

June 2021

INFO~TECH
RESEARCH GROUP

EMOTIONAL FOOTPRINT REPORT

Human Capital Management - Enterprise

1136

Reviews

16

Vendors Evaluated

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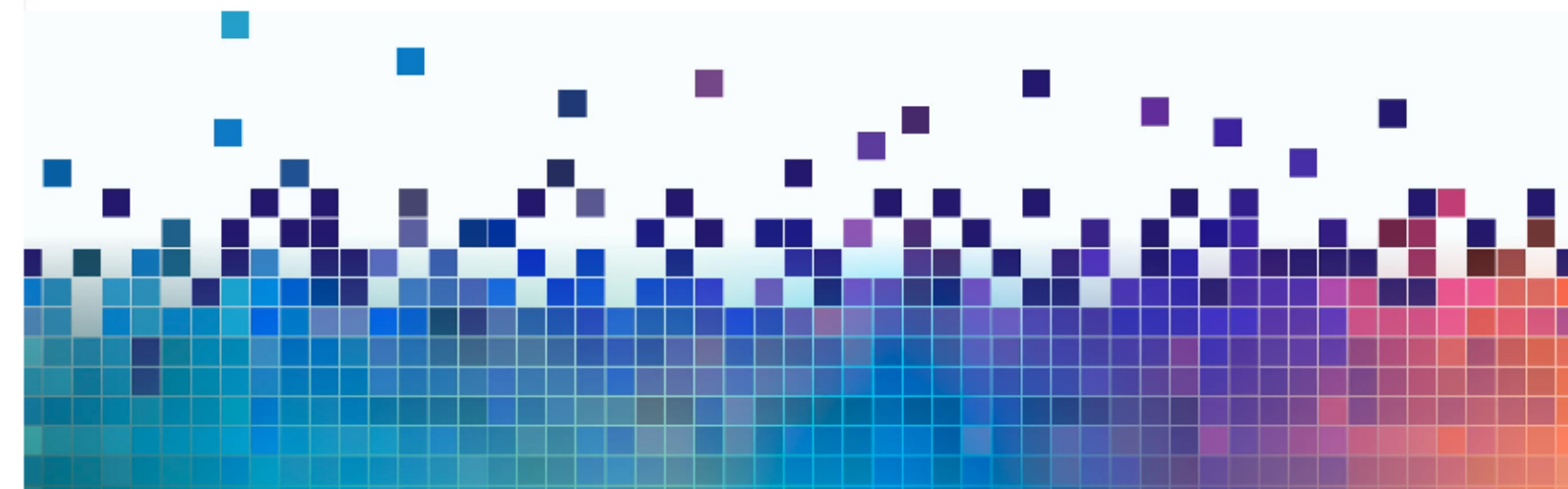
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How to Use the Report

Info-Tech's Category Reports provide a comprehensive evaluation of popular products in the Human Capital Management - Enterprise market. This buyer's guide is designed to help prospective purchasers make better decisions by leveraging the experiences of real users.

The data in this report is collected from real end users, meticulously verified for veracity, exhaustively analyzed, and visualized in easy to understand charts and graphs. Each product is compared and contrasted with all other vendors in their category to create a holistic, unbiased view of the product landscape.

Use this report to determine which product is right for your organization. For highly detailed reports on individual products, see Info-Tech's Product Scorecard.



Software Directory

HUMAN CAPITAL MANAGEMENT - ENTERPRISE SOFTWARE

Selecting software can be overwhelming and one of the biggest challenges facing organizations is understanding the marketplace and identifying all of the available vendors and products. The Software Directory is a comprehensive list of all relevant software vendors in a particular category. Use this page to create the right vendor shortlist by exploring all of the options available to your organization.

 ADP Vantage

 Ceridian Dayforce

 Infor HCM

 Oracle PeopleSoft HCM

 Paycor HCM

 SAP SuccessFactors

 Workday Human Capital Management

 ADP Workforce Now

 Cornerstone HR Suite

 isolved People Cloud

 Paychex HR Services

 Paylocity

 UKG Pro

 Avature

 Epicor HCM

 Oracle HCM Cloud

 Paycom HCM

 RUN Powered by ADP

 UKG Ready



SOFTWARE REVIEWS

Emotional Footprint Diamond

HUMAN CAPITAL MANAGEMENT - ENTERPRISE

The customer experience with a software vendor will be a complex relationship that spans procurement, implementation, service, and support. Picking software can commit you to an extended period with that vendor, and knowing how real users feel about their service experience is crucial before making that commitment. When compared with how fair the price is for the software, you receive a comprehensive overview of the expected interaction and experience with the vendor.

Value Index

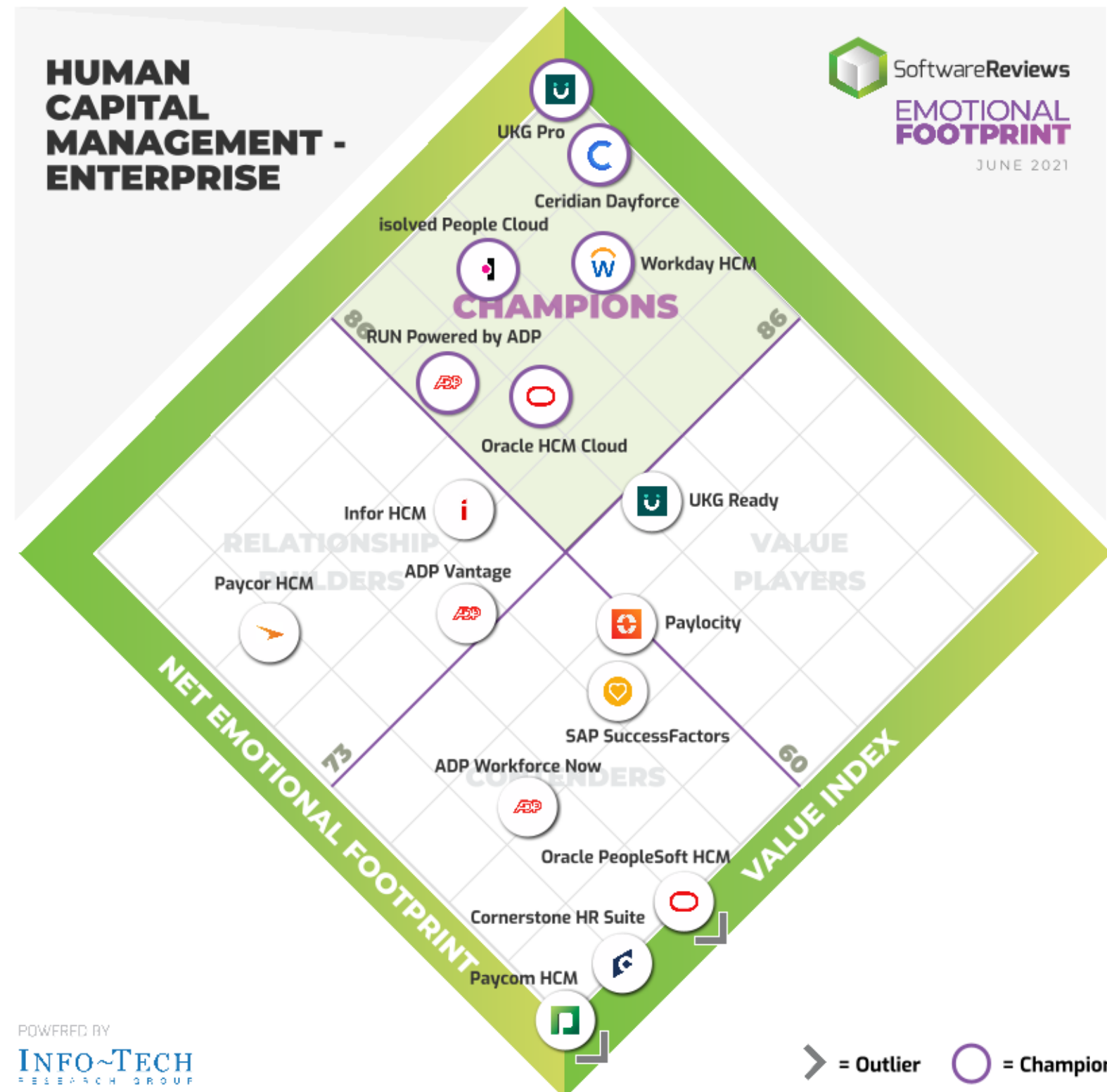
Software pricing can be complicated and confusing, but knowing if you're getting business value for the price you're paying is not. The Value Index metric captures user satisfaction with their software given the costs they are paying.

