



**Business questions
you can answer with**

standardized workforce data



Payroll
represents
an average

50%-60%

of a company's
overhead costs.¹



As more companies see the value in Human Capital Management (HCM) or Human Resources Information Systems (HRIS) and the data they provide, leaders are also realizing the potential of all their workforce data—including payroll.

But getting real insights from organizations' HR and payroll data requires it to be centralized, standardized and able to be analyzed—to provide a true understanding of total workforce costs around the world.

This type of data management allows organizations to answer key business questions and, in turn, make informed strategic decisions.

How valuable would these insights be to your business?



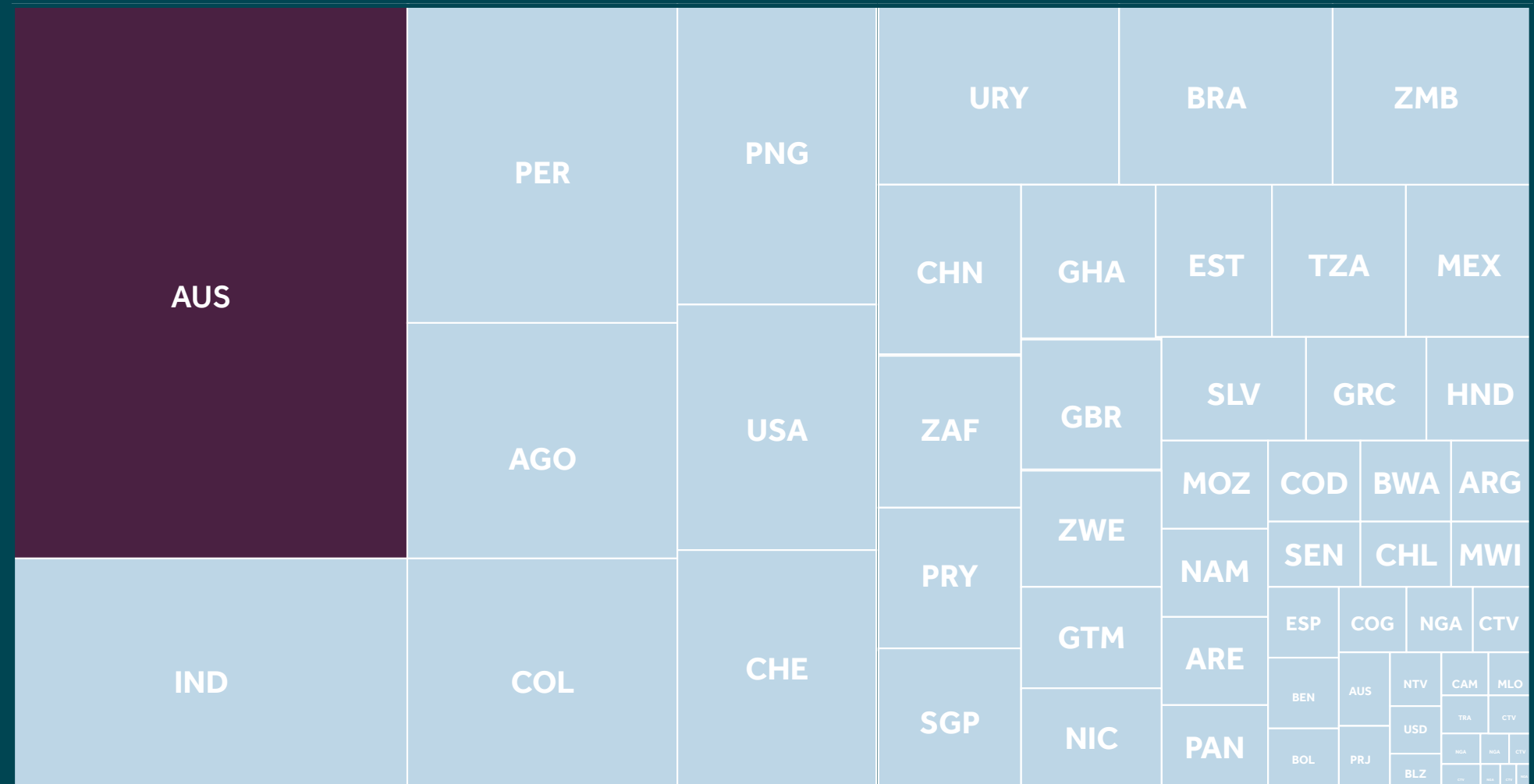
Total headcount

BUSINESS QUESTION

What is our employee turnover rate across the entire company?

