



Why Your Business Needs a Payroll Health Check

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The Role of HR

Amidst an increasingly VUCA environment brought about by the COVID-19 pandemic, the role of HR has shifted dramatically.

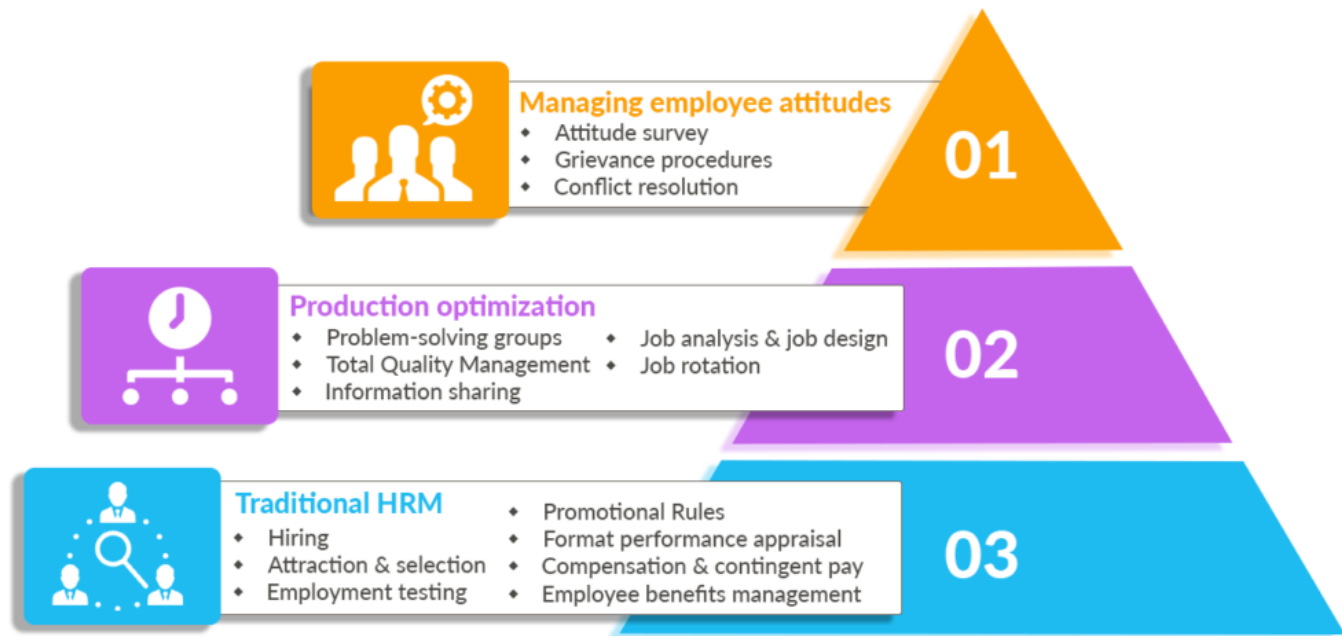
HR is now at the forefront of driving and effecting change management within the organisation.

Traditional HRM roles have evolved towards a more strategic capacity, amidst a digital HR landscape. People analytics and BI tools are deemed the skills “currency” of choice.

Increasingly, core HR functions such as payroll processing, personnel and leave management have pivoted towards cloud and mobile-based platforms that streamline processes, giving rise to solutions that are “made for mobility”.

As businesses and employees gravitate towards a virtual environment, transforming the employee experience is now a priority – from pre-onboarding to performance management to reducing manual and repetitive tasks such as payroll processing.

The 15 Key Human Resources Roles



Source:
Academy to Innovate HR (AIHR)



Payroll is getting more complex!

An important aspect of the business, payroll impacts employee morale, trust and reflects an organization's financial stability and reputation.

With so much at stake, accurate and timely payroll processing is crucial!

- Company policies, collective bargaining agreements affect payroll processing.
- Payroll system configuration such as pay frequency, timing, third-party payment remittances are complicated
- Resource strain due to manual, repetitive tasks that result in errors, risk and non-compliance.

Compliance

With the switch to remote work, businesses are now managing multiple entities across different regions from a single country / point of contact due to restricted travel.

Staying compliant with local labour laws and tax regulations, ensuring data security remains a priority.

Accuracy

What are the risks from calculation errors and accidental omissions?

Often, this leads to non-compliance in labour and tax regulations, resulting in hefty penalties and fines for businesses due to late filings, etc.



Data and People Analytics

Using real-time data to predict trends, and a data-driven approach facilitates better decision-making and strategic manpower planning.

Unless your business is using a legacy system, most HRMS and payroll softwares today are equipped with built-in BI tools and HR dashboards with easy access to data and reports.



Is your Payroll at Risk?

When was the last time your organisation conducted a payroll health check?

- Working with an outdated payroll system that is no longer efficient?
- Repetitive tasks, manual input result in errors?
- Constant changes in labour regulations pose a challenge with processing payroll in a timely and accurate manner?
- Sufficient resources in place to handle payroll across multiple countries?
- Inconsistent reporting, different payroll templates across countries making analysing data frustrating?



Compliance
with labour laws and regulations



Accuracy
built-in payroll calculation engines to reduce errors



People Analytics
to enhance manpower planning



Data security
ISO certified payroll software

[Schedule your FREE Payroll Health Check Now](#)



**Work smart, not hard.
Let the software work for you.**

To better focus on delivering your organisation's core products, outsourcing your payroll is the way to go. Doing so ensures that your payroll is compliant with labour laws and in real-time, avoiding risks and hefty fines.

With an ISO certified payroll software, your data is secure 24/7. Built-in payroll calculation engines and BI tools ensure accuracy and access to data and reports.

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Is it time to outsource your payroll?

Payroll processing is a complicated and time-consuming process that requires significant manpower and technology investment. It also involves keeping track of labour and tax regulations, benefits administration to data security protocol.

With technology advancing rapidly, payroll software help to reduce manual tasks and streamline processes.

So, what's the right time to outsource your payroll?

If your organization is looking to:

- ✓ Reduce supplier costs / headcount
- ✓ Focus on business growth
- ✓ Streamline processes
- ✓ Avoid costly mistakes due to non-compliance with regulations

Then outsourcing your payroll functions is the answer.



What to expect?



In-country support



Accurate, real-time reporting



Remote security and compliance



Global processes. Local flexibility



No language barrier



Limited down time



6 Key Takeaways of Outsourcing your Payroll

Compliance with
labour regulations

Reduces errors

Local in-country support

Data security reduces risk

Focus on core services
and business objectives

Improves workplace productivity

About BIPO

At BIPO, we help businesses transform and digitalise HR processes, enabling companies to realise their international growth ambitions.

Around the world, we support over 1,600 clients across 87 countries and regions with a new generation of cloud and mobile-based HR solutions, Payroll and HR outsourcing services.

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