

HRIS BattleCard

ADP vs. BambooHR vs. Workday vs. Rippling

SoftwareBattleCard

HRIS Software: ADP Workforce Now vs. Top Alternatives



Pricing Comparison

Bonus: Get HR Software pricing based on your requirements

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ADP Workforce Now



BambooHR



Workday HCM



Rippling

Overall Score

77

60

78

62

Section Scores

Section	Priority	ADP Workforce Now	BambooHR	Workday HCM	Rippling
1 Functional Requirements		76	53	77	57
1.1 Applicant Tracking and Recruiting		90	65	89	67
1.1.1 Mobile Recruiting	medium	0	100	0	50
1.1.2 Career Portal	medium	100	100	100	50
1.1.3 LinkedIn Applicant Prospecting	low	100	50	100	100
1.1.4 Talent Pool Search	medium	100	85	100	100
1.1.5 Job Posting	high	100	100	100	100
1.1.6 Career Pages Creation	medium	100		85	50
1.1.7 Recruitment Pipeline	high	100	85	100	100
1.1.8 Employee Referral	high	100	0	100	50
1.1.9 AI-Based Candidate Scoring	medium	60	0	70	0
1.1.10 Interview Management	medium	100	50	100	50
1.2 Benefits Management		55	51	64	61
1.2.1 Benefits Analytics	high	60		70	
1.2.2 Broker Assistance	high	85	50	0	
1.2.3 Life Event Management	high	60	50		
1.2.4 Assessment Surveys	high	50	100		
1.2.5 Actionable Recommendations	high	0			
1.2.6 ACA Eligibility Calculation	medium	60			
1.2.7 E-Filing 1094-C and 1095-C Forms	medium				
1.2.8 ACA Dashboard					
1.2.9 Mobile Benefits Access					
1.2.10 Penalty Alerts					
1.2.11 Benefits Self-Service					
1.2.12 Vendor Management					

2026 Software

COMPARISON REPORT

About Software BattleCard

Software BattleCard provides research and tools for IT professionals and business analysts engaged in the evaluation of technology solutions to meet their business objectives.

As a division of **SelectHub**, Software BattleCard offers analyst-vetted enterprise software evaluations, proprietary tools and flexible, high-value selection services.

Software BattleCard leverages SelectHub's technology selection management (TSM) platform to provide criteria for requirements criteria and vendor ratings.

The requirements sets and BattleCard solution scores contain the most prevalent selection criteria curated from analyst reports and third-party authorities and consolidated with high-priority requirements generated via SelectHub's own user community. Where possible, certain functionality is cross-verified via vendor briefings and online demos.

Selection Services

Selection services offered by Software BattleCard are conducted by SelectHub specialists with a promise to save time, money, eliminate risk, and reduce software acquisition costs for our clients.

SoftwareBattleCard >

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Find The Best HR Software for your Organization



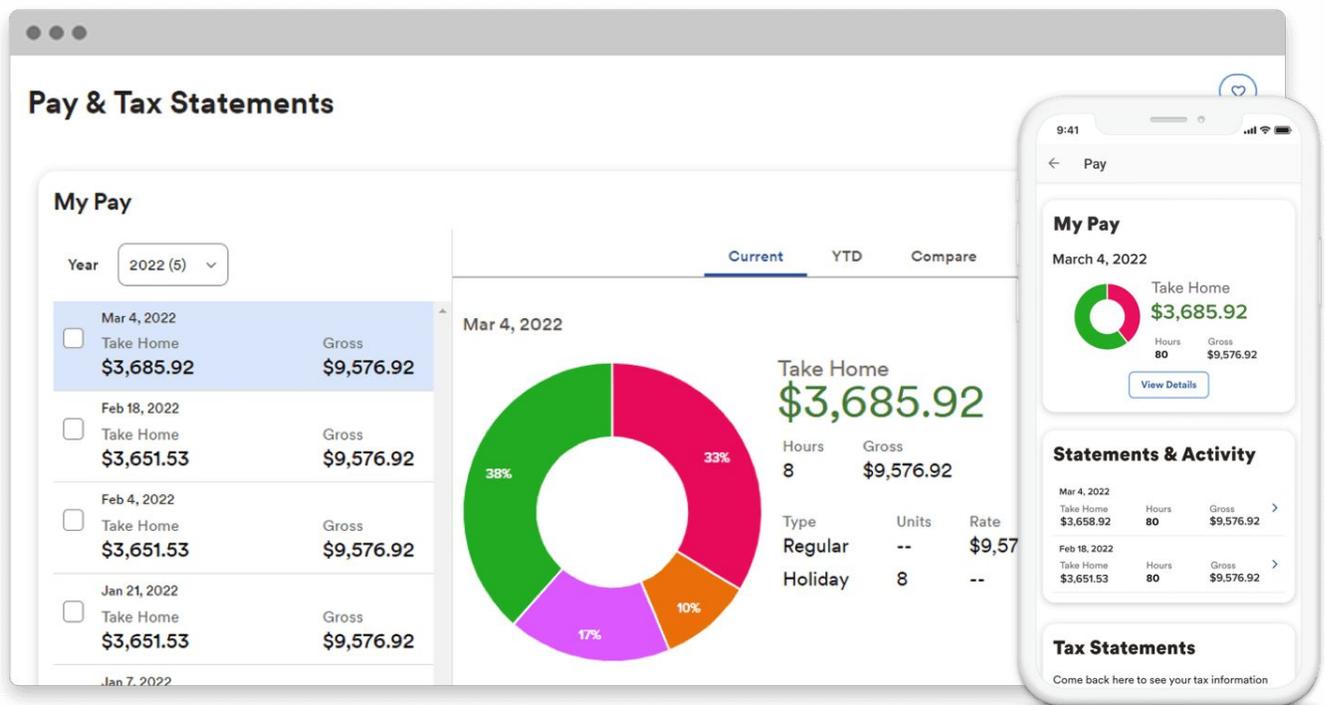
[Free Analyst Report](#)

ADP Workforce Now: Key Benefits

Streamline Processes: Automate critical processes like onboarding, record-keeping and employee status changes. Track and report about certifications, licenses and compliance data.

Improve Employee Experience: Empower employees with access to their pay, benefits and time information. Employees can also request time off, view work schedules and download pay statements without HR/admin intervention.

View Real-Time Insights: View key metrics like labor costs, overtime, actual vs. scheduled hours, turnover rate and other KPIs using data analysis tools.



