



SoftwareReviews

A Division of Info-Tech Research Group

BUYER EXPERIENCE REPORT

Workforce Management - Enterprise

WorkForce Suite

DECEMBER 2023

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How to Use This Report

SoftwareReviews captures the most compelling, useful, and detailed information on software performance to help evaluate, compare, and ultimately select the best tool for your business.

Our proprietary evaluation methodology is built on decades of experience helping businesses select software. We surface key elements every prospective buyer should review and understand prior to selecting a software provider, going much deeper than features and price to provide a detailed understanding of the relationship, negotiations, and value drivers of the solution.

This report is an evaluation of WorkForce Suite created entirely using data sourced from users of the software. Use this report to help inform your selection decision, inform your evaluation, or reinforce your choice to bring on a new software product and technology partner.

Understanding the Market

What Is Workforce Management - Enterprise

Workforce Management (WFM) software helps organizations manage and optimize the productivity of its employees. WFM involves forecasting labour requirements, managing staff scheduling, tracking time and attendance, and more.

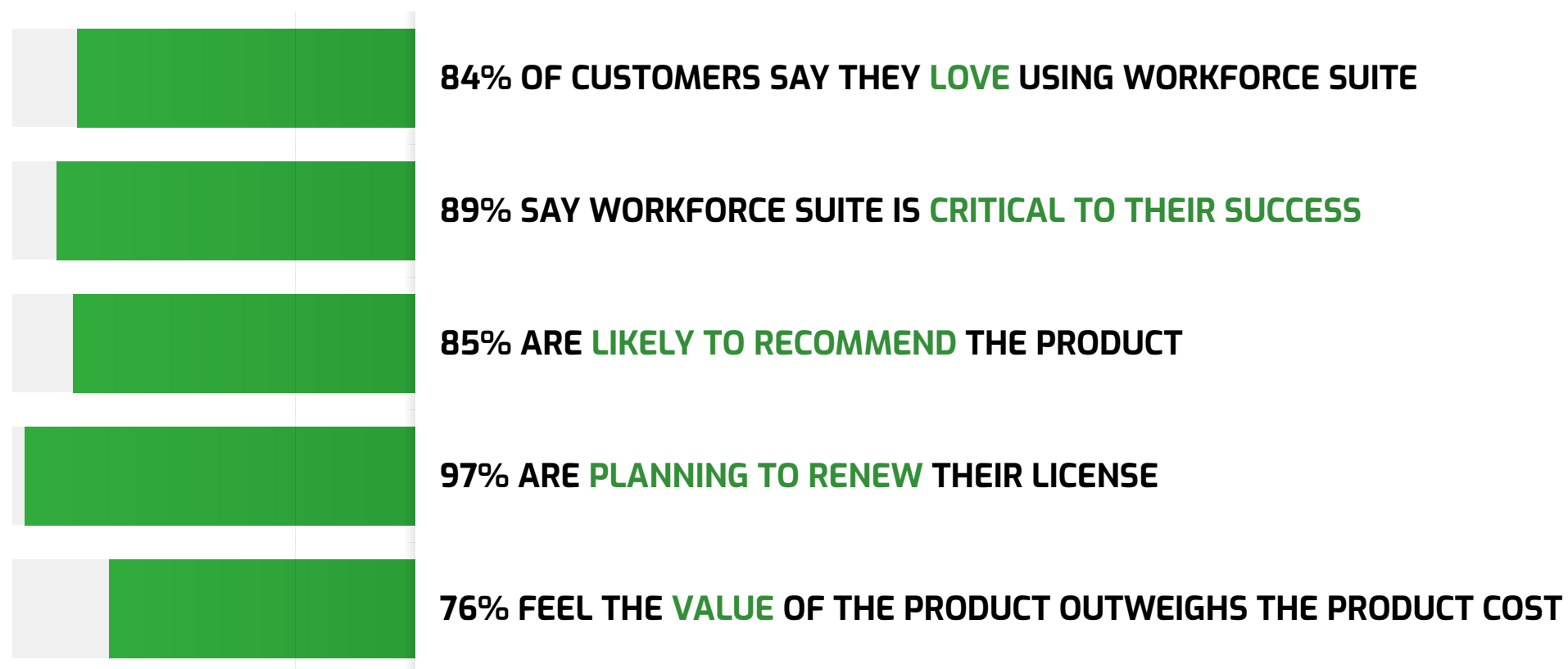
Understanding the Product

About WorkForce Suite

The WorkForce Suite, by WorkForce Software, is a mobile first, cloud-based modern workforce management solution with integrated employee communications and collaboration capabilities. The WorkForce Suite helps global enterprise organizations optimize their labor, protect against compliance risks, and maximize productivity, while building a highly engaged, resilient and agile workforce.

We asked real users what they thought about using WorkForce Suite and the value they received

Here's what they had to say:



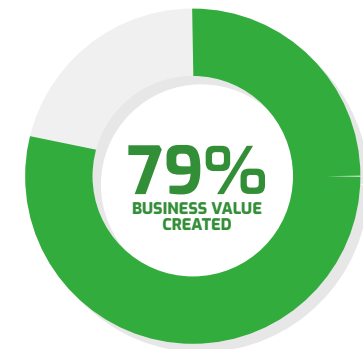
The best software providers will have a strong product tied to immediate value

SoftwareReviews developed a list of the top 11 software capabilities any customer should look for when evaluating a software solution. These capabilities represent table-stakes expectations for any software provider and help define products that are easy to implement and operate and that drive value to the organization.

We asked WorkForce Suite customers to help us better understand what they thought about their capabilities as a software provider. Here's a summary of what they had to say:

Business Value Created

The underlying purpose of software is to create value for employees, customers, partners, and ultimately shareholders. As a result, it is imperative that any software selection be aligned with the organization's needs and deliver enough business value to justify the cost. Users of WorkForce Suite reported satisfaction scores of 79% when evaluating the business value provided to their organization.



Features are the gateway to driving **customer satisfaction**

Users want feature-rich software that enables them to perform a diverse series of tasks as opposed to one they find restrictive. Feature quality is just as important as quantity. Software needs to do what you're purchasing it to do, easily, intuitively, reliably, and effectively.

And finally, purchasing software can be a significant commitment, so it's important to know if your vendor is serious about the need for constant improvement and deliberate strategic direction.

Breadth of Features

DEGREE OF SATISFACTION

77%



Quality of Features

DEGREE OF SATISFACTION

76%



Product Strategy

DEGREE OF SATISFACTION

71%



WorkForce Suite User Satisfaction Across General Features and Functionality.

Satisfaction starts with a **successful implementation**

Choosing the right software is only the first step. Successfully implementing the new solution is necessary to realize its full value and promote end-user adoption. Typically, out-of-the-box functionality isn't enough, especially for niche or industry-specific software, and the reason you're buying rather than building is to save time and money in the first place. The ability to integrate with other systems is increasingly important; without this, manual data loading and extraction can be time-consuming and prone to error.

Ease of Implementation

DEGREE OF SATISFACTION

78%



Ease of Data Integration

DEGREE OF SATISFACTION

75%



Ease of Customization

DEGREE OF SATISFACTION

74%



WorkForce Suite User Satisfaction Across Product Implementation.

Usability and support are drivers of ROI

End-user learning curves cost the organization money, and a tool should eliminate barriers to drive user adoption. Effective and readily available training enables users to get the most out of their software. Issues are inevitable, and vendor support will be key to reducing downtime and troubleshooting problems if they arise.

Administrative interfaces don't typically get the same attention as those built for end users, but they shouldn't be clunky or unintuitive to support management of the tool.

