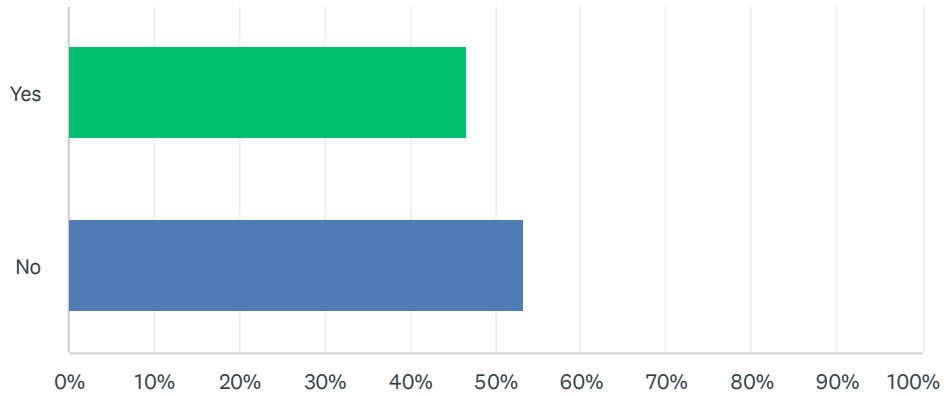


## Q2 Do you have one single global system of record for payroll and HR data?

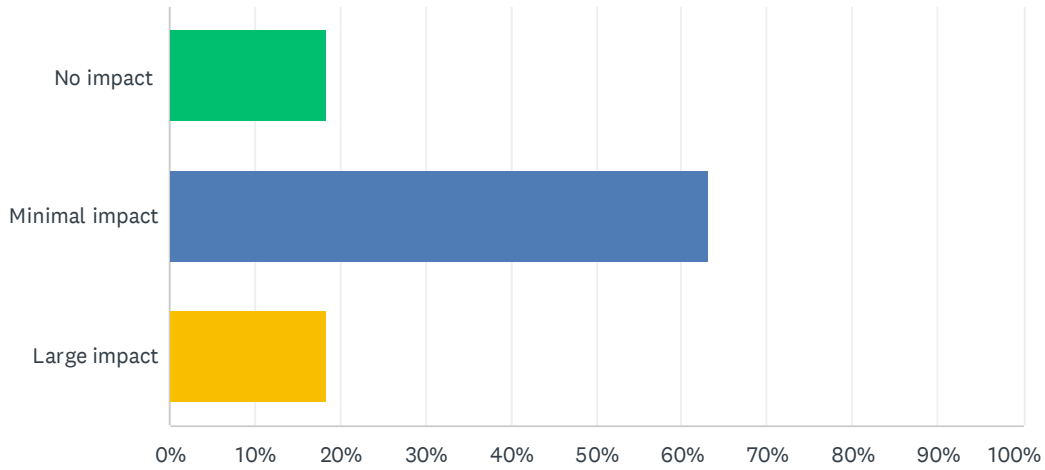
Answered: 384 Skipped: 23



ANSWER CHOICES	RESPONSES	
Yes	46.61%	179
No	53.39%	205
TOTAL		384

### Q3 How has COVID-19 impacted your global payroll operations?

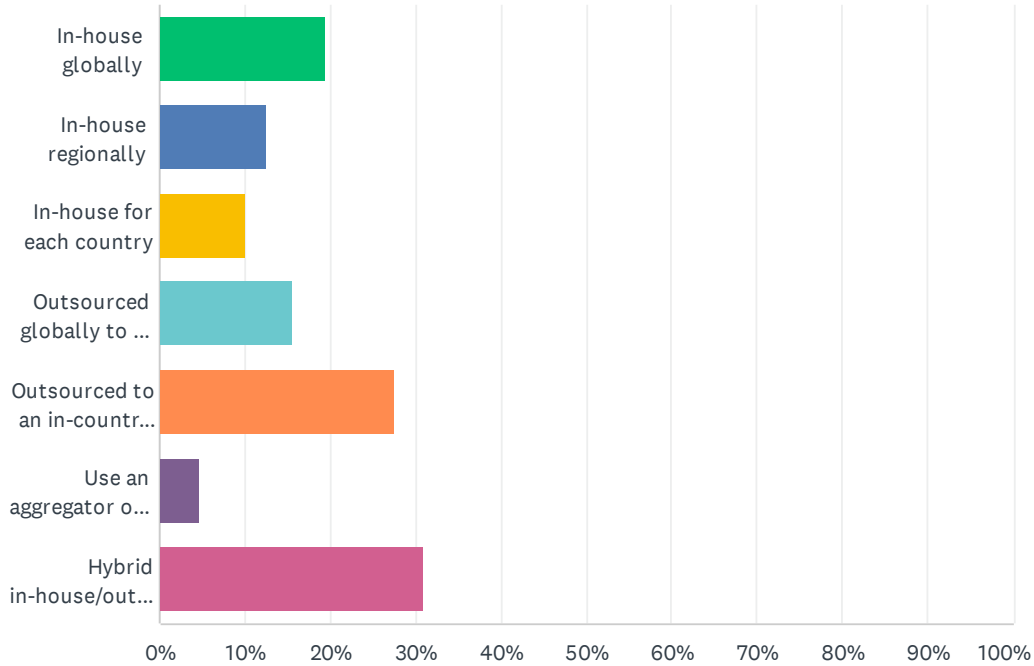
Answered: 369 Skipped: 38



ANSWER CHOICES	RESPONSES	
No impact	18.43%	68
Minimal impact	63.14%	233
Large impact	18.43%	68
<b>TOTAL</b>		<b>369</b>

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

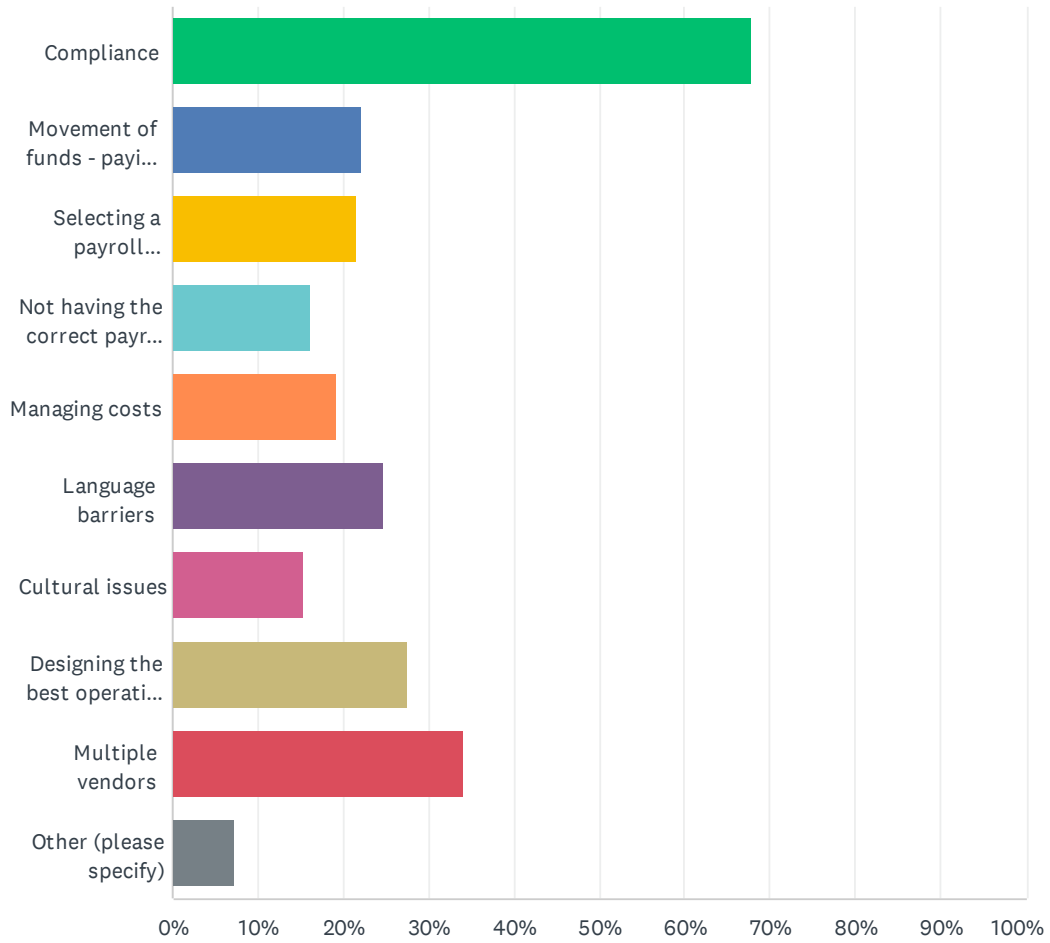
Answered: 339 Skipped: 68



ANSWER CHOICES	RESPONSES	
In-house globally	19.47%	66
In-house regionally	12.68%	43
In-house for each country	10.03%	34
Outsourced globally to one vendor	15.63%	53
Outsourced to an in-country provider	27.43%	93
Use an aggregator or consolidator	4.72%	16
Hybrid in-house/outsourced	30.97%	105
Total Respondents: 339		

