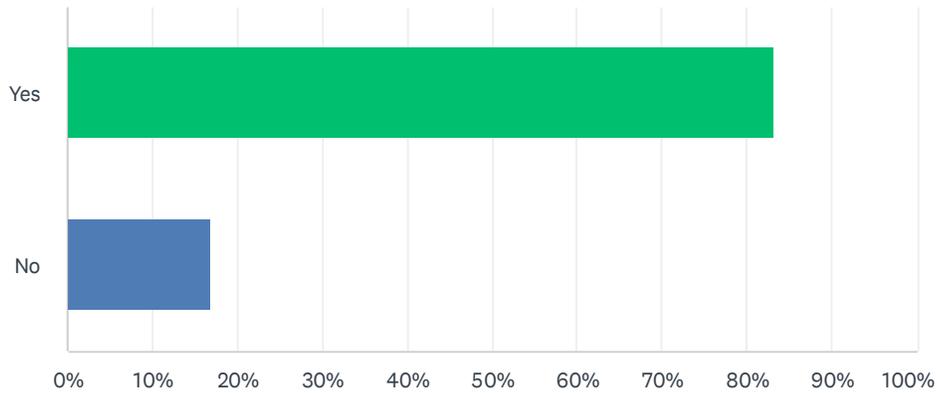


Q2 Do you use your human capital management (HCM)/human resources information system (HRIS) as your global system of record for employee data?

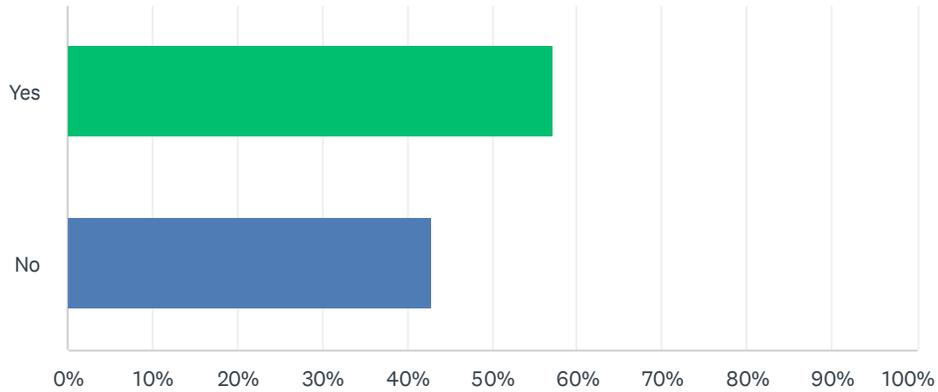
Answered: 582 Skipped: 30



ANSWER CHOICES	RESPONSES	
Yes	83.16%	484
No	16.84%	98
TOTAL		582

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

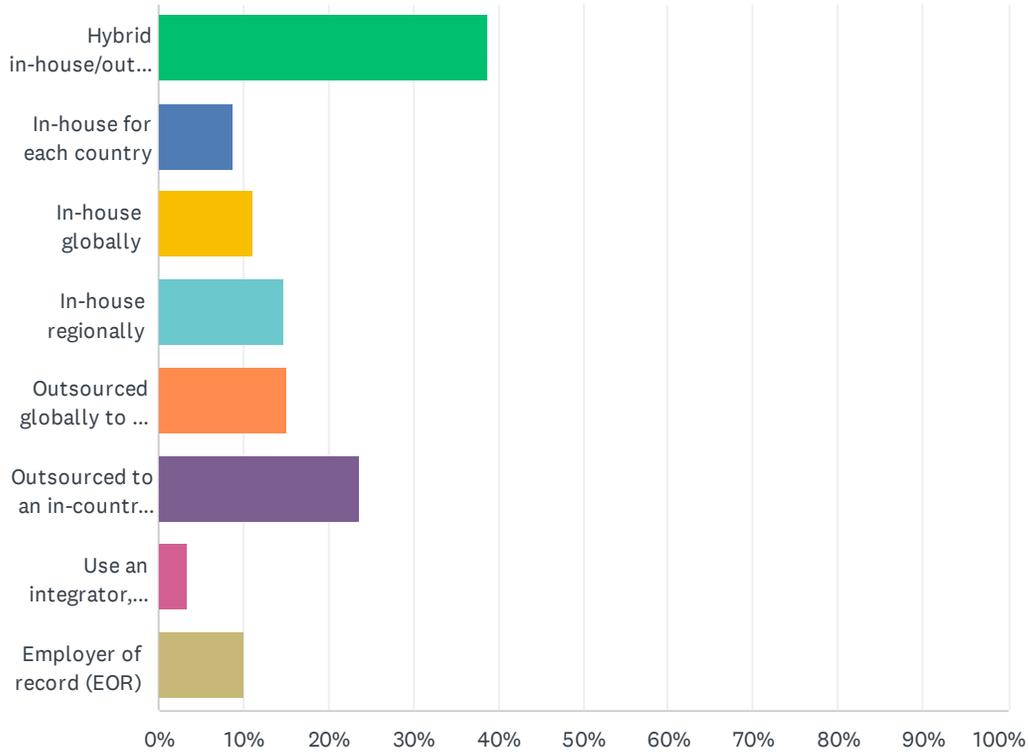
Answered: 566 Skipped: 46



ANSWER CHOICES	RESPONSES	
Yes	57.24%	324
No	42.76%	242
TOTAL		566

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

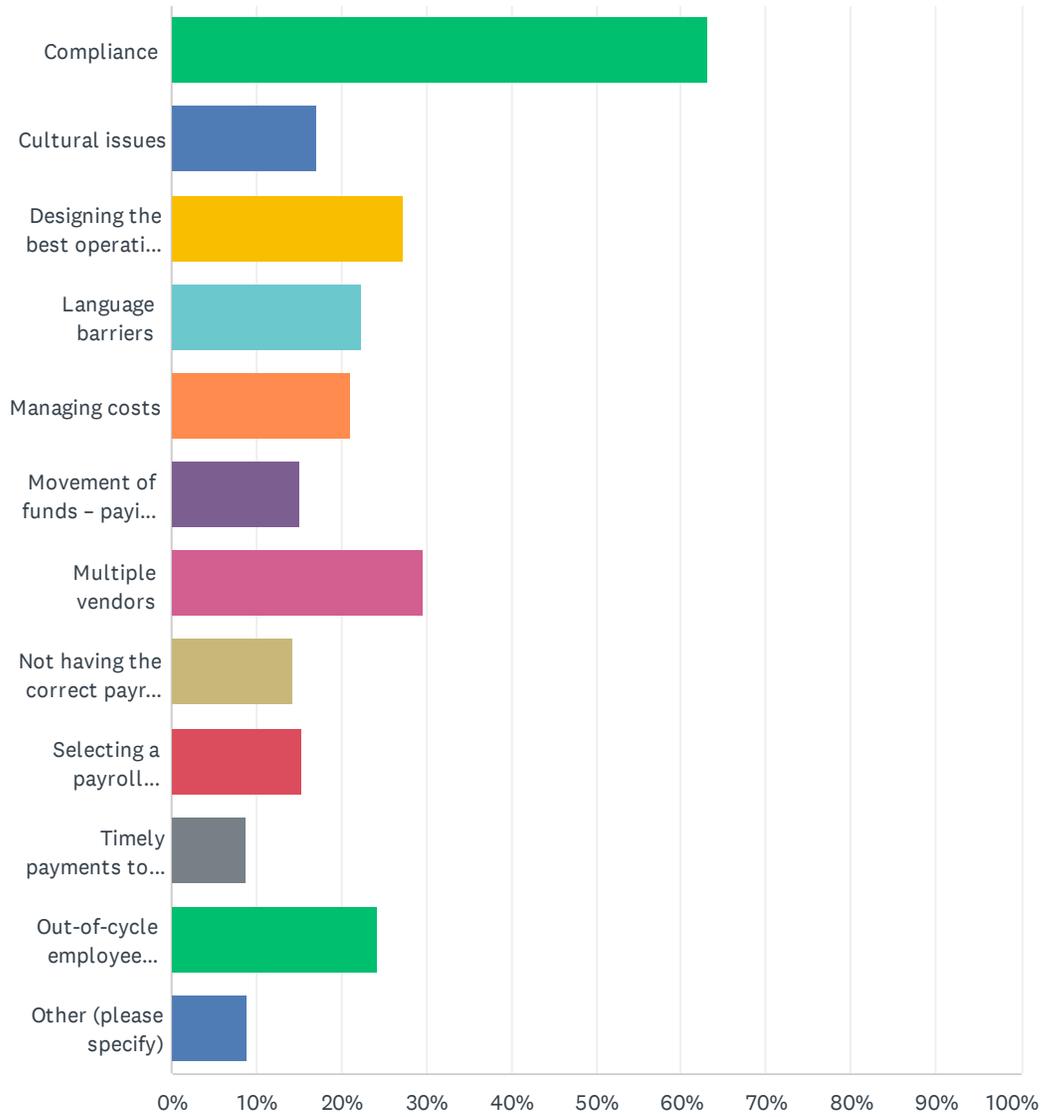
Answered: 501 Skipped: 111



ANSWER CHOICES	RESPONSES	
Hybrid in-house/outsourced	38.72%	194
In-house for each country	8.78%	44
In-house globally	11.18%	56
In-house regionally	14.77%	74
Outsourced globally to one vendor	15.17%	76
Outsourced to an in-country provider	23.75%	119
Use an integrator, aggregator, or consolidator	3.39%	17
Employer of record (EOR)	9.98%	50
Total Respondents: 501		

