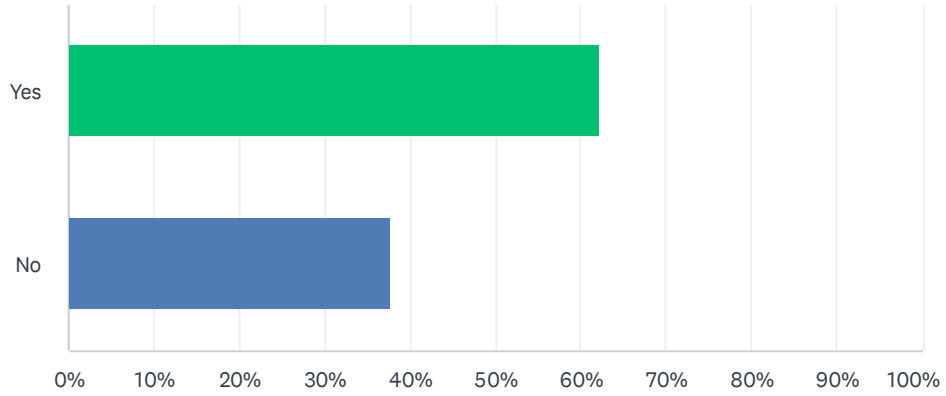


Q2 Do you use your human capital management (HCM) system as your global system of record for payroll data?

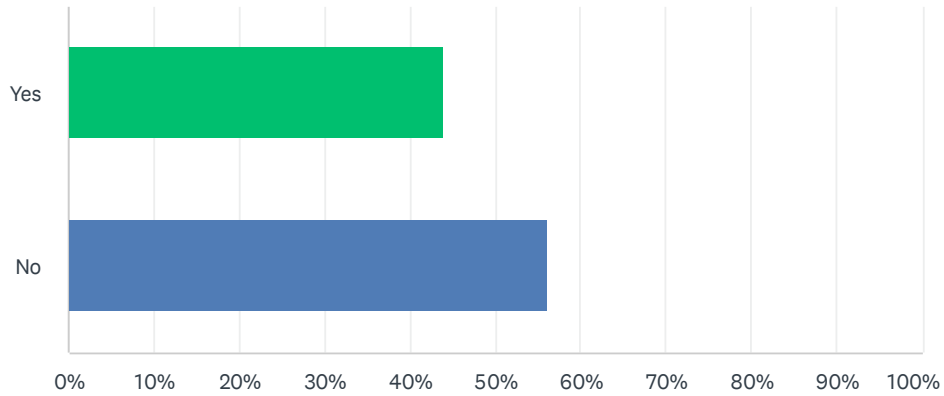
Answered: 273 Skipped: 19



ANSWER CHOICES	RESPONSES	
Yes	62.27%	170
No	37.73%	103
TOTAL		273

Q3 Do you have one single global payroll system for processing payroll?

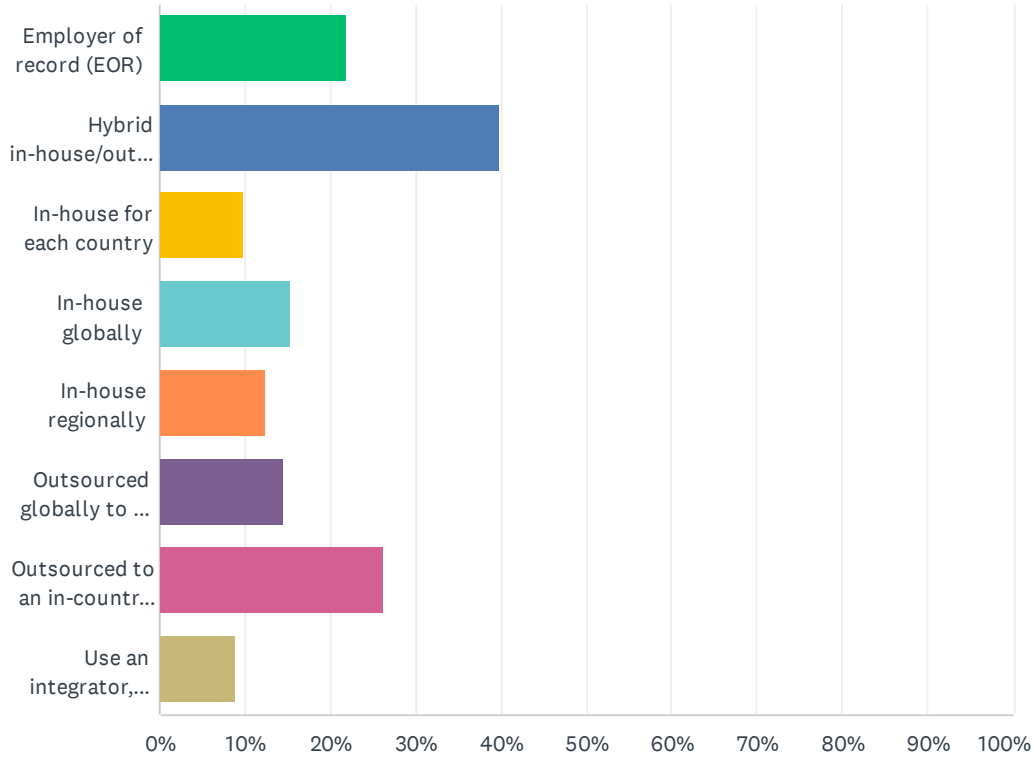
Answered: 266 Skipped: 26



ANSWER CHOICES	RESPONSES	
Yes	43.98%	117
No	56.02%	149
TOTAL		266

Q4 What is your global payroll service delivery model? (Select all that apply)

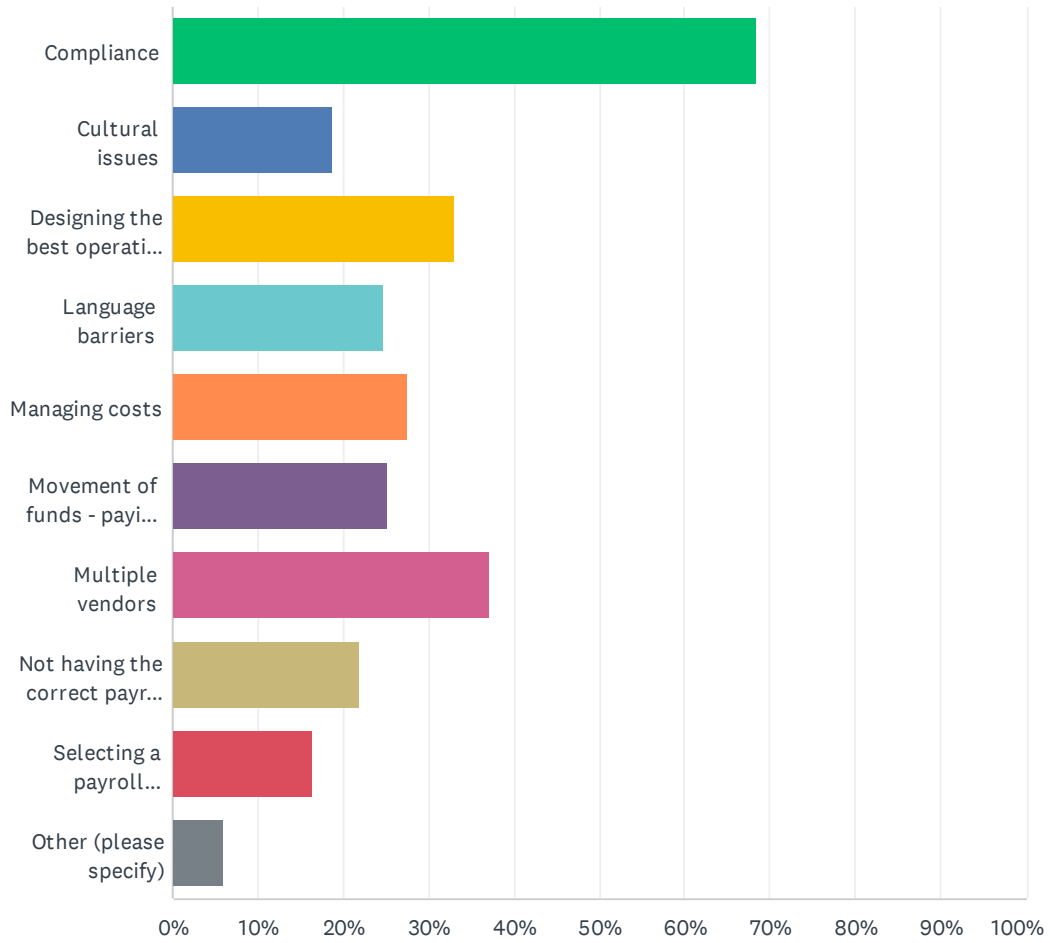
Answered: 236 Skipped: 56



ANSWER CHOICES	RESPONSES	
Employer of record (EOR)	22.03%	52
Hybrid in-house/outsourced	39.83%	94
In-house for each country	9.75%	23
In-house globally	15.25%	36
In-house regionally	12.29%	29
Outsourced globally to one vendor	14.41%	34
Outsourced to an in-country provider	26.27%	62
Use an integrator, aggregator, or consolidator	8.90%	21
Total Respondents: 236		

Q5 What are your biggest global payroll challenges? (Select all that apply)