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

Answered: 319 Skipped: 88

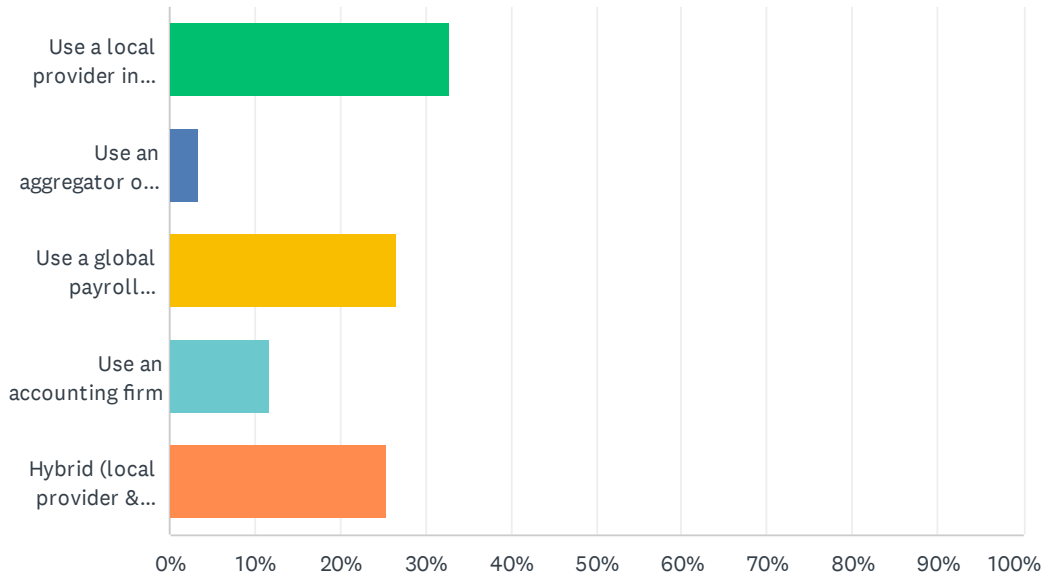


2022 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Compliance	67.71%	216
Movement of funds - paying employees and making tax payments	22.26%	71
Selecting a payroll provider	21.63%	69
Not having the correct payroll talent	16.30%	52
Managing costs	19.12%	61
Language barriers	24.76%	79
Cultural issues	15.36%	49
Designing the best operating model	27.59%	88
Multiple vendors	34.17%	109
Other (please specify)	7.21%	23
Total Respondents: 319		

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

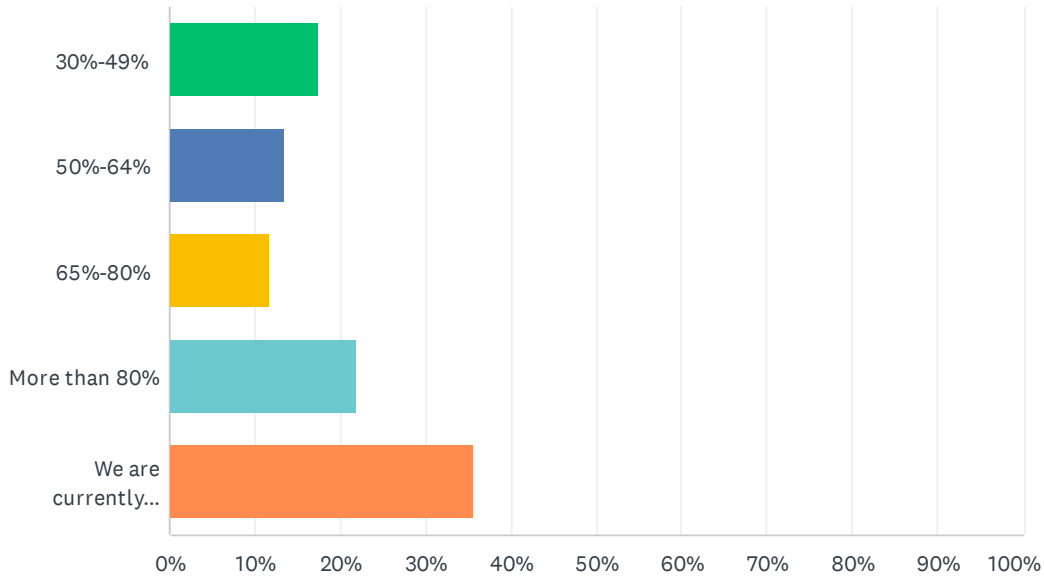
Answered: 296 Skipped: 111



ANSWER CHOICES	RESPONSES	
Use a local provider in each country	32.77%	97
Use an aggregator or consolidator	3.38%	10
Use a global payroll provider	26.69%	79
Use an accounting firm	11.82%	35
Hybrid (local provider & aggregator/consolidator)	25.34%	75
<b>TOTAL</b>		<b>296</b>

## Q7 What percentage of your global payroll policies are standardized?

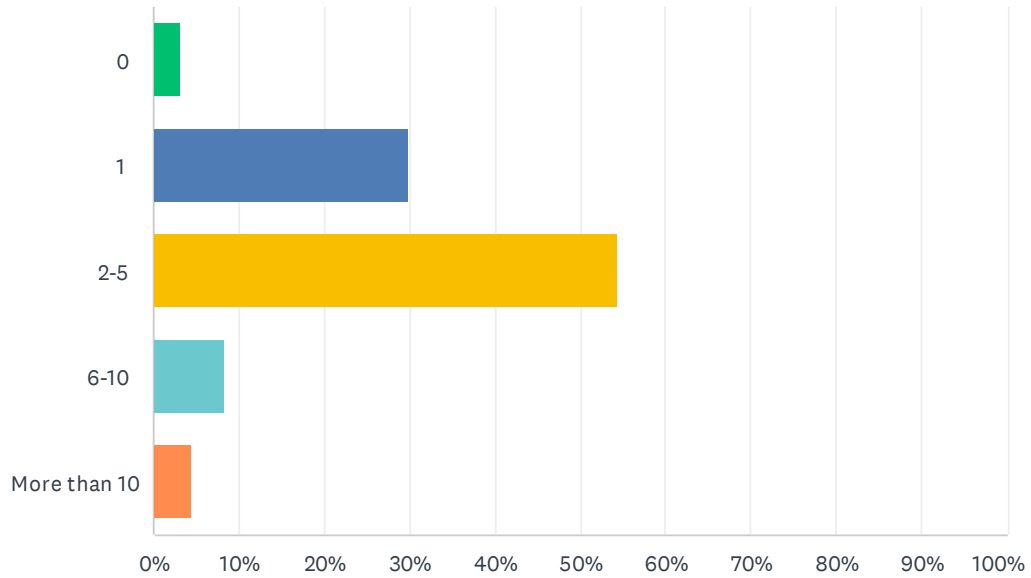
Answered: 292 Skipped: 115



ANSWER CHOICES	RESPONSES	
30%-49%	17.47%	51
50%-64%	13.36%	39
65%-80%	11.64%	34
More than 80%	21.92%	64
We are currently working on standardization	35.62%	104
<b>TOTAL</b>		<b>292</b>

## Q8 How many payroll service providers are you using today?

Answered: 289 Skipped: 118

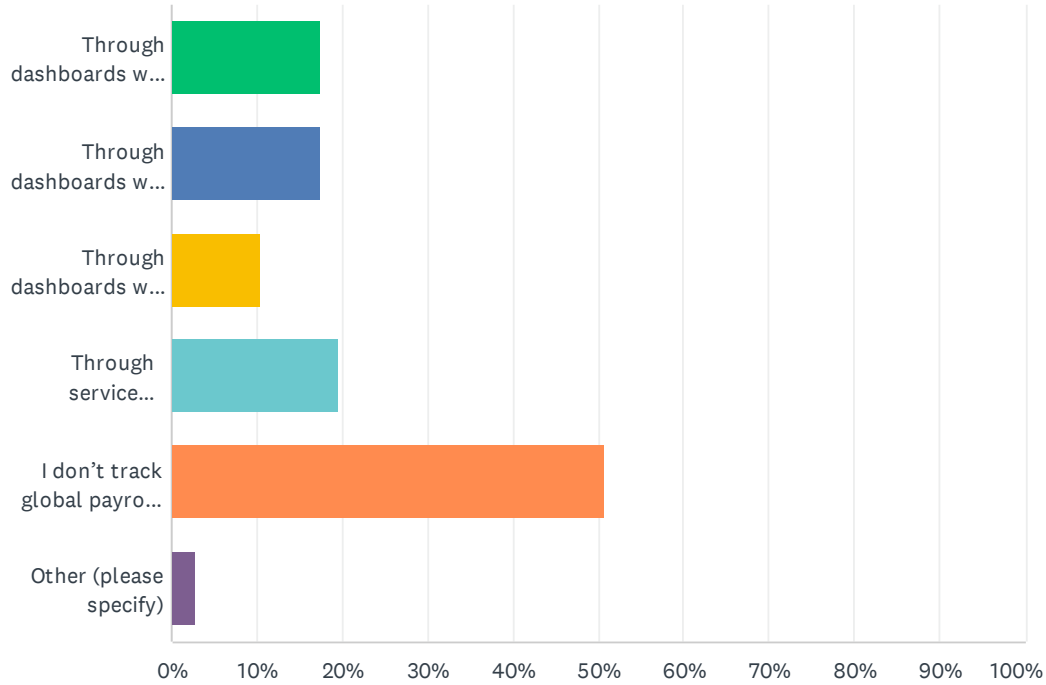


ANSWER CHOICES	RESPONSES	
0	3.11%	9
1	29.76%	86
2-5	54.33%	157
6-10	8.30%	24
More than 10	4.50%	13
<b>TOTAL</b>		<b>289</b>



