

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	✓	✗
ISG Overall Leader HCM Suites Buyers Guide³	✓	✗
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	✓	✗

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	✓	✗
Easily locate solutions with AI features that automate and simplify HR management within the marketplace	✓	✗
Online recruitment⁴	✓	✗
Instant access to secure (open) APIs, tools and resources for IT teams and developers	✓	✗

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

Marcou Transportation Group

LEADER MULTI-COUNTRY PAYROLL (MCP) SOLUTIONS PEAK BY EVEREST GROUP

"ADP's recognition as a Leader in the Everest Group Global MCP PEAK Matrix® Assessment 2025 reflects its delivery excellence, global scale, and focus on simplifying payroll through technology-led innovation. Its vision of combining global expansion with local depth, supported by strong localization and an extensive partnership ecosystem, stands out. With a balanced roadmap and continued evolution of its AI-powered ADP Assist platform, ADP is well-positioned to help enterprises achieve accuracy, agility, and resilience in global payroll operations."

— **Priyanka Mitra**
Vice President, Everest Group

[Learn more.](#)



1. Information based on ADP internal research and is accurate as of January 14, 2026 and is subject to change.
 2. Leader all Market Segments in NelsonHall Payroll NEAT Assessment 2024
 3. ISG Overall Leader HCM Suites Buyers Guide
 4. For organizations with up to approximately 1,000 employees.
 5. 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 services⁵	✓	✗
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	✓	✗
AI-powered payroll variance detection: proactively surfaces and helps resolve issues before payroll is approved	✓	✗
Intelligent search: Find people or groups by multiple attributes using everyday language and take action instantly	✓	✗
Employee utilization dashboard	✓	✓

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