Answered: 218 Skipped: 74

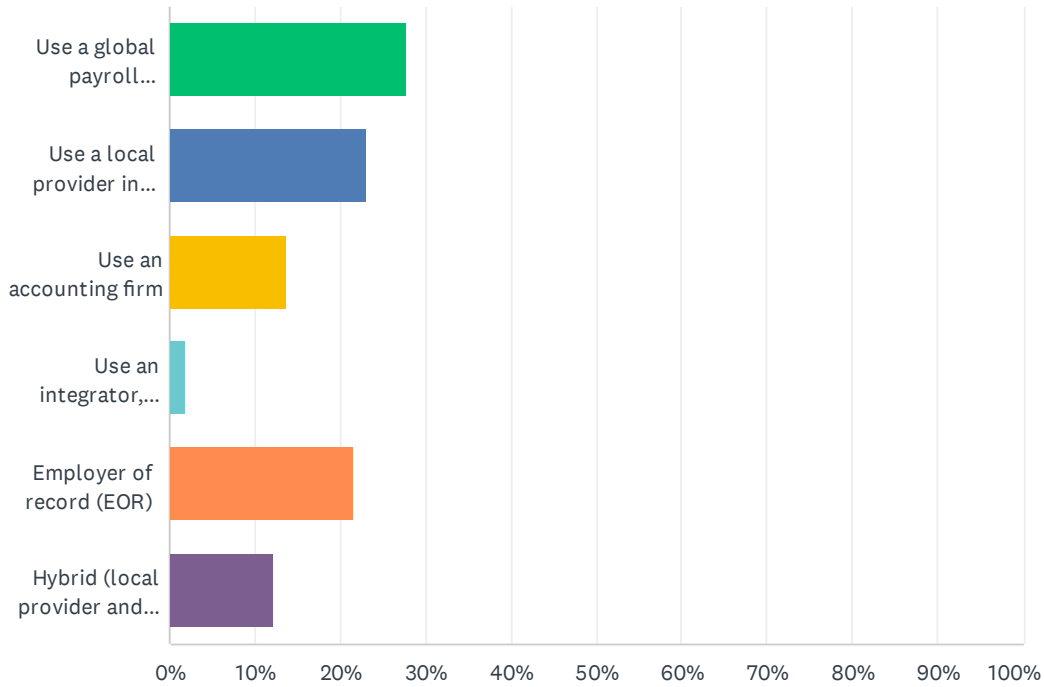


2023 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Compliance	68.35%	149
Cultural issues	18.81%	41
Designing the best operating model	33.03%	72
Language barriers	24.77%	54
Managing costs	27.52%	60
Movement of funds - paying employees and making tax payments	25.23%	55
Multiple vendors	37.16%	81
Not having the correct payroll talent	22.02%	48
Selecting a payroll provider	16.51%	36
Other (please specify)	5.96%	13
Total Respondents: 218		

Q6 How do you manage low employee populations (long-tail countries)?

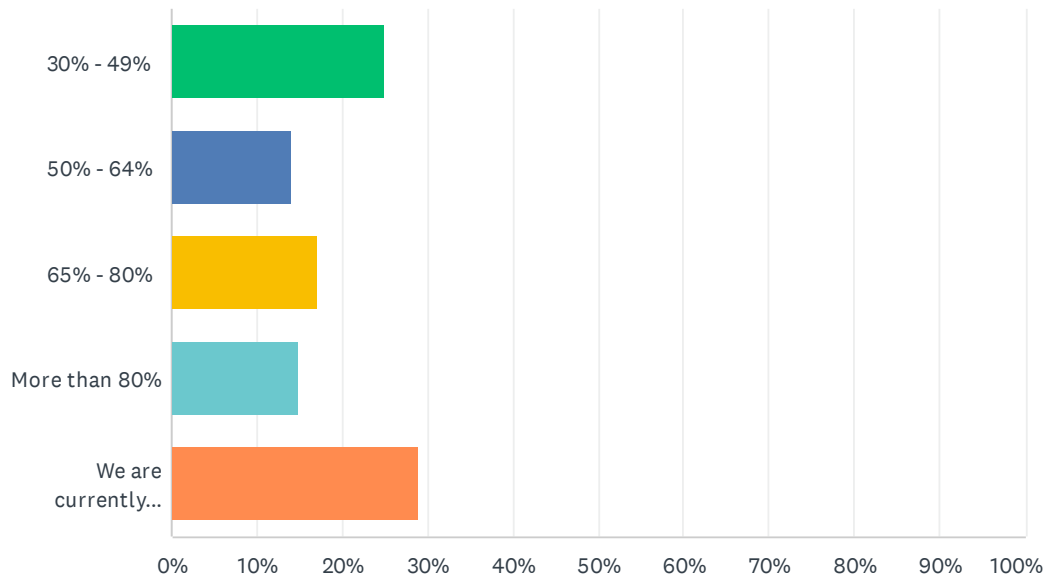
Answered: 205 Skipped: 87



ANSWER CHOICES	RESPONSES	
Use a global payroll provider	27.80%	57
Use a local provider in each country	22.93%	47
Use an accounting firm	13.66%	28
Use an integrator, aggregator, or consolidator	1.95%	4
Employer of record (EOR)	21.46%	44
Hybrid (local provider and aggregator/consolidator)	12.20%	25
TOTAL		205

Q7 How would you rate your standardization of global payroll policies?

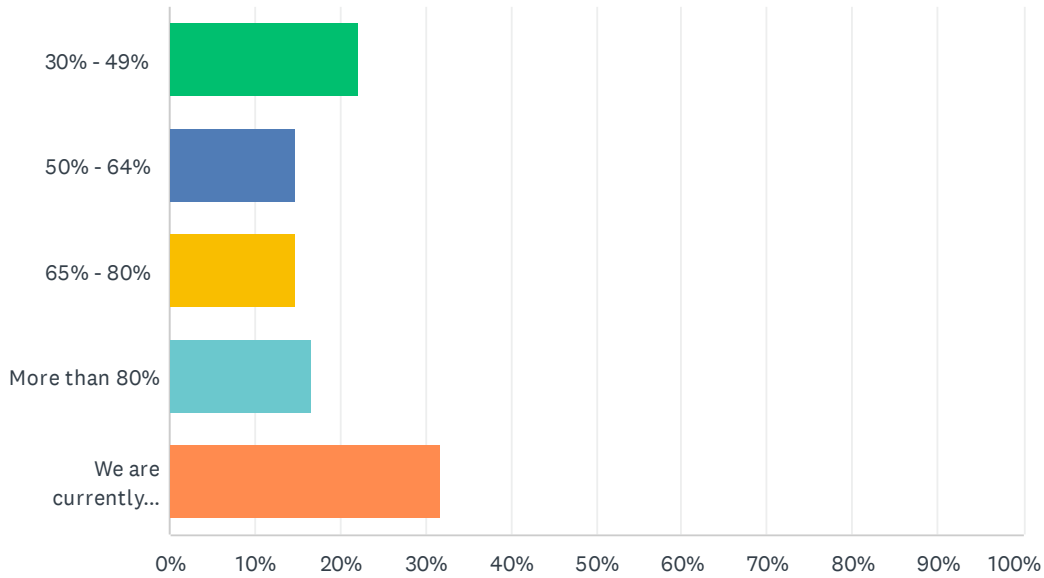
Answered: 200 Skipped: 92



ANSWER CHOICES	RESPONSES	
30% - 49%	25.00%	50
50% - 64%	14.00%	28
65% - 80%	17.00%	34
More than 80%	15.00%	30
We are currently working on standardization	29.00%	58
TOTAL		200

Q8 How would you rate your standardization of global payroll procedures?

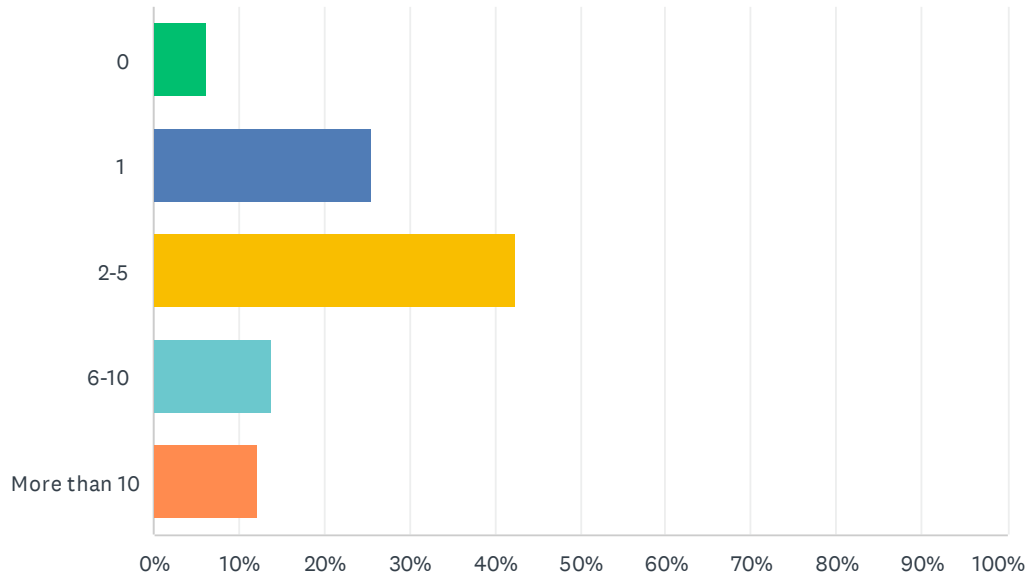
Answered: 198 Skipped: 94



ANSWER CHOICES	RESPONSES	
30% - 49%	22.22%	44
50% - 64%	14.65%	29
65% - 80%	14.65%	29
More than 80%	16.67%	33
We are currently working on standardization	31.82%	63
TOTAL		198

Q9 How many payroll service providers are you using today?

