5 Benefits of HR & Payroll Solutions

for Healthcare

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Whether you're operating in a clinic, office, medical facility, or as a home health aide, 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 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.

In the healthcare field especially, a tailored solution is paramount to staying competitive — and compliant — in a highly regulated and constantly-changing industry.

A robust, all-in-one platform offers healthcare businesses a number of unique and important benefits. From dealing with a critical nursing shortage to keeping up with changing regulations and increasing employee retention, there are more than a few ways the right solution can streamline your HR and payroll processes and help you create a better tomorrow.

1

Effortlessly manage payroll, tax compliance, and more.

Time historically wasted on manual and redundant data entry, requesting employee action forms, and keeping track of expenses becomes time to focus on more important things — like taking care of your employees so they are informed, connected, and engaged in their work to provide the best patient care. Automated payroll functions mean you can easily keep up with time tracking, personal data changes, PTO, and prorated and retroactive pay with minimal disruption to your processes, 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 through on demand payment. Level up your payroll processes with employee self-service, custom reporting, and other features that help your business conquer the basics, improve accuracy, make compliance a breeze, and gain insights to power decision-making. No more tedious paperwork-shuffling or sifting through spreadsheets.

Visit the Payroll page. Learn more about ODP, Garnishment Managed Services, and Expense Management.

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2

Easily manage schedules, shift limits, and labor allocation.

Replace manual tracking and data entry with automated functions that make it easy for you to maintain high accuracy, even when you're contending with complicated scheduling requirements like shift differentials. Streamlined attendance, scheduling, absence management, request approvals, and labor analytics are now in a single, integrated system that can help you maximize efficiency, provide an enhanced employee experience, and effectively forecast labor demand. What's more, employees can clock in/out and access scheduling on the fly, request time off, and access checks, tax forms, schedules, timesheets, and more – all from their phone. Modern time and labor solutions empower you to boost organizational productivity and employee engagement while reducing inaccuracies and compliance risk.

Visit the Workforce Management page. Learn more about Time & Labor, Time Clock Kiosks, Schedule Management, and Mobile Capabilities.

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3

Proactive compliance gives you peace of mind.

Regulatory changes in healthcare 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 organization 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.

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4

Reduce turnover and get new hires on the job quickly.

Finding — and keeping — qualified employees is critical in the world of healthcare. The right HR and payroll software allows you to stay ahead of the industry's biggest challenges, like the growing nursing shortage, by quickly converting applicants to employees and providing an experience that encourages new workers to stick around. Take advantage of a user-friendly experience to meet potential workers where they are by posting job openings to the most popular employment sites. Plus, intuitive tools fast-track your ability to hire quality candidates, while streamlined onboarding eliminates the endless paperwork, consolidates data, and opens the lines of communication with new employees before their start date. Add to that the ability to quickly verify an employee's work eligibility, and you've got an all-around solution to keep your organization comfortably ahead of the curve.

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

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5 Keep top talent engaged and trained with continuing education and upskilling opportunities.

Particularly in the healthcare field, maintaining up-to-date credentials and industry knowledge is critical to success — for both individual employees' careers and the organization. A robust, integrated learning management system (LMS) empowers you to design, assign, and track critical learning in one place. Give employees on-demand, mobile-friendly access to bite-size, hyper-relevant learning and development opportunities that provide training on new skills, policies, products, and more. You can improve completion rates by sending out automated reminders, and assess the effectiveness of your training through quizzes and surveys to measure employees' learning. Plus, gain the flexibility to assign state-required compliance courses or your own custom-designed courses in a variety of formats, and even the ability to allow internal subject matter experts to create modules. It's never been easier to keep your workforce at the top of its game while creating a next-level employee experience.

Visit our Learning Management System (LMS) page to learn more.

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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 solutions that match 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 healthcare?

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

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