# Enterprise HCM Technology Value Matrix 2025

**ANALYST**

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## The Bottom Line

Large enterprises face challenges due to their complex requirements, necessitating comprehensive, integrated HR solutions. Organizations are continuing their pursuit of unifying data, processes, and people with as few vendors as possible. This has led to a ramp of R&D, acquisitions, and partnerships, focusing on integration and extensibility. AI and machine learning investments are prominent, with several vendors speeding ahead of initial Generative AI uses, like digital assistants, and releasing specialized AI agents. Employee experience remains a primary focus, with improvements in learning paths, recognition, and people analytics, alongside usability enhancements to drive adoption. The need for global capabilities has also created competition, with vendors expanding their international payroll presence while ensuring compliance with various regulations.

# Market Overview

Organizations of all sizes must quickly adapt to near-constant changes in workforce needs and expectations. For larger enterprises, doing this successfully is challenging. The complex requirements of large and global businesses require comprehensive, integrated solutions that can manage HR processes, address pressing issues, equip HR leaders with the data and insights needed to make informed strategic decisions, and maintain compliance. The need to unify data, processes, and people with a single vendor partner has been exacerbated, contributing to a sustained uptick in research & development (R&D), acquisitions, and partnerships. This has also put a greater emphasis on integration and extensibility, with a subsequent increase in pre-built integrations with various business systems and additions to third-party application marketplaces. However, whether building, buying, or borrowing features, vendors are under increased pressure to prove the innate and incremental value of their solutions to customers.
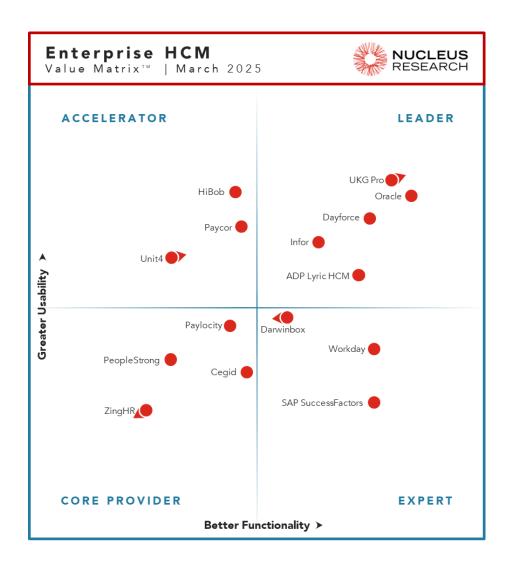
*Large and global organizations require comprehensive, integrated solutions to effectively manage HR processes, address pressing issues, and give HR leaders the data and insights to make informed decisions.*

AI and machine learning continue to be the most prominent points of recent investment in the HCM market, with vendors having delivered initial Generative AI uses, including digital assistants to answer employee inquiries, anomaly detection for payroll, suggestions and insights, and other summarization and generation capabilities. Several leaders have already transitioned focus to the new agentic era, augmenting traditional LLMs to enhance their contextual knowledge. This has led to the subsequent delivery of agents to tackle specific HR processes, such as benefits administration, time-off management, and compliance advisory.

*With generative AI quickly becoming table stakes, agentic AI has become a main point of competition among leaders.*

Across the board, employee experience continues to be a primary focus for enterprise HCM vendors, matching functionality improvements such as learning and career paths, employee recognition, and people analytics with usability enhancements such as mobile-first designs and collaboration and communication tools. Global capabilities are another point of substantial investment as vendors look to expand their global payroll footprints while ensuring compliance with the regulations of different countries and localities.

*Employee experience continues to be a primary focus among enterprise HCM vendors.*

## Enterprise HCM
Value Matrix™ | March 2025

**NUCLEUS RESEARCH**

| ACCELERATOR | LEADER |

- UKG Pro
- Oracle
- Dayforce
- HiBob
- Paycor
- Infor
- Unit4
- ADP Lyric HCM
- Paylocity
- Darwinbox
- PeopleStrong
- Workday
- Cegid
- ZingHR
- SAP SuccessFactors

Greater Usability ▲

Better Functionality ▶

| CORE PROVIDER | EXPERT |

In this year's Value Matrix, Nucleus assessed enterprise HCM vendors that are designed to support more than 2,500 employees, as well as solutions that can scale up for enterprise use cases. The providers are positioned based on their relative product usability and functionality, highlighting the value that customers drive from the use of the solution's capabilities (Nucleus Research X222 – *Understanding the Value Matrix*, December 2023.) The report is intended to serve as a snapshot of the enterprise HCM technology market, inform customers about the specific ways vendors are delivering value, and take stock of what can be expected in the future based on current investments.

