



Viindoo

COMPARISON OF
VIINDOO HRM with
ADP WORKFORCE NOW
and **BAMBOOHR**



<https://viindoo.com>

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FOREWORD

Human Resource (HR) management is an extensive job, covering many aspects of an employee's journey in a company, starting from recruiting and training to developing employees, managing salaries and benefits, as well as resolving employee-related issues, and creating a positive work environment. At the same time, controlling the number and personnel information in real time is useful for company managers in the decision-making process. Therefore, HR management is an important part of any business operation and plays a crucial role in building and developing a successful company.

Nowadays, together with new business models, the organization structure becomes more complex and diverse, which makes HR management a more difficult and time-consuming task than ever before. Hence, the demand for HR management software is increasing day by day as businesses are realizing the value a digitalized HR system brings to their organization.

There are various HR management software solutions available on the market that provide tools to assess any type of management requirements and business scales. However, what HR management software solution is suitable for your organization's actual needs, time-saving, and cost-effective is still a big question.

In order to give business executives an objective overview of the global HR management software market, Viindoo publishes a comparison between three famous HR management software in the global market, including ADP Workforce Now, BambooHR, and Viindoo HRM Software. In this paper, we will compare these three software solutions based on the following criteria: interface, available features, and pricing to help you choose the right solution for your business.

SOFTWARE INTRODUCTION

History

ADP Workforce Now

Founded in 1949, ADP Inc. is a global company with the headquarters located in Roseland, New Jersey, USA. The company operates worldwide with over 800,000 customers in more than 140 countries.

ADP offers a wide range of products and services, varying from payroll solutions, time and attendance management, human resource management, compensation administration to tax management, and financial and accounting-related services.

ADP is named the 2023 Fortune® World's Most Admired Companies™ list again for 17 consecutive years.

BambooHR

BambooHR was founded in 2008 in Lindon, Utah, USA, by Ben Peterson and Ryan Sanders.

At the beginning, BambooHR was just an internal human resource management tool developed to help employees in the company manage personnel information easily and efficiently. Later on, BambooHR developed into an online human resource management product and quickly attracted the attention of organizations and businesses worldwide.

Nowadays, BambooHR is one of the most popular online human resource management solutions in the market, with thousands of customers using it worldwide.

Viindoo HRM

The Viindoo enterprise management software solution was researched by David Tran based on the OpenERP platform in 2010. The predecessor of Viindoo, ERPOnline Solution, was launched in 2013 and provided cloud-based business management solutions in the Vietnamese market.

In 2019, Viindoo Technology Joint Stock Company was established and launched the Viindoo enterprise management software solution.

Viindoo software has won multiple Sao Khue awards and is honored named as one of the Top 100 Enterprises - Entrepreneurs contributing to the development of the Vietnamese economy.



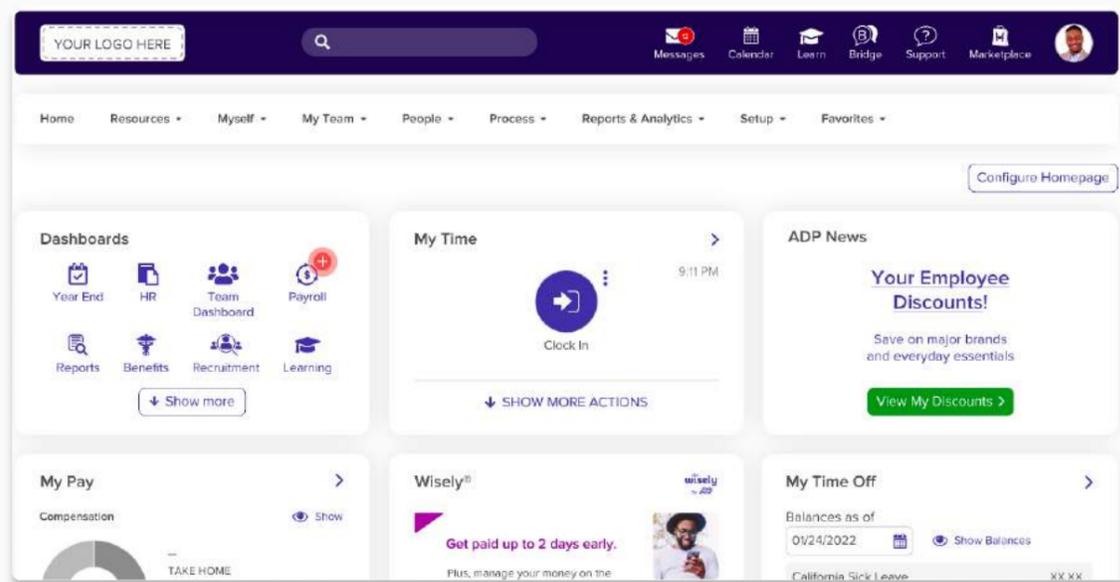
ADP Workforce Now	BambooHR	Viindoo HRM
Key Statistics		
<ul style="list-style-type: none"> • 400+ apps • 71.000+ users 	<ul style="list-style-type: none"> • 100+ apps • 23.000+ users 	<ul style="list-style-type: none"> • 600+ apps • 1000+ users
Supported software version		
Each product or service of ADP may have multiple versions depending on the time and updated features. The latest version of ADP Workforce Now is V13.	BambooHR does not use a versioning system like traditional software, instead they continuously update their product to improve user experience and provide new features.	7 versions (from 10.0 to 16.0)
Number of partners/ resellers		
<ul style="list-style-type: none"> • Microsoft Windows • Linux • Mac OS • Android • iOS 	<ul style="list-style-type: none"> • Microsoft Windows • Linux • Mac OS • Android • iOS 	<ul style="list-style-type: none"> • Microsoft Windows • Linux • Mac OS • Android • iOS
Multi-language		
✓	✓	✓ Support more than 80 languages
Multi-company		
✓	✗	✓
Localization features		
✓	✗	✓

