HR Software Industry Update

Göttingen Corporate Finance

April 2023

Our Promise

Göttingen Corporate Finance

We have a deep understanding of growth-oriented companies, having successfully executed numerous transactions in the past

We prioritize your interests and objectives: "the client comes first"

We are collaborative and partnership oriented

We have a direct line to key decision makers within the most relevant capital providers
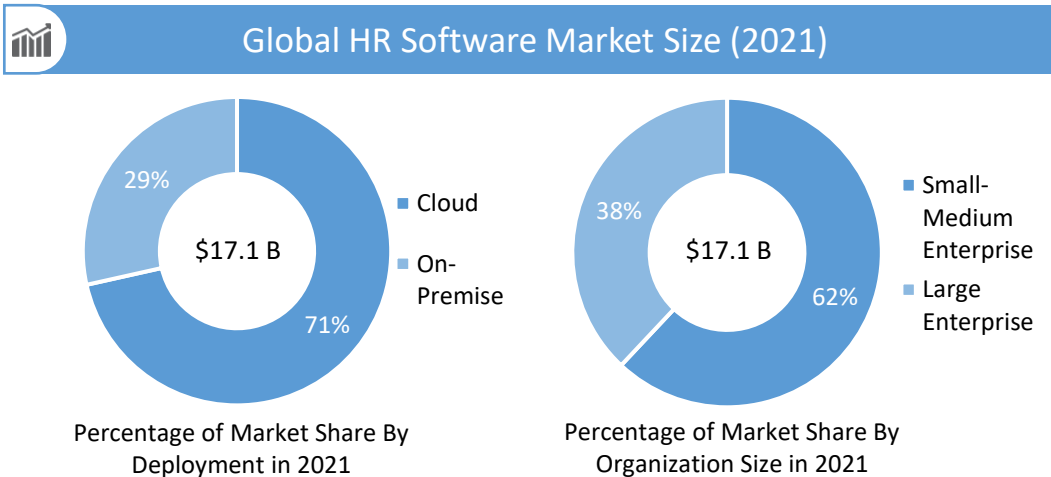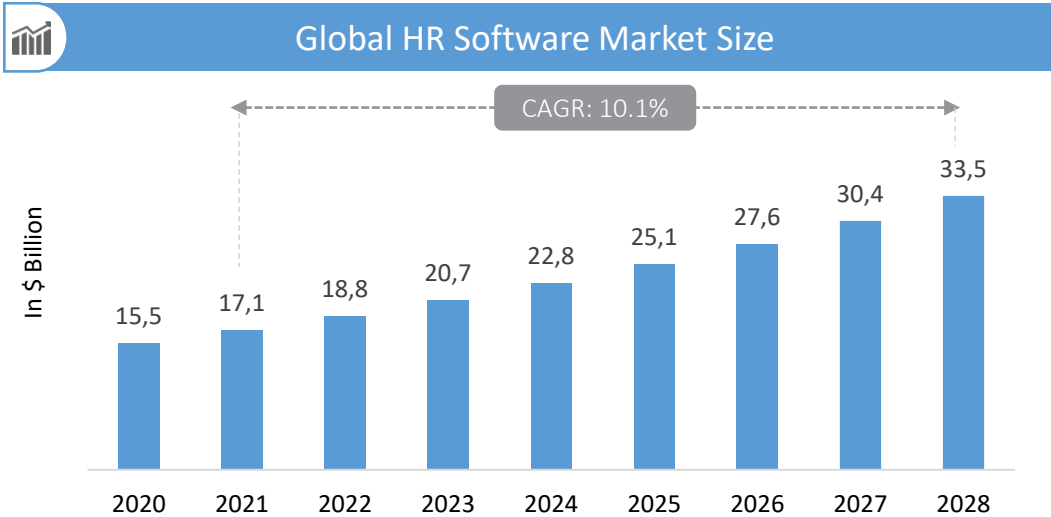
We provide seamless advice and execution

We will seek to earn your trust every day with our transparent working and unbiased advice

GCF wants to be the partner that helps companies realise its true potential by finding the ideal investor which would be aligned in its strategic vision with your company

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Market Size and Growth

Global HR Software Market Size

CAGR: 10.1%

In $ Billion

2020	2021	2022	2023	2024	2025	2026	2027	2028
15,5	17,1	18,8	20,7	22,8	25,1	27,6	30,4	33,5

Global HR Software Market Size (2021)

$17.1 B

- Cloud
- On-Premise

29%
71%

Percentage of Market Share By Deployment in 2021

$17.1 B

- Small-Medium Enterprise
- Large Enterprise

38%
62%

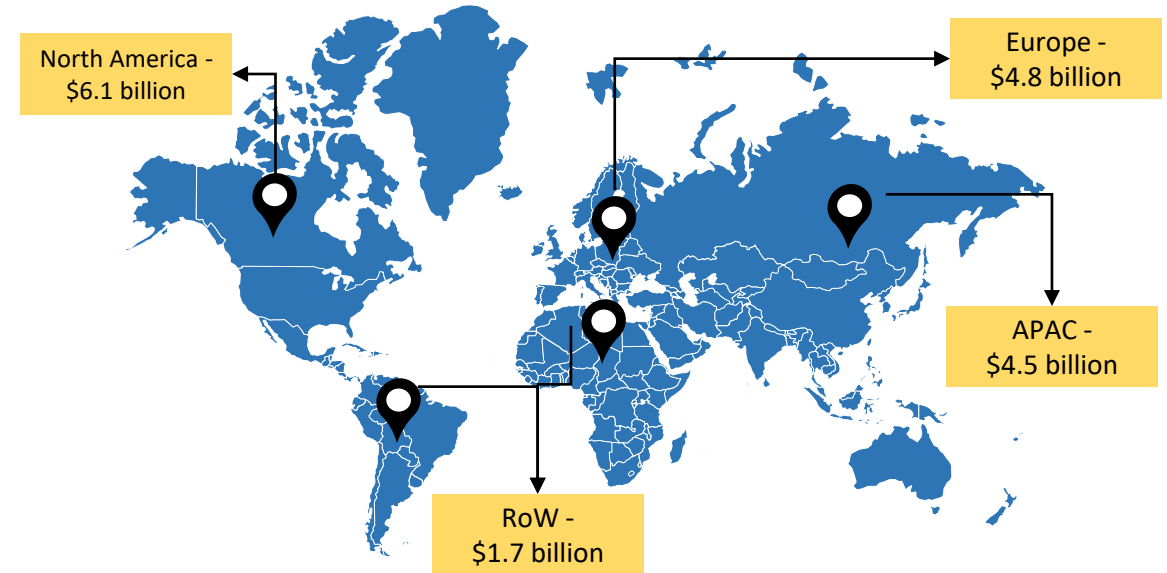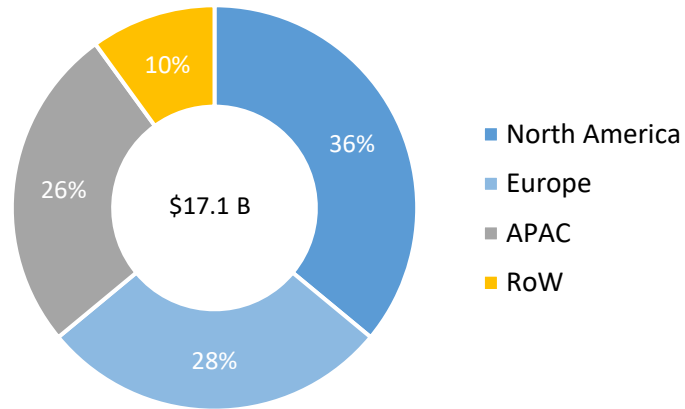Percentage of Market Share By Organization Size in 2021

