

FrontRunners®

PAYROLL SOFTWARE

MARCH 2019

Powered by
Gartner Methodology

Software Advice

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INTRODUCTION

This FrontRunners analysis is a data-driven assessment identifying products in the Payroll 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 Payroll FrontRunners infographic, the Enterprise Vendor graphic had a minimum qualifying

score of 3.96 for Usability and 3.93 for User Recommended, while the Small Vendor graphic had a minimum qualifying score of 4.03 for Usability and 3.81 for User Recommended.

To be considered for the Payroll 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

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 PAYROLL SOFTWARE

Payroll software helps organizations streamline and automate the process of paying their employees.

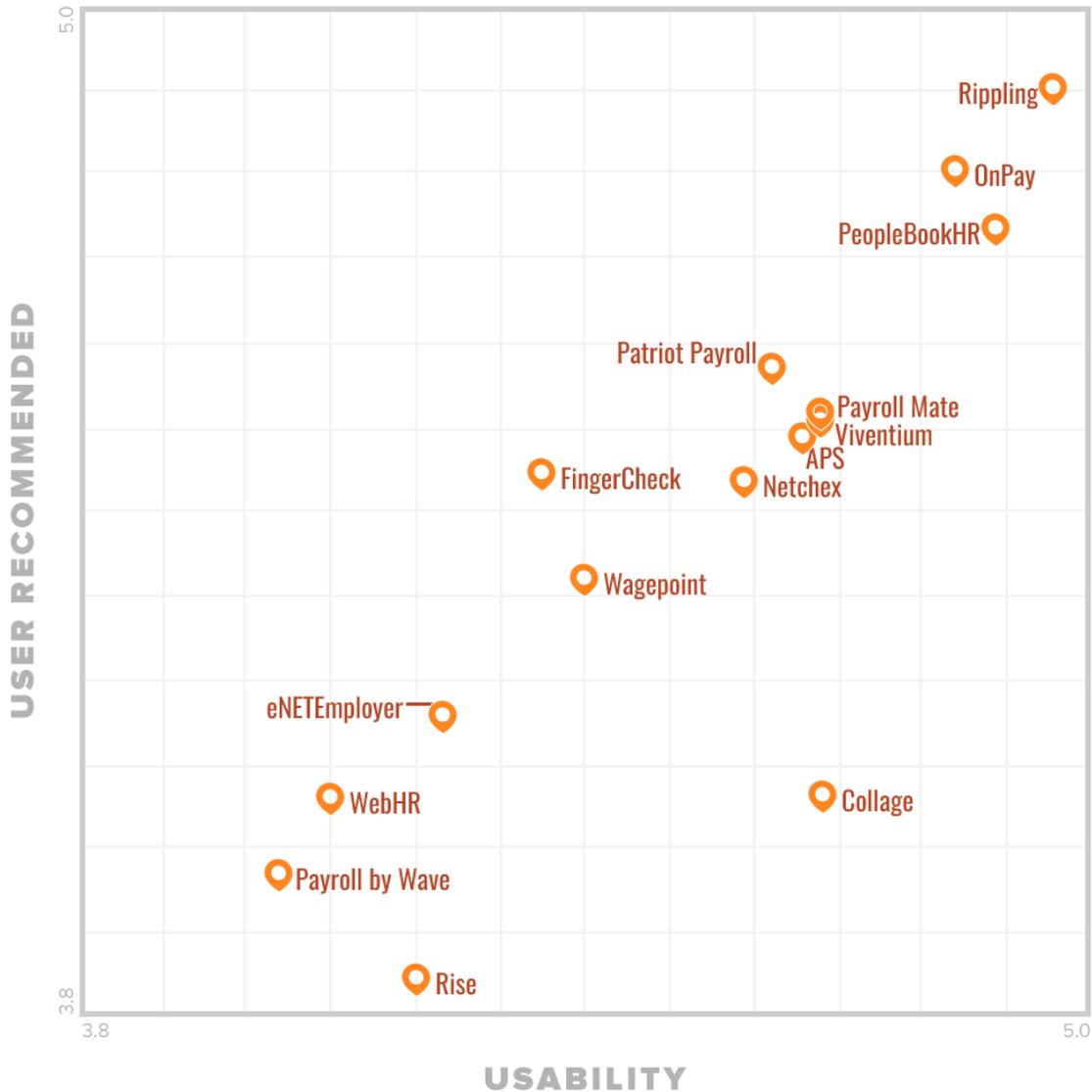
Software Advice's FrontRunners is focused on the North American Payroll software market. We identify this set of core capabilities for the Payroll software category: payroll management, time tracking and run

payroll. Additionally, the product must either offer payroll on a stand-alone basis or as its own application or module within a suite.

