remote

2024

Remote's State of Payroll Report

Learn about the most common mishaps, disconnects, and blockers in payroll processes for HR teams and employees.

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Introduction

Welcome to Remote's State of Payroll Report 2024! Dive into the latest insights on payroll processes, uncovering the common pitfalls, challenges, and trends faced by HR teams and employees across the globe. Our comprehensive report, based on surveys from over 3,800 HR decision makers and employees, reveals the critical issues impacting payroll accuracy, employee trust, and the evolving landscape of payroll management. Get ready to explore the data-driven findings that will shape the future of payroll in your organization.

How did we collect data?

By listening to HR decision makers

Our report includes data collected from the 1,352 HR decision makers (who handle payroll) surveyed, across the UK, US, Germany, France, and the Netherlands (between June 20 - 28, 2024). Surveys were carried out in line with the ESOMAR principles for market research.

By listening to employees on payroll

Our report also includes data collected from the 2,539 employees surveyed, across the UK, US, and Germany (between June 14 - 17, 2024). The employee surveys were also carried out using the ESOMAR best practice principles for market research.

Payroll isn't just about paying people

According to Remote's payroll data results, expanding global teams using HRIS systems that run entirely online are facing the following challenges:

- Employees are experiencing decreased levels of trust toward employers after payroll errors.

- Younger employees are less likely to engage with their paychecks each month.

- The employee user experience for paycheck and HR tools is confusing, discouraging engagement.

- The employee user experience for paycheck and HR tools is confusing, discouraging engagement.

Paycheck digitalisation and generational divides

Workers are checking their paychecks less, especially Gen Z.

Remote's survey data revealed a trend toward decreasing levels of engagement with paychecks. The younger the demographic, the less likely they were to check their paychecks regularly, or at all (within the last 12 months, or ever).

In line with this downward trend between age and paycheck engagement, survey results showed Gen Z to be the most disengaged generation with their own paychecks (with over half of them not checking their paychecks each time).

ALMOST **66%**

of all employees surveyed check their paycheck every time it's received.

ONLY **47%**

of Gen Z employees surveyed check their paycheck every time.

70% Gen X (aged 45-54), plus all generations above them (including boomers) always check their pay slips. They were **most likely** to always check their paychecks, out of all generations surveyed.

12% of all employees surveyed hadn't checked their paycheck in the last 12 months.

Service industry and admin workers check their paychecks the most.

People working in clerical roles, and sectors more likely to involve shift work that alters their paycheck every time — like retail, catering, leisure services, or healthcare — were most likely, out of all professions, to check their paychecks regularly, or every time, with over 70% of workers from these industries doing so. Meanwhile, those in legal or arts and culture professions were least likely to check their paychecks regularly, or at all.

Business owners may have less incentive to check their paychecks.

Only 22% of business owners had checked their paychecks in the last 12 months. This may be because they're the most removed from the process and result (the company's overall profit or financial health may be more of a concern than their salary take home, or they may access funds differently, or less often than other employees, such us through dividends).

JUST OVER **70%**

of those in **clerical roles** check their paychecks regularly. This group also scored the **highest** on this factor out of all professions surveyed.

JUST OVER **19%**

of those in **legal** and in **arts and culture** check their paychecks every time — also scoring the **highest** for not checking their paychecks at all in the last 12 months.

JUST OVER **22%**

of **business owners** asked had checked their paychecks at all in the last 12 months. They're the **least likely** (out of all employee levels) surveyed to not check their paychecks.

JUST OVER **70%**

of those in **retail, catering, leisure, or healthcare** professions check their paychecks every time. These groups were **most likely** to do so out of all professions surveyed.

The too-many-steps phenomenon and when checking digital paychecks feels like a chore.

Almost 60% of remote workers check their paychecks every time, compared to almost 70% of fully office-based workers, and around 58% of hybrid workers. Accessing an online paycheck, which may require logging in to HR platforms or security codes, is easier and faster than logging in to an online platform.

That's if employees even notice they've received a paycheck. Emails containing paychecks, or with links to platforms where workers can access their paychecks can get lost in an inbox with medium to heavy traffic, especially when they can't distinguish themselves from other alerts.

### Physical vs online paychecks

Fully remote workers are almost always sent paychecks virtually and access them the same way. It's also more likely (than not), that hybrid and office-based workers access their HR platforms, banking services and paychecks online too, especially for globally distributed teams. Though, if still receiving physical paychecks, employees are probably fully office-based workers.

The easy access opportunity

Low-effort opportunities with paychecks, compared to higher-effort choices with paychecks are another element to consider. We're more likely to open an envelope and at least glance at what's inside, if handed it in person, or if it arrives in the post. This form of paycheck delivery grabs our attention, while digital paychecks offer the choice to engage or not, and don't stand out as attention grabs.

REMOTE WORKERS ARE

2x likely as office workers to not check their paychecks for a whole year.

UK WORKERS ARE

2x likely to not check their paychecks all year, compared to workers in the US or Germany.

13% of **hybrid workers** surveyed hadn't checked their paychecks at all in the last 12 months. This is slightly more than for fully office-based workers (almost 10%).

But hybrid workers are **least likely** to check their paychecks every time, compared to remote and fully office-based workers.
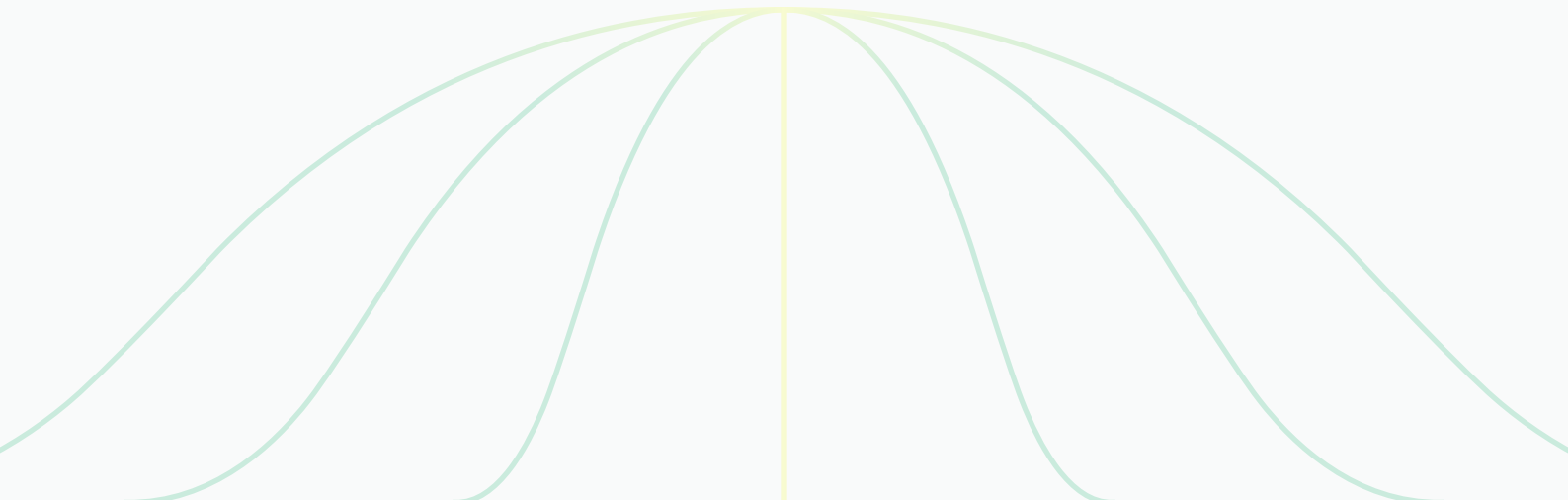
How payroll errors negatively impact employee wellbeing, morale, and trust in employers

Over half of all employees have experienced a payroll error at some point, and within the last two years.

