



Comparison Chart For Human Capital & Payroll Software

Key Features	SAP SuccessFactors	Sage 300 People	Paymaster
Type of Architecture			
Database	HANA	SQL	SQL
Web Based	Yes	No (Self Service Module Only)	Yes
Multi-company	Yes	Yes	Yes
Multicurrency	Yes	Yes	Yes
Cloud Hosting	Yes	Yes	Yes
HR Transactions including Changes and Transfers			
Effective-Dated Transactions; Process future-dated and /or retroactive HR transactions	Yes	Yes	No
Self-Service; Users can access and update information for which they have permissions. They can update personal data, update bank information, and access pre-integrated payroll and benefits portals. Managers can initiate and execute many types of changes for anyone on their team.	Yes	Yes	No
Workflow Automation	Yes	Yes (Self Service Only)	No
Basic Organizational Chart	Yes (Advance)	Yes (third party application such as Visio or org plus)	No
Alerts & Notifications	Yes	Yes	No
Mass Changes	Yes	Yes	No
Track Employee Status	Yes	Yes	No
Track Employee Transfer Information	Yes	Yes	No
Track Specific Change or Transfer Dates	Yes	Yes	No
Leave of Absence	Yes	Yes	No
Multiple Employment (Management of concurrent contracts, multiple occupations (part time, seasonal activity, entertainment contract)	Yes	No	No
Promotions and Demotions	Yes	Yes	No
Document Management	Yes	Yes	No
Data Retention Management	Yes	Yes	No
Terminations	Yes	Yes	No
Complete employee records including items issued, interviews, training, qualifications, medical history, disciplinary action.	Yes	Yes	No
Recruitment and Onboarding			
Allows recruiters to access subscribed-to job boards or free job boards.	Yes	No (third party integration)	No
Allows recruiters to contact potential job candidates on a wide variety of innovative posting channels as well as top social networking sites.	Yes	No (third party integration)	No
Ability for recruiters to target specific schools	Yes	No (third party integration)	No
Ability to display cost of each job posting	Yes	No (third party integration)	No
Ability for recruiters to create job templates to capture information for specific fields to be used for future job postings.	Yes	No (third party integration)	No
Ability for recruiters to create job postings in different languages for any channels that support different languages.	Yes	No (third party integration)	No
Ability to track the candidate source by adapting the URL used by candidates to apply. Ability for recruiters to check the performance of each channel used (e.g., job boards, social networks, school).	Yes	No (third party integration)	No
Allows for the creation of a careers site, and designed with graphics and content provided by the Customer.	Yes(hosted by SAP)	No (third party integration)	No

Career Site Builder sites can be customized by brand or locale. This allows the Customer to create a candidate experience customized to its individual brands, or specific countries where it recruits candidates	Yes	No (third party integration)	No
Ability to create and send bulk email campaigns using corporate branding guidelines.	Yes	No (third party integration)	No
Candidates can save job searches and schedule regular email notifications to inform them of all or newly matched jobs	Yes	No (third party integration)	No
Allows users to create customized email templates for communicating with candidates and internal participants in the recruiting process. These templates can be set up to automatically be sent out at configured stages of the selection process, or sent manually	Yes	No (third party integration)	No
Allows users to create a 'chat' or discussion group to track collaboration on interviewing and selecting candidates for a particular job	Yes	No (third party integration)	No
Organizations can upload company documents and these documents can be accessed by the new hire. New hires can upload employee-specific documents.	Yes	No (third party integration)	No

Throughout the onboarding process, notifications can be automatically sent to all internal and external resources to complete tasks such as furnish equipment, complete signature, buddy assignment and more	Yes	No (third party integration)	No
Hiring managers can complete their new hire activities including assign buddy, welcome message, equipment provisioning, schedule meetings, recommended links, and goal.	Yes	No (third party integration)	No
Position Management			
Position-Driven Succession Management	Yes	Yes	No
Position-Driven Recruiting	Yes	Yes	No
Create Positions, Store and Sync Related Information to Employee Job Information	Yes	Yes	No
Maintain Position Hierarchy	Yes	Yes	No
Position Vacancy Tracking	Yes	Yes	No
Payroll Management			
Legal changes and localization, including country-specific reporting	Yes	Yes	Yes
Tax forms, tax models and tax compliance at a country and local level;	Yes	Yes	Yes
Compliant with Ghana Tax Laws	Yes	Yes	Yes
Allowances Management	Yes	Yes	Yes
Company Contributions Management	Yes	Yes	Yes
Advances and deductions	Yes	Yes	Yes
Retroactive calculations/ Back-pay regularizations	Yes	Yes	Yes
Payroll simulations;	Yes	Yes	Yes
Alerts for data errors or inconsistencies	Yes	No	No
Integration with finance systems for general ledger posting, time and attendance systems, pension providers and benefits providers	Yes	Yes	Yes
Pay runs within one pay period	Unlimited	Unlimited	
Loan Management	Yes	Yes	Yes
Net Up calculation to calculate gross remuneration	Yes	Yes	Yes
Time Off /Leave management			
Holiday Calendar	Yes	Yes	Yes
Work Schedules	Yes	No	No
Absence Management	Yes	Yes	Yes
Time Accounts	Yes	No	No
Workflows	Yes	Yes	No
Expense management			
Expenses life cycle management	Yes	Yes	No
On-line fill-in form: refund procedure	Yes	Yes	No
Promote, check and control travels and expenses policy	Yes	Yes	No
Full process of approval workflow, payment and accounting	Yes	Yes	No

