


Learn what the right solution has to offer

The HR Leader's Guide to HR and Payroll Solutions





New technology holds a lot of promise but can also eat up time and resources. Avoid costly buyer's remorse by finding the *right* solution for your business at the start.

At one time, out-of-the-box solutions that met one very specific need might have done the trick. But today's businesses need technology that can take the guesswork out of strategic decision-making and scale with growth. As your HR team investigates solutions to streamline and modernize their operations, understanding and aligning your priorities will help you choose a solution that works for you today and well beyond tomorrow.

This guide will help translate the capabilities of an all-in-one HR and payroll platform into benefits for the overall business through an HR lens. Use it to discern the difference in how potential providers help you achieve these goals:

- Showcase HR's strategic impact on organizational success.
- Load up your workforce with top talent.
- Co-create the culture your modern workforce demands.
- Understand and optimize your total cost of workforce (TCOW).
- Keep your workforce innovating and productive.

Showcase HR's Strategic Impact on Organizational Success

To achieve progress amid disruption and change, organizations must have a strategy and systems in place to help its people stay sharp and agile to lead that progress. The connection between HR's strategic role and overall organizational success has never been clearer. According to *The International Journal of Human Resource Management*, "[T]he strategic roles tend to increase performance first and foremost. That is, focusing on developing the organization's capacity to change as well as employees' adaptive behaviors is essential for organizational performance."¹

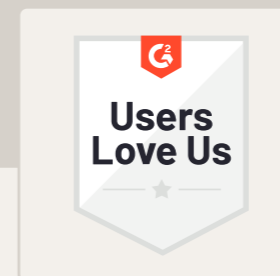
HR and payroll solutions put the tools for progress and performance right in your hands with robust, integrated data in easy-to-consume dashboards and quick, customizable reports. Whether it's training, engagement, or compensation, make it easy to both report up to your executive team and cascade down informed decisions into action plans.

Fragmented and manual data management can also lead to wasted time that you could be spending on keeping your people engaged and productive. Issues with reporting and data accuracy increase your risk for regulatory non-compliance and ineffective decision-making, not to mention the time spent digging through old files and sorting out fines and penalties. The race to win customers and top talent is on, and an integrated HR and payroll solution with robust data capabilities helps you gain and maintain momentum through increased visibility and accountability.