FEATURES COMPARISON

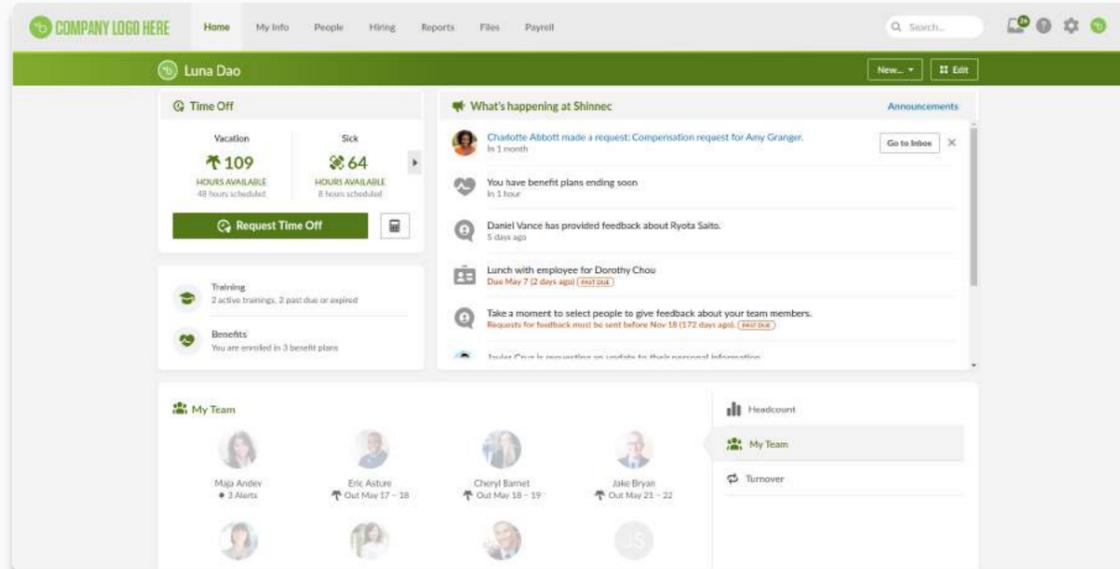
User interface

Employee Management

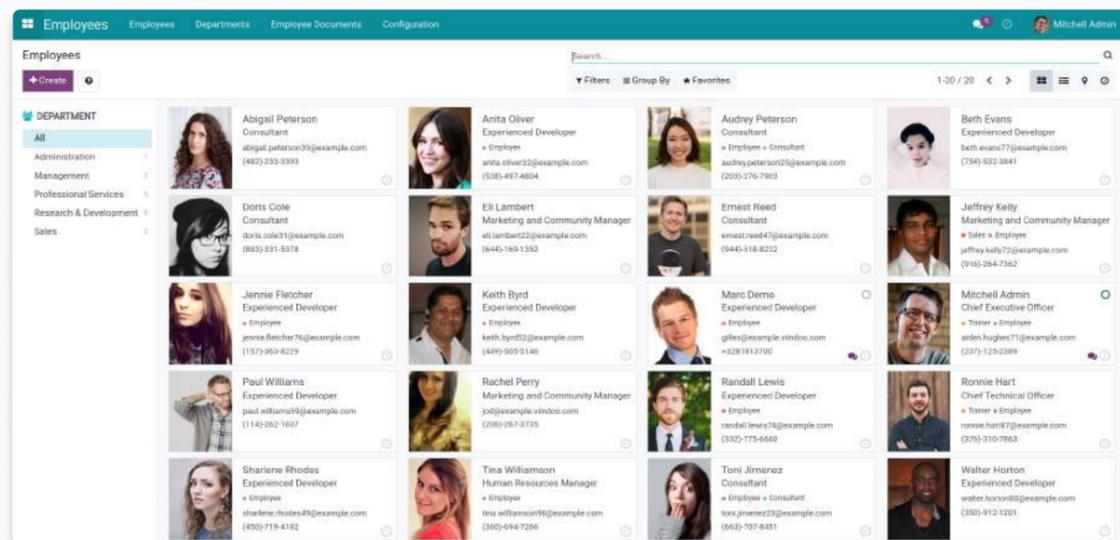
ADP
Workforce
Now



BambooHR



Viindoo HRM



Employee detail information

ADP
Workforce
Now

Profiles

Murphy, Jim
Warehouse Supervisor
NJ Warehouse

Tax ID (SSN): XXX-XX-XXXX
Position ID: 00C000100
Hire Date: 07/08/2005
Status: Active

Employee Search: 1 of 7

Details

Personal | Employment | **Talent**

Licenses & Certifications

- SPHR - Senior Professional, Human Resources**
Effective: 04/01/2015 | Expires: 05/26/2022
- CPB - Certified Benefits Professional**
Effective: 04/26/2003 | Expires: 04/26/2023

Skills

- LIFT35 - Ability to Lift 35lbs**

Education

- Boston College | 09/05/1970 - 05/21/1972
- Northwestern University | 09/04/1966 - 06/05/1970

