



The Power of Payroll: Becoming an Organizational Change Agent

**Chas Fields | Sr. Partner, HCM Strategy
Podcast Host**

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Charles “Chas” Fields

Sr. Partner, HCM Strategy @UKG

Co-Host of the People Purpose Podcast

 Charles.Fields@ukg.com  [ChasFields](#)

 [ChuckFlys](#)



**What is your
name?**

According to some of the first paystubs, how were ancient Egyptians paid for their labor?

- A. Gold
- B. Cloth
- C. Beer
- D. Silver



What was the first Federal Minimum Wage?

A. .25

B. .83

C. 1.10

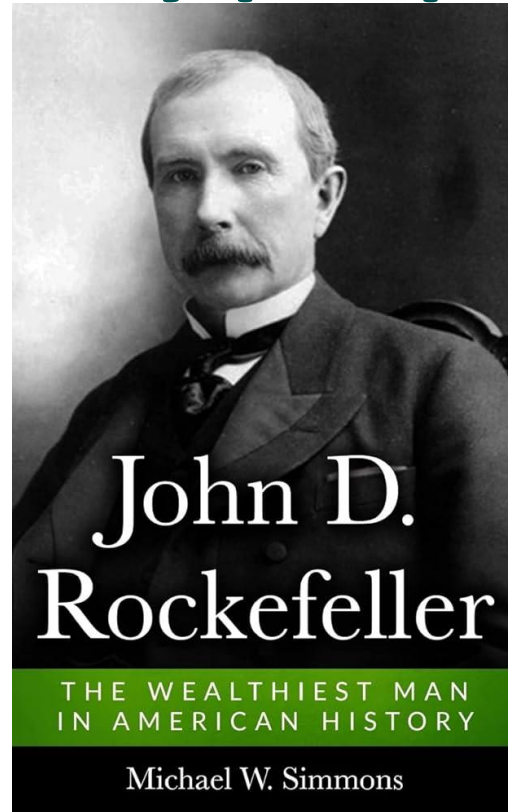
D. 4.15

In 1938, the Fair Labor Standards Act established it at...



In 1935 when President Roosevelt raised the top tax rate to 79% for those making over \$5 million, how many people did it apply to?

- A. 100
- B. 10000
- C. 1000
- D. 1



Everything Has Changed!



WORKPLACE

- Flexible Work/Schedules
- Modified Work Weeks
- Remote
- Hybrid
- Work-Life Integration



WORKFORCE

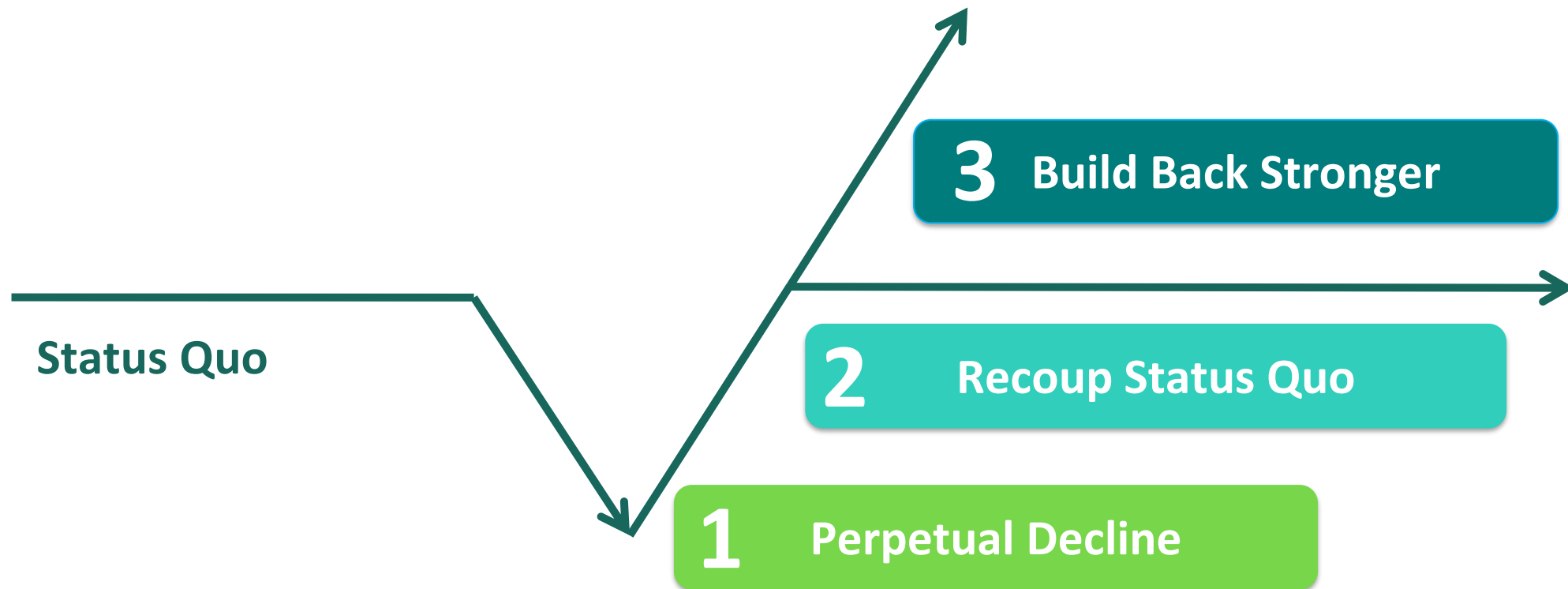
- Engagement
- Retain & Develop
- Trust, Transparency, & Stability
- Diversity, Inclusion, Belonging
- Multi-Generation, Gig, & Temp Workers



