



Global Payroll and HCM Integration

The Process and the Benefits

Dave Muldoon, Director of Integrations

Will Murphy, Senior Solution Architect





Agenda

01 Introduction

02 HCM in 2022

03 Why Integrating HCMs and Payroll Helps Organisations

04 What True Integration looks like

05 The Role of the Global Payroll Provider

Today's Presenters...



Dave Muldoon
Director of Integrations



William Murphy
Senior Solution Architect

HCM in 2022

HCM Landscape



HCM Market is
expected to grow by
\$12.16 billion
during 2021 – 2025



01 Expanded capabilities

02 Move to the cloud

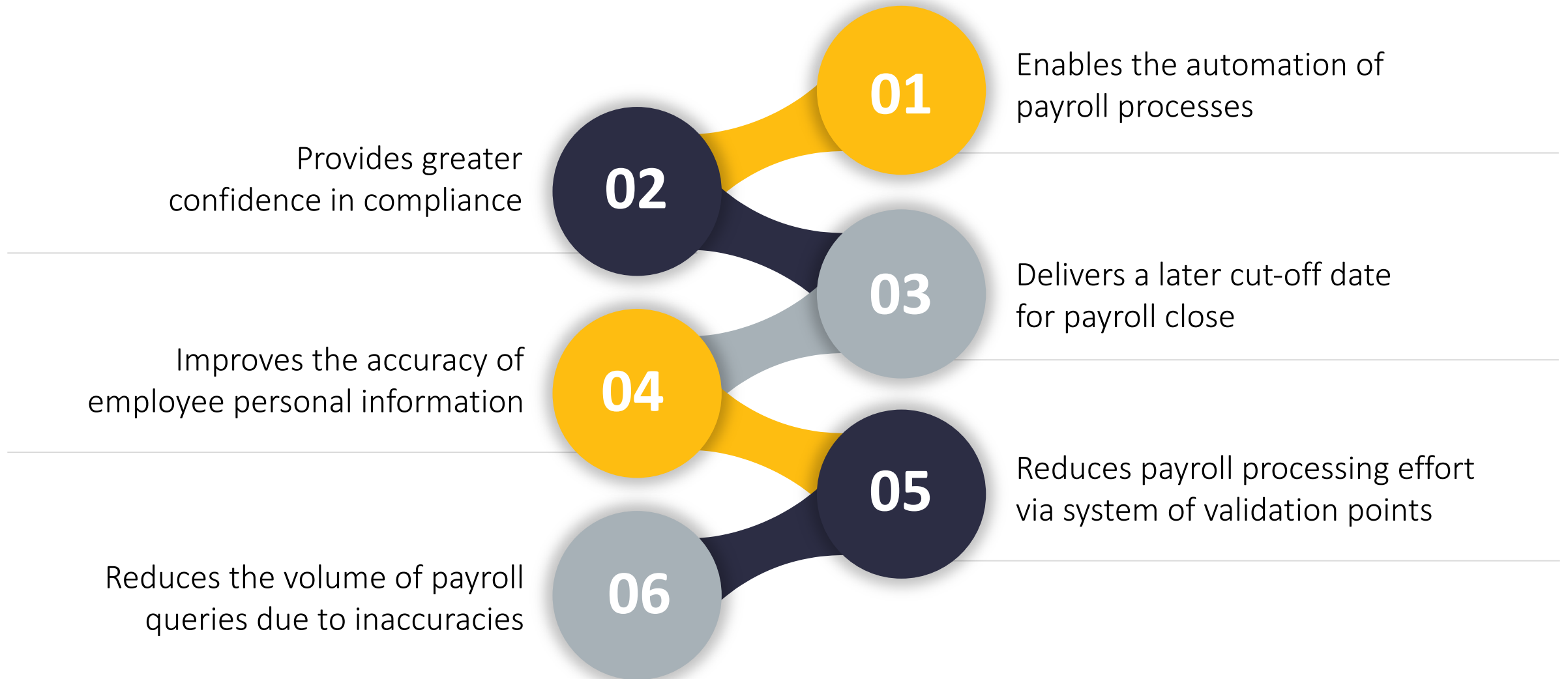
03 Talent mobility

What does HCM mean in 2022



Why Integrating HCMs and Payroll Helps Organisations

Benefits for Payroll



Why Integration is a Good Business Strategy



WITHOUT INTEGRATION

 From information storage across disparate systems



 From extensive administration




 From manual data uploads



 From reporting and data inconsistency




 From risk of non-compliance





WITH INTEGRATION

 To single source of truth

 To value-add tasks

 To automated flow of information

 To reliable, accurate oversight

 Compliance embedded in the process

Poll Question #1

In your current organisation, are the HCM and payroll systems integrated?