ADP Pay & Tax Statements

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ADP Workforce Now: Key Benefits

Integrate Seamlessly: Integrate with different systems like Workday, Litmos, ZipRecruiter, TSheets, QuickBooks, Slack, Microsoft Teams and more.

Manage Information Anywhere: Get 24/7 mobile access to time and attendance features, benefits data, and pay details with an app for iOS and Android platforms.

The screenshot displays the ADP Workforce Now interface for an employee profile. At the top, the 'Profiles' section shows the employee's name, photo, and various identifiers: Tax ID (SSN) XXX-XX-XXXX, Position ID 00C000052, Hire Date 07/21/2007, and Status Active. Below this, the 'Details' section is active, showing tabs for Personal, Employment, Talent, and Statutory Compliance. The 'Employment' tab is selected, and the profile is shown as of 03/16/2022. The details are organized into three columns: Position, Status, and Regular Pay. The Position column shows 'IT Manager' reporting to 'Dalonso, Joan', with a start date of 08/01/2008 and a reorganization job change reason. The Status column shows 'Active' with a hire date of July 21, 2007. The Regular Pay column shows an annual salary of \$31,4100 (hourly) and a biweekly pay frequency, with a rate 2 of \$65,332.80 and standard hours of 80.00.

Position	Status	Regular Pay
IT Manager Reports To: Dalonso, Joan Position Start Date: 08/01/2008 Job Change Reason: Reorganization Worker Category: Full Time	Active Hire Date: July 21, 2007 Hire Reason: Leave Return Date: Rehire Date:	\$31,4100 Hourly Annual Salary: \$65,332.80 Premium Rate Factors: 1.5 * 1.0 Use FLSA Overtime: Yes Pay Frequency: Biweekly Rate 2 (More Rates): Standard Hours: 80.00 Change Reason: Adjustment

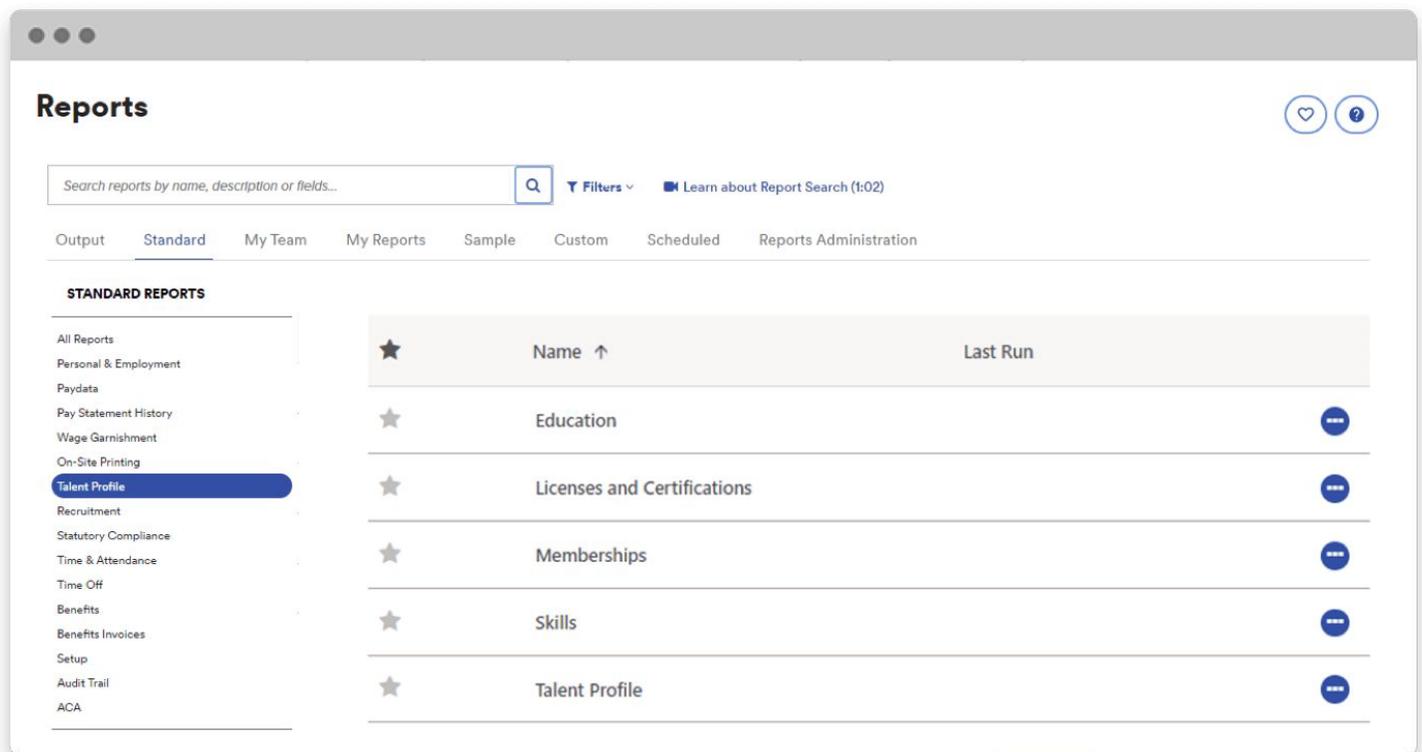
ADP Profiles

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ADP Workforce Now: Key Benefits

Enhance Data Security: ADP's security training and awareness program includes annual interactive training covering key topics and policies like phishing, malware and incident response. There are classroom sessions, webinars and visual aids.

Ensure Compliance: With built-in safeguards like error detection and data syncing, the platform aids compliance with labor laws and regulations.



ADP Reports

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ADP Workforce Now: User Review Summary

Strengths

Easy Time Tracking: Users generally find clocking in and out, viewing time cards, and requesting time off simple and efficient.

Quick Paystub Access: 100% of users mentioning paystubs appreciate having all earnings and deductions in one place, with easy download options for current and past jobs.

Custom Reporting: 60% of users who refer to reporting capabilities find the custom reports feature useful for generating tailored insights.

User-Friendly Interface: 64% of reviews mentioning usability praise the system for its intuitive navigation and accessibility.

Weaknesses

Customer Service Issues: 73% of reviews mentioning support express frustration with long wait times despite some positive feedback on backend assistance.

Implementation Challenges: 47% of users referencing onboarding report a learning curve and inadequate implementation support, making the transition confusing.

Complex Reporting Features: 40% of reviews mentioning reporting note that it can be unintuitive, with limitations in filter prompts and usability.