Awards

- Eagle Award**
Date Awarded: 07/02/2005

Training

- OSHA - OSHA Training**
Start Date: 08/01/2017 | Completion Date: 08/01/2017
- SEXUAL HAR - Sexual Harassment**
Start Date: 05/08/2017 | Completion Date: 05/08/2017

Memberships

- SHRM - Society for Human Resource Management**
Effective: 05/21/2016 | Expires: 12/31/2021

BambooHR

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

Maja Andev
VP of Product

Personal | **Job** | Time Off | Documents | Benefits | Training | Assets | Notes | Emergency | More

Job

Hire Date: 01/11/2023

Employment Status

Effective Date	Employment Status	Comment
03/12/2020	Full-Time	NA

Job Information

Effective Date	Location	Division	Department	Job Title	Reports To
05/29/2022	Lindon, Utah	North America	Product	VP of Product	Luna Dao
05/12/2020	Lindon, Utah	North America	Product	Sr. Director of Product	Luna Dao

Compensation

Effective Date	Pay Schedule	Pay Type	Pay Rate	Overtime	Change Reason	Comment
05/29/2022	Twice a month	Salary	\$8000.00 / Year	Exempt	Promotion	Promotion

Viindoo HRM

Employees | Employees | Seniority | Departments | Employee Documents | Configuration

Employees / Abigail Peterson

Launch Plan

Abigail Peterson
Consultant

Work Mobile: (482)-233-3393 | Department: Professional Services
Work Phone: (482)-233-3393 | Manager: Coach
Work Email: abigail.peterson39@example.com | Coach

Location: YourCompany, 250 Executive Park Blvd, Suite 3400, San Francisco CA 94134, United States, Building 1, Second Floor

Organization Chart: No hierarchy position. This employee has no manager or subordinate. In order to get an orgenigram, set a manager and save the record.

Send message | Log note | Schedule activity

Today

- Odoobot - 18 minutes ago: Congratulations! May I recommend you to setup an onboarding plan?
- Odoobot - 18 minutes ago: Employee được tạo

Recruitment management

ADP
Workforce
Now

The screenshot shows the ADP Workforce Now HR Dashboard. At the top, there is a navigation bar with a search bar and icons for Messages, Calendar, Learn, Bridge, Support, and Marketplace. Below this is a menu with options like Home, Resources, Myself, My Team, People, Process, Reports & Analytics, Setup, and Favorites. The main content area is titled 'HR Dashboard' and includes sections for 'Start Employee Change' (with options like Job Change, Terminate, Place On Leave, Add Another Position), 'Hire & Onboard Employees' (with buttons for Start a New Hire and View Onboarding Dashboard), and 'Your HR Setup'.

BambooHR

The screenshot shows the BambooHR Salary History report. It features a table with columns for Employee, Effective Date, Pay Rate, Pay Type, Pay Schedule, Overtime Status, Overtime Rate, and Employee Number. The data is filtered to show 85 people, with the current view showing 10 records.

Employee	Effective Date	Pay Rate	Pay Type	Pay Schedule	Overtime Status	Overtime Rate	Employee Number
Abbott, Charlotte	04/11/2020	\$45,000.00	Salary	Twice a month			1
	04/11/2021	\$55,000.00	Salary	Twice a month			1
	04/12/2022	\$65,000.00	Salary	Twice a month	Exempt		1
Adams, Ashley	12/11/2022	\$50,000.00	Salary	Twice a month	Exempt		2
Aguinda, Christina	08/13/2022	\$72,000.00	Salary	Twice a month	Exempt		3
Anderson, Shannon	10/13/2022	\$63,000.00	Salary	Twice a month	Exempt		4
Andev, Maja	03/12/2020	\$80,000.00	Salary	Twice a month			11
	03/12/2021	\$85,000.00	Salary	Twice a month			11
	05/29/2022	\$99,000.00	Salary	Twice a month	Exempt		11
Asture, Eric	03/12/2020	\$89,000.00	Salary	Twice a month			9
	03/12/2021	\$110,000.00	Salary	Twice a month			9
	12/19/2021	\$135,000.00	Salary	Twice a month	Exempt		9

Viindoo HRM

The screenshot shows the Viindoo HRM Recruitment Job Positions page. It displays a grid of job positions with their respective application counts and recruitment status. The positions listed are Consultant, Experienced Developer, Human Resources Manager, Marketing and Community Manager, Trainee, Chief Executive Officer, and Chief Technical Officer.

Job Position	Applications	To Recruit	Status
Consultant	1 Applications	1 To Recruit	0 New Applications
Experienced Developer	6 Applications	4 To Recruit	4 New Applications
Human Resources Manager	2 Applications	1 To Recruit	0 New Applications
Marketing and Community Manager	5 Applications	3 To Recruit	3 New Applications
Trainee	3 Applications	6 To Recruit	0 New Applications
Chief Executive Officer			Start Recruitment
Chief Technical Officer			Start Recruitment

Labor Contract management

ADP
Workforce
Now

The screenshot shows the 'Employment Profile' for Sheila Freeman, a Programmer Analyst. Key details include:

- Position:** Programmer Analyst, Reports To: Barbatto, Samuel
- Status:** Active, Hire Date: July 7, 2001
- Regular Pay:** \$2,334.00 Salary, Pay Frequency: B - Biweekly
- Annual Salary:** \$60,684.00
- Standard Hours:** (Not specified)
- Change Reason:** New Hire
- Tipped Employee:** No
- Workers Comp:** IUK

 The interface includes various filters and search options, such as 'Employee Search' showing 37 of 82 results with a filter for 'STATUS IS ACTIVE'.

