


5 Benefits of HR & Payroll Solutions

for Transportation & Logistics





Whether you're in the office, in the warehouse, or on the road, 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 that 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 through 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.

Transportation and logistics is a high-stakes industry, and a customized solution is paramount to staying competitive — and compliant. This is especially true in a world where the supply chain moves quickly, and both employees and customers have rapidly evolving expectations.

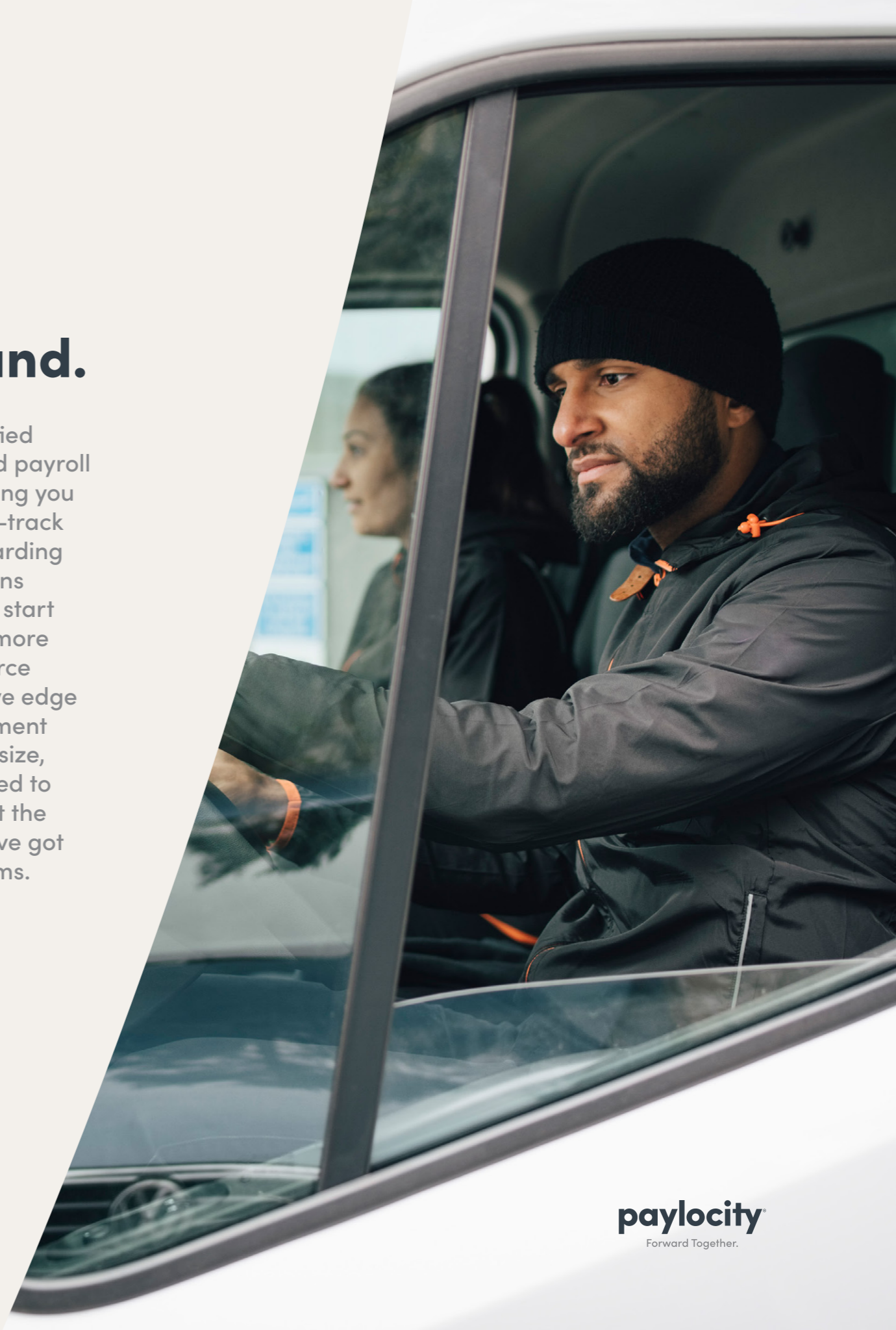
A robust, all-in-one platform offers transportation and logistics companies a number of unique and important benefits. From tracking overtime, certifications, and safety rules compliance to keeping up with changing regulations, surviving market fluctuations, and building a strong company culture, there are more than a few ways the right solutions can streamline your HR and payroll processes and help you create a better tomorrow for your business.

