



**Take the Reins  
of Your Payroll.**

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**5 Reasons  
to Start  
with Payroll**



5 Reasons

# INTRODUCTION

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## **If you're like many business leaders today,**

you are exploring the benefits of moving to a cloud enterprise resource planning (ERP) system. Or, perhaps you already have an ERP system and are wrestling with the function of payroll and how it integrates in your business.

Combining payroll, ERP, and other business functions is the traditional way of migrating legacy on-premise systems to the cloud. Making payroll the “phase two” project when you change ERP systems is just how things have always been done. However, there is a better way to approach payroll.

Businesses that migrate payroll to the cloud as a stand-alone project see greater success than companies that just rope payroll into the new ERP without input from the actual payroll department. Delegating payroll into its own independent project will mitigate risk in comparison to traditional methods.

In this eBook, we will show you the benefits of shifting payroll into its own solution and avoiding the costly ramifications of making it part of your ERP project. We will also look at the advantages companies are realizing with integrated, cloud-based payroll and HR, including simplified payroll migration, mitigated risks, higher ROI, and accelerated digital transformation.

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## LEARN WHY

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# Payroll Has Evolved Beyond a Basic ERP Function

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Today's cloud ERP systems may have a rudimentary payroll "module" as part of their overall offering, but today's operational and legislative landscape changes so quickly, that functionality often falls short of meeting most business demands.

Payroll is not the ERP publisher's core area of expertise. In fact, it has never been their focus! Effectively supporting the payroll needs of many businesses also requires addressing nuances such as operating in a multi-site environment, calculating pay and taxes for different employee types with different rates, as well as delivering a user experience that not only allows employees – but encourages employees – to have more visibility and control.

Payroll decisions have a direct, tangible impact on the employee experience, so you don't want to leave these functions to a vendor who only has experience in back-office systems.

For this reason, it's vital for finance departments and businesses migrating to cloud ERP to consider payroll as its own project to avoid:



Systems stuck with payroll as an afterthought instead of a critical core business function



Lack of flexibility in a system that is only suited to certain parts of your business



Lack of functionality for payroll – hindering productivity



Delays, disruption, and extra costs associated with lumping payroll into an ERP project



Compliance risks – the fines, reputational damage, and litigation that comes with violating state, local, and corporate policies



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## Why Payroll Should Work With ERP and Accounting, Not Depend on It

Instead of being part of the same system, payroll and ERP should integrate and communicate for the most effective use of both systems. When payroll and ERP talk to each other, you'll get the most holistic view of your data in a centralized database for insights, reporting, reduced duplicate entry, and other benefits.

Payroll should not be dependent on the ERP or accounting software because they essentially support two different audiences. ERP is a back-office financial and operations platform, while payroll has direct ties to the employee. The past several years have proven that effectively addressing employee needs requires a different level of agility.



# DID YOU KNOW...



The Greenshades Payroll & HR Platform is an all-in-one payroll, tax, and HR solution that empowers workers and operates with any ERP system. You are never stuck with payroll tied to an ERP system that you might eventually outgrow or want to change. No matter what your future business looks like, the Greenshades Payroll & HR Platform evolves with you.

# Empowering Payroll Teams is the Key to Success

Historically, payroll and HR professionals were typically not consulted when businesses moved to an ERP or switched ERP systems; this must change in the post-COVID-19 era of the cloud. Here's why:

**Payroll deserves a seat at the table.**

Payroll is too important and complicated for any other department to make decisions other than payroll professionals.

**You risk trying to fit a square peg in a round hole.**

If payroll is forced into a solution that doesn't fit its needs or growth trajectory, you'll not only have an unhappy and unproductive payroll and HR staff on your hands, but you'll also waste money fixing problems down the line and risk passing on a negative experience to your employees, a huge burden during a time when attracting and retaining employees is harder than ever.

**Outsourcing is not the answer.**

If you think you can just outsource payroll and go ahead with the ERP project, without consulting the payroll team, you'll wind up with a lack of control and flexibility over one of the most crucial functions in your organization.

**Payroll's role is changing.**

Payroll is a strategic function that is intrinsically tied to the overall employee experience – something equally as important as the customer experience. This department is no longer just about transactions but about attracting and retaining employees with offerings like pay-as-you-earn capabilities and healthcare loans.



