

ADP Workforce Now vs Paylocity vs Paycor

Comparison Guide: Pricing, Features and Verified Reviews from Actual Users

Software Advice

Your go-to comparison: Shaped by actual user feedback

This guide dives deep into ADP Workforce Now, Paylocity, and Paycor, offering a unique comparison driven by hundreds of real user reviews from our exclusive database. We've combined in-depth product research with these valuable insights to highlight the key distinctions, including top features, excerpts from recent reviews, and pricing options for these payroll systems.

What's inside:

At a glance comparison: A brief snapshot showing how users rate each product's functionality, ease of use, value for money, and more.

Pricing comparison: See each system's offerings and get a sense for starting price ranges across the payroll software market.

Interface impressions: A look at product screenshots accompanied by review excerpts focused on the pros and cons of the software

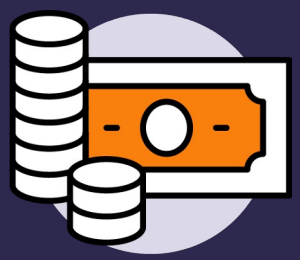
Reviewers perspective: See how the tools stack up in real users' eyes for learning curve, user interface, customer support, and security and reliability.

Feature analysis: Understand the standout features and user-rated capabilities that set the three solutions apart.

Our verdict: Discover which payroll solution best fits your business goals and growth strategy.

ADP Workforce vs Paylocity vs Paycor At a Glance

	ADP Workforce Now	Paylocity	Paycor
Overall rating	4.4/5	4.3/5	4.4/5
Starting price	Unavailable, contact vendor for custom quote	Unavailable, contact vendor for custom quote	Unavailable, contact vendor for custom quote
Functionality rating	4.5/5	4.3/5	4.2/5
Value for money rating	4.3/5	4.2/5	4.1/5
Ease of use rating	4.3/5	4.2/5	4.3/5
Mobile app	Available	Available	Available



Pricing comparison:

See each system’s offerings and get a sense for starting price ranges across the payroll software market.

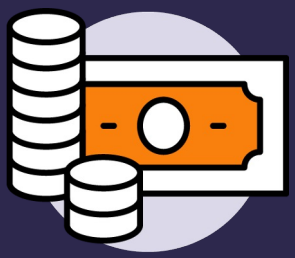
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ADP Workforce vs Paylocity vs Paycor Pricing Comparison

	ADP Workforce Now	Paylocity	Paycor
Starting price	Unavailable, contact vendor for custom quote	Unavailable, contact vendor for custom quote	Unavailable, contact vendor for custom quote
Free trial	No, offers free demos	No, offers free demos	No, offers free demos
Free plan	NO	NO	NO
Multiple pricing plans	YES	YES	YES

- While none of these systems disclose their pricing, we can still give you a sense of how to budget for them. Typically, the entry-level plans start around $8/month, scaling up to $49+/month [1] for advanced solutions with more features and enterprise support.

- None of these payroll solutions offer a "free plan" for ongoing use . However, all these tools offer multiple pricing plans to suit different business requirements. ADP Workforce Now, for example, offers three pricing modules-Select, Plus, and Premium. Likewise, Paylocity offers a wide range of HR and payroll solutions, tailored to each client's specific needs. Paycor also structures its offerings into tiers (Basic, Essential, Core, and Complete) that build upon each other.



Product pros and cons:

see what users are saying about each product and check out some sample screenshots.

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ADP Workforce Now

ADP Workforce Now is a cloud-based human capital management (HCM) platform that lets users manage payroll, HR, time tracking, and benefits in one integrated system. Here are some of the positives and negatives of the software.

Pros

- Comprehensive payroll management
- Efficient tax information management
- Accessible pay and pay stub information

Cons

- Complex reporting features
- Complicated request and approval processes
- Non-transparent pricing

