

CATEGORY REPORT

Human Capital Management

Apex HCM Solutions
Cascade HCM

Metrix HCM
Momentum HCM

Monetize HCM
Pederson Human Resources Solution

Power Sync HCM

1039
Reviews

7
Vendors Evaluated

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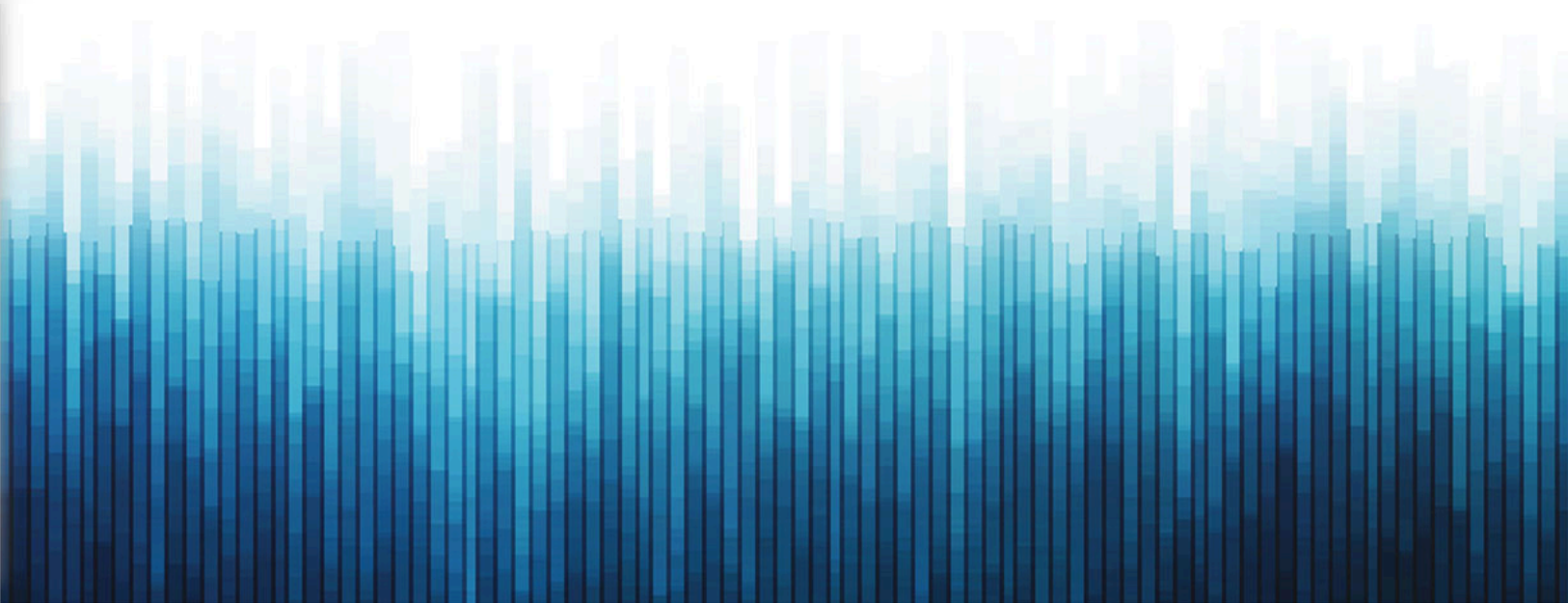
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How to Use the Report

Info-Tech’s Category Reports provide a comprehensive evaluation of popular products in the Human Capital Management 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 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.

Human Capital Management Software



Apex HCM Solutions



Cascade HCM

Epic Human Capital Management



Metrix HCM



Momentum HCM



Monetize HCM



Pederson Human Resources Solution



Power Sync HCM



SNAP HR



Vine HCM



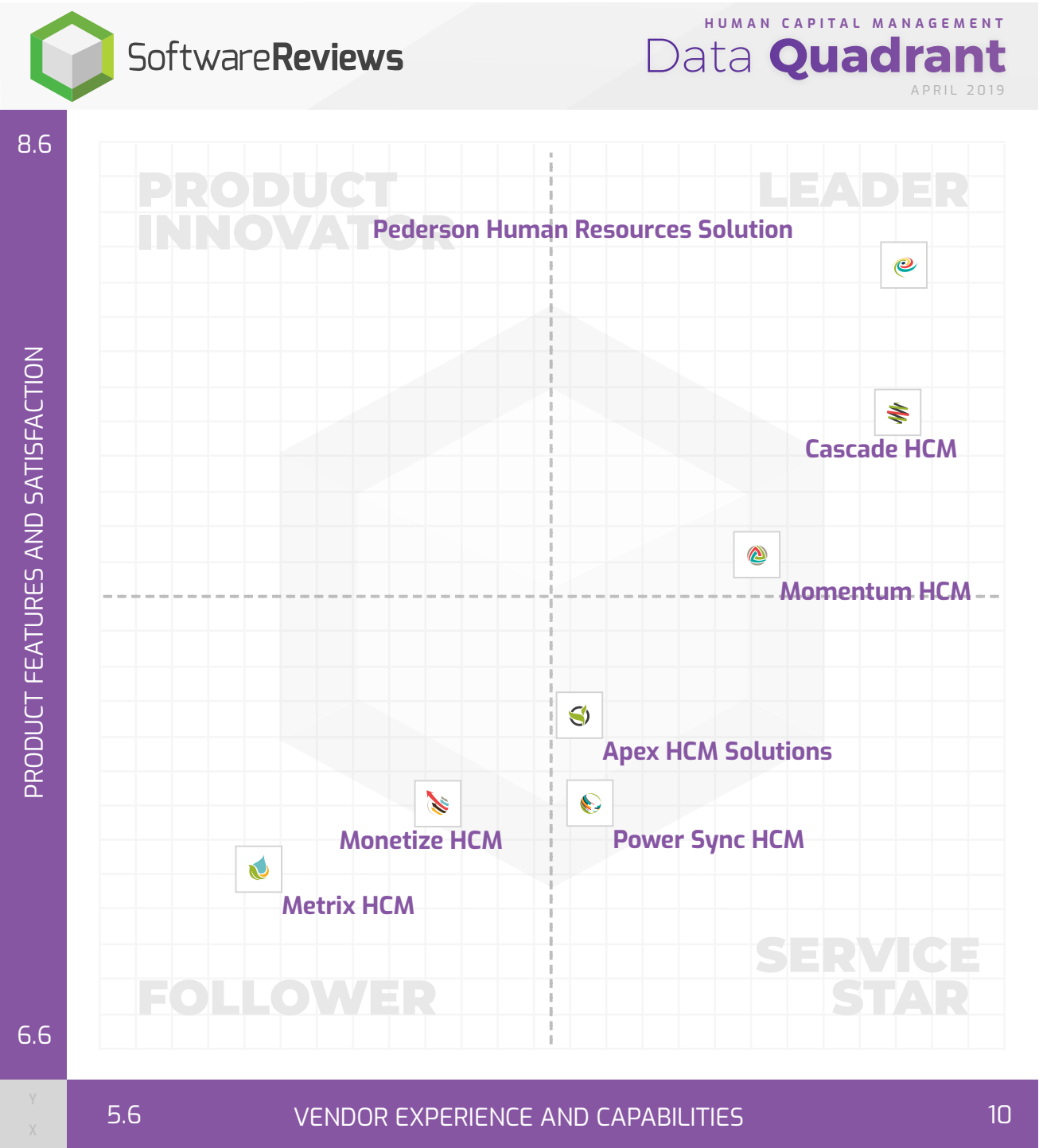
SOFTWARE REVIEWS

Data Quadrant



INFO~TECH
RESEARCH GROUP
SoftwareReviews

Assess vendor and product performance at a glance and use the Software Reviews Data Quadrant to identify which products and vendors are leading the pack and which are trailing.



HUMAN CAPITAL MANAGEMENT

The Software Reviews Data Quadrant evaluates and ranks products based on feedback from IT and business professionals. The placement of a software in the Data Quadrant indicates its relative ranking as well as its categorization.

The Complete Software Experience

When distilled down, the software experience is shaped by both the experience with the software and the relationship with the vendor. Evaluating enterprise software along these two dimensions provides a comprehensive understanding of the product and helps identify vendors that can deliver on both.

Product Features and Satisfaction

The satisfaction is captured in the overall satisfaction score, which is driven by the likelihood of users to recommend the software, combined with user satisfaction across top product features.

Vendor Experience and Capabilities




The vendor relationship is calculated in a weighted average of the satisfaction scores tied to vendor capabilities (e.g. software implementation, training, customer support, product roadmap) as well as emotional response ratings toward the vendor (e.g. trustworthy, respectful, fair).









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

Category Overview

This page provides a high level summary of product performance within the Human Capital Management category. Products are ranked by a composite satisfaction score (Composite Score) that averages four different areas of evaluation: Net Emotional Footprint, Vendor Capabilities, Product Features, and Likeliness to Recommend. The Net Emotional Footprint Score measures user emotional response ratings of the vendor (e.g. trustworthy, respectful, fair).

Use this data to get a sense of the field, and to see how the products you’re considering stack up.

RANK	VENDOR	COMPOSITE SCORE	NET EMOTIONAL FOOTPRINT	NET EMOTIONAL FOOTPRINT DISTRIBUTION	VENDOR CAPABILITIES	PRODUCT FEATURES	LIKELINESS TO RECOMMEND	NUMBER OF REVIEWS
	 Pederson HRS	8.5/10	+86 	 3% NEGATIVE89% POSITIVE	80%	84%	88%	209
	 Cascade HCM	8.3/10	+83 	 4% NEGATIVE87% POSITIVE	83%	82%	82%	119
	 Momentum HCM	7.8/10	+78 	 6% NEGATIVE83% POSITIVE	78%	78%	78%	112
	 Apex HCM Solutions	7.2/10	+63 	 11% NEGATIVE73% POSITIVE	79%	73%	73%	141
	 Power Sync HCM	7.1/10	+67 	 9% NEGATIVE77% POSITIVE	75%	75%	67%	268
6	 Monetize HCM	6.8/10	+62 	 6% NEGATIVE69% POSITIVE	69%	73%	69%	36
7	 Metrix HCM	6.4/10	+50 	 17% NEGATIVE67% POSITIVE	67%	70%	68%	98
AVERAGE SCORES		7.4/10	+70 	 8% NEGATIVE78% POSITIVE	76%	76%	75%	140

	VENDORS WITH INSUFFICIENT DATA							
--	 Vine HCM	--	+74 	 6% NEGATIVE80% POSITIVE	70%	74%	76%	21
--	 SNAP HR	--	+79 	 5% NEGATIVE84% POSITIVE	85%	84%	82%	20
--	Epic HCM	--	+61 	 13% NEGATIVE75% POSITIVE	66%	66%	69%	15

Vendor Capability Summary

This page summarizes user satisfaction with a variety of vendor capabilities regarding their product offering(s). Look for strong and consistent performance across the board when assembling your shortlist, and follow-up on areas of concern during the evaluation and negotiation processes.

Vendor	Overall Capability Satisfaction	Business Value Created	Breadth of Features	Quality of Features	Product Strategy and Rate of Improvement	Usability and Intuitiveness	Vendor Support	Ease of Data Integration	Ease of IT Administration	Ease of Customization	Availability and Quality of Training	Ease of Implementation
Cascade HCM	83%	89%	85%	84%	81%	86%	80%	78%	82%	78%	84%	80%
Pederson Human Resources Solution	80%	84%	85%	82%	82%	83%	79%	78%	80%	79%	80%	72%
Momentum HCM	78%	78%	78%	79%	79%	79%	78%	77%	79%	77%	75%	75%
Apex HCM Solutions	76%	79%	77%	77%	77%	76%	78%	77%	79%	72%	69%	71%
Power Sync HCM	74%	78%	77%	76%	73%	74%	69%	74%	77%	70%	72%	72%
Monetize HCM	70%	72%	73%	69%	68%	65%	66%	72%	72%	70%	68%	71%
Metrix HCM	67%	71%	71%	69%	66%	65%	68%	64%	65%	65%	65%	66%
CATEGORY AVERAGE	75%	79%	78%	77%	75%	75%	74%	74%	76%	73%	73%	73%

Vendors with Insufficient Data												
Vine HCM	72%	74%	71%	70%	78%	70%	74%	71%	75%	67%	72%	75%
SNAP HR	84%	80%	85%	85%	83%	90%	86%	80%	85%	82%	88%	84%
Epic Human Capital Management	69%	73%	70%	70%	61%	60%	75%	75%	79%	59%	63%	79%

