


6 Ways to Future-Proof Today with HR and Payroll Solutions





Whether you're operating in the field or in the office, the right human resources (HR) and payroll solution offers benefits that keep your business running like a well-oiled machine.

But when it comes to finding the right fit for your organization, an off-the-shelf solution may not have all the features you need today — let alone the ones you'll need for tomorrow. Getting access to flexible tools and data that bring value now and well into the future can pave the way for you to meet and exceed your goals.

Historically, businesses had to adapt to what was available in existing HR solutions. Now, you can find hand-in-glove solutions that fit the nuances of your unique needs and goals from the outset of the process — not the other way around.

No matter the industry you're in, knowledge is power — and a one-size-fits-all solution simply won't cut it anymore. A tailored solution is paramount to get ahead in an environment where retaining top talent and staying up to date on constantly changing regulations can make (or break) your business.

A robust, all-in-one platform offers organizations several unique and important benefits. From providing a state-of-the-art recruiting and onboarding experience to keeping up with compliance and leveraging company data to drive successful workforce strategies, there are more than a few ways the right solution can streamline your HR and payroll processes and help you build toward tomorrow.

1

Effortlessly manage payroll, compliance, expenses, and more.

Level up your payroll process and reduce the administrative burden, all while staying compliant. With custom reporting, employee self-service, and other features, you'll be ready to improve accuracy and gain insight into powerful decision-making tools. Time historically wasted on manual and redundant data entry, collecting employee action forms, and keeping track of expenses becomes time to focus on more important things — like building up your workforce and preparing your business for tomorrow.

Automated payroll means you can easily keep up with overtime, PTO, and prorated and retroactive pay with minimal disruption to your processes, even when these changes fall in the middle of a pay period. What's more, your employees get modern, innovative capabilities like 24/7 access to their personal information with a mobile app and even access to a portion of earned wages. No more tedious paperwork-shuffling or sifting through spreadsheets.

Visit our Payroll page. Learn more about On Demand Payment and Expense Management.



2

Win the battle for top talent.

When it comes to finding — and keeping — qualified talent, you're looking at so much more than just background checks. The right HR and payroll software allows you to edge out the competition by securing and retaining top employees.

Intuitive platforms fast-track your ability to hire quality candidates, streamline onboarding to eliminate endless paperwork, consolidate data, and open the line of communication with new employees before they start through modern tools like video and text messaging. What's more, predictive analytics will help you create a more transparent employee lifecycle, make better informed workforce decisions, and tailor your talent strategies to keep you ahead of the competition while keeping costs low and minimizing your risk. Add to that the ability to quickly verify an employee's work eligibility, and you've got an all-around solution to find, hire, and keep your industry's most sought-after talent.

Visit our Talent page. Learn more about Recruiting, Onboarding, Performance Management, and Compensation Management.



3

Proactive compliance gives you peace of mind.

Regulatory changes come fast and furious, meaning compliance can be tricky — not to mention time-consuming and costly. A comprehensive compliance dashboard empowers you to keep your organization and workforce in lockstep with constantly shifting regulations and related policy and procedure changes.

Today's HR and payroll solutions offer the ability to centralize important records (e.g., work authorization, Affordable Care Act, and document acknowledgment) and give you access to robust data insights (e.g., Equal Employment Opportunity data; progress on anti-violence, sexual harassment, and cybersecurity training). With a modern dashboard, you can easily understand and identify areas that need attention. By being proactive and staying ahead of compliance, your business can effectively mitigate risk, help employees stay safe, and focus on productivity.

Visit our [Compliance Dashboard page](#) to learn more.



4

Create a company culture that keeps employees engaged.

For today's employees, a culture of transparency isn't just a nice-to-have — it's a must-have. What's more, your workers crave connection, recognition, and feedback from both their peers and their managers.

The good news? Modern HR and payroll solutions with integrated, mobile-friendly social collaboration tools help you centralize accurate and timely company info while giving employees an inspiring and enriching experience. Colleagues can connect around projects, initiatives, and interests, and recognize each other from anywhere. Plus, it's easier than ever to keep your finger on the pulse of your workforce through advanced survey technology that allows you to efficiently gather feedback, so you can respond quickly to workforce issues and take steps to co-create the organization that you — and your employees — want.

Visit our [Engagement page](#). Learn more about Community, Surveys, and Peer Recognition.



5

Easily coordinate schedules and track time and labor.

Replace manual tracking and data entry with automated functions that make it easy for you to maintain high accuracy and compliance – all while accommodating fluctuations in labor demand. Streamlined attendance, scheduling, absence management, approvals, and labor analytics are now in a single integrated system that can help you maximize efficiency and forecast labor demand.

Plus, employees can clock in/out, request time off, access checks, tax forms, schedules, timesheets, and more – all from their phones. Geofencing features ensure employees are on site and ready to roll when they start their shifts, and new touchless timeclocks promote safety and wellbeing regardless of your industry. Modern time and labor solutions empower you to boost organizational productivity and employee engagement while reducing labor costs and compliance risk.

Visit our [Workforce Management page](#). Learn more about Time & Labor, Time Clock Kiosks, and Geofencing.



6

Access to critical insight and easy reporting.

The key to impactful, effective decision making and achieving your organizational goals is data. To keep your operations smooth and your employees happy and productive, you need the ability to analyze and report the most important metrics on everything from demographics and labor costs to turnover and compensation trends. With an integrated solution, the data you need to make informed decisions and tools for monitoring your progress (and reporting that progress to leadership) are all in one place. Better understand where you are today so you can get on the path to the tomorrow you envision. With powerful, integrated data insights, you'll have everything you need to strike that enviable balance that allows you to prioritize both your people and your bottom line.

[Visit our Data Insights page to learn more.](#)



Paylocity's modern, all-in-one platform sets you up for success today and well beyond tomorrow with tailored, right-sized solutions.

Our intuitive, cloud-based HR and payroll platform empowers you to make strategic, data-based decisions in the areas of benefits, core HR, payroll, talent, and workforce management, while cultivating a modern workplace and improving employee engagement. When it comes to smart, streamlined software that matches the DNA of your organization and exceptional service from people who care about your success, Paylocity is the partner you need to tackle the challenges of today so you can focus on building a stronger tomorrow for your business.

Want to learn more about Paylocity's HR and payroll solutions?

[Click here to get a guided tour of Paylocity in action with a solutions expert.](#)