FRONTRUNNERS

(SMALL VENDORS)

FRONTRUNNERS® FOR PAYROLL, MARCH 2019



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

FRONTRUNNERS SCORES

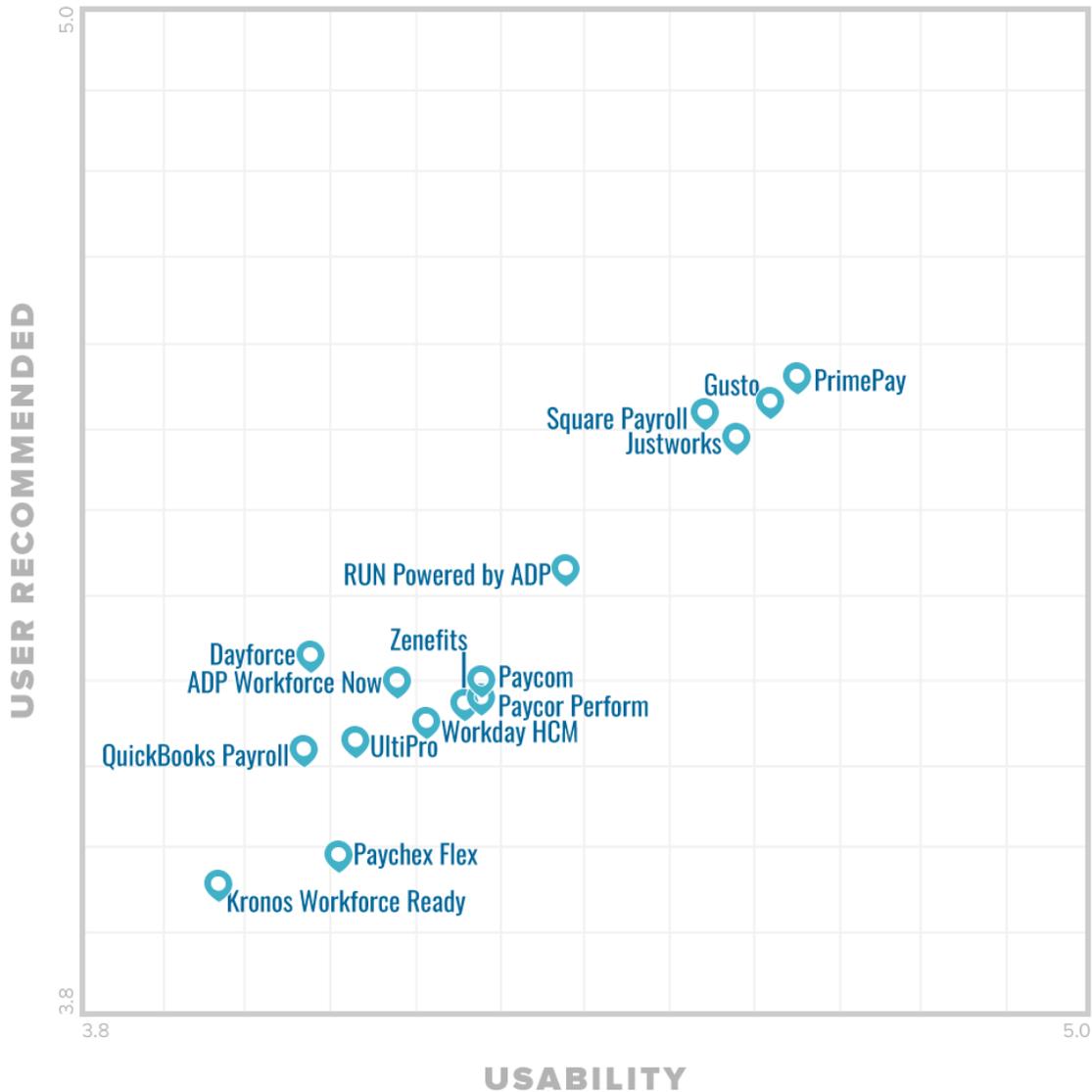
(SMALL VENDORS)

		TOTAL SCORE	USABILITY SCORE	USER RECOMMENDED SCORE
1	Rippling	9.84	4.96	4.88
2	OnPay	9.62	4.84	4.78
3	PeopleBookHR	9.60	4.89	4.71
4	Patriot Payroll	9.17	4.62	4.55
5	Payroll Mate	9.18	4.68	4.50
6	Viventium	9.17	4.68	4.49
7	APS	9.13	4.66	4.47
8	FingerCheck	8.77	4.35	4.42
9	Netchex	9.00	4.59	4.41
10	Wagepoint	8.70	4.40	4.30
11	eNETEmployer	8.38	4.23	4.14
12	Collage	8.72	4.68	4.04
13	WebHR	8.14	4.10	4.04
14	Payroll by Wave	7.99	4.04	3.95
15	Rise	8.03	4.20	3.82

FRONTRUNNERS

(ENTERPRISE VENDORS)

