ToolGPA

NOVEMBER 2026

ZenHR

The Insider's Guide

HR and payroll software localized for 11 Middle East countries

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

Made by ZenHR · checked Nov 13, 2026 · toolgpa.com

2.0
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 ZenHR's own pages, its app-store listings and our grades. Every fact in it is on ZenHR'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

2.0

GPA, above 56 of the 101 other HR software we grade

ZenHR is an HR and payroll platform for companies in the Middle East and North Africa. It covers payroll with WPS and bank files, attendance with geolocation, leave, employee self-service, onboarding, performance evaluation and an applicant tracker, with local rules built in for countries such as Saudi Arabia, the UAE, Egypt, Jordan, Iraq and Kuwait. It is sold in two bundles, quoted per organization.

To get you started, here are **7 things to know about ZenHR**, taken from its own pages and our grades.

1 **Best for HR and payroll across MENA countries**

Both bundles are quote-only, and SSO, open APIs and salary scales are only in the Advanced bundle.

2 **It runs on 3 platforms**

Web, iOS and Android.

3 **Localized payroll**

Multi-payroll and multi-branch runs with local rules, WPS and bank salary files, end-of-service calculations and loans linked to payroll.

4 **Time and attendance**

Geolocation check-ins from the mobile app, fingerprint and face devices such as ZKTeco, shift planning and rule-based disciplinary suggestions.

5 **Employee self-service**

A mobile app for leave, payslips, attendance, approvals, HR letters, air ticket and business trip requests.

6 **A 2.0 GPA, above 56 of 101**

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

7 **Keep it**

To replace ZenHR 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.

ZenHR at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web, iOS, Android
MADE BY ZenHR	CATEGORY HR Software
OUR GRADE 2.0 GPA, fair	

The report card

Best for HR and payroll across MENA countries

ZenHR covers payroll with WPS and bank files, attendance, leave, self-service, hiring and reviews, with local rules for 11 MENA countries. Both bundles are quote-only, and SSO, open APIs and salary scales are only in the Advanced bundle.

TOOLGPA REPORT CARD	ZenHR	Graded Nov 13, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	No price published: both bundles are Contact Sales, quoted by headcount, countries and bundle.
Free plan and trial	F	No free plan or trial; the call to action is a demo or quote.
Features	B	Localized payroll, attendance with geolocation, self-service, hiring, evaluation and links to government portals, covering the job for the region.
Ease of use	C	No store rating on record. A quote and rollout come before use.
Platforms and integrations	B	Web plus iPhone and Android, with Slack, NetSuite, SAP, QuickBooks, Xero and ZKTeco. No desktop app.
Grade point average		Fair, out of 4.0 **2.0**

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 ZenHR is for

- ✓ Fits if you run payroll in Saudi Arabia, the UAE, Egypt or Jordan
- ✓ Works for firms that need attendance clock links

Who it is not for

- ✗ Skip it if you want a price on the page, since both bundles are quote-only
- ✗ Not for you if you run payroll outside the 11 MENA countries
- ✗ Tight if you need SSO, salary scales or open APIs, which are Advanced only
- ✗ Watch out: the Value bundle keeps only 6 months of activity logs

Good to know

Good for

- ✓ Employers in Saudi Arabia, the UAE, Egypt and nearby countries that need local payroll rules
- ✓ Companies with branches or entities in several MENA countries
- ✓ Teams that track attendance with biometric devices or mobile geolocation

Worth knowing

- ⓘ No prices are published: both bundles are Contact Sales, with quotes based on headcount, countries and bundle.
- ⓘ The Value bundle keeps 6 months of user activity logs; single sign-on, salary scales, cost centers, company expenses and open APIs are only in the Advanced bundle.
- ⓘ Built for 11 MENA countries; the vendor's pages do not describe use for payroll elsewhere.
- ⓘ No free plan or trial is listed on the pricing page; the call to action is a demo or price quote request.

What it costs

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

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

> **No price published: both bundles are Contact Sales, quoted by headcount, countries and bundle.**
>
> From our grade for value for money

We could not confirm ZenHR's current prices from its own site, so this guide lists no plans. zenhr.com has them.

What it does

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

3

Places it runs: Web, iOS and Android

HR and payroll software localized for 11 Middle East countries. Here is what it does, as its own site describes it, and what it covers: public API, AI features, reports, payroll, applicant tracking, employee records, time off.

"

Web plus iPhone and Android, with Slack, NetSuite, SAP, QuickBooks, Xero and ZKTeco.

From our grade for platforms and integrations

Localized payroll

Multi-payroll and multi-branch runs with local rules, WPS and bank salary files, end-of-service calculations and loans linked to payroll.

Time and attendance

Geolocation check-ins from the mobile app, fingerprint and face devices such as ZKTeco, shift planning and rule-based disciplinary suggestions.

Employee self-service

A mobile app for leave, payslips, attendance, approvals, HR letters, air ticket and business trip requests.

Employee management

Directory, org structure, onboarding and offboarding, asset tracking, task management and approval cycles.

Government portal links

The site names native integrations with Mudad, Muqeem, WPS and GOSI for Saudi Arabia, and MOHRE and WPS reporting for the UAE.

AI connection

Connects HR data to an outside AI model so questions about workforce, leave and compliance can be asked in plain language.

Where it runs

Web · iOS · Android

What it works with

Slack · NetSuite · Microsoft Dynamics · SAP · QuickBooks · Xero · ZKTeco · GOSI

ZenHR is made by ZenHR.

