



# Next Generation HCM Technology

Vendor Assessment  
Report Abstract

April 2018

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11 pages

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## Who Is This Vendor Assessment For?

NelsonHall's HCM Technology Vendor Assessment for Meta4 is a comprehensive assessment of Meta4'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

Meta4, founded in 1991, a privately held company headquartered in Madrid, Spain, is a provider of HCM software and managed payroll services.

Meta4 originated primarily as a payroll software and services provider and introduced its PeopleNet HR platform in ~1999, which was offered initially as an on-premise solution. In 2008, Meta4 began providing its platform offering in the cloud, and in 2013, it shifted to providing Meta4 PeopleNet exclusively as a cloud offering and discontinued selling the on-premise solution.

Meta4's PeopleNet HCM solution and capability development to date have been entirely organic by Meta4 resources; it has chosen not to acquire its modules or functionality.

Today, Meta4's PeopleNet HCM solution supports ~1.3k clients, ~18m employees, and is deployed across ~100 countries.

Meta4's PeopleNet HCM is a cloud-based platform, built on a single database and code line, and delivered as a SaaS-based multitenant solution. While it does have and continues to support clients (~77%) on the on-premise version of Meta4 PeopleNet, it no longer offers the solution as an on-premise offering. Meta4 has developed an on-premise cloud connector so its clients can benefit from its cloud capability.

Meta4's offering is comprised of the following modules and features:

- Core HR
- Workforce management
- Compensation
- Talent management

Meta4 PeopleNet is offered as a modular solution which is also sold in bundles. However, core HR is required in most cases, and therefore modules are not offered as standalone. Below are the three-core module bundles currently offered by Meta4:

- Full solution: includes all modules
- Core HR
- Global talent: including talent management and core HR
- Payroll
- Workforce Management: including time and attendance, absence management

Meta4 PeopleNet is by default a global solution and currently supports employees in ~100 countries. The platform provides the following languages: English, Spanish, French, Portuguese, German, Dutch, Italian and Polish. It includes an in-platform translation capability for clients to select and deploy custom languages based on their needs.



## Scope of the Report

The report provides a comprehensive and objective analysis of Meta4'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

11 pages

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

ADP

Ceridian

Cornerstone On Demand

HRadvocate

Infor

Kronos

Namely

Oracle

Paychex

PeopleStrategy

Ramco

Sage

SuccessFactors (SAP)

Ultimate Software

Workday