Remote's survey results suggest that employees across all sectors, generations, and countries included (the UK, US, or Germany) are more likely to have experienced a payroll error at some point than not to have. The data also shows that **more than half of surveyed employees have experienced payroll errors within the last 24 months**, meaning payroll errors are recurring across people's working lives, rather than occasional or one-off experiences.

JUST OVER **53%**

of employees surveyed had experienced a payroll error **at least once**, at some point in their working lives.

ALMOST **11%**

of employees surveyed had experienced a payroll error that happened **within the last month.**
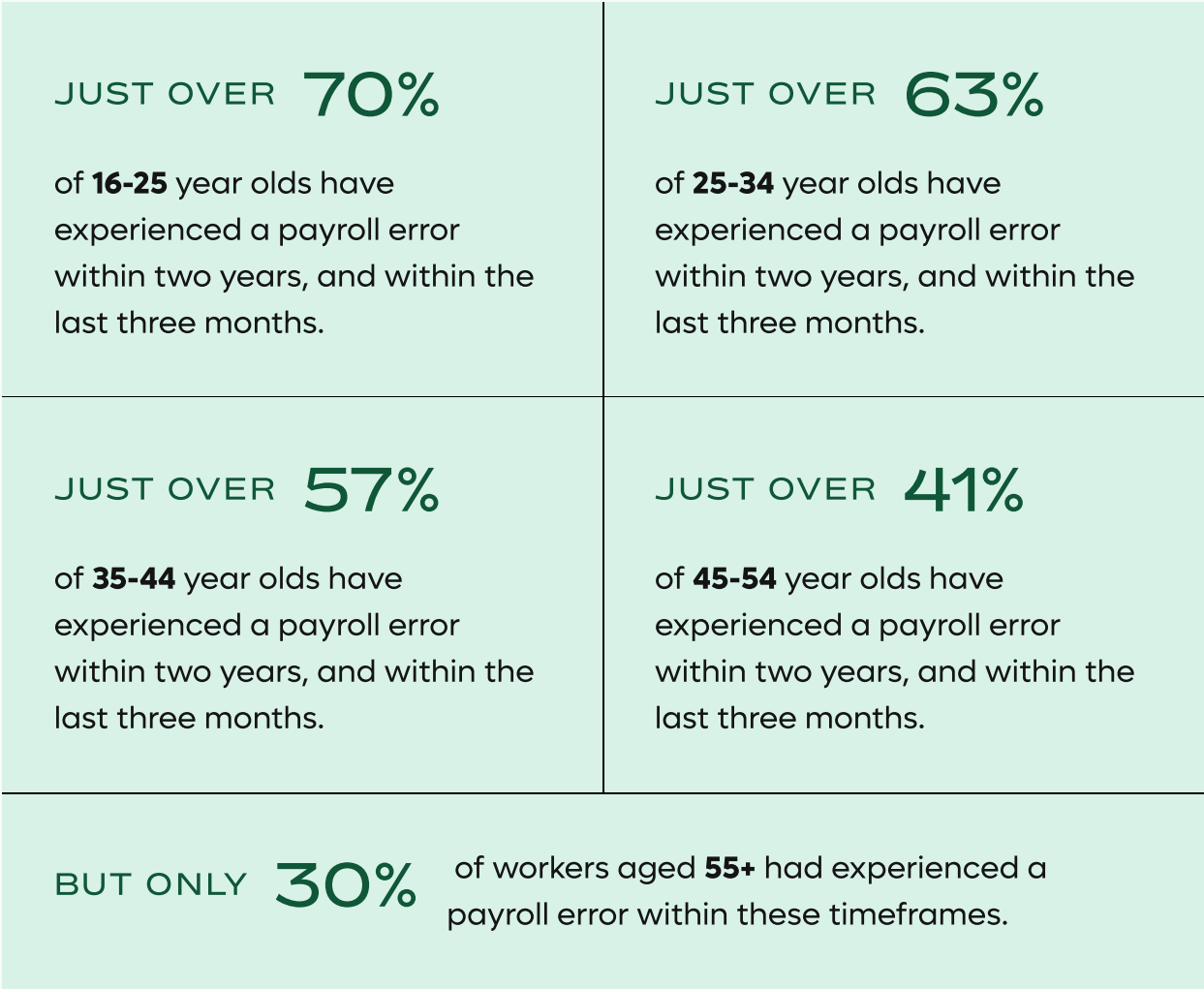
ALMOST **40%**

of employees asked had experienced a payroll issue in the **last year.**

JUST OVER **50%**

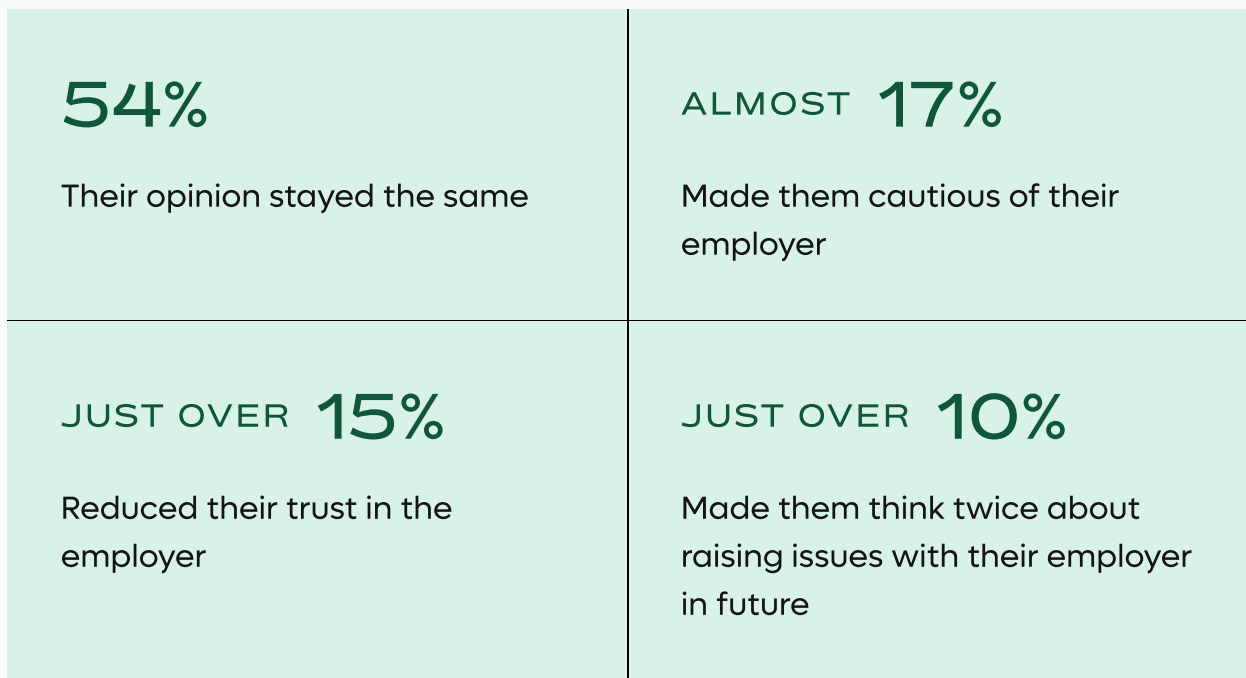of employees asked had experienced payroll issues **within two years.**