Vendor Capability Satisfaction

Vendor Capabilities

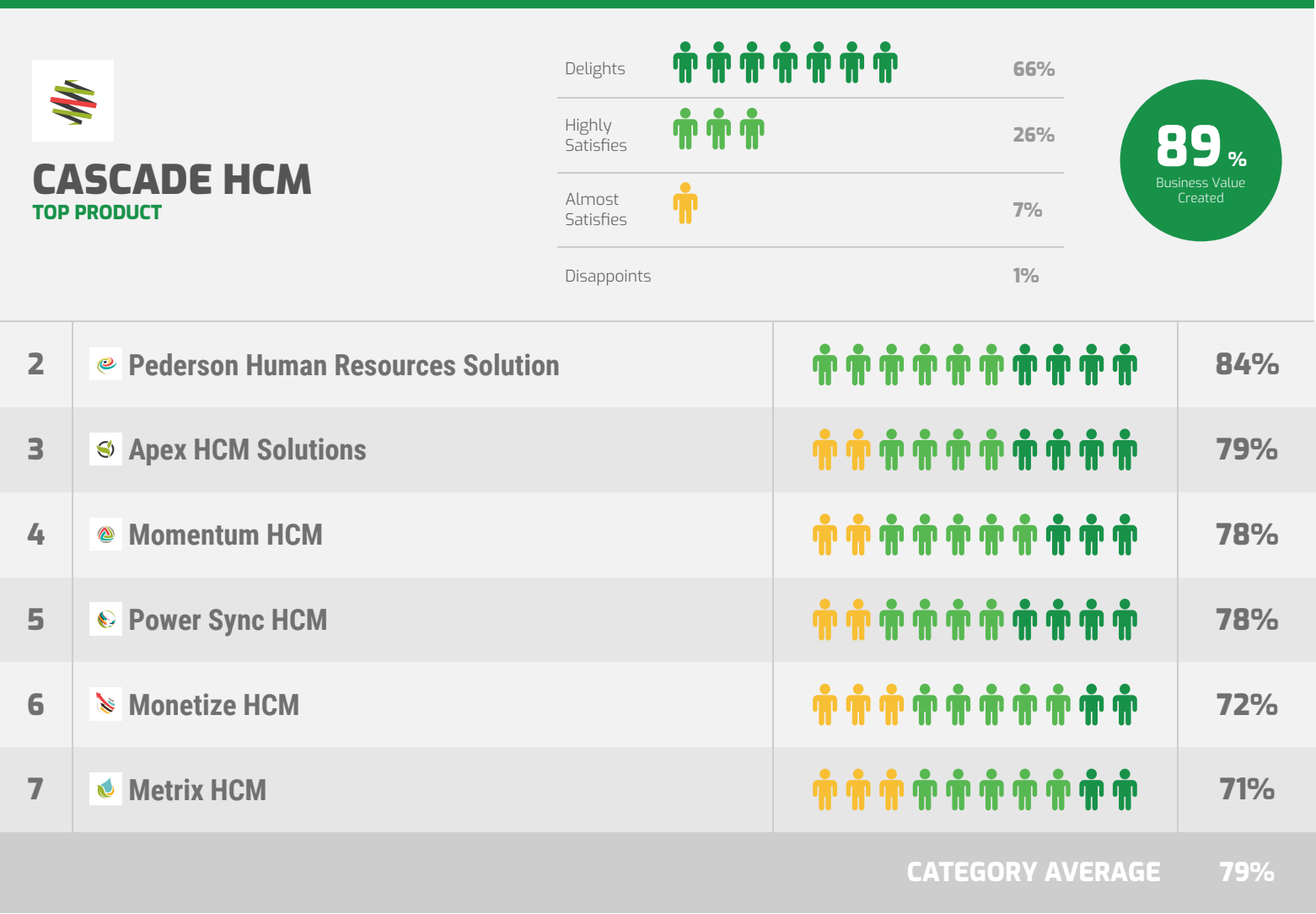
This table lists and briefly describes all vendor capabilities that are evaluated in the Human Capital Management software category. For your convenience, you will also find longer descriptions of the capabilities under the capability subheadings in the subsequent pages.






Business Value Created	The ability to bring value to the organization.
Breadth of Features	The ability to perform a wide variety of tasks.
Quality of Features	The ability to perform at or above industry standards.
Product Strategy and Rate of Improvement	The ability to adapt to market change.
Usability and Intuitiveness	The ability to reduce training due to intuitive design.
Vendor Support	The ability to receive timely and sufficient support.
Ease of Data Integration	The ability to seamlessly integrate data.
Ease of IT Administration	Ease of use of the backend user interface.
Ease of Customization	The ability to scale the solution to a business' unique needs.
Availability and Quality of Training	Quality training allows employees to take full advantage of the software.
Ease of Implementation	The ability to implement the solution without unnecessary disruption.

This section provides detailed information on user satisfaction for each vendor capability regarding their product offering(s). Use these pages to dig deeper into areas of particular interest or concern.

Business Value Created

The underlying purpose of software is to create value for employees, customers, partners and ultimately shareholders. As a result, it is imperative that any software selection be aligned with the organization's needs and deliver enough business value to justify the cost. The data below highlights the satisfaction level associated with the business value derived from various product offerings. Use this information to identify the software that consistently creates business value for its customers.



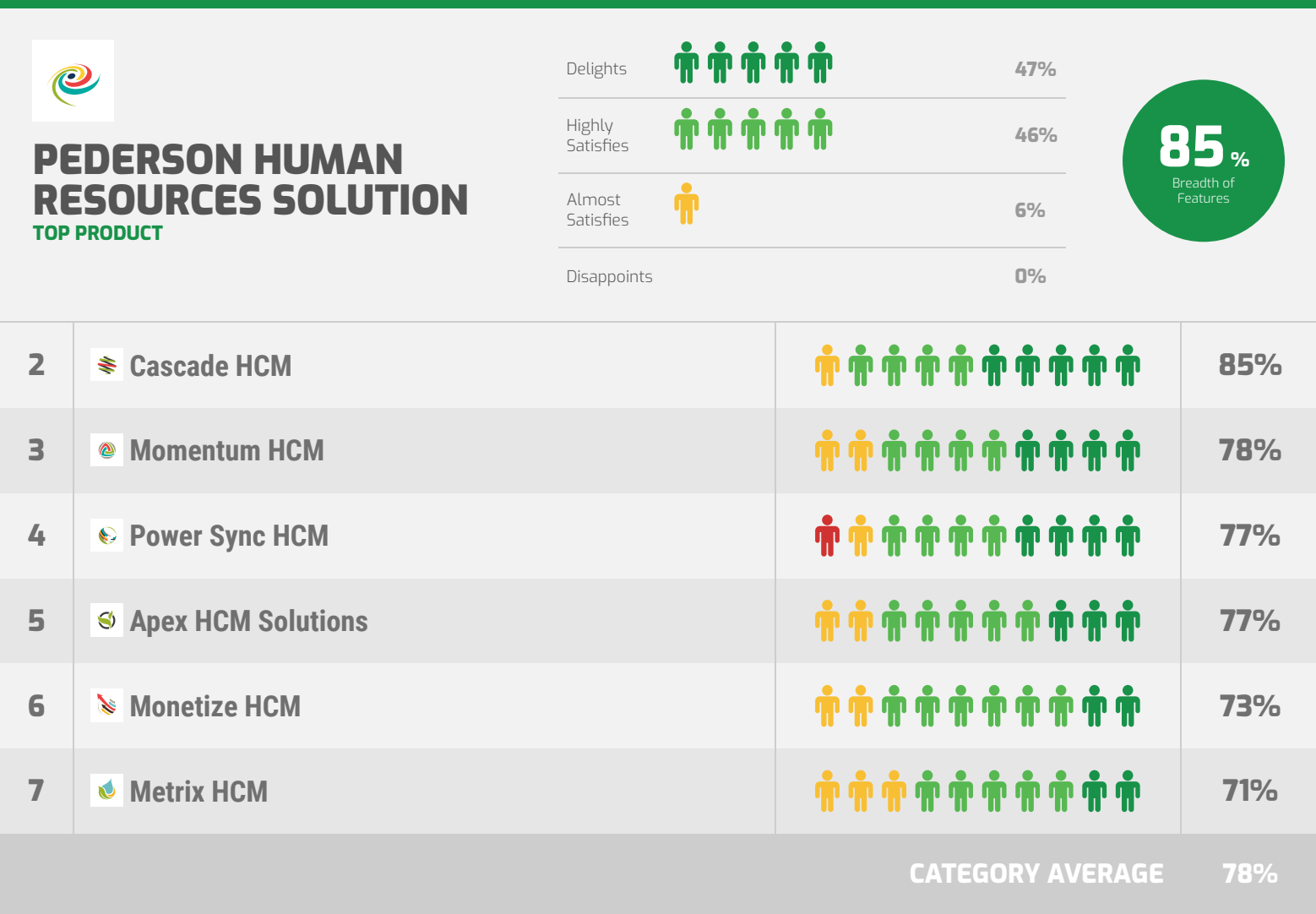
--	 Vine HCM		74%
--	 SNAP HR		80%
--	Epic Human Capital Management		73%

Vendor Capability Satisfaction

This section provides detailed information on user satisfaction for each vendor capability regarding their product offering(s). Use these pages to dig deeper into areas of particular interest or concern.

Breadth of Features

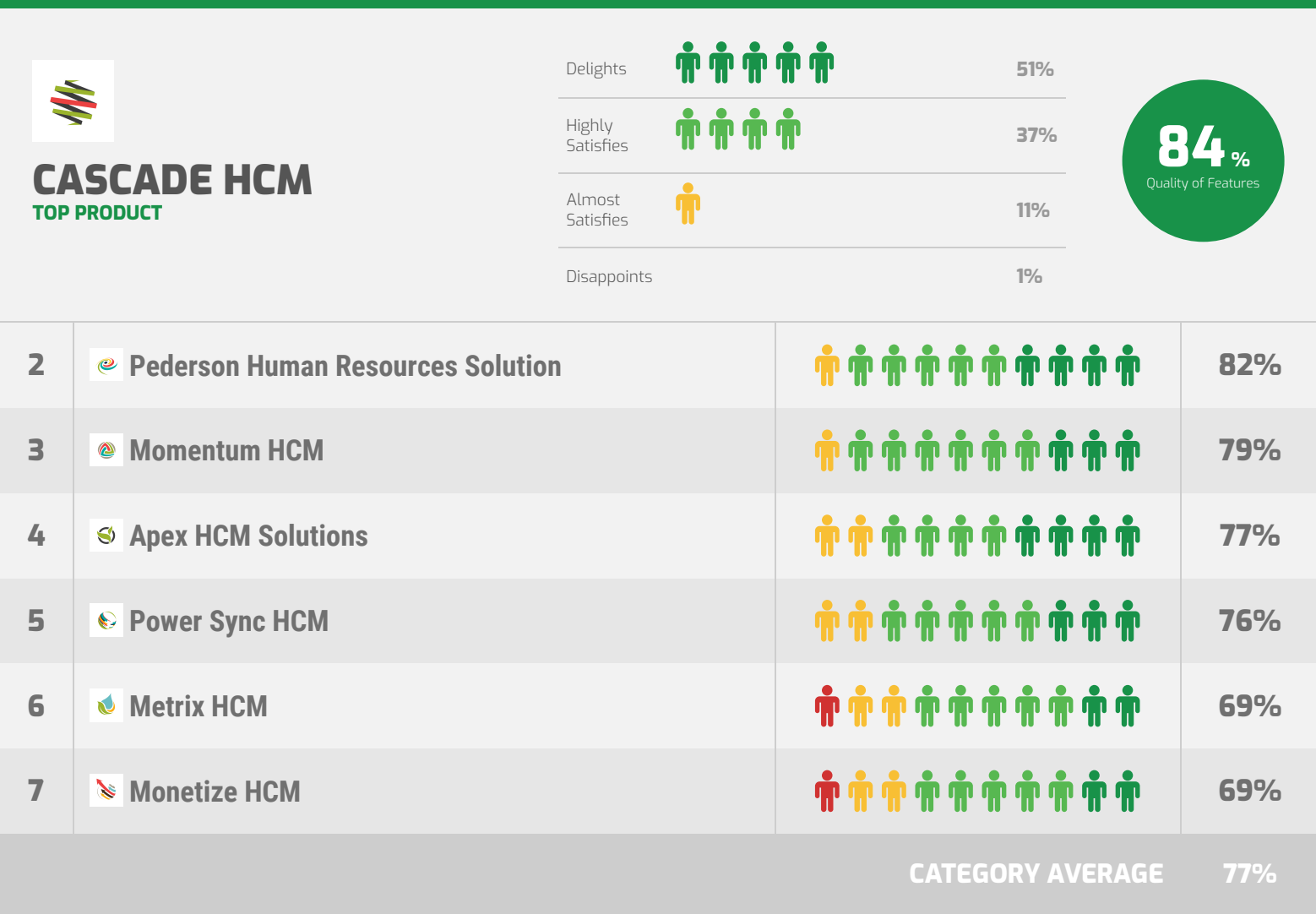
Users prefer to work with feature rich software that enables them to perform diverse series of tasks as opposed to one they find restrictive. The data below highlights the satisfaction level associated with the breadth of features from various product offerings. Use this information to identify which software offers valuable comprehensive functionality that extends beyond the basic level.




--	 Vine HCM		71%
--	 SNAP HR		85%
--	Epic Human Capital Management		70%

Quality of Features

Feature quality is just as important as quantity. Software needs to do what you're purchasing it to do, easily, intuitively, reliably, and effectively. Use the data in this section to gauge whether or not a product follows through on the marketing hype by delivering high quality features.



