



Average Per-Employee Pricing of Payroll/HCM Software Solutions

Per-Employee Monthly Costs: Payroll and HCM (Human Capital Management) software vendors typically charge on a per-employee per month (PEPM) subscription model. For mid-sized companies (e.g. construction firms with 200-1000 employees) implementing a full suite of HR solutions (performance management, LMS, org charts, analytics, surveys, career & succession planning, compensation, benefits, etc.), industry research indicates an average cost in the **mid-teens to high-\$20s per employee per month** ¹ ². In other words, a **typical range is roughly \\$15–\\$30 PEPM** for a comprehensive HCM package at this scale. (By contrast, basic core HR or payroll-only plans for small businesses can be lower, while enterprise-grade platforms can run higher.)

Sources & Pricing Examples:

- **General Average:** According to G2's 2025 HR software pricing analysis, **average HR software costs about \\$15–\\$22 per employee per month** ¹. This figure assumes a fairly comprehensive solution and aligns with other market data.
- **Full-Suite HCM Vendors:** A pricing guide by OutSail notes that **leading full-suite HRIS/payroll platforms** (like ADP, UKG, Ceridian Dayforce, etc.) **often fall in the \\$20–\\$35 PEPM range** for mid-market clients ². For example, **ADP Workforce Now's** complete “hire-to-retire” suite is roughly **\\$23–\\$30 per employee/month** ³. Similarly, Ceridian Dayforce is around \\$24–\\$31 and UKG Pro around \\$32–\\$41 PEPM in published ranges ⁴. These prices cover robust functionality (payroll, HRIS, time, benefits, performance, learning, analytics, etc.).
- **Mid-Market HR Software:** Many HR platforms tailored for small-to-mid size businesses come in a bit lower but still within this band. For instance, **BambooHR's** core HR plus performance/engagement suite is about **\\$14–\\$24 PEPM** ⁵. **Rippling** (known for its all-in-one HR + IT suite) typically costs about **\\$21–\\$29 PEPM** for an HCM bundle (with certain add-ons extra) ⁶. **Paylocity** (another popular mid-market HCM) is in the **~\\$22–\\$32 PEPM range** ³. These offerings would include many of the modules listed (performance management, LMS/learning, org charts, reporting analytics, feedback surveys, etc.), especially at the higher end of their pricing.
- **Illustrative Scenario:** One HCM provider example suggests that a **company of 1,000 employees might pay around \\$20 PEPM for a comprehensive HCM service package** ⁷. That equates to roughly \\$20,000 per month for a full suite covering all major HR functions. A smaller company with ~200 employees might accordingly spend on the order of \\$3,000–\\$6,000 per month for similar per-employee pricing (scaling with user count and selected features).

Key Factors: Keep in mind that exact pricing will depend on the scope of modules and vendor. Advanced features like performance management, learning management, or analytics are often add-ons or included in higher-tier plans, which pushes the per-employee price toward the upper end of the range ⁸. Volume discounts can apply at higher headcounts, but conversely, very feature-rich enterprise solutions (e.g. Workday) can exceed average prices (Workday is cited around \\$34–\\$42 PEPM for large clients) ⁹. Implementation fees or support costs may be additional, but the **\\$15–\\$30 per employee per month**

ballpark is a reasonable **average retail price** for a mid-sized organization seeking a broad HCM/payroll solution covering the listed functionalities ¹ ².

Overall, **most payroll/HCM vendors charge in the tens of dollars per employee per month for a full-suite HR solution** in this market segment. Using the above benchmarks, a construction company of a few hundred to 1000 workers should expect roughly **\\$18-\\$25 PEPM on average** (with ~\\$15 as a low end for basic packages and \\$30+ on the high end for premium modules) when budgeting for a comprehensive HCM software platform ¹ ³. All the cited sources reinforce this general pricing range and can be referenced for more detailed breakdowns.

Sources:

- G2 (2025) – *HR Software Pricing*: average HRIS cost ~\\$15–\\$22 per employee/month ¹.
 - OutSail (2025) – *HRIS & Payroll Solutions Pricing Guide*: full-suite HCM vendors for mid-sized firms range ~\\$8–\\$34 PEPM (most mid-market solutions fall ~\\$20–\\$30) ² ³.
 - Lift HCM (2025) – *Understanding HCM Cost*: example of 1,000-employee company at ~\\$20 PEPM for comprehensive HCM services ⁷.
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¹ ⁶ ⁸ HR Software Pricing: What G2 Data Shows in 2025

<https://learn.g2.com/hr-software-pricing>

² ³ ⁴ ⁵ ⁹ Top 20 SaaS HR Software Solutions of 2025: Features & Pricing Guide

<https://www.outsail.co/post/20-best-saas-hr-software-for-2021-with-pricing>

⁷ Understanding the Cost of Human Capital Management Services

<https://lifthcm.com/article/human-capital-management-cost>