

Comparing SAP, Workday

+ VENDOR

2 Selected

SAP

+ Show Products (1)

⊖

Workday

+ Show Products (1)

⊖

Show ratings and reviews from last 12 months

Ratings

Overall Peer Rating	SAP (210 reviews)	Workday (116 reviews)
Willingness to recommend	4 ★★★★★ (210 reviews) 61% Yes 👍 210 Reviewer(s)	4.1 ★★★★★ (116 reviews) 69% Yes 👍 116 Reviewer(s)
Product Capabilities	4.2 (210 Reviewer(s))	4.2 (116 Reviewer(s))
Recruiting	4 (138 Reviewer(s))	4 (89 Reviewer(s))
Onboarding	3.9 (121 Reviewer(s))	4.1 (93 Reviewer(s))
Performance and Goals	4.2 (178 Reviewer(s))	4.3 (102 Reviewer(s))
Learning Management	4 (158 Reviewer(s))	3.9 (83 Reviewer(s))
Career and Succession	4.1 (153 Reviewer(s))	4 (93 Reviewer(s))
Compensation Planning	4 (127 Reviewer(s))	4.1 (89 Reviewer(s))
Reporting and Analytics Tools	3.7 (163 Reviewer(s))	4 (98 Reviewer(s))

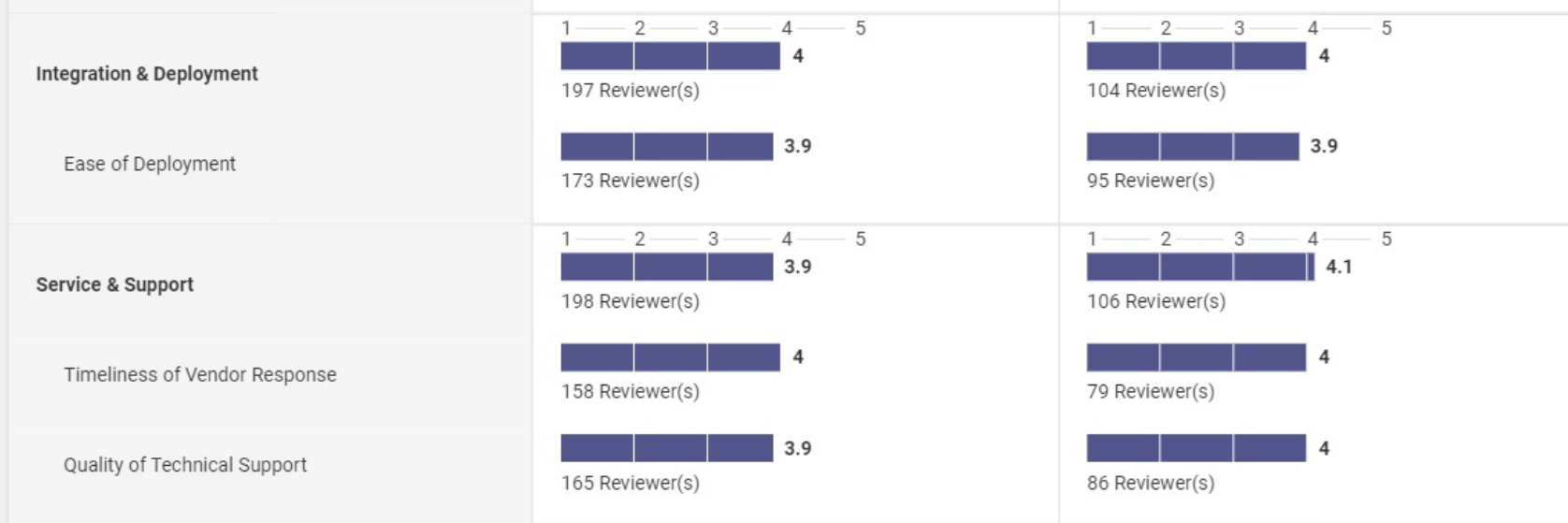
Vendor Review Excerpts

	5 ★★★★★ Jan 25, 2019	5 ★★★★★ Dec 5, 2018
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<p>Favorable User Reviews</p>	<p>Microsoft Success Factors</p> <p>My experience with the SAP Success Factors platform is extensive. The platform allows great accessibility and link to other platforms which is of great help. My experience in HR was based on tools such as Success Factors, which mainly supports us in migrating data from other systems into SAP in this way, guaranteeing great time saving and assertiveness of information.</p> <p>READ FULL REVIEW</p>	<p>Implementation</p> <p>Customer satisfaction is well above market average. Reported at Workday's user conference (Workday Rising) co-CEO Dave Duffield cited that the company's recommendation rate from current customers sits at a whopping 96%. 3 releases per annum is standard for the Workday offering, which means that every four months brings new HR software feature sets and capabilities. Workday boasts and delivers a fully integrated SaaS solution that is adept at working with business, financial and workforce data. Workday has an active ecosystem and can partner quickly and partner well. The pairing of Tidemark for a planning, forecasting and budgeting solution is an excellent example of one of Workday's strategic partnerships. Workday's modern object model and multi-tenant SaaS architecture is a rarity within a space that is characterized by out-of-date data models. Sophisticated mobile and tablet capabilities, such as Manager Self-Service (MSS), are now available. Transaction processing is greatly improved thanks to Workday's deployment of in-memory computing. Between 4 and 8 months is the average deployment period for Workday customers impleme</p> <p>READ FULL REVIEW</p>
