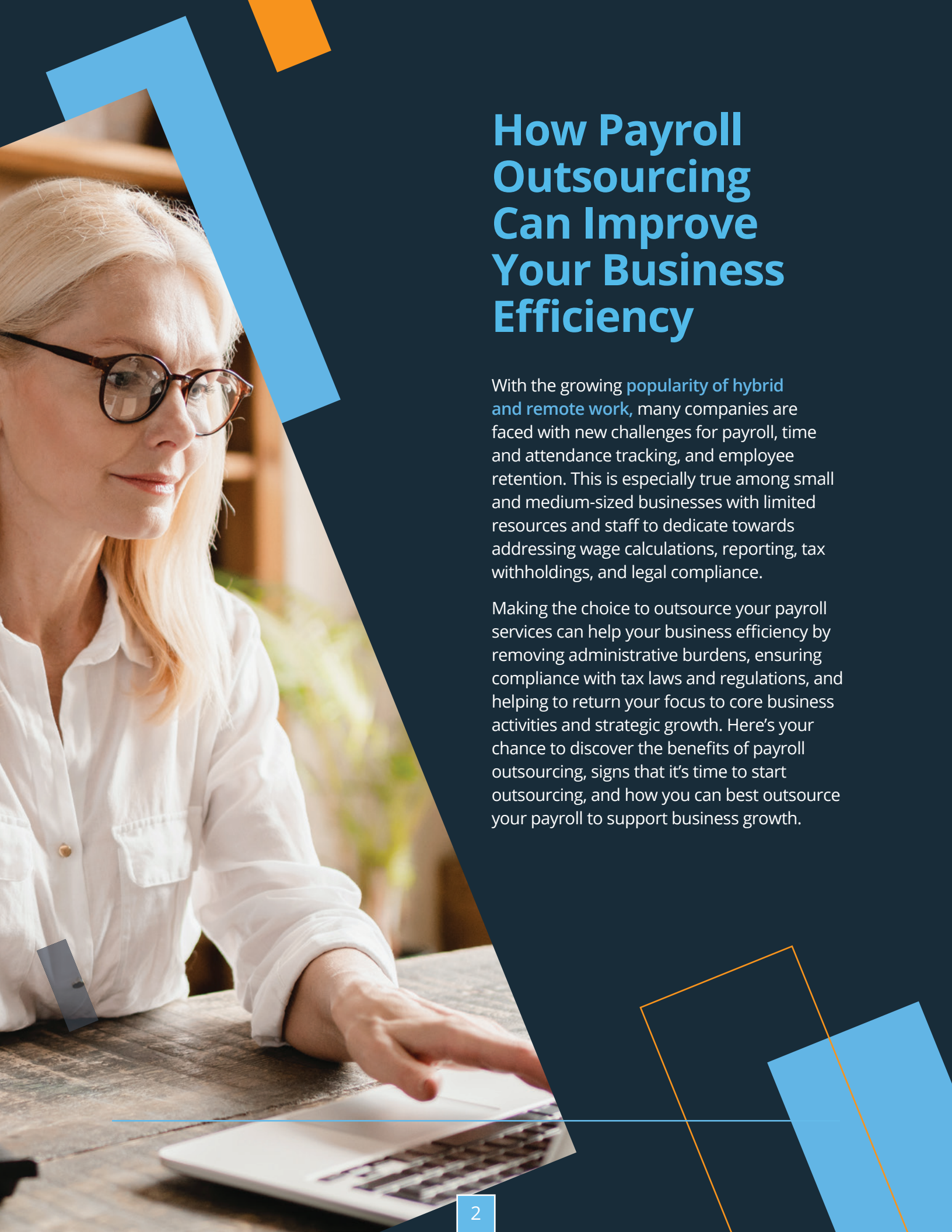




IRIS | Payroll

How Payroll Outsourcing Can Improve Your Business Efficiency

IRIS



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With the growing popularity of hybrid and remote work, many companies are faced with new challenges for payroll, time and attendance tracking, and employee retention. This is especially true among small and medium-sized businesses with limited resources and staff to dedicate towards addressing wage calculations, reporting, tax withholdings, and legal compliance.

