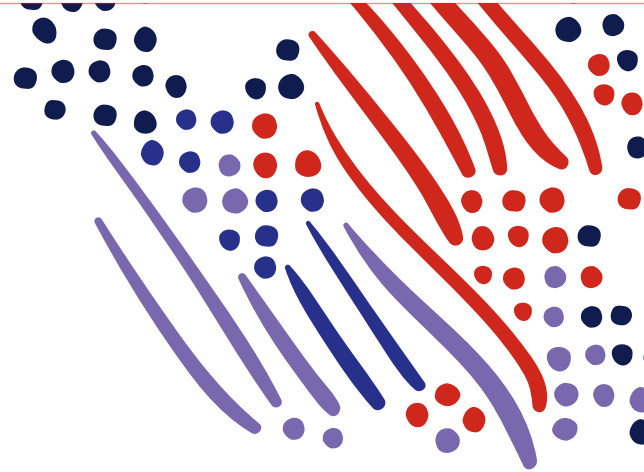


Reporting and analytics.

How do you turn HR and payroll data into usable data?

July 2020



Speakers



Ken Hertzler

ESI Senior Director Product
Marketing,

ADP

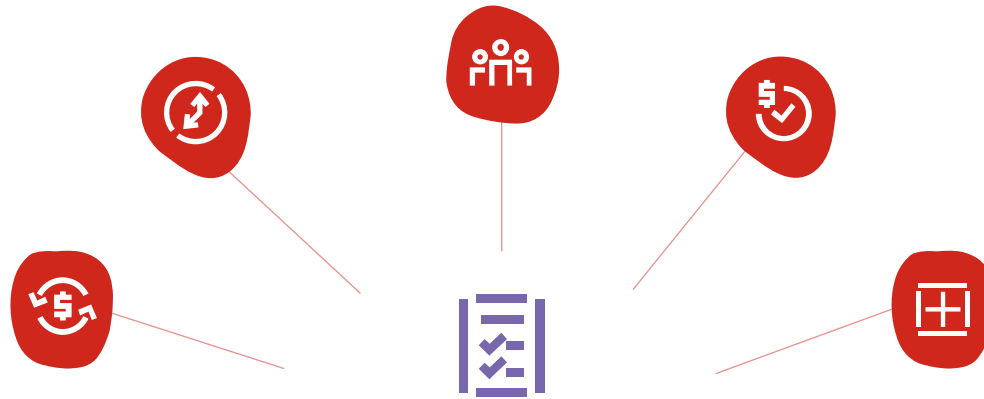


Paul Wickens

Senior Solutions Consultant,

ADP

Reporting and analytics



How do you turn HR and payroll
data into **usable data**?

The challenges for HR and payroll professionals



Global value chains are becoming more knowledge-intensive.



Flows of services and data now play a much bigger role in tying the global economy together.



Digital platforms, logistics technologies, and data-processing advances will continue to reduce cross-border transaction costs and enable all types of flows.

Findings from the McKinsey report Globalization in Transition: The future of trade and value chains, January 2019

Given the shifts in value chains, companies need to **re-evaluate their strategies for operating globally.**

Poll:

Do you already have a reporting and analytics system that consolidates your employee data from different countries?



Yes



No



We are planning to deploy one

What's the problem?

32

is the average **number of payroll systems/vendors** that multinational firms have to juggle with

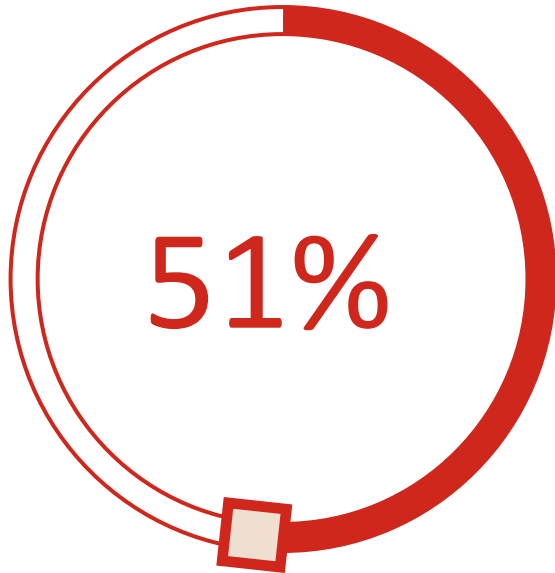
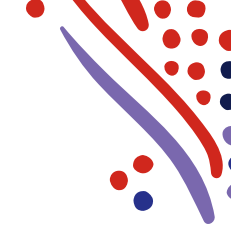
Source: ADP Global HCM Decision Makers' Research, 2017

