## 5 Benefits of HR & Payroll Solutions

for Technology & Professional Services





#### Whether you're operating in the field or in the office, the right human resources (HR) and payroll solution offers benefits that keep your business running like a well-oiled machine.

But when it comes to finding the right fit for your organization, an off-the-shelf solution may not have all the features you need today, let alone the ones you'll need down the road. Getting access to tools and information that are flexible to bring value now and well into the future will pave the way to meeting and exceeding your goals.

Though, historically, businesses had to adapt to what was available in existing HR solutions, you have far more options with today's technology. Now, you can find hand-in-glove solutions customized to fit the nuances of your unique needs and goals from the outset of the process — not the other way around.

In the technology and professional services sector, knowledge is power, and onesize-fits-all solutions simply won't cut it when navigating this highly competitive space. A tailored solution is paramount to staying ahead of the game – and compliant – in an industry where top talent and intellectual firepower can make (or break) your business.

A robust, all-in-one platform offers businesses in the technology and professional services industry a number of unique and important benefits. Find and retain top talent by building a modern employee experience and strong corporate culture, all while keeping up with changing regulations and adapting to market fluctuations. There are more than a few ways the right solution can streamline your HR and payroll processes and help you build toward tomorrow.



#### Win the battle for top talent.

Finding – and keeping – qualified employees is critical in the technology and professional services space. The right HR and payroll software equips you to win the competition for top talent with intuitive tools that fast-track your ability to hire quality candidates, streamline onboarding to eliminate endless paperwork, consolidate data, and open the line of communication with the new employee before their start date. Plus, integrated solutions with robust analytics on employment trends, labor costs, position management, and more can make it easy to tailor competitive packages and administer benefits while keeping costs low and minimizing risk. Add to that the ability to quickly verify an employee's work eligibility, and you've got an all-around solution to find, hire, and keep the industry's most sought-after talent.

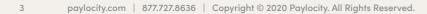
Visit the Talent page. Learn more about Recruiting and Onboarding.



#### Create a company culture that keeps employees engaged.

For today's employees, a culture of transparency isn't just a nice-to-have — they demand it. What's more, your workers crave connection, recognition, and feedback from both their peers and their managers. The good news? Modern HR and payroll solutions with integrated, mobile-friendly social collaboration tools help you centralize accurate and timely company info while giving employees the connection they want so they can be more engaged, aware, and productive. Colleagues can connect around projects, initiatives, and interests and recognize each other from anywhere. Plus, it's easier than ever to keep your finger on the pulse of your workforce through advanced survey technology that allows you to efficiently gather feedback, so you can respond quickly to workforce issues and take steps to improve your company culture and co-create the organization that you — and your employees — want.

Visit the Engagement page. Learn more about Community, Surveys, and Peer Recognition.





### Gain critical insights on key metrics for impactful decision-making, all in one place.

In an industry that hinges as much on the quality of your products and services as it does the quality of your workforce, all-in-one solutions empower you to analyze and report the most important metrics on everything from demographics and labor costs to trends in turnover and compensation in a single platform. You gain access to the data you need to make effective, informed decisions and create, define, and manage your strategy while optimizing your budgets. This means you'll have everything you need to strike that enviable balance that allows you to prioritize both your people and your bottom line.

Visit our Data Insights page to learn more.



# Easily manage payroll and expenses.

Level up your payroll processes with employee selfservice, custom reporting, mobile expense management, and other features that help your business conquer the basics, improve accuracy, make compliance a breeze, and gain insights to power decision-making. Time historically wasted on manual and redundant data entry, collecting employee action forms, and keeping track of expenses becomes time to focus on more important things – like building up your workforce and preparing your business for tomorrow. Automated payroll means you can easily keep up with a variety of employee categories, PTO, personal data updates, and prorated and retroactive pay even when changes fall in the middle of a pay period. What's more, your employees get modern, innovative capabilities like 24/7 mobile access to their personal information with a mobile app and even access to a portion of earned wages. No more tedious paperwork-shuffling or sifting through spreadsheets.

Visit the Payroll page. Learn more about On Demand Payment and Expense Management.



# Align every level of the organization with performance management and LMS tools.

Employees at all levels of your organization need to be in lockstep with each other, moving in both the same direction and the right direction, for the company to be efficient and successful. Modern performance management tools can help you achieve that kind of alignment while also helping you understand and address employees' unique ambitions, needs, and ways of working. For example, you can keep your managers and direct reports connected by inviting them to share in ongoing feedback instead of the outdated annual review format. It's not only important to create cascading goals based on your company's core values, but also to keep those goals in sight continuously through more frequent check-ins, allowing you to course-correct more effectively and drive a culture of positive recognition. And when you identify a skills or knowledge gap, a flexible, customizable learning management solution empowers you to design, assign, and track bite-size, hyper-relevant learning and development opportunities tailored to new skills, policies, products, and more. Together, an integrated solution with performance management tools and an LMS keeps your workforce competitive, aligned, and engaged.

**Visit our Talent page.** Learn more about Performance Management and LMS.



#### Paylocity's modern, all-in-one platform allows you to right-size your solution, so you have everything you need — and nothing you don't.

Our intuitive, cloud-based HR and payroll platform empowers you to make strategic, data-based decisions in the areas of benefits, core HR, payroll, talent, and workforce management, while cultivating a modern workplace and improving employee engagement. When it comes to smart, streamlined software that matches the DNA of your organization and exceptional service from people who care about your success, Paylocity is the partner you need to tackle the challenges of today so you can focus on building a stronger tomorrow for your business.

Want to learn more about Paylocity's HR and payroll solutions for technology and professional services?

Click here to get a guided tour of Paylocity in action with a solutions expert.