Integration and Performance Issues: 36% of reviews highlight difficulties with feature integration, occasional slowness, and a scattered user experience.

ADP Workforce Now: Analyst Summary

ADP Workforce Now is a comprehensive PEO and HCM solution for payroll, time tracking, benefits administration, reporting, and compliance. It supports automated time tracking, collaborative scheduling, employee self-service, and AI-driven analytics for workforce insights and task automation.

Users appreciate its efficient time tracking and user-friendly interface, but some report customer service issues and a learning curve during implementation. As a PEO, it also provides workers' compensation, claims management, and tax support across all 50 states.

Overall, ADP Workforce Now is a robust HR solution with automation, AI, and compliance tools for businesses of all sizes.

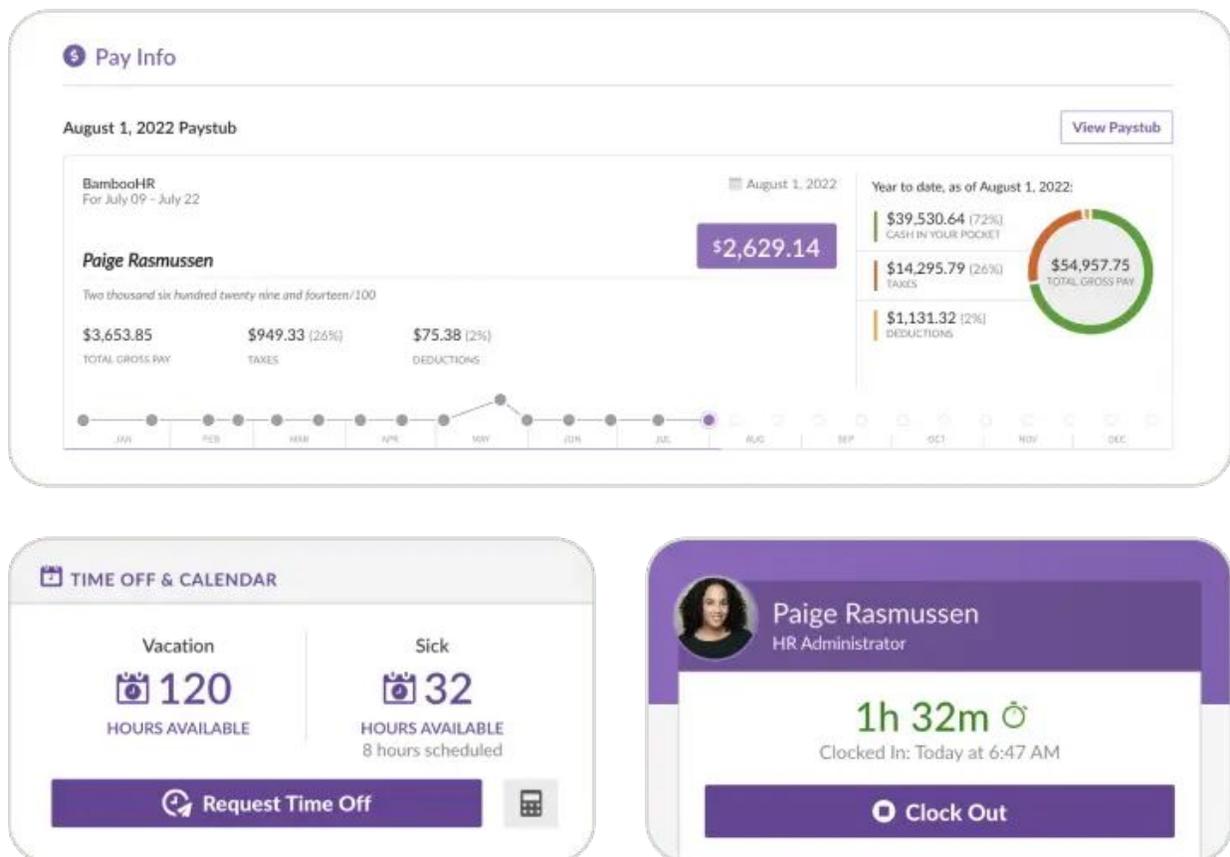
[**Pricing Comparison Report**](#)

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BambooHR: Key Benefits

Apps Marketplace: Find official partner integrations and solutions in a unified location to choose add-ons that make BambooHR a more robust solution.

Employee Self-Service: Employees can log in to view personal information, including time off balances, benefits information and the employee directory. Administrators can set reminders to notify employees when they have documents ready to e-sign or other tasks to complete.



BambooHR's payroll, time tracking, and time-off management dashboard

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BambooHR: Key Benefits

Ensure Privacy: Administrators can set permissions to allow employees to view and edit their personal information while restricting access to other sensitive data. Ensures that all individual employee information is kept private and protects important company information from employees who don't need to see it.

Live Support: Access live chat and phone support Monday through Friday, from 6 a.m. to 6 p.m. daily.

Progress Tracking: Gain visibility into the progress of individual projects and activities to oversee workflows and approvals, as well as which individuals have completed them.

The screenshot displays the BambooHR Hiring and Onboarding dashboard. At the top, there's a 'Hiring' header with navigation tabs for 'Job Openings', 'Candidates', and 'Talent Pools'. A search bar is located below the tabs. The main content area shows a table of candidates with columns for 'Candidate Info', 'Job Opening', 'Status', and 'Rating'. Below the table, there's a summary bar with four categories: Finance (1 Candidate), HR (1 Candidate), Needs Experience (0 Candidates), and Product Marketing (3 Candidates).

Candidate Info	Job Opening	Status	Rating
Paul Jones Sacramento, California 555-254-6546	Marketing Manager	New Updated 3 days ago	★★★★★
Jennifer Williams Los Angeles, California 555-345-6789	Marketing Manager	New Updated 3 days ago	★★★★★
James Garcia San Francisco, California 555-234-5678	Marketing Manager	New Updated 3 days ago	★★★★☆

Summary Bar:

- Finance: 1 Candidate
- HR: 1 Candidate
- Needs Experience: 0 Candidates
- Product Marketing: 3 Candidates

BambooHR's Hiring and Onboarding dashboard

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BambooHR: Key Benefits

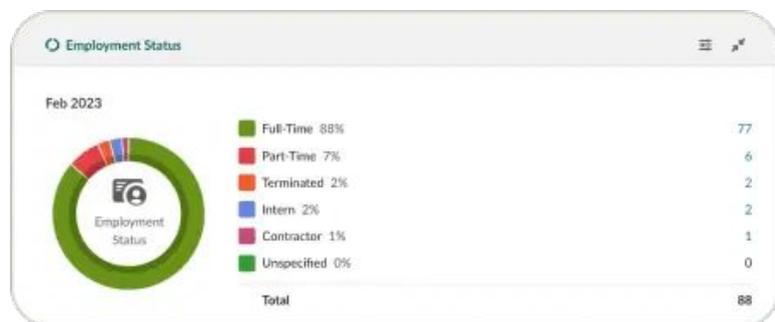
Security and Peace of Mind: Guarantees enterprise-level data security for any data that is housed within the system, ensuring compliance for organizations with security needs.