- Yes
- No

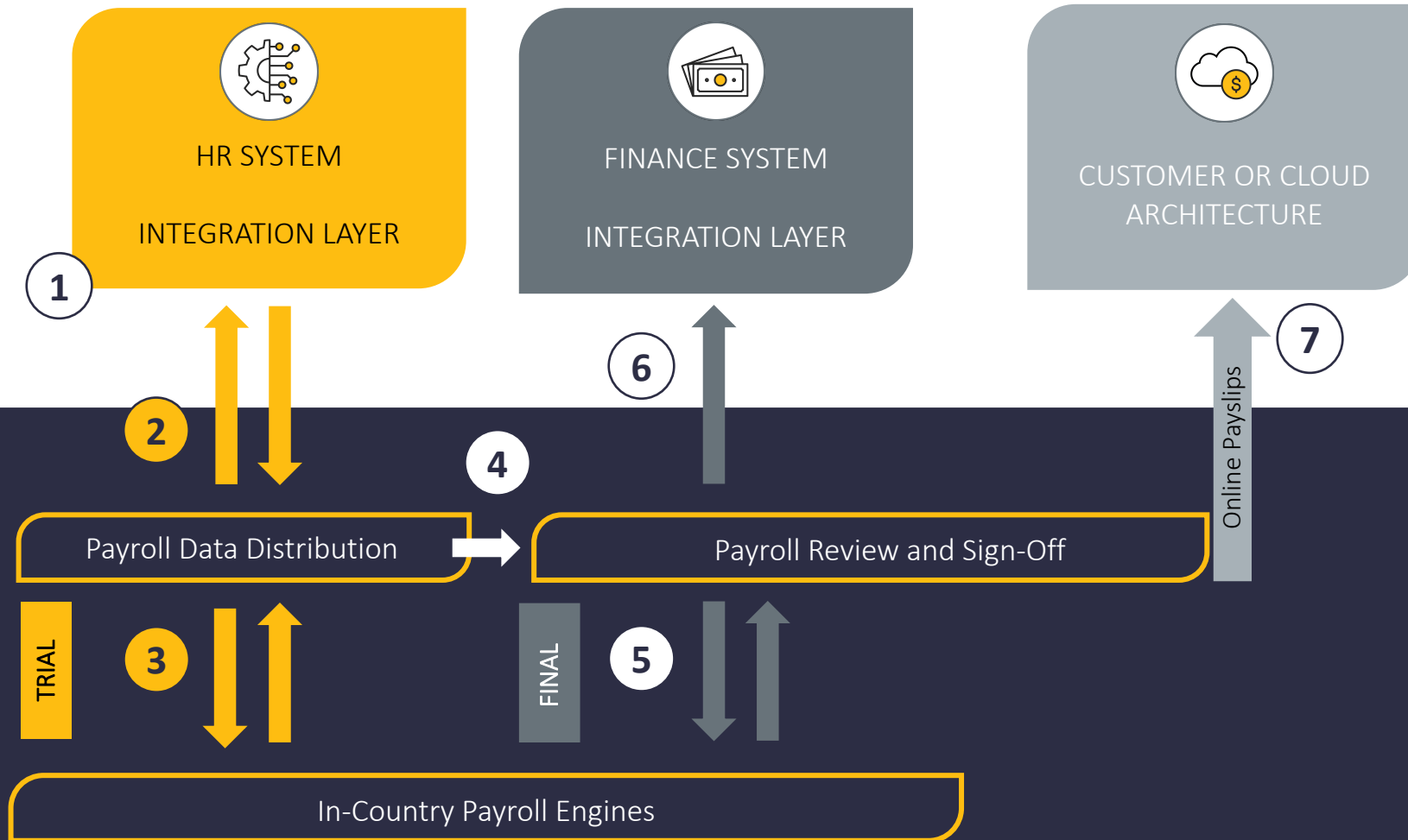


What does true integration look like?

The seamless flow of information through an entire business process, regardless of the source of truth, creating a unified user experience.



Look beyond Systems Integration...

