



# ADP Next Generation HCM Technology

Vendor Assessment  
Report Abstract

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By Pete A. Tiliakos  
Principal Analyst  
NelsonHall

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[research.nelson-hall.com](http://research.nelson-hall.com)





## Who Is This Vendor Assessment For?

NelsonHall's HCM Technology Vendor Assessment for ADP is a comprehensive assessment of ADP's HCM platform offering and capabilities designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of HCM technology and identifying vendor suitability for HCM technology RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the HR Technology sector
- HR and payroll decision makers.

## Key Findings & Highlights

ADP, founded in 1949 and headquartered in Roseland, NJ, is a global provider of HR software and services.

ADP's HCM offering includes three platforms: Workforce Now, Vantage HCM, and GlobalView; each are targeted toward specific client sizes and offer increasing HR functionality. Workforce Now and Vantage HCM are both proprietary (internally developed) platforms, while the GlobalView platform is a combination of internally developed technology and SAP/SuccessFactors.

All three platforms are exclusively provided as cloud based systems and are deployed in a multitenant environment and include the following capability:

### **Workforce Now:**

- Core HR
- Payroll
- Benefits
- Time and attendance
- Talent management
- Compensation.

### **Vantage:**

- Core HR
- Payroll
- Benefits
- Time and attendance
- Talent management
- Compensation
- Performance and goals

- Succession management
- Learning management.

### **GlobalView**

- Core HR
- Global payroll
- Time and attendance
- Benefits
- Compensation
- Workforce management
- Recruiting and onboarding
- Performance and goals
- Talent management
- Performance management
- Learning management.

ADP offers all of its HCM platforms as a standalone offering, whereby managed services are not required in order to license its platforms; however, most of its clients generally have at least one managed service offering (most commonly payroll, benefits, etc). It further provides all platforms in a modular fashion, which allows clients to select modules for standalone deployment. Clients of Workforce Now and Vantage HCM must have either payroll or core HR modules in order to adopt other modules. GlobalView is offered entirely standalone and is most commonly leveraged for global payroll.

ADP offers one app across its systems; currently it is available for Workforce Now, Vantage, GlobalView, and a number of in-country payroll technologies. The app runs on iPhone, iPad, iPod touch, and Android operating platforms; it has ~14m users and is available in 43 languages and ~175 countries.

ADP has ~57k personnel worldwide within its Employer Services business, of which ~65% are in client-facing roles.



## Scope of the Report

The report provides a comprehensive and objective analysis of ADP's Next Generation HCM Technology offering, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization including the location of delivery locations.

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## Report Length

31 pages

## Report Author

Pete A. Tiliakos

[Pete.Tiliakos@NelsonHall.com](mailto:Pete.Tiliakos@NelsonHall.com)

## Next Generation HCM Technology Vendor Assessments also Available for:

Ceridian  
Cornerstone On Demand  
HRadvocate  
Infor  
Kronos  
Meta4  
Namely  
Oracle  
Paychex  
PeopleStrategy  
Ramco  
Sage  
SuccessFactors (SAP)  
Ultimate Software  
Workday.