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

Answered: 453 Skipped: 159

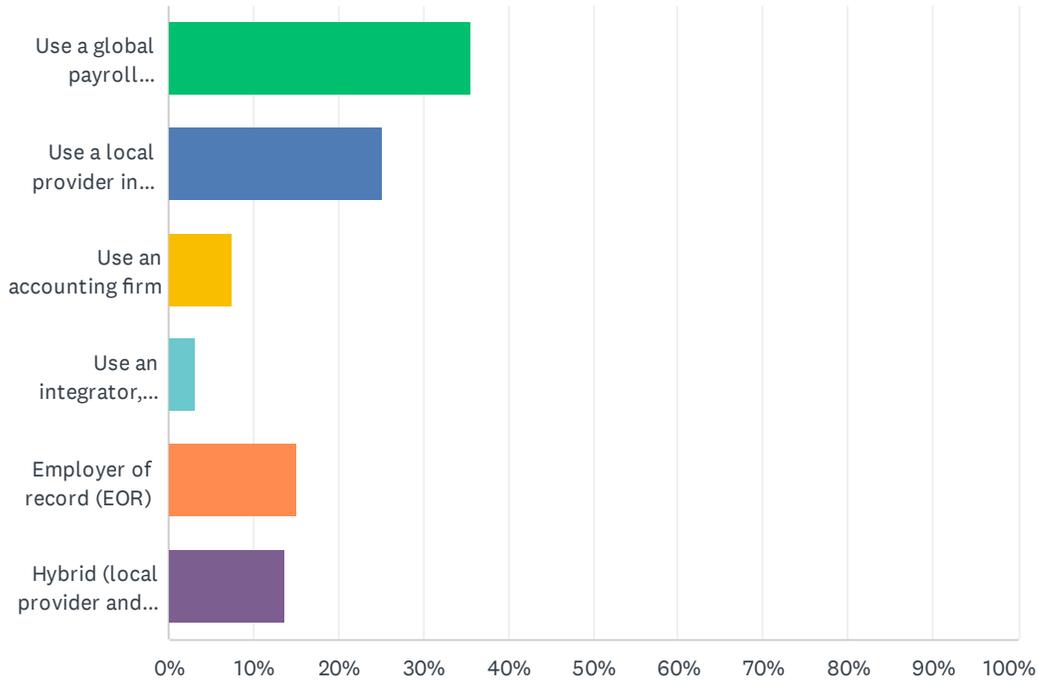


2024 "Getting the World Paid" survey

ANSWER CHOICES	RESPONSES	
Compliance	63.13%	286
Cultural issues	17.00%	77
Designing the best operating model	27.37%	124
Language barriers	22.30%	101
Managing costs	21.19%	96
Movement of funds – paying employees and making tax payments	15.23%	69
Multiple vendors	29.58%	134
Not having the correct payroll talent	14.35%	65
Selecting a payroll provider	15.45%	70
Timely payments to employees	8.83%	40
Out-of-cycle employee payments	24.28%	110
Other (please specify)	9.05%	41
Total Respondents: 453		

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

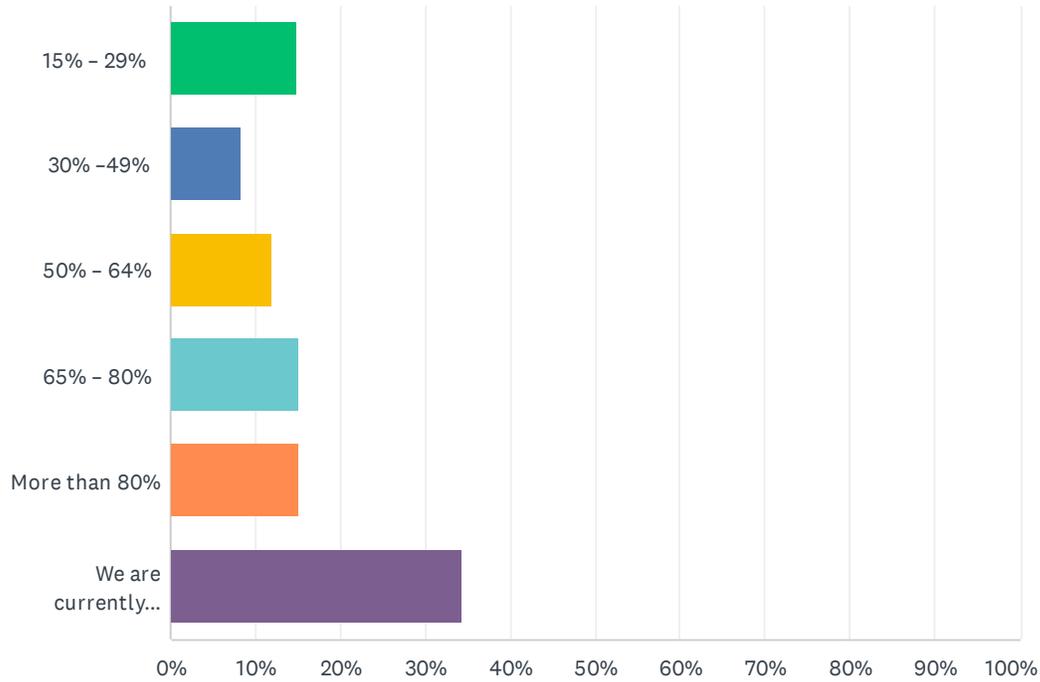
Answered: 418 Skipped: 194



ANSWER CHOICES	RESPONSES
Use a global payroll provider	35.65% 149
Use a local provider in each country	25.12% 105
Use an accounting firm	7.42% 31
Use an integrator, aggregator, or consolidator	3.11% 13
Employer of record (EOR)	15.07% 63
Hybrid (local provider and aggregator/consolidator)	13.64% 57
TOTAL	418

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

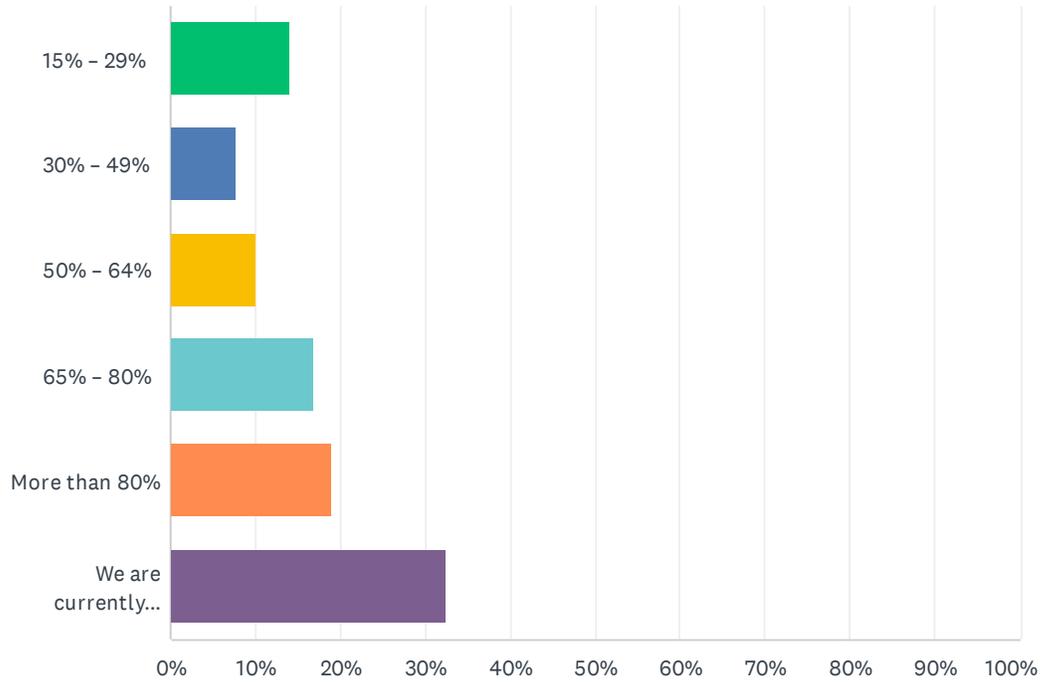
Answered: 401 Skipped: 211



ANSWER CHOICES	RESPONSES	
15% – 29%	14.96%	60
30% – 49%	8.23%	33
50% – 64%	11.97%	48
65% – 80%	15.21%	61
More than 80%	15.21%	61
We are currently working on standardization	34.41%	138
TOTAL		401