BambooHR

The screenshot displays the 'Documents' section for Carolyn Jones, HR Director. The page features a navigation menu with options like Personal, Benefits, Job, Time Off, Timesheet, Performance, Documents, Emergency, and More. The main content area shows a list of document categories:

- Employee Uploads (0)
- New Hire Paperwork (1)
- Resumes and Applications (1)
- Signed Documents (2)

 A specific document 'Christina.pdf' is listed under Resumes and Applications, added on 07/31/2015 by Carolyn Barnett (80KB).

Viindoo HRM

The screenshot shows the 'Contracts' management interface in Viindoo HRM. It features a top navigation bar with 'Payroll', 'Payslips', 'Employees', 'Payroll Contribution', 'Reports', and 'Configuration'. The main area displays a grid of contract cards categorized by status:

- New (4):** Sharlene Rhodes Contract (Experienced Developer, 8 days), Toni Jimenez (Consultant, 8 days), Mitchell Admin Contract (Chief Executive Officer, 4 months 8 days), Demo Contract (Experienced Developer, 2 months 8 days).
- Running (6):** Keith Byrd Contract (Experienced Developer, 8 years 4 months 8 days), Randall Lewis Contract (Experienced Developer, 3 months 8 days), Contract For Mitchell Admin (Chief Executive Officer, 8 days), Ronnie Hart Contract (Chief Technical Officer, 4 months 8 days).
- Expired (3):** Audrey Peterson Contract (Consultant, 11 months 30 days), Audrey Peterson Contract (Consultant, 2 years 11 months), Tina Williamson Contract (Human Resources Manager, 3 years 1 month).
- Cancelled (2):** Jennie Fletcher Contract (Experienced Developer, 8 days), Paul Williams Contract (Experienced Developer, 8 days).

Payroll management

ADP Workforce Now

The screenshot shows the ADP Workforce Now Payroll Dashboard. At the top, there's a navigation bar with 'YOUR LOGO HERE', a search bar, and icons for Messages, Calendar, Learn, Bridge, Support, and Marketplace. Below the navigation bar, there are tabs for Home, Resources, Myself, My Team, People, Process, Reports & Analytics, Setup, and Favorites. The main content area is titled 'Payroll Dashboard' and includes a 'Filters' section. A 'Regular' payroll entry is shown as 'Complete' with a 'View reports' button. A summary card displays: Pay Date/Period: 01/21/2022 (01/03 - 01/16), Total Gross Pay: \$78,374.81, and Total Hours: 1680.00. A green checkmark indicates 'Payroll Complete' with the message: 'Congratulations! Your payroll is approved, and you're good to go. Track your package.' Below this, it says 'Approved at 12:04 PM on 01/20/2022'. Another 'Regular' payroll entry is shown as 'Due 02/01/2022' with a 'Calculate payroll' button. On the right side, there are sections for 'Things to Do' (12 items across all payrolls), 'Payroll Actions' (Open a scheduled payroll, Start an off-cycle payroll, Manage all time cycles), and 'Smart Links' (Year End Dashboard, Payroll Schedule, Pay Profile, Tax Notices and Amendments, Total Hours Worked on Pay Statements, Validation Tables).

BambooHR

The screenshot shows the BambooHR Payroll Summary. At the top, there are four summary cards: TOTAL GROSS PAY (\$3,639.00), TAXES (\$747.08 (21%)), DEDUCTIONS (\$120.00 (3%)), and TAKE-HOME PAY (\$2,771.92 (76%)). Below these is a section titled 'What You Were Paid, and What For'. It includes a table for 'You Paid Taxes On:' and a table for 'You Didn't Pay Any Taxes On:'. The 'You Paid Taxes On:' table has columns for Pay Type, Hours Worked, Pay Per Hour, Paycheck Total, and 2021 Total. The 'You Didn't Pay Any Taxes On:' table has columns for Pay Type, Paycheck Total, and 2021 Total. On the right side, there are buttons for 'Download PDF' and 'Print', and a 'Pay Period' section showing 'Mar 06, 2021 - Mar 19, 2021' with a 'Direct Deposit' summary.

Pay Type	Hours Worked	Pay Per Hour	Paycheck Total	2021 Total
Additional Regular Pay	-	-	\$0.00	\$30.00
Auto Allowance	-	-	\$0.00	\$50.00
Bonus	-	-	\$0.00	\$500.00
Bonus - Referral	-	-	\$0.00	\$500.00
Overtime	2.00	\$64.50	\$129.00	\$258.00
Regular	70.00	\$43.00	\$3,010.00	\$13,614.00
Retro Pay	-	-	\$500.00	\$500.00
Shift Differential	-	-	\$0.00	\$20.00
Total Taxable Earnings			\$3,639.00	\$15,472.00

