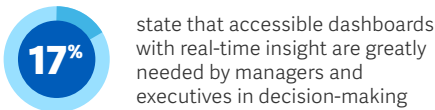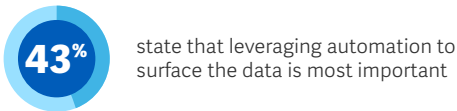# workday®

Simplifying the rising complexities of payroll

In partnership with PayrollOrg (PAYO), Workday conducted a survey of 910 of your payroll peers. Many organizations are reimagining their workforce operating models, so we asked payroll professionals about opportunities that will help their organization adapt to ongoing change. And most of all, how to simplify operations while creating a better workforce experience.

1. The need for accessible people and pay data.

Payroll teams are being asked to correlate data and provide strategic insights more than ever before. How does your team respond to rising expectations of the payroll team?
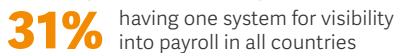
43% state that leveraging automation to surface the data is most important

17% state that accessible dashboards with real-time insight are greatly needed by managers and executives in decision-making
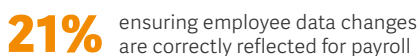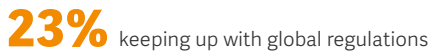
Source: 2023 PAYO Trendline Survey.

2. The need to support payroll at a global scale.

What are the top challenges you face in paying a global workforce?
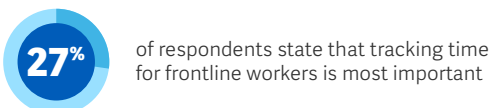
Most significant challenge:

31% having one system for visibility into payroll in all countries

Followed closely by:

23% keeping up with global regulations

21% ensuring employee data changes are correctly reflected for payroll

Source: 2023 PAYO Trendline Survey.

3. The need to engage and manage frontline workers.

What are the most important concerns for managing your frontline workers—those who are often the first to engage with customers?

27% of respondents state that tracking time for frontline workers is most important

Source: 2023 PAYO Trendline Survey.

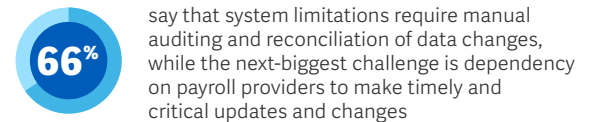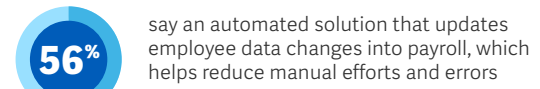## 4. The need for a strategic business partnership.

What is most important to payroll professionals?

A staggering **33%** state that they would like to see payroll included as part of the business strategy and decision-making process. This is followed closely by **23%** of respondents who would like their company to invest in payroll technology and solutions.

Source: 2023 PAYO Trendline Survey.

5. The need to remove payroll system barriers.

What are the payroll innovations and emerging technologies that are the most valuable?

56% say an automated solution that updates employee data changes into payroll, which helps reduce manual efforts and errors

66% say that system limitations require manual auditing and reconciliation of data changes, while the next-biggest challenge is dependency on payroll providers to make timely and critical updates and changes

Source: 2023 PAYO Trendline Survey.

Payroll is changing in every way—from evolving worker expectations to new regulations. How do you simplify the complexity while elevating the strategic functions of payroll? Take a deep-dive into how agile systems such as Workday enable payroll efficiencies. Learn more about the **Workday business process framework for payroll.**

workday