

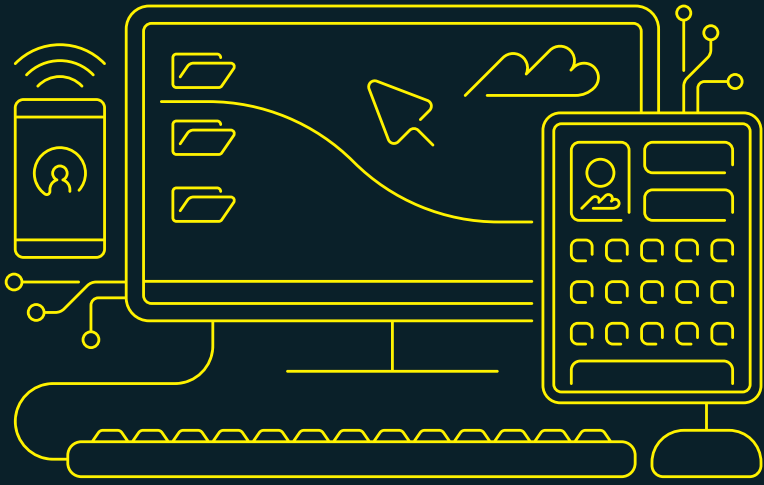
---

# Perfecting payroll processes: 5 benefits for managed Workday Payroll services

alight

workday®





When Workday technology is coupled with a modern operating model, payroll has the potential to level up it's value by removing outdated infrastructure, poorly designed operations and manual and labor intensive processes.

Select your department below to see some of the benefits you can expect when coupling Workday Payroll with Alight Payroll Services

Finance



HR



Payroll



# Benefits for Finance



Finance →

HR →

Payroll →

Summary →



1

# Reduce costly failures and leakage risks

Payroll is often the largest expense in most organizations, accounting for as much as 70% of business operating costs. If payroll is not managed effectively process errors can have a negative impact on the bottom line — year after year if undetected.

With managed payroll services, critical, repetitive tasks such as tax compliance, payroll administration, and expense management that are often manual, inefficient and prone to human error are handled by experts and automated where possible using payroll anomaly detection. Not only will this reduce your operational costs, but it can also reduce payroll leakage and minimize the risk of costly fines and penalties.



## Did you know?

Payroll leakage, the result of poor process management, averaged 2% of a company's total salary bill.

Source: Alight Global Payroll Complexity Index 2021

Finance →

HR →

Payroll →

Summary →



# 2

## Future-proof your payroll

Recent events taught many of us that future-proofing operations to weather the unexpected is critical for the continuity of your business. Future-proofing your payroll means working with an expert partner to ensure your people are paid accurately and on time, every single time.

With Alight, future-proofing payroll is twofold. You get peace of mind that your payroll is covered no matter what and you can also leverage certified Workday expertise to keep your entire Workday platform optimized, maximizing ROI and minimizing maintenance costs, all with a single partner.

Finance →

HR →

Payroll →

Summary →

# 3

## Address the current talent shortage

Payroll expertise is hard to come by and with the current war for talent at an all time high, retaining your payroll team and attracting new talent is a challenge. Freeing up your payroll team to focus on more value added tasks while empowering employees and managers with employee self service (ESS) and manager self service (MSS) ensures business continuity and also keeps your team engaged with higher value responsibilities. You can also adjust the level of support needed to address gaps in your resources if and when they arise.



Finance →

HR →

Payroll →

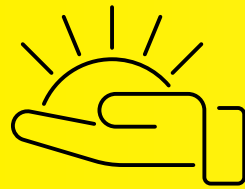
Summary →

# 4

## Keep pace with compliance

Payroll tax penalties are typically an avoidable expense, however organizations continue to be hit hard by them. The cause of this is usually down to missed deadlines, inaccurate calculations and improper reporting — typically all stemming from poor payroll processing.

