

Software Advice 

Top 5 Software for Small Businesses

Human Resources



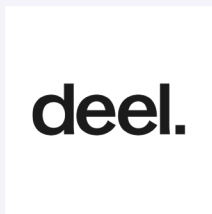
Human Resources Software for Small Businesses in 2025

Every small business has to perform human resources tasks like onboarding employees, tracking attendance, and running payroll—often with little or no dedicated HR personnel for support. **Human resources (HR) software** helps by giving small businesses the tools to automate common HR tasks in order to manage and grow their workforce.

To help you find the right HR software for your small business, we'll share the top-ranked systems, the features users rate most important, and specific benefits—all backed by our research, advisors, and insights from over 18,000 recent user reviews from small businesses.

5 best human resources software for small businesses

	Deel	Highest rated	★ 4.8 (2725)
	Rippling	Highly rated for Value for Money	★ 4.9 (3773)
	BambooHR	Highly rated for Ease of Use	★ 4.6 (3027)
	Paycom	Highly rated for Customer Support	★ 4.4 (1033)
	ADP Workforce Now	Highly rated for Functionality	★ 4.4 (7016)



Deel

★★★★★ 4.8 (2725)

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Deel is a comprehensive HR management platform that covers everything from hiring and payroll to reporting and compliance. Based on more than 1,950 reviews on Capterra and an average rating of 4.8/5, Deel had the highest overall rating within the past two years in the category of human resources apps for SMBs. Small HR teams can save time with Deel by automating payroll, tax filings, contractor payments, and other common tasks.

Starting price:

\$49.00

Per user, per month



Free Trial



Free Version

Top rated feature:

Payroll Management

Based on 112 reviews

User rating:



88% of reviewers

rated it 5 stars

Features reviewers most value

Employee onboarding

Reviewers appreciate Deel's employee onboarding capabilities, giving this feature a rating of 4.7 out of 5. They highlight the ease and simplicity of the process, noting that it is user-friendly and intuitive. Users report that the step-by-step instructions and professional representatives make the experience smooth and efficient. They find the document upload process, including ID verification, straightforward. Reviewers also mention the clear communication via email and the timely, scheduled payments as valuable aspects of Deel's onboarding process.

Alerts and notifications

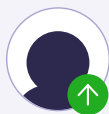
Users find Deel's alerts and notifications capabilities very helpful; they rate this feature 4.9 out of 5. They report that the notifications are timely and relevant, providing updates on payments, contract changes,

and important events. Reviewers appreciate that Deel only sends notifications when necessary. They indicate that real-time alerts help them stay informed about their account status and financial movements. Users also mention the convenience of receiving notifications via email and phone, which helps with deadlines.management. Managers and employees alike benefit from the flexibility and accessibility provided by the mobile app.

Activity dashboard

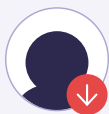
Reviewers highlight the usefulness of Deel’s activity dashboard, rating this feature 4.6 out of 5. They find it easy to navigate and appreciate that it provides all the necessary information at a glance. They mention that it is well-organized, transparent, and user-friendly. Reviewers also value the detailed information provided, which gives them confidence in managing their work. They indicate that the dashboard is essential for efficient task management and staying updated on their activities.

Pros & Cons



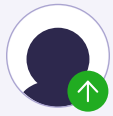
Christopher L.
Computer Software, 11-50 employees

“Their customer service team is very responsive and does their best to solve issues swiftly.”



Alan C.
Transportation/Trucking/Railroad, 11-50 employees

“Worst payroll/hr company ever. They won’t even contact the unemployment office for me to answer the questionnaire for my unemployment claim.”



Luis C.
Telecommunications, 51-200 employees

“But now the worst part is that they say it should already be in my bank account but it’s not and the bank statements don’t show the transfer or that they are holding for review.”



Maria Fernanda O.
Marketing and Advertising, 501-1,000 employees

“I love to use Deel, The platform is great, and simple to use but complete with all the features that we need. I recommend it to all my colleagues.”

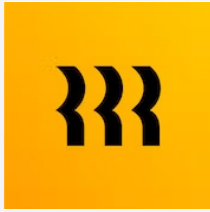
Pricing

Deel offers businesses a free demo, and pricing starts at \$19 per employee per month for basic U.S. payroll services. For American companies that also need to run international payrolls, the price is \$29 per employee per month. PEO providers can get Deel for \$89 per employee per month, and the global EOR package costs a flat \$599 per month.

Integrations

Popular Integrations

- **PayPal** is an online payment platform that integrates with Deel so contractors can receive payments in their PayPal accounts.
- **Xero** is a cloud-based accounting platform that can sync invoices, payments, and other expenses with Deel.
- **BambooHR** is an HR management platform that integrates with Deel to sync employee records and other HR data between the apps.



