

# Human Resources White Paper

## COMPARISON

Odoo, BambooHR, SAP SuccessFactors,  
Oracle HCM, Workday, Personio



2023

# Table of Contents

<b>Introduction</b>	<b>3</b>
<b>Human Resources Software</b>	<b>4</b>
Odoo	4
BambooHR	5
SAP SuccessFactors	6
Oracle HCM	7
Workday	8
Personio	9
<b>Features Comparison</b>	<b>11</b>
Employees	11
Recruitment	17
Referrals	25
Attendance	29
Time off	33
Appraisals	37
Fleet	43
Expenses	47
Payroll	51
Usability, pricing & conditions	55
<b>User Interface</b>	<b>59</b>
<b>Different Solutions, Different Needs</b>	<b>66</b>
<b>Value Proposition</b>	<b>69</b>
<b>Conclusion</b>	<b>70</b>

# 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 Odoo, 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



## Odoo

Created to disrupt the enterprise world and finally provide a software that covers complex needs with simplicity, Odoo has become one of the most popular business solutions. With more than 82 business apps fully integrated and thousands of community modules, the open-source software caters to every sector and company size, making it a major player in the market. The Belgian software counts more than 20,000 downloads per day, making it the most installed app suite and a direct competitor to companies like Netsuite, Shopify, PrestaShop and Microsoft.

## 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.

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

“ HR management software that brings  
it all together ”

  
**10+**  
million users

  
**2,900+**  
employees

  
**40,000+**  
integrated apps

  
**1 to 6 weeks**  
to be implemented

  
**1,8+**  
million users

  
**1,300+**  
employees

  
**50+**  
integrated apps

  
**4 to 6 weeks**  
to be implemented

## 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.

“

*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

## 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 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

## 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.

## Personio

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.

“  
Build a workforce that’s made to adapt!  
”


  
**65+**  
million users

  
**17,700+**  
employees

  
**51**  
integrated apps

  
**5 to 18 months**  
to be implemented

“  
The people operating system - everything  
starts with people  
”

  
No information available  
(8,000 customers)

  
**2,100+**  
employees

  
**150+**  
integrated apps

  
**4 weeks**  
to be implemented



# Employees

Feature Comparison

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

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

1. The Odoo Project app is required for this module.

	SAP	Oracle	Workday	Personio
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✗	✗	✗	✗	✗
✗	✗	✗	✗	✗
✓	✓	✓	✓	✓
<i>Add-On</i>	✗	✗	✗	✗
✗	✗	✗	✗	✗
✗	✗	✓	✗	✗
✓	✓	✓	✗	✗
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✓	✓	✓	✓	✓
✗	✗	✗	✗	✗
✓	✓	✓	✗	✗
✓ <sup>2</sup>	✓	✓	✓	✓
✓ <sup>2</sup>	✓	✓	✓	✓
✓	✓	✓	✓	✓

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



	Odoo	BambooHR
--	------	----------

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

### 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	✓ <sup>1</sup>	✓
Employee Satisfaction Tracking	✓ <sup>2</sup>	✓
Achievement Gamification (Badges & Challenges)	✓	Add-On
Loan for Employee	Community Module	✗
eLearning	✓ <sup>3</sup>	Add-On
Digital Document Handling	✓	✓

	✓	✓	✓	✓
	✓	✓	✓	✗
	✗	✗	✗	✗
	✓	✓	✓	✓
	✓	✓	✓	✓
	✓	✓	✓	✗
	✓	✓	✗	✗
	✗	✗	✗	✗
	✓ <sup>4</sup>	✗	✓	✓
	✓	✗	✓	✓

### Internal Communication

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

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

### Reporting & Dashboards

Dashboards	✓	✓
Reporting	✓	✓

	✓	✓	✓	✓
	✓	✓	✓	✓

1. Odoo 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. Odoo Survey can support you in investigating your employee satisfaction.
3. The Odoo eLearning app is required.

