



PAYCOR HR

Buyer's Guide

4 Ways Paycor HR Helps Leaders Get out
of the Weeds and Be More Strategic





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HR leaders have never been more important—or had less time.

The buck stops with HR when it comes to finding the right people, developing them and creating great places to work.

Now, factor in all the expanded responsibilities that come with keeping employees safe in the workplace and keeping them motivated and engaged in remote settings.

But here's the problem. Increased responsibility doesn't equal less administrative work. It takes a lot of time to create schedules, track employee hours and calculate payroll using spreadsheets. And it's that tedious admin work that is holding HR leaders back from big-picture responsibilities, like compensation strategy, succession planning and continuous development. In fact, Paycor research found that HR leaders are constantly bogged down with details and have little chance to focus on more strategic initiatives.

70%

of HR's time is spent on inefficient, administrative tasks like maintaining spreadsheets and rekeying data multiple times.

Source: Paycor





Redefine What's Possible

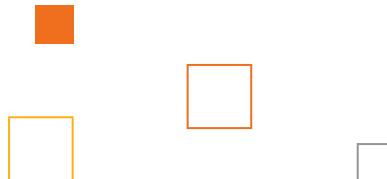
So, what's the solution?

The most modern, successful organizations think of HR not as overhead, but as a differentiator.

Finding ways to reduce time spent on transactional and operational HR tasks gives the best performing HR teams a competitive advantage. It means extra time each day HR leaders can spend thinking about the big picture—how to amplify employee engagement, what benefits look like for multi-generational workforces and remote teams and, most importantly of all, how to keep employees, and their communities, safe.

This requires streamlining manual processes and eliminating those time-consuming tedious tasks with the right technology.

In this guide, we will explore how Paycor's HR solution helps you save time while also boosting engagement, improving compliance practices and offering actionable insights into how your entire workforce operates.



To get out of the weeds once and for all, organizations need to invest in an HR solution that:



1. Allows HR Leaders to Focus on Strategy, Not Admin Work



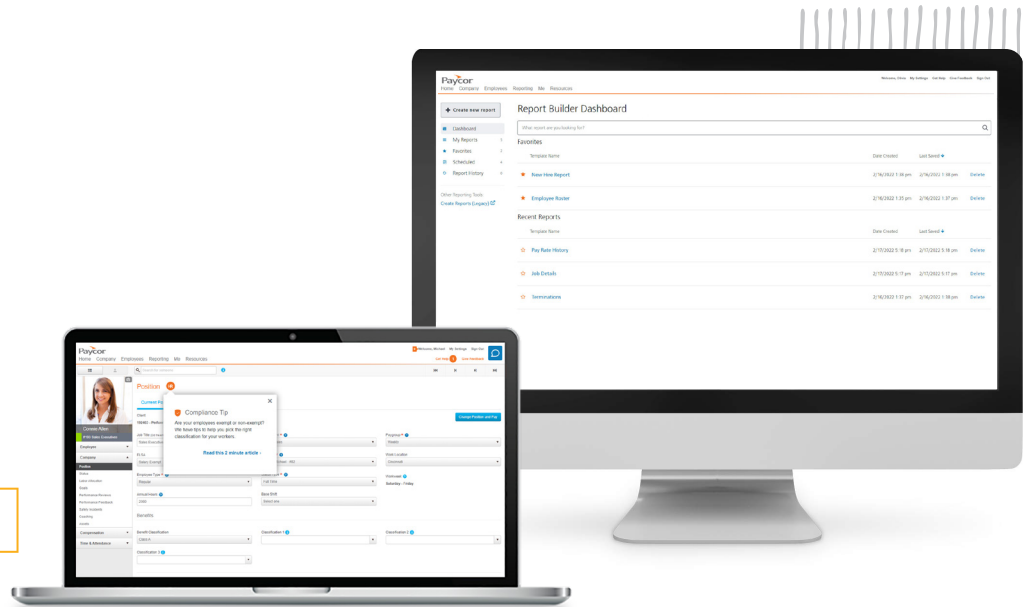
2. Enhances the Employee Experience



3. Helps HR Leaders Understand Their Business at a Deeper Level

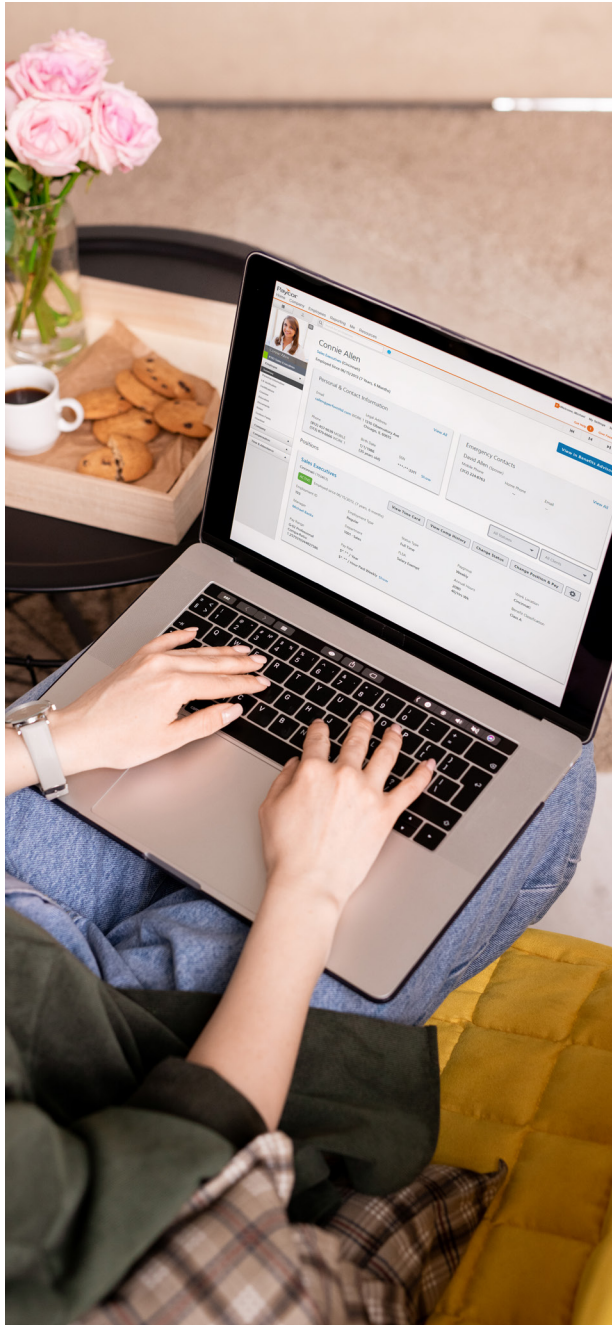


4. Mitigates Compliance Risk





Imagine HR Without
Administrative Work



Imagine HR Without Administrative Work



The highest performing HR teams only spend 40% of their time on administrative tasks.

Source: McKinsey

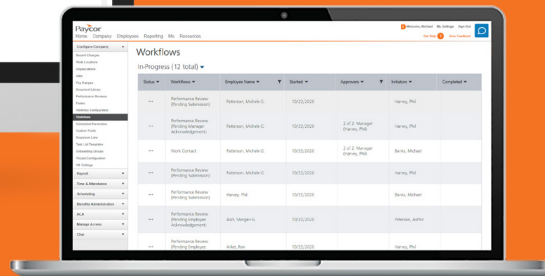
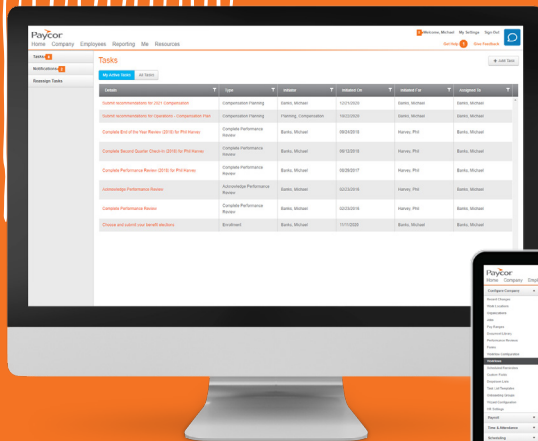
Everyone depends on HR leaders to do it all—from hiring and onboarding to talent development, comp planning and everything in between. But as we've detailed, chasing down paperwork and entering data multiple times can quickly eat up precious time and get in the way of bigger priorities. That's the delicate balance HR leaders face every day. The good news is **HR technology is revolutionizing the workplace.**

When employee data is in one place, not fragmented in spreadsheets or paper files, it opens up new possibilities. Think about that one thing at work you've been dying to accomplish. HR technology makes it possible.



How Paycor HR Helps

- **Eliminate multiple employee records.**
- **Access, edit or update all employee information in one place**, including timecards, pay rates, contact information and more.
- **Reduce your workload** and complete employee tasks effortlessly with workflows and scheduled reminders.
- **Set notifications and approvals for both managers or employees**, so you can send timely onboarding forms, ACA documentation, and timecard verification.
- **Stop answering the same questions over and over.** With Paycor Mobile, employees can access paystubs, tax information, benefits and more.
- **Boost morale and delight your employees** by wishing them a happy birthday using scheduled reminders.





Enhance the
Employee Experience



Enhance the Employee Experience



Four out of five employees agree that self-service improves employee engagement.