# Leaders

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

## ADP Lyric HCM

ADP Lyric HCM is a platform built for the needs of larger enterprises of more than 1,000 employees with global HR and payroll requirements. The product includes intelligent analytics, leveraging the vendor's substantial client base and ADP DataCloud to provide relevant data, predictive analytics, real-time insights, and personalized recommendations. The vendor also offers ADP API Central as an add-on service that enables customers across all product suites to build custom integrations. The service supports third-party developer resources and has built-in security using OpenID Connect and OAuth 2.0. Additionally, Lyric HCM is built to meet GDPR and other international compliance standards.

Lyric HCM includes modules such as Lyric HR, Lyric Talent, Lyric Workforce Management, Lyric Analytics & Benchmarking, and Lyric Benefits. ADP also recently launched ADP Assist, a cross-platform solution powered by generative AI that can proactively deliver actionable insights and enhance HR productivity by answering questions and streamlining tasks. ADP Assist currently has uses across payroll (anomaly detection and resolution), analytics (simplification of reporting), and HR support for employees. ADP Assist offers advanced workflow automation capabilities, enabling HR teams to spend less time on repetitive tasks and more time on strategic initiatives. ADP Lyric HCM is differentiated in its adaptability to unique structures and workflows. It also tailors the employee experience with a focus on individual career journeys. The solution is equipped with predictive analytics, insights, and personalized recommendations. It also supports payroll in more than 50 countries, with plans for further expansion over time.

Recent updates and announcements include:

▶ **Workforce Software Acquisition**
In October 2024, ADP announced its acquisition of WorkForce Software, a leading provider of workforce management (WFM) software for large, global and otherwise complex organizations. The move will expand ADP's global offering of WFM solutions through WorkForce Software's time and attendance, scheduling, forecasting, leave and absence management, and employee communications capabilities into the broader ADP portfolio.

> ADP Lyric HCM is built for the needs of larger organizations with global HR and payroll requirements.

> ADP Assist, the vendor's cross-platform generative AI solution, can proactively deliver actionable insights, answer questions, and streamline tasks.

## Dayforce

Dayforce is a full-suite HCM solution with capabilities that span HR, Benefits, Payroll, Workforce Management, Talent, and Analytics. The platform runs on a single data set and rules engine, providing customers with seamless interoperability, integration, and a more cohesive user experience across different modules. The vendor's value proposition is "simplicity at scale," which is highlighted through Dayforce, a full-suite HCM solution that reduces complexity, delivers intuitive experiences, ensures global compliance, and drives business value through automation and seamless integrations.

The vendor has introduced several AI capabilities over the past few years, including Career Explorer, Dayforce Co-Pilot, and Dayforce Autonomous Payroll. Career Explorer provides employees with data-driven career pathing, mentorship matching, and job notifications. Dayforce Co-Pilot leverages generative AI to revolutionize the employee experience by providing a powerful conversational interface that helps employees quickly find answers, streamline tasks, and automate administrative processes. Finally, Dayforce Autonomous Payroll was launched as a feature for administrators to automate payroll processing with real-time issue detection and resolution. Dayforce currently supports payroll in more than 200 countries.

Recent updates and announcements include:

▶ **Workforce Planning & Budgeting**
The vendor launched Workforce Planning & Budgeting, enhancing workforce management by using advanced analytics and AI insights to drive precise labor cost forecasting, budget adjustments, and real-time scenario planning.

▶ **Dayforce Learning**
Following the acquisition of eloomi in 2024, Dayforce released Dayforce Learning. The vendor's AI-enabled Learning Experience Platform and Learning Management System have been rearchitected natively into the Dayforce HCM platform.

▶ **Dayforce Flex Work**
The vendor released Dayforce Flex Work as a solution for pressing labor needs. Customers can post shifts to Flex Work and fill them with vetted W-2 workers, including gig, alumni, and seasonal talent. The solution includes sourcing, background checks, onboarding, and payroll management to reduce administrative workload.

*The Dayforce platform runs on a single data set and rules engine to provide customers with improved interoperability, integration, and user experiences across modules.*

*Workforce Planning & Budgeting in Dayforce delivers advanced analytics and AI insights to drive more precise labor cost forecasting.*

Additionally, workers can build their schedules and receive same-day pay through the Dayforce Wallet on-demand pay offering.

► **Alumni Management**

Alumni Management enables organizations to build and maintain relationships with former employees. Companies can use features to connect with these alumni to rehire or collect referrals, and alumni can access self-service features for tax forms and updates on job openings.

► **Dayforce Studio**

The vendor's metadata-driven extensibility platform, Dayforce Studio, enables customers to tailor Dayforce without the need for extensive coding. The platform enables UI extensions for new interfaces and can include custom logic and workflow components to meet company-specific compliance and operational requirements.

► **Measures in Dayforce People Analytics**

Measures, a feature within Dayforce People Analytics, enables organizations to monitor workforce performance using 28 HR metrics that comply with ISO 304-14 standards. Customers can set thresholds and receive automatic alerts when values exceed them.

