

Top 5 takeaways from ADP ReThink 2022

Global HR, payroll and finance leaders came together for three days at ADP ReThink 2022 in Miami to share their experiences and challenges in these unprecedented times. Meeting in-person offered the chance to compare these experiences and share best practices in the world of payroll.

Let's look at some of the key learnings attendees took back to their businesses to help them define the future of work.

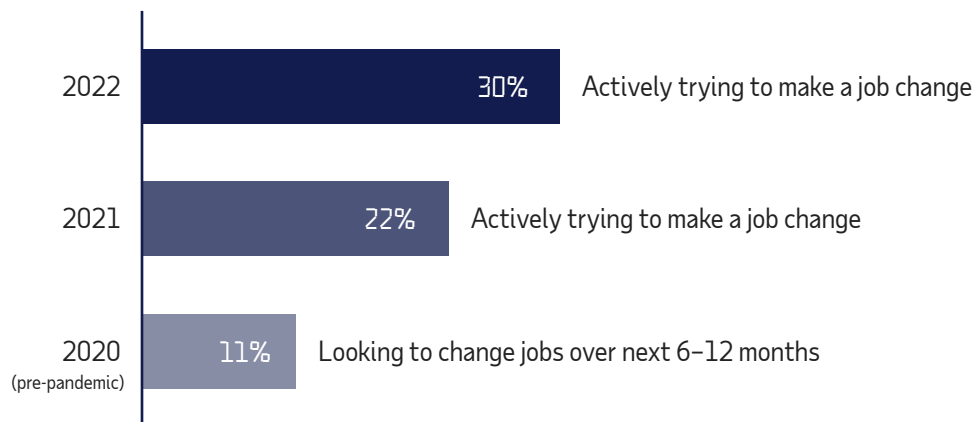
1

Workers are willing to change jobs to get a better balance

Since the pandemic began, the proportion of people who are actively job searching or have recently changed jobs has nearly tripled. The pandemic has provided the opportunity for people to reassess their values, and the Great Resignation does not seem to be over.

ADP Chief Economist Nela Richardson noted that 53% of workers said that they would take a pay cut to get a better work-life balance. "The blurring of the lines between life and work have never been more crowded," she said. "And people want to retain that feeling of autonomy and wholeness in bringing themselves to work."

➔ Worker turnover is a growing and global trend



Source: [People at Work 2022: A Global Workforce View](#), ADPRI



Takeaway: How can you address current work-life balance trends to retain and attract talent?

2

Companies need to refine the HR experience

At a time when workers are so in-demand around the world, positive HR experiences are crucial in attracting and retaining employees. The ADP Research Institute (ADPRI) devised the HR XPerience Score (HRXPS) metrics to measure HR effectiveness.

ADPRI found that employees with a single HR contact are 2x more likely to say HR is value promoting than employees with multiple HR contacts and 5x more likely than employees with no HR at all. "When we come back into the world of work, we want somebody to see us as a whole human," says Marcus Buckingham, Head of the ADP Research Institute, People + Performance.

3.4x

A worker who thinks HR is value-detracting is **3.4x** more likely to be actively searching for a new job than a worker with a positive view of HR.

Source: [The HRXPS: How to Measure the Performance and Impact of HR](#), ADPRI



Takeaway: Is there a better way to measure your HR service quality?

3

Global payroll is getting more complex

Although the world has never been more connected, the last few years have brought rapid changes for global business. ADP's country experts were called into ReThink to share the biggest compliance issues for this year and beyond. Here's four of the seven compliance updates shared at the event:



122 'awards' Australia

122 "awards" classify employees according to skill level and qualification, each setting out minimum weekly wages, penalties and allowances.

US \$7.5M in fines China

The Personal Information Protection Law came into effect in November 2021. Non-compliance can result in fines of up to 5% of a company's annual revenue or 50 million Chinese yuan (about U.S. \$7.5 million), whichever is higher.

48 hours Spain

Spanish businesses must now register a new employee with the government within 48 hours of the moment they're hired.

29 → 4 India

India's recent efforts to streamline its labor laws included consolidating 29 separate laws into four acts.



Takeaway: Do you have a solid strategy in place to ensure you remain compliant in every country?

4

The future of global payroll

Even before the outbreak of the pandemic the growing demand for business digitalization was evident, yet the pandemic accelerated this demand. Frank Smits, President, Celergo and Streamline, ADP shared 5 key industry trends surrounding pay. With a more distributed workforce, increase in gig economy, the need for more flexible pay options and the requirement to produce meaningful analytics and insights — payroll is becoming more strategic, with technology as the foundation.

Producing meaningful analytics and insights is not easy though — nearly three-quarters of business leaders are unable to derive strategic value from payroll data, said Jeff Phipps, Senior Vice President, GlobalView, ADP. But consolidating your global payroll is the first step.

73%

of companies don't have the global payroll data to inform their strategy.

Source: [The potential of payroll: Global payroll survey 2021](#)



Takeaway: Are you making the most of payroll technology trends to support your business strategies?

5

Every company has its payroll journey story

Whether it be evolving over time, or a big bang which accelerates a decision for total global transformation. At ADP ReThink, we were delighted to welcome 5 clients who were willing to divulge their biggest challenges and share how they overcame them.



Takeaway: What is your story, how will you make a difference to your business?

Major Cyber attack	Patenting payroll innovation	Customer experience	Maintaining stability through change	Righting a partnership
You only get understanding from employees	Mitigating	Transitioning payroll in	Gain in satisfaction	From struggling payroll operations to
Once	US\$20M	2 weeks	Service	One team
Beyond that, you are to blame	A year in tax exposure	From current operator to new operator	Following major change	A high performing strategic partnership
Mondelez International	Raytheon Technologies	Four Seasons Hotels and Resorts	Bristol Myers Squibb	Dow



If you missed ReThink 2022 in Miami, you can watch all of the expert sessions in our library consisting of over 30 videos — each one you will take a learning from:

Visit [ADP ReThink 2022](#)

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