Younger workers are more likely to experience payroll errors and to change their opinion of their employer because of them.

Our data shows that the likelihood of experiencing a payroll error decreases the older the employee is in age (with Gen Z being the most likely to experience payroll errors). This could suggest that there is a link between employees not checking their paychecks and their likelihood of experiencing payroll errors — though which factor is influencing the other first is unclear.

JUST OVER **70%**

of **16-25** year olds have experienced a payroll error within two years, and within the last three months.

JUST OVER **63%**

of **25-34** year olds have experienced a payroll error within two years, and within the last three months.

JUST OVER **57%**

of **35-44** year olds have experienced a payroll error within two years, and within the last three months.

JUST OVER **41%**

of **45-54** year olds have experienced a payroll error within two years, and within the last three months.

BUT ONLY **30%** of workers aged **55+** had experienced a payroll error within these timeframes.

- **Over 70% of 16-24-year-olds** said their opinion of their employer negatively changed after experiencing a payroll error. Almost **55% of 25-34-year-olds** also said the same.

- **Just over 40% of all workers** asked said their opinion of their employer changed after a payroll error occurred too.

- **Younger workers** were most likely to report feelings of **reduced trust** in their employer, and **feeling cautious** of their employer following a payroll error **(almost 25% of 16-24-year-olds)**.

How do payroll mistakes change employee opinions of their employer?

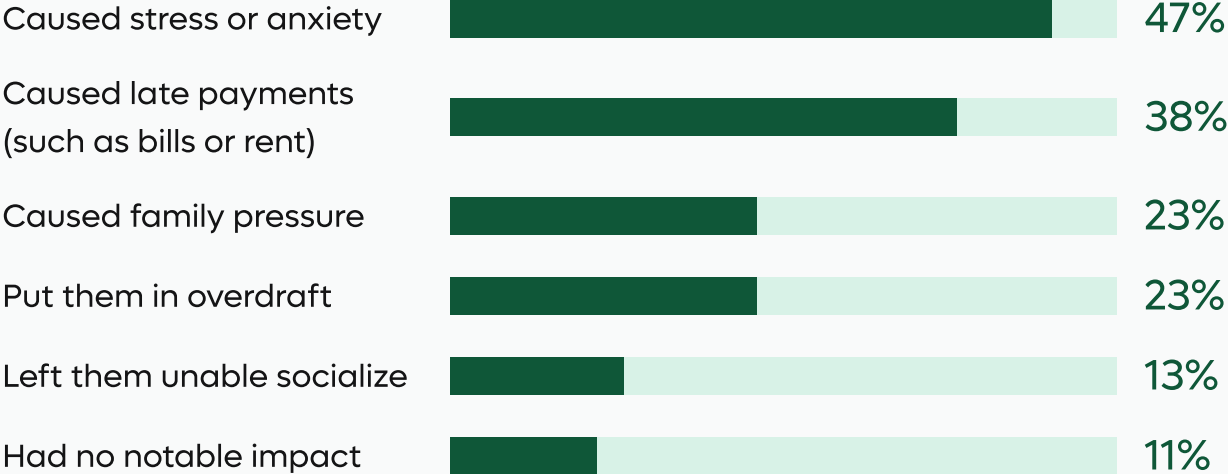|	
54% Their opinion stayed the same	ALMOST **17%** Made them cautious of their employer
JUST OVER **15%** Reduced their trust in the employer	JUST OVER **10%** Made them think twice about raising issues with their employer in future

Underpayment is the most common payroll error experienced, and younger workers are most at risk for stress or anxiety over it.

After underpayment, incorrect deductions, late payment (which account for almost **80% of all payroll errors**, alongside underpayment), incorrect personal information, and overpayment, in decreasing order of likeliness — were the most common payroll errors.
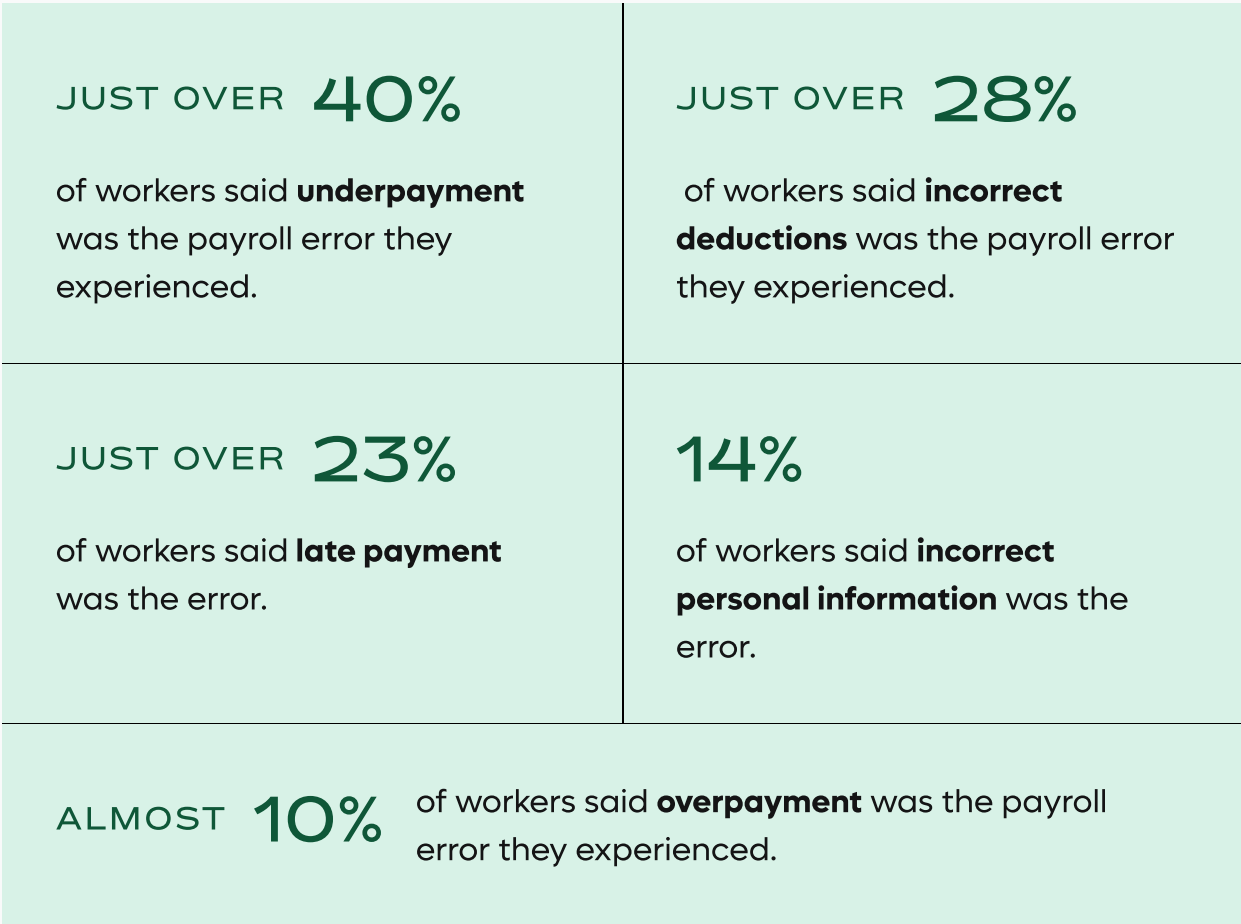
- **Over half of 16-24-year-olds** surveyed reported feeling **stressed or anxious** when they experience a payroll error related to **underpayment**, as well as **almost half of all workers.**

