May 2022

SoftwareReviews

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EMOTIONAL FOOTPRINT REPORT

Workforce Management - Enterprise

409
Reviews

8
Products Included

# Table of Contents

How to Use the Report

Info-Tech's Category Reports provide a comprehensive evaluation of popular products in the Workforce Management - Enterprise market. This buyer's guide is designed to help prospective purchasers make better decisions by leveraging the experiences of real users.

The data in this report is collected from real end users, meticulously verified for veracity, exhaustively analyzed, and visualized in easy to understand charts and graphs. Each product is compared and contrasted with all other vendors in their category to create a holistic, unbiased view of the product landscape.

Use this report to determine which product is right for your organization. For highly detailed reports on individual products, see Info-Tech's Product Scorecard.

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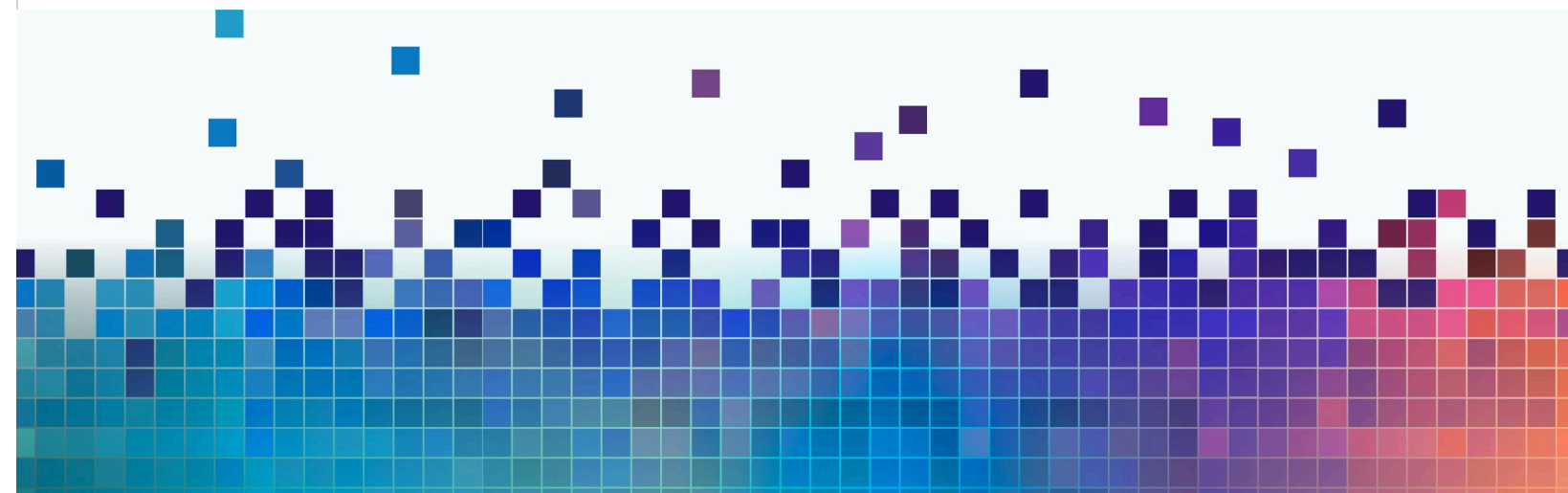
Software Directory

WORKFORCE MANAGEMENT - ENTERPRISE SOFTWARE

Selecting software can be overwhelming and one of the biggest challenges facing organizations is understanding the marketplace and identifying all of the available vendors and products. The Software Directory is a comprehensive list of all relevant software vendors in a particular category. Use this page to create the right vendor shortlist by exploring all of the options available to your organization.

ADP Vantage	Avature	Beekeeper
Ceridian Dayforce	Humanity	Infor Workforce Management
NICE Workforce Management	Oracle PeopleSoft HCM	Synerion Workforce Management
UKG Dimensions	Workforce Planning	WorkForce Software

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SOFTWARE REVIEWS
Emotional Footprint Diamond

The Emotional Footprint Diamond illustrates how users view their interactions with their software vendor compared against their perceived cost to value of the software. This delivers you an in-depth insight into your potential relationship with the vendor.