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

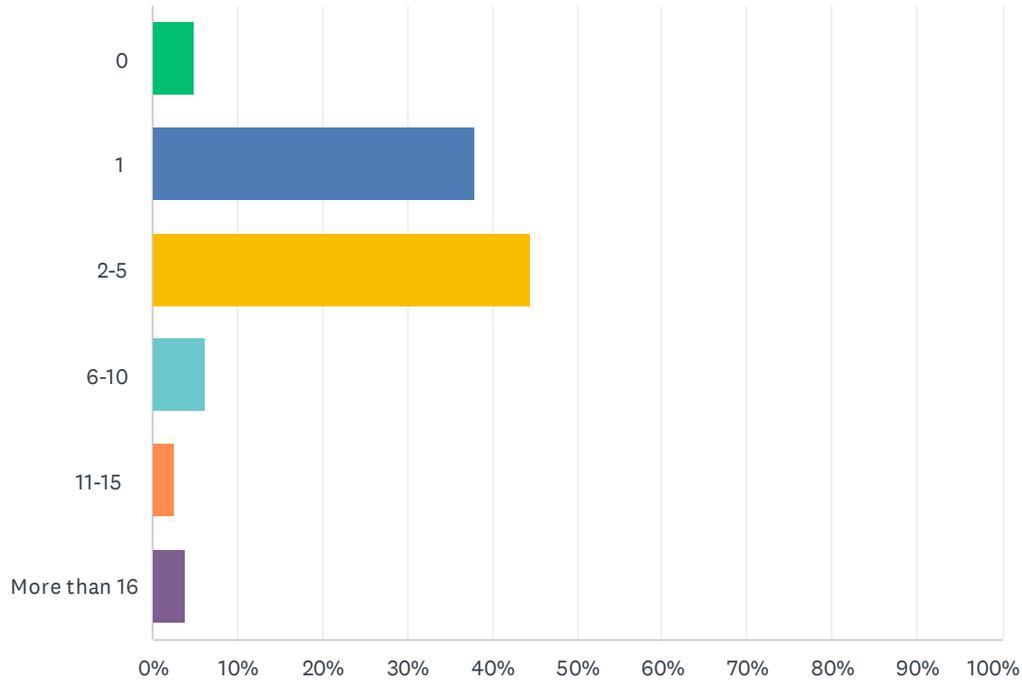
Answered: 391 Skipped: 221



ANSWER CHOICES	RESPONSES	
15% – 29%	14.07%	55
30% – 49%	7.67%	30
50% – 64%	9.97%	39
65% – 80%	16.88%	66
More than 80%	18.93%	74
We are currently working on standardization	32.48%	127
TOTAL		391

Q9 How many payroll service providers are you using today?

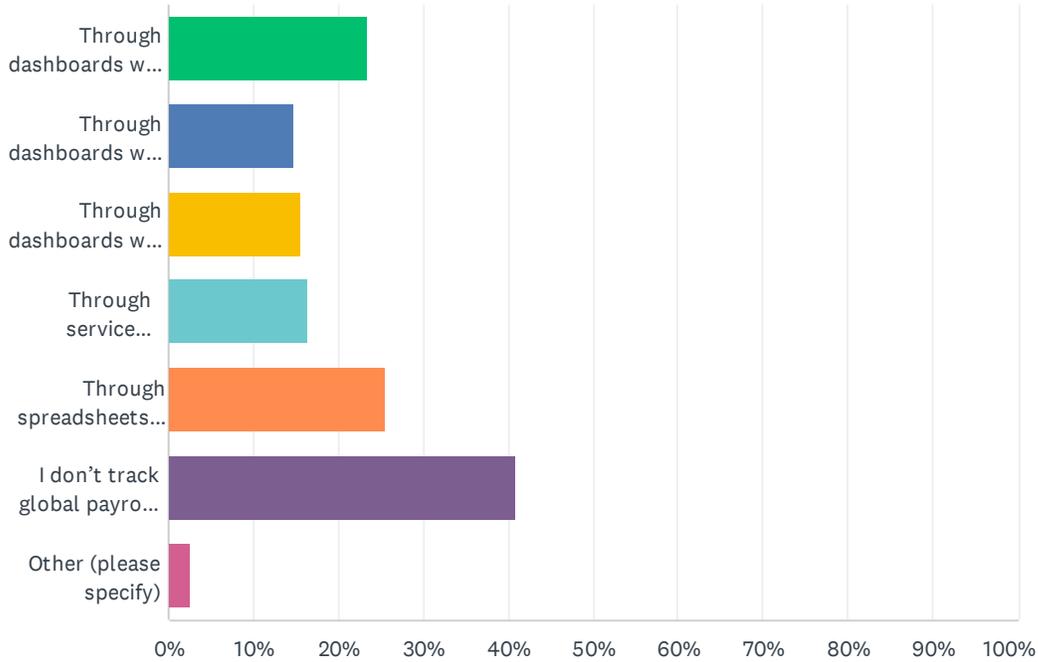
Answered: 389 Skipped: 223



ANSWER CHOICES	RESPONSES
0	4.88% 19
1	38.05% 148
2-5	44.47% 173
6-10	6.17% 24
11-15	2.57% 10
More than 16	3.86% 15
TOTAL	389

