Software Integrations
Maximize the Value of Your
Payroll & ERP/HCM Systems

Connecting Your Core Business Systems Boosts Efficiency

Today's medium and large employers rely heavily on the power of technology – especially payroll platforms, Human Capital Management (HCM) and Enterprise Resource Planning (ERP) systems. All of these systems were designed to maximize efficiencies and re-engineer how business was done. Many businesses adopted robust technology systems in the hopes that they would meet every need.

"But ERP software installations also caused years-long headaches for many companies as they converted from hodgepodge mixes of software to monolithic IT systems covering most financial aspects of business and plant operations," **according to Rick Mullin from Chemical & Engineering News.**

Unfortunately, decades later new headaches exist.

"By today's standards, the IT platforms of the early 21st century are museum pieces," Mullin says. "Cloud computing, artificial intelligence, and big data have fundamentally changed IT and the workplace."

Business leaders looking for a way to solve the issues of monolithic systems are turning to integration. Integration is a way of connecting core business software, like ERP or standalone payroll solutions to other systems to ensure that reliable information is shared between systems.

Thanks to integration between payroll platforms, ERP and HCM software, as well as other specialized systems, businesses have access to best-of-breed technology. These systems can simplify data processes to maximize efficiencies and improve the bottom line.

All-In-One vs. Best-of-Breed Integration Strategies

The hope of finding an "all-in-one" solution is no longer a reality. Robust payroll, HCM and ERP systems assist organizations in many ways, but even in an environment ripe with newly developed technologies to solve an array of problems, there are still too many unique, additional requirements that these systems can't meet…without a little help anyway.

"At any given time, especially for larger enterprise customers, there are not many technology providers offering capabilities that are deep and broad enough to be considered true single-suite solutions," **according to HR technology analyst, Steve Boese.**

HR and payroll leaders often find themselves back at square one, with a business solution suite that doesn't meet every need and with other disparate systems that require their teams to work harder, not smarter to manage data and processes.

In our experience, many organizations operating in today's complex business environment find that they need a way to integrate data from their "best-of-breed" systems to their HCM, ERP or standalone payroll solution.

"Each best-of-breed software module aims to excel in one particular HR function, such as talent management, workforce planning, or payroll. The features in such software modules tend to win out over the equivalent offered by an all-in-one integrated HRMS suite," **according to HRMS World.**

With integration, your organization gets the best of both worlds. This creates a strong HCM or ERP database that is powered by data from all your software systems. Through integration, the best-of-breed software platforms are connected and share data seamlessly via automated workflows.

Simplify business processes

Thirty years ago, organizations had to rely on manually transferring data between systems that didn't talk to one another. That's no longer the case.

"In the best-of-breed approach, the organization and its users often get newer, more innovative, more modern solutions for their specific functional areas. It is argued, by those favoring the best of breed approach, that having the "best" solutions for each functional area is better than having all solutions reside in one suite, which often comes with tradeoffs and decreased capability," **according to Boese.**

> Best-of-breed vendors can...create solutions that offer the newest and best features and design, providing a superior user experience and better outcomes overall than more generic single-suite solutions.

TCP understands that our customers need the best features to run their organization in the most efficient way possible. That's why we've not only built a best-of-breed software, but we've also developed TCP's TimeClock Plus software based on the idea that our technology needs to integrate with other systems.

There are three key benefits of integration:

1. One source of data: Two-way integration and real-time sharing create a single source for data.

2. Automated workflow: Data transfer no longer relies on uploading a file or someone entering data into another system. With workflow automation, data transfers and related system integration tasks are simplified.

3. Reduced human error: It's impossible to completely remove the chance of human error, but thanks to automated integration, you can allow the system to calculate data, transfer records and perform tasks which are prone to human error.

These changes can save a large organization an extraordinary amount of money. If any business is not collecting time properly, and not paying people properly, they also face serious compliance risks. Integration can help address all these issues.

Improve the bottom line

Despite technological advances, today's businesses still aren't as efficient as they could be. That lack of efficiency shows up in the bottom line. Estimates indicate that on average bad data has a **$9.7 million impact** on businesses each year. The cost of repetitive tasks is as high as **$5 trillion each year**. As for human errors, they can also be costly.

"In 2013 nearly $7 billion was owed in IRS civil penalties in America. The main cause of this was the **manual inputting of incorrect data into a company's enterprise system."**

Integrated, simplified solutions not only benefit business processes–but they also have the potential to improve the bottom line. To ensure your organization can confidently make the right decisions and remain profitable, your leaders must have access to integrated, reliable and timely data.

As you consider integration, evaluate what you're currently doing. Look at where you're having problems, why they exist and what you can do to fix them. As part of the process, evaluate and predict possible consequences when you change the multiple parts of these complicated workforce management processes.
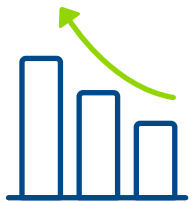
$5 trillion

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Top-Tier Integration Solutions

Chances are, you're already using a payroll provider or platform to streamline your time, attendance and pay processes. But, if you haven't enabled payroll automation, it's something you need to seriously consider. Automating payroll processes can save you significant time, money and risk.