Availability & Quality of Training

DEGREE OF SATISFACTION

80%



Ease of IT Administration

DEGREE OF SATISFACTION

78%



Vendor Support

DEGREE OF SATISFACTION

74%



Ease of Use

DEGREE OF SATISFACTION

80%

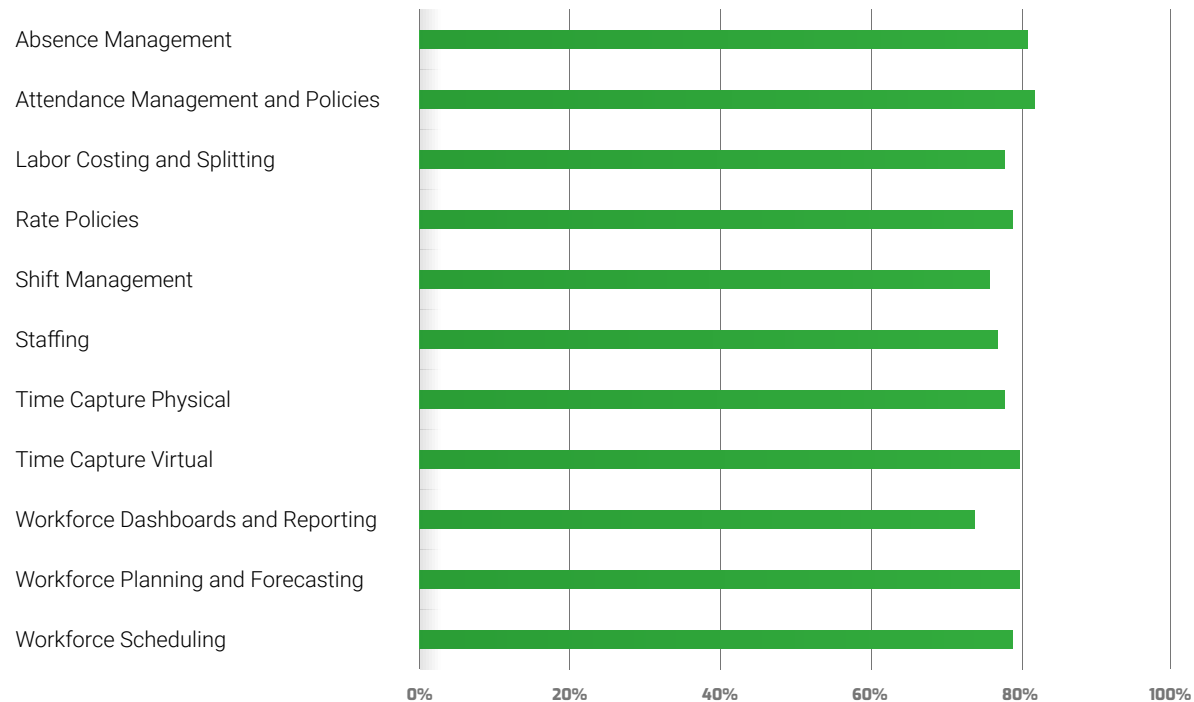


WorkForce Suite User Satisfaction Across Ease of Use and Management.

Compare satisfaction across top features needed to **meet your goals**

SoftwareReviews collected this satisfaction data from real customers who have used WorkForce Suite. Here's how they rated core features:

Product Feature Satisfaction



Identify your best partner using the Emotional Footprint

Satisfaction with your software vendor is more than strong features at a good price. Your relationship with your vendor will have a significant impact on both your short- and long-term satisfaction with the platform.

The Emotional Footprint aims to quantify the value of the relationship by measuring aspects of the provider not typically quantified by RFPs and POCs: which vendors are most reliable, which are trustworthy, and which continue to innovate. Research shows these aspects are more important to satisfaction than cost or functionality.

Within the Emotional Footprint review, we aggregate customer ratings across 25 elements in the areas of Vendor Strategy and Innovation, Service Experience, Product Experience, Negotiation, and Conflict Resolution. This creates a detailed indicator of overall user sentiment toward the vendor and its product.

How We Measure Emotions

The Emotional Footprint is determined using a standard Net Promoter methodology (see right). To assess the Emotional Footprint score of WorkForce Suite, users were asked to evaluate 25 individual emotional sentiments directly correlated to five Emotional Footprint areas.

The Net Emotional Footprint Score calculates the difference between the percentage of active promoters of WorkForce Suite and the percentage delivering negative responses.