- **Women were 10% more likely** than men to say **late payments caused them stress or anxiety.**

How do late payment errors impact employees?

Caused stress or anxiety	47%
Caused late payments (such as bills or rent)	38%
Caused family pressure	23%
Put them in overdraft	23%
Left them unable socialize	13%
Had no notable impact	11%

More than half of workers ended up in their overdraft, or faced late payment charges because of late payment payroll errors.

- **Over 60%** surveyed of all employees experienced financial pressures (like late payment charges, or being pushed into their overdraft) because of late payment due to a payroll error.

- **Over a third of all employees** faced late payment charges (such as for late payment of rent, or bills) because of late payment due to a payroll error, too.

JUST OVER **40%**

of workers said **underpayment** was the payroll error they experienced.

JUST OVER **28%**

of workers said **incorrect deductions** was the payroll error they experienced.

JUST OVER **23%**

of workers said **late payment** was the error.

14%

of workers said **incorrect personal information** was the error.

ALMOST **10%** of workers said **overpayment** was the payroll error they experienced.

- **Women are slightly more likely** to experience underpayment than men.

- **Younger workers are more likely** to experience late payment.

- **16-24s have incorrect personal information** in payroll most often.

- **Underpayment is more common for older workers** than younger groups.

FULLY OFFICE-BASED WORKERS

3%
MORE LIKELY

to experience **underpayment** than fully remote workers.

HYBRID WORKERS

10%
MORE LIKELY

than office-based workers to report anxiety or stress around late payment payroll errors.

15%
LESS LIKELY

to experience stress or anxiety because of **late payment**, compared to fully remote workers.

FULLY REMOTE WORKERS

20%
MORE LIKELY

to experience stress of anxiety around **late payment** payroll errors than office workers

60%
MOST LIKELY

to be unphased by payroll errors of any kind, overall.

10%
LESS LIKELY

to experience a payroll error of any kind, compared to office workers.

Graduates in entry-level roles are most likely to experience payroll errors. But those at director level experience high rates of payroll errors too.

59%

of those in director-level roles had experienced a payroll error within the last two years.

66%

of those in graduate entry-level roles experienced a payroll error within the last two years.

50%

of those in junior manager or junior professional roles had experienced a payroll error within the last two years.

49%

of those in **middle manager or middle-professional** roles had experienced a payroll error within the last two years.
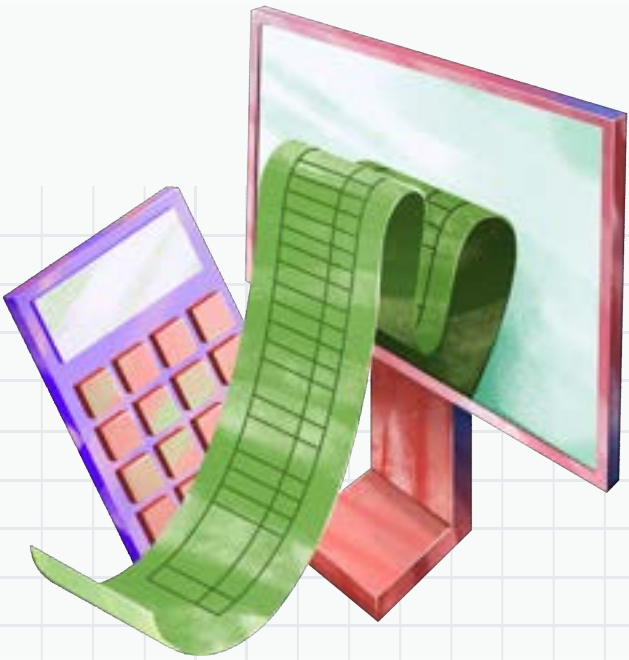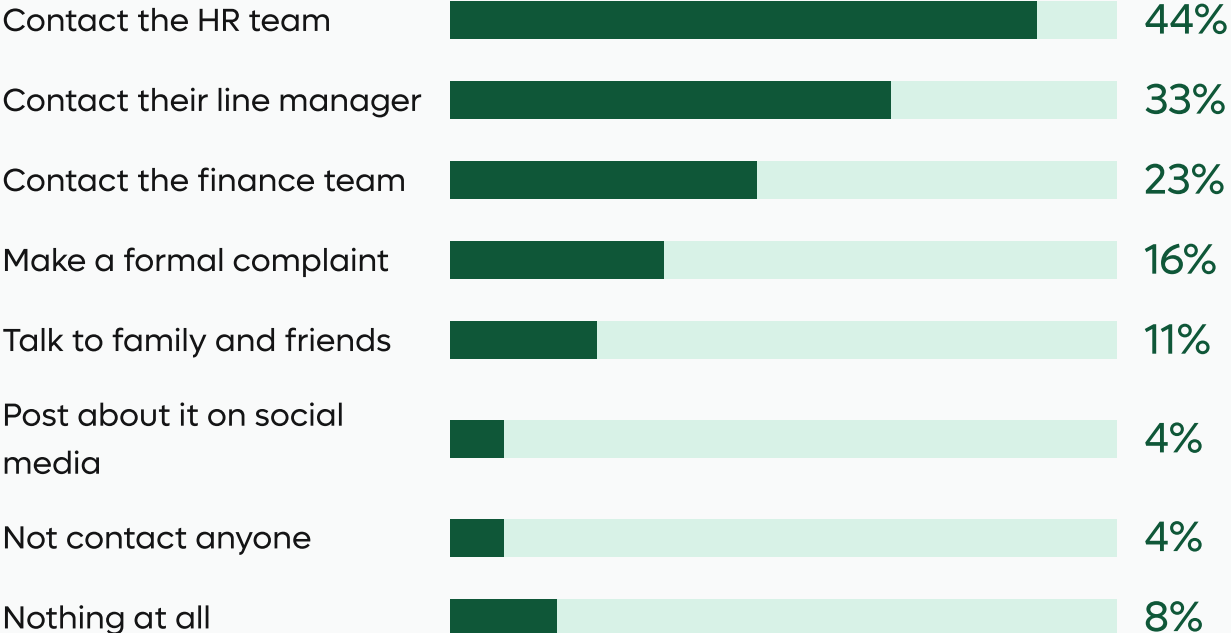
How employees troubleshoot with payroll errors

Most people will contact HR. But some will take to social media, too.