► **Dayforce Hyperscale Pay**

Building on the foundation of Dayforce's continuous payroll calculation and global payroll interface, the vendor launched Dayforce Hyperscale Pay to provide payroll administrators with increased visibility and control over pay audit practices. Hyperscale Pay also includes AI to detect pay anomalies, identify required changes, and highlight areas that need attention in real time.

## Infor

Infor HCM is a cloud-based solution that provides customers with functionality across areas such as recruiting, onboarding and offboarding, payroll, benefits administration, absence management, organizational planning, and talent mobility. Infor takes a verticalized approach to its offerings, with preconfigured industry CloudSuites for organizations in industries such as healthcare, manufacturing, and the public sector. These CloudSuites are built with industry-specific content models, capabilities, and experiences across departmental needs. Given Infor's expertise in serving frontline-heavy verticals, the HCM suite is optimized for the needs of frontline workers, with self-service tools included to help them succeed while enabling HR teams to spend

*Alumni management capabilities enable organizations to build and maintain relationships with former employees.*

*Infor takes a verticalized approach, offering preconfigured industry CloudSuites for organizations in specialized industries.*

more time focused on strategic initiatives. The interoperability provided through the full use of the HCM suite provides customers with a centralized location for real-time data visibility, reporting, and streamlined administrative tasks.

Recent updates and announcements include:

▶ **Automated Recommendations and Actions**
Infor has added automated employee engagement recommendations and actions based on their shift and work activity to reduce frontline manager burden, improve employee engagement, and maintain compliance.

▶ **AI-Powered Skills Libraries and Competency Frameworks**
The vendor's generative AI-powered skills libraries and competency frameworks enable employers to quickly develop custom frameworks for their organization that can be used across the HCM suite. For example, in the employee profile, L&D, scheduling, and succession planning.

▶ **Process Mining and Anomaly Detection**
Infor has introduced process mining and anomaly detection for administrative HR and payroll workflows.

## Oracle

Oracle Fusion Cloud HCM (Oracle Cloud HCM) is part of the broader Oracle Fusion Cloud Applications portfolio of interoperable, cloud-based solutions. Oracle Cloud HCM supports customers from more than 200 countries and jurisdictions, with configurability and low-code/no-code extensibility options for global organizations.

Oracle Cloud HCM is comprised of integrated HCM modules with tailored capabilities for core HR, recruiting & mobility, talent management & experience, learning & development, workforce management, payroll, HRHD, and HCM analytics. Oracle Payroll is currently available in 60 countries through local payroll and international payroll core options. Oracle Analytics provides users with advanced tools for real-time data synthesis, data mining, augmented analytics, and data visualization. This enables detailed reporting, KPI tracking, workforce predictions, skill inference, and other actionable insights to drive improved visibility and informed decision-making. AI is deeply embedded in the Oracle HCM suite, incorporating nudges, recommendations, writing assistance, and agentic AI within workflow processes. For example, the vendor's AI-driven Dynamic Skills

> Organizations that make full use of Infor's HCM suite can improve interoperability and centralize data for better visibility and reporting.

> Oracle Cloud HCM supports customers from more than 200 countries and jurisdictions, with configurability and low-code/no-code extensibility options for global organizations.

capabilities can recommend skill tags for learning catalog items or suggest skills when creating opportunities. Oracle has more than 50 Generative AI-driven "AI Assist" summarization and author assist capabilities in its HCM product alone. Additionally, the vendor has already launched more than 30 HR-specific AI agents that leverage retrieval-augmented generation (RAG) and are capable of reasoning, enabling them to deliver more contextual insights. As AI innovation continues, compliance also remains a key focus for the vendor, giving customers the ability to set business rules and manage employee access throughout the platform.

Additional differentiators for Oracle Cloud HCM include the Oracle ME (My Experience) employee experience platform, which sets the foundation for things like HCM Communicate, Journeys, Connections, Touchpoints, Celebrate, HR Help Desk, and the Oracle Digital Assistant. Oracle Journeys are personalized, contextual experiences that provide users with AI-driven recommendations, including decision tree and survey support, as their work evolves. The HR Help Desk enables organizations to scale HR service delivery across a workforce, with AI Agents and Live Chat support options to proactively resolve issues.

## UKG Pro

The UKG Pro HCM suite is a cloud-based, global offering that includes functionality for its North American-based customers with employees across the globe that spans advanced HR, domestic and multi-country payroll, benefits, workforce management, talent acquisition, talent management, HR service delivery, and analytics Built on the UKG FleX framework, UKG Pro enables easy configuration to meet specific needs and streamline workflow automation across HR processes. The suite has more than 100 country localizations, helping large, multinational enterprises to more effectively manage the complexities of a dispersed, global workforce. UKG One View, UKG's global payroll offering, can also be used to centralize payroll operations across over 160 countries. The vendor also provides industry-specific solutions tailored to the needs of organizations in verticals such as retail, healthcare, manufacturing, public sector, services and distribution.

