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onesource VIRTUAL

Don't ignore your pain

Deliver a consistent payroll experience
with a unified global payroll solution

Pain is your body's way of telling you something's wrong. That's why ignoring it is never a good idea, especially when it's persistent or prolonged.

Sometimes an over-the-counter medicine or home remedy might be all you need to experience relief. But at other times, simple pain relief isn't enough to fix the real problem.

Organizations, like people, can also experience pain, even if the nature of that pain is entirely different.

As with individuals, the impulse to find a quick fix, rather than a solution that will actually provide long-term relief, can be the same.

And for many multinational organizations, one of the areas where this happens is around global payroll.

Global payroll pain scale

No pain   Mild   Moderate   Severe   Extreme

Traditional global payroll puts a Band-Aid on a complex problem

Let's imagine a company that we'll call Company X. Company X has thousands of employees across nearly 30 countries. To pay those employees, they have to rely on multiple payroll vendors and multiple payroll platforms, because setting up an in-house payroll team in each country just isn't practical, not even for a pretty large company like Company X.

- ☒ No unity across platforms
- ☒ No single source for truth
- ☒ No visibility into global spend
- ☒ Less time for other tasks
- ☒ Less access or control over data
- ☒ Less confidence that vendors are up to date on statutory compliance

But the problem with relying on so many different vendors is that there isn't going to be uniformity across each platform, and local payroll support will still be critical.

In other words, while Company X may have a way of paying all their global employees, it comes at the cost of a unified system of record. There's no one source for truth, no single place for accessing reports and analytics, or compliance details, or for seeing how much Company X is spending on a global scale.

And that isn't even their only problem.

Over time, all those platforms are going to change. But are those changes going to improve the vendor's ability to cut down on the number of manually intensive, routine, or recurring tasks?

And is each vendor going to do enough to stay up to date on statutory compliance?

And we haven't even mentioned the time-consuming task of juggling all those different contracts for all those different vendors, and the fact that they'll still need someone at the local level with statutory knowledge.

To spin a familiar phrase, Company X is facing a real "more is less" situation. They have more partners, more contracts, and more platforms, and they still have to employ local resources to manage everything, but they have less visibility, access, and control when it comes to their data.

After a while, this kind of model just isn't sustainable.

You can't solve scattered processes with scattered solutions
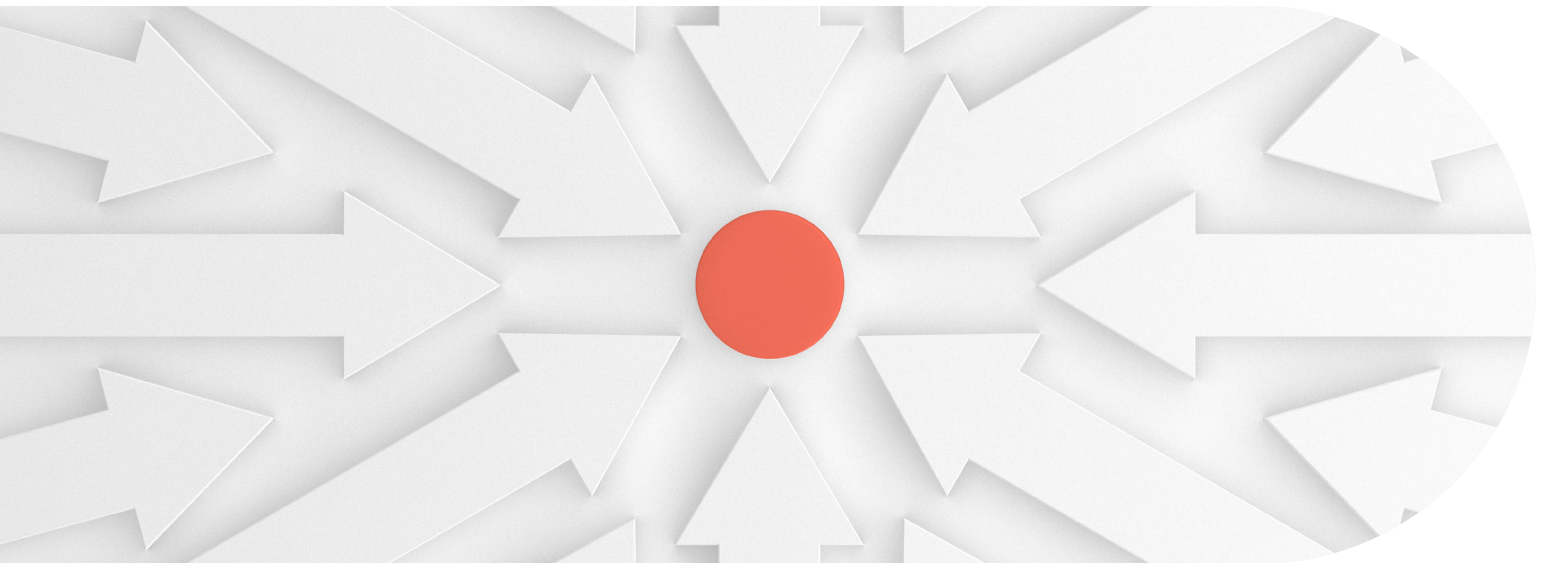
In the face of chronic, debilitating pain, the best solution is to understand the root cause and apply the most targeted treatment possible.