Emotional Spectrum Scale



$$\% \text{ POSITIVE} - \% \text{ NEGATIVE} = \text{NET EMOTIONAL FOOTPRINT}$$

Users Gave WorkForce Suite an Overall Net Emotional Footprint Score of

+79

The Emotional Footprint assesses five key areas to evaluate the vendor relationship

1

Strategy and Innovation

Your organization and market are constantly changing, and your software partners need to change with them. Relationships are built on your software partner's ability not only to react but also to proactively innovate against your needs.

2

Service Experience

Software is no longer just about a tool; it is also about the people who support it. Many people will interact with the software provider, and these interactions will play a key role in building a long-term partnership.

3

Product Experience

When you purchase a product, you are sold on its ability to improve your capabilities, improve processes, and be reliable. An important part of creating an emotional connection is its ability to keep these product promises.

4

Negotiation and Contract Experience

During a sales experience, your first true look into your software partner is during the negotiation and contracting phase. This helps establish the baseline of the nature of the organization you'll be working with.

5

Conflict Resolution

It's inevitable that in the course of your partnership, conflicts and issues will arise. In the face of challenges, will your software provider jump in the foxhole to help solve your problem or leave you to it?



WorkForce Suite **Word Cloud**

The SoftwareReviews Word Cloud aggregates the most commonly experienced sentiments held by WorkForce Suite users based on the data collected within the Emotional Footprint. At a glance, it helps evaluate the vendor-client relationship and product effectiveness. Word size is driven by the strength of the sentiment. Word color is driven by the number of reviews that share the sentiment.



Additional data about each of the emotional sentiments can be found on the following pages.

WorkForce Suite Strategy and Innovation Experience

Your software provider's attitude toward innovation is important; if they aren't at least keeping pace with market directions and trends, they certainly won't be enabling you to get ahead. Use the data in this section to determine whether users felt WorkForce Suite appreciates the need to innovate.

Average Score

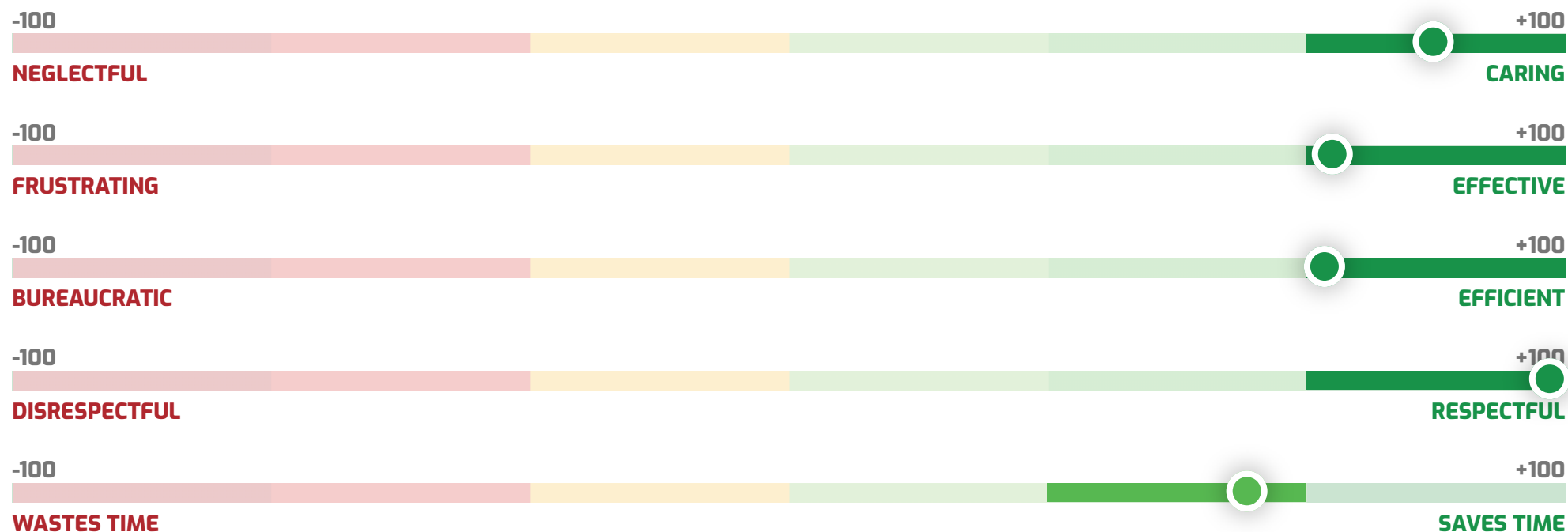
+75



WorkForce Suite Service Experience

Good service matters. The last thing you need is to be disrespected by your software provider or to get bogged down by their ineptitude or neglect. This section displays data related to quality and effectiveness of service, so you can know whether you'll be treated well before and after you've made the purchase. Use this data to determine how users reported their service experience with WorkForce Software.