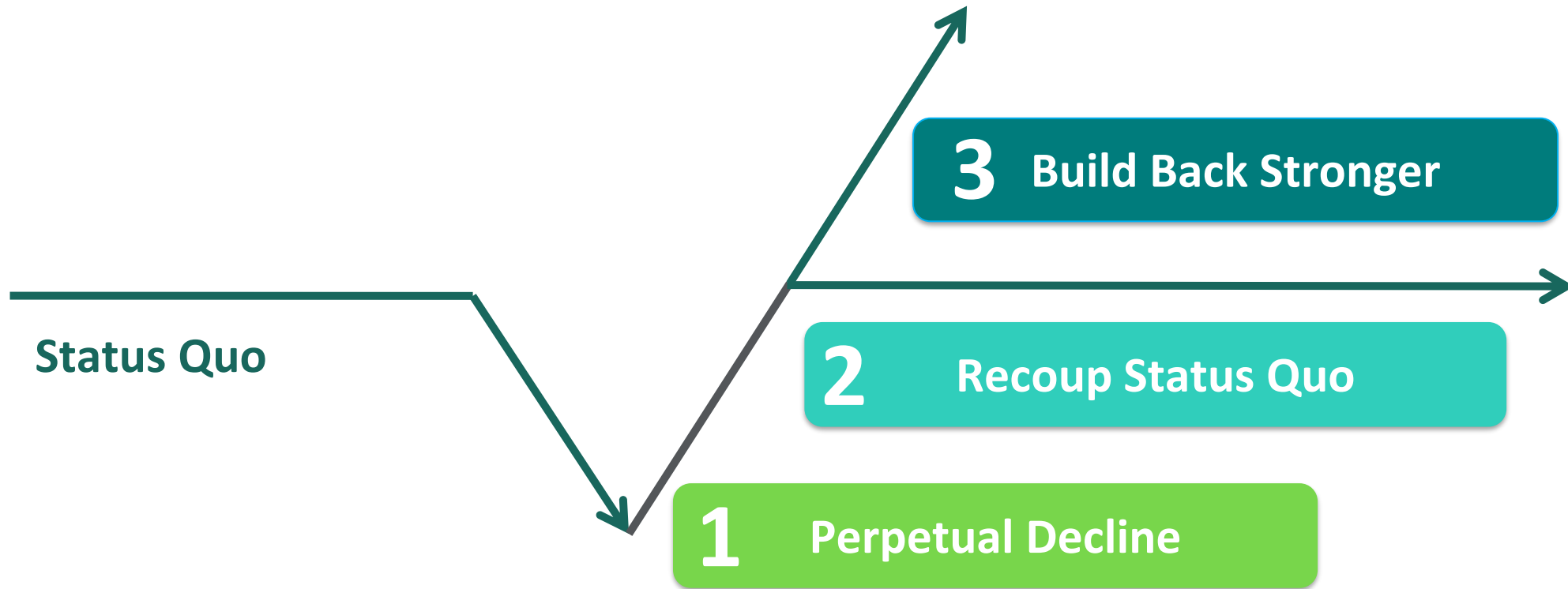
WORK

- Technology Empowered
- Cloud-based
- Mobile First
- Real-time Data & Analytics
- AI-Driven Automation

What Path is My Organization On?