Net Emotional Footprint

The Net Emotional Footprint measures high-level user sentiment. It aggregates emotional response ratings across 25 provocative questions, creating a powerful indicator of overall user feeling toward the vendor and product.

Note: The ranges of the axes are dynamically adjusted based on minimum and maximum values in the dataset.

The Emotional Footprint Diamond illustrates how users view their interactions with their software vendor compared against their perceived cost to value of the software. This delivers you an in-depth insight into your potential relationship with the vendor.



Emotional Footprint Summary

The Net Emotional Footprint measures high-level user sentiment towards particular product offerings. It aggregates emotional response ratings for various dimensions of the vendor-client relationship and product effectiveness, creating a powerful indicator of overall user feeling toward the vendor and product. While purchasing decisions shouldn't be based on emotion, it's valuable to know what kind of emotional response the vendor you're considering elicits from their users.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



RANK	VENDOR	CX SCORE	NET EMOTIONAL FOOTPRINT	NET EMOTIONAL FOOTPRINT DISTRIBUTION	VALUE INDEX	STRONGEST POSITIVE EMOTIONS	STRONGEST NEGATIVE EMOTIONS	NUMBER OF REVIEWS
1	UKG Pro	8.5	+84 😄	4% NEGATIVE 88% POSITIVE	86	RESPECTFUL 96% SECURITY PROTECTS 94%	OVER PROMISED 21% GREEDY 6%	123
2	Ceridian Dayforce	8.5	+84 😄	4% NEGATIVE 88% POSITIVE	86	RESPECTFUL 96% CONTINUALLY IMPROVING 93%	OVER PROMISED 14% WASTES TIME 10%	258
3	Isolved People Cloud	8.3	+83 😄	4% NEGATIVE 87% POSITIVE	82	RESPECTFUL 95% SECURITY PROTECTS 93%	VENDOR'S INTEREST FIRST 9% GREEDY 7%	76
4	Workday HCM	8.2	+80 😄	5% NEGATIVE 85% POSITIVE	84	SAVES TIME 91% INTEGRITY 90%	OVER PROMISED 12% DESPISED 9%	146
5	RUN Powered by ADP	8.1	+81 😄	2% NEGATIVE 84% POSITIVE	80	INTEGRITY 96% CONTINUALLY IMPROVING 93%	SELFISH 9% FRUSTRATING 7%	20
6	Oracle HCM Cloud	8.0	+78 😊	5% NEGATIVE 83% POSITIVE	81	INTEGRITY 92% INSPIRING 92%	PERFORMANCE RESTRICTING 16% HARDBALL TACTICS 11%	21
7	Infor HCM	7.8	+77 😊	5% NEGATIVE 82% POSITIVE	79	RESPECTFUL 96% EFFECTIVE 91%	DESPISED 16% OVER PROMISED 12%	34
8	UKG Ready	7.7	+72 😊	7% NEGATIVE 79% POSITIVE	81	SECURITY PROTECTS 91% RESPECTFUL 90%	OVER PROMISED 20% LEVERAGES INCUMBENT STATUS 18%	88
9	Paycor HCM	7.6	+79 😊	5% NEGATIVE 84% POSITIVE	74	GENEROUS 96% RESPECTFUL 92%	STAGNANT 11% CHARGES FOR PRODUCT ENHANCEMENTS 11%	26
10	ADP Vantage	7.6	+74 😊	3% NEGATIVE 77% POSITIVE	77	CLIENT FRIENDLY POLICIES 95% TRUSTWORTHY 95%	OVER PROMISED 11% CHARGES FOR PRODUCT ENHANCEMENTS 9%	20

Emotional Footprint Summary

The Net Emotional Footprint measures high-level user sentiment towards particular product offerings. It aggregates emotional response ratings for various dimensions of the vendor-client relationship and product effectiveness, creating a powerful indicator of overall user feeling toward the vendor and product. While purchasing decisions shouldn't be based on emotion, it's valuable to know what kind of emotional response the vendor you're considering elicits from their users.

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POSITIVE NEGATIVE



RANK	VENDOR	CX SCORE	NET EMOTIONAL FOOTPRINT	NET EMOTIONAL FOOTPRINT DISTRIBUTION	VALUE INDEX	STRONGEST POSITIVE EMOTIONS	STRONGEST NEGATIVE EMOTIONS	NUMBER OF REVIEWS
11	Paylocity	7.4	+69 😊	6% NEGATIVE 75% POSITIVE	79	PERFORMANCE ENHANCING 86% CARING 85%	LACK OF INTEGRITY 14% STAGNANT 10%	32
12	SAP SuccessFactors	7.3	+67 😊	6% NEGATIVE 73% POSITIVE	78	ENABLES PRODUCTIVITY 94% PERFORMANCE ENHANCING 91%	OVER PROMISED 20% VENDOR FRIENDLY POLICIES 11%	37
13	ADP Workforce Now	7.1	+67 😊	12% NEGATIVE 78% POSITIVE	75	RELIABLE 86% INTEGRITY 85%	FRUSTRATING 18% WASTES TIME 17%	107
14	Cornerstone HR Suite	6.8	+61 😊	9% NEGATIVE 69% POSITIVE	75	EFFICIENT 84% SAVES TIME 78%	OVER PROMISED 27% STAGNANT 24%	14
15	Oracle PeopleSoft HCM	6.5	+52 😐	17% NEGATIVE 68% POSITIVE	75	RELIABLE 77% INTEGRITY 77%	OVER PROMISED 25% DESPISED 24%	103
16	Paycom HCM	5.9	+42 😐	11% NEGATIVE 53% POSITIVE	73	SAVES TIME 70% SECURITY PROTECTS 69%	OVER PROMISED 33% FRUSTRATING 17%	18
VENDORS WITH INSUFFICIENT DATA								
--	Epicor HCM	7.3	+59 😐	14% NEGATIVE 73% POSITIVE	84	RESPECTFUL 85% EFFECTIVE 76%	VENDOR'S INTEREST FIRST 28% LEVERAGES INCUMBENT STATUS 21%	13

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE - NEGATIVE



CATEGORY

Service Experience

Good service matters. The last thing you need is to be disrespected by your software vendor, or to get bogged down by their ineptitude or neglect. This section displays data related to quality and effectiveness of service, so you can know whether you'll be treated well before and after you've made the purchase.



Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE NEGATIVE



Disrespectful vs. Respectful

1	Infor HCM	+96 😄		34 REVIEWS
2	UKG Pro	+96 😄		123 REVIEWS
3	Ceridian Dayforce	+95 😄		258 REVIEWS
4	Isolved People Cloud	+93 😄		76 REVIEWS
5	Paycor HCM	+92 😄		26 REVIEWS
6	Oracle HCM Cloud	+91 😄		21 REVIEWS
7	UKG Ready	+90 😄		88 REVIEWS
8	ADP RUN Powered by ADP	+87 😄		20 REVIEWS
9	Workday Human Capital Manage...	+85 😄		146 REVIEWS
10	ADP Vantage	+80 😄		20 REVIEWS
11	Paylocity	+77 😄		32 REVIEWS
12	ADP Workforce Now	+71 😄		107 REVIEWS

13	Oracle PeopleSoft HCM	+67 😄		103 REVIEWS
14	SAP SuccessFactors	+67 😄		37 REVIEWS
15	Cornerstone HR Suite	+62 😄		14 REVIEWS
16	Paycom HCM	+60 😄		18 REVIEWS
CATEGORY AVERAGE		+87 😄		

-	Epicor HCM	+74 😄		13 REVIEWS
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Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - % NEGATIVE = EMOTIONAL FOOTPRINT



Bureaucratic vs. Efficient

1	Arista People Cloud	+90	DISTRIBUTION 1% 8% 91%	76 REVIEWS	13	Paylocity	+64	DISTRIBUTION 6% 24% 70%	32 REVIEWS
2	Oracle HCM Cloud	+90	DISTRIBUTION -- 10% 90%	21 REVIEWS	14	ADP Workforce Now	+62	DISTRIBUTION 14% 10% 76%	107 REVIEWS
3	UKG Pro	+86	DISTRIBUTION 5% 5% 91%	123 REVIEWS	15	Oracle PeopleSoft HCM	+47	DISTRIBUTION 20% 13% 67%	103 REVIEWS
4	Cornerstone HR Suite	+84	DISTRIBUTION -- 16% 84%	14 REVIEWS	16	Paycom HCM	+31	DISTRIBUTION 16% 38% 47%	18 REVIEWS
5	Paycor HCM	+84	DISTRIBUTION 4% 8% 88%	26 REVIEWS	CATEGORY AVERAGE				
6	Infor HCM	+83	DISTRIBUTION 4% 9% 87%	34 REVIEWS			+77	DISTRIBUTION 7% 10% 84%	
7	Workday Human Capital Manage...	+83	DISTRIBUTION 6% 5% 89%	146 REVIEWS	-	Epicor HCM	+50	DISTRIBUTION 21% 9% 71%	13 REVIEWS
8	ADP RUN Powered by ADP	+82	DISTRIBUTION 4% 10% 86%	20 REVIEWS					
9	ADP Vantage	+81	DISTRIBUTION 3% 13% 84%	20 REVIEWS					
10	Ceridian Dayforce	+81	DISTRIBUTION 6% 7% 87%	258 REVIEWS					
11	SAP SuccessFactors	+69	DISTRIBUTION 6% 19% 75%	37 REVIEWS					
12	UKG Ready	+66	DISTRIBUTION 10% 14% 76%	88 REVIEWS					

Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Neglectful vs. Caring

1	Oracle HCM Cloud	+89	DISTRIBUTION -- 11% 89%	21 REVIEWS	13	Oracle PeopleSoft HCM	+62	DISTRIBUTION 11% 16% 73%	103 REVIEWS
2	Isolved People Cloud	+85	DISTRIBUTION 4% 7% 89%	76 REVIEWS	14	SAP SuccessFactors	+60	DISTRIBUTION 3% 33% 63%	37 REVIEWS
3	Ceridian Dayforce	+83	DISTRIBUTION 5% 7% 88%	258 REVIEWS	15	ADP Workforce Now	+57	DISTRIBUTION 16% 11% 73%	107 REVIEWS
4	Paylocity	+83	DISTRIBUTION 2% 13% 85%	32 REVIEWS	16	Paycom HCM	+47	DISTRIBUTION 4% 45% 51%	18 REVIEWS
5	UKG Pro	+83	DISTRIBUTION 5% 7% 88%	123 REVIEWS	CATEGORY AVERAGE				
6	Workday Human Capital Manage...	+82	DISTRIBUTION 4% 10% 86%	146 REVIEWS			+77	DISTRIBUTION 6% 11% 83%	
7	ADP Vantage	+80	DISTRIBUTION -- 20% 80%	20 REVIEWS	-	Epicor HCM	+60	DISTRIBUTION 11% 18% 71%	13 REVIEWS
8	ADP RUN Powered by ADP	+79	DISTRIBUTION 3% 15% 82%	20 REVIEWS					
9	Infor HCM	+77	DISTRIBUTION 2% 19% 79%	34 REVIEWS					
10	Paycor HCM	+73	DISTRIBUTION 8% 11% 81%	26 REVIEWS					
11	UKG Ready	+73	DISTRIBUTION 11% 5% 84%	88 REVIEWS					
12	Cornerstone HR Suite	+69	DISTRIBUTION 9% 14% 78%	14 REVIEWS					

Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE NEGATIVE



Frustrating vs. Effective

1	Infor HCM	+87 😄		34 REVIEWS
2	UKG Pro	+86 😄		123 REVIEWS
3	Isolved People Cloud	+84 😄		76 REVIEWS
4	Workday Human Capital Manage...	+84 😄		146 REVIEWS
5	Paylocity	+83 😄		32 REVIEWS
6	Cornerstone HR Suite	+78 😊		14 REVIEWS
7	Oracle HCM Cloud	+78 😊		21 REVIEWS
8	Ceridian Dayforce	+74 😊		258 REVIEWS
9	Paycor HCM	+74 😊		26 REVIEWS
10	RUN Powered by ADP	+74 😊		20 REVIEWS
11	ADP Vantage	+72 😊		20 REVIEWS
12	SAP SuccessFactors	+69 😊		37 REVIEWS

13	UKG Ready	+69 😊		88 REVIEWS
14	ADP Workforce Now	+58 😐		107 REVIEWS
15	Oracle PeopleSoft HCM	+52 😐		103 REVIEWS
16	Paycom HCM	+38 😞		18 REVIEWS
CATEGORY AVERAGE		+75 😊		

-	Epicor HCM	+55 😐		13 REVIEWS
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Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Wastes Time vs. Saves Time

1	Insolved People Cloud	+88 😄	DISTRIBUTION 3% 7% 91%	76 REVIEWS
2	UKG Pro	+85 😄	DISTRIBUTION 4% 7% 89%	123 REVIEWS
3	Paycor HCM	+84 😄	DISTRIBUTION 6% 4% 90%	26 REVIEWS
4	Workday Human Capital Manage...	+84 😄	DISTRIBUTION 7% 3% 91%	146 REVIEWS
5	Infor HCM	+81 😄	DISTRIBUTION 2% 15% 83%	34 REVIEWS
6	RUN Powered by ADP	+81 😄	DISTRIBUTION -- 19% 81%	20 REVIEWS
7	ADP Vantage	+75 😄	DISTRIBUTION -- 25% 75%	20 REVIEWS
8	Oracle HCM Cloud	+75 😄	DISTRIBUTION 10% 5% 85%	21 REVIEWS
9	Paylocity	+73 😄	DISTRIBUTION 10% 7% 83%	32 REVIEWS
10	UKG Ready	+72 😄	DISTRIBUTION 9% 9% 81%	88 REVIEWS
11	Ceridian Dayforce	+71 😄	DISTRIBUTION 10% 9% 81%	258 REVIEWS
12	Cornerstone HR Suite	+69 😄	DISTRIBUTION 9% 14% 78%	14 REVIEWS

13	Paycom HCM	+63 😄	DISTRIBUTION 7% 23% 70%	18 REVIEWS
14	SAP SuccessFactors	+58 😐	DISTRIBUTION 6% 30% 64%	37 REVIEWS
15	ADP Workforce Now	+56 😐	DISTRIBUTION 17% 11% 73%	107 REVIEWS
16	Oracle PeopleSoft HCM	+50 😐	DISTRIBUTION 20% 11% 70%	103 REVIEWS
CATEGORY AVERAGE		+74 😄	DISTRIBUTION 8% 9% 83%	

-	Epicor HCM	+65 😄	DISTRIBUTION 11% 13% 76%	13 REVIEWS
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Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE - NEGATIVE



CATEGORY

Conflict Resolution

Disagreements are inevitable, but knowing your vendor will handle them reasonably, fairly, and amiably can give you peace of mind. Use the data in this section to understand which vendors will behave professionally when conflict arises.



Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Lack Of Integrity vs. Integrity

1	RUN Powered by ADP	+96 😄		20 REVIEWS
2	Oracle HCM Cloud	+92 😄		21 REVIEWS
3	UKG Pro	+92 😄		123 REVIEWS
4	Ceridian Dayforce	+90 😄		258 REVIEWS
5	isolved People Cloud	+88 😄		76 REVIEWS
6	UKG Ready	+88 😄		88 REVIEWS
7	Infor HCM	+86 😄		34 REVIEWS
8	Workday Human Capital Manage...	+86 😄		146 REVIEWS
9	Paycor HCM	+84 😄		26 REVIEWS
10	ADP Workforce Now	+75 😊		107 REVIEWS
11	ADP Vantage	+74 😊		20 REVIEWS
12	Oracle PeopleSoft HCM	+73 😊		103 REVIEWS

13	Cornerstone HR Suite	+69 😊		14 REVIEWS
14	SAP SuccessFactors	+62 😊		37 REVIEWS
15	Paylocity	+61 😊		32 REVIEWS
16	Paycom HCM	+38 😞		18 REVIEWS
CATEGORY AVERAGE		+83 😄		

-	Epicor HCM	+60 😊		13 REVIEWS
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Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - % NEGATIVE = EMOTIONAL FOOTPRINT



Vendor Friendly Policies vs. Client Friendly Policies

1	ADP Vantage	+92 😄	DISTRIBUTION 3% 3% 95%	20 REVIEWS	13	Cornerstone HR Suite	+59 😐	DISTRIBUTION 9% 24% 68%	14 REVIEWS
2	UKG Pro	+90 😄	DISTRIBUTION 2% 6% 92%	123 REVIEWS	14	Paylocity	+59 😐	DISTRIBUTION 9% 23% 68%	32 REVIEWS
3	Paycor HCM	+85 😄	DISTRIBUTION 4% 7% 89%	26 REVIEWS	15	Oracle PeopleSoft HCM	+54 😐	DISTRIBUTION 15% 15% 69%	103 REVIEWS
4	Infor HCM	+84 😄	DISTRIBUTION 4% 8% 88%	34 REVIEWS	16	Paycom HCM	+19 😡	DISTRIBUTION 17% 46% 36%	18 REVIEWS
5	Ceridian Dayforce	+82 😄	DISTRIBUTION 4% 10% 86%	258 REVIEWS	CATEGORY AVERAGE				
6	Isolved People Cloud	+82 😄	DISTRIBUTION 6% 7% 88%	76 REVIEWS	+77 😊 DISTRIBUTION 6% 12% 83%				
7	Workday Human Capital Manage...	+82 😄	DISTRIBUTION 3% 12% 85%	146 REVIEWS	-	Epicor HCM	+50 😐	DISTRIBUTION 21% 9% 71%	13 REVIEWS
8	Oracle HCM Cloud	+77 😊	DISTRIBUTION 5% 13% 82%	21 REVIEWS					
9	RUN Powered by ADP	+76 😊	DISTRIBUTION -- 24% 76%	20 REVIEWS					
10	UKG Ready	+76 😊	DISTRIBUTION 5% 14% 81%	88 REVIEWS					
11	ADP Workforce Now	+71 😊	DISTRIBUTION 9% 10% 80%	107 REVIEWS					
12	SAP SuccessFactors	+60 😊	DISTRIBUTION 11% 18% 71%	37 REVIEWS					

Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - % NEGATIVE = EMOTIONAL FOOTPRINT



Selfish vs. Altruistic

1	UKG Pro	+92	DISTRIBUTION 2% 4% 94%	123 REVIEWS	13	ADP Workforce Now	+60	DISTRIBUTION 13% 14% 73%	107 REVIEWS
2	Infor HCM	+86	DISTRIBUTION 2% 10% 88%	34 REVIEWS	14	SAP SuccessFactors	+54	DISTRIBUTION 7% 32% 61%	37 REVIEWS
3	Ceridian Dayforce	+83	DISTRIBUTION 4% 9% 87%	258 REVIEWS	15	Paycom HCM	+44	DISTRIBUTION 4% 48% 48%	18 REVIEWS
4	Paycor HCM	+81	DISTRIBUTION 4% 12% 85%	26 REVIEWS	16	Oracle PeopleSoft HCM	+38	DISTRIBUTION 20% 22% 58%	103 REVIEWS
5	Isolved People Cloud	+77	DISTRIBUTION 4% 15% 81%	76 REVIEWS	CATEGORY AVERAGE				
6	Cornerstone HR Suite	+76	DISTRIBUTION -- 24% 76%	14 REVIEWS	+73				
7	Oracle HCM Cloud	+72	DISTRIBUTION 5% 18% 77%	21 REVIEWS	DISTRIBUTION 6% 16% 79%				
8	Workday Human Capital Manage...	+72	DISTRIBUTION 5% 17% 77%	146 REVIEWS	-	Epicor HCM	+60	DISTRIBUTION 11% 18% 71%	13 REVIEWS
9	UKG Ready	+68	DISTRIBUTION 6% 20% 74%	88 REVIEWS					
10	RUN Powered by ADP	+66	DISTRIBUTION 9% 16% 75%	20 REVIEWS					
11	ADP Vantage	+62	DISTRIBUTION 3% 32% 65%	20 REVIEWS					
12	Paylocity	+62	DISTRIBUTION -- 38% 62%	32 REVIEWS					

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Big Fat Liars vs. Trustworthy

1	ADP Vantage	+95	DISTRIBUTION -- 5% 95%	20 REVIEWS	13	RUN Powered by ADP	+67	DISTRIBUTION 4% 25% 71%	20 REVIEWS
2	Isolved People Cloud	+89	DISTRIBUTION 1% 8% 90%	76 REVIEWS	14	SAP SuccessFactors	+64	DISTRIBUTION 4% 29% 68%	37 REVIEWS
3	UKG Ready	+89	DISTRIBUTION -- 11% 89%	88 REVIEWS	15	Oracle PeopleSoft HCM	+56	DISTRIBUTION 11% 22% 67%	103 REVIEWS
4	Infor HCM	+88	DISTRIBUTION -- 12% 88%	34 REVIEWS	16	Paycom HCM	+32	DISTRIBUTION 14% 40% 46%	18 REVIEWS
5	UKG Pro	+88	DISTRIBUTION 2% 8% 90%	123 REVIEWS	CATEGORY AVERAGE				
6	Ceridian Dayforce	+87	DISTRIBUTION 3% 7% 90%	258 REVIEWS	+81 DISTRIBUTION 4% 11% 85%				
7	Paycor HCM	+84	DISTRIBUTION 4% 8% 88%	26 REVIEWS	-	Epicor HCM	+60	DISTRIBUTION 11% 18% 71%	13 REVIEWS
8	Workday Human Capital Manage...	+83	DISTRIBUTION 4% 9% 87%	146 REVIEWS					
9	Oracle HCM Cloud	+77	DISTRIBUTION 5% 13% 82%	21 REVIEWS					
10	ADP Workforce Now	+76	DISTRIBUTION 9% 6% 85%	107 REVIEWS					
11	Paylocity	+70	DISTRIBUTION 6% 18% 76%	32 REVIEWS					
12	Cornerstone HR Suite	+69	DISTRIBUTION -- 31% 69%	14 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE NEGATIVE



