ToolGPA

NOVEMBER 2026

HR WORKS

The Insider's Guide

German HR, time, travel-expense and payroll prep software

Every plan, grade, refund rule and rival among HR software, read from HR WORKS's own pages.

Made by HRworks GmbH · checked Nov 13, 2026 · toolgpa.com

2.2
GPA



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Who made this guide, what else is on the site, and how to cite it

ToolGPA put this guide together from HR WORKS's own pages, its app-store listings and our grades. Every fact in it is on HR WORKS's page too, where it is kept up to date. Checked Nov 13, 2026.

Welcome

What it is, who it suits, its grades and the ten things to know first

2.2

GPA, above 72 of the 101 other HR software we grade

HR WORKS is a cloud HR system for small and mid-sized German companies from HRworks GmbH. One product covers time tracking, travel and expense claims, employee records and a digital personnel file, recruiting, onboarding, personnel development and payroll preparation that hands data to a tax adviser through DATEV and ADDISON. It is billed monthly per user, with a 20-user minimum, and quoted on request.

> "
>
> **A request and rollout come first, and the interface is mainly German.**
>
> From our grade for ease of use

To get you started, here are **8 things to know about HR WORKS**, taken from its own pages and our grades.

1 **Best for HR and expenses for German firms**

HR WORKS is a German HR system for time tracking, travel expenses, personnel files, recruiting and payroll preparation.

2 **You can try it first**

A free trial can be requested through a Kostenlos testen form; its length is not stated

3 **It runs on Web**

Web.

4 **Time tracking**

Employees record working time, project time and absences, with a team overview showing who is in the office or working from home.

5 **Travel and expense claims**

Automates travel expense reports and other expense types, including flat-rate allowance calculations.

6 **Personnel administration**

Digital personnel file with task reminders, employee self-service for master data, a job portal, applicant management and onboarding.

7 **A 2.2 GPA, above 72 of 101**

That is against the other HR software we grade, on value, the free plan, features, ease of use and platforms.

8 **Keep it**

To replace HR WORKS you would be making payroll taxes worked out and filed with the government for you. That is not a weekend's work, with an AI app builder or without one.

HR WORKS at a glance

PRICING Free trial	FREE PLAN No
FREE TRIAL A free trial can be requested through a Kostenlos testen form; its length is not stated	RUNS ON Web
MADE BY HRworks GmbH	CATEGORY HR Software
OUR GRADE 2.2 GPA, fair	

The report card

Best for HR and expenses for German firms

HR WORKS is a German HR system for time tracking, travel expenses, personnel files, recruiting and payroll preparation. It's billed per user with a 20-user minimum, prices are on request, payroll is finished by your tax adviser, and the site is mostly in German.

TOOLGPA REPORT CARD

HR WORKS

Graded Nov 13, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	No price is published, and a 20-user minimum is billed on the month-end count.
Free plan and trial	C	A free trial can be requested through a form, but its length isn't stated and there's no free plan.
Features	C	Time tracking, expenses, personnel records, recruiting and development. Payroll is preparatory, handed to DATEV or ADDISON.
Ease of use	C	No store rating on record. A request and rollout come first, and the interface is mainly German.
Platforms and integrations	B	Web only, with DATEV and ADDISON links. No phone or desktop app is listed.

Grade point average — Fair, out of 4.0 **2.2**

An A is worth 4 points, a B 3, a C 2, a D 1 and an F nothing. The GPA is the average of the five.

Who HR WORKS is for

- ✓ Fits if you're a German firm whose tax adviser uses DATEV or ADDISON
- ✓ Works for companies of 20 or more that want expenses and time in one system

Who it is not for

- ✗ Skip it if you have fewer than 20 staff, since 20 users are billed
- ✗ Not for you if you want a full payroll run in the system
- ✗ Watch out: the site and /en address are mainly in German
- ✗ Watch out: no price is published, only a request form

Good to know

Good for

- ✓ German companies whose tax adviser works in DATEV or ADDISON
- ✓ Teams that want time, travel expenses and HR records in one tool
- ✓ Firms of at least 20 users that want to scale users up or down monthly

Worth knowing

- ⓘ No prices are published: the pricing page asks you to request an offer.
- ⓘ Billing is per user per month, with at least 20 users charged and the count taken on the last day of each month, according to its FAQ.
- ⓘ Payroll is preparatory, not a full payroll run: the tax adviser completes it through DATEV or ADDISON.
- ⓘ The site is mainly in German; the /en address redirects to a German page, and a customer quote on the pricing page mentions a German and English interface.

What it costs

Every plan, the free plan, ways to pay less and how prices have moved

HR WORKS's current pricing could not be confirmed from its own site.

> **A free trial can be requested through a form, but its length isn't stated and there's no free plan.**
>
> From our grade for free plan and trial

We could not confirm HR WORKS's current prices from its own site, so this guide lists no plans. hrworks.de has them.

What it does

Its main features, where it runs, what it works with and who makes it

1

Place it runs: Web

German HR, time, travel-expense and payroll prep software. Here is what it does, as its own site describes it, and what it covers: public API, time tracking, expense tracking, payroll, applicant tracking, employee records, time off.