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

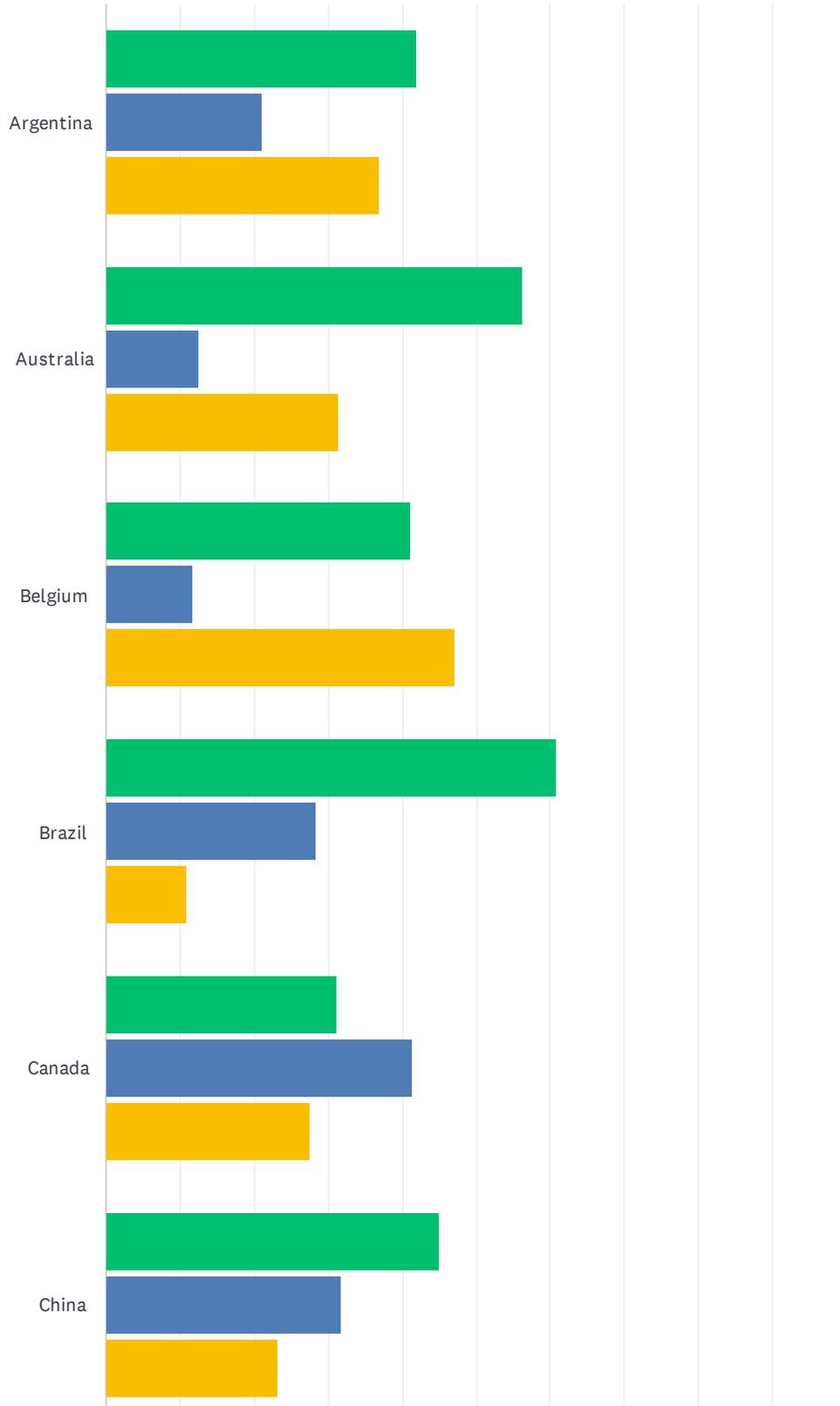
Answered: 378 Skipped: 234



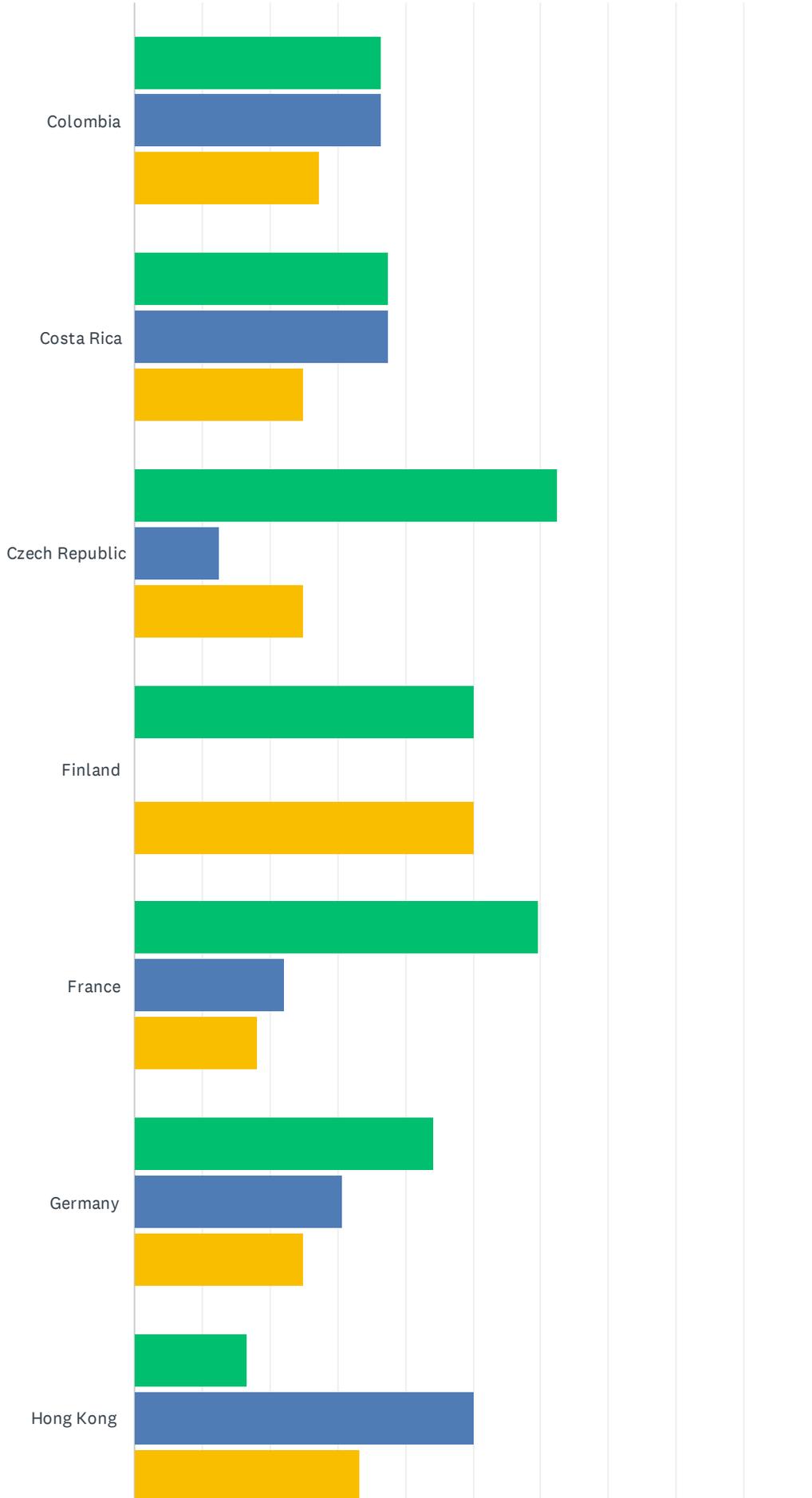
ANSWER CHOICES	RESPONSES	
Through dashboards with key metrics on a global level	23.54%	89
Through dashboards with key metrics on a local level	14.81%	56
Through dashboards with key metrics on a regional level	15.61%	59
Through service meetings with my payroll provider(s)	16.40%	62
Through spreadsheets and manual reports	25.66%	97
I don't track global payroll performance	41.01%	155
Other (please specify)	2.65%	10
Total Respondents: 378		

