

ADP Workforce Now® package comparison

Flexible options, powerful technology and expert support, so you can stay strategic — no matter what.

[Learn more](#) →

Payroll Essentials

The core tools needed for companies just getting started with their payroll automation journey.

HR Plus

Integrate payroll with a suite of HR tools to manage the employee lifecycle and boost workforce efficiency.

Hiring Advantage

For companies looking to improve their recruiting and hiring processes to attract top candidates.

Performance Plus

For companies seeking to optimize talent resources to develop high-performing teams and leaders.

	Payroll Essentials	HR Plus	Hiring Advantage	Performance Plus
Payroll and Tax	✓	✓	✓	✓
Enhanced HR Tools		✓	✓	✓
Onboarding		✓	✓	✓
Digital Record Keeping		✓	✓	✓
Talent Acquisition			✓	✓
Performance Management				✓
Compensation Management				✓
Add-Ons				
Workforce Management	✓	✓	✓	✓
HR Assist	✓	✓	✓	✓
StandOut®, Powered by ADP®	✓	✓	✓	✓
Benefits Administration		✓	✓	✓
Enhanced Analytics		✓	✓	✓

Payroll and Tax ✓ ✓ ✓ ✓

- Real-time processing
- Payroll dashboard with error detection alerts
- Prorated and retroactive pay adjustments
- Expert tax filing and payment services
- Unmatched library of built-in reports
- Custom report builder
- General ledger interface
- DIY hours, earnings and deductions
- Batch import capability
- Payroll preview before submitting

Enhanced HR Tools ✓ ✓ ✓ ✓

- Compliance reporting
- Guided new hire and termination workflows
- Secure and reportable HR recordkeeping
- Policy acknowledgements
- Employee development tracking
- Custom report builder
- Employee self-service tools
- Global HR system of record
- Customizable employee portal
- Employee engagement resources and custom surveys

Onboarding ✓ ✓ ✓ ✓

- New hire onboarding workflow
- Fully integrated onboarding experience
- Electronic I-9 processing
- Configurable experiences for all employee types
- Actionable dashboard for practitioners
- Streamlined administrative tasks
- Meet the team experience prior to first day
- Identify employee payment preferences
- Onboarding completion reminders
- Office neighborhood map

Digital Record Keeping ✓ ✓ ✓ ✓

- Secure cloud-based document storage
- Search and auditing functionality
- Digital employee record
- Roles-based security
- Unlimited storage
- Single or batch upload

Talent Acquisition ✓ ✓ ✓ ✓

- Access to 25,000+ job boards
- Key metrics: sourcing efficiency, cost and time to hire
- Seamless onboarding integration
- Talent communication and nurturing (including mobile and text)
- Requisition process and reporting
- Mobile career site for candidates
- Candidate talent communities
- Interview scheduling and offer letter management

Performance Management ✓ ✓ ✓ ✓

- Flexible goal assignment and tracking
- Dashboards to easily view trends
- Employee self-evaluation support
- Supports additional raters for review
- Notifications for upcoming deadlines
- Customizable review templates

Compensation Management ✓ ✓ ✓ ✓

- Performance and compensation tracking
- Configurable merit and budget guidelines
- Payroll integration for award allocation
- Progress and budgetary dashboards
- Flexibility to support various compensation events

Add-Ons

Workforce Management ✓ ✓ ✓ ✓

- Flexible and mobile time collection
- Time-off requests and processing
- Robust employee scheduling capabilities
- Seamless payroll integration
- Comprehensive analytics and reporting, including overtime
- PTO / Time-off accruals

HR Assist ✓ ✓ ✓ ✓

- Regulatory expertise and guidance
- Job description support
- Employer helpdesk staffed by HR professionals
- Employee handbook wizard
- Job description templates and wizard
- HR doc library, alerts and tools
- Federal and state compliance reporting
- HR toolkits: guides, forms, documents and policies

StandOut®, Powered by ADP® ✓ ✓ ✓ ✓

- 15-minute strengths assessment
- Real-time team engagement survey
- Dynamic teams
- Personalized digital coaching content
- Light-touch check-ins
- Custom surveys
- Performance pulse survey
- Coaching Intelligence and insights

Benefits Administration ✓ ✓ ✓ ✓

- Flexible plan configuration and management
- Mobile enrollment for employee benefits and life events
- Library of benefits reports (i.e. enrollment activity, plan summary, etc.)
- Open enrollment management dashboard
- Flexible rate structures
- Invoice auditing and carrier connections
- Dependent and beneficiary tracking
- ACA services including administrative dashboard

Enhanced Analytics ✓ ✓ ✓ ✓

- Easy access to key metrics and trends
- Mobile view of valuable C-suite insights
- Quick team, department and timeline comparisons
- Actionable insights on turnover, overtime, and more
- Simply customize and share reports
- Apply thresholds to align and monitor performance
- Benchmark metrics against largest HCM data-set (optional)

For more information, contact your local ADP Representative, visit adp.com or [view product](#).