

The Evolution of Pay:

Employees Desire Greater Speed, Security, and Flexibility

The world of work is changing, including possibly the most fundamental component: employee pay. Understanding emerging priorities for pay, including how it is delivered and how often, can be a big difference-maker in a tight talent market.

Identifying Opportunities for Positive Change:

Employee View:



Change is coming:

93% believe employers will pay using mobile, digital or paycards in 10 years.



Options can be a differentiator:

62% say pay options make a difference in job considerations.



Pass on paper cheques:

97% prefer not to receive paper cheques from their employer.



Traditional pay cycles too rigid:

More than 50% would pay for early access to their paycheque.



Security is a must:

69% say this is the most important element of their pay.



Employers facilitate financial fitness:

79% want to work for an employer who cares about their financial wellness.

Embracing the Evolution of Pay:

Employer View:



Cost to lagging behind:

68% said outdated payment methods cost their company money and 60% said these hurt their ability to attract and retain talent.



Direct deposit alternatives on the rise:

Over 40% offer non-traditional pay methods today.



Business impact:

98% believe employee financial wellness impacts their business.

To learn more about the evolving payment landscape across the globe, read the full Evolution of Pay report