

Human Resources White Paper

COMPARISON

300code, BambooHR, SAP SuccessFactors,
Oracle HCM, Workday, Personio

300code

workday

bambooHR

SAP

ORACLE

Personio

2023

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Introduction

Less time for paperwork, more time for people

Essential for strengthening employer-employee relationships, human resource systems have evolved over the years to include more aspects of HR officers' functions. From fleet, and payroll management to time off and attendance, HR systems can accommodate varying scopes and budgets, answering to the needs of organizations of all sizes. Traditionally, human resource processes heavily relied on face-to-face communication and extensive paper-based tasks. However, available systems have simplified HR operations, reducing paperwork and allowing employees to allocate more time to essential tasks.

Choosing the right software is crucial for effectively attracting, nurturing, and retaining top talent. Therefore, this paper is dedicated to providing enough information to evaluate the solutions that best meet your specific requirements in terms of feature coverage, pricing, reviews, and usability. We have carefully selected some of the most popular solutions available, including 300code, BambooHR, SAP SuccessFactors, Oracle HCM, Workday, and Personio. For all these systems, we have created tables highlighting the availability of key features in several areas, namely employees, recruitment, time off, appraisals, referrals, fleet management, and expenses.

***But first, let's discover
the different solutions*** 



Human Resources Software



300code

300code is a cloud HR and ERP platform for small and mid-sized companies, built on the Odoo platform, which we run and extend as an Odoo partner. HR is not a separate product: employees, contracts, time off, payroll inputs and recruitment share one database with the rest of the business. We offer it as a hosted service only — there is no on-premise edition.

“

*Attract, nurture, and retain:
the HR tool for your amazing employees!*

”



24/5

support included



0

hidden fees



1

hosted platform



2

backup continents

SAP SuccessFactors

SAP SuccessFactors is a leading HR management software known for its robust capabilities and advanced functionalities. It provides a comprehensive suite of features, including Employee Experience Management, Core HR and Payroll, Talent Management, HR Analytics, and Workforce Planning, and Sales Performance Management. SAP SuccessFactors is widely recognized for its scalability and ability to meet the complex HR needs of large organizations.

BambooHR

BambooHR is an HR dedicated platform that integrates various capabilities, providing a single source of data for managing employee information. It offers features to streamline processes such as employee data management, talent acquisition and onboarding, payroll management, benefits administration, and performance measurement. With pre-built integrations, it allows seamless connectivity with other tools. BambooHR continuously evolves with frequent additions of new features and integrations to enhance its functionality and customization options.

“

*HR management software that brings
it all together*

”



1,8 +

million users



1,300+

employees



50 +

integrated apps



4 to 6 weeks

to be implemented

Oracle HCM

Oracle HCM is an HR management suite released in 2011 by Oracle Corporation. It is one of Oracle's multiple cloud applications providing a wide range of features including Human Resources, Talent Management, Workforce Management, Payroll, and Analytics. Oracle HCM is known for its scalability, industry-specific solutions, and integration capabilities. The

solution is mostly employed by organizations with thousands

“

*Our HR software delivers experiences
that help employees achieve their goals
— and yours*

”


242 +
million users


5,000 +
employees


300 +
integrated apps


**3 to 10
months**
to be implemented

Workday

Workday was established in 2005. While it primarily serves larger clients, Workday also has a significant customer base among organizations with lower annual revenues. Workday offers a solution for HR management alongside other products for ERP functions. It provides several features, such as employee self-service, payroll processing, and talent management.

6

“

Build a workforce that's made to adapt!

”

of employees.

“

*All in one - one suite of products for all
processes - one user experience across
any device, anywhere - one
technology platform natively built in the
cloud*

”


No information available
(435,000+ customers)


10,000 +
employees


100 +
integrated apps


3 to 10 months
to be implemented

Personio

7

Personio is a comprehensive HR management platform tailored for small and medium-sized businesses (10 - 2000 employees). It provides features around HR Management (Time Tracking, Absence, Onboarding, etc.), Talent Management (Performance, Training, etc.), and Payroll. Personio is recognized for its scalability, user-friendly interface, and customization options designed for SMEs.

“

*The people operating system - everything
starts with people*

”



65 +
million users



51
integrated apps



17,700 +
employees



5 to 18 months
to be implemented



No information available
(8,000 customers)



150 +
integrated apps



2,100 +
employees



4 weeks
to be implemented

8

9



Employees

Feature Comparison

From recruitment to retirement, employees are the driving force behind a company's success.

	300code	BambooHR
Employee Profiles & Data		
Employee Profile Management	✓	✓
Homeworking Management	✓	✓
Private Data & File Storage	✓	✓
Resume Generation	✓	✗
Employee Stages	Included	✗
Employee Skillset Tracking	✓	Add-On
Equipment Inventory (e.g., laptop)	✓	✗
Equipment Allocation Request	Included	✗
Benefits Overview (e.g., insurances)	✗	✓
Multi-Company Configuration	✓	✗
Work Location	✓	✓
Customizable Departmental Structure	✓	✓
Organization Chart & Approval Workflow	✓	✓
Field Format Validation	✓	✓
Employee Workload Calculation	Included 1	✗
Employee Social Links	Included	✓
Resume Preview (without downloading)	✓	✓
Print Resume	✓	✓
Access Rights Management	✓	✓

1. The 300code Project app is required for this module.

	SAP	Oracle	Workday	Personio
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✗	✗	✗	✗	✗
✗	✗	✗	✗	✗
✓	✓	✓	✓	✓
Add-On	✗	✗	✗	✗
✗	✗	✗	✗	✗
✗	✗	✓	✗	✗
✓	✓	✓	✓	✗
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✗	✗	✗	✗	✗
✓	✓	✓	✓	✗
✓ ²	✓	✓	✓	✓
✓ ²	✓	✓	✓	✓
✓	✓	✓	✓	✓

