


A woman with curly hair, wearing an orange blazer, is pointing at a computer monitor. A man with a beard, wearing a green shirt, is sitting behind her, looking at the screen. The background is a modern office with large windows and concrete pillars.

How HR Teams Are Tackling Payroll Challenges



From sorting through stacks of paper files to issuing corrections, payroll teams have their hands full. The right human resources (HR) and payroll solution can help teams conquer the biggest challenges of today and set them up for long-term success. But don't take our word for it. Hear how these five companies are tackling payroll with Paylocity as their partner.

The payroll industry is filled with complicated — and often manual — processes. According to the IRS, approximately 33% of employers make payroll errors, and the American Payroll Association shows an error rate of up to 8% for companies using traditional time cards.¹ As an HR professional, you've seen it all. And you are at the very heart of your company, ensuring that employees can bring home accurate paychecks on time.

Keeping up with new and changing legislation could be a full-time job in itself, but that is just one of the many hats you wear. Having someone in your corner to help make sense of those changes and prepare tax documents can make all the difference. In today's unpredictable world, you have to manage your time wisely, and that means cutting down on manual tasks and errors whenever possible.

Whether you have dozens or thousands of employees, these challenges persist across companies and industries. Read on for stories from five companies that got the help they needed from an integrated HR and payroll solution.

¹ <https://www.business2community.com/human-resources/payroll-errors-cost-money-fix-01906305>

Navigate changing times while scaling and adapting.

When a company experiences rapid, large-scale growth, it can also outgrow its old processes quickly. Paper paychecks are a prime example, and approximately 48% of small businesses² still don't use direct deposit for payroll. Not too long ago, Weigel's convenience stores belonged to that 48%. Their payroll administrator spent her days cutting paper checks and stuffing envelopes, even coming in on weekends to run and process payroll taxes manually. Between their growth and outdated methodology, the nearly 100-year-old company needed to update processes, especially when it came to payroll. Weigel's needed an HR and payroll software provider who could help them navigate these changing times as they scaled and adapted for growth.

Weigel's found convenience with the shift to Paylocity. With the ability to process payroll from anywhere, employees were able to not only elect direct deposit for the first time but also access their paystubs from anywhere at any time through the Paylocity mobile app. Providing this level of access to employees also helped the HR team reduce their administrative workload of verifying employment or pulling paystubs, for example. Reporting also became a breeze, and reports that took up to four days to create could now be completed in a matter of minutes. Combined with Paylocity providing and filing their W-2s and 1095Cs, this transition freed up valuable time to focus on other important company initiatives.

The ultimate benefit of streamlining payroll operations was the ability to connect employees to information and each other with mobile-friendly access and communication tools, improving productivity all across the business.

2 <https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/directdeposit.aspx>



Industry
Retail

Location
Powell, TN

Size
1,000+ Employees

Customer Since
2012

Read more about Weigel's 

"The thing that impresses me the most about Paylocity is that you keep up with trends, and you move forward before we're even ready to get there. That helps us keep moving the needle."

Melanie Wilson | Director of Human Resources

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Process payroll with the push of a button.

The “that’s the way we’ve always done it” mentality can be tough to change. One of the oldest credit unions in Alabama, Avadian Credit Union, wanted to transform their operations by going electronic. As recent as 2017, they issued paper checks and had to manually print and file information at each juncture of the employee journey. Soon, the filing cabinets were overtaking the office. The scanning, filing, and manual data entry would take days and leave a lot of room for human error.

Avadian partnered with Paylocity to transform their HR and payroll processes, which helped them transform other parts of the employee experience. Now when an applicant is hired, the information feeds directly into new hire onboarding and into their employee record for payroll with the simple click of a button. The HR team can log in to the platform and access anything they need from their laptop. Now for the first time, payroll can be processed from anywhere, a capability that came at a critical time during a global pandemic.

Having everything in one central location means the team fields fewer questions from employees about paid time off (PTO) and spends considerably less time fixing issues with missed time punches for the 180 people that have to clock in and out. Employees are able to leave notes in the system rather than sending an email. And while planning PTO can be a chore for any manager, the Time Off Calendar gives managers visibility into all time-off requests, making approvals a breeze. These requests feed automatically into payroll so it’s one less thing to worry about when processing payroll.



Industry	Size
Financial Services	250+ Employees
Location	Customer Since
Birmingham, AL	2017

[Read more about Avadian](#) 

“Paylocity set us up for success, especially while remote. That just wouldn’t have been possible before.”

Lindey Lawrence | HR Generalist

Streamline the day-to-day tasks.