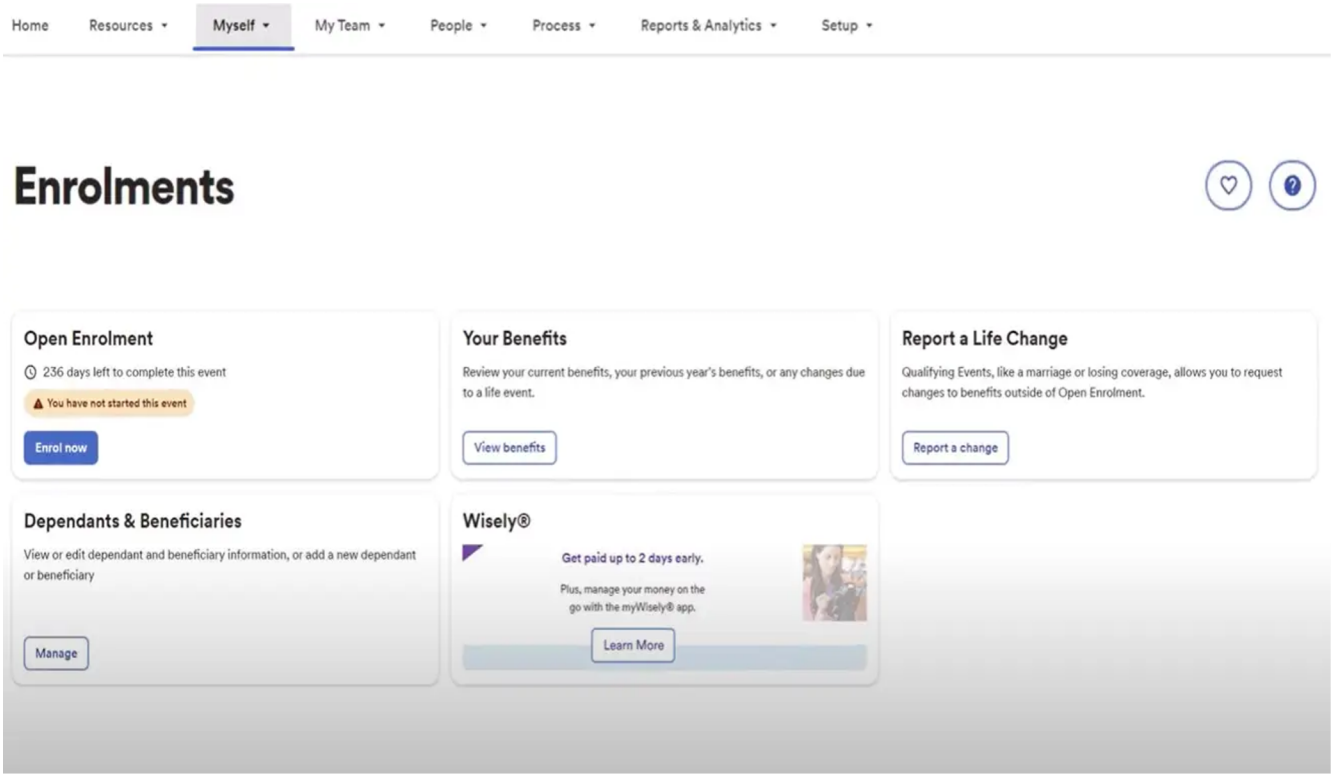
What users are saying

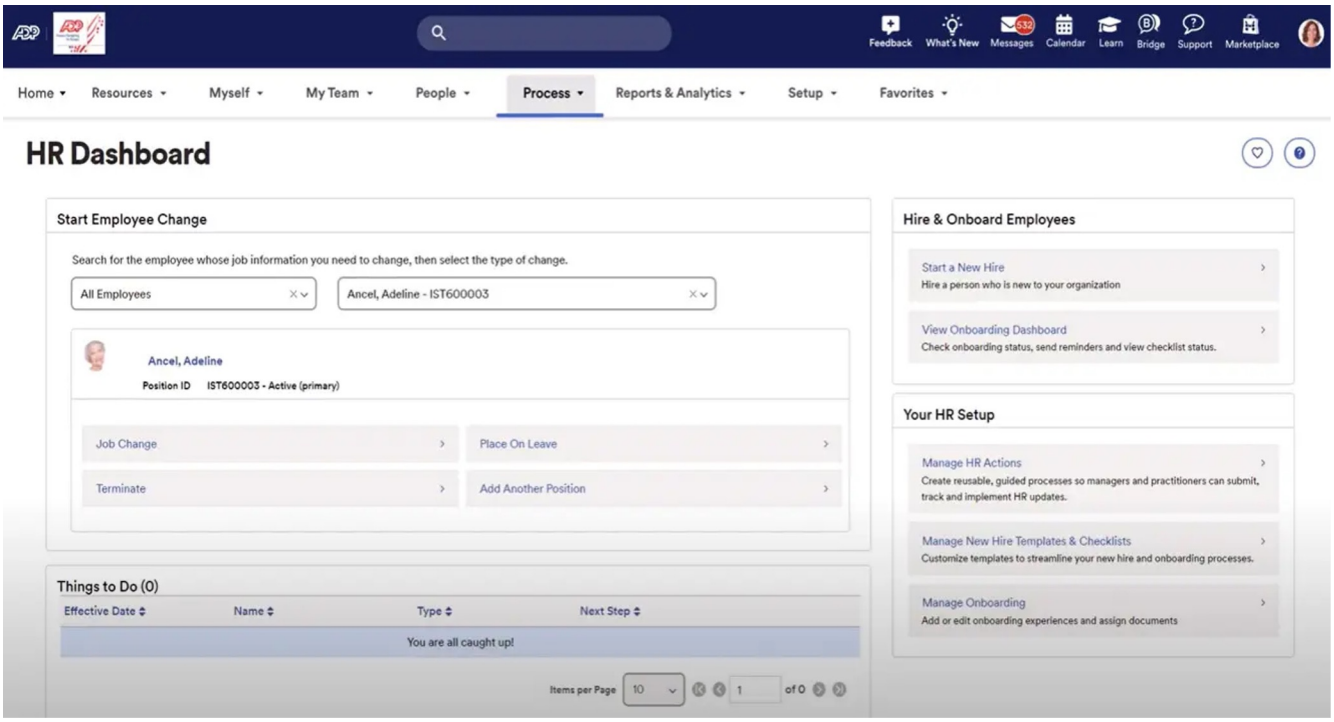
“It saved time on payroll which is the main reason I signed up for it.”
Erica D, Founder, Used the software for 6-12 months