<p>Critical User Reviews</p>	<p>3 ★★★★★ Oct 29, 2018</p> <p>Implementation is hard, SAP must improve the certification of his partners for EC.</p> <p>In general, service has been a good experience. Unfortunately post sale service must be improve. Because their processes are unclear and bureaucratic. The results of this latter, is large periods waiting to fix something, things like update a photo. One recommendation could be implement for Successfactors a service like "Max Attention".</p> <p>READ FULL REVIEW</p>	<p>3 ★★★★★ Dec 18, 2018</p> <p>Workday may require more work for management staff</p> <p>After 3 years of using this HR system, I can finally say that it doesn't take me 30 minute to accomplish something. In other words, it is not necessarily intuitive. Graphically, it looks nice and you would think it would be easy to use. But it is not. To be fair, I can imagine that some of the problem may also come from customization and restrictions that my company has imposed.</p> <p>READ FULL REVIEW</p>

Customer Experience

<p>Evaluation & Contracting</p>	<p>1 — 2 — 3 — 4 — 5</p> <p> 4.1</p> <p>162 Reviewer(s)</p>	<p>1 — 2 — 3 — 4 — 5</p> <p> 4.1</p> <p>80 Reviewer(s)</p>
<p>Pricing Flexibility</p>	<p> 3.7</p> <p>141 Reviewer(s)</p>	<p> 3.9</p> <p>70 Reviewer(s)</p>



Reviewer Considerations

Other Vendors Considered	Vendors	Reviewer(s)	Vendors	Reviewer(s)
		Workday	58	Oracle
	Oracle	57	SAP	35
	Cornerstone OnDemand	26	Talentsoft	21
	Talentsoft	18	ADP	15
	IBM	17	Ultimate Software	9
	Show More (30)		Show More (27)	

Reviewer Demographics

Reviewer's Industry	Industry	Reviewer(s)	Industry	Reviewer(s)
		Manufacturing	85	Manufacturing
	Services	26	Services	18
	Energy and Utilities	25	Finance	17
	Finance	21	Healthcare	11
	Miscellaneous	9	Miscellaneous	10
	Show More (13)		Show More (12)	

Company Size	Company Size	Reviewer(s)	Company Size	Reviewer(s)
		<50M USD	19	<50M USD
	50M - 250M USD	15	50M - 250M USD	12
	250M - 500M USD	17	250M - 500M USD	4
	500M - 1B USD	27	500M - 1B USD	11
	1B - 3B USD	44	1B - 3B USD	21
	3B - 10B USD	29	3B - 10B USD	18
	10B - 30B USD	22	10B - 30B USD	20
	30B + USD	21	30B + USD	14
	Gov't/PS/ED <5,000 Employees	4	Gov't/PS/ED <5,000 Employees	2
	Gov't/PS/ED 5,000 - 50,000 Employees	11	Gov't/PS/ED 5,000 - 50,000 Employees	3
	Gov't/PS/ED 50,000 + Employees	1	Gov't/PS/ED 50,000 + Employees	3

"Willingness to Recommend" is calculated based on the responses to the question "Would you recommend this product to others?" The options include "yes," "yes, with reservations," "I don't know" and "no." The percentage is calculated as number of "yes" responses divided by total responses for the question.

"Favorable" and "Critical" user reviews are selected using the review helpfulness score. The helpfulness score predicts the relative value a user receives from a given review based on a number of factors. Factors may include the content in the review, feedback provided by other readers, the age of the review, and other factors that indicate review quality. The favorable review displayed is selected from the most helpful 4 or 5 star review. The critical user review displayed is selected from the most helpful 1,2 or 3 star review.

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