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

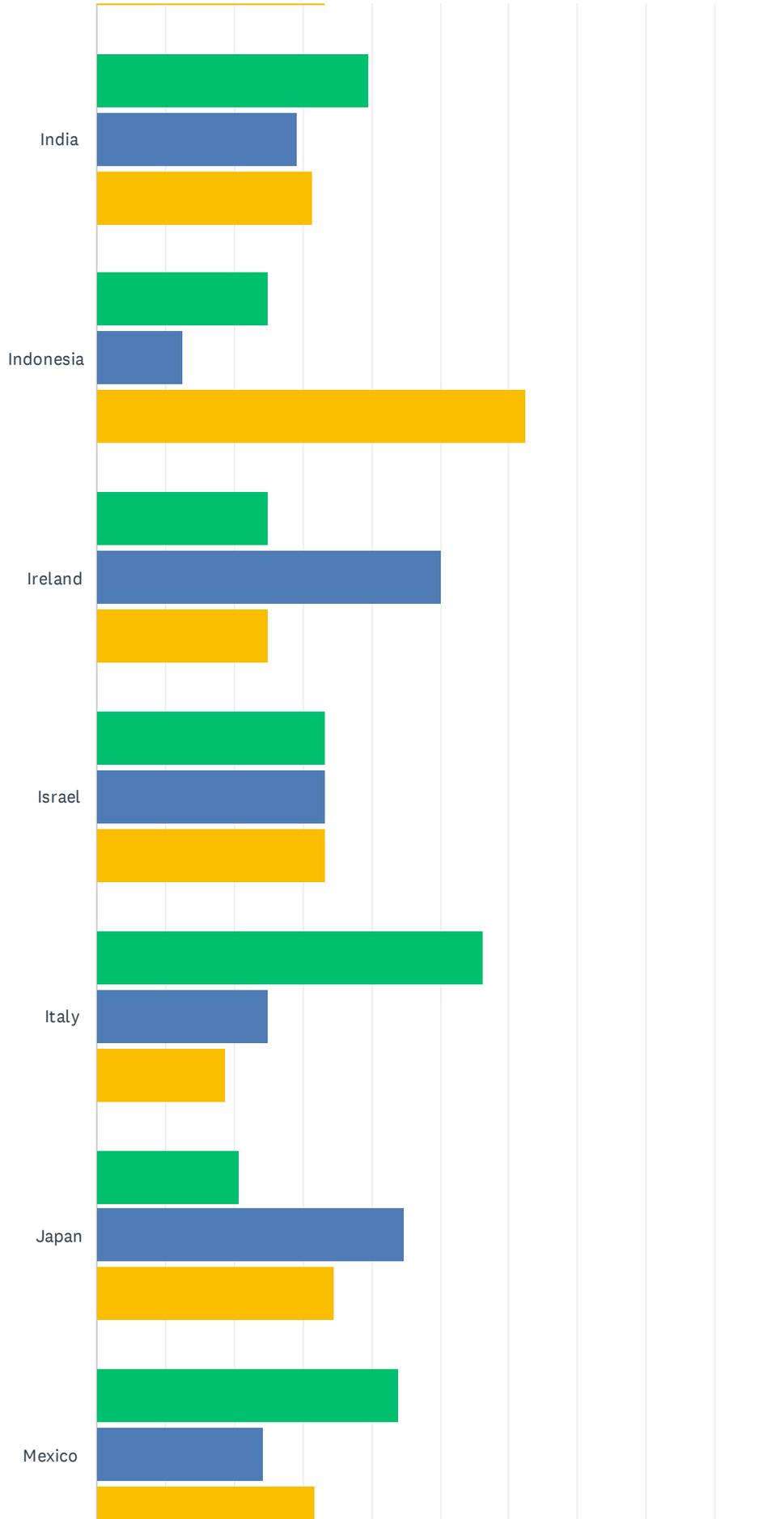
Answered: 335 Skipped: 277



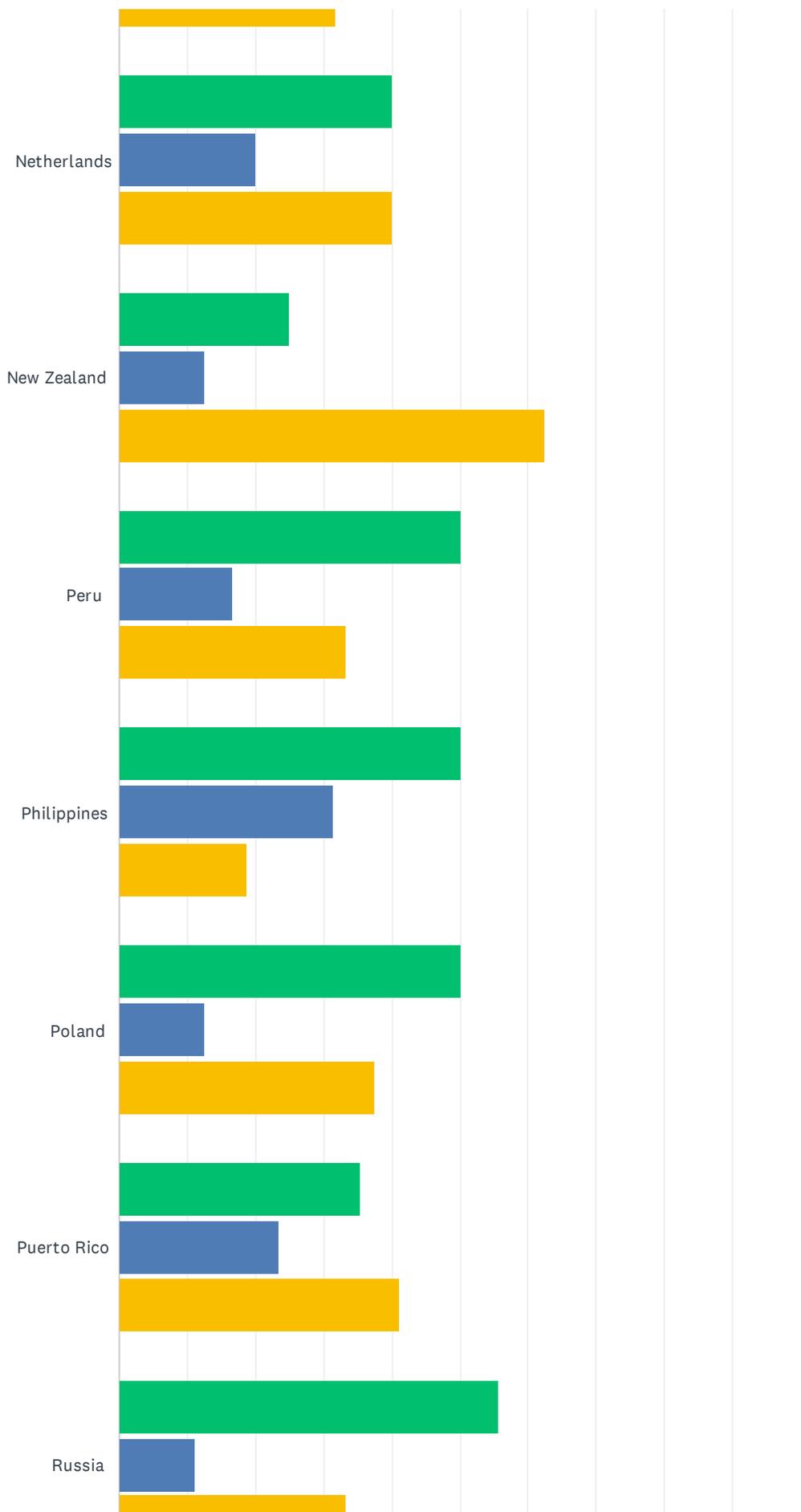
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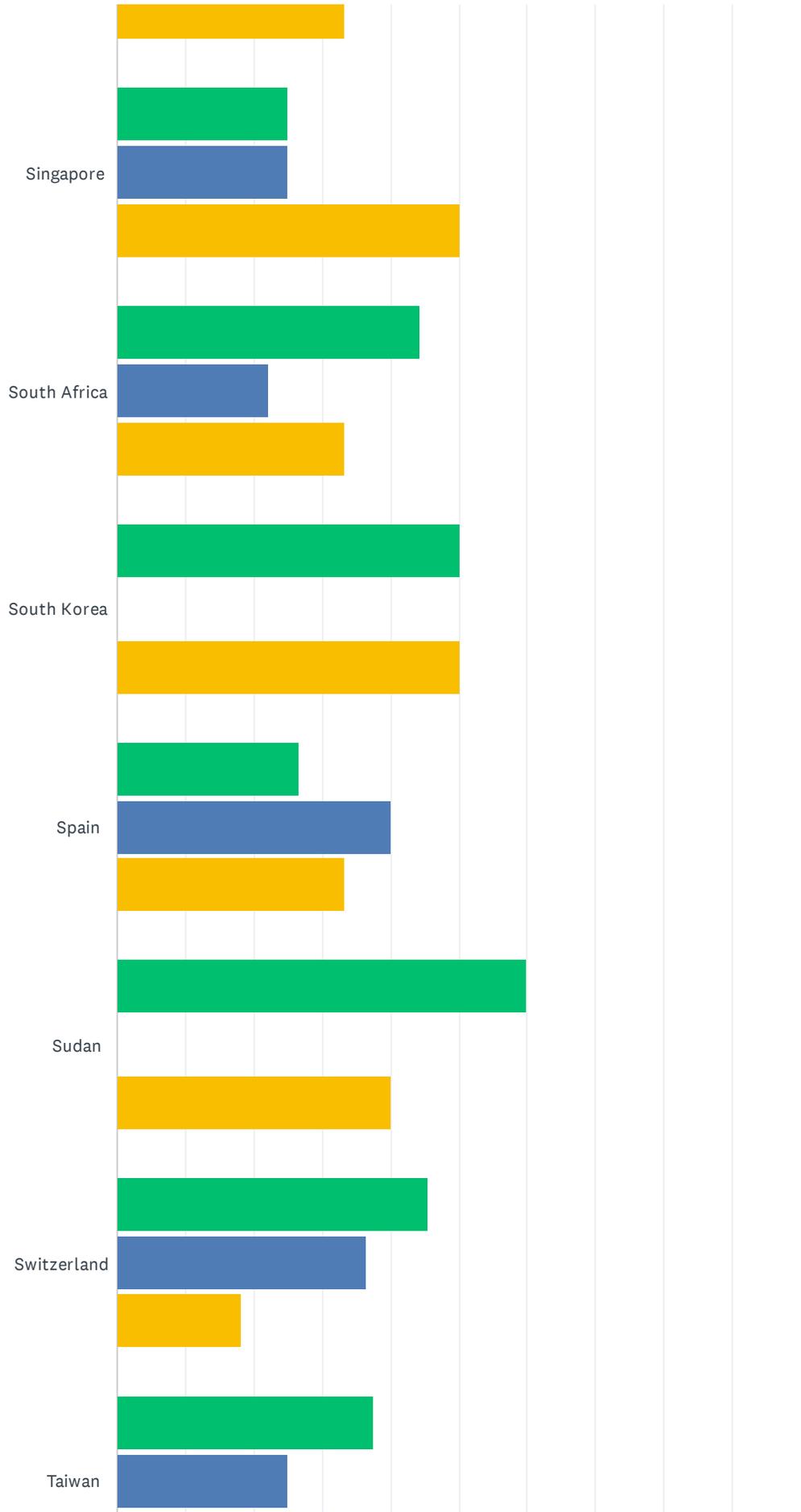
2024 "Getting the World Paid" survey