“The reporting could have been more robust.”
Tabatha, Hospital and Health Care, Used the software for more than two years

“ADP helps me save time by automatically calculating pay checks and tax information as well as benefits…”
Mike C, President, Used the software for 6-12 months

ADP Workforce Now





Paylocity

Paylocity is an online platform designed to simplify payroll and HR administration for businesses. It offers tools for automating payroll, managing employee data, and enhancing workforce communication and engagement. Here are some of the positives and negatives of the software.

Pros

- User-friendly interface
- Centralized information access
- Efficient clock in/out functionality

Cons

- Inconsistent customer support
- Limited process automation
- Challenging implementation process

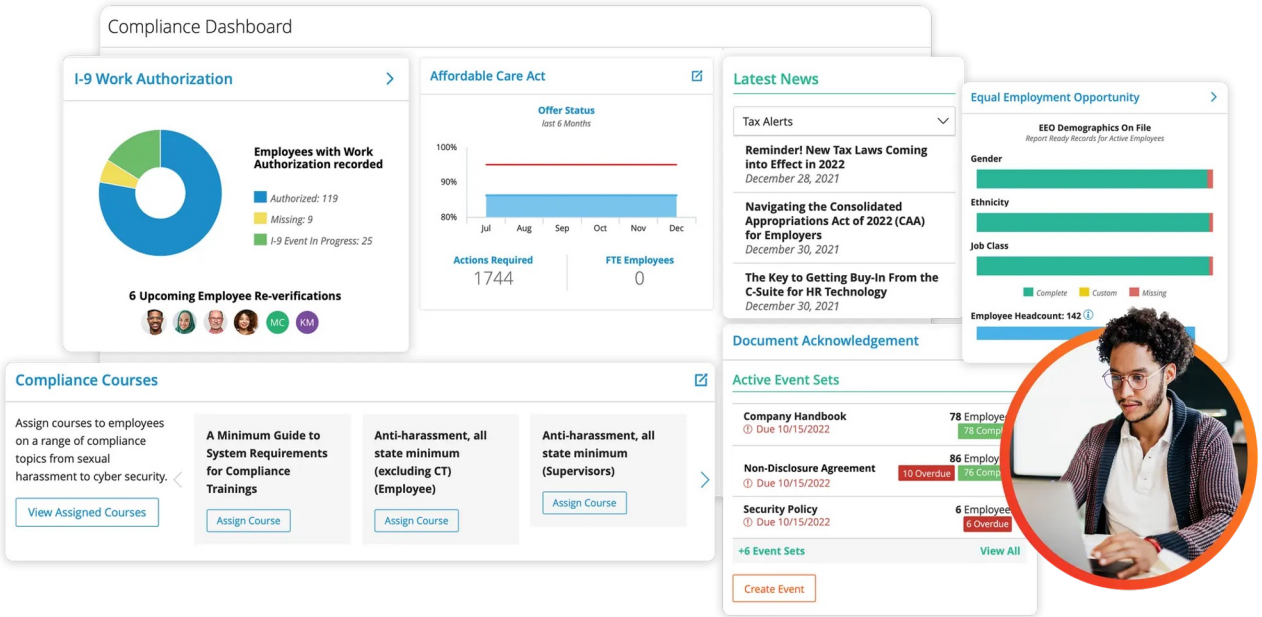
What users are saying

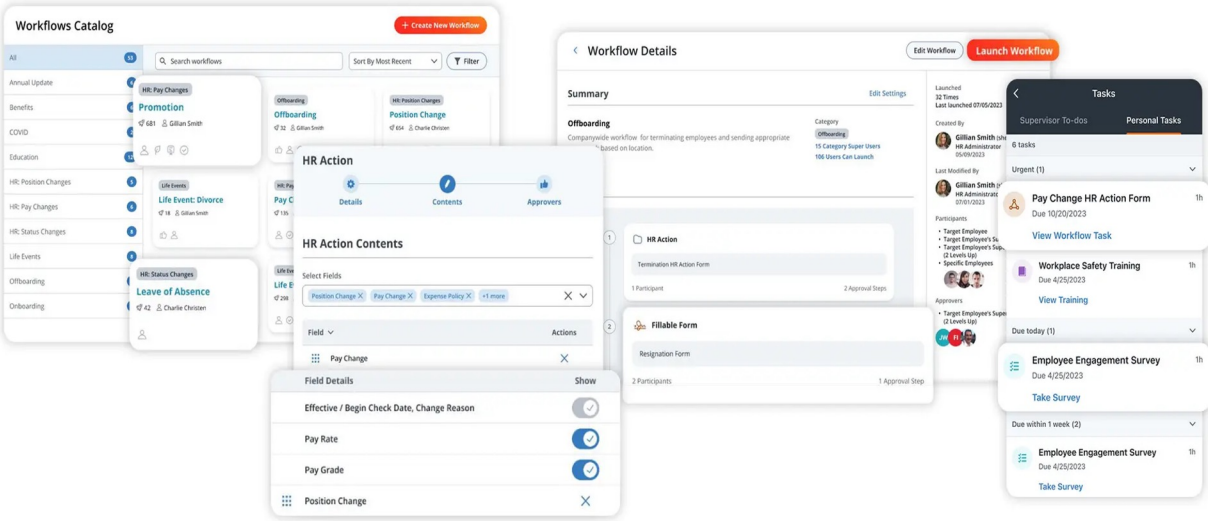
“What I like about paylocity is being able to clock in from my phone...”
Jerad C, Freelance Photographer, Used the software for 6-12 months

“Filed claims get cancelled without notice, user profiles are changed but no info on the change is provided to the users...”
Sam K, VP, Used the software for 2+ years

“It provides a centralized platform for me to access all of my HR documents and stay organized.”
Taylor W, Education Specialist, Used the software for 2+ years

Paylocity





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Paycor

Paycor is a cloud-based software solution focused on streamlining HR, payroll, and recruiting processes for organizations. It empowers businesses to onboard talent, manage compliance, and drive employee development through intuitive tools.

Pros

- Convenient employee self-service
- Efficient HR management tools
- Responsive customer support

Cons

- Complex security and access controls
- Challenges with report generation
- Disruptive software updates