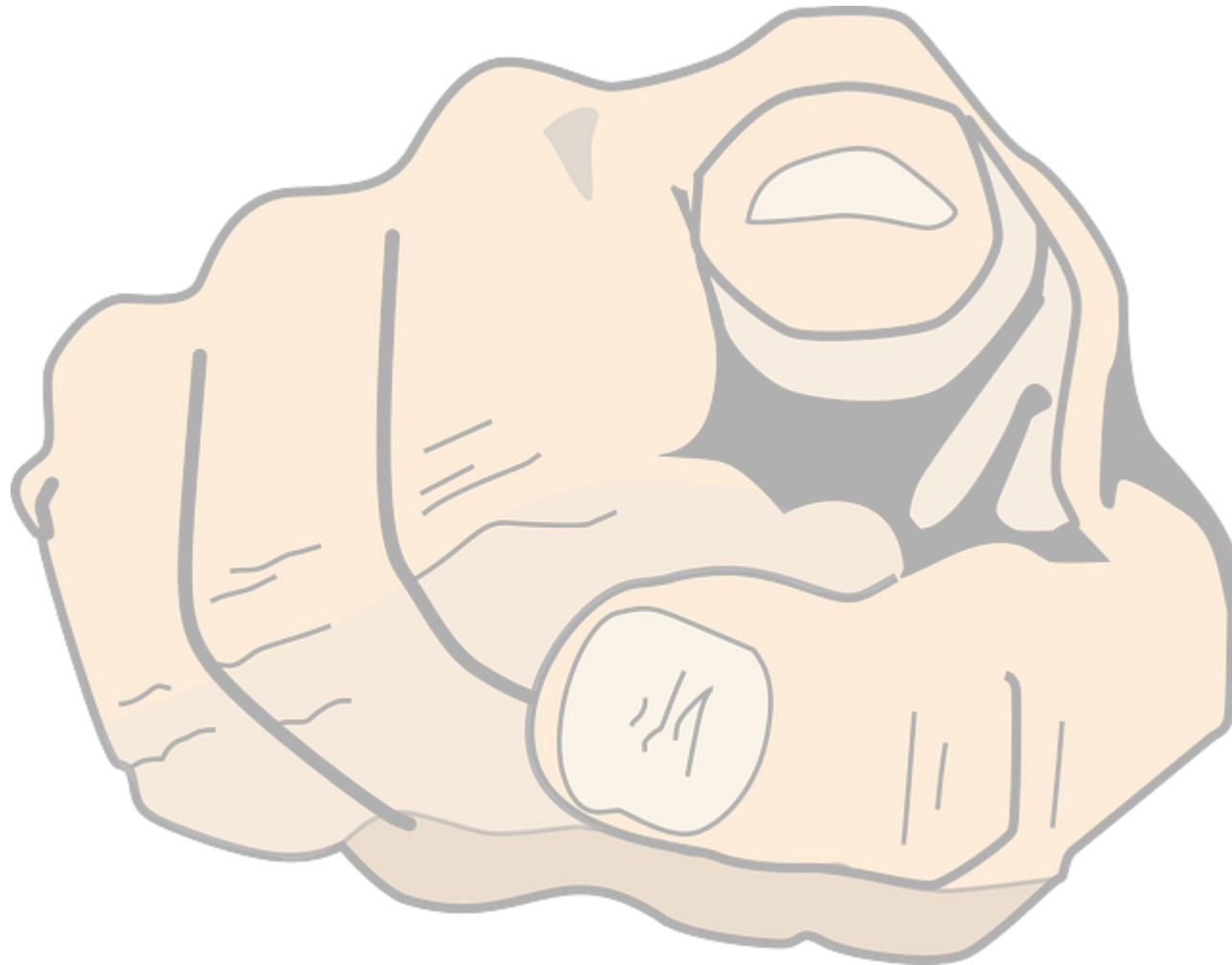


What Path Am I On **Personally**?



