



INSIDE THE INDUSTRY

Global Payroll Setup Today and Future Impact



Introductions



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Industry Insights: Demographic & Focus Areas

Understanding the Demographic

COUNTRY COVERAGE

62%

Presence in 11 countries or more



ORGANIZATION SIZE

55%

represented organizations of over 2,500 employees



JOB ROLE

75%

Manager level or higher



REPORTING LINE

45%

FINANCE

44%

HR

1%

OTHER





Focus Areas

01

Global Payroll
Operations &
Vendor Relations

02

Technology

03

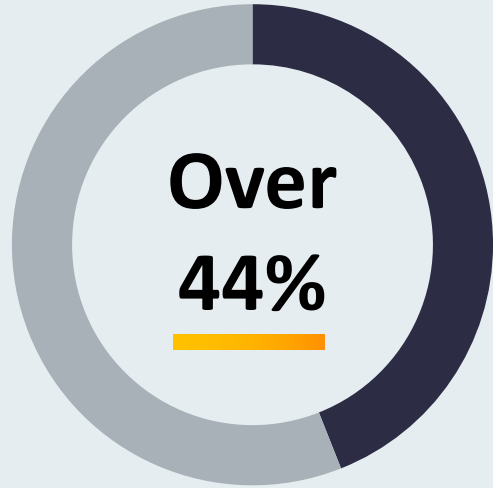
Payroll
Information
Access

04

Employee
Experience

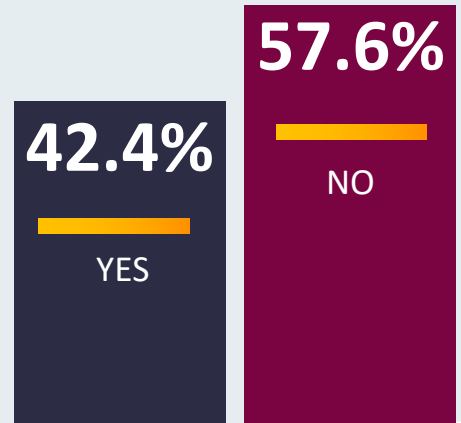
Industry Insights: The Findings

Vendor Relations

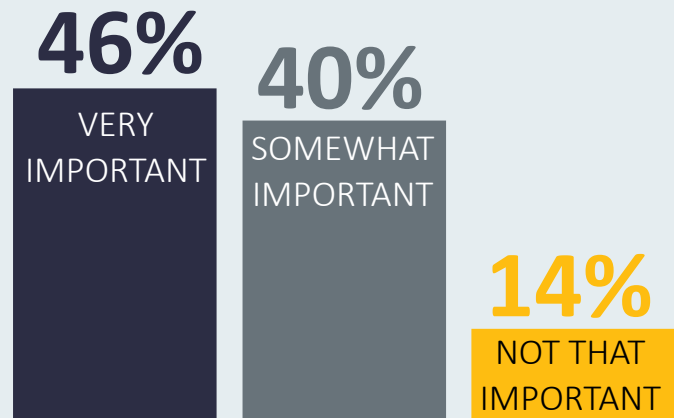


Percentage of those that are managing anywhere between **5** and **101+** vendors

Do you believe there is a single vendor who can handle all of your payroll needs globally?



How important is achieving global payroll delivery through a single vendor?



Vendor Relations

Top 3 focus areas for improvement relating to payroll provider services



1. Compliance



2. Accuracy



3. Reporting Capability

Has your payroll service provider(s) ever failed to deliver on their service?

