

# PAYROLL:

## Your EMPLOYEE ENGAGEMENT secret weapon

Smooth payroll operations support employee engagement initiatives and allow your staff to focus on higher-level business goals.

**However, the use of manual, outdated payroll processes can result in paycheck problems that can leave employees feeling frustrated and disengaged!**

Here are just some of the major payroll issues documented by a recent survey of American workers conducted by The Workforce Institute™ at Kronos:

Paid too late, too little, or not at all

54% of workers have had a paycheck problem in their careers

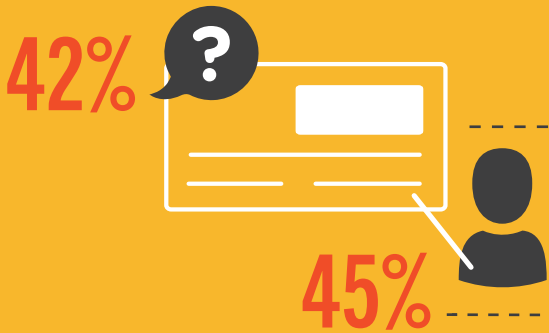


Overpayments aren't quickly reported

The average worker would have to be overpaid \$464 before reporting it

Errors are costlier for workers living paycheck to paycheck

37% of workers have paid a personal bill late due to a payroll error, causing potential financial hardship

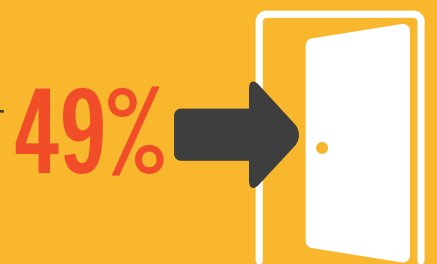


Perplexed by their checks

- 42% of workers said their paystub is hard to read
- 45% said they would feel more engaged if their employers helped them better understand their taxes and deductions

When enough is enough

Almost half of workers surveyed (49%) said they would start looking for a new job after 1-2 problems with their paycheck



Source: The Workforce Institute at Kronos, *Engaging Employees Through Payroll* survey (February 2017).

**It's clear that businesses must do more to help employees understand how they're paid.**

An automated workforce solution with mobile and self-service capabilities can help deliver clearer and more accurate paycheck information to employees — helping increase their overall job satisfaction and reduce costly and potentially engagement-ending errors.