

Analyzing Your Current Payroll System

Before you begin the search for new payroll software, you should analyze your current payroll software capabilities and payroll procedures. This will help you to identify more specifically the areas where current and future business needs are not being met. This in turn will help guide your new payroll software selection.

Payroll Function	Evaluation Criteria Does Your Current Payroll Software . . .	Meets Needs	Doesn't Meet Needs
Business Organization	<ul style="list-style-type: none"> Allow assignment of codes that accurately reflect your business structure (for example multiple employers, divisions, departments, locations, jobs, projects, and more?) 	<input type="checkbox"/>	<input type="checkbox"/>
Payment Policies (Earnings)	<ul style="list-style-type: none"> Allow earning codes to be defined that accurately reflect your payment and reimbursement policies for each employer, employee, and contractor in your business? 	<input type="checkbox"/>	<input type="checkbox"/>
Employee Time Collection and Processing	<ul style="list-style-type: none"> Accurately and easily collect and process time information (including) regular time, overtime, illness, vacation, bonuses, and labor allocations) with timesheet entry templates and/or interfaces with external time collection systems? 	<input type="checkbox"/>	<input type="checkbox"/>
Accruals and Attendance Tracking	<ul style="list-style-type: none"> Accurately, easily, and flexibly accrue time for employee attendance plans (such as vacation, personal, and illness) and track and report each employee's accrued, taken, and available balance hours for each plan? 	<input type="checkbox"/>	<input type="checkbox"/>
Deductions	<ul style="list-style-type: none"> Allow you to define deductions from pay for each employee (such as insurance premiums, savings plan contributions, union dues, loan repayments, garnishments, tool purchases for the job, tax-deferred contributions, and charitable contributions)? Allow you to easily and flexibly manage the deductions with rules such as withholding frequencies, calculation methods, employer matching, and accumulating in arrears? 	<input type="checkbox"/>	<input type="checkbox"/>
Payroll Processing	<ul style="list-style-type: none"> Allow you to set up user-defined pay groups and then quickly and accurately perform gross-to-net calculations that include earnings, deductions, and tax withholdings and create check information for the current pay period? Allow you to run a "trial payroll" gross-to-net calculation process and reports to ensure that all amounts balance prior to creating history records and printing checks? 	<input type="checkbox"/>	<input type="checkbox"/>
Printing Checks and Direct Deposit Advices	<ul style="list-style-type: none"> Allow you to preview and print standard and customized checks and direct deposit advices for selected pay groups? Support MICR (magnetic ink character recognition) printing on checks that meets bank standard specifications? 	<input type="checkbox"/>	<input type="checkbox"/>
Banking	<ul style="list-style-type: none"> Support the ACH (Automated Clearing House) Federal Reserve System standards for creating transaction files to the ACH member bank to process your employees' direct deposits and your company's tax deposit information required for depositing federal payroll taxes electronically? Support State Disbursement Unit (SDU) Routing Numbers for electronic funds transfer (EFT) of child support payments? 	<input type="checkbox"/>	<input type="checkbox"/>

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O. Ray Whittington

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Table of Contents Payroll Procedures Guide Sample

1. Understanding the eBook Payroll Procedures Guide Sample
 - The Rise of Digital Reading Payroll Procedures Guide Sample
 - Advantages of eBooks Over Traditional Books
2. Identifying Payroll Procedures Guide Sample
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Payroll Procedures Guide Sample
 - User-Friendly Interface
4. Exploring eBook Recommendations from Payroll Procedures Guide Sample
 - Personalized Recommendations
 - Payroll Procedures Guide Sample User Reviews and Ratings
 - Payroll Procedures Guide Sample and Bestseller Lists

5. Accessing Payroll Procedures Guide Sample Free and Paid eBooks
 - Payroll Procedures Guide Sample Public Domain eBooks
 - Payroll Procedures Guide Sample eBook Subscription Services
 - Payroll Procedures Guide Sample Budget-Friendly Options
6. Navigating Payroll Procedures Guide Sample eBook Formats
 - ePub, PDF, MOBI, and More
 - Payroll Procedures Guide Sample Compatibility with Devices
 - Payroll Procedures Guide Sample Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Payroll Procedures Guide Sample
 - Highlighting and Note-Taking Payroll Procedures Guide Sample
 - Interactive Elements Payroll Procedures Guide Sample
8. Staying Engaged with Payroll Procedures Guide Sample
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Payroll Procedures Guide Sample
9. Balancing eBooks and Physical Books Payroll Procedures Guide Sample
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Payroll Procedures Guide Sample
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Payroll Procedures Guide Sample
 - Setting Reading Goals Payroll Procedures Guide Sample
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Payroll Procedures Guide Sample
 - Fact-Checking eBook Content of Payroll Procedures Guide Sample
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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