The Why

You Make a Difference!



PAYROLL PROFESSIONAL



What employees think I do



What management thinks I do



What I think I do



What I actually do



LISTEN, LISTEN

JUST DO YOUR TIMESHEETS

A close-up, soft-focus photograph of a person's eye, looking slightly to the right. The eye is the central focus, with long, dark eyelashes and a light-colored iris. The background is a warm, golden-brown color, suggesting a close-up of skin or a similar texture. Overlaid on the image is text in a bold, purple font. The text is arranged in two main sections, separated by a thin horizontal line.

What are your toughest and most
persistent challenges, frustrations, and/or
dissatisfaction (at home or at work)?

How are you addressing these challenges?
(be specific and honest)?

You are
the Author of
your Story!



Your Career...a Passion?

A photograph of a paved road with a white dashed line on the left side, curving through a natural rock archway. The rock is light-colored and textured. The road is bordered by a metal guardrail on the right. In the background, there are more mountains under a cloudy sky.

Think of the specific outcomes of a transformed future reality (feasibility aside).

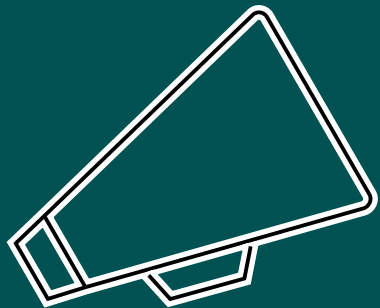
What does this feel like? Sound like? Look like?

What actions can you take that will radically change your future for the better?

We have an opportunity to improve and positively impact the lives of so many people.



A Challenge: Start A New Internal Conversation During this Talk



A way I intend to change my
internal conversation is
by _____.

**What do Employees
Expect from Employers?**

**What do Employers
Expect from Employees?**

Expectations

Point A

Point B

Reality

The Payroll Journey

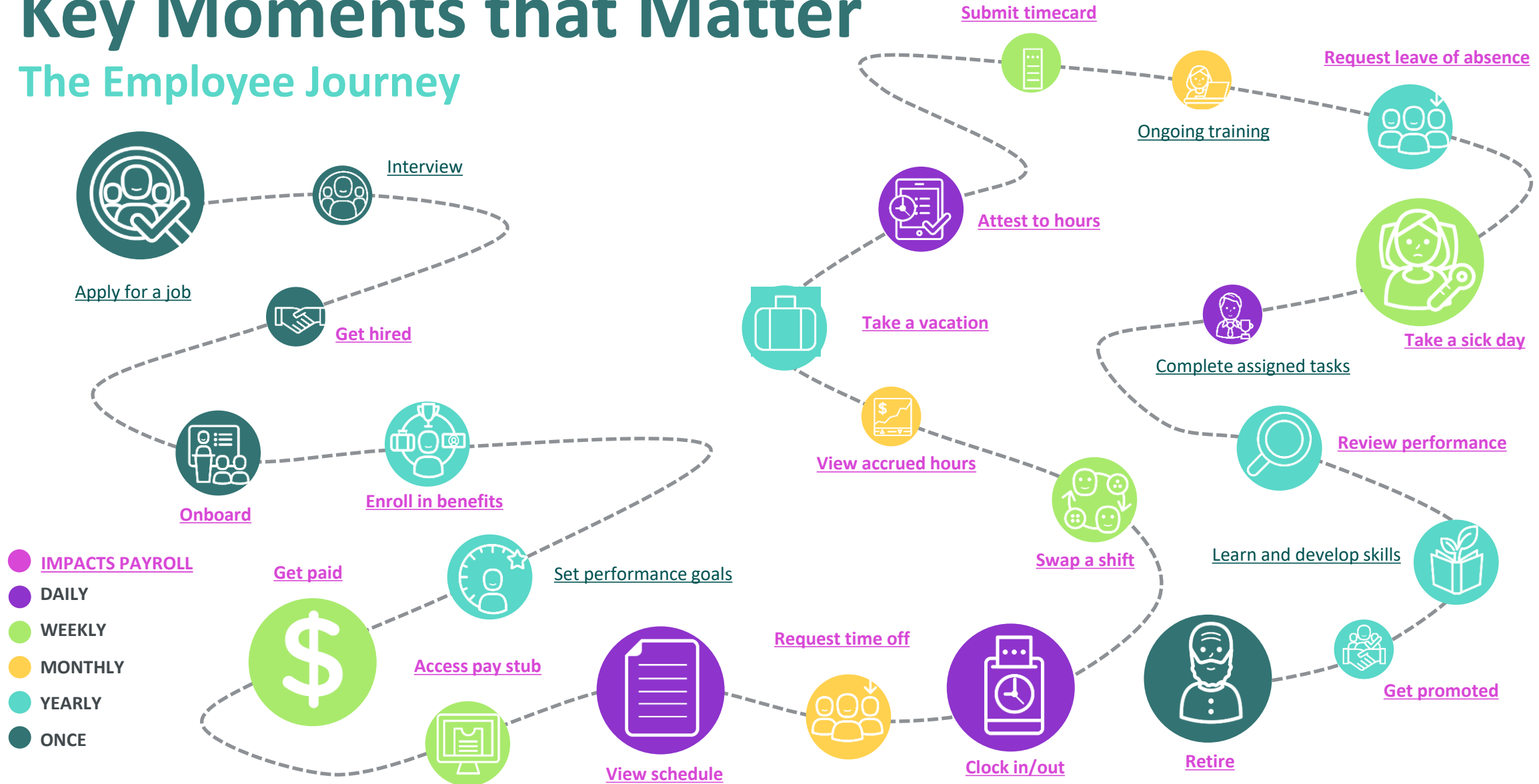
- The journey is **never-ending**
- The journey allows **choices**
- The journey is **challenging**
- The journey is **exciting**
- The journey is **often volatile**