Pay Type	Paycheck Total	2021 Total
Cell Phone Reimbursement	\$0.00	\$80.00

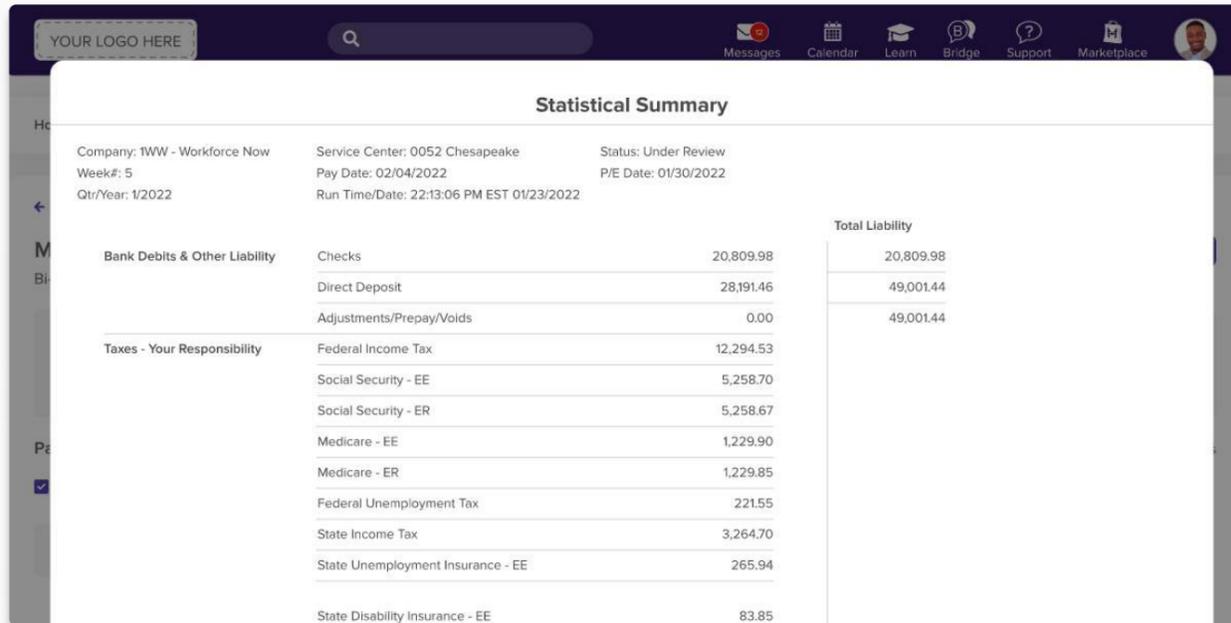
Viindoo HRM

The screenshot shows the Viindoo HRM Payroll Details for employee 'Le Tuan Anh'. It includes fields for 'Payslip Name', 'Period', 'Reference', 'Credit Note', 'Contracts', and 'Structure'. Below these fields, there are tabs for 'Worked Days & Contributions & Inputs', 'Salary Computation', 'Details By Salary Rule Category', 'Personal Income Tax Details', and 'Accounting Information'. The 'Accounting Information' tab is active, showing a table with columns for Name, Code, Category, Quantity, Rate (%), Rule, Amount, and Total. The table lists various payroll components like 'Luong Co ban', 'Chấm công PoW thiếu', 'Tổng', 'Giảm trừ Cơ sở tính Thuế thu nhập cá nhân', 'Cơ sở tính Thuế thu nhập cá nhân', 'Thuế thu nhập cá nhân', and 'Luơng Thực Lĩnh'.

Name	Code	Category	Quantity	Rate (%)	Rule	Amount	Total
Luong Co ban	BASIC	Co ban (BASIC)	1.00	100.0000	Luong Co ban	120,711,462 đ	120,711,462 đ
Chấm công PoW thiếu	POINTIMESHEET	Chấm công (TIMESHEET)	1.00	100.0000	Chấm công PoW thiếu	0 đ	0 đ
Tổng	GROSS	Tổng (GROSS)	1.00	100.0000	Tổng	120,711,462 đ	120,711,462 đ
Giảm trừ Cơ sở tính Thuế thu nhập cá nhân	TBDED	Lĩnh lĩnh (vd: làm cơ sở cho các tính toán khác) (MISC)	1.00	100.0000	Giảm trừ Cơ sở tính Thuế thu nhập cá nhân	11,000,000 đ	11,000,000 đ
Cơ sở tính Thuế thu nhập cá nhân	TAXBASE	Cơ sở tính Thuế thu nhập cá nhân (TAXBASE)	1.00	100.0000	Cơ sở tính Thuế thu nhập cá nhân	109,711,462 đ	109,711,462 đ
Thuế thu nhập cá nhân	PTAX	Thuế thu nhập cá nhân (PTAX)	1.00	100.0000	Thuế thu nhập cá nhân	-28,549,012 đ	-28,549,012 đ
Luơng Thực Lĩnh	NET	Thực Lĩnh (NET)	1.00	100.0000	Luong Thực Lĩnh	92,162,451 đ	92,162,451 đ

