

# Throw HR a life preserver

How workforce administration can  
save your team from drowning



**In an ideal world, every HR team would be equipped with what it needs to answer any question or handle any problem. But life doesn't work that way.**

Over time, processes become convoluted or decentralized, budgets get cut, people move to new companies or retire, and organizations get bought or sold.

All of these impact HR's ability to function efficiently and effectively.

Adopting Workday is one way to improve matters. But not every company will adopt every Workday application or use Workday for every process.

What's more, not every HR department will automatically have the Workday expertise—or even the right number of employees—to realistically handle every possible issue that could come their way.



As a result, it's easy for HR to become overextended to the point where they feel like they're drowning, impacting not just job performance but also job satisfaction and employee engagement.

With everything HR must do to support your workforce, if they're unable to work effectively, or to focus on work that feels meaningful— that's going to be felt throughout your organization.

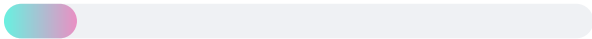
**This is why some organizations eventually look for a life preserver in the form of a workforce administration partner.**



**When workers are overwhelmed,  
satisfaction and engagement suffers.**



**13%**

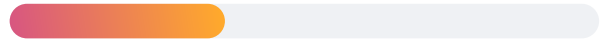


Of employees worldwide feel engaged in their work.

Gallup has reported that only 13% of employees worldwide feel engaged in their work. That number rises when you look at the U.S., but it still only reaches 34%.

It's because of figures like these that employee engagement is such an important topic. To function effectively and be competitive,

**34%**



Of employees in the U.S. feel engaged in their work.

organizations must figure out how to cultivate an atmosphere of satisfaction and engagement.

For many people, repetitive administrative work is the opposite of meaningful, even if that work is important. And when someone feels overextended or lacks experience with a new solution, matters may only get worse.

## Workforce administration can save HR from drowning.

Introducing a workforce administration partner into this situation can help overextended teams accomplish their work and combat problems with low job satisfaction and employee engagement.

After all, supporting an organization's workforce is no small feat. Employees have questions that need to be answered and life events that will impact their benefits or payroll taxes. Plus, all

of the other data in your HRIS needs to be up to date and accurate.

These tasks are critical, but it's easy to see how they can leave little to no time for anything else more strategic or meaningful.

Imagine the difference it makes, then, to have a partner that can help you with these and other tasks, including:



Fielding employee and manager questions



Delivering performance metrics crucial for making strategic business decisions



Managing third parties



Providing help with data management and life events



When HR is limited in terms of its headcount or expertise, these critical but time-consuming tasks can feel overwhelming. Workforce administration transforms your processes and saves your people from drowning.

Beyond this, having a workforce administration partner is also cost-effective. It saves companies from having to ramp up their headcount, and they can benefit from the technological investments their partner has made, saving them from having to make these same costly investments. Plus, a truly effective partner will know how companies can maximize their Workday investment and will offer services

designed to help them do so. The end result should be a team that has fewer transactional, administrative and operational tasks to worry about, with more time devoted to work that is more meaningful and engaging because of its impact on the rest of the company.

Seen from this perspective, workforce administration is not a replacement for HR, but a tool that allows it to be more responsive. And a more responsive HR carries its own benefits by not only increasing employee loyalty and engagement, but also by fortifying your company's reputation as a place where people want to work.



#### Having a workforce administration partner:

- Saves companies from having to ramp up their headcount
- Can help companies benefit from the technological investments their partner has made
- Will offer services designed to help companies maximize their Workday investment
- Is cost-effective

## Let workforce administration carry you back to shore.



"Work" is one of those words that elicits different responses depending on a variety of factors. When people feel overwhelmed or disengaged, work is a chore. When people enjoy what they do, they might not even think of it as work.

For HR teams that feel overextended or lack either the resources or expertise to operate effectively, there's good news: They don't have

to do it all alone. Workforce administration is a life preserver, providing the lift that will help your people keep their heads above water.

And with this critical support, HR is better equipped to serve those around them, and by extension, to help their organizations accomplish their larger business goals.

[Get in touch today](#)