2. Requires SAP SuccessFactors Recruiting - may impact the pricing.

Global HR Flow

Contract Lifecycle Management	✓	Add-On
Benefits Coordination & Contract Renewal	✓	Add-On
Simulation Link Generation	✓	✗
Contract Termination Process	✓	Add-On
Work Schedule Configuration	✓ ₁	✓
Employee Satisfaction Tracking	✓ ₂	✓
Achievement Gamification . (Badges & Challenges)	✓	Add-On
Loan for Employee	Included	✗
eLearning	✓ ₃	Add-On
Digital Document Handling	✓	✓

Internal Communication

Messaging Tool	✓	Add-On
Team Collaboration Chatter	✓	Add-On
Enterprise Social Network	✗	Add-On
Notes & Comments	✓	✓
Document eSignature Capability	✓	✓

Reporting & Dashboards

Dashboards	✓	✓
Reporting	✓	✓

1. 300code currently does not handle overnight working hours or leave requests for overnight shifts. Our scheduling system only supports daily shifts and does not accommodate shifts that span across two days.
2. 300code Survey can support you in investigating your employee satisfaction.
3. The 300code eLearning app is required.

✓	✓	✓	✓
✓	✓	✓	✗
✗	✗	✗	✗
✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✗
✓	✓	✗	✗
✗	✗	✗	✗
✓ ₄	✗	✓	✓
✓	✗	✓	✓

✗	✗	✗	Add-On
✗	✗	Add-On	✗
✗	✓	✗	✗
✓	✗	✗	✓
✓	✓	Add-On	✓

✓	✓	✓	✓
✓	✓	✓	✓

4. Requires SAP SuccessFactors Learning - may impact the pricing.



Recruitment

Feature Comparison

Recruitment is the gateway to bringing new talent into your organization.

300code	BambooHR
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Global Recruitment Flow – Part. 1

End-to-End Recruitment	✓ ¹	✓
Applicant History Log	✓	✗
Application Status	✓	✓
Customizable Job Positions	✓	✓
Flexible Employment Status	✓	✓
Job Position Creation	✓	✓
Job Position Page Building Blocks	✓	✗
Insert Images/videos on Job Position Page	✓	✗
Custom Apply Form	✓	✗
Job Position Publishing Control	✓	✓
Candidate Pipeline Kanban View (Drag and Drop)	✓	✗
Employment Website Connectivity . (e.g., Indeed)	✓	✓
LinkedIn Profile Application Support	✗	✓
LinkedIn Profile Link	✓	✓
Applicant Tracking System (ATS)	✓	✓
Email Tracking for Sources	✓	✓
Visual Differentiation Between Internal and External Candidates	✗	✗
Resume OCR	✓	Add-On
Resume Skills OCR	✓	Add-On
Resume Preview (without downloading)	✓	✓

1. 300code supports your recruitment process from A to Z including the employee profile creation.

SAP	Oracle	Workday	Personio
-----	--------	---------	----------

✓ ²	✓	✓	✓
✓ ²	✓	✓	✓
✓ ²	✓	✓	✗
✓ ²	✓	✓	✓
✓ ²	✓	✓	✓
✗	✓	✓	✓
✗	✗	✗	✗
✗	✓	✗	✗
✗	✗	✗	✗
✓ ²	✓	✓	✓
✗	✗	✗	✗
✗	✓	✓	✓
✓ ²	✓	✓	✗
✓ ²	✓	✓	✓
✗	✓	✓	✓
✓ ²	✓	✓	✓
✓ ²	✗	✗	✗
✓ ²	Add-On	✓	✓
✓ ²	Add-On	✓	✓
✓ ²	✓	✓	✓

2. Requires SAP SuccessFactors Recruiting - may impact the pricing.

300code	BambooHR
---------	----------

Global Recruitment Flow – Part. 2

Applicant Skills Logging	✓	✗
Applicant Start Date Availability	✓	✓
Applicant Expected Salary Capture	✓	✓
Interviewer Assignment with Application Access	✓	✗
Calendar Integration for Interview Scheduling	✓	✗
Room Booking for On-site Interview	✓	✗
Interview Form	✓	✗
Interview Feedback & Rating	✓	✓
Application Examination (by peer colleagues)	✓ ₁	✗
Offer Template	✓	✓
Online Offer Sending	✓	✓
Salary Self Configurator	✓	✗
Contract Digital Signature (eSignature)	✓	✓
Customizable Rejection Reasons	✓	✓
Onboarding & Information Package Management	✓ ₂	✓
Off-boarding Process Management	✓ ₂	✓

Productivity & Collaboration

Status Audit Trail	✓	✗
Reminders	✓	✗
Customizable Activity Types	✓	✗

1. Via 300code Activities.

2. Launch plans can be created for multiple purposes including onboarding and off-boarding.

SAP	Oracle	Workday	Personio
-----	--------	---------	----------

✗	✗	✓	✗
✗	✗	✓	✓
✗	✗	✓	✓
✗	✗	✗	✓
✗	✓	✓	✓
✓ ₃	✗	✓	Add-On
✗	✗	✓	✓
✓ ₃	✓	✓	✓
✓ ₃	✓	✗	✓
✓ ₃	✓	✗	✗
✗	✓	✓	✓
✗	✗	✗	✗
✗	✓	✓	✓
✓ ₃	✓	✓	✓
✗	✓	✗	✓

✓ ₃	✓	✗	✗
✓ ₃	✓	✓	✗
✗	✗	✗	✗

3. Requires SAP SuccessFactors Recruiting - may impact the pricing.

	300code	BambooHR
Communication w/ team & recruits		
Messaging Tool	✓	✓
Email Template	✓	✓
Refusal Reasons Tied to Email Templates	✓	✗
Automated Application Rejection Email	✓	✗
Team Collaboration Chatter	✓	✗
Private Notes/Comments on Applicant	✗	✓
Chatbot	✓	✗
Livechat (w/ recruiters)	✓	✗
Voice over IP Support	✓	✗
Integrated Call Widget	✓	✓
Integrated SMS Widget	✓	✗
Whatsapp Integration	✓	✗
Reporting & Dashboards		
Reporting	✓ ₁	✓
Dashboards	✓ ₂	✗
Mobile Application Integration	✓	✓
Digital Document Handling	✓	✓

1. 300code provides reporting regarding Recruitment, Source, Time in Stage, and Team Performance.
2. 300code provides a dashboard with an easy view of new applications.