Note: Calculations are based on assumptions derived from the above mentioned reports

- ▸ The global HR Software market is projected to grow at a CAGR of more than 10% by 2028 driven by:
  - o Automation led by Artificial Intelligence (AI) and Machine Learning (ML)
  - o Rise in usage of cloud infrastructure and platform services
  - o Growing investment in learning tools and digital employee experience solutions

- ▸ The demand is led by multiple factors. In administrative roles, the technology deployment is for cost efficiencies (Gartner estimates point to steep rise in the per employee HR administration costs), talent shortage and timely recruitment (algorithmic search-and-match), manage employee well-being and Learning and Development (skill management platforms, self-service learning, etc.)

- ▸ Product enhancements related to employee-employer virtual consultation and reviews, improvements in employee user experience, and tailor-made features to fit unique business processes, workflows, and projects are trending. By 2025, Gartner expects 60% of global enterprises will invest in human capital management (HCM) suites

- ▸ The cloud segment has been the major contributor to market growth. Cloud-based HR software provides a lot of flexibility when it comes to establishing the IT architecture of HR software.

- ▸ SMEs have adopted cloud-based HR software solutions due to their cost-effectiveness, reduced labor costs, increased employee productivity, and improved user accessibility into their daily official functions.

Regional View

Regional Market Share (2021)

- North America
- Europe
- APAC
- RoW

$17.1 B

- 36%
- 28%
- 26%
- 10%

North America - $6.1 billion

Europe - $4.8 billion

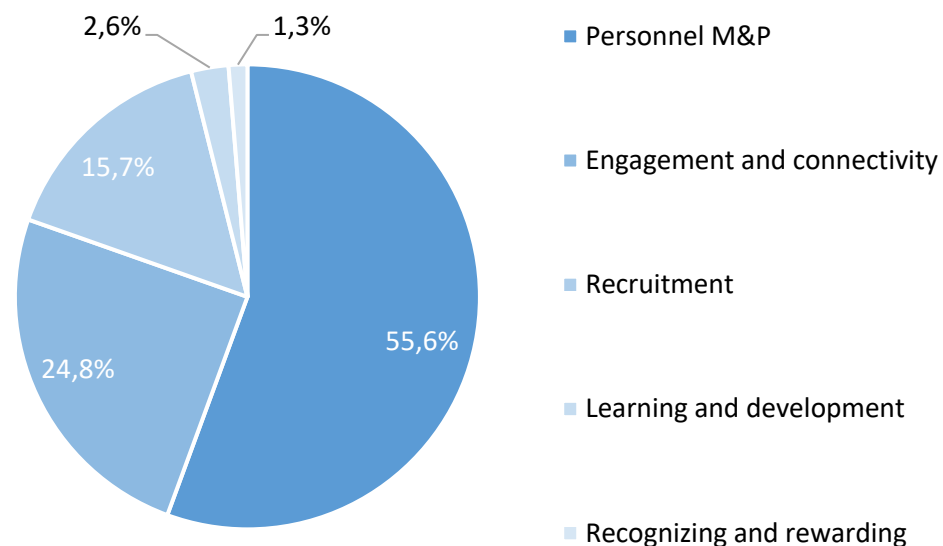APAC - $4.5 billion

RoW - $1.7 billion

- ▶ As of 2021, North America has the highest record of HR software adoption owing to the prevalence of advanced IT infrastructure and the presence of major software providers such as Ceridian HCM Inc., Automatic Data Processing, and Oracle Corporation.

- ▶ Technology and digital transformation advancements have created new market opportunities in the European region. Companies such as SAP have been investing significantly in their Human Experience Management Suite (HXM) solutions to capture market share.

- ▶ Emerging market economies in APAC, particularly China and India, due to their growth in professional workforce, are also driving the requirement for HR management solutions. A Gartner survey conducted in 2022, considering more than 80 HR leaders across APAC, revealed that in 2023, 45% of the HR leaders would adopt HR technology strategy and management initiatives.

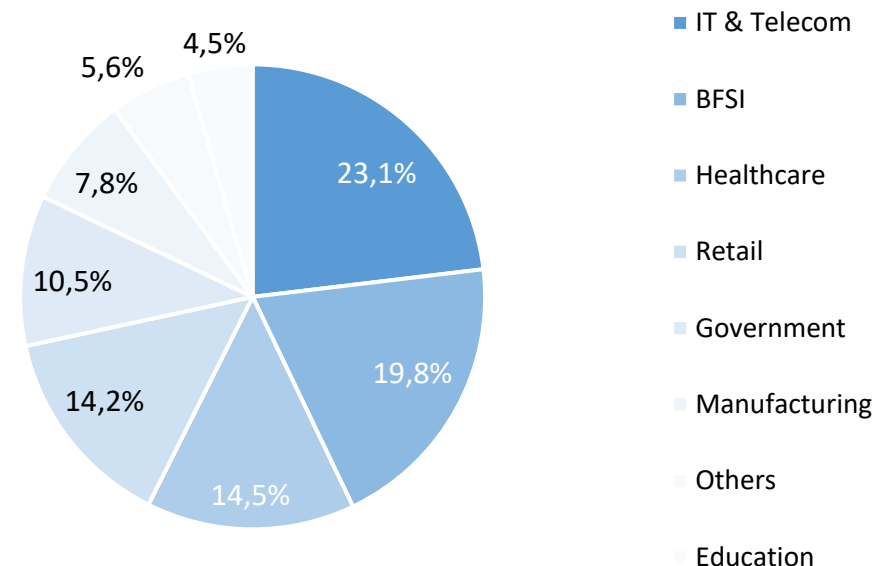Note: Calculations are based on assumptions derived from the above mentioned reports