Rippling

★★★★★ 4.9 (3791)

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Rippling is a cloud-based HR and IT management platform aimed at small to midsize businesses seeking a unified corporate services system. It can automate common HR tasks like time tracking, payroll, and benefits administration. Employees can update their own records, easing the burden on smaller HR teams. With more than 3,300 reviews on Capterra, Rippling has an overall 4.9/5 rating. Among the most popular HR tools for SMBs, Rippling is the highest rated for value for the money, with a 4.8/5 rating.

Starting price:

N/A

Per user, per month



Free Trial



Free Version

Top rated feature:

Payroll Management

Based on 438 reviews

User rating:



91% of reviewers

rated it 5 stars

Features reviewers most value

Employee profiles

Reviewers give this feature a rating of 4.6 out of 5. They appreciate Rippling's employee profiles for their ease of navigation and the ability to quickly find essential job role data and contact information.

They find it helpful for onboarding and keeping track of employees.

Users report that the profiles are well-organized and the interface is clean and straightforward. They indicate that updating profiles is easy and having all relevant information in one place is valuable.

Online time tracking

Reviewers give this feature a 4.6 out of 5 rating. They find Rippling's online time tracking convenient and easy to use, allowing them to manage their time and breaks efficiently. They find it helpful for tracking multiple types of pay periods, and appreciate the variety of options for inputting time.

Reviewers indicate that it helps streamline

the time-tracking process and reduce errors. They say it is reliable, though some mention occasional bugs. Users appreciate the ability to track time remotely and the ease of requesting time off.

Onboarding

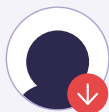
Reviewers give this feature a rating of 4.6 out of 5. They highlight Rippling’s onboarding capabilities as intuitive and user-friendly, making the process quick and easy. They find it valuable for organizing and completing onboarding documents, with clear reminders for time-sensitive items. Users report that it simplifies hiring new employees by grouping important documents and providing step-by-step guidance. They appreciate the automated experience and the ease of navigating the app and website. Some users mention that the support team is responsive and helpful.

Pros & Cons



Joe F.
Defense & Space, 201-500 employees

“The Details that the application gives you regarding payroll is superb and the functionality of integrating apps is fantastic.”



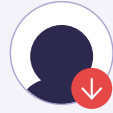
Erik S.
Computer Software, 51-200 employees

“Rippling is a frustrating and disappointing suite of software for the staff-user to say the least. I’ve had 8 different issues with Rippling administering the HSA/ FSA in the last 365 days.”



Katie B.
Information Technology and Services, 11-50 emp.

“I also like the time off and commuter benefits - so great everything is accessible in one system and that you can include icons to other systems (i.e. google suite & guideline) for easy access.”



Rick A.
Health, Wellness and Fitness, 1-10 employees

“All the other apps have all these additional feature requirements and they’re expensive. All I need is a simple check-in, check-out and trying to find that in the app store has been miserable.”

Pricing

Rippling does not publicly list pricing details. Businesses should contact Rippling for a customized quote.

Integrations

Popular Integrations

- **Google Docs** is an online word processing and document management app that integrates with Rippling to provide single sign-on (SSO) functionality.
- **WordPress** is a blogging and website creation tool that integrates with Rippling’s SSO features so employees can authenticate with their Rippling username and password.
- **Gmail** is a web-based email application that integrates with Rippling so HR teams can view data like employee job titles directly in Gmail threads.



BambooHR

★★★★☆ 4.6 (3027)

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BambooHR is a cloud-based HR management suite designed for businesses of all sizes. Its consolidated user interface covers applicant tracking, onboarding, benefits administration, and more HR tasks. BambooHR also offers robust reporting features that provide HR teams with data-driven insights. With more than 2,900 reviews on Capterra, BambooHR has an overall rating of 4.6/5. Out of the most popular HR tools for SMBs, it is the highest rated for ease of use.

Starting price:

\$250.00

Other, per month

✓ Free Trial

✗ Free Version

Top rated feature:

Time Off Management

Based on 217 reviews

User rating:



66% of reviewers

rated it 5 stars

Features reviewers most value

Application management

Reviewers appreciate BambooHR's application management capabilities; rating the feature 4.8 out of 5. They find it streamlines the recruitment process, enhances collaboration, and ensures compliance. Users report it improves candidate experience and allows for easy tracking of candidates through various stages. They highlight the integration with other applications for video interviews and value the ability to customize application questions. They say it keeps all applicant information in one place, making it accessible to multiple managers.

Candidate tracking

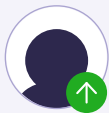
Users report that Paycom's mobile access is highly valuable; they give this feature a 4.7 out of 5 rating. Reviewers indicate that the mobile app mirrors the functionality of the desktop version, making it easy to clock in/out remotely. They find the app user-friendly and convenient for on-the-go

management. Managers and employees alike benefit from the flexibility and accessibility provided by the mobile app.

