

Ascentis HROffice vs. Paychex Preview Competitive Positioning

Category	HROffice	ADP HR Profile
Product Positioning	<ul style="list-style-type: none"> - Best of Breed HRMS solution designed specifically for HR and Benefits Administration purposes. - Recognized as a leading HRMS solution in HR technology community. 	<ul style="list-style-type: none"> - Product is really a payroll application with some basic HR tracking functionality. Overall product designed for payroll not HR. - Not recognized in HR technology community as a leading HR solution.
User Experience	<ul style="list-style-type: none"> - Intuitive UI, two clicks to the information you need. - Easy to install, configure for use, and customize. Users can get up and running quickly. 	<ul style="list-style-type: none"> - Confusing, outdated UI. Numerous clicks to get to information you need. - Setup and customization is cumbersome. No use of wizards in setup.
Advanced Benefits Management Functionality	<ul style="list-style-type: none"> - User configurable Benefits engine enforcing eligibility and benefit premium calculations standard in system. Enforces rules in core app and Self-Service. - User Configurable rate structures, with support for rate history and ability to specify future rate changes. - Carrier Connect service, with ESS Online Open Enrollment provides truly paperless process. - Enrollment Form Maker tool available if direct electronic feed to carriers not desired. - Batch enrollment capabilities for mass enrolling employee's in benefits. 	<ul style="list-style-type: none"> - No configurable benefits engine enforcing eligibility. - No Employee Self-Service - No Online enrollment - No Carrier Connect - No form maker for populating carrier enrollment forms. - No batch enrollment capabilities.
Advanced HR Management Tools	<ul style="list-style-type: none"> - Employee Correspondence Wizard letter and email communication tool for driving employees through Open Enrollment process, and notification of other company info and events. - User guided through critical HR processes, such as employee termination and COBRA processing, to ensure compliance with legal requirements. 	<ul style="list-style-type: none"> - No Employee Correspondence Wizard. - No processes automation or guidance for things like employee terminations, compensation changes as a part of a review, mass enrollments in benefits, importing data. - COBRA compliance tool provides no process flow or checks/balances to ensure critical steps are not overlooked.
Reporting	<ul style="list-style-type: none"> - Standard report writer with 300+ predefined reports included with product. - Intuitive question and answer wizard design equates to short user learning curve. 	<ul style="list-style-type: none"> - Limited number of predefined reports. Virtually none of these reports focus on real HR reporting needs. - Cumbersome report writing tool is inflexible and difficult to use.
Payroll Portability	<ul style="list-style-type: none"> - Payroll Connect application links with numerous industry leading payroll solutions. No sacrificing HRMS if you're unhappy with payroll. 	<ul style="list-style-type: none"> - Must abandon entire solution and HR investment if you choose to switch payroll providers.
Database Platform	<ul style="list-style-type: none"> - Standard Microsoft SQL database. 	<ul style="list-style-type: none"> - Non-standard, proprietary database. - Non-standard equates to a hassle for IT. - Non-standard equates to limited opportunity for tight integration with 3rd party solutions