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Add in systems for all the various HR functions and you can see why data management is **unnecessarily complex.**

Specific reporting and analytics challenges



of organisations cited **weak data and analytics capabilities** in their HR IT systems as the biggest barrier to adopting, deploying and exploiting predictive analytics focused on both HR and business outcomes

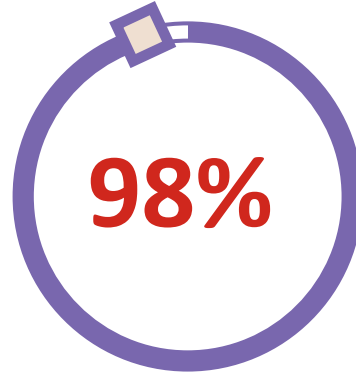


Importance of a single system of record



of organisations would like to do something constructive with payroll data analytics technology, but **do not necessarily have the right tools, or employee records,** in place to undertake meaningful data analysis

Global Payroll Association 2018



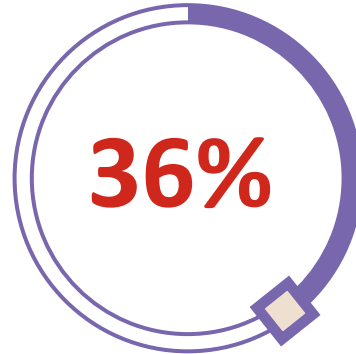
of organizations continue to use **Microsoft Excel** for HR analytics

Sierra-Cedar HR Systems Survey, 2018–2019



of organisations have at least one **HR data analytics role** today, and 15 percent plan to add it over the next 12 months

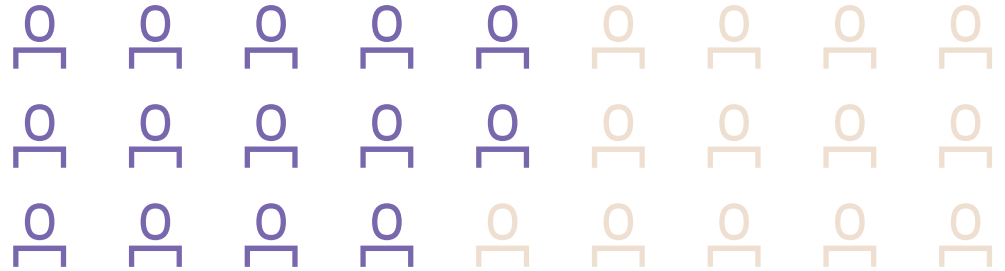
Sierra-Cedar 2018–2019 HRSS white paper



of organisations rate their payroll provider's **ability to deliver accurate global reporting as fair or poor**

EY 2017 Global Payroll Survey

Centralising HR systems is not enough



Deloitte's 2018 Payroll Operations Survey found that **just over half of respondents** were processing payroll from a single, central location, which is a start.



You can't manage what
you're not measuring

What the perfect global payroll reporting solution should look like



Allows you to access a variety of dynamic standard reports, analytic reports as well as interactive dashboards, helping your HR, payroll and finance teams to identify employee data and cost trends.



