keka
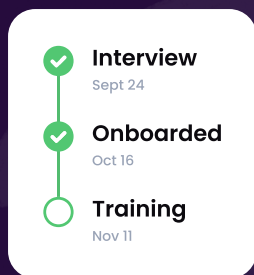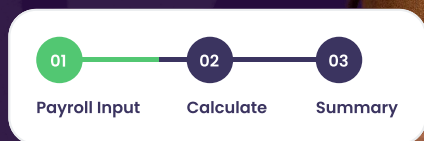
Paylocity says 'Forward Together'. Keka proves Forward Together, Fearlessly.

Paylocity gets you in the game. Keka helps you win.

Paylocity is a popular choice for basic payroll and HR functions, but as businesses grow, it often hits limitations. Keka is built for companies that need more than just the basics, offering deeper automation, real-time analytics, and a more connected employee experience. If HR is more than just forms and approvals for your business, it's time for a system that moves at your pace.

Interview
Sept 24

Onboarded
Oct 16

Training
Nov 11

Esther Howard 1st Day
Senior Developer

01 Payroll Input — 02 Calculate — 03 Summary

🎯 **Goals**
- 80% user satisfaction score
- 3 accessibility improvements

✨ Generate using AI

Submit Timesheets
Take Action

Reasons to Love Keka

Customer support that's there when you need it

❌ Paylocity: Customers repeatedly complain about slow response times, inconsistent support quality, and unhelpful agents who lack system knowledge. Issues often take too long to resolve.
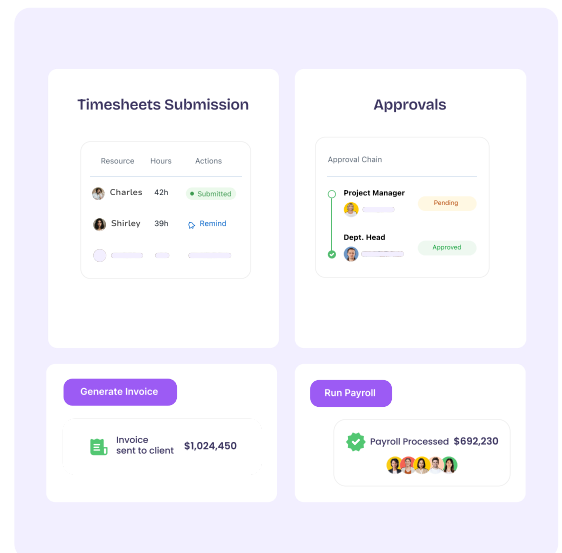
✅ *Keka: Two-tier support system with a dedicated Customer Success Manager (CSM) and a team of specialists ensures your issues are resolved quickly and effectively. No more waiting for long periods or dealing with unhelpful representatives.*

Client - Nexora Solutions ↗

Customer Success Managers

Jim Corbet

Heather Williams

Issues Resloved 95%

Seamless integration across all modules & complete packages

❌ Paylocity: Paylocity offers custom pricing and bundles, allowing customers to group certain modules like HR, Payroll, and Talent
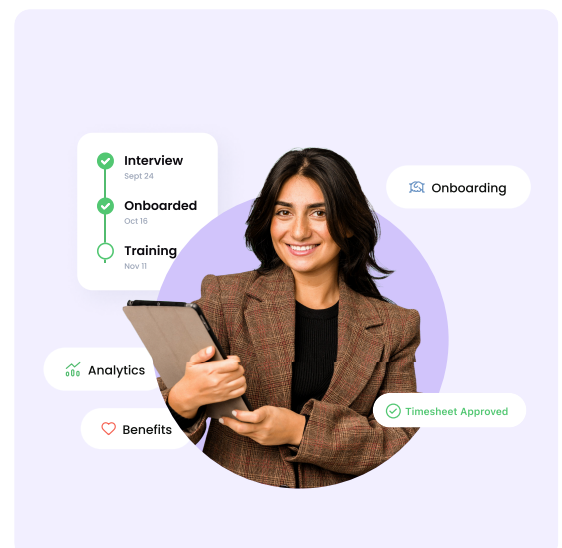
✅ *Keka: Unified platform ensures smooth data flow and real-time updates across all modules. All-in-one packages include Payroll, Core HR, Time & Attendance, and more, seamlessly integrated. You don't need to buy additional add-ons or manage fragmented systems, keeping everything simple and cost-effective.*