INSIGHT

Monitoring your total headcount over time gives you a comprehensive view into worker turnover, including full-time, part-time or project-based employees.



Headcount by country

11,377 total employees

AUS 2,129 employees **18.7%**

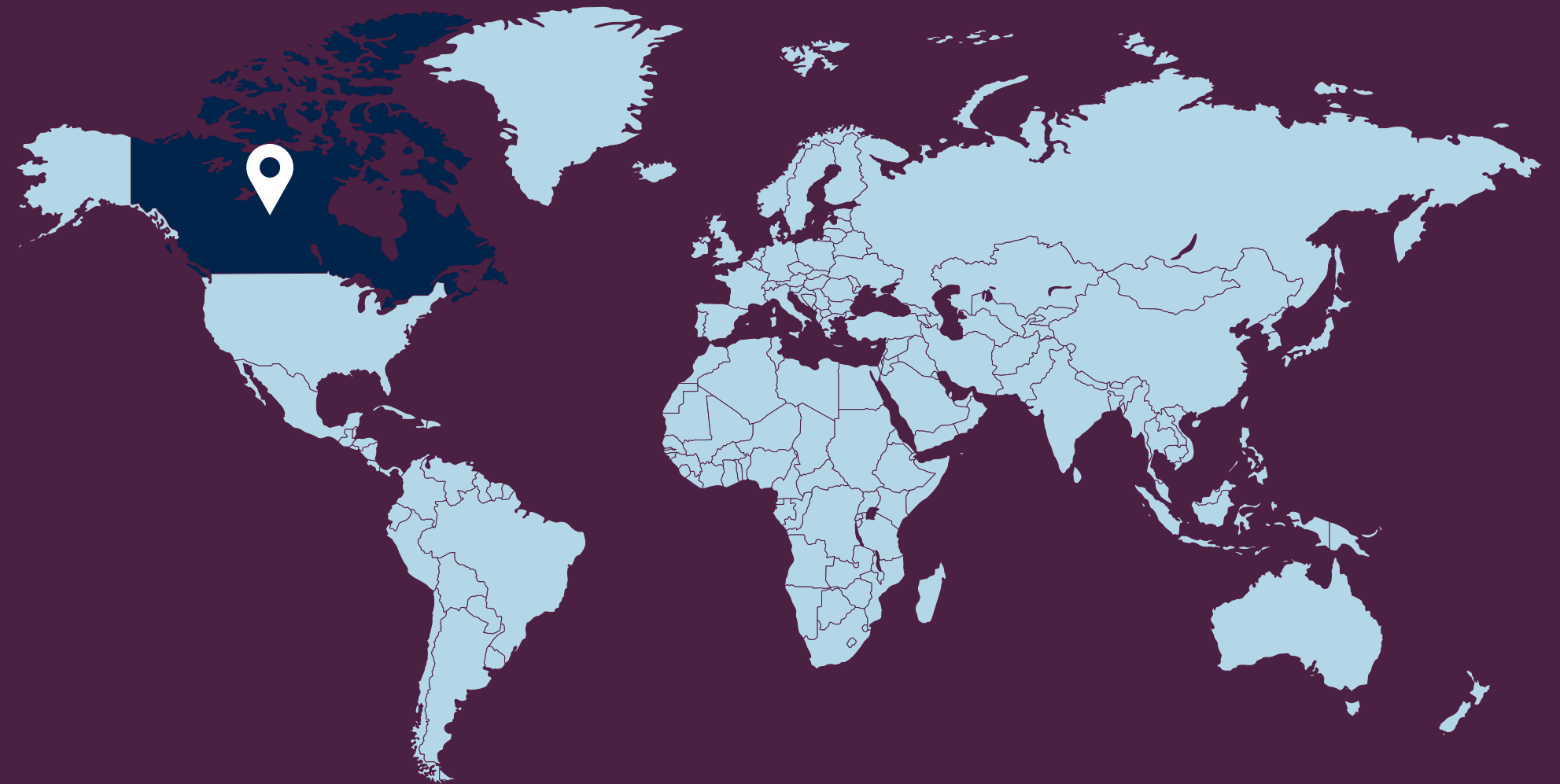
Total pay

BUSINESS QUESTION

What is our total workforce spend by country?