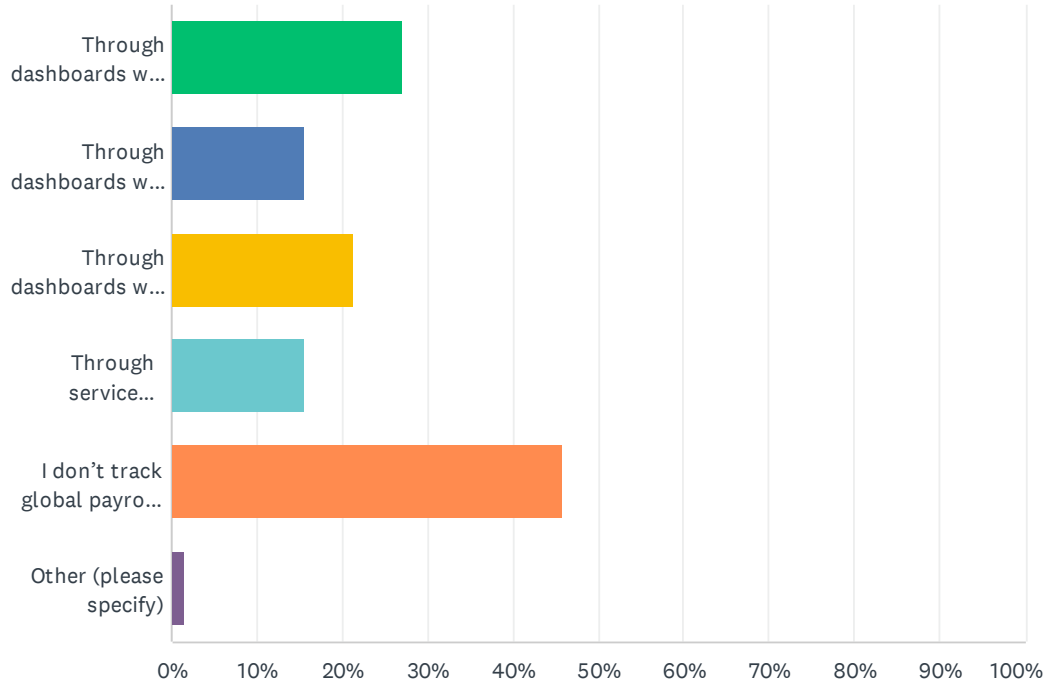
Answered: 196 Skipped: 96



ANSWER CHOICES	RESPONSES	
0	6.12%	12
1	25.51%	50
2-5	42.35%	83
6-10	13.78%	27
More than 10	12.24%	24
TOTAL		196

Q10 How do you track your global payroll performance against objectives? (Select all that apply)

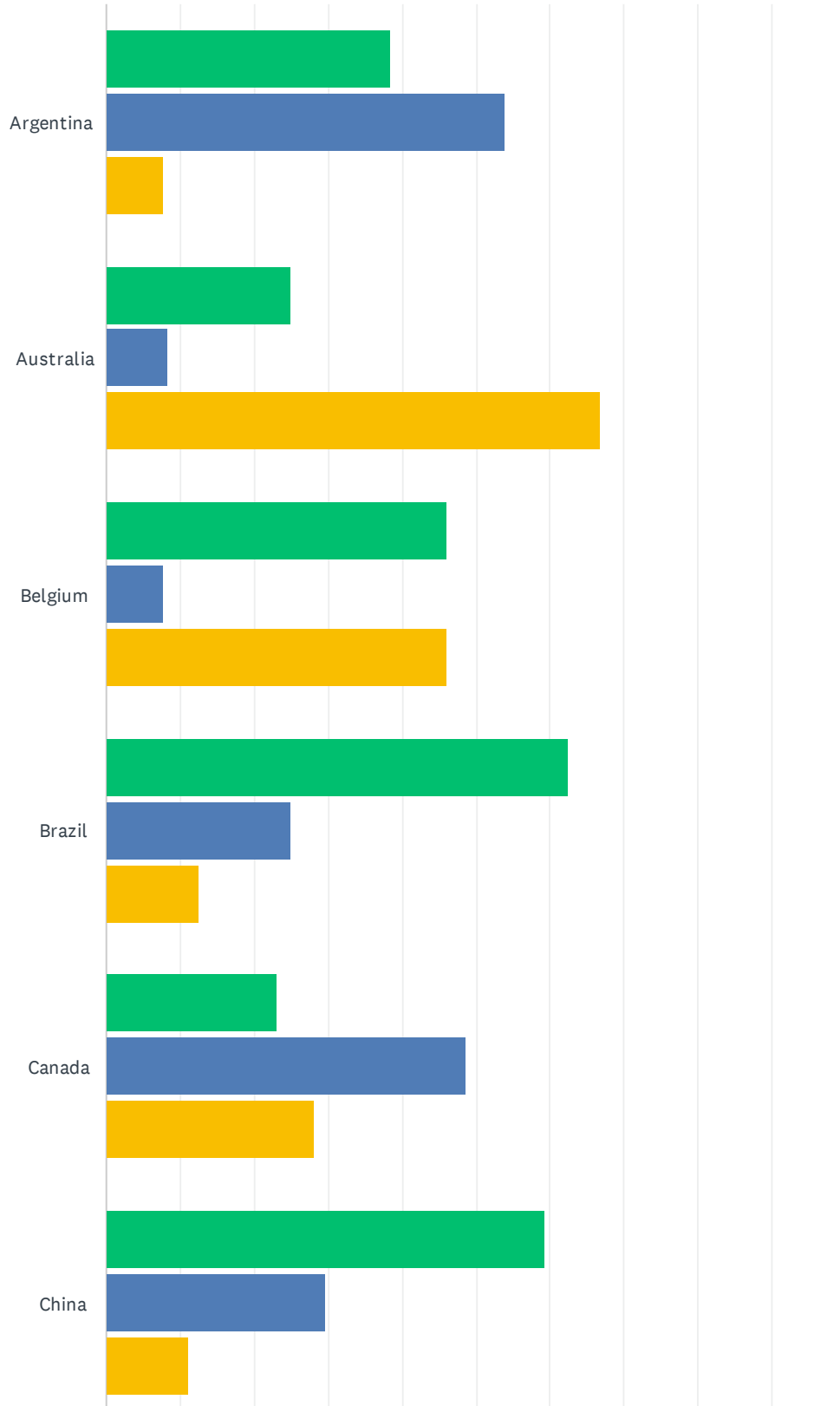
Answered: 192 Skipped: 100



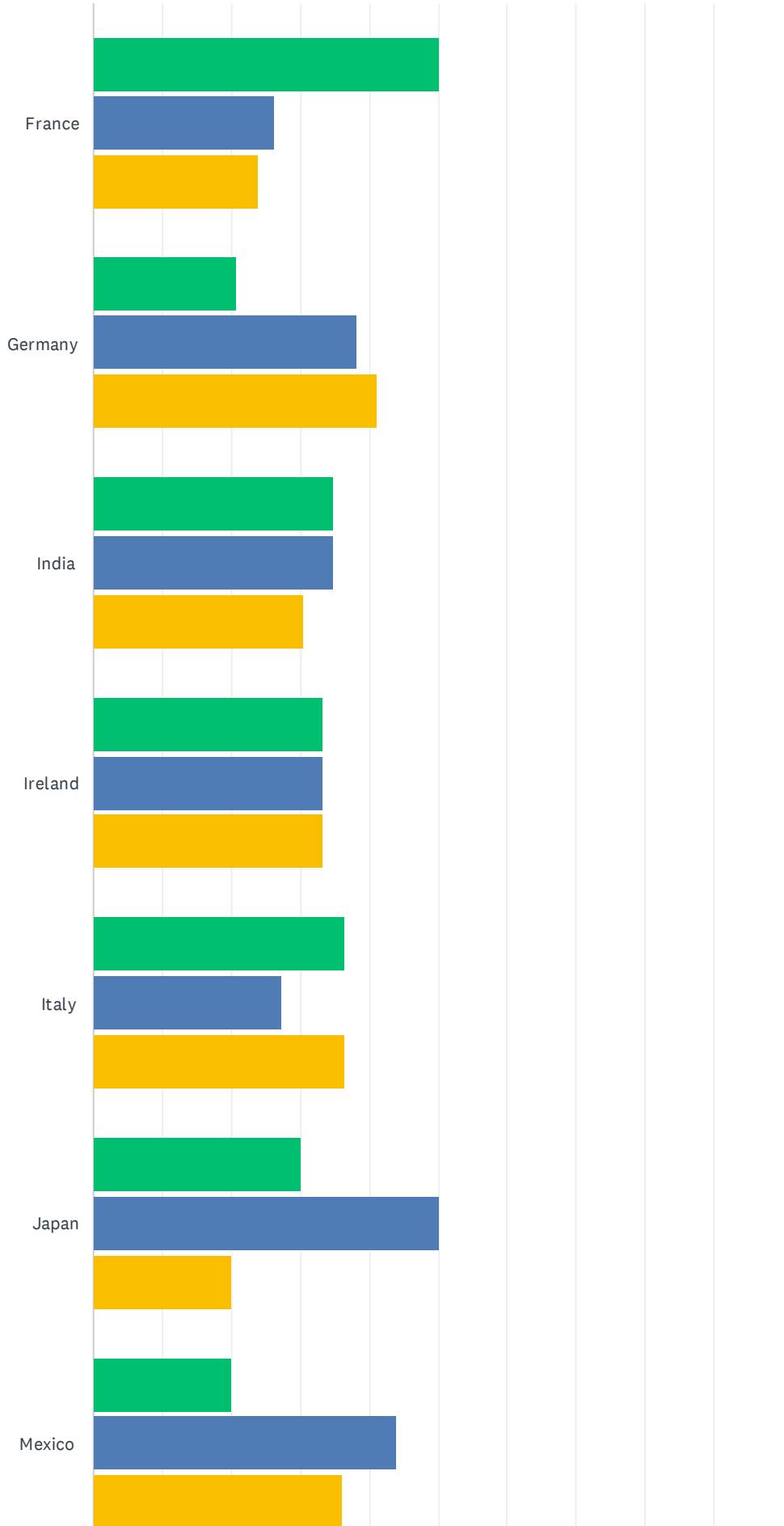
ANSWER CHOICES	RESPONSES	
Through dashboards with key metrics on a global level	27.08%	52
Through dashboards with key metrics on a local level	15.63%	30
Through dashboards with key metrics on a regional level	21.35%	41
Through service meetings with my payroll provider(s)	15.63%	30
I don't track global payroll performance	45.83%	88
Other (please specify)	1.56%	3
Total Respondents: 192		