46.8%

YES

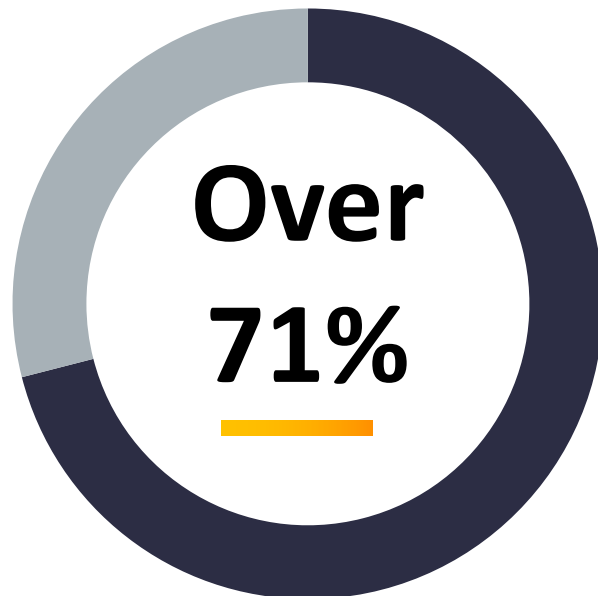
53.2%

NO

Global Payroll Operations

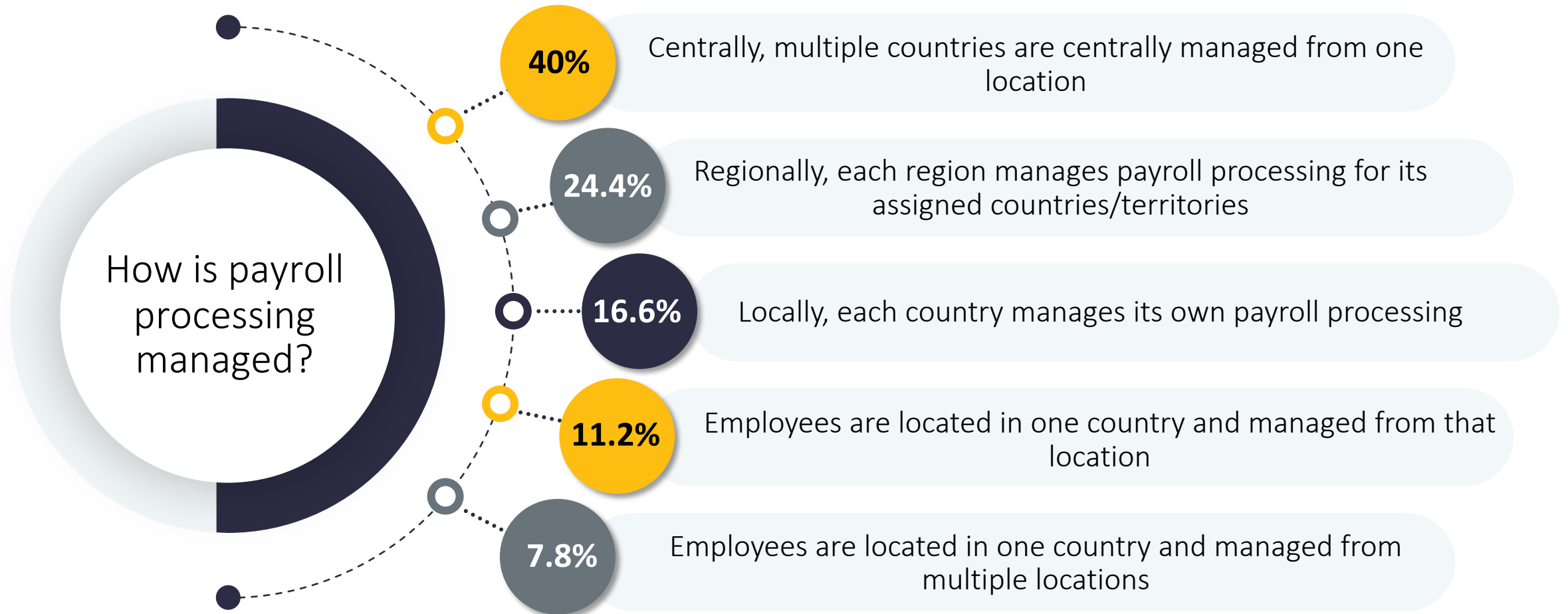
Processing and Analysis

Percentage of those that frequently use excel within payroll processing and data analysis



A large, bold, white 'X' is centered on a dark green square background. The square has a slight drop shadow and is layered over other green shapes in the background.