## Q9 How do you track your global payroll performance against objectives? (Select all that apply)

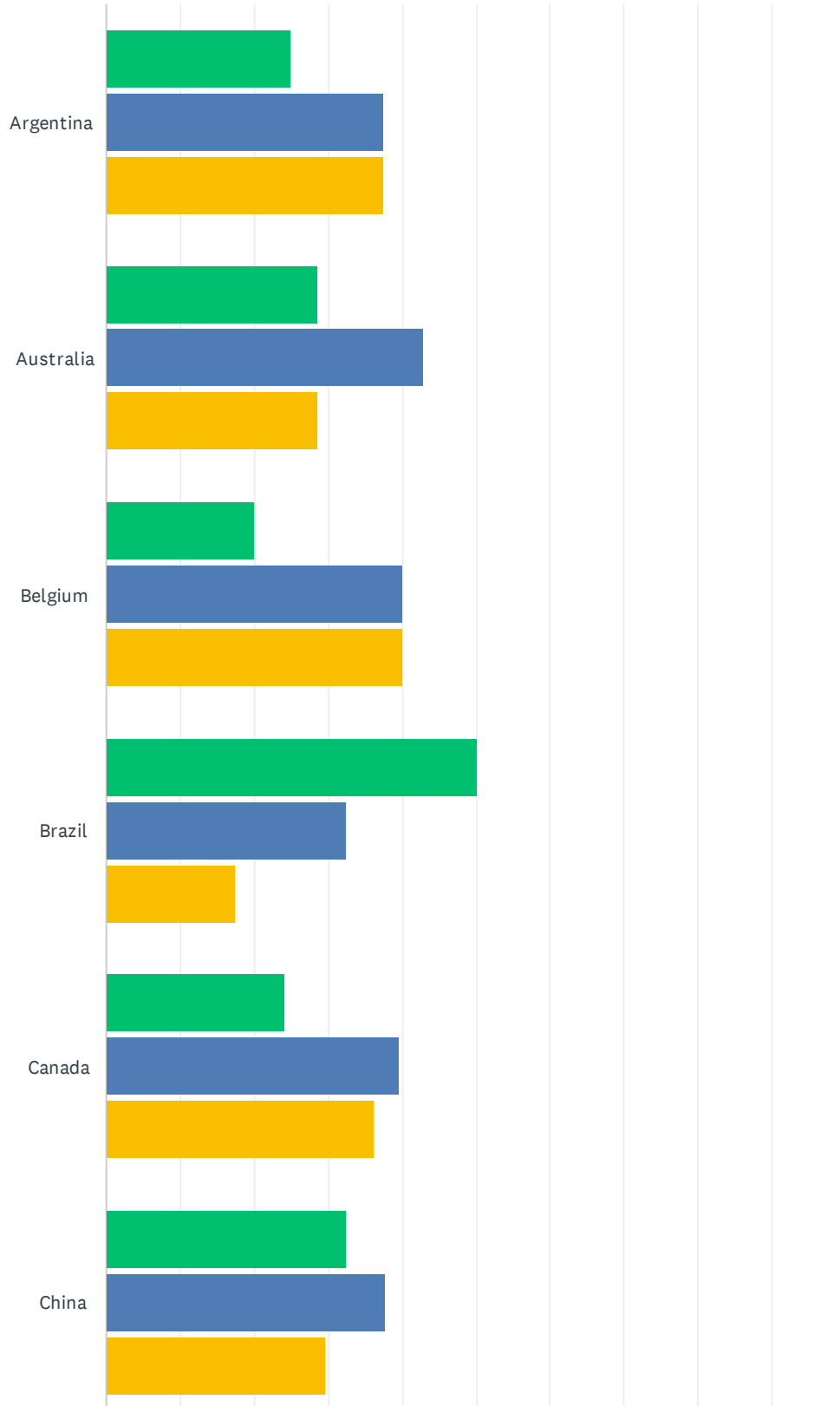
Answered: 280 Skipped: 127



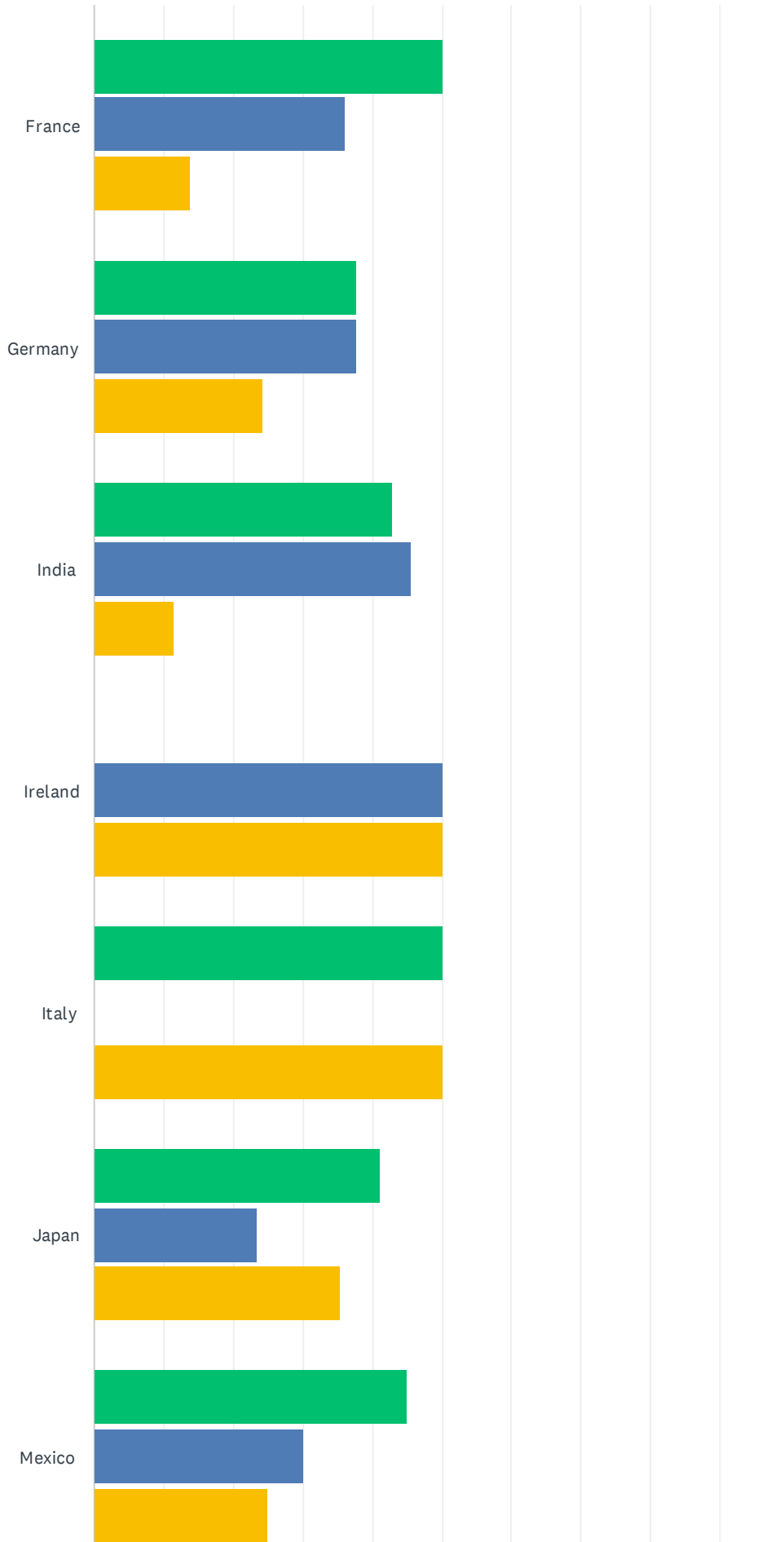
ANSWER CHOICES	RESPONSES	
Through dashboards with key metrics on a global level	17.50%	49
Through dashboards with key metrics on a regional level	17.50%	49
Through dashboards with key metrics on a local level	10.36%	29
Through service meetings with my payroll provider(s)	19.64%	55
I don't track global payroll performance	50.71%	142
Other (please specify)	2.86%	8
Total Respondents: 280		

