

HCM Feature Comparison

Comparing Human Capital Management (HCM) Solutions

Blytheco
Transforming Companies

HR Software Naming:

HRIS | HR | HRMS | HCM

HCM Solutions Evaluated in This Guide:

1. Ascentis
2. SuitePeople
3. Sage HRMS
4. Sage Managed Payroll
5. Sage People

How to Utilize This Guide

People are any company's most valuable asset, and effectively managing your employees is no easy feat.
Today's hiring requirements, policies, pay, benefits, government regulations, and recruiting practices are constantly evolving. There are many software solutions, add-ons, and enhancements on the market today built specifically to help companies like yours navigate these changes, although it can often be hard to know where to start.

While most HCM solutions have the same core capabilities and functions, we have highlighted a few of the differentiators and strengths of the industry's leading HCM solutions. We have developed this series of comparisons to help you determine the solutions that best meet your specific needs, requirements, and business objectives. If you have any questions at all during your review, or if you are looking improve your current solution or processes, we are always here to help.

General Feature Comparison

Assessment of solution strength based on a scale of 1—4.
In this case, 4 indicates the system is highly proficient in this functional area natively. We have also indicated instances in which a third-party solution is required as well as indicated areas in which there is no proficiency.

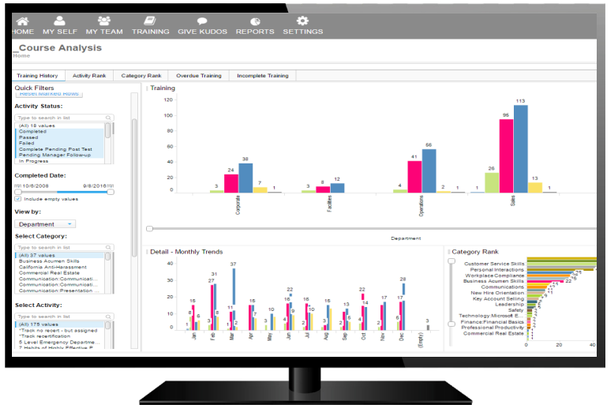
●●●● Excellent ●●● Great ●● Good ● Fair × Solution lacks this capability

○ Requires a third-party solution or integrated add-on to fill this functional gap

Features & Functionality	Ascentis	SuitePeople	Sage People	Sage HRMS	Sage Managed Payroll
Active Directory Integration	●●●●	●●●	●●●	●●●●	×
Advanced Scheduling (Time and Attendance)	●●●●	●●	×	○	×
Benefit Carrier Connections	●●●	●●●	×	○	×
Business Alerts	●●●●	●●●●	●●●	●●●	×
Compensation Management	●●●	●●●●	●●●	×	×
Electronic Onboarding	●●●●	●●●	●●●●	●●●	×
Employee Count	100–2,500	150–3,000+	100–3,000+	50–2,500+	1–150+
Employee Engagement	○	○	×	○	×
Employee Self Service	●●●●	●●●●	●●●●	●●●	●
Human Resources Compliance	●●●●	●●●●	●●●●	●●●●	●●●
Learning Management	●●	○	●●●	●●●	×
License Model	Named User Model	User Based	User Based	User Based	Named User Model
Multilingual	●	●●●●	●●●●	●	●
Online Benefit Enrollment	●●●●	●●●	●●●●	●●●	×
Outsourced Payroll	●●●	×	×	×	●●●●
Performance Management	●●●	●●●●	●●●●	●●●	×
Process Payroll In-House	×	×	×	●●●●	×
Recruiting	●●●●	●●●	●●●●	○	●●●
Reporting Tools (Dashboards and KPIs)	●●●●	●●●●	●●●●	●●●	●●
Talent Management and Acquisition	●●●	●●●●	●●●●	●●●	×
Time and Attendance	●●●●	●●●	●●	●●●	●●●
WOTC	○	○	×	○	×