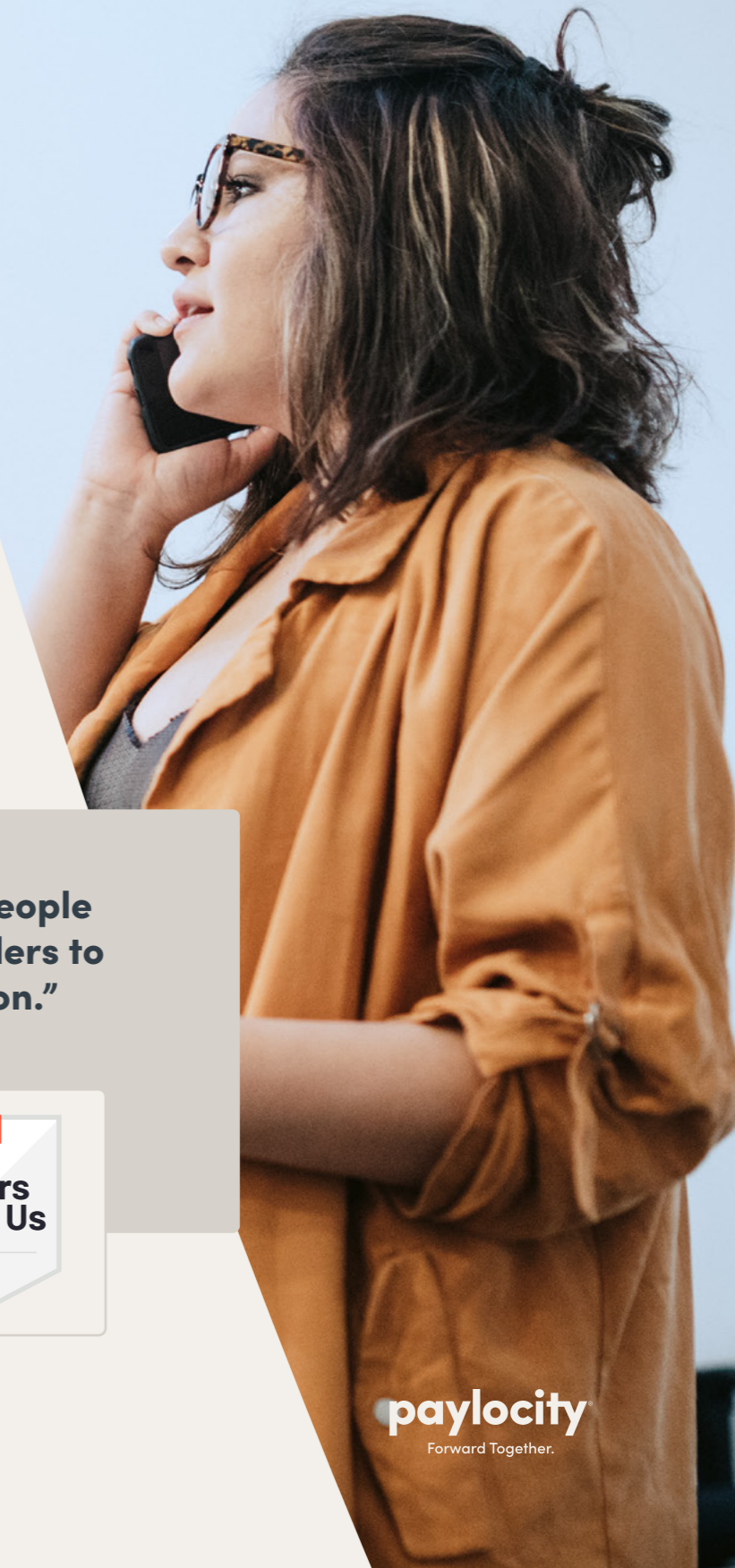
"Paylocity is easy to use and intuitive. It is a powerful system that has relevant people analytics to help build an epic employee experience while providing data to leaders to ensure employees are engaged within their departments and overall organization."

- Veronica Rodriguez, PHR, VP of People and Culture Experience, Excite Credit Union

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¹ <https://doi.org/10.1080/09585192.2016.1155162>



Load Up Your Workforce with Top Talent

Your workforce is at the heart of your success, and finding — and keeping — qualified, top-notch candidates is critical to that success. Powerful, people-centered HR and payroll platforms enable you to edge out the competition by leveling up your employee lifecycle. Fast-track the hiring and onboarding process with intuitive, engaging tools that let your culture shine and give you the data insights you need to inform your talent strategy.

Streamlined processes powered by automation and modern tools like video and text messaging put your best foot forward by previewing the kind of employee experience the modern workforce demands. PwC's Future of Recruiting survey found that 49% of respondents had turned down an offer due to a poor recruiting experience.² And 72% said they need to fully understand the work culture before accepting an offer.²

With an intentional, data-based talent strategy, you are also better able to build — and showcase your efforts — toward the workplace candidates want. Diversity and inclusion (D&I), for example, is a key consideration for today's job seekers. In the PwC survey, 62% said they're more likely to apply for a job where a company is openly committed to improving D&I, and that figure jumped to 68% among knowledge workers and 72% among the C-suite.² An employee-centric experience driven by transparency and innovative tools from an integrated, user-friendly platform sets your talent acquisition team up to win the battle for top talent.

“The thing that impresses me the most about Paylocity is that you keep up with trends, and you move forward before we're even ready to get there. That helps us keep moving the needle.”

- Melanie Wilson, Director of Human Resources

Meet Weigel's. 

 Weigel's

² <https://www.pwc.com/us/en/library/workforce-of-the-future/hr-recruiting.html>



Co-Create the Culture Your Modern Workforce Demands

The future of work is all about employee experience, from skill and career development to digital workspaces to meaningful connections with peers and managers. In increasingly digital home and work worlds, employers are being forced to redesign the workplace experience to emulate the always-on, friction-free, hyper-relevant consumer experience.

Deloitte Insights' 2020 Global Human Capital Trends report found that feeling aligned to the organization's purpose, mission, and values, along with a sense of community and feeling connected to others in the organization were the greatest drivers of creating belonging.³ But when more than half of all employees are expected to require significant reskilling and upskilling by 2022,³ that sense of belonging that attracts and retain top talent is in danger.

