



HCM Technology

Ceridian

Report Abstract

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Who is This Vendor Assessment For?

NelsonHall's HCM technology profile on Ceridian is a comprehensive assessment of its offerings and capabilities, designed for:

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

Key Findings & Highlights

Ceridian, founded in 1992 and headquartered in Minneapolis, Minnesota, is a publicly traded (NYSE, TSX: CDAY) global human capital management (HCM) software company. The firm was formed as the payroll bureau business of Control Data Corporation (CDC) (founded in 1957) and emerged in 1992 as an information services company after the restructuring of CDC.

In April 2012, Ceridian acquired Dayforce, a SaaS-based HCM platform. It began focusing primarily on HCM cloud technology development, later divesting its service-related businesses, including its electronic payment services organization and benefits administration business.

Ceridian operates as a global human capital management (HCM) software company that segments its business by product offering, with most of its resources focused on its flagship Dayforce HCM technology:

- Dayforce: cloud HCM technology platform targeted to organizations globally with 100 to 100k employees; as of June 30, 2021, Dayforce supported >5.2k client organizations and ~5m users
- Powerpay: an HCM SaaS business supporting Canadian organizations with less than 100 employees
- Bureau solutions: which offers payroll-related services to North American businesses. Ceridian no longer actively sells its Bureau solutions to new adopters and continues to convert legacy Bureau clients to its Dayforce platform.

Ceridian's HCM technology offering focuses exclusively on its Dayforce application. The platform is cloud-native, built on a single database and code-line, mobile-enabled through dedicated apps for iOS and Android, and offers a comprehensive suite of modules and functionality to support the full employee lifecycle of events. The platform offers localized HR and payroll capability for 25 countries and supports users in >65 countries and 22 languages.

Dayforce is a modular offering, meaning its modules can be adopted separately. Although clients can leverage the payroll and time and attendance modules without adopting core HR, Core HR is required to adopt its talent management related modules, e.g., learning, performance management, compensation, succession planning.

Ceridian targets mid to large-sized organizations with >6k employees for its Dayforce technology and extended managed services. It can scale and has clients from ~50 to >100k employees and is increasingly engaging larger, more complex enterprise-sized multinational buyers (>10k employees). Its largest adopter of the Dayforce HCM technology is a large multi-national outsourcing provider which has >56k employees across 23 countries.

Scope of the Report

The report provides a comprehensive and objective analysis of Ceridian HCM Technology offering, capabilities, and market and financial strengths, 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 for key centers.

HCM Technology Vendor Assessments also Available for:

ADP

AscentHR

Cornerstone OnDemand

HiBob

Infor

isolved

Namely

Neeiamo

Paychex

Paycor

PeopleStrategy

Sage Group

SAP/SuccessFactors

UKG

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About The Author

Pete is HR Technology & Services Research Director at NelsonHall, with shared responsibility for HR Services research globally with Nikki Edwards and Liz Rennie. Pete covers HR Services research in payroll services, global employer of record services, and HCM technology.

Pete has been part of NelsonHall's HR Services analyst team since 2016, providing comprehensive and insightful coverage of HR services markets in the world. In particular, he is known for his extensive knowledge and coverage of the global payroll outsourcing market. Pete assists both buy-side and vendor organizations in assessing opportunities and supplier capability across HR service lines.

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