



The 2022 HR Software Market Landscape Report

2022 HR Market Landscape

As with all other aspects of work, Covid-19 changed the HR industry. Major shifts like remote work, and the Great Resignation forced HR professionals to spend more time offboarding employees, recruiting and onboarding new hires. To effectively deal with these changes, HR professionals are relying even more on their HR tech stack. Data collected in [TrustRadius's HR Trends Survey](#) indicates that 55% of HR professionals are spending more on HR technology right now. 48% are spending more in order to upgrade their existing tech stack, and 38% are purchasing new tech. This report looks at what products professionals are using and purchasing as we move into 2022.

METHODOLOGY

To be included in the HR Market Landscape report, products must meet the following criteria:

- The product must have at least 1 review within the last 90 days (as of December 15, 2021)
- The vendor must have claimed their product profile
- The product profile must be complete with a description, video, screenshots, feature list, etc.
- The product must be within one of the following categories:
 - Applicant Tracking System
 - Corporate Learning Management Software
 - HR Management Software
 - Payroll Software
 - Talent Intelligence Software
 - Talent Management Software
 - Workforce Analytics Software
 - Workforce Management Software

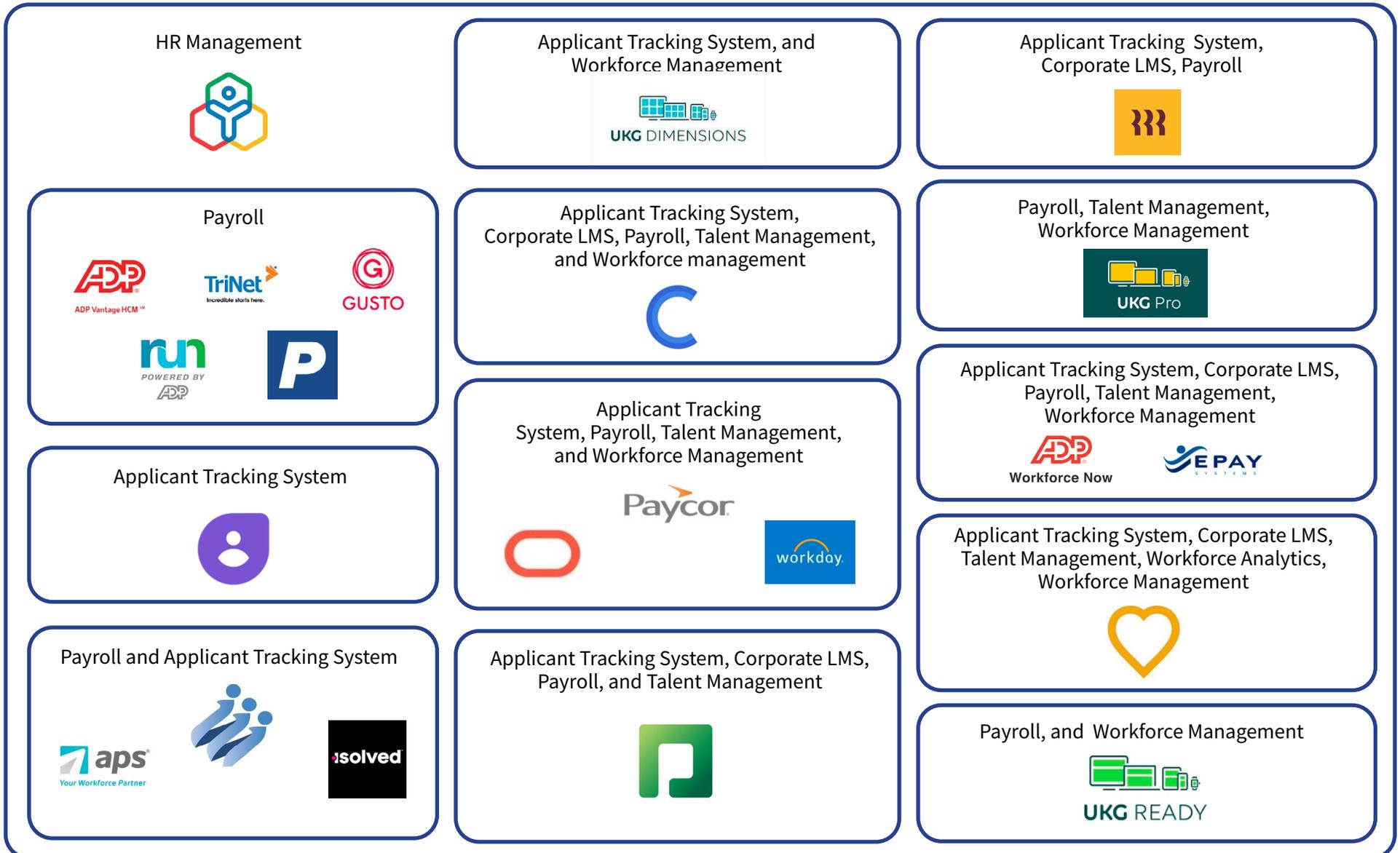
Products Included

Quickly jump to view the capabilities of each product.

