

The HRMS where **every number explains itself.**

A feature-wise comparison of Ayam HR against the leading HRMS platforms in the Indian market — and the capabilities you will only find with us.

ONLY WITH AYAM

Five things Ayam does better than others

These aren't checkbox features — they're answers to the objections CFOs and CHROs actually raise in evaluations.

01 Glass-box calculations

Every computed figure — PF, gratuity provisions, attrition rate, compa-ratio, cost-per-hire — carries an ⓘ popover showing the exact formula and method. Your auditors and CFO can verify any number on screen. No other Indian HRMS exposes its maths.

02 Ask Ayam — AI that acts, safely

A conversational AI across every licensed module: it investigates ("is there a department pattern behind our attrition risk?"), then proposes actions that execute only after human confirmation — with a full audit ledger and a per-client kill-switch. Competitors' AI stops at chat.

03 ESG & BRSR out of the box

SEBI BRSR-aligned workforce KPIs computed live from HR data, frozen auditable snapshots, a branded disclosure report, and secure auditor share-links — with DPDP consent built into every sensitive metric. Listed-company suppliers need this today; the big platforms don't ship it.

04 Reviews that mirror real matrix orgs

A consultant layer lets a project manager the employee actually worked under contribute to their appraisal — on exactly the goals the employee chooses. Plus ad-hoc anytime reviews with HR approval, BU-wise HR partner authority, and delegation across business units.

05 One honest pricing model

Plug-and-play modules, each priced per-employee/month — including the AI layers. No enterprise-only gating, no opaque "contact sales" tiers, no minimum seat counts. Start with two modules, add the rest when ready.

Feature comparison — Indian market

Ayam HR against the platforms you'll most often be comparing us with: Keka and HROne (mid-market leaders), Darwinbox (enterprise), greytHR (payroll-first), Zoho People (suite play).

Capability	Ayam HR	Keka	Darwinbox	HROne	greytHR	Zoho People
CORE HR & INDIA COMPLIANCE						
Core HR, ESS, org management	Yes	Yes	Yes	Yes	Yes	Yes
India payroll — PF, ESI, PT, TDS, LWF, multi-entity	Yes	Yes	Yes	Yes	Yes	Add-on
Statutory formulas visible & verifiable on screen	Yes	—	—	—	—	—
DPDP Act consent tracking for AI profiling	Built-in	Partial	Partial	Partial	—	Partial
TALENT & PERFORMANCE						
Review cycles, goals/OKRs, 360° feedback	Yes	Yes	Yes	Yes	Basic	Yes
Ad-hoc / anytime reviews with HR approval workflow	Yes	Partial	Yes	Partial	—	Partial
Consultant / matrix-manager input on selected goals	Yes	—	Partial	—	—	—
BU-wise HR partner stage control with audit trail	Yes	—	Partial	—	—	—
Full resignation → clearance → F&F offboarding	Yes	Yes	Yes	Yes	Yes	Yes
AI & ANALYTICS						
Conversational AI over all licensed modules	Yes	Partial	Partial	Partial	—	Partial
AI actions with human confirmation + audit ledger	Yes	—	—	—	—	—
Attrition risk scoring — transparent, consent-gated	Yes	Black-box	Black-box	Partial	—	—
CFO finance cockpit — provisions, cost bridge, variance	Yes	Partial	Partial	Partial	Partial	—
AI learning paths + curated free external resources	Yes	Courses only	Courses only	Courses only	—	Courses only
ESG & ENTERPRISE						
BRSR workforce KPIs, frozen snapshots, auditor links	Yes	—	Partial	—	—	—
Internal pay parity & equity anomaly detection	Yes	Partial	Yes	Partial	—	—
Multi-currency + outbound Workday/SF sync (GCC)	Yes	Partial	Yes	Partial	—	Partial
White-label email from the client's own domain	Yes	Partial	Yes	Partial	Partial	Partial
COMMERCIALS						
Per-employee/month pricing on every module, AI included	Yes	Tiered	Quote-only	Tiered	Yes	Yes
Pick individual modules — no forced bundles	Yes	Partial	Partial	Partial	Partial	Yes

Yes native, included Partial limited, add-on, or higher tier — not offered

See it on your own data, in 20 minutes.

The comparison above is claims; the demo is proof. We'll walk your team through the CFO cockpit, run Ask Ayam live against a demo workforce, and open the calculation behind any number you point at.

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Competitor assessments are based on publicly available product information and market positioning as of August 2026, at typical mid-market plan tiers; capabilities may differ by plan or have changed. This document is for discussion in client evaluations — we're glad to be corrected on any cell, and to prove ours live.