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Payroll's level of complexity and integration with other aspects of HR make it an essential voice in your migration to the cloud. Payroll is involved with benefits management, compliance, and more – even if you don't see that involvement on a day-to-day basis. If you don't ask your payroll team what they want today, you'll waste money and time giving it to them later.



DID YOU KNOW...



### **Unify Payroll and HR**

The Greenshades Payroll & HR Platform is built specifically for payroll and HR teams to manage scattered processes and information into a single, easy-to-use, fully integrated solution.

Take advantage of seamless data integration – for example, employee exemptions and withholdings are automatically updated when an employee fills out a W-4. You'll also reduce manual importing and data conversion as timesheets and time-off requests automatically flow into payroll.

# A “Big Bang” Implementation Can Lead to Big Problems

“Big Bang” means migrating every function at once. When you have this kind of implementation, you don’t just flip a switch and suddenly have payroll instantly available on your new ERP. You need to keep payroll on your legacy system while the new ERP is being implemented, resulting in running two systems at the same time. That is not a productive or useful scenario for either payroll or the rest of the business. Additional issues to consider include:

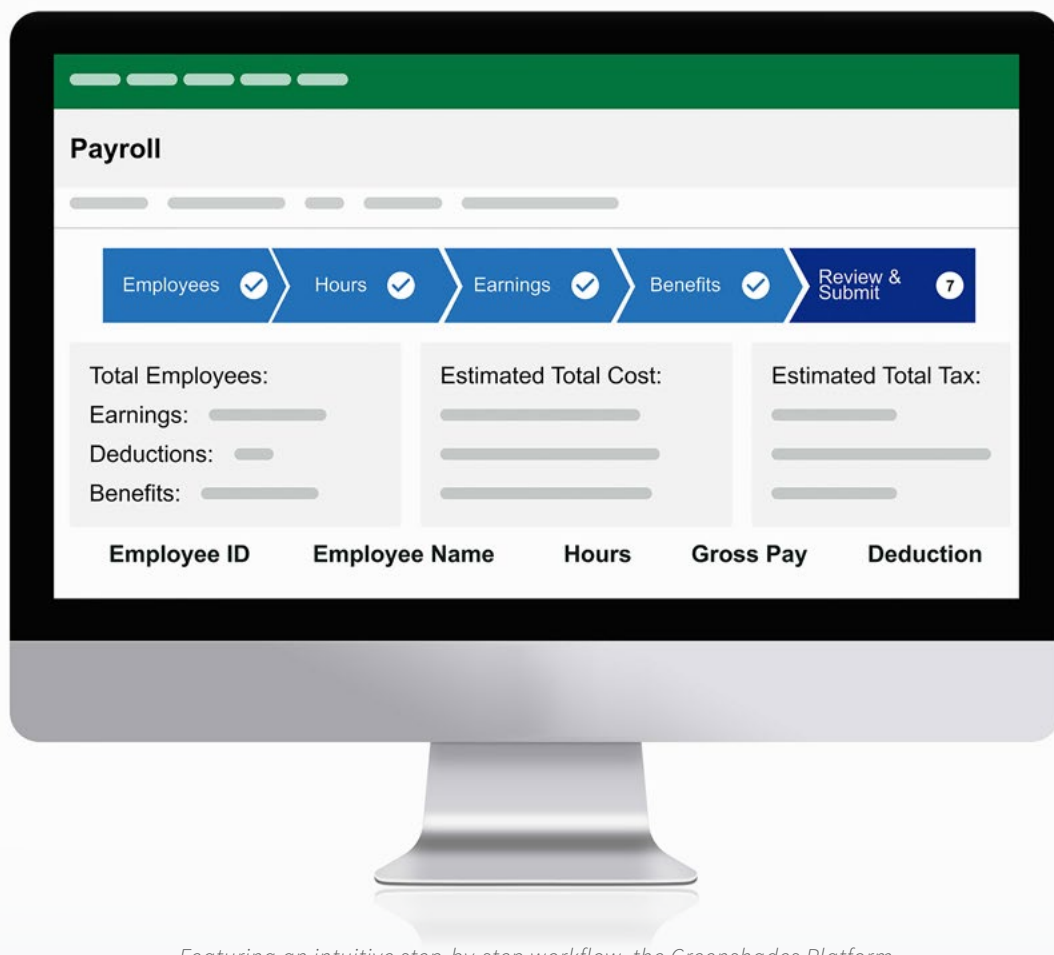
## Unnecessary Delays

Having to function on the old system as you stand up a new solution puts payroll behind and can create bottlenecks and problems in your payroll runs. Aside from the obvious issues with disruption, you force payroll to create workarounds – opening up opportunities for costly errors.