Average Score
+76

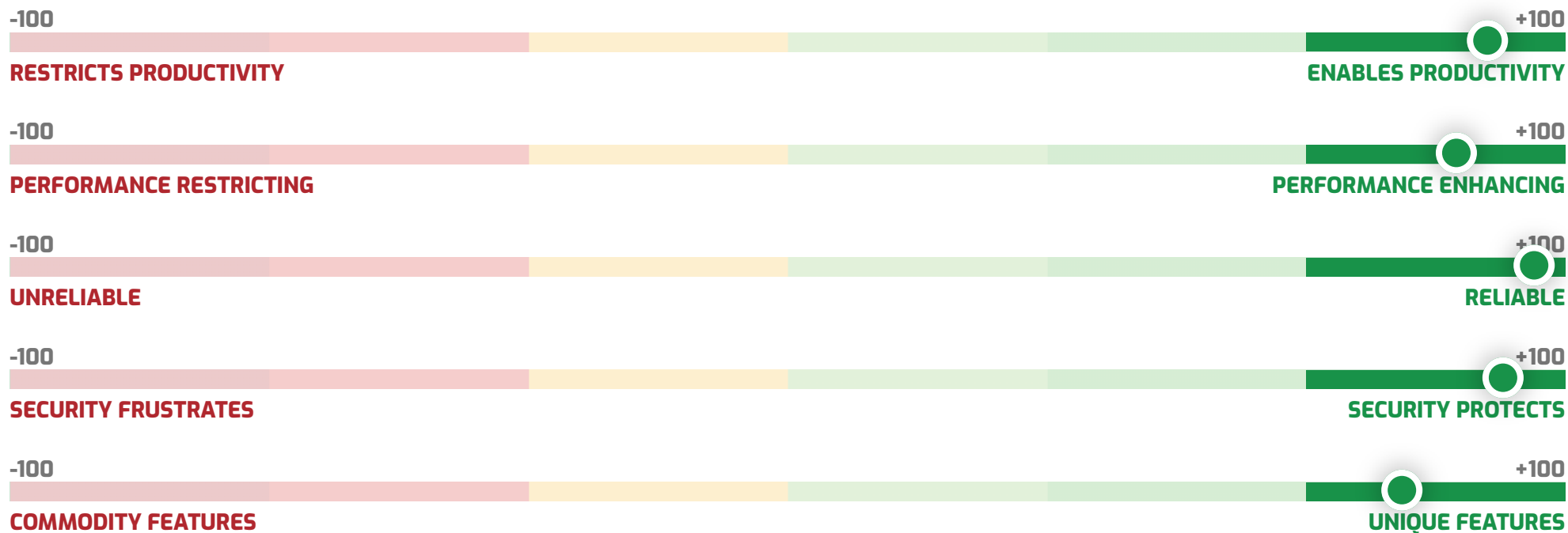


WorkForce Suite Product Experience

Software needs to reliably enable your performance and productivity. This can be the difference between a product propelling your organization forward or being dead weight that you'll need to carry. Use this to data to determine how users reported their product experience with WorkForce Software.