### Q10 Please select the three countries or areas you find to be the most challenging to pay employees.

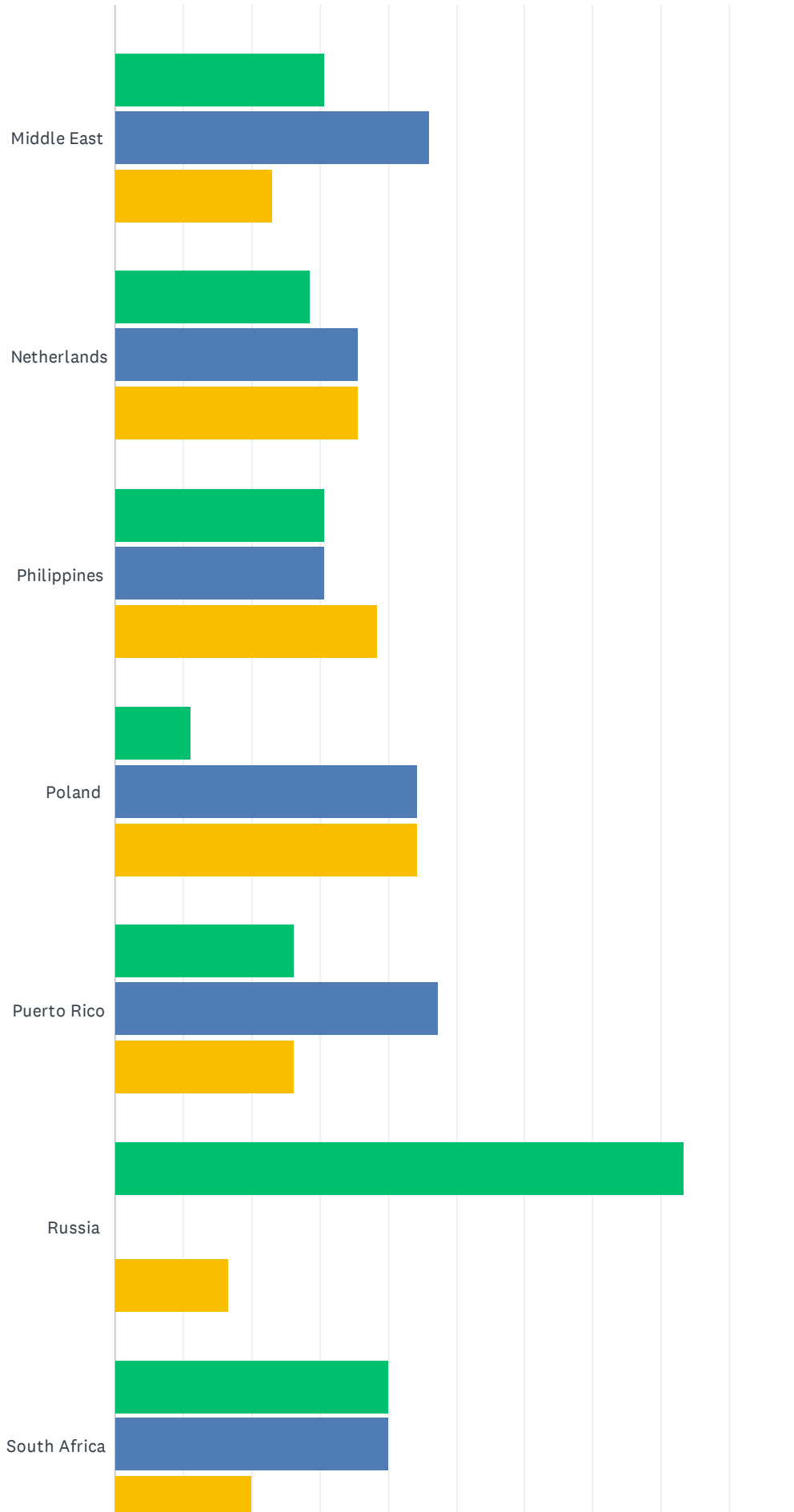
Answered: 249 Skipped: 158



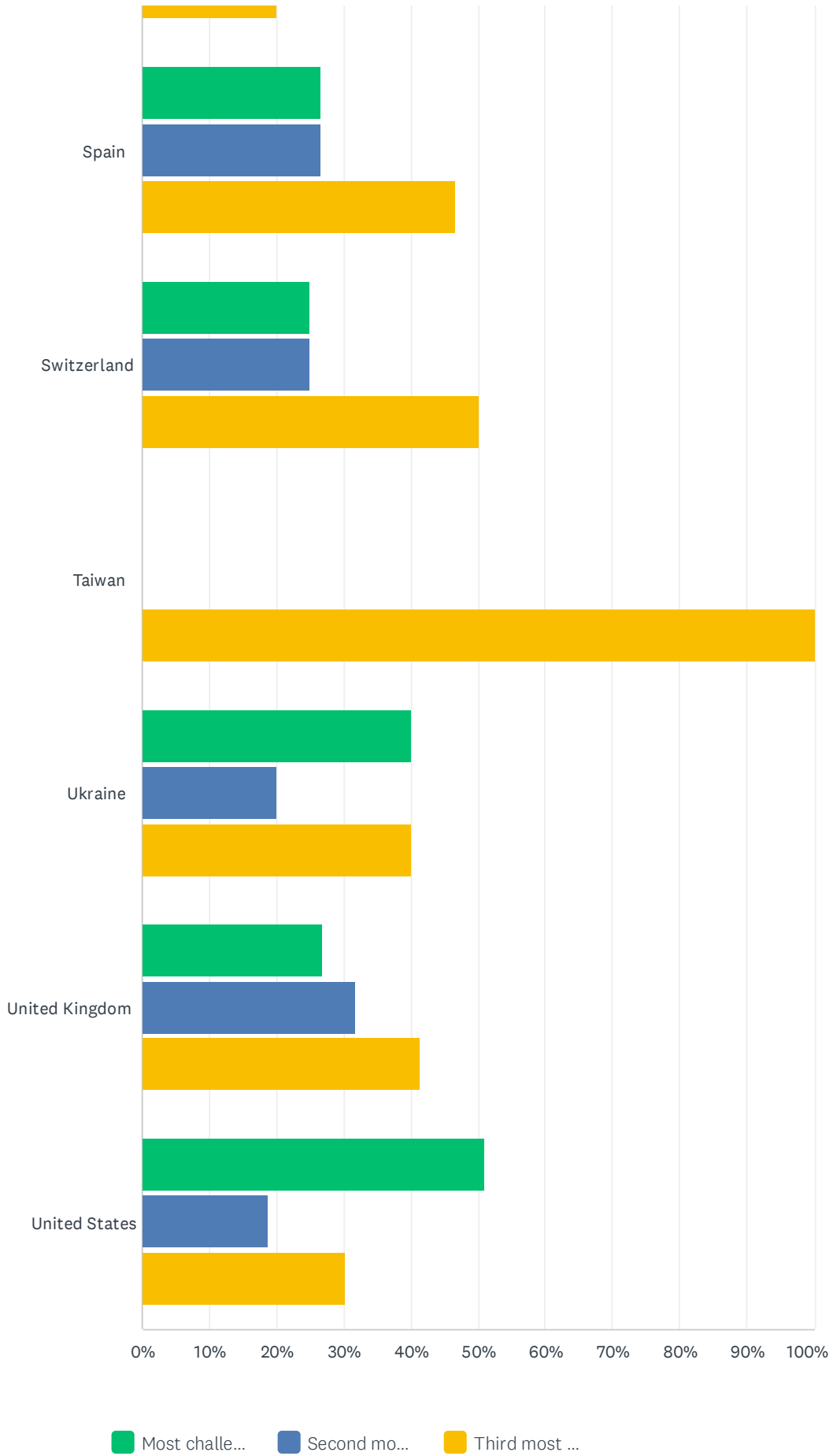
2022 "Getting the World Paid" Survey



# 2022 "Getting the World Paid" Survey



# 2022 "Getting the World Paid" Survey



2022 "Getting the World Paid" Survey

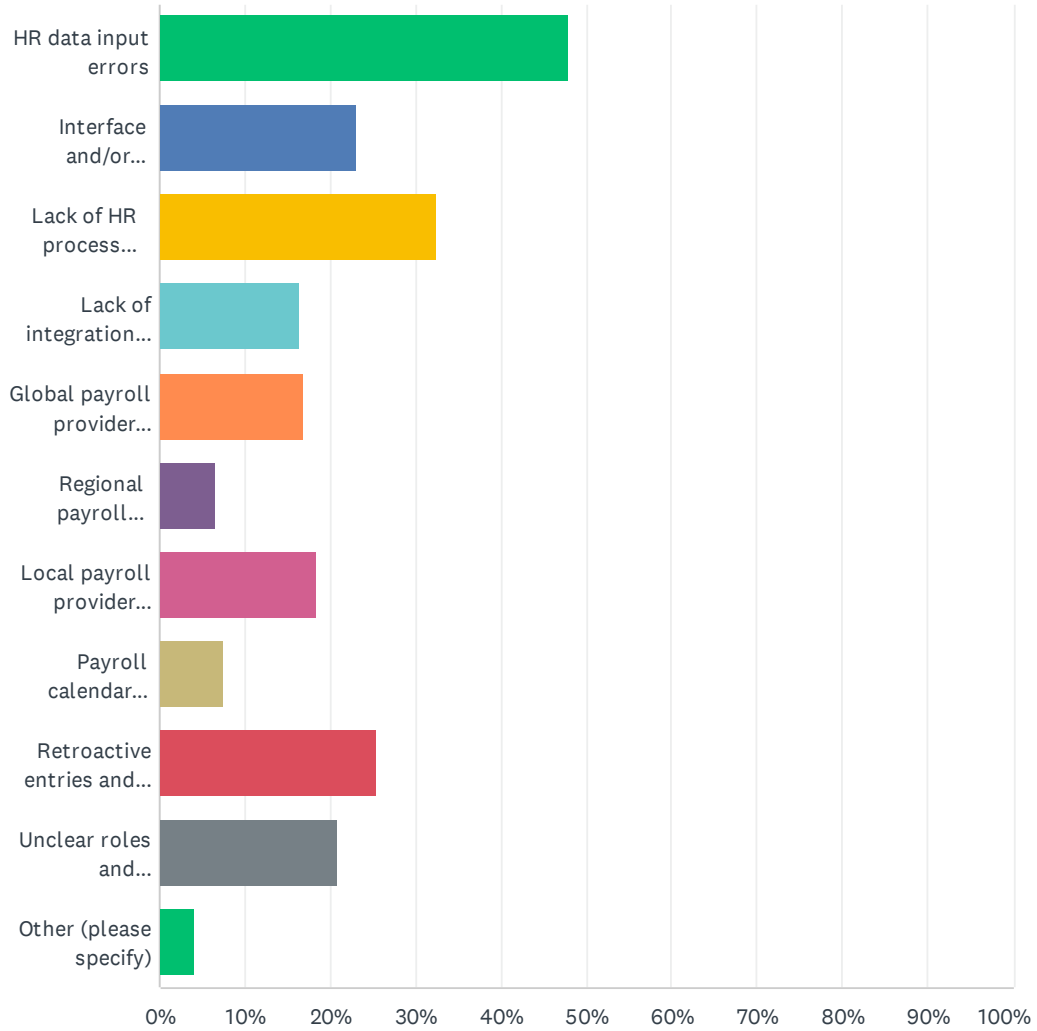
	MOST CHALLENGING	SECOND MOST CHALLENGING	THIRD MOST CHALLENGING	TOTAL	WEIGHTED AVERAGE
Argentina	25.00% 2	37.50% 3	37.50% 3	8	2.13
Australia	28.57% 4	42.86% 6	28.57% 4	14	2.00
Belgium	20.00% 3	40.00% 6	40.00% 6	15	2.20
Brazil	50.00% 20	32.50% 13	17.50% 7	40	1.68
Canada	24.10% 20	39.76% 33	36.14% 30	83	2.12
China	32.43% 12	37.84% 14	29.73% 11	37	1.97
France	50.00% 18	36.11% 13	13.89% 5	36	1.64
Germany	37.84% 14	37.84% 14	24.32% 9	37	1.86
India	42.86% 15	45.71% 16	11.43% 4	35	1.69
Ireland	0.00% 0	50.00% 2	50.00% 2	4	2.50
Italy	50.00% 5	0.00% 0	50.00% 5	10	2.00
Japan	41.18% 7	23.53% 4	35.29% 6	17	1.94
Mexico	45.00% 18	30.00% 12	25.00% 10	40	1.80
Middle East	30.77% 4	46.15% 6	23.08% 3	13	1.92
Netherlands	28.57% 4	35.71% 5	35.71% 5	14	2.07
Philippines	30.77% 4	30.77% 4	38.46% 5	13	2.08
Poland	11.11% 1	44.44% 4	44.44% 4	9	2.33
