

eBook



How to Evaluate Payroll and HR Software:

Why Companies Choose PeopleGuru™ HCM



Introduction

Choosing a payroll and HR system is one of the most important and most challenging decisions your organization will make.

On the surface, many platforms promise an “all-in-one” solution.

But in reality, most businesses quickly discover that **one-size-fits-all software rarely fits the way they actually operate.**

Workflows differ.

Pay structures vary.

Compliance requirements change.

And when your system can’t adapt, your team ends up doing the work manually.



Understanding Your Options

Choosing the right model shapes how your team operates — and scales.

3+
MODEL TYPES

1x
RIGHT FIT

Before selecting a solution, it's important to understand the key differences between the most common models:

PEO (Professional Employer Organization):

- Outsources HR and payroll under a co-employment model
- Less control over processes and data
- Best for companies looking to offload HR entirely

Payroll Service Providers:

- Focus primarily on processing payroll
- Often require separate systems for HR and time tracking
- Can create fragmented workflows and manual reconciliation

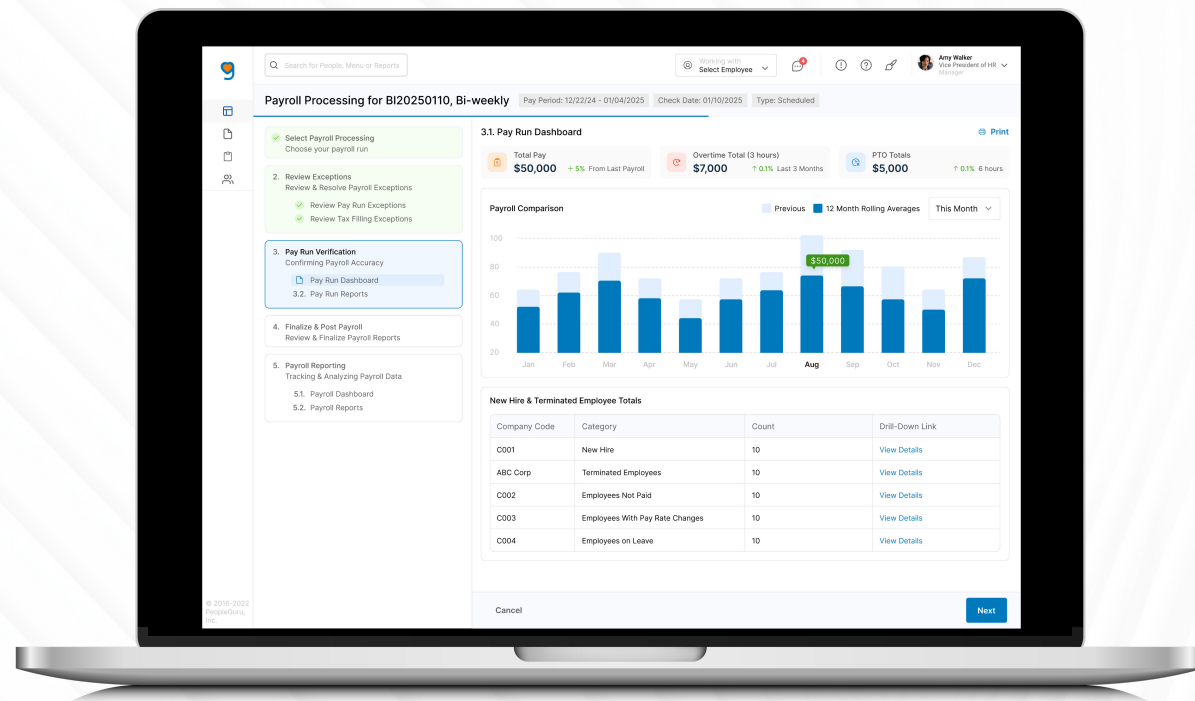
Enterprise HCM Systems:

- Comprehensive workforce management platforms
- Highly configurable—but often complex and expensive
- Typically require significant internal resources to manage

A Different Approach

Most payroll and HR systems force you to adapt to their software.

PeopleGuru™ HCM flips that model and delivers the power of an enterprise workforce management system — **without the enterprise price tag or complexity.**



What makes PeopleGuru™ HCM different:

One system. Personalized your way. Supported by real people, not AI.

1 One unified database (not stitched-together tools)

- Time & labor, HR, and payroll live in a single system
- Creates a true “source of truth” across your workforce
- Eliminates duplicate data entry and manual reconciliation

2 Fully customized to your workflows

- Configure approvals, rules, and reporting to match your business
- No rigid templates or forced processes
- Adapts as your organization grows

3 Personalized HCM—not one-size-fits-all

- Designed for mid-market complexity without enterprise overhead
- Supports multi-state payroll, compliance, and unique pay structures

4 Real integrations (not workarounds)

- Pre built integrations + custom options
- Real-time data syncing across systems

Bottom Line:

PeopleGuru™ HCM isn't software you fit into. It's software that fits your business.