Unfair vs. Fair

1	UKG Pro	+93	DISTRIBUTION -- 7% 93%	123 REVIEWS	13	Paycom HCM	+65	DISTRIBUTION 4% 27% 69%	18 REVIEWS
2	Ceridian Dayforce	+91	DISTRIBUTION 1% 7% 92%	258 REVIEWS	14	SAP SuccessFactors	+64	DISTRIBUTION 4% 29% 68%	37 REVIEWS
3	RUN Powered by ADP	+89	DISTRIBUTION -- 11% 89%	20 REVIEWS	15	Oracle PeopleSoft HCM	+58	DISTRIBUTION 10% 23% 68%	103 REVIEWS
4	Paycor HCM	+88	DISTRIBUTION 4% 4% 92%	26 REVIEWS	16	Cornerstone HR Suite	+52	DISTRIBUTION 9% 31% 61%	14 REVIEWS
5	Infor HCM	+86	DISTRIBUTION -- 14% 86%	34 REVIEWS	CATEGORY AVERAGE				
6	Isolved People Cloud	+85	DISTRIBUTION 4% 7% 89%	76 REVIEWS			+82	DISTRIBUTION 3% 11% 85%	
7	Paylocity	+82	DISTRIBUTION 2% 14% 84%	32 REVIEWS	-	Epicor HCM	+65	DISTRIBUTION 11% 13% 76%	13 REVIEWS
8	Workday Human Capital Manage...	+80	DISTRIBUTION 4% 11% 84%	146 REVIEWS					
9	Oracle HCM Cloud	+77	DISTRIBUTION -- 23% 77%	21 REVIEWS					
10	UKG Ready	+76	DISTRIBUTION 1% 22% 77%	88 REVIEWS					
11	ADP Vantage	+75	DISTRIBUTION -- 25% 75%	20 REVIEWS					
12	ADP Workforce Now	+74	DISTRIBUTION 10% 6% 84%	107 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



CATEGORY

Negotiation and Contract

Negotiation doesn't have to be adversarial. Both parties are always looking to get the best deal, but finding a vendor who will work with you rather than against makes it more likely you'll both be happy with the results. Use the data in this section to determine which vendors will negotiate pleasantly and in good faith.



Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Greedy vs. Generous

1	Paycor HCM	+96 😄	DISTRIBUTION -- 4% 96%	26 REVIEWS	13	SAP SuccessFactors	+55 😐	DISTRIBUTION 6% 33% 61%	37 REVIEWS
2	RUN Powered by ADP	+82 😄	DISTRIBUTION 4% 10% 86%	20 REVIEWS	14	Paycom HCM	+52 😐	DISTRIBUTION 10% 28% 62%	18 REVIEWS
3	Infor HCM	+79 😊	DISTRIBUTION 2% 17% 81%	34 REVIEWS	15	Oracle PeopleSoft HCM	+47 😐	DISTRIBUTION 20% 13% 67%	103 REVIEWS
4	Workday Human Capital Manage...	+78 😊	DISTRIBUTION 5% 12% 83%	146 REVIEWS	16	Cornerstone HR Suite	+46 😐	DISTRIBUTION 15% 24% 61%	14 REVIEWS
5	Ceridian Dayforce	+77 😊	DISTRIBUTION 5% 13% 82%	258 REVIEWS	CATEGORY AVERAGE				
6	UKG Pro	+77 😊	DISTRIBUTION 6% 11% 83%	123 REVIEWS			+71 😊	DISTRIBUTION 7% 15% 78%	
7	Isolved People Cloud	+71 😊	DISTRIBUTION 7% 15% 78%	76 REVIEWS	-	Epicor HCM	+60 😊	DISTRIBUTION 11% 18% 71%	13 REVIEWS
8	Paylocity	+68 😊	DISTRIBUTION 4% 23% 72%	32 REVIEWS					
9	Oracle HCM Cloud	+67 😊	DISTRIBUTION 4% 25% 71%	21 REVIEWS					
10	ADP Vantage	+66 😊	DISTRIBUTION -- 34% 66%	20 REVIEWS					
11	UKG Ready	+63 😊	DISTRIBUTION 3% 31% 66%	88 REVIEWS					
12	ADP Workforce Now	+61 😊	DISTRIBUTION 12% 16% 73%	107 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Deceptive vs. Transparent

1	UKG Pro	+87	 DISTRIBUTION 5% 3% 92%	123 REVIEWS	13	Paylocity	+63	 DISTRIBUTION 7% 23% 70%	32 REVIEWS
2	RUN Powered by ADP	+86	 DISTRIBUTION -- 14% 86%	20 REVIEWS	14	Cornerstone HR Suite	+60	 DISTRIBUTION 9% 22% 69%	14 REVIEWS
3	Workday Human Capital Manage...	+85	 DISTRIBUTION 5% 5% 90%	146 REVIEWS	15	Oracle PeopleSoft HCM	+51	 DISTRIBUTION 15% 20% 66%	103 REVIEWS
4	Paycor HCM	+83	 DISTRIBUTION 4% 9% 87%	26 REVIEWS	16	Paycom HCM	+33	 DISTRIBUTION 15% 37% 48%	18 REVIEWS
5	ADP Vantage	+82	 DISTRIBUTION -- 18% 82%	20 REVIEWS	CATEGORY AVERAGE				
6	Infor HCM	+82	 DISTRIBUTION 6% 6% 88%	34 REVIEWS	+76 DISTRIBUTION 6% 13% 82%				
7	Ceridian Dayforce	+81	 DISTRIBUTION 4% 10% 85%	258 REVIEWS	-	Epicor HCM	+60	 DISTRIBUTION 11% 18% 71%	13 REVIEWS
8	Oracle HCM Cloud	+81	 DISTRIBUTION -- 19% 81%	21 REVIEWS					
9	Isolved People Cloud	+76	 DISTRIBUTION 3% 18% 79%	76 REVIEWS					
10	ADP Workforce Now	+74	 DISTRIBUTION 8% 10% 82%	107 REVIEWS					
11	UKG Ready	+69	 DISTRIBUTION 5% 21% 74%	88 REVIEWS					
12	SAP SuccessFactors	+68	 DISTRIBUTION 7% 18% 75%	37 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Over Promised vs. Over Delivered

1	Paycor HCM	+74 😊	DISTRIBUTION 4% 18% 78%	26 REVIEWS	13	UKG Pro	+40 😐	DISTRIBUTION 21% 17% 61%	123 REVIEWS
2	Isolved People Cloud	+72 😊	DISTRIBUTION 7% 13% 79%	76 REVIEWS	14	Oracle PeopleSoft HCM	+30 😞	DISTRIBUTION 25% 20% 55%	103 REVIEWS
3	Oracle HCM Cloud	+66 😊	DISTRIBUTION 10% 14% 76%	21 REVIEWS	15	Cornerstone HR Suite	+17 😡	DISTRIBUTION 27% 29% 44%	14 REVIEWS
4	Paylocity	+62 😊	DISTRIBUTION 7% 24% 69%	32 REVIEWS	16	Paycom HCM	+11 😡	DISTRIBUTION 33% 24% 44%	18 REVIEWS
5	ADP RUN Powered by ADP	+62 😊	DISTRIBUTION 4% 30% 66%	20 REVIEWS	CATEGORY AVERAGE				
6	Infor HCM	+61 😊	DISTRIBUTION 12% 16% 73%	34 REVIEWS	+53 😐 DISTRIBUTION 14% 19% 67%				
7	Ceridian Dayforce	+57 😐	DISTRIBUTION 14% 15% 71%	258 REVIEWS	-	Epicor HCM	+50 😐	DISTRIBUTION 21% 9% 71%	13 REVIEWS
8	Workday Human Capital Manage...	+55 😐	DISTRIBUTION 12% 21% 67%	146 REVIEWS					
9	ADP Workforce Now	+50 😐	DISTRIBUTION 13% 24% 63%	107 REVIEWS					
10	ADP Vantage	+44 😐	DISTRIBUTION 11% 34% 55%	20 REVIEWS					
11	UKG Ready	+43 😐	DISTRIBUTION 20% 18% 63%	88 REVIEWS					
12	SAP SuccessFactors	+42 😐	DISTRIBUTION 20% 18% 62%	37 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Vendor's Interest First vs. Client's Interest First

