


Product Comparison

	 syncHR	Big Box
Customer Service	<ul style="list-style-type: none"> ✔ Guaranteed Response Times ✔ Designated Account Manager 	<ul style="list-style-type: none"> ✘ ✘
Change Management	<ul style="list-style-type: none"> ✔ Process and procedure audit & automation ✔ Convert up to three years of historical data 	<ul style="list-style-type: none"> ✘ ✘
Org Chart	<ul style="list-style-type: none"> ✔ Track vacant & filled positions ✔ Interactive Drag & Drop feature ✔ Filter by date to view your org across time 	<ul style="list-style-type: none"> ✘ Limited org chart features ✘ Requires manual updating ✘ No plan vs. actual view
Retro Transactions	<ul style="list-style-type: none"> ✔ Automated retro pay changes and pro-rated mid-term hires 	<ul style="list-style-type: none"> ✘ Manual, multi-step Retro Change Processing ✘ Manual Mid-Period Calculations
Data Integration	<ul style="list-style-type: none"> ✔ One core application for HR, Payroll & Benefits ✔ Add custom codes and fields ✔ Self-service reports are available instantly 	<ul style="list-style-type: none"> ✘ Multiple systems with broken integration
Security & Workflows	<ul style="list-style-type: none"> ✔ Patented technology to allow automatic updates to security & workflows in real-time 	<ul style="list-style-type: none"> ✘ Typically manual and labor intensive Not done in real-time
Tax Calculations	<ul style="list-style-type: none"> ✔ Use of latitude & longitude for tax calculations 	<ul style="list-style-type: none"> ✘ Use of employee zip code for tax calculations
Effective Dating	<ul style="list-style-type: none"> ✔ All dates are effective dated and can be easily entered in the past, present or future 	<ul style="list-style-type: none"> ✘ Dates typically reflect time of entry ✘ As compounding changes occur, it is difficult track & hard to report accurate historical data.
Patented Automated Technology	<ul style="list-style-type: none"> ✔ Maintains relationships w/data points over time ✔ Uses rule sets to automate transactions ✔ Accurate data reduces resource allocation for payroll and system maintenance 	<ul style="list-style-type: none"> ✘ Manual payroll & maintenance ✘ Manual updates to security and workflows ✘ Error prone processes
Budget vs. Actual Headcount Reports	<ul style="list-style-type: none"> ✔ A position-based architecture separates the person from the position, allowing you to track headcount vs. planned headcount across time. 	<ul style="list-style-type: none"> ✘ Person centric solutions that are unable to real-time budget to actual reporting
Time Relation Model	<ul style="list-style-type: none"> ✔ Data attributes are maintained alongside other data points across time. 	<ul style="list-style-type: none"> ✘ Doesn't track data attributes across time
General Ledger	<ul style="list-style-type: none"> ✔ Internal chart of accounts to easily map to specific GL accounts/codes. ✔ Self-balancing sub-ledger ensures your GL is always in balance before your post to the GL 	<ul style="list-style-type: none"> ✘ Typically hard code their GL integrations and require an SOW to alter new earnings/ deduction code, division or department.