The journey has many ***moments that matter!***

Key Moments that Matter

The Employee Journey





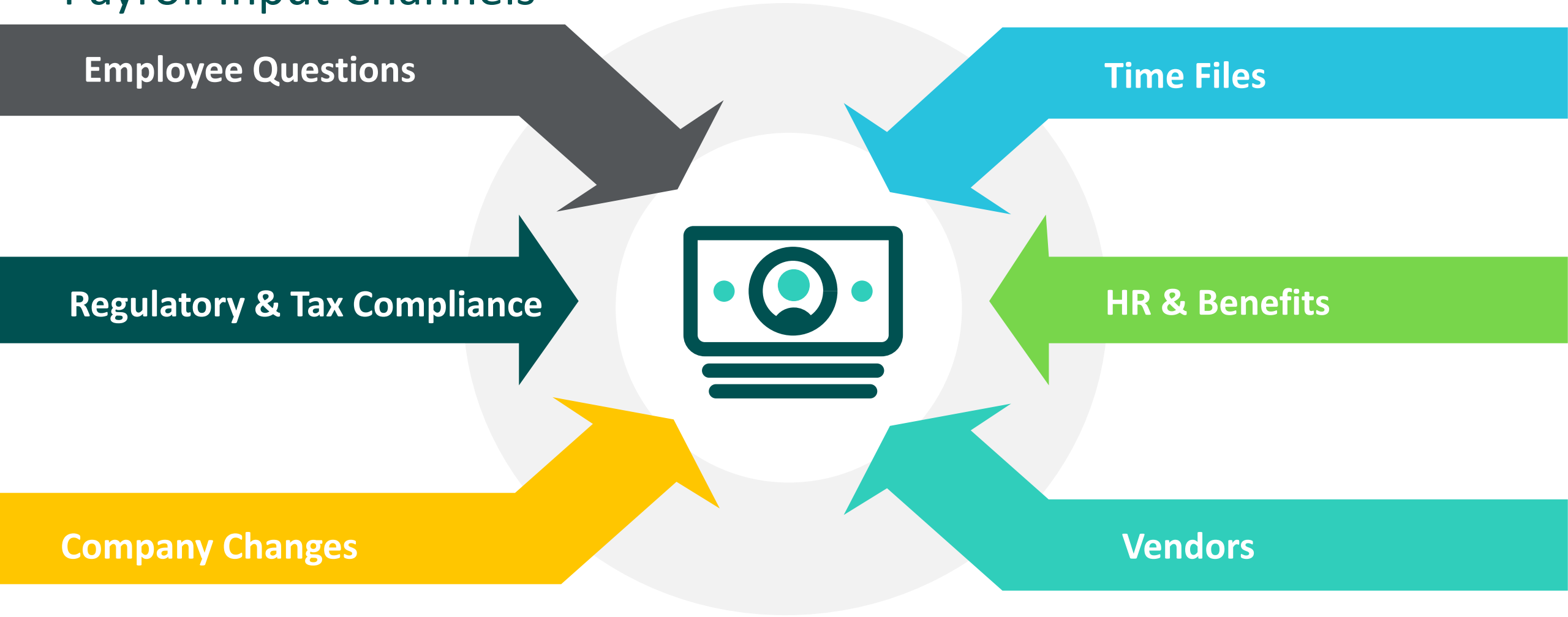
Find Your Hidden Payroll Potential



Assess Current Processes!

