



10 SIGNS

YOU NEED PAYROLL MANAGEMENT SOFTWARE

Are you still managing payroll using Excel files, email exchanges, and manual approvals? Do you feel the process is becoming risky from a compliance standpoint, as well as time-consuming or difficult to control? Are you wondering whether it's time to modernize your payroll management?

The following list will help you determine whether your organization should invest in payroll management software.

> **If you recognize your organization in these situations, check the corresponding boxes.**

01

YOU MANAGE PAYROLL USING EXCEL FILES

Manual calculations increase the risk of errors, duplicates, and oversights. As your organization grows, this method becomes increasingly fragile and difficult to secure.

2 pts.

02

YOUR HR DATA AND PAYROLL ARE NOT SYNCHRONIZED

Salary changes, schedule updates, or status modifications must be manually transferred. This disconnect leads to time loss and a higher risk of inconsistencies.

2 pts.

03

YOU REGULARLY CORRECT PAYROLL ERRORS

Retroactive adjustments, missed bonuses, miscalculated hours... Frequent corrections damage employee trust and your organization's credibility.

2 pts.

04

VALIDATIONS AND APPROVALS ARE UNCLEAR

You're not always sure who needs to approve what, or whether all validations were completed before payroll processing.

2 pts.

05

YOU LACK VISIBILITY OVER YOUR COMPLIANCE OBLIGATIONS

Labor standards, deductions, vacation accruals, statutory holidays... You worry about missing an important regulatory update.

2 pts.

06

YOU RELY ON ONE PERSON TO RUN PAYROLL

If that person is absent, the process becomes stressful or vulnerable. Your organization depends on unstructured, individual expertise.

2 pts.

07

YOU SPEND TOO MUCH TIME ANSWERING EMPLOYEE QUESTIONS

Vacation balances, pay statements, deductions... Without a self-service portal or simplified access, your HR team becomes the constant point of contact.

2 pts.

08

YOUR PAYROLL REPORTS ARE DIFFICULT TO GENERATE

Obtaining reliable data on labor costs, overtime, or employer contributions requires manual manipulation and extra effort.

2 pts.

09

MOST OF YOUR PAYROLL PROCESSES ARE MANUAL

Data entry, verifications, document distribution... Repetitive tasks slow down operations and increase the risk of human error.

2 pts.

10

YOU DON'T HAVE A CLEAR, CENTRALIZED VIEW OF YOUR PAYROLL

Your information is scattered, making it difficult to get a real-time, comprehensive overview of your payroll situation.

2 pts.

14-20 PTS

It's time to take action.

In your current context, **payroll management software is essential to secure your processes, reduce compliance risks, and protect employee trust.** Centralization, automation, and traceability will help you save time and avoid costly errors.

10-12 PTS

It's time to level up.

Your current system works, but it still relies on fragile or manual processes. A **payroll software solution will help you structure your operations and prevent risks before they arise.**

06-08 PTS

You're on the right track.

Your process seems relatively well controlled, but **specific optimizations, such as centralizing your HR and payroll data, could improve both efficiency and security.**

00-04 PTS

Congratulations!

Your payroll management appears well structured.

Keep maintaining rigorous processes and proactively anticipating regulatory changes.