Global Payroll Operations



Global Payroll Operations



Top 3 activities where payroll teams spend the majority of time each month

01

Reconciliation,
audits, and controls

02

Running
payroll

03

Answering employee
and other inquiries

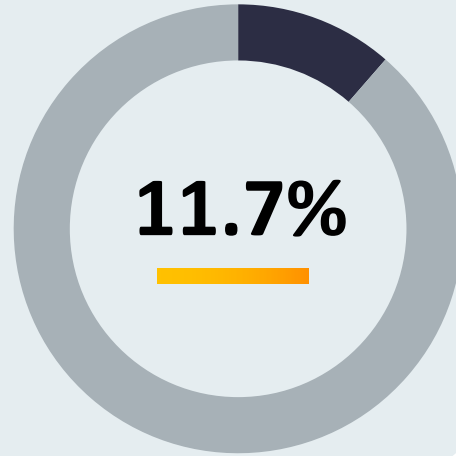
Global Payroll Operations

PAYROLL CLOSE

What is your current payroll close date for all data inputs and changes?

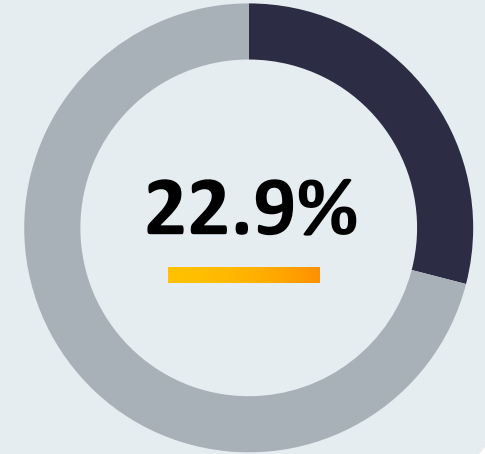
15+ days
before payroll
close

11.7%



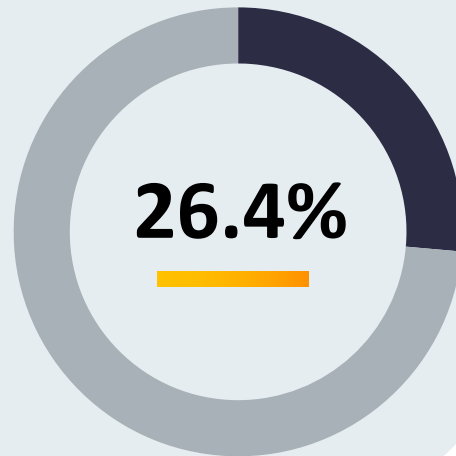
11-14 days
before payroll
close

22.9%



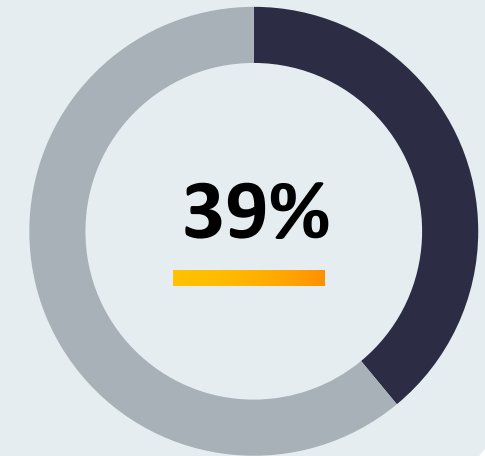
7-10 days
before payroll
close

26.4%



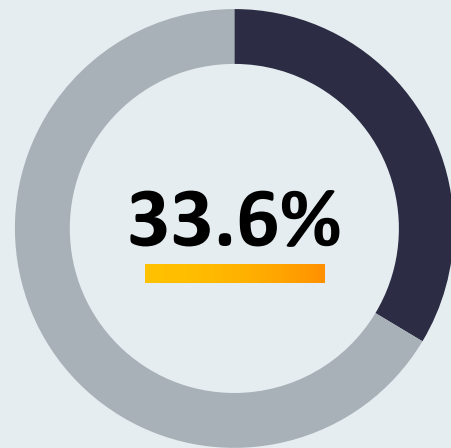
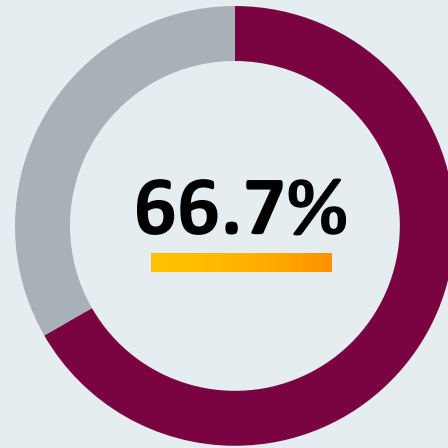
Under 6 days
before payroll
close

