



Payroll for North American SMBs

Offerings innovate around payee explanatory services, payroll manager efficiency programs and cloud deployment offerings

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PAYROLL FOR NA SMBS



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The Constellation ShortList™ presents vendors in different categories of the market relevant to early adopters. In addition, products included in this document meet the threshold criteria for this category as determined by Constellation Research.

This Constellation ShortList of vendors for a market category is compiled through conversations with early adopter clients, independent analysis and briefings with vendors and partners.

About Constellation Research

As an award-winning Silicon Valley-based strategic advisory and futurist analyst firm, Constellation Research serves leaders and organizations navigating the challenges of digital strategy, business-model disruption and digital transformation.

Constellation works closely with solution providers, partners, C-suite executives, board of directors, and its Constellation Executive Network of buy-side leaders to lead the way in research coverage and advise clients how to achieve valuable business results.

About This Constellation ShortList™

Small and medium-sized businesses (SMBs) face compliance challenges every day. Often, they have limited finance and HR teams who struggle keeping up with a dynamically growing enterprise. It's important for these organizations to have a reliable partner to process payroll.

To be a player for the SMB payroll space (1,000 to 3,000 payees), vendors need to provide capabilities for payees to understand and manage their paychecks. They also need to enable payroll managers to efficiently monitor and manage the payroll cycle and take advantage of the cloud as a deployment form. More and more, the capability to have an "always-on" payroll matters for enterprises, meaning that all payroll-relevant events are instantly calculated and the payroll is always ready and processed.

Threshold Criteria

Constellation considers the following criteria for these solutions:

- Focus and dedicated sales teams for the SMB market
- Mobile app for employees
- Efficient payroll tools for pre- and post-processing
- Regular compliance updates in software and communications
- Explanation tools for employees on paycheck questions
- Available or planned (road map-based) “always-on” payroll capabilities
- More than 750 customers and over 1.25 million users in the 1,000–3,000 EE SMB segment

The Constellation ShortList™

Constellation evaluates more than 20 solutions categorized in this market. The Constellation ShortList is determined by client inquiries, partner conversations, customer references, vendor selection projects, market share and internal research.

- ADP
- Ceridian Dayforce
- Paychex
- Paycor
- UKG

Frequency of Evaluation

Each Constellation ShortList will be updated at least once per year. There could be an update after six months, should the analyst deem it necessary.

Evaluation Services

Constellation clients may work with the analyst and research team to conduct a more thorough discussion of this ShortList. Constellation can also provide guidance in vendor selection and contract negotiation.

Business Themes



Future of Work



New C-Suite



Technology Optimization

To learn more:

Visit www.constellationr.com/ShortList

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Holger Mueller focuses on the synergies between people and software. As the hand-to-machine ratio radically changes over the

next decade (primary factors: age dynamics and technology innovation), enterprises need to find the appropriate balance between changes in a dynamic workforce and the creation and adoption of next-generation applications, all determining the Future of Work and helping enterprises accelerate. Mueller provides strategy and counsel for key clients, including CTOs, CHROs and CIOs as well as investment analysts, VCs, PE firms and technology buyers.