Q11 Please select the three countries or areas you find to be the most challenging to pay employees.

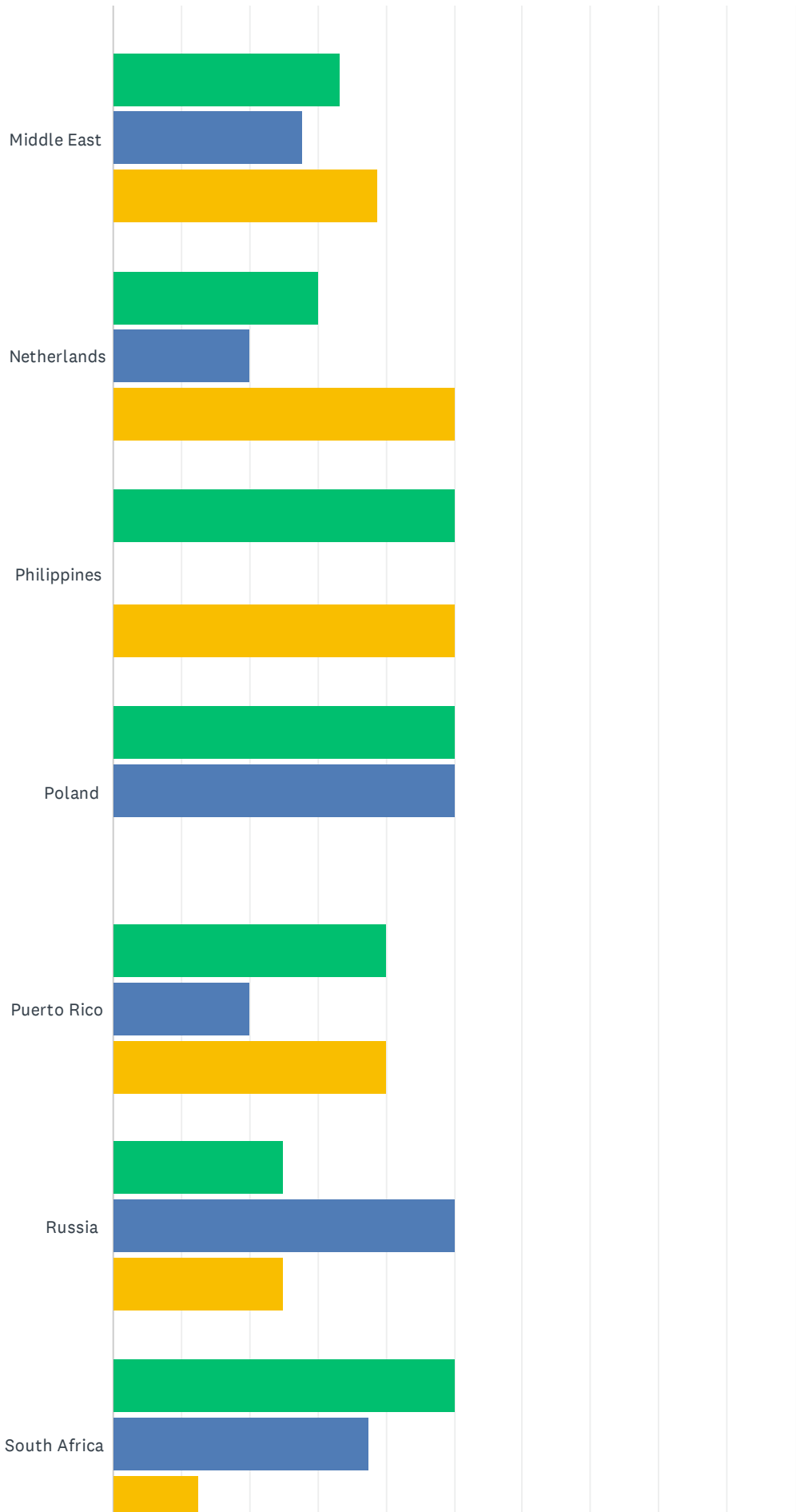
Answered: 171 Skipped: 121



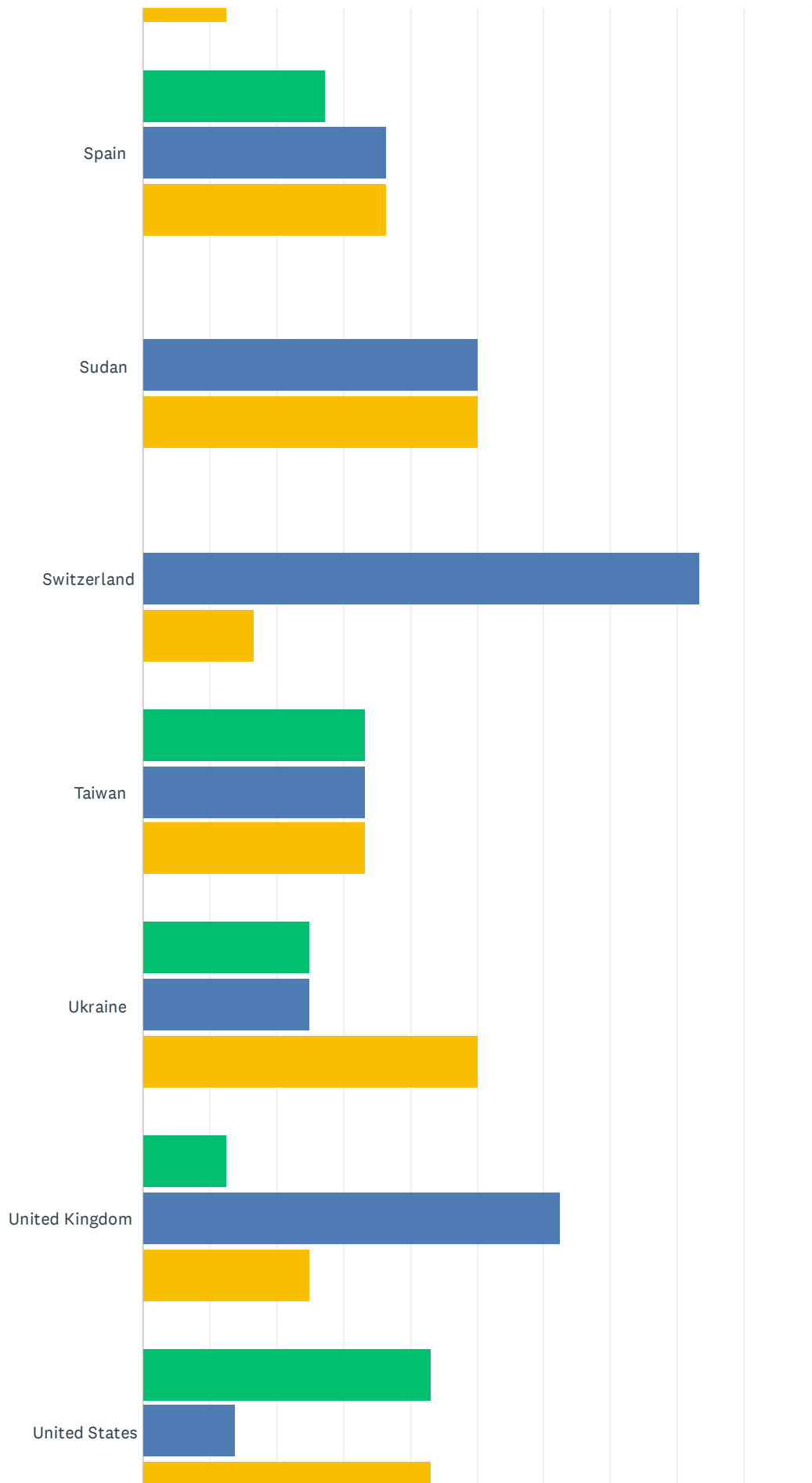
2023 "Getting the World Paid" Survey



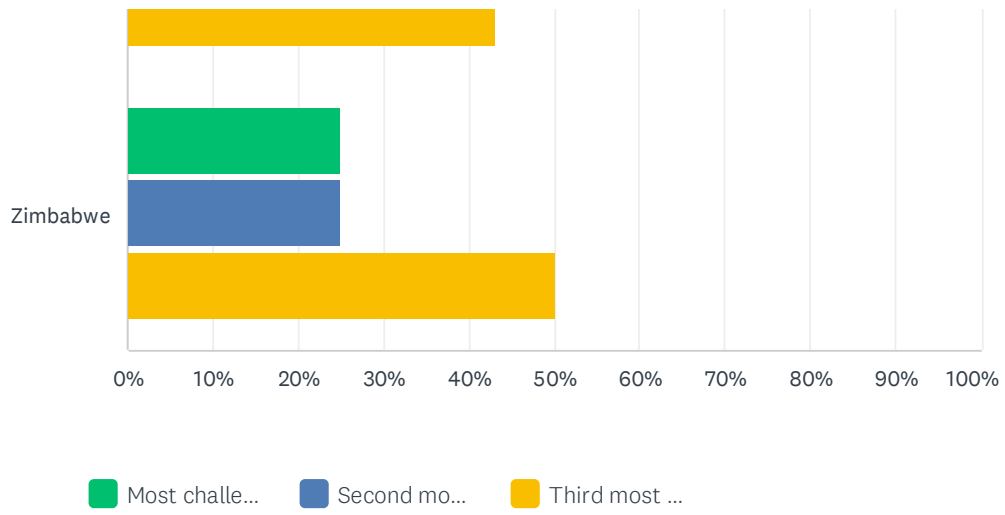
2023 "Getting the World Paid" Survey



2023 "Getting the World Paid" Survey



2023 "Getting the World Paid" Survey



2023 "Getting the World Paid" Survey

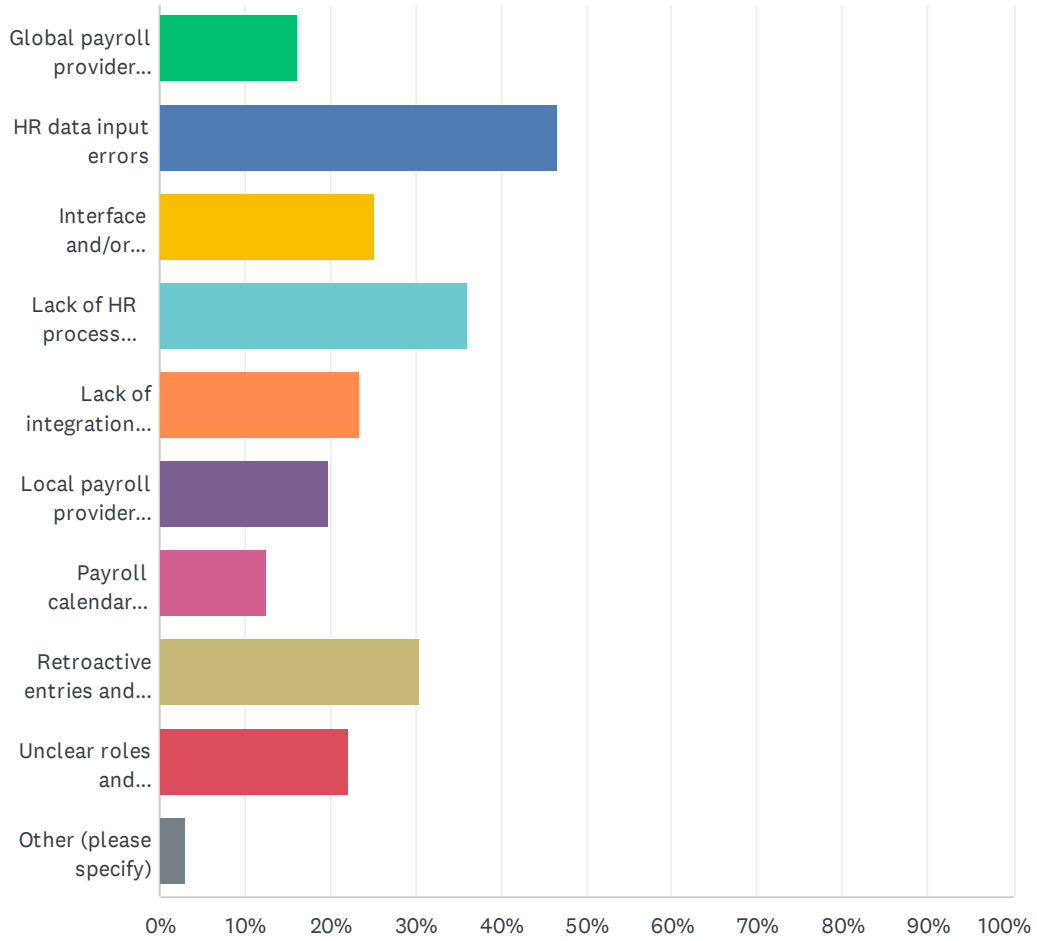
	MOST CHALLENGING	SECOND MOST CHALLENGING	THIRD MOST CHALLENGING	TOTAL	WEIGHTED AVERAGE
Argentina	38.46% 5	53.85% 7	7.69% 1	13	1.69
Australia	25.00% 3	8.33% 1	66.67% 8	12	2.42
Belgium	46.15% 6	7.69% 1	46.15% 6	13	2.00
Brazil	62.50% 15	25.00% 6	12.50% 3	24	1.50
Canada	23.08% 9	48.72% 19	28.21% 11	39	2.05
China	59.26% 16	29.63% 8	11.11% 3	27	1.52
France	50.00% 21	26.19% 11	23.81% 10	42	1.74
Germany	20.59% 7	38.24% 13	41.18% 14	34	2.21
India	34.78% 8	34.78% 8	30.43% 7	23	1.96
