charli.e.

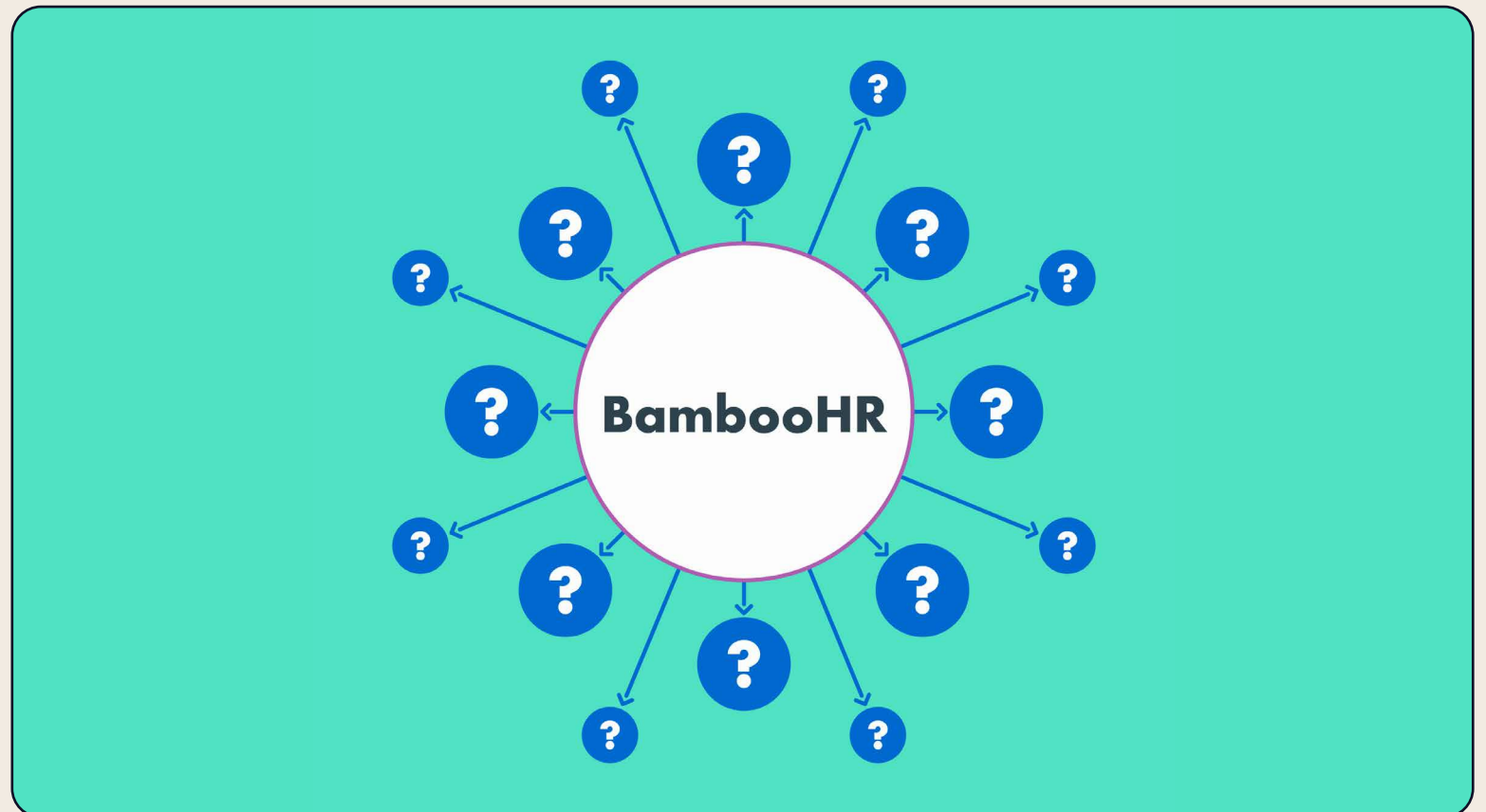# Top 5 BambooHR alternatives

Top 5 alternatives

Get right into what the top 5 alternatives to BambooHR are below:

charli.e.	bob
Personio	Sage
cezanne	

What aspects did we compare?

Get all the details about each alternative to make the best decision for your business.