39%



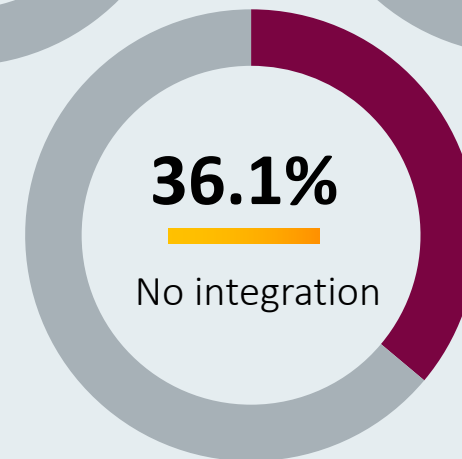
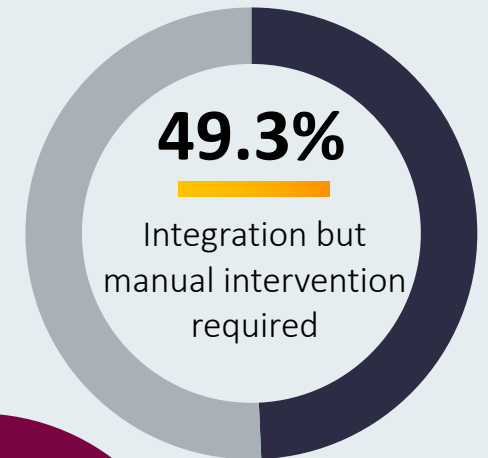
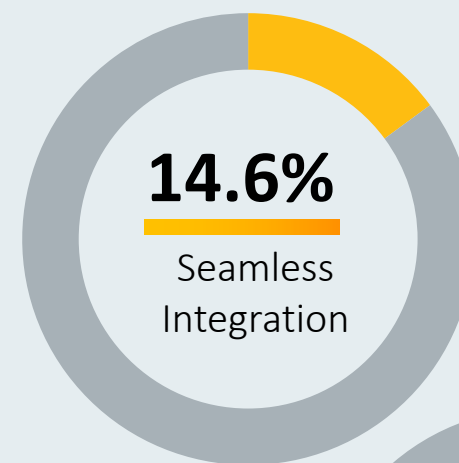
Technology

Organizations with a cloud-based Human Capital Management (HCM) solution in place



Organizations with a cloud-based payroll solution in place

Integration levels between Payroll Software and HCM Systems



Technology

Top 3 barriers to new technology adoption

01 Costs

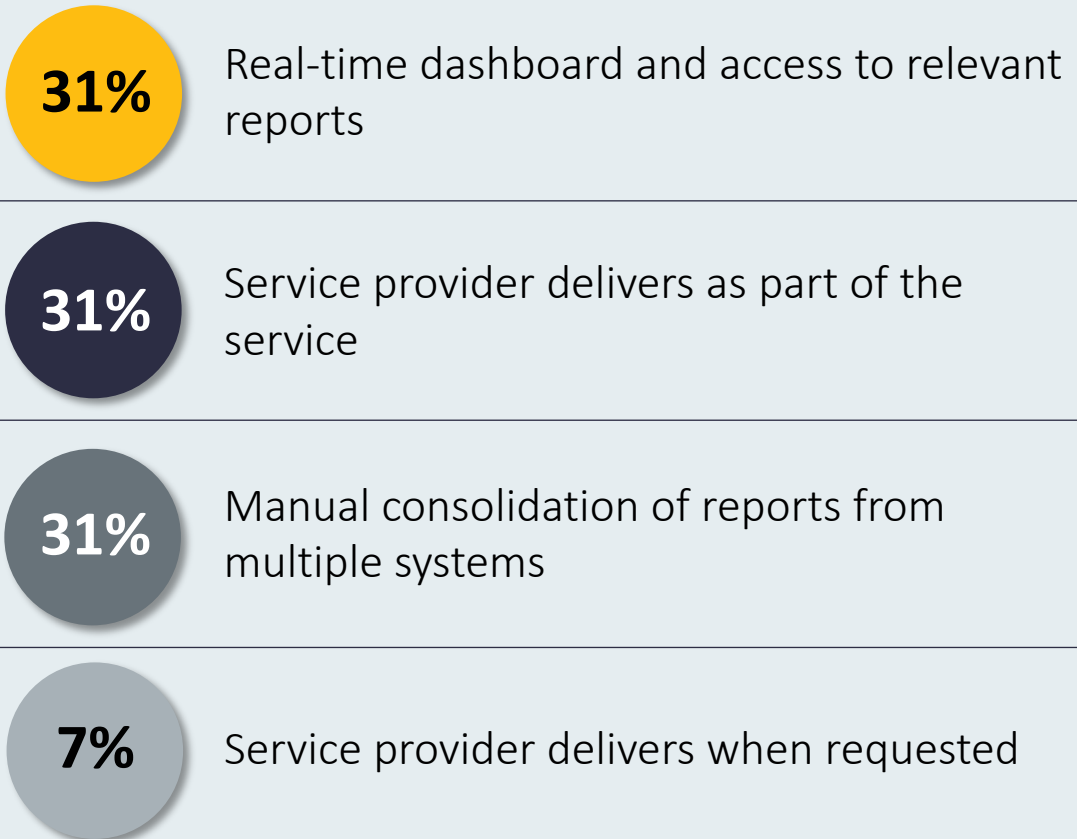
02 Legacy systems
integration capability