WORKFORCE MANAGEMENT - ENTERPRISE

The customer experience with a software vendor will be a complex relationship that spans procurement, implementation, service, and support. Picking software can commit you to an extended period with that vendor, and knowing how real users feel about their service experience is crucial before making that commitment. When compared with how fair the price is for the software, you receive a comprehensive overview of the expected interaction and experience with the vendor.
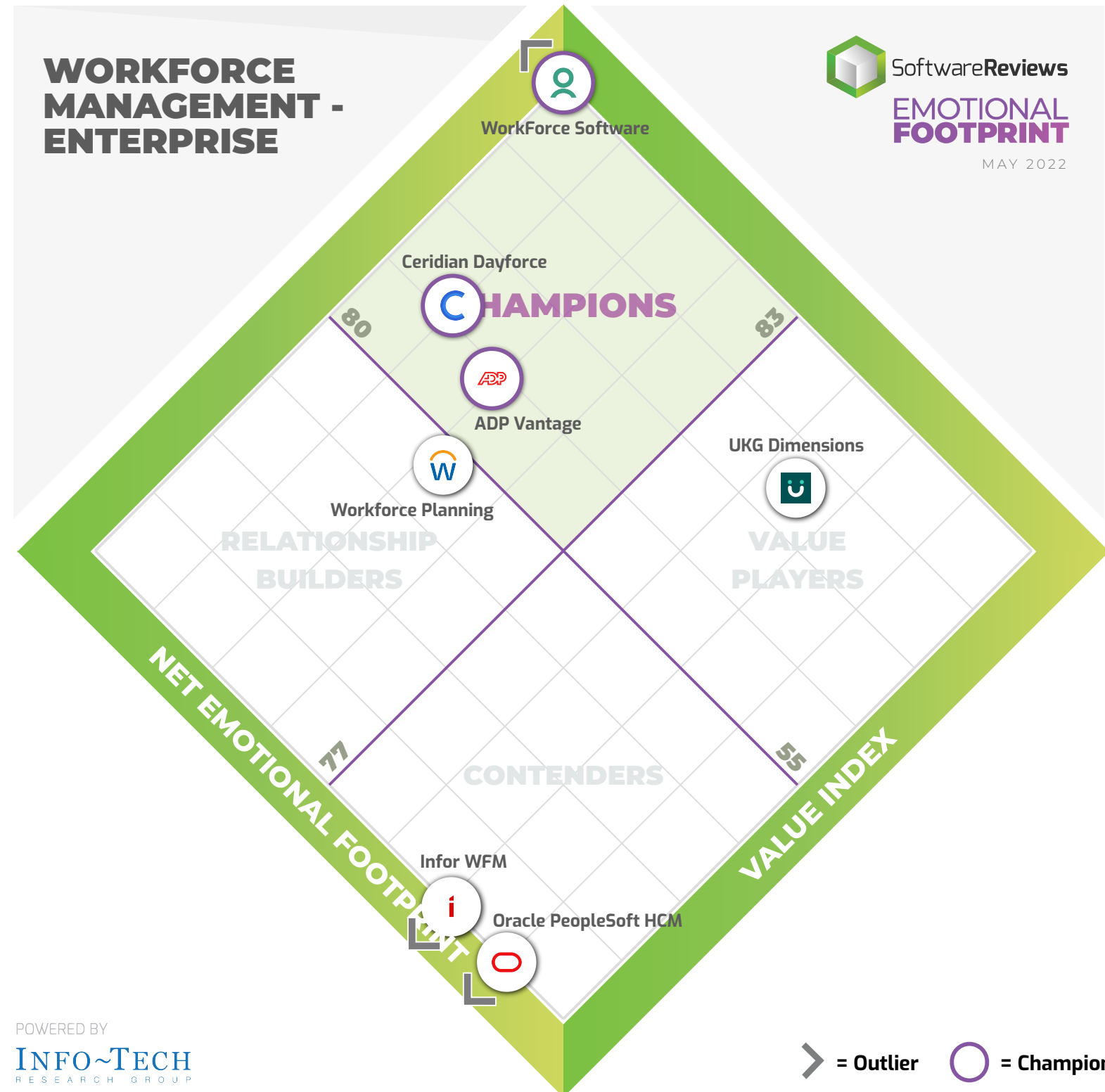
Value Index

Software pricing can be complicated and confusing, but knowing if you're getting business value for the price you're paying is not. The Value Index metric captures user satisfaction with their software given the costs they are paying.

Net Emotional Footprint

The Net Emotional Footprint measures high-level user sentiment. It aggregates emotional response ratings across 25 provocative questions, creating a powerful indicator of overall user feeling toward the vendor and product.

Note: The ranges of the axes are dynamically adjusted based on minimum and maximum values in the dataset.

WORKFORCE MANAGEMENT - ENTERPRISE

SoftwareReviews
EMOTIONAL FOOTPRINT
MAY 2022

WorkForce Software

Ceridian Dayforce — CHAMPIONS

80   83

ADP Vantage

Workforce Planning   UKG Dimensions

RELATIONSHIP BUILDERS   VALUE PLAYERS

77   55

CONTENDERS

NET EMOTIONAL FOOTPRINT   VALUE INDEX

Infor WFM

Oracle PeopleSoft HCM

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> = Outlier   ◯ = Champion

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Emotional Footprint Summary

The Net Emotional Footprint measures high-level user sentiment towards particular product offerings. It aggregates emotional response ratings for various dimensions of the vendor-client relationship and product effectiveness, creating a powerful indicator of overall user feeling toward the vendor and product. While purchasing decisions shouldn't be based on emotion, it's valuable to know what kind of emotional response the vendor you're considering elicits from their users.

EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE · NEUTRAL · POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19 · +20 to +39 · +40 to +59 · +60 to +79 · +80 to +100
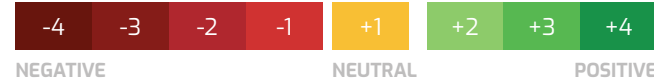
RANK	PRODUCT	CX SCORE	NET EMOTIONAL FOOTPRINT	NET EMOTIONAL FOOTPRINT DISTRIBUTION	VALUE INDEX	STRONGEST POSITIVE EMOTIONS				STRONGEST NEGATIVE EMOTIONS				NUMBER OF REVIEWS
🏆	**WorkForce Software**	8.5	+85 😄	3% NEGATIVE — 88% POSITIVE	84	RELIABLE	98%	TRUSTWORTHY	98%	OVER PROMISED	15%	VENDOR'S INTEREST FIRST	10%	67
🏆	**Ceridian Dayforce**	7.9	+77 😊	6% NEGATIVE — 83% POSITIVE	81	RESPECTFUL	91%	RELIABLE	90%	OVER PROMISED	18%	VENDOR'S INTEREST FIRST	14%	109
🏆	**ADP Vantage**	7.7	+74 😊	5% NEGATIVE — 79% POSITIVE	81	SECURITY PROTECTS	85%	CONTINUALLY IMPROVING	83%	OVER PROMISED	17%	FRUSTRATING	11%	36
4	**Workforce Planning**	7.6	+73 😊	7% NEGATIVE — 80% POSITIVE	80	RELIABLE	91%	SECURITY PROTECTS	89%	COMMODITY FEATURES	11%	OVER PROMISED	10%	47
5	**UKG Dimensions**	7.3	+63 😊	8% NEGATIVE — 71% POSITIVE	82	RESPECTFUL	93%	CARING	83%	OVER PROMISED	29%	VENDOR'S INTEREST FIRST	21%	24
6	**Oracle PeopleSoft HCM**	6.7	+58 😐	12% NEGATIVE — 70% POSITIVE	74	RESPECTFUL	84%	RELIABLE	79%	OVER PROMISED	35%	CHARGES FOR PRODUCT ENHANCEMENTS	21%	78
7	**Infor WFM**	6.6	+61 😊	9% NEGATIVE — 70% POSITIVE	71	PERFORMANCE ENHANCING	78%	INSPIRING	78%	OVER PROMISED	26%	COMMODITY FEATURES	17%	41
PRODUCTS WITH INSUFFICIENT DATA														
--	**Beekeeper**	9.7	+100 😄	-- NEGATIVE — 100% POSITIVE	93	CLIENT FRIENDLY POLICIES	100%	FAIR	100%					7

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE **-** **%** NEGATIVE **=** **EMOTIONAL FOOTPRINT**

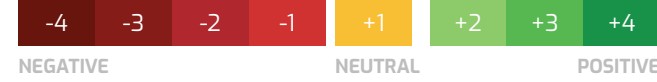| -100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

CATEGORY

Service Experience

Good service matters. The last thing you need is to be disrespected by your software vendor, or to get bogged down by their ineptitude or neglect. This section displays data related to quality and effectiveness of service, so you can know whether you'll be treated well before and after you've made the purchase.

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EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4

NEGATIVE | NEUTRAL | POSITIVE

%POSITIVE − %NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100

Disrespectful vs. Respectful

#		Vendor	Score		Distribution	Reviews
1	👤	WorkForce Software	+96	😃	DISTRIBUTION -- 4% 96%	67 REVIEWS
2		UKG Dimensions	+93	😃	DISTRIBUTION -- 7% 93%	24 REVIEWS
3	C	Ceridian Dayforce	+86	😃	DISTRIBUTION 5% 4% 91%	109 REVIEWS
4	W	Workforce Planning	+85	😃	DISTRIBUTION 3% 9% 88%	47 REVIEWS
5	⬭	Oracle PeopleSoft HCM	+83	😃	DISTRIBUTION 1% 15% 84%	78 REVIEWS
6	ADP	ADP Vantage	+82	😃	DISTRIBUTION -- 18% 82%	36 REVIEWS
7	i	Infor WFM	+61	😊	DISTRIBUTION 10% 20% 71%	41 REVIEWS
		CATEGORY AVERAGE	**+85**	😃	DISTRIBUTION 3% 9% 88%	

PRODUCTS WITH INSUFFICIENT DATA

| - | 🐝 | Beekeeper | +100 | 😃 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100

Bureaucratic vs. Efficient

#	Product	Score		Distribution	Reviews
1	ADP Vantage	+75	😊	DISTRIBUTION 8% 9% 83%	36 REVIEWS
2	WorkForce Software	+74	😊	DISTRIBUTION 8% 10% 82%	67 REVIEWS
3	Workforce Planning	+74	😊	DISTRIBUTION 7% 12% 81%	47 REVIEWS
4	Ceridian Dayforce	+73	😊	DISTRIBUTION 8% 10% 81%	109 REVIEWS
5	Infor WFM	+68	😊	DISTRIBUTION 7% 17% 75%	41 REVIEWS
6	Oracle PeopleSoft HCM	+54	😐	DISTRIBUTION 15% 15% 69%	78 REVIEWS
7	UKG Dimensions	+47	😐	DISTRIBUTION 19% 15% 66%	24 REVIEWS
	CATEGORY AVERAGE	**+68**	😊	DISTRIBUTION 10% 12% 78%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😃 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

| -100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100 |

Neglectful vs. Caring

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+85	😄	DISTRIBUTION 4% 7% 89%	67 REVIEWS
2	UKG Dimensions	+78	😊	DISTRIBUTION 5% 12% 83%	24 REVIEWS
3	Ceridian Dayforce	+73	😊	DISTRIBUTION 8% 11% 81%	109 REVIEWS
4	Oracle PeopleSoft HCM	+72	😊	DISTRIBUTION 5% 17% 77%	78 REVIEWS
5	Workforce Planning	+71	😊	DISTRIBUTION 7% 15% 78%	47 REVIEWS
6	ADP Vantage	+70	😊	DISTRIBUTION 8% 14% 78%	36 REVIEWS
7	Infor WFM	+70	😊	DISTRIBUTION 2% 26% 72%	41 REVIEWS
	CATEGORY AVERAGE	+75	😊	DISTRIBUTION 6% 13% 81%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😄 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Frustrating vs. Effective