- [Adobe Captivate Prime](#)
- [ADP Streamline Payroll](#)
- [ADP Vantage HCM](#)
- [ADP Workforce Now](#)
- [AkkenCloud](#)
- [APS Payroll](#)
- [Axonify](#)
- [Bridge](#)
- [CareerPlug](#)
- [Ceridian Dayforce](#)
- [Cornerstone OnDemand](#)
- [Crelate](#)
- [Degreed](#)
- [Deputy](#)
- [Docebo Learning Suite](#)
- [eFront Learning](#)
- [Eightfold AI](#)
- [Enterprise eTIME, by ADP](#)
- [EPAY Systems](#)
- [Freshteam](#)
- [Gusto](#)
- [hireEZ](#) (formerly Hiretual)
- [iCIMS Talent Cloud](#)
- [Indeed Resume](#)
- [isolvd](#)
- [JazzHR](#)
- [JobAdder Recruitment Software](#)
- [JobDiva](#)
- [KeldairHR](#) (formerly Hyrell)
- [LearnUpon](#)
- [Lessonly](#)
- [MATRIX LMS](#)
- [Oracle Cloud HCM](#)
- [Paychex Flex](#)
- [Paycom](#)
- [Paycor](#)
- [PeopleStrategy](#)
- [Predictive Index Behavioral Assessment](#)
- [Recruitee](#)
- [Rippling](#)
- [RUN Powered by ADP®](#)
- [Saba Cloud](#)
- [SAP Litmos](#)
- [SAP SuccessFactors](#)
- [SmartRecruiters](#)
- [TalentCards](#)
- [TalentLMS](#)
- [Trakstar Learn](#) (formerly Mindflash)
- [TriNet](#)
- [UKG Dimensions](#)
- [UKG Pro](#)
- [UKG Ready](#)
- [Verint Workforce Management](#)
- [Visier People](#)
- [Workday Human Capital Management](#)
- [Zoho People](#)
- [Zoho Recruit](#)

HR Management Software Products

HR professionals gravitate toward robust HR management platforms to streamline multiple HR tasks within a single platform. The time and cost savings offered by these products are appealing.



Other HR Products

Products in this diagram perform necessary tasks in the HR space, but are not solutions with HR Management at their core. Categories included here are Applicant Tracking System, Corporate Learning Management System (LMS), Payroll, Talent Intelligence, Talent Management, Workforce Analytics and Workforce Management.

Applicant Tracking System

Talent Intelligence

Talent Management & Corporate LMS

Payroll

Workforce Analytics

Corporate LMS

Workforce Management

Business Size Chart

Products in the HR space are often tailored to specific use cases, as the needs of a small business differ from that of an enterprise. Below, you can see the market segment that is typically served by each product included in this report.

	Small Businesses (1-50 employees)	Mid-Sized Companies (51-999 employees)	Enterprise (1000+ employees)
HR Management	       	              	     
Applicant Tracking System	      	        	   
Corporate Learning Management System	       	          	         
Payroll	  	  	
Talent Intelligence	 	 	 
Talent Management	 	 	 
Workforce Analytics	 	 	 
Workforce Management		  	   

Capabilities Chart

Software within these categories often have overlapping capabilities. Here is a breakdown of the capabilities of each product included in this report. Products with pricing information available to buyers visiting TrustRadius have blue check marks, and a link to their pricing page in the last row of the table.