Puerto Rico	26.32% 5	47.37% 9	26.32% 5	19	2.00
Russia	83.33% 5	0.00% 0	16.67% 1	6	1.33
South Africa	40.00% 2	40.00% 2	20.00% 1	5	1.80
Spain	26.67% 4	26.67% 4	46.67% 7	15	2.20
Switzerland	25.00% 1	25.00% 1	50.00% 2	4	2.25
Taiwan	0.00% 0	0.00% 0	100.00% 1	1	3.00

## 2022 "Getting the World Paid" Survey

Ukraine	40.00% 2	20.00% 1	40.00% 2	5	2.00
United Kingdom	26.83% 11	31.71% 13	41.46% 17	41	2.15
United States	51.04% 49	18.75% 18	30.21% 29	96	1.79

# Q11 What do you consider to be the most prominent root causes for decreased payroll accuracy? (Select up to three)

Answered: 244 Skipped: 163



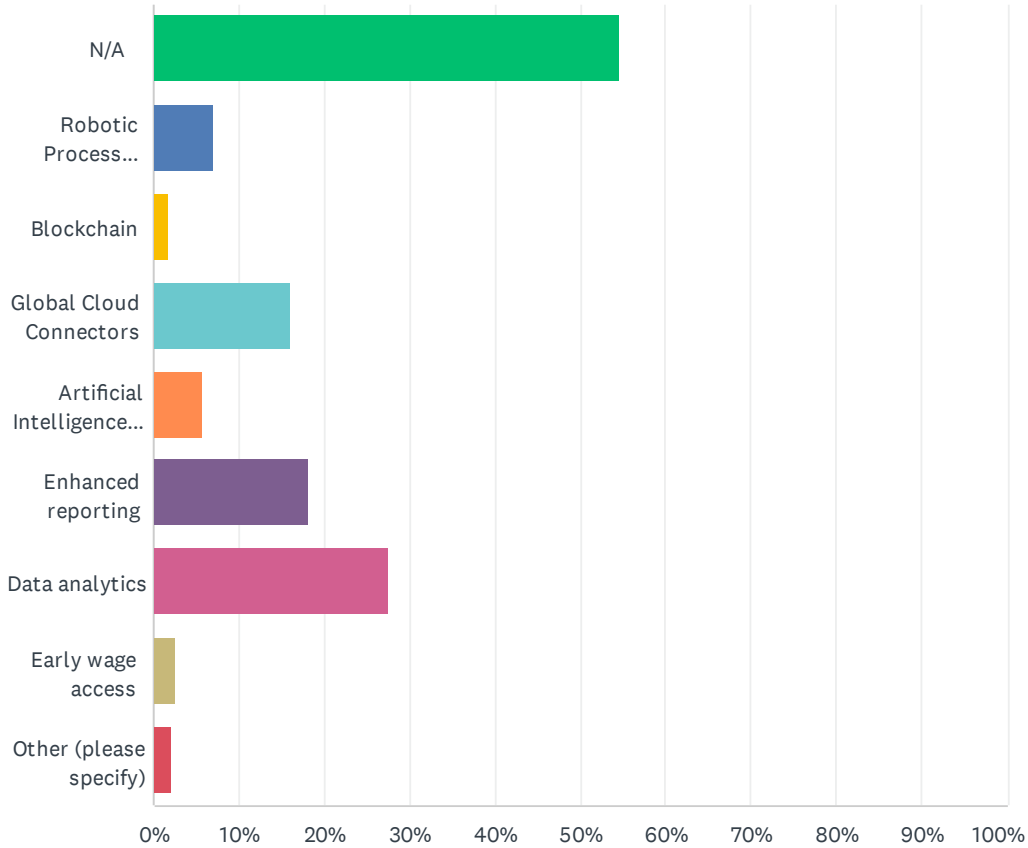


2022 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
HR data input errors	47.95%	117
Interface and/or integration errors	22.95%	56
Lack of HR process standardization	32.38%	79
Lack of integration between "source to gross" sources and payroll	16.39%	40
Global payroll provider performance	16.80%	41
Regional payroll provider performance	6.56%	16
Local payroll provider performance	18.44%	45
Payroll calendar challenges	7.38%	18
Retroactive entries and corrections	25.41%	62
Unclear roles and responsibilities	20.90%	51
Other (please specify)	4.10%	10
Total Respondents: 244		