Payroll reports

ADP Workforce Now

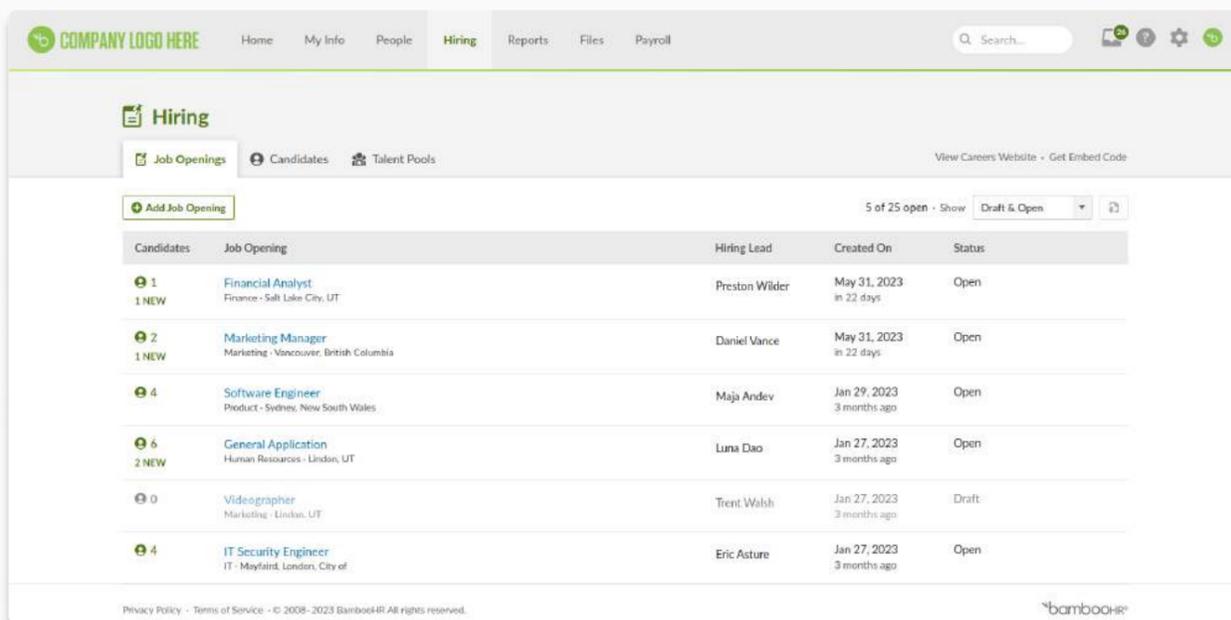


Statistical Summary

Company: 1WW - Workforce Now Service Center: 0052 Chesapeake Status: Under Review
 Week#: 5 Pay Date: 02/04/2022 P/E Date: 01/30/2022
 Qtr/Year: 1/2022 Run Time/Date: 22:13:06 PM EST 01/23/2022

		Total Liability
Bank Debts & Other Liability	Checks	20,809.98
	Direct Deposit	28,191.46
	Adjustments/Prepay/Voids	0.00
Taxes - Your Responsibility		49,001.44
	Federal Income Tax	12,294.53
	Social Security - EE	5,258.70
	Social Security - ER	5,258.67
	Medicare - EE	1,229.90
	Medicare - ER	1,229.85
	Federal Unemployment Tax	221.55
	State Income Tax	3,264.70
	State Unemployment Insurance - EE	265.94
	State Disability Insurance - EE	83.85

BambooHR



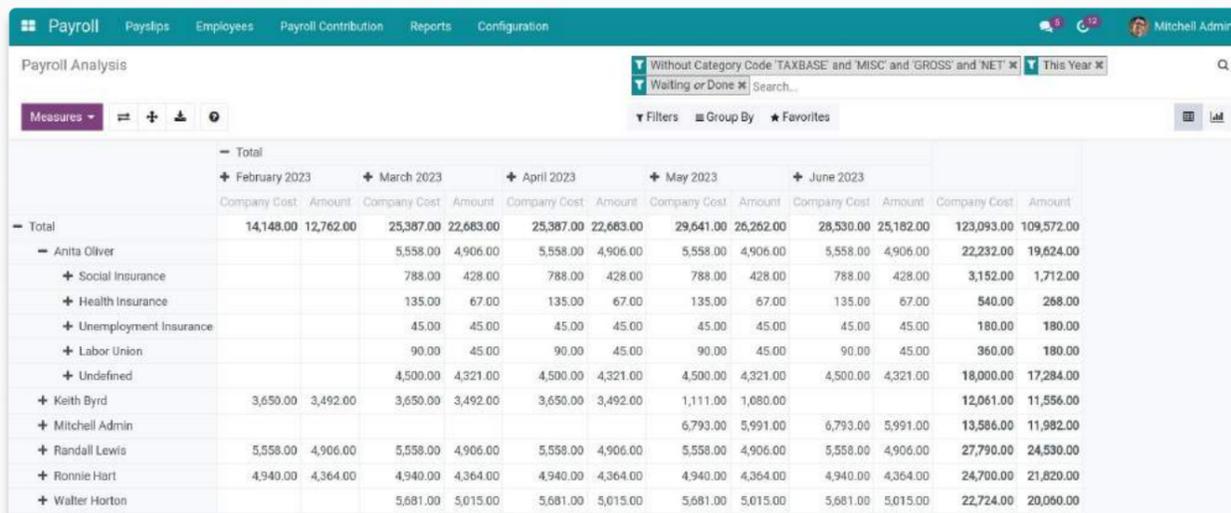
Hiring

Job Openings Candidates Talent Pools

5 of 25 open · Show Draft & Open

Candidates	Job Opening	Hiring Lead	Created On	Status
1 NEW	Financial Analyst Finance - Salt Lake City, UT	Preston Wilder	May 31, 2023 in 22 days	Open
2 NEW	Marketing Manager Marketing - Vancouver, British Columbia	Daniel Vance	May 31, 2023 in 22 days	Open
4	Software Engineer Product - Sydney, New South Wales	Maja Andev	Jan 29, 2023 3 months ago	Open
6 NEW	General Application Human Resources - Linden, UT	Luna Dao	Jan 27, 2023 3 months ago	Open
0	Videographer Marketing - Linden, UT	Trent Walsh	Jan 27, 2023 3 months ago	Draft
4	IT Security Engineer IT - Mayfair, London, City of	Eric Asture	Jan 27, 2023 3 months ago	Open