Goal Management and Performance Management			
Goal Categories	Yes	No	No
Align Goals; Organizational objectives throughout business units, departments, and workgroups by cascading goals from top business strategies through individual goals and objectives	Yes	No	No
Review by KPA and KPIs.	Yes	Yes	No
Competency based reviews	Yes	Yes	No
Goals and Developmental plans	Yes	Yes	No
SMART Goal Wizard; Gives Users step-by-step guidance on how to create goals that are "Specific, Measurable, Attainable, Relevant and Time-bound" (SMART).	Yes	No	No
Goal Library; Provides over 500 ready-to-use, role-specific goals based on research and industry experience.	Yes	No	No
Initiatives; Allows creation of departmental, corporate, and division level initiatives, to which the Users can actively associate their personal goals. It greatly helps to work with goals that are specific to departments and divisions.	Yes	No	No
Goal Alignment Spotlight; Gives managers and leaders visibility into how the organization is progressing against goals, to track whether everyone is executing against the business strategy.	Yes	No	No
Goal Feedback and notifications; Allows managers and employees to have a collaborative, threaded online dialogue about goal(s) and how best to achieve it. Recipients of the feedback can also receive real-time notifications if someone comments on their goal plan.	Yes	No	No
Route Maps; define the workflow that all Users should follow during the performance review process.	Yes	Yes	No
Team Overview; The Team Overview feature provides a one-page status summary of each direct reports' performance to monitor the progress of Performance forms	Yes	No	No
Ask for Feedback; Ability to Ask for Feedback, which is an integrated approach to solicit feedback from both internal and external Users via email.	Yes	No	No
Team Rater (Stack Ranker)	Yes	No	No
Visual Comparison of Employees	Yes	No	No
Activities & Topics; Employees can manage activities in real-time to give managers better visibility into what employees are working on. Users can also discuss topics, related or unrelated to work, that may be relevant to User's engagement and performance.	Yes	No	No
Link activities and achievements to performance and development goal plan	Yes	No	No
Achievements; With this view, users can view all of their notable achievements	Yes	No	No
Give and Request continuous feedback; Users can request feedback from others about themselves. Managers can request continuous feedback about direct reports from people in their organization. Once received, Users can manage all their feedback from one single place, and optionally it can be linked and aligned to the activities	Yes	No	No
View feedback; Users can view feedback received, sent, and requested.	Yes	No	No
Request Feedback directly on activities, including activities tagged as achievements	Yes	No	No
Learning/Training Management System			
Ability to automatically assign learning based on employee attributes; for example, title, job type, location.	Yes	Yes	No

Allows to maintain records of training delivered	Yes	Yes	No
Allows to manage requests for online learning and class enrollments using complex approval processes.	Yes	Yes	No
Ability to build exams and quizzes, including randomized questions, objective-based testing, and custom feedback.	Yes	No	No
Allows to distribute surveys and generate reports on employee feedback for completed courses, and assess long-term retention and application of these acquired skills.	Yes	No	No
Ability to search courses and curricula in one place	Yes	Yes	No
Enables to measure and track certification activities using dashboards and reports that provide analysis of learning item completions, learning projections, registrations, and curriculum status.	Yes	Yes	No
Allows to bundle courses into a syllabus and assign the syllabus of learning to the User.	Yes	No	No
Give instructors a web page to manage the courses that they teach.	Yes	No	No

Budget wizard to define training plans and budget	Yes	No	No
Analytical Reporting, Compliance and Auditing			
Built-in decision making tools with ability to query from any level: company, subsidiary, branch and any module	Yes	Yes	No
User dashboards and intelligence with standard KPIs covering workforce, contracts, attendance, leave, compensations etc.	Yes	No	Yes
Library of predefined reports that centralize data and delivers on demand	Yes	Yes	Yes
Online Report Designer	Yes	Yes	Yes
Extensive library of business oriented statistical reports	Yes	Yes	Yes
Audit Reports	Yes	Yes	Yes
Audit Compliance			
Backup/Access/Security			
Provide file backup and recovery capabilities to restore damaged files.	Yes	Yes	Yes
Audit Trail of All Transaction Posts	Yes	Yes	Yes
Provide on-line password security at multiple levels (e.g., user, operation, menu, file, field, screen, etc.).	Yes	No	No
Suppress passwords so that they do not appear on the terminal as they are being entered.	Yes	Yes	No
Log all entries including updated transactions in a secured audit trail file. Provide clear trails of all transactions from source data entry through summarization at higher levels or integration with other application systems	Yes	Yes	Yes
Report attempts of unauthorized system access of use.	Yes	Yes	No
Provide the ability to define an access category relating to groups of users (e.g., members of a department or management class).	Yes	Yes	Yes
Provide ability to lock entry screen after a user-specified number of incorrect password attempts (three attempts).	Yes	Yes	Yes
Provide transaction logs to assist in recovery of data or files.	Yes	Yes	Yes
Provide for required changes to user passwords based on a user-specified period of time. (Maximum of six months)	Yes	Yes	Yes
**Provide for automatic lock out after the user specified period of time.	Yes	Yes	Yes
Automatic time-out after the user has not had any activity (after three minutes)	Yes	Yes	Yes
Enforce Password Complexity	Yes	Yes	Yes