Self Onboarding: Enable employees to e-sign and complete documents as well as enter their own information to streamline the onboarding process and free up managers to focus on other important tasks. Employees and new hires can also send introduction emails to meet team members before the newest employee starts their first shift.



802-482-3892 Ext. 143
702-387-3782
nrich@bamboohr.com

Hire Date
Aug 26, 2021
1y - 3m - 17d



BambooHR's HR Data and Reporting dashboard

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BambooHR: User Review Summary

Strengths

Ease to Use: BambooHR has an intuitive and user-friendly interface, according to 100% of reviews on the UI.

Leave and Attendance Management: 85% of reviews on leave and ATS indicated that it's quick and efficient for recording and updating these details.

Employee Self-Service: 100% of reviews mentioning self-service observed that it helps easily update personal information, view job history, and generate pay stubs and benefits information.

Onboarding: Automated workflows make the onboarding experience simpler and faster, according to all reviews referring to this aspect.

Weaknesses

Lacks Crucial Tools: Lacks functions such as attaching documents for employee benefits, restrictions on editing employee forms once saved and more, according to all reviews on this element.

Custom Report Filters: According to 100% of reviews on reports, it doesn't provide any option to customize report filters.

Payroll Processing and Management: All reviews mentioning this element noted that the software lacks an in-house tool for payroll processing and management.

BambooHR: Analyst Summary

BambooHR provides hiring, onboarding, compensation administration, performance management and employee self-service capabilities to companies of all sizes and industries. Reviews suggest that it has an intuitive and easy-to-use interface. Employee self-service and a simplified onboarding experience are some noteworthy capabilities. The most repeated drawbacks include the absence of crucial functionality and the inability to customize report filters. Moreover, in-house payroll processing and management isn't included. It can be a solid choice for companies willing to integrate with a third-party payroll provider.

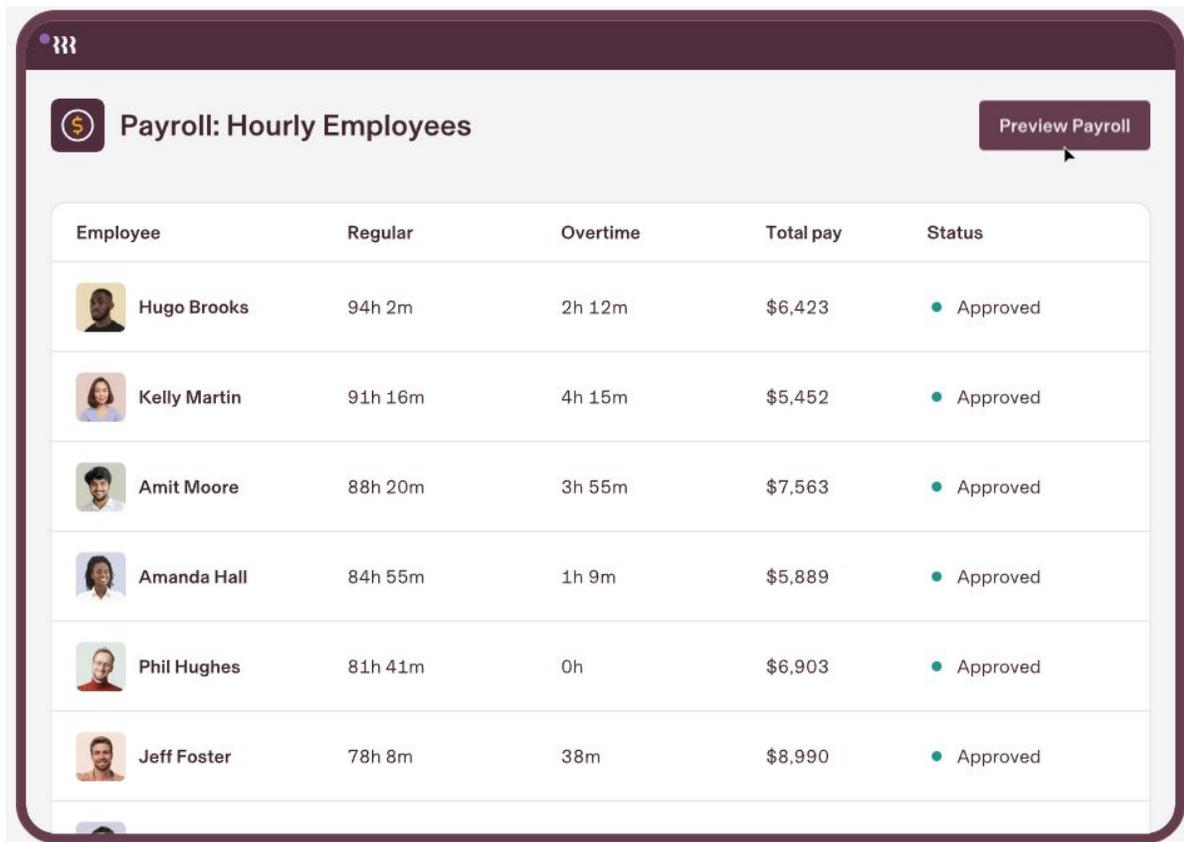
[**Pricing Comparison Report**](#)

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Rippling: Key Benefits

Powerful Reporting: Provide employee turnover insights for HR, app usage monitoring for IT and compensation trends for finance. The platform facilitates the creation of customized reports and graphs, providing crucial data for informed decision-making. Run powerful prebuilt reports like compensation and payroll journal reports, or create custom reports and graphs using any employee attribute.

Automatic Tax Filing: The system simplifies payroll tax calculations and filing, ensuring compliance with federal, state, and local agencies. From W2s and W4s to 1099s and new hire filings, automate all compliance-related tasks, bringing peace of mind to administrative processes.



