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TribeHR vs. OrangeHRM Live

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September 07, 2011

[Michal Pulda](#)

When deciding between TribeHR and OrangeHRM Live one has to take greatly in account the size of the organization. OrangeHRM Live offers great functional package with focus on customization, which can find its best use in larger organizations. On the other hand, TribeHR will work best for smaller organizations that won't find a use for its more advanced features (and it looks good, too!).



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Functionality

Both products cover the field of HRM functionality adequately and in a good quality. Both offer number of features including staff directory, calendar, or modules for recruiting and for creating reports. However, OrangeHRM Live is functionally more advanced and offers some extra features such as monitoring of the time employees spend working, on vacation or on sick leave, tracking of project budget, and monitoring of productivity through KPIs. Also its reporting (which was already mentioned above) is much more flexible and handy than the one of TribeHR. On the other hand, TribeHR has a great dashboard that can serve as a hub where an entire life of the organization can be practically seen in a nutshell.

Category Winner: OrangeHRM Live

Customization

If your company has special needs (which is moreless a norm these days) you don't need to worry – both competitors offer customizable solutions to some extent. However, if we were to describe OrangeHRM Live in one word, “adjustability” may well be it. Yes, in OrangeHRM Live you can customize almost everything - starting with pretty much all the fields in the employee directory (this one you can do in TribeHR as well) and all descriptive fields through the application, up to the structure of reports. TribeHR can be customized as well and you will find this feature in places where you would expect it, but it is not going to surprise you by the depth of customizability and

Relevant articles

[HR Locker vs. OrangeHRM Live](#)



The functionality and customizability of OrangeHRM are much broader than those that HR Locker has to offer.

However, if your organization is not big enough and you think you will not take advantage of all the extra features, than HR Locker might be the right service just for you. It is easy to use, covers all the essential functionality and during our tests it well proved it can be a very effective and useful tool. [read more >](#)

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it's definitely not at the level of OrangeHRM Live. Importing data is a good example how to demonstrate two different ways how to solve the same problem (and thus two different ways of thinking demonstrated by our competing duo). Both applications, of course, allow you to import data. TribeHR will first help you organize your data into an importable format and then import them. In contrast, OrangeHRM Live allows you to set its importing system according to the structure of your data.

Category Winner: OrangeHRM Live

Look and Feel

This is a category in which, we believe, TribeHR has the upper hand. We do not claim that OrangeHRM Live is an unattractive and user unfriendly system, but on the other hand, it is somewhat rough around the edges and sometimes unnecessarily complicated. For example, OrangeHRM Live uses a series of dialogs that are not very well interconnected between the modules, so if you are about to add a new employee into a directory module and wish to assign him a position, then you must go to another module, define the position and then go back and assign that position to the employee. Functional? Yes. Convenient? Definitely not. In addition, TribeHR has a nice look and well thought-out environment, which we really liked.

Category Winner: TribeHR

Browser, Language and General Support

During our tests both systems operated without problem in all commonly used browsers. TribeHR offers support via email, twitter, and with the help of the community. TribeHR staff is also ready to call you on the telephone number that you entered during registration. OrangeHRM Live offers not only support but also a range of training courses that are included in your monthly fee. Both applications are in English, but it is possible (for a fee) to localize OrangeHRM Live into your desired language. Overall, we have found no significant difference between the services in this category and thus declare both opponents as winners.

Category Winner: Both

Price

TribeHR has no free plan, but offers a trial period of 15 days. It has 5 plans in total, starting with the cheapest for \$19 per month for a maximum of 15 employees and ending with the most expensive with virtually unlimited capacity (more than 100 employees) for \$399 a month. OrangeHRM Live offers unlimited free access for the first 14 days and all ensuing fees are then directly related to the size of the organization. We didn't find any specific price list at the OrangeHRM Live's web page (because they are not present there!), however their support told us that the price starts from \$6.25 per employee/month and can go down up to \$0.25/employee/month including technical support, training, etc. OrangeHRM Live's provides its customers with prices only on request, which is not very transparent in the first place, and in addition even in this situation it is clear that the application is more expensive than TribeHR. Both competitors could be winners of this category, assuming that the extended functionality of OrangeHRM Live would pay off for larger companies and assuming we would know how much OrangeHRM Live costs. Without this information however, the forfeit winner will be TribeHR.

Category Winner: TribeHR

Summary

OrangeHRM Live – The Best Open Source HRM on the Market



OrangeHRM is a really powerful tool that offers rich functionality, but also broad variety of settings and customization. Its main strengths are a sophisticated staff directory, excellent timesheets functionality, well implemented recruiting, variety of useful ready to use reports, and what is more, monitoring of performance with KPIs. [read more >](#)

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TribeHR vs. HR Locker



Both TribeHR and HR Locker are fairly similar applications and both can help you very well with your daily HR work.