Viindoo HRM



Payroll Analysis

Without Category Code 'TAXBASE' and 'MISC' and 'GROSS' and 'NET' This Year

Measures Filters Group By Favorites

	February 2023		March 2023		April 2023		May 2023		June 2023		Total	Total
	Company Cost	Amount	Company Cost	Amount	Company Cost	Amount	Company Cost	Amount	Company Cost	Amount		
- Total	14,148.00	12,762.00	25,387.00	22,663.00	25,387.00	22,663.00	29,641.00	26,262.00	28,530.00	25,182.00	123,093.00	109,572.00
- Anita Oliver			5,558.00	4,906.00	5,558.00	4,906.00	5,558.00	4,906.00	5,558.00	4,906.00	22,232.00	19,624.00
+ Social Insurance			788.00	428.00	788.00	428.00	788.00	428.00	788.00	428.00	3,152.00	1,712.00
+ Health Insurance			135.00	67.00	135.00	67.00	135.00	67.00	135.00	67.00	540.00	268.00
+ Unemployment Insurance			45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	180.00	180.00
+ Labor Union			90.00	45.00	90.00	45.00	90.00	45.00	90.00	45.00	360.00	180.00
+ Undefined			4,500.00	4,321.00	4,500.00	4,321.00	4,500.00	4,321.00	4,500.00	4,321.00	18,000.00	17,284.00
+ Keith Byrd	3,650.00	3,492.00	3,650.00	3,492.00	3,650.00	3,492.00	1,111.00	1,080.00			12,061.00	11,556.00
+ Mitchell Admin							6,793.00	5,991.00	6,793.00	5,991.00	13,586.00	11,982.00
+ Randall Lewis	5,558.00	4,906.00	5,558.00	4,906.00	5,558.00	4,906.00	5,558.00	4,906.00	5,558.00	4,906.00	27,790.00	24,530.00
+ Ronnie Hart	4,940.00	4,364.00	4,940.00	4,364.00	4,940.00	4,364.00	4,940.00	4,364.00	4,940.00	4,364.00	24,700.00	21,820.00
+ Walter Horton			5,681.00	5,015.00	5,681.00	5,015.00	5,681.00	5,015.00	5,681.00	5,015.00	22,724.00	20,060.00

Overview of Human Resource Management System

Overall evaluation

ADP Workforce Now	BambooHR	Viindoo HRM
Overall features		
<p>ADP Workforce Now is a widely used human resource management software by businesses worldwide.</p> <p>ADP Workforce Now provides comprehensive integrated payroll management features, including payroll calculation, cost allocation, tax filing, and paycheck issuance. It also offers Human Resource Management features, including employee information management, work history tracking, time and attendance, and other management information.</p>	<p>BambooHR is an online Human Resource Management Solution developed to help organizations effectively manage employee information, development plans, and performance management.</p> <p>BambooHR provides human resource management features such as posting job openings on all channels, monitoring and managing employee job performance, conducting employee evaluations and adjusting appropriate compensation and benefits, and generating reports directly on the software. It is available for both trial and paid versions.</p>	<p>Viindoo provides a comprehensive Human Resources Management Solution for businesses all in one only platform, including recruitment, employee information management, training and development, competency management, salary, tax and benefits policies, etc.</p> <p>In addition, Viindoo HRM also stands out for its data analysis and reporting capabilities, helping organizations track HR management-related metrics, evaluate performance, and analyze data to facilitate the decision-making process.</p>

ADP Workforce Now	BambooHR	Viindoo HRM
Advantage		
<ul style="list-style-type: none"> • Reliable: ADP HR has over 70 years of experience in software development. It is currently ranked number one in the market in terms of the number of businesses using its software. • Flexibility: ADP provides customized service packages to fit the specific needs of each business. • Integration capability: ADP provides integration capabilities with other software. • Security and safety: Support security features such as login with password or two-factor authentication, data encryption, and strict user access rights to ensure the safety of customer's information. 	<ul style="list-style-type: none"> • Full basic and necessary features: BambooHR provides basic solutions for the HR management and employee's salary computation which is suitable for small and medium-sized businesses. • Cost: Low implementation cost. 	<ul style="list-style-type: none"> • Flexibility: Easily adjust features and process on Viindoo HRM according to specific requirements of each organization. • Integration capability: Viindoo provides an enterprise planning resource (ERP) solution. Therefore, Viindoo HR can be integrated with many other apps in the Viindoo ecosystem to help organizations to effectively and comfortably manage their employees. • Security and safety: Viindoo HRM provides high-level security features, including password, OTP login, and two-factor authentication, as well as data encryption and strict user access rights structure to ensure the safety and security of employee's information. • Cost: Low implementation cost.

ADP Workforce Now	BambooHR	Viindoo HRM
Disadvantage		
<ul style="list-style-type: none"> • Popularity: Mainly in North American countries and developed countries. • Compatibility: Provide many features suitable for medium or large businesses but may be too complex for small businesses. • Does not support localized features for the Vietnam market. • Cost: Relatively high in comparison with other software. 	<ul style="list-style-type: none"> • BambooHR only supports a limited number of countries worldwide and does not support multi-languages systems. • Simple features: Time management or complex analytical reports are not supported. • Integration capability: Bamboo focuses on human resource management and payroll solutions but does not integrate with a wide variety of other apps, which limits the HR management process that is becoming more complex day-by-day. • Flexibility: BambooHR limits the customization of the software to satisfy each business' actual needs. 	<ul style="list-style-type: none"> • Customization cost: When a business wants to customize features to fit their specific needs, the costs involved include the customization fees and upgrading costs from the current package to the Luxury package. • Features: Viindoo focuses on developing ERP software to facilitate efficient business management. Viindoo HRM is one of many apps that an organization can use to manage and plan their resources. Therefore, the HR management features may not be able to satisfy requirements of businesses that work with flexible working hours.