Source: HR.com

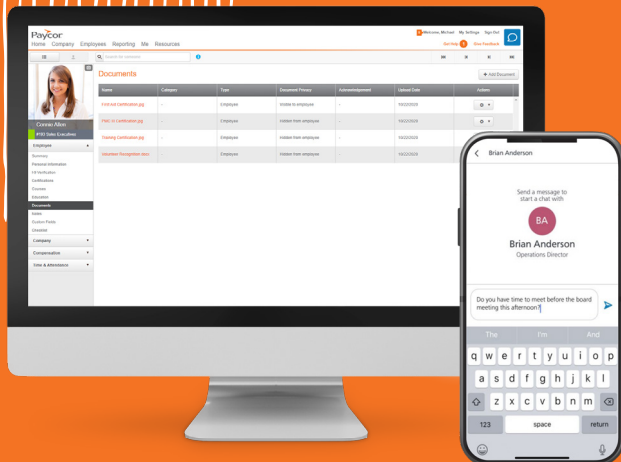
On average, HR leaders field more than 1,000 pay-related questions each year from employees. And that's just the tip of the iceberg. Consider all the other questions about benefits plans, open enrollment, PTO requests, onboarding, you name it—and it's easy to see how HR leaders get bogged down. **Fortunately, there's a better way, and it can improve engagement and give leaders time back to focus on what matters most.**

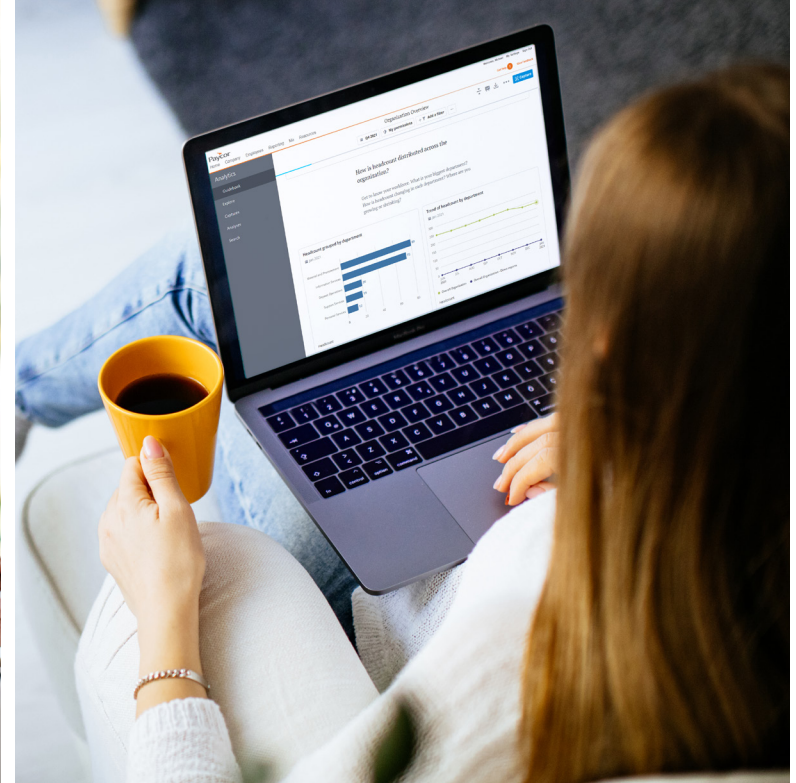
We've all heard of the saying "teach a man to fish" and **with employee self-service, you can give your workforce the tools to take care of routine tasks and requests.** Employees have the power to access pay details and benefits plans, view PTO balances and request time off and even acknowledge documents without relying on HR for help. Plus, you can take engagement one step further and show appreciation by giving kudos or recognizing employees for their work.



How Paycor HR Helps

- **Eliminate data entry and increase data accuracy** by empowering employees to confirm or change their personal information.
- **Eliminate wait times** for basic requests like accessing W-2s, benefit enrollment and training certification statuses.
- **Create alerts and receive notifications** for certifications or trainings that are set to expire.
- **Employees can update and view information anytime, anywhere with Paycor Mobile.**
- **Leaders can recognize employees, share company news and even communicate via chat.**





Understand Your Business
at a Deeper Level



3 Understand Your Business at a Deeper Level

66%

of CFOs aren't happy or even aware of how HR contributes to the bottom line.

Source: Paycor

Are you able to make important decisions about headcount and compensation using people data, or are you forced to rely on your gut?

HR leaders aren't data gurus. And many lack the tools needed to access, much less interpret HR data. It's no wonder getting buy-in from executives is such a struggle. But, with the right technology, HR leaders can demonstrate their value and make a big impact.

