Week Six Teamwork

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**Purchasable turn-key hybrid HRIS/Payroll systems**

Many systems are readily available in the market that fulfills the payroll processing needs of any business and also satisfies the HR department's needs for automating all regular HR administration processes. Two of the most suited recommended systems would be Kronos and SyncHR. These two systems will benefit our organization’s time and attendance tracking module and will appropriately generate reports whether customized and standardized.

**SyncHR**

SyncHR is excellent software available in the market. It is a different HR solutions system as compared to other systems because of its technology. SyncHR provides consumers with the facility to construct guidelines to automate specific transactions. Additionally, its patented association model offers consumers an extraordinary level of data reliability along with providing substantial time savings. This smart system permits programmed retro transactions to be controlled accurately. Making payroll modifications such as commencement of pay cycle in the between pay periods for new employees and computing of retro pay is no longer error-prone or time-consuming (SyncHR, 2019).

SyncHR is great software available in the market. It has Non-linear payroll processing with the capacity to process payroll by date ranges as an alternative to subsequent batches. It also includes an automatic tax configuration built on worker work location and address. SyncHR can frame payroll data via uploads, manual entries or API (application programming interface). Moreover, this software is capable of performing retroactive pay calculations, changes in mid-period payroll, sub-ledger, and self-balancing journal records and can create payroll reports for auditing purposes.

SyncHR has multiple reporting and analytical abilities as well. For instance, it has the feature of an editor, dashboard builder with drag-and-drop functions and built-in ad-hoc reporting models that contain charts and tables. SyncHR also includes real-time access for present, past and upcoming data. Some other features of the software include in a huge number of pre-built reports that are accessible covering many useful areas including in numerous export and format options along with creating custom reports.

**Kronos**

Kronos' system includes scheduling, time and attendance, and core HR and payroll management. Kronos software can assist your business to simplify and revolutionize the way that information concerning human resources is gathered, used, and stored. Kronos’ (SaaS), service delivery model, provides on-demand amenities PEPM (per employee, per month). Mobile approachability is also delivered at no added charges via its application of Workforce Ready Mobile (Kronos, 2019).

Kronos streamlines the wearisome errands that are involved with monitoring attendance and time management of employees, data collection, and employee tracking. Kronos complete automated time-tracking software works in tandem with its interactive voice response (IVR), time clocks system, and mobile device s which helps the business or organization to control minimize compliance risks and labor expenses while enhancing workforce engagement and productivity.

One feature or part of Kronos' cloud-based Workforce Ready suite of services is its Workforce Ready Time Keeping. This is attendance and time organism that comprises all the fundamental features a business need to manage their human resources timetables and calendars; for instance, several ways to regulate paid time off and in and out time controlling and scheduling. Personnel can manage their clock in and out and other related needs from mobile apps, timeclocks, and web browsers. This system in Kronos software can be used by small and medium-sized organizations in numerous industries. Furthermore, it has a notification scheme, and audit trajectory that assists the businesses in complying with labor laws and it can also track time-off accruals.

Payroll data is always significant particularly when it comes to compliance management and budgeting. Kronos offer features which can make payroll data readily reachable through its reporting capabilities. Kronos software teams or users to swiftly access payroll records which can be used for producing financial and accounting reports, both standard and ad-hoc reports. Once the report generation is completed, the software can filter, customize, and sort the data and report.

To conclude, both thesesystems are extremely useful and efficient and will work well for the company. However, reviews and statistics suggest that SyncHR is somewhat expensive and the ratings are not as good as Kronos. On the other hand, Kronos is a complete package as well with excellent ratings and price.

**References**

#### *The Next Generation of Human Capital Management | SyncHR*. (2019). *Synchr.com*. Retrieved 19 February 2019, from https://www.synchr.com/why-synchr

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