> **Time tracking, expenses, personnel records, recruiting and development.**

From our grade for features

Time tracking

Employees record working time, project time and absences, with a team overview showing who is in the office or working from home.

Travel and expense claims

Automates travel expense reports and other expense types, including flat-rate allowance calculations.

Personnel administration

Digital personnel file with task reminders, employee self-service for master data, a job portal, applicant management and onboarding.

Payroll preparation

You do the preparatory payroll work and your tax adviser processes the rest through interfaces to DATEV and ADDISON.

Personnel development

A module for tracking skills and keeping employees, listed alongside the other functions.

AI assistance

AI-assisted entry in time tracking and expense claims, such as requesting leave by typing a sentence.

Where it runs

Web

What it works with

DATEV

ADDISON

HR WORKS is made by HRworks GmbH.

PART 04 · STANDING

Where it stands

Its grades against its category, and whether to keep it or make your own

72/101

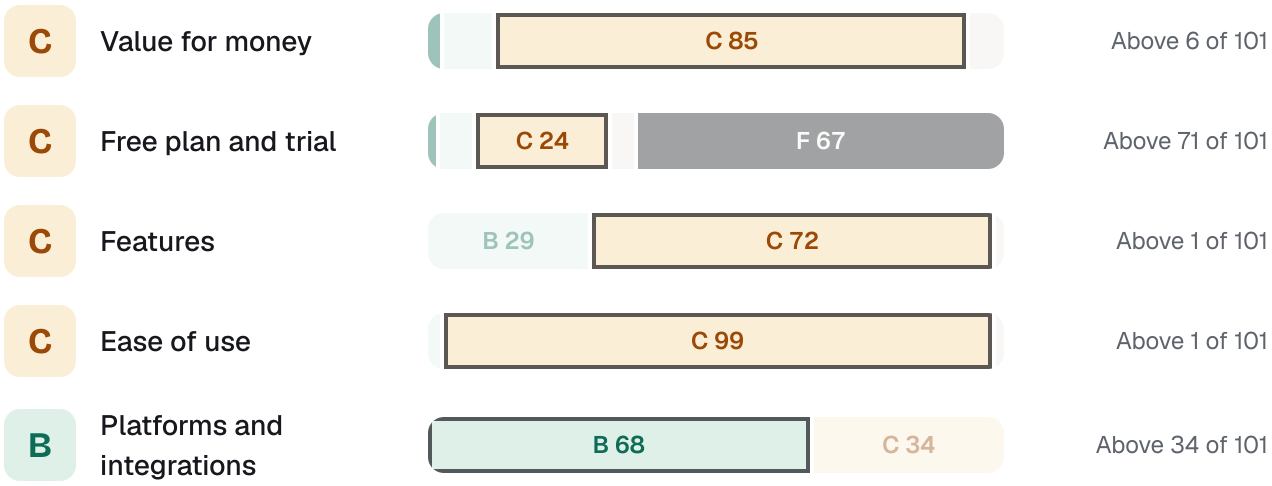
Other HR software it is graded above

HR WORKS's GPA of 2.2 is higher than 72 of the 101 other HR software we grade, and level with 12.

It stands best on platforms and integrations (B, above 34 of 101) and worst on features (C, above 1).

Each grade against the category

Every bar is all 102 HR software we grade, cut by the letter each got. HR WORKS's own letter is outlined.



Keep it, or make your own?

Whether this is something you could build for yourself with an AI app builder, and what you would give up.

Keep it

To replace HR WORKS you would be making payroll taxes worked out and filed with the government for you. That is not a weekend's work, with an AI app builder or without one.

It is one of the better ones too: its GPA of 2.2 is higher than 72 of the 101 other HR software we grade.

What you could make

- Employee records, time off, time tracking, expense tracking and applicant tracking: an app builder makes these well.

What you could not

- Payroll taxes worked out and filed with the government for you.
- It plugs into other products, DATEV and ADDISON among them, and has an API.

What this rests on. HR WORKS's listing: what it does, where it runs, what it plugs into and what it costs. It is a judgement about the kind of software this is. We have not built a replacement for it, and making your own means looking after it too. How we decide, and every tool's verdict.

The alternatives

The tools it is most often weighed against, side by side



Personio, Factorial, Kenjo, Ciphr and Lucca

The 5 tools HR WORKS is most often weighed against, with where each one differs from it.

1.8 GPA

Personio

Paid

European HR platform for records, absences, time and recruiting.

- Only Personio lists iOS and Android apps.
- HR WORKS also covers expense tracking and payroll.

HR WORKS and Personio compared in full

2.0 GPA

Factorial

From $8/mo

HR, time, shifts, expenses and IT for small firms, quoted by module.

- Only Factorial lists iOS and Android apps.
- HR WORKS also covers payroll.
- Factorial also covers shift scheduling.

HR WORKS and Factorial compared in full



2.0
GPA

Kenjo

Free trial · from €5.40/mo

HR and workforce management software for small and mid-sized firms.

- HR WORKS also covers expense tracking and time off.
- Kenjo also covers reports and time clock.