Feature comparison table

	ADP Workforce Now	BambooHR	Viindoo HRM
Recruitment management			
Manage positions and departments	✓	✓	✓
Job vacancies publication and candidates management	✓	✗	✓
Candidates evaluation	✓	✓	✓
Recruitment Approval Process	✓	✗	✓
Integration with Human Resources management, Website, etc.)	✓	✓	✓
Recruitment Reports	✓	✗	✓

	ADP Workforce Now	BambooHR	Viindoo HRM
Human Resource Management			
Manage employee information	✓	✓	✓
Tracking employee's work experience	✓	✓	✓
Skill & Knowledge	✓	✓	✓
Training Plan	✓	✓	✓
Employee Performance	✓	✓	✓
Manage labor contract	✓	✗	✓
Personal documents	✓	✓	✓
Employee's equipments	✓	✓	✓
Manage OKR	✗	✗	✓
Employee Survey	✓	✗	✓

	ADP Workforce Now	BambooHR	Viindoo HRM
Payroll Management			
Meals management	✗	✗	✓
Employee advance	✗	✗	✓
Employee expense	✗	✗	✓
Calculating payslips, payroll	✓	✗	✓
Tax calculation	✓	✓	✓
Salary contribution	✓	✓	✓
Payroll reports	✓	✓	✓
Timesheet Management			
Manage attendance data from attendance tracking devices	✗	✗	✓
Export Timesheets data	✗	✗	✓

	ADP Workforce Now	BambooHR	Viindoo HRM
Timesheet Management			
Working hours	✓	✗	✓
Time-off Management	✓	✓	✓
Overtime Management	✓	✗	✓

Pricing and Conditions

ADP Workforce Now	BambooHR	Viindoo HRM
Pricing (*)		
<ul style="list-style-type: none"> • Starting price: 79\$/month + 4\$/user/month Pricing depends on the size of the business and the features selected.	<ul style="list-style-type: none"> • Essentials package: \$4,95/user/month • Advantage: \$8,25/user/month 	<ul style="list-style-type: none"> • One App: 0\$/user/month (0đ/user/month) • Standard: 8,44\$/user/month (198.000đ/user/month) • Luxury: 10,75\$/user/month (252.000đ/user/month)(**)

(*) The price list is used for the Vietnamese market, the supplier may use a different price list for each market in the world.

(**) Pricing is converted from VND to USD, using the exchange rate published on 12/05/2023 by the State Bank of Vietnam.

ADP Workforce Now	BambooHR	Viindoo HRM
Number of users		
Unlimited	Unlimited	Unlimited
Payment deadline		
Monthly	Monthly	Monthly or Yearly (Customers who use the yearly billing cycle are eligible for a 10% discount on the total payment)
Free trial		
Need to contact the provider to get a trial version	7 days	15 days

ADP Workforce Now	Bamboo HR	Viindoo HRM
Implementation and Consultancy Service		
<ol style="list-style-type: none"> 1. Customer Support Service: ADP supports customers via channels: email, phone, and online support center. 2. Online training service: Provides online training courses to help customers use products more effectively. 3. Integration support: ADP Workforce Now provides integration support with other apps to optimize customer operations. 4. Consulting service: Provides consulting services for customers who want to learn how to use products and services. 5. Customized solutions: ADP Workforce Now also provides customized solutions to meet the unique needs of each customer. 	<ol style="list-style-type: none"> 1. Customer support via phone, email, or online helpdesk: BambooHR provides various methods to answer frequent questions and offer usage guidance to customers via chat. 2. Training courses: BambooHR provides online training courses to help customers use products more effectively. 3. Consulting service: BambooHR provides consulting services for customers who want to learn how to use products and services. 	<ol style="list-style-type: none"> 1. Customer Support Service: <ul style="list-style-type: none"> • Customer support via various channels: Live-chat, email, customer tickets. • Technique support/troubleshooting for issues encountered by customers in the process of using the software. 2. Online training: Depending on the service package, customers will receive free training hours together with online/offline training services. 3. Software implementation consultancy service. Features customization service: Provides customized solutions to meet the unique needs of each customer.

CONCLUSION

Human Resource Management Software is a useful and necessary tool to help you manage your business more easily and efficiently. When researching and choosing a suitable human resource software solution, you should consider some of the following factors:

1. **Suitability:** You need to evaluate the software's available features that could solve your business problems to ensure that you can actually use it and achieve optimal performance.
2. **User-friendly:** HR software should have an intuitive and user-friendly interface to flatten the learning curve for new users.
3. **Customer support:** The HR software provider should have a customer support team available to support users during the whole experience.
4. **Security:** HR software must be designed to ensure the security of employee data and related salary information.
5. **Cost:** You need to consider whether the cost is within the range of your business budget.

Viindoo hopes that the overview of three prominent **Human Resource Management Softwares** in the global market shared in this paper will help you in making the optimal selection for your organization.



Viindoo

Powering Your Business Growth



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