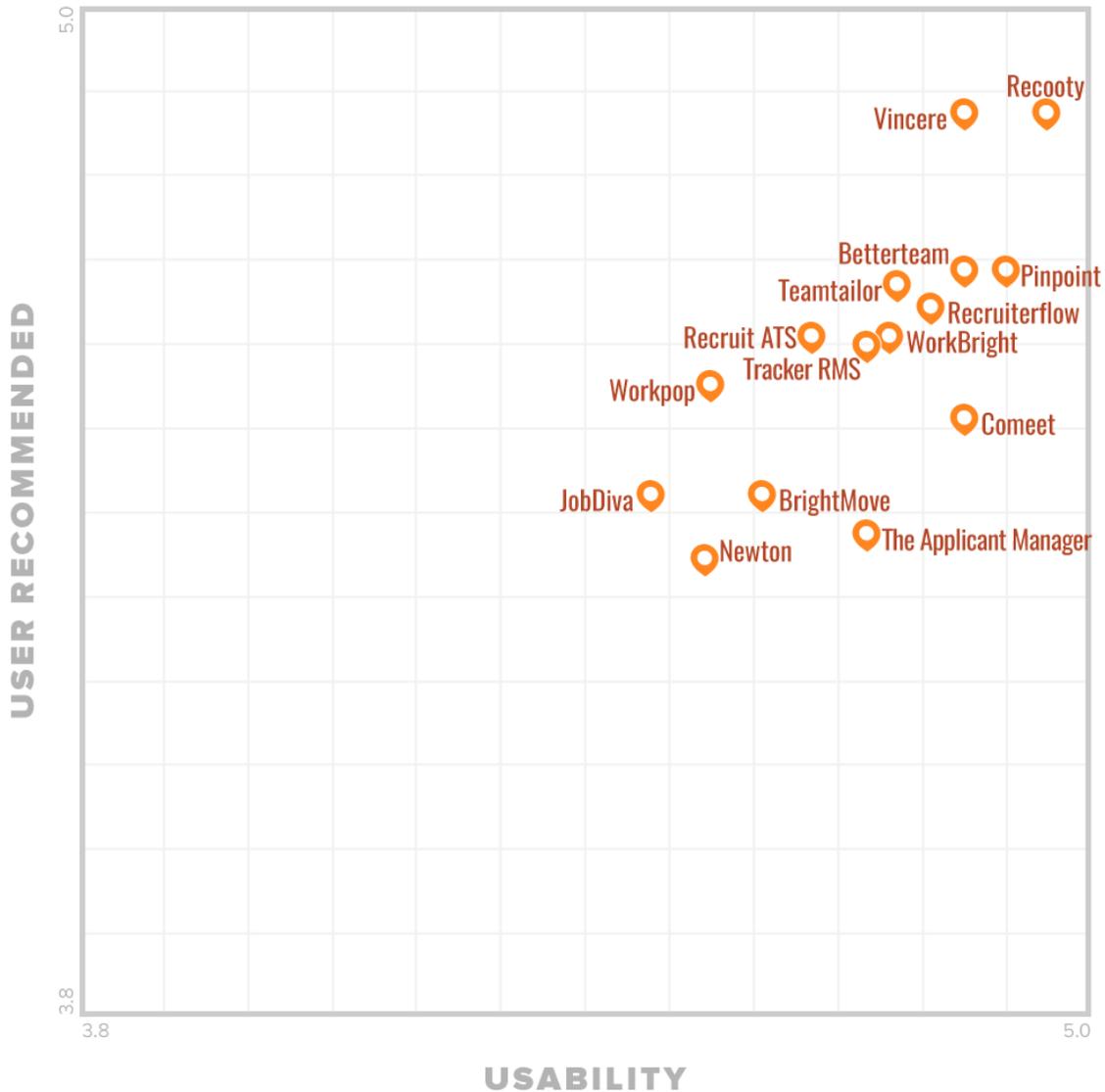
Software Advice's FrontRunners is focused on the North American ATS market. We identify this set of core capabilities for the ATS category: applicant tracking and

applicant workflow. Additionally, the product must offer ATS on a stand-alone basis.