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



# *Recruitment*

## Feature Comparison

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

	Odoo	BambooHR
--	------	----------

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

### Global Recruitment Flow – Part. 1

End-to-End Recruitment	✓ <sup>1</sup>	✓
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)	✓	✓

	✓ <sup>2</sup>	✓	✓	✓
	✓ <sup>2</sup>	✓	✓	✓
	✓ <sup>2</sup>	✓	✓	✗
	✓ <sup>2</sup>	✓	✓	✓
	✓ <sup>2</sup>	✓	✓	✓
	✗	✓	✓	✓
	✗	✗	✗	✗
	✗	✓	✗	✗
	✗	✗	✗	✗
	✓ <sup>2</sup>	✓	✓	✓
	✗	✗	✗	✗
	✗	✓	✓	✓
	✓ <sup>2</sup>	✓	✓	✗
	✓ <sup>2</sup>	✓	✓	✓
	✗	✓	✓	✓
	✓ <sup>2</sup>	✓	✓	✓
	✓ <sup>2</sup>	✗	✗	✗
	✓ <sup>2</sup>	Add-On	✓	✓
	✓ <sup>2</sup>	Add-On	✓	✓
	✓ <sup>2</sup>	✓	✓	✓

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

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

	Odoo	BambooHR
--	------	----------

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

### 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)	✓ <sup>1</sup>	✗
Offer Template	✓	✓
Online Offer Sending	✓	✓
Salary Self Configurator	✓	✗
Contract Digital Signature (eSignature)	✓	✓
Customizable Rejection Reasons	✓	✓
Onboarding & Information Package Management	✓ <sup>2</sup>	✓
Off-boarding Process Management	✓ <sup>2</sup>	✓

	✗	✗	✓	✗
	✗	✗	✓	✓
	✗	✗	✓	✓
	✗	✗	✗	✓
	✗	✓	✓	✓
	✓ <sup>3</sup>	✗	✓	<i>Add-On</i>
	✗	✗	✓	✓
	✓ <sup>3</sup>	✓	✓	✓
	✓ <sup>3</sup>	✓	✗	✓
	✗	✓	✓	✓
	✗	✗	✗	✗
	✗	✓	✓	✓
	✓ <sup>3</sup>	✓	✓	✓
	✓ <sup>3</sup>	✓	✓	✓
	✗	✓	✗	✓

### Productivity & Collaboration

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

	✓ <sup>3</sup>	✓	✗	✗
	✓ <sup>3</sup>	✓	✓	✗
	✗	✗	✗	✗

1. Via Odoo Activities.

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

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

	Odoo	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	✓ <sup>1</sup>	✓
Dashboards	✓ <sup>2</sup>	✗
Mobile Application Integration	✓	✓
Digital Document Handling	✓	✓

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

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

	✓ <sup>3</sup>	✓	✓	✓
	✓ <sup>3</sup>	✓	✓	✓
	✗	✗	✓	✓
	✓ <sup>3</sup>	✓	✓	✓
	✗	✗	Add-On	✗
	✓ <sup>3</sup>	✗	✓	✗
	✗	✗	✗	✗
	✗	✗	✗	✗
	✗	✗	✗	✗
	✓ <sup>3</sup>	✗	✓	✗
	✗	✗	Add-On	✗

	✗	✓	✓	✓
	✓ <sup>3</sup>	✓	✓	✓
	✗	✓	✓	✓
	✓ <sup>3</sup>	✓	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.

	Odoo	BambooHR
--	------	----------

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

### Referrals & Rewards

Job Position Sharing	✓ <sup>1</sup>	✗
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	✓	✗

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

### Reporting & Dashboards

Reporting	✓	✗
Dashboards	✓	✗

	✓	✓	✓	Add-On
	✓	✓	✓	Add-On

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



# Attendances

## Feature Comparison

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



	Odoo	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
--	-----	--------	---------	----------

	✓	✓	✓	✓
	✓	✓	✓	✓
	✓	✓	✓	✓
	✓	✓	✗	✓
	✓	✓	<i>Add-On</i>	✗
	✓	✓	✗	✗
	✓	✓	✓	✓
	✓	✓	✓	✓