UKG's Great Place To Work (GPTW) Hub is directly embedded into the UKG Pro suite to give customers access to benchmark people data from GPTW, focusing on primary drivers of employee trust to improve employee engagement initiatives. HR leaders can also take advantage of actionable insights to improve DEI and strengthen organizational culture for all employees.

> Oracle has launched more than 30 HR-specific AI agents in addition to 50+ "AI Assist" summarization and author assistance capabilities in its HCM product.

> UKG Pro is a cloud-based global HCM suite that supports more than 100 country localizations to help large, multinational enterprises more effectively manage the complexities of a dispersed, global workforce.

AI is embedded across all of the vendor's capabilities, providing insight into metrics such as employee retention and performance. UKG Bryte, the vendor's generative AI-powered assistant, can answer employee inquiries that would otherwise require a call to HR or a new case through its "Ask Bryte AI" feature. UKG has also introduced UKG Bryte Agents, proactive AI "digital twins" that are built to autonomously support workers in their roles by completing routine tasks with an understanding of preferences and reasoning to handle complex issues. The vendor's suite-wide agentic framework is powered by the UKG FleX platform, leveraging the vendor's extensive people, work, and proprietary culture data. Current agents include the Healthcare Self-Scheduling Agent, Retail Staffing, and Job Change/Promotion Agent, with many more additional Agents planned to launch over time.

Recent updates and announcements include:

▶ **UKG Talent Marketplace**
The UKG Talent Marketplace was introduced to help organizations connect internal workers with job opportunities based on their work locations, schedules, preferences, skills, and aspirations. The Marketplace facilitates retention, re-skilling, and engagement through means including learning opportunities, career pathing, internal job openings, and short-term assignments like gigs and cross-training assignments.

▶ **Great Place To Work Hub Enhancements**
The Leadership experience in Great Place To Work Hub now provides behavioral insights that highlight the highest-scoring behaviors, as well as those with the most opportunity for improvement. Additionally, through comprehensive analysis, leaders can view summaries, graphs, and other detailed insights on leadership behaviors, comparing them with benchmark data. AI-generated insights through Bryte can then surface recommendations about actions, behaviors, and best practices.

▶ **UKG One View Direct**
UKG has continued to invest in its One View global payroll solution, which is now available across all markets the vendor serves. Currently in limited release, UKG One View Direct extends the flexibility of the One View platform, with upstream validation of data requirements to process payroll in each country, real-time visibility of all global payroll data rationalized into a single currency, and the ability to choose the payroll processing methods and partners that fit an organization's specific requirements. One View Direct also

*AI is embedded across all of UKG's capabilities. For example, the vendor offers the UKG Bryte generative AI-powered assistant and UKG Bryte Agents built to complete routine tasks with an understanding of context and preferences.*

improves the employee experience by providing all global employees with a single platform, operating model, and support structure for global pay operations.

▶ **UKG Pro Benefits Hub**
The new UKG Pro Benefits Hub was officially released in 2024, offering a modern benefits experience that simplifies benefits options for greater understanding and ease of management, whether through open enrollment or qualifying life events. The solution provides insights, recommendations, and plan comparisons, enabling better-informed decision-making based on the needs and budgets of individual employees. The "Model My Pay" feature calculates take-home pay for various scenarios, which can help with financial planning.

▶ **UKG Talk Updates**
UKG Talk, the vendor's communication and collaboration tool, now supports 262 languages in partnership with Google Translate. The solution embeds UKG Employee Voice Surveys that can be sent to frontline or deskless workers to ensure that their needs are heard and addressed. The Content Calendar within Talk helps content creators across departments, including marketing, HR, and corporate communications, to manage past and future content more effectively. For example, content can be planned and scheduled ahead of time, with the ability to add assets later on.

*In addition to new releases including the UKG Talent Marketplace and UKG Pro Benefits Hub, the vendor continues to make enhancements to its Great Place To Work Hub, One View, and Talk offerings.*

# Experts

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

## Darwinbox

Darwinbox is an attractive choice for large organizations with dispersed, global workforces due to the breadth of its functionality and substantial presence in the APAC and EMEA regions. The Darwinbox HR management platform is built for the needs of large enterprises, including functionality for talent acquisition, onboarding, performance management, learning and development, payroll, and workforce planning. AI and machine learning are present across the vendor's features, enabling HR teams to automate mundane tasks. Darwinbox partners with Microsoft's cloud-based solutions, putting an emphasis on data security, scalability, and overall performance. The vendor currently supports organizations in more than 36 countries.

