



HR & Payroll Software



THE HR AND PAYROLL TECH DISCONNECT

A nationwide survey of HR and payroll professionals* uncovered a disparity between the HCM software they use and the goals they hope to achieve.

FORRESTER®

*Single-Database HCM Solutions Drive Cross-Business Success, a commissioned study conducted by Forrester Consulting on behalf of Paycom, May 2025.

Accuracy out of reach?

Top goals include improving analytics
and reducing compliance risk.

78%

are happy with their
current HCM software's
ability to meet these goals



Yet respondents use an average of

6.17 HCM providers

WITH SO MANY SYSTEMS IN PLACE,
HOW CAN THEY ACHIEVE ACCURACY?

Coming apart at the seams

The closer we look, the cracks begin to appear.

77%

store data across multiple HCM databases

71%

can't transfer or share that data across databases

80%

say disparate or duplicate data makes it difficult to create accurate reports

Patched-together systems compromise data accuracy and severely limit automation.

HOW CAN HR AND PAYROLL PROS OVERCOME?

A *truly* single database for a seamless experience

Only HCM software built on one *true* database
maximizes automation and improves accuracy.

91% are interested
in adopting a single
automated HCM
software solution

91%



Improved data
accuracy is their
No. 1 expected
benefit

85% believe this
would positively
impact their goals

85%



Paycom is the only *truly* single database in the HCM industry.

See how full-solution automation
ensures data accuracy.

LEARN MORE



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