# *Time off*

## Feature Comparison

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

	Odoo	BambooHR
--	------	----------

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

### 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	✓ <sup>1</sup>	✓

	✗	✗	✗	✓
	✓	✓	✓	✓

1. Odoo's Personal Dashboard is only available to Odoo 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.

	Odoo	BambooHR
--	------	----------

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

### Performance Assessment

Appraisal Plan	✓	✓
Appraisal Template Creation	✓ <sup>1</sup>	✓
Multiple Managers Appraisal Capability	✓	✗
Goal Sharing & Milestone Tracking	✓	✓
Career Focus/Development Goals	✗	✗
Core Values	✓ <sup>2</sup>	✗
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	✓ <sup>3</sup>	✗
Recommended Learning Courses	✗	✗
Mentor/Coach	✗	✗

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

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

	Odoo	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
--	-----	--------	---------	----------

	✗	✓	✗	<i>Add-On</i>
	✗	✗	<i>Add-On</i>	✗
	✓	✗	✗	✗
	✓	✓	✗	✓

	✓	✓	✓	✓
	✓	✗	✓	✓
	✓	✗	✗	✗
	✗	✗	✗	✗



# *Fleet*

## Feature Comparison

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

	Odoo	BambooHR
--	------	----------

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

### Fleet Management

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

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

### Reporting & Dashboards

Reporting	✓	✗
Dashboards	✓	✗

✗	✗	✗	✗
✗	✗	✗	✗





# Expenses

Feature Comparison

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

	Odoo	BambooHR
--	------	----------

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

### 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	Community Module	✗
Expense Status Tracking	✓	Add-On
Visa Request	✓	✗

Add-On	✗	✗	Add-On
Add-On	✓ <sup>1</sup>	✓	Add-On
Add-On	✓ <sup>1</sup>	✓	Add-On
Add-On	✓ <sup>1</sup>	✓	Add-On
Add-On	✓ <sup>1</sup>	✓	Add-On
✗	✓ <sup>1</sup>	✗	✗
Add-On	✓ <sup>1</sup>	✓	Add-On
✗	✗	✓	Add-On
Add-On	✓ <sup>1</sup>	✓	Add-On
✗	✗	✗	✗

### Reporting & Dashboards

Dashboard	✓	Add-On
Reporting	✓	Add-On

Add-On	✓ <sup>1</sup>	✓	Add-On
Add-On	✗	✓	Add-On

1. Requires Oracle Fusion Expenses - may impact the pricing



# Payroll

## Feature Comparison

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

	Odoo	BambooHR
--	------	----------

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

### Global Payroll Flow

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

	✓	✓	✓	<i>Add-On</i>
	✓	✓	✗	✗
	✓	✓	✓	✗
	✓	<i>Add-On</i>	✓	✗
	✗	✓	✓	✗
	✓	✓	✗	✗
	✓	✓		✗
	✓	✓	✗	✓
	✓	✓	✓	✓
	✓	✓	✓	✓
	✓	✓	✓	✓
	✓	✓	✓	✓
	✓	✓	✓	✗
	✓	✓	✗	✗
	✓	✓	✗	✗
	✓	✓	✓	✗

### Reporting & Dashboards

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

	✓	✓	✓	<i>Add-On</i>
	✓	✓	✓	<i>Add-On</i>
	✓	✓	✓	<i>Add-On</i>
	✓	✓	✓	<i>Add-On</i>



# *Usability, Pricing & Conditions*

Feature Comparison

	<b>Odoo</b>	<b>BambooHR</b>
--	-------------	-----------------

	<b>SAP</b>	<b>Oracle</b>	<b>Workday</b>	<b>Personio</b>
--	------------	---------------	----------------	-----------------

### 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

	7,1 / 10	7,3 / 10	7,0 / 10	8,2 / 10
	7,1 / 10	7,2 / 10	7,3 / 10	8,8 / 10
	8,8 / 10	7,8 / 10	7,5 / 10	8,1 / 10

### Users Satisfaction

Ratings on g2Crowd	4,2 / 5	4,5 / 5
Ratings on GetApp	4,2 / 5	4,6 / 5
Ratings on Capterra	4,1 / 5	4,6 / 5

	3,9 / 5	3,5 / 5	4 / 5	4,3 / 5
	4 / 5	3,9 / 5	4,4 / 5	4,3 / 5
	4 / 5	3,9 / 5	4,4 / 5	4,3 / 5

### Pricing & Conditions

Pricing	6 € <sup>1</sup>	Custom pricing (Quote)
1 Free App	✓	✗
Open-Source	✓	✗
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, and on Odoo Online or on Odoo.Sh. 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.