INSIGHT

Knowing your total workforce spend in real time and regularly tracking changes, helps ensure you are achieving sustainable growth that aligns with long-term company goals.



Total monthly pay by country

January 1, 2020 - March 31, 2020

■ **CAN 2.8m** total pay

including salary, gross pay, net pay, overtime, sales commission, bonuses, employee taxes and employer taxes

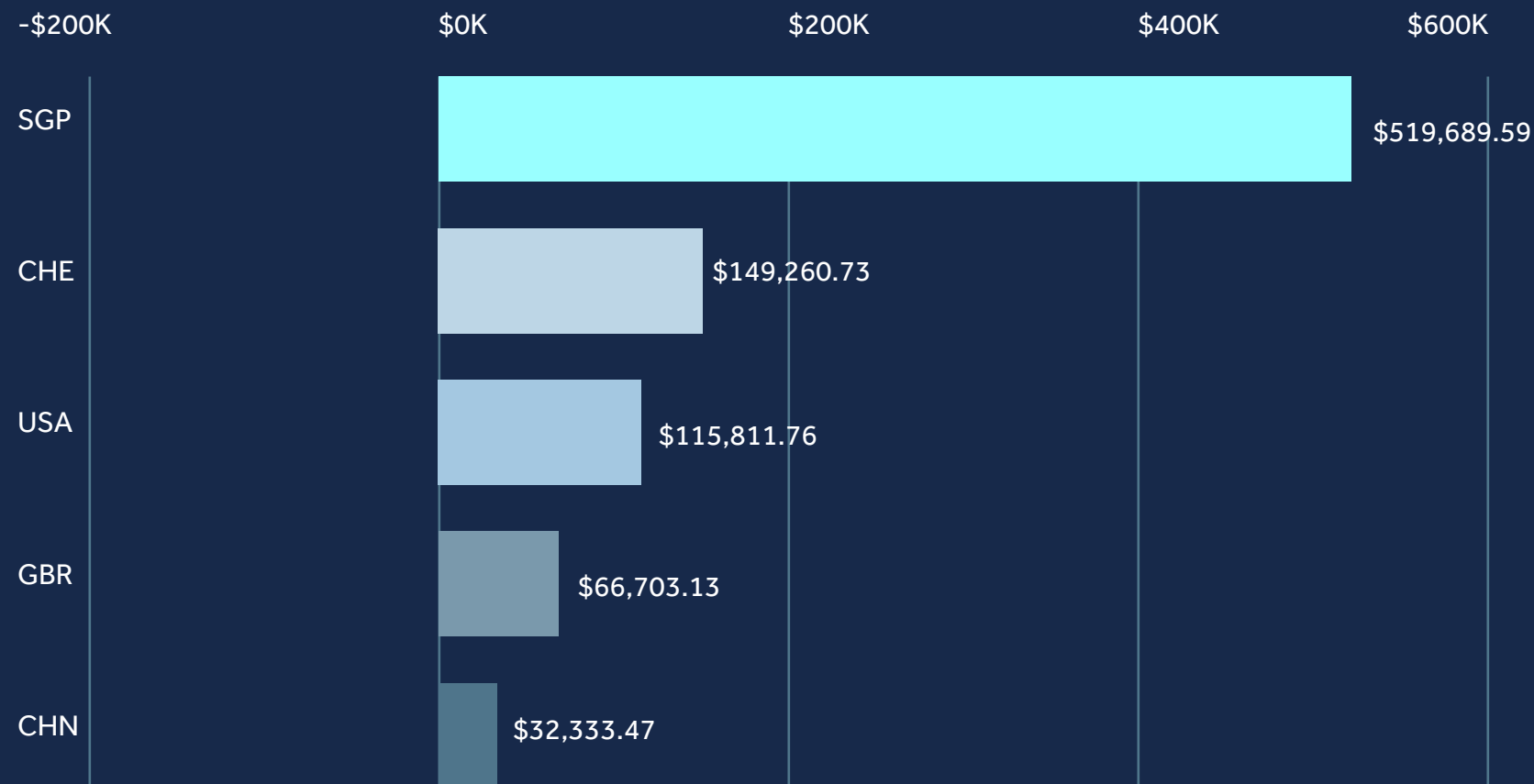
Converted average cost

BUSINESS QUESTION

What is our average cost in each country?