Employee	Regular	Overtime	Total pay	Status
 Hugo Brooks	94h 2m	2h 12m	\$6,423	● Approved
 Kelly Martin	91h 16m	4h 15m	\$5,452	● Approved
 Amit Moore	88h 20m	3h 55m	\$7,563	● Approved
 Amanda Hall	84h 55m	1h 9m	\$5,889	● Approved
 Phil Hughes	81h 41m	0h	\$6,903	● Approved
 Jeff Foster	78h 8m	38m	\$8,990	● Approved

Rippling's Payroll management dashboard

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Rippling: Key Benefits

Go Paperless: Digitize and manage every document, from offer letters to employee handbooks, streamlining processes and reducing reliance on paper.

Seamless Integration: Connect with over 500 apps to set up new hires in platforms like Slack, issue corporate cards that integrate directly with the Rippling's Financial Cloud payroll system, control door access with Proxy, and automate manual tasks through the Rippling App Shop.

The screenshot displays the Rippling mobile application interface. On the left is a dark sidebar menu with the Rippling logo at the top, followed by a 'Payroll: Hour' section with a dollar sign icon, and an 'Employee' list containing names and profile pictures: Kelly Martin, Amit Moore, Amanda Hall, Phil Hughes, Jeff Foster, and Gabrielle Hill. The main content area is white and features a profile card for 'Hugo Brooks', a Software engineer, with a 'Current pay period' dropdown menu. Below the profile card are three summary boxes: 'Total hours' (94h 2m), 'Approved hours' (92h 1m), and 'Overtime hours' (2h 12m). The 'Timecards' section includes an 'Approve all' button and a table with columns for Date, Status, Clock in, Clock out, and Duration. The table lists timecards for Thursday (May 1), Wednesday (April 30), Tuesday (April 29), and Monday (April 28), each with a status toggle and corresponding clock-in/out times and duration.

Date	Status	Clock in	Clock out	Duration
Thursday May 1	<input type="checkbox"/> Approve	8:43 AM	5:22 PM PDT	8h 39m
Wednesday April 30	<input checked="" type="checkbox"/> Approved	8:48 AM	4:58 PM PDT	8h 10m
Tuesday April 29	<input type="checkbox"/> Approve	9:11 AM	8:07 PM PDT	10h 56m
Monday April 28	<input checked="" type="checkbox"/> Approved	9:15 AM	6:16 PM	9h 1m

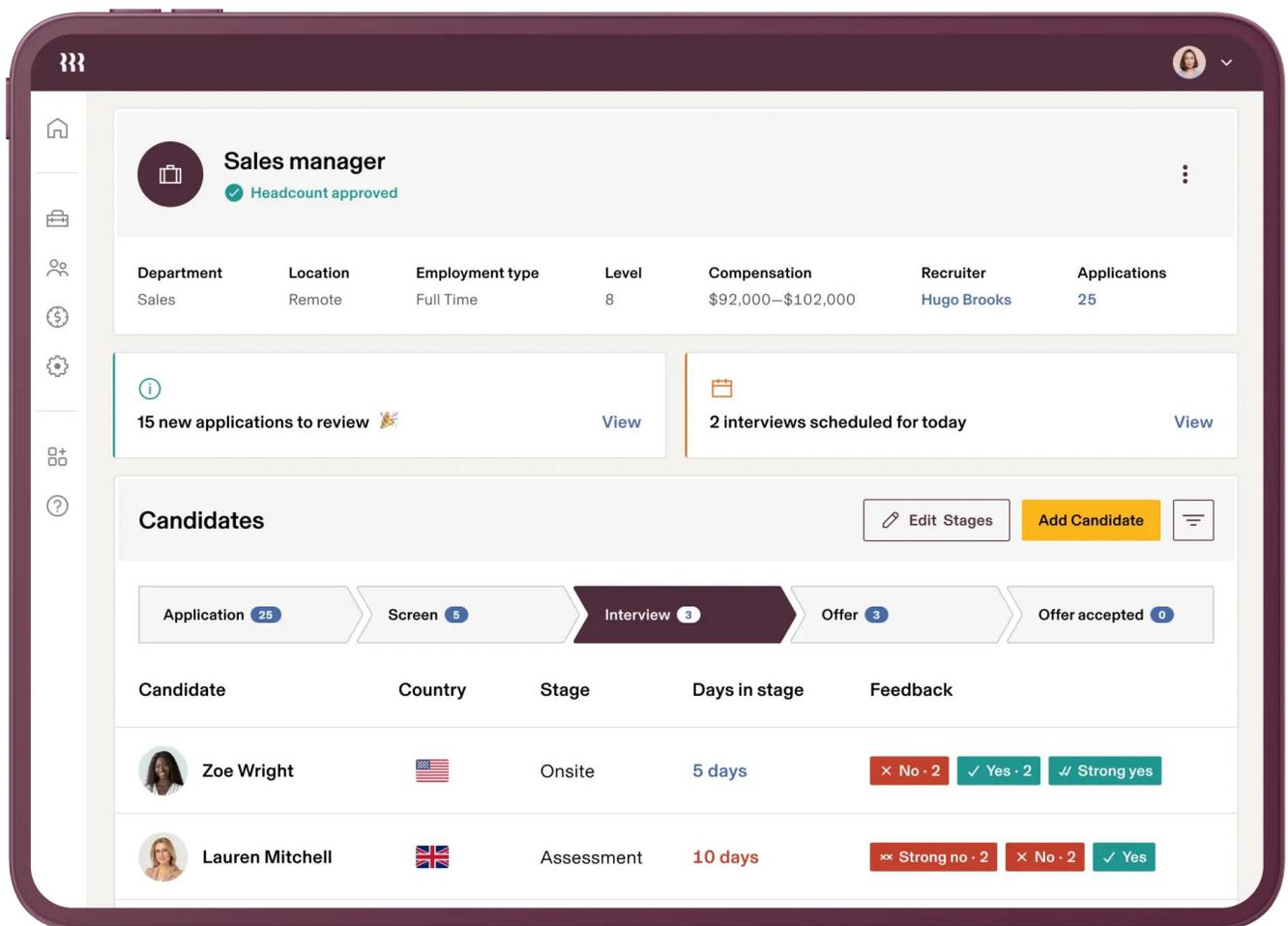
Rippling allows integration of time & attendance with payroll for automated and accurate processing.

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Rippling: Key Benefits

Unified Employee Database: Get accurate employee data across all modules, eliminating manual entry and minimizing errors in the workforce management process. The system's advanced Rippling Recruiting ATS integrates seamlessly with their Headcount Planning and Compensation Bands products.