Assess Processes

Payroll Input Channels



Employee Questions

Time Files

Regulatory & Tax Compliance

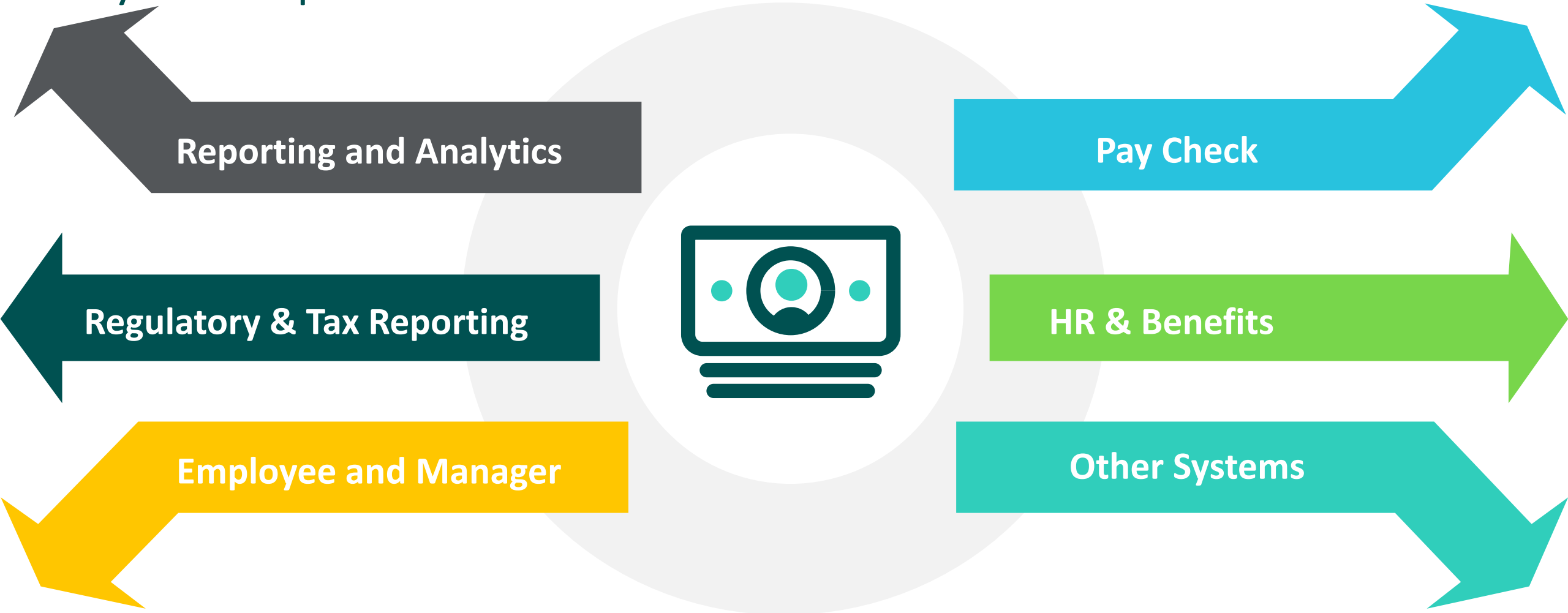
HR & Benefits

Company Changes

Vendors

Assess Processes

Payroll Output Channels



Reporting and Analytics

Pay Check

Regulatory & Tax Reporting

