



PRICING GUIDE

TIME AND ATTENDANCE SOFTWARE

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HERE'S WHAT WE'LL COVER:



PRICING MODELS



PRICING RANGES



UNEXPECTED COSTS



PRICING OF POPULAR SYSTEMS

THREE COMMON PRICING MODELS



PERPETUAL LICENSE

An upfront sum for the license to own the software and use it in perpetuity. This is the more traditional model and is most common with on-premise applications.



SUBSCRIPTION

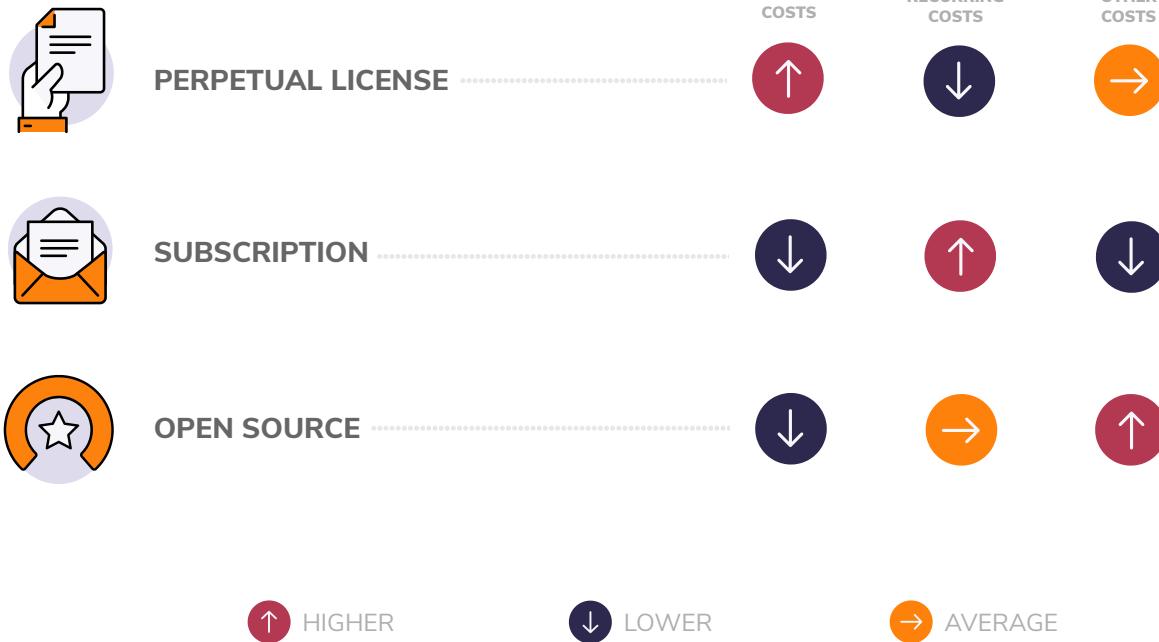
A monthly fee to use the software for a specific amount of time. Subscription pricing became popular with the advent of Software-as-a-Service (SaaS).



OPEN SOURCE

Licenses are usually free of charge, which reduces upfront costs. Implementation, integration, and ongoing maintenance, however, can be major expenses.

COMPARING COSTS BY PRICING MODEL



UPFRONT AND RECURRING COSTS

UPFRONT COSTS

	Perpetual License Costs	Subscription Costs	Free & Open Source Costs
Perpetual License Cost	●		
Customization	●	●	●
Installation and Setup	●	●	●
Integration with Existing Systems	●	●	●