1	Paycor HCM	+83 😄	DISTRIBUTION 4% 9% 87%	26 REVIEWS
2	UKG Pro	+83 😄	DISTRIBUTION 4% 9% 87%	123 REVIEWS
3	Infor HCM	+80 😄	DISTRIBUTION 4% 12% 84%	34 REVIEWS
4	Oracle HCM Cloud	+79 😊	DISTRIBUTION -- 21% 79%	21 REVIEWS
5	Ceridian Dayforce	+78 😊	DISTRIBUTION 6% 10% 84%	258 REVIEWS
6	ADP RUN Powered by ADP	+77 😊	DISTRIBUTION 4% 15% 81%	20 REVIEWS
7	Workday Human Capital Manage...	+73 😊	DISTRIBUTION 7% 13% 80%	146 REVIEWS
8	ADP Vantage	+71 😊	DISTRIBUTION 6% 17% 77%	20 REVIEWS
9	Paylocity	+71 😊	DISTRIBUTION 2% 25% 73%	32 REVIEWS
10	UKG Ready	+68 😊	DISTRIBUTION 12% 7% 80%	88 REVIEWS
11	isolved People Cloud	+67 😊	DISTRIBUTION 9% 15% 76%	76 REVIEWS
12	ADP Workforce Now	+65 😊	DISTRIBUTION 14% 7% 79%	107 REVIEWS

13	Cornerstone HR Suite	+65 😊	DISTRIBUTION 6% 23% 71%	14 REVIEWS
14	SAP SuccessFactors	+63 😊	DISTRIBUTION 6% 26% 69%	37 REVIEWS
15	Oracle PeopleSoft HCM	+45 😐	DISTRIBUTION 21% 14% 66%	103 REVIEWS
16	Paycom HCM	+36 😞	DISTRIBUTION 14% 35% 50%	18 REVIEWS
CATEGORY AVERAGE		+71 😊	DISTRIBUTION 8% 13% 79%	

-	Epicor HCM	+35 😞	DISTRIBUTION 28% 9% 63%	13 REVIEWS
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Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Hardball Tactics vs. Friendly Negotiation

1	Paycor HCM	+92 😄	DISTRIBUTION -- 8% 92%	26 REVIEWS	13	Cornerstone HR Suite	+60 😊	DISTRIBUTION 9% 22% 69%	14 REVIEWS
2	Isolved People Cloud	+89 😄	DISTRIBUTION 1% 9% 90%	76 REVIEWS	14	Oracle PeopleSoft HCM	+57 😐	DISTRIBUTION 14% 16% 71%	103 REVIEWS
3	Infor HCM	+86 😄	DISTRIBUTION 2% 9% 88%	34 REVIEWS	15	Paylocity	+54 😐	DISTRIBUTION 7% 32% 61%	32 REVIEWS
4	UKG Pro	+86 😄	DISTRIBUTION -- 14% 86%	123 REVIEWS	16	Paycom HCM	+44 😐	DISTRIBUTION 4% 48% 48%	18 REVIEWS
5	Ceridian Dayforce	+81 😄	DISTRIBUTION 2% 15% 83%	258 REVIEWS	CATEGORY AVERAGE				
6	UKG Ready	+75 😊	DISTRIBUTION 6% 12% 81%	88 REVIEWS	+76 😊 DISTRIBUTION 4% 16% 80%				
7	RUN Powered by ADP	+74 😊	DISTRIBUTION 3% 19% 77%	20 REVIEWS	-	Epicor HCM	+65 😊	DISTRIBUTION 11% 13% 76%	13 REVIEWS
8	ADP Workforce Now	+71 😊	DISTRIBUTION 8% 13% 79%	107 REVIEWS					
9	Workday Human Capital Manage...	+71 😊	DISTRIBUTION 6% 17% 77%	146 REVIEWS					
10	Oracle HCM Cloud	+70 😊	DISTRIBUTION 11% 8% 81%	21 REVIEWS					
11	SAP SuccessFactors	+67 😊	DISTRIBUTION 6% 22% 73%	37 REVIEWS					
12	ADP Vantage	+63 😊	DISTRIBUTION -- 37% 63%	20 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE - NEGATIVE



CATEGORY

Strategy and Innovation

Your vendor's attitude toward innovation is important; if they aren't at least keeping pace with market directions and trends, they certainly won't be enabling you to get ahead. Use the data in this section to gauge whether your vendor appreciates the need to innovate and the extent to which they'll support you to do the same.



Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Roadblock To Innovation vs. Helps Innovate

1	Ceridian Dayforce	+88 😄	DISTRIBUTION 3% 6% 91%	258 REVIEWS
2	RUN Powered by ADP	+85 😄	DISTRIBUTION -- 15% 85%	20 REVIEWS
3	Workday Human Capital Manage...	+84 😄	DISTRIBUTION 2% 12% 86%	146 REVIEWS
4	Isolved People Cloud	+79 😊	DISTRIBUTION 1% 18% 80%	76 REVIEWS
5	UKG Pro	+79 😊	DISTRIBUTION 4% 13% 83%	123 REVIEWS
6	UKG Ready	+79 😊	DISTRIBUTION 6% 9% 85%	88 REVIEWS
7	Infor HCM	+75 😊	DISTRIBUTION 8% 9% 83%	34 REVIEWS
8	Oracle HCM Cloud	+74 😊	DISTRIBUTION 4% 18% 78%	21 REVIEWS
9	Paylocity	+71 😊	DISTRIBUTION 6% 18% 77%	32 REVIEWS
10	ADP Workforce Now	+69 😊	DISTRIBUTION 12% 7% 81%	107 REVIEWS
11	Paycor HCM	+69 😊	DISTRIBUTION 7% 18% 76%	26 REVIEWS
12	ADP Vantage	+66 😊	DISTRIBUTION 5% 24% 71%	20 REVIEWS

13	SAP SuccessFactors	+63 😊	DISTRIBUTION 3% 31% 66%	37 REVIEWS
14	Cornerstone HR Suite	+60 😊	DISTRIBUTION 16% 9% 76%	14 REVIEWS
15	Paycom HCM	+56 😐	DISTRIBUTION 8% 27% 64%	18 REVIEWS
16	Oracle PeopleSoft HCM	+52 😐	DISTRIBUTION 17% 13% 69%	103 REVIEWS
CATEGORY AVERAGE		+77 😊	DISTRIBUTION 5% 12% 82%	

-	Epicor HCM	+62 😊	DISTRIBUTION 11% 15% 73%	13 REVIEWS
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Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Stagnant vs. Continually Improving

1	Ceridian Dayforce	+92	DISTRIBUTION 1% 6% 93%	258 REVIEWS	13	ADP Workforce Now	+66	DISTRIBUTION 11% 13% 77%	107 REVIEWS
2	RUN Powered by ADP	+90	DISTRIBUTION 3% 3% 93%	20 REVIEWS	14	Paycom HCM	+54	DISTRIBUTION 3% 40% 57%	18 REVIEWS
3	Workday Human Capital Manage...	+86	DISTRIBUTION 3% 8% 89%	146 REVIEWS	15	Oracle PeopleSoft HCM	+44	DISTRIBUTION 21% 14% 65%	103 REVIEWS
4	SAP SuccessFactors	+85	DISTRIBUTION 3% 9% 88%	37 REVIEWS	16	Cornerstone HR Suite	+30	DISTRIBUTION 24% 22% 54%	14 REVIEWS
5	UKG Pro	+85	DISTRIBUTION 2% 10% 87%	123 REVIEWS	CATEGORY AVERAGE				
6	ADP Vantage	+80	DISTRIBUTION 9% 3% 89%	20 REVIEWS			+78	DISTRIBUTION 6% 10% 84%	
7	Isolved People Cloud	+79	DISTRIBUTION 4% 13% 83%	76 REVIEWS	-	Epicor HCM	+62	DISTRIBUTION 11% 15% 73%	13 REVIEWS
8	Oracle HCM Cloud	+75	DISTRIBUTION 4% 17% 79%	21 REVIEWS					
9	Paycor HCM	+75	DISTRIBUTION 11% 3% 86%	26 REVIEWS					
10	UKG Ready	+75	DISTRIBUTION 7% 11% 82%	88 REVIEWS					
11	Infor HCM	+71	DISTRIBUTION 10% 9% 81%	34 REVIEWS					
12	Paylocity	+71	DISTRIBUTION 10% 9% 81%	32 REVIEWS					

Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Charges For Product Enhancements vs. Includes Product Enhancements

1	RUN Powered by ADP	+85 😄	DISTRIBUTION 3% 8% 88%	20 REVIEWS	13	ADP Workforce Now	+56 😐	DISTRIBUTION 14% 16% 70%	107 REVIEWS
2	UKG Pro	+84 😄	DISTRIBUTION 2% 12% 86%	123 REVIEWS	14	Paycom HCM	+51 😐	DISTRIBUTION -- 49% 51%	18 REVIEWS
3	Ceridian Dayforce	+83 😄	DISTRIBUTION 4% 9% 87%	258 REVIEWS	15	Oracle PeopleSoft HCM	+42 😐	DISTRIBUTION 23% 12% 65%	103 REVIEWS
4	Workday Human Capital Manage...	+83 😄	DISTRIBUTION 4% 9% 87%	146 REVIEWS	16	Cornerstone HR Suite	+29 😞	DISTRIBUTION 16% 39% 45%	14 REVIEWS
5	isolved People Cloud	+77 😊	DISTRIBUTION 6% 12% 83%	76 REVIEWS	CATEGORY AVERAGE				
6	Oracle HCM Cloud	+77 😊	DISTRIBUTION -- 23% 77%	21 REVIEWS			+73 😊	DISTRIBUTION 7% 13% 80%	
7	SAP SuccessFactors	+75 😊	DISTRIBUTION 3% 19% 78%	37 REVIEWS	-	Epicor HCM	+62 😊	DISTRIBUTION 11% 15% 73%	13 REVIEWS
8	Infor HCM	+74 😊	DISTRIBUTION 4% 17% 78%	34 REVIEWS					
9	ADP Vantage	+72 😊	DISTRIBUTION 9% 10% 81%	20 REVIEWS					
10	Paycor HCM	+71 😊	DISTRIBUTION 11% 7% 82%	26 REVIEWS					
11	Paylocity	+69 😊	DISTRIBUTION 8% 15% 77%	32 REVIEWS					
12	UKG Ready	+58 😐	DISTRIBUTION 17% 8% 75%	88 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE NEGATIVE



Leverages Incumbent Status vs. Appreciates Incumbent Status

1	Ceridian Dayforce	+84 😄		258 REVIEWS	13	UKG Ready	+50 😐		88 REVIEWS
2	UKG Pro	+83 😄		123 REVIEWS	14	Paycom HCM	+42 😐		18 REVIEWS
3	Paycor HCM	+80 😄		26 REVIEWS	15	Cornerstone HR Suite	+41 😐		14 REVIEWS
4	RUN Powered by ADP	+77 😊		20 REVIEWS	16	Oracle PeopleSoft HCM	+40 😐		103 REVIEWS
5	Workday Human Capital Manage...	+77 😊		146 REVIEWS	CATEGORY AVERAGE				
6	Isolved People Cloud	+75 😊		76 REVIEWS	+73 😊 DISTRIBUTION 6% 16% 79%				
7	Oracle HCM Cloud	+75 😊		21 REVIEWS	-	Epicor HCM	+52 😐		13 REVIEWS
8	SAP SuccessFactors	+74 😊		37 REVIEWS					
9	ADP Workforce Now	+73 😊		107 REVIEWS					
10	Infor HCM	+73 😊		34 REVIEWS					
11	Paylocity	+63 😊		32 REVIEWS					
12	ADP Vantage	+54 😐		20 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Despised vs. Inspiring

1	Oracle HCM Cloud	+88 😄	DISTRIBUTION 4% 4% 92%	21 REVIEWS	13	Paylocity	+52 😐	DISTRIBUTION 10% 28% 62%	32 REVIEWS
2	Ceridian Dayforce	+85 😄	DISTRIBUTION 2% 11% 87%	258 REVIEWS	14	Paycom HCM	+48 😐	DISTRIBUTION 8% 37% 56%	18 REVIEWS
3	UKG Pro	+85 😄	DISTRIBUTION 3% 9% 88%	123 REVIEWS	15	Cornerstone HR Suite	+46 😐	DISTRIBUTION 16% 22% 62%	14 REVIEWS
4	Isolved People Cloud	+84 😄	DISTRIBUTION 1% 14% 85%	76 REVIEWS	16	Oracle PeopleSoft HCM	+38 😞	DISTRIBUTION 24% 13% 62%	103 REVIEWS
5	RUN Powered by ADP	+77 😊	DISTRIBUTION -- 23% 77%	20 REVIEWS	CATEGORY AVERAGE				
6	ADP Vantage	+74 😊	DISTRIBUTION 3% 21% 77%	20 REVIEWS			+73 😊	DISTRIBUTION 7% 14% 79%	
7	Paycor HCM	+74 😊	DISTRIBUTION 7% 12% 81%	26 REVIEWS	-	Epicor HCM	+60 😊	DISTRIBUTION 11% 18% 71%	13 REVIEWS
8	SAP SuccessFactors	+73 😊	DISTRIBUTION 3% 21% 76%	37 REVIEWS					
9	Workday Human Capital Manage...	+72 😊	DISTRIBUTION 9% 10% 81%	146 REVIEWS					
10	ADP Workforce Now	+67 😊	DISTRIBUTION 12% 9% 79%	107 REVIEWS					
11	UKG Ready	+61 😊	DISTRIBUTION 4% 31% 65%	88 REVIEWS					
12	Infor HCM	+56 😐	DISTRIBUTION 16% 13% 72%	34 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% - **%** = **EMOTIONAL FOOTPRINT**

POSITIVE - NEGATIVE = EMOTIONAL FOOTPRINT



CATEGORY

Product Impact

Software needs to reliably enable your performance and productivity. Use the data in this section to see which vendors will propel you forward and which will be deadweight you'll need to carry.



Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Unreliable vs. Reliable

1	Ceridian Dayforce	+91	DISTRIBUTION 1% 7% 92%	258 REVIEWS	13	Paylocity	+75	DISTRIBUTION 6% 13% 81%	32 REVIEWS
2	UKG Pro	+90	DISTRIBUTION 2% 6% 92%	123 REVIEWS	14	Cornerstone HR Suite	+69	DISTRIBUTION 9% 14% 78%	14 REVIEWS
3	Isolved People Cloud	+86	DISTRIBUTION 3% 8% 89%	76 REVIEWS	15	Oracle PeopleSoft HCM	+63	DISTRIBUTION 14% 8% 77%	103 REVIEWS
4	ADP Vantage	+85	DISTRIBUTION -- 15% 85%	20 REVIEWS	16	Paycom HCM	+57	DISTRIBUTION 4% 35% 61%	18 REVIEWS
5	Workday Human Capital Manage...	+85	DISTRIBUTION 5% 5% 90%	146 REVIEWS	CATEGORY AVERAGE				
6	Infor HCM	+84	DISTRIBUTION 4% 8% 88%	34 REVIEWS	+83				
7	ADP RUN Powered by ADP	+82	DISTRIBUTION -- 18% 82%	20 REVIEWS	DISTRIBUTION 4% 8% 87%				
8	SAP SuccessFactors	+81	DISTRIBUTION 6% 6% 87%	37 REVIEWS	-	Epicor HCM	+65	DISTRIBUTION 11% 13% 76%	13 REVIEWS
9	Paycor HCM	+79	DISTRIBUTION 6% 9% 85%	26 REVIEWS					
10	Oracle HCM Cloud	+78	DISTRIBUTION 9% 4% 87%	21 REVIEWS					
11	UKG Ready	+78	DISTRIBUTION 6% 10% 84%	88 REVIEWS					
12	ADP Workforce Now	+77	DISTRIBUTION 9% 5% 86%	107 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Restricts Productivity vs. Enables Productivity