Average Score

+89

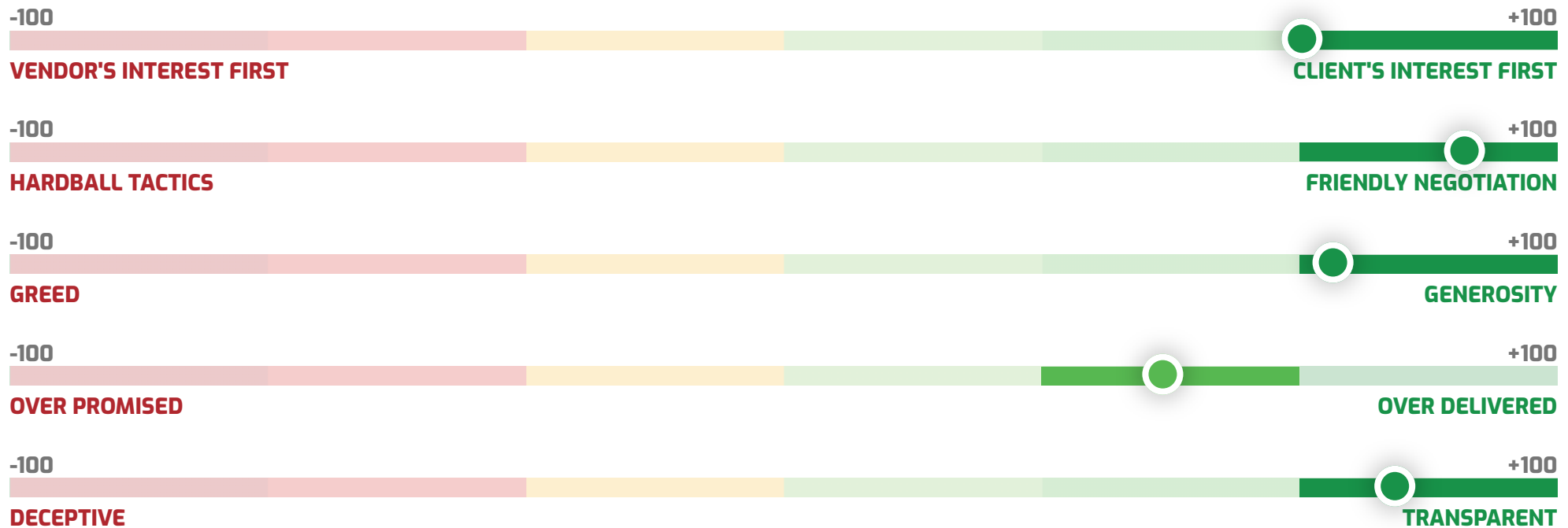


WorkForce Suite Negotiation and Contract Experience

Negotiation doesn't have to be adversarial. Both parties are always looking to get the best deal, but finding a vendor who will work with – rather than against – you makes it more likely you'll both be happy with the results. Use the data in this section to determine how users reported their negotiation and contract experience with WorkForce Software.