INSIGHT

When you have visibility into the average total cost per employee across all the countries you operate—converted into one currency—you can make more informed strategic decisions, including how to reallocate and reduce labor costs.



Converted average cost by country

SGP average cost per employee

Pay element	Average per employee
Overtime	\$1,684.44
Bonus	\$2,640.00
Deduction	\$4,610.30
Expense/allowance	\$4,947.83
Taxes	\$7,517.50
Salary	\$97,889.34

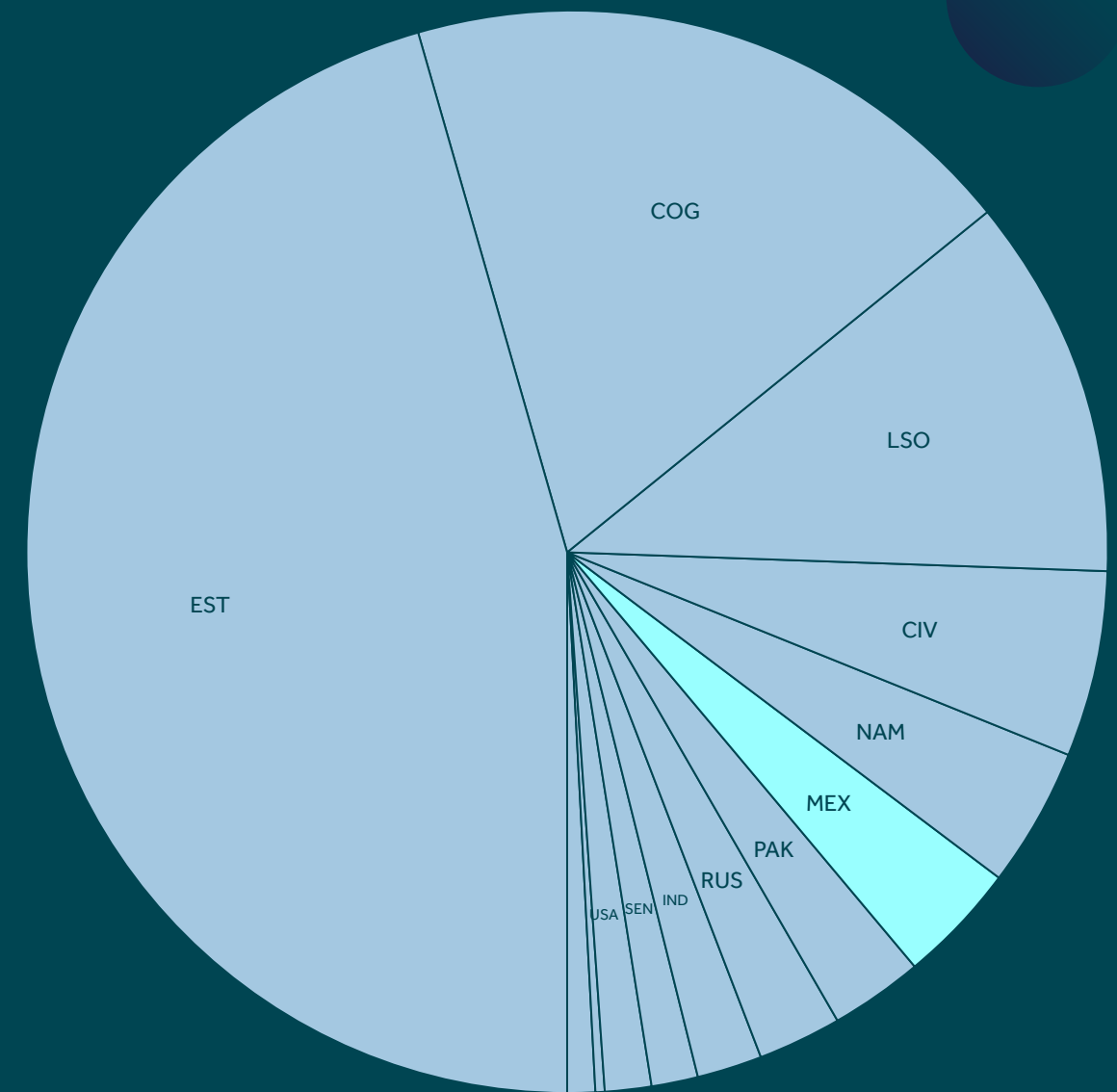
Local tax costs

BUSINESS QUESTION

What is our local payroll tax by country?