*Darwinbox has a substantial presence in the APAC and EMEA regions, with support for organizations in more than 36 countries.*

## SAP SuccessFactors

SAP SuccessFactors offers a cloud-based HCM suite that spans modules for core HR and payroll, talent management, sales performance management, employee experience management, HR analytics, and workforce planning. The vendor also offers third-party add-ons in its SAP Store for customers who wish to augment their deployment with extra functionality in niche areas. SAP Business AI has been introduced throughout the product, with uses including the generation of employee feedback, job descriptions, performance goals, and interview questions. Joule, the vendor's AI copilot, is also embedded across all modules to simplify tasks, answer user questions, and make it easier to find specific information.

In October 2024, SAP announced the launch of new embedded artificial intelligence features in SuccessFactors. The vendor introduced improvements to its talent intelligence hub, which provides customers with a centralized system for skills. This change enables organizations to aggregate and organize data from third-party solutions within the talent intelligence hub to provide a single view of skills for the organization itself, as well as individual employees. Supported integrations include Beamery, Degreed, IMOCHA INC, Korn Ferry, Lightcast, Phenom, TalenTeam, and TechWolf. The vendor also launched the SAP SuccessFactors Career and Talent Development solution, combining features of the Succession & Development solution with the Opportunity Marketplace solution and driven by skills data from the talent intelligence hub.

Recent updates and announcements include:

► **WalkMe Acquisition**
In September 2024, SAP completed its acquisition of WalkMe Ltd., a digital adoption platform provider. Pre-built WalkMe content is expected to be generally available in SuccessFactors solutions in the first half of 2025.

## Workday

Workday is a prominent player in both the HCM and Finance software markets, with software that is powered by its proprietary Workday AI. The vendor's HCM suite includes functionality for areas such as compensation, absence management, benefits administration, payroll, time and attendance, succession planning, recruiting, and learning and development. Customers can also use the Workday Marketplace for additional customization with third-party extensions. Workday is

> The SAP SuccessFactors suite includes functionality for core HR and payroll, talent management, sales performance management, employee experience management, HR analytics, and workforce planning.

differentiated in that it provides reports on the effectiveness of the partner solutions in its marketplace. The Workday Skills Cloud is integrated throughout the suite, applying machine learning to align talent by incorporating people analytics and intelligent automation of talent acquisition processes. For organizations with frontline-heavy workforces, the vendor provides AI and machine learning to improve employee engagement and scheduling. AI and ML have also been used to drive an enhanced manager experience, with generative AI capabilities that increase productivity, AI insights through Workday Adaptive Planning, and an AI Marketplace for easy integration with leading AI and ML solutions.

*Workday offers an AI marketplace for easy integration with leading AI and ML solutions.*

Recent updates and announcements include:

▶ **Global Payroll Connect**
In August 2024, Workday announced Global Payroll Connect, a unified global payroll solution that can connect with payroll providers across Workday's partner ecosystem to deliver an end-to-end global payroll experience.

*Workday Global Payroll Connect is a unified global solution that can connect with payroll partners across the vendor's partner ecosystem.*

▶ **Workday Payroll**
Also, in August 2024, the vendor announced the release of Workday Payroll provided by Strada. The AI-powered global HR and payroll solution provides organizations with a unified view of finance, HR, and payroll data.

▶ **Equifax Partnership**
Workday announced a strategic partnership with Equifax to help customers accelerate employment and income verifications.

▶ **Illuminate AI Models**
In September 2024, Workday announced Illuminate AI models, which can accelerate tasks with generative AI, deliver real-time insights in the flow of work through the new Workday Assistant, and help to accelerate business processes with AI agents. Agents include a Recruiting Agent, Expenses Agent, Succession Agent, and Optimize Agent.

▶ **Evisort Acquisition**
Also, in September 2024, Workday announced it had signed a definitive agreement to acquire Evisort, an AI-powered document intelligence platform. The move will enable Workday customers to take advantage of AI-driven document intelligence solutions across the vendor's finance and HR suites.

▶ **Workday Wellness**

Workday announced Workday Wellness, an AI-powered solution that will provide organizations with a real-time view into the benefits and wellness offerings that employees want and use.

▶ **Compa Partnership**

In November 2024, Workday announced a partnership with Compa, a compensation market data provider, to integrate real-time market intelligence into Workday and improve decision-making.

▶ **Workday Agent System of Record**

In February 2025, the vendor announced the Workday Agent System of Record to help organizations onboard new AI agents, define their roles, track impact, forecast costs, and manage compliance.

*Workday recently announced the Workday Agent System of Record to help organizations configure and manage AI agents.*

# Accelerators

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

## HiBob

HiBob's cloud-based HCM platform, Bob, includes modules for core HR, talent, hiring (ATS), onboarding, time and attendance, compensation, UK payroll, payroll hub, performance, learning, workforce planning, and people analytics. Built to serve as a central system of record for all of an organization's people, Bob has an intuitive, social media-like interface that eases adoption and drives user engagement. It delivers a cohesive experience across the workforce, with configurable employee profiles that can serve as a single source of record for the entire system. The platform's org chart enables users to better understand the relationships between different employees, teams, and departments. Users can add information such as hobbies and birthdays to their employee profile, and the org chart also offers the ability to filter employees by hobbies, nationality, location, and more. Additionally, Bob has a timeline feature that marks milestones such as recognition, work achievements, performance reviews, and compensation updates.