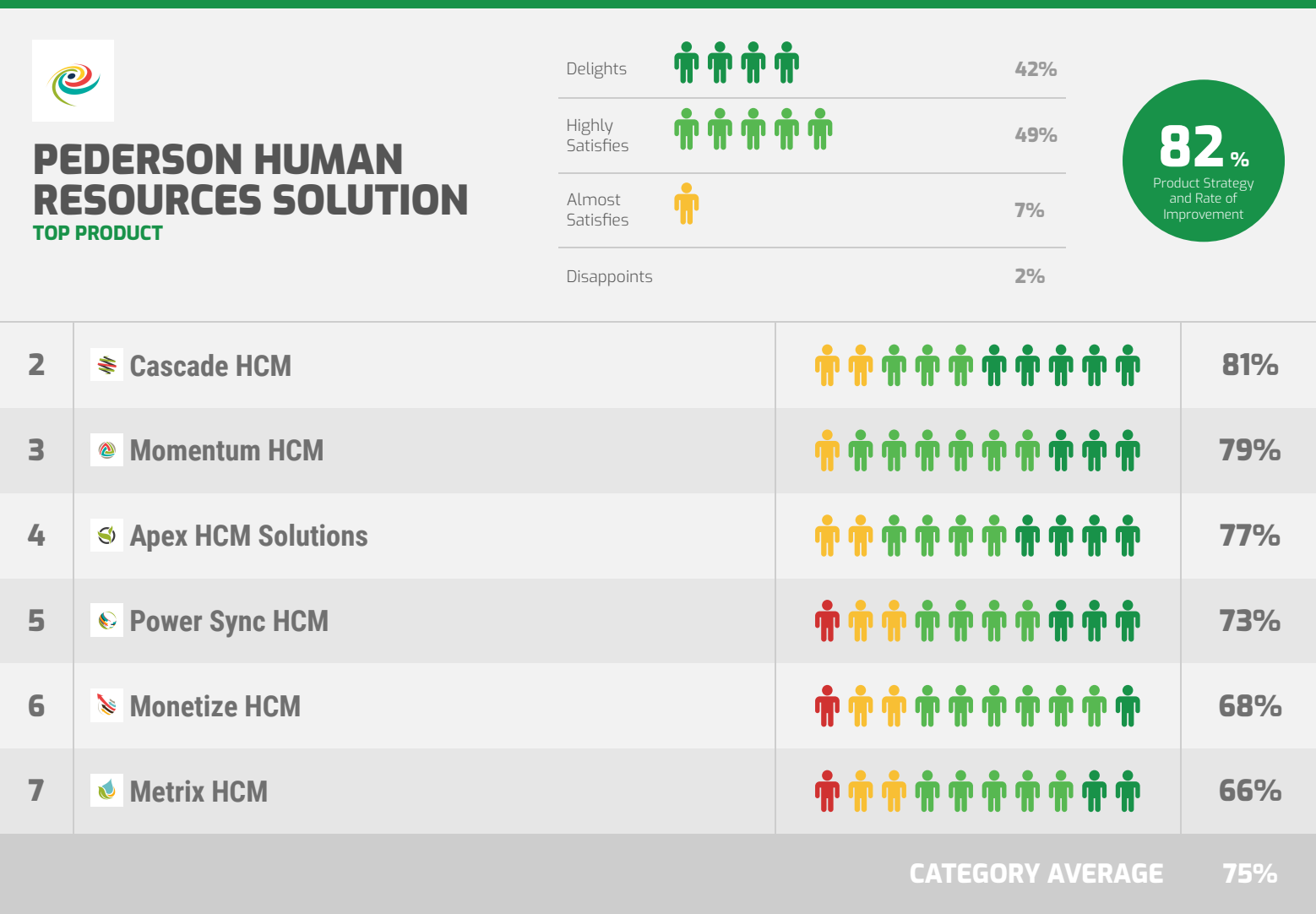
--	 Vine HCM		70%
--	 SNAP HR		85%
--	Epic Human Capital Management		70%



Vendor Capability Satisfaction

This section provides detailed information on user satisfaction for each vendor capability regarding their product offering(s). Use these pages to dig deeper into areas of particular interest or concern.

Product Strategy and Rate of Improvement

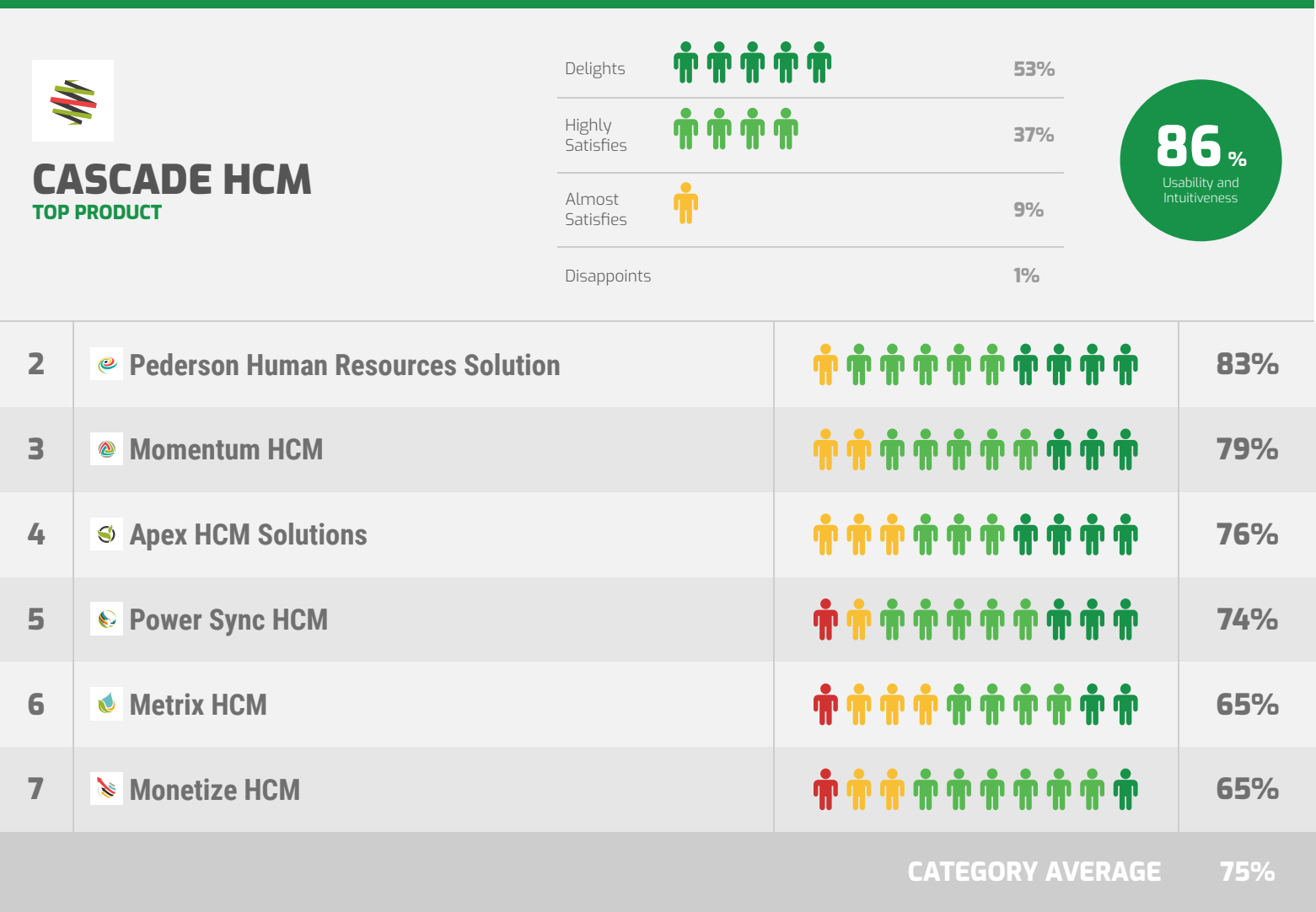
Purchasing software can be a significant commitment, so it's important to know if your vendor is serious about the need for constant improvement and deliberate strategic direction. Vendors who don't stay on top of emerging needs and trends won't enable you to meet your business goals. Use the data in this section to separate innovators from imposters.



--	 Vine HCM	<div></div>	78%
--	 SNAP HR	<div></div>	83%
--	Epic Human Capital Management	<div></div>	61%

Usability and Intuitiveness

End user learning curves cost the organization money. Pay attention to your end users' technical ability to determine how important UX is in your purchase.



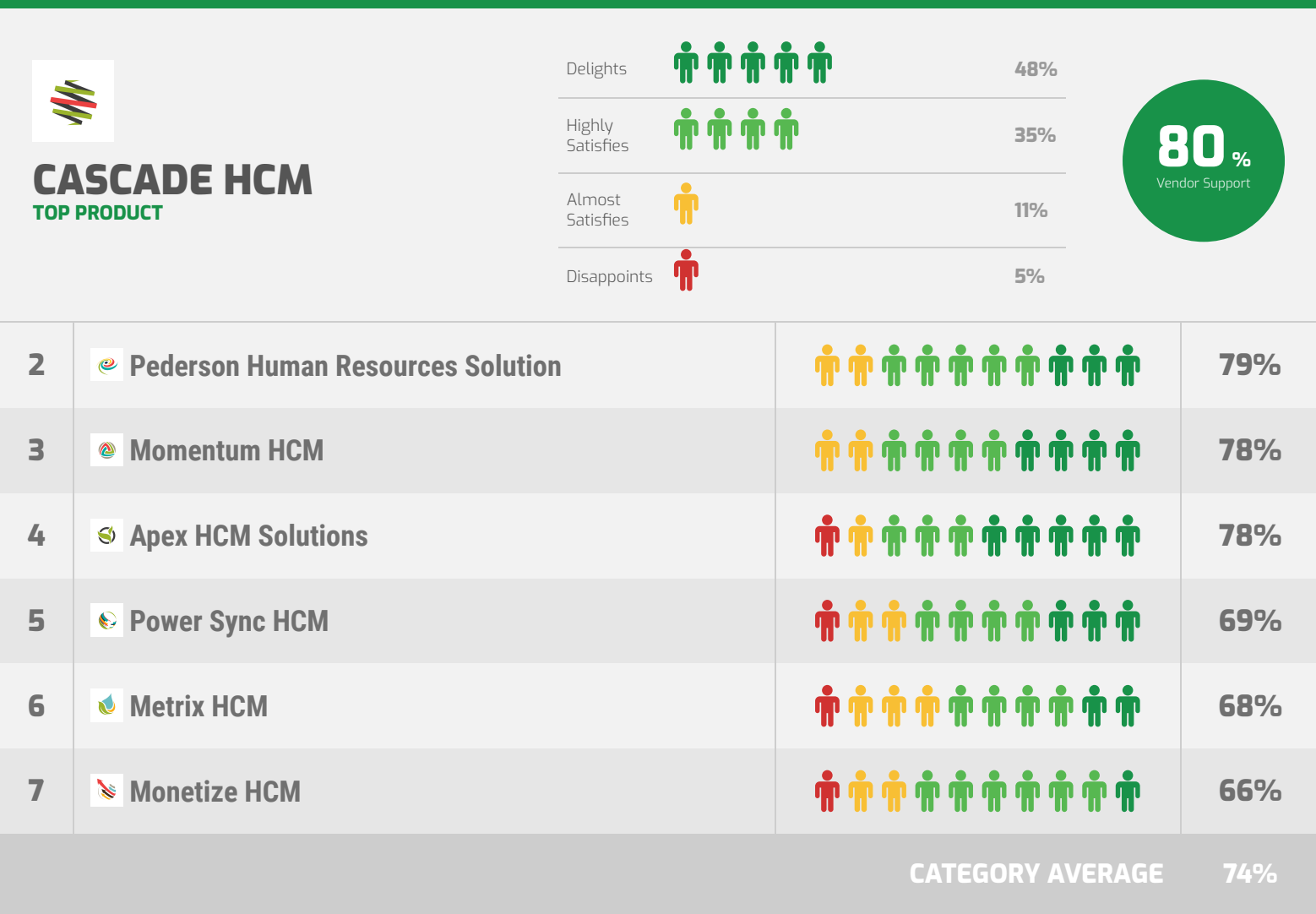
--	 Vine HCM	<div></div>	70%
--	 SNAP HR	<div></div>	90%
--	Epic Human Capital Management	<div></div>	60%

Vendor Capability Satisfaction

This section provides detailed information on user satisfaction for each vendor capability regarding their product offering(s). Use these pages to dig deeper into areas of particular interest or concern.

Vendor Support

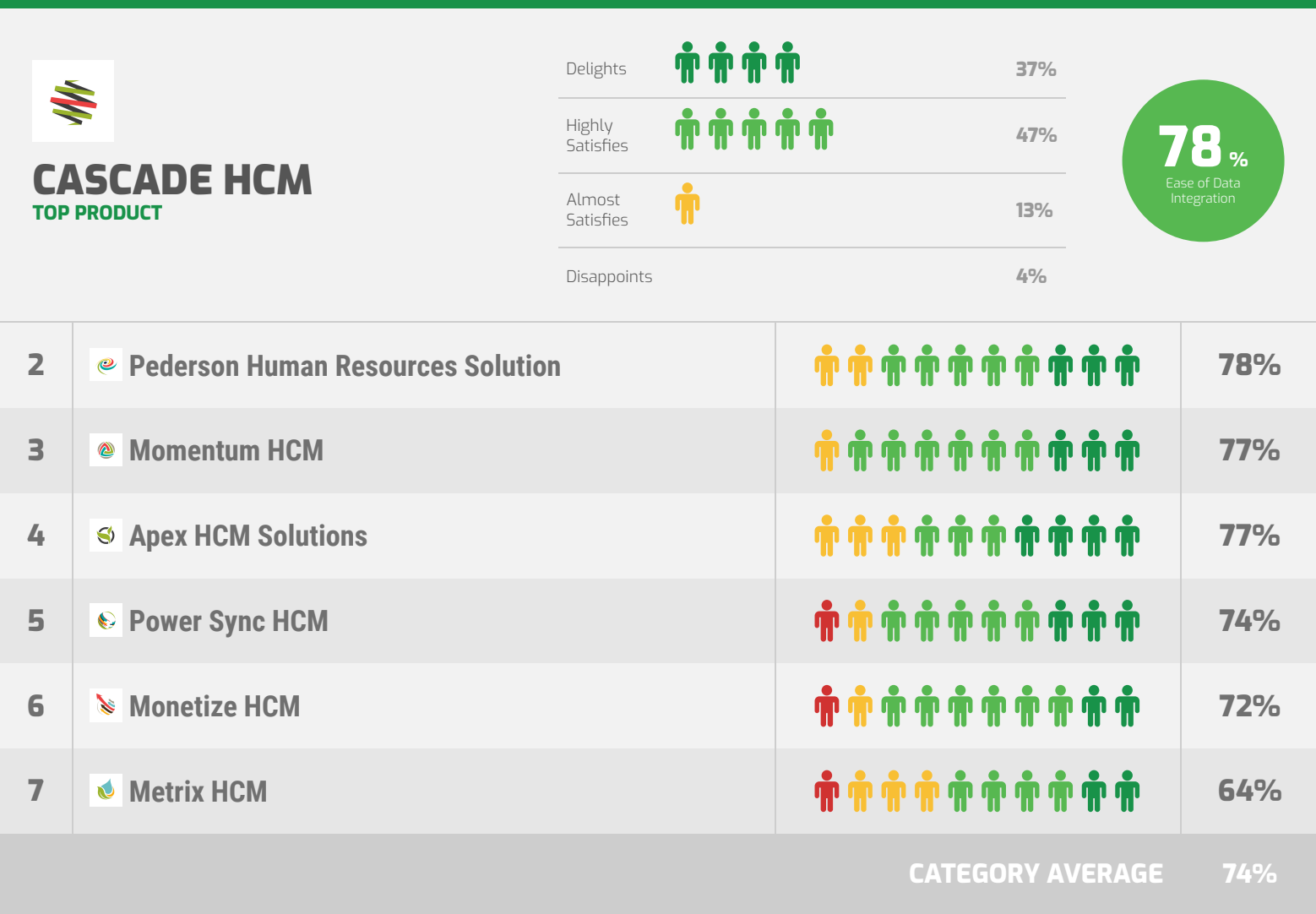
The importance of vendor support will vary for each organization depending on internal capabilities, but there will always be issues that only the vendor can resolve. Use the data in this section to see which vendors tend to under-serve their product and which will offer quality support.