When employees encounter a payroll error, the most typical response is to seek assistance from workplace support, with HR, their line manager, and the finance department being the preferred points of contact (in that order). However, such mistakes can still pose a risk to a company's reputation.

What do employees do when they notice a payroll error?

Contact the HR team	44%
Contact their line manager	33%
Contact the finance team	23%
Make a formal complaint	16%
Talk to family and friends	11%
Post about it on social media	4%
Not contact anyone	4%
Nothing at all	8%

Notably, **about 20% of employees** indicated they would either make **a formal complaint or share their experience on social media** if they faced a payroll issue.

Interestingly, this tendency to **voice concerns publicly** or **file complaints** is **more prevalent among younger employees** compared to older groups.

How likely are different age groups to complain about payroll errors?

Age group		Percentage
16-24		23%
25-34		20%
35-44		17%
45-54		13%
55+		12%

This highlights a **generational shift in how workplace grievances are handled**, and ties in more broadly with Gen Z's (and younger millennials) greater use of online platforms, compared to older generations.

It also highlights a **generational shift towards justice-based actions** as a first port of call — younger demographics are more likely to call out wrongdoing, and their own discomfort, instead of suffering in silence out of perceived awkwardness, payroll errors at work included.

Cultural and regional divides in employee reactions: Justice for payroll errors versus avoiding awkward conversations

Americans tend to lodge complaints around payroll errors more frequently than Brits, with 20% of Americans reporting issues compared to 14% of Brits.

This is likely linked to societal and workplace culture differences between the two regions — American workers are encouraged to be upfront go-getters, while British workers are more likely to be immersed in a high-context culture of politeness and avoiding awkwardness, over justice and personal comfort.

Fully remote workers are slightly less inclined to reach out to HR in the event of a payroll error, than office or hybrid workers. Though across all workers surveyed, reaching out to HR was the most common response action they would take after experiencing a payroll error.

When employees lose trust, they won't go out of their way to resolve an overpayment issue (no surprise here).

The data shows this also hinges on the amount of money overpaid, with greater amounts being associated with higher levels of employees contacting their employers to alert them to the overpayment error. Differences in gender, age, and region are evident too, **while personal ethics also play into decisions** to admit to (or return) overpayments. Workers seem less likely to keep overpaid funds if they feel it would have a notable impact on a business (e.g. it's a small independent company), compared to if they don't feel this way (e.g. it's a huge corporation).

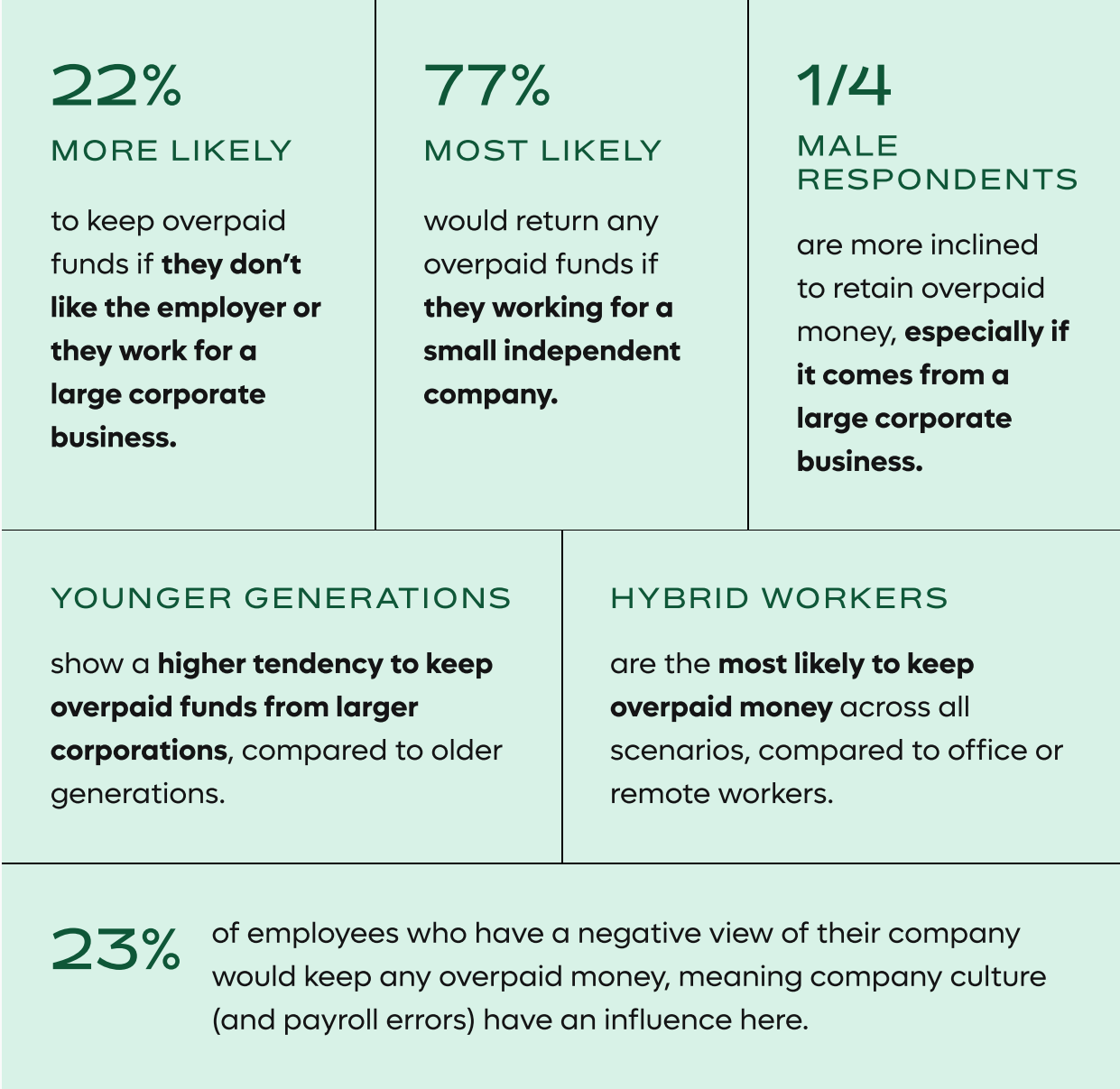|	
57% of employees asked would tell their employer about an overpayment if the overpaid amount was **£79 or less.**	**60%** of employees asked would tell their employer about an overpayment if the overpaid amount was **between £79-£393.**
62% of those asked would tell their employer about an overpayment if the overpaid amount was **between £393-£790.**	**63%** of employees asked would tell their employer about an overpayment if the overpaid amount was **over £790.**

- Across the board, **men are less likely to report instances of being overpaid** by their employer, than women are.