#	Product	Score	Distribution	Reviews
1	WorkForce Software	+82 😃	DISTRIBUTION 4% 10% 86%	67 REVIEWS
2	Workforce Planning	+73 😊	DISTRIBUTION 9% 9% 82%	47 REVIEWS
3	ADP Vantage	+67 😊	DISTRIBUTION 11% 11% 78%	36 REVIEWS
4	Ceridian Dayforce	+64 😊	DISTRIBUTION 13% 10% 77%	109 REVIEWS
5	Infor WFM	+63 😊	DISTRIBUTION 10% 17% 73%	41 REVIEWS
6	Oracle PeopleSoft HCM	+60 😊	DISTRIBUTION 13% 15% 73%	78 REVIEWS
7	UKG Dimensions	+50 😐	DISTRIBUTION 19% 12% 69%	24 REVIEWS
	CATEGORY AVERAGE	+67 😊	DISTRIBUTION 11% 12% 78%	

PRODUCTS WITH INSUFFICIENT DATA

#	Product	Score	Distribution	Reviews
-	Beekeeper	+100 😃	DISTRIBUTION -- -- 100%	7 REVIEWS

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NEGATIVE   NEUTRAL   POSITIVE

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-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Wastes Time vs. Saves Time

1	ADP ADP Vantage	+79 😊	DISTRIBUTION **3%** **14%** **82%**	**36** REVIEWS
2	Workforce Planning	+77 😊	DISTRIBUTION **8%** **8%** **85%**	**47** REVIEWS
3	WorkForce Software	+72 😊	DISTRIBUTION **5%** **19%** **77%**	**67** REVIEWS
4	Ceridian Dayforce	+65 😊	DISTRIBUTION **13%** **9%** **78%**	**109** REVIEWS
5	Infor WFM	+65 😊	DISTRIBUTION **8%** **19%** **73%**	**41** REVIEWS
6	Oracle PeopleSoft HCM	+59 😐	DISTRIBUTION **16%** **9%** **75%**	**78** REVIEWS
7	UKG Dimensions	+50 😐	DISTRIBUTION **19%** **12%** **69%**	**24** REVIEWS
	CATEGORY AVERAGE	+66 😊	DISTRIBUTION **11%** **12%** **77%**	

PRODUCTS WITH INSUFFICIENT DATA

-	Beekeeper	+100 😃	DISTRIBUTION **--** **--** **100%**	**7** REVIEWS

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − **%** NEGATIVE = **EMOTIONAL FOOTPRINT**

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

CATEGORY

Conflict Resolution

Disagreements are inevitable, but knowing your vendor will handle them reasonably, fairly, and amiably can give you peace of mind. Use the data in this section to understand which vendors will behave professionally when conflict arises.

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Lack Of Integrity vs. Integrity

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+92	😄	DISTRIBUTION 1% 6% 93%	67 REVIEWS
2	Ceridian Dayforce	+82	😄	DISTRIBUTION 4% 10% 86%	109 REVIEWS
3	UKG Dimensions	+80	😄	DISTRIBUTION -- 20% 80%	24 REVIEWS
4	Workforce Planning	+77	😊	DISTRIBUTION 8% 7% 85%	47 REVIEWS
5	ADP Vantage	+74	😊	DISTRIBUTION 2% 22% 76%	36 REVIEWS
6	Infor WFM	+73	😊	DISTRIBUTION 2% 23% 75%	41 REVIEWS
7	Oracle PeopleSoft HCM	+69	😊	DISTRIBUTION 5% 21% 74%	78 REVIEWS
	CATEGORY AVERAGE	**+80**	😄	DISTRIBUTION 3% 14% 83%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😄 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

😡	🙁	😐	🙂	😄
-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Vendor Friendly Policies vs. Client Friendly Policies

#			Score		Distribution	Reviews
1	👤	WorkForce Software	+90	😄	DISTRIBUTION 3% 4% 93%	67 REVIEWS
2	W	Workforce Planning	+84	😄	DISTRIBUTION 1% 13% 85%	47 REVIEWS
3	ADP	ADP Vantage	+77	😊	DISTRIBUTION 4% 15% 81%	36 REVIEWS
4	C	Ceridian Dayforce	+76	😊	DISTRIBUTION 6% 12% 82%	109 REVIEWS
5	i	Infor WFM	+75	😊	DISTRIBUTION 2% 20% 77%	41 REVIEWS
6	⬭	Oracle PeopleSoft HCM	+68	😊	DISTRIBUTION 6% 20% 74%	78 REVIEWS
7	🔘	UKG Dimensions	+64	😊	DISTRIBUTION 5% 26% 69%	24 REVIEWS
		CATEGORY AVERAGE	**+77**	😊	DISTRIBUTION 4% 14% 81%	

PRODUCTS WITH INSUFFICIENT DATA

| - | 🐝 | **Beekeeper** | +100 | 😄 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Selfish vs. Altruistic

		Score		Distribution	Reviews
1	WorkForce Software	+82	😃	DISTRIBUTION 3% 12% 85%	67 REVIEWS
2	Ceridian Dayforce	+76	😊	DISTRIBUTION 8% 8% 84%	109 REVIEWS
3	ADP Vantage	+76	😊	DISTRIBUTION 2% 20% 78%	36 REVIEWS
4	UKG Dimensions	+74	😊	DISTRIBUTION -- 26% 74%	24 REVIEWS
5	Workforce Planning	+63	😊	DISTRIBUTION 6% 25% 69%	47 REVIEWS
6	Oracle PeopleSoft HCM	+51	😐	DISTRIBUTION 8% 33% 59%	78 REVIEWS
7	Infor WFM	+50	😐	DISTRIBUTION 5% 40% 55%	41 REVIEWS
	CATEGORY AVERAGE	+70	😊	DISTRIBUTION 5% 20% 75%	

