



# PeopleStrategy Next Generation HCM Technology

Vendor Assessment  
Report Abstract

May 2019

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9 pages

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## Who Is This Vendor Assessment For?

NelsonHall's HCM Technology Vendor Assessment for PeopleStrategy is a comprehensive assessment of PeopleStrategy's HCM platform offering and capabilities designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of HCM technology and identifying vendor suitability for HCM technology RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the HR Technology sector
- HR and payroll decision makers.

## Key Findings & Highlights

PeopleStrategy, founded in 2002, and headquartered in Edison, NJ, is a privately-held provider of cloud-based HCM software, employee benefits and administrative services. Today PeopleStrategy HCM supports ~356 clients and >100k client employees.

PeopleStrategy eHCM is a cloud-based platform, built on a single database and delivered as a multi-tenant, SaaS solution. The current configuration supports the U.S. (including Puerto Rico) and can serve as the system of record for Canada and other international companies.

eHCM is comprised of the following modules:

- Talent acquisition
- Core HR
- Benefits
- PTO
- Workforce Management
- Payroll
- Reporting.

While eHCM can be leveraged as a standalone HCM offering, it does not offer its modules on a standalone basis. Core HR is required to have other modules, but not all modules are required to be purchased. The most commonly leveraged modules include core HR, payroll, benefits, and workforce management.

In addition to the eHCM platform, PeopleStrategy also offers a full brokerage offering for employee benefits and consulting. The majority of PeopleStrategy's clients adopt both technology and services, with clients using the payroll system also leveraging the company's support for payroll tax processing and print.

PeopleStrategy continually invests in innovation and platform enhancements; on average, R&D spend is ~40% of revenues annually. Its clients have a significant influence on future platform enhancements, with ~80% of its roadmap derived from client feedback and demand.

Updates are pushed to clients weekly, generally for incremental enhancements and patches/fixes, during a scheduled maintenance window; it has at least one annual (sometimes two) major releases, with the next one scheduled for Q3 2019.

Recent enhancements include:

- Resume parsing to auto-populate resume data to the e-application
- New career site configurable to client specific needs including corporate branding, messaging and links to client sites
- Company time off calendar for 'dashboarding' of PTO requests.

PeopleStrategy targets U.S. based organizations exclusively, historically those in the lower end of the middle market (<3.5k employees). However, with the acquisition of Checkpoint HR (2017), PeopleStrategy is now focused on targeting the SMB buyer (those with 50 to 300 employees) with its eHCM suite and brokerage services bundle. While it exclusively targets U.S. based organizations, eHCM is capable of supporting international employees and currently supports client employees in Puerto Rico, Mexico, and Belize.

Its largest client has ~2k employees while its smallest has fewer than 50 employees and its average client employee count is ~600 employees.

PeopleStrategy maintains an industry agnostic approach and therefore does not go to market with specific industry solutions or templates. eHCM provides configuration to support the nuances of major industries. Thus, its client base is derived from a diverse set of industries, with the largest client populations derived from manufacturing, financial services, retail, professional services, and nonprofit organizations.



## Scope of the Report

The report provides a comprehensive and objective analysis of PeopleStrategy's Next Generation HCM Technology offering, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization including the location of delivery locations.

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## Report Length

9 pages

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## Next Generation HCM Technology Vendor Assessments also Available for:

ADP  
Ceridian  
Cornerstone OnDemand  
Infor  
Kronos  
Paychex  
Paycor  
Ramco  
Sage Group  
SuccessFactors (SAP)  
Synchr  
Ultimate Software  
Workday