INSIGHT

A high-level view of tax deductions and taxable benefits across different countries is an invaluable asset to help ensure compliance with local laws. And with visibility into local tax costs, you can evaluate where it's more cost effective to invest in full-time labor.



Employer tax
as percentage of gross pay

MEX 2.62%

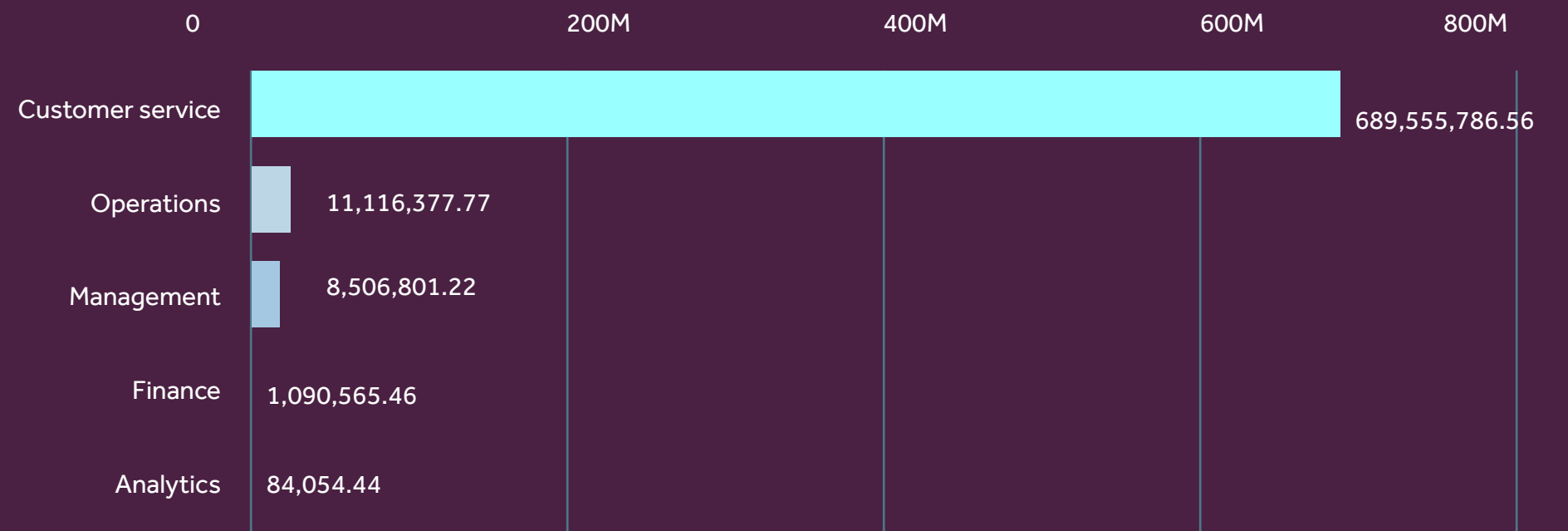
Overtime expenses

BUSINESS QUESTION

Why is overtime so high in a specific department?

INSIGHT

Monitoring and benchmarking overtime expenses on a global scale provides finance teams with more accurate forecasts so they can budget and manage cash flow more accurately.



Total global overtime

January 1, 2020 - March 31, 2020

710.40m total overtime pay



Additional questions payroll analytics can address:

Where and how often do processing errors occur?

Real-time information from all touch-points in the pay cycle help to ensure issues are flagged and improvements are made on an ongoing basis— meaning you're more likely to spot a potential mistake before it happens.