HR WORKS and Kenjo compared in full



1.8
GPA

Ciphr

From £5/mo

UK HR and payroll suite for organisations of 200 to 2,000 staff.

- HR WORKS also covers time tracking and expense tracking.
- Ciphr also covers reports.

HR WORKS and Ciphr compared in full



1.8
GPA

Lucca

Paid

French HR suite: records, absences, talent and expenses.

HR WORKS and Lucca compared in full

PART 06 · QUESTIONS

Quick answers

The questions people ask about it, each answered in a line or two

11

Questions, each answered in a line or two

The short version of everything above, for when you only need the answer. Each one is told in full in its part of the guide.

Is HR WORKS free?

No, HR WORKS is a paid product, but you can try it first. A free trial can be requested through a Kostenlos testen form; its length is not stated.

What platforms does HR WORKS work on?

HR WORKS is available on Web.

Does HR WORKS have an Android app?

No Android app was listed when its pages were read on Nov 13, 2026. HR WORKS is listed for Web.

Does HR WORKS have an iPhone app?

No iPhone app was listed when its pages were read on Nov 13, 2026. HR WORKS is listed for Web.

Is HR WORKS open source?

HR WORKS is not described as open source on its own site, as read on Nov 13, 2026.

Does HR WORKS have an API?

Yes. HR WORKS offers a public API, according to its own site.

What does HR WORKS integrate with?

HR WORKS's listing names DATEV and ADDISON. A listing names up to eight integrations, so it may connect to more.

Who makes HR WORKS?

HR WORKS is made by HRworks GmbH.

What are the alternatives to HR WORKS?

The closest alternatives to HR WORKS in our directory are Personio, Factorial, Kenjo, Ciphr and Lucca.

How does HR WORKS compare with other HR software?

HR WORKS's GPA of 2.2 is higher than 72 of the 101 other HR software we grade, and level with 12.

Could I make my own version of HR WORKS?

To replace HR WORKS you would be making payroll taxes worked out and filed with the government for you.

Where this guide comes from

The prices, plans, platforms and features were read from HR WORKS's own pages on Nov 13, 2026, and the grades were given on Nov 13, 2026. Graded from this listing, whose facts were read from HR WORKS's own pages on 13 November 2026. Not based on using the product, and shorter than our full reviews.

Every tool we list gets five grades, A to F, each with its reason, and a GPA that averages them. How each is decided is at toolgpa.com/grades. This guide is ToolGPA's own work; it is not made, paid for or approved by HRworks GmbH. Prices change, so check hrworks.de before you buy.

hrworks.de/preise/ hrworks.de/

PART 07 · ABOUT

About ToolGPA

Who made this guide, what else is on the site, and how to cite it

7,721

Tools graded, in 95 categories

ToolGPA grades software the way a school report grades a pupil: five subjects, a letter for each with the reason written beside it, and a GPA that averages them. Prices, plans and platforms are read from each maker's own pages and dated, so you always know how fresh a figure is.

Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Every tool on the site has a guide like this one, free to download and pass on. It all lives at **toolgpa.com**.

7,721	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

HR WORKS, kept up to date

Everything in this guide, with prices and grades as they are today

toolgpa.com/tools/hrworks

How grades are given

The rules behind every letter and every GPA

toolgpa.com/grades

Value charts

What each tool costs against what it scores, for every category

toolgpa.com/charts

Compare

Any two tools side by side, plan by plan

toolgpa.com/compare

Price changes

Every price rise and cut on record, each with its source

toolgpa.com/price-changes

Prices by country

What apps cost on the App Store in 12 countries

toolgpa.com/prices-by-country

Pay less

Every public discount: yearly billing, students, nonprofits

toolgpa.com/save

Keep or make

Which tools are worth paying for, and which you could build yourself

toolgpa.com/keep-or-make

Scan for the live page

Prices and grades as they are today

Quoting this guide?

Please name ToolGPA and link to the live page, so readers can check the figures for themselves:

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ToolGPA, "HR WORKS: The Insider's Guide",
checked Nov 13, 2026.
https://toolgpa.com/tools/hrworks
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Know someone choosing between HR software?

Send them this guide: toolgpa.com/tools/hrworks/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded HR software after HR WORKS, each with an Insider's Guide of its own.

HR Software Insider's Guide

Every one of the 102 HR software we grade, compared

Breathe Insider's Guide

UK HR software for small firms, priced per business, not per person

2.6 GPA

Buk Insider's Guide

Latin American HR and payroll suite with a free tier for 20 people

2.6 GPA

Leave Dates Insider's Guide

Annual leave planner and absence tracker for small teams

2.6 GPA

ToolGPA

Choosing software? Every tool graded, every price dated.

Compare tools at toolgpa.com ›

Everything in this guide is ToolGPA's own summary of what HR WORKS's pages, its app-store listings and public reviews said on the dates shown. Grades are our judgement under the rules at toolgpa.com/grades. Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. HR WORKS is a trademark of its owner, and this guide is not made, paid for or approved by HRworks GmbH. Prices and plans change: check hrworks.de before you buy.