Time off requesting

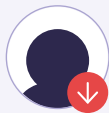
Users report BambooHR’s time off requests capabilities are easy to use and manage, giving the feature a rating of 4.5 out of 5. They appreciate the ability to request and approve time off through both desktop and mobile apps. Reviewers highlight the centralized location for managing approvals and planning. They find the interface user-friendly and value the real-time balance tracking. They say it simplifies the process for both employees and managers, making it a valuable tool for tracking and managing leave.

Pros & Cons



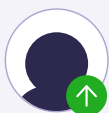
Sydnee S.
Construction, 11-50 employees

“Overall we have had a wonderful experience with Bamboo HR and have loved how it has helped our company improve with onboarding and tracking of employees.”



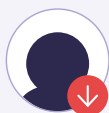
Guillermo S.
Consumer Goods, 201-500 employees

“I was ashamed to use this as the face of my company to new hires. The user permissions structure was confusing also.”



Katrina N.
Utilities, 201-500 employees

“Payroll, Benefits, Time Tracking, Performance Management, etc. I’ve enjoyed working with their team and appreciate all the help they have provided.”



Slam J.
Apparel & Fashion, 51-200 employees

“This happened nearly every year after I have spent almost an hour writing, and then POOF! all of it would be lost.”

Pricing

BambooHR offers a free demo. For full pricing details, businesses should request a quote.

Integrations

Popular Integrations

- **Google Calendar** is an online tool that can sync calendars from BambooHR, like those that show employee absences or new hire dates.
- **NetSuite** is a cloud-based ERP platform that can integrate data from BambooHR employee records.
- **Deputy** is a workforce scheduling and time-tracking app that can sync employee data with BambooHR.



Paycom

★★★★☆ 4.4 (1033)

[View Profile](#)

Paycom is a comprehensive HR management platform that streamlines the employee lifecycle, from onboarding to payroll and benefits. It also offers more advanced features like compliance management and labor cost tracking. With more than 980 verified reviews, Paycom is the highest rated for customer support among the most popular HR tools for SMBs, with an overall rating of 4.4/5.

Starting price:

N/A

Not provided

✕ Free Trial

✕ Free Version

Top rated feature:

Payroll Management

Based on 78 reviews

User rating:



61% of reviewers

rated it 5 stars

Features reviewers most value

Direct deposit

Reviewers appreciate Paycom's direct deposit capabilities, rating the feature 4.7 out of 5. Users report timely and efficient processing, with funds often available early. They find it easy to set up and modify deposit information, even for multiple accounts. Some users mention the added security and environmental benefits. However, a few note issues with initial setup and additional fees for small businesses.

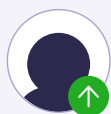
Mobile access

Users report that Paycom's mobile access is highly valuable; they give this feature a 4.7 out of 5 rating. Reviewers indicate that the mobile app mirrors the functionality of the desktop version, making it easy to clock in/out remotely. They find the app user-friendly and convenient for on-the-go management. Managers and employees alike benefit from the flexibility and accessibility provided by the mobile app.

Employee database

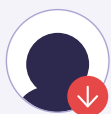
Reviewers highlight the comprehensive and centralized nature of Paycom’s employee database, rating the feature 4.6 out of 5. They find it easy to navigate, search, and filter employee information, which aids in accurate payroll processing, tax reporting, and compliance. Users appreciate the ability to quickly access and manage employee data. Some mention the convenience of having all pertinent information in one place, though a few have experienced initial inaccuracies in data entry.

Pros & Cons



Deserae F.
Health, Wellness and Fitness, Self-employed

“Paycom has been super easy to use in the few months since starting with it. I love that it has an easy to use app and login.”



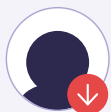
Anna H.
Individual & Family Services, 51-200 employees

“Some of my staff have complained about the software not working correctly when downloaded as an application on their phones.”



Terra M.
Retail, 201-500 employees

“The fact that our “hire to fire” process is completely seamless in Paycom is a huge win. My dedicated specialist is there with me every step of the way from small questions to big issues.”



John G.
Health, Wellness and Fitness, 501-1,000 employees

“Outdated and clunky, unintuitive. And the worst thing is the account management.”

Pricing

Paycom does not provide pricing information, so businesses should request a quote.

Integrations

Paycom does not officially support integrations.



ADP
★★★★☆ 4.4 (7021)
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ADP Workforce Now is a full-featured HCM platform designed to scale for businesses of all sizes. For small to midsize businesses, it provides a centralized interface for all HR functions, including time and attendance tracking, PTO requests, payroll, tax withholdings, benefits, and talent management. ADP Workforce Now has more than 6,800 verified user reviews with an overall 4.4/5 rating. Out of the most popular HR tools for SMBs on Capterra, it is the highest rated for functionality.