Robust Data Protection: Enhance security by incorporating Cylance for real-time, AI-powered threat detection, safeguarding devices from malware and viruses.



Rippling's Recruitment Management dashboard

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Rippling: User Review Summary

Strengths

Global Payroll and Benefits: Rippling streamlines international payroll and benefits administration, eliminating the need for disparate systems and manual processes.

Automated Onboarding and Offboarding: New hires can be onboarded efficiently with automated workflows that handle paperwork, equipment provisioning, and systems access. Similarly, offboarding processes are streamlined, ensuring smooth transitions and compliance.

Customizable Workflows: Rippling allows HR teams to create custom workflows tailored to their specific needs, automating tasks such as approvals, data collection, and notifications.

Integrations: Rippling integrates seamlessly with various HR and business applications, including payroll, benefits, time and attendance, and applicant tracking systems, creating a unified HR ecosystem.

Weaknesses

Steep Learning Curve: The platform's complexity can be overwhelming for new users, especially those unfamiliar with HR software. Navigating the interface and understanding its features may require significant time investment and training.

Customer Support Challenges: Some users have reported difficulties reaching customer support or experiencing slow response times, leading to frustration when seeking assistance with technical issues or general inquiries.

Integrations and Customization Limitations: While Rippling offers various integrations, it may not seamlessly connect with all existing HR systems or third-party tools used by businesses, potentially requiring additional configuration or workarounds.

Rippling: Analyst Summary

Rippling is a user-friendly and cost-effective HR solution offering payroll, benefits, talent management, and time tracking in a unified platform. Its seamless integrations with tools like Slack and Office 365, along with automation for onboarding and payroll, streamline HR processes and reduce administrative workload.

Users appreciate its intuitive interface and affordability, but larger enterprises may find customization options limited. Despite this, Rippling is a scalable and efficient choice for small to mid-sized businesses looking to optimize HR operations.

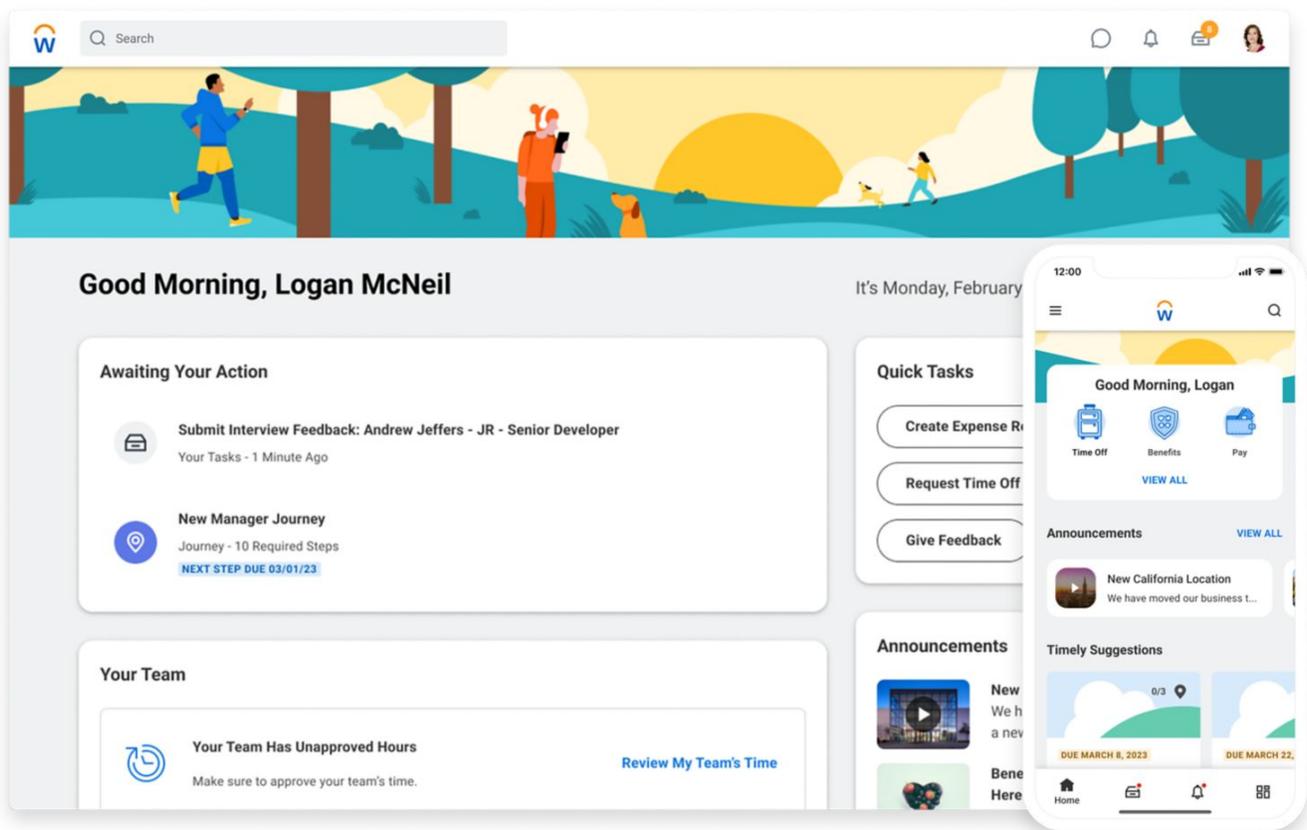
[**Pricing Comparison Report**](#)

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Workday HCM: Key Benefits

Deep Data Insights: Equipped with reporting and analytics tools, Workday HCM provides a complete view of critical KPIs to inform better decisions. It allows you to become familiar with your workforce, promote employee growth, foster diversity and prepare for the future. Workday's Prism Analytics and Data-as-a-Service applications provide graphs, charts, benchmarking reports and more.

Fast, Enhanced Recruiting: You can streamline and speed up the recruiting process with collaboration tools, task reminders and calendar syncing. A referral leaderboard encourages employees to refer other qualified candidates.