## Q12 Which of the following technologies are you and/or your payroll outsourcing partner using in your global payroll processes? (Select all that apply)

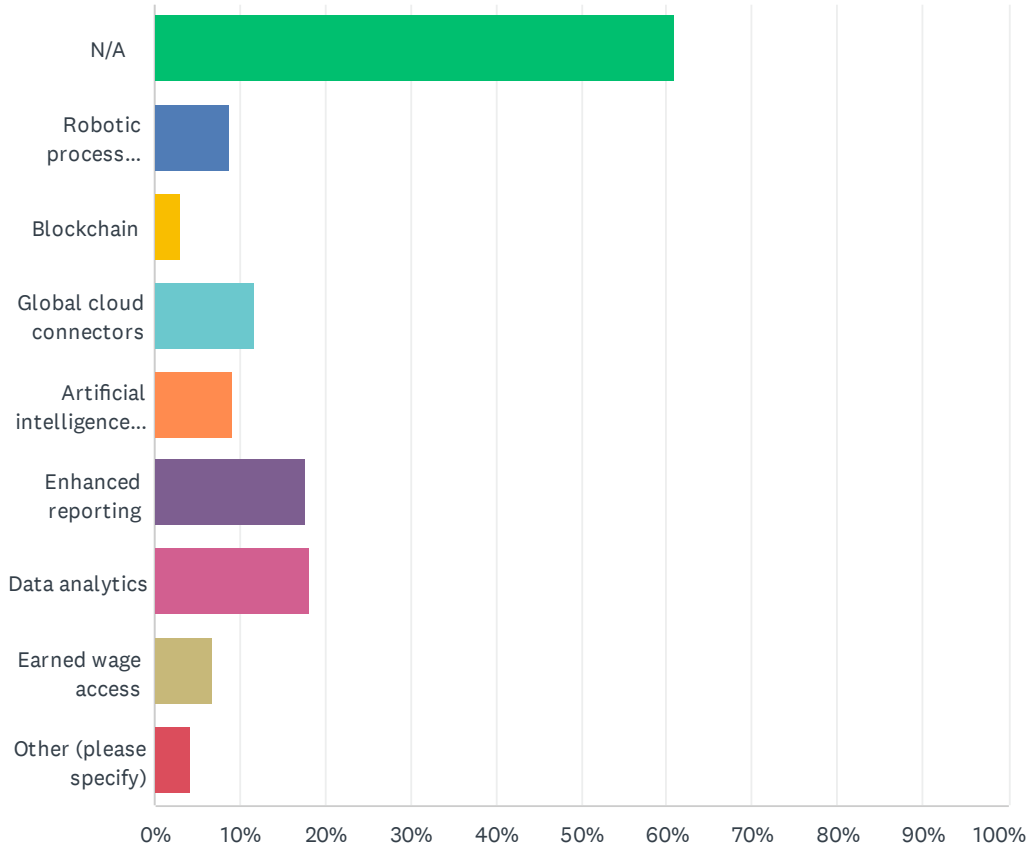
Answered: 244 Skipped: 163



ANSWER CHOICES	RESPONSES	
N/A	54.51%	133
Robotic Process Automation (RPA)	6.97%	17
Blockchain	1.64%	4
Global Cloud Connectors	15.98%	39
Artificial Intelligence (AI) solutions	5.74%	14
Enhanced reporting	18.03%	44
Data analytics	27.46%	67
Early wage access	2.46%	6
Other (please specify)	2.05%	5
Total Respondents: 244		

### Q14 Which technologies, if any, are you and/or your payroll outsourcing partner planning to integrate into your global payroll processes? (Select all that apply)

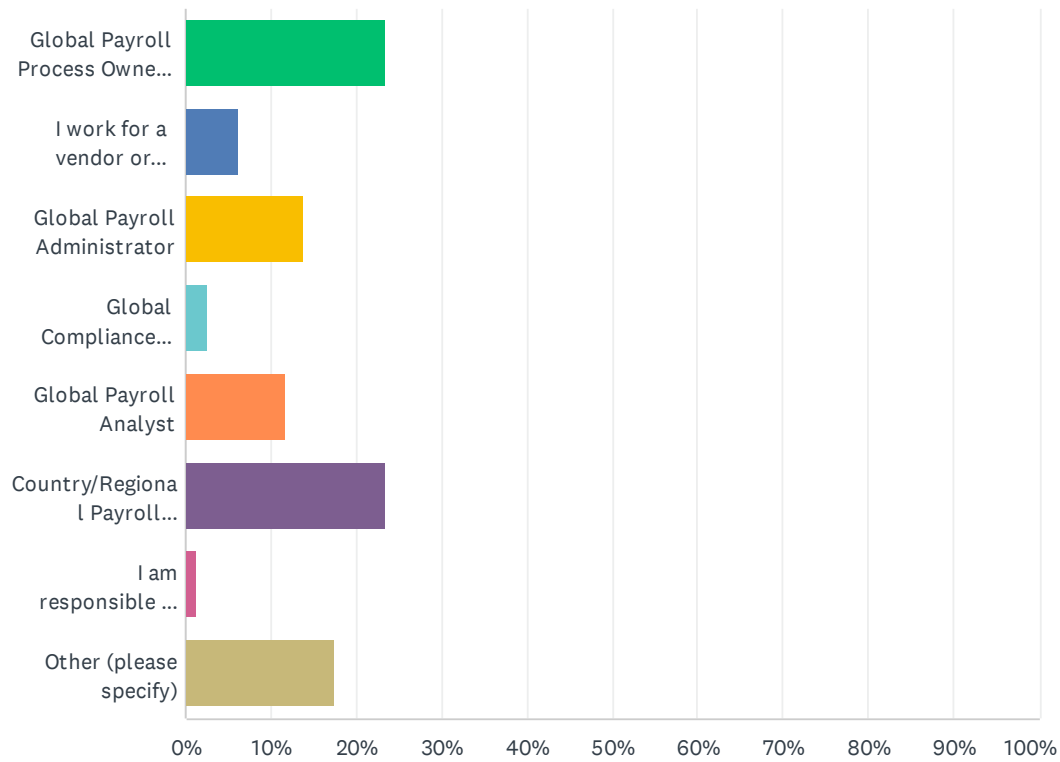
Answered: 238 Skipped: 169



ANSWER CHOICES	RESPONSES	
N/A	60.92%	145
Robotic process automation (RPA)	8.82%	21
Blockchain	2.94%	7
Global cloud connectors	11.76%	28
Artificial intelligence (AI) solutions	9.24%	22
Enhanced reporting	17.65%	42
Data analytics	18.07%	43
Earned wage access	6.72%	16
Other (please specify)	4.20%	10
Total Respondents: 238		

## Q15 What best describes your role within your organization?

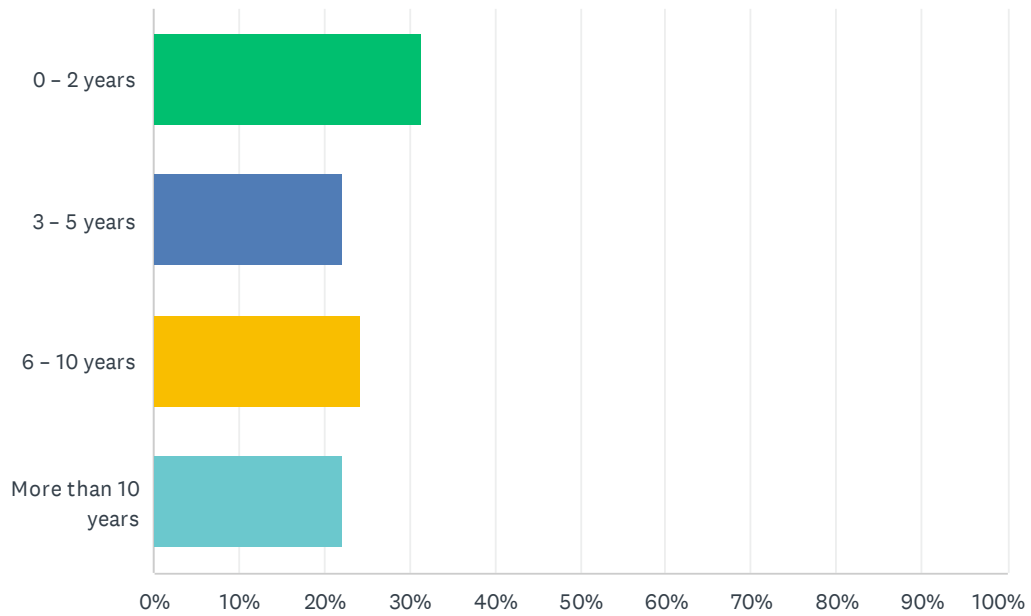
Answered: 230 Skipped: 177



ANSWER CHOICES	RESPONSES	
Global Payroll Process Owner for my organization	23.48%	54
I work for a vendor or service that serves the global payroll industry	6.09%	14
Global Payroll Administrator	13.91%	32
Global Compliance Manager	2.61%	6
Global Payroll Analyst	11.74%	27
Country/Regional Payroll Manager	23.48%	54
I am responsible for Expatriate Programs Operations	1.30%	3
Other (please specify)	17.39%	40
<b>TOTAL</b>		<b>230</b>

