eBook

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an Asure Brand

How to Evaluate Payroll and HR Software:

# Why Companies Choose PeopleGuru™ HCM



# Introduction

Choosing a payroll and HR system is one of the most important and most challenging decisions your organization will make.

On the surface, many platforms promise an “all-in-one” solution.

But in reality, most businesses quickly discover that **one-size-fits-all software rarely fits the way they actually operate.**

Workflows differ.
Pay structures vary.
Compliance requirements change.

And when your system can’t adapt, your team ends up doing the work manually.



# Understanding Your Options

Choosing the right model shapes how your team operates — and scales.

**3+**
MODEL TYPES

**1x**
RIGHT FIT



## Before selecting a solution, it's important to understand the key differences between the most common models:

### PEO (Professional Employer Organization):

- Outsources HR and payroll under a co-employment model
- Less control over processes and data
- Best for companies looking to offload HR entirely

### Payroll Service Providers:

- Focus primarily on processing payroll
- Often require separate systems for HR and time tracking
- Can create fragmented workflows and manual reconciliation

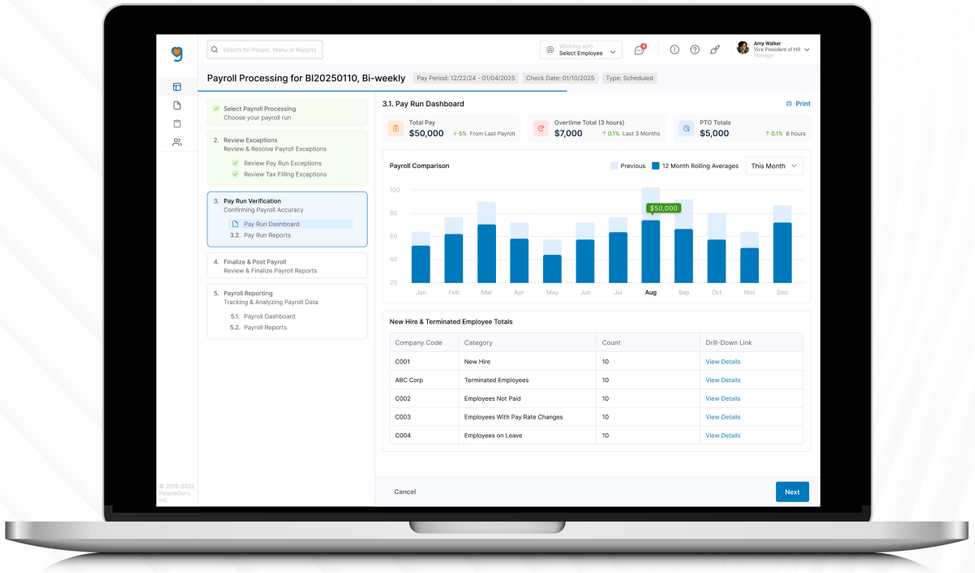
### Enterprise HCM Systems:

- Comprehensive workforce management platforms
- Highly configurable—but often complex and expensive
- Typically require significant internal resources to manage

# A Different Approach

## Most payroll and HR systems force you to adapt to their software.

***PeopleGuru™ HCM*** *flips that model and delivers the power of an enterprise workforce management system —* ***without the enterprise price tag or complexity.***




## What makes PeopleGuru™ HCM different:

One system. Personalized your way. Supported by real people, not AI.

### 1 One unified database (not stitched-together tools)

- Time & labor, HR, and payroll live in a single system
- Creates a true "source of truth" across your workforce
- Eliminates duplicate data entry and manual reconciliation

### 2 Fully customized to your workflows

- Configure approvals, rules, and reporting to match your business
- No rigid templates or forced processes
- Adapts as your organization grows

### 3 Personalized HCM—not one-size-fits-all

- Designed for mid-market complexity without enterprise overhead
- Supports multi-state payroll, compliance, and unique pay structures

### 4 Real integrations (not workarounds)

- Pre  built integrations + custom options
- Real-time data syncing across systems

## Bottom Line:

**PeopleGuru™ HCM** isn't software you fit into.
It's software that fits your business.

# How PeopleGuru™ HCM Compares to Other Payroll Systems

Most payroll systems create more work. PeopleGuru™ HCM removes it.

## Typical Payroll Providers

- Multiple systems (HR, time, payroll separated)
- Heavy manual work and reconciliation
- Limited customization
- Tiered support / ticket queues
- Generic workflows

## PeopleGuru™ HCM

- One unified system for everything
- Automated workflows reduce manual work
- Fully customizable to your business
- Dedicated, expert support
- Built for complex payroll environments

## What buyers consistently say:

- Centralized data reduces errors and inefficiencies
- Automation significantly improves payroll efficiency
- Support is a major differentiator (real people, fast response)

