



NEWS RELEASE

New Study Proves Significant ROI from Paycom's Full-Solution Automation

2026-01-28

OKLAHOMA CITY--(BUSINESS WIRE)-- **Paycom Software, Inc. (NYSE: PAYC)** ("Paycom"), a leading provider of comprehensive, cloud-based human capital management software, today announced new findings from a **Nucleus Research study** highlighting the substantial value gained by organizations using Paycom's full-solution automation. Among the organizations interviewed, primary benefits included avoided costs and increased productivity stemming from greater data visibility, the retirement of old systems and increased automation.

Paycom announced new findings from a Nucleus Research study highlighting the substantial value gained by organizations using Paycom's full-solution automation.

According to the study commissioned by Paycom, organizations experienced

overall HCM productivity gains up to 64%, with typical benefits stemming from automated processes such as payroll processing and onboarding. In addition to these productivity gains, a technology company also reported an 80% decrease in payroll processing time.

"Paycom's full-solution automation and decision logic continue to prove their value for organizations of all sizes," said Chad Richison, founder and CEO of Paycom. "Thanks to our single-database architecture, we are able to automate and apply decision logic across our solution, which improves data accuracy, drives efficiency and helps our clients achieve measurable ROI."

A hospitality industry leader also saw major efficiency improvements, spending 50% less time on HR processes following implementation. "[Before Paycom], it was a nightmare getting every box checked," the client said.

After first implementing Paycom solely for payroll and timekeeping, an Amazon delivery service partner (DSP)

broadened its use of the software just two years later. According to a separate **Nucleus Research ROI case study** commissioned by Paycom, this expansion delivered a 205% annual return on investment from Paycom's Applicant Tracking, Onboarding, Work Opportunity Tax Credits (WOTC) and Affordable Care Act tools and services. These gains were attributed to reductions in overtime (79%), onboarding time (85%) and DSP auditing time (88%).

"We can be identified as a company that likes to be more hands-on, but things like [**GONE**® for automated time-off request decisions] are pretty cool. We would almost have to do nothing," said the HR leader for the DSP.

Paycom commissioned the Nucleus Research studies in late 2025 to evaluate the impact of its full-solution automation across the entire employee life cycle. More details on the findings are available [here](#).

About Paycom

Paycom Software, Inc. (NYSE: PAYC) simplifies business and employees' lives through automated, command-driven **HR and payroll technology** that revolutionizes data access. From hire to retire, Paycom's employee-first technology leverages AI and full-solution automation to streamline processes and drive efficiencies in a truly single database, providing a seamless experience for Paycom's clients and their employees. With its industry-first AI engine, IWant™, Paycom provides instant and accurate access to employee data without having to navigate or learn the software. For over 25 years, Paycom has been recognized for its innovative technology and workplace culture while serving businesses of all sizes in the U.S. and internationally.

Media Contact:

Larisha Hunter

media@paycom.com

Source: Paycom Software, Inc.