## Q16 How many years of global payroll experience do you have?

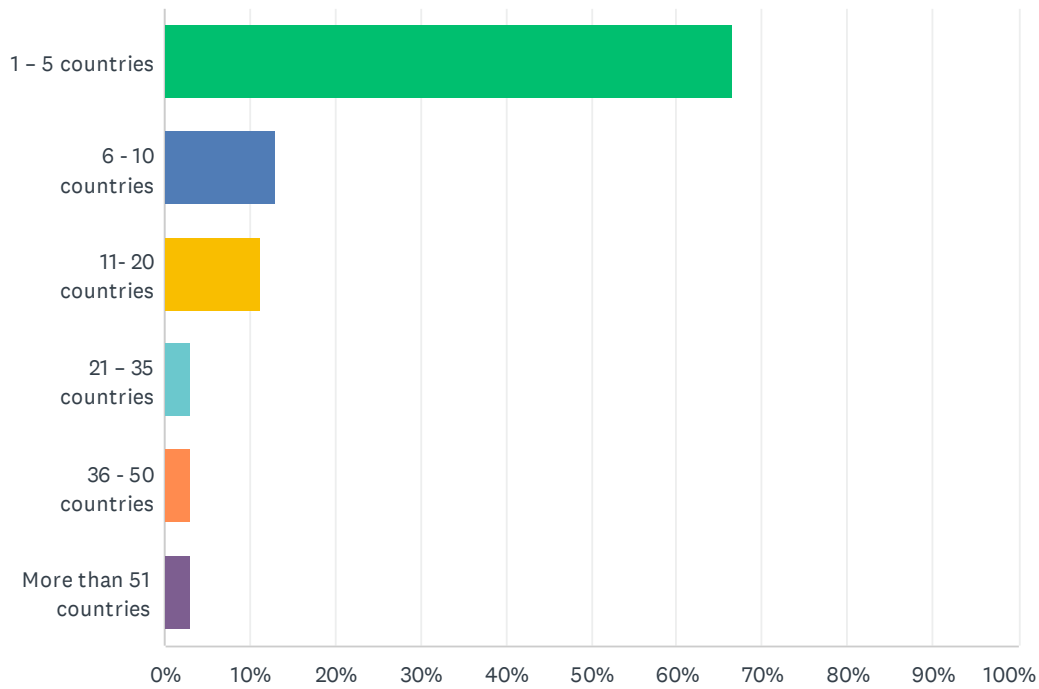
Answered: 230 Skipped: 177



ANSWER CHOICES	RESPONSES	
0 - 2 years	31.30%	72
3 - 5 years	22.17%	51
6 - 10 years	24.35%	56
More than 10 years	22.17%	51
TOTAL		230

## Q17 In how many countries do you pay employees and process a payroll?

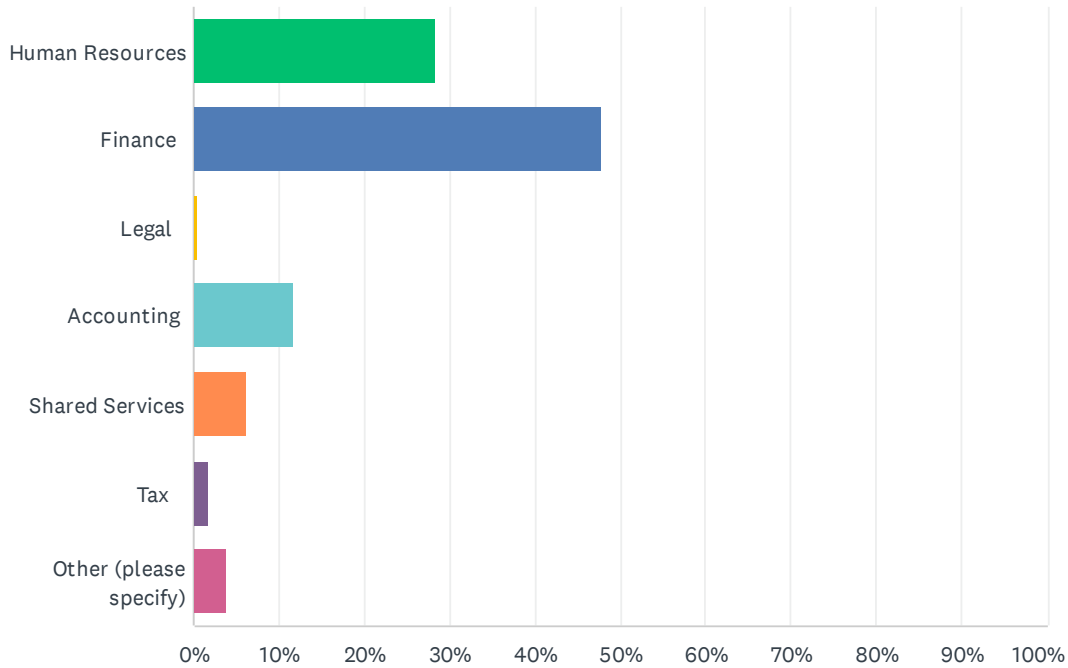
Answered: 230 Skipped: 177



ANSWER CHOICES	RESPONSES	
1 – 5 countries	66.52%	153
6 - 10 countries	13.04%	30
11- 20 countries	11.30%	26
21 – 35 countries	3.04%	7
36 - 50 countries	3.04%	7
More than 51 countries	3.04%	7
<b>TOTAL</b>		<b>230</b>

## Q18 What department does your global payroll report into?

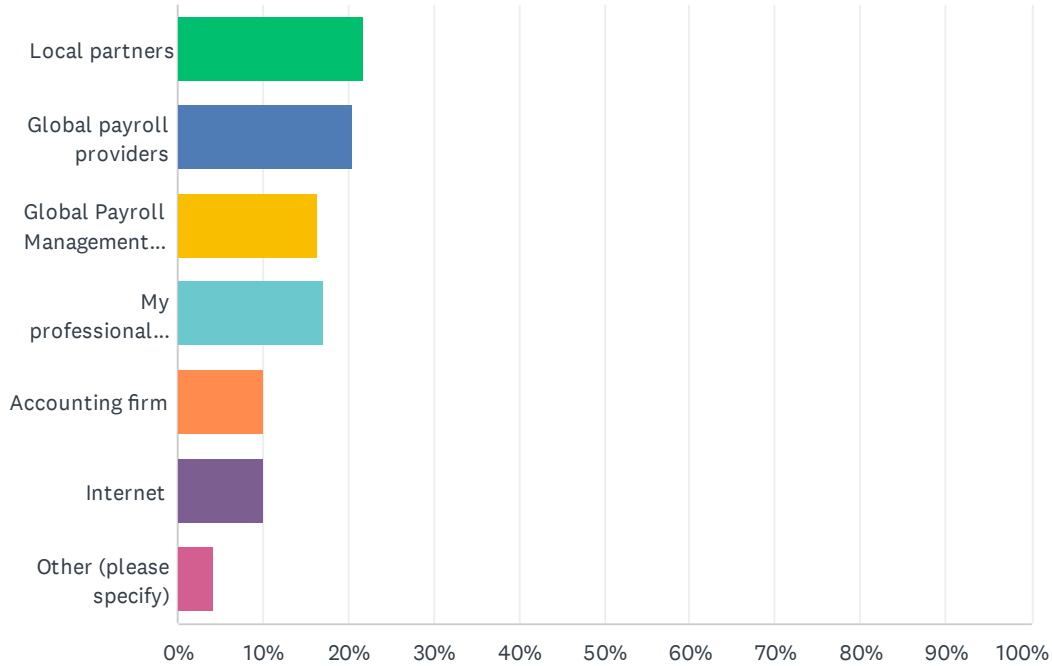
Answered: 230 Skipped: 177



ANSWER CHOICES	RESPONSES	
Human Resources	28.26%	65
Finance	47.83%	110
Legal	0.43%	1
Accounting	11.74%	27
Shared Services	6.09%	14
Tax	1.74%	4
Other (please specify)	3.91%	9
<b>TOTAL</b>		<b>230</b>

