



# Payroll Transformation

## What to Expect in 2023

**alight**

# Today's speakers



**Amber Hassid**  
Vice President Global Payroll Solutions  
Alight



**Gemma George**  
Payroll Services Solution Specialist  
Alight

# Content

1. Upcoming trends, drivers and enablers
2. Top areas for payroll investments
3. Where to find the untapped value in payroll
4. Why payroll transformation shouldn't wait
5. Q&A

# Upcoming trends, drivers and enablers

Payroll is under increasing pressure to enable strategic plans, navigate global complexity, and return more value to their organizations

**Adoption of Digital Pay Methods**

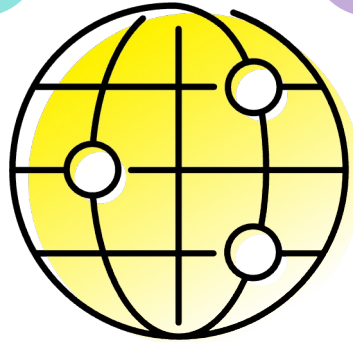
**Employee experience/Wellness**

**Emphasis on Automation and AI**

**Attract and retain top talent**

**Focus on Sustainability**

**Compliance**



---

Payroll operating models are maturing, but few have reached a fully transformed state, globally...

**28%**

operate with limited or no payroll harmonization and standardization globally

**45%**

lack confidence in their payroll operating models to support the strategic direction of their business over the next 3 years

**8%**

have achieved a 'transformed' level of payroll operating model maturity





... often under delivering on value,  
while executive leaders largely overlook the  
potential

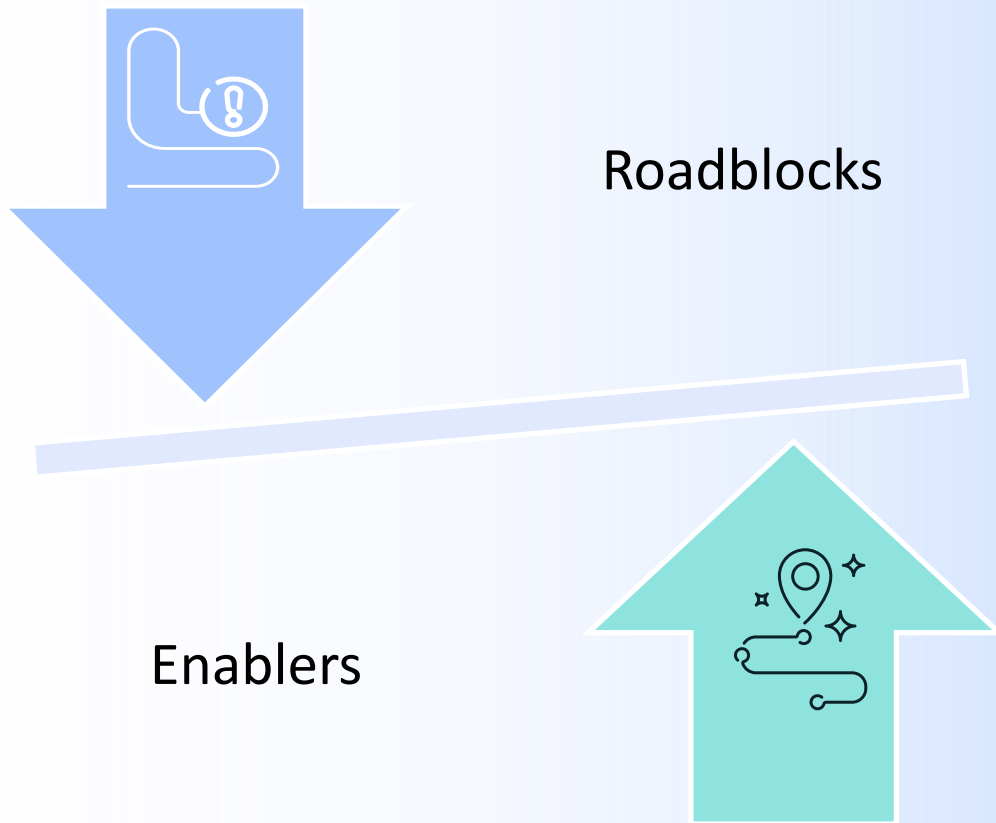
54%

of organizations indicated executive leadership was not invested in elevating payroll

43%

of organizations **lack satisfaction** with their global payroll operating models

