

Intergrated HRIS & Payroll Options

01

Standalone (Manually Key)

HRIS

PAYROLL

Pros

- ✓ Implementation costs for new HRIS minimised

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)



Pros

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

Cons

- ✗ Integration costs required
- ✗ Technology dependent
- ✗ Changes to data on fly required
- ✗ User Experience negative
- ✗ Dependent on timing of integration to ensure payroll accuracy
- ✗ Easy for systems to get out of sync (system changes), causing interface errors & erroneous payroll
- ✗ SIT, UAT, Parallels required

03

Two Way Intergration (HR Master Data Down Pay Results Up)



Pros

- ✓ Data risk reduced as changes can be automatically synced across the landscape
- ✓ User Experience improved as can access data in one solution (e.g. spayslips etc)

Cons

- ✗ Integration costs higher
- ✗ Technology dependent (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
- ✗ Dependent on timing of integration to ensure payroll accuracy
- ✗ SIT, UAT, Parallels required

04

One Solution

HRIS & PAYROLL

Pros

- ✓ No data risk as solution utilises same data fields in all areas of the solution regardless of process
- ✓ 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

Cons

- ✗ Implementation costs required SIT, UAT, Parallels required

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

[Know more](#)