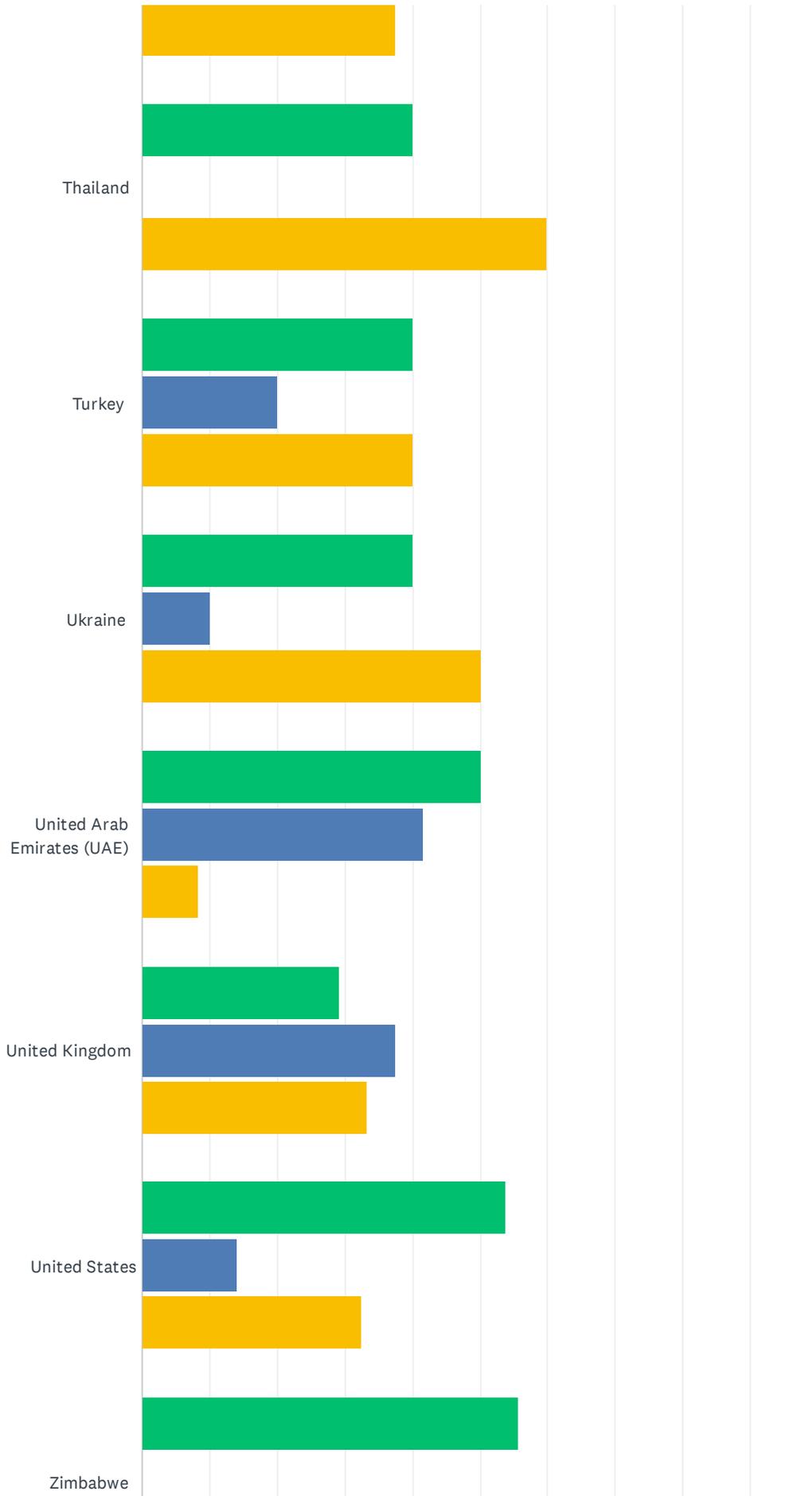
2024 "Getting the World Paid" survey



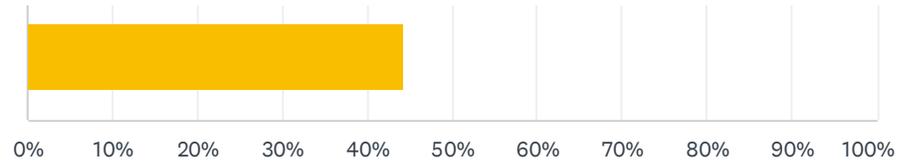
2024 "Getting the World Paid" survey



2024 "Getting the World Paid" survey



2024 "Getting the World Paid" survey



■ Most challe... ■ Second mo... ■ Third most ...

2024 "Getting the World Paid" survey

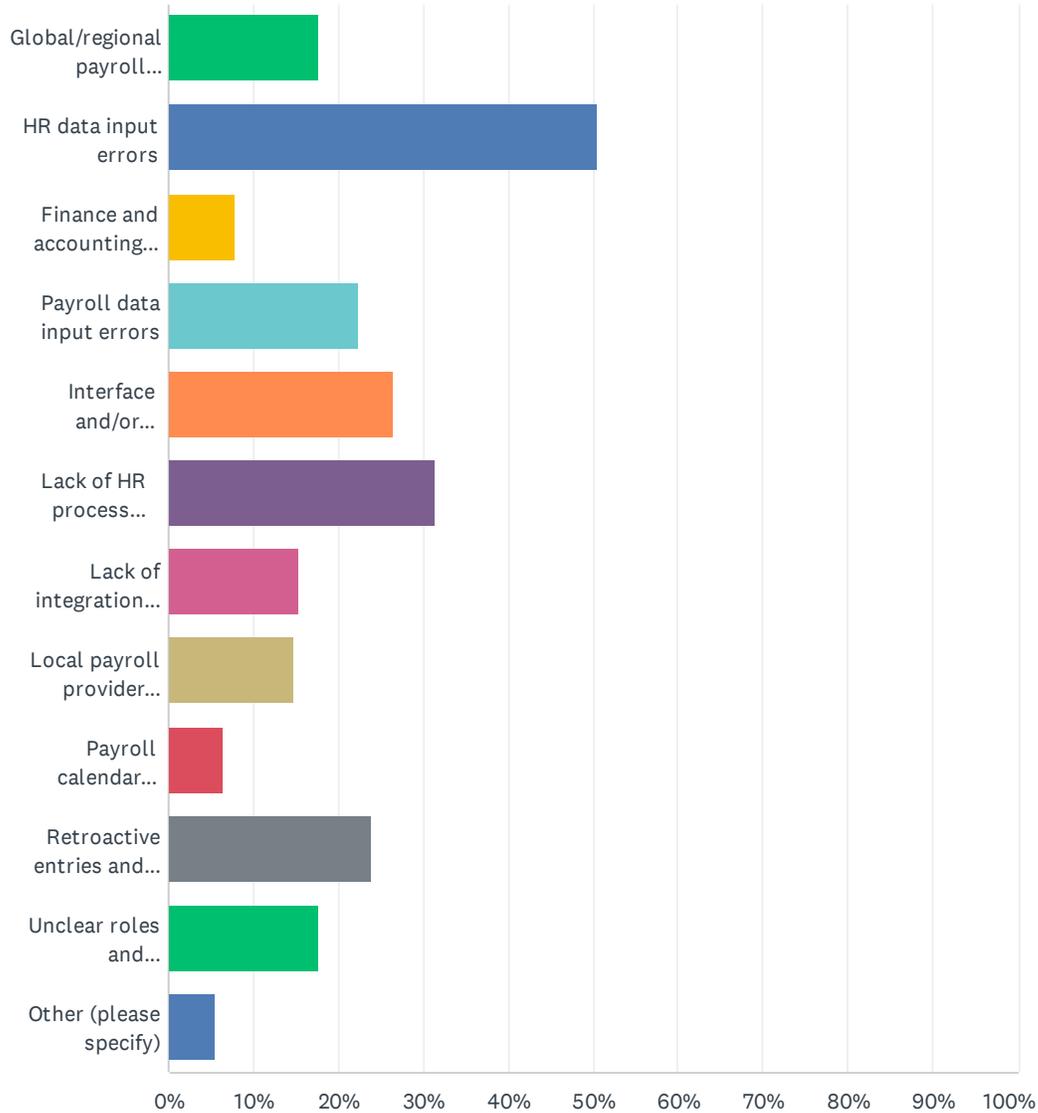
	MOST CHALLENGING	SECOND MOST CHALLENGING	THIRD MOST CHALLENGING	TOTAL	WEIGHTED AVERAGE
Argentina	42.11% 8	21.05% 4	36.84% 7	19	1.53
Australia	56.25% 9	12.50% 2	31.25% 5	16	1.19
Belgium	41.18% 7	11.76% 2	47.06% 8	17	1.65
Brazil	60.87% 28	28.26% 13	10.87% 5	46	0.89
Canada	31.19% 34	41.28% 45	27.52% 30	109	1.65
China	45.00% 27	31.67% 19	23.33% 14	60	1.33
Colombia	36.36% 4	36.36% 4	27.27% 3	11	1.55
Costa Rica	37.50% 3	37.50% 3	25.00% 2	8	1.50
Czech Republic	62.50% 5	12.50% 1	25.00% 2	8	1.00
Finland	50.00% 3	0.00% 0	50.00% 3	6	1.50
France	59.72% 43	22.22% 16	18.06% 13	72	0.99
Germany	44.23% 23	30.77% 16	25.00% 13	52	1.37
Hong Kong	16.67% 3	50.00% 9	33.33% 6	18	2.00
India	39.58% 19	29.17% 14	31.25% 15	48	1.52
Indonesia	25.00% 2	12.50% 1	62.50% 5	8	2.13
Ireland	25.00% 2	50.00% 4	25.00% 2	8	1.75
Israel	33.33% 4	33.33% 4	33.33% 4	12	1.67
Italy	56.25% 9	25.00% 4	18.75% 3	16	1.06
Japan	20.69% 6	44.83% 13	34.48% 10	29	1.93
Mexico	43.90% 18	24.39% 10	31.71% 13	41	1.44
Netherlands	40.00% 6	20.00% 3	40.00% 6	15	1.60
New Zealand	25.00% 2	12.50% 1	62.50% 5	8	2.13
Peru	50.00% 3	16.67% 1	33.33% 2	6	1.33