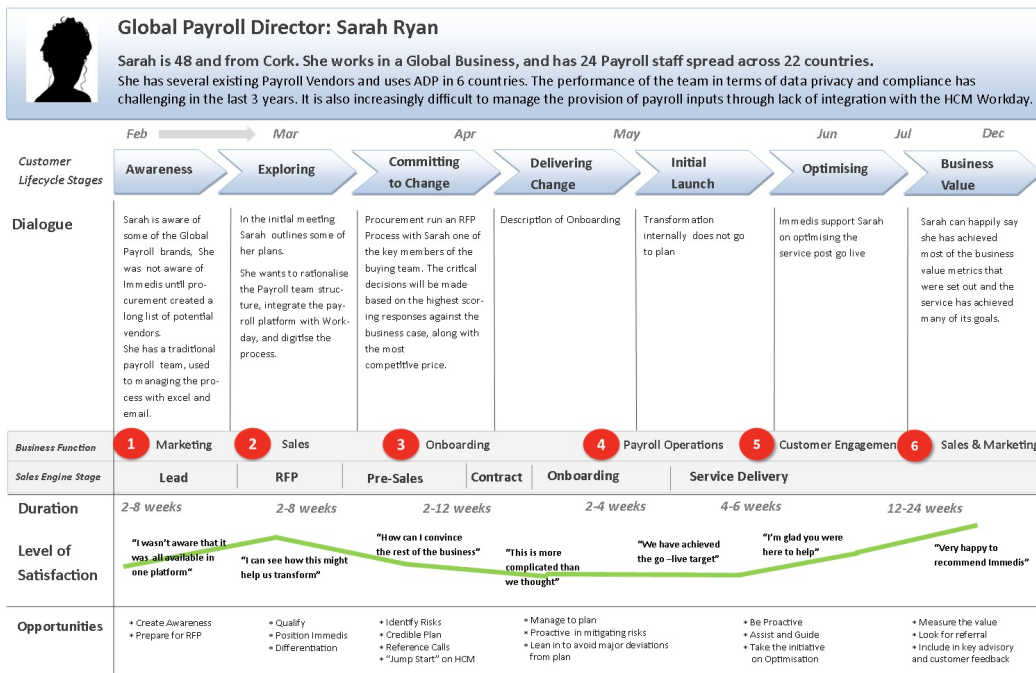


Data validation points: ●

To an Integrated Business Process!

Global Payroll Manager Persona : Enterprise Segment

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- ✓ Carry out detailed models of how your payroll staff carry out their work.
- ✓ Payroll and HR Managers need to engage with their Technology and Finance teams.
- ✓ Target usability to reduce any training requirements.
- ✓ Integration should support the Business Process outcome

Knowing Your Integration Maturity

Where are you on the scale?

Level
00

NO
INTEGRATION

Segregated Systems

Passing information is manual and error prone.

Level
01

MANUAL
UPLOADS

Reactive Uploads

Some prescriptive uploads of data can be achieved manually.

Level
02

FLAT FILE
EXCHANGE

Defined File Exchange

Rigid data structures, hard to manage and update, difficult to change, highly prescribed.

Level
03

STRUCTURED
DATA

Stronger Data Structure

More resilient data integrity, but with basic exchange protocols.

Level
04

AUTOMATED

Scheduled & Repeatable

Self-operating but requires administration and monitoring.

Level
05

BUSINESS PROCESS
INTEGRATION

Intelligent Automation

Some Self-healing and correcting on demand, real-time data exchange.

ERRORS

PERFORMANCE

RELEVANCE

SPEED

SECURITY

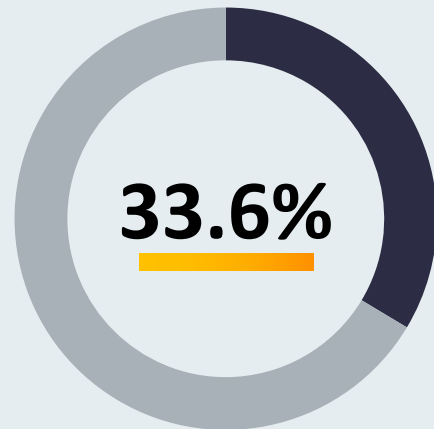
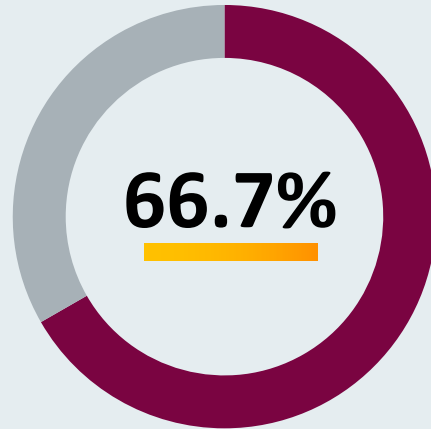
INTEGRITY

