Acumatica
The Cloud ERP

Strategic Guide to Payroll Solutions: Choosing the Right Approach


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Empowering Payroll Choices with Acumatica Cloud ERP

Managing payroll goes far beyond routine wage processing. It's about supporting your people and shaping your organization's growth. As businesses adapt and expand, leaders need payroll solutions that can handle shifting compliance requirements, evolving work environments, and the demand for meaningful insights. Finance and human resources teams face ongoing pressure to drive efficiency, reduce errors, and protect the organization, while also empowering employees.

The choice between outsourced, in-house, or cloud-based payroll influences every department. Outsourcing delivers access to professional expertise but often limits hands-on control. In-house solutions offer flexibility and direct oversight, though they can stretch resources thin. Modern cloud-based options, like Acumatica, combine control with convenience, offering straightforward features and seamless system integration.

The solution you select should meet your company's requirements today with new possibilities for tomorrow. Think about your organization's size, your team's structure, compliance obligations, and what your tech stack looks like. With digital tools and employee expectations changing rapidly, you need a payroll system that keeps pace.

Acumatica delivers flexible, scalable payroll capabilities on a platform built for shared achievement. Whether you handle payroll internally, work with an outside provider, or opt for a combination, Acumatica is here to help your team succeed.

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Outsourced Payroll Services

Benefits and Considerations

For smaller teams or organizations with lean resources, outsourcing payroll may ease some compliance headaches and free up valuable time. That said, outsourcing doesn't solve every challenge. Your staff still needs to track work hours, maintain accurate records, and provide reliable data for accounting and reporting.

Overseeing third-party vendors brings extra tasks, and some providers require you to pre-fund payroll accounts days before payday, which can influence budgeting and cash flow.

Key Advantages:

- Reduces risk of tax filing mistakes
- Immediate access to HR and payroll professionals
- Automatic compliance with national and local regulations
- Tailored assistance for complex payroll cases

Points to Consider:

- Costs may be higher per employee
- Limits on process control and schedule flexibility
- Reliance on provider timelines
- Less room for customization or last-minute changes
- Extra charges possible for special reports and features



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"[Acumatica] is fully managed with round-the-clock support, it is modular and easily integrates with our HR & Payroll system, and mobile phones and tablets can be used on the factory floor."

– Devin Samayamanthri, Chief of Staff, Design Studio

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In-House Payroll Systems

Infrastructure and Staffing Requirements

Companies that handle project-based work, unique pay rules, or frequent staffing changes often turn to in-house payroll to manage complexity. This approach offers more control, but also more moving parts: from tracking time and handling intricate reporting to maintaining data as employees come and go.

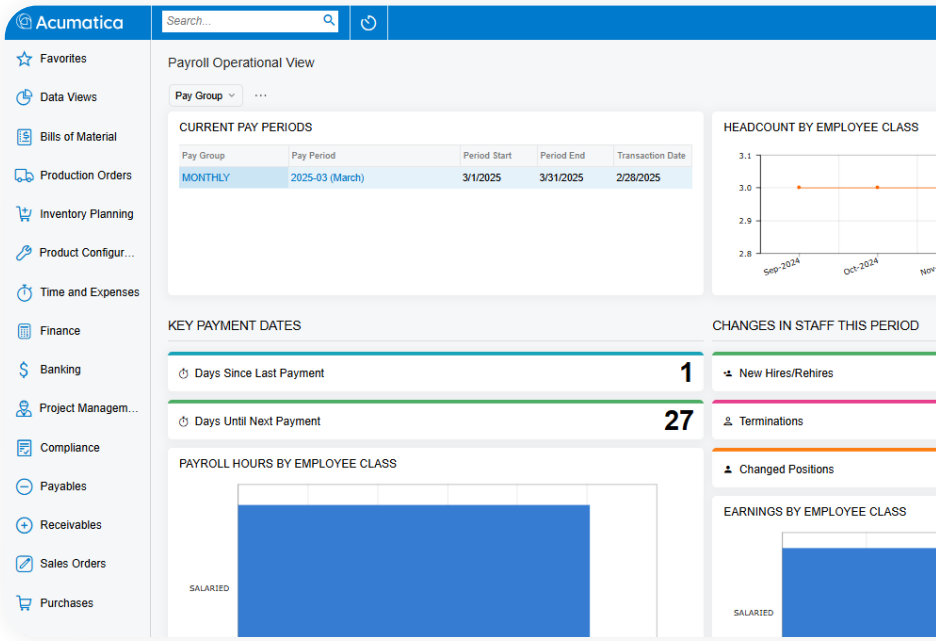
While in-house systems offer more direct management, relying on older, desktop-based software may introduce gaps in reporting, accounting, and integration, often forcing your team to adapt their work just to fit the technology.

What You'll Need:

- Robust, secure payroll software
- Reliable data backup and storage
- Internal controls and periodic system reviews
- A plan for staff training and ongoing skills development

Staffing Support:

- Trained payroll professionals and IT administrators
- Knowledgeable compliance and regulatory experts
- Prepared backup staff to keep payroll running without interruption



"We have a rather complicated payroll by entity, by location, and by jobs . . . It previously took us four days to do payroll. Now it takes a little more than a day because of our processes, but once we get a little more polished, ideally, we can do it in a day or half a day."