PRODUCTS WITH INSUFFICIENT DATA

		Score		Distribution	Reviews
-	Beekeeper	+100	😃	DISTRIBUTION -- -- 100%	7 REVIEWS

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NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Big Fat Liars vs. Trustworthy

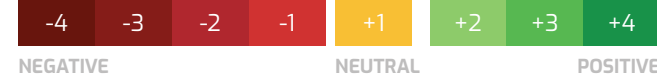| #	Product	Score	Distribution	Reviews
1	WorkForce Software	+98	DISTRIBUTION -- 2% 98%	67 REVIEWS
2	Workforce Planning	+84	DISTRIBUTION 2% 12% 86%	47 REVIEWS
3	Ceridian Dayforce	+81	DISTRIBUTION 5% 10% 86%	109 REVIEWS
4	Oracle PeopleSoft HCM	+74	DISTRIBUTION 5% 17% 79%	78 REVIEWS
5	ADP Vantage	+73	DISTRIBUTION 6% 15% 79%	36 REVIEWS
6	UKG Dimensions	+66	DISTRIBUTION 5% 24% 71%	24 REVIEWS
7	Infor WFM	+66	DISTRIBUTION 7% 20% 73%	41 REVIEWS
CATEGORY AVERAGE		**+80**	DISTRIBUTION 4% 12% 84%	

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-	Beekeeper	+100	DISTRIBUTION -- -- 100%	7 REVIEWS

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NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Unfair vs. Fair

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+93	😃	DISTRIBUTION -- 7% 93%	67 REVIEWS
2	Ceridian Dayforce	+85	😃	DISTRIBUTION 3% 9% 88%	109 REVIEWS
3	UKG Dimensions	+83	😃	DISTRIBUTION -- 17% 83%	24 REVIEWS
4	Workforce Planning	+81	😃	DISTRIBUTION 2% 15% 83%	47 REVIEWS
5	ADP Vantage	+80	😃	DISTRIBUTION -- 20% 80%	36 REVIEWS
6	Oracle PeopleSoft HCM	+69	🙂	DISTRIBUTION 5% 21% 74%	78 REVIEWS
7	Infor WFM	+62	🙂	DISTRIBUTION 10% 18% 72%	41 REVIEWS
	CATEGORY AVERAGE	+81	😃	DISTRIBUTION 3% 14% 84%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😃 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100
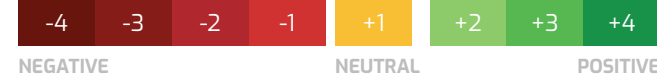
CATEGORY

Negotiation and Contract

Negotiation doesn't have to be adversarial. Both parties are always looking to get the best deal, but finding a vendor who will work with you rather than against makes it more likely you'll both be happy with the results. Use the data in this section to determine which vendors will negotiate pleasantly and in good faith.

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Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100

Greedy vs. Generous

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+72	😊	DISTRIBUTION 7% 15% 79%	67 REVIEWS
2	ADP Vantage	+67	😊	DISTRIBUTION 4% 25% 71%	36 REVIEWS
3	Workforce Planning	+65	😊	DISTRIBUTION 7% 21% 72%	47 REVIEWS
4	Ceridian Dayforce	+61	😊	DISTRIBUTION 13% 13% 74%	109 REVIEWS
5	UKG Dimensions	+58	😐	DISTRIBUTION 10% 22% 68%	24 REVIEWS
6	Oracle PeopleSoft HCM	+51	😐	DISTRIBUTION 16% 18% 67%	78 REVIEWS
7	Infor WFM	+46	😐	DISTRIBUTION 8% 38% 54%	41 REVIEWS
	CATEGORY AVERAGE	**+61**	😊	DISTRIBUTION 10% 19% 71%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😁 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Deceptive vs. Transparent

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+81	😄	DISTRIBUTION 5% 9% 86%	67 REVIEWS
2	Workforce Planning	+78	😊	DISTRIBUTION 6% 10% 84%	47 REVIEWS
3	Ceridian Dayforce	+77	😊	DISTRIBUTION 5% 14% 82%	109 REVIEWS
4	ADP Vantage	+77	😊	DISTRIBUTION 2% 19% 79%	36 REVIEWS
5	Oracle PeopleSoft HCM	+62	😊	DISTRIBUTION 8% 22% 70%	78 REVIEWS
6	UKG Dimensions	+61	😊	DISTRIBUTION 10% 19% 71%	24 REVIEWS
7	Infor WFM	+49	😐	DISTRIBUTION 15% 21% 64%	41 REVIEWS
	CATEGORY AVERAGE	+72	😊	DISTRIBUTION 6% 15% 78%	

PRODUCTS WITH INSUFFICIENT DATA

#	Product	Score		Distribution	Reviews
-	Beekeeper	+100	😄	DISTRIBUTION -- -- 100%	7 REVIEWS

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Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Over Promised vs. Over Delivered