Odoo

**Abigail Peterson**  
Consultant

Work Mobile: 0452-273-3393  
Work Email: abigail.peterson@bamboohr.com

Department: Management / Professional Services  
Job Position: Consultant

**RESUME**

Experience: ADD  
20150101 - 20170101  
Nortox-Sika  
- Nortox/Latic, commercial

Education: ADD  
20100201 - 20120201  
St Peter's Parish Primary School

20100201 - 20120201  
Candevoring North Primary School

LANGUAGES: ADD  
English: C1 (85%)  
Marketing: ADD  
C#4: L4 (100%)  
Communication: L4 (100%)  
Public Speaking: L3 (75%)  
Digital Advertising: L3 (75%)  
Programming Languages: ADD  
RMMS: Expert (100%)

Employee Profile

BamboohR

**Daniel John**  
HR Director

Documents:

- Employee Appraisals (0 items)
- New Hire Paperwork (2 items)
- Resumes and Applications (0 items)
- Signed Documents (0 items)
- Talent Assessments (0 items)
- Training Files (1 item)
- Workflow Attachments (0 items)

Manager:

- Jessie Cabell (0 jobs)
- David Adams (0 jobs)
- Christina Abbott (0 jobs)
- Shawn Johnson (0 jobs)
- Joseph Goussard (0 jobs)
- Lee Hines (0 jobs)

Job Position Page

**Experienced Developer**  
Remote

As an employee of our company, you will collaborate with each department to create 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 dynamic 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 outstanding problem-solving skills.

**Responsibilities**

- Lead the entire sales cycle
- Achieve monthly sales objectives
- Quality the customer needs
- Resilient and customer
- Master sales of our software

**Must Have**

- Business Degree or Higher
- Passion for software products
- Perfect written English
- Highly creative and autonomous
- Valid work permit for Belgium

**Nice to have**

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

**Our Product**

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

Candidates Pipeline

**Candidates Pipeline**

Initial Qualification	First Interview	Second Interview	Contract Proposal
Johnas Duck Experienced Developer 23895845	Jovan Jacob Human Resources Manager 23895845	Hilbert Blank Marketing and Community Manager 23895845	Marie Justine Training 23895845
Melanie Tang Marketing and Community Manager 23895845	David Armstrong Human Resources Manager 23895845	Jose Tzuc Human Resources Manager 23895845	Shawn Williams Experienced Developer 23895845
Vin Lee Marketing and Community Manager 23895845	Errique Jones Marketing and Community Manager 23895845	Tom Auguste Training 23895845	
Orhan Rizwan Experienced Developer 23895845	David Billy Community 23895845		
Celia Dornth Experienced Developer 23895845			
Judy Haddad Experienced Developer 23895845			

**YOUR OWN CO**  
Customer Service Team Lead

Customer Support - London, Utah

Apply for this Job

Link to this job: <https://app.bamboohr.com/jobs/23895845>

Location: London, Utah  
Department: Customer Support  
Employment Type: Full Time  
Minimum Experience: Manager/Supervisor

**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 HRIS 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 lovely 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

**Hiring**

Name	Job Opening	Rating	Status	Last Update	Phone
Katrina Cox #	Software Engineer	★★★★★	Offer Sent	4 days	+1 7 3359 1527
Amel Steal	General Application	★★★★★	New	19 hours	8017246600
John Stone	General Application	★★★★★	New	7 days	8017246600
Killi Coburn	General Application	★★★★★	Put on Hold	11 days	801-724-6600
Anderson Ponce	General Application	★★★★★	Reviewed	11 days	8017246600
April Kulin	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 Kulin	General Application	★★★★★	Reviewed	14 days	8017246600
Jeremy Steel	General Application	★★★★★	Schedule Phone Screen	14 days	8017246600





