

## 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** <sup>1</sup> <sup>2</sup>. 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** <sup>1</sup>. 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 <sup>2</sup>. For example, **ADP Workforce Now's** complete “hire-to-retain” suite is roughly **\$23–\$30 per employee/month** <sup>3</sup>. Similarly, Ceridian Dayforce is around \$24–\$31 and UKG Pro around \$32–\$41 PEPM in published ranges <sup>4</sup>. 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** <sup>5</sup>. **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) <sup>6</sup>. **Paylocity** (another popular mid-market HCM) is in the ~\$22–\$32 PEPM range <sup>3</sup>. 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** <sup>7</sup>. 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 <sup>8</sup>. 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) <sup>9</sup>. 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 <sup>1</sup> <sup>2</sup> .

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 <sup>1</sup> <sup>3</sup> . 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 <sup>1</sup> .
- 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) <sup>2</sup> <sup>3</sup> .
- Lift HCM (2025) – *Understanding HCM Cost*: example of 1,000-employee company at ~\$20 PEPM for comprehensive HCM services <sup>7</sup> .

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<sup>1</sup> <sup>6</sup> <sup>8</sup> HR Software Pricing: What G2 Data Shows in 2025

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

<sup>2</sup> <sup>3</sup> <sup>4</sup> <sup>5</sup> <sup>9</sup> 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>

<sup>7</sup> Understanding the Cost of Human Capital Management Services

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