The Hidden Costs of Poor Employee Experience

The business consequences of a disjointed, unfulfilling experience are more than an unmotivated, disengaged workforce.

You lose precious time and money when HR teams are bogged down by manual payroll processes and employee requests.



10 hrs/wk responding to employee requests



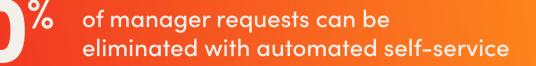
4 weeks a year managing timecards



>\$68K/year on overreported payroll



\$30,000/year in pay-related disputes



It's taking too long to get new hires up and running.



to fill a typical role



on applicant tracking, recruiting, onboarding

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The biggest opportunity to cut



Your HR team is spending more than 3 months of the year chasing recruiting and onboarding paperwork.

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interviews alone



hours entering employee information



137 hours collecting hiring approvals

Automation could save you \$18,000 a year

in recruiting and onboarding

Employee performance may be suffering because you're stuck in calendars and spreadsheets.

High performers are 400% more productive,¹ but many HR teams are overburdened with administrative tasks, unable to focus on building strategies to keep their workforces skilled and productive.

Performance and learning management tasks account for more than 2,100 hours or a full-time employee's entire year.













Automation could save you \$21,000 a year in performance and learning management

Employees are disconnected from information that's important to them.

Despite spending 1,274 hours a year on communication and engagement tasks, it still takes 51 minutes for time-sensitive, critical info to reach all employees, and HR teams spend 135 hours giving employees access to training records.



Data is key, but HR is locked out.

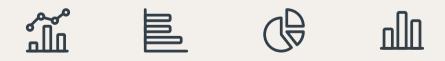


Businesses know data is critical to understanding where they are today and how to get where they want to go. But HR teams don't have the tools they need to easily collect and report data.

days/week collecting and reporting data



say a centralized, single system for HR reporting is a top benefit of HCM technology



High-performing organizations know HR data holds the secret to their success.

Innovative, productive, profitable businesses go beyond the basics to anticipate and accelerate progress by using technology and data to harmonize the work, workforce, and workplace in real-time.²

In fact, high-impact organizations are



to collect, manage, and analyze workforce data

Deloitte

to generate talent and business insights.³

Learn what you have to gain from the right solution from Deloitte's report on Estimating the ROI of an HCM Solution.

Click Here to Download 🕣

Or <u>request a demo</u> to get a guided tour of Paylocity in action with a solutions expert.

Unless otherwise noted, all statistics are annual averages reported in <u>Deloitte's Estimating the ROI</u> of an HCM Solution for Various Human Resources Tasks.

¹<u>Attracting and retaining the right talent, McKinsey & Company, 2017</u>

 ²Seven Top Findings on Moving from Talent Management to Workforce Architecture, Bersin, Deloitte Consulting LLP, David Mallon, Nehal Nangia, Mike Kemp, PhD, and Kathi Enderes, PhD. 2020
³High Impact Workforce Research, Bersin, Deloitte Consulting, 2019

