

Why HR struggles with leave management — and how to fix it



Managing employee leave is a growing challenge that often drains HR resources, increases compliance risks, and frustrates employees.

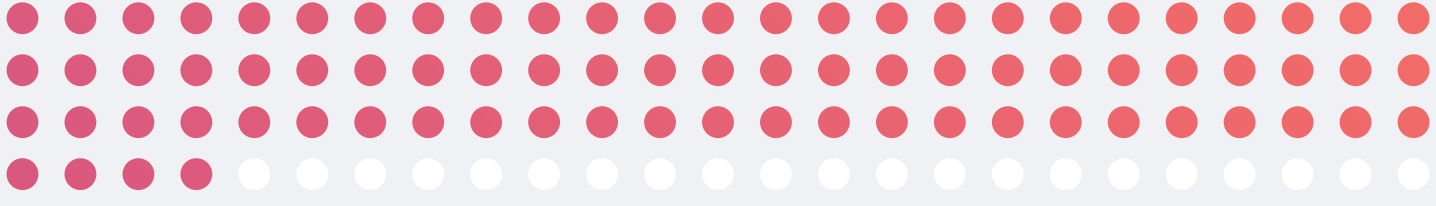
Between complex and ever-changing leave laws, manual processes that slow down productivity, and a lack of clear communication, HR teams are stretched thin. The result? Increased legal exposure, overworked staff, and a poor employee experience.

How did we get here and where can we go?

The state of leave administration today

79%

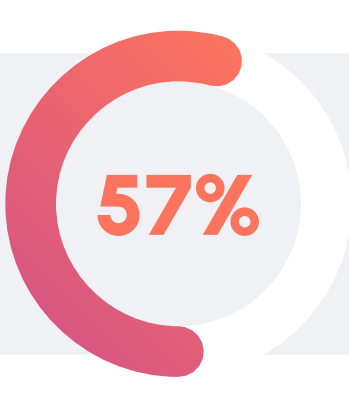
of employers say state and local paid leave laws are their biggest challenge.



Nearly **7 in 10 employers** rank compliance as a top concern — **up from 5 in 10 just a few years ago.**



More than half of HR departments are understaffed, and **only 19% of HR executives** expect their departments will be able to increase their headcount.



HR teams spend up to **57% of their time** on administrative tasks instead of strategic priorities.

The impact on the business



Fines & legal risk

Compliance missteps can cost **\$80,000+** per MLA-related claim.



HR burnout

Lack of automation means more manual work, slower processes, and frustrated teams.



Employee frustration

Confusing leave processes lead to lower engagement and increased turnover.

A streamlined approach to leave administration

OneSource Virtual's Leave Administration service simplifies compliance, reduces workload, and improves employee experience.



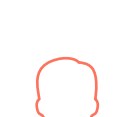
Take the complexity out of compliance

- Automated tracking of federal, state, and local leave laws
- Accurate record-keeping and proactive legal updates



Unlock new levels of HR efficiency

- End-to-end leave management, from eligibility checks to return-to-work coordination
- Automated workflows and seamless integration with Workday



Create a better employee experience

- Self-service tools for employees to request and track leave
- Employee help center to answer questions and provide assistance
- Clear communication and structured workflows to reduce confusion

"The process was simple and smooth, which makes it much better and less stressful. It lets you know your boss and your company have your back and best interests in mind."

Employee self-service user

A modern, automated approach to leave administration means:



Less compliance risk



Less manual work for HR



A smoother experience for employees

Ready to streamline leave administration?

Contact us