

Future proofing your business:

The top four technology must-haves for your HR and payroll platform



Often, it's the CIO and Operations team who grapple with technology and big data in their daily attempts to solve the company's biggest challenges. From reducing costs to increasing efficiency, the main goal is always the same — future proof the business.

Today, workforces and business processes are widely dispersed. Capturing, compiling and making sense of data — from inventory counts to people matters, is more complex than ever. If finance and HR are to contribute to a future proofing strategy they must adopt a technology mindset paired with a business analysis skill set traditionally expected from an organization's other departments, such as IT.

The path to success

Evaluating current or future payroll and HR platforms can be overwhelming. A great first step is identifying the key benefits you're looking for the system to deliver. And, while your "wish list" may seem endless, there are often four key "must haves" commonly sought after in today's top payroll and HR systems.

An effective payroll and HR platform should:

- 1 **Be intuitive and easy to use**
- 2 **Proactively support compliance**
- 3 **Provide actionable insights**
- 4 **Remain up-to-date and capable of next generation technology integration**



1 Be intuitive and easy to use

Technology in the workplace should be as straightforward, and transformative, as the technology we encounter in our everyday lives. It should just work and work easily. By centralizing and automating repetitive tasks, payroll and HR departments can have the freedom to focus efforts on strategic and insights generating work.

Intuitive payroll and HR capabilities

Benefits

Manage pay, benefits and HR activities from a single application, configured to the way your business works

Faster processes, less errors, higher productivity and trust

Detailed pay, time and attendance visibility, synced and updated continuously, in real-time

Feel more confident and trust in pay, time and attendance figures

Easily edit and configure pay, time and benefits policy templates in plain language without confusing codes

Reduce errors, improve productivity

Pay whomever you want, whenever you want, and see gross-to-net earnings at anytime

Increase flexibility and improved employee experience

2 Proactively support compliance

Your organization's payroll and HR platform needs to remain in-step with ever-evolving government policies, programs and legislation. Automatic updates and modeling capabilities should be incorporated to address immediate changes and forecast the impact of upcoming legislative revisions.

ADP Workforce Now® adapted to hundreds of changes in 2020 alone. From new statutory and regulatory updates to rules and regulations, the scalable platform can quickly adjust to changes, with little to no impact for end users.

Proactive compliance capabilities

Benefits

Proactive error detection, alerts and notifications

Reduce mistakes, catch them before they happen

Automatic assignment of federal and provincial taxes

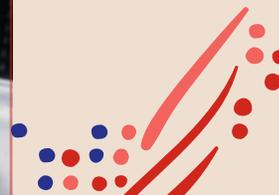
Supports tax compliance

Policy change modelling

Business flexibility. See the potential impact of pay, policy and compliance changes before they happen

Automate legal system-wide updates

Faster, lower cost compliance with less errors





3 Provide actionable insights

Organizations need to turn mountains of workforce data into actionable insights to help manage costs, strengthen talent pipelines and identify areas for improved employee engagement. Customized reporting along with the ability

to see data in one place, makes that process easier. Additionally, platforms that centralize data offer a holistic view of the workforce, providing organizations an opportunity to zero in on discrepancies or pay equity issues.

Insights generating capabilities

Customized reporting and insights proactively presented in your flow of work

See your data, driven off a single database

Turnover probability

Payroll data updated automatically and in real time

Compensation benchmarking

Benefits

Make smarter, more timely business decisions

Improved data visibility, get to insights faster

Identify at-risk employees to focus attention on engagement and improving retention

Understand your payroll liabilities in real time, not just at the close of your payroll period

Generate faster and more meaningful insights



Traditionally it's been difficult to compare HR Metrics between organizations, or within specific industries. Proprietary tools within some payroll platforms have now made this a reality, providing clients with anonymized data from millions of employee records. Benchmark metrics include insights into compensation, workforce demographics and workforce changes all within one single repository.



4 Future-proof your technology

Future-proof technology is a large ask. However, it's not impossible. Ensuring your payroll and HR platform is a single-database suite built with point-and-click integration capabilities allows organizations the flexibility to incorporate future innovation.

Future-proof with these capabilities

Benefits

Open standards ecosystem

Integrate a variety of third-party solutions to connect and securely share data across your payroll and HR platform. (i.e. time and attendance, recruitment, training)

Seamless integration

Simplicity of single sign-on, single data input, and single billing. Enter employee information once, instead of multiple times, freeing up more time to focus on what really matters

Single database

Speeds response, unifies data, and reduces the likelihood of changes resulting in breaking processes or making errors

Cloud-native architecture

Quickly adjust to fast-changing market conditions, shift capex to opex

Today's payroll and HR professionals need to make smart, timely decisions to meet their company's specialized needs for recruiting, onboarding, learning, compensation and so much more.

To do so now — and in the future — they need access to platforms that are secure, intuitive, flexible and easy to use. Keeping the above four “must haves” in mind when evaluating a payroll and HR platform, will not only future-proof your payroll and HR functions, it will also play a key role in future-proofing your business.





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About the author



Majeda Fyith, CPHR,
Executive HR Relationship Manager
ADP Human Resources Outsourcing

Majeda Fyith is a seasoned and accomplished Human Resources professional and people leader with almost 15 years of diverse experience supporting large, complex organizations in both the public and private sectors across a number of unique industries. Majeda is passionate about client service, including her acumen for building strong partnerships and teams, recognizing the needs of her clients and colleagues, and adding value through creative, timely and cost-effective HR solutions.

Supplemented by extensive Board experience, Majeda has served on several non-profit Boards as an HR Consultant, Festival and Project Manager, and Board Director responsible for program and fund development. Majeda holds a Bachelor of Commerce from The Alberta School of Business at University of Alberta, as well as her CPHR designation. She resides in Edmonton, AB with her beautiful family.

