Payroll Software Features and Requirements

payroll software, at the base. manages financial functions and compensation Additional features provide standard HR capabilities. recruiting tools and analytic operations.



Core HR

- [ ] Employee records, benefits management, PTO tracking. document storage

Payroll Management and Processing

- [ ] Payroll tracking, direct deposit, 401k contribution tracking, bonuses and deductions

Recruitment and Employee Lifecycle

- [ ] Job posting, social recruiting, ATS candidate portals, onboarding

Workforce Management

- [ ] Time tracking. attendance and absence management, PTO, scheduling

Compensation Administration

- [ ] Worker's compensation. minimum Wage adjustment, base salary administration

Tax Services

- [ ] Tax calculation, social security taxes, tax document completion, tax filing/sending

Reporting

- [ ] Budgeting, forecasting, generate payroll reports, financial projections, drill-down

Compliance Management

- [ ] 401k compliance, HIPAA compliance, EEO/OFCCP compliance, ERISA compliance

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