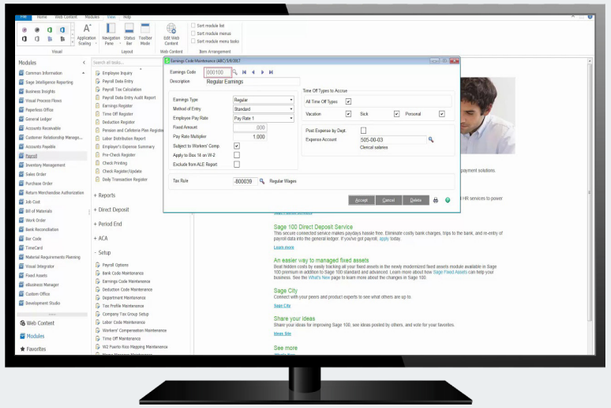
Ascentis

Ascentis is a flexible cloud HR software that allows you to manage every aspect of your employees effectively. Ascentis unites recruiting, onboarding, payroll, training, scheduling, benefits, talent management, tax filing, time and attendance, and more into one platform. All this, in addition to reporting dashboards and an easy-to-use employee self-service portal.



Sage Managed Payroll

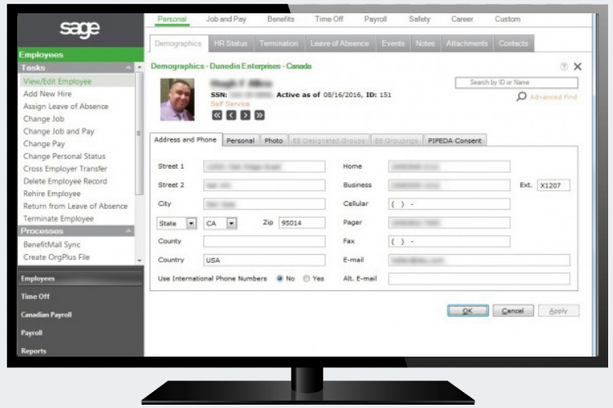
Sage Managed Payroll is a nice balance of an in-house HR solution mixed with an outsourced payroll solution. This solution integrates seamlessly with your Sage ERP and provides all of the essential HR features related to processing payroll. You can easily collect employee time, cut checks, use direct deposit, and manage compliance and risk, all while having a free dedicated payroll specialist standing by for assistance as needed.





SuitePeople

SuitePeople is a fully integrated HR software natively built on the NetSuite unified cloud platform. SuitePeople allows you to use NetSuite ERP to manage all core HR tasks and workforce management processes in the same suite that you use to run every other aspect of your business.



Sage HRMS

Sage's most powerful on-premise HR solution. This suite integrates fully with your Sage ERP software allowing for a streamlined approach for collecting employee time and attendance, processing payroll, and managing all HR related tasks and functions in one easy-to-use solution.

Sage People

Sage People is Sage's most robust cloud system. Built on the Salesforce App Cloud, this suite gives you a modern, all-in-one solution managing all components of your employee cycle. This software focuses on people analytics, talent acquisition, performance management, attendance, payroll, benefits, reporting, and workforce experience management. You even have the option to go live in as little as 90 days with this flexible HR platform.



Sage Abra Migration Assistance:

This guide would not be complete without mentioning one of the most well-adopted and well-loved HR platforms: the Sage Abra Suite. Given the changes in technology over the years, unfortunately Sage Abra is no longer compatible with many servers and modern workstations.

We know that replacing an HR solution is not exactly an enjoyable task. However, there are migration tools available to bring over your payroll settings and history with minimal effort. Our HCM team would love the opportunity to help you evaluate your options. Call today for your free software consultation and to learn more about available migration paths, engage in tailored software demonstrations, and effectively compare your options.

Deployment and Infrastructure

Functionality	Ascentis	SuitePeople	Sage People	Sage HRMS	Sage Managed Payroll
Cloud Deployment	✓	✓	✓		
Mobile Device Enabled	✓	✓	✓		
ODBC Compliant	✓			✓	✓
On-Premise Deployment				✓	✓
Open API	✓	✓	✓		
Role Level Security	✓	✓	✓	✓	✓
Subscription Pricing	✓	✓	✓	✓	✓

✓ Yes, functionality exists natively in the solution.

Additional Resources

Free resources including training videos, product tours, and recorded demos are also available on Blytheco's website to support your evaluation efforts. If at any point you would like to see a solution in action, please reach out so we can assist you in offering a tailored solution demonstration for your company.

Product Support

If your team already owns one of these products and needs support, our consultants are standing by 12 hours a day to help. We offer customized on-site training plans, software implementation, customization, process optimization, and support.



"Blytheco's staff was instrumental in developing creative solutions for us that saved hours of our staff's time."

—Lisa Jones, Controller, Eagle Rock Distributing

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