



Payroll Technology

History and Future Trends

Introduction

NorthgateArinso Poll ...

Seven (7) trends that will dominate HR in 2013?

- HR gets smart with data - 28%
- Planning for workforce planning - 21%
- The cloud requires wisdom - 20%
- Social means business - 13%
- Globalization, with a twist - 8%
- Compliance matters - 7%
- Consumerization continued - 3%

**Which HR trend will be more important
in 2012?**

- HR going genuinely self service/mobile - 47%
- Growth of multi-country payroll - 34%
- The rise of the HR specialist - 19%

Technology and Payments to Staff


Once upon a time

- Paid in “kind”.
- As economies grew and people became more sophisticated – cash was king!
- Formation of payments industry - cheques replaced cash.
- Technological development and innovation ... reduce cash handling, reduce fraud, limit theft and give employee’s access to products.
- Myriad of payment options available.



Technology and Recruitment of Staff

Who can remember

- The times when employers advertised a job in their windows? Or in the local newspaper?  
- Technology changed the Recruitment Industry dramatically!
- Recruitment Agencies vs. Social Media!?
- Brand building attracting prospective employees. 
- Today it is about “who you know”, “who you are connected to”, “who is part of your professional network” and “who you are following”!



Technology and Recruitment of Staff

But technology also creates chaos

- “Connect” to current and prospective staff.
- Applications to manage multitude of CV’s received through these channels and interrogate data.
- Creating a profile of potential candidates.
- Next time you “tweet”, be careful of what you say and how this could affect you in a month or two when you apply for that “dream job”!
- But to survive in today’s economy organizations have to participate in social media.



Technology and Payroll

In 1949

“The world's first business computer application was rolled out by a British catering and food-manufacturing company, J. Lyons & Co., which had developed and built its own computer, designed for business data processing.

In 1951, less than 2 years after the project was initiated, LEO went on-line as the world's first business computer. A forerunner to the IBM mainframes, LEO was the first computer to run a payroll, the first to perform inventories, and the first to track product distribution - as well as the first to calculate the blending of fine, flavourful, and cost-effective cups of tea.”



Technology and Payroll

1700's ...



- Payroll was one of the first applications to be computerized.

Mid 1900's ...



- Payroll was also one of the first applications to be outsourced.

- Is Payroll a “core” or “mission critical” system?

- To change or not to change?

1970's ...



- Legacy systems - complicated workarounds and “add-ons”.

Technology and Payroll

But then came the 1990's and Y2K

- Integrated system.
- Real-time or next to real-time.
- Common database.
- Consistent look-and-feel.
- Best practices.
- Standardized processes.
- Modular.

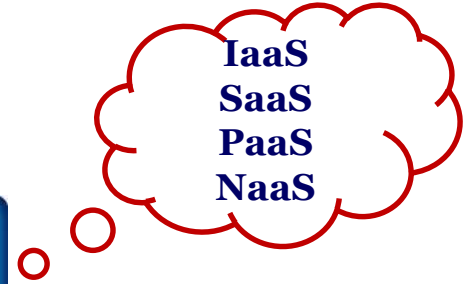


Technology and Payroll

And today

Which HR process will you move into the cloud next?

- Payroll - 35%
- Recruitment - 20%
- Workforce administration - 10%
- Time & Attendance - 9%
- Performance management - 9%
- Learning - 9%
- Compensation & reward - 3%
- Succession planning - 4%



Which deployment model will benefit HR most going forward?

- SaaS/OnDemand - 40%
- In-house/OnPremise - 12%
- BPO/BPU - 14%
- Hybrid (combination of models) - 34%



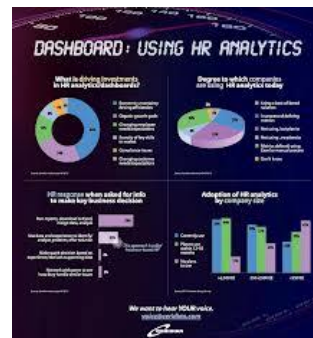
Technology and Payroll

Today and tomorrow

What do you consider the biggest advantage of HR ana

- Turn data into information - 18%
- Generate time savings - 6%
- Predict future trends - 10%
- Take smarter decisions - 37%
- Position HR more strategically - 29%

.... Correlate “people data” with “business data”



Technology and Payroll

Yesterday, Today and Tomorrow

- Consumerization has an extraordinary effect on the Payroll Industry.
 - *BYOD – Bring Your Own Device!*
 - *Millennial Generation's impact on the workplace.*
 - *Real-time information – provision & collection.*
- The power of the employee!
 - *Efficiencies and costs savings versus*
 - *Employee accountability and ownership of their jobs and development.*
- Holistic employee view.
 - *Single view of all my information in one place.*
 - *Intelligent reporting and enabling employee decisions.*
 - *New Employee Value Proposition.*
 - *A payslip is so much more than just a payslip!*



Technology and Payroll

Yesterday, Today and Tomorrow

- Legacy systems are keeping organisations back – replacement is imminent!
 - *Green screen versus Smartphones.*
- Embracing SaaS and Cloud Computing.
 - *Latest capabilities and innovations are in the cloud!*
 - *The cloud doesn't reduce complexity of HR processes.*
 - *Take time to find the right solution and delivery model.*
- Integration of disparate systems.
 - *Reduces possibility of fraud and unnecessary errors.*
 - *Providing accurate information on time!*
- Using technology to your advantage.
 - *Improve communication, collaboration and performance!*



Technology and Payroll

Yesterday, Today and Tomorrow

- Going global!
 - *Glocal – going global with local expertise.*
 - *Enabled by cloud technology.*
 - *Outsource*
- Business Process Outsourcing is growing
 - *NorthgateArinso named a Leader in Gartner's Magic Quadrant for Payroll BPO Services in July 2013 for the second consecutive year.*
- And lastly staying compliant! ☺

48% of organisations indicated in a recent survey that there are more than 25 countries supported by their multi-country payroll!



Thank You

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