Ireland	33.33% 1	33.33% 1	33.33% 1	3	2.00
Italy	36.36% 4	27.27% 3	36.36% 4	11	2.00
Japan	30.00% 3	50.00% 5	20.00% 2	10	1.90
Mexico	20.00% 5	44.00% 11	36.00% 9	25	2.16
Middle East	33.33% 6	27.78% 5	38.89% 7	18	2.06
Netherlands	30.00% 3	20.00% 2	50.00% 5	10	2.20
Philippines	50.00% 1	0.00% 0	50.00% 1	2	2.00
Poland	50.00% 3	50.00% 3	0.00% 0	6	1.50
Puerto Rico	40.00% 4	20.00% 2	40.00% 4	10	2.00
Russia	25.00% 1	50.00% 2	25.00% 1	4	2.00
South Africa	50.00% 4	37.50% 3	12.50% 1	8	1.63
Spain	27.27% 3	36.36% 4	36.36% 4	11	2.09
Sudan	0.00% 0	50.00% 2	50.00% 2	4	2.50
Switzerland	0.00% 0	83.33% 5	16.67% 1	6	2.17

2023 "Getting the World Paid" Survey

Taiwan	33.33% 1	33.33% 1	33.33% 1	3	2.00
Ukraine	25.00% 1	25.00% 1	50.00% 2	4	2.25
United Kingdom	12.50% 3	62.50% 15	25.00% 6	24	2.13
United States	43.10% 25	13.79% 8	43.10% 25	58	2.00
Zimbabwe	25.00% 1	25.00% 1	50.00% 2	4	2.25

Q12 What do you consider to be the most prominent root causes for decreased payroll accuracy? (Select up to three)