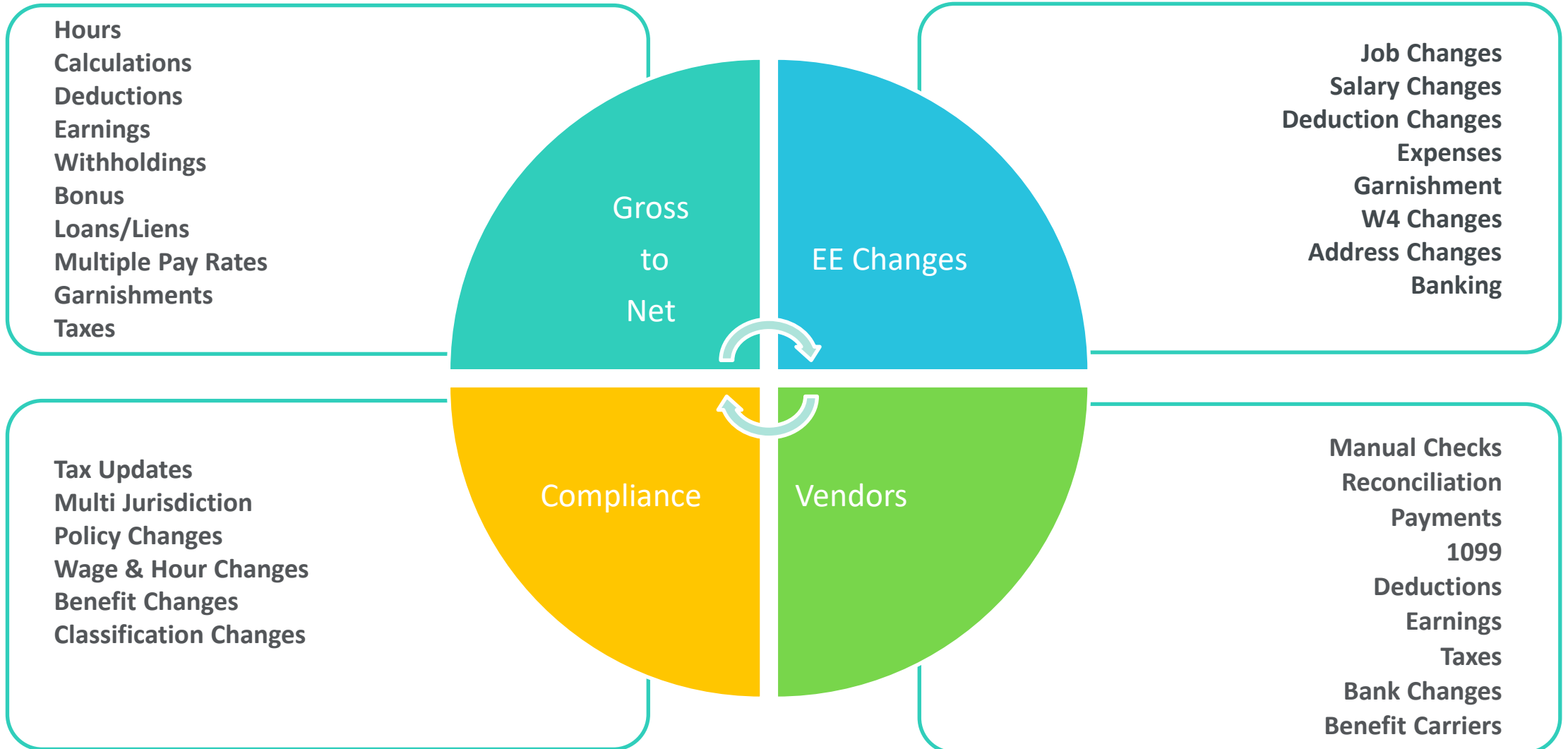
HR & Benefits

Employee and Manager

Other Systems

Assess Processes

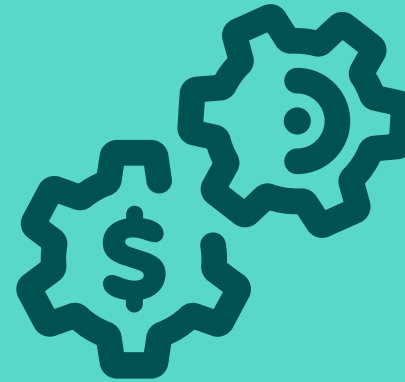
What to Assess



Assess

- Identify high value, with high potential for automation
- Review basic work rules for consistency