# Roadblocks vs. enablers to payroll transformation



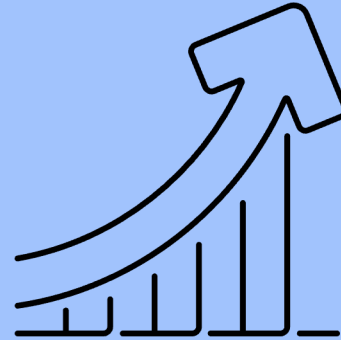


Where to find the  
untapped value in payroll

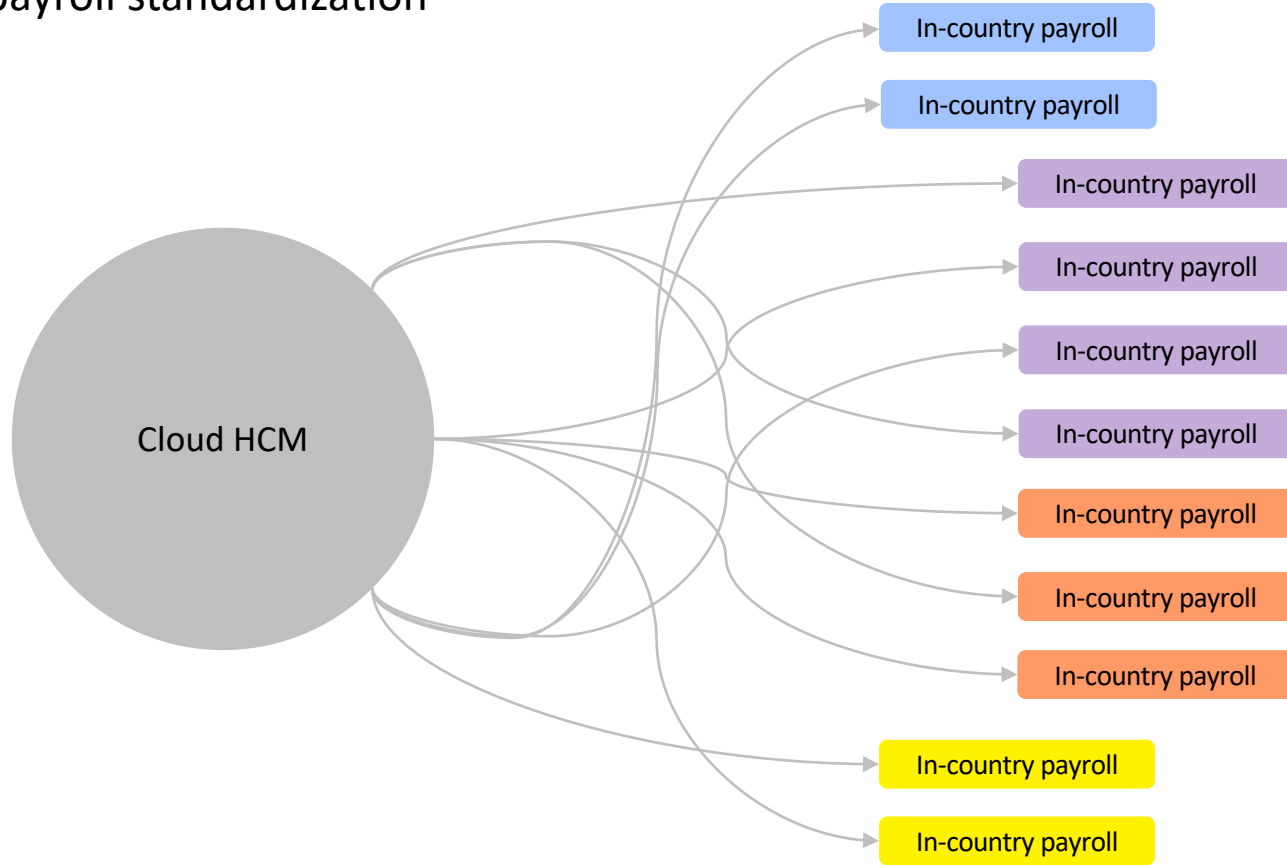
Accuracy, cost, and compliance are front of mind as leaders seek to add value

### Top 5 improvements sought

1. Automated payroll review
2. Transactional fees for FX
3. Compliance failures
4. Payroll calendar timelines
5. Global payroll standardization



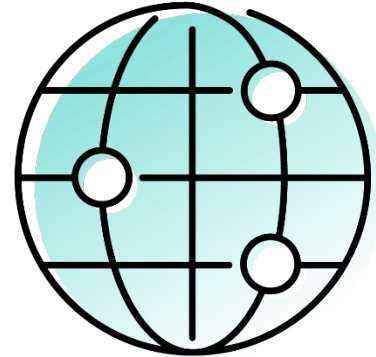
# Global payroll standardization



# Global payroll standardization



Cloud HCM



Global Payroll

# Top areas for payroll investments

Process automation, cloud platforms, and managed services adoption are top investments moving ahead

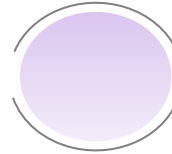
### Top 5 investments planned



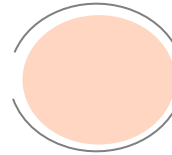
Automated payroll review



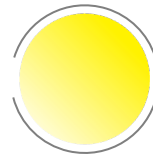
Transactional fees for FX



Compliance failures



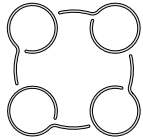
Payroll calendar timelines



Global payroll standardization

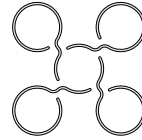


# Flexible operating models



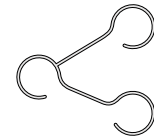
## Fully managed outsource

- Total outsourcing
- Payment services
- Compliance
- Year end documents
- Application Management Services\*



## Hybrid

- Fully managed
- In-house processing
- Compliance
- Payments
- Application Management Services\*



## SaaS

- In-house processing
- Payments
- Application Management Services\*

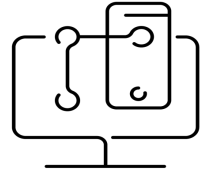
Why payroll  
transformation shouldn't  
wait



Payroll is a critical element in the modern employee experience and essential to enabling the organizational agility required to compete and grow



Organizational



Future foundation



Insight driven



Experience centric

# Questions