## Q19 What is the primary resource or method you use to answer questions relating to global payroll processing?

Answered: 230 Skipped: 177

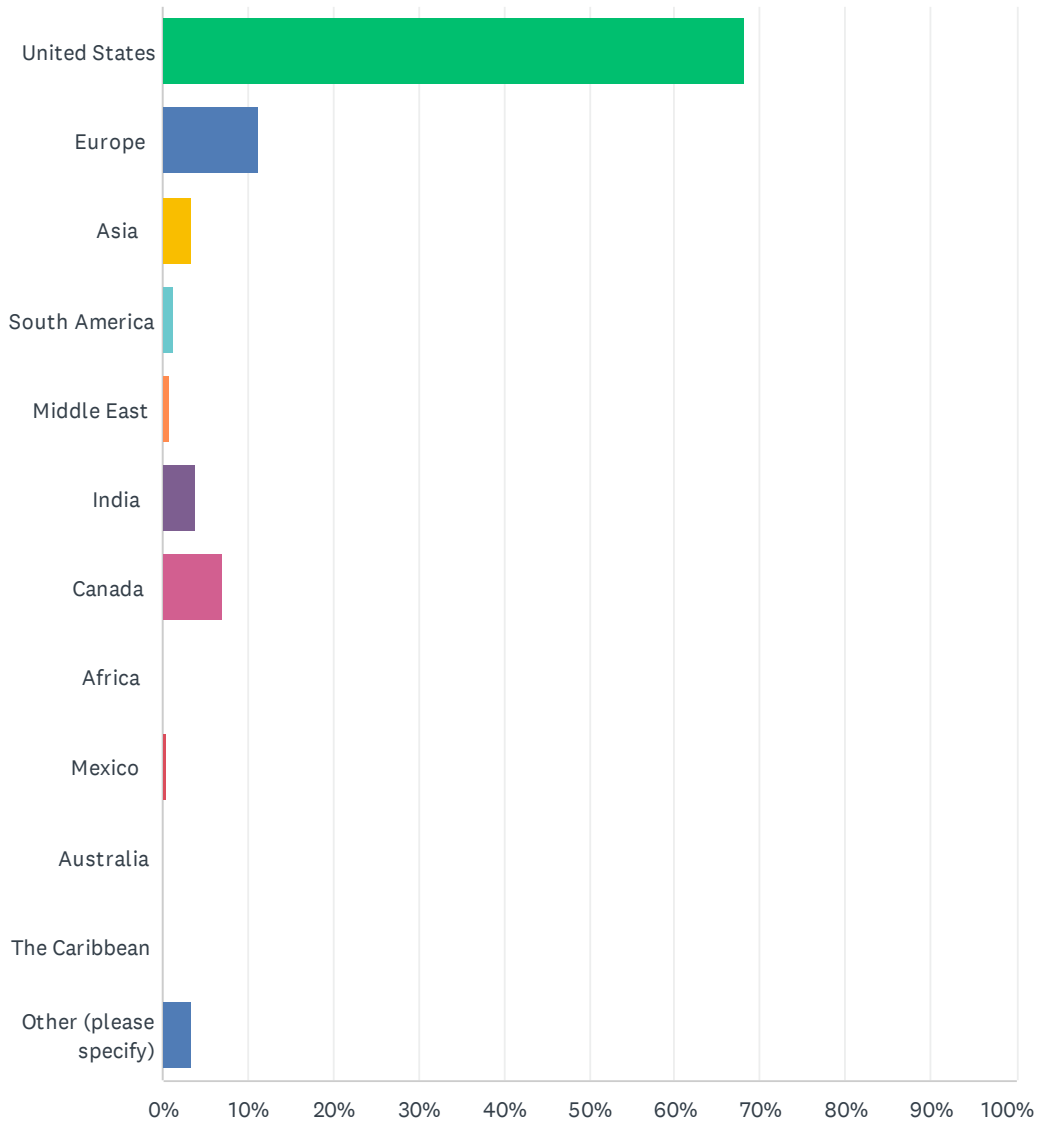


ANSWER CHOICES	RESPONSES	
Local partners	21.74%	50
Global payroll providers	20.43%	47
Global Payroll Management Institute (GPMI)	16.52%	38
My professional network	16.96%	39
Accounting firm	10.00%	23
Internet	10.00%	23
Other (please specify)	4.35%	10
<b>TOTAL</b>		<b>230</b>



# Q20 Where is your organization's largest global employee population?

Answered: 230 Skipped: 177

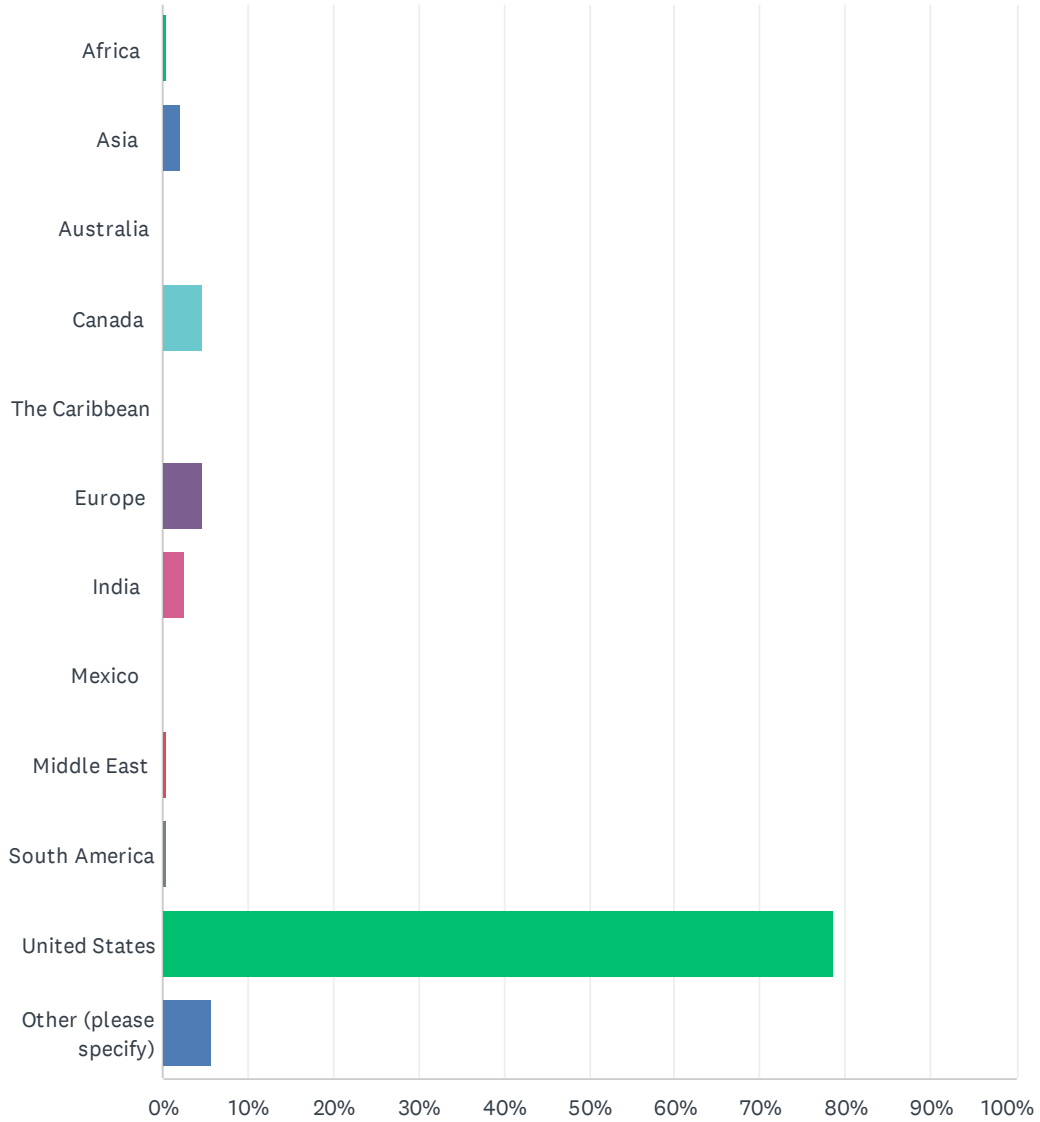


## 2022 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
United States	68.26%	157
Europe	11.30%	26
Asia	3.48%	8
South America	1.30%	3
Middle East	0.87%	2
India	3.91%	9
Canada	6.96%	16
Africa	0.00%	0
Mexico	0.43%	1
Australia	0.00%	0
The Caribbean	0.00%	0
Other (please specify)	3.48%	8
<b>TOTAL</b>		<b>230</b>

# Q21 From which country or region do you manage your global payroll operations?

Answered: 230 Skipped: 177



## 2022 "Getting the World Paid" Survey

ANSWER CHOICES	RESPONSES	
Africa	0.43%	1
Asia	2.17%	5
Australia	0.00%	0
Canada	4.78%	11
The Caribbean	0.00%	0
Europe	4.78%	11
India	2.61%	6
Mexico	0.00%	0
Middle East	0.43%	1
South America	0.43%	1
United States	78.70%	181
Other (please specify)	5.65%	13
<b>TOTAL</b>		<b>230</b>