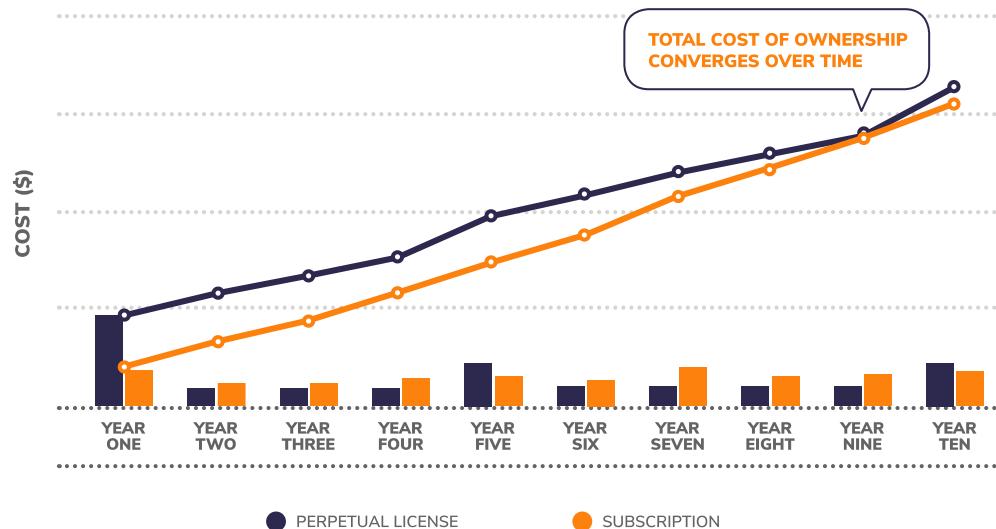
RECURRING COSTS

	Perpetual License Costs	Subscription Costs	Free & Open Source Costs
Maintenance (updates, patches, & upgrades)	●		●
Premium Support Services	●	●	
Subscription Fee		●	
In-House or Outsourced IT Consultants			●

TOTAL COST OF OWNERSHIP

The bars show the cost per year for a **license** or **subscription** deployment. Those costs accumulate each year as illustrated by the lines, which tend to converge after 7-10 years.

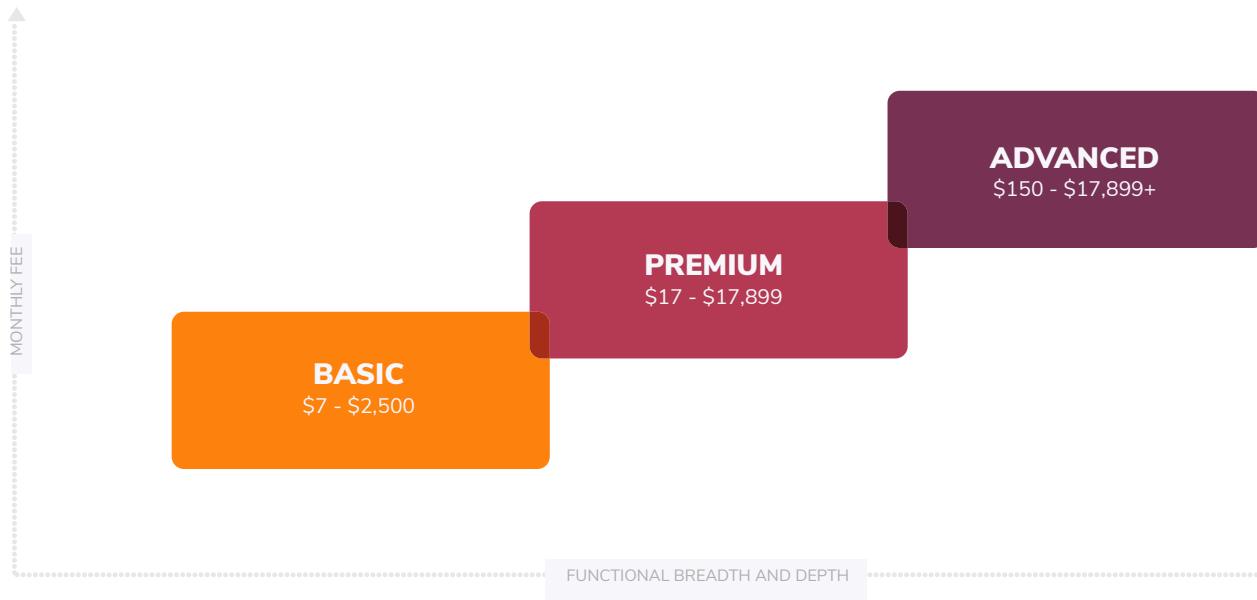
- A **perpetual license** for software typically costs more in the first year, with occasional costs for major upgrades within 5-10 years.
- A **subscription model** further spreads out the total cost and may include additional costs for upgrades beyond the first year.