	SAP	Oracle	Workday	Personio
	✓ ₃	✓	✓	✓
	✓ ₃	✓	✓	✓
	✗	✗	✓	✓
	✓ ₃	✓	✓	✓
	✗	✗	Add-On	✗
	✓ ₃	✗	✓	✗
	✗	✗	✗	✗
	✗	✗	✗	✗
	✗	✗	✗	✗
	✗	✗	✗	✗
	✓ ₃	✗	✓	✗
	✗	✗	Add-On	✗
	✗	✓	✓	✓
	✓ ₃	✓	✓	✓
	✗	✓	✓	✓
	✓ ₃	✓	Add-On	✓

3. Requires SAP SuccessFactors Recruiting - may impact the pricing.



Referrals

Feature Comparison

Beyond traditional recruitment, referrals create a unique channel for talent acquisition.

	300code	BambooHR
Referrals & Rewards		
Job Position Sharing	✓ ¹	✗
Referral System for Friends	✓	✗
Active Referral Tracking	✓	✗
Alert Notifications (banner)	✓	✗
Point-Based Gamification	✓	✗
Stage-Specific Points Allocation . (e.g., CV received)	✓	✗
Levels Determination (based on accumulated points)	✓	✗
Rewards Management	✓	✗
Reward-Type Specific Responsible Person	✓	✗
Reporting & Dashboards		
Reporting	✓	✗
Dashboards	✓	✗

1. With 300code, individuals can share job offers via email, social media, or a direct link.

SAP	Oracle	Workday	Personio
✓	✓	✗	Add-On
✓	✓	✓	Add-On
✓	✓	✓	Add-On
✗	✗	✗	✗
✗	✓	✓	Add-On
✗	✗	✗	✗
✗	✗	✗	✗
✓	✓	✓	Add-On
✗	✗	✗	✗
✓	✓	✓	Add-On
✓	✓	✓	Add-On



Attendances

Feature Comparison

Ensuring employees are punctual
and their time is well-managed is a critical aspect
of workplace efficiency.

300code	BambooHR
---------	----------

Time & Attendances

Employee Time Management	✓	✓
Mobile Support	✓	✓
Employee Work Hours Control	✓	✓
Extra Hours Management	✓	✓
Support RFID, Badge, Pincode, Manual Identification	✓	✗
Extra Hours Tolerance . (employer/employee)	✓	✗
Rights Management	✓	✓
Reporting	✓	✓

SAP	Oracle	Workday	Personio
-----	--------	---------	----------

✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✗	✓
✓	✓	Add-On	✗
✓	✓	✗	✗
✓	✓	✓	✓
✓	✓	✓	✓



Time off

Feature Comparison

Time off policies and practices are integral to work-life balance and employee well-being.

Time Off Configurations & Management

Time Off Management (e.g., Holidays)	✓	✓
Leave Allocation (e.g., Paternity Leave)	✓	✓
Employee Overtime Management	✓	✓
Accrual Plans and Public Holiday Setup	✓	✓
Accruals w/ Attendance (accrued hourly)	✓	✗
Stress Day Configuration	✓	✗
Customizable Time Off Types	✓	✓
Visual Leave Type Display Options (Symbol & Color)	✓	✓
Full & Half-Day Time Off Options	✓	✓
Future Time Off Visualisation	✓	✗
Time Off Approval and Status Tracking	✓	✓
Negative Time Off	✓	✗
Remaining Time Off Visibility (Per Type)	✓	✓
Calendar & Gantt Chart View	✓	✓
Team-Wide Time Off View	✓	✗
Part-time Employee (France)	✓	✗
Social Secretary Specific Leave	✓	✗
Reporting & Dashboards		
Reporting	✓	✓
Dashboards	✓ ¹	✓

1. 300code's Personal Dashboard is only available to 300code users. If the employee is not a user, the HR team can generate a time off summary in PDF and send it.

✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✗	✓
✓	✓	✓	✓
✗	✗	✗	✗
✗	✗	✗	✗
✓	✓	✓	✓
✗	✗	✗	✓
✓	✓	✓	✓
✗	✗	✗	✗
✓	✓	✓	✓
✗	✗	✗	✗
✓	✓	✓	✓
✓	✗	✓	✓
✓	✗	✓	✓
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✓
✓	✓	✓	✓



Appraisals

Feature Comparison

Performance appraisals are essential for employee growth and motivation.

	300code	BambooHR
Performance Assessment		
Appraisal Plan	✓	✓
Appraisal Template Creation	✓ ¹	✓
Multiple Managers Appraisal Capability	✓	✗
Goal Sharing & Milestone Tracking	✓	✓
Career Focus/Development Goals	✗	✗
Core Values	✓ ²	✗
Manual Appraisal Requesting	✓	✓
Appraisal Status Monitoring	✓	✓
Appraisal Calendar Overview	✓	✗
Appraisal Content Comparison . (Employee vs Manager)	✓	✓
Appraisal Visibility Options (for managers)	✓	✓
Skill Progress Assessment	✓	✗
360-Degree Feedback	✓	✓
Survey Template for 360-Degree Feedback	✓	✗
Evaluation Scale & Final Rating	✓ ³	✗
Recommended Learning Courses	✗	✗
Mentor/Coach	✗	✗

1. 300code provides the possibility to create a default appraisal template for the entire company or specifically per department.
2. Via 300code badges. The badges appear on the employee profile.
3. Final ratings are not visible for employees.