Emerging Segments of Focus
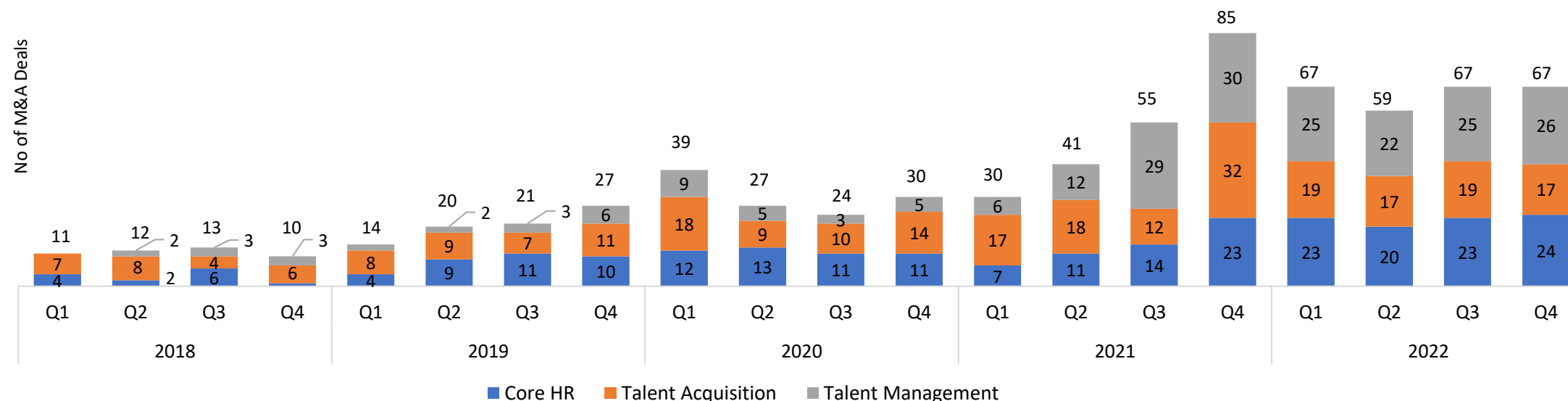
HR Software by Function (2025 Forecast)

- Personnel M&P
- Engagement and connectivity
- Recruitment
- Learning and development
- Recognizing and rewarding

Values: 55,6% · 24,8% · 15,7% · 2,6% · 1,3%

Major End-use Sectors (2025 Forecast)

- IT & Telecom
- BFSI
- Healthcare
- Retail
- Government
- Manufacturing
- Others
- Education

Values: 23,1% · 19,8% · 14,5% · 14,2% · 10,5% · 7,8% · 5,6% · 4,5%

▶ Personnel management and payroll segment is expected to hold a predominant share of the HR software business. This segment has also been in focus for investor funding due to the growth opportunities as cloud-based solutions find rising adoption due to the efficiencies involved.

▶ In highly regulated industries like BFSI, compliance is one of the primary priorities for all departments, including HR. The rapidly changing regulatory environment is forcing HR departments to adopt the latest technologies, which can help in critical processes like employee background verification, compliance training, etc.

▶ The retail industry faces a dynamic workforce environment where labor requirements vary between holidays and slow seasons. The need for a dynamic system to handle extensive employee recruitment, faster onboarding, training, payroll, and resource deployment forces the industry to leverage advanced technological solutions for its HR department.
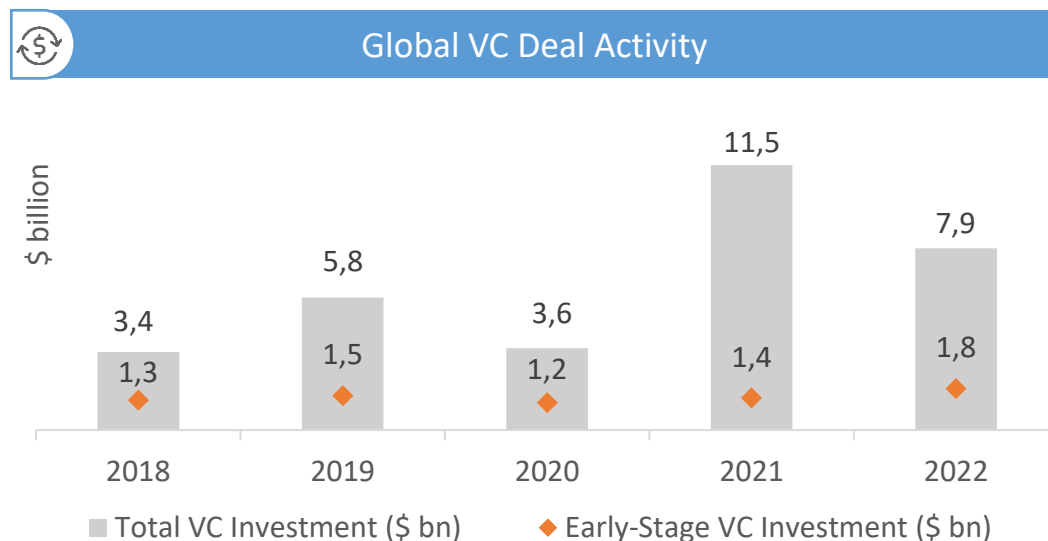
Investment Trend Analysis (1/2)

Global Quarterly M&A Deal Count by Sub-sector

No of M&A Deals

Year	Quarter	Core HR	Talent Acquisition	Talent Management	Total
2018	Q1	4	7		11
2018	Q2	2	8	2	12
2018	Q3	6	4	3	13
2018	Q4	6		3	10
2019	Q1	4	8		14
2019	Q2	9	9	2	20
2019	Q3	11	7	3	21
2019	Q4	10	11	6	27
2020	Q1	12	18	9	39
2020	Q2	13	9	5	27
2020	Q3	11	10	3	24
2020	Q4	11	14	5	30
2021	Q1	7	17	6	30
2021	Q2	11	18	12	41
2021	Q3	14	12	29	55
2021	Q4	23	32	30	85
2022	Q1	23	19	25	67
2022	Q2	20	17	22	59
2022	Q3	23	19	25	67
2022	Q4	24	17	26	67

■ Core HR ■ Talent Acquisition ■ Talent Management

▸ HR Software market experienced record M&A activity in total transactions owing to the rising demand for payroll and hybrid workforce management solutions worldwide. Additionally, deals in the talent acquisition and management sector increased substantially to enhance sourcing capabilities and accelerate digital solutions in organizational training and learning space.

▸ In 2022, companies were inclined towards targeting and acquiring a team that can provide the expertise to embed intelligence/analytics into existing technology (whether accurate people analytics, skill analytics, or other areas). Also, hiring was always a priority for companies looking at VC funding and M&A activity throughout 2022.

