

# Unlocking Payroll's Strategic Potential

Business leaders in Australia and New Zealand agree: It's time for payroll to elevate its value and impact.

Rising payroll complexity and the supercharged pace of business change are prompting many organisations across the region to rethink how they handle payroll. To better understand their top challenges and priorities, **Workday** and **Vanson Bourne** recently asked 100 decision-makers in Australia and New Zealand about what they think today and where they expect payroll to head tomorrow. **Here are a few highlights:**



## Payroll's strategic potential is tremendous.

Leaders value payroll's potential to drive a wide array of organisational improvements, including:

- Real-time workforce planning
- Better pay transparency and equity
- Increased operational efficiency
- Improved executive decision-making
- Better processes for international expansion

**93%**

of ANZ business leaders recognise the strategic impact of payroll.

**92%**

agree that leadership should be more invested in elevating payroll.

“ Organisations are waking up to the fact that payroll is more—way more—than just a check or even just an employee experience. The strategic value that it can return to the business is tremendous.

*Pete A. Tiliako, Principal Analyst, 3Sixty Insights*

## Still, most ANZ payroll functions aren't where they need to be.

The problem? Fragmented processes and a major lack of alignment.



**56%**

of surveyed organisations in Australia and New Zealand have integrated employee scheduling systems with payroll—well above the **43%** of organisations globally.

Unfortunately, this unification doesn't extend across all systems.

**42%**

of organisations globally have fully integrated payroll and post-payroll compliance systems, but only **30%** have in Australia and New Zealand.

**54%**

of organisations globally have fully integrated payroll and compensation systems, compared with **21%** in Australia and New Zealand.

**55%**

of ANZ organisations say it would be challenging to ensure a payroll solution aligns to the overall strategic business needs and could accommodate future growth, compared with **46%** of organisations globally.

What's contributing to that heightened struggle? **39%** of ANZ organisations cite too many payroll systems, and **42%** report data compatibility issues with third-party providers — both higher than the global average.

This creates an environment in which errors can occur. **100%** of respondents say their organisations undertake retroactive payroll processing—and report, on average, **386 off-cycle payments due to errors** in the past year.

The average ANZ organisation juggles **Five payroll systems, Five integrations, and Five vendors** across global payroll.



## The Workday Difference

By aligning all payroll data and processes within a single solution, **Workday Payroll** offers real-time information anytime, anywhere.

“ Our first quarter of payroll on Workday has been a huge success. It's already saved us a week in processing time, improved accuracy, and gained us efficiencies. We have also successfully reported to the Australian Taxation Office, which is so critical.

*Elaine Hanner, Director, Payroll - Cognizant Workday Practice*

## In a global world, payroll agility is critical.

Multinational organisations are anything but static. ANZ business leaders need payroll to demonstrate increased flexibility while also managing and integrating massive quantities of data.



## The Workday Difference

Go beyond ensuring accurate, timely and compliant payments for all types of workers in Australia. Unlike other traditional payroll systems, Workday moves **HCM and Payroll** forever forward with a single, connected platform to enable local and multinational organisations in Australia to enjoy an effortless experience and have trusted insights for millions and have trusted insights for millions globally. When Flinders University deployed Workday, it eliminated tedious work and decommissioned 14 different payroll system applications.

**87%**

of leaders in Australia and New Zealand say their payroll solution could do more to help uncover insights that inform the strategic direction of the business.

**56%**

strongly agree that their payroll solution needs to deliver more transparency into workforce costs and metrics.

**50%**

say their payroll vendor does not support continuous payroll processing.

**46%**

say their payroll vendor could better deliver automatic error detection and resolution.

“ Of our 93 new business processes, 90 required no more than two clicks. So we really made our business processes more lean.

*Kerrie Campbell, Chief Information Officer, Flinders University*

No one knows precisely what tomorrow will bring—but everyone agrees that payroll must transform to empower a more successful future.

[Read the full report here](#)