--	Vine HCM		74%
--	SNAP HR		86%
--	Epic Human Capital Management		75%

Ease of Data Integration

The ability to integrate with other systems is increasingly important; without this, manual data loading and extraction can be time-consuming and prone to error. Use this section to see which vendors will cause headaches and which will make data integration easy.



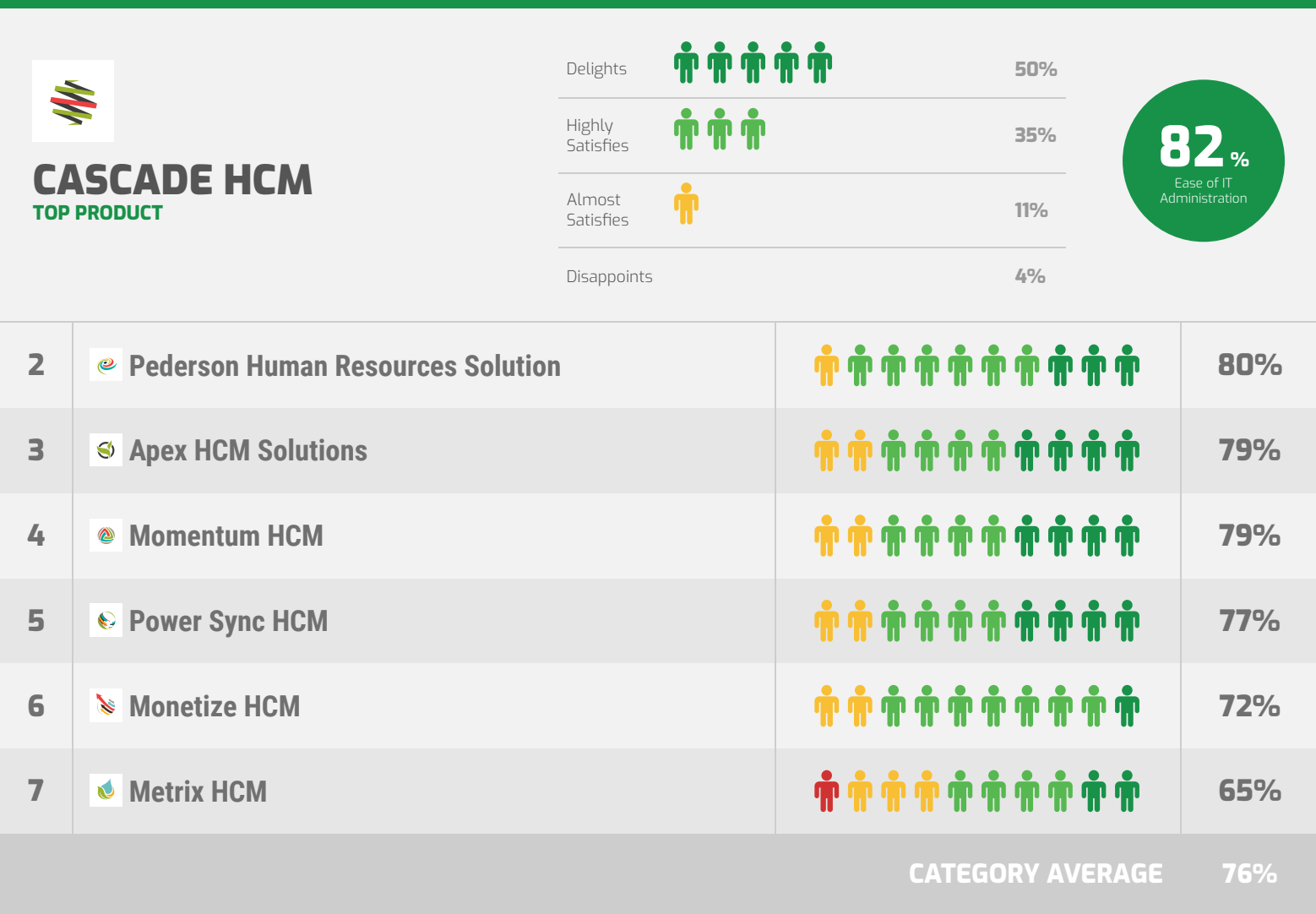
--	Vine HCM		71%
--	SNAP HR		80%
--	Epic Human Capital Management		75%









Vendor Capability Satisfaction

This section provides detailed information on user satisfaction for each vendor capability regarding their product offering(s). Use these pages to dig deeper into areas of particular interest or concern.

Ease of IT Administration

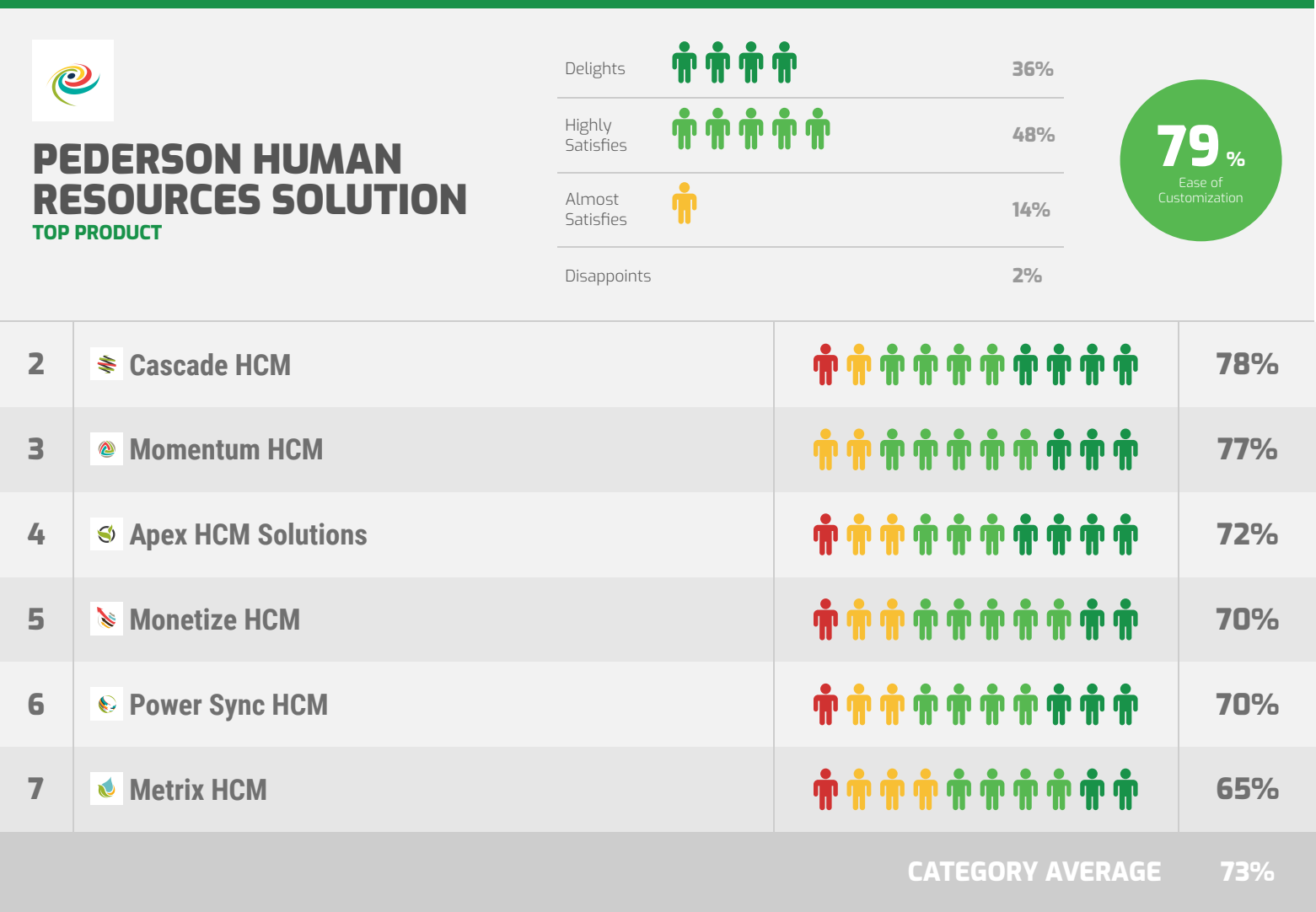
Administrative interfaces don't get the same attention as those built for end users, but they shouldn't be clunky or unintuitive. Use the data in this section to determine which vendors make administration easy, so that your IT personnel can resolve issues and perform configurations efficiently and effectively.













--	 Vine HCM	 	75%
--	 SNAP HR	 	85%
--	Epic Human Capital Management	 	79%

Ease of Customization

Out-of-the-box functionality often isn't enough, especially for niche or industry-specific software, and the reason you're buying rather than building is to save time and money in the first place. Don't get bogged down in a difficult customization; use the data in this section to make sure you can easily achieve the functionality you need for your particular situation.



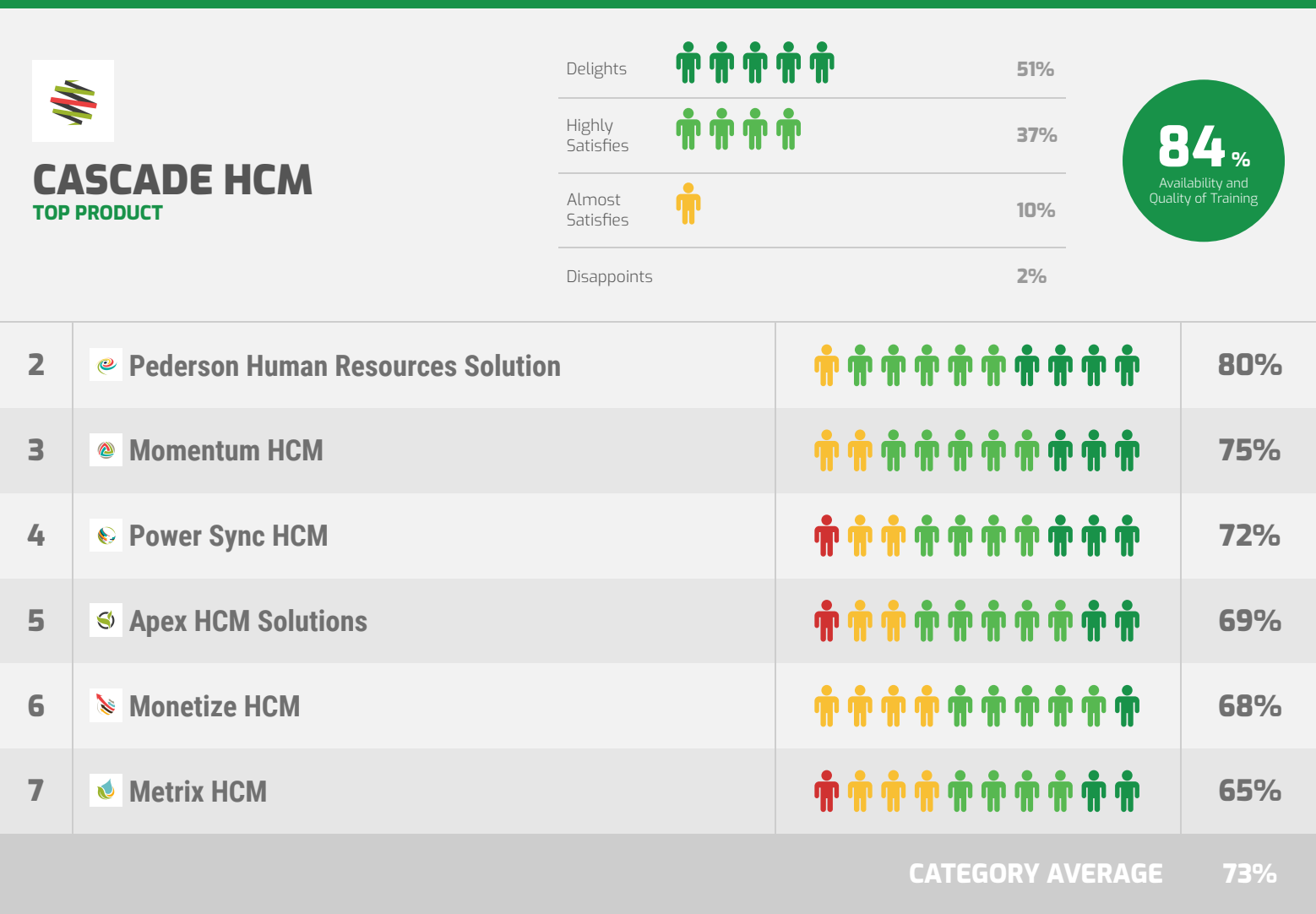
--	 Vine HCM	  	67%
--	 SNAP HR	 	82%
--	Epic Human Capital Management	  	59%

Vendor Capability Satisfaction

This section provides detailed information on user satisfaction for each vendor capability regarding their product offering(s). Use these pages to dig deeper into areas of particular interest or concern.