▸ Some of the significant deals closed in 2022 include HiBob acquiring Buggl, Namely partnering with Vensure Employment Services and PrismHR, Cornerstone buying out EdCast, eLearning Brothers raising $54 million in funding and rebranding to ELB before acquiring Rehearsal, CoreAxis, Origin Learning, and others, and Payscale acquiring Agora.

Note: The HCM market is divided into Staffing, Outsourced Services and Software & Technology segments. Software & Technology segment is further categorized into Core HR, Talent Acquisition and Talent Management.

Investment Trend Analysis (2/2)

Global VC Deal Activity

$ billion

	2018	2019	2020	2021	2022
Total VC Investment ($ bn)	3,4	5,8	3,6	11,5	7,9
Early-Stage VC Investment ($ bn)	1,3	1,5	1,2	1,4	1,8

- Total VC Investment ($ bn)
- Early-Stage VC Investment ($ bn)

▸ With HR tech companies helping employers navigate hybrid and remote work arrangements, HR tech had a solid year in 2021.

▸ The VC industry recognized the growing demand for diversity hiring solutions that go beyond sourcing to screening to interviewing.

▸ The post-COVID spike in total VC investment reflects in an outlier growth of 2021. A moderation came through in the subsequent year.

▸ As a result of a relatively high number of early pre-seed rounds, the number of angel investors in 2022 grew significantly.

Source: Dealroom, VCCircle, Drake Star.

Most Active Financial Investors in HR Tech

Investor	2022 Investments (#)	Selected Investments
techstars_	36	RAENEST, edvisor, huntr
Y Combinator	29	deel., HireSure.ai, RIPPLING
FJ LABS	14	teamcubation, EarlyDay, HUNTY
TIGERGLOBAL	14	seekout, factorial, compete
500	14	Hirefly, Palenca, CLAP
Gaingels	13	bambee, MYSTERY, remote
10X CAPITAL	12	mello, assembly, STRONGSUIT
Google for Startups	11	hound, CodersLink, terawork
GFC	11	atma, Personio, flash
Alumni Ventures	10	FIVE TO NINE, PayFit, remote

Business Ecosystem

Business Vertical	Small Businesses (1-50 employees)			Mid-sized Companies (51-999 employees)			Enterprise (1000+ employees)		
HR Management									
Applicant Tracking System									
Corporate Learning Management System									
Payroll									
Talent Intelligence									
Talent Management									
Workforce Analytics									
Workforce Management									

Market Trends and Drivers (1/2)

Automation in processes

- The use of HR automation has risen significantly over the last two years, led by Artificial Intelligence (AI) and Machine Learning (ML) algorithms. AI applications such as bots and virtual assistants automate the recruitment processes, including interview scheduling, interview performance analysis, answering fundamental questions, etc.
- According to the Zavvy report, 25% of companies use automation mainly for recruitment and hiring. Other operations include automation in the onboarding processes, detailed documentation, etc.

Cloud-based solutions

- According to Gartner, by 2025, over 95% of new digital workloads will be deployed on cloud-native platforms, up from 30% in 2021. Cloud adoption will also boost cloud-based HR tools adoption, especially in emerging market economies.
- Gartner also forecasts that by 2025, 60% of global enterprises will invest in cloud-based human capital management suites.

Emerging focus areas

- With the advent of remote work, HR managers have been investing in learning tools and digital employee experience solutions that helps in boosting overall employee satisfaction and retention.
- Remote work has also increased investments in workforce management solutions that automates routine administrative tasks like scheduling, timekeeping, and basic performance reporting especially in developing economies.

Small and Medium businesses

- Small and medium businesses were adopting HR solutions, but the pandemic helped accelerate the implementations, thereby by propelling the growth of the market
- Due to the requirement to accommodate flexible work schedules, modify payroll procedures, support sophisticated health management, and submit applications for government stimulus programs and funds, the COVID-19 pandemic hastened the digitization of SMBs' HR solutions

Source: Gartner, Owl Labs

Market Trends and Drivers (2/2)

Employee Wellbeing is Going Virtual

- Mental health, in particular, was brought into focus as a result of the pandemic. A survey by Business Group Health showed that, in the US, the number of large employers providing online resources to support mental health would increase to 88 percent this year.
- Many players have entered the market with creative offerings to tap into this opportunity. For example, Talkspace and BetterHelp provide effective solutions to address mental health concerns through online therapy for remote workers. Start-up Oliva provides customized, personal video therapy sessions and workshops for managers.

Adoption of Recruiting Technology is on the Rise

- As the recruiting landscape becomes increasingly competitive, recruiters are increasingly using AI tools to screen candidates and schedule interviews more efficiently. In order to reach out to candidates, they are using programmatic advertising.
- Due to recent labor shortages, improving top-of-the-funnel recruitment processes will be a top priority for HR and talent acquisition leaders in the coming years.

Developing Soft Skills is Critical in the Future

- Considering today's competitiveness, employee training, and development are not just annual activities. Instead, employee skill development and training have become a business priority to improve employee capabilities and increase employee engagement.
- Businesses are implementing software that simplifies the training management process with a defined workflow to maximize the results. This is one HR tech future trend that will strengthen in the coming years.

Growing Usage of Mobile HR Apps

- Mobile HR apps are likely to become permanent fixtures in the modern workplace as smartphones become more prevalent. HR systems are being adapted to deliver core functionality via mobile apps.
- As a result of the various benefits cloud computing offers, more and more businesses, both large and small, are moving their HR operations to the cloud.

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Key Transactions

About the Target

Frontline Education is a school administration software provider, connecting solutions for student and special programs, human capital management, and business operations with powerful analytics to empower educators.

The Transaction

In August 2022, Roper Technologies, Inc. agreed to acquire Frontline Education. After the acquisition, Frontline's management team would continue to lead the business from its Malvern, Pennsylvania, headquarters. Frontline's name, brands, and office locations would not change due to the transaction.

Acquisition Highlights

The acquisition was an all-cash transaction valued at approximately $3.725 billion. Including a tax benefit from the transaction, the net purchase price was roughly $3.375 billion, representing about 19x Frontline's estimated 2023 EBITDA.

Management Quote

"The acquisition of Frontline demonstrates Roper's disciplined capital deployment strategy that focuses on identifying high-quality, market-leading technology businesses that will enhance Roper's cash flow compounding. We are excited to welcome Frontline to the Roper family."

- Neil Hunn, President and CEO, Roper Technologies
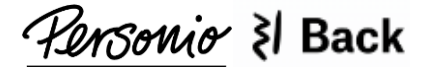
About the Target

Back Technologies is a Berlin-based software provider that unifies and automates employee request management on a single platform. The company's platform integrates with knowledge management systems to locate relevant data for each request and automate internal processes.