1	Workforce Planning	+57		DISTRIBUTION 10% 23% 67%	47 REVIEWS
2	ADP Vantage	+52		DISTRIBUTION 17% 14% 69%	36 REVIEWS
3	WorkForce Software	+50		DISTRIBUTION 15% 20% 65%	67 REVIEWS
4	Ceridian Dayforce	+47		DISTRIBUTION 18% 17% 65%	109 REVIEWS
5	UKG Dimensions	+26		DISTRIBUTION 29% 16% 55%	24 REVIEWS
6	Infor WFM	+15		DISTRIBUTION 26% 33% 41%	41 REVIEWS
7	Oracle PeopleSoft HCM	+9		DISTRIBUTION 35% 21% 44%	78 REVIEWS
	CATEGORY AVERAGE	+39		DISTRIBUTION 21% 19% 60%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | | DISTRIBUTION -- -- 100% | 7 REVIEWS |

SoftwareReviews

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Vendor's Interest First vs. Client's Interest First

#	Vendor	Score		Distribution	Reviews
1	WorkForce Software	+73	😊	DISTRIBUTION 10% 7% 83%	67 REVIEWS
2	Workforce Planning	+73	😃	DISTRIBUTION 6% 15% 79%	47 REVIEWS
3	ADP Vantage	+71	😃	DISTRIBUTION 6% 17% 77%	36 REVIEWS
4	Ceridian Dayforce	+64	😃	DISTRIBUTION 14% 8% 78%	109 REVIEWS
5	Infor WFM	+43	😐	DISTRIBUTION 16% 25% 59%	41 REVIEWS
6	Oracle PeopleSoft HCM	+42	😐	DISTRIBUTION 17% 24% 59%	78 REVIEWS
7	UKG Dimensions	+39	😢	DISTRIBUTION 21% 19% 60%	24 REVIEWS
	CATEGORY AVERAGE	**+60**	😊	DISTRIBUTION 13% 15% 73%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😀 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

SoftwareReviews

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Emotional Footprint Details

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EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4
NEGATIVE				NEUTRAL			POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Hardball Tactics vs. Friendly Negotiation

#	Vendor	Score		Distribution	Reviews
1	WorkForce Software	+88	😁	DISTRIBUTION -- 12% 88%	67 REVIEWS
2	Workforce Planning	+78	😊	DISTRIBUTION 3% 16% 81%	47 REVIEWS
3	Ceridian Dayforce	+76	😊	DISTRIBUTION 5% 14% 81%	109 REVIEWS
4	ADP Vantage	+71	😊	DISTRIBUTION 4% 20% 75%	36 REVIEWS
5	Oracle PeopleSoft HCM	+69	😊	DISTRIBUTION 6% 20% 75%	78 REVIEWS
6	UKG Dimensions	+68	😊	DISTRIBUTION 5% 22% 73%	24 REVIEWS
7	Infor WFM	+61	😊	DISTRIBUTION 11% 18% 72%	41 REVIEWS
	CATEGORY AVERAGE	**+75**	😊	DISTRIBUTION 4% 16% 79%	

PRODUCTS WITH INSUFFICIENT DATA

-	Beekeeper	+100	😁	DISTRIBUTION -- -- 100%	7 REVIEWS

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE **-** **%** NEGATIVE **=** **EMOTIONAL FOOTPRINT**

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

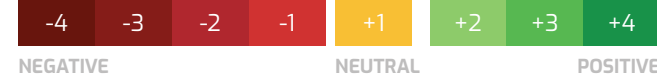**CATEGORY**

Strategy and Innovation

Your vendor's attitude toward innovation is important; if they aren't at least keeping pace with market directions and trends, they certainly won't be enabling you to get ahead. Use the data in this section to gauge whether your vendor appreciates the need to innovate and the extent to which they'll support you to do the same.

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

%POSITIVE − %NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100

Roadblock To Innovation vs. Helps Innovate
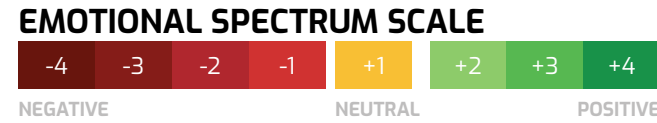
#	Product	Score		Distribution	Reviews
1	WorkForce Software	+87	😄	DISTRIBUTION 1% 11% 88%	67 REVIEWS
2	Ceridian Dayforce	+83	😄	DISTRIBUTION 3% 11% 86%	109 REVIEWS
3	Workforce Planning	+78	😊	DISTRIBUTION 5% 12% 83%	47 REVIEWS
4	ADP Vantage	+70	😊	DISTRIBUTION 9% 12% 79%	36 REVIEWS
5	Infor WFM	+63	😊	DISTRIBUTION 12% 13% 75%	41 REVIEWS
6	UKG Dimensions	+62	😊	DISTRIBUTION 5% 28% 67%	24 REVIEWS
7	Oracle PeopleSoft HCM	+57	😐	DISTRIBUTION 14% 15% 71%	78 REVIEWS
	CATEGORY AVERAGE	+74	😊	DISTRIBUTION 6% 13% 80%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😄 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Stagnant vs. Continually Improving