TruCut Incorporated, a manufacturer of out-of-production service parts for original equipment manufacturers (OEMs), turned to Paylocity to help streamline and centralize their payroll. From managing job codes and shifts for three locations, having a centralized platform helped the team stay organized.

With the new solution, employees could clock in and out from either their phones, desktop, or a computer station kiosk in the production facilities and warehouses. Geofencing technology gave the TruCut team confidence that employees were actually on site when clocking in through the app, which managers could also use to approve automatically uploaded time logs. Paylocity is also integrated with TruCut's health insurer and 401(k) provider, eliminating the need to update employee payroll information to these systems manually. All this automation means doing payroll for the entire company takes about 15-20 minutes in total, and everything is accessible and securely online.

TruCut also opted in to Paylocity's Expense Management, which has dramatically simplified the process for all involved. Employees just take a picture of their receipts (rather than hanging on to handfuls of torn receipts), log basic information, and submit it through the app. Managers can approve reports remotely and employees get reimbursed on pay day. The mobile app streamlined payroll operations and empowered employees to actively support up-to-date and accurate payroll.



Industry
Manufacturing

Size
80 Employees

Location
Sebring, OH

Customer Since
2017

[Read more about TruCut](#) 

"Thanks to the software, our insurance broker is really like an extension of my team. As a one-person HR team, the time and hassle that saves me is huge."

Mike Lesch | HR Manager

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Connect payroll to the rest of the business.

The Kennedy Group, a multimillion-dollar labeling business, knows a competitive benefit offering is one of the secrets to attracting and retaining top talent. Approximately 63% of candidates³ say that benefits are a top reason for selecting an employer. Unable to integrate with existing processes and partners, their previous payroll vendors kept them from tailoring their offerings.

Integrating Paylocity with their existing health insurance and retirement plans eliminated time-consuming manual communications. In addition to equipping their financial advisor, who became an extension of their team, with the data to truly assess performance, payroll operations became much more efficient.

Data Insights dashboards and trends helped The Kennedy Group make more effective, data-backed decisions on multiple areas of the business, including payroll, benefit costs, retention, turnover, hiring, and more. Detailed reporting made all the difference when it came to staying on top of compliance, but it also improved accuracy with 401(k) contributions. Historically the team would have to manually contribute, but with the transition, this became automated, reducing mistakes. Since this has been rolled out, they have not had a single issue in their regular 401 (k) audit.

3 <https://www.glassdoor.com/employers/blog/salary-benefits-survey/>



Industry
Manufacturing

Size
97+ Employees

Location
Willoughby, OH

Customer Since
2016

[Read more about the Kennedy Group](#) →

“It used to take multiple staff members close to three full days to process and reconcile payroll every period. With Paylocity, it takes one team member no more than 90 minutes to complete it from start to end.”

Peter Chen | Vice President, Finance

Take the labor out of Time and Labor.

From processing applications to onboarding new employees, lean HR teams can easily spend hours on administrative tasks. The local YMCA of the Greater Grand Rapids hires and onboards nearly 100 people a month, including both seasonal and full-time positions across seven branches, which is no small feat for team of five. Now, application information feeds directly into new hire onboarding and their employee record for payroll.

With Paylocity's solution in place, employees can clock in and out, request time off, and access necessary tax documents and paystubs from their mobile devices. It took nearly three times longer to process payroll using their old system, where their 1,600 employees manually tracked time using an interactive PDF. The team then printed and manually entered this data into their system, leaving the door wide open for error and contributing to their already heavy workload.

The mobile app also provides a way to reach employees. Many employees do not have regular access to a computer or work email. The HR team is able to easily push W-2s and other company information directly to employees' personal mobile devices, and notifications alert them to check in to see what they may have missed.

Data and dashboards available through Paylocity allow the Y to identify demographic trends and monitor turnover and labor costs. The reports are easy to export, and having all the information necessary with the push of a button can help drive decisions for the leadership teams.



Industry
Non-Profit

Size
1,600 Employees

Location
Grand Rapids, MI

Customer Since
2014

[Read more about the YMCA of Greater Grand Rapids](#) 

"The YMCA Senior Leadership team chose Paylocity to help improve all our day-to-day HR and payroll functions. As a non-profit, our leadership team definitely understands Paylocity's solutions are an essential element for HR and payroll success."

Gavin Watson | HR Systems and Risk Specialist

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By automating and streamlining payroll operations, HR teams can put the focus back on connecting and caring for their people.

With Paylocity's modern, all-in-one platform, these teams were able to simplify and streamline their processes while improving accuracy. Our intuitive, cloud-based HR and payroll platform empowers you to make strategic, data-based decisions in payroll, benefits, core HR, 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 payroll 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?

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

