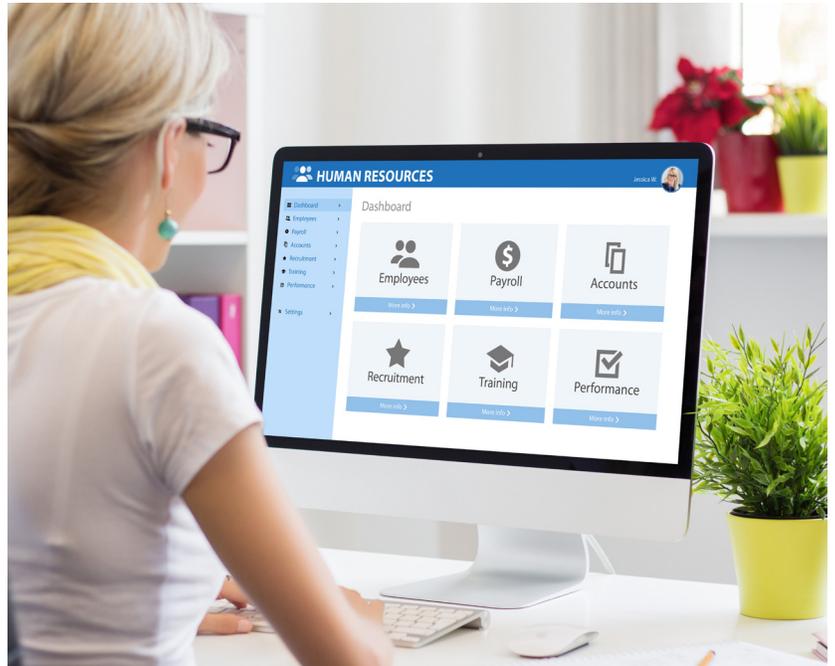


Finance Center

Frank Diassi, *Chairman, Unicorn HRO; Managing General Partner, The Unicorn Group*

Technology and Automation Help Employees & Businesses Alike During COVID-19 Pandemic



With the recent pandemic completely disrupting the way we work, it accelerated the work-from-home movement for many industries greatly accelerating the adoption of technology and utilization of automation. In fact, McKinsey conducted a global survey of 800 executives and 85% of respondents said their businesses have somewhat or greatly increased the implementation of technologies that digitally enable employee interaction.

Technology enables us to work with maximum efficiency and is especially helpful during a time that doesn't allow us to have the ability to meet in person. Technology and automation can help with payroll, HR, and employee benefits processes to free up time for administration and empower employees by providing them with resources they need to do their job efficiently.

Employee Self Service Portal

It is beneficial to utilize a contactless self-service portal for employees especially during the pandemic. Without the ability to meet in person, using an employee portal can allow for organizations to provide online tools that are accessible to help improve employee efficiency and satisfaction. Empowering staff to quickly get the resources they need allows them to focus on tasks at hand.

From comprehensive employee self-service capabilities that fully engage personnel to viewing and manage your own personal information such as enrolling in benefits, accessing pay stubs to making modifications of personal information. As technology continues to advance, it's being implemented in a myriad of ways to assist changing workforce trends.

HR Processes

Today, the face of HR is often a central hub or portal that can be accessed by employees and administration. Almost all organizations have the capability to provide universal access to a suite of HR services through technology and cloud-based applications, dramatically transforming human resource management.

Technology is providing unprecedented efficiencies. Successful HR departments can empower remote workforces by utilizing a contactless HRIS platform that serves as a central hub for payroll, benefits and enrollment, as well as time and attendance. A centralized HRIS platform can improve workflow to reduce costs and improve employee retention, productivity, and engagement across municipal and county government entities.

Even some of the more complex HR tasks have been moved to digital platforms that allow manual tasks to be performed much more quickly and efficiently. Tedious and arduous tasks such as payroll, time and attendance, benefits administration, and other workforce management processes can be managed with automation enabled by HRIS platforms.

Utilizing an HRIS platform for employee benefits administration through automation helps minimize manual errors and streamlines the employee onboarding process.

process to get right.

Whether it is an HRIS platform or an integration with a cloud application, payroll workflows can be simplified by completely automating the process by

setup, review status and results, and access reports are also accessible.

Utilizing an HRIS platform that can be integrated with an employee single-sign on portal can take some of the stress off of administrators during what is already such a stressful time. It can also give employees visibility into some of these processes and allow them to have visibility to key resources, pay stubs, manage time-off requests and other documents they may need at any given time. 

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Automating Payroll

Managing payroll can be a complicated process. Salaried employees, part-timers, and shift workers all have their own pay rates, deductions, and contributions. There are many parts of the payroll

delivering access to payroll data anytime, from anywhere, while eliminating manual processes that are accompanied with processing and distributing checks, vouchers, and W-2s. Payroll calendar and specific pay dates, check payroll

Frank Diassi, Chairman at Unicorn HRO and Managing General Partner for The Unicorn Group, has over 40 years of experience in business leadership. Diassi is a former Director of Mail-Well Corporation and Chief Executive Officer of Sterling Chemical. He had major corporate experience with Conoco Oil Company for 10 years where he held a senior business unit management position in the petrochemicals area. Diassi received a B.S. degree in chemistry from Rutgers University and a M.B.A. from the University of Chicago Graduate School of Business.

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