– Cliff Timmermans, CFO, Cesar Chavez Foundation

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Online Payroll Solutions

Unlocking the Cloud Advantage

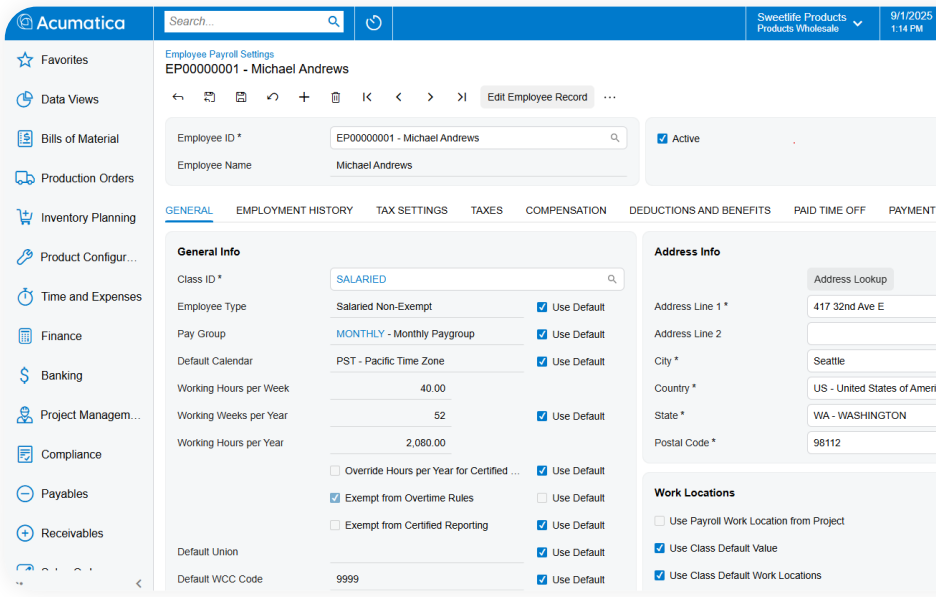
Many organizations are moving to cloud-based payroll for transparency, automation, and efficiency. Modern payroll platforms blend aspects of in-house and outsourced solutions, eliminating hassle and reducing administrative lag, enabling operations to run smoothly.

Today, features like real-time data, automatic updates, and advanced analytics are essential. The best cloud solutions tie payroll into every part of your organization, helping financial, HR, and compliance teams access the insights and tools they need to work together.

Acumatica's payroll system is designed to meet these demands, ensuring information flows easily across teams and systems.

Core Features Include:

- Automatic updates for taxation rules and compliance requirements
- Convenient employee self-service tools and mobile app access
- Built-in time and attendance management
- Modern API integration with HR, accounting, and third-party software



"Acumatica's open API has been an important factor for us from the start . . . part of finishing the full integration of ADP is so we can have HR manage employee training, skill sets, and security certifications better. With Acumatica's notifications, HR can get automatic reminders of what certifications are set to expire."

– James Craig, Former CEO, ISS

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Implementation Strategies

Setting the Foundation for Lasting Success

Upgrading or switching payroll systems calls for careful planning and strong cooperation across departments. Begin by reviewing current workflows, cleaning up employee data, and identifying everyone who needs to be involved. A clear plan with a step-by-step schedule and open lines of communication helps ensure a smoother rollout.

Consider running both the old and new systems side-by-side for a short time to catch issues early and guarantee correct data. Provide training and support to help employees become comfortable with the changes and make the most of the new features.

Implementation Steps:

- **Preparation:** Document processes, review and clean data, map out a timeline, and brief the team
- **Launch:** Release in phases, conduct parallel runs to confirm accuracy, provide practical training, and maintain open communication

Tracking the Results

Evaluating the success of your payroll upgrade means tracking measurable improvements. Pay attention to time savings, accuracy, and cost-effectiveness, then use this information to guide further improvements.

Performance Measures to Watch:

- Time spent on each payroll cycle
- Error frequency and fixes required
- System reliability and support issues

Financial Measures:

- Total cost per payroll, per employee
- Process improvements that save labor or reduce errors
- Hours gained for other business-critical work

> “I could probably do payroll in five or six hours, but I still spend extra time now because I have the time . . . to make sure that everything looks right.”
>
> – Tracy Kilburn, Payroll Manager, Safety Management Group

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Choose the Best Payroll Solution for Your Organization

Every organization has its own story and priorities. The payroll option you select should reflect what's most important for your team—whether it's the expertise of outsourcing, the direct oversight of an in-house system, or the adaptability of the cloud.

While outsourcing can reduce compliance risks, it may increase costs and require trade-offs in flexibility. In-house payroll offers control but requires additional resources. Cloud-based payroll, such as Acumatica Payroll, combines these advantages, offering convenience and deep integration within a comprehensive business management suite.

Acumatica Payroll supports growing businesses seeking flexibility, innovation, and trusted partnerships. Enjoy features like automated tax calculations, secure syncing with accounting and project management systems, and open APIs for trusted providers such as ADP and Workforce Go!. With Acumatica, you have the freedom to choose the approach that best fits your needs now and adapts as your business evolves.

Let Acumatica help you build a foundation for lasting growth and success.



See how Acumatica automates payroll processing.

Watch the video now →

Acumatica Cloud ERP is a comprehensive business management solution that was born in the cloud and built for more connected, collaborative ways of working. Designed explicitly to enable small and mid-market companies to thrive in today's digital economy, Acumatica's flexible solution, customer-friendly business practices, and industry-specific functionality help growing businesses adapt to fast-moving markets and take control of their future.

For more information on Acumatica, visit www.acumatica.com or follow us on LinkedIn.

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