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benefits in a single application that is best suited for smaller businesses.

Mary Girsch-Bock • Oct. 17, 2019



Justworks Payroll

www.justworks.com

888-534-1711

From the 2019 review of professional payroll systems.

Designated a Professional Service Organization (PEO), Justworks provides small businesses with a bundled product that includes payroll, compliance, HR, and benefits in a single application that is best suited for smaller businesses.

Justworks currently offers two plans; Basic and Plus, with both plans including

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The Dashboard is where all system tasks can be accessed, including payroll, HR, and management. Alerts are displayed for tasks that need completion, and upcoming pay dates are displayed as well. In addition to standard payroll, bonus, commission, and other off-cycle payments are also supported in Justworks.

The account is setup for users to enter time for salaried and non-salaried employees, though there is an option to enable the Employee Timecard Entry, which allows employees to enter their own hours, which will then be approved. Once paid, an employee will receive an email notification that they were paid, with an option to view their checkstub.

Complete tax compliance is offered through Justworks, which includes tax tables for all 50 states. In addition to all payroll and tax related payments and reports, the application also processes numerous compliance forms.

Reports in Justworks are categorized by Benefits, HR, and Payroll, with a decent selection of pre-built reports available. Reports can be accessed from the user dashboard, including employee payroll reports that can be customized to include the information desired, with the report available by week, month, year, or any custom time frame. There are also a variety of HR reports available including onboarding status, which provides employee personal information, payment, including direct deposit information, health insurance enrollment, if any, and I-9 completion status. All reports can be exported as a CSV file and customized in Microsoft Excel, or saved as a PDF.

Justworks offers integration with third-party applications such as QuickBooks, QuickBooks Online and Xero, with the ability to sync data between applications.

Along with complete payroll processing and tax compliance, Justworks includes HR Tools that will track paid time off, onboard new employees, and share and store

important HR documents. Users also have access to HR professionals during regular

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benefits support as well. Justworks also offers a variety of resources aimed at small business owners including Benefits and Perks, Hiring and Onboarding, Managing Your Team, Keeping Compliant, and Running a Business 101. Justworks product updates can also be downloaded directly from the Justworks website.

Justworks is best suited for very small businesses that wish to combine payroll, HR, and benefits administration into a single application. Available in two editions; Basic, which is \$49 per employee per month, and Plus, which is \$99 per employee, per month, both editions include complete payroll processing, online employee onboarding, and access to HR consulting, with the Plus edition also including access to benefits such as health insurance, 401(k) plan, and other benefits such as dental and vision insurance along with health and wellness perks. Designed to take the place of a dedicated HR department, Justworks can be a good alternative for very small businesses, but pricing may become prohibitive for larger businesses.

2019 Overall Rating – 4.5 Stars

Payroll

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