Enables you to create ad hoc reports to gain specific insights into your employee data



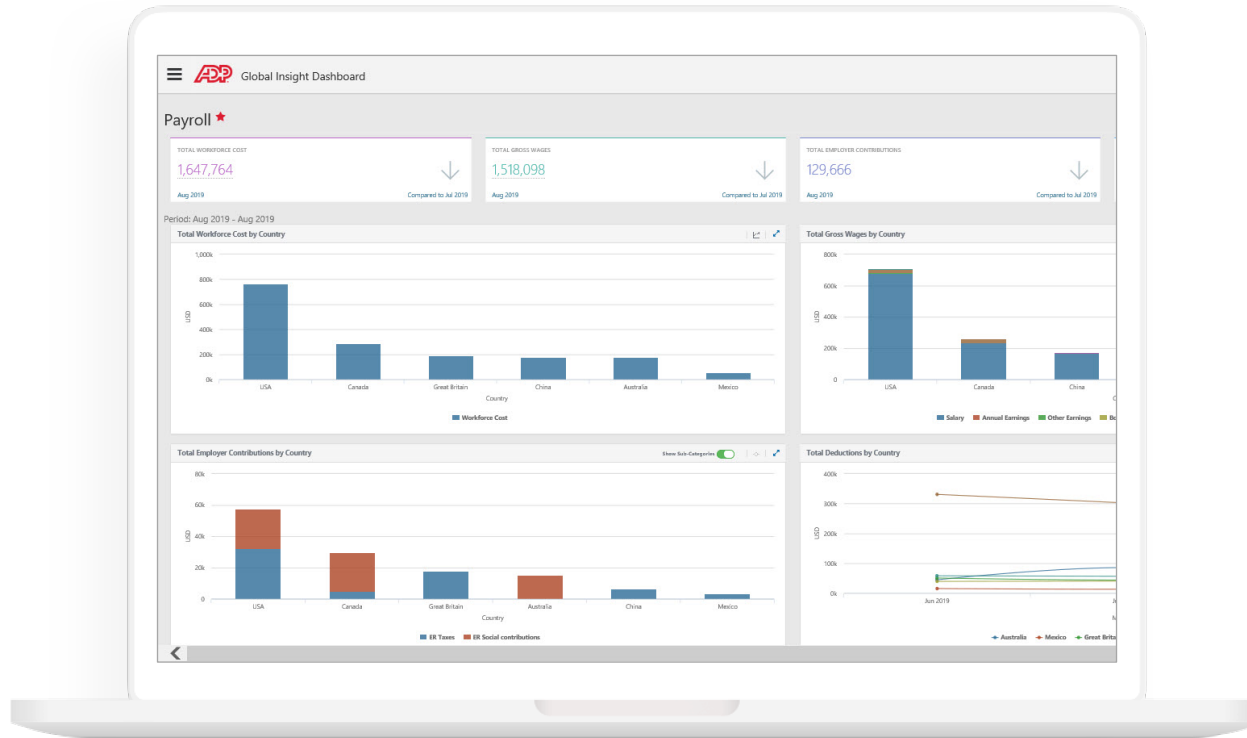
Meets compliance goals and protect security by giving different users the right level of access rights to sensitive data depending on their role

Poll:

What are the most common challenges you face when consolidating data?

- Confidence in data accuracy**
- Need for manual data reconciliations**
- Poor user experience**
- Security**

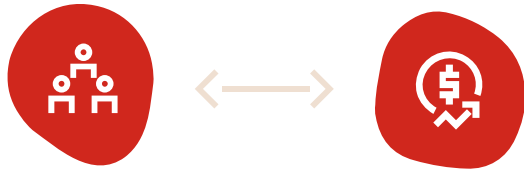
Overview of global payroll reporting solutions