The Transaction

In May 2022, Personio, an HR software company that offers all-in-one HR software that includes HR, recruiting and payroll, completed the acquisition of Back Technologies for an undisclosed amount

Acquisition Highlights

The acquisition will help Personio expand the People Workflow Automation software segment that it introduced last year after receiving new funding and reaching a $6.3B valuation. Back's software enables employees to submit requests and receive automatic responses.

Management Quote

"Back's product and team are a great fit for us for two reasons, Firstly, our customers will benefit from a one-stop shop for employee requests or questions. Secondly, the Back team have brilliant experience in building workflows that bring fragmented tasks together."

- Hanno Renner, Personio, CEO

HR Software: M&A Transactions (1/5)

Date	Acquirer	Target	Target Country	Target Summary	Deal Value
09-Mar-23	Moorepay	Natural HR Limited	UK	Natural HR is one of the leading providers of cloud-based HR and payroll software solutions for mid-market and large organizations.	N/A
28-Feb-23	IRIS Software Group	Apex HCM	US	Apex HCM offers highly customizable and cloud-based HR and payroll software solutions, including time & attendance, benefits enrollment, ACA, human resources, mobile apps, reports & analytics, employee onboarding, applicant tracking etc.	N/A
14-Feb-23	GoCo	WFHomie	Canada	WFHomie provides virtual experiences, employee recognition software to distributed and hybrid businesses, and people analytics tools to help HR teams better understand and manage their workforce and retain top employees.	N/A
02-Feb-23	CAVU HCM	ABCS Payroll	US	ABCS Payroll provides payroll and human capital management services. It offers standard payroll, online payroll, and mobile payroll software solutions.	N/A
17-Jan-23	The Pion Group	Whippy	Sweden	Whippy is a leading HR technology company that provides a SaaS (software as a service) solution for the on-boarding and off-boarding of employees.	N/A
23-Nov-22	Deel	PayGroup Limited	Australia	PayGroup is a leading provider of HCM (Human Capital Management) and in-house payroll software solutions for enterprise clients across many industries, from staffing and workforce management companies to retail and franchise clients, etc.	$AU121M
13-Nov-22	HR Acuity	Speakfully	US	Speakfully provides a secure HR SaaS platform that allows businesses to manage anonymous HR operations, including individuals and organizations to confidently and discreetly navigate mistreatment in the workplace.	N/A

HR Software: M&A Transactions (2/5)

Date	Acquirer	Target	Target Country	Target Summary	Deal Value
03-Nov-22	UKG	Quorbit	UK	Quorbit offers long-term workforce planning solutions that help large and complex organizations strategically plan future decisions with detailed modeling and recruitment strategies.	N/A
01-Nov-22	Voya Financial Inc.	Benefitfocus Inc.	US	Benefitfocus provides cloud-based software solutions for health care and benefits administration, including employee data and benefits eligibility from the HR software through a real-time API integration or a batch file process.	$360M
27-Oct-22	SD Worx	Intelligo Software	Ireland	Intelligo is a leading software development company that provides HR software, workday integration solutions, payroll software, outsourced payroll solutions, etc., in the UK and Ireland.	N/A
26-Oct-22	iCIMS	SkillSurvey	US	Skillsurvey is a leading provider of cloud-based reference-checking solutions that help organizations to save time and money and bring the right employees on board faster to drive better performance outcomes.	N/A
26-Oct-22	K1 Investment Management LLC	ELMO Software Ltd	Australia	ELMO offers a comprehensive suite of cloud HR, payroll, and rostering/time & attendance software solutions using a single dashboard and single user interface.	$311M
19-Oct-22	Beeline	Utmost	US	Utmost provides next-generation extended workforce solutions that manage the entire extended workforce lifecycle for high-growth, dynamic companies.	N/A
14-Oct-22	Paycor	Talenya	US	Talenya provides a talent management solution that helps talent acquisition teams to identify and engage with applicants to handle recruitment processes.	N/A

HR Software: M&A Transactions (3/5)

Date	Acquirer	Target	Target Country	Target Summary	Deal Value
10-Oct-22	Businessolver	Workterra	US	Workterra is a cloud-based technology company specializing in human capital management. It provides a configurable, user-friendly benefits administration and enrollment platform designed to reduce the growing complexity of benefits for HR and employees.	N/A
04-Oct-22	Gearbox, Waypoint	Greenshades Software	US	Greenshades serves mid-market companies, including human resource software solutions such as customizable payroll, human capital management information, etc.	N/A
27-Sep-22	Calendly	Prelude	US	Prelude is a leading software development company that provides a fast-growing recruiting operations platform designed to build an efficient and delightful hiring process.	N/A
06-Sep-22	PrismHR	Namely	US	Namely is a US-based software company that provides a unique platform to manage all HR operations into a single platform.	N/A
16-Aug-22	Cornerstone	SumTotal	US	SumTotal provides a unified, comprehensive learning and human capital management SaaS suite that delivers measurable impact across the entire employee lifecycle.	N/A
09-Aug-22	Wagepoint Inc.	KinHR LLC	US	KinHR LLC provides employee management SaaS including employee data management, electronic signatures, digital document storage, onboarding, performance management, time-off tracking, HRIS, and objective tracking.	N/A
14-Jul-22	Go1	Talivest	Ireland	Talivest is a software-as-a-service ("SaaS") company specializing in employee engagement and human capital management through innovative technology solutions.	N/A

HR Software: M&A Transactions (4/5)

Date	Acquirer	Target	Target Country	Target Summary	Deal Value
06-Jul-22	SD Worx	HRPRO doo	Croatia	HRPRO doo is a leading Croatian software company that provides human resources management SaaS solutions worldwide.	N/A
16-Jun-22	PayNW	Renewal	US	Renewal is a leading technology company specializing in employee benefits, payroll, timekeeping, and HR solutions.	N/A
03-Jun-22	ServiceNow	Hitch	US	Hitch is a cloud-based AI-powered talent mobility solution that helps companies to upskill and reskill, rapid recruitment while accelerating productivity and performance in a single platform.	N/A
04-May-22	Accel-KKR	Humanforce	Australia	Humanforce is cloud-based workforce management software designed explicitly for payroll solutions that simplify onboarding, scheduling, time & attendance, pay, employee engagement, and communication.	$60M
02-May-22	FirstPrinciples	Lanteria HR	US	Lanteria HR provides SaaS-based human resource solutions that cover employee recruitment, time & attendance tracking, performance management, training, etc., for a company.	N/A
28-Apr-22	Main Capital	BCS	Netherlands	BCS is a leading provider of HR and payroll software solutions and support services, including salary administration, employee benefits, hours registration, workflow management, and personnel planning.	N/A
09-Mar-22	UKG	Ascentis	US	Ascentis is a provider of full-suite HR and workforce management solutions for medium-sized businesses across the US.	N/A

HR Software: M&A Transactions (5/5)

