


The Perfect Partnership: Payroll and Human Resources


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Payroll and Human Resources (Sometimes it has been a feud)

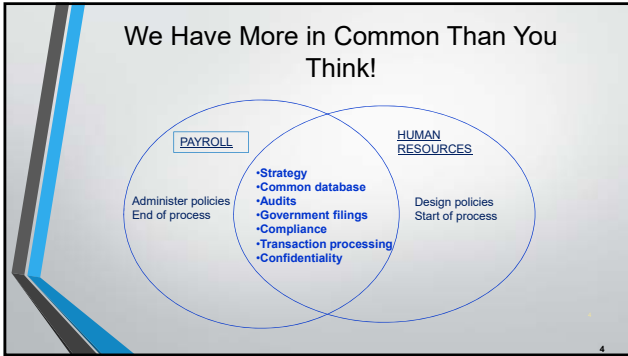


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What Frustrates You?



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- ### What Do We Have in Common?
- Service same internal customers
 - Process same information
 - Organizational shifts
 - Teamwork is replacing command and control
 - Developing high number of specialist roles
 - Flexibility and responsiveness are replacing size
 - Technological changes
 - Third parties have a larger role

- ### Time to End the War
- Similar needs
 - Promote efficiency
 - Drive organizational strategy
 - Build trust and respect
 - Be recognized as a leader

We Share the Same Mission



- **We just look at it from different perspectives!**

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Understanding Each Other's Roles

- Professional
 - HR as face of the organization
 - Payroll as guardian of fiscal data

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Understanding Each Other's Roles

- Organizational
 - Human Resources
 - Finance
 - Shared services

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Understanding Each Other's Roles

- Functional
 - Detailed analysis
 - The employee experience

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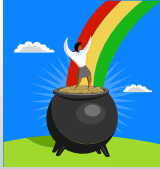
We Share the Same Mission

- Gaps and inefficiencies in processes
- Inclusion as a strategic partner
- Knowledge sharing with key customers
- Expediency and accuracy of data

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Key Reasons to Partner WIIFM Factor (What's in it for me/customers/company)

- Higher quality
 - Reduction of errors
- Timely transactions
 - Reduction of retro activity
- Streamlined process
 - Reducing end-to-end labor costs
- Satisfied customers



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Five Golden Rules for Partnering Success

- 1. Take action and involve others**
- 2. Be a change agent and share ideas**
- 3. Integrate seamlessly**
- 4. Communicate constantly and consistently**
- 5. Focus service on the customer**
 - Employees want resolution

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**A Software Upgrade!!
(A Team Exercise)**

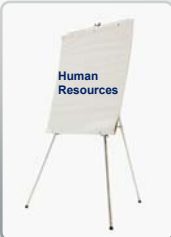
- What is needed to ensure a successful upgrade?
 - Input test cases
 - End-to-end test
 - Feed to the General Ledger
 - Benefit plans
 - Earnings/Deduction codes working?



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A Software Upgrade!!


What would Human Resources' priorities be for a Software Upgrade?



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A Software Upgrade!!


What would Payroll's priorities be for a Software Upgrade?



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A Software Upgrade!!

What do Payroll and Human Resources have in common for a Software Upgrade?



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Tools for Partnering:



- Communicate processes
 - Any job sounds easy
- Look for duplicate/redundant procedures
- Resolve conflicting policies
- Joint projects
 - Year-End
 - Software Upgrades

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Tools for Partnering:

- Team meetings
 - Joint sharing luncheons
 - Policy/Procedure/Legal Reviews
 - Quarterly status meetings
- Calendars
- Contact list



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Tools for Partnering:


- **Walk-A-Mile**
- **National Payroll Week activities**
- **Department celebrations**
- **Joint recognition awards, appreciations**



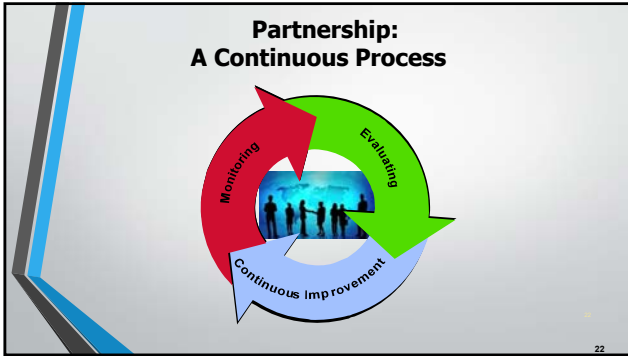
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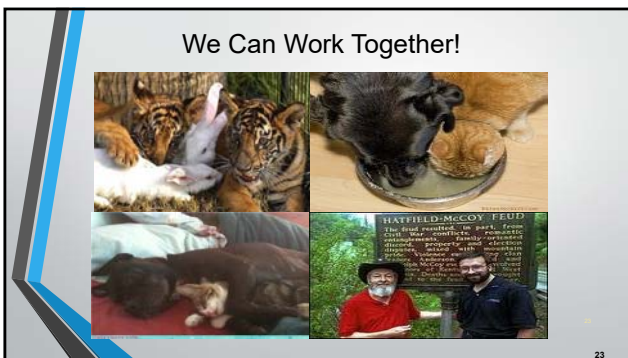
Tools for Partnering:

- **Use surveys to request feedback on your team**
- **Share information with other departments**
- **Involve other departments when they will be impacted**
- **Recognize efforts of other departments**



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THANK YOU FOR ATTENDING!

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