

===== THERE HAS TO BE =====

# A BETTER WAY

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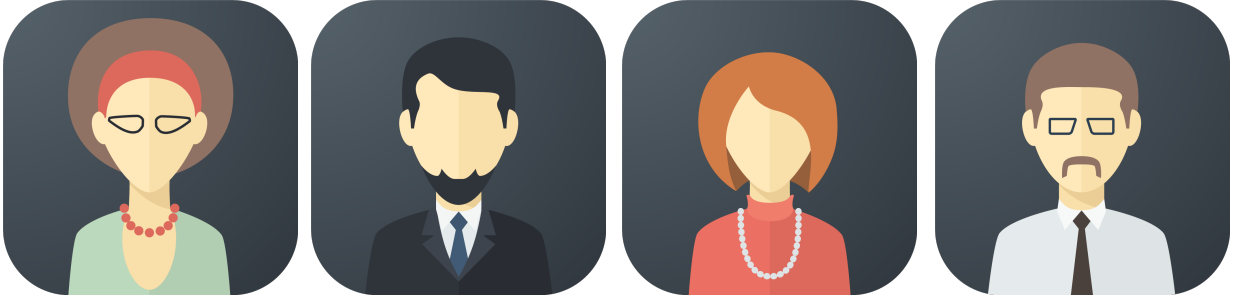
A Day in The Life  
of an HR Executive and a Payroll Clerk



A Publication of

**STARGARDEN**  
*Power Your People*

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## CHAPTER

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# 1

## INTRODUCTION

*Learn how your HR system can  
make or break your business*



HR executives need efficient systems and processes in place so they can access accurate data for strategic planning. These serve as the foundation upon which you can build a successful business.

Without these systems and workflows in place – chaos ensues. Employees aren't paid on time, payroll clerks waste countless hours on manual processes, and CEOs are unable to make the right decisions because of a lack of accurate data and reporting.

But, when these systems are in place, the business – and the people who keep that business moving – can thrive.

**Read on to see how your HR and  
Payroll system can  
make or break your business.**

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## CHAPTER

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# 2

### POLLY vs. PATTY PAYROLL SHOWDOWN

*The story of two payroll clerks:  
One inhibited by tedious manual reporting systems;  
the other free to contribute to the company's success by  
using automatic workflows*





VERSUS



## Payroll Polly

Polly is responsible for each employee at her company being paid accurately and on time.

**Her job is MISERABLE because of:**

- Wasted time
- Frustrated coworkers
- Inefficient, antiquated processes
- Manual reporting

## Payroll Patty

Patty is responsible not only for ensuring that employees are paid on time, but also to contribute to the company's strategic development.

**Her job is a JOY because of:**

- One unified online system
- Simple, customized workflows
- Streamlined processes
- Automated reporting

EVERY DAY,  
workers spend

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2.5 HOURS

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*(35% of the workday)*

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searching for information

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# POLLY'S LAMENT



Meet Polly. Polly is a Payroll Clerk at a large manufacturing company in the Midwest. Her job is to compile and record employee time and payroll data. She is responsible for seeing to it that each employee is paid accurately and on time.

Unfortunately – it is very hard to do her job because she is mired in menial tasks and inefficient processes.

She spends hours each day sorting through emails and navigating complicated spreadsheets. She has to follow antiquated processes set up by her predecessor, which include manually entering data from spreadsheets into different online systems.

Does this sound  
too familiar?





To make matters worse, Polly spends much of her time fielding emails and phone calls from frustrated co-workers who need corrections in paychecks, deductions or benefits. When her manager asks her for a report, she has to drop everything and manually put the data together.

In a word, her job is – miserable.

“ There has to be  
a better way! ”

She laments.

What Polly needs is one unified HR and Payroll system that automates tasks and streamlines processes.

# COSTLY ERRORS



A large Canadian energy company **suffered a loss of \$24 million** by accidentally buying too much U.S. power transmission contracts at higher prices.

The mistake was due to a **cut-and-paste error in an Excel spreadsheet.**



If you're still using outdated systems this could happen to you!

# PATTY'S TRIUMPH



Meet Patty. Patty is a Payroll Clerk at a technology company in San Francisco.

Patty no longer uses spreadsheets or has to wade through hundreds of emails to get the information she needs to do her job.

She uses one online system to process payroll, deductions and benefits. She follows a simple, customized workflow that she set up with her team that accounts for complexities in geography, currency, and payroll frequencies.

Processes are streamlined, saving Patty precious time to free her up to work on more strategic initiatives.

With the time saved, Patty can now help her manager run reports for senior management. The reporting process in the online system is simple and makes compliance with government requirements a breeze.

“It’s payroll on jetfuel!”  
-Tectura

Patty sails through her day because she has one unified HR and Payroll system that saves time, money, and headaches.

What would you be able to accomplish if this was your system?



# EMPOWERED STAFF

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“Human resource information systems have dramatically altered how HR services are delivered and managed by organizations.

Used effectively, these systems make the HR function **more efficient, better informed,** and better able to **accurately communicate** how it **adds value** to the organization.”

- SHRM Foundation Executive Briefing



Your employees are capable of contributing massive value to the company when freed from tedious functions.

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## CHAPTER

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# 3

### JOHN vs. JOE CEO SHOWDOWN

*See what happens when two CEOs need to quickly  
gather accurate reports. Can the success of their  
company really depend on it?*



# 76 %

of company executives  
considered information to  
be “mission critical” and  
their company’s most  
important asset.