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+88	😀	DISTRIBUTION 1% 10% 89%	67 REVIEWS
2	Ceridian Dayforce	+85	😀	DISTRIBUTION 3% 9% 88%	109 REVIEWS
3	ADP Vantage	+81	😀	DISTRIBUTION 2% 15% 83%	36 REVIEWS
4	Workforce Planning	+70	😊	DISTRIBUTION 6% 18% 76%	47 REVIEWS
5	UKG Dimensions	+67	😊	DISTRIBUTION 5% 23% 72%	24 REVIEWS
6	Infor WFM	+66	😊	DISTRIBUTION 7% 20% 73%	41 REVIEWS
7	Oracle PeopleSoft HCM	+41	😐	DISTRIBUTION 19% 20% 60%	78 REVIEWS
	CATEGORY AVERAGE	+73	😊	DISTRIBUTION 6% 15% 79%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😀 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Charges For Product Enhancements vs. Includes Product Enhancements

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+80	😄	DISTRIBUTION 3% 14% 83%	67 REVIEWS
2	Ceridian Dayforce	+75	😊	DISTRIBUTION 8% 8% 83%	109 REVIEWS
3	Workforce Planning	+74	😊	DISTRIBUTION 8% 9% 82%	47 REVIEWS
4	ADP Vantage	+71	😊	DISTRIBUTION 8% 13% 79%	36 REVIEWS
5	Infor WFM	+59	😐	DISTRIBUTION 7% 27% 66%	41 REVIEWS
6	UKG Dimensions	+57	😐	DISTRIBUTION 12% 19% 69%	24 REVIEWS
7	Oracle PeopleSoft HCM	+40	😐	DISTRIBUTION 21% 17% 61%	78 REVIEWS
	CATEGORY AVERAGE	**+67**	😊	DISTRIBUTION 10% 14% 77%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😄 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

SoftwareReviews

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Leverages Incumbent Status vs. Appreciates Incumbent Status

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+78	😊	DISTRIBUTION 4% 14% 82%	67 REVIEWS
2	Ceridian Dayforce	+77	😊	DISTRIBUTION 5% 13% 82%	109 REVIEWS
3	UKG Dimensions	+74	😊	DISTRIBUTION -- 26% 74%	24 REVIEWS
4	ADP Vantage	+66	😊	DISTRIBUTION 2% 30% 68%	36 REVIEWS
5	Workforce Planning	+64	😊	DISTRIBUTION 8% 20% 72%	47 REVIEWS
6	Oracle PeopleSoft HCM	+52	😐	DISTRIBUTION 9% 30% 61%	78 REVIEWS
7	Infor WFM	+51	😐	DISTRIBUTION 12% 25% 63%	41 REVIEWS
	CATEGORY AVERAGE	+68	😊	DISTRIBUTION 6% 20% 74%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😃 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19   +20 to +39   +40 to +59   +60 to +79   +80 to +100

Despised vs. Inspiring

1	WorkForce Software	+85 😄	DISTRIBUTION 3% 10% 88%	67 REVIEWS
2	ADP Vantage	+78 😊	DISTRIBUTION 2% 18% 80%	36 REVIEWS
3	Ceridian Dayforce	+77 😊	DISTRIBUTION 4% 15% 81%	109 REVIEWS
4	Infor WFM	+68 😊	DISTRIBUTION 10% 13% 78%	41 REVIEWS
5	UKG Dimensions	+67 😊	DISTRIBUTION 5% 23% 72%	24 REVIEWS
6	Workforce Planning	+66 😊	DISTRIBUTION 10% 14% 76%	47 REVIEWS
7	Oracle PeopleSoft HCM	+51 😐	DISTRIBUTION 13% 23% 64%	78 REVIEWS
CATEGORY AVERAGE		+72 😊	DISTRIBUTION 6% 16% 78%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 😄 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE **−** **%** NEGATIVE **=** **EMOTIONAL FOOTPRINT**

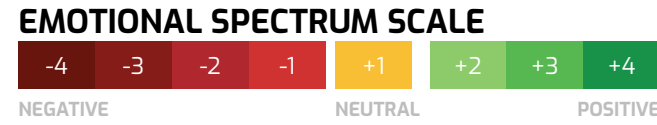| 😠	🙁	😐	🙂	😄
-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

CATEGORY

Product Impact

Software needs to reliably enable your performance and productivity. Use the data in this section to see which vendors will propel you forward and which will be deadweight you'll need to carry.

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EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4

NEGATIVE   NEUTRAL   POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19	+20 to +39	+40 to +59	+60 to +79	+80 to +100

Unreliable vs. Reliable

1	WorkForce Software	+98 😀	DISTRIBUTION -- 2% 98%	67 REVIEWS
2	Ceridian Dayforce	+89 😀	DISTRIBUTION 1% 9% 90%	109 REVIEWS
3	Workforce Planning	+88 😀	DISTRIBUTION 3% 6% 91%	47 REVIEWS
4	ADP Vantage	+74 😊	DISTRIBUTION 8% 10% 82%	36 REVIEWS
5	Oracle PeopleSoft HCM	+73 😊	DISTRIBUTION 6% 16% 79%	78 REVIEWS
6	Infor WFM	+71 😊	DISTRIBUTION 2% 25% 73%	41 REVIEWS
7	UKG Dimensions	+61 😊	DISTRIBUTION 3% 33% 64%	24 REVIEWS
	CATEGORY AVERAGE	**+82** 😀	DISTRIBUTION 3% 12% 85%	