Partnering with a managed payroll services provider, such as Alight, gives organizations the peace of mind that employee wages are calculated accurately, the correct taxes and deductions are made and government agency submissions are completed as required.



### Did you know?

62% of companies with six or more payroll vendors incurred payroll related fines in the past five years.

Source: Alight Global Payroll Complexity Index 2021

Finance →

HR →

Payroll →

Summary →



# 5

## Maximize the return on your Workday investment

You've made a significant investment in Workday to streamline your technology landscape and transform the user experience for your workforce. But, often in an attempt to meet deadlines and the requirements of several stakeholders, this transformation instead becomes a lift and shift project to move from several technology platforms to a single platform. Your technology goals have likely been met, but processes and operations are often left "as is."

To realize the true value in transformation organizations need to streamline processes and reconsider their target operating model to ensure Workday is effectively managed and optimized to its full potential. Working with a managed payroll services provider takes care of manual and laborious work so you can reskill and upskill your team for more value added activities that maximize the return of your Workday investment both today and in the future.

Finance →

HR →

Payroll →

Summary →



# Benefits for HR



Finance →

HR →

Payroll →

Summary →



# Focus on your people strategy

For HR there are often many competing priorities, and right now supporting your people through unprecedented change and adapting your policies in line with new needs is likely top of the priority list. Workday provides several innovative tools that elevate your capabilities in this space, but finding the resource to adopt and manage them can be a challenge.

By shifting payroll processing and administration to a trusted partner, HR leaders are free to focus on core people strategy and regain the capacity to review and optimize the workforce to better support the organizations strategic goals.

Finance →

HR →

Payroll →

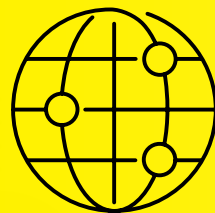
Summary →

# 2

## Compliance in every country

For most organizations growth is one of the key objectives and this can often mean adding to your geographical footprint. Understanding local requirements of new regions as well as monitoring new regulations and legislation in existing regions can be overwhelming for your team – especially as these are frequently introduced at an accelerating pace.

Monitoring changes in every country or state in which you pay people combined with rapid execution of changes reduces errors in salaries and wages that are known to negatively effect employee productivity and engagement. Minimizing payroll errors is critical to maintaining employee trust and essential for talent engagement and retention.



### Did you know?

Of those who have outsourced operations and delivery, 42% stated regulatory environment as the key driver.

Source: Alight Global Payroll Complexity Index 2021

Finance →

HR →

Payroll →

Summary →

# 3

## Improve efficiencies and streamline operations

Streamlining payroll and HCM into a single system with Workday makes huge strides in standardizing and streamlining your people and payroll data. But to enhance your capabilities further, the same should be done with your operations.

With managed payroll services, payroll processes are harmonized to a single standard across locations, with adaptation required to ensure compliance and accuracy where needed. This gives your team peace of mind knowing your operations are both efficient and effective.



Finance →

**HR** →

Payroll →

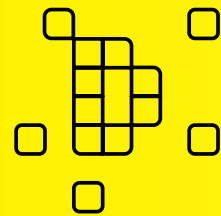
Summary →

# 4

## Solve talent limitations and resource gaps

Operating payroll in-house requires unique skills, local knowledge and expertise, and scalable infrastructure (people, processes and technology) to adapt to different locations, requirements, systems and reporting practices. In today's climate, this kind of highly specialized talent is increasingly sought after, especially when coupled with Workday expertise.

Engaging a managed payroll services partner gives your organization peace of mind knowing payroll is covered by both Workday and payroll experts without the risk of potential resource gaps.



### Did you know?

27% of employee data breaches in the past two years were the result of human error.

Source: Alight Global Payroll Complexity Index 2021

Finance →

HR →

Payroll →

Summary →



# 5

## Deliver on the innovation agenda

Payroll operations have often been an afterthought for many organizations, despite the huge innovation that has been delivered in this space in recent years. When payroll is operated in house, you miss out on the payroll innovation that strives to save time, avoid errors and maximize the employee experience.

