Here's What We'll Cover

Pricing models

Pricing ranges

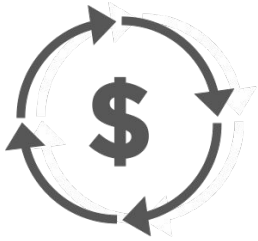Unexpected costs

Pricing by application

Pricing of popular systems

Two Common Pricing Models

Perpetual License

An upfront sum for the license to own the software and use it in perpetuity. This is the more traditional model and is most common with on-premise applications.

Subscription

A monthly fee to use the software for a specific amount of time. Subscription pricing became popular with the advent of Software as a Service (SaaS).

Comparing Costs by Pricing Model
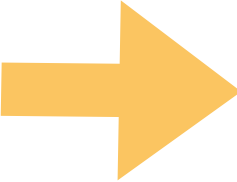
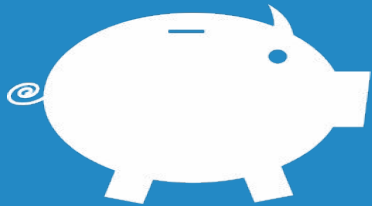|	Upfront costs	Recurring costs	Other costs
Perpetual License	HIGH	LOW	MEDIUM
Subscription	LOW	HIGH	LOW

Perpetual License Costs

Upfront costs

- Perpetual license fee
- Customizations
- Installation/setup
- Integration with existing systems

Recurring costs

- Maintenance (updates, patches & upgrades)
- Premium support services

⚠ Customization and integration costs can be significant—often as much or more than the software—if you choose to change the software substantially.

Subscription Costs

Upfront costs

- Customizations
- Installation/setup
- Integration with existing systems

Recurring costs

- Subscription fee
- Premium support services

⚠ Customization and integration costs are often less costly simply because SaaS systems have not provided as much flexibility in this area. Although that is changing as SaaS systems evolve.
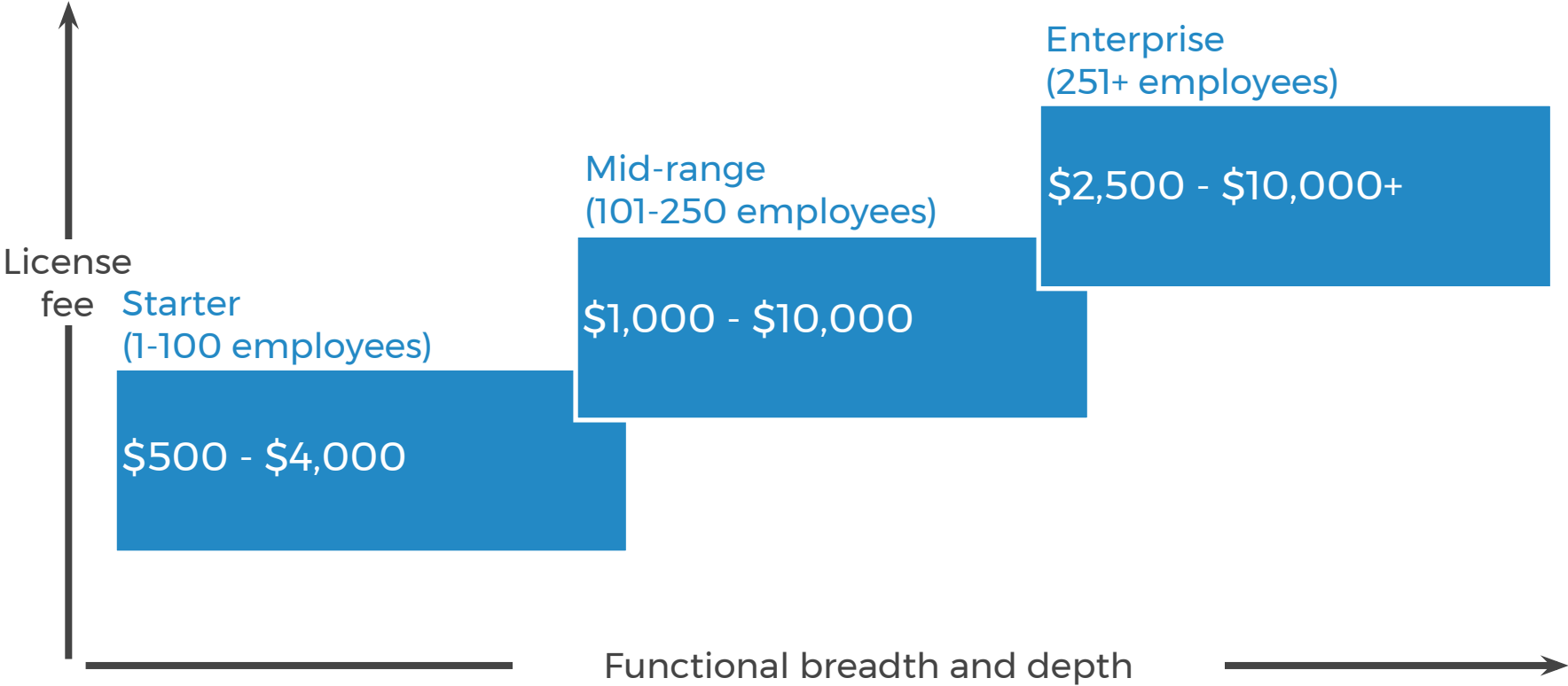
Total Cost of Ownership

