


5 Benefits of HR & Payroll Solutions for Manufacturing





Whether you're operating in the field, from the office, on the shop floor, or a combination of these, the right human resources (HR) and payroll solution offers benefits that keep your business running like a well-oiled machine.

But when it comes to finding the right fit for your organization, an off-the-shelf solution may not have all the features you need today, let alone the ones you'll need down the road. Getting access to tools and information that are flexible to bring value now and well into the future will pave the way to meeting and exceeding your goals.

Though historically, businesses had to adapt to what was available in existing HR solutions, you have far more options through today's technology. Now, you can find hand-in-glove solutions customized to fit the nuances of your unique needs and goals from the outset of the process — not the other way around.

In manufacturing especially, a customized solution is paramount to staying competitive — and compliant — in a cutthroat and constantly-changing industry.

A robust, all-in-one platform offers manufacturers a number of unique and important benefits. From dealing with the growing skills gap to keeping up with changing regulations and surviving market fluctuations, there are more than a few ways the right solution can streamline your HR and payroll processes and help you create a better tomorrow for your business.

1

Effortlessly manage payroll, tax compliance, and more.

Level up your processes with employee self-service, custom reporting, and other features that help your business conquer the basics, improve accuracy, make compliance a breeze, and gain insights to power decision-making. Time historically wasted on manual and redundant data entry, requesting employee action forms, and keeping track of expenses becomes time to focus on more important things — like building up your workforce and preparing your business for tomorrow. Automated payroll functions mean you can easily keep up with overtime, PTO, and prorated and retroactive pay with minimal disruption to your processes, even when these changes fall in the middle of a pay period. What's more, your employees get modern, innovative capabilities like 24/7 mobile access to their personal information with a mobile app and even access to a portion of earned wages through on demand payment. No more tedious paperwork-shuffling or sifting through spreadsheets.

Visit the Payroll page. Learn more about ODP, Garnishment Managed Services, and Expense Management.



2

Easily coordinate schedules and track time and labor.

Replace manual tracking and data entry with automated functions that make it easy for you to maintain high accuracy and stay compliant — all while accommodating fluctuations in labor demand. Streamlined attendance, scheduling, absence management, request approvals, and labor analytics, are now in a single integrated system that can help you maximize efficiency and forecast labor demand. Plus, employees can clock in/out, request time off, access checks, tax forms, schedules, timesheets, and more — all from their phones. Modern time and labor solutions empower you to boost organizational productivity and employee engagement while reducing labor costs and compliance risk.

Visit the [Workforce Management](#) page.

Learn more about Time & Labor, Time Clock Kiosks, and Geofencing.



3

Find and hire skilled employees who stick around.

Maximizing top talent and right-sizing your workforce is critical for productivity and efficiency in manufacturing. The right HR and payroll software allows you to tackle the industry's growing skills gap by finding, hiring, and retaining the right talent. Intuitive tools fast-track your ability to hire quality candidates while streamlined onboarding eliminates the endless paperwork, consolidates data, and opens the line of communication with the new employee before their start date. Plus, an on-demand, integrated learning management system (LMS) empowers you to design, assign, and track bite-size, hyper-relevant learning and development opportunities tailored to training on new skills, policies, products, and more. Add to that the ability to quickly verify an employee's work eligibility, and you've got an all-around solution to the skills shortage problem.

Visit the Talent page. Learn more about Recruiting, Onboarding, Journals, and LMS.



4

Keep employees connected, no matter where they work.

Keeping the lines of communication and connection open can be challenging when workers don't have regular access to a workstation with a computer and are spread out across multiple sites. Modern platforms empower you to go beyond the break room bulletin board to keep employees informed and in touch with each other from their mobile devices. HR and payroll platforms with integrated, mobile-friendly collaboration tools put accurate and timely information in a central place, accessible anytime from anywhere. These tools also give employees the opportunity to connect with colleagues to collaborate with and even recognize each other for a job well done as well as providing feedback directly to the organization using survey capabilities. All this connection means more engaged, aware, and productive employees.

Visit the Engagement page. Learn more about Community, Surveys, and Peer Recognition.



5

Proactive compliance gives you peace of mind.

Regulatory changes in manufacturing come fast and furious, meaning compliance can be tricky – not to mention time-consuming and costly. A comprehensive compliance dashboard empowers you to keep your business and workforce in lockstep with constantly-shifting regulations and related changes to policies and procedures. Today's HR and payroll solutions offer the ability to centralize important records (eg, work authorization, Affordable Care Act, and document acknowledgment) and give you access to robust data insights (eg, Equal Employment Opportunity data; progress on anti-violence, sexual harassment, and cybersecurity training) and help you easily understand and identify areas that need attention. By being proactive and staying ahead of compliance, your business can effectively mitigate risk, help employees stay safe, and focus on productivity.

Visit our [Compliance Dashboard page](#) to learn more.



Paylocity's modern, all-in-one platform allows you to right-size your solution, so you have everything you need — and nothing you don't.

Our intuitive, cloud-based HR and payroll platform empowers you to make strategic, data-driven decisions in the areas of benefits, core HR, payroll, talent, and workforce management, while cultivating a modern workplace and improving employee engagement. When it comes to smart, streamlined software that matches the DNA of your organization and exceptional service from people who care about your success, Paylocity is the partner you need to tackle the challenges of today so you can focus on building a stronger tomorrow for your business.

Want to learn more about Paylocity's HR and payroll solutions for manufacturing?

[Click here to get a guided tour of Paylocity in action with a solutions expert.](#)