Timesheets Submission

Resource	Hours	Actions
Charles	42h	● Submitted
Shirley	39h	⟳ Remind

Approvals

Approval Chain

Project Manager — Pending

Dept. Head — Approved

Generate Invoice

Invoice sent to client $1,024,450

Run Payroll

Payroll Processed $692,230

Frictionless onboarding and setup

❌ Paylocity: Onboarding delays, errors in data migration, and poor setup processes are common. Customers struggle to get up and running without issues.

✅ *Keka: Automated, error-free onboarding with easy data migration ensures that your transition is smooth and stress-free. Get up and running quickly with minimal disruptions.*

Interview
Sept 24

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Onboarding

Analytics

Benefits

Timesheet Approved

Customization tailored to your needs

❌ Paylocity: Limited customization options, especially when it comes to managing complex workflows, performance management, and compensation tracking.

✅ *Keka: Deep customization capabilities allow you to tailor workflows, reporting, and employee experiences to your specific business needs. Keka grows with your company, adapting to your unique HR and payroll requirements.*
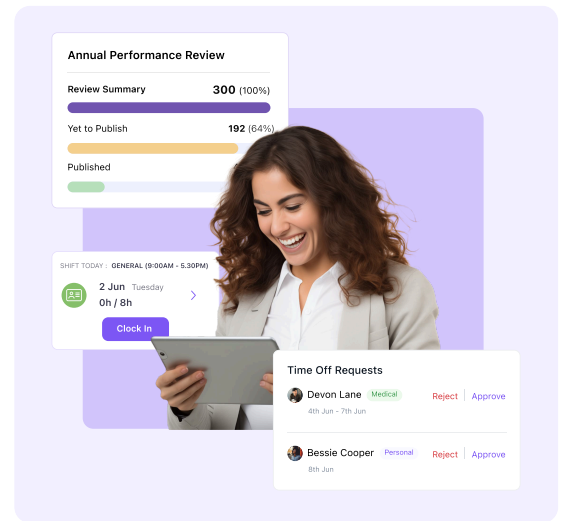
AI-powered insights and real-time reporting

❌ Paylocity: Reporting features are basic and inaccurate, requiring add-ons for advanced customizations and additional services to generate detailed reports.

✅ *Keka: AI-powered analytics and advanced reporting give you real-time insights into performance, payroll, and workforce data. Create custom reports without needing third-party tools.*

Source: *https://www.forbes.com/advisor/business/paylocity-review/*
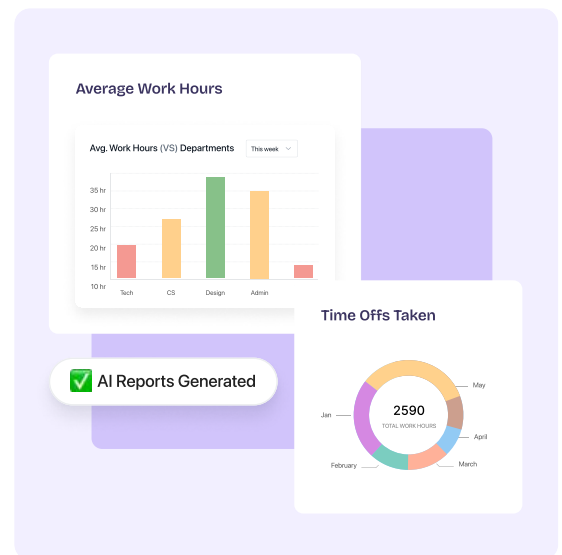
Transparent pricing with no hidden costs

❌ Paylocity: For a business with 25 employees, Paylocity's Human Capital Management (HCM) bundle costs a one-time fee of $500 plus monthly charges of $430. Additional features may incur extra costs.