*Bob is designed to serve as a central system of record for all of an organization's people.*

The solution combines traditional task management with HR processes to automate workflows across areas, including onboarding and offboarding, reporting, and compensation management. This enables HR teams to increase productivity and allocate more time to strategic functions, such as improving retention. As it continues to innovate,

HiBob provides customers with a sandbox environment to test out new capabilities before they are implemented.

Recent updates and announcements include:

▶ **Bob Hiring**
In April 2024, HiBob released Bob Hiring, which seamlessly integrates recruitment into the flow of work while aligning with workforce planning, ensuring businesses can proactively hire the right talent at the right time, optimize headcount strategies, and support long-term growth with data-driven insights.

▶ **UK Payroll**
In September 2024, HiBob launched its UK Payroll solution, using HR and payroll data within Bob, such as sick leave, holidays, variable payments, and policy changes to keep payroll up-to-date for UK customers.

▶ **Bob Learning**
In October 2024, the vendor announced the launch of Bob Learning, an integrated learning and development module that unifies in-house content with courses from providers such as Udemy, Go1, and LinkedIn Learning. The module also offers AI-powered course design, enabling customers to create personalized learning paths using a variety of media formats.

▶ **Mosaic Acquisition**
In February 2025, HiBob announced its acquisition of financial planning & analysis platform, Mosaic. The move will enable HiBob to offer an integrated HR and finance solution to improve insight into how workforce productivity and employee engagement drive business outcomes.

## Paycor

The Paycor HCM platform brings together dedicated modules for HCM Cor (including payroll and core HR), Talent Acquisition, Workforce Management, Talent Management, and Benefits Administration. The integrated platform is built for medium-sized, growing businesses with enterprise needs, enabling customers to scale up as their requirements become more complex. The vendor also has expertise in serving frontline-heavy industries such as food and beverage, healthcare, manufacturing, and professional services. This has led to the introduction of vertical-specific product configurations and integrations. The Paycor platform is open, enabling customers to easily connect to

*HiBob has continued to invest in functionality, recently adding Bob Hiring, UK Payroll, and Bob Learning solutions. The vendor also acquired FP&A provider, Mosaic.*

*Paycor's integrated HCM platform is built for the needs of medium-sized, growing businesses with enterprise needs.*

other business systems, including point of sales (POS), enterprise resource planning (ERP, and benefits administration solutions.

Complex payroll processing through Paycor manages intricate pay structures, multi-state regulations, and different employee classifications. Benefits Administration capabilities within the platform streamline benefits enrollment by providing users with a guided experience that helps them understand their options. The vendor's talent acquisition and talent management modules further support the employee lifecycle, with features for recruiting, onboarding, performance management, learning and development, and succession planning. Over the past few years, Paycor released AI tools such as job description authoring and its AI-driven Smart Sourcing feature. AI continues to be a focus for the vendor, highlighted by its Paycor Assistant launch. The intelligent AI companion can provide answers to frequently asked questions, guide user interactions with the platform, and can be used with the vendor's mobile app. Paycor Assistant Insights is a dashboard that gives administrators a clear, customizable vantage point into the tool's impact on productivity, enabling them to filter usage data by time, viewing frequently asked questions and employee feedback, and updating contact information.

Recent updates and announcements include:

▶ **COR Space and Paycor Skills**
In May 2024, Paycor announced the release of COR Space and Paycor Skills. COR Space enables teams to collaborate, communicate, and complete tasks in a centralized location. Paycor Skills enables leaders to use AI to address labor shortages and skill management challenges by providing insights to strategically upskill employees.

▶ **Paycor Compensation Management**
In August 2024, the vendor launched Paycor Compensation Management, a solution built to streamline compensation planning by reducing manual work and providing employees with pay transparency and total reward statements.

▶ **New Time-Off Management Features**
In September 2024, Paycor introduced a suite of new features for time-off management, including Time Off Advisor and microlearning content for managers in Paycor Paths.

> Paycor has released several AI-driven features over the past few years, including job description authoring and Smart Sourcing.

▶ **Integration Platform**

In October 2024, Paycor announced the launch of its Integration Platform. The new platform will enable organizations to connect data and systems to Paycor easily, without the need for additional IT or developer support.

▶ **Acquisition by Paychex**

In January 2025, HCM provider, Paychex announced it had entered into a definitive agreement to acquire Paycor. The combined offering will enable Paychex to capitalize on Paycor's upmarket strength.

