



Human Resources Software **Pricing Guide**

Manufacturing

Software Advice 

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Software Advice simplifies the software buying process. We use our expertise to give you reliable information about thousands of software products across dozens of industries.

Our 1-to-1 personalized guidance matches business owners, employees, and teams with custom software recommendations for free.

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Here's what we'll cover:



Pricing Models



Pricing Ranges



Features by Pricing Tiers



Unexpected Costs



**Pricing comparison of
top rated products**

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

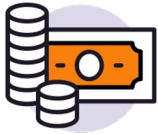
Licenses are usually free of charge, which reduces upfront costs. Implementation, integration, and ongoing maintenance, however, can be major expenses.

Subscription Pricing Models



Per user, per month

A monthly fee for each individual user accessing the software.



Flat rate, per month

A fixed monthly fee for software, regardless of how many employees use it.

Comparing Costs by Pricing Model



Perpetual License



Subscription



Open Source

Upfront Costs



Recurring Costs



Other Costs



 Higher

 Lower

 Average

Subscription Pricing Models

	Perpetual Costs	Subscription Costs	Free & Open Source
Customization	●	●	●
Install and Setup	●	●	●
Integrations	●	●	●

Upfront costs, also known as initial costs or one-time costs, refer to the expenses that are incurred at the beginning or before the start of a project, purchase, or service. These costs are typically paid upfront or in advance and are not recurring.

Understand the different types of costs:

Perpetual license costs: Cost associated with the product being purchased which is paid upfront, in a single transaction and once in a lifetime.

Customization costs: Customization costs refer to the expenses incurred to tailor a product, service, or system to meet specific requirements or preferences of an individual or organization.

Installation and setup: Charges associated with setting up or installing a service or equipment costs.

Integration with existing system costs: Integration may require the use of middleware or integration tools that facilitate communication and data exchange between software systems. The costs associated with acquiring, licensing, or conjuring these tools are considered integration costs.

Recurring Costs

	Perpetual Costs	Subscription Costs	Free & Open Source
Maintenance	●		●
Premium Support & Services	●	●	
Subscription Fee		●	
In-House or Outsourced IT Consultants			●

Recurring costs, as the name suggests, are expenses that are incurred on an ongoing basis at regular intervals. These costs typically repeat periodically, such as monthly, quarterly, or annually. Recurring costs are often associated with maintaining and operating a product, service, or project over time.

Understand the different types of costs:

Maintenance cost: Fees paid periodically to maintain the usage rights of a product or service.

Support service cost: Support service costs refer to the expenses associated with providing assistance, maintenance, and technical support for a product or service.

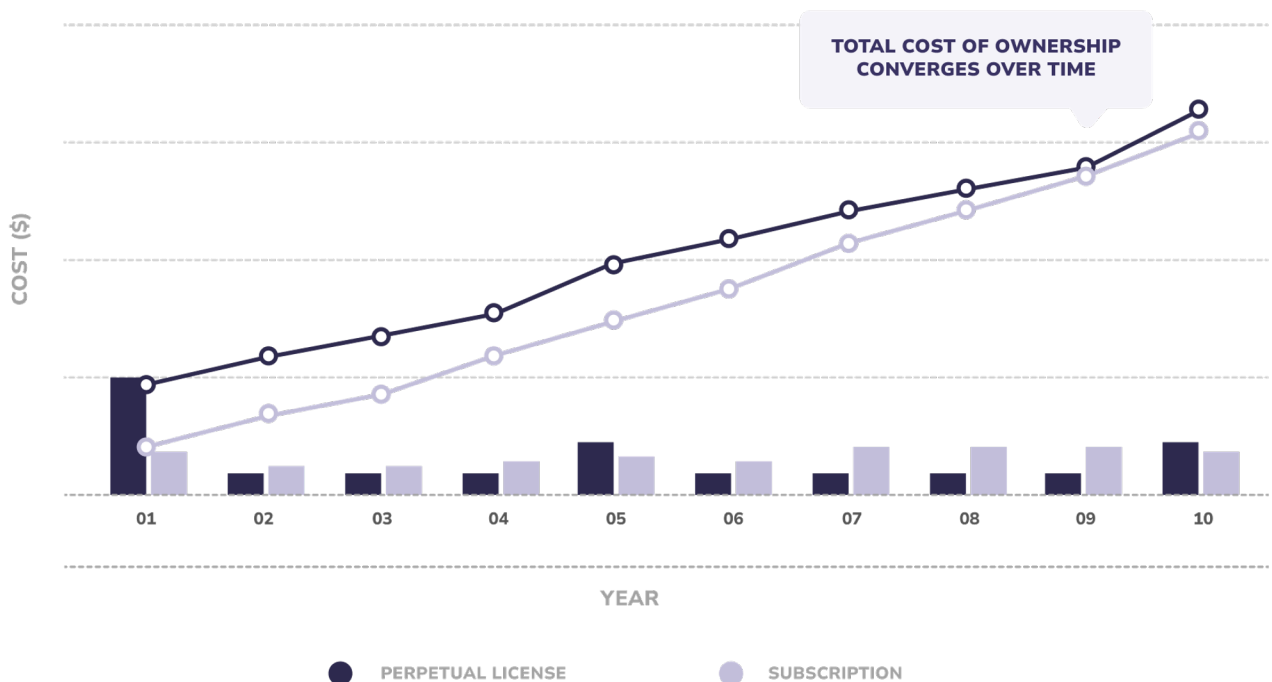
Subscription fee: Regular payments made to access a service or product on a subscription basis.

