

# HRTECH Outlook

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## Top 10 Payroll Solution Providers 2017

It's a day employees celebrate with hilarity; a great reward for the work they have successfully completed. With efficient payroll software in place, Human Resource departments can organize all the tasks of employee payment and filing of taxes, while ensuring employers are paid precisely and timely. In recent years, there has been a tremendous shift in traditional payroll processes to the adoption of automatic-web-based solutions for accessing and completing payroll services, regardless of the location. Today, HR departments are widely adopting this automatic web-based solution to gain efficiencies, reduce payroll processing time, and improve their payroll functions.

Since technology is becoming imperative in all parts of business, there is no doubt that payroll technology is moving to the forefront as well. HR departments are strongly embracing mobile apps to access their payroll data with the highest level of security. On the other hand, the advent of detailed electronic pay stubs, advanced payroll tax calculator, and electronic fund

transfer credit system have made the life of payroll officials much simpler than ever. Today, payroll software solutions are also highly configurable to organization's unique requirements.

However, Payroll solutions provider may vary from one vendor to another, and there is a need to select best combination of technologies to drive success. With that in mind, in the last few months, we have evaluated various payroll software solution providers in the market and shortlisted the companies that are at the forefront of tackling challenges in the arena. A distinguished panel comprising of CEOs, CIOs, VCs, analysts, and the editorial board of HR Tech Outlook have selected the top payroll software solution providers.

The listing provides a look into how these solutions work in the real world so that organizations can gain a comprehensive understanding of what technologies are available and how they add value to the Payroll domain.

We present to you HR Tech Outlook's Top 10 Payroll Solution Providers 2017.



**Company:**  
 ClubPay

**Description:**  
 Provider of choice for private clubs wishing to outsource their payroll and HR functions

**Key Person:**  
 Vache Hagopian  
 Managing Director

**Website:**  
[clubpayroll.com](http://clubpayroll.com)

### ClubPay

## Automated Payroll Administration for Clubs

Multiple factors such as changing Federal and State employment regulations and the high cost of liability for non-compliance often make clubs and organizations to outsource the payroll and HR expertise job to a third party. "CIOs recognize the value to implement web-based employee management solutions; however, most of them fear that they lack the in-house tech resources to fully leverage the technology provided," says Vache Hagopian, Managing Director of ClubPay. Since its inception in 2008, ClubPay has strongly positioned itself as a provider of choice for outsourced payroll, timekeeping, and integrated human resource management tools specifically focused on unique system needs of private golf and country clubs.

ClubPay's integrated payroll system offers a suite of solutions and services that create a complete automated employee lifecycle administration process—from recruitment and online applicant tracking to new hire electronic onboarding and online benefits administration. At just one click, all the demographic information of an online applicant is captured and integrated into the onboarding solution, where HR can easily review and approve integration to payroll and timekeeping. It gives a 'true common database' to Payroll and HR solutions by eliminating multiple manual entries of the same data. "Automated reports make compliance with federal and state regulations a breeze," adds Hagopian.

From an employee point of view, having automated systems offers millennial candidates a step-wise guidance to understand application processes, employment forms, and benefit elections. "Having a unified system that employees recognize as their company's resource for communications, pay check stubs, W2s, PTO submissions, and more is becoming the standard," says Hagopian. "ClubPay's processing is fast, and the data is immediately available for reporting in less than 15 minutes."

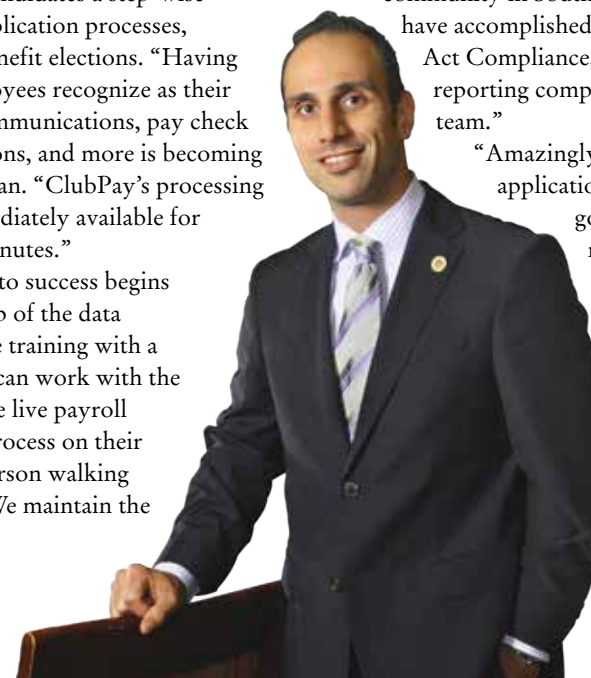
The company's voyage to success begins right after taking ownership of the data conversion and one-on-one training with a dedicated consultant, who can work with the new clients for at least three live payroll runs. The clients learn to process on their payroll setup with a live person walking them through each step. "We maintain the

flexibility to work with our clients' specific system needs, to understand, and adapt our solutions to meet the current demands of the industry," says Hagopian. Overall, ClubPay strengthens business strategy for clients by eliminating complex operational heads, reducing employer liability, and thereby improving employee productivity.

**ClubPay's processing is fast, and the data is immediately available for reporting in less than 15 minutes**

"Our people set us apart," states Hagopian. "An attrition rate of 3 percent is a direct result of our knowledgeable people who care about our client's success." To illustrate an example, Bear Lakes Country Club—one of the premier private country clubs in South East Florida, wanted to streamline their club's payroll administration. After ClubPay's intervention, "We are getting better service, response, and options for a better price," says Jim Slater, Controller of Bear Lakes Country Club. In the same vein, according to Debra Lavoie, the Director of Human Resources, Williams Island—an exclusive, private residential community in South Florida, "We certainly would not have accomplished the daunting task of Affordable Care Act Compliance, nor reached completion for timely reporting compliance without ClubPay's support team."

"Amazingly, with the emergence of web-based applications, the cost for outsourcing payroll has gone down, and functionality has skyrocketed," says Hagopian. "In prospect, due to the popularity of our ClubTime mobile timekeeping application, with GPS location tracking to see where employees are clocking from, we are following the trend to 'Go Mobile!'—and developing mobile applications that increase engagement for employees."



Vache Hagopian