1	Ceridian Dayforce	+89 😄	DISTRIBUTION 2% 7% 91%	258 REVIEWS
2	Isolved People Cloud	+89 😄	DISTRIBUTION 3% 5% 92%	76 REVIEWS
3	SAP SuccessFactors	+88 😄	DISTRIBUTION 6% 7% 94%	37 REVIEWS
4	Workday Human Capital Manage...	+86 😄	DISTRIBUTION 4% 7% 90%	146 REVIEWS
5	UKG Pro	+85 😄	DISTRIBUTION 4% 7% 89%	123 REVIEWS
6	RUN Powered by ADP	+82 😄	DISTRIBUTION 3% 12% 85%	20 REVIEWS
7	ADP Vantage	+80 😄	DISTRIBUTION -- 20% 80%	20 REVIEWS
8	Paycor HCM	+80 😄	DISTRIBUTION 6% 8% 86%	26 REVIEWS
9	Cornerstone HR Suite	+78 😄	DISTRIBUTION -- 22% 78%	14 REVIEWS
10	UKG Ready	+76 😄	DISTRIBUTION 4% 16% 80%	88 REVIEWS
11	Oracle HCM Cloud	+74 😄	DISTRIBUTION 9% 8% 83%	21 REVIEWS
12	Paylocity	+74 😄	DISTRIBUTION 6% 14% 80%	32 REVIEWS

13	ADP Workforce Now	+65 😄	DISTRIBUTION 12% 11% 77%	107 REVIEWS
14	Infor HCM	+64 😄	DISTRIBUTION 8% 20% 72%	34 REVIEWS
15	Oracle PeopleSoft HCM	+58 😐	DISTRIBUTION 15% 11% 73%	103 REVIEWS
16	Paycom HCM	+38 😞	DISTRIBUTION 17% 29% 55%	18 REVIEWS
CATEGORY AVERAGE		+80 😄	DISTRIBUTION 5% 9% 85%	

-	Epicor HCM	+65 😄	DISTRIBUTION 11% 13% 76%	13 REVIEWS
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Performance Restricting vs. Performance Enhancing

1	RUN Powered by ADP	+93	DISTRIBUTION -- 7% 93%	20 REVIEWS	13	ADP Workforce Now	+65	DISTRIBUTION 12% 12% 77%	107 REVIEWS
2	SAP SuccessFactors	+88	DISTRIBUTION 3% 6% 91%	37 REVIEWS	14	Cornerstone HR Suite	+63	DISTRIBUTION 15% 7% 78%	14 REVIEWS
3	iSolved People Cloud	+87	DISTRIBUTION 4% 5% 91%	76 REVIEWS	15	Oracle PeopleSoft HCM	+48	DISTRIBUTION 18% 16% 66%	103 REVIEWS
4	Ceridian Dayforce	+86	DISTRIBUTION 3% 8% 89%	258 REVIEWS	16	Paycom HCM	+39	DISTRIBUTION 8% 46% 47%	18 REVIEWS
5	UKG Pro	+84	DISTRIBUTION 4% 8% 88%	123 REVIEWS	CATEGORY AVERAGE				
6	Workday Human Capital Manage...	+83	DISTRIBUTION 2% 13% 85%	146 REVIEWS			+78	DISTRIBUTION 6% 10% 84%	
7	ADP Vantage	+80	DISTRIBUTION 3% 14% 83%	20 REVIEWS	-	Epicor HCM	+55	DISTRIBUTION 21% 4% 76%	13 REVIEWS
8	Paylocity	+80	DISTRIBUTION 6% 8% 86%	32 REVIEWS					
9	Paycor HCM	+76	DISTRIBUTION 6% 12% 82%	26 REVIEWS					
10	Infor HCM	+71	DISTRIBUTION 8% 12% 79%	34 REVIEWS					
11	UKG Ready	+71	DISTRIBUTION 6% 18% 77%	88 REVIEWS					
12	Oracle HCM Cloud	+68	DISTRIBUTION 16% -- 84%	21 REVIEWS					

Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Commodity Features vs. Unique Features

1	Ceridian Dayforce	+89	DISTRIBUTION 2% 7% 91%	258 REVIEWS	13	ADP Workforce Now	+62	DISTRIBUTION 15% 8% 77%	107 REVIEWS
2	RUN Powered by ADP	+89	DISTRIBUTION 4% 4% 93%	20 REVIEWS	14	Infor HCM	+62	DISTRIBUTION 8% 22% 70%	34 REVIEWS
3	UKG Pro	+85	DISTRIBUTION 5% 5% 90%	123 REVIEWS	15	Oracle PeopleSoft HCM	+47	DISTRIBUTION 21% 12% 68%	103 REVIEWS
4	Isolved People Cloud	+81	DISTRIBUTION 3% 14% 84%	76 REVIEWS	16	Paycom HCM	+46	DISTRIBUTION 3% 48% 49%	18 REVIEWS
5	UKG Ready	+80	DISTRIBUTION 4% 12% 84%	88 REVIEWS	CATEGORY AVERAGE				
6	Workday Human Capital Manage...	+80	DISTRIBUTION 6% 8% 86%	146 REVIEWS			+77	DISTRIBUTION 6% 11% 83%	
7	Paylocity	+77	DISTRIBUTION 2% 19% 79%	32 REVIEWS	-	Epicor HCM	+50	DISTRIBUTION 21% 9% 71%	13 REVIEWS
8	SAP SuccessFactors	+76	DISTRIBUTION -- 24% 76%	37 REVIEWS					
9	ADP Vantage	+73	DISTRIBUTION 5% 17% 78%	20 REVIEWS					
10	Oracle HCM Cloud	+72	DISTRIBUTION 8% 13% 80%	21 REVIEWS					
11	Paycor HCM	+69	DISTRIBUTION 10% 11% 79%	26 REVIEWS					
12	Cornerstone HR Suite	+65	DISTRIBUTION 6% 23% 71%	14 REVIEWS					

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE



% POSITIVE - **% NEGATIVE** = **EMOTIONAL FOOTPRINT**



Security Frustrates vs. Security Protects

1	Insolved People Cloud	+92	DISTRIBUTION 1% 5% 93%	76 REVIEWS
2	UKG Pro	+92	DISTRIBUTION 2% 3% 94%	123 REVIEWS
3	Ceridian Dayforce	+91	DISTRIBUTION 1% 6% 92%	258 REVIEWS
4	UKG Ready	+88	DISTRIBUTION 3% 6% 91%	88 REVIEWS
5	RUN Powered by ADP	+87	DISTRIBUTION 3% 7% 90%	20 REVIEWS
6	Workday Human Capital Manage...	+87	DISTRIBUTION 1% 11% 88%	146 REVIEWS
7	Oracle HCM Cloud	+83	DISTRIBUTION 4% 9% 87%	21 REVIEWS
8	ADP Vantage	+82	DISTRIBUTION 3% 12% 85%	20 REVIEWS
9	ADP Workforce Now	+79	DISTRIBUTION 4% 12% 83%	107 REVIEWS
10	SAP SuccessFactors	+77	DISTRIBUTION -- 23% 77%	37 REVIEWS
11	Infor HCM	+73	DISTRIBUTION 2% 22% 75%	34 REVIEWS
12	Paycor HCM	+73	DISTRIBUTION 4% 20% 77%	26 REVIEWS

13	Cornerstone HR Suite	+69	DISTRIBUTION 9% 14% 78%	14 REVIEWS
14	Oracle PeopleSoft HCM	+67	DISTRIBUTION 9% 15% 76%	103 REVIEWS
15	Paylocity	+66	DISTRIBUTION 4% 26% 70%	32 REVIEWS
16	Paycom HCM	+52	DISTRIBUTION 17% 14% 69%	18 REVIEWS
CATEGORY AVERAGE		+84	DISTRIBUTION 3% 10% 87%	

-	Epicor HCM	+65	DISTRIBUTION 11% 13% 76%	13 REVIEWS
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