In-house/Outsourced consultants cost: If an organization chooses consultant based onboarding or customer support as part of their package, additional costs may be associated with it.

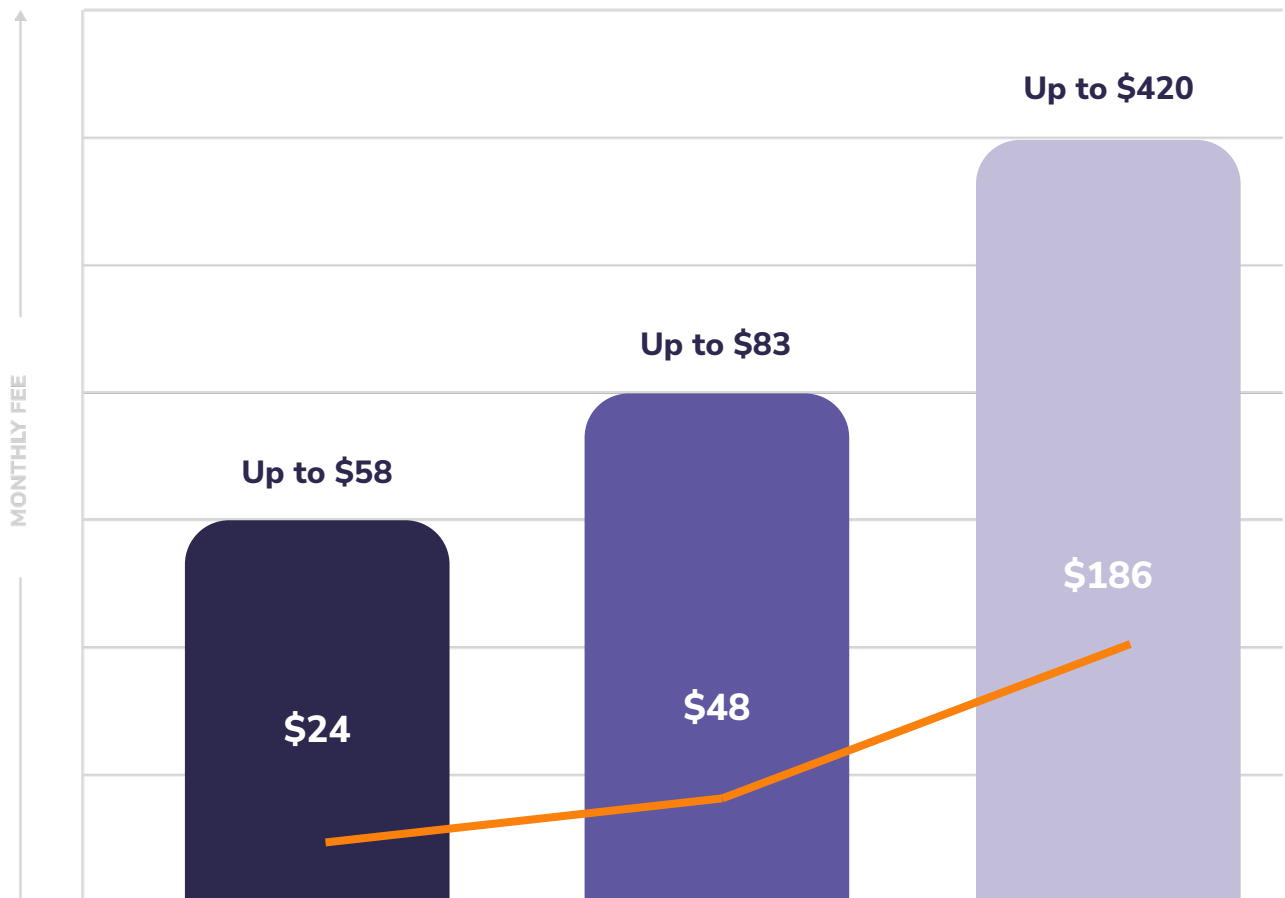
Total Cost of Ownership

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.