How PeopleGuru™ HCM Compares to Other Payroll Systems

Most payroll systems create more work. PeopleGuru™ HCM removes it.

Typical Payroll Providers

- Multiple systems (HR, time, payroll separated)
- Heavy manual work and reconciliation
- Limited customization
- Tiered support / ticket queues
- Generic workflows

PeopleGuru™ HCM

- One unified system for everything
- Automated workflows reduce manual work
- Fully customizable to your business
- Dedicated, expert support
- Built for complex payroll environments

What buyers consistently say:

- Centralized data reduces errors and inefficiencies
- Automation significantly improves payroll efficiency
- Support is a major differentiator (real people, fast response)

Bottom Line:

Most systems manage payroll.

PeopleGuru™ HCM helps you *run your workforce*.





What Implementation Looks Like

Implementation is structured, guided, and proven

What to expect:

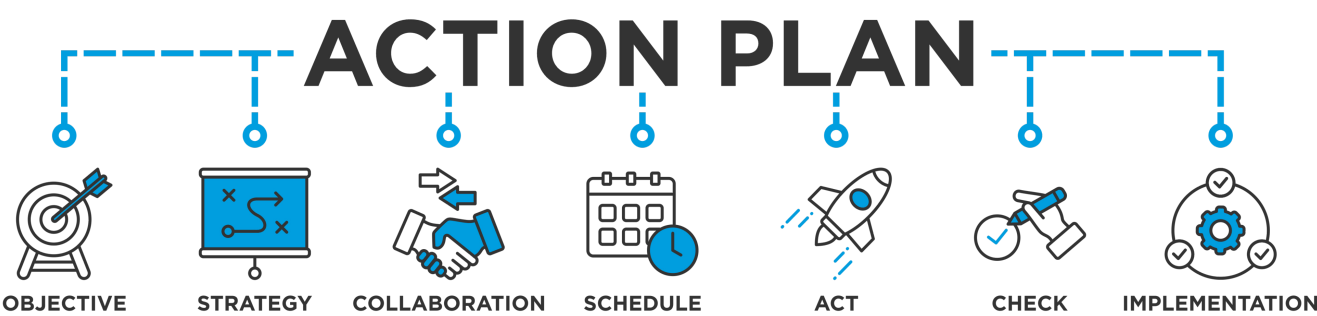
- Dedicated implementation team based in the U.S.
- Configuration aligned to your workflows
- Data migration and system setup
- Training for your team
- Go-live support

Key differentiator:

- 99% implementation success rate
- Built around your business—not forced templates

Bottom Line:

Most HCM failures happen during implementation —not after.
PeopleGuru™ HCM focuses heavily on getting this right.



What Support Looks Like

Real support. Guaranteed responses.
No runaround.



PeopleGuru™ Support Model:

Service Level Agreements (SLAs)

- Guaranteed response times
- Fast issue resolution

Dedicated, U.S.-based experts

- Work with someone who knows your business
- No bouncing between reps
- No chatbot dependency

Unlimited support

- Available when you need it (extended hours)

Bottom Line:

Most vendors sell software.
PeopleGuru™ delivers support you can rely on.

Success Stories

Real results from real organizations

Common outcomes clients report:

- 1 Reduced payroll errors
 - ✓ Less manual entry
 - ✓ More automation
 - ✓ Improved accuracy
- 2 Time savings across HR and payroll
 - ✓ Payroll completed in minutes vs hours
- 3 Business growth without system changes
 - ✓ Scalable workflows and infrastructure
 - ✓ Support for multi-location expansion
- 4 Better decision-making
 - ✓ Real-time reporting and workforce analytics

The best feature of PeopleGuru is the dedicated support team

Leighton Miller
Controller, VidaCann

PeopleGuru™ beat out a lot of the big players because of their commitment to customizing a solution to our needs

Darren Mann
CFO, The City of Olivette

It's been great knowing who I'm going to speak to every time

Katie Johnson
Payroll Manager, Theory Wellness

Is PeopleGuru™ HCM Right for You?

Best fit if you:

- Run complex payroll (multi-state, multiple pay structures)
- Are tired of reconciling multiple systems
- Need customization (not rigid software)
- Value real support—not ticket queues

Key differentiator:

- Want the cheapest, out-of-the-box solution
- Have very simple payroll needs

Bottom Line:

PeopleGuru™ HCM =

- One system instead of many
- Customized instead of generic
- Supported instead of self-service

Run payroll without errors, delays, or manual fixes
— with a system built around you.

Your Complete HCM Solution