- When employers prompt employees about overpayments, there is a higher chance of funds being returned, suggesting that **employees are inclined to keep money that goes unnoticed.**

- **About 5% of employees admitted they would immediately spend any overpaid money,** without thinking about the potential repercussions.

- **British employees are less likely to notify their employer about an overpayment**, compared to their American and German peers.

- **British workers are also least likely to return overpaid funds on their own initiative**, without any prompting from their employer.
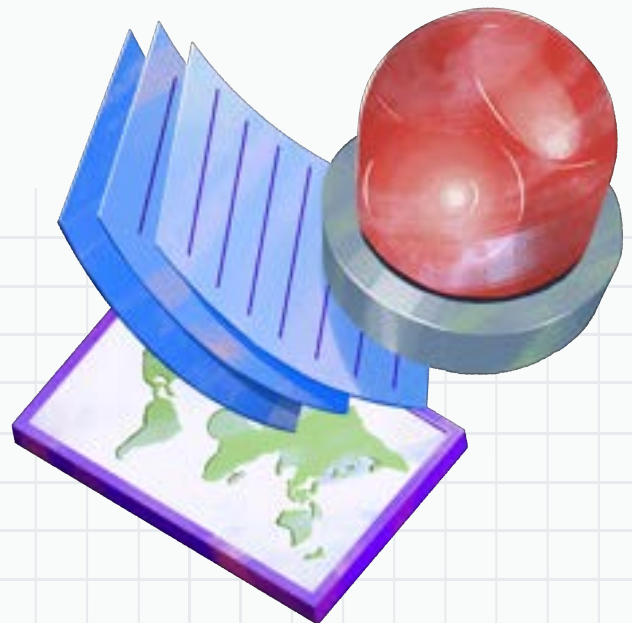
What other factors impact the likelihood of returned overpayments?

Across all scenarios given, the **majority of employees said they'd return an overpayment.**

22%
MORE LIKELY

to keep overpaid funds if **they don't like the employer or they work for a large corporate business.**

77%
MOST LIKELY

would return any overpaid funds if **they working for a small independent company.**

1/4
MALE RESPONDENTS

are more inclined to retain overpaid money, **especially if it comes from a large corporate business.**

YOUNGER GENERATIONS

show a **higher tendency to keep overpaid funds from larger corporations**, compared to older generations.

HYBRID WORKERS

are the **most likely to keep overpaid money** across all scenarios, compared to office or remote workers.

23%
of employees who have a negative view of their company would keep any overpaid money, meaning company culture (and payroll errors) have an influence here.

Payroll processes and roadblocks for HR teams

The benefits and challenges of outsourcing

This part of the report delves into the current landscape of payroll management among HR decision makers, focusing on the impacts of outsourcing payroll functions. It provides a detailed analysis based on responses from multiple countries and company sizes, highlighting key statistics and insights on the efficiency, accuracy, and security of payroll operations.

CONSIDERATIONS AROUND OUTSOURCING

80%

of HR decision makers who manually manage internal payroll have **considered outsourcing** payroll operations.

A POSITIVE IMPACT ON COST SAVINGS

71%

of HR decision makers reported **positive cost saving** impacts after outsourcing (27% noticed this significantly).

INCREASED PAYROLL ACCURACY

71%

of HR decision makers reported **improved accuracy** after outsourcing payroll, with 27% saying it did so significantly.

BETTER DIVERSE WORKFORCE PROCESSES

71%

observed better management of **diverse worker types**, when outsourcing (31% reported significant improvements).

SECURITY ENHANCEMENT

71%

also noted **increased security** and data protection across payroll processes (31% reported significant improvements).

TRUST WORRIES WITH THIRD PARTIES

25%

of HR decision makers have concerns over trusting a third-party provider with their payroll processes.

Varying approaches to outsourcing payroll

BY COUNTRY

The UK, US, and the Netherlands show a higher propensity for outsourcing payroll functions. Positive impacts in specific areas like worker management and time savings vary, with the UK and US noting higher benefits in these domains.

BY COMPANY SIZE

Smaller companies (under 50 employees) highlight accuracy and time savings as significant benefits, while larger organizations (over 10,000 employees) emphasize the ability to manage payroll across multiple locations.

Do payroll errors occur more often with third-party management?

A concerning 90% of HR decision makers with externally managed payroll have to address payroll errors, with **over 30% requesting corrections multiple times a month.**

Do HR teams know how payroll errors impact staff, and reputational risk?

- **95% of HR decision makers acknowledge that payroll errors affect employees,** with nearly a quarter reporting a large impact. This underscores the broader implications of payroll management on employee satisfaction and trust.

- **As payroll mistakes can also lead to decreased trust,** and caution for employees (toward their employers) HR teams must also note the harm payroll errors can do to organizational reputation, too.

What aspects of payroll management are most time-intensive?

The majority of payroll processes (over 58%) are completed within five days from the cut-off date, although complexities arise with different company sizes and countries. Payroll adjustments and data entry are the most time-consuming aspects, particularly in larger firms.

Our survey results for HR decision makers highlight the essential nature of efficient payroll management, and the potential benefits of outsourcing to enhance accuracy, security, and operational efficiency.

But challenges around trust, frequent errors, and the need for stringent data security measures are significant considerations that HR teams must address properly to best optimize payroll operations.

Payroll errors and payslip engagement by region

Workers in the USA are facing the highest level of payroll issues.

Our regional data shows that American workers are more prone to experiencing payroll issues compared to their counterparts in the UK and Germany.

WORKERS REPORTED PAYROLL PROBLEMS OVER THE LAST 2 YEARS:

USA	UK	Germany
57.78%	44.14%	47%

This represents a 26% higher incidence rate in the US compared to the UK.

Taking a look at a more recent three-month period, this trend continued. In the USA, 25.10% of respondents faced payroll issues, compared to 19.98% in the UK. This data highlights a persistent challenge in payroll management faced by American workers, relative to those in the UK and Germany.

Germany

Incorrect deductions are the most frequent payroll issue in Germany, affecting 36.19% of workers. Underpayment, which impacts 35.41%, and late payment, affecting 21.79%, are also significant concerns. Incorrect personal information and overpayment issues are reported by 17.90% and 8.17% of the workforce, respectively. A small percentage (1.56%) of workers report other types of issues.

Comparative regional insights

The data indicates that underpayment is a common problem in both the US and UK, with the **US reporting the highest rates of underpayment and late payments among the three countries.** In contrast, incorrect deductions are a more prevalent issue in Germany compared to the other two countries.

