Payslip

How Payslip's Integration with Workday Transformed Payroll Operations for a Global Fintech

"Where we are today was unimaginable but here we are thanks to the brilliant minds at Payslip! The Payslip platform allows us to focus on projects and process improvements, so we aren't just keeping the lights on"

Global Payroll Lead, Global Fintech

CASE STUDY

Our Client

Fintech Company

A rapidly growing fintech was expanding internationally and embarked on a payroll transformation project to future-proof operations, overhaul its processes, and enhance its technology stack.

As a Workday customer, the ability to integrate with Workday was a core requirement for whatever approach they took. In particular, the payroll team wanted to ensure there was a seamless, automated flow of data to and from the Workday HCM.

The Payslip team spoke to the Payroll Team Lead and Global Payroll Analyst about this transformational journey and how things have been improved.

How Payslip helped

- Workday HCM Integration
- Global framework data model
- Standardized data flows
- Vendor choice and control

INDUSTRY
Fintech

LOCATIONS
29 Entities

HCM
Workday

Payroll Vendors
Multiple

Client Result

- Onboarded 29 entities in 6 months
- Payslips sent direct to Workday
- 90% reduction in employee queries
- 100% audit readiness
- 40% payroll time saved with Workday integration
- Remove manual work, saving time and creating efficiencies

The Challenge

Too Much Manual Work and Lack of Visibility

This Global Fintech faced significant challenges with its global payroll operations, particularly with manual processes, data inconsistencies, and inefficiencies.

As its Payroll Team Lead explained, “Before we had Payslip, we were running reports out of Workday, copying them into Excel sheets, password-protecting them, sending them over to our providers to do the payroll calculations.” This manual approach consumed valuable time and increased the risk of errors.

Additionally, the company needed better global visibility, streamlined payroll reporting, and unified employee experience across multiple countries and currencies. The lack of standardized processes complicated payroll management when employees were transferred between countries.

Solving These Challenges

The Global Fintech partnered with Payslip to standardize their payroll operations across all of its entities, leveraging Payslip's integration with Workday. Payslip provided automated, Zero Touch processes, eliminating the need for manual Excel file transfers.

"The Payslip Workday PECI integration, is just amazing... Anything that goes into Workday before the cut-off date will feed into the PECI and into payroll."

- Payroll Team Lead, Global Fintech

"With Payslip, you can literally pick and choose your own provider. You're not stuck with one global solution."

- Payroll Team Lead, Global Fintech

The standardized pay run files made it easier for team members to manage payrolls across different regions without additional training. Moreover, the new payroll reconciliation tool reduced discrepancies and improved reporting accuracy.

The collaboration also allowed the company to select the best payroll providers per region instead of relying on a single global solution.

"We live currently in a perfect world where there's a lot going on in the background that we don't see, but it's happening."

- Global Payroll Analyst, Global Fintech

Results

- **Manual work significantly reduced with seamless Workday | Payslip integration**
- **Enhanced global payroll visibility and simplified reporting**
- **Improved employee experience with unified payslip access via Workday**
- **Flexible provider options for better local performance**

5 Ways That Payslip Transformed Payroll for this Company

1. Primary Goal: Integration and Automation:

The Payroll Team Lead highlighted that the primary reason for choosing Payslip was the "amazing" Workday PECI integration, which automated data flow into payroll without manual intervention.

Payroll team saves approximately **50 hours** per year via integration with its **Benefits Platform**

2. Operational Benefits:

- ❖ Standardized payroll formats across regions for consistency.
- ❖ Improved reporting capabilities: "If you ever get a request from someone about payroll costs, we can run a report easily."- Payroll Team Lead
- ❖ Seamless upload of benefit reports like Forma, eliminating manual VLOOKUP tasks.

40% Increase in **Global Payroll Operational Efficiency** achieved **in 1 year**

Universal Customer Declaration of Efficiency Increased

3. Payroll Reconciliation Innovation:

The Global Payroll Analyst praised Payslip's reconciliation feature: "The payroll reconciliation tool has been life-changing for us. We upload the file, and it just works, no manual checks required."