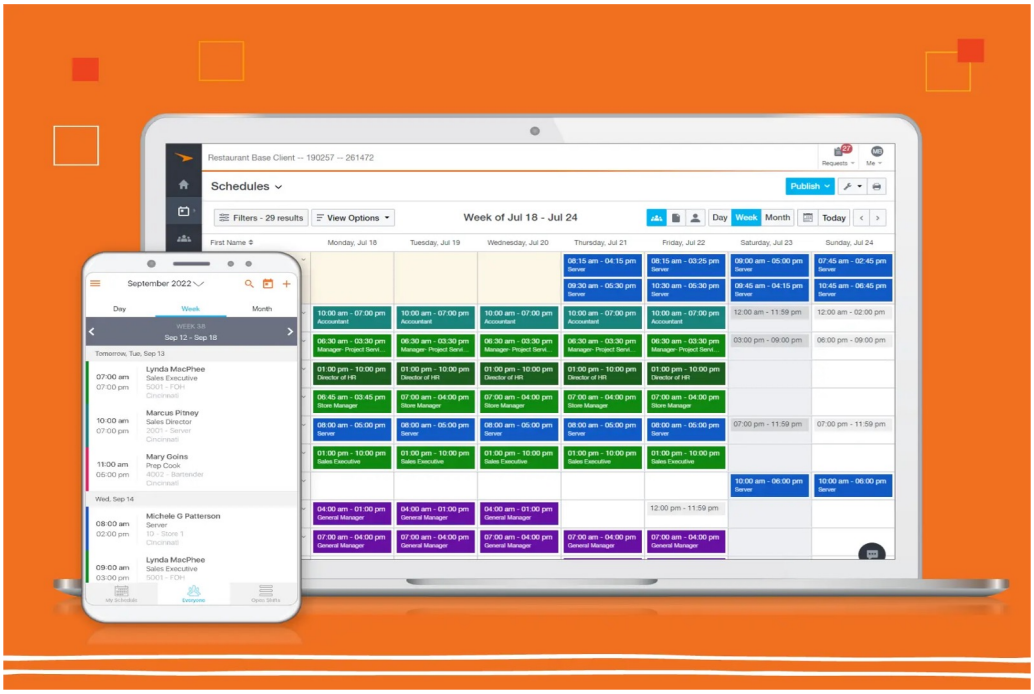
What users are saying

One area I found helpful and received quicker response time was by filing a "case" to help resolving a less time sensitive issue."
Barb F, Human Resources Specialist, Used the software for 2+ years

"The client is constantly having to reach out for updates on tickets and setup issue..."
Ashlee S, Operations Manager, Used the software for 6-12 months

"I like employee self-service that allows employees to access and update their personal information..."
Ganesh K, HRM, Used the software for 6-12 months

Paycor


Schedules
Publish
Week of Jul 18 - Jul 24
Day
Week
Month
Today
September 2022


Back to Paygrid
Add Change Request
Approve Payrun
Estimated Liability
Employees
Check Summary
Reports
Net Cash $ 2,560.46
Employee Tax Liability $ 409.33
8 Employees Paid
0 Inactive Employees Paid
9 Employees Not Paid
0 New Hires Paid
7 Employee Checks
0 Manual Checks
0 Third Party Sick Pay
0 Voided Checks
Pay Stub Details
Pay Period
Feb 05, 2022 - Feb 18, 2022
Show YTD
Expand All
Take Home Pay
Net Wages
$2,342.97
Deductions
$342.71
Employee Tax Liability
Employer Tax Liability



Reviewers perspective:

See how the tools stack up in real users' eyes for learning curve, user interface, customer support, and security and reliability.

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Learning curve: how easy is it to get started?

	ADP Workforce Now	Paylocity	Paycor
Number of reviews in the past 2 years	433	77	198
Positive	82%	76%	76%
Negative	18%	24%	24%

- Most users value ADP Workforce's training resources and find it manageable to learn with time. However, many note that the platform can feel overwhelming for new users because of its steep learning curve.
- Most users praise Paylocity's training resources and easy onboarding, though some note repetitive content, occasional confusion for new users, and a desire for more intuitive navigation.
- Most users appreciate Paycor's training resources and helpful tutorials, but some struggle with self-guided learning, inconsistent training quality, and a challenging initial setup.

User interface: navigating and using the platform

	ADP Workforce Now	Paylocity	Paycor
Number of reviews in the past 2 years	1,407	207	401
Positive	72%	72%	81%
Negative	28%	28%	19%

- ADP Workforce's interface is generally praised for being user-friendly and visually clear, but some users may find navigation cumbersome, certain features unintuitive, and the mobile experience inconsistent.
- Paylocity's interface is often praised for its user-friendly and visually appealing design, but some users may experience disruption due to frequent updates and changes to the interface.
- Paycor's interface is widely regarded as easy to use, though some users may struggle with occasional glitches after updates, and a mobile app that can lag behind the web experience.

Security and reliability: protecting your payroll data

	ADP Workforce Now	Paylocity	Paycor
Number of reviews in the past 2 years	599	77	138
Positive	35%	41%	62%
Negative	65%	59%	38%

- Many users appreciate ADP Workforce's compliance tools, including two-factor authentication and regular password updates. However, some find the frequent password changes, strict authentication, and occasional system downtime inconvenient.
- Users appreciate Paylocity's security features, including compliance dashboards and secure payment gateways. Some users, though, have issues with complex login requirements and occasional system downtime.
- Paycor is praised for its robust security features and compliance with labor laws and regulatory requirements, but some users may find complex access controls frustrating.

