



How NepalHRM compares to **what you're using today.**

A side-by-side look at the four ways Nepali businesses run HR & payroll today — spreadsheets, generic local HRMS tools, imported international SaaS, and custom-built systems — against what NepalHRM gives you out of the box.

TL;DR

1. **Spreadsheets** are free but break at 30+ employees and offer zero audit trail.
2. **Generic local HRMS** usually charge per-module quotes — the bill grows fast and Nepal payroll is often an add-on.
3. **International SaaS** (Zoho, BambooHR, Keka, greytHR) are polished but don't speak PF / CIT / SSF / eTDS natively.
4. **NepalHRM** is the only platform that's per-employee transparent pricing, free up to 10, full feature set on every plan, and built for Nepal compliance from the schema up.

Feature comparison — at a glance

Compared against the four approaches we most often replace. Cells reflect the typical configuration in each category, not any one named vendor.

CAPABILITY	NEPALHRM	SPREADSHEETS / MANUAL	GENERIC NEPALI HRMS	INTERNATIONAL SAAS
Nepal payroll (PF, CIT, SSF, eTDS)	✓ Built-in Returns generated alongside payslip; FY-aware tax slabs.	• Manual Re-keyed into each portal every month.	• Sometimes add-on Often an extra "Nepal payroll module" SKU.	✗ Not native No PF / CIT / eTDS scheduled.
Biometric device sync (ZKTeco / Anviz / eSSL)	✓ Live, plug-and-go	✗ Manual CSV export	✓ Usually yes	• 3rd-party connector
Free tier for small teams	✓ Free up to 10	✓ Free But unbounded HR effort.	✗ Quote-based	• Limited / trial
Transparent per-employee pricing	✓ NPR 100 → NPR 79 Volume tier applied automatically above 200.	✓ N/A — zero cost	✗ Per-module quote Total often only after sales call.	✓ Usually user Priced in USD with risk.
Full feature set on every paid plan	40+ ✓ modules unlocked	✗ Whatever you build	✗ Per-module pricing	• Tier-gated Performance recruitment often higher
Mobile app (iOS + Android)	✓ Included	✗ —	• Sometimes	✓ Usually
HR AI assistant (in-app)	Add-on, ✓ by agreement Claude API, tenant-isolated retrieval.	✗ —	✗ Rare	• Emerging
Desktop activity tracker	✓ Add-on, per-seat	✗ —	✗ Rare	• Separate product Hubstaff / Time Doctor etc. extra subscription
Free onboarding & setup	✓ Included Setup call, import, training, dry run.	✓ N/A	• Paid implementation	✗ Self-service

CAPABILITY	NEPALHRM	SPREADSHEETS / MANUAL	GENERIC NEPALI HRMS	INTERNATIONAL SAAS
9–6 NPT support, Sun–Fri	✓ Included	✗ —	✓ Usually yes	• Off-hours chat-only
Audit log (who-did-what)	✓ Every change	✗ Last-saved-by only	• Varies	✓ Usually
Local payment methods (eSewa / Khalti / NPR bank)	✓ All supported	✓ N/A	✓ NPR invoicing	✗ Card / only
White-label / on-prem option	Add-on, ✓ by agreement	✗ —	• Sometimes	✗ Cloud-only
Multi-company under one workspace	✓ Included	• Separate files	• Often extra licence	• Higher cost
30-day free trial / money-back	✓ No card to start	✓ N/A	• Demo only	• 14-day usually

Pricing models compared

The four pricing shapes you'll see when shopping for HRMS in Nepal — and where the surprise costs hide.

NEPALHRM

Per-employee, freemium

NEPALHRM

One line item: $\text{active employees} \times \text{NPR } 100$ (or NPR 79 above 200). Full feature set unlocked from day one. Add-ons (Activity Tracker, AI Assistant) priced separately so usage is yours to control.

PROS

- Predictable monthly bill
- No feature paywall
- Volume discount applied automatically
- Free below 10 employees

CONS

- Pure-NPR bills only — no USD invoicing for offshore parents

Per-module quote

MANY GENERIC LOCAL HRMS

Sales call → list of modules → custom quote. Each module (payroll, recruitment, performance, mobile app, biometric) is often a separate SKU. Implementation usually a one-time fee on top.

PROS

- Can start with just one module
- Local team for face-to-face support

CONS

- Total cost opaque until quote received
- Bill grows as you turn on more modules
- Implementation fee usually NPR 50,000+

Flat-tier USD SaaS

INTERNATIONAL PRODUCTS (ZOHO, KEKA, BAMBOOHR, GREYTHR-EQUIVALENT)

Tiered subscription — Essentials / Premium / Enterprise — priced in USD per user per month. Some features only unlock on higher tiers. Mostly self-serve with chat support.

PROS

- Polished UX
- Strong international reporting
- Lots of integrations (Slack, GSuite...)

CONS

- FX risk on every renewal
- No PF / CIT / SSF / eTDS schema
- Support in odd time zones
- Local payment via card only

Custom-built / on-prem

IN-HOUSE TEAM OR CONTRACTED DEV SHOP

Bespoke system built by an internal team or contractor. One-time build cost, recurring maintenance retainer, hosted on your own servers.