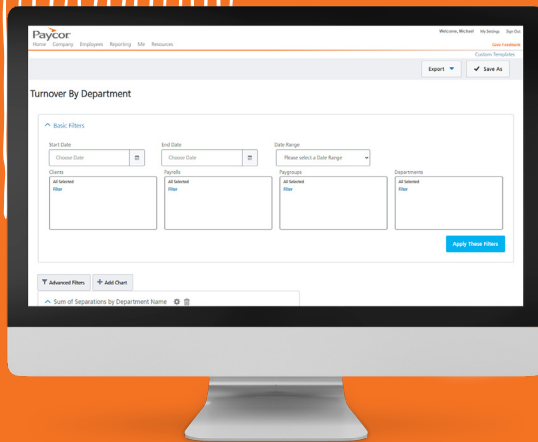
With access to hundreds of reports and interactive dashboards, Paycor helps HR leaders report on their work and show their value. Instead of fragmented reports, Paycor HR makes it easy to develop reports and gain deeper insights into important data like turnover, headcount and pay equity.





How Paycor HR Helps

- Paycor provides the calculations and methodologies behind all charts, so you can better understand outcomes and speak with confidence to business partners.
- Paycor offers pre-built questions on compensation to help you analyze total spend vs. budgeted amount, spend across your entire organization, direct compensation breakdown and pay equity.
- With a comprehensive view of exits across your workforce, you can see which departments are at risk and which are most effective at retaining their workforce.
- Paycor Analytics provides benchmarking capabilities so you can identify opportunities for improvements and compare against your competition.
- From analyzing headcount and staff coverage to monitoring turnover and overtime, discover what factors are causing change across your workforce.
- Pulling reports from multiple places can be time consuming and risky. Paycor's Report Builder allows users to pull fields from across payroll, HR and time to build a unified custom report.





Mitigate
Compliance Risk



Mitigate Compliance Risk

60%

of businesses will be more concerned about compliance in the next 12 months. But only 9% say their technology is “very effective” at mitigating compliance risk.

Source: Paycor

Compliance is only getting trickier to manage. So, it’s no surprise that business leaders are anxious about what’s on the horizon. **But what is surprising is the lack of confidence many leaders have in their HR technology’s ability to protect their business.**

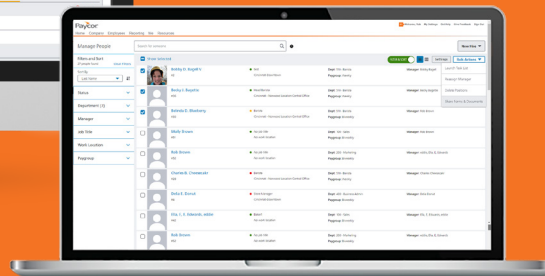
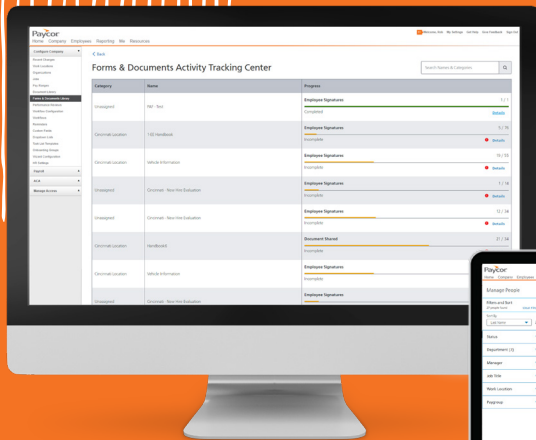
To effectively handle compliance—that is, to both mitigate risk and streamline the process—you need a sophisticated solution that’s easy to use. **Paycor’s HR Support Center helps you stay one step ahead of ever-changing compliance regulations. Our library of customizable resources include employee handbooks, training materials, job descriptions, HR policies, law alerts and much more.**

Paycor was among the first HCM providers to give our customers the ability to quickly apply for PPP loans by running a simple report.



How Paycor HR Helps

- Our product is constantly updated with the latest federal, state and local regulations that affect your business and industry.
- Reduce paper by sharing, signing and storing all company documents in a secure, cloud-based platform.
- E-signature can be added to any document to verify acknowledgements and help ensure compliance.
- Protect your business with a library of HR resources at your fingertips. HR Support Center offers customizable employee handbooks, job descriptions, policies, templates and more.
- HR Support Center On-Demand offers live, unlimited HR consulting from a team of certified HR professionals who've seen it all.





HR Software For *Leaders*

Paycor creates Human Capital Management (HCM) software for leaders who want to make a difference. Our HCM platform modernizes every aspect of people management, from recruiting, onboarding and paying associates, to developing and retaining them. But what really sets us apart is our focus on business leaders. For over 30 years, we've been listening to and partnering with leaders, so we know what they need: HR technology that saves time, powerful analytics that provide actionable insights and personalized support. That's why more than 29,000 customers trust Paycor to help them solve problems and achieve their goals.

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