Visit our **TOTAL COST OF OWNERSHIP CALCULATOR** for a more detailed estimate.

CALCULATOR

SUBSCRIPTION PRICE RANGES



Note: Basic = (1- 100 employees), Premium = (101 -250 employees), and Advanced = (250+ employees).

Basic package covers the basic features of the product, whereas premium package generally covers basic plus some premium features, and advanced package usually offers basic plus premium plus additional features (usually customization features along with features to support large teams or enterprises).

OFTEN OVERLOOKED COSTS



DATA MIGRATION

While this can be done in-house, most will want to pay the vendor to transfer data.



TRAINING

Web-based training is often included, but vendors will charge for in-person training.



HARDWARE & IT

This can be a major expense for on-premise software buyers that need their own servers.



MAINTENANCE & UPGRADES

Be sure to ask the vendor if they charge for updates, patches, upgrades, and other maintenance events.

SAMPLE PRICING OPTIONS

PRODUCT	PRICING MODEL	FREE VERSION	FREE TRIAL	ENTRY-LEVEL	MID-TIER	HIGH-END
7Shifts	Subscription / mo	Yes	Yes	\$35 - \$77	\$77 - \$150	\$150+
Buddy Punch	Subscription / mo	No	Yes	\$23 - \$369	\$472 - \$1,144	\$1,144+
Calamari	Subscription / mo	No	Yes	\$17 - \$170	\$202 - \$500	\$500+
Clockify	Subscription / mo	No	Yes	\$7 - \$700*	\$1,010 - \$2,500	\$3,750+
Connecteam	Subscription / mo	Yes	Yes	\$29 - \$64	\$156 - \$759	\$759+
Justworks Hours	Subscription / mo	No	No	\$60 - \$2,500	\$4,638 - \$17,899	\$17,899+
OnTheClock	Subscription / mo	Yes	Yes	\$10 - \$335	\$333 - \$812	\$812+
Rippling	Subscription / mo	No	No	\$8 - \$800	\$808 - \$2,000	\$2,000+
Time Doctor	Subscription / mo	No	Yes	\$7 - \$700*	\$1,010 - \$2500	\$2,500+
Timesheets.com	Subscription / mo	Yes	Yes	\$11 - \$550	\$688 - \$1,375	\$1,375+

Note: Above mentioned pricing is billed on a monthly basis.

*Annual billing discount available

SOURCES OF PRICING DATA

<u>7Shifts</u>	<u>Justworks Hours</u>
<u>Buddy Punch</u>	<u>OnTheClock</u>
<u>Calamari</u>	<u>Rippling</u>
<u>Clockify</u>	<u>Time Doctor</u>
<u>Connecteam</u>	<u>Timesheets.com</u>

The products in this guide qualified for the most recent FrontRunners for Time and Attendance software and were highly rated by users (<https://www.softwareadvice.com/hr/time-attendance-comparison/#frontrunners>). Only products with publicly available pricing information were included. We summarized publicly available pricing sources including vendor websites as of June, 2023 beginning with the lowest monthly pricing (not including annual discounts) for packages that include the core functionality for a software category. We list pricing for more advanced packages (per user, when available) that also include the core software feature(s). As always, your company's specific needs may differ and final pricing will vary.

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