



HRIS Systems June 17th 2022

Total Participants: 117 participants in Missouri, Illinois, and Indiana Areas

1. Do you use an HRIS system?

Answer Choices		Responses	
Yes		77.78%	91
No		22.22%	26
Answered			117
Skipped			0

Information shown below is representative of the HRIS Systems that received responses.

Let us know the HR questions you would like surveyed by emailing your question to solutions.team@aaimea.org. It is a great way to benchmark your company with other area companies!

HRIS Systems Used Repsonses : Scale between 1 and 10 (1 being I hate it and 10 being I love it!)

System	Total Responses	I hate it (1)	2	3	4	Neutral (5)	6	7	8	9	I love it (10)	Additional Comments on HRIS System
AccuFund	1	1										*AccuFund is a finance system trying to meet HR needs
ADP	22	1	2	1	2	2	1	8	5			*Moved to ADP from Paycor about a year ago. Leaving Paycor was the right choice. ADP was a wrong choice. *We are looking at other systems currently as ADP is a bit big for our size - currently looking at AllianceHCM. *With ADP now, better than Paylocity that was better than Paychex, but still not ideal. *I've used and implemented many HRIS systems. My favorites to use and implement were SuccessFactors & Paylocity. My least favorite: ADP & Paycom. *ADP is good for larger companies. It has a lot of features which can be a pro and a con. It took us a long time to learn all the ins and outs (and we are still learning). *ADP Workforce Now is not a very good system at all. Their customer service is abysmal. *We are in the middle of the transition of using ADP. We are currently with SAGE HMRS. Very dissatisfied with that system.
AAIMTrack	3								2	1		
bambooHR	2							1		1		
Banner	1							1				

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BS&A	1								1			*HRIS Systems are only as good as the user is trained for. If there are lots of features that the user never gets around to mastering, the HRIS system can be very cumbersome and intimidating to learn and often times the HRIS system becomes obsolete before users become really skilled at navigation of their particular system.
Caravus Connect	1										1	
Ceridian	1						1					
Colleague	1				1							
CPU's, PPX, Swipeclock and Applicant Stack	1								1			*They all integreate together. Mine is free with out payroll and includes other resources. I also like that it is through our local (in town) payroll provider so it works for our community focused philosophy. We had nothing before and used manual time cards and applications so we are happy with what we have added with no added costs.
Employer on The Go	1				1							
Icims	4	2		1					1			*We are currently shopping for a new payroll system that can integrate with a HRIS system. *It is a good tool for tracking applicants and for onboarding (new hire paperwork. Interfaces well with other vendors (integrity testing, background checks, etc.)
Inova	1							1				
Insperty	2				1					1		*Very antiquated system. Not user-friendly from an admin perspective.
IPS	6					1	1	2	1	1		*Good local company. You get a designated rep for your account.

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Jazz HR	1								1			
NEOGOV	1					1						
Paychex	1		1									*Paychex is probably good for companies with 50 or fewer employees. If you're larger than that, they have problems. Also, they're not good at complex 'rules' needed in the system.
Paycom	6							3	3			*It is a complete system with ATS, payroll, HRIS, Gov't reporting, OSHA reporting, FULL LMS with own video capabilities, completely mobile! Little harder to learn and get to know than some other systems. On functionality score is 100%, on user ease of use -- much lower -- maybe 60%
Paycor	5			1	1	2	1					*Switching to Paycom *Size of organization is important to consider with HRIS. *We are moving to a new HRIS/HCM platform later this year; using UKG.
Paylocity	14			2				1	6	3	2	*Integration & implementation are super easy with Paylocity *App is good, website is clean, Realtime reporting is terrible. If you are willing to wait until after payroll runs the reporting is much better. *They are always innovating and upgrading!! *Customer service has declined since COVID.
Platinum Pay	1								1			
Rippling	1			1								
Success Factors	1						1					

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UKG	15	1				1	2	3	3	4	1	*While UKG meets our base needs, we're still integrating outside solutions among talent, payroll, learning and compliance for enhanced capabilities. *We use multiple platforms. UKG (Kronos) Optimum Solutions for HRIS, Icims and Indeed for talent acquisition, Principal eBenefits for benefit administration, Vairkko for training tracking, KPA VeraSuite for safety. *This system doesn't do some basic things logically (punches not pairing, finding things in the system, can't calculate future balances of PTO, for example). It's been a disappointment in many ways, though it also has some good features. It's not the best I've seen, but it's fairly affordable.
Viewpoint	1							1				
Workday	2						1	1				