03 Staffing



Payroll Information Access

How do you currently access payroll reports and analytics?



How long does it typically take to produce global payroll related reports?



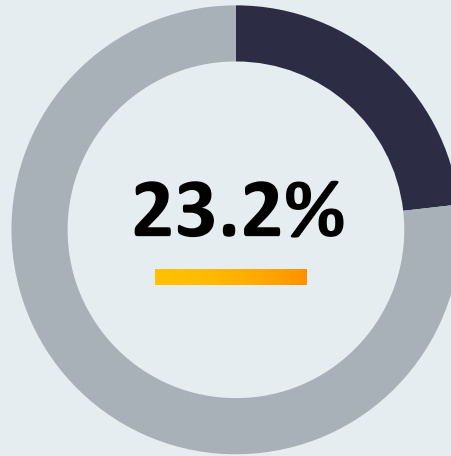
Payroll Information Access

PAYROLL DATA USAGE

Is global payroll data / reporting currently requested and incorporated into company / functional strategy and future planning?

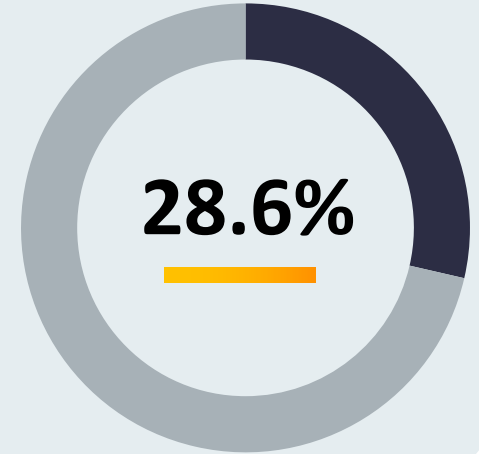
Often, we have the technology in place to support these requests

23.2%



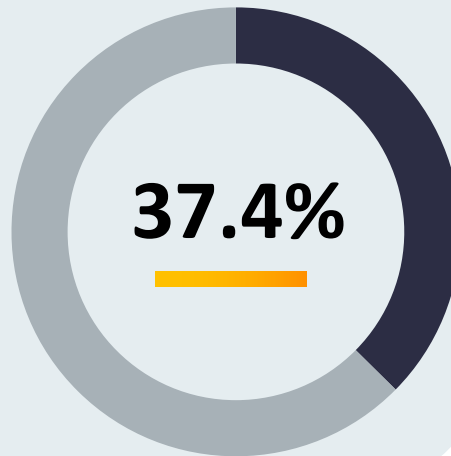
Often, data consolidation is a struggle though