- Features

- Pricing

- Reviews

- Customer base

Let's have a look at what that looks like for each alternative.

Save time on HR admin

Automate all your repetitive HR tasks and save yourself hours every week to focus on your most important work.

Start our 7-day free trial now

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Best alternative #1

charl.i.e.

Best all-in-one software for small businesses and startups

- No HR person needed: no need to hire someone to take care of core HR admin – get software to automate all HR tasks for you: time off management, onboarding, data storage, performance management and engagement surveys

- Don't spend more than you budgeted for: all HR features are included in one, transparent price, with no set-up fee

- Forget messy spreadsheets: all your employee records are securely stored in one place. Your team can self-serve and update their details without your help

- Get time back with self-serve onboarding: new hires are taken through an onboarding flow where they get to know their team, and can fill in their own information and upload their documents

- No more endless email threads: your team members can directly request their time off in the software – simply review it in one click

- Have progression at the ready: automate your performance reviews to get your team members engaged from day one with minimal effort

- World-class perks, without the price tag: 30,000+ perks are available for your employees from brands like Apple and Hello Fresh, included at all price points

charl.i.e.

Pricing

- Starting at £5 per month
- Inclusive all of our features, including Perks
- No setup fee
- Cancel anytime

Notable customers

BLOOM&WILD

PATCH

bulb

"I've got a number to go by in Charlie — it's always there and I know I can trust it. I feel that enables me to look after the team in a way that's much more tangible."

James Gill, GoSquared

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Best alternative #2

bob

Best for culture-crafting elements and gamification

- Onboard team members: new hires get to enjoy an onboarding flow where they can record a video of themselves and get introduced to other team members whilst completing their onboarding tasks

- Get compensation right: easily review salary, bonuses, and equity allocations directly within the software – best for US users

- Integrate your payroll software: get your payroll directly on Hibob to avoid having to jump between different platforms

- Log complaints and grievances anonymously: with Hibob's anonymous reporting tool, get on top of any issues when it comes to HR and provide a safe space for your team members

- Run engagement surveys: company-wide surveys within the software allow you to stay on top of what your team really wants

- Have a go at customisation: with a social-media lookalike homepage, make it yours with tons of ways to customise the software and make sure your team feels at home

Pricing

- Pricing is only available on quote contact a sales representative

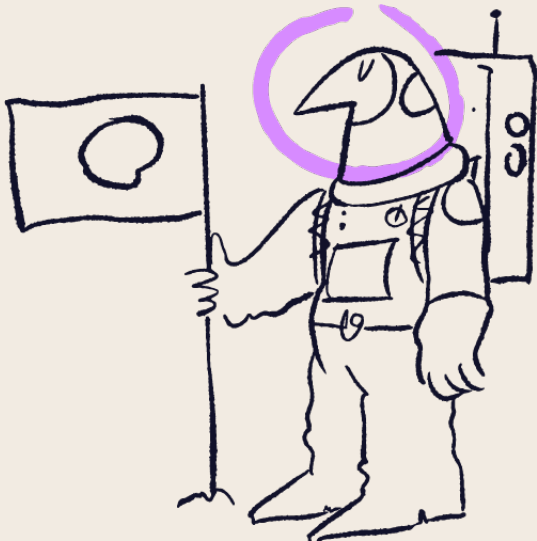## Notable customers

- Happy Socks

- Cross river

- Fiverr

" A solid platform for our people data. Providing easy access to people analytics and being a one-stop-shop for everything people and culture related. Engaging user interface that increases the likelihood of our people being active on the platform."

Lotta P.

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charli.e.
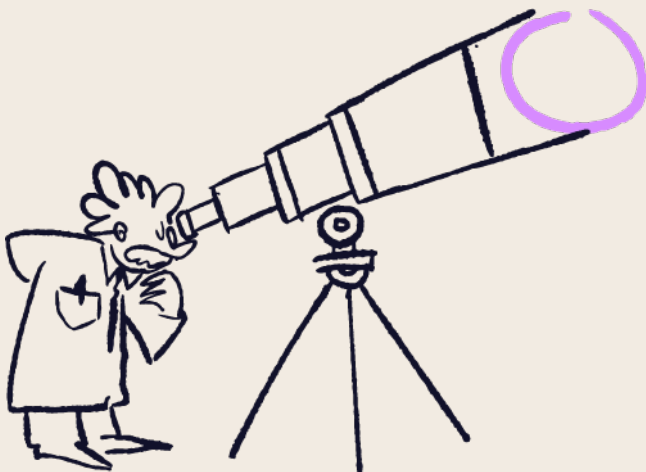
Best alternative #3