Starting price:

N/A
Not provided

✕

Free Trial

✕

Free Version

Top rated feature:

Payroll Management
Based on 127 reviews

User rating:



58% of reviewers
rated it 5 stars

Features reviewers most value

Direct deposit

Reviewers appreciate ADP Workforce Now’s direct deposit capabilities; they give this feature a 4.6 out of 5 rating. They find it convenient to make instant changes without HR involvement and value the ability to split deposits

across multiple accounts. Users report timely deposits, easy access to funds, and seamless integration with the ADP mobile app. They highlight the system's accuracy in verifying bank accounts and the detailed breakdown of pay, deductions, and taxes. They say it saves time and reduces the need for paper checks, making payroll management more efficient.

Access controls/permissions

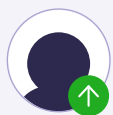
Users report that ADP Workforce Now's access controls and permissions are highly effective, giving them a 4.5 out of 5 feature rating.

They appreciate the ability to assign and revoke permissions based on employee roles, ensuring only authorized access. Reviewers indicate that the system is user-friendly, allowing easy setup of different profiles and control over various functions. They find it helpful for maintaining security and efficiency, with features like face ID support for mobile access. They say it simplifies management tasks and reduces the risk of unauthorized changes.

W-2 preparation

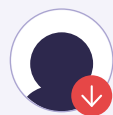
Reviewers highlight ADP Workforce Now's W-2 preparation capabilities as very helpful; they rate this feature 4.4 out of 5. They appreciate the timely availability of W-2 forms, both online and for printing. Users report that the system automates W-2 processing, and find it convenient to access past and current W-2s through the app. They also value the notifications and support provided for tax preparation, saying it ensures accuracy and ease during tax season, benefiting both employees and administrators.

Pros & Cons



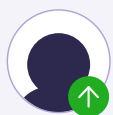
Harsh C.
Information Technology and Services,
10,001+ employees

“I am new end-user and have been using since last few months. It is a powerful platform which has great capabilities like on-boarding new user, entering information about new employee.”



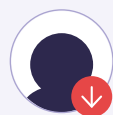
Sean M.
Food & Beverages, 11-50 employees

“The interface to request days off is very confusing. I ended up requesting the wrong days off or using vacation days instead of my free personal days, etc. and so that was frustrating.”



Tina C.
Hospital & Health Care, 51-200 employees

“The benefits tool is also very beneficial as it is an excellent tracker for all of the benefits and benefit options given to the employees.”



Sally G.
Computer Software, 11-50 employees

“Being 100% unable to rely on their product support to fix our issues can be a huge problem when the error involves payroll which is under a deadline.”

Pricing

Businesses must request a custom quote for ADP Workforce Now.

Integrations

Popular Integrations

- **QuickBooks Enterprise** is an accounting and finance management application that can sync payroll and other expenses with ADP Workforce Now.
- **Xero** is a cloud-based accounting platform that can integrate ADP Workforce Now's payroll data.
- **SAP Concur** is an enterprise-grade spending management system that can integrate with ADP Workforce Now to manage expense reimbursements and other costs.

Methodology

To be considered for this list, products had to:

- Appear in one of our latest **Top-Rated Reports** for Human Resources software.
- Meet our market definition for Human Resources.
- Have more than 20 reviews from small and midsize businesses (SMBs) within two years of the evaluation period.

We took the highest rated products in each of the listed parameters unless that product already appeared on our list, in which case we featured the next highest rated.

For each featured product, we included the following details based on verified reviews.

Most valued features selection: Our research team analyzed verified project management software reviews on our site to identify each product's highest rated features (minimum 5 reviews). We then summarized user sentiment using real reviews for each feature.

Review excerpts selection: Review excerpts are passages extracted from longer reviews written by verified reviewers. We obtain these excerpts by applying an algorithm that considers factors including, but not limited to, length, sentiment, topic coverage, and thematic relevance. Excerpts represent user opinion and do not represent the views of, nor constitute, an endorsement by our organization or its affiliates. Excerpts are not edited for clarity or grammar.

Popular integrations selection: We identified integrations from our internal database and selected products considered as “most popular” based on how often they were cited by users as integrating with products in the category.



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About Software Advice

Software Advice simplifies software buying. Through 1-on-1 conversation and trusted insights, industry-specific advisors guide buyers to top software options in as little as 15 minutes (and it's 100% free). Founded in 2005, Software Advice has helped over 1 million businesses find the right software for their specific needs. Software Advice also features over 2.5 million verified user reviews to ensure people feel confident in their technology decisions.