

HOW TECHNOLOGY IS TRANSFORMING PAYROLL AND HR IN SA'S MEDIUM-SIZED BUSINESSES

Payroll and HR professionals have access to information that can improve business strategy, streamline compliance, and attract and retain top talent. However, without a specialised system, those insights can be lost or difficult to access when you need them.



New focus areas for payroll and HR in a hybrid working world

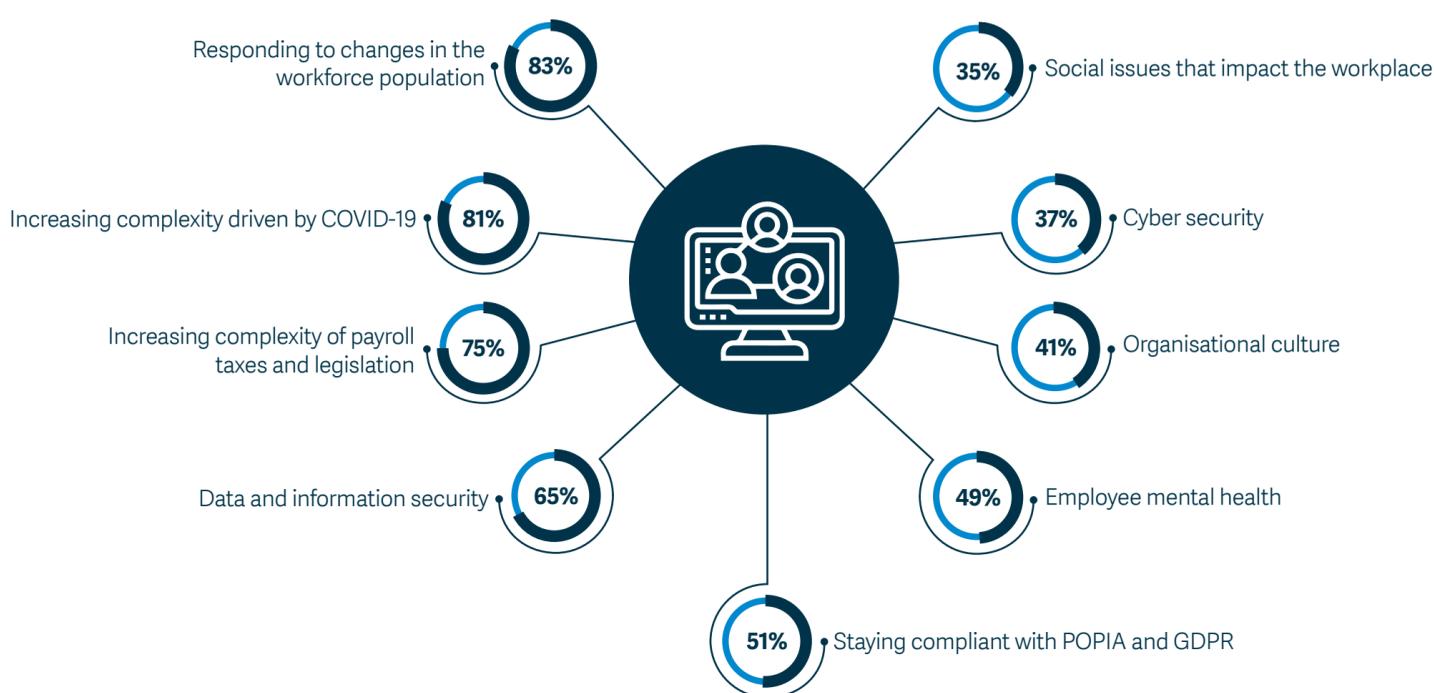


64% of medium-sized businesses have increased their use of payroll and HR technology in the past year in response to remote working trends.



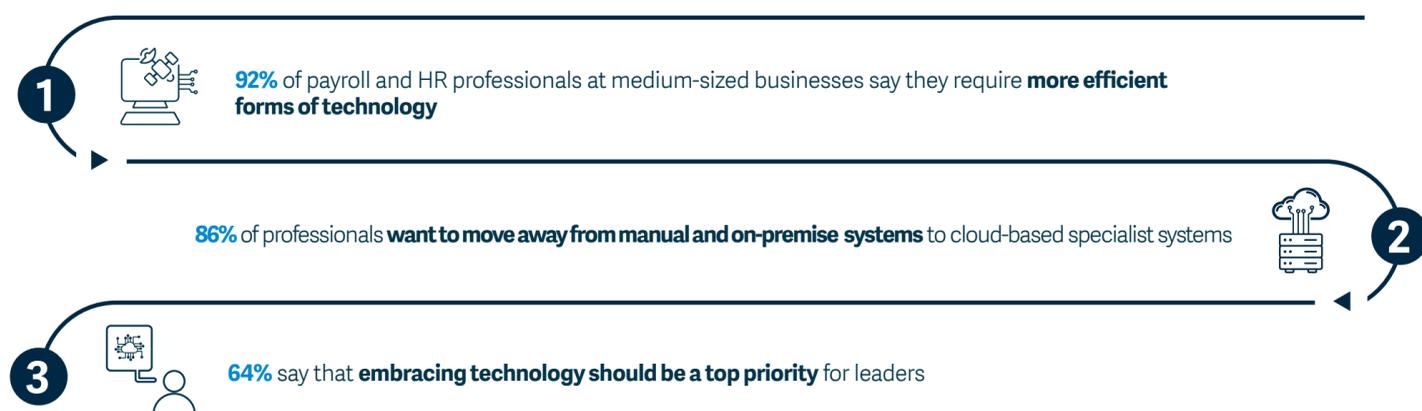
Since the COVID-19 outbreak, **90%** of medium-sized businesses have implemented remote or hybrid working arrangements, and **58%** are hiring, training, and managing remote teams.

This shift has resulted in new concerns and focus areas for payroll and HR professionals, including:



With so much to think about, it is no wonder that **85%** of respondents believe that **payroll and HR professionals need a seat at the decision-making table.**

And one of the first conversations payroll and HR professionals have will be about technology



The biggest motives for switching to the cloud include:



63% want to increase document security



47% want to better use HR's time to advise executives

Of the businesses (46%) that are already using cloud-based specialist payroll and HR software:

88% were better able to adapt to remote working, and **47%** have more time to track critical data through KPIs, but **37%** now have a greater focus on cyber security

When used correctly, payroll and HR data results in:

- Faster recruitment and lower turnover
- Higher competency and engagement across the employee lifecycle
- The opportunity to position yourself as a desirable employer among Gen Z



[Download the White Paper for more insights from our research](#) or [Explore our Sage payroll and HR software solutions.](#)