

Client Case Study: Payroll Systems Strategy & Evaluation for North America Division of Global Manufacturer

HRchitect engaged with our client, a global manufacturing company with North American headquarters in Iowa, to identify a cloud-based provider of a payroll system. The client's North American employee base includes over 5,000 employees located in 48 states in the United States, and 3 Canadian provinces.

At project commencement, the client was utilizing both ADP and Ceridian systems for payroll, as a result of growth by acquisition. The client was required to maintain the Global SAP database, managed by the client's Global Headquarters in Europe, and well as using other global systems for Talent Management processes.

HRchitect was brought in to create a payroll strategy for North American, and to evaluate payroll software products based on that strategy. HRchitect collaborated with the client's Global IT team to understand the current Global IT strategy and decision drivers behind it, and subsequently built a business case for the client's North American operations to have a separate payroll system. Permission to select a new system was obtained, HRchitect and the client progressed to determining the best fit solution.

HRchitect began the evaluation with a comprehensive discovery phase in order to create a Request for Proposal (RFP) to send to prospective vendors. This discovery process included detailed project definition, a review of current strategies, a review of current systems and processes, a determination of future state processes, and a marketplace workshop. At the conclusion of the discovery phase, deliverable produced was an RFP that required respondents to specify how the platform would meet all of the client's current state and future state needs, and the determination of six vendors that the RFP should be distributed to, for consideration in the global HR and Payroll system selection.

The client has since worked through the evaluation and selection process and selected a new payroll vendor for North American operations. The success of the initial consulting engagement has led to a prolonged collaboration period between HRchitect and the client, and the client has retained HRchitect to assist with change management, payroll support, and the technical implementation of the new North American payroll system.