While a perpetual license may cost more upfront, the total cost of ownership typically converges with subscription packages in about 7-10 years.

Visit our Total Cost of Ownership Calculator for a more detailed estimate.

Perpetual License Price Ranges

License
fee

Starter
(1-100 employees)

$500 - $4,000

Mid-range
(101-250 employees)

$1,000 - $10,000

Enterprise
(251+ employees)

$2,500 - $10,000+

Functional breadth and depth

Subscription Price Ranges

Monthly fee

Starter
(1-100 employees)

$0 - $1,200

Mid-range
(101-250 employees)

$100 - $6,250

Enterprise
(251+ employees)

$250 - $13,000+

Functional breadth and depth
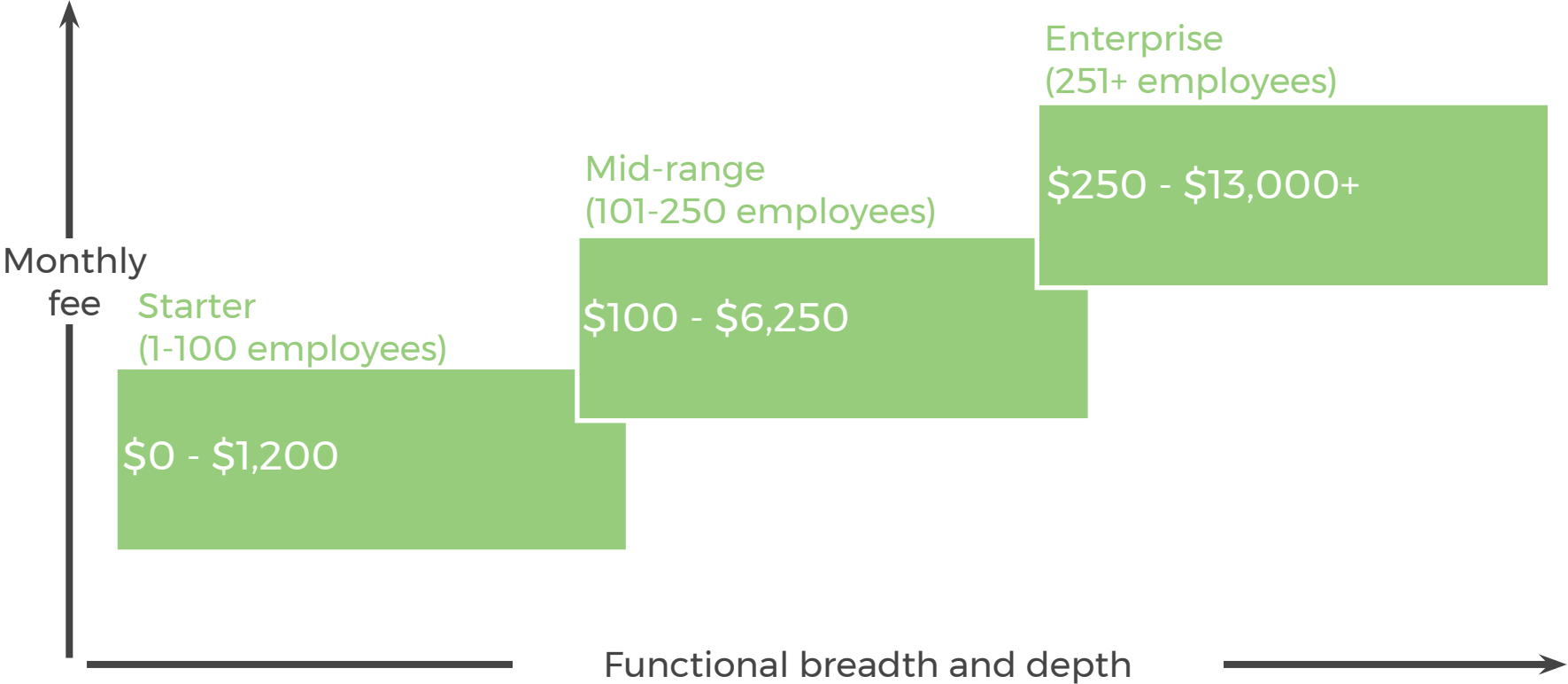
Often Overlooked Costs
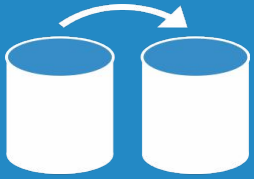
Data migration