✓ pricing present on TrustRadius

✗ pricing not present on TrustRadius

CAPABILITIES	ADP Vantage HCM	ADP Workforce Now	APS Payroll	Ceridian Dayforce	Isolved	Oracle HCM	Paychex Flex	Paycom	Paycor	People Strategy	Rippling	SAP Success Factors	TriNet	UKG Pro
Human Resource Management	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Payroll Management	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Benefits Administration	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Time & Attendance Management	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Employee Self Service	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Document Management	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
HR Reporting	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗		✓
Recruiting / ATS	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Onboarding	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Performance Management		✓	✓	✓	✓	✓		✗	✓	✗	✓	✗	✓	✓
Learning Management		✓		✓	✓	✓		✗		✗	✓	✗		✓
Succession Planning				✓	✓	✓					✓	✗		✓
Compensation Management	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗		✗		✓
Talent Management	✓	✓	✓	✓	✓	✓		✗		✗	✓	✗		✓
Talent Intelligence					✓									
Workforce Management		✓	✓	✓	✓	✓		✗		✗				✓
Workforce Planning				✓		✓						✗		✓
Workforce Analytics	✓			✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓
Employee Experience	✓	✓		✓	✓	✓		✗	✓		✓	✗		✓
Pricing Link					LINK	LINK	LINK		LINK		LINK			

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CAPABILITIES	UKG Ready	Workday HCM	Zoho People	Akken Cloud	Career Plug	Crelate	Freshteam	hireEZ	iCIMS Talent Cloud	JazzHR	JobAdder Recruitment Software	JobDiva	Keldair HR (formerly Hyrell)	Recriutee	Smart Recruiter
Human Resource Management	✗	✗	✓				✓								
Payroll Management	✗	✗													
Benefits Administration	✗	✗													
Time & Attendance Management	✗	✗	✓				✓								
Employee Self Service	✗	✗	✓				✓								
Document Management	✗	✗	✓				✓								
HR Reporting	✗	✗	✓				✓								
Recruiting / ATS	✗	✗		✗	✗	✓	✓		✗	✓	✗	✗	✓	✓	✗
Onboarding	✗	✗	✓				✓		✗	✓		✗		✓	✗
Performance Management	✗	✗	✓												
Learning Management		✗	✓												
Succession Planning	✗	✗													
Compensation Management	✗	✗													
Talent Management		✗													
Talent Intelligence								✓							
Workforce Management	✗	✗													
Workforce Planning	✗	✗													
Workforce Analytics	✗	✗													
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CAPABILITIES	Zoho Recruit	Adobe Captivate Prime	Axonify	Bridge	Degreed	Docebo Learning Suite	eFront Learning	Learn Upon	Lessonly	MATRIX LMS	SAP Litmos	Talent Cards	Talenti LMS	Trakstar Learn (formerly Mindflash)
Human Resource Management														
Payroll Management														
Benefits Administration														
Time & Attendance Management														
Employee Self Service														
Document Management														
HR Reporting														
Recruiting / ATS	✓													
Onboarding														
Performance Management				✗										
Learning Management		✗	✗	✗	✗	✓	✗	✗	✗	✓	✗	✓	✓	✓
Succession Planning														
Compensation Management														
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CAPABILITIES	ADP Streamline Payroll	Gusto	RUN Powered by ADP	Eightfold AI	Indeed Resume	Cornerstone OnDemand	Saba Cloud	Predictive Index Behavioral Assess.	Visier	Deputy	Enterprise eTIME, by ADP	EPAY Systems	UKG Dimensions	Verint Workforce Mgmt.
Human Resource Management		✓	✓			✓	✓					✓		
Payroll Management	✓	✓	✓									✓		
Benefits Administration	✓	✓	✓									✓		
Time & Attendance Management		✓	✓							✓	✓	✓	✓	✓
Employee Self Service	✓	✓	✓							✓	✓	✓	✓	✓
Document Management		✓										✓		
HR Reporting												✓		
Recruiting / ATS						✓	✓					✓		
Onboarding		✓	✓				✓					✓		
Performance Management						✓	✓	✓		✓		✓		✓
Learning Management						✓	✓					✓		
Succession Planning						✓	✓							
Compensation Management							✓							
Talent Management				✓		✓	✓					✓		
Talent Intelligence				✓	✓									✓
Workforce Management										✓	✓	✓	✓	✓
Workforce Planning								✓	✓	✓	✓		✓	✓
Workforce Analytics	✓							✓	✓	✓	✓	✓	✓	
Employee Experience										✓				
Pricing Link					LINK					LINK				

More About TrustRadius

TrustRadius is the most trusted review platform for business leaders to find and select the right software for their needs. Decision-makers across industries rely on verified, peer-based guidance and research from TrustRadius. Vendors engage and convert high-intent buyers by telling their unique story through rich reviews. Over 12 million visitors a year create and engage with high-quality review content and data on [TrustRadius.com](https://www.TrustRadius.com).

Join our community of savvy tech buyers. Get advice, share feedback, and tap into our [HR network](#).