Date	Acquirer	Target	Target Country	Target Summary	Deal Value
02-Mar-22	Payroll Software and Services Group (PSSG)	Software for People	UK	Software for People is a leading provider of software solutions and services that includes payroll, pensions & HR solutions to companies across the UK and the Channel Islands.	N/A
15-Feb-22	TriNet	Zenefits	US	Zenefits is a leading provider of SaaS-based human capital management (HCM) solutions for small and medium-sized businesses (SMBs).	N/A
03-Feb-22	Phenom	Tandemploy GmbH	Germany	Tandemploy is a German HR tech company focused on solving key problems associated with the talent marketplace, including skill matching software, job sharing, flexible working models matching suite, etc.	N/A
14-Jan-22	Deel	Roots	US	Roots is an HR software platform that enables remote organizations to collaborate more effectively and reduce burnout.	N/A
03-Jan-22	Blackbaud Inc.	EVERFI Inc.	US	EVERFI provides a SaaS community engagement platform, including financial education, community education, and workforce training solutions such as online HR, workplace compliance training, etc.	$754M

HR Software: Fundraising Transactions (1/5)

Date of Funding	Investor Name	Target Company	Transaction Type	Money Raised	HQ Country	Description	Other Investors
01-Apr-23	High-Tech Grunderfonds	Clous	Seed Round	N/A	Spain	Clous builds SaaS marketplace aiming to reduce job search burnout by providing efficient hiring processes.	N/A
30-Mar-23	N/A	Pera	Series A	$5.5M	The Netherlands	Pera has developed groundbreaking neurolinguistic software to analyse and map people's unique competencies, like a fingerprint.	N/A
15-Mar-23	SXSW Pitch	Included	Non-equity Assistance	N/A	US	Included is the leading diversity, equity, and inclusion platform to automate and scale talent attraction operations and support the whole employee lifecycle.	Alumni Ventures, SignalFire, Ascend, Flying Fish Partners, Trilogy Equity Partners
12-Mar-23	N/A	Leext	Seed Round	N/A	Turkey	Leext is a next-generation SaaS-based HR Tech startup that provides companies with a subscription-based service in the IT recruitment process.	N/A
10-Mar-23	LetsVenture	SuperHire	Seed Round	N/A	India	SuperHire provides pre-vetted, interview-ready candidates to its clients by leveraging its fast-growing expert recruiter community.	Whiteboard Capital, She Capital, Sony Joy
07-Mar-23	Primera Capital	GLIDER.ai	Series A	$10M	US	Glider AI Talent Quality Platform provides hiring solutions including virtual assessments, coding/video interviews, screen bots and more to scale hiring quality talent for the Enterprise, Staffing Firms, and MSPs.	N/A

HR Software: Fundraising Transactions (2/5)

Date of Funding	Investor Name	Target Company	Transaction Type	Money Raised	HQ Country	Description	Other Investors
02-Mar-23	Gammite ventures, Tzur Daboosh	HR Signal	Pre-seed Round	$1.6M	US	HR Signal helps companies proactively retain their employees by leveraging proprietary insights to foster successful career paths.	Aron Grossman
21-Feb-23	Pearson	Plum.io	Convertible Note	$5.9M	Canada	Talent assessment platform Plum uses objective data to measure and match human potential to job needs, enhancing talent decisions across the employee lifecycle.	Creative Destruction Lab (CDL), BDC Venture Capital, Strada Education Network, Real Ventures
13-Feb-23	Redstone	Careloop	Seed Round	$2.1M	Germany	Careloop has developed a technology solution for hospitals and care facilities to recruit, train, and integrate health care professionals. It is an HR tech and edutech startup with a healthcare focus.	IBB Ventures, Swiss Founders Fund, Enjoyventure Management, Klambt
12-Jan-23	MEIF Proof-of-Concept & Early Stage Fund	Huler	Seed Round	$2.4M	UK	Huler is a SaaS platform for HR technology that offers employee experience management. The business' platform offers a single location for work, personal technology, lessened digital burnout, and improved engagement and cooperation.	N/A
16-Nov-22	Octopus Ventures	Adway	Series A	$10.3M	Sweden	Adway specializes in recruitment marketing, employer branding, HR tech and candidate journey solutions	Brightly Ventures, Spintop Ventures
25-Oct-22	Pride Capital Partners	Dileoz	PE Round	$2.5M	Belgium	Dileoz focuses on the automation of human resources, human resource management, time management, scheduling, and integration of the payroll engine, helping clients make personnel management easy and efficient.	N/A

Source: Crunchbase

HR Software: Fundraising Transactions (3/5)

Date of Funding	Investor Name	Target Company	Transaction Type	Money Raised	HQ Country	Description	Other Investors
06-Oct-22	Insitor Partners	HROne	Series A	$4M	India	HROne offers an online platform with a range of services and information for HR. The company's online platform also provides an active online community for HR professionals and a large assortment of HR solutions.	Prudent Investment Managers
27-Sep-22	Impellent Ventures	Employee Cycle	Seed Round	$2.5M	US	Employee Cycle is a standalone HR Metrics Dashboard that is automated, consolidated, and real-time. Users can view, track, and analyze all their people data in one location owing to the company's utilization of application programming interfaces.	Collab Capital, Converge
17-Aug-22	General Atlantic	HiBob	Series D	$150M	Israel	Hibob is an operator of a cloud-based HR and benefits platform intended to revolutionize how contemporary organizations see, communicate with, and manage talent.	Bessemer Venture Partners
04-Aug-22	Canaan Partners	Mosey	Series A	$18M	US	Mosey is a creator of a compliance platform aimed at HR teams and businesses that want to scale remote employment. The company's platform manages compliance in every state so that one may confidently employ anywhere by keeping track of requirements.	Charge Ventures, Gusto, SemperVirens Venture Capital
25-Jul-22	Alpha JWC Ventures, Picus Capital	Omni HR	Pre-Seed Round	$2.4M	Singapore	Omni HR assists companies in automating their end-to-end employee journey, including onboarding, recruitment, time off and employee management.	Alpha JWC Ventures, Basis Set Ventures, FEBE Ventures, Frances Kang, Picus Capital
16-Jun-22	Insight Partners, StageOne Ventures	Canditech	Seed Round	$9M	Israel	Canditech provides an AI-powered assessment platform that permits companies to automate the job recruitment screening process and engage candidates with customized tests for their needs.	Insight Partners, StageOne Ventures

HR Software: Fundraising Transactions (4/5)