✅ *Keka: Keka offers a Foundation plan at $9 per employee per month, with no platform fee and only paying for the number of users. This includes Core HR, Time & Attendance, and other essential features, providing a cost-effective solution without hidden fees.*
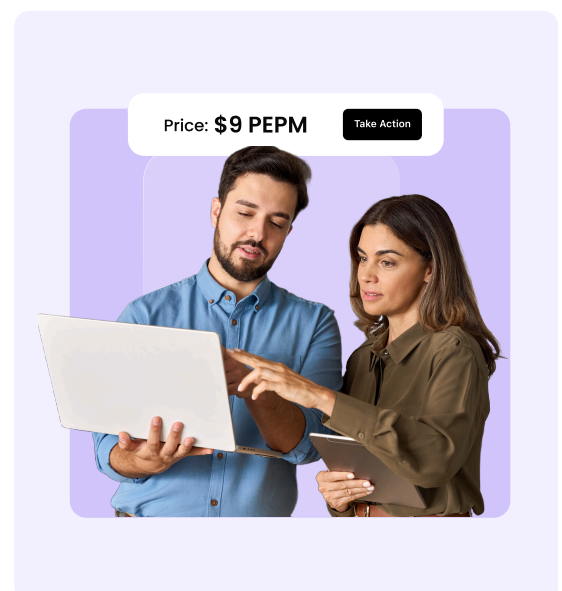
View our plans

Feature Comparison: Where Paylocity Stops, Keka Keeps Going

Features	paylocity	keka
Core HR	✅ Basic HR workflows, document signing	✅ Advanced, automated workflows, full employee lifecycle tracking
Workflows & Approvals	✅ Basic workflow	✅ End-to-end automation with compliance tracking
Employee Experience	✅ Basic surveys & feedback	✅ Pulse surveys, peer recognition, engagement tracking
Payroll Compliance	✅ Global payroll compliance (add-on required)	✅ Global payroll compliance across US, India, MEA
Time Tracking	✅ Basic time tracking	✅ Biometric sync, shift scheduling, advanced rules
Analytics & Reporting	❌ Basic payroll reports only	✅ AI-powered insights, deep workforce analytics
Mobile App	❌ Limited features for approvals and time-off requests	✅ Full-suite HR on mobile: payroll, analytics, time tracking, tax management
Customer Support	❌ Email/chat support only	✅ Dedicated 2-level support with premium options
Customization	❌ Limited customization for complex workflows	✅ Deep customization for workflows, reports, and employee experiences
Employee Engagement	❌ No real-time feedback, limited engagement tools	✅ Continuous feedback loops, employee recognition, and surveys
Learning Management	❌ No integrated learning management system	✅ Integrated Learning Management System (LMS)
Performance Management	❌ Basic performance management tools	✅ AI-powered performance tracking with OKRs and 360-degree feedback
Customer Reviews & Feedback	❌ Customers complain about lack of integration and poor service quality	✅ Consistently praised for user-friendly interface, responsive customer service, and seamless HR processes
Onboarding	❌ Onboarding module can be complex, delays reported	✅ Automated, seamless onboarding process, real-time updates

Why should you make the switch? Hear from our community

- ✓ Silq, a global SaaS company, switched to Keka to unify HR across the US and India.

- ✓ 15 key positions filled in 90 days—including leadership roles.

- ✓ 93% offer acceptance rate—ensuring seamless hiring and onboarding.

- ✓ Automated payroll, expense tracking, and compliance reporting.

- ✓ Custom HR workflows are tailored to different departments and locations.

"When using a modular setup, ensure flexibility so departments can select only the components they need—crucial for areas like payroll and finance. Account for regional challenges such as compliance and server locations. Successful implementation depends on understanding internal processes and enabling users to customize workflows. A configurable, user-friendly platform reduces IT dependency and speeds up adoption."

- Aditya Ravi
Managing Director & Global Head of Operations

So, is Keka the right choice for you?

Paychex gets the basics right—payroll, benefits, and compliance. But when it comes to building a high-performing, future-ready team, it starts to fall short.

Keka gives you more than a system—it gives you the momentum to grow. With all the essentials covered—and smarter tools for hiring, performance, learning, and engagement—Keka helps you unlock the full potential of your people.

Contact us to learn more