



# 5

# Ways Technology Is Transforming Payroll

**Michelle Reisdorf**

Regional Vice President  
Robert Half

**Paul Trudeau**

Regional Vice President  
Robert Half





## Topics for Today's Discussion

- Digital Transformation: New Roles for Payroll Professionals
- 5 Technology Trends:
  1. Software as a Service (SaaS)
  2. Improved Systems Integration
  3. Secure Mobile Applications
  4. Advanced Data Analytics
  5. Artificial Intelligence (AI) and Machine Learning
- The Big Picture: Digital Transformation's Impact on Skills and Hiring



# Digital Transformation: New Roles for Payroll Professionals



Payroll teams are taking on more **strategic and analytic** responsibilities as more routine tasks are automated or eliminated due to digital transformation efforts at companies.

**75 percent** of organizations in the U.S. are already using, or plan to use, cloud-based solutions in their accounting and finance functions.



Source: Benchmarking Accounting and Finance Functions: 2018, Robert Half and FERF

## Trend #2: Improved Systems Integration



APIs allow data to be transmitted securely between business systems.



## Trend #3: Secure Mobile Applications



Secure mobile apps from cloud-based providers help employees manage everything from clock-ins to benefits selection.

That means payroll teams now have more time to focus on value-adding projects for the business.

# BIG DATA IS KING.

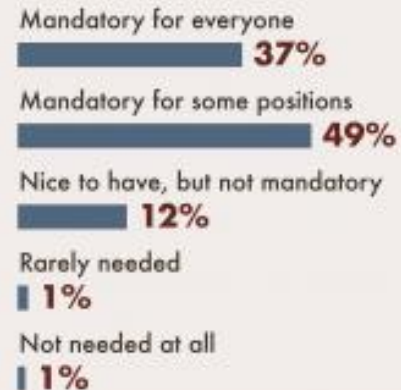
Using advanced data analytics, payroll teams can make strategic business decisions based on facts and actual trends, rather than hunches.



# Companies are Investing in Data Literacy and Business Analytics Training

## FINANCE PROFESSIONALS WITH TECH SKILLS WANTED

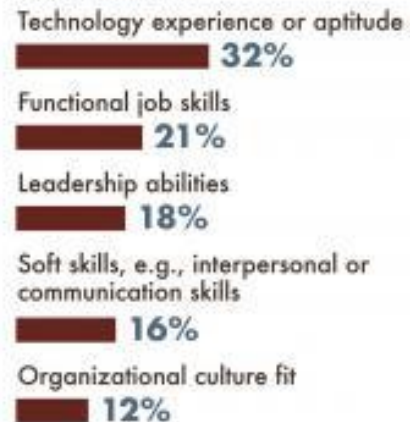
CFOs reported on the importance of business analytics skills for accounting and finance professionals:



Percentage of companies who provide professional development opportunities to build business analytics skills:



CFOs cited the following attributes as the hardest to find in accounting and finance job candidates:



- 86% of CFOs say business analytics skills are mandatory for at least some accounting and finance positions





Very soon, you can expect to see both AI and ML taking on more back-office work than automation already has.

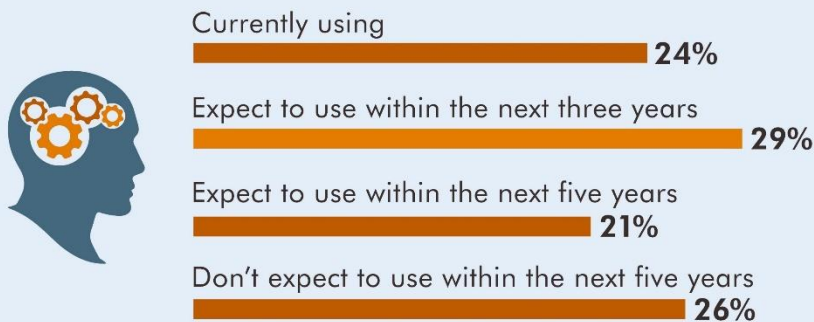
As automation continues to take over some individual traditionally the province of finance professionals, here are some of the tasks it is likely to affect:

- Routine Tasks
  - Any job that involves following an algorithm — calculating depreciation, for example can be automated using existing RPA tools.
- Compliance
  - While accountants will still need an excellent understanding of compliance, most key controls can be automated.

- Customer interaction
  - Human touch can't be automated
  - Natural language processing (NLP) can help
- Strategy
  - Strategic thinking requires analysis and creativity
  - “Symbiotic computing”

## FUTURE OF FINANCE

Managers were asked if their accounting and finance functions are currently using or expect to use AI:



Artificial Intelligence (AI) is expected to bring significant transformation to companies' accounting and finance functions, new research suggests

The area expected to benefit most is payroll, as predicted by **47 percent** of CFOs in a Robert Half Finance & Accounting survey

Source: Juniper Research, 2017



Nearly one-fifth (**17 percent**) of organizations in the U.S. plan to expand their accounting and finance teams due to digital transformation.

One-third (**33 percent**) of U.S. firms use interim staff.

Source: Benchmarking Accounting and Finance Functions: 2018, Robert Half and FERF



## Types of Skills Needed Due to Digital Transformation: Top 3

- Strong communication skills: **26 percent**
- Experience with ERP systems: **19 percent**
- Experience with data analytics: **18 percent**



Source: Benchmarking Accounting and Finance Functions: 2018, Robert Half and FERF



# What can you do to keep your career moving forward?

- Data analytics skills
- Creativity and strategic thinking skills
- Emotional intelligence
- Communication skills



## About Robert Half

Robert Half is the world's premier specialized staffing firm. We match organizations of all sizes with highly skilled accounting, finance and business systems professionals for temporary, consulting, interim-to-hire and full-time positions. Our placements are made personally by our skilled recruiters and supported by the latest technology.

Learn more at [roberthalf.com](https://roberthalf.com).



# 5 Ways Technology Is Transforming Payroll

## Q&A

**Michelle Reisdorf**

Regional Vice President

Robert Half

[michelle.reisdorf@roberthalf.com](mailto:michelle.reisdorf@roberthalf.com)

**Paul Trudeau**

Regional Vice President

Robert Half

[paul.trudeau@roberthalf.com](mailto:paul.trudeau@roberthalf.com)