	SAP	Oracle	Workday	Personio
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✓	✓	✓	✗	✗
✓	✓	✓	✓	✓
✓	✗	✗	✓	✗
✓	✗	✗	✗	✗
✗	✓	✓	✓	✓
✓	✓	✓	✓	✓
✗	✗	✗	✗	✗
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✓	✓	✓	✗	✗
✓	✓	✓	✗	✗
✓	✓	✓	✓	✗
✗	✗	✗	✓	✗
✓	✗	✗	✓	✗

300code	BambooHR
---------	----------

Productivity, Communication & Collaboration

Messaging Tool	✓	✓
Collaboration Chatter	✓	✗
Integrated meeting planning	✓	✗
Reminders & Next Action Scheduling	✓	✓

Reporting & Dashboards

Dashboard	✓	✗
Individual Performance Reporting	✓	✓
Comparative Analysis Tool . (by department/individual)	✓	✓
Company-wide Performance Reporting	✓	✓

SAP	Oracle	Workday	Personio
-----	--------	---------	----------

✗	✓	✗	Add-On
✗	✗	Add-On	✗
✓	✗	✗	✗
✓	✓	✗	✓

✓	✓	✓	✓
✓	✗	✓	✓
✓	✗	✗	✗
✗	✗	✗	✗



Fleet

Feature Comparison

A company's fleet is more than just vehicles,
it is a network that keeps business moving.

300code	BambooHR
---------	----------

Fleet Management

Car Categories Classification	✓	✗
Vehicle Template Configuration	✓	✗
Drivers History (Current vs Future Driver)	✓	✗
Customizable Service Options	✓	✗
Employee Vehicle Request	Included	✗
Leasing Contract Administration	✓	✗
Vehicle Maintenance Tracking	✓	✗
Vehicle Crash Incident Follow-Up	✓	✗
Mileage Tracking System	✓	✗
Fuel Consumption Tracking	✓	✗

Reporting & Dashboards

Reporting	✓	✗
Dashboards	✓	✗

SAP	Oracle	Workday	Personio
-----	--------	---------	----------

✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗
✗	✗	✗	✗

✗	✗	✗	✗
✗	✗	✗	✗



Expenses

Feature Comparison

Beyond numbers and balance sheets, expenses play a pivotal role in an organization's financial health.

300code	BambooHR
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Global Expense Flow

Customizable Expense Categories	✓	Add-On
Document Management & Justification	✓	Add-On
Receipt Capture (Picture or Import)	✓	Add-On
Expense Digitalization (OCR)	✓	Add-On
Split Expenses by Tax Rates	✓	Add-On
Reimbursement in Payslips	✓	✗
Expense Policies and Approval Process	✓	Add-On
Additional Approvers Adding	Included	✗
Expense Status Tracking	✓	Add-On
Visa Request	✓	✗

Reporting & Dashboards

Dashboard	✓	Add-On
Reporting	✓	Add-On

SAP	Oracle	Workday	Personio
-----	--------	---------	----------

Add-On	✗	✗	Add-On
Add-On	✓ ₁	✓	Add-On
Add-On	✓ ₁	✓	Add-On
Add-On	✓ ₁	✓	Add-On
Add-On	✓ ₁	✓	Add-On
✗	✓ ₁	✗	✗
Add-On	✓ ₁	✓	Add-On
✗	✗	✓	Add-On
Add-On	✓ ₁	✓	Add-On
✗	✗	✗	✗

Add-On	✓ ₁	✓	Add-On
Add-On	✗	✓	Add-On

1. Requires Oracle Fusion Expenses - may impact the pricing



Feature Comparison

Payroll management is the cornerstone of the employer-employee relationship, ensuring timely and accurate compensation.

Global Payroll Flow

Monthly Payroll Completion	✓	✓
Mass Confirm Payslip	Included	✗
Salary Structure Type Setup	✓	✓
Commission Plan	✓	Add-On
Pay On-Demand/Salary Advance	Included	✗
Work Entries & Conflict Resolution	✓	✓
Warning Notifications	✓	✗
Employee Overtime Management	✓	✓
Payslip Preview (without downloading)	✓	✓
Document Signature	✓	✓
Salary Attachments Management	✓	✓
Part-Time Contract Management	✓	Add-On
Contracts History	✓	Add-On
Deferred Time Off support	✓	✓
Employees Bank Account Verification	✓	✗
Payroll based on Attendance	✓	✓
Payroll based on Planning	✓	✓
Employee Gratuity Settlement	Included	✗

Reporting & Dashboards

Dashboard	✓	✓
General Employer Cost Overview	✓	✓
Employee Trend Analysis	✓	✓
Fiscal Reporting Tools	✓	✓

✓	✓	✓	Add-On
✓	✓	✗	✗
✓	✓	✓	✗
✓	Add-On	✓	✗
✗	✓	✓	✗
✓	✓	✗	✗
✓	✓		✗
✓	✓	✗	✓
✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✗
✓	✓	✗	✗
✓	✓	✗	✗
✓	✓	✓	✗

✓	✓	✓	Add-On
✓	✓	✓	Add-On
✓	✓	✓	Add-On
✓	✓	✓	Add-On



Usability, Pricing & Conditions

Feature Comparison

300code	BambooHR
---------	----------

SAP	Oracle	Workday	Personio
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Implementation

Ease of Setup	9,0 / 10	8,9 / 10
Ease of Use	9,6 / 10	9,3 / 10
Meets Requirements	9,5 / 10	8,3 / 10

Pricing & Conditions

Pricing	6 € ¹	Custom pricing (Quote)
Hosting	On-premise or Cloud	Cloud
Free Trial	✓	✓
Quality of Support	8,0 / 10	8,8 / 10

Custom pricing (Quote)	Custom pricing (Quote)	Custom pricing (Quote)	Custom pricing (Quote)
✗	✗	✗	✗
✗	✗	✗	✗
On-premise or Cloud	On-premise or Cloud	Cloud	Cloud
✗	✓	✗	✓
8,5 / 10	7,0 / 10	8,0 / 10	8,9 / 10

1. Discounted price for the first year, valid as long as only the in scope human resources applications (namely, Employees, Recruitment, Time Off, Appraisals, Referrals, Fleet, Attendance) are used, on 300code Online. This special price is not available for on-premises installations.

User Interface



The user interface (UI) is often overlooked in software development, as organizations tend to prioritize core functions and back-end development over creating a highly functional UI. However, this imbalance leads to a poor user experience and limited productivity.

