

Criterion Payroll is one of three modules that make up Criterion HCM, the comprehensive, crisp, cloud-based HCM software for the mid-market.

- Powerful, scalable functionality
- Cutting-edge user experience
- Fast, dedicated support

We've been using Criterion Payroll for nearly twenty years. We've always been more than satisfied.

Tax calculations

Have complete confidence in your tax compliance, with powerful tax calculators that handle extreme global complexity with ease. Even when rates and regulations change.

Rate calculations

Handle the complexities of your workforce with ease. Payroll that feels simple, however and whenever your people work, however and whenever they need to get paid.

Payments and tax filing

Eliminate the payroll admin burden with electronic tax filing (or outsource to us if you prefer). Multiple flexible, reliable payment processing options keep your people happy.

Multi-entity, multi-location support

Distil multiple organizations into one master database (custom-configure view/access for each employee) to gain 360° visibility over employees, however they move.

Time collection

Increase business insight with completely configurable time-tracking software that reflects the nuances of your business. And multiple convenient collection systems mean your people will love using it.

Labor distribution

Distribute labor time and costs to atomic level. Hyper precise, for smarter cost tracking and control across the business. Integrates with GL, ERP and time collection systems.



More than 50 standard and unlimited custom reports so you can release the value locked in your payroll data. To elevate payroll from transactional cost centre to strategic performance driver.

PLUS

Oversee the end-to-end payroll process in less time, with fewer errors, and no payment delays to frustrate your people. No matter how complex your operations.



The Deep Dive

What our clients love most about using
Criterion Payroll

Tax calculations

Trust you're tax compliant for every
employee, every payroll

- Auto-calculate tax from geocodes - zero downtime even when waiting on exemptions
- Define unlimited incomes and deductions, with hyper-granular tax configuration
- Stay abreast of complex tax changes with auto rate updates for US, UK and Canada
- Make global payroll simple with easy configuration for every country worldwide
- Override taxes at employee or company level for fast flexible payroll

Rate calculations

Make sure your people get paid right, on-time,
every time

- Simplify complex overtime with flexible calculations and multiple rules per location
- Calculate salaries, shift rate, piece rate or job rates, for fair, fast, compliant payment
- Ensure hassle-free, error-free compliance with all union rates and fringe benefits
- Manage compensatory time/time in-lieu easily, configurable to employee level
- Define income rates as you need with manual override by individual or group

Payments and tax filing

Eliminate the payroll admin burden with
easy filing and processing

- Electronically file all federal, state/province and local payroll taxes
- Or avoid the bureaucracy and outsource to us – all US jurisdictions supported
- File standard reports like 941, 940, W-2 and T4 direct from one dashboard
- Keep employees happy with reliable payment by check, card or direct deposit (ACH)

Multi-entity, multi-location support

Create a single source of truth, however
fragmented your business

- Consolidate multiple organizations in one database to create a single source of truth
- Accommodate employees moving between organizations with no extra admin
- Automate cross-state/province reciprocity calculations to save an admin headache
- Calculate complex overtime easily for employees who work across regions
- Get big picture or deep-dive insight with reports combining or splitting organizations

Time collection

Increase business insight with intuitive, nuanced time tracking

- Configure timesheets with multiple layouts to reflect every nuance of the business
- Make managers' lives easier with team time entry and team time punch
- Enter time faster with optional grid time entry using intuitive excel-like interface
- Import data from any third-party collection systems you use via a simple interface
- Allow on-the-go tracking via smartphone with optional geofencing location control
- Choose optional timeclocks with secure biometric, RFID or facial recognition entry

Labor distribution

Track and allocate labor costs with laser precision

- Zoom into microscopic detail with unlimited labor distribution levels
- Define unlimited cost centres by standard or custom attributes, for total control
- Let employees change distribution conveniently at timeclocks - zero extra software
- Power project-based accounting with time data sync direct to your ERP system
- Integrate data directly with general ledger and export, to radically cut admin time

Cross-Module Functions

Joy-to-use

- Deliver a consistent, branded, fully-localized experience globally
- Consolidate multiple organizations in one database for clean one-dash view
- Integrate any tools you already use with fully-open APIs and REST APIs

Flexible

- Modify records whenever it is convenient with date-effective updates
- Add custom fields to accommodate all your unique data needs
- Build unlimited unique workflows for faster process approval across multiple levels

Hyper secure

- Safeguard access with deep-dive security profiles and two factor authentication
- Ensure max data security with above-and-beyond encryption, even at rest
- Use from almost any browser thanks to secure, rigorously tested HTML5 code

Go on – ask us what we can't do.

A high-performing payroll team plays a crucial role in helping the organization identify efficiencies, improve performance and boost employee engagement. To stay ahead.

Criterion Payroll empowers you to empower the business.