Intergrated HRIS & Payroll Options

01

Standalone

(Manually Key)

HRIS

PAYROLL



Implementation costs for new HRIS minimised

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Cons

- User Experience negative (two systems)
- Risk of data errors, as data needs to be manually keyed
- Risk of erroneous pay, as data entries are manually keyed, which could be delayed/ missed
- Easy for systems to get out of sync for non critical changes

02

One Way Integration (HR Master Data Down)





landscape

 Data risk reduced, as changes can be automatically synced across the

Integration costs required

- Technology dependent
- Changes to data on fly
- required

 Substituting States of the second seco
- Dependent on timing of integration to ensure payroll
- Easy for systems to get out of sync (system changes), causing interface errors &
- SIT, UAT, Parallels required

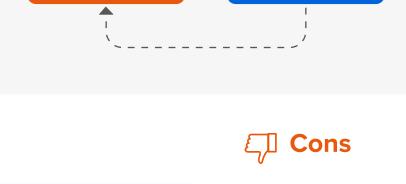
erroneous payroll

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Two Way Intergration

(HR Master Data Down Pay Results Up)

HRIS PAYROLL



 User Experience improved as can access data in one solution (e.g.

landscape

spayslips etc)

Pros

Data risk reduced as chances can

be automatically synced across the

(middleware/API/flat file etc.) & capability for payroll solution to provide date in correct

format

Changes to data on fly required
 Dependent on timing of integration to ensure payroll accuracy

Integration costs higher

Technology dependent

integration to ensure payroll accuracy

SIT, UAT, Parallels required

Dependent on timing of

Pros

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One Solution

HRIS & PAYROLL

same data fields in all areas of the solution regardless of process

No data risk as solution utilises

 User Experiecnce is positive, as one solution end to end

 No limitation on technology for intergration (as not required)

- No limitation on data/restrictions on dates etc.
- System remains aligned as solution

is end to end

Implementation costs required

SIT, UAT, Parallels required

Why does your business need an integrated HR and payroll solution now more than ever?

Know more