These insights highlight the varying challenges faced by workers in different regions and underscore the importance of addressing these payroll issues to ensure employee satisfaction and compliance with labor laws.

UK workers are the most disengaged with their own paychecks.

Our regional data on employee engagement with paychecks indicates a significant variation in the attention given to payslip reviews among employees in the UK, USA, and Germany.

German employees show the highest rate of consistency in checking their paychecks, whereas the UK has the highest rate of neglect. This information could be crucial for employers and policymakers who are trying to understand, and improve, financial awareness and payroll communication within these countries.

ALMOST 45%

of employees surveyed in the **UK** reported payroll issues within two years.

JUST UNDER 50%

of employees in **Germany** reported payroll issues within two years.

JUST UNDER 60%

of employees surveyed in the **USA** reported payroll issues within two years.

Payroll challenges

🇬🇧 **UK**

The most prevalent payroll issue is underpayment, affecting 39.53% of workers. This is followed by incorrect deductions and late payments, reported by 25.16% and 21.56% of workers, respectively. Additionally, 16.49% of employees face issues with incorrect personal information, while overpayment affects 13.11%. Other miscellaneous issues are noted by 1.27% of the workforce.

🇺🇸 **USA**

America has a higher incidence of payroll problems compared to the UK and Germany. Underpayment is the most significant issue, impacting 47.44% of workers. Incorrect deductions and late payments are also common, affecting 28.27% and 26.20% of the workforce, respectively. Issues with incorrect personal information and overpayment are reported by 10.54% and 8.15% of employees. Other issues are noted by 2.40% of workers.

FREQUENCY OF CHECKING PAYCHECKS EVERY TIME BY REGION

🇺🇸 USA	🇬🇧 UK	🇩🇪 Germany
68%	62%	70%

FREQUENCY OF **NOT** CHECKING PAYCHECKS EVERY TIME BY REGION

🇺🇸 USA	🇬🇧 UK	🇩🇪 Germany
9%	17%	8%

Payroll errors and payslip engagement by sector

This part of the report provides an overview of the industry sectors that have experienced the highest levels of payroll issues over the past two years.

- **Ironically, the sector with the most significant challenges is Human Resources (HR), with 68% of entities reporting payroll discrepancies.** Following closely are the IT & Telecoms and Sales, Media & Marketing sectors, with 60% and 63% respectively.

- **The Arts & Culture sector also reported a high incidence of payroll issues, affecting 59% of its organizations.** Finance and Healthcare sectors faced similar challenges, with 57% and 54% respectively.

- **The Education sector, while slightly better, still reported payroll issues in 50% of institutions.** This data highlights the widespread nature of payroll challenges across multiple industries, pointing out the need for enhanced payroll management systems and processes.

Frequency of payroll discrepancies by sector

Sector	
HR	68%
Sales, Media & Marketing	63%
IT & Telecoms	60%
Arts & Culture	59%
Finance	57%
Healthcare	54%
Education	50%

Accountability and correcting payroll errors

Why do payroll errors happen?

Human error

The most frequently cited cause of payroll mistakes, accounting for 29.50% of the issues. This indicates a significant impact of human oversight on payroll accuracy.

Incorrect hours logged

Combined, errors in logging hours by both employers (18.66%) and employees (11.28%) contributed to 30% of the payroll issues, highlighting a common area for improvement in time tracking.

Technical and administrative errors

Technical or software errors were responsible for 14.97% of the issues, while late submissions by HR or Finance teams caused 12.68% of the payroll problems, underscoring the need for better technological and administrative processes.

Younger employees and payroll errors because of incorrect information

The survey also highlighted demographic variations, particularly among younger workers. Respondents aged 16-24 were the most likely to experience payroll mistakes due to incorrect hours logged by the employee, with 15.64% reporting this issue.

Unspecified and other reasons

About 6.05% of the respondents indicated that their employer did not provide a reason for the payroll mistake, and 1.40% cited other unspecified reasons.

Insufficient funds

A smaller percentage (5.46%) of payroll issues were due to insufficient company funds, suggesting financial management issues within some organizations.

Frequency and resolution of payroll issues

Navigating payroll issues can be a daunting experience for employees, and the data reveals some intriguing insights into how these problems are handled across different demographics and workplaces.

- A significant portion of employees, about 39.94%, have encountered payroll issues within the past year, with an average of two incidents reported per person.

- Interestingly, younger employees aged 16-24 and those in the US are more likely to face these issues more frequently compared to their older or European counterparts. When it comes to resolving these issues, the majority (65.41%) see their problems rectified within a week, although a small percentage (3.39%) report that their issues were never resolved.

Late payments: A common challenge

This type of payroll error is of notable concern, with 23.75% of those experiencing payroll issues citing delayed payments. Of these, 60% received their payments within a week, yet 40% waited longer, with some waiting up to a year. The reasons for delays are predominantly attributed to HR errors, such as delays in submission or system issues, which account for over half of the late payment cases.

Impact of workplace type

The type of workplace seems to influence the frequency and resolution of payroll issues. Fully remote workers, for example, tend to wait longer for late payments compared to those in traditional workplace settings. However, they also report quicker resolutions to payroll errors, possibly due to the nature of their work environment which might prioritize digital communication and management tools.

Sector-specific insights

Certain sectors like the legal field report a higher average of payroll issues per year. This could reflect the complex nature of billing and payment cycles common in these industries. Conversely, sectors like travel and transport seem to experience fewer delays, possibly due to streamlined operational processes.

Global and generational differences

There are noticeable differences in how payroll issues are handled across countries and generations. For instance, US employers are quicker to resolve payroll issues compared to those in the UK and Germany. Younger employees tend to experience quicker resolutions, which might suggest a generational shift in workplace expectations and the adoption of more efficient payroll technologies.

The data paints a picture of a varied landscape where the resolution of payroll issues largely depends on factors like age, sector, and geographical location. **While most employees see their payroll issues resolved relatively quickly, there remains a significant number who experience prolonged delays, highlighting an area for improvement in HR practices globally.**
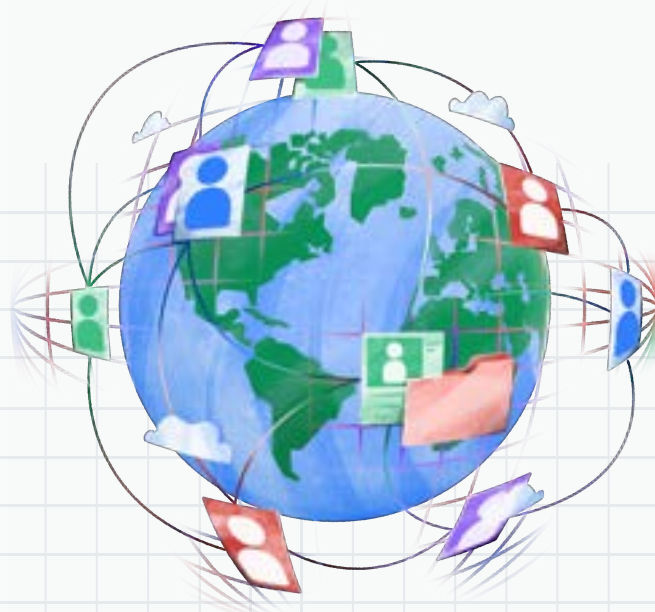
Tacking payroll errors and payslip disengagement

Our survey results show a clear need for improved accuracy in time tracking, better technological solutions, and more efficient administrative processes to reduce payroll errors. Plus, enhancing transparency and communication between employers and employees could further mitigate these issues.

