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## **BOTTOM LINE: CONSOLIDATION AND OUTSOURCING OF PAYROLL, HUMAN RESOURCES AND BENEFITS YIELDS HUGE DIVIDENDS**

By *Gregory A. Gast*, SPHR  
Principal, **PROXUS**

How much time could you devote to strategically growing and managing your existing business if you could consolidate and outsource your growing company's payroll, human resources and benefits to one company? The key benefits derived from the consolidation and outsourcing of this trio of services has everything to do with structure, standardization, efficiency, technology, compliance and risk mitigation. Bottom line, a win-win for everyone involved...how?

For starters, by outsourcing to one company, you benefit by having only one single point of contact instead of many. This model is less time consuming as you won't have to manage multiple vendors, allowing you to focus on higher level HR strategies and responsibilities.

Most small and medium-size companies are normally unable to afford to hire experts in payroll, human resources and benefits for budget-related reasons -- until now. Consolidating and outsourcing these functions now means that your company has unlimited access to a team of dedicated professionals who can provide the expertise to reduce payroll tax risk, minimize employment liabilities, provide enhanced benefits and human resources services. Further, if companies integrate and consolidate their payroll, human resources, benefits administration and procurement under one company, these business critical tasks are likely to result in a significant cost savings, while achieving more efficient tracking capabilities.

Properly done, outsourcing is the ideal solution when your organization needs to improve its quality of service, divert non-core administrative processes and keep up with the latest advances in technology.

### **What to Look for in an Outsourcing Company**

- 1. Quality of Service** – the unique combination of knowledge, experience and interpersonal skills used to provide the best guidance to your managers and staff.

2. **Effective Administrative Processes** - the ability to deliver data and results in an accurate and timely manner that complies with all governmental regulations. Did you know that 67% of employee lawsuits that go to trial are won by the employee with an average cost to the employer of approximately \$500,000?
3. **Advanced Technology** - maintaining and delivering data in the most efficient manner requires solid information systems and the expertise to develop and communicate that information to all types of employees.
4. **Wide Range of Services** - the ability to offer a full menu of services to meet your specific needs from payroll, tax filing, benefits administration, staffing, compensation, management training, just to name a few.
5. **Internal Capabilities** - identify one company with all of the services and resources under one roof versus a consortium or association of related independent businesses. The one company approach creates continuity of service, better integration and is less time consuming.

Outsourcing some or all of your payroll, human resources and benefits activities can help you achieve your goals and objectives short and long-term. For additional information on consolidation and outsourcing, visit PROXUS online at [www.proxushr.com](http://www.proxushr.com) or call **Gregory A. Gast** at: **215/654-9140 ext.103** or [ggast@proxushr.com](mailto:ggast@proxushr.com).

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