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VERSUS



## CEO John

John's company is  
**FLOUNDERING**  
because of:

- Inaccurate data
- Inefficient processes
- Missed deadlines
- Lack of a unified system

## CEO Joe

Joe's company is  
**FLOURISHING**  
because of:

- Proactive systems and processes
- Customized workflows
- Accurate data
- Strategic decision-making



# JOHN'S LAMENT



Meet John. CEO John runs a consulting firm in the energy industry in Texas. It's a very competitive market with mergers and acquisitions occurring frequently.

One of the big five consulting firms is interested in acquiring John's company. Part of the due diligence he needs to do for the acquisition is to compile and analyze data about the productivity of his staff. He needs to know every detail about their hours, projects, productivity, demographics, compensation, performance management, succession planning, and more.

The success of the acquisition is largely dependent on this data.

John asks his HR director, Mary, to pull this data for him and tells her they only have one week to meet the deadline.

Mary knows she does not have this information at hand. She panics and orders her small staff to work around the clock to get the information together. In turn, the consultants have to stop work on billable projects in order to provide the information that HR requested. Everyone at the company is scrambling to get the data together and they are thrown into a state of chaos. In the midst of this, they miss an important deadline for their biggest client.

In the end, the data John's company compiled was shoddy and inaccurate.

The **acquisition falls through** and the large firm snatches up one of his competitors instead. **Eventually, John's firm loses its largest client due to the missed deadline and John has to lay off almost 40% of his staff as a result...** As John faces this ominous reality, he wonders, "There has to be a better way!"


John's company is floundering because they need a reliable system to find accurate data quickly.

# A HIGH COST

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“Organizational weaknesses can be masked in a boom period. However, when the environment is tough, **you need to get the most out of people to keep the business moving forward.**”

- Lucy Dimes, CEO, Alcatel-Lucent



A powerful HR and Payroll system can serve as the foundation to help a company get through tough times.

# JOE'S TRIUMPH



Meet Joe. CEO Joe is in charge of a small, privately held software company in the Northeast. He is responsible for the strategic vision for the company, reports to the board of directors, and manages an executive staff of six.

Joe is preparing to acquire a smaller company. Part of the due diligence he needs to do for the acquisition is to compile and analyze data about his company's large customer support department.

He needs to know every detail about their hours, productivity, demographics, compensation, onboarding process, performance management, succession planning, and more.

The company he is considering acquiring also has a customer support department and Joe needs to identify any overlap and redundancies and decide how to merge the two departments into one with the least amount of disruption to his employees and customers. The success of the acquisition is largely dependent on this data.

*At first, Joe is concerned.*

He predicts that getting this much information compiled and analyzed will take several people a few weeks or more, and that it will be a painful process for all involved. He's been through these kinds of things before and they can be expensive, laborious and contentious. The inability to get accurate data can often sabotage the entire acquisition!

However, Joe's concerns are put to rest when he meets with Beth, his head of HR. She has all of the data he requested ready to go in a simple, easy to read format!

Joe cannot believe it and asks Beth how she could have possibly pulled this all together so quickly. She reminds him that last year they invested in an HR and Payroll software system that provided 13 specific modules and customized workflows. They can now collect and use their data as it relates to planning and decision making for payroll, budgeting, talent management, performance evaluations and more. Pulling reports and analyzing data to help make better strategic decisions for the company is one of the very best benefits of the system.

Armed with this information, Joe was able to make a quick decision about the acquisition. Having this knowledge readily available was a powerful differentiator for his company – they were able to move forward and complete the merger at just the right time, which propelled them to #1 in their market.


Joe's business is successful because he is able to react fast and make strategic decisions based on accurate data.

# AN UPGRADE

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“If you’re in the market for an HCM solution, you need a **cloud-based technology** that offers a **simple, intuitive user interface and robust analytics and reporting.**”

- *Forbes*



Free your team from tedious tasks and allow them to contribute to your company's success.

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## CHAPTER

# 4

## Why It Matters

*Learn how your HR system can  
make or break your business*





# 35–50 %

of the information available within an enterprise  
**IS NOT CENTRALLY INDEXED**

Because of that, employees spend  
35% of every work day  
searching for needed information

A businesses with 1,000 employees  
**WASTES AS MUCH AS**

**\$2,500,000**

per year (that's \$48,000 per week!) due to the  
inability to locate and retrieve information

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HR and Payroll software can  
**MAKE or BREAK**  
your business

Free up your employees from tedious administrative processes so they can help you focus on more strategic initiatives.

Leaders need access to accurate data in order to stay ahead in today's competitive landscape.

Help your business thrive.

“ For me, human resources  
are the nuts and bolts of  
the business. ”

Phillippe Gas, CEO  
Euro Disney

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## CHAPTER

# 5

### A Better Way

*Help is here*



Is your staff  
**WASTING TIME**  
wading through spreadsheets?

Are your employees  
**SUFFERING**  
from inefficient processes or antiquated systems?

Do you have access to the  
**DATA YOU NEED**  
to make important decisions?

Are you  
**GETTING THE MOST**  
out of your HR system?

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# THERE IS A BETTER WAY

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## STARGARDEN

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StarGarden's solution **unifies** your HR and payroll needs into one place, **automates** tedious tasks and **streamlines** processes for everyone involved. It provides **customized workflows** and **accurate data** for strategic planning, budgeting, talent management, performance evaluation and more.

Contact one of our experienced team members today to learn more about how we can help unlock the potential in your HR department.

CONTACT US

STARGARDEN  
*Power Your People*