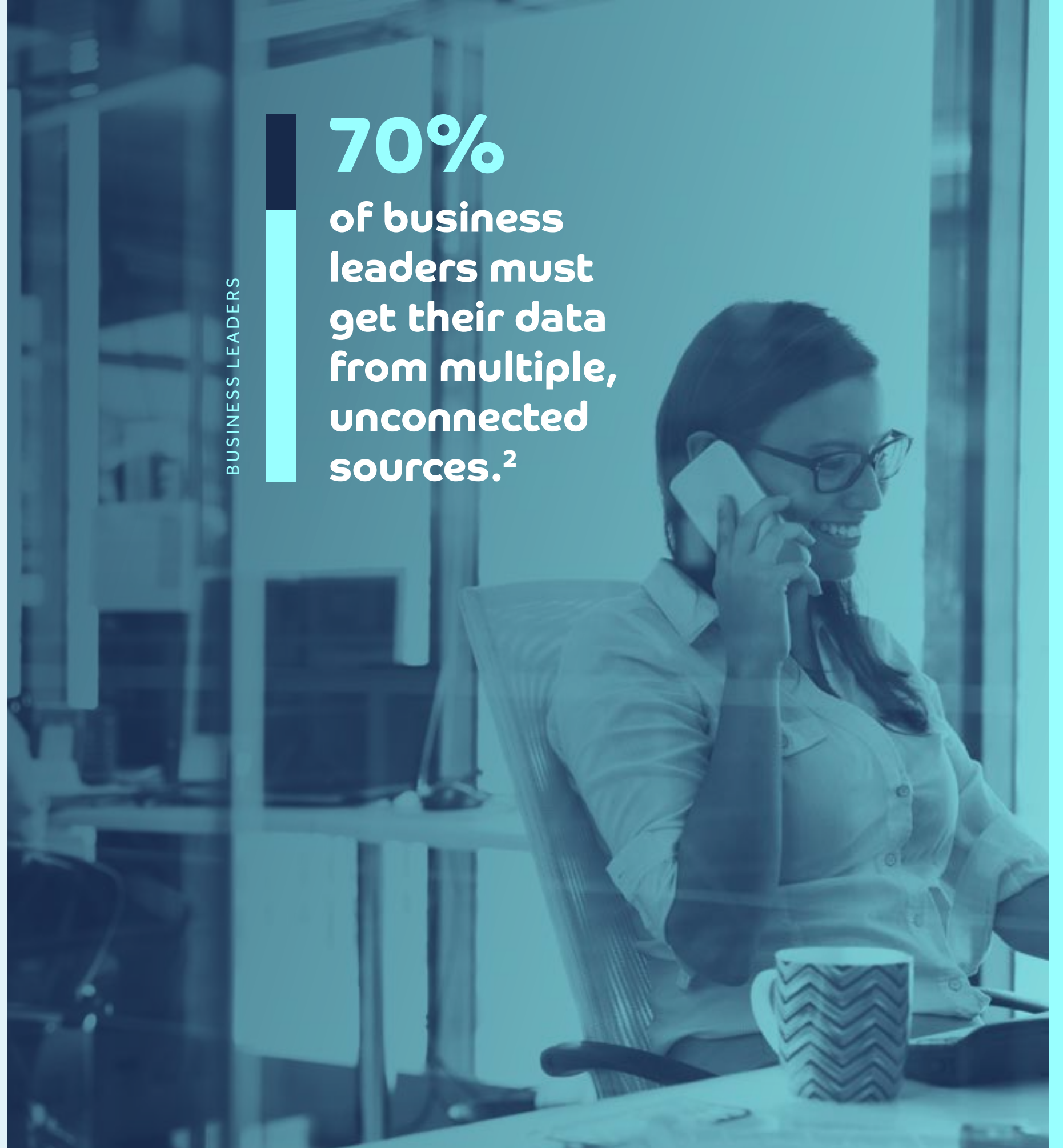
Are we at risk of fraud?

When payroll data is standardized and accessible, auditors are able to spot signs of fraud, like “phantom employees” receiving payments.



BUSINESS LEADERS

70%
of business
leaders must
get their data
from multiple,
unconnected
sources.²





Multinationals that make it a priority to centralize and standardize their data gain unprecedented visibility into their global workforce spend—often in real time.

With immediate access to critical pay information, leaders across the company are better able to address key business questions and proactively inform strategic initiatives like:

- Global workforce management
- Risk management
- Budget forecasting
- International expansion planning



To learn more about the insights you can gain from the intelligence dashboard that's part of our Global Managed Payroll solution, [contact a global payroll expert today.](#)

¹HR Magazine, 2015

²What Business Leaders Hate about Big Data, Domo