HR Payroll

We at Marumo & Lehumo HR Solutions describe Pay Roll as one of the most important functions of the business. Earning money to make a living is the primary reason and motivation why employees do their jobs. It's therefore easy to imagine what would happen to a business that failed to deliver payroll accurately and on time

Without pay, employees would quickly start to quit their jobs. And since businesses generally rely on their staff to generate revenue, it wouldn't be long before business closure accurate and timely pay roll processes and flawless pay roll management are the only things protecting a business from losing its most valuable asset, namely their workforce or human capital/ assets

Our role in relation to pay roll

We have outlined several different reasons why payroll is important to any businesses of any size and any industry

Business reputation

Business that doesn't succeed in managing their payroll processes correctly risk a bad reputation, which could put them on the radar of local labour and tax authorities as well as hurt their chances of attracting future talent

Compliance

Correct payroll processing is crucial to ensure compliance with tax laws and reporting obligations businesses have towards financial authorities, which helps avoid fines and penalties

Talent retention and employee turnover

Paying employees accurately and on time keeps them happy and increases their loyalty towards the business

Business's financial integrity

A well-managed payroll contributes towards a clean, transparent and accountable financial system within the business

Employee engagement, morale and productivity

A timely and accurate payroll creates trust between the employees and the business, which leads to more engagement and motivation and ensures financial stability, which is beneficial for employee morale and can ultimately even have a positive impact on their performance

Employee benefits are another key driver when it comes to engagement and performance

How does pay roll affect employees

Payroll is about more than calculating wages and salaries and providing employees with pay checks. The pay roll experience is an important part of an employee overall experience at the business which is the sum of all the touchpoints with the business, the employee runs through during the time spent working there. It determines how he or she feels about the business and, ultimately how motivated he or she is to perform well and go the extra mile whenever it is necessary

Accurate and timely wage and salary payments are crucial for a positive pay roll experience which enhances the employee's trust in the business as well as his or her job satisfaction and engagement but there's more to a positive payroll experience than paying employees correctly

Businesses can use our payroll strategies data to discover inequalities in their existing compensation structures, detect turnover and absenteeism patterns, increase the competitiveness of their salary and benefits packages, and take well-informed, data-driven business decision that align with the overall business strategy

The only requirement for businesses to leverage our pay roll strategic is to contact us to come in and look into their current pay roll system then we will advise, recommend and implement new pay roll system

Reach out to us on:
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