Why outsourcing and intuitive digital tools are key solutions

On outsourcing..

Many companies face significant annual costs in managing payroll, with expenses ranging from less than £9,000 to over £800,000. To mitigate these costs, 80% of HR decision-makers who currently manage payroll manually have considered outsourcing. Outsourcing has shown a positive impact on cost savings for over 70% of respondents, with 27% reporting a significant positive impact.

Time efficiency

Outsourcing payroll has also proven effective in saving time, with 72.83% of respondents experiencing a positive impact. This includes a significant positive impact for 33.07% of them. Companies in the US particularly noted time savings as a significant benefit of outsourcing payroll operations.

Accuracy and compliance

Accuracy in payroll processing is crucial, and 71.38% of respondents noted a positive impact on accuracy from outsourcing. This includes a significant improvement for 34.19% of respondents. Enhanced accuracy helps companies ensure compliance with tax and employment laws, which is critical for avoiding legal issues and penalties.

Diversifying and expanding your teams

Outsourcing payroll services has also improved the ability to handle different types of workers (employees, contractors, etc.), with 71.16% of respondents seeing a positive effect. This is particularly important for companies with diverse workforce needs across various locations.

Security enhancements

Data security is a paramount concern in payroll processing. Outsourcing has improved security and data protection for 70.60% of companies, with 31.18% experiencing a significant positive impact. This is crucial in protecting sensitive employee information and maintaining trust.
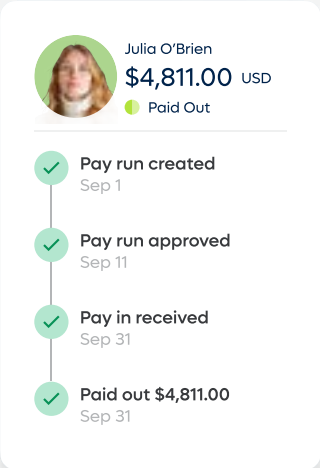Employee Engagement with paychecks

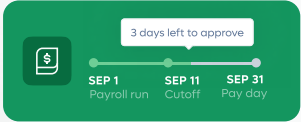# How to help employees engage with their paychecks

Despite the improvements in payroll management, a common issue that persists is employees not regularly reviewing their paychecks. This can lead to misunderstandings about deductions, contributions, and occasionally, errors might go unnoticed.

Companies can address this issue by implementing user-friendly payroll software that provides clear, easy-to-understand paychecks and by educating employees on the importance of reviewing their payslip details regularly.
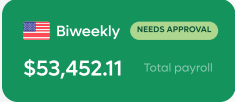

Julia O'Brien
$4,811.00 USD
🟢 Paid Out

✓ Pay run created
Sep 1

✓ Pay run approved
Sep 11

✓ Pay in received
Sep 31

✓ Paid out $4,811.00
Sep 31

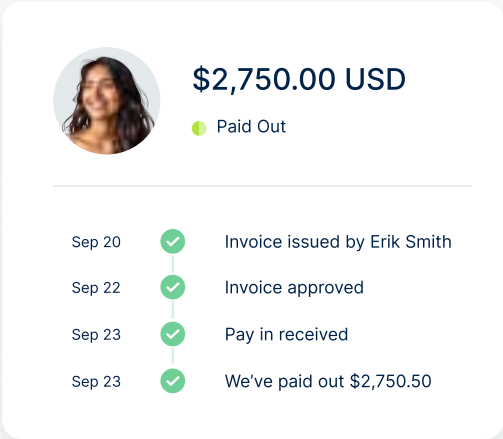3 days left to approve
SEP 1 Payroll run · SEP 11 Cutoff · SEP 31 Pay day

Biweekly **NEEDS APPROVAL**
$53,452.11 Total payroll

$2,750.00 USD
🟢 Paid Out

Sep 20 ✓ Invoice issued by Erik Smith
Sep 22 ✓ Invoice approved
Sep 23 ✓ Pay in received
Sep 23 ✓ We've paid out $2,750.50

Enhanced software user experience and better payroll insights were among the top improvements desired by decision-makers, which could also encourage more consistent engagement from employees with their paychecks.

One platform management for payroll and easy access paychecks

Streamline your payroll management with Remote's comprehensive payroll tools, accessed from one, easy to use central dashboard. With Remote, you can easily view and manage payroll costs, track upcoming pay runs, and approve payroll inputs all in one place.

Our integrated platform eliminates data duplication and reduces overhead, giving you more time to focus on growing your team. Plus, our intuitive mobile app allows employees to access paychecks, submit expenses, and log time off on the go.

Benefit from our local payroll expertise and personal support to navigate any payroll challenge effortlessly. If you're ready to transform your payroll management, book a demo and experience the future of payroll with us.

Payroll details

🇺🇸 **United States biweekly** | May 1 to May 15 | IN PROGRESS

15 MAY

3 days until cutoff

MAY 1	MAY 7	MAY 13	MAY 15
Payroll run starts	Cutoff	Finalize run	Pay day

Pending approvals
8 expenses →
12 time off requests →

Payroll breakdown

● $11,415.25	● $995.95	● $500.00	● $925.18	● $176.88
Salary	Benefits	Incentives	Expenses	Other

Employees (5)

NAME		GROSS PAY	SALARY ⓘ	BENEFITS	INCENTIVES	EXPENSES	OTHER	DEDUCTIONS	
Emma Stalone	JOINED THIS MONTH	$3,340.34	$3,000.00	$334.65	-	$245.57	-	$429.76	⋯
Ann Henry	LEAVING ON MAY 28	$1,344.32	$1,145.00	$94.67	-	$144.32	$176.88	$145.57	⋯
Lucy Liu		$2,352.11	$2,100.00	$184.53	-	$535.29	-	$352.11	⋯
John Lewis		$3,425.34	$3,025.00	$256.45	$500.00	-	-	$325.34	⋯

Set up a chat with a Remote expert

You can talk through the specifics of your company's situation

Schedule a call ↗

Employees Holidays

View all >

Paul Grant Marketing Manager	Only today
Beatriz Costa Product Designer	Mar 16 - Mar 18
Narobi Yan UX Writer	Tomorrow
Peter Rowling Marketing Manager	Tomorrow

Alisha Jackson

ONBOARDING — Step 1 of 3

Summary	Annual salary
82 countries	$80,000.00

COUNTRY	ONBOARDING TIME
Argentina	7 days
Brazil	4 days
France	3 days
Italy	3 days

16 JOINERS
+5 from last week

512 HEADCOUNT
+10 from last week