Efficiency and user satisfaction heavily rely on well-designed usability in software. A successful solution must consider user needs and goals to assist them effectively. The UI is crucial in understanding human factors and enabling the software to fulfill its purpose. Therefore, a strong and functional design is vital for creating a positive user experience.

In the context of HR management tools, a good UI becomes even more essential. HR professionals handle sensitive employee information, and a well-designed UI ensures secure and intuitive access and management of this data. It reduces the risk of errors, data breaches, and unauthorized access. Additionally, HR professionals manage a wide range of tasks, from recruitment to payroll administration. A well-designed UI simplifies these complex processes, streamlining workflows and saving time and effort.

A good UI also enhances job satisfaction and engagement among HR professionals. By reducing frustration and cognitive load, a visually appealing and user-friendly interface allows them to focus on strategic HR activities. This not only boosts productivity but also helps attract and retain top HR talent, as professionals are more likely to prefer tools that make their work easier and more enjoyable.

Furthermore, a well-designed UI promotes self-service capabilities for employees. By providing an intuitive and accessible interface, employees can easily access HR information, request time off, review benefits, and perform other self-service tasks. This empowers employees, reduces the burden on HR staff, and fosters a culture of transparency and autonomy within the organization.

Now, let's compare the layouts of each interface by examining screenshots of the front end of these six products.

300code

Employee Profile

Abigail Peterson
Consultant

Work Mobile: (482) 273-3393
Work Email: abigail.peterson@300code.com
Company: My Company (San Francisco)

Resume | Work Information | Private Information | HR Settings

RESUME

Experience

- 2017100007 - 2017100009
Norton-Silva
Marketing

Education

- 20100000 - 20100000
St Peter's Parish Primary School
- 20100000 - 20100000
Dorchester North Primary School

SKILLS

- Languages: Spanish (C1), Marketing (100%), CRM (100%), Communication (100%), Public Speaking (75%), Digital Marketing (75%), Programming Languages (100%), ROMS: Court (100%)

Job Position Page

Experienced Developer
Bamboo

As an employee of our company you will collaborate with each department to release and deploy disruptive products. Come work at a growing company that offers great benefits with opportunities to move forward and learn alongside accomplished leaders. We're seeking an experienced and outstanding member of staff.

This position is both creative and rigorous by nature you need to think outside the box. We expect the candidate to be proactive and have a "get it done" spirit. To be successful, you will have solid solving problem skills.

Responsibilities

- Lead the entire sales cycle
- Achieve monthly sales objectives
- Qualify the customer needs
- Negotiate and contract
- Master demos of our software

Must Have

- Bachelor degree or higher
- Proven for software products
- Perfect written English
- Highly creative and autonomous
- Valid work permit for Belgium

Nice to have

- Experience in writing online content
- Additional languages
- Google Adwords experience
- Strong analytical skills

What's great in the job?

- Great team of smart people, in a friendly and open culture
- No dumb managers, no stupid tools to use, no rigid working hours
- No waste of time in enterprise processes, real responsibilities and autonomy

Candidates Pipeline

Recruitment | Applications | Reporting | Configuration

Initial Qualification

- John Duck
Experienced Developer
201805045 @ WhatsApp @ SMS
- Madeline Tang
Marketing and Community Manager
201805041 @ WhatsApp @ SMS
- Yin Lee
Marketing and Community Manager
201805041 @ WhatsApp @ SMS
- Oran Ramee
Experienced Developer
201805041 @ WhatsApp @ SMS
- Clelia Dearth
Experienced Developer
201805041 @ WhatsApp @ SMS
- Julia Indat
Experienced Developer
201805041 @ WhatsApp @ SMS

First Interview

- James Jacob
Human Resources Manager
201805041 @ WhatsApp @ SMS
- David Armstrong
Human Resources Manager
201805041 @ WhatsApp @ SMS
- Enrique Jones
Marketing and Community Manager
201805041 @ WhatsApp @ SMS
- David Billy
Consultant
201805041 @ WhatsApp @ SMS

Second Interview

- Hubert Black
Marketing and Community Manager
201805041 @ WhatsApp @ SMS
- Jose Tzume
Human Resources Manager
201805041 @ WhatsApp @ SMS
- Marie Justine
Marketing and Community Manager
201805041 @ WhatsApp @ SMS
- Prane Williams
Experienced Developer
201805041 @ WhatsApp @ SMS
- Tam Augustine
Human Resources Manager
201805041 @ WhatsApp @ SMS

Contract Proposal

- Marie Justine
Marketing and Community Manager
201805041 @ WhatsApp @ SMS
- Prane Williams
Experienced Developer
201805041 @ WhatsApp @ SMS
- Tam Augustine
Human Resources Manager
201805041 @ WhatsApp @ SMS

BambooHR

Daniel John
HR Director

Personal | Job | Time Off | Benefits | Training | Documents | Notes | Performance | More

Documents

- Employee Uploads (0 items)
- New Hire Paperwork (2 items)
- Resumes and Applications (0 items)
- Signed Documents (0 items)
- Taxial Attachments (0 items)
- Tax Documents (0 items)
- Training Files (1 item)
- Workflow Attachments (0 items)

YOUR OWN CO
Customer Support - London, Utah

Customer Service Team Lead
Customer Support - London, Utah

Apply for this Job

Link to this job
<https://apphrhrhmc.bamboohr.com/>

About Us

Our mission is simple: we want to set people free to do meaningful work. People love our software—and it turns out that people love working here too. We've been recognized as a "Best Company to Work For," and we're proud of our team for receiving awards for workplace effectiveness and flexibility.