Average Score

+71

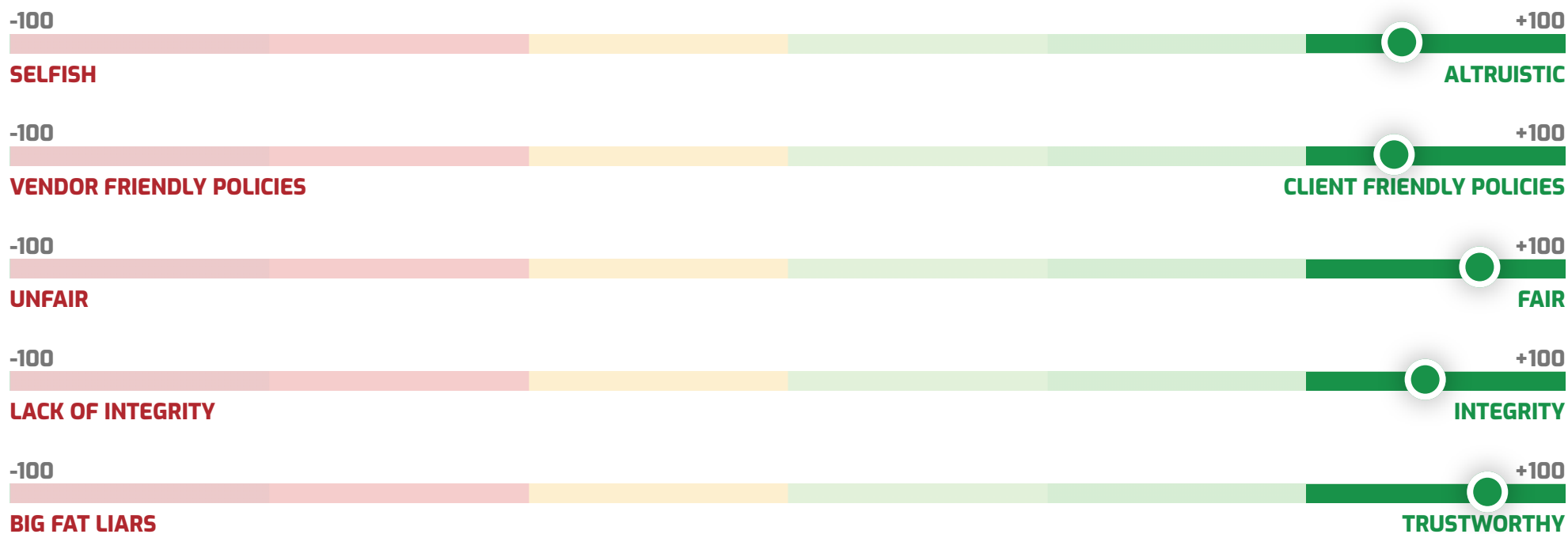


WorkForce Suite Conflict Resolution Experience

Disagreements are inevitable, but knowing your software provider will handle them reasonably, fairly, and amiably can give you peace of mind. Use the data in this section to understand how users of WorkForce Suite felt when conflict arose and how WorkForce Software acted in response.

Average Score

+84



What Users Love Best About WorkForce Suite

SoftwareReviews asks users what they love best about the platform. Here are direct quotes from users of WorkForce Suite.

"It's flexibility"

Debora C

Business Leader or Manager
Human Resources

"One can manage employees easily throughout a large organization."

Amanda D

End User of Application
Human Resources

"I love how simple it is to use. Whether using it on a desktop browser or mobile device, users are able to quickly record their time, request vacation days, and select different accounting streams, depending on the work they're doing. This is all accomplished on the UI, which is very intuitive. It couldn't be more simple to use. That's by far the best thing about WorkForce."

Richard C

IT Development, Integration, and Administration
Information Technology

What Users Love Best about WorkForce Suite

"My favorite aspect is probably the fact that WorkForce Software is easy to use. I also like the ease of customization and thanks to a great UI. I also like that the tool makes it easy to manage the team and ensure productivity. "

Claire N
End User of Application
Finance

"The configurability is extremely flexible and powerful."

Cherie W
Business Leader or Manager
Human Resources

"Whilst I find the foundation of the WFS product not super customizable, I find that I am also never told no to an idea being implemented or a workaround found. I enjoy the innovation of the product and the capability to stay relevant and explore ideas to further positively mobilize our workforce. Through this innovation, the mobile app designed for use by our employees is my favourite component within the total product. Allowing employees to engage with their rosters, timesheets, leave & notes from the manager has reduced manual management processes by at least 90% compared to before the product was implemented. "

Rachel S
Business Leader or Manager
Operations

What Users Love Best about WorkForce Suite

"Analytical functions is my favourite."

Sarolta K
End User of Application
Finance

"Stability of the system overall."

Meredith S
Business Leader or Manager
Information Technology

"Integrated solution spanning time & absence, leaves & leaves of absence, and advanced schedule & shift management. "

Jim T
IT Leader or Manager
Information Technology

What Users Love Best about WorkForce Suite

"Its speed "

Henry A
End User of Application
Finance

"It assists organizations to reach the next level of productivity by better project and team management. It has a nice, intuitive user interface and offers good reporting features. It allows you to run businesses effectively by incorporating it into other apps such as Asana and Jira. It enables you to add various projects and track workers' time on every project. It offers a dashboard with online time sheets."

Donna A
Business Leader or Manager
Information Technology

"Having access to live clock remotely."

Sanjeet K
IT Leader or Manager
Information Technology

What Users Love Best about WorkForce Suite

"Flexibility and ease of use"

Karen N
IT Leader or Manager
Finance

Why Users Recommend WorkForce Suite

SoftwareReviews asks users why they recommend the platform. Here are direct quotes from users of WorkForce Suite.