For Company X and its global payroll solution, the first step towards relief is realizing that scattered processes can't be solved with a scattered solution.

A unified solution will eliminate the need for multiple payroll vendors, multiple platforms, and the pain associated with managing all those contracts, updates, and streams of data that

somehow have to be merged if leaders want to be equipped to make strategic decisions.

Businesses that have invested in Workday already understand the benefits of a unified solution. But the question is, are they really taking advantage of Workday's full potential on a global scale?

Or to put it another way, are they actively using Workday as a true global system of record?

Without the right solution in place, the answer, unfortunately, is going to be no.

6 things a global payroll solution for Workday should include

For Workday to become a true global system of record for payroll, you have to find a solution that will eliminate your need for multiple payroll vendors and software platforms without impacting your ability to pay your global employees.

But what does such a solution look like?

Here are six things your global payroll solution for Workday should include:

01

Automated compliance
Wherever your business operates, staying compliant with local payroll and payroll tax legislation is critical. But the rules and regulations around payroll aren't set in stone; they're bound to change over time.

Based on this, how can you be sure that each of your payroll vendors is staying compliant? The right global payroll solution will leverage innovative technology to automate compliance, ensuring that your company is following all the latest local regulations, so your people can focus on other critical tasks.

02

Artificial intelligence/machine learning
Most people would jump at the opportunity to accomplish more work in the same—or even less—amount of time.

Powered by artificial intelligence and machine learning, the right global payroll solution will have the ability to bring payroll and payments together in real time and reduce the effort a company or a vendor spends on manually intensive, routine, or recurring tasks.

03

Innovative integrations

If most companies are relying on multiple payroll vendors and multiple platforms because of poor—or even a complete lack of—integrations, then high-quality, innovative integrations are the way forward.

The right global payroll solution integrates with Workday to let you seamlessly exchange data with your partner in real time so that you can use Workday to access pay slips, aggregate payroll spend data, financials, and more.

04

A data readiness solution

An effective solution is only as good as the data that goes into it. To ensure that you reduce risk and don't wind up dealing with payroll errors, look for a solution that can help you detect data gaps and provide guidance and support for gathering and loading all the required data. You'll also want to be sure that all the country specific fields are configured correctly in your global system of record—Workday—and that you are prepared for payroll parallel testing.

05

Payroll support services

The best solution combines technology and readiness features with service, so that employees, managers, and HR have a single point of contact for payroll related questions and someone to help troubleshoot payroll issues and escalations. With a service partnership, you will be able to rest easy knowing that you have a team of Workday experts to provide oversight and assurance of payroll deliverables.

06

An unwavering commitment to Workday

For organizations using Workday, it's important that part of their solution include a partner that truly understands both payroll and Workday. And that may mean looking for a partner that is not only known for its reputation with payroll services, but one that is also exclusively dedicated to Workday as both a service partner and as a customer.

Targeting your search to partners that are equipped with such a comprehensive understanding of Workday is one way of making sure that your new global payroll solution will actually help you meet your goal of making Workday a true global system of record.

A real solution brings real relief

As a global organization, the health of your payroll operations is critical to your success.

If you're experiencing pain with regard to those operations, then you need to think about how that pain can be treated, especially if you have hopes of expanding your footprint around the world.

Adding more payroll vendors and platforms will only make your pain worse if you have any expectations of using Workday as a global system of record for your business.

Similar to treating pain in real life, targeted treatment is critical.

For businesses using Workday, that means searching for a single solution that actually addresses the real problem.

After all, so many global companies have already experienced growing pains to get to where they are. They shouldn't have to live with that pain forever.