Payroll Processes



Timekeeping Processes





Establish Key Performance Indicators



Over 50%

of companies don't track payroll KPIs



Efficiency



Accuracy



Expenses



Efficiency

- + Processing Time per Pay Cycle
- + Payroll FTE Staffing Ratio

- + Avg. Time to Reconcile Errors
- + Avg. Time Fielding EE Requests



Accuracy



Expenses



Efficiency



Accuracy

- + Error Rate
- + No. of manual, voided, stop payments
- + No. of Off-Cycle Checks

- + % of Payroll Adjust. Due to Late/Incorrect Approval
- + No. of W2-Cs Issued



Expenses



Efficiency



Accuracy



Expenses

+ % of EEs on Direct
Deposit

+ Avg. Cost to Produce a
Pay Statement

+ Total Cost of Compliance
Penalties

The Cost Doing Nothing



The Impact of Noncompliance

- Mitigate Risk
- Control Cost
- Better Brand
- Proactive Measures



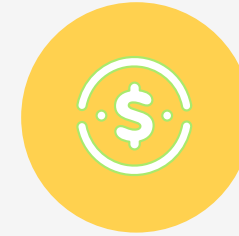
The Impact on Payroll

- Save Time
- Save Money
- Increase Employee Satisfaction



The Impact on Data

- Visibility into Workforce
- Proactive Decisions
- Manage Budget
- Control Labor Cost



The Hidden Cost

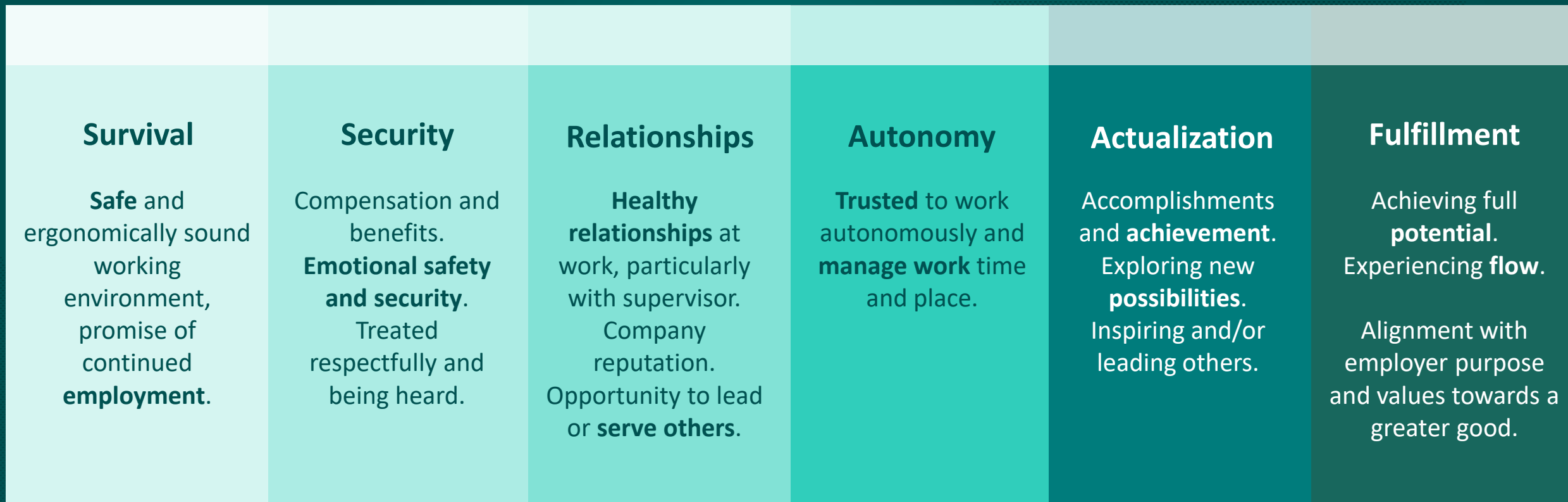
- Streamlined Processes
- Control Direct, Indirect and non-direct labor costs

How Are You Changing the Conversation?

What is Your Sanity Worth?

Employee's Continuum of Needs

Employees across income levels are increasingly concerned with foundational physiological & psychological needs.





“The impacts on Payroll do not happen over night, they happen over time.”

Lead with *“let’s see if
I can.”*

You Have a Name.



üKG

Our purpose is people