



## Global HCM Suites

Harness the power and overcome the challenges of globalization

Q3 2019

# GLOBAL HCM SUITES

ADP  
INFOR  
ORACLE

CONSTELLATION  
ShortList™

5  
solutions  
to know

SAP  
WORKDAY

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The Constellation ShortList™ presents vendors in different categories of the market relevant to early adopters. In addition, products included in this document meet the threshold criteria for this category as determined by Constellation Research.

This Constellation ShortList of vendors for a market category is compiled through conversations with early adopter clients, independent analysis, and briefings with vendors and partners.

### About Constellation Research

As an award-winning Silicon Valley-based strategic advisory and futurist analyst firm, Constellation Research serves leaders and organizations navigating the challenges of digital strategy, business-model disruption and digital transformation.

Constellation works closely with solution providers, partners, C-suite executives, board of directors, and its Constellation Executive Network of buy-side leaders to lead the way in research coverage and advise clients how to achieve valuable business results.

### About This Constellation ShortList™

Globalization is the strongest and longest business trend the world economy has seen since World War II. As a consequence, enterprises need to continue expanding global presence every year. Insights into their people talent and costs are vital to achieve the necessary acceleration of their companies in order to stay ahead of their global competition.

The vendors comprised in this list not only offer enterprises a suite of people-centric business capabilities, starting with HR Core and payroll, some talent management/workforce management and benefits management capabilities, but also for at least three continents and most importantly cover 2/3 of the world from a GDP perspective. This gives enterprises the global reach they need to be able to practice enterprises acceleration for their people.

## Threshold Criteria

Constellation considers the following criteria for these solutions:

- Over 500 customers on at least five continents
- HR core
- Payroll
- Some talent management
- Some workforce management (needs to support payroll at a minimum)
- Some benefits management (in this area, partnerships are the most acceptable)
- Support for more than three continents
- Cover at least two-thirds of the world's GDP

## The Constellation ShortList™

Constellation evaluates over 30 solutions categorized in this market. The Constellation ShortList is determined by client inquiries, partner conversations, customer references, vendor selection projects, market share, and internal research.

- ADP
- Infor
- Oracle
- SAP
- Workday (including capabilities through partnership with ADP for payroll)

## Frequency of Evaluation

Each Constellation ShortList evaluation will be updated every 180 days as needed.

## Evaluation Services

Constellation clients may work with the analyst and research team to conduct a more thorough discussion of this Constellation ShortList. Constellation can also provide guidance in vendor selection and contract negotiation.

## Business Themes



Future of Work



New C-Suite



Technology Optimization

To learn more:

Visit [www.constellationnr.com/ShortList](http://www.constellationnr.com/ShortList)  
or email [shortlist@constellationnr.com](mailto:shortlist@constellationnr.com)



### Holger Mueller

Vice President and  
Principal Analyst

Holger Mueller focuses on the synergies between people and software. As the hand-to-machine ratio radically changes over the next decade (primary factors: age dynamics and technology innovation), enterprises need to find the appropriate balance between changes in a dynamic workforce and the creation and adoption of next-generation applications, all determining the Future of Work and helping enterprises accelerate. Mueller provides strategy and counsel for key clients, including CTOs, CHROs, CIOs, as well as investment analysts, VCs, PE firms and technology buyers.