## Unit4

Unit4 offers solutions for HCM, along with enterprise resource management (ERP) and financial planning and analysis (FP&A). All of the vendor's products are built to integrate seamlessly, providing enhanced visibility into cross-functional HR and finance processes. The vendor's ERPx platform includes its HR and Payroll solutions, fostering improved connectivity between not only HR and finance (Performx) but also HR and project management (Talentx). Unit4's Industry Mesh subscription service also enables customers to integrate with industry-specific applications, content, and processes that undergo continuous improvements.

Unit4's cloud-based HCM offering spans core HR, payroll, talent management, learning, and compensation planning. Automation, analytics, and integration capabilities are included throughout the platform to streamline processes. Intelligent automation capabilities throughout Unit4's HCM suite include smart workflows and self-service tools that automate tedious processes and streamline administrative work. The vendor's new digital assistant, AVA, can also accelerate the completion and management of tasks, including approvals. The tool can be used in Microsoft Teams and provides users with a conversational interface, offering proactive suggestions, workflow automation, and seamless integration with enterprise applications. Unit4 offers "Industry Models" that provide customers with industry- and region-specific tools, including best practices and recommended system configurations that improve the time-to-value of implementations while reducing the overall cost of deployment.

Recent updates and announcements include:

Paycor's new Integration Platform will enable organizations to easily connect data and systems to Paycor without the need for additional IT or developer support.

Unit4's ERPx platform includes its HR and Payroll solutions, fostering improved connectivity between HR and finance and HR and project management.

▶ **Enhanced Integrations**

Unit4 has enhanced the integration between its Talent Management and Core HR modules to enhance workforce planning and workforce optimization. This also improves data exchange capabilities for areas such as skills and certifications to enable better development tracking.

▶ **Extended Self-Service**

Employee self-service capabilities have been extended to include personal details and enable employees to view payslips and request time off.

▶ **API Framework**

The vendor launched a new API framework that supports custom integrations with third-party vendors via the Unit4Extension Kit. Additionally, the new Unit4 App Studio was released as a means for organizations to customize workflows, using forms and process templates that meet their specific requirements.

▶ **Succession Planning**

The platform now supports succession planning through its single source of employee data, which enables HR leaders to identify high-performing employees based on skills, competencies, and performance. This visibility lends itself to enhanced strategic talent management, as HR can implement targeted training and development initiatives for employees who have skill gaps.

▶ **Automated Absence Payments**

Unit4 released automated absence payment capabilities, with historical transaction-based calculations that enable customizable formulas for compliant and accurate automated absence pay processing.

▶ **Customizable Leave Policies**

The vendor also supports customizable leave policies to accommodate the workforce needs of organizations in specific industries. Now, employees can easily access and view available vacation time-off balances and entitlements.

*Enhanced integration between Unit4's Talent Management and Core HR modules will improve data exchange capabilities for areas such as skills and certifications to enable better development tracking.*

# Core Providers

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

## Cegid

Cegid is a French software company that offers solutions for finance and HR. The vendor's HCM offering, Cegid Talentsoft, includes pre-configured modules for core HR, talent acquisition, talent management, and learning. The product also includes a Voice of the Employee tool, which can capture employee sentiment to uncover opportunities for individual and team engagement and performance improvements. All deployments of Cegid Talentsoft include embedded HR best practices for the specific requirements of different types of organizations, for example, by industry. The relationship between managers and their teams is at the forefront of Cegid Talentsoft's product development, highlighted through its continuous manager-team conversations that can take place in the flow of work, tailored analytics, and autonomous administrator management. The vendor also has deep expertise in talent acquisition and management, offering AI skill matching capabilities, and end-to-end recruiting, performance and skill management, salary and talent review, TMS, LCMS, and LMS solutions.

Recent updates and announcements include:

▶ **Papaya Global Partnership**
In July 2024, Cegid announced a partnership with workforce payments provider, Papaya Global, to offer clients a holistic solution for hiring, managing, and paying a global workforce. The partnership extends Cegid's payroll footprint to more than 160 countries.

▶ **sevdesk Acquisition**
In January 2025, Cegid entered into a definitive agreement to acquire sevdesk. Headquartered in Germany, sevdesk is a provider of integrated business management software applications for micro and SMB customers in the region.

## Paylocity

Paylocity's HCM platform offers modules for payroll, benefits administration, core HR, learning, time and attendance, talent acquisition and management, compensation, and employee experience. The platform can be adapted to meet the requirements of organizations of all sizes and supports payroll in more than 100 countries. Additionally, it can integrate data from third-party systems for a more cohesive experience. Paylocity prioritizes the automation of manual tasks, giving HR professionals more time to focus on strategic goals such as improving retention and fostering a positive workplace

> Cegid Talentsoft includes pre-configured modules for core HR, talent acquisition, talent management, and learning.

culture. The platform contains AI-powered insights and recommendations that enable users to improve productivity. Paylocity also offers preconfigured dashboards, such as Retention Risk Dashboards, Time & Labor Forecasts, and the Modern Workforce Index.

