A New Era of PAYROLL

Cory Lough
Client Success Consultant

- 10+ years in payroll industry
- 5 years with CBIZ Human Capital Management
- Certified Payroll Professional

A New Era of Payroll

How far we have come
- Payroll Management
- Workforce Management
- Human Resource Management

The single source solution
The future of payroll
HR Hot Topics
The **1980’s**
- Introduction of the personal computer
- Allowed for automation
- Introduction of the payroll service bureau

The **1990’s**
- Loss of faith in PEO’s.
- Increase in payroll outsourcing
- Variety of payroll submission methods

The **2000’s**
- Payroll software BOOM
- Internet BOOM
- More than payroll is needed
The 2010’s

• 47% of US companies are outsourcing payroll
• Disparate systems
• Age of the Single Source Solution

What are some of your current manual processes?

“Gee, it would be so nice if this could automatically happen.”
1888 – Wilbur Bundy launches first commercial timeclock system.

Bundy Manufacturing Company

1960 – Heavy punch card time clock widely used.

1970’s – Kronos launches first electronic punch card clock.

1980’s – Computerized time clocks are popular.

1990’s – first commercial time clock software released with Microsoft. Job costing, scheduling, Time in real time

2000’s – Biometrics are huge in the market, no buddy punching. Term, WFM was born. Web clocks.
Kronos InTouch

• Multiple clocking methods
• Multi-level job costing
• Review timecard

• Employees can request for time off
• Can check schedule
• Check messages

For Years – Lots of PAPER!
Record keeping and record retention requirements
1980’s – Oracle launches PeopleSoft.

Performance Management
Benefits Administration
Track Certifications/Licenses
Learning Management
Incident Management
Hiring & Onboarding

2012 – Apple releases first iPad
• Access and maintain employee records
• Digitize HR forms
• Capture electronic signature
• View reports

2014 – Widespread use of mobility
• Access records from anywhere
• Very popular for managers
Benefits
Human Resources
Payroll
Leave
Scheduling
Time & Attendance
Compensation
Performance
Recruiting
Attract and Retain | Engage | Manage
One Unified Platform For The Entire Workforce

The Future...

“Hey Alexa, what time do I have to be at work tomorrow?”

“Hey Alexa, register me for the next Customer Service training class at work.”

“Hey Alexa, do I have any more sick days available at work?”

The Future...

Clock in with FaceID
Clock in everyone who walks through doorway
The Future...

HR ChatBots
- Let it answer questions for you
- 24/7 availability to employees
- Allows HR to refocus

HR HOT TOPICS
- Department of Labor Overtime Rules
- EEO-1 Reporting Requirements
- Early Access to Pay
- NEW W4!
Thank You!