

Appraisd or all-in-one HR Systems?

Direct comparison guide.

FEATURE	APPRAISD	ALL-IN-ONE HR SYSTEMS
FUNCTIONALITY	<ul style="list-style-type: none"> • Appraisd is designed specifically around performance management, so everything on the system is related to it. • As a dedicated tool, the functionality around objectives, reviews and feedback is as detailed as possible and has many small nuances. 	<ul style="list-style-type: none"> • All-in-ones meet a wide variety of HR needs, appearing to offer an easy solution for those businesses looking for a quick solution. However, often what looks like it will be rapid to implement often takes time to adjust to. • For additional modules, like performance management, they tend to have limited functionality, restricting customisation.
SERVICE	<ul style="list-style-type: none"> • From the first contact with Appraisd, clients have a named contact to answer any questions and give advice. • Every client has a dedicated account manager, working with them from onboarding onwards who gets to know their business and their needs inside out. 	<ul style="list-style-type: none"> • Contact is usually via a general call centre. • Clients are likely to speak to a different person every time they have a query. • This can lead to a lack of continuity and time being wasted as clients must start from the beginning every time they call for help, explaining who they are, what they do and what they need.
USER EXPERIENCE	<ul style="list-style-type: none"> • Appraisd has been specifically designed with users in mind – created to be as easy and simple to use as possible. • With email reminders and integrations, for example to Slack and HRIS, Appraisd nudges users into best practice, making reviews part of their working day. • New innovations are tested with a selection of clients first to ensure they meet requirements and are as easy to use as possible. 	<ul style="list-style-type: none"> • Large all-in-ones will spend considerable time and resources on UX. • As they perform a wide variety of functions, many of which are just used by HR, the UX is skewed towards their needs rather than the needs of general employees. This can mean the UX of their performance management area is less than ideal.
INNOVATION	<ul style="list-style-type: none"> • Appraisd has been built on the needs and requests from clients from the beginning. • Innovation is stimulated by working collaboratively with clients. 	<ul style="list-style-type: none"> • They tend to be large operations, so have huge resources to draw on. • As a large organisation though, they are likely to have more stakeholders involved, so likely to be less agile when it

FEATURE

APPRAISD

- We actively encourage clients to ask for what they want and will do our best to make it happen for them.
- If it is something that other clients may find useful, then it is rolled out more widely.
- As a small organisation, Appraisd can be extremely **agile** – innovations can take weeks rather than months to implement.

COST

- Appraisd is **competitively priced** and able to be more flexible around pricing and individual offers.
- Clients are not just paying for a system; they're paying for the dedicated support and expertise that goes with it.
- Building long-term relationships is a priority, creating a mutually beneficial partnership with clients.
- The cost per licence model makes it **affordable** to all organisations no matter what size.

CUSTOMISATION

- A range of flexible options are available.
- Appraisd **can support different models and types of approaches**.
- Clients can customise their workflows and create a specific schedule that works for them.
- Account managers work with clients to set up their account exactly to their requirements.
- It is a **collaborative process** that puts the clients in control, giving them ownership.
- There is not a prescribed version of the system – it is designed to be **flexible and easily adaptable** so clients can get exactly what they want.

ALL-IN-ONE HR SYSTEMS

- comes to making changes – like turning a tanker at sea.
- The fact that they do much more than performance management means that it may be **viewed as an add on**, not a key component, that needs to be cutting edge and receives less attention.

- Clients pay for the whole package, not just the services they use which may not be the best value for money.
- It can often feel like the client is just a number and their **specific circumstances are not necessarily taken to account**.

- They often lack flexibility and are quite **rigid** in structure, with little room for deviating from the recommended set-up.
- They prefer clients to use the system as it comes – their business model is **not set up to support complex customisation** for one particular area.
- They have an approach that suits the many and it is not designed to be tailored to fit the individual – they offer a “good enough” solution.



If you are considering a new performance management system or looking to change your existing one, talk to one of our experts.

[Talk to an expert](#)