

When was the last time you broke the boundaries of payroll expectations?

- How do you support the effort to reduce costs and limit payroll spending through the use of your timekeeping systems and processes?
- When was the last time pay rule configuration was examined for leakage?
- How long ago was a punch-to-paycheck cost analysis performed?
- How do you ensure limited pyramiding or stacking? (the unintended combining of premiums or bonus pay for a single shift)
- When was the most recent policy enforcement test performed on your timekeeping processes? (testing how employees can game the system)
- What do your managers do in real time to limit spending? What info and tools are available to them?
- How often do you dollarize overspending and how are you tracking trends?
- What are the top 3 ways employees attempt to game the system and how do you control these behaviors/abuses?
- What manager problems are costliest and what are you doing to manage? (e.g. errors, not reviewing timecards, poor policy enforcement, excessive OT and discretionary spending)
- What are your financial targets for reducing spending?