"I would definitely and highly recommend WFS."

Debora C
Business Leader or Manager
Human Resources

"A software you can trust."

Amanda D
End User of Application
Human Resources

"Make sure you spend considerable time on your business rules, accounting policies, and cross check everything with HR! The most difficult configuration revolved around employment policies and laws in California, but the WorkForce team was instrumental in helping us understand how to navigate these in the system. Rely on their expertise and make sure they act like business partners with you as you groom your requirements log. "

Richard C
IT Development, Integration, and Administration
Information Technology

Why Users Recommend WorkForce Suite

"With WorkForce Software, it has been perfection redefined and it has helped us almost double productivity. For this, I recommend it. "

Claire N
End User of Application
Finance

"WorkForce offers several levels of product certification training. I would definitely recommend investment in the training. In order to maximize the benefits of the system, the customer should have a technical administrator that can manage configuration on their own."

Cherie W
Business Leader or Manager
Human Resources

"What are you waiting for? Do it! If you are in a need of a solution to resolve workforce management issues, you need to look into how this product will benefit your business and your workforce. The implementation phase is fully supported by a great team of people and it doesn't stop there. There is continuous ongoing support from account management level through to 24 hour support. On top of this, as the norm in the workplace moves to cloud-based platforms, WFS provides solutions that are accessible by all skill levels which really is just an added bonus! "

Rachel S
Business Leader or Manager
Operations

Why Users Recommend WorkForce Suite

"I used this product for tracking traders contracts. This was good for international projects. "

Sarolta K
End User of Application
Finance

"Ask to speak with technical developers if you have any country specific technical requirements. Don't just believe what the sales team tell you."

Meredith S
Business Leader or Manager
Information Technology

"Define your needs & requirements then match to WFS offerings; engage with WFS on open questions and understand their vision and commitments. "

Jim T
IT Leader or Manager
Information Technology

Why Users Recommend WorkForce Suite

"It is a good product to get "

Henry A
End User of Application
Finance

"It enables you to monitor workers' time on every project. It monitors productivity even if an internet connection is not available. It provides a customizable interface. Every task is customizable to suit project requirements. It allows you to track time from anywhere in the world. In this way, it provides powerful insights to determine how many hours are required to do a project. It provides accurate time tracking details and also provides screenshots. In simple words, it manages everything related to remote workers.."

Donna A
Business Leader or Manager
Information Technology

"WorkForce Suite supports every pay rule, every compliance requirement, and every unique agreement across your entire employee populations."

Sanjeet K
IT Leader or Manager
Information Technology

Why Users Recommend WorkForce Suite

"Recommended"

Karen N
IT Leader or Manager
Finance

About the **Data**

SoftwareReviews collects in-depth quantitative and qualitative feedback data directly from verified end users about their experience with top enterprise software providers. Its proprietary online survey platform gathers more than 130 data points on each product, allowing end users to thoroughly evaluate their experiences using the software, from selection through purchase and service.

Every review is meticulously checked through a robust quality assurance process to ensure it is submitted by a real person with valid credentials for using the software. End-user experience and sentiment measures revealing product feature fit, perceived capabilities, business value drivers, and the quality of the provider relationship are accessible at both a high-level roll-up and a more detailed drill-down.

Software reports are available to download at [SoftwareReviews.com/categories](https://www.softwarereviews.com/categories)

About **SoftwareReviews**

With practical advisory services and a data-driven approach, SoftwareReviews' mission is to improve the B2B software experience for all software buyers and providers.

SoftwareReviews' pragmatic tools and detailed customer insights help software buyers maximize success with their technology decisions. SoftwareReviews collects the most in-depth customer review data from both business and IT professionals to shorten the time to decision and action for software purchasers and improve overall buyer satisfaction.

Combining deep buyer knowledge and experience, SoftwareReviews' go-to-market practice helps technology providers better understand customer needs and accelerates planning and execution of go-to-market and product strategy.

SoftwareReviews is a division of Info-Tech Research Group, a world-class technology research and advisory firm with over two decades of research-based IT advice and technology implementation.



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