

PROFESSIONAL
SERVICES

ELIMINATE YOUR TOUGHEST HR CHALLENGES

In the **professional services sector**, you face a unique set of payroll and HR challenges that can consume your time and profits. Paycom's all-in-one human capital management technology can help you cost-efficiently manage labor allocation, find and keep the best employees, increase operational efficiency and sharpen your competitive edge.

CHALLENGE 1: Recruiting and Retaining Top Talent

Attracting, hiring and keeping the best employees can give your organization the competitive edge it needs to continually find and develop new business.

Paycom's human capital management technology can help you recruit top candidates and create a culture of engagement that minimizes attrition. With Paycom, it's easy to:

- build a customizable database of potential candidates autopopulated from résumés
- automatically filter out unqualified applicants
- increase day-one productivity and streamline the hiring process with paperless onboarding
- align performance initiatives with organizational objectives
- offer professional development opportunities through a customizable training program

CHALLENGE 2: Workforce Planning and Budgeting

Efficiently managing labor is crucial to the health, progress and profitability of any job. With Paycom's payroll and HR technology, you can strategically match human capital resources to demand and manage labor allocation throughout project life cycles.

Our easy-to-use system provides actionable insights so you can make and implement workforce decisions in real time. Paycom can help you:

- organize your workforce by skill set, education, specialty or certification
- monitor employee utilization rates by tracking hours worked by job or department
- determine labor efficiency by comparing actual, scheduled and projected hours
- reassign employees to projects where their particular skill set is needed most

FINDING
AND
KEEPING 
GOOD
PEOPLE
IS THE **2ND** BIGGEST
BUSINESS
CHALLENGE
FACING FIRMS

CHALLENGE 3: Paper-Based Expense Management

Manually tracking and reimbursing employee-incurred expenses is a labor-intensive process that can consume time and negatively impact cost-allocation processes.

Paycom's human capital management technology can help you streamline the entire process, and because our system operates within a single-database, reimbursements automatically update to payroll, cutting the time spent signing checks. With Paycom, you can:

- set expense rules and budgets by employee or project
- flag expenses for investigation that do not meet parameters
- give employees the ability to upload receipts and submit reimbursement requests
- enjoy cloud-based functionality that lets you approve expenses anytime, from anywhere

INTUITIVE TECHNOLOGY BACKED BY DEDICATED CUSTOMER SERVICE

Paycom is all about solving your payroll and HR challenges. That's why you also get a dedicated Paycom specialist who knows your business and will be there to answer your questions every step of the way.



Knock Out *All* of Your
Toughest HR Challenges
with One Easy-to-Use,
Cloud-Based Solution

To see what Paycom's human capital technology can do for your company, schedule a demo at [Paycom.com/ProfessionalServices](https://www.paycom.com/ProfessionalServices)

70% OF
CFOs
SAY
**REDUCING
TIME SPENT
ON ADMIN
TASKS
WOULD
BENEFIT
THEIR FIRMS**

Sources:

1. Hinge Research Institute: 2015 Professional Services Marketing Priorities
2. SPI Research: What are the Essential KPIs for Professional Service Organizations?
3. CFO: Practical Processes: Five Smart Cost-Allocation Strategies