Managed payroll services providers like Alight typically have Intelligent Virtual Assistants (IVA) to assist your workforce with their pressing payroll questions 24/7, as well as payroll anomaly detection software to minimize the risk of your employees being paid incorrectly – all contributing to an engaging employee experience.

Finance →

HR →

Payroll →

Summary →

# Benefits for Payroll



Finance →

HR →

Payroll →

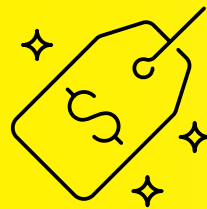
Summary →

1

# Achieve operational resilience

In the past two years, according to Alight's 2021 Global Payroll Complexity Index, 27% of employee data breaches resulted from in-house human error, and an average of 2% of a company's total salary bill was added due to payroll leakage — the result of poor process management.

Payroll Services is a great way to couple your team's expertise with a trusted partner who will take over the laborious work of payroll processing. This frees up your team to focus on other elements of the payroll process.



## Did you know?

If payroll leakage goes undetected, this could cost a 5,000-employee firm \$30 million per year.

Source: Alight Global Payroll Complexity Index 2021

Finance →

HR →

Payroll →

Summary →



# 2

## Address the talent shortage

The global talent shortage is a massive risk to payroll continuity. Organizations with traditional in-house payroll operations often find their payroll skill and capability have diminished. According to Alight's 2021 Global Payroll Complexity Index, the payroll skills gap led 1 in 5 firms to engage a managed service partner to support some or all of their payroll operations.



Finance →

HR →

**Payroll →**

Summary →



# 3

## Remove compliance risks

Payroll compliance is a never-ending cycle of external research and monitoring, requirements interpretation, data gathering and processing.

Managed global payroll services offer deep expertise to monitor, interpret and execute on compliance demands enabled by leading practice processes, technology and tools. Deep local expertise underpinned by a modern technology landscape inclusive of cognitive automation, advanced integrations, analytic reporting and key performance indicators drives and enables enhanced compliance outcomes.

Finance →

HR →

**Payroll** →

Summary →

# 4

## Add more strategic value

Typically, payroll is operated at a regional or country level. If poorly managed, or without the skills needed to govern the processes, the risk and complexity profile will be high, and employee engagement and satisfaction will be low – often leading to negatively impacted profit margins.

Upskilling and reskilling your team to focus on non-administrative tasks such as the analysis of real-time payroll data not only provides valuable insights for more strategic decision making but also improves employee morale and retention.



Finance →

HR →

Payroll →

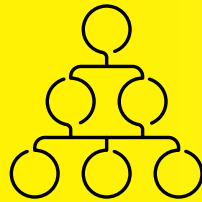
Summary →

5

## Scale in parallel with company growth

If rapid growth is a key objective for your organization, the need for managed payroll services becomes even greater. These services enable new locations, features and functions to be added easily to keep pace with all the changes in your organization at any given time.

In the case of M&A, it's relatively straightforward to implement payroll services across a range of platforms meaning your newly acquired workforce can quickly be incorporated into your payroll operations.



### Did you know?

36% of organizations do not have a global payroll governance strategy.

Source: Alight Global Payroll Complexity Index 2021

Finance →

HR →

Payroll →

Summary →

# Top 5 benefits for managed Workday Payroll services

## Finance

1. Reduce costly failures and leakage risks
2. Future-proof your payroll
3. Address the current talent shortage
4. Keep pace with compliance
5. Maximize the return on your Workday investment

## HR

1. Focus on your people strategy
2. Compliance in every country
3. Improve efficiencies and streamline operations
4. Solve talent limitations and resource gaps
5. Deliver on the innovation agenda

## Payroll

1. Achieve operational resilience
2. Address the talent shortage
3. Remove compliance risks
4. Add more strategic value
5. Scale in parallel with company growth