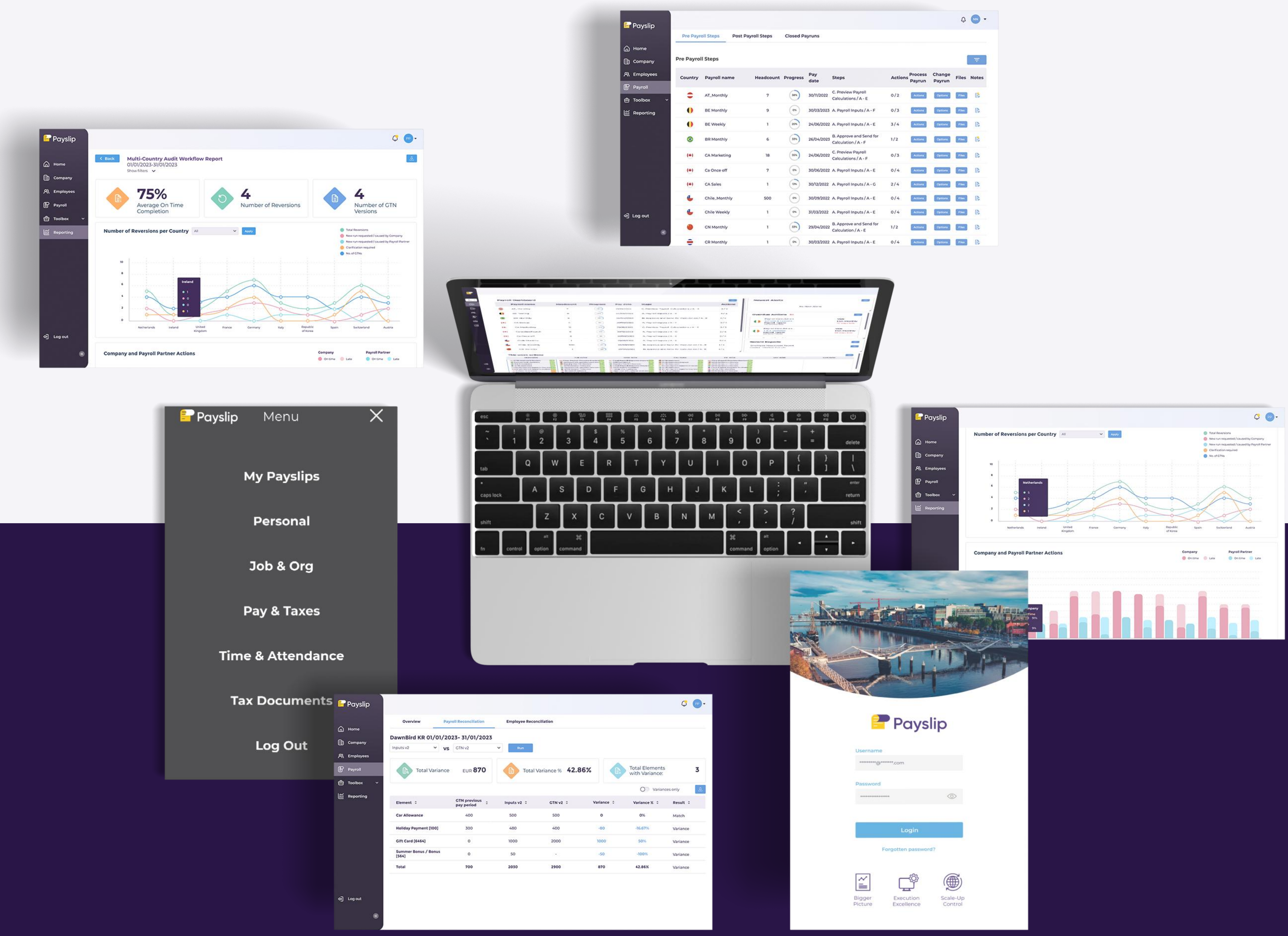
4. Employee Experience Improvements:

Unified payslip access in Workday drastically reduced queries about payroll information, passwords, and document locations.

Payroll team saves approximately **105 hours** per year via integration with its **Stock Equity Platform**

5. Vendor Selection Flexibility:

The Global Payroll Lead shared the strategic benefit of using different payroll providers per country: “You can pick a top-tier provider for each country rather than sticking to one that might be strong in one region but weak in another.”



Payslip

Payslip is the Global Payroll Control Platform to standardize, harmonize and optimize payroll for high-growth companies.

With seamless integrations with major HCMs, benefits and stock option platforms as well as other key HR technologies for time and attendance, Payslip is built for the modern payroll leader looking to transform and future-proof operations.

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