

# Disconnected or Delivering?



## Take a new look at pay.

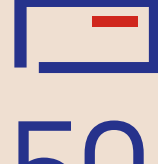
In these troubled times, no organisation can ignore opportunities to gain a competitive advantage.

But you've identified and acted on the essential digital transformation initiatives, and reluctantly parked those softer, 'nice to have' projects for reasons of cost and timing.

↓ Where else is there to look?



## Pay is hiding in plain sight.



# 50-60%

On average, pay accounts for 50-60% of a Fortune 500 company's business spend<sup>1</sup>.

It's been an area of weakness for many businesses recently, and only the 'extra-mile' efforts of payroll teams locally and globally saved the day.

## Time to take a new look at pay

Tackle issues overlooked in better times, unlock the power of payroll, and make your move to optimise costs, enhance visibility and increase agility. Optimising payroll will positively impact HR and Finance operations – and your bottom line.



Yes, it will take effort and commitment, but when

# 63%

of payroll costs are hidden, there's a big opportunity for optimisation.



transformed global payroll in just

# 18 months

[View case study](#)



made huge strategic progress in just over

# 4 months

[View case study](#)

### Payroll transformation impact →

#### PHASE ONE

### Optimisation

Make payroll streamlined and predictable, to release significant cost efficiencies



#### PHASE TWO

### Visibility

Build informed Finance and HCM practices to drive powerful insights



#### PHASE THREE

### Agility

Deploy agile systems ready to seamlessly deliver pay, adapting to business and regulations



Releasing significant cost efficiencies



Driving powerful insights



Adapting to business and regulations

### Transformation benefits for Finance →

- Long-term complexity eliminated
- Processes simplified and modernised
- Team productivity increased

- Total visibility over spend
- Strategic cash management
- Accurate modelling, forecasting and reporting

- Core business flexibility
- Effortless local compliance and reduced global risk
- Pay continuity across workforce

### Transformation benefits for HR →

- Streamlined team processes
- Increased employee satisfaction and reduced HR queries
- Effortless regulatory compliance

- Global payroll data integrated with HR systems
- Advanced HR benchmarking and reporting
- Accurate benefits planning and equal opportunities

- Different pay structures by role and territory
- Innovative talent attraction and retention
- Simplified employee on-and off-boarding



Only **37%** of payroll costs are visible.

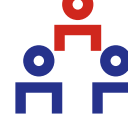


**78%** of employers believe companies will need to customise payment options to remain competitive in the war for talent<sup>2</sup>.



COVID-19 drove a **4X INCREASE** in new regulations that impact payroll around the world in just **30 days\***.

\*Volume of new regulations April 2020 vs April 2019.



# 75%

No wonder 75% surveyed by The Economist Intelligence Unit say the regulatory challenges of hiring, paying, and managing employees internationally are increasing in complexity<sup>3</sup>.

## Reluctance or Recognition?

According to the 2019 EY Global Payroll Survey, only **26% of businesses** rate the performance of their current payroll provider as good or very good on cost<sup>4</sup>.

We understand that in the uncertain business climate, you need to be sure you're making the right choices.



# 810,000

ADP customers trust the leading payroll authority to deliver and support modernised payroll processes.

## We'll help you at every step, with dedicated support in over



# 140 countries

and the most in-depth service capabilities, both globally and locally.



# 45 support centres



# Plus over 3,000

people dedicated to local and global compliance and regulation, so our customers know they're in safe hands – and have been for over 70 years.

## Take a new look at pay.

Read the **HR and Finance eBook** →



Read the **Payroll eBook** →



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### References:

- 2017 <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/human-capital/us-cons-workforce-costs-are-hiding-with-laborwise.pdf> Deloitte analysis
- 2019 ADP Whitepaper "The Future of Pay: Exploring the evolution of worker pay and talent management"
- 2020 Economist Intelligence Unit Survey of 1,000 HR executives worldwide revealed in joint ADP webinar "HR and International Expansion: Overcome Your Global Growth Blindspot"
- 2019 EY Global Payroll Survey Report

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