Availability and Quality of Training

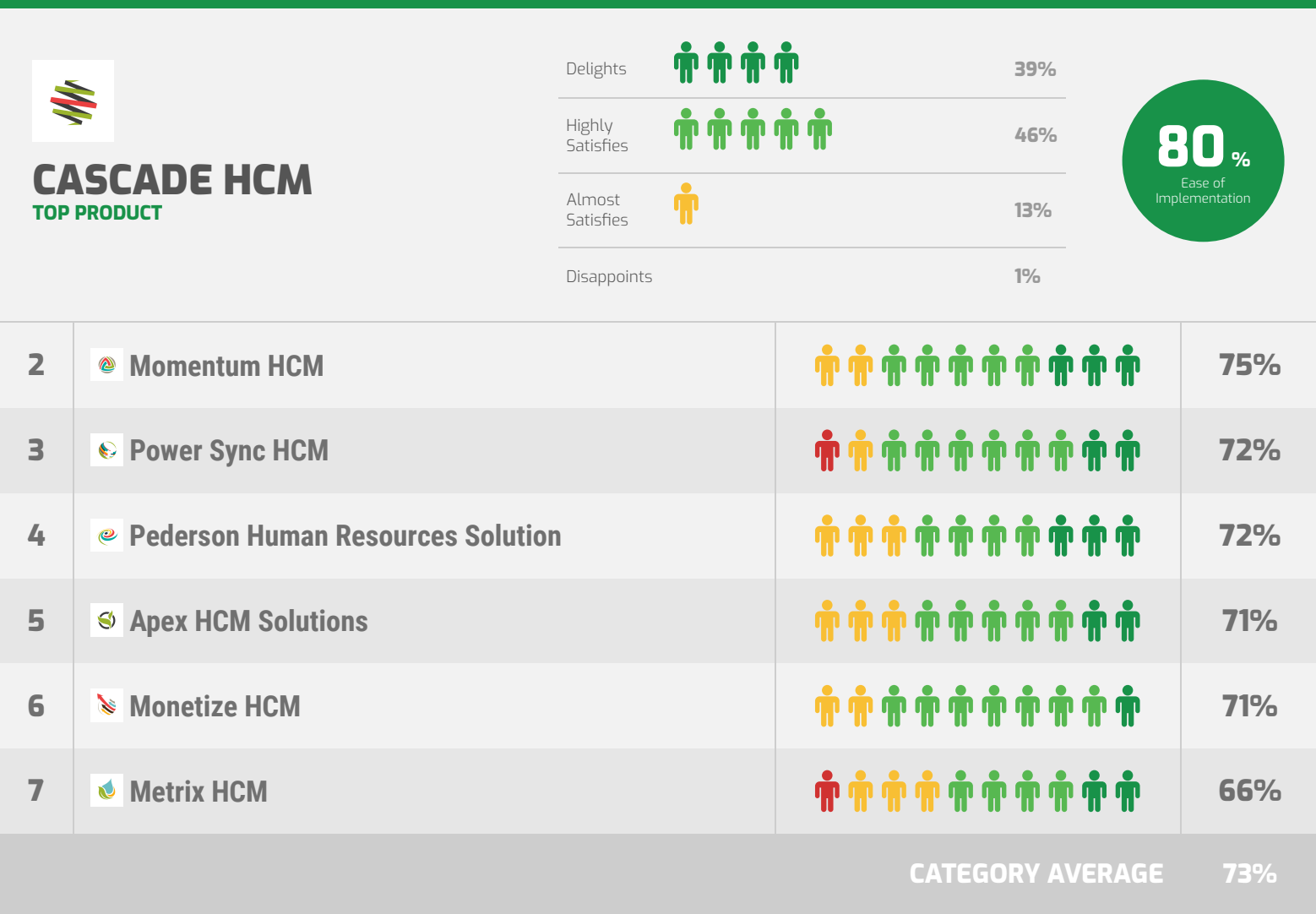
Effective and readily available training enables users to get the most out of the software you've chosen. Use this section to make sure your vendor's training programs and materials measure up.



--	 Vine HCM		72%
--	 SNAP HR		88%
--	Epic Human Capital Management		63%

Ease of Implementation

Choosing the right software is only the first step. Successfully implementing the new solution is necessary in order to realize its full value and promote end user adoption. Use the data in this section to determine which software is easy to implement, and which may jeopardize your goals by causing trouble in this stage.



--	 Vine HCM		75%
--	 SNAP HR		84%
--	Epic Human Capital Management		79%

Product Feature Summary

MANDATORY FEATURES

This page summarizes user satisfaction with a variety of product features. While strong and consistent performance across the board is desirable, you may be willing to tolerate low scores on features that don't impact your primary use case or core objectives. Use this high-level data to help plan and structure your product evaluation.

VENDOR	OVERALL FEATURE SATISFACTION	BENEFITS ADMINISTRATION	COMPENSATION MANAGEMENT	EMPLOYEE RECORD	PAYROLL ADMINISTRATION	TALENT ACQUISITION	TIME AND ATTENDANCE	WORKFORCE PLANNING	
Pederson Human Resources Solution	84%	83%	83%	86%	87%	82%	87%	83%	
Cascade HCM	82%	81%	77%	86%	86%	85%	79%	82%	
Momentum HCM	78%	79%	76%	81%	80%	80%	78%	78%	
Power Sync HCM	73%	73%	75%	76%	78%	67%	76%	71%	
Apex HCM Solutions	72%	70%	71%	74%	75%	68%	77%	69%	
Monetize HCM	71%	72%	68%	78%	75%	79%	72%	72%	
Metrix HCM	71%	72%	71%	74%	75%	76%	67%	68%	
CATEGORY AVERAGE	76%	78%	77%	81%	82%	79%	80%	77%	

VENDORS WITH INSUFFICIENT DATA									
Vine HCM	74%	80%	81%	75%	78%	63%	72%	81%	
SNAP HR	85%	82%	80%	88%	82%	84%	88%	87%	
Epic Human Capital Management	73%	69%	77%	73%	73%	73%	75%	71%	

Product Feature Summary

STANDARD FEATURES

This page summarizes user satisfaction with a variety of product features. While strong and consistent performance across the board is desirable, you may be willing to tolerate low scores on features that don't impact your primary use case or core objectives. Use this high-level data to help plan and structure your product evaluation.

VENDOR	OVERALL FEATURE SATISFACTION	PERFORMANCE MANAGEMENT	POSITION MANAGEMENT	TALENT MANAGEMENT	
Pederson Human Resources Solution	84%	83%	82%	82%	
Cascade HCM	82%	82%	81%	82%	
Momentum HCM	78%	76%	78%	79%	
Power Sync HCM	73%	72%	71%	68%	
Apex HCM Solutions	72%	68%	69%	73%	
Monetize HCM	71%	70%	73%	73%	
Metrix HCM	71%	71%	71%	65%	
CATEGORY AVERAGE	76%	77%	77%	76%	
VENDORS WITH INSUFFICIENT DATA					
Vine HCM	74%	71%	70%	78%	
SNAP HR	85%	88%	87%	85%	
Epic Human Capital Management	73%	75%	71%	77%	

Product Feature Satisfaction

This section provides detailed information on user satisfaction for each product feature. Use these pages to dig deeper into areas of particular interest or concern.

Product Features

This table lists and describes all the features that are evaluated in the Human Capital Management software category. For your convenience, these descriptions are repeated under the feature subheadings in the subsequent pages.

Mandatory Features		Standard Features	
Benefits Administration	Includes employee participation in benefits programs such as paid time off, medical/dental/life insurance policies, 401k/RRSP participation, and self-service benefits enrollment and admin.	Performance Management	Includes all aspects of performance appraisals and review design: rollout, conducting, tracking, measurement, and goal attainment.
Compensation Management	Includes all aspects of compensation design, salary bands, salaried and hourly employment information, and bonus and variable compensation.	Position Management	Includes ability to control attributes of job and position titles, org structure and charting, job descriptions, roles and responsibilities, and succession planning.
Employee Record	Includes workforce and employee data such as contact information, address, phone, employee identifiers, employment history, hire and release dates, etc.	Talent Management	Includes recruiting and Application Tracking Systems functionality such as candidate tracking, job posting, advertising, background checks, and onboarding.
Payroll Administration	Includes basic payroll, taxes and other deductions, check runs, deposits, and pay stubs.	Differentiating Features	
Talent Acquisition	Supports the process of sourcing and recruiting employees in alignment with organizational needs.	Learning and Development	
Time and Attendance	Includes time tracking, attendance tracking, vacation tracking, PTO, sick and necessary leave tracking, and alert mechanisms.		
Workforce Planning	Includes employee scheduling, shift tracking, adequate staffing level planning and alerts, location tracking and projects, and other tracking and reports.		

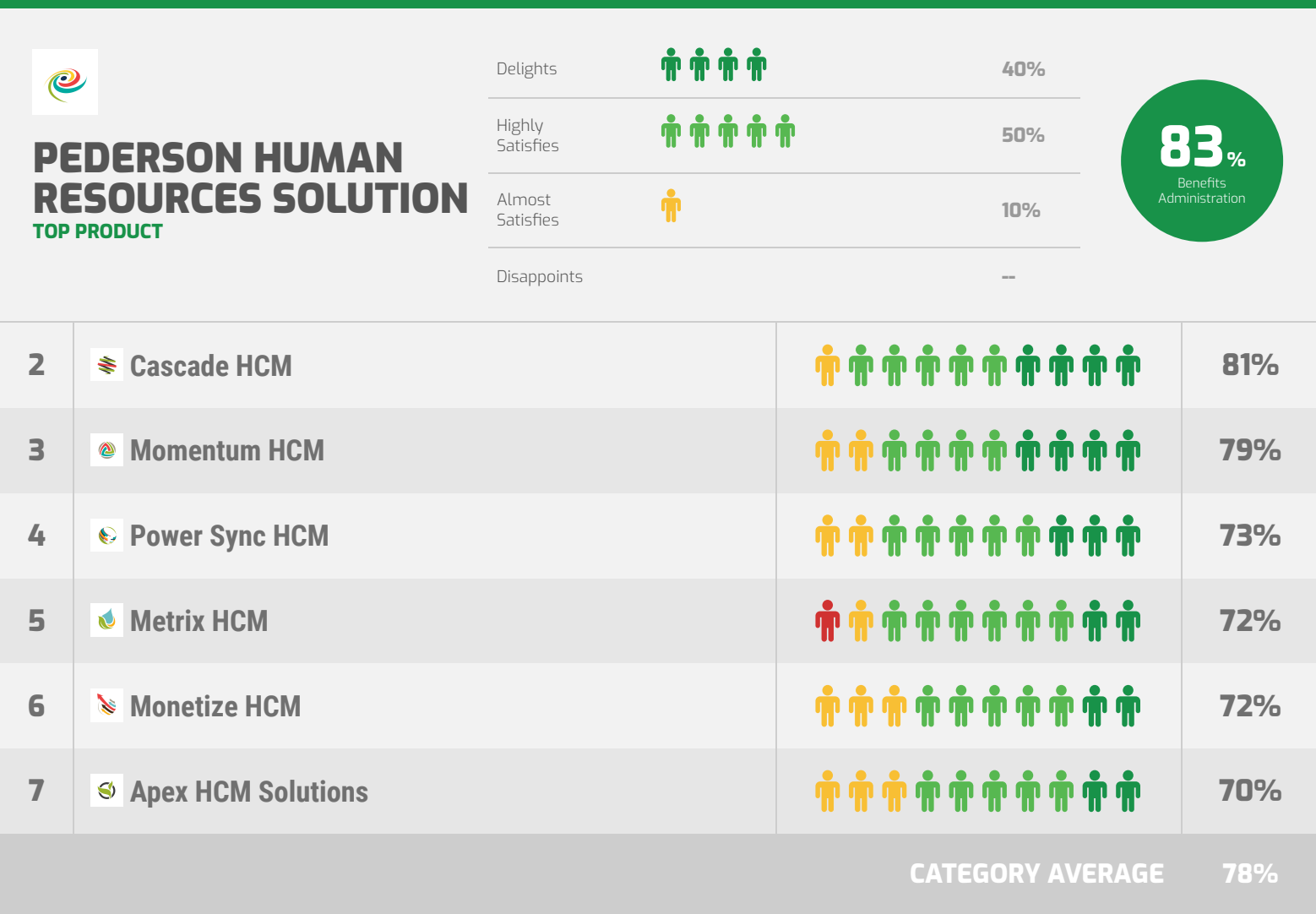
Product Feature Satisfaction


This section provides detailed information on user satisfaction for each product feature. Use these pages to dig deeper into areas of particular interest or concern.

Benefits Administration

Includes employee participation in benefits programs such as paid time off, medical/dental/life insurance policies, 401k/RRSP participation, and self-service benefits enrollment and admin.