28.6%



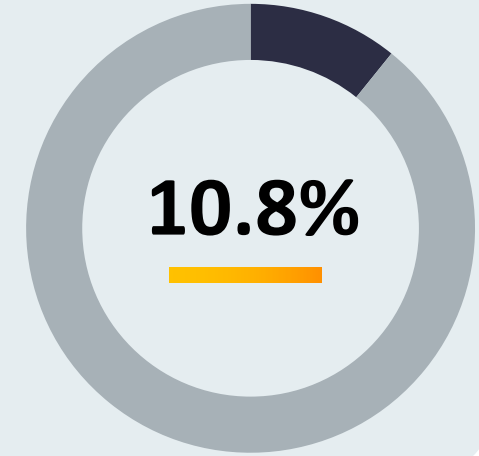
Sometimes, but we have limited reporting capability

37.4%



Never, we don't have access to information that would support

10.8%



Employee Experience

EMPLOYEE SELF-SERVE

How do employees currently update their payroll related information?

51.7%

Self-service capability

24.9%

Contact a member of HR/Payroll

14.6%

Other

8.8%

Dedicated mailbox for payroll queries

16.1%

Yes, multiple employees each month

41%

Yes, but low volume of queries

36.1%

Sometime, but not every month

6.8%

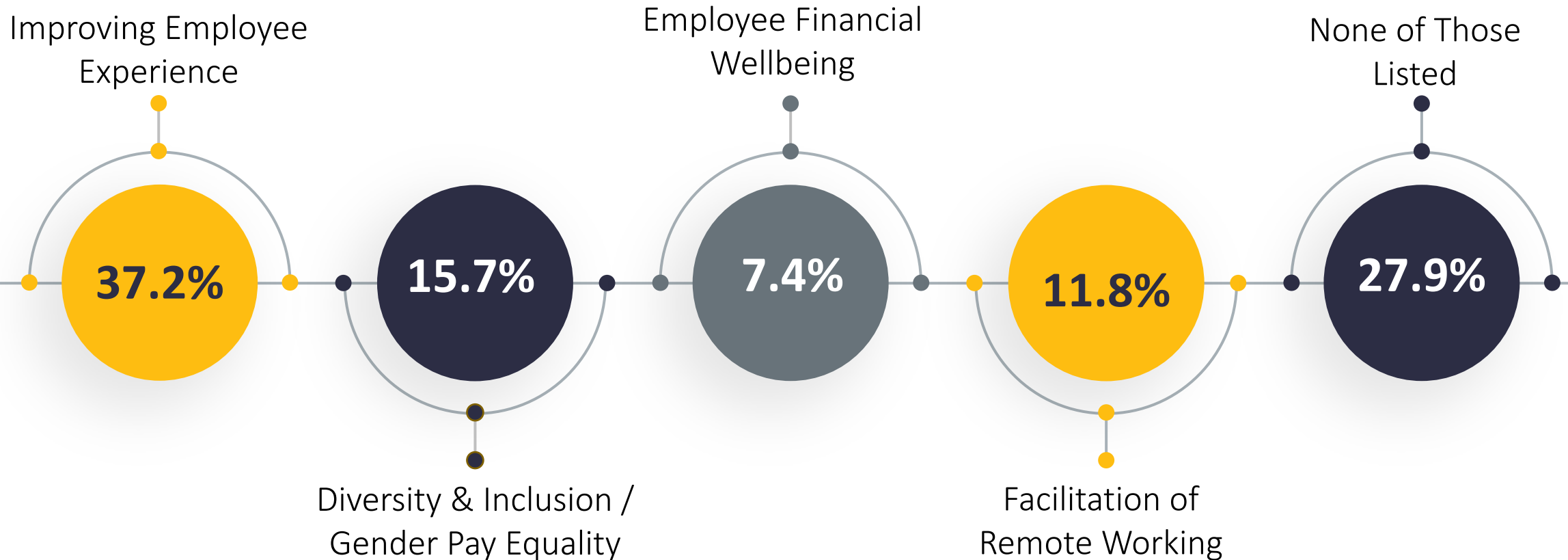
Never

PAYROLL QUERIES

Following your organizations pay day, do employees have a need to contact Payroll/HR with pay related issues/inaccuracies?

Employee Experience

Are payroll teams and data currently used to support any of the following initiatives?
When asked to select all that apply:



Questions?

Over to you...

THANK
YOU