Where it stands

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

56/101

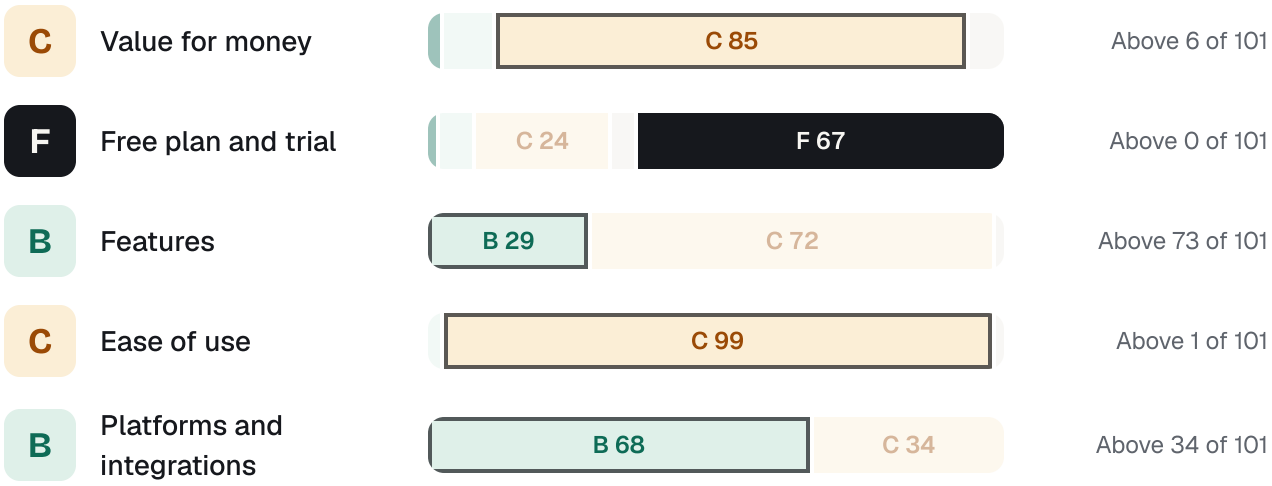
Other HR software it is graded above

ZenHR's GPA of 2.0 is higher than 56 of the 101 other HR software we grade, and level with 15.

It stands best on features (B, above 73 of 101) and worst on free plan and trial (F, above 0).

Each grade against the category

Every bar is all 102 HR software we grade, cut by the letter each got. ZenHR'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 ZenHR 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.

What you could make

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

What you could not

- Payroll taxes worked out and filed with the government for you.
- A real app for iOS and Android. Something home-made would be a web page.
- It plugs into other products, Slack, NetSuite and Microsoft Dynamics among them, and has an API.
- AI features, unless you pay a model provider for each request yourself.
- The depth: we grade its features B, which means it covers the whole job.

What this rests on. ZenHR'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



Bayzat, Jisr, Keka HR, Zoho People and Factorial

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

1.8 GPA

Bayzat

Paid

HR, payroll, spend and health insurance for Gulf companies.

- ZenHR also covers reports.
- Bayzat also covers expense tracking and company cards.

ZenHR and Bayzat compared in full

2.0 GPA

Jisr

Paid

HR, payroll and expense software for Saudi companies.

- ZenHR also covers reports.
- Jisr also covers surveys, expense tracking and shift scheduling.

ZenHR and Jisr compared in full



2.2
GPA

Keka HR

Free trial · from $9/mo

HR, payroll and talent software for growing companies.

- ZenHR also covers reports.
- Keka HR also covers surveys and time clock.

ZenHR and Keka HR compared in full



2.4
GPA

Zoho People

Free plan · from $3/mo

Low-cost HR records, attendance, shifts and reviews from Zoho.

- Zoho People has a free plan. ZenHR does not.
- ZenHR also covers payroll and applicant tracking.
- Zoho People also covers shift scheduling and time clock.

ZenHR and Zoho People compared in full



2.0
GPA

Factorial

From $8/mo

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

- ZenHR also covers reports and payroll.
- Factorial also covers time tracking, expense tracking and shift scheduling.

ZenHR and Factorial compared in full

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 ZenHR free?

No. ZenHR is a paid product.

What platforms does ZenHR work on?

ZenHR is available on Web, iOS and Android.

Does ZenHR have a Windows app?

No Windows app was listed when its pages were read on Nov 13, 2026. ZenHR is listed for Web, iOS and Android.

Does ZenHR have a macOS app?

No macOS app was listed when its pages were read on Nov 13, 2026. ZenHR is listed for Web, iOS and Android.

Is ZenHR open source?

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

Does ZenHR have an API?

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

What does ZenHR integrate with?

ZenHR's listing names Slack, NetSuite, Microsoft Dynamics, SAP, QuickBooks, Xero, ZKTeco and GOSI.

Who makes ZenHR?

ZenHR is made by a company of the same name.

What are the alternatives to ZenHR?

The closest alternatives to ZenHR in our directory are Bayzat, Jisr, Keka HR, Zoho People and Factorial.

How does ZenHR compare with other HR software?

ZenHR's GPA of 2.0 is higher than 56 of the 101 other HR software we grade, and level with 15.

Could I make my own version of ZenHR?

To replace ZenHR 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 ZenHR'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 ZenHR'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 ZenHR. Prices change, so check zenhr.com before you buy.

zenhr.com/en/zenhr-pricing
zenhr.com/
zenhr.com/en/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

ZenHR, kept up to date

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

toolgpa.com/tools/zenhr

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

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

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded HR software after ZenHR, 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 ZenHR'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. ZenHR is a trademark of its owner, and this guide is not made, paid for or approved by ZenHR. Prices and plans change: check zenhr.com before you buy.