Personio

Best for talent management

- Applicant tracking system: find top talent with a platform that highlights the most promising candidates and rejects the ones who are not suitable for the role according to your set of criteria

- Schedule interviews on time: don't lose candidates because of admin delays reduce time by using auto responses and bulk actions as well as automatically booking your interviews

- Get from offering to onboarding: get offers sent in no time with templates and eSignatures integrated. You can then move the candidate onto onboarding once they've signed

- Track your hiring management process: get the right insights with analytics on time to hire, channel performance, etc.

- Applicant sourcing: get your job vacancies posted on multiple platforms through one unique software

- More job ads: get your roles lives on more than 15 free job boards and get premium campaigns on over 600 job boards (with special offers)

- Career pages: tailor your career page to reflect your employer branding directly through Personio

Pricing

- Three packages available depending on what features you need

- Recruiting only comes on top of these three packages

- For example, a company with 250 employees will pay £1,661 per month for an Essential package that includes recruiting

Notable customers

- Premier Inn

- Anorak Technologies

- Mentimeter

charli.e.

Best alternative #4

Sage

Best for remote businesses with offices in the EU

- Multiple languages available: SageHR is available in many languages, making it easy for teams based all over Europe

- Unlimited time off policies: get different time off policies depending on which country your team member is based in

- Assign employees to specific policies: assign employees to different HR policies so there's no mismatch when booking time off

- Self-serve time off management: get all your time off management process in one place

- Mobile app and Slack approval: requests, timesheets and many other options are available to be approved quickly on the mobile app and through a Slack integration

Pricing

- £4.5 per employee per month for core HR

- Price, however, goes up as you add more features – not everything is included in that core package

Notable customers

- The Coffee Company

- Shawbrook Bank

"Sage HR was utilized at my firm to organize, connect, and keep our personnel. Sage HR gives us real-time insight over our entire workforce –including remote employees, and helps us to know what is happening at all times."

Julia H.

charli.e.

Best alternative #5

cezanne

Best for reporting

- Preconfigured HR reports: reports are super useful if you want to see your HR data all at once with an option to save, create, share and even schedule pre-made reports

- HR dashboards: turn your data into beautiful graphics that are easy to share and ready for a presentation without having to put one together. Simply share it on the software or export it if you need it for external purposes

- Customised report builder: don't just stop at the basics – build your own ad hoc reports whenever you need them

- Access control: share reports and insights with a limited amount of people or to the whole company depending on what you need

- Trends and predictions: don't just rely on your own mind – get insights from the data available in the software and spot trends as well as predictions for the next month or next year feels at home

Pricing

- Only available on quote

Notable customers

- AgeUK Oxfordshire
- BPE Solicitors
- Vision Direct

"I would recommend Cezanne to anyone who is looking for a robust system with great customer service and support throughout."

Yaz

charli.e.

Strengths and shortcomings

What are BambooHR's shortcomings?

- Support is based in the US and running on US hours

- Software is not optimised for UK compliance, UK holidays or UK date formats

- Pricing is not transparent and doesn't include all features

- Set up can be complicated and take a long time

What are BambooHR's strengths?

- Great in-depth reporting facilities

- Ability to put all of your hiring processes on the platform

- Easy for teams that work in shifts and need time tracking

- Flexible pricing if you don't need all their features

What you should remember before picking BambooHR or an alternative

- How big is your team – do you have time and capacity to train them or do you need software that they can use straight away with no hand holding?

- How difficult the set up is going to be can you wait for HR software or do you need a solution that will quickly be available to solve your current issues?

- How much you can afford – did you set yourself up with a budget? You should so you don't spend more than you ought to on something you don't need

- What features are essential to save you the most time – think about which ways you can accomplish what you want with minimal effort involved

Got all this in mind? Great, now you're ready to pick the best HR software for you. And if you're not sure about which one to go for, maybe start a free 14-day trial with Charlie today.

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