SD Connect by SD Worx

Can Your Payroll Think Global and Act Local?

A global payroll and HR strategy typically aims to achieve consistency across national frontiers and avoid expensive duplication. But the reality is often very different, with many international companies relying on multiple payroll systems that have no way of talking to each other. This pushes up costs and increases complexity.

SD Connect – Harmonising International Payroll

An international company can avoid these problems by working with a single provider who can deliver a global software solution with harmonised services combined with local country expertise. SD Connect, developed by payroll and HR service provider SD Worx, does just that.

Unlike other payroll solutions, SD Connect offers a single external connection between a company's global Human Resources Information System (HRIS) and local payroll engines (LPEs). With one global system talking in one common language, payroll processes can be simplified and synchronized.

In addition, local payroll experts and systems provide in-country tax declarations, tax filings and reporting, using fully compliant payroll solutions created by SD Worx and its partners.
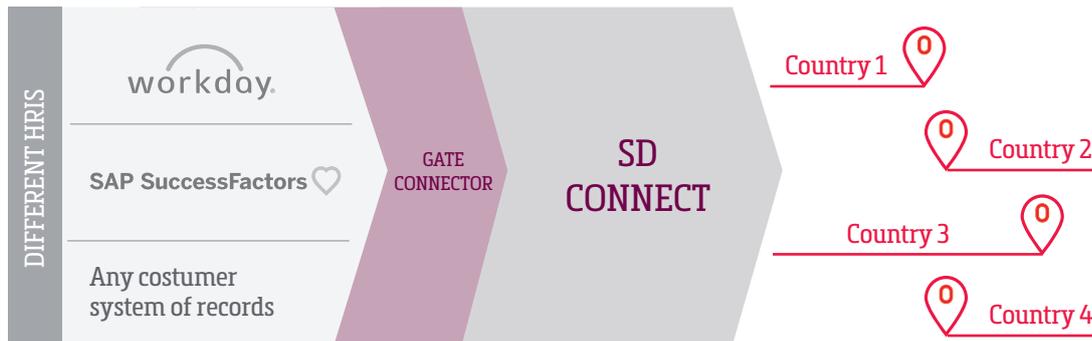
Going Beyond Compliance

SD Connect allows relevant payroll data to be sent from a global HRIS system to local payroll operations to calculate employees' pay. The calculations are then made available in the HRIS global reporting and analysis facility or via Cubes, SD Worx's international reporting tool. SD Connect is also available to the Payroll Services Alliance network, offering the same integration for SD Worx payroll partners around the world.[1]

SD Connect follows up on workflows initiated by the HRIS and routes them to the right LPE. The LPE validates these workflows, accepting them only when all information is complete and correct. When problems surface, data in the HRIS can be changed and presented again to the LPEs. This process continues until all errors have been eliminated.

1. SD Worx Connect is live in eight countries (Belgium, Netherlands, Luxemburg, France, Germany, Denmark, Sweden and the UK): others are guaranteed to follow. Countries that have committed include, Italy, Poland and Hungary, with further countries made available based on customer needs.

Other features of SD Connect include:

– Access to real-time employee data, particularly useful when employees join or leave the organisation

– A facility for uploading payroll data for specific pay groups

– Standard connectors to Workday and SuccessFactors

– Option of using either a local-to-local contact or a global service center

Uniform Processes Supported with Global Reporting

SD Connect helps customers deliver their global payroll and HR strategy by using uniform processes supported by global reporting. The solution adds value on a global level by:

– Providing a single global payroll, reporting and workflow system that is open to third party integration

– Eliminating the need for duplicate maintenance of payroll and HR data

– Delivering international coordination and governance by experienced program and project leaders

– Offering a consolidated view of detailed cross-border payroll data

On a local level, SD Connect adds value through:

– Local payroll processing

– Access to local country payroll experts responsible for day-to-day services

– Connecting a company's global HRIS with locally compliant gross-to-net processing

How Can SD Connect Transform Your Payroll?

To find out more about SD Connect and how it can help transform your business, contact SD Worx directly at ✉ **www.sdworx.com/contact**