Date of Funding	Investor Name	Target Company	Transaction Type	Money Raised	HQ Country	Description	Other Investors
07-Jun-22	Eksim Ventures	Kolay	Seed Round	$1.9M	Turkey	Kolay enables HR professionals to streamline their day-to-day tasks with an easy-to-use and smart SaaS platform.	Aktif Ventures, Eksim Ventures, Galata Business Angels, Gozde Tech Ventures, Maxis
03-Jun-22	CF Holdings	People Guru	Venture Round	$4M	USA	PeopleGuru develops and supports cloud-based human capital management software designed to meet the needs of passionate and progressive HR leaders of mid-market organizations.	CF Holdings
25-May-22	Kensington Capital Partners Limited	Humi	Series B	$19.5M	Canada	Humi is an all-in-one HR, Payroll, and Benefits platform, helping 4,000+ Canadian businesses.	7BC Venture Capital, Flex Capital, Kensington Capital Partners Limited, Mike Dinsdale
11-May-22	Andera Partners, SG Capital Partners	HR Path	PE Round	$236.5M	France	HR Path helps organizations undergo HR digital transformation with advanced technologies and the company operates for more than 1,500 clients in 19 countries.	Andera Partners, Banque Palatine, BNP Paribas, Caisse d'Epargne Ile-de-France
01-May-22	Presto Ventures	Sloneek	Seed Round	$1M	Slovakia	Sloneek is a cloud-based human resource (HR) management system designed to help businesses handle various administrative processes, such as attendance tracking, absence management etc.	Presto Ventures, Vision Ventures
29-Apr-22	MACX3 investments	HRLocker	Pre-Seed Round	$2.1M	UK	HRLocker is a cloud-based HR software service that transforms professional businesses' recruitment and personnel management processes.	N/A

Source: Crunchbase

HR Software: Fundraising Transactions (5/5)

Date of Funding	Investor Name	Target Company	Transaction Type	Money Raised	HQ Country	Description	Other Investors
21-Apr-22	Futuregrowth Asset Management	Inseco	Seed Round	$5.3M	France	Inseco is an IT company that focuses on management solutions, ERP, CRM, GED, HR, and business solutions.	E4EAfrica, Oak Drive ventures
20-Apr-22	Georgian	Oyster	Series C	$150M	US	Oyster is a creator of a platform that enables distributed hiring of people from around the world. The platform enables businesses to hire staff, process payroll in accordance with local laws.	Avid Ventures, Base10 Partners, Endeavor Catalyst, HR Tech Investments, Okta Ventures
12-Apr-22	Sumeru Equity Partners	Beqom	PE Round	$300M	Switzerland	Beqom offers a comprehensive cloud solution for total compensation that takes care of both sales and HR-related aspects of pay and performance.	N/A
23-Mar-22	One Peak Partners	Lucca	Secondary Market	$33M	France	Lucca creates software to streamline business administrative and human resources procedures.	N/A
17-Mar-22	Providence Strategic Growth	Sesame HR	Series A	$11M	Spain	Sesame HR is an HR software that streamlines and unifies staff management operations on a single platform.	N/A
16-Mar-22	QED Investors	Bambee	Series C	$30M	US	Bambee automates HR for small and medium-sized businesses and assists in resolving important HR issues both before and after they occur.	Alpha Edison, Damian Maldonado, Gaingels, Kenneth Chenault, Mucker Capital, SoftBank

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HR Software: Recent developments (1/5)

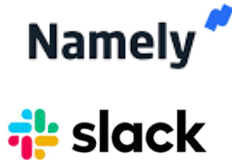| Company	Recent Developments
G-P / UKG	**G-P and UKG announced technology integration partnership** G-P (Globalization Partners), a Global Employment Platform, announced a new technology partnership with UKG, a provider of HR, payroll and workforce management solutions. By integrating platforms, G-P and UKG are expected to help joint customers increase the value of their investment in employment solutions by solving complex global employment needs and reducing costs and errors that are associated with multiple, disparate systems. **Date:** March 21, 2023
SoftwareDekho	**SoftwareDekho launched new HR software category** SoftwareDekho, an Indian software consulting firm, launched a category devoted exclusively to human resource software. Using the platform, businesses can optimise their HR processes and improve employee engagement by implementing the best HR software by receiving comprehensive consultation and reviews. By offering businesses of all sizes access to a wide range of HR software solutions, SoftwareDekho will be able to streamline their HR processes. The HR software category includes solutions for recruitment, onboarding, performance management, payroll, and more. **Date:** March 7, 2023
Namely	**Namely enhanced products** Namely, an HR platform for mid-sized companies, has announced two new product enhancements designed to enhance the employee experience, particularly in hybrid and remote work environments. By integrating Slack, the popular messaging app used by many businesses, to a higher level, in August 2022, Namely is already fostering a collaborative environment. These product enhancements, coupled with Namely's newly enhanced organizational chart functionality, address the needs of today's workforce. **Date:** February 14, 2023
appfire / monday.com	**Appfire and monday.com together expanded the monday.com App Marketplace** The enterprise collaboration application provider, Appfire, has partnered with Monday.com Ltd., a work operating system (Work OS), through which organizations of any size can create the tools and processes they need to manage every aspect of their work, and expand the monday.com app marketplace. The result of this partnership is expected to allow monday.com customers to find apps that are tailored to fit their unique business processes, workflows, and projects - all in one place. Joining the monday.com marketplace ecosystem exemplifies Appfire's commitment to connecting every team so they can plan and deliver their best work, with its track record of delivering easy-to-use, powerful, and reliable apps for technology companies, such as Atlassian, Microsoft Azure DevOps, Salesforce, Microsoft Teams, and Slack. **Date:** February 13, 2023

Source: Company websites, press releases

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Company	Recent Developments
	BambooHR deepened integration with Checkr BambooHR, a cloud-hosted software platform for human resources, has strengthened its integration with Checkr to simplify background checks for prospective employees. By updating BambooHR's application tracking system, users will be able to easily request background checks based on the candidate's profile. Customers will be able to view the background check report in their Checkr account once a tile appears on the candidate's profile page after a background check has been completed. **Date:** February 2, 2023
	Deel launched new full-stack platform Deel, the global HR company, today announced the launch of Deel HR, US Payroll, and Deel Engage, making it possible, for the first time, to hire, manage, and pay global teams compliantly on one platform. Deel HR has been designed as HRIS with everything needed to compliantly manage an entire global workforce – from direct employees, to international contractors, to EOR employees. US Payroll is an initiative to expand Deel's global payroll offering with its first in-house payroll engine, starting in the US. Deel Engage is a set of HR Slack plug-ins connected to Deel HR to help distributed teams build a stronger culture, increase team collaboration, manage time off requests, 1-on-1s, candidate referrals, and more. **Date:** January 23, 2023
	Paylocity integrated Cloudsnap Continuing the company's history of bringing the most modern technology innovations to the HR industry, Paylocity has fully integrated Cloudsnap, a flexible, low-code solution for integrating disparate business applications, into the company's open and extensible platform. It enabled Paylocity to rapidly develop new integrations, adding more flexibility to the Paylocity platform and allowing clients to create a single source of employee data that can be used across the organization. **Date:** January 18, 2023
	BambooHR and Nivati partnered In a partnership with Nivati, a comprehensive mental health program for the workplace designed for the entire person, BambooHR, a cloud-hosted software provider dedicated to the strategic evolution of human resources, is pleased to announce a partnership. With BambooHR's integration with Nivati, business leaders will be able to provide employees with a comprehensive health and wellness platform that will improve their productivity, happiness, and health. With this integration, BambooHR customers can sync existing employee information and increase employee benefits engagement without having to re-enter any information. **Date:** November 9, 2022