The vendor has extended its AI investment by introducing AI-driven features across scheduling, employee development, career pathing, and generative AI-driven employee engagement recommendations. Paylocity's AI Assist, an Open AI powered tool, can draft communications and announcements in Community and Community Plus. In addition to its technology offerings, Paylocity provides resources such as implementation, account management, and specialized services, as well as a knowledge base with adoption kits and on-demand learning to facilitate customer success.

Recent updates and announcements include:

▶ **Gen Z-Focused Talent Acquisition Features**
In April 2024, the vendor announced features aimed towards the newer generation, such as text-scan features that enable applicants to scan a QR code, an updated mobile service app, and two-way candidate texting

▶ **Benefits Decision Support**
In August 2024, Paylocity introduced benefits decision support for personalized employee benefits choices.

▶ **Intelligent Headcount Planning**
The vendor's Integrated Headcount Planning solution was announced in September of 2024. The solution is expected to unify HR, Finance, and talent acquisition within workforce planning. This announcement includes plan creation and real-time management capabilities, more automation for employee lifecycle events for onboarding, role changes, and offboarding. Additionally, customers will be able to set company goals, including hiring plans, and measure headcount targets with budgets. The offering also includes dashboards and analytics for straightforward decision-making.

▶ **Airbase Acquisition**
Paylocity completed its acquisition of Airbase Inc. in October 2024 to fully integrate the vendor's modern capabilities for spend management, corporate cards, and procurement.

> The Paylocity platform can be adapted to meet the requirements of organizations of all sizes, with the vendor offering payroll support in more than 100 countries.

▶ **AI Assistant**

Also, in October 2024, the vendor released an AI Assistant that enhances self-service by providing personalized, role-aware support.

▶ **High-Volume Recruiting Enhancements**

In January 2025, Paylocity launched recruiting enhancements to aid high-volume hiring and improve applicant and recruiter experiences.

## PeopleStrong

PeopleStrong's comprehensive Human Capital Management (HCM) solution comprises workflow management and process orchestration to streamline all parts of the employee lifecycle through recruitment, onboarding, core HR, people analytics, payroll, leave, and attendance functionalities for enterprise customers in the APAC region. The company's core HR hiring module contains advanced sourcing capabilities, intelligent skill recommendations, candidate auto-match, integrated job listings with social media platforms, internal portals, and support for more than 350 job boards. The vendor provides paperless remote onboarding, configurable checklists and onboarding surveys, and a single-view dashboard with a candidate summary. The PeopleStrong's core HR module contains task and position management, an organizational structure view, and an AI, 'Jenie,' for query assistance. Its payroll module offers security and compliance, automated generated payslips and insights, and AI-powered employee self-service (ESS). Finally, it provides leave, attendance, and dynamic workflows for remote, hybrid, dynamic, and flexible workforces and customized reports. PeopleStrong's HCM platform utilizes advanced data synthesis, data mining, and visualization tools to provide real-time reporting, KPI monitoring, and predictive workforce insights. The platform uses AI across various HCM functions to enhance decision-making and user productivity. With localization for more than 200 countries and adaptable low-code extensibility, PeopleStrong can cater to organizations of all sizes, enabling scalability and configurability.

## ZingHR

ZingHR is a global enterprise HR solution that integrates talent acquisition, talent management, workforce management, employee engagement, payroll, and workflow automation. The vendor's solution, HR Ground Zero, assists human resource departments in streamlining their HR needs through integration capabilities, automated dynamic

Paylocity's AI Assistant enhances self-service capabilities by providing personalized, role-aware support.

PeopleStrong's HCM solution includes workflow management and process orchestration to streamline all parts of the employee lifecycle.

configurable workflows, architecture for expanded data, and integrated Power BI and HR Analytics.

HR Ground Zero includes features like the organizational setup for enterprises, an Employee Dossier with more than 400 configurable fields, an Organogram for clear organizational structures, and Employee Creation to streamline the new hire onboarding process. It also offers an intranet portal to foster employee connections; standard pre-configured reports; business analytics for HR insights; help desk management to assist enterprises with monitoring and tracking needs, issues, and interactions; problem resolution and organized employee requests; and position code; the vendor's organization lifecycle management.

With over 15 years of industry experience, ZingHR continuously refines its platform to incorporate best practices. It is a comprehensive, scalable, and adaptive solution for organizations seeking efficient workflow management, customized attribute configuration, and stringent data confidentiality. The vendor currently serves more than 1,000 global enterprises and over two million active users in 26 languages.

ZingHR's HCM offering, HR Ground Zero, includes integrated capabilities for talent, workforce management, employee engagement, payroll, and workflow automation.