# FRONTRUNNERS

(SMALL VENDORS)

## FRONTRUNNERS® FOR ATS, FEBRUARY 2019



For each individual rating in both the Usability and User Recommended criteria, the methodology weighs recent reviews more heavily.

# FRONTRUNNERS SCORES

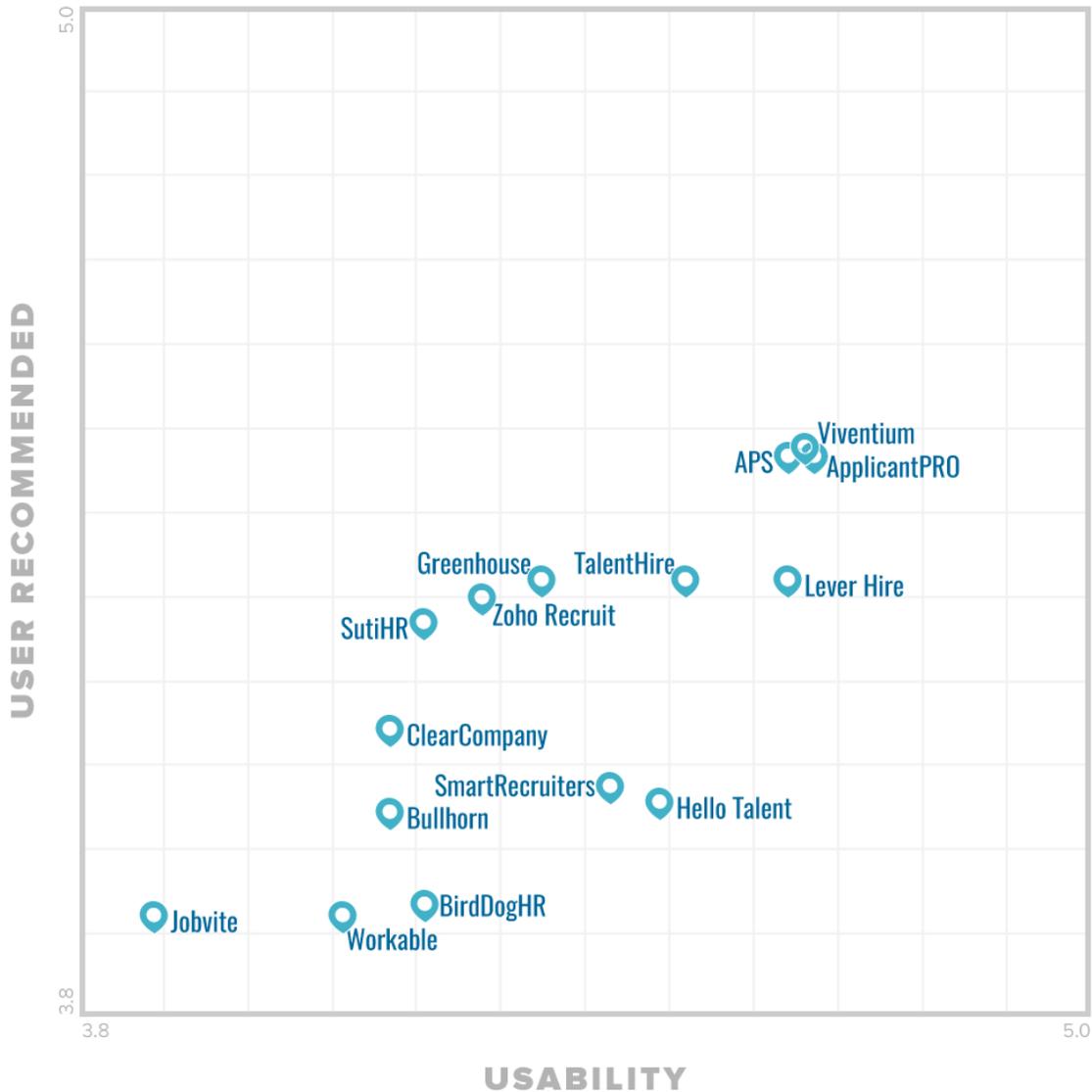
(SMALL VENDORS)