While this can be done in-house, most will want to pay the vendor to transfer data.

Training

Often web-based training is included, but vendors will charge for in-person training.

Hardware & IT

This can be a major expense for on-premise software buyers that need their own servers.

Common Core HR Applications

Payroll — Streamlined payroll processing priced per employee

Personnel tracking — Personnel data organization priced per employee

Time-keeping — Hours worked, absences and vacations priced per employee

Benefits administration — Automated benefits selection and reporting priced per employee

Pricing for Popular Packages

Product	Pricing Model	Starter	Mid-Range	Enterprise
BambooHR[1]	Subscription (per month)	$99 - $800	$800 - $2,000	$2,000+
BrightPay [2]	Subscription (per year)	$120 - $1,200	$120 - $1,200	$120 - $1,200
Deputy [3]	Subscription (per month)	$1 - $800	$100 - $2,000	$250+
Gusto [4]	Subscription (per month)	$45 - $639	Unavailable	Unavailable
HRMSSoft [5]	Subscription (per month)	$10 - $2,500	$1,000 - $6,250	$2,500+
Namely [6]	Subscription (per month)	$12 - $1,200	$1,200 - $3,000	$3,000+
Optimum HRIS [7]	Perpetual	Unavailable	$10,000+	$10,000+
Oracle Global HR [8]	Subscription (per month)	Unavailable	Unavailable	$13,000+
People-Trak [9]	Perpetual	$500 - $4,000	$1,000 - $10,000	$2,500+

Pricing for Popular Packages Continued

Product	Pricing Model	Starter	Mid-Range	Enterprise
PeopleHR[10]	Subscription (per month)	$1.30 - $655	$130 - $1,637.50	$325+
SAP SuccessFactors [11]	Subscription (per month)	$8 - $800	$800 - $2,000	$2,000+
WebHR [12]	Subscription (per month)	$20 - $200	$200 - $440	$440+
Zenefits [13]	Subscription (per month)	$0 - $1,200	Unavailable	Unavailable
Zoho People [14]	Subscription (per month)	$7.50 - $165	$165 - $415	$415+

Sources of Pricing Data

The pricing information included in this presentation was collected from the vendors' websites in March 2017. Software Advice is not in a position to provide detailed price quotes on behalf of these vendors, and this data should not be considered as such. The information is simply a compilation of what is publicly available online. Buyers should contact the software vendor for actual pricing. Below is a list of sources for where this information was collected:

1. https://www.getapp.com/hr-employee-management-software/a/bamboohr-saas-hr-software/pricing/

2. https://www.brightpay.co.uk/pricing/

3. https://www.deputy.com/pricing

4. https://gusto.com/product/pricing

5. http://www.hrmssoft.com/pricing.php

6. http://www.pcmag.com/article2/0,2817,2498856,00.asp

7. http://www.capterra.com/payroll-software/spotlight/38668/Optimum%20Payroll/Optimum%20Solutions

8. https://cloud.oracle.com/en_US/opc/global-human-resources-cloud/pricing

9. http://www.people-trak.com/products/pricing.asp

10. https://www.peoplehr.com/price.html

11. http://www.pcmag.com/article2/0,2817,2492901,00.asp

12. https://webhr.co/pricing.php

13. https://www.zenefits.com/pricing/

14. https://www.zoho.com/people/zohopeople-pricing.html

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