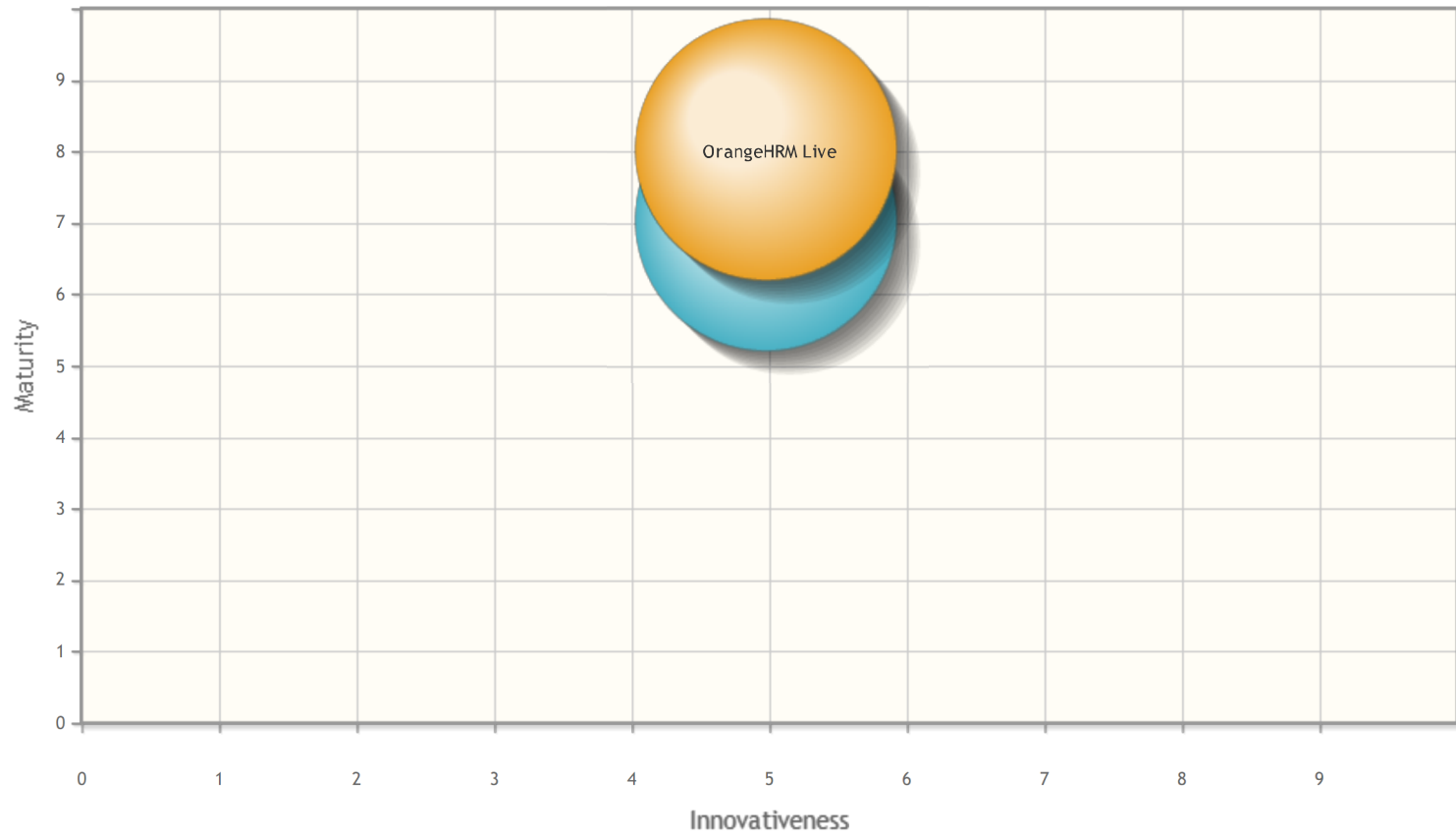
TribeHR is stronger in general functionality and we liked its look-and-feel a bit better, while HR Locker offers well-developed time tracking functions and advanced reporting. No matter which application you choose, you will enjoy a significantly improved productivity of your HR tasks. [read more >](#)

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In our opinion, it is clear that these two competing applications target different kind of customers. TribeHR offers a simple and easy-to-use tool for HR management which is excellent for smaller organizations that can live without some of the advanced features (such as monitoring employees' work time, or its allocation among projects), but would like to use their HRM tool as a community center for the organization. In contrast, OrangeHRM Live is predetermined for the initial customization, but then will meet requirements of even larger customers who will benefit from its many advanced features.

Overall winner: OrangeHRM Live (for bigger companies), TribeHR (for smaller ones)

Competitive position



Application name: TribeHR

Company:

Innovativeness: 5

Maturity: 7

OrangeHRM Live

5

8

Number of users: unknown
 Number of users (source): unknown
 Non-commercial cost: -
 Commercial price (cheapest): \$19/month
 Commercial price (most expensive): \$399/month
 Price (source): [Link](#)
 Development start: 7/2009
 Development start (source): [Link](#)
 Compatible solutions: -
 Technology: -
 Technology (source):
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