## Bottom Line:

Most systems manage payroll.
**PeopleGuru™ HCM** helps you *run your workforce.*







## What Implementation Looks Like

Implementation is structured, guided, and proven

### What to expect:

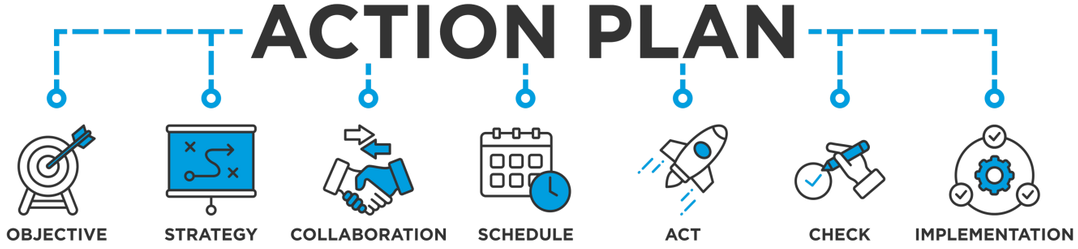
- Dedicated implementation team based in the U.S.
- Configuration aligned to your workflows
- Data migration and system setup
- Training for your team
- Go-live support

### Key differentiator:

- 99% implementation success rate
- Built around your business—not forced templates

### Bottom Line:

Most HCM failures happen during implementation —not after.
PeopleGuru™ HCM focuses heavily on getting this right.



# What Support Looks Like

Real support. Guaranteed responses.
No runaround.






## PeopleGuru™ Support Model:

### Service Level Agreements (SLAs)

- Guaranteed response times
- Fast issue resolution

### Dedicated, U.S.-based experts

- Work with someone who knows your business
- No bouncing between reps
- No chatbot dependency

### Unlimited support

- Available when you need it (extended hours)

### Bottom Line:

Most vendors sell software.
PeopleGuru™ delivers support you can rely on.

# Success Stories

## Real results from real organizations

### Common outcomes clients report:

1. **Reduced payroll errors**
   - ✓ Less manual entry
   - ✓ More automation
   - ✓ Improved accuracy
2. **Time savings across HR and payroll**
   - ✓ Payroll completed in minutes vs hours
3. **Business growth without system changes**
   - ✓ Scalable workflows and infrastructure
   - ✓ Support for multi-location expansion
4. **Better decision-making**
   - ✓ Real-time reporting and workforce analytics

> *The best feature of PeopleGuru is the dedicated support team*
>
> **Leighton Miller**
> Controller, VidaCann

> *PeopleGuru™ beat out a lot of the big players because of their commitment to customizing a solution to our needs*
>
> **Darren Mann**
> CFO, The City of Olivette

> *It's been great knowing who I'm going to speak to every time*
>
> **Katie Johnson**
> Payroll Manager, Theory Wellness

## Is PeopleGuru™ HCM Right for You?

### Best fit if you:

- Run complex payroll (multi-state, multiple pay structures)
- Are tired of reconciling multiple systems
- Need customization (not rigid software)
- Value real support—not ticket queues

### Key differentiator:

- Want the cheapest, out-of-the-box solution
- Have very simple payroll needs

### Bottom Line:

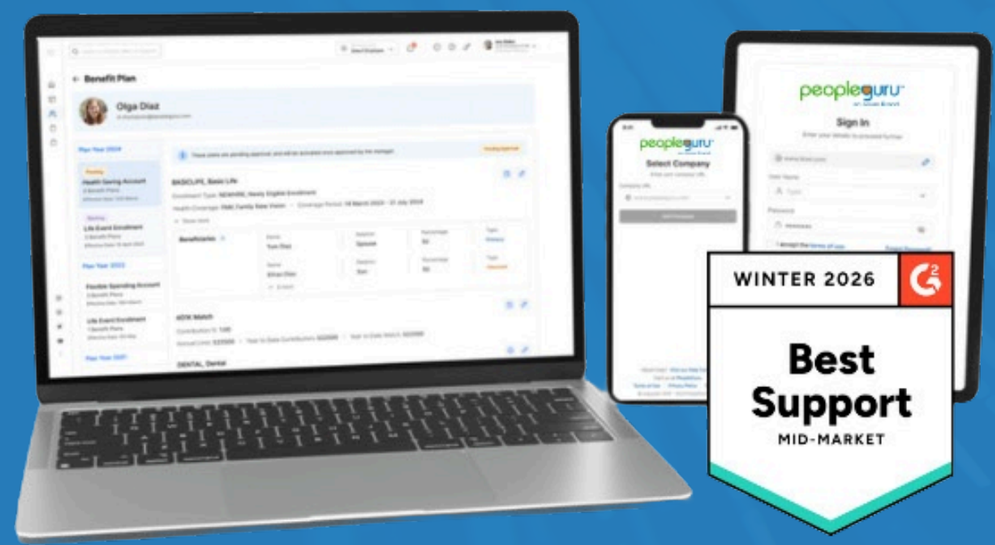
**PeopleGuru™ HCM =**

- One system instead of many
- Customized instead of generic
- Supported instead of self-service

**Run payroll without errors, delays, or manual fixes — with a system built around you.**



# Your Complete HCM Solution



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