DATA PROTECTION

CONFIDENCE

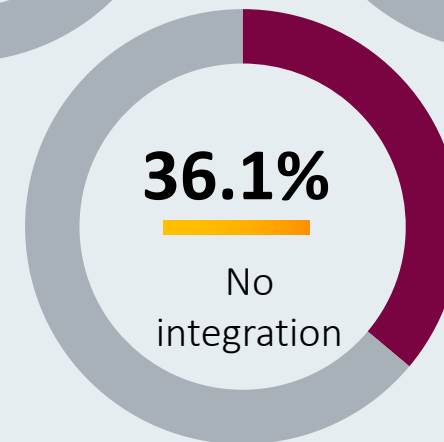
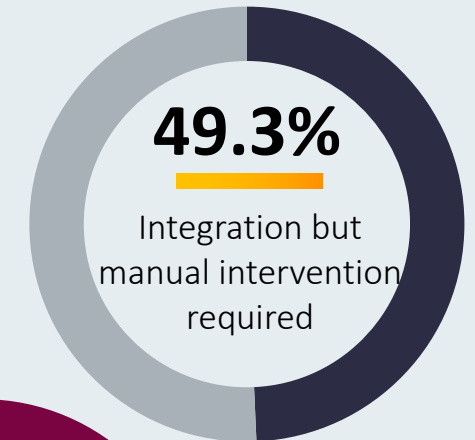
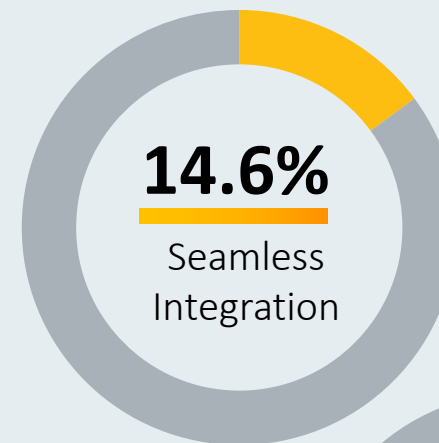
GPA Industry Insights Survey Results

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



Poll Question 2

What in your organization is the biggest barrier to integration?

- Company culture
- No experience with the technology
- Lack of executive support
- Siloed departments

Top 3 Barriers to New Technology Adoption

01 Costs

02 Legacy system
integration capability

03 Staffing



True Integration Fundamentals

3 Building Blocks of True Integration



Uses Intelligent APIs



Good Data at Source



Certified and
Verified



Integration Building Blocks

#1 Application programming interfaces (APIs)



Enables the movement of data between systems



Intelligent Error Handling for when things go wrong



Makes decisions based on business context



Should be able handle high volumes, high frequency

“For global payroll, fundamentally, any API accessing your HCM data must be secure, reliable, scalable, and flexible. The API stops the wrong data coming through, and the better your API, the better your data in your HCM system.”

Thomas Otter

Founder, Otter Advisory

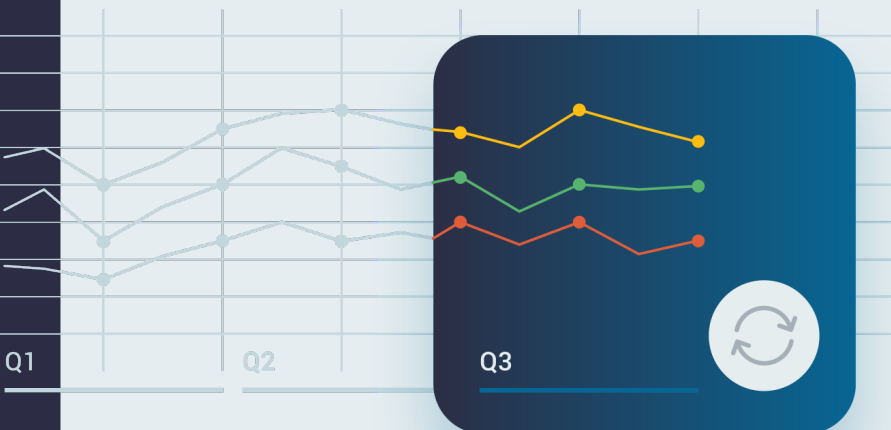


Integration Building Blocks

#2 Strong Data Quality at source

Key Takeaway

Good data in = Good data out



3 Categories

✓ Core records

✓ Non-core records
Country-specific, bank details

✓ Payroll inputs

Integration Building Blocks

#3 Certified and Verified

- ✓ Is your Payroll vendor certified by the HCM Provider?
- ✓ What measures do they take to ensure the security of your data?
- ✓ Are they ISO certified?