## Complicates Troubleshooting

Although transitioning from one system to another has become much easier in the past decade, any number of complications can arise. Anything from human error to unanticipated technical concerns can create snags in the process along the way. Changing multiple systems at once can make it harder to isolate and eliminate problem areas. **An independent payroll works irrespective of ERP implementation:** With your payroll on a separate cloud-based software, your payroll department is never beholden to updates or changes you make to the rest of the ERP system. And with the right payroll solution, you can integrate with any ERP, so you don’t have to worry about future systems being non-communicative.





*Featuring an intuitive step-by-step workflow, the Greenshades Platform walks users through the entire payroll process for each pay period.*

# DID YOU KNOW...



## Don't Be Held Back by Calendars

With The Greenshades Payroll & HR Platform as your payroll solution, you can update payroll or migrate to cloud ERP at times that work best for your company. For example, if it is better for the financial department to set up payroll in June, but you need to implement an ERP solution six months later, your payroll will be all ready to integrate into your new ERP at that time. No disruption needed.

# Modernizing Payroll Helps Mitigate Risks and Compliance Issues

Compliance tools play an important role in delivering payroll in a timely and accurate way. Given the amount of change that has happened during the past decade, there's a good chance your ERP system hasn't been able to keep pace.

Separating payroll from your ERP system ensures:

## Up-to-date compliance

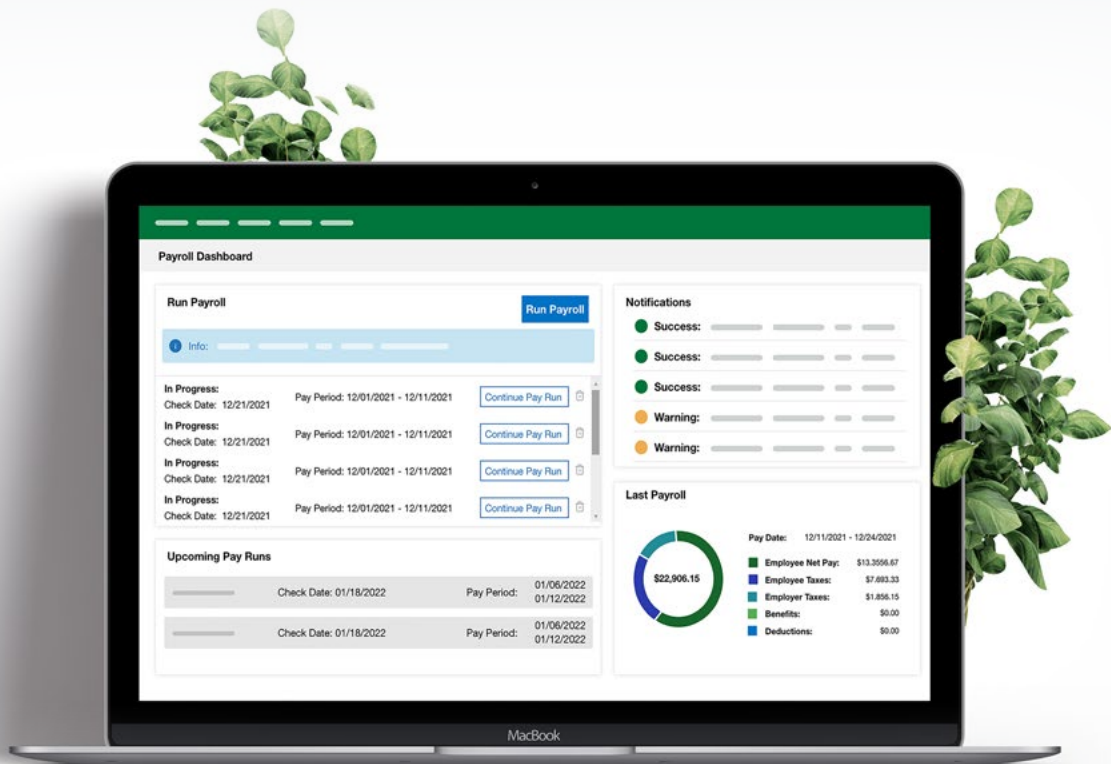
You are able to maintain compliance with evolving legislation as it's written into law. Think of the Affordable Care Act and equal opportunity requirements. If your payroll is tied to one ERP system, these compliance changes are much more difficult to keep up with. Legacy ERP systems do not always stay up to date with constantly changing requirements.