FRONTRUNNERS® FOR PAYROLL, MARCH 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	PrimePay	9.19	4.65	4.54
2	Gusto	9.12	4.62	4.51
3	Square Payroll	9.03	4.54	4.50
4	Justworks	9.05	4.58	4.47
5	RUN Powered by ADP	8.69	4.38	4.31
6	Dayforce	8.30	4.08	4.21
7	ADP Workforce Now	8.37	4.18	4.18
8	Paycom	8.45	4.28	4.18
9	Paycor Perform	8.44	4.28	4.16
10	Zenefits	8.40	4.26	4.15
11	Workday HCM	8.35	4.21	4.13
12	UltiPro	8.25	4.13	4.11
13	Quickbooks Payroll	8.17	4.07	4.10
14	Paychex Flex	8.08	4.11	3.97
15	Kronos Workforce Ready	7.91	3.97	3.94

RUNNERS UP

1099 Pro

1099-Etc

1099FIRE Software

12Pay

1HRMS

1Staff Back Office

321Forms

ACA TRACK

Access Payroll

Accounting Xpert

AcroTime

Activity HD

Actual iD

Adaptive Payroll

ADP Comprehensive Services

ADP Resource

ADP SmartCompliance

ADP TeamPay

ADP Total Source

ADP Vantage HCM

Advantage Accounting System

Ajoft HRMS

AmCheck Connection

AME Payroll

Aruti

Ascentis HRIS

Asure Payroll & Tax Management

Attendance Enterprise

Beeple

Bioconnect TeamWorks

BirdDogHR

BizRun

Blue Wren Effort

Blueforce

BlueSky Medical Staffing Software

cbs iManage

CenterPoint Accounting

CenterPoint Payroll

CheckMark Payroll

Chronicle Online

CIPHR

ClickTime

Compeat

CompensationXL

Comport

Criterion HCM

Darwinbox HR

DATIS

Deltek Talent Management

EaseCentral

Easy-Commission

EasyPay

Ecount ERP

ELMO Talent Management Software

Emplloy Workforce

EmpowerHR/Pay

EntireHR

EPAY HCM

Epayroll

Epicor Financial Management

Epicor HCM

Evolution Human Capital Management

Exenta HRMS

ezPaycheck

factoHR

Factorial

FactsHCM

FINSYNC

foundU

FundView Suite

Fuse Workforce Management

GoCo

GTax Online Payroll

happierHire

happierHR by happierWork

HCMS

High Line

HR2eazy

HR3 Payroll

HRIS System

HRMantra

HRMatrix

HRMSSoft

HROffice

HRTrace

HRweb

Hubworks Suite

Humanic Payroll

i-Sight

IceHrm

Infinisource

InfinityHR

Inova Payroll

Instaff

IRIS Payroll Software & Services

iSolved

Jeal Suite

Justlogin

Knit

Kronos Workforce Central

Kronos Workforce Dimensions

Lightning Bolt

Mangrove HCM

Maxwell Health

Merit Payroll

Microimage HCM

Microkeeper

Millennium by Harpers Payroll

Mitrefinch

myHRSuite

MyPayrollHR

Namely

NannyPay

naukri RMS

NolaPro

OASIS by IntelliTek

Officekit

On-Time Web

OneMint

Optimum HR by Optimum Solutions

Optimum Payroll by Optimum Solutions

PARiM Software

Paybooks

PayDirt Payroll

Payfit

PayFocus

Paylocity

Payment Evolution

PayNorthwest

Payroll Accounting Software

Payroll Insights

Payroll Relief

Payroll4Free.com

PAYROLLeasily

PayWindow

PenSoft Payroll Plus

People-Trak HRIS Suite

PeopleDoc_HR Service Delivery

PeopleGuru HCM

PeopleNet Ksystem

PeopleQlik

PeopleSoft Human Capital Management

PeopleStrategy eHCM

PeopleStrong Alt

PeopleWorks HCM

Planday

Plooto

Ramco HCM

RoleCall

RosterElf

Roubler

Sage HRMS

Sage Payroll

Sage People

Salarium

SAP Cloud ERP

SAP SuccessFactors

Schedule101

SelectHR

Sentric Workforce

ShiftSelect

SilkRoad HRMS

SilkRoad Onboarding

SilkRoad Recruiting

simplepay.ca

Sirenum Staff Management Platform

SmartHCM

SmartHR

SmartSearch

SnapHRM

Softgarden

sohamPay

Sparkrock

Spine Payroll

Sprout HR & Payroll

sumHR

SumTotal Talent

SurePayroll

SutiHR

SyncHR

SYNCrew

Synergita

TalentComp

TargetRecruit

timecard

TimeDrop Time Clock

TimeForge HR

TN Gateway

Tock

TRAXPayroll Solutions

TriNet HR Solutions Suite

TriSys Recruitment Software

Umana

Valiant

Vibe HCM

Vista HRMS

Vista HRMS Payroll

Willis Towers Watson Compensation Software

WorkLinx

Worklio

Workly

Yearli

ZIMYO HRMS

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.

¹ 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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