# SAP SuccessFactors

# Oracle HCM

## Employee Profile

**Employee Profile: Marcus Hoff**  
 Sales Director, NE  
 Sales (SALES), Indiana (80)  
 Philadelphia, PA (015,264) (US-Eastern)  
 Local time: Wednesday, 04:19:18 PM  
 Business Phone: +1 (653) 343 3490  
 Email: mhoff@successfactors.com

**Snapshot** | Personal Information | Job Information | Background | Talent Scorecard

**Badges:** Amazing (October 29, 2012)

**Tags & Notes:**

## Job Position Page

Back to search results

By keywords:  [Search Jobs](#)

Select how often (in days) to receive an alert:  [Create Alert](#)

**Product Expert Dosimetry**

Requisition ID: 1742  
 Location: Beijing, CN  
 Shift: Full-Time  
 Kind of contract: Open Ended Contract

**Mission:**  
 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.

**Must be able and willing to travel >75% of the time.**

- Play active role in the CRS process, Clear, CRS Documents,

## Candidates Pipeline

**Operations Manager (57)** | View Details

**Talent Pipeline:** Forwarded (0) | Invited To Apply (0) | New Application (0) | Phone Screen (0) | Short List (0) | Interview (3) | Background Check (0) | Assessments (0) | Offer (0) | WOYC (0) | Ready for Hire (0) | Hired (0) | Onboarding (1)

Name	New	Status	Candidate Type	Rating	Phone Number	Last Updated	Email Address	Country	Interview Result
Nehesh Dugul	Unsuccessful	External	50.0	+165550568	05/23/2018	test@abc.com	United States	4.90	
Olivia Semirao	Ongoing	External	N/A	+1121212124	03/30/2017	test@abc.com	United States		
Olivia Marks	Interview One	External	50.0	+1 65566566	02/10/2015	test@abc.com	United States	5.90	
Simon Green	Interview One	External	50.0	(650) 555-8889	02/10/2015	test@abc.com	United States	5.90	
Jade Baker	Interview One	Internal	50.0		02/10/2015	Jade.Baker@beston.com	United States	3.33	

**Skills and Qualifications: Thomas Penick**

**Career statement:** Thriving to provide the best technical support and customer service to our clients, helping improve their businesses and lives, and strive to solve problems with a positive attitude that exceeds my customers.

**Accomplishments:**

**Competencies:**

- Adapting to Change: 4.00 (Supervisor)
- Building Relationships: 4.00 (Supervisor)
- Customer Orientation: 4.00 (Supervisor)

**Education:** Bachelor of Science, Math (University of Utah)

**Financial Analyst 2-230004WL**

[Add to My Job Cart](#) [Apply Online](#)

**Applicants are required to read, write, and speak the following languages:** English, Chinese-Yue(Cantonese)

**Detailed Description and Job Requirements:**  
 Financial support to business areas through financial analysis, budgeting, planning & forecasting; to facilitate decision making and future business strategies.

**Mission:**  
 As a member of Oracle's finance organization, you will be responsible for providing all aspects of financial support for planning and control. Assist in consolidation and reporting of financial results; preparation of annual budget. Gather, model, analyze, prepare, and summarize information for financial plans, operating forecasts, trended future specifications, etc.; on a weekly, monthly, or quarterly basis. Prepares recommendations based on analyzes. May perform revenue and expense analysis, headcount and headcount driven expense analysis at cost center level, tracking of product and product line revenue, reconciliation of accounts receivable, variance analysis and ad-hoc analysis as needed. You may participate in cross functional programs and projects.

