

Payroll Complexity Index 2014

How Complex Is It to Run Payroll across the Globe?



Introduction

Managing and rewarding employees across the globe can be costly and full of legal, cultural, compliance and data quality challenges. As a market leader in HR & payroll services, NGA initiated a **Global Payroll Complexity Survey** to provide an objective overview of the complexity of managing the payroll process in 35 countries across the globe.



NGA's Global Payroll Complexity Index Has Been Defined Based on **5 key categories** Impacting Payroll Complexity



Managing
Employee Data



Managing
Payroll Data



The Payroll
Calculation
Process



Government
Reporting and
Declarations



Geographical
Influences on
Payroll

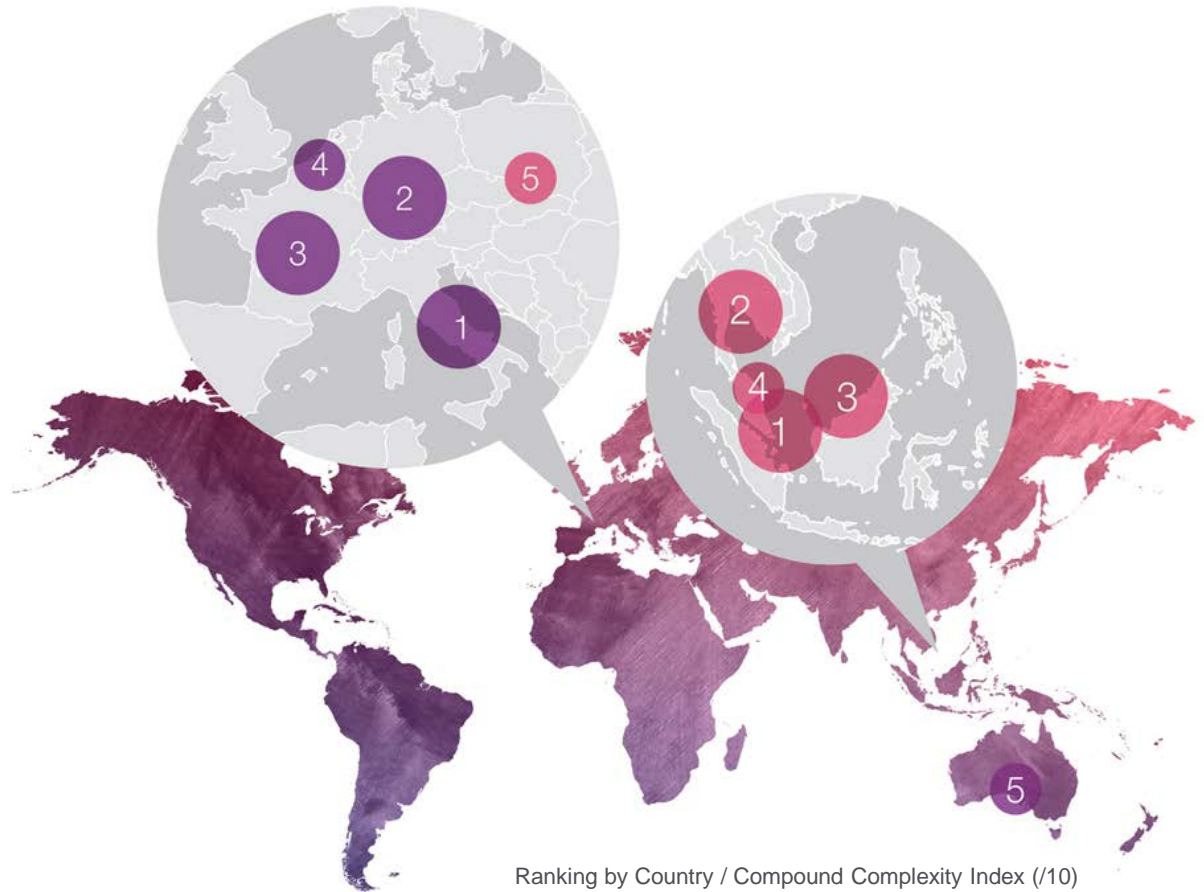
NGA's Global Payroll Complexity Index 2014

TOP 5 MOST COMPLEX COUNTRIES TO RUN PAYROLL ARE

1. Italy	9.16
2. Germany	8.85
3. France	8.44
4. Belgium	7.21
5. Australia	6.87

TOP 5 LEAST COMPLEX COUNTRIES TO RUN PAYROLL ARE

1. Singapore	3.10
2. Thailand	3.40
3. Brunei	3.51
4. Malaysia	3.73
5. Poland	4.62



Western European countries appear to have a more complex payroll process as compared to the rest of the world. At the other end of the spectrum, we see that **Asian payrolls** are much easier to manage than elsewhere.