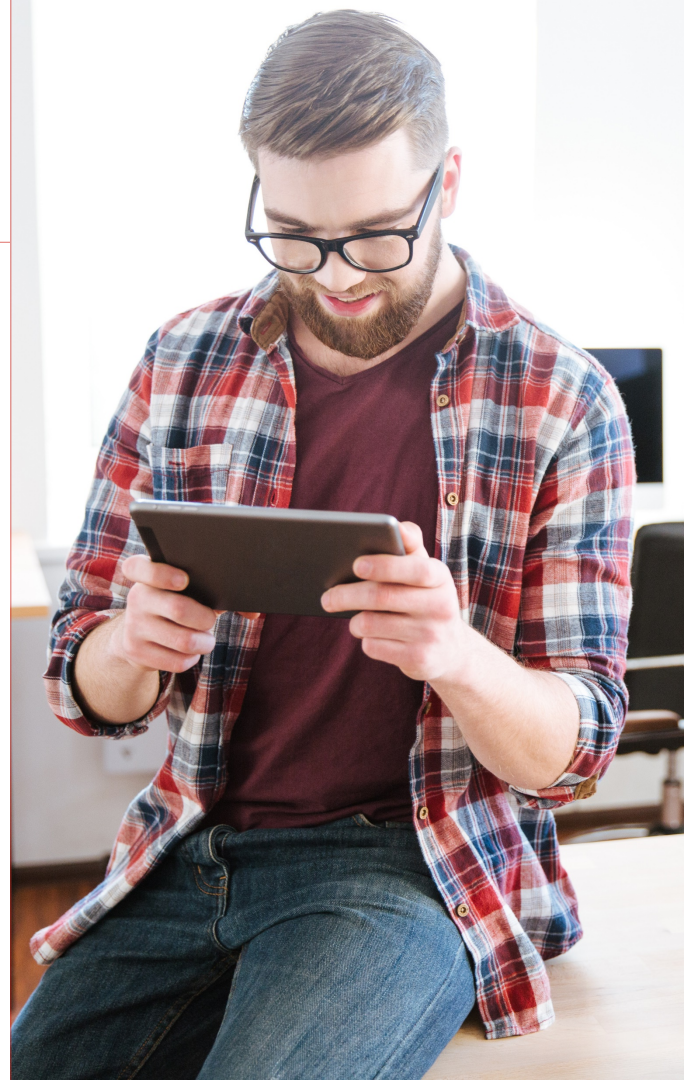


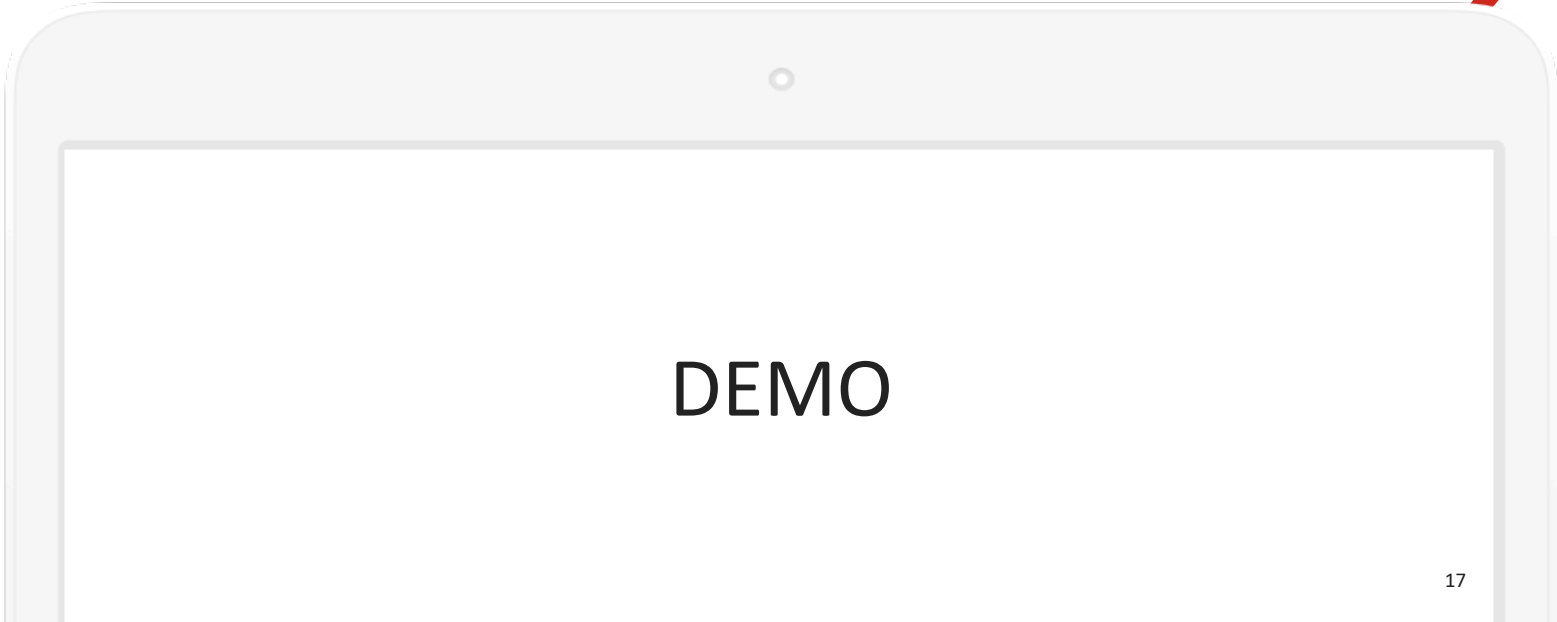
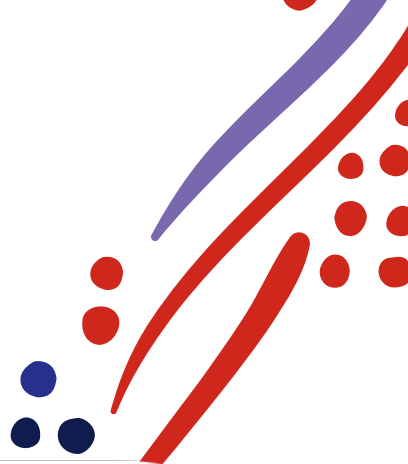
Overview of global payroll insight dashboard solutions