Answered: 167 Skipped: 125

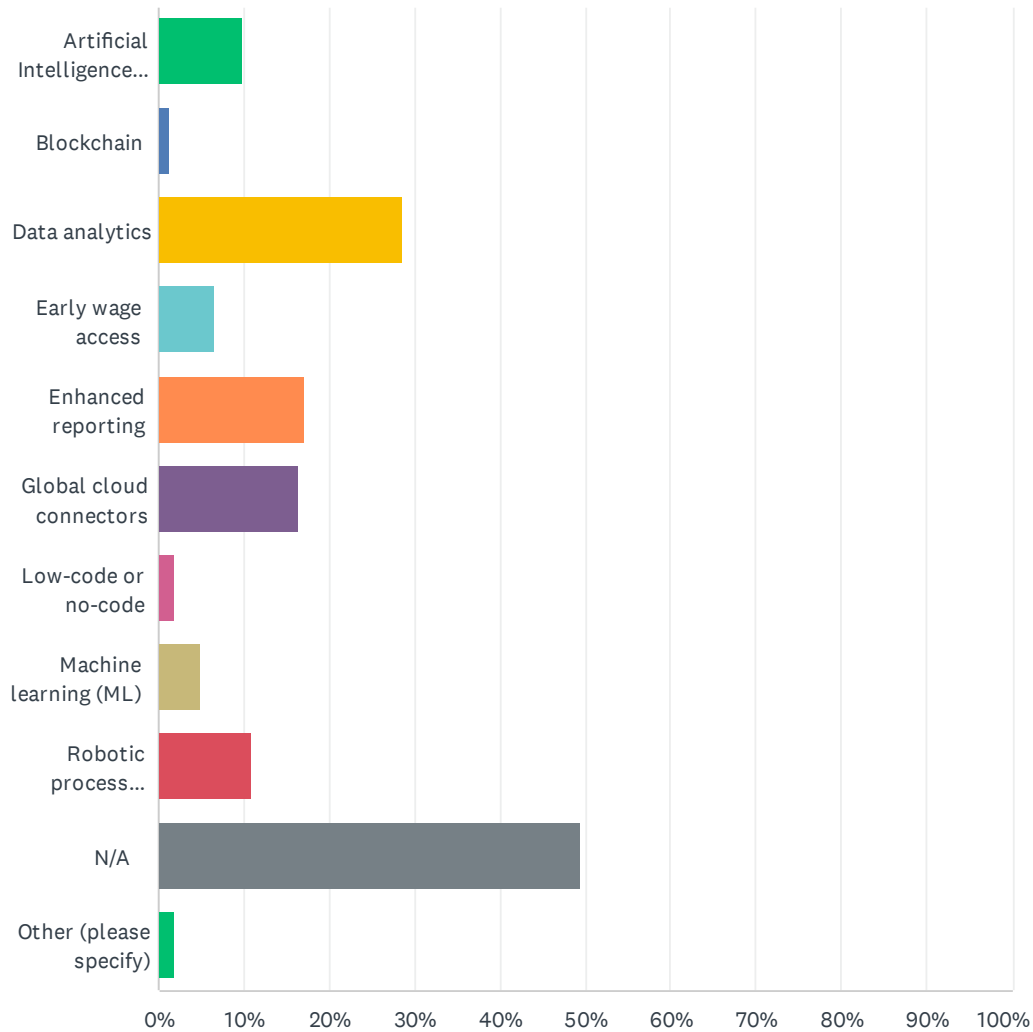


2023 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Global payroll provider performance	16.17%	27
HR data input errors	46.71%	78
Interface and/or integration errors	25.15%	42
Lack of HR process standardization	35.93%	60
Lack of integration between "source to gross" sources and payroll	23.35%	39
Local payroll provider performance	19.76%	33
Payroll calendar challenges	12.57%	21
Retroactive entries and corrections	30.54%	51
Unclear roles and responsibilities	22.16%	37
Other (please specify)	2.99%	5
Total Respondents: 167		

Q13 Which of the following technologies are you and/or your payroll outsourcing partner using in your global payroll processes? (Select all that apply)

Answered: 164 Skipped: 128

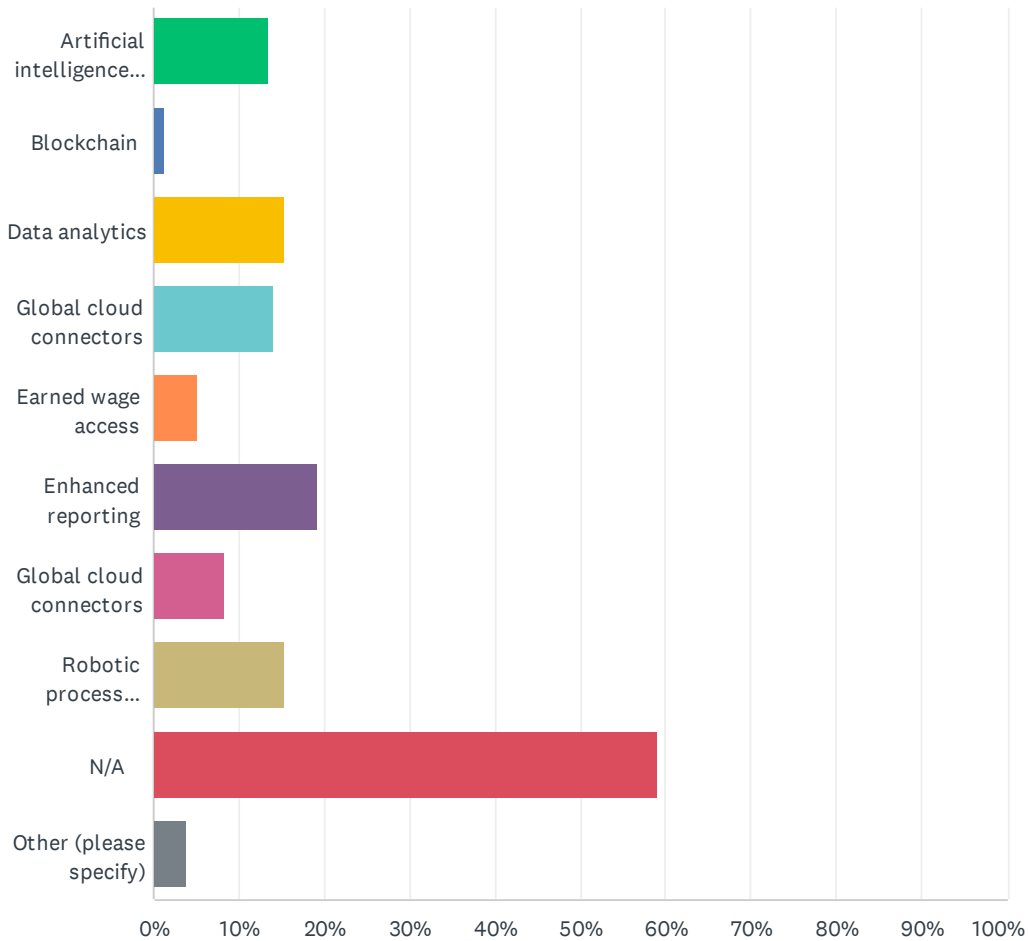


2023 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Artificial Intelligence (AI) solutions	9.76%	16
Blockchain	1.22%	2
Data analytics	28.66%	47
Early wage access	6.71%	11
Enhanced reporting	17.07%	28
Global cloud connectors	16.46%	27
Low-code or no-code	1.83%	3
Machine learning (ML)	4.88%	8
Robotic process automation (RPA)	10.98%	18
N/A	49.39%	81
Other (please specify)	1.83%	3
Total Respondents: 164		

Q15 Which technologies, if any, are you and/or your payroll outsourcing partner planning to integrate into your global payroll processes? (Select all that apply)

Answered: 156 Skipped: 136

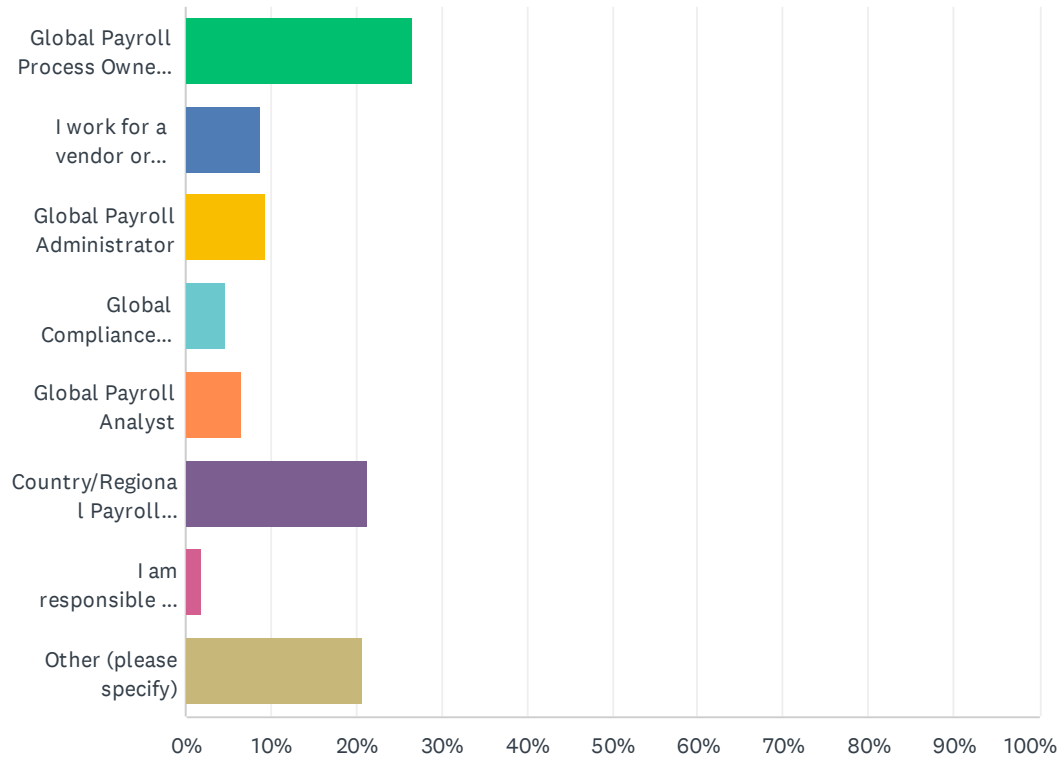


2023 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Artificial intelligence (AI) solutions	13.46%	21
Blockchain	1.28%	2
Data analytics	15.38%	24
Global cloud connectors	14.10%	22
Earned wage access	5.13%	8
Enhanced reporting	19.23%	30
Global cloud connectors	8.33%	13
Robotic process automation (RPA)	15.38%	24
N/A	58.97%	92
Other (please specify)	3.85%	6
Total Respondents: 156		

Q16 What best describes your role within your organization?