Many organizations have also already invested in HCMs and ERPs, but that system may not provide everything they need to fully automate their processes. For example, an HCM may have existing time and attendance software, but doesn't provide the necessary hardware to collect employee time. In this case, it's important to partner with a best-of-breed vendor to add time collection to your already established business system. This type of integration will complement your time and labor strategy with a more comprehensive solution.

As organizations consider the benefits of all-in-one vs. integration of best-of-breed solutions, it's important to stay informed. The decisions leaders make about technology have a lasting impact on the organization and its people.

The TCP approach

TCP strives to make workforce management easy and painless, which is why we are dedicated to creating successful integrations that streamline the work for our customers. Whether you have 100 employees or 9,000 employees, our integrations can support the workflow you need to streamline the process.

We provide three types of integrations: payroll, HCM and ERP. Based on your organization's unique needs, TCP will develop a custom platform adapter or a simple, flat-file export to integrate with your payroll system, Oracle, PeopleSoft, SAP or Workday solution, to name a few.

Payroll integrations: We have developed over 500 different modules that enable payroll integration. These support all the major payroll providers and include specially configured integrations. Many customers opt to automate time collection using our devices and then integrate the time data directly with their HCM to streamline the entire process. TCP manages the time collection experience and sends hours and other data straight to your HCM, such as PeopleSoft or Workday. We use seamless integrations, coded exports, or flat-file exports to deliver the data each customer needs.

Customer-specific ERP and HCM integrations: These custom-built configurations run in the background and integrate not only with payroll systems, but also provide other data collected by TCP leave management, time and attendance, and employee scheduling. For each custom ERP and HCM integration, we create platform adapters, so we can integrate with a simple, single interface. Thanks to our approach, we can customize the integration for each customer without impacting all customers using our systems. This allows us—and our customers—considerable configuration options.

Professional services generate successful integrations

TCP has an extensive process to identify the complex needs of customers and develop a simple, clear-cut solution. The integration process starts with members of the professional services team meeting with you to gather information about your requirements. As we kick off an integration, our project managers, systems analysts, product analysts, developers and implementation specialists all want to understand how you plan to use the hardware and/or software within your organization.

Once we fully understand your requirements, our development team configures a solution to meet your needs. TCP has been developing these integrations for decades, so our experience, as well as these existing integrations, help us to accommodate your organization's unique requirements easily and inexpensively.

After the integration is developed, we test it in a sandbox environment. We thoroughly check how it runs on our system as well as within your system. This is a key step for us to ensure the deployment of the integration is smooth and hassle-free.
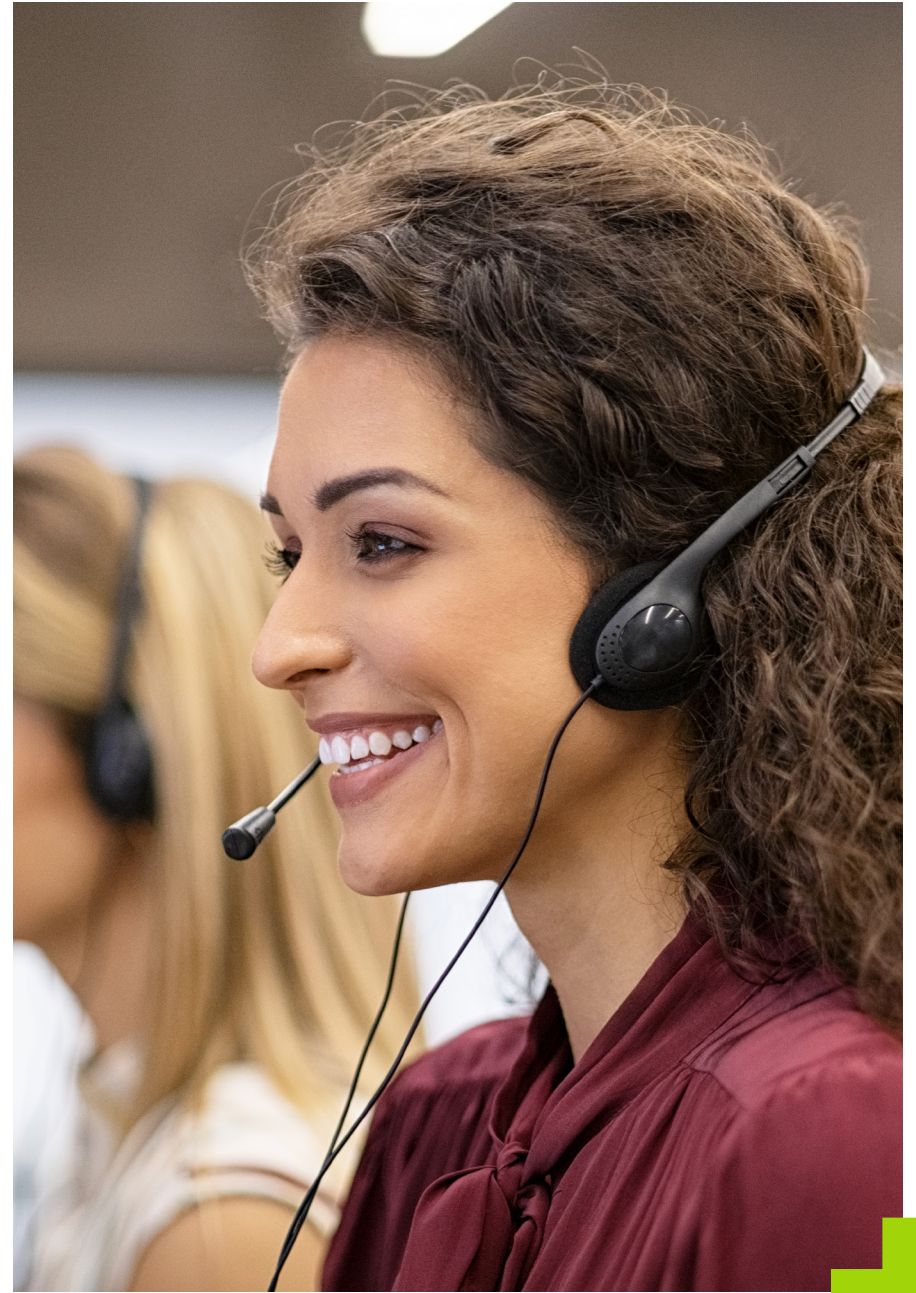
Real-World Integration Examples