The connection between employee engagement and performance outcomes is well established, and the major disruption caused by the COVID-19 pandemic has resulted in a historic drop in employee engagement. Organizations need mobile-ready, people-focused, agile tools for connecting and developing employees across digital workspaces to stay in tune with employee needs for a more engaged and productive workforce.

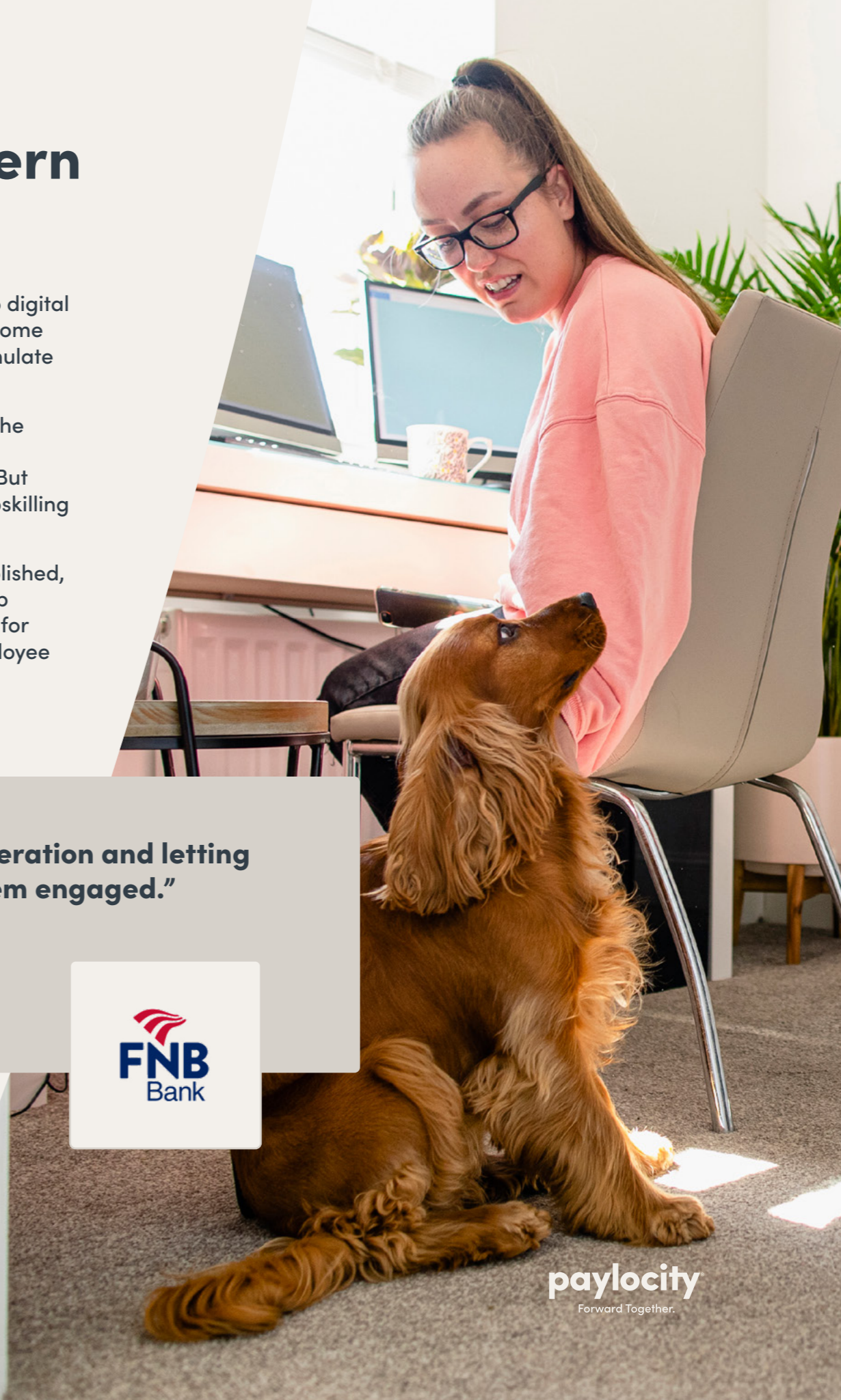
“One of the biggest challenges is bringing in the younger generation and letting them know we have opportunities here, as well as keeping them engaged.”