What You'll Do

As a member of our office team for implementation, you will join forces with new HR clients and their teams to help manage the project of implementing our HR software. Because of this, we refer to our account managers as HR Project Managers. You'll make their transition to our HRMS a piece of cake and illustrate how BambooHR has the ability to set them free to do great work. Being a part of the office team, you will have the opportunity to closely interact with members of our lively team, learn how to become a master of your craft and crush your job responsibilities, which include:

- Build relationships with HR leaders around the world
- Import employee data into new clients' accounts to create a smooth transition
- Answer clients' questions about our top-rated software and its awesome functionalities
- Provide top-notch service and training to the HR and business leaders we work with
- Expand your knowledge of HR functions and the challenges that HR professionals face
- Do your best, focused work, from 8 am to 5 pm, Monday through Friday

What We'll Love About You

- You have written and communication skills that are sharp as a tack
- You live within commuting distance of our office

COMPANY LOGO HERE | Home | My Info | People | Hiring | Reports | Files

Hiring

Job Openings | **Candidates**

Search by phone, name, or email

Candidates | Still in the Running | Job Openings | Draft & Open

Name	Job Opening	Rating	Status	Last Update	Phone
Kathia Cox	Software Engineer	★★★★★	Offer Sent	4 days	+1 7 3339 1527
Janet Lewis	General Application	★★★★★	New	19 hours	8017246600
John Stone	General Application	★★★★★	New	7 days	8017246600
Kelli Colburn	General Application	★★★★★	Put on Hold	11 days	801-724-6600
Anderson Ponce	General Application	★★★★★	Reviewed	11 days	8017246600
April Kadin	General Application	★★★★★	Reviewed	14 days	8017246600
Jeremy Steel	General Application	★★★★★	Schedule Phone Screen	14 days	8017246600
Josh Edwards	IT Security Engineer	★★★★★	Phone Screened	4 months	+44 20 5555 12...
Anderson Ponce	General Application	★★★★★	Reviewed	11 days	8017246600
April Kadin	General Application	★★★★★	Reviewed	14 days	8017246600
Jeremy Steel	General Application	★★★★★	Schedule Phone Screen	14 days	8017246600

SAP SuccessFactors

Employee Profile

The screenshot shows the SAP SuccessFactors Employee Profile for Marcus Hoff, Sales Director, NE. The profile includes a photo, contact information, and a bio. Below the bio, there are tabs for Snapshot, Personal Information, Job Information, Background, and Talent Scorecard. The Snapshot tab is active, showing a 'Badges' section with three badges (Green, Red, Green) and a 'Tags & Notes' section with tags like 'Career Team', 'Executive Relations', and 'Executive Representation'.

Job Position Page

The screenshot shows the SAP SuccessFactors Job Position Page for 'Product Expert Dosimetry'. It includes a search bar, a 'Search Jobs' button, and a 'Show More Options' link. Below the search bar, there is a 'Select how often (in days) to receive an alert:' field with a value of 7 and a 'Create Alert' button. The job details section includes the job title, location (Beijing, CN), shift (Full-Time), and contract type (Open Ended Contract). The mission statement is: 'A successful Product Specialist will be responsible for technical and product support for a multi-person sales team. Will be required to develop thorough understanding of IBA products and services, communicate technical specifications to customer and PLM in multiple sales processes.' The requirements section lists: 'Must be able and willing to travel >75% of the time.' and 'Play active role in the CRS process, Clear, CRS Documents,'.

Candidates Pipeline

The screenshot shows the SAP SuccessFactors Candidates Pipeline for 'Operations Manager (57)'. It includes a search bar, a 'Search Jobs' button, and a 'Show More Options' link. Below the search bar, there is a 'Select how often (in days) to receive an alert:' field with a value of 7 and a 'Create Alert' button. The job details section includes the job title, location (Beijing, CN), shift (Full-Time), and contract type (Open Ended Contract). The mission statement is: 'A successful Product Specialist will be responsible for technical and product support for a multi-person sales team. Will be required to develop thorough understanding of IBA products and services, communicate technical specifications to customer and PLM in multiple sales processes.' The requirements section lists: 'Must be able and willing to travel >75% of the time.' and 'Play active role in the CRS process, Clear, CRS Documents,'.

Oracle HCM

The screenshot shows the Oracle HCM Skills and Qualifications page for Thomas Perick. It includes a search bar, a 'Search Jobs' button, and a 'Show More Options' link. Below the search bar, there is a 'Select how often (in days) to receive an alert:' field with a value of 7 and a 'Create Alert' button. The job details section includes the job title, location (Beijing, CN), shift (Full-Time), and contract type (Open Ended Contract). The mission statement is: 'A successful Product Specialist will be responsible for technical and product support for a multi-person sales team. Will be required to develop thorough understanding of IBA products and services, communicate technical specifications to customer and PLM in multiple sales processes.' The requirements section lists: 'Must be able and willing to travel >75% of the time.' and 'Play active role in the CRS process, Clear, CRS Documents,'.

The screenshot shows the Oracle HCM Financial Analyst 2-230004WL job page. It includes a search bar, a 'Search Jobs' button, and a 'Show More Options' link. Below the search bar, there is a 'Select how often (in days) to receive an alert:' field with a value of 7 and a 'Create Alert' button. The job details section includes the job title, location (Beijing, CN), shift (Full-Time), and contract type (Open Ended Contract). The mission statement is: 'A successful Product Specialist will be responsible for technical and product support for a multi-person sales team. Will be required to develop thorough understanding of IBA products and services, communicate technical specifications to customer and PLM in multiple sales processes.' The requirements section lists: 'Must be able and willing to travel >75% of the time.' and 'Play active role in the CRS process, Clear, CRS Documents,'.

The screenshot shows the Oracle HCM Talent Administrator page for 'Job Applications'. It includes a search bar, a 'Search Jobs' button, and a 'Show More Options' link. Below the search bar, there is a 'Select how often (in days) to receive an alert:' field with a value of 7 and a 'Create Alert' button. The job details section includes the job title, location (Beijing, CN), shift (Full-Time), and contract type (Open Ended Contract). The mission statement is: 'A successful Product Specialist will be responsible for technical and product support for a multi-person sales team. Will be required to develop thorough understanding of IBA products and services, communicate technical specifications to customer and PLM in multiple sales processes.' The requirements section lists: 'Must be able and willing to travel >75% of the time.' and 'Play active role in the CRS process, Clear, CRS Documents,'.