## You avoid costly penalties

If your payroll is tied to an outdated ERP system, you risk incurring interest and expensive fines if you don't meet the evolving compliance standards for your industry. Your business will rest easy with a cloud-based payroll system that takes care of updating compliance for you – even managing tough compliance issues, so you don't have to worry about costly mistakes or errors.

## Your payroll matches your business needs

Payroll needs to match the size and complexity of your business – in addition to providing the flexibility required to meet your unique industry or firmographic requirements. Keeping payroll separate from your ERP ensures you don't get a one-size-fits-all solution.



*Designed to convey the most critical information within a single dashboard, Greenshades Payroll provides a snapshot of your company's payroll status.*

## DID YOU KNOW...



Greenshades' cloud-based payroll solution handles all payroll compliance for you. It keeps you up to date on regulations, so you don't have to be a compliance expert or worry about outdated systems.

Plus, you don't have to have an in-house compliance expert. With Greenshades, you can:

- Reduce the risk for penalties from potential audits
- Limit employee frustration if payroll has to figure out compliance on their own
- Sleep well knowing your compliance is automated no matter what regulations change

# Running Payroll in the Cloud Delivers Maximum Security and Flexibility

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As more businesses of every size, across every industry, explore cloud-based options for multiple business systems, payroll stands to benefit above many others.



## Layered Security

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Security and data privacy concerns are top-of-mind for most Payroll, HR, and IT professionals – as they should be. Adopting a multi-tiered approach – having independent systems to address mission-critical functions such as payroll – adds another layer of protection to your overall security strategy. If, for example, there is a breach or vulnerability in one system, it can be isolated from the others and function independently.



## Specialization

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Leveraging a solution from a payroll expert like Greenshades means you are not getting a templated version of a payroll platform you have to squeeze your business into. You're getting a solution that can be configured to all of your business needs from people who specialize in payroll, so your team's unique needs are heard and fulfilled.



## The Flexibility You Need

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Putting payroll in the cloud means your team can run payroll from anywhere. In the age of the geographically dispersed and deskless workforce, this is an essential option to give your team. Cloud-based payroll supports remote flexibility and prevents delays if someone is unexpectedly out of the office.



## ERP-Agnostic

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No matter what ERP solution you go with, Greenshades payroll solutions will work with it. The flexibility of the cloud means your payroll can update and improve, independent of your ERP – enabling you to run two high-performing, integrated solutions.



## DID YOU KNOW...



The Greenshades Payroll & HR Platform is a complete payroll, HR, and tax cloud solution that integrates seamlessly with any ERP. Features include:

- Integrated payroll
- Year-End Filing
- Time Entry & Review
- Tax & Compliance
- Benefits Management
- Employee Self-Service

# ABOUT GREENSHADES



The Greenshades Payroll & HR Platform is the only solution you need to manage your entire employee lifecycle, including:

## Ultimate Control

You maintain full control of your data, systems, and cash (Greenshades provides a no-float solution). Configure your payroll processes however you like and give employees secure access from anywhere.

## Reduced Stress

We help you automate manual processes, guarantee accurate time entry and compliance, and eliminate human errors. How's that for cutting costs and worry?

## No Middleman Required

With Greenshades, you don't have to pre-fund your payroll tax accounts as you do with other providers. You authorize and pay your payroll and unemployment taxes directly when they are due – no extra fees or hidden costs associated.

## Evolving Innovation

Greenshades is constantly partnering with other vendors to improve our cloud-based payroll solution. You'll benefit from our dedication to continuous improvement.

**For 20 years, more than 4,000 businesses across North America continue to trust Greenshades to simplify and automate employee lifecycle management.**

**Learn how Greenshades can get your cloud payroll up and running quickly.**



Let's review your current payroll process and how we can provide a more flexible solution to meet your payroll needs.