PROS

- Fits your exact process
- Data stays on your hardware

CONS

- NPR 5–25 lakh build cost
- You own the bugs and the tax-slab updates
- No mobile app unless commissioned separately
- Goes stale when the original dev leaves

Worked cost comparison — 1 year

A like-for-like 12-month total cost of ownership at three company sizes. Per-module and custom-build totals are typical ranges in the Nepal market — verify with each vendor before quoting.

COMPANY SIZE	NEPALHRM	PER-MODULE LOCAL HRMS (typical)	FLAT-TIER INTERNATIONAL (per-user, NPR equiv.)	CUSTOM IN-HOUSE (year-1 amortised)
10 employees Small startup	Free	~ 60,000 3 modules + setup	~ 84,000 USD 7/user × 10 × 12 mo	600,000+ Build + 6 mo support
50 employees Mid-size SME	60,000 50 × 100 × 12	200,000 – 400,000 4–5 modules + impl. fee	~ 420,000 USD 7/user × 50 × 12 mo	1,000,000+
200 employees Enterprise	240,000 200 × 100 × 12	600,000 – 1,200,000 All modules + premium support	~ 1,680,000 USD 7/user × 200 × 12 mo	2,500,000+ Build + ongoing retainer
500 employees Large enterprise	524,400 200×100 + 300×79, × 12	1,500,000 – 2,800,000+	~ 4,200,000+ USD scales linearly	5,000,000+

All amounts in NPR, excluding 13% VAT. USD → NPR conversion at NPR 140/USD for illustration. Competitor figures are typical ranges in the Nepali market based on publicly published rate cards and reported customer experience; ask each vendor for an actual quote.

Migration paths

If you're already running one of these, here's what moving to NepalHRM looks like. The free onboarding session covers the import — you don't drive the data transfer yourself.

FROM

Excel / Google Sheets

- Export employees, leave balances, salary structures to CSV
- We map the columns; you confirm a 5-row sample
- Past payslips imported as PDF attachments per employee

Effort: low · 1–2 days

FROM

Generic local HRMS

- Most local HRMS expose CSV export — same flow as Excel
- Biometric punches re-imported via the device, not the old DB
- Active leave balances migrated as opening balances

Effort: low–medium · 2–4 days

FROM

International SaaS (Zoho, BambooHR, Keka...)

- API or admin-export of employees + payroll history
- Salary structure rebuilt with Nepal-specific components (PF, CIT, SSF)
- Cancel old subscription after FY-end for clean books

Effort: medium · 1 week

FROM

Custom in-house system

- One-time data export from your DB (we'll provide the schema)
- Workflow rules reproduced as NepalHRM approval chains
- Old system kept read-only for audit history

Effort: medium · 1–2 weeks

Three things only NepalHRM gets right

The capabilities that consistently come up after the first month of use.

1

Compliance is a feature, not a bolt-on

PF / CIT / SSF / eTDS are first-class objects in the data model. Your monthly payroll run produces every government return in the same pass.

2

Predictable pricing — for everyone

No sales call to find out the bill. Per-employee, displayed publicly, with the NPR 79 volume tier applied automatically above 200 — no negotiation required.

3

Specialty features priced by agreement

Activity Tracker and AI Assistant are licensed separately so the per-employee bill stays simple, and so consent / token usage can be tailored to your policy.

Questions to ask any HRMS vendor — including us

A short checklist you can take to every sales conversation. If a vendor can't answer in writing, that's the answer.

Before you sign anything

1. What's the all-in monthly cost for our headcount today, and for our headcount in 18 months?

Watch for: "we'll send a quote" instead of a number, or per-module pricing that grows with each feature.

2. Show me a payslip that includes PF, CIT, SSF and the eTDS line — bilingual.

Watch for: a screenshot from a different country, or "we're adding that next quarter".

3. Which government returns does the platform generate automatically, and which require manual export?

Watch for: "you can export the data and file separately" — that means it's not built in.

4. What's included in onboarding, and what's billed separately?

Watch for: a "data migration fee" buried in the contract; or training charged per session.

5. What are your support hours, in NPT, and what's the SLA on a first response?

Watch for: support routed through a different time zone with chat-only access.

6. Where is the data hosted, and what happens to it if we leave?

Watch for: no clear answer on data export format, or 90-day retention windows.

7. Show me your audit log on a real change.

Watch for: a "last modified by" field instead of a true append-only audit log.

8. Can we run a 30-day trial on our real data, no card?

Watch for: "demo only" or trial gated behind a sales call.

9. What does a renewal price increase look like over 3 years?

Watch for: silence on this question. Honest vendors will commit to a cap in writing.

10. Who actually owns the company, and where are they based?

Watch for: reseller arrangements where escalation has to go through three parties.

About the competitor comparisons — Cells in the matrix and cost ranges in the worked example reflect typical configurations across the four categories (spreadsheets / generic local HRMS / international SaaS / custom-built) based on publicly available information and customer feedback as of May 2026. Individual vendors will differ from these typicals — always ask for a written quote

and a feature confirmation before signing. NepalHRM's own claims in this sheet are auditable against our public pricing page and product documentation.

Want this run against a specific platform you're evaluating? Email sales@nepalhrm.com and we'll send a head-to-head sheet with their public rate card alongside ours.

NepalHRM · A product of Yoddhalab Pvt. Ltd., registered in Nepal · Support 9 AM – 6 PM NPT, Sun – Fri · nepalhrm.com