**Talent Administrator (6)**

**Job Applications**

Candidate Name or Number	View	Status
Smith, Annabelle (15001) Raleigh, NC, US	Offer: Draft	Status: Phase 4 out of 5
Meyers, Joshua (8007) Raleigh, NC, US	Interview and Selection. Feedback Requested	Status: Phase 3 out of 5
Voit, Bonnie (8005)	Offer: Draft	Status: Phase 4 out of 5
Peters, Rachel (7001) Callaway, FL, US	Offer: Draft	Status: Status

Workday

Employee Profile

**Jill Jones**  
Vice President

**Job Details**  
Employee ID: 00001  
Supervisory Organization: Alma Mater University -> Operations & Administration  
Position: P-00001 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%

**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.

Personio

**Sabrina Smith** Active  
HR Manager | HR | London  
Since 01.09.2019 (2 yr. 3 mo.) - Reports to Julian Schneider

**Public profile**  
You have edit rights

**Public profile**  
First name: Sabrina  
Last name: Smith  
Gender: Female  
Email: sabrina.smith@personio.dev.com

Job Position Page

**Revenue Analyst**  
IRL Dublin Dockline  
Posted Today  
JR-62147

**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 to our value of putting our people first. And ever since, the happiness, development, and contribution of every Workdayer is central to who we are. Our Workdayers 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 think, because that mindset you don't need to hide who you are. You can feel the energy and the passion, it's what makes us unique. Inspired to make a brighter work day for all and transform with us to the next stages 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**

- 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

Candidates Pipeline

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

**Amsterdam**  
R-00207 Senior Customer Service Representative  
R-00223 Customer Service Representative  
R-00450 Customer Service Associate

**Auckland**  
R-00218 Customer Service Representative

**Brussels**  
R-00481 Customer Service Representative

Review	Screen	Assessment	Interview	Reference Check	Employment Agreement	Offer	Background Check	Hire
24	15	1	7				2	

**Senior Backend Engineer (f/m/d) / Remote**

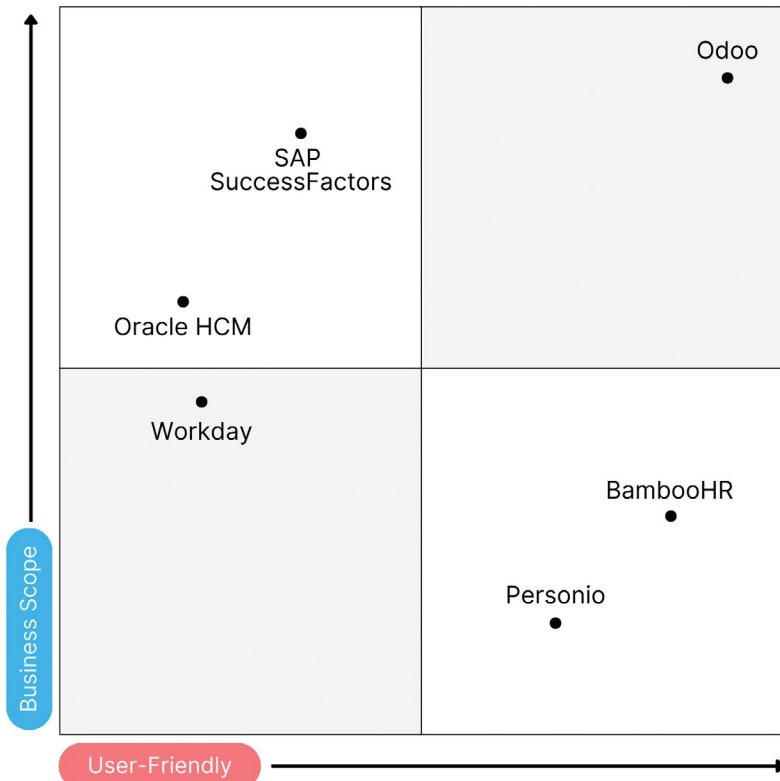
All	New	Screening	Phone Interview	1. Personal Interview	6 Assessment Center	4. Personal Interview	2 Final Decision	2 Rejected	5 Offer
75	22	15	11	7	6	4	2	2	5