1

Find (and upskill) quality workers who will stick around.

In transportation and logistics, finding — and keeping — qualified employees is critical to success and longevity. The right HR and payroll software allows you to make those critical sharp turns by helping you secure, onboard, and retain the right talent. Intuitive tools fast-track your ability to hire quality candidates while streamlined onboarding eliminates the endless paperwork, consolidates data, and opens the line of communication with the new employee before their start date. What's more, predictive analytics will help you create a more transparent employee lifecycle, make better-informed workforce decisions, and tailor your talent strategies to gain a competitive edge over your competition. Plus, an on-demand learning management system (LMS) empowers you to design, assign, and track bite-size, hyper-relevant learning and development opportunities tailored to training on new skills, policies, products, and more. Add to that the ability to quickly verify an employee's work eligibility, and you've got an all-around solution to the industry's most prevalent problems.

Visit the Talent page. Learn more about Recruiting, Onboarding, Journals, and LMS.



2

Easily coordinate schedules and track time and labor.

Replace manual tracking and data entry with automated functions that make it easy for you to maintain high accuracy and stay compliant – all while accommodating fluctuations in labor demand. Streamlined attendance, scheduling, absence management, request approvals, and labor analytics, are now in a single integrated system that can help you maximize efficiency and forecast labor demand. Plus, employees can clock in/out, request time off, access checks, tax forms, schedules, timesheets, and more – all from their phones. A geofencing feature also ensures employees are on-site and ready to roll when they start their shifts. Modern time and labor solutions empower you to boost organizational productivity and employee engagement while reducing labor costs and compliance risk.

Visit the [Workforce Management page](#).

Learn more about Time & Labor, Time Clock Kiosks, and Geofencing.



3

Centralize all HR functions in one easy-to-use platform.

In a fast-paced industry that hinges as much on the quality of your products and services as it does the quality of your workforce, an all-in-one solution can empower you to analyze and evaluate the most important metrics – from employee performance to tracking employee records, mandatory maximum shifts, rest periods, compliance obligation information, and more – in a single interface. Impactful, effective decision-making about everything from managing shift differentials and schedule changes to tracking overtime relies on data, and the ability to access insights on trends and areas of concern easily helps you stay focused on strategy rather than busywork. A unified platform allows you to create a winning workforce strategy and build a cohesive culture among a workforce that's spread across the country.

Visit our [Data Insights](#) and [Human Resources](#) pages to learn more.



4

Increase employee engagement.

For today's employees, a culture of transparency isn't just a nice-to-have — they demand it. This is especially important in an industry like yours, where many workers are untethered and don't work in the same physical location as their colleagues. 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, so you can respond quickly to issues, take steps to improve your company culture, and co-create the organization that you — and your employees — want.

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



5

Proactive compliance gives you peace of mind.

As part of an intensely regulated industry like transportation and logistics, you know regulatory changes can come fast and furious, meaning compliance can be tricky – not to mention time-consuming and costly. A comprehensive compliance dashboard empowers you to keep your business and workforce in lockstep with constantly-shifting regulations and related changes to policies and procedures. Today's HR and payroll solutions offer the ability to centralize important records (eg, work authorization, Affordable Care Act, and document acknowledgment) and give you access to robust data insights (eg, Equal Employment Opportunity data; progress on anti-violence, sexual harassment, and cybersecurity training) and help you easily understand and identify areas that need attention. By being proactive and staying ahead of compliance, your business can effectively mitigate risk, help employees stay safe, and focus on productivity.

Visit our Compliance Dashboard page to learn more.



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 transportation and logistics?

[Click here to get a guided tour of Paylocity in action with a solutions expert.](#)

