

PAYROLL — FROM TRANSACTION TO TRANSFORMATION

Payroll is more than just paying employees.

It creates deeper connections between employees and employers, but at the same time can act as a key function in transformation while protecting your business, data and people — delivering strategic insights for smarter decisions.

But like any transformation, it starts with identifying and understanding where you are right now.

There is a roadmap, used by world-class companies, you can use to position your progress on your payroll journey.



"Payroll must deliver, be secure, and compliant. If treated as a hygiene factor, it will come back to bite you."

Nico Orié, Coca-Cola Europacific Partners

Evolve your payroll operations

Get a better understanding of the domains organisations like yours have invested in to enhance their payroll process.

The guide to Good Payroll

Find out how far along your organisation is on its payroll transformation journey.



THE 8 DOMAINS VITAL FOR PAYROLL TRANSFORMATION

1 GOVERNANCE AND ORGANISATION

From **complexity to control**
Structured payroll helps ensure compliance, cost tracking and error reduction.

Good payroll is...

- Reinforcing a culture of compliance and improvement
- Facilitating advanced analytics
- Easily adapting to change

"Defining data governance early is key."

Global Payroll Transformation Lead, Worley

2 PAYROLL PROCESS

From **errors to engagement**
Considered end-to-end, it encompasses everything from time tracking to payment statements. At its core it's about employee experience.

Good payroll is...

- Automating manual processes
- An intuitive, proactive system
- Optimised practices

"ADP helps us simplify, digitalise and personalise payroll."

Sunita Cherian, Wipro

Most common causes of payroll mistakes:



TIME ENTRY ERRORS*



DATA INACCURACIES*



LACK OF AUTOMATED PROCESSES*

3 PAYROLL MONITORING

From **detection to delivery**
Track which areas of your payroll are working well, and which ones you should focus on.

Good payroll is...

- An overview of advanced monitoring systems
- Predictive analytics
- A clear view of regional and global data

"Payroll should provide proactive insights."

Jennifer Collins, Microsoft

4 PEOPLE AND TRAINING

From **education to insight**
Attracting skilled payroll professionals is hard. Retaining them is essential.

Good payroll is...

- Providing continuous learning and training programmes
- Expert-level payroll staff
- A strong culture of knowledge-sharing

"ADP offers face-to-face training, which is invaluable."

Global Payroll Lead, PayPal



24%

OF BUSINESSES CLAIM THEY HAVE DIFFICULTY ATTRACTING AND RETAINING PAYROLL TALENT

5 TIME AND ATTENDANCE

From **tracking to transparency**
Keeping track of time, leave and absences is fundamental to good payroll.

Good payroll is...

- Dynamic dashboards, self-service analytics and benchmarks
- A 360° view of your payroll stored in a unified database
- Scenario-based forecasting

"We've been able to streamline all employees' payments, including field hourly employees, while delivering valuable analytics to managers."

Bryan Waddle, Weatherford International

6 IT AND AUTOMATION

From **automation to innovation**
To adapt to the mounting workloads, payroll teams must look to innovation.

Good payroll is...

- Seamless systems integration
- Continuous updates, maintenance and improvements
- A fully integrated payroll ecosystem

"By going paperless, we save 99,000 hours a year."

Penny Cavener, Celestica



52%

OF COMPANIES DISCOVER PAYROLL ERRORS FROM EMPLOYEE COMPLAINTS



32%

OF BUSINESSES BELIEVE ADOPTING AI IS KEY FOR PAYROLL TRANSFORMATION

7 LEGAL AND STATUTORY COMPLIANCE

From **compliance to clarity**
The rules governing payroll are constantly changing. With regular audits and updates your business can stay ahead of the curve.

Good payroll is...

- A comprehensive auditing framework
- A dedicated audit team
- Proactive risk management and assessment

"ADP ensures we stay ahead of legislation changes."

Graham Pugh, AO World

8 PAYROLL SECURITY

From **uncertainty to assurance**
Businesses must establish security best practices to protect their payroll and their employee data.

Good payroll is...

- Advanced security controls
- The highest standards of data protection
- Exemplary breach prevention and response measures

"Payroll security is a top priority, and ADP takes it seriously."

Lisa Rosenblatt, Commvault



93%

OF BUSINESSES SAY THAT DATA SECURITY IS 'CRITICALLY IMPORTANT' TO THEIR PAYROLL STRATEGY



"If there was one tip I would give someone else about transformation, it's to have clarity up-front. That's why it was a really good decision to move to ADP."

Mark Gill, Wolt

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Sources*: Unless stated otherwise our research findings are based on ADP, The potential of payroll in 2025: Global payroll survey.

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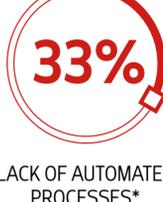
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