

# 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

**80%** of manager requests can be eliminated with automated self-service

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

**91** + **\$4.2k**

days

to fill a typical role

**140+**

hours/month

on applicant tracking, recruiting, onboarding



The biggest opportunity to cut costs is by eliminating paper.



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



**247**

hours managing candidate info



**179**

hours scheduling interviews alone



**330**

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,<sup>1</sup> 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.



**343**

hours managing performance data



**197**

hours registering employees for training



**195**

hours tracking training progress for employees

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.



**1,274**

hours a year



**51**

minutes



**135**

hours

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.

**2** days/week collecting and reporting data

**83.6%**

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.<sup>2</sup>

In fact, high-impact organizations are **1.9x** more likely to collect, manage, and analyze workforce data

to generate talent and business insights.<sup>3</sup>

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 request a demo to get a guided tour of Paylocity in action with a solutions expert.

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

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

<sup>2</sup>Seven 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

<sup>3</sup>High Impact Workforce Research, Bersin, Deloitte Consulting, 2019