When we meet with new clients, the consistent message we hear is that they want to make it easier to handle all the moving parts of workforce management. By taking even just one thing off their plate through automation, we can save them significant time and money.

- A large online retailer client was told by another vendor that it would take eight months to change their payroll system. The team at TCP developed, tested and implemented the necessary integration within one month.

- TCP created a payroll integration for a transportation service client. Prior to implementing our flat-file integration, this client conducted payroll manually for their 1500 employees every two weeks. This integration saved them significant time and labor expense.

- A distributor client with 1200 employees moved to TCP for all their time collection and workforce management needs after a large provider was unable to configure the client's required calculations. The switch to TCP has saved them time and reduced the opportunity for errors.

> The configurability of our solutions, the speed to deployment and our support services set TCP apart.

As these examples illustrate, the core of our integration approach is about making workforce management processes more convenient for our customers. The configurability of our solutions, the speed to deployment and our support services set TCP apart. Customers often come to TCP because their provider can't meet their unique requirements. As our customer experiences illustrate, we create customized integration modules based on your unique specifications and do everything we can to build exactly the solution you need.

We pride ourselves on deploying our customized solutions in weeks instead of months. Finally, we invest heavily in our support services so that we can support you from day one and beyond. From the first professional services team meeting, to one-on-one support to do-it-yourself tips, we offer an extensive amount of support before, during and after deployment.
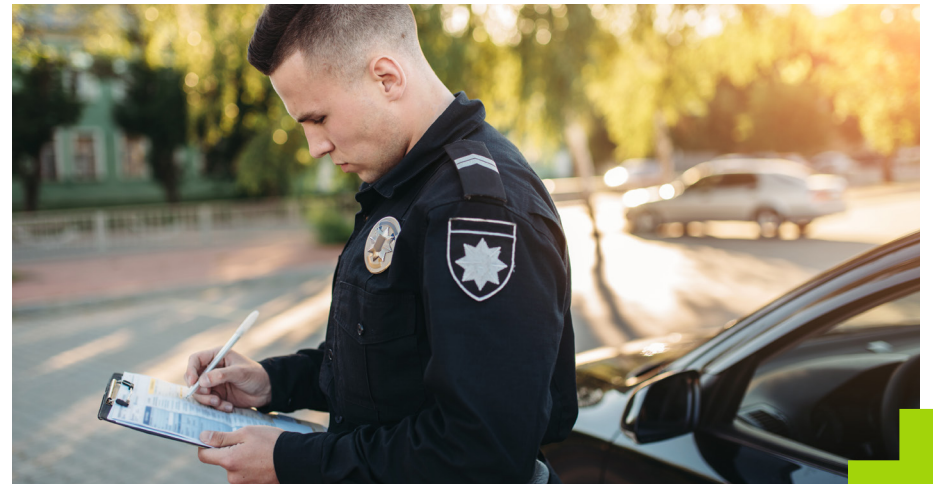
Integrate Best-of-Breed Solutions Today

The fear of best-of-breed solutions not integrating with other systems is no longer an issue. With technology standardization and modernization, interoperability has become a reality. Thanks to configurations and middleware, organizations can connect the best solutions to meet the unique needs of various business functions.

If you want to escape the issues that monolithic systems create, look at the integration options which are available. By enabling your best-of-breed platforms to work with your enterprise systems, you can fully invest in and experience the power of using best-of-breed technology, simplifying data processes to maximize efficiencies, and improving the bottom line.

If you're seeking payroll automation or a better way to manage front-end time collection for your Enterprise Resource Planning (ERP) or Human Capital Management (HCM) system, we will provide you with configurable integrations that help you make the most out of your existing investments.

tcp™

Interested in talking specifics about your organization's needs?

Contact a consultant today to learn more.