



## **Payroll and HR: The Importance of Cross-Departmental Collaboration**

As more regulatory and compliance issues affect businesses, it is more important than ever for those with payroll jobs to work well with a variety of departments, especially human resources. From hiring employees and updating existing workers' benefits to finalizing paperwork for those leaving the company, collaboration between payroll and HR is essential for smooth business operations.

Whether you're a payroll employee or job candidate, here are some things you need to know about dealing with these issues.

### **Employees: Optimize with communication**

In smaller companies, payroll and HR sit side-by-side — or are even the same person. But in larger organizations, the two departments are sometimes not well integrated. Some companies have already shifted payroll under human resources, though finance specialists have [differing opinions](#) on the wisdom of that move. But if your payroll department reports to finance or accounting, you may need to help HR managers stay abreast of complex payroll laws, such as taxation of employee compensation and benefits for same-sex spouses, when hiring employees.

Professionals in payroll jobs can step into the gap by training HR personnel, either formally or on an ad hoc basis, when regulations change. This can be done via formal seminars, a simple memo or even one-on-ones. Regardless of the methods, [clear communication](#) is key to avoiding paycheck errors and compliance problems.

### **Job Candidates: Show you're a team player**

Professionals seeking payroll jobs need to show potential employers that they are able to work well across multiple departments. In your [cover letter and resume](#), and during [job interviews](#), emphasize your understanding of how payroll works with everyone in the organization, especially HR. Show how you have successfully bridged the gap between the two "siloes" with success stories. Demonstrate you have more than just the accounting and technical abilities to succeed in payroll jobs, but also the necessary [soft skills](#) to collaborate across departments.

Regardless of where payroll resides in the organizational chart, the entire company benefits when payroll and human resources are well integrated. And to do that, the payroll specialist also needs to be a communication expert — a skill that will greatly benefit you in present and future payroll jobs.

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