

ADP® VS. PAYCOM

People choose ADP because we adapt to your organization
— not the other way around.



"I would be really stressed out right now if Paycom was my only solution to handle my workforce. ADP does an outstanding job. Compared to Paycom, ADP is a dream."

Tina Porter
Operations Fleet Manager

Explore below to see how ADP's flexibility, integrations, support and data capabilities compare to Paycom's offering.



Paycom¹

Flexible solutions

Sophisticated, adaptable solutions to meet your needs

Full HR suite (HR, talent, time, benefits administration, payroll, recruitment and learning management)	✓	✓
Global payroll — countries supported	140	5
HR outsourcing and managed services (payroll, HR and benefits)	✓	×
Custom reporting: Easily create custom reports by clicking on the fields you need, right from the page you're on	✓	×
Insurance Services e.g. workers' comp, business and health*	✓	×
Market Leader Payroll Services NEAT by NelsonHall²	✓	×
Employee discount program: For discounts on travel, wellness, entertainment and more!	✓	×
Freelance and contractor management platform and marketplace	✓	×

Seamless integrations

Keep your favorite apps (even if they're not ours)

Industry-leading marketplace for third party integrations that deliver a seamless customer experience	✓	×
Generative AI search tool to find apps that meet your top needs	✓	×
Easily locate solutions with AI features that automate and simplify HR management within the marketplace	✓	×
Intelligent search: Find the right information faster with search that delivers precise results	✓	×
Online recruitment³	✓	×
Best-of-breed marketplace partners across 17 solution categories and 9 industries	✓	×
Instant access to secure APIs, tools and resources for IT teams and developers	✓	×

"The difference between Paycom and ADP is night and day"

Marcou Transportation Group

ADP NAMED MARKET LEADER FOR HCM SUITES 2025 BY ISG RESEARCH

"ADP performed exceptionally well in our 2025 HCM Suites Buyers Guide research. Their continued commitment to product innovation and focus on user experience was evident throughout. Its focus on the human side of technology that also ties back to business results contributed to its leader position for Customer Experience. With strong results across every category and placement as an Overall Leader and Exemplary provider, ADP demonstrates the value of a platform that's evolving alongside the needs of both HR and the business".

— **Matthew Brown**
HCM Research Director, ISG

[Learn more.](#)



1. Information based on ADP internal research and is accurate as of September 30, 2025 and is subject to change.
 2. Leader all Market Segments in NelsonHall Payroll NEAT Assessment 2024
 3. For organizations with up to approximately 1,000 employees.
 4. Applicable for businesses with 1,000+ employees
- *Insurance products will be offered and sold only through ADPIA, its licensed agents or its licensed insurance partners; 1 ADP Blvd. Roseland, NJ 07068. CA license #0D04044. Licensed in 50 states. All services may not be available in all states.



Dedicated support

The proper level of support anytime you need it

Employee solution center: Phone support for employee questions	✓	×
No-fee, in-house strategic advisory services⁴	✓	×
Personalized lifestyle benefits: Employees choose from 150+ services that fit their lifestyle needs	✓	×
Personalized benefits decision support: Health and lifestyle preferences help create a best-fit recommendation	✓	×

Powerful data

Empower your strategies with actionable insights

Comprehensive and up-to-date benchmarking and intelligence informed by 42M employees and over 1,100,000 clients for salary, overtime, turnover and organizational structure	✓	×
Executive and manager insights: Overtime, turnover risk and more delivered right to your mobile phone	✓	×
Proactive HR tools: Empower HR to anticipate your workforce's needs with real-time insights	✓	×
Broker and accountant portal: Help your accountant and broker better serve you with secure access to your data	✓	×

TO LEARN MORE, CONTACT YOUR ADP HCM REPRESENTATIVE OR VISIT [ADP.COM](https://www.adp.com).

ADP, Inc. and its affiliates do not offer investment, tax or legal advice to individuals. Nothing contained in this communication (or website) is intended to be, nor should be construed as, particularized advice or a recommendation or suggestion that you take or not take a particular action. ADP, Inc. and its affiliates are not affiliated with Paycom.

ADP, the ADP logo, ADP and Always Designing for People are trademarks of ADP, Inc. All other marks are the property of their respective owners. Copyright © 2025 ADP, Inc. All Rights Reserved.