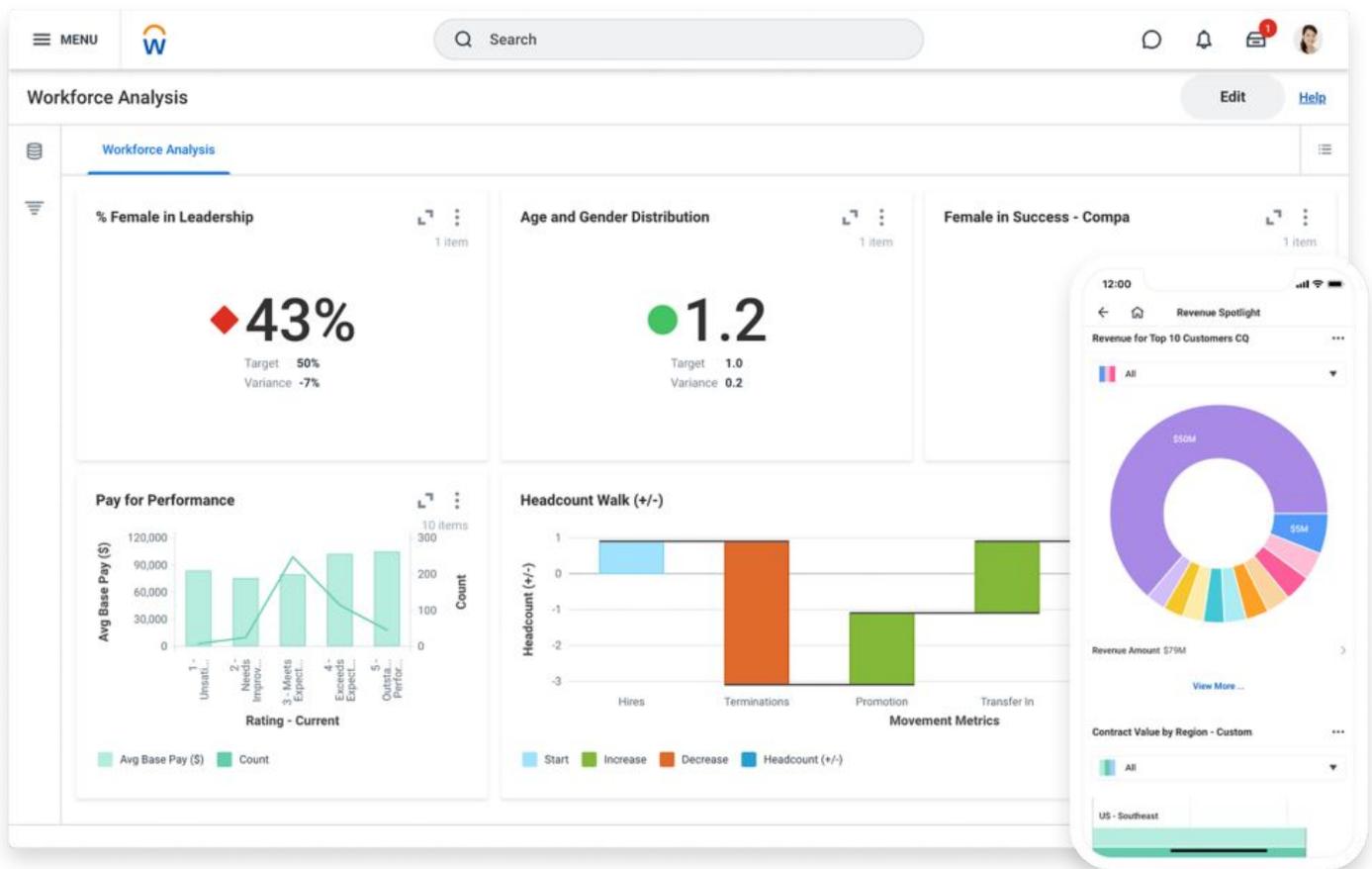
Workday's user-friendly interface directs you to tasks that need your attention

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Workday HCM: Key Benefits

Easy Expense Reporting: Mobile receipt scanning and approval workflows simplify the expensing process for employees and managers. You can also set spending controls and give employees the ability to start reports. With data analytics tools, you can spot trends and gain insight into expenses throughout your company.

Efficient Absence Management: This feature uses a smart calendar for managing time off. It also provides tracking for different types of absences and the ability to analyze carryover.



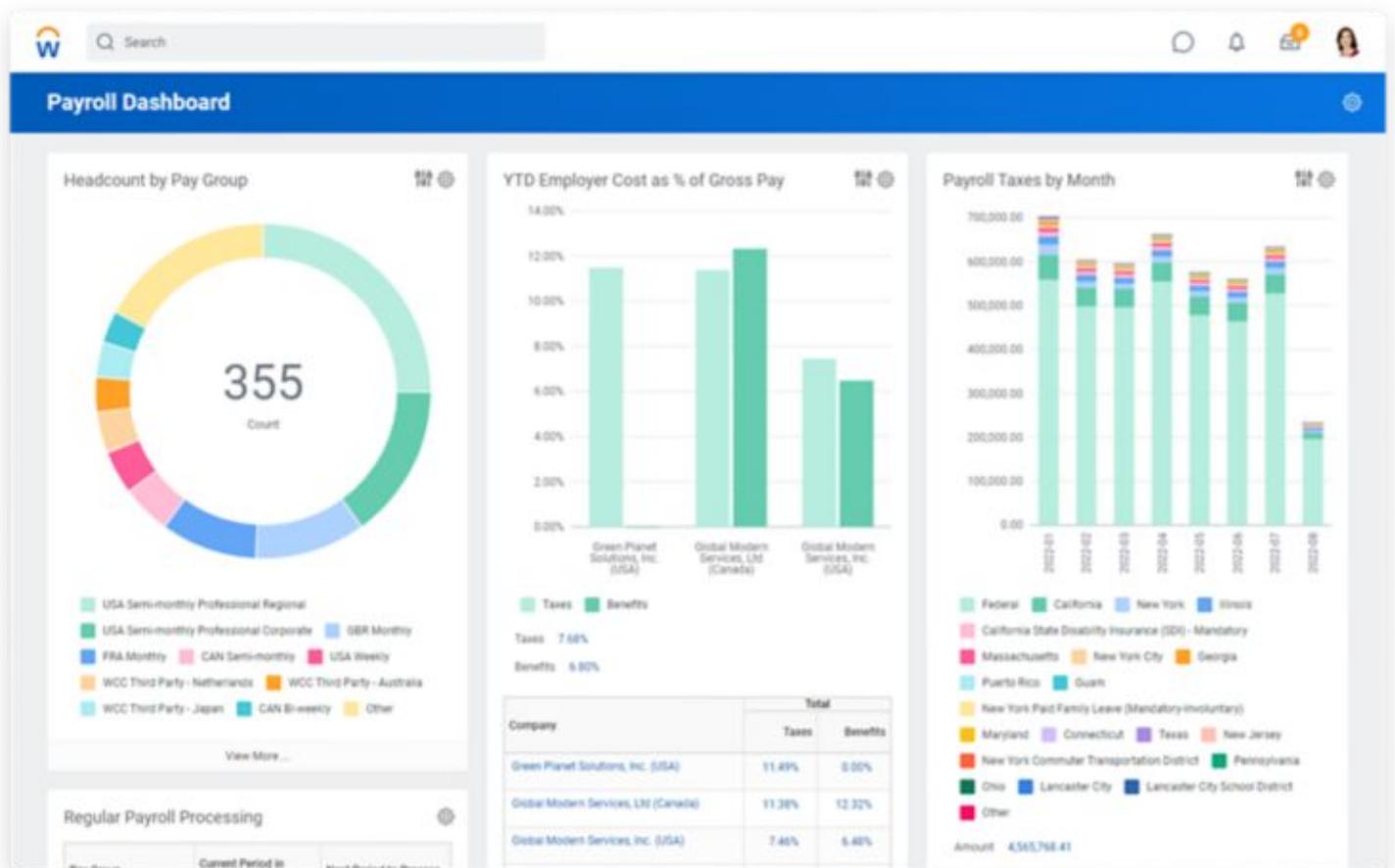
Workday's core reporting and analytics dashboard