Certification: Why is it important?

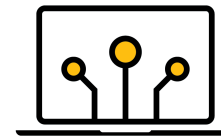
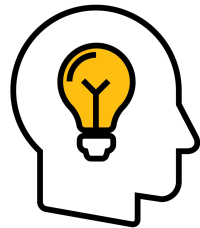
COLLABORATION

Ideas and input into joint
roadmap for customer
Value



QUALITY

Recognition of quality and
rigorous testing



CONTINUOUS IMPROVEMENT

Feedback from HCM
Channel Partners helps
improve model

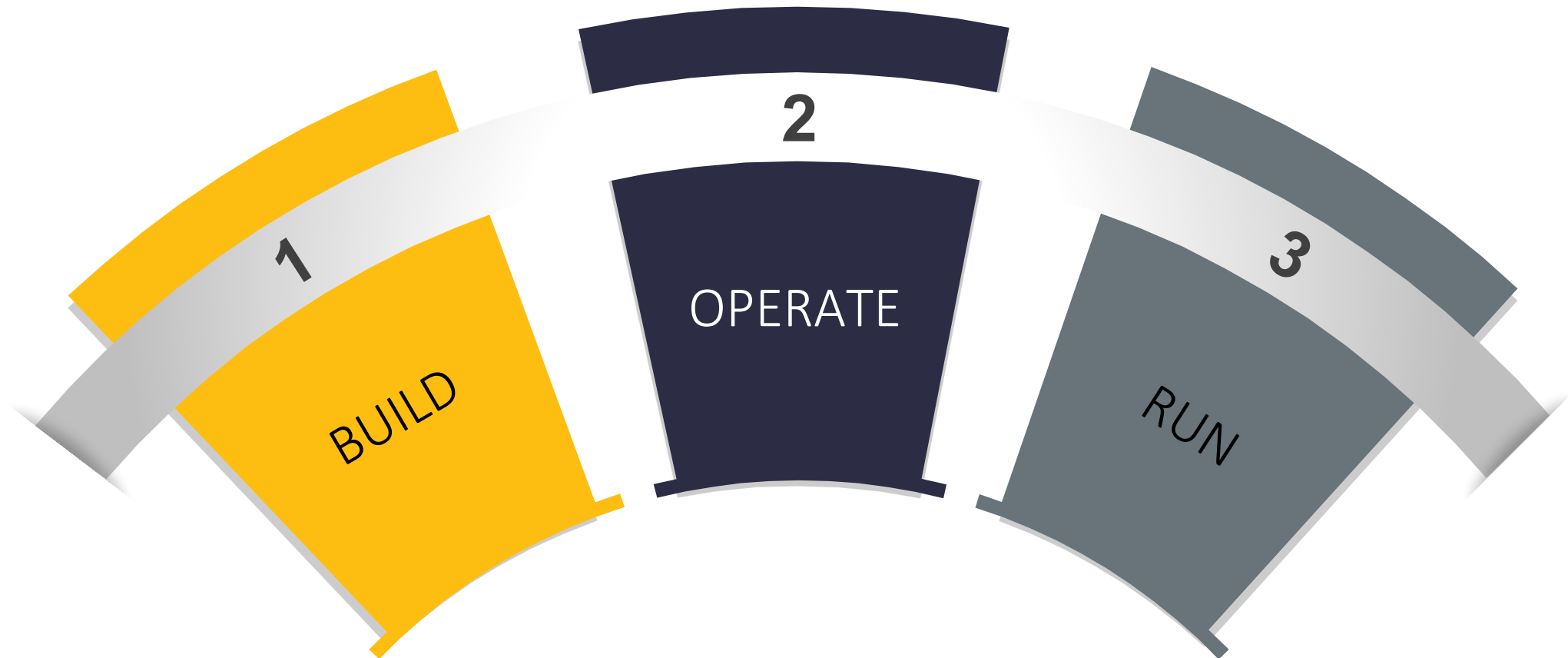
LOCAL FLUENCY

Local fluency is underlined with
certified country integrations



Role of the Global Payroll Vendor

The Global Payroll Provider Drives the Success of the Implementation



Areas to Consider



Areas to Consider

Operate at Scale?