Making the choice to outsource your payroll services can help your business efficiency by removing administrative burdens, ensuring compliance with tax laws and regulations, and helping to return your focus to core business activities and strategic growth. Here's your chance to discover the benefits of payroll outsourcing, signs that it's time to start outsourcing, and how you can best outsource your payroll to support business growth.

What Is Payroll Outsourcing?

Payroll outsourcing is when an organization enlists the help of an outside payroll provider to process payroll on the organization's behalf. This service can sometimes extend past payroll functionality, and even cover some related HR functions.

Organizations generally choose to outsource their payroll because they want to focus more exclusively on core business tasks while alleviating internal HR burdens including redundant data entry, time-consuming paperwork, issues with late/inaccurate paychecks, or concerns with shifting tax and regulatory requirements.

The scope and quality of payroll outsourcing services is bespoke to each organization to meet their unique needs and is only limited by the provider's ability to accommodate a range of HR and HCM processes. While some payroll providers can help with managing taxes or calculating weekly payroll, **IRIS Payroll & HCM** provides a comprehensive and personalized payroll solution. We offer a 24/7 employee self service platform, wage garnishment management, dedicated compliance support, and the ability to fully synthesize payroll with processes like time and attendance, scheduling, and onboarding. We take responsibility for your payroll needs so you can use your time focusing on your business.



When Should I Outsource My Payroll?

Choosing to outsource your payroll can feel like a big decision, and you want to make sure that you aren't rushing the decision. To help you make better sense of it, here are four red flags that are signs you should start outsourcing your payroll.

1. You Have a Complex Workforce

Even a few years ago, it was expected for small and medium sized businesses to have employees that were all in the same city, however that's been changing at a drastic rate. Now, most companies have employees in multiple states, working in hybrid and remote roles. There's also a growth of companies who are choosing to rely more on independent contractors and freelancers, rather than full time employees, making payroll that much more complicated.

Each variation in payroll brings with it a host of responsibilities, with some states (California, New York, New Jersey, Hawaii, Maryland, and Virginia) having significantly more complex payroll laws and requirements. When employers lack the technology and professional support to manage payroll for a growing workforce, they risk creating issues with paycheck inaccuracy, stalled growth due to increased HR demands, or noncompliance penalties resulting from a lack of awareness. If you are managing a complex or growing workforce, you should consider outsourcing your payroll to ensure it is done correctly every time.

2. You Have Concerns with Employee Satisfaction, Engagement, and Retention

A major portion of employee satisfaction depends on your employees being paid the correct amount on time. With [78% of Americans living paycheck to paycheck](#), your employees can't risk not having their paycheck being late or the wrong amount.

When your employees receive late paychecks or struggle to navigate basic HR processes, [they are much more likely to disengage, consider work with a competitor, or be less productive](#). If you're struggling with a dissatisfied workforce, rather than trying to throw a pizza party or casual Fridays, it's a better idea to focus your efforts on ensuring your payroll is perfect.

Outsourcing your payroll provides your employees with a stable, reliable, and professional payroll and HR experience without requiring more time from you.

3. You Are Concerned about Compliance Issues

Local, state, and federal payroll regulations, tax laws, and other industry specific or jurisdictional requirements change frequently, and it can feel overwhelming to stay diligently up-to-date with these changes, especially when you have a diverse and remote workforce. If you have ever had issues with payroll compliance, or you are worried about your compliance as your business continues to grow, it's time to outsource your payroll. A trusted payroll provider, like IRIS, will help you become and remain compliant with all regulatory and legal standards so you don't have to worry about it.