Workday

Employee Profile

Employee Profile: Jill Jones
 Vice President
 Location: Main Campus
 Manager: Patrick Gregory
 Job Details:
 Employee ID: 00001
 Supervisory Organization: Alma Mater University -> Operations & Administration
 Position: P-0001 Vice President
 Business Title: Vice President
 Job Profile: Vice President
 Job Family: Executive - Leadership - Executive
 Employee Type: Regular
 Management Level: 3 Vice President / Vice President
 Time Type: Full time
 FTE: 100.00%
 Location: Main Campus
 Work Space: Main Campus - Administration - 3rd Floor - Human Resources - ADMIN 3100

Statements
 Personal Statement
 As a payroll professional, I am dedicated to not only ensuring employees are paid correctly and on time, but also discovering ways for our organization to process payroll faster and more efficiently. While focusing on the job responsibilities of a payroll manager, I am also committed to mentoring the next generation of employees.

Job History
 Vice President, Human Resources
 LEO Holdings - January 2001 - May 2003 15 years 4 months (Stanford, CT)
 Defined Benefits Administrator
 Advanced Systems, Inc 1 July 1995 - December 1999 4 years 5 months (Boston, MA)

Personio

Public Profile: Sabrina Smith
 HR Manager
 Since 01.09.2019 (2 yr, 3 mo.) - Reports to Julian Schneider

Personal Info
 Salary, Documents, Attendance, Absence, Performance, Onboarding, Offboarding, History, Roles, Notes

Public profile
 You have edit rights

Public profile details:
 First name: Sabrina
 Last name: Smith
 Gender: Female
 Email: sabrina.smith@personiodev.com

Job Position Page

Revenue Analyst
 Apply
 Location: IRL Dublin Dockline
 Job ID: JH-62147
 Full Time
 Posted Today
 Your work days are brighter here.
 At Workday, it all began with a conversation over breakfast. When our founders met at a sunny California diner, they came up with an idea to revolutionize the enterprise software market. And when we began to rise, one thing that really set us apart was our culture. A culture which was driven by our value of putting our people first. And ever since, the happiness, development, and contribution of every Workmate is central to who we are. Our Workmates believe a healthy employee-centric, collaborative culture is the essential mix of ingredients for success in business. That's why we look after our people, communities and the planet while still being profitable. Feel encouraged to share, because that's what makes us unique. Inspired to make a brighter work day for all and transform with us to the next stage of our growth journey? Bring your brightest version of you and have a brighter work day here.

Senior Backend Engineer (f/m/d) / Remote
 Permanent employee, Full-time - Munich

YOUR PROFILE

Read job description in: English, German

- You have significant experience in web development (from design to deployment and monitoring in production)
- Strong OO design skills (SOLID 100%)
- Knowledge with automated testing and of when and what to test
- Experience in CI/CD, Pull/Merge Request and code reviews
- Proactive problem solver. You leave code and processes in a better shape than when you first encountered them
- Teamplayer. You are passionate about working with talented teammates. Your heart beats for receiving and giving feedback, to grow both personally and as an engineer
- Interest and passion to learn and experiment with new technologies and follow the best practices in software development.
- Professional level of written and spoken English

GREEN EMPLOYER
 Personio X-Partner

Candidates Pipeline

E-00001 Multiple Customer Service Career Opportunities! (Evergreen)
 Open detailed view

Candidates Pipeline:
 Active (49) Inactive (0)
 Review: 24
 Screen: 15
 Assessment: 1
 Interview: 7
 Offer: 2
 Background Check: 2

Overview Table:

Job Application	Step / Disposition	Available Active	Available Me	Date Applied	Resume / CV	Resume / CV Text	No Show
Nicole Gonzalez	Background Check	1	Background	02/21/2020			
Virginia Simoes	Background Check	1	Background	02/18/2020			
Brenda Washington (Refused)	Interview	1	Schedule	02/22/2020			
Angela Hughes	Interview	1	Schedule	02/22/2020			

E-00001 Multiple Customer Service Career Opportunities! (Evergreen)
 Open detailed view

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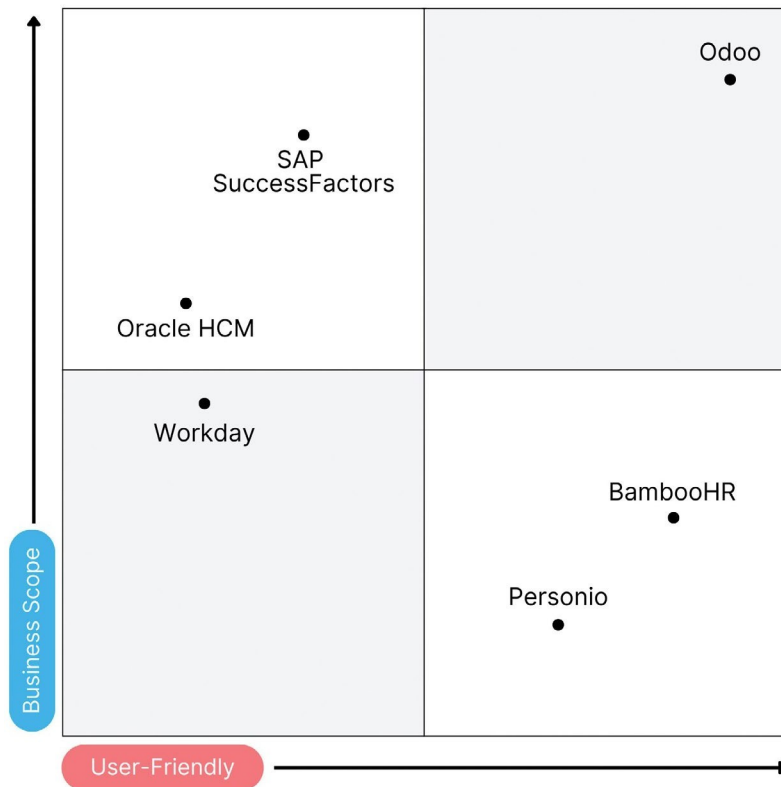
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Angela Hughes	Interview	1	Schedule	02/22/2020			

Different solutions, Different needs

When choosing the right software for your business, it is important to assess several criteria based on your specific needs.