Frequency

When things go wrong?

Type of APIs

**For the Global
Payroll Vendor**

RPA capabilities?

Security guarantees?

HCM certified

Bidirectional?

Vision for the Future

Intelligent UI

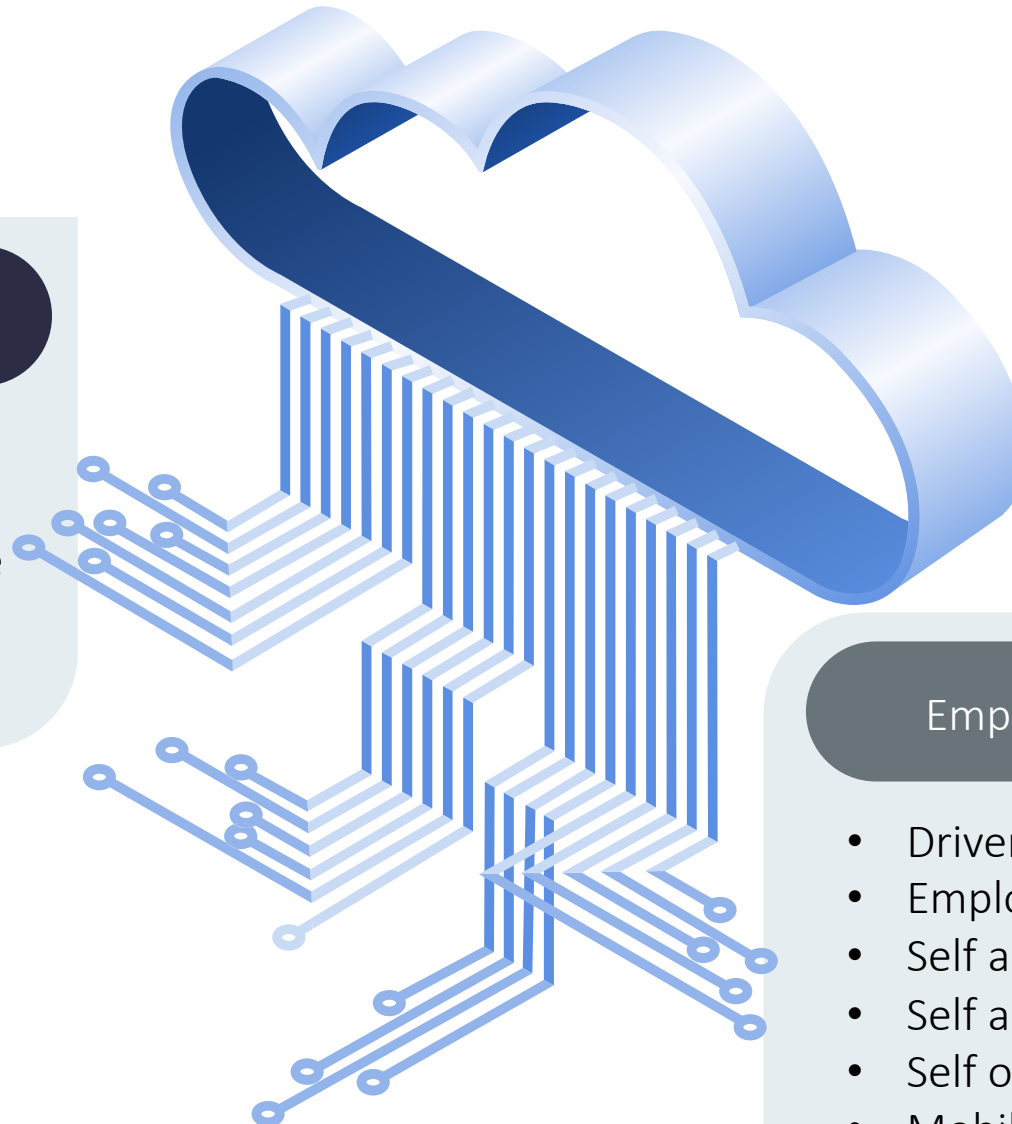
- Guided Processes
- Enhanced data validation
- Reduced launch timeframe
- Purposed data sourcing
- Increased autonomy

Customer Self-Managed

- Platform + Service
- Customer configurability
- Direct control and access
- Realtime execution

Employee Mobile First

- Driven engagement
- Employment insights
- Self authoring
- Self administered
- Self owned
- Mobile



Questions

Over to you..

 THANK
YOU