Mandatory Feature

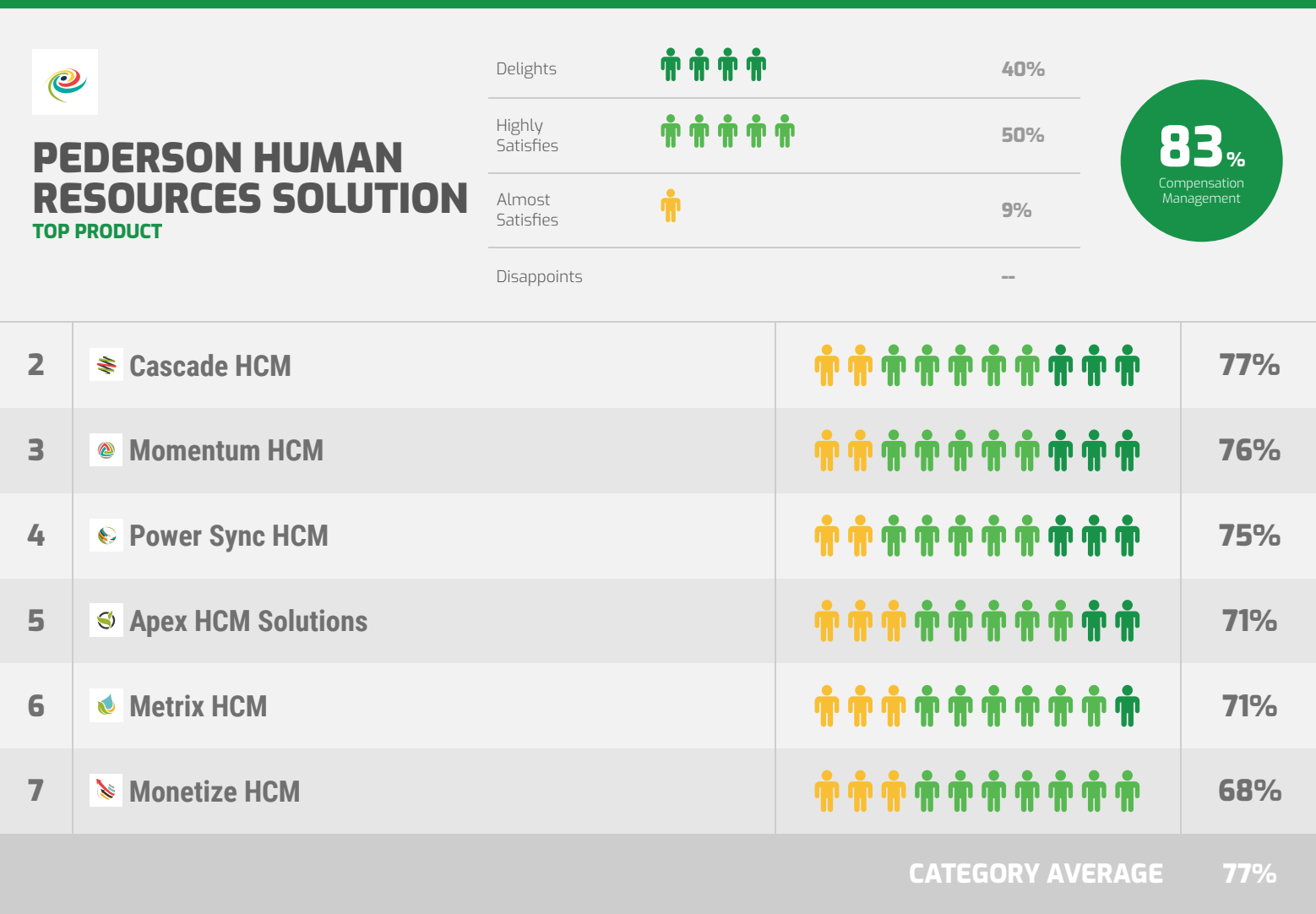



--	 Vine HCM		80%
--	 SNAP HR		82%
--	Epic Human Capital Management		69%

Compensation Management

Includes all aspects of compensation design, salary bands, salaried and hourly employment information, and bonus and variable compensation.

Mandatory Feature



--	 Vine HCM		81%
--	 SNAP HR		80%
--	Epic Human Capital Management		77%

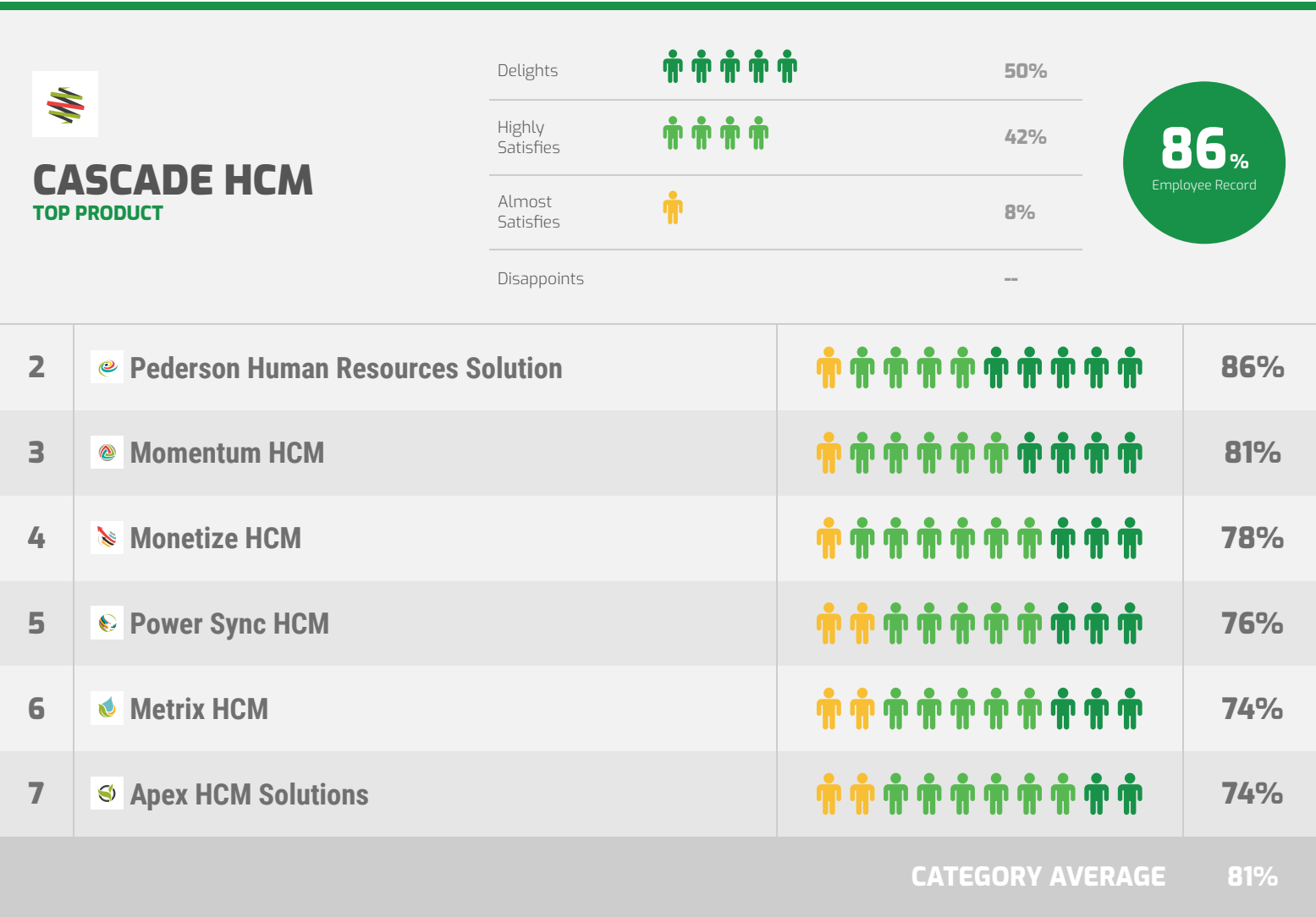
Product Feature Satisfaction

This section provides detailed information on user satisfaction for each product feature. Use these pages to dig deeper into areas of particular interest or concern.

Employee Record

Includes workforce and employee data such as contact information, address, phone, employee identifiers, employment history, hire and release dates, etc.

Mandatory Feature

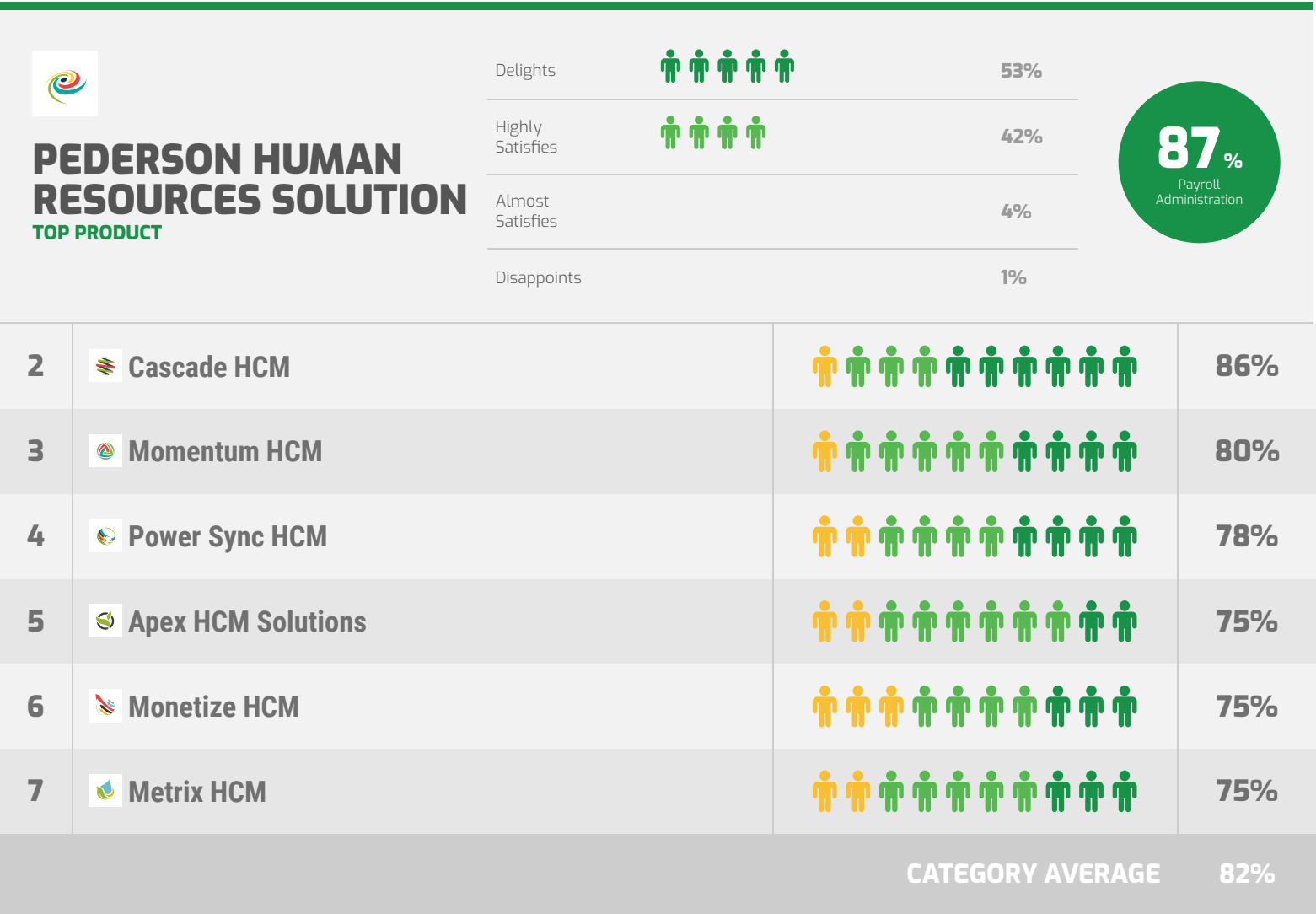


--	 Vine HCM	 	75%
--	 SNAP HR		88%
--	Epic Human Capital Management	 	73%

Payroll Administration

Includes basic payroll, taxes and other deductions, check runs, deposits, and pay stubs.