		TOTAL SCORE	USABILITY SCORE	USER RECOMMENDED SCORE
1	<b>Recooty</b>	9.81	4.95	4.86
2	<b>Vincere</b>	9.72	4.85	4.86
3	<b>Pinpoint</b>	9.57	4.90	4.67
4	<b>Betterteam</b>	9.51	4.85	4.67
5	<b>Recruiterflow</b>	9.43	4.81	4.62
6	<b>Teamtaylor</b>	9.43	4.77	4.65
7	<b>WorkBright</b>	9.36	4.76	4.59
8	<b>Comeet</b>	9.34	4.85	4.49
9	<b>Tracker RMS</b>	9.31	4.73	4.58
10	<b>Recruit ATS</b>	9.26	4.67	4.59
11	<b>The Applicant Manager</b>	9.08	4.73	4.35
12	<b>Workpop</b>	9.08	4.55	4.53
13	<b>BrightMove</b>	9.00	4.61	4.40
14	<b>JobDiva</b>	8.88	4.48	4.40
15	<b>Newton</b>	8.86	4.54	4.32

# FRONTRUNNERS

(ENTERPRISE VENDORS)

## FRONTRUNNERS® FOR ATS, FEBRUARY 2019



For each individual rating in both the Usability and User Recommended criteria, the methodology weighs recent reviews more heavily.

# FRONTRUNNERS SCORES

(ENTERPRISE VENDORS)

		TOTAL SCORE	USABILITY SCORE	USER RECOMMENDED SCORE
1	Viventium	9.12	4.66	4.46
2	ApplicantPRO	9.11	4.67	4.45
3	APS	9.10	4.64	4.45
4	Lever Hire	8.94	4.64	4.30
5	TalentHire	8.83	4.52	4.30
6	Greenhouse	8.66	4.35	4.30
7	Zoho Recruit	8.56	4.28	4.28
8	Hello Talent	8.52	4.49	4.03
9	SmartRecruiters	8.48	4.43	4.05
10	SutiHR	8.46	4.21	4.25
11	ClearCompany	8.28	4.17	4.12
12	Bullhorn	8.19	4.17	4.02
13	BirdDogHR	8.12	4.21	3.91
14	Workable	8.01	4.11	3.90
15	Jobvite	7.89	3.99	3.90