4. You Struggle with the Demands of Weekly, Monthly, Quarterly, and Annual Payroll Responsibilities

Payroll is much more than printing out a check every pay period. If you're handling payroll internally, you are responsible for formulating processes for

- Totaling and verifying hours
- Calculating distinct pay rates
- Subtracting taxes from gross pay
- Managing benefits and deductions including retirement and wage garnishment
- Sustaining direct deposit
- Maintaining organized records

- Fulfilling year-end reporting
- Preparing and remitting payroll taxes to government agencies
- Ensuring data security
- Properly classifying employees and rate of pay

This is only a sampling of what is required for you to do payroll effectively, and if done incorrectly or late you can face fines, legal action, or even prison time. Payroll can be extremely difficult and time-consuming to do alone, but that's where outsourced payroll can help. IRIS's Payroll and HCM services take the responsibility of your payroll so you don't have to worry about it any more. We handle all aspects of payroll, and in the very rare case there is an issue or audit, we take complete responsibility and accountability, so your business can keep running like always.

What Are the Benefits of Outsourcing Payroll?

More organizations are utilizing payroll outsourcing to enjoy greater cost savings, compliance peace of mind, and access to advanced technology and expertise. Here are some of the primary benefits you can experience when switching to a payroll provider like IRIS.

1. Cost and Time Savings

Manually managing payroll is complex. When employers make the choice to outsource payroll to a qualified provider, they relieve themselves and their workforce of a large number of demanding and time-consuming



tasks. By choosing to outsource your payroll you are able to invest your time back to key projects, customer relations, or strategic growth.

2. Benefit from the Experience of Payroll Professionals

Payroll providers exclusively specialized in payroll processing and the HR tasks that are most frequently connected to payroll. They have years of experience and the professional tools and solutions they need to ensure your payroll is processed accurately and on time every time. When you choose to outsource your payroll, you're benefiting from their experience and knowledge. Those payroll experts take on complete ownership and responsibility of all payroll tasks, so if there is ever a concern or audit of the payroll system, they will shoulder the weight of the entire process.

While some outsourced payroll providers provide limited customer support, IRIS's Fully Managed Payroll serves as a partner with you, wanting to work alongside your company to help you with any payroll question you may have. That's why we provide a dedicated guide who you can turn to with any payroll questions you may have. Because you're speaking with the same person every time, they'll learn your company's unique needs and struggles, and provide you tailored support.

3. Improve Compliance, Accuracy, and Employee Retention

Payroll accuracy, legal compliance, and employee retention are interrelated. When payroll errors lead to inaccurate paychecks or missed tax deductions, an employer risks alienating employees, triggering an audit, incurring sizable fines, or even facing lawsuits. That's why IRIS provides a comprehensive payroll solution that helps employers ensure payroll accuracy and compliance with local, state, federal, and industry-specific regulations and laws. We provide accurate payroll processing, support with



quarterly and annual reporting, automated tax deductions and payments, support with unemployment claims, and so much more.

4. Streamline with Integration

IRIS is more than just a payroll provider. We integrate with your existing software solutions and processes to help unify your system making sure that everything works smoothly together.

IRIS offers an intuitive time and attendance and scheduling platform that can be linked directly to payroll, making time clocking easier and more transparent for employees, and eliminating the need for redundant data entry. We even help improve talent acquisition through applicant tracking, digital onboarding, and performance management tools that help you monitor the progress and performance of any new hire, existing employee, or department. We ensure that payroll-related HR processes are streamlined and simplified with all data consolidated into a unified digital platform that is easy to use.



Outsource Your Payroll with Confidence

A dedicated payroll provider offers leading-edge technology, consistent professional support, and robust HCM integration options so your organization doesn't have to deal with a slew of payroll and HR tasks that detract from revenue-and growth-generating business practices.

Get started today and learn how **IRIS Payroll and HCM services** can streamline your operations, ensure compliance, and help save you time and money.

IRIS Americas is part of IRIS Software Group. It exists to take the pain out of processes and let professionals working in CPA firms and businesses comply with regulations, drive productivity, and better engage with key stakeholders. Its brands include IRIS Star Practice Management, IRIS FMP, IRIS Innervision, IRIS Practice Engine, Doc.It, PSI Payroll, AccountantsWorld, Senta and Conarc.

IRIS partners with thousands of CPA firms and small to midsize businesses across North America, including 52 of the top 100 US CPA firms. We offer innovative Payroll and HR solutions, making us the preferred partner in the region. Globally, IRIS serves over 100,000 customers, with 80% having tenure of five or more years.