PRODUCTS WITH INSUFFICIENT DATA

-	Beekeeper	+100 😀	DISTRIBUTION -- -- 100%	7 REVIEWS

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EMOTIONAL SPECTRUM SCALE

-4	-3	-2	-1	+1	+2	+3	+4

NEGATIVE   NEUTRAL   POSITIVE

% - % = EMOTIONAL FOOTPRINT
POSITIVE   NEGATIVE

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100

Restricts Productivity vs. Enables Productivity

#	Product	Score		Distribution	Reviews
1	**WorkForce Software**	+91	😀	DISTRIBUTION 1% 7% 92%	**67** REVIEWS
2	**Ceridian Dayforce**	+82	😀	DISTRIBUTION 5% 8% 87%	**109** REVIEWS
3	**Workforce Planning**	+77	😊	DISTRIBUTION 8% 7% 85%	**47** REVIEWS
4	**ADP Vantage**	+75	😊	DISTRIBUTION 6% 13% 81%	**36** REVIEWS
5	**Oracle PeopleSoft HCM**	+63	😊	DISTRIBUTION 10% 17% 73%	**78** REVIEWS
6	**UKG Dimensions**	+59	😐	DISTRIBUTION 5% 31% 64%	**24** REVIEWS
7	**Infor WFM**	+57	😐	DISTRIBUTION 14% 15% 71%	**41** REVIEWS
	CATEGORY AVERAGE	+76	😊	DISTRIBUTION 6% 12% 82%	

PRODUCTS WITH INSUFFICIENT DATA

| - | **Beekeeper** | +100 | 😀 | DISTRIBUTION -- -- 100% | **7** REVIEWS |

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE NEUTRAL POSITIVE

% POSITIVE − % NEGATIVE = EMOTIONAL FOOTPRINT

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100

Performance Restricting vs. Performance Enhancing

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+93	😁	DISTRIBUTION 1% 5% 94%	67 REVIEWS
2	Ceridian Dayforce	+82	😁	DISTRIBUTION 4% 10% 86%	109 REVIEWS
3	ADP Vantage	+79	😊	DISTRIBUTION 4% 13% 83%	36 REVIEWS
4	Workforce Planning	+78	😊	DISTRIBUTION 6% 10% 84%	47 REVIEWS
5	Infor WFM	+73	😊	DISTRIBUTION 5% 17% 78%	41 REVIEWS
6	UKG Dimensions	+69	😊	DISTRIBUTION 5% 22% 74%	24 REVIEWS
7	Oracle PeopleSoft HCM	+57	😐	DISTRIBUTION 11% 21% 68%	78 REVIEWS
	CATEGORY AVERAGE	+77	😊	DISTRIBUTION 5% 13% 82%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😁 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

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EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

% - % = EMOTIONAL FOOTPRINT
POSITIVE   NEGATIVE

-100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100

Commodity Features vs. Unique Features

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+87	😁	DISTRIBUTION 1% 11% 88%	67 REVIEWS
2	Ceridian Dayforce	+82	😁	DISTRIBUTION 3% 12% 85%	109 REVIEWS
3	ADP Vantage	+75	😊	DISTRIBUTION 6% 13% 81%	36 REVIEWS
4	Workforce Planning	+67	😊	DISTRIBUTION 11% 10% 78%	47 REVIEWS
5	UKG Dimensions	+57	😐	DISTRIBUTION 12% 19% 69%	24 REVIEWS
6	Oracle PeopleSoft HCM	+51	😐	DISTRIBUTION 20% 9% 71%	78 REVIEWS
7	Infor WFM	+51	😐	DISTRIBUTION 17% 15% 68%	41 REVIEWS
	CATEGORY AVERAGE	+70	😊	DISTRIBUTION 9% 12% 79%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😁 | DISTRIBUTION -- -- 100% | 7 REVIEWS |

Emotional Footprint Details

This section digs deeper into the emotional connection between software vendors and users, displaying user responses to a variety of specific "emotional spectrum" scenarios that express dimensions of the vendor-client relationship and product effectiveness. These scenarios are organized thematically by category. Use this information to understand the details behind each vendor's Net Emotional Footprint score, and to target areas of particular interest or concern.

EMOTIONAL SPECTRUM SCALE

| -4 | -3 | -2 | -1 | +1 | +2 | +3 | +4 |

NEGATIVE   NEUTRAL   POSITIVE

%
POSITIVE
−
%
NEGATIVE
=
EMOTIONAL FOOTPRINT

| -100 to +19 | +20 to +39 | +40 to +59 | +60 to +79 | +80 to +100 |

Security Frustrates vs. Security Protects

#	Product	Score		Distribution	Reviews
1	WorkForce Software	+93	😀	DISTRIBUTION -- 7% 93%	67 REVIEWS
2	Ceridian Dayforce	+86	😀	DISTRIBUTION 4% 7% 90%	109 REVIEWS
3	Workforce Planning	+83	😀	DISTRIBUTION 6% 5% 89%	47 REVIEWS
4	ADP Vantage	+80	😀	DISTRIBUTION 5% 10% 85%	36 REVIEWS
5	Infor WFM	+73	😊	DISTRIBUTION 5% 17% 78%	41 REVIEWS
6	Oracle PeopleSoft HCM	+71	😊	DISTRIBUTION 7% 15% 78%	78 REVIEWS
7	UKG Dimensions	+57	😐	DISTRIBUTION 13% 18% 70%	24 REVIEWS
	CATEGORY AVERAGE	**+80**	😀	DISTRIBUTION 5% 10% 85%	

PRODUCTS WITH INSUFFICIENT DATA

| - | Beekeeper | +100 | 😀 | DISTRIBUTION -- -- 100% | 7 REVIEWS |