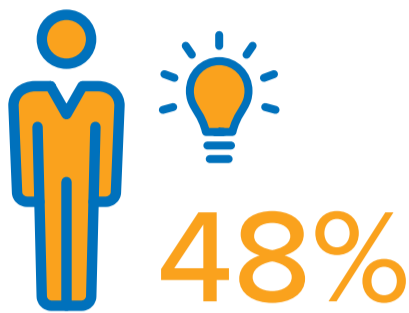




## Managing Canadian and US Employees

With employees in both Canada and the US, HR operations have typically been split across two or more systems to ensure compliance with local regulations, satisfy information management needs and accommodate disparate data structures.

### Typical Challenges in Running a Payroll Operation



Almost half of organizations stated that the number-one challenge of payroll management is the demand for higher employee productivity.



Roughly one-third of organizations cited per-employee payroll cost as an issue.



Almost one in five organizations said that scattered payroll information is a problem.



More than one-in-five organizations pointed to a lack of effective payroll management processes.

### Benefits of a Modern HR System and Digital Toolset

**50%**

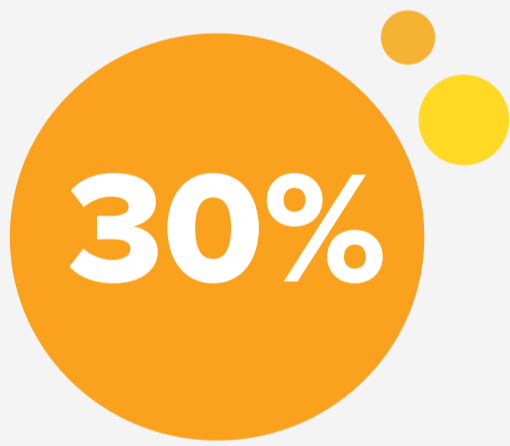
Half of organizations that have upgraded to a modern payroll management system report improved efficiency in their payroll management processes.



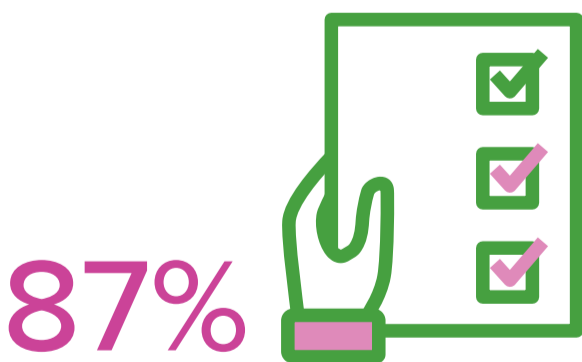
**50%**

Half of organizations said payroll operations accuracy has improved.

Close to one-third of organizations said they now have better visibility into payroll metrics and analytics.



### Building a Business Case



Almost nine-in-ten organizations cited audit and regulatory compliance as an important or very important consideration in building a business case.

86% also reported that reducing the time needed for payroll activities and tasks is important.



### Simplify your Business

To deal with these challenges, organizations should make use of digital-era technologies that can quickly and accurately integrate, map and consolidate cross-border data, or should partner with vendors that can do this on their behalf.