Mandatory Feature



--	 Vine HCM	 	78%
--	 SNAP HR	 	82%
--	Epic Human Capital Management	 	73%

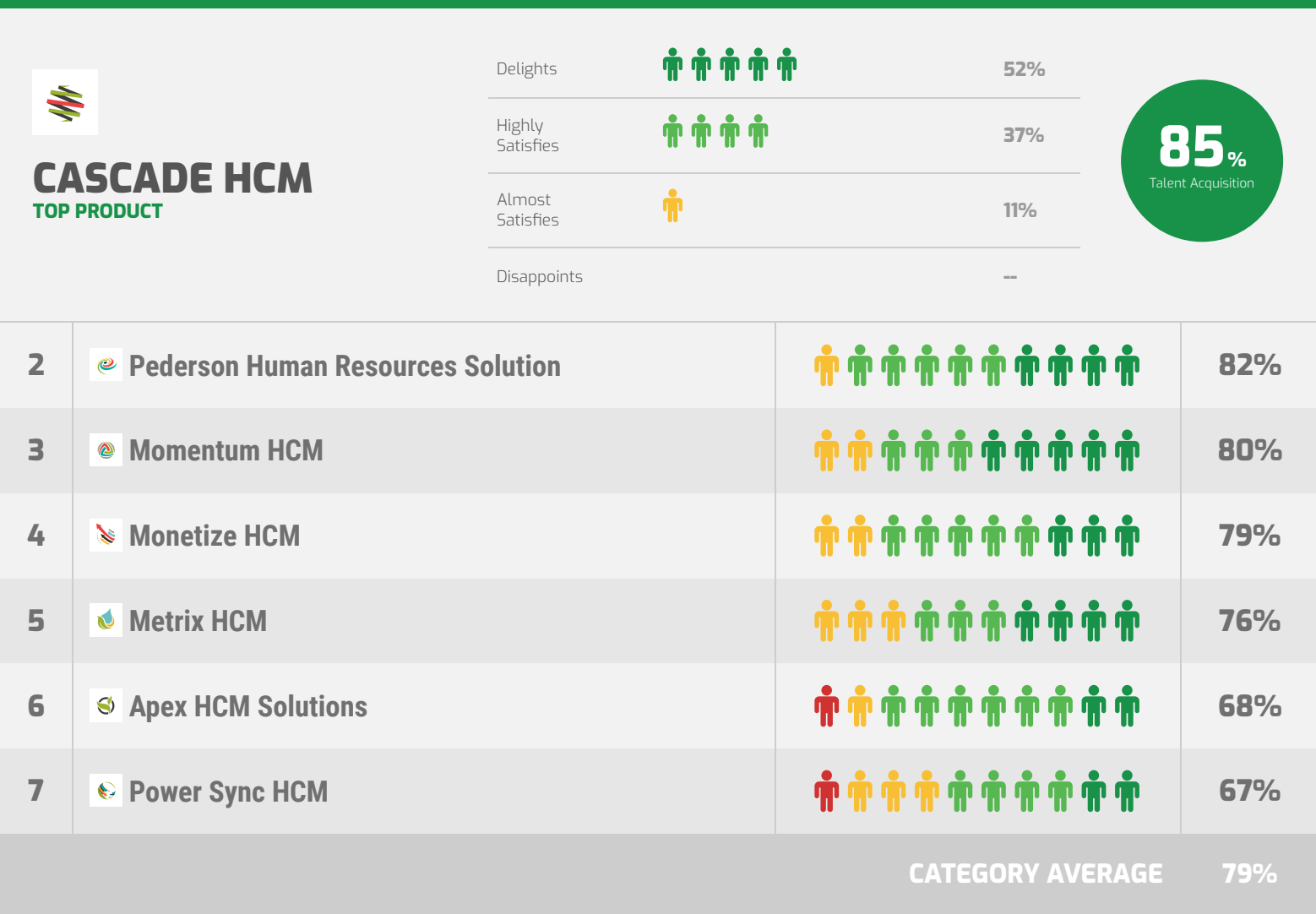
Product Feature Satisfaction

This section provides detailed information on user satisfaction for each product feature. Use these pages to dig deeper into areas of particular interest or concern.

Talent Acquisition

Supports the process of sourcing and recruiting employees in alignment with organizational needs.

Mandatory Feature

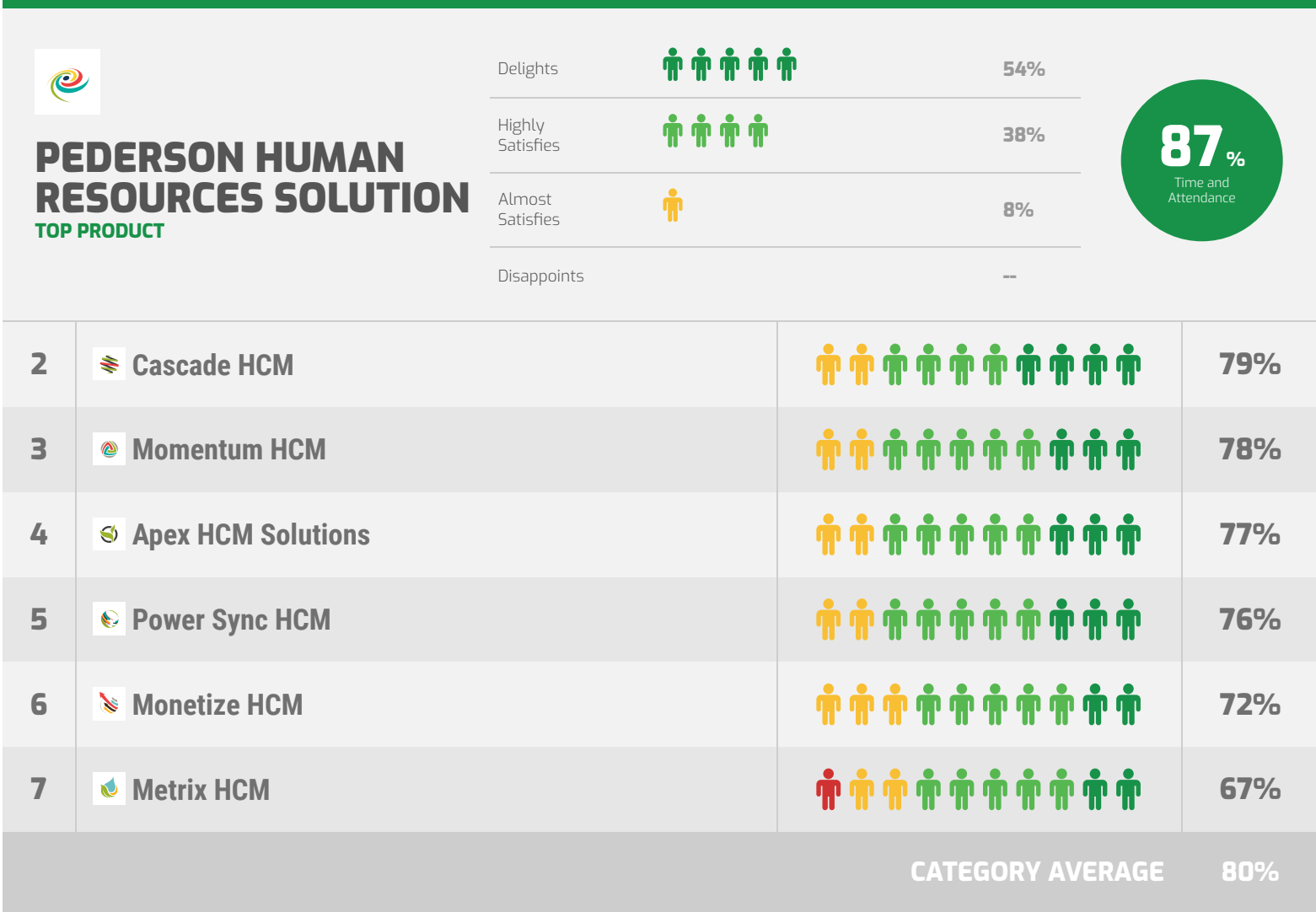







--	 Vine HCM		63%
--	 SNAP HR		84%
--	Epic Human Capital Management		73%

Time and Attendance

Includes time tracking, attendance tracking, vacation tracking, PTO, sick and necessary leave tracking, and alert mechanisms.

Mandatory Feature



--	 Vine HCM		72%
--	 SNAP HR		88%
--	Epic Human Capital Management		75%

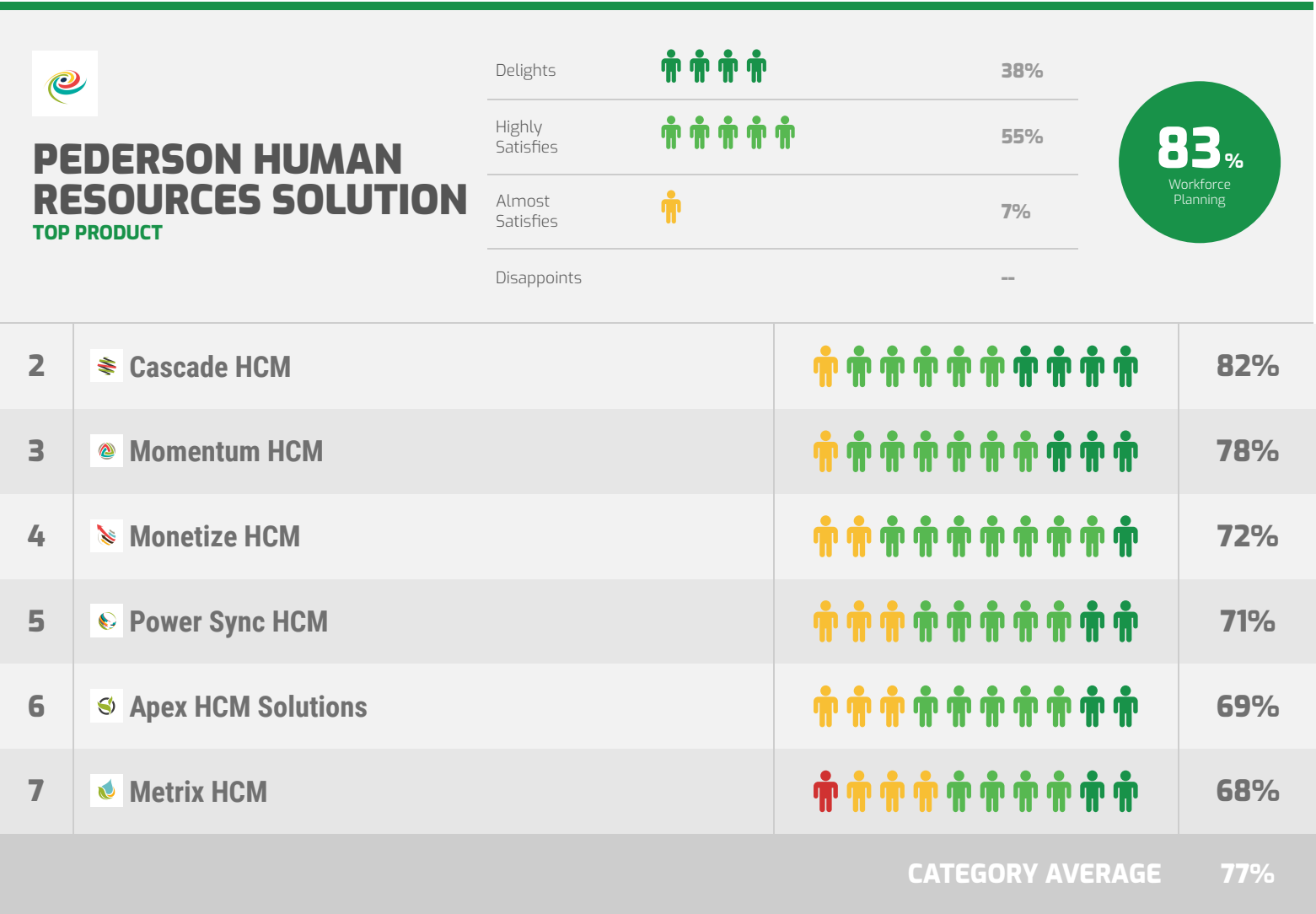
Product Feature Satisfaction




This section provides detailed information on user satisfaction for each product feature. Use these pages to dig deeper into areas of particular interest or concern.

Workforce Planning

Includes employee scheduling, shift tracking, adequate staffing level planning and alerts, location tracking and projects, and other tracking and reports.

Mandatory Feature

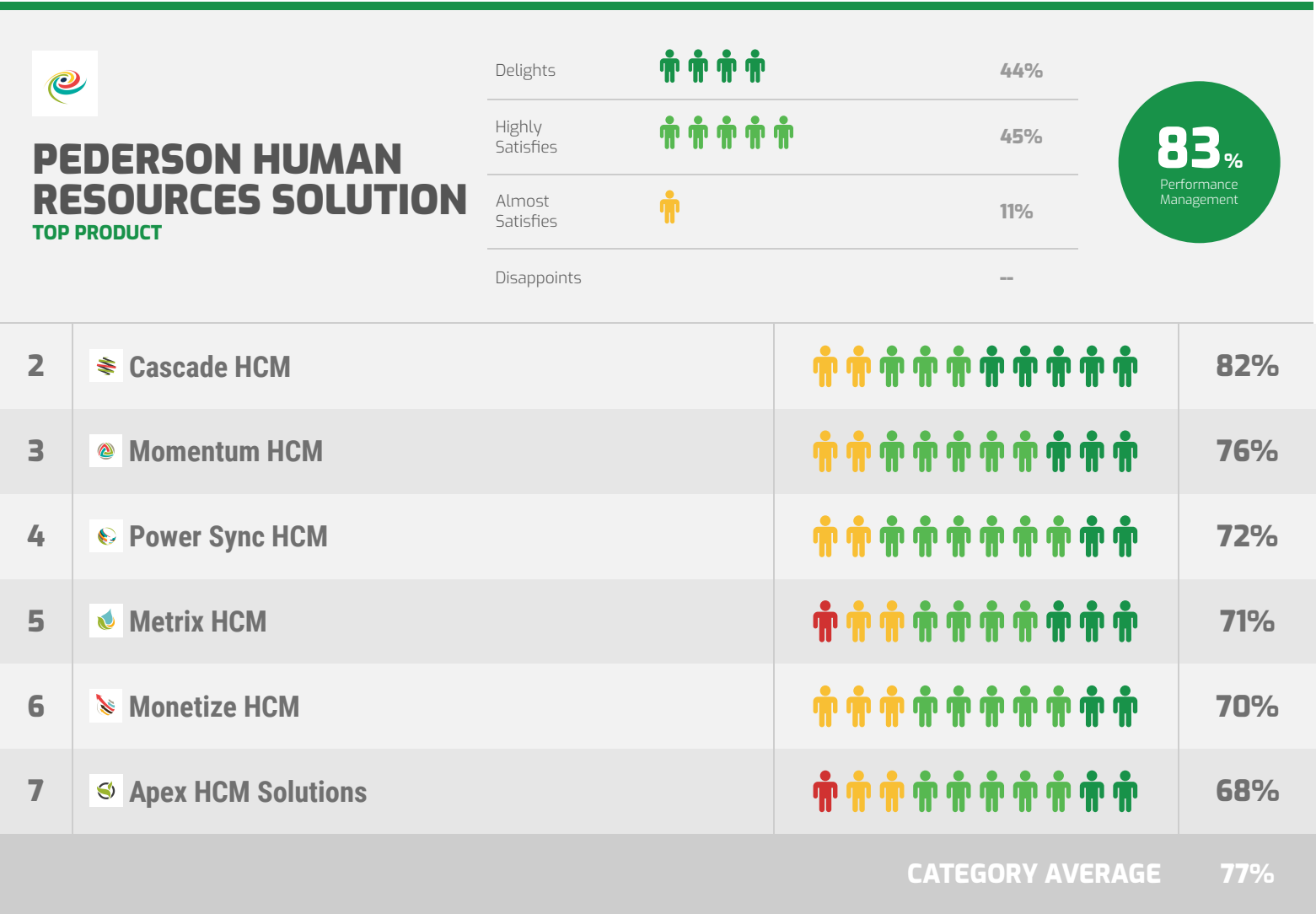


--	 Vine HCM		81%
--	 SNAP HR		87%
--	Epic Human Capital Management		71%

Performance Management

Includes all aspects of performance appraisals and review design: rollout, conducting, tracking, measurement, and goal attainment.