Analyse trends — then translate them into real-life business actions



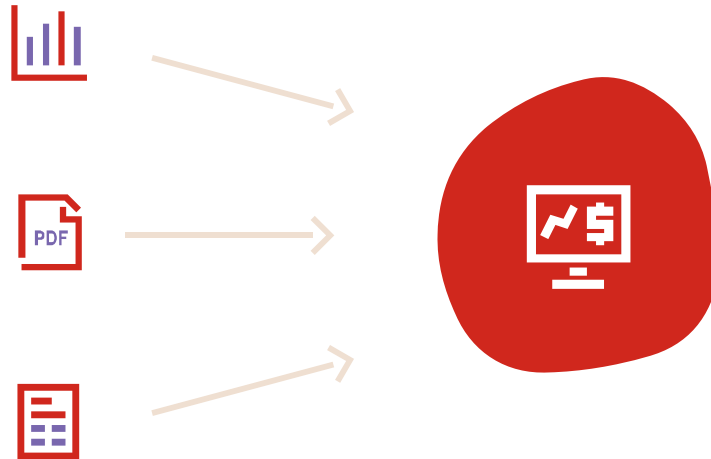
Make the connection between HR and finance —
give your finance teams **detailed metrics that**
helps them manage costs and savings





DEMO

Time to turn your raw data into something meaningful



Poll:

If you don't currently have a comprehensive analytics and reporting platform, how quickly would you like to deploy one?

- Within one month**
- Between one to three months**
- Between three to six months**
- There's no urgency, after six months is fine**

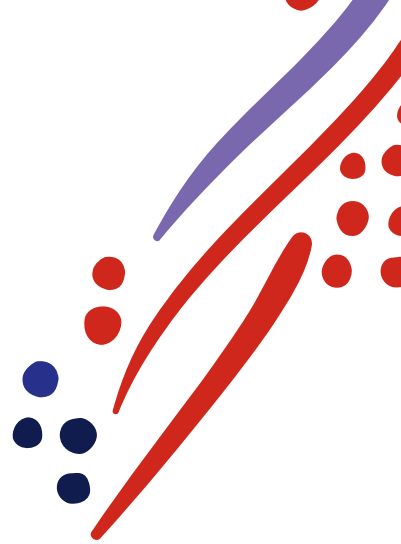


What next?

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Questions?



Thank you!

Want to know more?

Call us to schedule an appointment with your ADP representative. They'll be happy to answer any questions about making better use of your data.

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