Company	Recent Developments
cornerstone	**Cornerstone launched Talent Experience Platform** Cornerstone's new Talent Experience Platform (TXP) has been designed to help talent leaders unlock the limitless potential of their workforce and streamline the way they do it. The company's extended range of growth-centric learning and talent solutions is brought together by The Cornerstone TXP, which also incorporates human-centered experiences, in-depth talent intelligence, and an open and flexible architecture. **Date:** October 19, 2022
workday.	**Workday launched Next-Generation Skills Technology** Workday has launched next-generation skills technology that allows organizations to easily and securely bring skills data in and out of Workday. Companies can gain deeper insight into workforce skills and deliver more personalized employee experiences through this new capability. Workday enables skills interoperability at scale with intelligent technology that normalises external skills to the Skills Cloud ontology, assisting enterprises in better managing skills data flow and gaining visibility into the way skills are being used throughout the business. **Date:** September 13, 2022
access	**Access Recruitment introduced 'Access FastTrack360'** Business management software provider, 'The Access Group', introduced Access FastTrack360 in the UK market to streamline agencies' payroll and billing processes. Access FastTrack360 works alongside existing Access Pay and Bill software and outsourced solutions, providing customers with the industry's most comprehensive payment solutions. Access FastTrack360 will effortlessly integrate with major recruitment CRMs, such as Vincere, to offer a complete system that drastically decreases the number of manual touchpoints in the payment and billing process, improving accuracy and productivity. **Date:** September 1, 2022
Sage	**New solution named 'Sage People Payroll' brought in the US and UK market** Sage introduced Sage People Payroll in the US and UK, an innovative cloud-based HR and payroll solution designed to help businesses work smarter, scale and grow, and offer relevant experience to their employees. It allows enhanced collaboration and efficiencies between HR and payroll, delivering significant cost and time savings. **Date:** August 18, 2022

Source: Company websites, press releases

Company	Recent Developments
Namely / **slack**	**Namely integrated Slack to enhance organizational communication and collaboration** Namely, the leading HR platform for mid-sized companies integrated Slack, the messaging platform that improves organizational communication and collaboration. With the integration, Namely platform administrators could easily configure announcements – such as newsfeed and appreciation posts – to push from Namely to a specified Slack channel. Staff members in the company gained access to post to the Newsfeed, and posts are immediately visible in the Namely admin-designated Slack channel. **Date:** August 9, 2022
bambooHR / **jumpcloud**	**BambooHR partnered with JumpCloud to accelerate employee onboarding and offboarding** BambooHR deployed JumpCloud's platform, which enables organizations to simplify and secure employee onboarding, including provisioning their resources such as computers, applications, and cloud infrastructure. This integration reduces the time it takes for a new employee to access the resources they need to do work, improving the employee experience as an outcome. JumpCloud's integration with BambooHR gives small to medium-sized enterprises (SMEs) and other growing businesses a centralized solution for driving productivity and creating workplace satisfaction by streamlining internal processes around payroll and access to IT resources. **Date:** March 15, 2022
ORACLE	**Oracle leveraged specialized tools like 'Oracle Advanced HCM Controls'** Oracle believes that by offering specialized tools like 'Oracle Advanced HCM Controls' to its customers, several Human Resource (HR) leaders can have better visibility into potential fraud or compliance issues within their systems and can review and block suspicious activity as it occurs. This tool includes AI-powered anomaly detection and alerts that assist HR leaders and security teams in responding to potential threats, including suspicious employee activity, phishing attacks, data breaches and bot activity. **Date:** March 1, 2022
ADP	**'ADP Workforce Now' with Global Payroll Integration** ADP integrated the multi-country payroll functionality into 'ADP Workforce Now', which supports U.S. and Canadian headquartered businesses managing payroll in multiple countries with an integrated system of record. ADP offers high-quality data integrity and improves multi-country payroll efficiency to help meet diverse and increasingly complex payroll obligations. Organizations utilizing 'ADP Workforce Now' can manage and maintain information on employees residing in more than 50 countries, helping to tackle challenges unique to their business goals. **Date:** January 20, 2022

HR Software: Recent developments (5/5)

Company	Recent Developments
Appcast	**Appcast launched Gender Bias Decoder** Appcast introduced Gender Bias Decoder, an intuitive online tool that helps hiring organizations eliminate unconscious gender bias in their job ads, develop more inclusive hiring processes and increase the overall volume of quality job applications. This tool is meant for recruitment agencies to bring greater awareness to the issue of unconscious gender bias and enable employers to be part of the solution by eliminating biases in their job ads. **Date:** January 11, 2022
cezanne	**'Insights' analytics module released by Cezanne HR** Cezanne HR focused upon 'Insights', a sophisticated but easy-to-use people analytics platform that combines HR dashboards and metrics with straightforward configuration options and predictive capabilities. The new module builds on the reporting and HR analytics already available in Cezanne HR, allowing its' customers to develop their analytics dashboards, drill downs and reports, set company-specific metrics and benefit from predictive capabilities. **Date:** November 1, 2021
infor	**Infor launched 'Infor Public Sector' in the UK** Infor introduced 'Infor Public Sector', a solution that combines Financials and Supply Chain Management (FSCM), Infor CloudSuite Public Sector, Infor People Solutions (HR & Talent) with the dedicated public sector enterprise asset management capabilities of Infor Hansen, all of which run on Amazon Web Services (AWS). 'Infor Public Sector' will ensure that local and central government and arms-length bodies remain on the most up-to-date software releases to offer strong, secure and easily managed services. **Date:** October 11, 2021
SAP / **Microsoft**	**SAP SuccessFactors Employee Central selected by Microsoft** Microsoft deployed SAP SuccessFactors Employee Central, which runs on Microsoft Azure for its 140,000 employees in 109 countries. Microsoft selected SAP SuccessFactors Human Experience Management (HXM) Suite for global and local reach that it offers in data and regulatory needs and an open platform that can easily be integrated with other solutions in its larger ecosystem. The company worked on its innovations to manage the changes and effects of the hybrid workplace on the SAP SuccessFactors solutions as its base. **Date:** June 9, 2021

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