Standard Feature



--	 Vine HCM		71%
--	 SNAP HR		88%
--	Epic Human Capital Management		75%

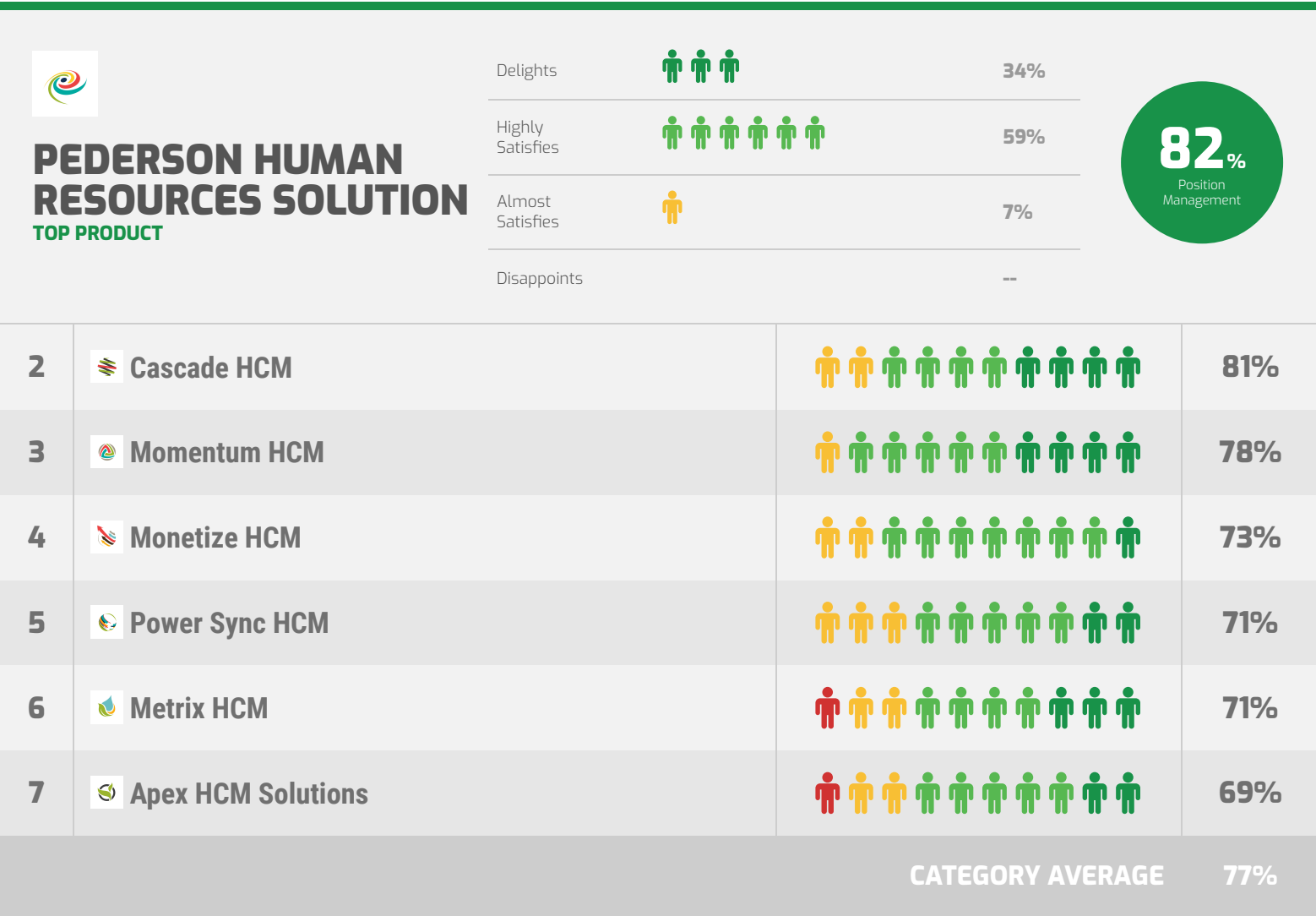
Product Feature Satisfaction






This section provides detailed information on user satisfaction for each product feature. Use these pages to dig deeper into areas of particular interest or concern.

Position Management

Includes ability to control attributes of job and position titles, org structure and charting, job descriptions, roles and responsibilities, and succession planning.

Standard Feature

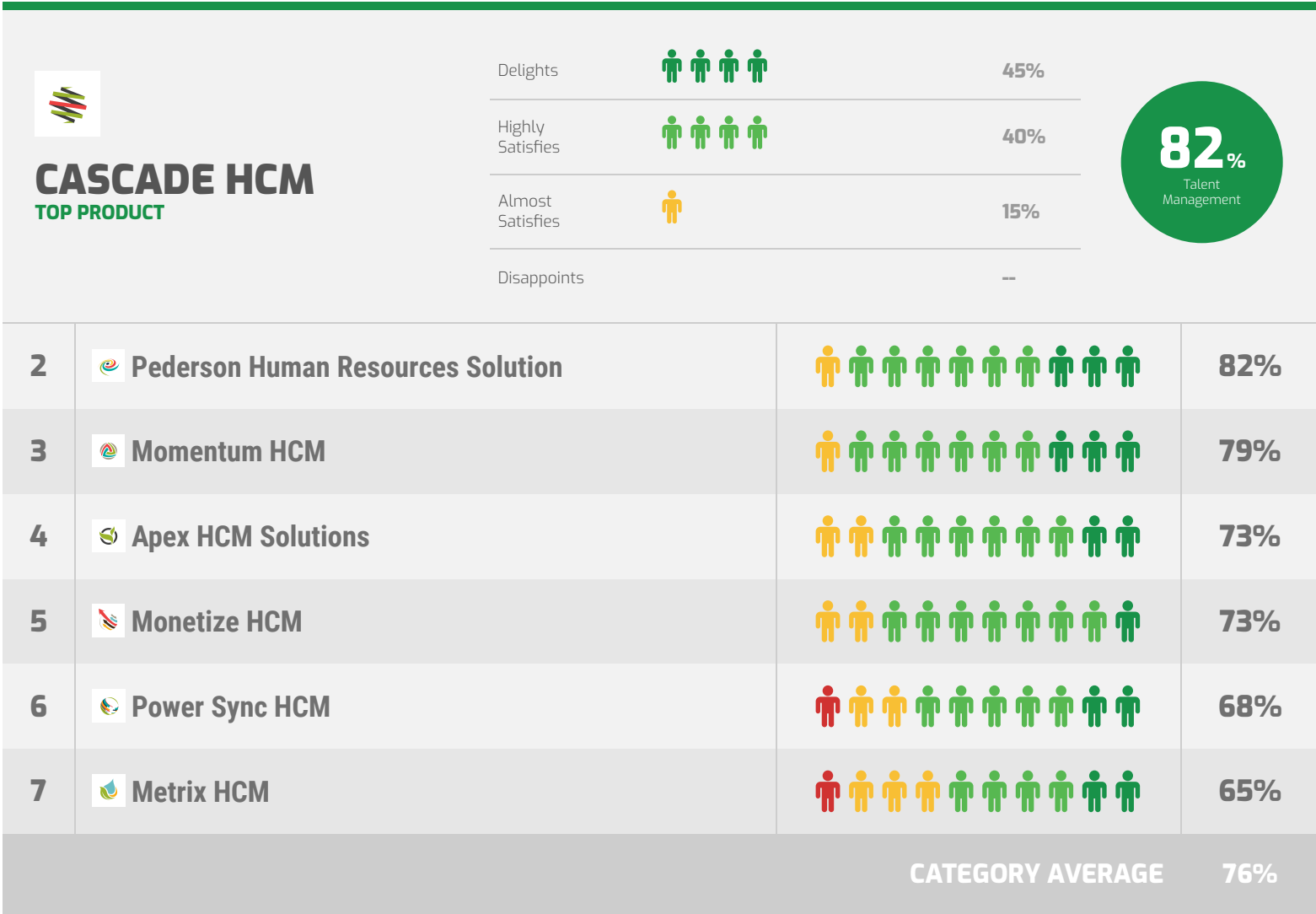


--	 Vine HCM	<div></div>	70%
--	 SNAP HR	<div></div>	87%
--	Epic Human Capital Management	<div></div>	71%

Talent Management

Includes recruiting and Application Tracking Systems functionality such as candidate tracking, job posting, advertising, background checks, and onboarding.

Standard Feature



--	 Vine HCM	<div></div>	78%
--	 SNAP HR	<div></div>	85%
--	Epic Human Capital Management	<div></div>	77%

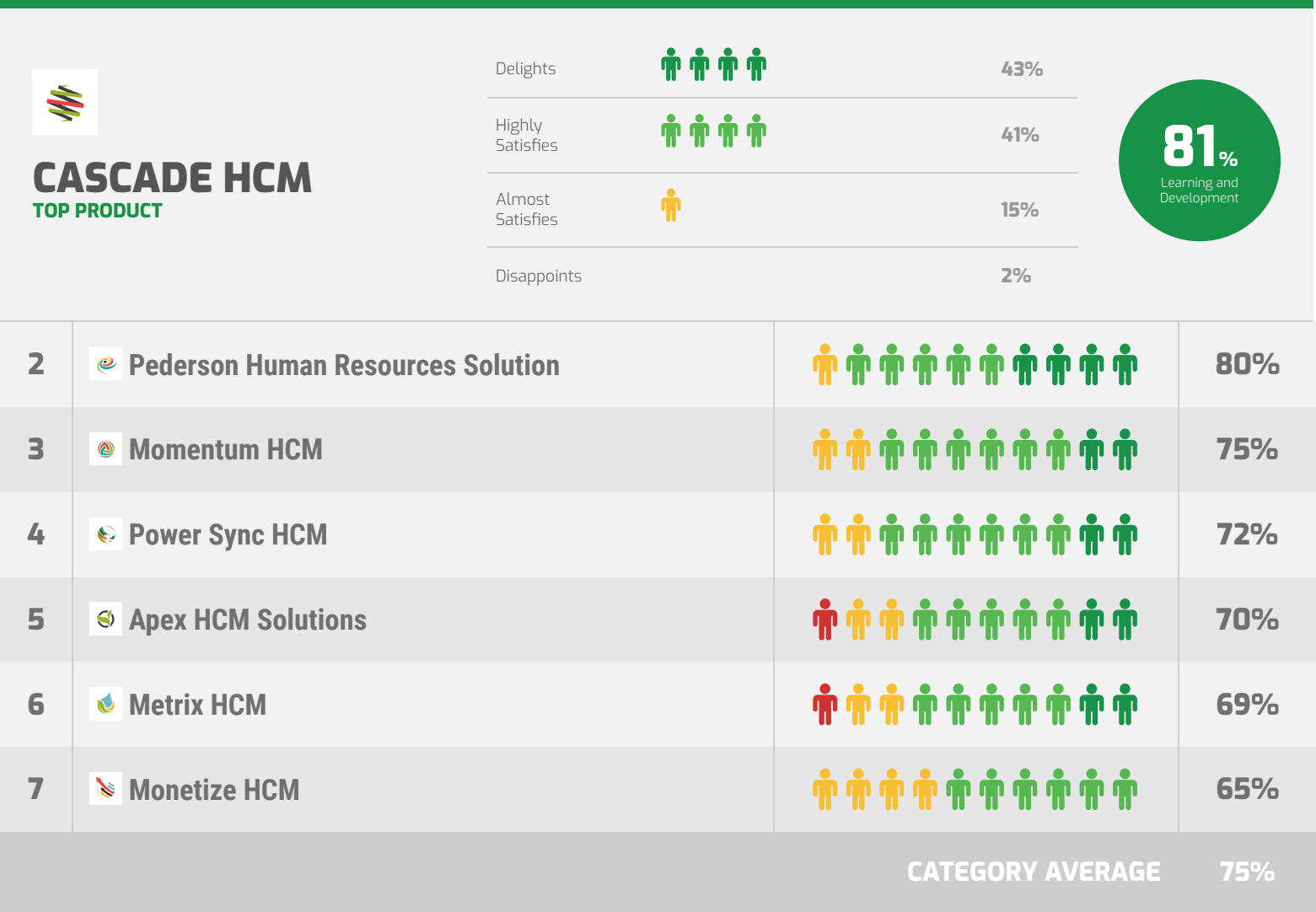
Product Feature Satisfaction






This section provides detailed information on user satisfaction for each product feature. Use these pages to dig deeper into areas of particular interest or concern.

Learning and Development

Includes all aspects of learning management systems, content and curriculum development, new and existing development plans, skills databases, certifications, and tracking and reporting.

Differentiating Feature



--	 Vine HCM		67%
--	 SNAP HR		80%
--	Epic Human Capital Management		71%