Finance



HR



Payroll



[Summary](#) →

[Get started](#) →

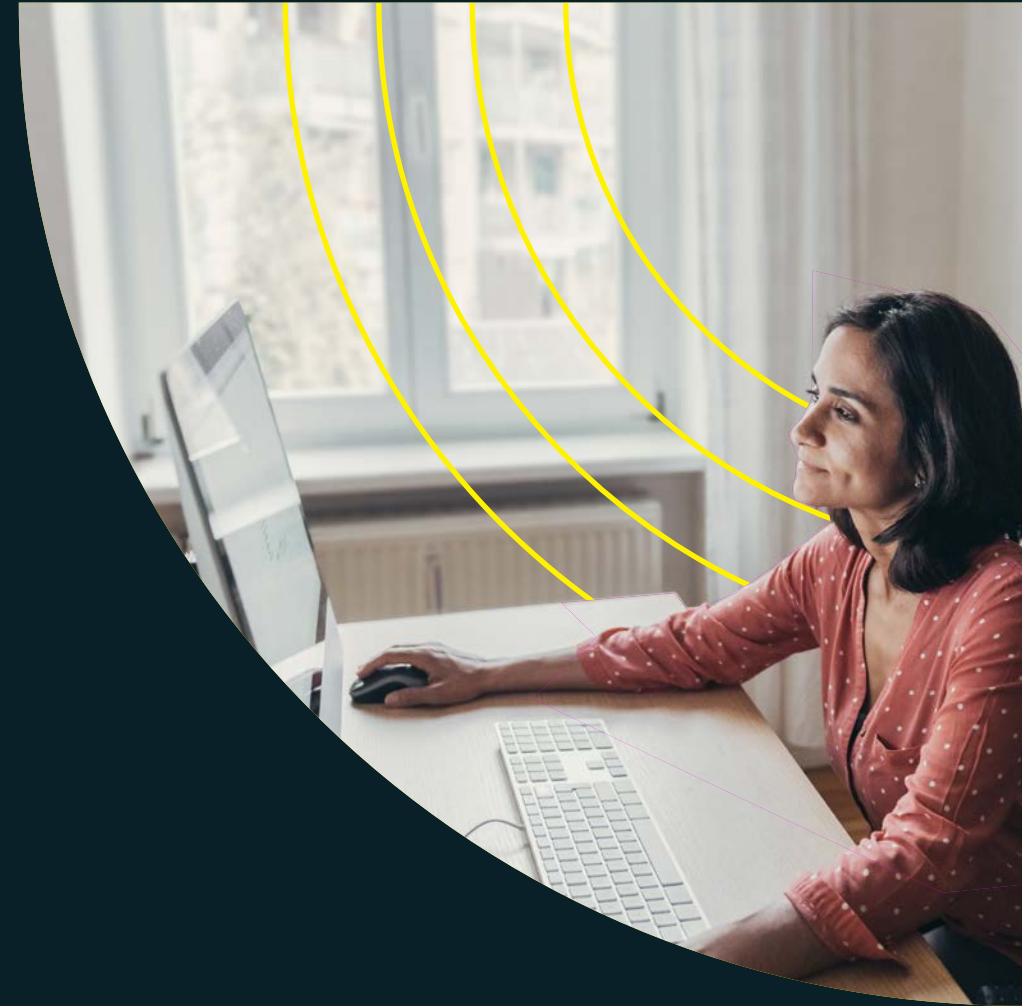
# How to get started.

The first step to payroll transformation is understanding where you are in context to where you want to be. A deep dive assessment for where your payroll operating model is performing well and where it is underperforming is key. It is also important to benchmark your organization's complexity and maturity to form a transformation roadmap that considers your organization's unique challenges and requirements.

Alight is a trusted payroll partner for 100+ Workday customers and actively supports 450+ Workday customers on their ongoing optimization journey. We have the experience, expertise and tools needed to streamline your payroll operations and add strategic value to your business.

Ready to elevate your payroll operations?

Let's talk →



Finance →

HR →

Payroll →

Summary →

Get started →