Customer support: the quality of help when you need it

	ADP Workforce Now	Paylocity	Paycor
Number of reviews in the past 2 years	890	187	689
Positive	55%	63%	70%
Negative	45%	37%	30%

- Many users praise ADP Workforce's knowledgeable and responsive support team, though some report long wait times, inconsistent service quality, and difficulty reaching assistance.
- Paylocity's customer support is often described as attentive and knowledgeable, but some users experience slow responses and limited self-service.
- Most users appreciate Paycor's timely assistance via phone, email, and chat. However, some users mention about unresponsive representatives and transition to a centralized support model that has led to dissatisfaction among users.



Feature analysis:

Understand the standout features and user-rated capabilities that set the three solutions apart.

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Feature analysis: payroll management

	ADP Workforce Now	Paylocity	Paycor
Features ratings	4.6/5	4.4/5	4.4/5
Pros	Provides itemized, downloadable pay information. Offers instant direct deposits, and automated claim submissions.	Offers user-friendly access and intuitive dashboard. Enables quick generation and submission of payslips.	Customization and workflow automation. User-friendly payroll access.
Cons	Setup process can be complicated. Occasional website outages may prevent access to payroll features.	Occasional system access issues. Certain entries cannot be deleted once created.	Difficult implementation and limited support. Tedious access and additional fees to retrieve payroll data.

Feature analysis: tax management

	ADP Workforce Now	Paylocity	Paycor
Features ratings	4.6/5	4.4/5	4.4/5
Pros	Easy access to tax documents Transparent views of current pay and tax deductions.	Supports large enterprise tax automation. Unified tax and pay records	Handles multi-currency and multi-tax calculations. Clear visibility into tax withholdings and paychecks
Cons	Unhelpful support for tax issues. Incomplete tax payments.	Occasional payroll inaccuracies or late tax payments. Difficulties accessing tax information.	Occasional tax compliance and reporting issues. Unresponsive customer support for tax issues.

Feature analysis: time tracking

	ADP Workforce Now	Paylocity	Paycor
Features ratings	4.7/5	3.9/5	4.6/5
Pros	Provides a detailed calendar for planning time off. Supports monitoring team time cards and tasks	Combines time tracking, payroll, scheduling, and HR functions in a single interface. Allows employees to clock in/out, manage PTO.	Offers mobile and location-based time tracking. Provides efficient time off and scheduling management:
Cons	Occasional site outages and app glitches. Restricted employee control over their time clocks.	Reliability issues with mobile app. Does not provide a detailed breakdown of clocking activities.	Lengthy and fragmented implementation. Some features are ineffective unless using Paycor's dedicated time and attendance module.



Our veredict:

Discover which payroll solution best fits your business goals and growth strategy.

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Our veredict

ADP Workforce Now

Scalable and reliable

ADP Workforce Now is a robust, scalable HR and payroll platform ideal for businesses needing centralized employee data, payroll management, and self-service tools. Its user-friendly interface and tax management streamline admin tasks. However, some users report slow support, complicated reporting, disruptive updates, and high, unclear pricing. Still, for organizations needing comprehensive HR and payroll at scale, ADP Workforce Now delivers reliability and core features, despite occasional frustrations.

Paylocity

Flexible and mobile-friendly

Paylocity delivers an easy-to-use platform with strong payroll management and mobile access, letting employees handle pay, timekeeping, and HR tasks anywhere. Its centralized features suit remote teams well. While some users note inconsistent support, complex reporting, and tricky setup, Paylocity remains a top pick for businesses wanting mobile-friendly payroll solutions.

Paycor

Intuitive and employee-friendly

Paycor offers an intuitive interface and self-service tools such as an employee portal and online pay stubs, simplifying payroll and HR for administrators and staff. Users praise its payroll features and responsive support, but report occasional issues with reporting, approvals, and update disruptions. Paycor is best for businesses seeking easy employee self-service and simplified HR processes.

Methodologies

1. Products evaluated for the pricing calculation were taken from Software Advice's payroll software directory. The pricing ranges exclude freemium versions of the products.

2. 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 Software Advice or its affiliates. Excerpts are trimmed for brevity.

3. Key features: To identify the key features of this article, we asked users to rate, on a scale of "low importance" to "critical," how important different features are for payroll software. The features showcased are those that the highest percentage of reviewers rated as "highly important" or "critical" over the past two years (as of June 24, 2025).

4. Feature eligibility: To be included in the set of features considered, a given feature had to have at least 200 user ratings within the past two years (as of June 24, 2025), of which at least 20% must indicate the feature is "critical."

1. Our independent and objective research is based on market demand signals along with analysis of our proprietary data, including product information and verified user reviews. We did not consider client status when selecting products in this list.

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