Business Scope and User-friendliness



Business Scope measures a software's capacity to meet your business needs comprehensively through its features and its flexibility in customizability and integration with other tools.

User-friendliness measures how straightforward and user-friendly a software solution is for your team to navigate, requiring minimal training or complex procedures. Additionally, it evaluates how hassle-free the software is to set up, considering factors like time, effort, and resource requirements for initial configuration within your organization.

300code, SAP SuccessFactors, and Oracle HCM are robust solutions that address a wide range of business needs, extending far beyond HR functions. These platforms are designed to streamline operations and replace the need for disjointed, non-integrated software applications. Among these, 300code is a highly customizable, all-in-one solution with a multitude of applications, and the platform it is built on brings a large ecosystem of add-ons with it. It is the only solution here covering fleet management.

Oracle HCM is scalable, making it easy to implement across multiple locations. In addition to Human Capital Management, Oracle also provides its own ERP, Supply Chain & Manufacturing, and Customer Experience solutions. However, in the HR field, the solution may fall short of meeting all requirements.

Meanwhile, SAP SuccessFactors provides a comprehensive solution with advanced HR features, but might suffer from some limitations in terms of customization. SAP is renowned for offering a broad range of business solutions, from Financial Management and CRM to Supply Chain Management.

Both BambooHR and Personio are considered as out-of-the-box solutions with limitations in terms of customization. However, BambooHR stands out for its ability to easily integrate with third-party applications, thanks to its open API, which helps fill in the gaps despite lacking some crucial functions like expense management (though an add-on is available) and referrals. Personio, on the other hand, offers specialized HR solutions but may lack more advanced features. It doesn't provide an all-in-one solution for businesses aiming to extend beyond HR needs.

Workday falls somewhere in between the previous solutions. While it offers additional solutions for Finance and Planning, it remains somewhat limited for companies seeking an all-in-one solution. In terms of HR, based on reviews, Workday's ATS may not be the most robust, and it doesn't cover payroll and attendance, often requiring clients to utilize third-party applications. Nevertheless, it excels in configurability and ease of integration with third-party applications.

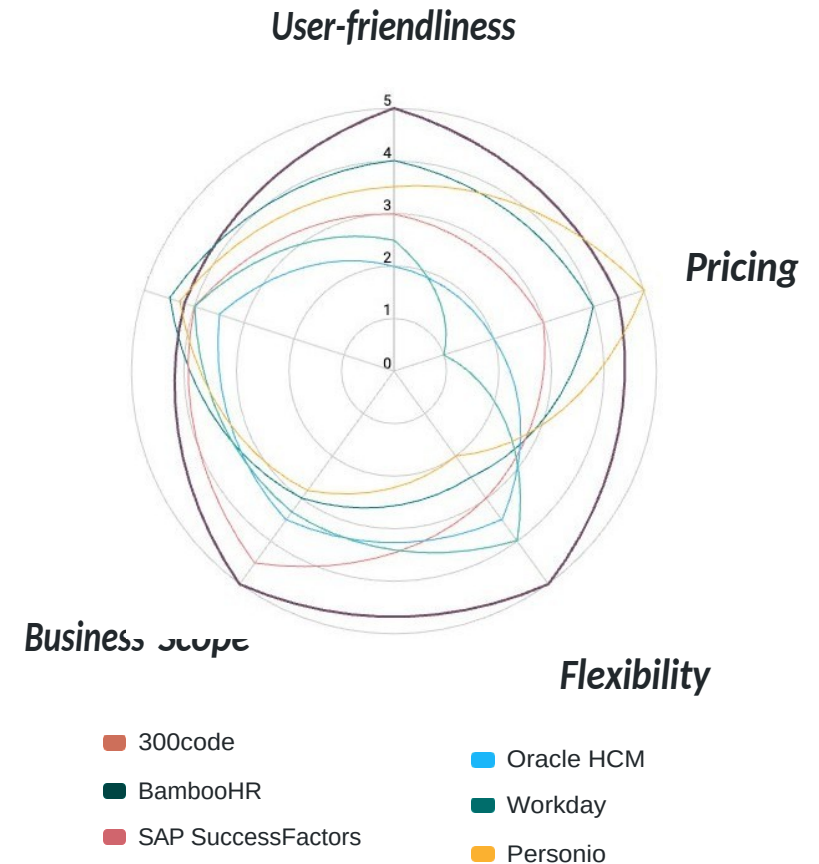
When it comes to user-friendliness, 300code, BambooHR, and Personio all offer intuitive interfaces, making them suitable for users of varying technical backgrounds. Their straightforward setup procedures ensure a hassle-free experience.

Workday, SAP SuccessFactors, and Oracle HCM, on the other hand, are noted for being less user-friendly and can be challenging to set up. They might require more time and effort for users to become familiar with their complex interfaces.

It is important to consider the specific needs and scale of your business when assessing which solution is the best fit, as the ease of use and setup can vary significantly among these options.



Value Proposition



Conclusion



Ultimately, the choice depends on your organization's specific requirements, scale, and the balance between customization, ease of use, and setup.

If you are seeking specific HR solutions, BambooHR, 300code, and Personio might be a good fit. Thanks to their user-friendliness and ease of setup, these systems are particularly well-suited for organizations with limited resources for extensive IT support and training. They provide efficient solutions for HR needs without overwhelming complexity.

If you have more extensive requirements and resources, you may find SAP SuccessFactors, 300code, Oracle HCM, and Workday highly appealing. They offer advanced features and can accommodate complex HR processes. Oracle HCM and Workday may be overwhelming for smaller businesses, making them better suited for larger enterprises with a more extensive IT infrastructure, while SAP SuccessFactors might have more limitations in terms of customization.

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whitepapers@300code.com This comparison is adapted by 300code from the Human Resources White Paper published by Odoo SA (2023), whose platform 300code builds on as an Odoo partner. The feature and pricing data are carried over from that document unchanged. If you find mistakes or missing features, please report it to whitepapers@300code.com and we will keep this comparison accurate and up to date.