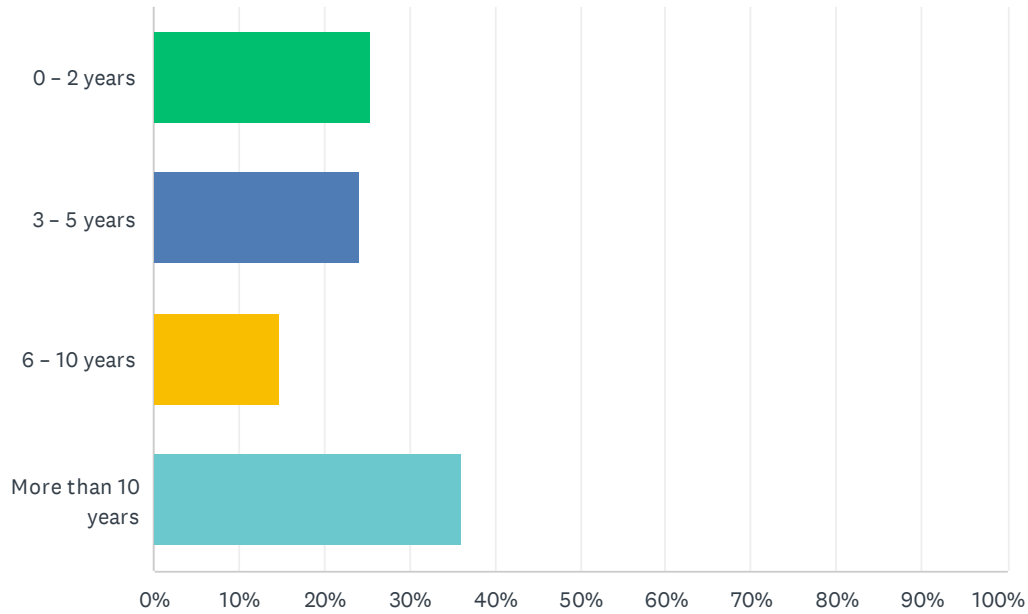
Answered: 150 Skipped: 142



ANSWER CHOICES	RESPONSES	
Global Payroll Process Owner for my organization	26.67%	40
I work for a vendor or service that serves the global payroll industry	8.67%	13
Global Payroll Administrator	9.33%	14
Global Compliance Manager	4.67%	7
Global Payroll Analyst	6.67%	10
Country/Regional Payroll Manager	21.33%	32
I am responsible for Expatriate Programs Operations	2.00%	3
Other (please specify)	20.67%	31
TOTAL		150

Q17 How many years of global payroll experience do you have?

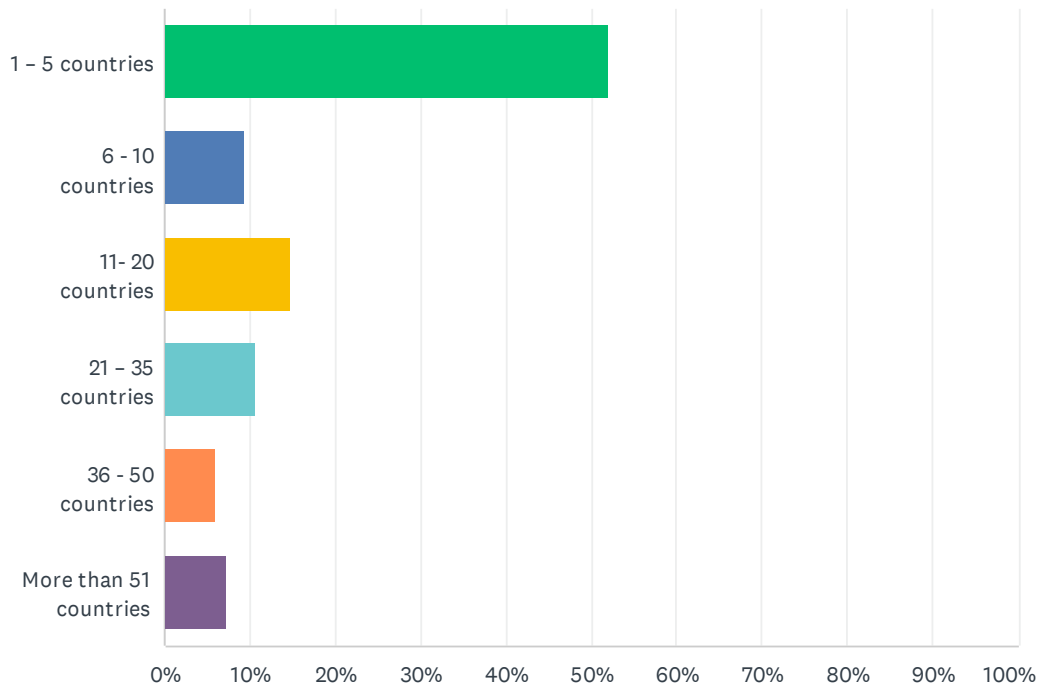
Answered: 150 Skipped: 142



ANSWER CHOICES	RESPONSES
0 – 2 years	25.33% 38
3 – 5 years	24.00% 36
6 – 10 years	14.67% 22
More than 10 years	36.00% 54
TOTAL	150

Q18 In how many countries do you pay employees and process a payroll?

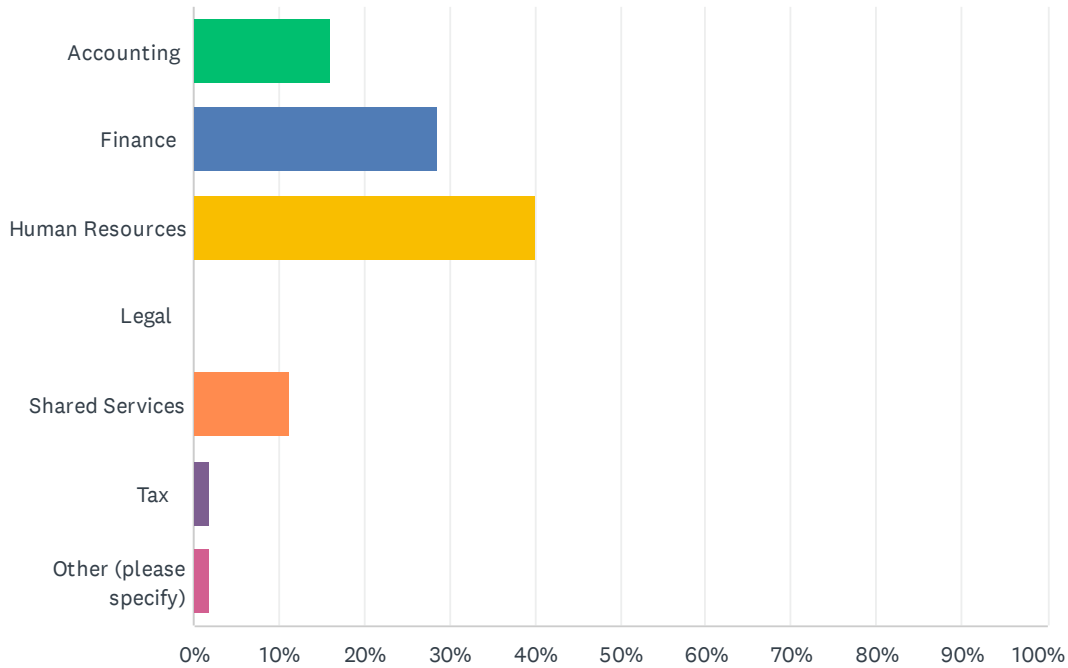
Answered: 150 Skipped: 142



ANSWER CHOICES	RESPONSES	
1 – 5 countries	52.00%	78
6 - 10 countries	9.33%	14
11- 20 countries	14.67%	22
21 – 35 countries	10.67%	16
36 - 50 countries	6.00%	9
More than 51 countries	7.33%	11
TOTAL		150

Q19 What department does your global payroll report into?

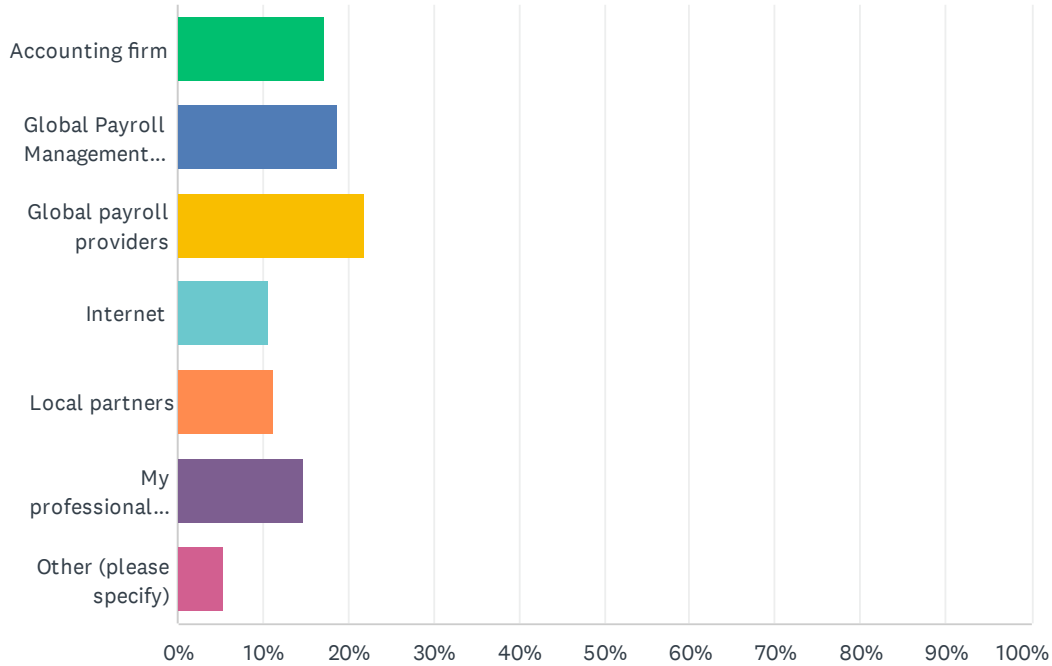
Answered: 150 Skipped: 142



ANSWER CHOICES	RESPONSES	
Accounting	16.00%	24
Finance	28.67%	43
Human Resources	40.00%	60
Legal	0.00%	0
Shared Services	11.33%	17
Tax	2.00%	3
Other (please specify)	2.00%	3
TOTAL		150

Q20 What is the primary resource or method you use to answer questions relating to global payroll processing?