- Crystal Balentine, Senior Vice President and HR Officer

Meet FNB Bank. 



³ <https://www2.deloitte.com/us/en/insights/focus/human-capital-trends.html>



Understand and Optimize TCOW

Turnover has major impact on your TCOW, and it's estimated to cost as much as 33% of a worker's annual salary.⁴ Companies can head off out-of-control recruiting and onboarding expenses by monitoring critical workforce metrics like turnover rates and retention risk. Understanding which departments, job titles, and teams underperform in these key areas, for example, empowers leadership to more effectively address bad employee experience and reputation.

By centralizing labor cost data, decision makers can more readily access critical data to optimize those costs by addressing overspending. A Deloitte study revealed that organizations can save an average of \$200–\$800 per hourly employee every year by finding and fixing the sources, from overtime to missed punches to pay code edits.⁵

Big impacts can be realized by making systematic changes, which can be identified by trend data – another benefit to a centralized system. Compensation management, for example, gives leadership a bird's-eye view into key drivers of job satisfaction and empowers you to make more informed, conscious decisions on pay. Today's employees require transparency and parity, and solutions with robust data capabilities prepare you to answer that call.

“We’ve saved about \$75,000 total in duplicate systems for things like recruiting, onboarding, surveys, and more just by using Paylocity.”

- Shawn Simmons, Vice President of Human Resources

Meet Mills Properties. 



⁴ <https://www.benefitnews.com/news/avoidable-turnover-costing-employers-big>

⁵ <https://www.wwd.com/business-news/retail/deloitte-mit-labor-costs-11077064>



Keep Your Workforce Innovating and Productive

Companies looking to keep their competitive edge sharpened must stay laser focused on both innovation and development. You know that to sustain your success long term, you must continuously evolve your offerings and operations to keep up with market demands and your workforce must also stay agile and productive.

Today's mobile-friendly, flexible learning management systems (LMS) enable businesses to effectively share information and training on new products and services as well as the latest best practices and high-demand skills. Overwhelmingly, business leaders know that knowledge management and reskilling are important to their organizational success, but very few are confident they're ready in these areas.⁶ But in LinkedIn's 2020 Workplace Learning Report, 51% of learning and development professionals planned on launching upskilling programs and 43% planned on launching reskilling programs at their companies.⁷

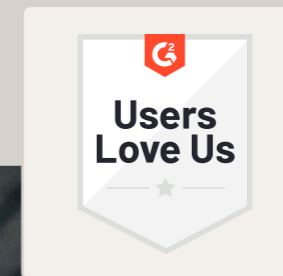
Robust, integrated LMS solutions can enable companies to create hyper-relevant, just-in-time learning and training opportunities that address skills gaps and provide career growth opportunities (a key driver for voluntary turnover). By keeping employees engaged and agile, businesses will be well equipped to adapt to fluctuating business and market challenges while also addressing increasingly costly turnover and productivity issues.



“Both managers and employees are more self-sufficient and don't rely on HR to answer questions or provide information that they can now find in Paylocity. It allows the department to focus more time on strategic priorities instead of filling our time with administrative tasks.”

- Amy Bauer, Vice President, Human Resources, Coulee Bank

[Read more customer reviews on G2.](#) 



⁶ <https://learning.linkedin.com/resources/workplace-learning-report/download-report>

⁷ <https://www2.deloitte.com/us/en/insights/focus/human-capital-trends.html>

Powered by our culture of caring, our modern workforce solutions set you up for success today and well beyond tomorrow.

Paylocity solves today's employee lifecycle and collaboration challenges and helps drive future organizational success by expanding meaningful HCM experiences through the highest-caliber technology and service. Our all-in-one HR and payroll solutions combine next-generation collaborative video, engagement, and education tools with traditional HR, payroll, and regulatory expertise. Together with our best-in-class reputation for service, you have the partner you need every step of the way to meet and exceed modern workforce expectations while driving engagement, productivity and the bottom line.

Forward Together.

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.](#)