# RUNNERS UP

**1Click ATS**

**1HRMS**

**321Forms**

**AccelerationATS**

**AcquireTM**

**AdaptSuite**

**ADP Resource**

**Agile HR**

**Ajoft HRMS**

**AkkenCloud**

**Altamira Recruiting**

**APERIO**

**Applicant Starter**

**Applicant Tracking System**

**Applicant2Hire**

**ApplicantStack**

**Apploi**

**Asurint Background Screening Solutions**

**ATS OnDemand**

**ATS2Go**

**Avature Suite**

**Avionte**

**BALANCEtrak**

**BerniePortal**

**BidRecruit**

**Big Biller**

**BlueSky Medical Staffing Software**

**BreatheHr**

**Breezy HR**

**CareerBuilder**

**careerpassport**

**CareerPlug**

**CascadeGo**

**CATS**

**Cavall**

**cbs iManage**

<b>Chameleon-i</b>	<b>Emplloy Workforce</b>
<b>CIPHR</b>	<b>employAstar</b>
<b>CleverStaff</b>	<b>EmployWise</b>
<b>Common Census</b>	<b>Emply Hire</b>
<b>COMPAS for Corporate</b>	<b>EmpowerHR/Pay</b>
<b>Cornerstone HR</b>	<b>EmpXtrack</b>
<b>Cornerstone Talent Management</b>	<b>Encore by Cluen</b>
<b>Crelate Talent</b>	<b>Enlist</b>
<b>Criterion HCM</b>	<b>Enterprise Recruit</b>
<b>CURA</b>	<b>Enterprise Study Learning Management Suite</b>
<b>CVMinder</b>	<b>EntireHR</b>
<b>Darwinbox HR</b>	<b>EPAY HCM</b>
<b>DATIS</b>	<b>Epicor HCM</b>
<b>Daxtra</b>	<b>erecruit</b>
<b>Deltek Talent Management</b>	<b>eRecruiter</b>
<b>EasyHire</b>	<b>Evolution Human Capital Management</b>
<b>EasyWeb ATS</b>	<b>Exelare</b>
<b>ECI Empower</b>	<b>Exenta HRMS</b>
<b>EddyHR</b>	<b>factoHR</b>
<b>Efficient Hire</b>	<b>FactsHCM</b>
<b>EMERGE Background Checks</b>	<b>FinancialForce HCM</b>
<b>EMP Trust HR</b>	