Priority	Name	Application date	Position	Category	Phase	Days in phase	Tags	Channel
	Rabi Rimes	10.04.2022	SEO Marketing Manager	Permanent Employee	Phone Interview	7	On hold	StepStone
	Julia Meyer	08.04.2022	SEO Marketing Manager	Permanent Employee	Phone Interview	7	Headhunter	+1 External Recruiter
	Sarah Rogers	31.03.2022	SEO Marketing Manager	Permanent Employee	Phone Interview	7	Headhunter	+1 External Recruiter
	Doti Gullis	19.03.2022	SEO Marketing Manager	Permanent Employee	Phone Interview	36	Headhunter	+1 External Recruiter
	Ben Schmitz	02.03.2022	SEO Marketing Manager	Permanent Employee	Phone Interview	36	High Potential	StepStone
	Gregor Klein	08.02.2022	SEO Marketing Manager	Permanent Employee	Phone Interview	70	Headhunter	External Recruiter

# 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.

**Odoo, 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, Odoo shines as a highly customizable, all-in-one solution with a multitude of applications. Its open-source nature empowers a thriving community, resulting in a vast repository of community-contributed applications. It is the only solution covering fleet management capability.

**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.

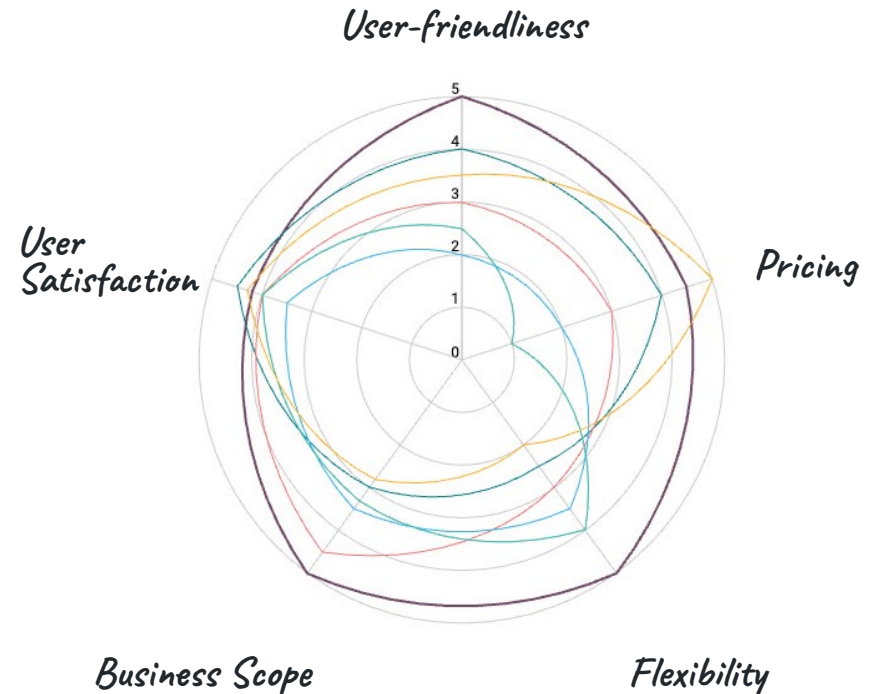
**Workday** falls somewhere in between the previous solutions. While it offers additional solutions for Finance and Planning, it remains somewhat limited for companies seeking an all-in-one solution. In terms of HR, based on reviews, Workday's ATS may not be the most robust, and it doesn't cover payroll 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, **Odoo**, **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



- Odoo
- BambooHR
- SAP SuccessFactors
- Oracle HCM
- Workday
- Personio



# Conclusion

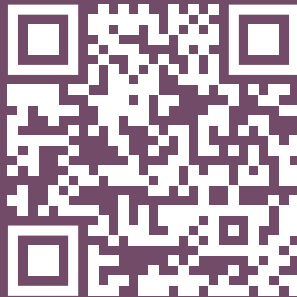
Ultimately, the choice depends on your organization's specific requirements, scale, and the balance between customization, ease of use, and setup.

**If you are seeking specific HR solutions**, BambooHR, Odoo, 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, Odoo, 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.

*Curious about another app?* 

Discover Odoo available White papers!



This comparison was compiled by Odoo SA. We did our best to make it objective and fair based on the information available online. If you find mistakes or missing features, please report it to [whitepapers@odoo.com](mailto:whitepapers@odoo.com) and we will update the online version. Our goal is to have a continuously updated comparison of the main competitors to be as accurate as possible.