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Philippines	50.00% 8	31.25% 5	18.75% 3	16	1.19
Poland	50.00% 4	12.50% 1	37.50% 3	8	1.38
Puerto Rico	35.29% 6	23.53% 4	41.18% 7	17	1.71
Russia	55.56% 5	11.11% 1	33.33% 3	9	1.22
Singapore	25.00% 3	25.00% 3	50.00% 6	12	2.00
South Africa	44.44% 4	22.22% 2	33.33% 3	9	1.44
South Korea	50.00% 4	0.00% 0	50.00% 4	8	1.50
Spain	26.67% 4	40.00% 6	33.33% 5	15	1.80
Sudan	60.00% 3	0.00% 0	40.00% 2	5	1.20
Switzerland	45.45% 5	36.36% 4	18.18% 2	11	1.27
Taiwan	37.50% 3	25.00% 2	37.50% 3	8	1.63
Thailand	40.00% 2	0.00% 0	60.00% 3	5	1.80
Turkey	40.00% 2	20.00% 1	40.00% 2	5	1.60
Ukraine	40.00% 4	10.00% 1	50.00% 5	10	1.70
United Arab Emirates (UAE)	50.00% 6	41.67% 5	8.33% 1	12	1.08
United Kingdom	29.17% 21	37.50% 27	33.33% 24	72	1.75
United States	53.66% 88	14.02% 23	32.32% 53	164	1.25
Zimbabwe	55.56% 5	0.00% 0	44.44% 4	9	1.33

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

Answered: 326 Skipped: 286

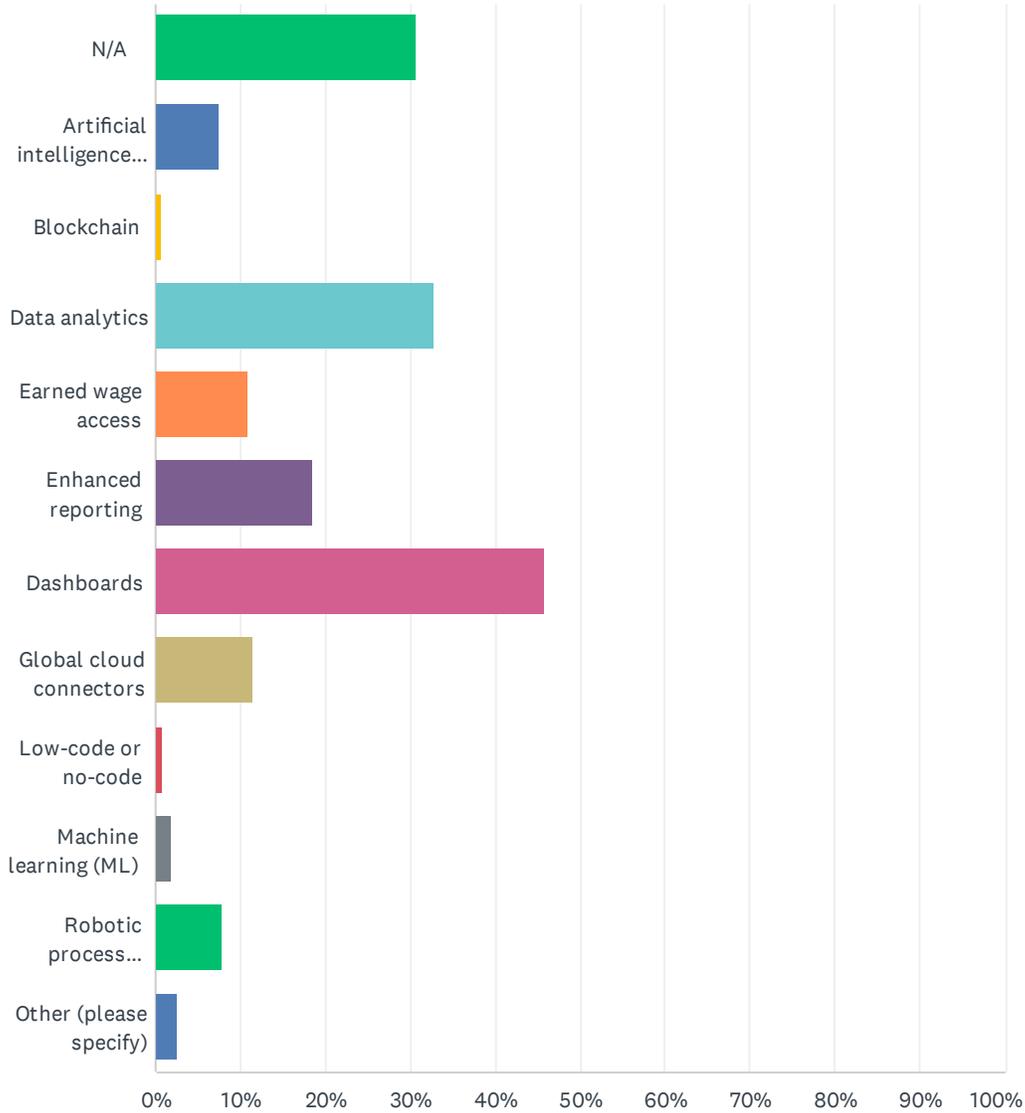


2024 "Getting the World Paid" survey

ANSWER CHOICES	RESPONSES	
Global/regional payroll provider performance	17.79%	58
HR data input errors	50.61%	165
Finance and accounting input errors	7.98%	26
Payroll data input errors	22.39%	73
Interface and/or integration errors	26.38%	86
Lack of HR process standardization	31.29%	102
Lack of integration between "source to gross" sources and payroll	15.34%	50
Local payroll provider performance	14.72%	48
Payroll calendar challenges	6.44%	21
Retroactive entries and corrections	23.93%	78
Unclear roles and responsibilities	17.79%	58
Other (please specify)	5.52%	18
Total Respondents: 326		