Managing Payroll Data: Key Influencers

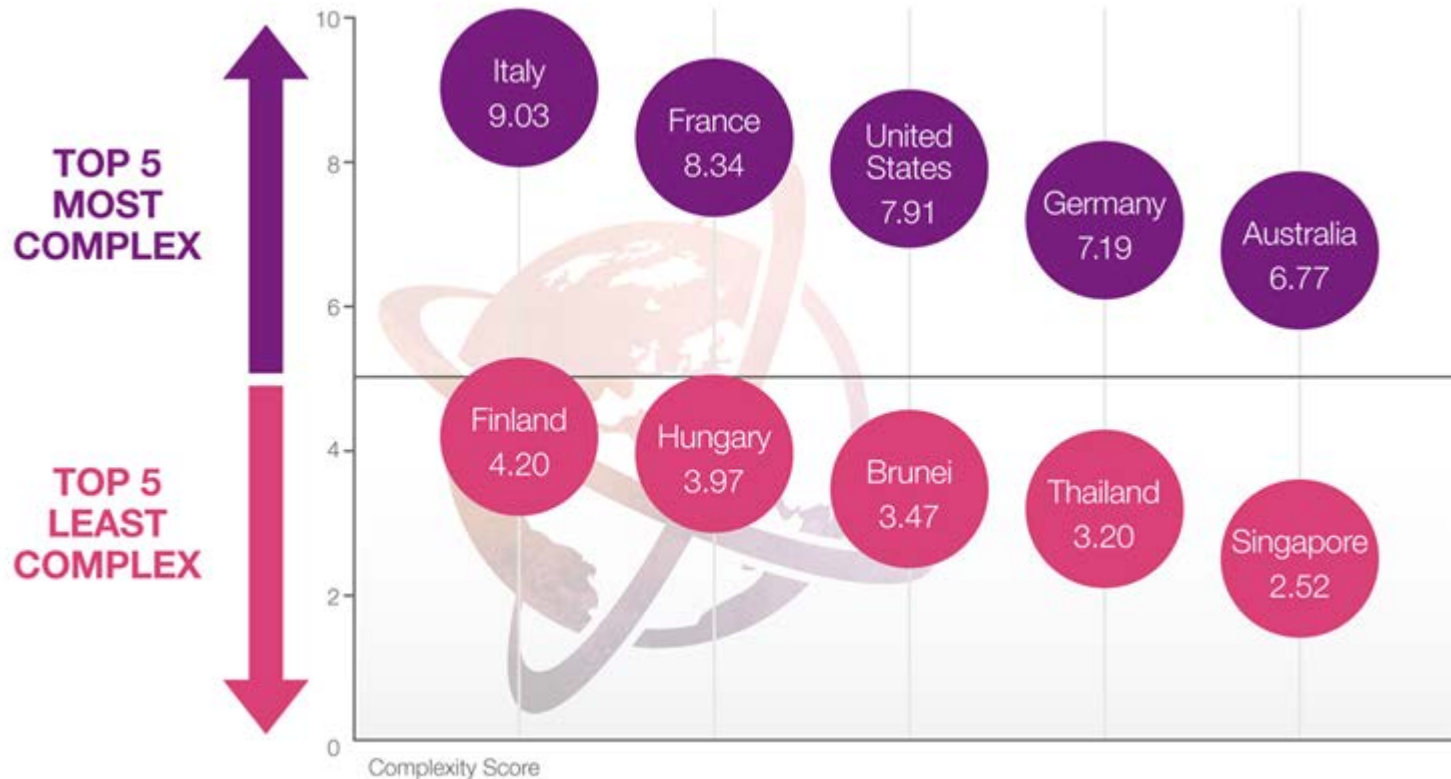
Across the globe, an average amount of 15 different parameters influence the complexity of managing payroll. But some parameters have a bigger impact on payroll complexity than others:



Ranking by Parameter / Compound Complexity Index (/10)

The Gross-to-Net Calculation Process

The complexity of the gross-to-net calculation process is influenced by a wide range of changes, decisions and processes. Multiple payroll runs, retro-calculations, regulatory changes and HR modifications are just some of the components that impact the gross-to-net calculation process.



Conclusion



NGA HR's Payroll Complexity Index 2014 is based on an analysis of the local payroll situation in the countries where we operate. By sharing a questionnaire with all of our payroll experts globally and by conducting online interviews among a sample of local HR experts with deep payroll expertise, we have compiled a representative overview of the payroll complexity in each individual country.

This research highlights the key elements that influence payroll complexity, and provides greater insight into global payroll practices and requirements.



Looking for more detailed information about this survey?

Download the full Global Payroll Complexity Index 2014 reports on
<http://resources.ngahr.com/payroll-complexity-index-2014-full-report>
<http://resources.ngahr.com/payroll-complexity-index-2014-country-overview>

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