Subscription Price Ranges: Per user, per month



■ Entry level ■ Mid tier ■ High end — Average Price

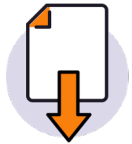
Note: Entry level covers basic features of the product, whereas mid-tier generally has basic features plus some premium features. High-end packages usually offers customization features along with features to support large teams or enterprises.

HR For Manufacturing Software Features by Pricing Tiers

Entry Level	Mid Range	High End
Employee directory	Task management	Workflow Reports
Record tracking	Custom signature documents	Hiring
Document storage	Custom data fields	Premium support
Onboarding	Training tracking	Custom Reports Builder
Time tracking	Manager approval flows	eSignatures Integration
Bulk Action Candidates	Interview Guides	Advanced Visual Reporting
Customer Support	Timing Reports	Expense tracking
Shift Management	Data Import	Multi language support
Billing and invoicing	Custom notifications	Daily Project Reports

Note: Mid-tier package cover entry level plus listed features. High end package covers entry level plus mid tier features along with the listed features.

Often Overlooked Costs



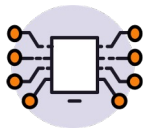
Data Migration

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

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

Human resources software pricing examples*

	Subscription Model	Free Version	Free Trial	Entry Level	Mid Range	High End
 ExakTime ExakTime	per user, per month, billed annually	✗	✗	\$9	NA	NA
 ClockShark ClockShark	per user, per month, billed monthly	✗	✓	\$48	\$70	NA
 Eddy Eddy	per user, per month, billed monthly	✗	✓	\$54	\$83	Custom quote
Justworks Justworks	per user, per month, billed monthly	✗	✗	\$58	\$59	\$109
 busybusy busybusy	per user, per month, billed annually	✓	✓	\$10	\$15	NA

'NA' indicates that the respective pricing tier is not offered by the vendor.

'Custom quote' indicates that the tier is available but comes with customized pricing

*Learn more about how we picked these products in our [Methodology](#) section

Human resources software pricing examples*

	Subscription Model	Free Version	Free Trial	Entry Level	Mid Range	High End
Replicon Replicon	per user, per month			\$6	\$12	\$29
 VeriClock	per user, per month			\$5	NA	NA
 Factorial	per user, per month			\$5	NA	NA
JazzHR^{by}employ JazzHR	per month, billed annually			\$75	\$269	\$420

'NA' indicates that the respective pricing tier is not offered by the vendor.

'Custom quote' indicates that the tier is available but comes with customized pricing

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Methodology

Category price ranges

To determine the category's price ranges and averages, we consider the pricing of products that meet the below-mentioned criteria.

Considered products must:

- Qualify as HR software for manufacturing by meeting our category definition: “Human resources (HR) software acts as the system of record for employee data. It helps HR leaders and personnel with the attraction, recruitment, management, engagement, and development of their employees.”
- Offer core HR software features: employee profiles, employee database, and reporting.
- Have pricing information publicly available.

Specific products featured in our pricing tables are the systems our software advisors have recommended most over the last 2 years for a given industry or segment. Eligible products must have at least 10 recommendations in this timeframe, and up to 12 products appear in our pricing tables based on the highest number of recommendations.

Our software advisors assess buyers’ needs and recommend products that meet their requirements. Vendors pay Software Advice for these referrals.

Our pricing data is a summary of publicly available pricing sources for featured products, including vendor websites. We begin with the lowest monthly pricing (as of December 2024; not considering annual discounts). We also list pricing for more advanced packages, when available. Your company’s specific feature needs may differ, and final pricing will vary accordingly.

Features in Pricing Packages

We identify ~10 products that qualify as HR software for manufacturing and analyze the features each product offers at every pricing tier. We aggregate the findings to identify common features included in common tiers of pricing.



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