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: 319 Skipped: 293

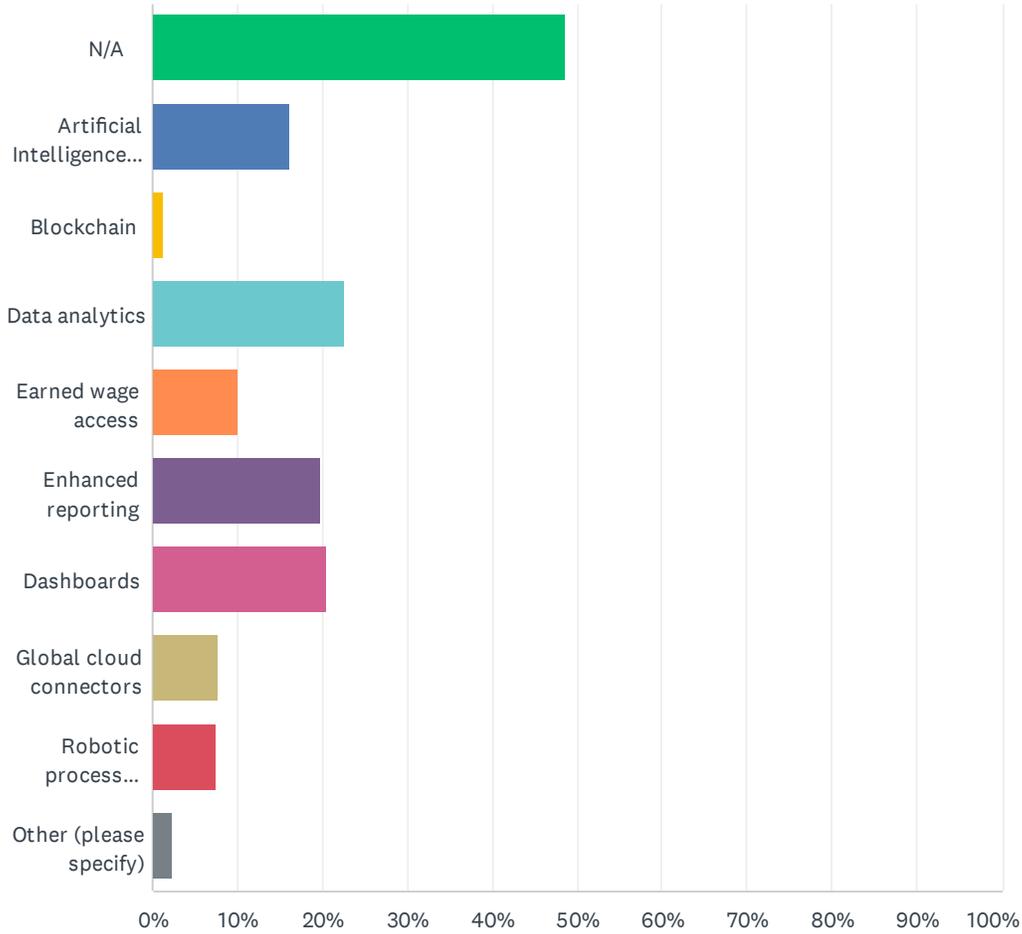


2024 "Getting the World Paid" survey

ANSWER CHOICES	RESPONSES	
N/A	30.72%	98
Artificial intelligence (AI) solutions	7.52%	24
Blockchain	0.63%	2
Data analytics	32.92%	105
Earned wage access	10.97%	35
Enhanced reporting	18.50%	59
Dashboards	45.77%	146
Global cloud connectors	11.60%	37
Low-code or no-code	0.94%	3
Machine learning (ML)	1.88%	6
Robotic process automation (RPA)	7.84%	25
Other (please specify)	2.51%	8
Total Respondents: 319		

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: 309 Skipped: 303

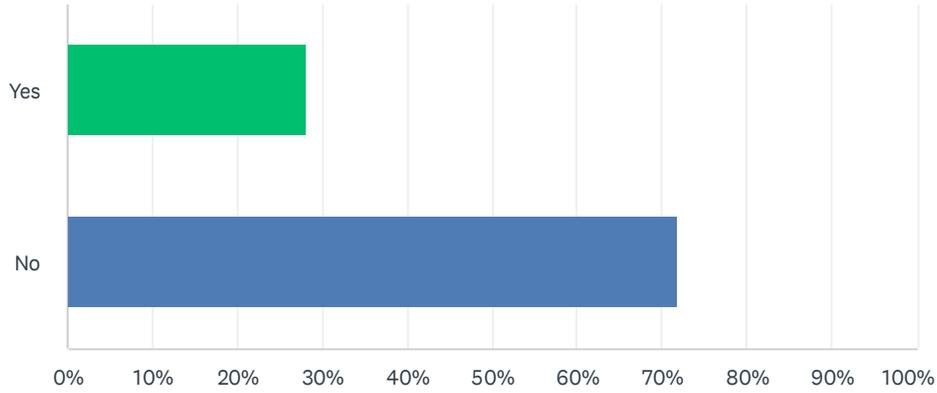


2024 "Getting the World Paid" survey

ANSWER CHOICES	RESPONSES	
N/A	48.54%	150
Artificial Intelligence (AI) solutions	16.18%	50
Blockchain	1.29%	4
Data analytics	22.65%	70
Earned wage access	10.03%	31
Enhanced reporting	19.74%	61
Dashboards	20.39%	63
Global cloud connectors	7.77%	24
Robotic process automation (RPA)	7.44%	23
Other (please specify)	2.27%	7
Total Respondents: 309		

Q16 Do you outsource any aspect of time and attendance (T&A) for any of the countries or areas you are responsible for processing payroll?

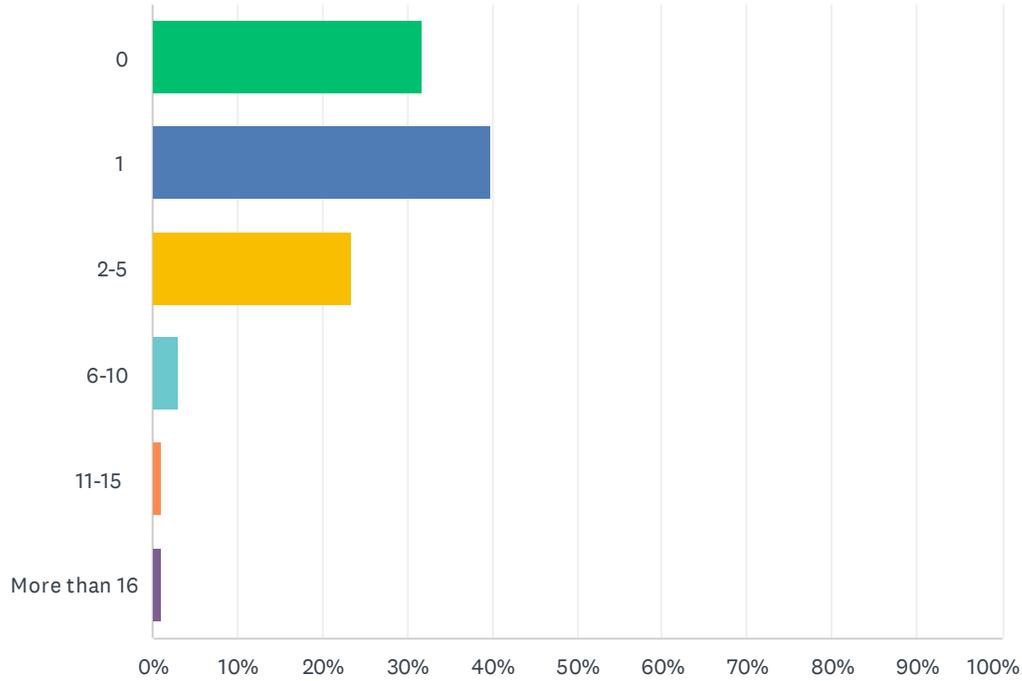
Answered: 309 Skipped: 303



ANSWER CHOICES	RESPONSES	
Yes	28.16%	87
No	71.84%	222
TOTAL		309

Q17 How many third-party payroll providers are you using for time and attendance (T&A)?

Answered: 306 Skipped: 306



ANSWER CHOICES	RESPONSES	
0	31.70%	97
1	39.87%	122
2-5	23.53%	72
6-10	2.94%	9
11-15	0.98%	3
More than 16	0.98%	3
TOTAL		306