**Findly**

**FingerCheck**

**First Choice Hiring Solutions**

**Fitzii**

**foundU**

**Fountain's Hiring Platform**

**Freshteam**

**Front Rush**

**GoHire**

**Google Hire**

**GoodJob**

**happierHire**

**happierHR by happierWork**

**Harri The Workforce OS for Hospitality**

**HealthcareSource Quality Talent Suite**

**HigherMe**

**Hirebridge**

**HireCentric**

**HireCraft**

**HireDesk**

**HireHive**

**HireLoop**

**Hireology**

**HireOwl**

**HirePlanner**

**HireScore**

**HireTouch**

**HireVue**

**HireWho**

**HiringThing**

**Homebase**

**HR Avatar Pre-Employment Tests**

**HR Locker**

**HR Partner**

**HRadvocate**

**HRdirect Attendance Calendar**

**HRINNOVA**

**HRIS System**

**HRMantra**

**HRMatrix**

**HRMC Acclaim**

**HRMSSoft**

**HROffice**

**HRsoft Software Suite**

**HRTrace**

**HRweb**

**Hyrell Hiring Solutions**

**iApplicants**

**IBM Kanexa Talent Acquisition Suite**

**iCIMS Recruit**

**iintegra**

**iKrut**

**InfinityHR**

**Influence Recruitment Software**

**Inova Payroll**

**Interview Mocha**

**Interview Now**

**Interview4**

**iSmartRecruit**

**JazzHR**

**Job Board by Ejobsite**

**JobAdder ATS**

**Jobbio**

**JobBoard.io**

**Jobsience Recruiting and Staffing**

**JobScore**

**Jobsoid**

**Kallidus Recruit**

**Kickresume**

**Kortivity**

**Kronos Workforce Dimensions**

**Launchpad Recruiting Platform**

**LeoForce**

**Loxo**

**Lumesse TalentLink**

**Manatal**

**Mangrove HCM**

**Maxohire Applicant Tracking System**

**Microkeeper**

**Monster**

**myHRSuite**

**MyNextHire**

**MyRecruitment+**

**myStaffingPro**

**Natural HR**

**naukri RMS**

**NEOGOV**

**Nextal**

**OASIS by IntelliTek**

**Officekit**

**OnBlick**

**OneRecruit**

**OnShift**

**oorwinHIRE**

**Oracle Taleo**

**Osclass.com**

**PARiM Software**

**PayScale Suite**

**PCR Educator**

**PCRecruiter**

**People-Trak HRIS Suite**

**PeopleFluent**

**PeopleGuru HCM**

**PeopleHR**

**PeopleMatter**

**PeopleQlik**

**PeopleSoft Human Capital Management**

**PeopleStrategy eHCM**

**PeopleStrong Alt**

**PeopleWorks HCM**

**Pereless**

**Plum**

**PORTERS HR-Business Cloud**

**Qandidate.com**

**QJumpers**

**Ramco HCM**

**RecruitBPM**

**Recruitee**

**Recruiterbox**

**Recruiting Software**

**Redmatch**

**RESUMate**

**Resume Parser**

**RoleCall**

**ROMA**

**Roubler**

**SAFARI**

**Sage HRMS**

**Sage People**

**SAP Human Capital Management**

**Schedule101**

**SCOUT Recruitment Software**

**SelectHR**

**Sentrifugo Open Source HRMS**

**ShiftSelect**

**Shortlister.com**

**SignalHire**

**SilkRoad HRMS**

**SilkRoad Onboarding**

**SilkRoad Recruiting**

**Simplicant**

**Sirenum Staff Management Platform**

**skeeled**

**SkillSurvey**

**SlideRoom**

**SmartHCM**

**SmartHR**

**SmartSearch**

**SnapHRM**

**softfactors recruiting suite**

**Softgarden**

**Sparkrock**

**StaffCV**

**StaffOnDemand**

**StartDate**

**StratEx HRMS**

**Submittable**

**sumHR**

**SumTotal Talent**

**Sympa HR**

**SyncHR**

**Talent Pathway**

**Talent Rover**

**TalentClick Workforce Solutions**

**Talentera**

**TalentLyft**

**TalentNest**

**Talentpool**

**TalentRecruit**

**talentReef**

**TalentWall**

**Talentwunder**

**Talview**

**TargetRecruit**

**TargetX Recruitment Suite**

**Tazio**

**Technomedia Talent Management Suite**

**TempWorks Enterprise**

**The Hire Talent**

**TimeForge HR**

**Training Manager**

**TribeHR**

**TribePad Applicant Tracking**

**TriNet Hire**

**TriNet HR Solutions Suite**

**TriSys Recruitment Software**

**Udutu Online Course Authoring**

**Vacancy Filler Recruitment Software**

**Valiant**

**Valuehire Recruiter**

**Vibe HCM**

**VidCruiter product suite**

**Video Recruit**

**Vista HRMS**

**Visual Planning**

**VIVAHR**

**Vizirecruiter**

**Voyager Talent Management**

**Vultus Recruit**

**WCN Talent Acquisition Suite**

**WebHR**

**Whozwho**

**Willis Towers Watson Compensation Software**

**WorkConnect**

**Workland**

**WorkLinx**

**Yello**

**Youmanage**

**ZippyApp**

**Zoniac Swift**

**Zwayam**

# METHODOLOGY BASICS

The FrontRunners methodology assesses and calculates a score for products on two primary dimensions: Usability on the x-axis and User Recommended on the y-axis.

## **The Usability score is a weighted average of user ratings including:**

- End-user ratings of one to five stars on the product's ease of use.
- End-user ratings of one to five stars on the product's functionality.

## **The User Recommended score is an overall weighted average of scores including:**

- End-user ratings of one to five stars on how valuable users consider the product to be relative to its price.
- End-user ratings of one to five stars on how likely they are to recommend the product to others.

There are up to two FrontRunners graphics for each market, one Small Vendors and one Enterprise Vendors graphic. The Small Vendors graphic highlights qualifiers from smaller (by employee size) vendors, while the Enterprise Vendors graphic displays qualifiers for larger (by employee size) vendors.

## METHODOLOGY BASICS

Markets are defined by a core set of functionality, and to be eligible for FrontRunners, products must offer that core set of functionality. Core functionality required is determined by our research analysts, who provide coverage for and have familiarity with products in that market. Additionally, a product must have at least 20 unique user-submitted product reviews published within 18 months of the start of the analysis period across the three Gartner Digital Markets web properties: [softwareadvice.com](https://www.softwareadvice.com), [capterra.com](https://www.capterra.com) and [getapp.com](https://www.getapp.com).

Inclusion in the Small Vendor or Enterprise Vendor FrontRunners graphics is based on vendor employee count. Vendors eligible for the Enterprise Vendor graphic must have more than the median employee count for all vendors in the market, or 100 employees—whichever is greater. Vendors whose employee counts do not meet either of those thresholds qualify for the Small Vendor graphic.

*<sup>1</sup> In the event fewer than 10 products qualify for either a Small Vendors or Enterprise Vendors FrontRunners graphic, the vendors that do qualify will be combined into a single graphic.*





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