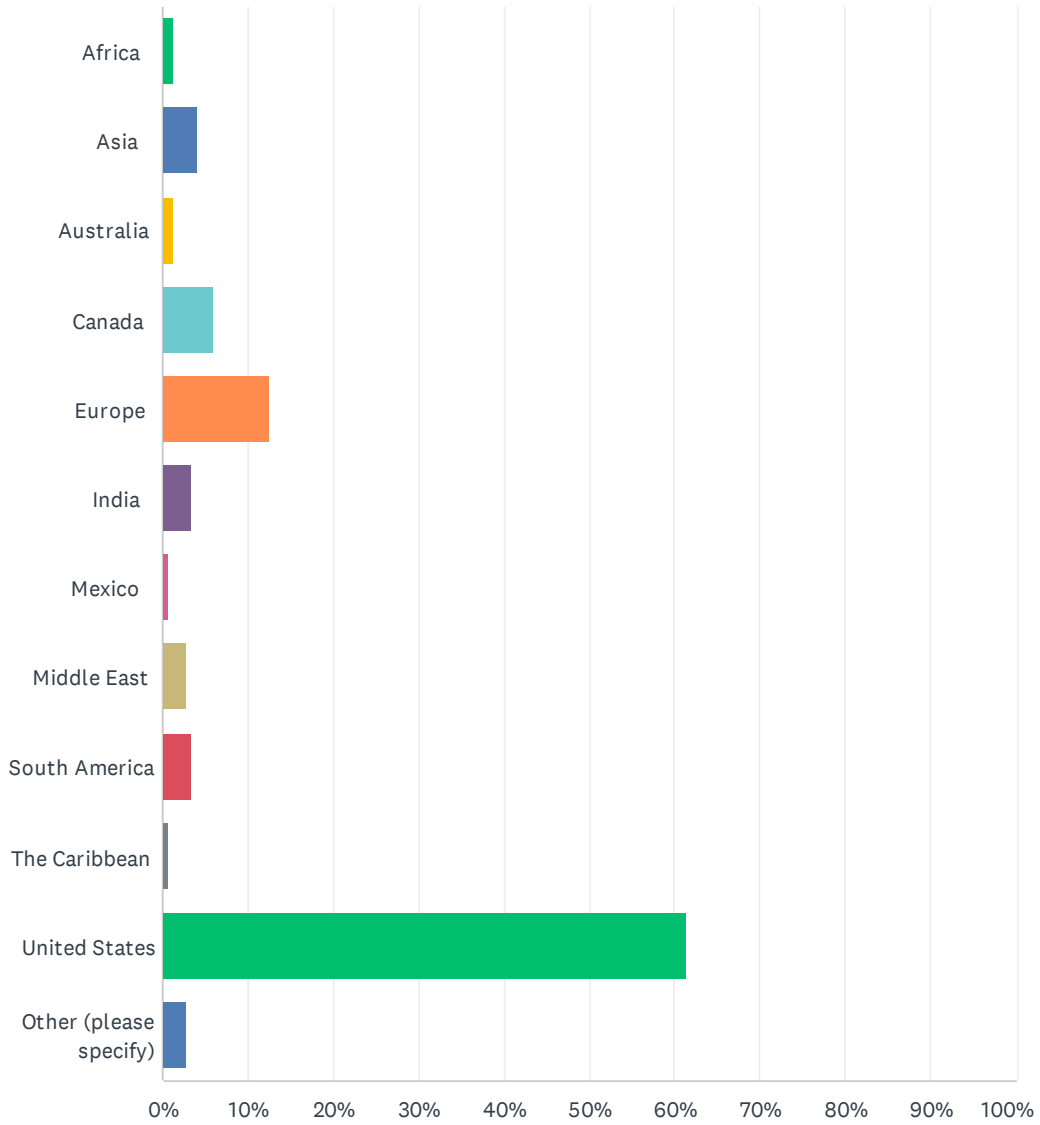
Answered: 150 Skipped: 142



ANSWER CHOICES	RESPONSES	
Accounting firm	17.33%	26
Global Payroll Management Institute (GPMI)	18.67%	28
Global payroll providers	22.00%	33
Internet	10.67%	16
Local partners	11.33%	17
My professional network	14.67%	22
Other (please specify)	5.33%	8
TOTAL		150

Q21 Where is your organization's largest global employee population?

Answered: 150 Skipped: 142

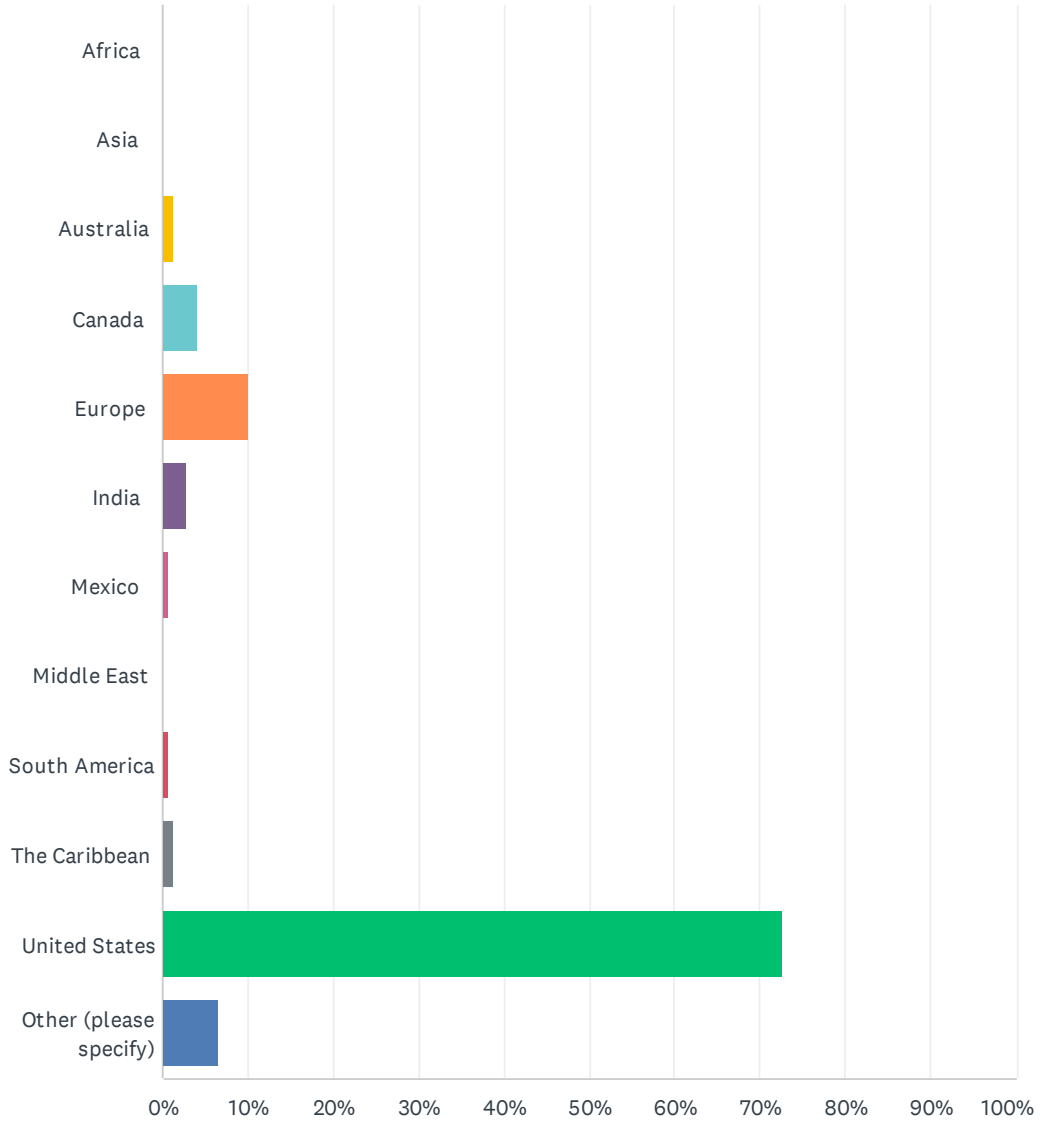


2023 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Africa	1.33%	2
Asia	4.00%	6
Australia	1.33%	2
Canada	6.00%	9
Europe	12.67%	19
India	3.33%	5
Mexico	0.67%	1
Middle East	2.67%	4
South America	3.33%	5
The Caribbean	0.67%	1
United States	61.33%	92
Other (please specify)	2.67%	4
TOTAL		150

Q22 From which country or region do you manage your global payroll operations?

Answered: 150 Skipped: 142



2023 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Africa	0.00%	0
Asia	0.00%	0
Australia	1.33%	2
Canada	4.00%	6
Europe	10.00%	15
India	2.67%	4
Mexico	0.67%	1
Middle East	0.00%	0
South America	0.67%	1
The Caribbean	1.33%	2
United States	72.67%	109
Other (please specify)	6.67%	10
TOTAL		150