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Workday HCM: Key Benefits

Simplified Time Management: Time tracking and approval is available on any device, and alerts surface items that need attention. The system automates rules and calculations to cut down on manual tasks and the risk of errors.

Improved Hiring Decisions: Dashboards present all your talent acquisition data in one place for easy viewing, and machine learning suggests areas of improvement. You can also compare your company to peers via benchmarking and use compensation comparisons to create effective offers.



Workday's payroll dashboard

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Workday HCM: User Review Summary

Strengths

User-Friendly Interface: Many users appreciate Workday's easy-to-use design and clean, visually appealing interface, which makes navigating tasks like time tracking, payroll management, and scheduling simpler.

Comprehensive Features: The platform consolidates various HR functions like pay management, time tracking, and personal data management in one place, which users find convenient for both desktop and mobile use.

Time Management: Features like time-off tracking and schedule forecasting are valued for helping users plan personal and work activities.

Payroll and Compensation Insights: Users find it easy to view pay ranges, pay stubs and compensation details in one location.

Weaknesses

Notifications & Messages: Some users report issues with the notifications and message system, including delays and glitches, which can be frustrating.

Learning Curve: A few users note that while the system is feature-rich, it can be difficult to navigate, particularly for those unfamiliar with HR tools.

Connectivity Hiccups: Some users report minor connectivity issues and occasional slow loading times.

Workday HCM: Analyst Summary

Workday HCM provides an intuitive dashboard with personalized bookmarks, AI-driven chatbots, and real-time analytics to streamline HR functions like payroll, recruiting, and learning management. Users appreciate its clean layout, automated workflows, and advanced data insights, but reporting complexities and occasional system pauses can create challenges.

Customer feedback highlights seamless recruiting, quick payroll recalculations, and AI-powered skills tracking. However, some users find reports difficult to generate and interpret, especially for large datasets.

Companies like Salesforce and PwC have leveraged Workday to automate financial processes, improve workforce management, and accelerate legal entity setup.

Overall, Workday is a powerful HCM solution ideal for enterprises seeking automation, workforce insights, and global scalability, though training may be required for advanced reporting features.

[**Pricing Comparison Report**](#)

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Top HRIS Systems PRICING COMPARISON

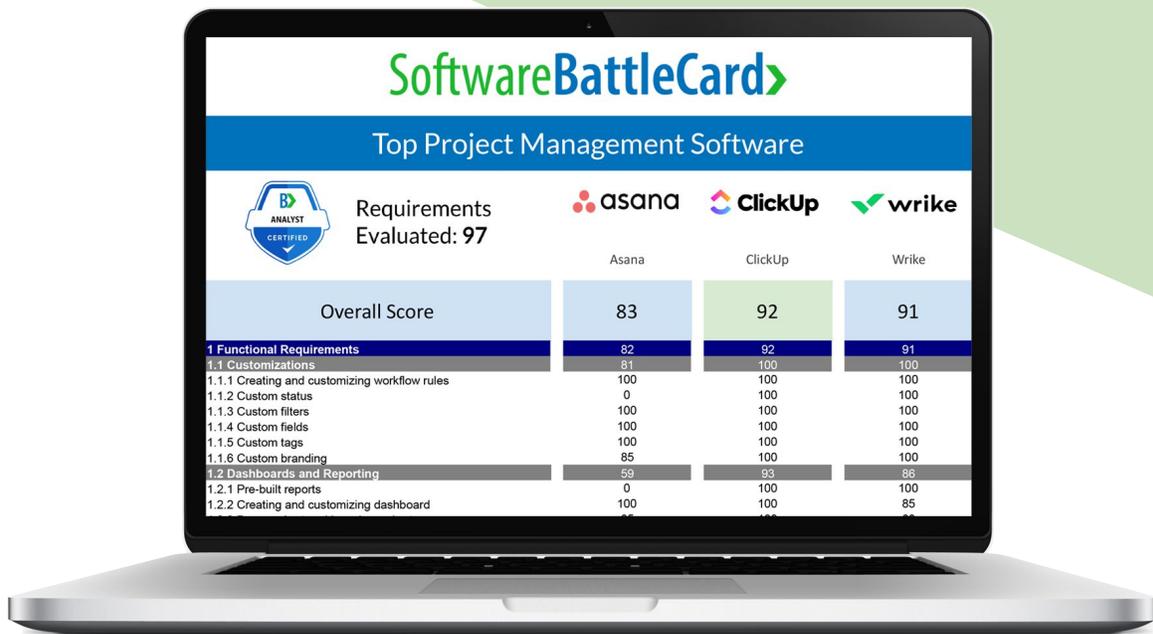


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Create Your Own BattleCard



Top HR Software Comparison

The BattleCard platform, powered by SelectHub, contains expert analysis for all key software criteria. This is compared against **vendor-supplied data** and **user ratings** to create our software scores—which allow us to provide you with highly accurate Software BattleCards based on your own requirements.

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Our advisors can tell you which products have the best features for your industry, company size and specific needs. Besides pricing comparisons, they can also provide you with free software demos and recommendations for services to help in in your selection project.

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