

# 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.



Paycom<sup>1</sup>

## Flexible solutions

Sophisticated, adaptable solutions to meet your needs

<b>Full HR suite</b> (HR, talent, time, benefits administration, payroll, recruitment and learning management)	✓	✓
<b>Global payroll</b> — countries supported	140	5
<b>Custom reporting:</b> Easily create custom reports by clicking on the fields you need, right from the page you're on	✓	✗
<b>Market Leader Payroll Services NEAT by NelsonHall<sup>2</sup></b>	✓	✗
<b>Top Leader in the US Payroll Platforms PEAK Matrix by Everest Group<sup>3</sup></b>	✓	✗
<b>IT Management:</b> Synchronize IT workflows with core HR events, simplifying hardware management, device visibility, and security setup <sup>4</sup>	✓	✗
<b>Employee discount program:</b> For discounts on travel, wellness, entertainment and more!	✓	✗
<b>Freelance and contractor management</b> platform and marketplace	✓	✗
<b>ISG Overall Leader HCM Suites Buyers Guide<sup>5</sup></b>	✓	✗
<b>Personalized lifestyle benefits:</b> Employees choose from 150+ services that fit their lifestyle needs	✓	✗
<b>Personalized benefits decision support:</b> Health and lifestyle preferences help create a best-fit recommendation	✓	✗

## Seamless integrations

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

<b>Industry-leading marketplace</b> for third party integrations that deliver a seamless customer experience	✓	✗
<b>Generative AI search tool</b> to find apps that meet your top needs	✓	✗
<b>Easily locate solutions with AI features</b> that automate and simplify HR management within the marketplace	✓	✗
<b>Online recruitment<sup>6</sup></b>	✓	✗
<b>Instant access to secure (open) APIs,</b> 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 April 27, 2026 and is subject to change.
2. Leader all Market Segments in NelsonHall Payroll NEAT Assessment 2024
3. Leader US Payroll PEAK Matrix by Everest Group
4. Available on select solutions and through ADP Marketplace
5. ISG Overall Leader HCM Suites Buyers Guide
6. For organizations with up to approximately 1,000 employees.
7. Applicable for businesses with 1,000+ employees



Paycom<sup>1</sup>

### Dedicated support

The proper level of support anytime you need it

<b>Employee solution center:</b> Phone support for employee questions	✓	✗
<b>No-fee, in-house strategic advisory services<sup>7</sup></b>	✓	✗
<b>HR outsourcing and managed services</b> (payroll, HR and benefits)	✓	✗

### Powerful data

Empower your strategies with actionable insights

<b>Data-Powered Foundation:</b> Global data platform spanning 1.1 million clients across 140 countries and territories and 42 million wage earners worldwide.	✓	✗
<b>Executive and manager insights:</b> Overtime, turnover risk and more delivered right to your mobile phone	✓	✗
<b>Leverage AI and ML in the flow of work</b> to identify insights and recommend prescriptive actions	✓	✗
<b>Proactive HR tools:</b> Empower HR to anticipate your workforce's needs with real-time insights	✓	✗
<b>Broker and accountant portal:</b> Help your accountant and broker better serve you with secure access to your data	✓	✗
<b>AI-powered payroll variance detection:</b> proactively surfaces and helps resolve issues before payroll is approved	✓	✗
<b>Intelligent search:</b> Find people or groups by multiple attributes using everyday language and take action instantly	✓	✗
<b>Employee utilization dashboard</b>	✓	✓

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