Compensation Complexities:

How to Navigate the Impact of Compensation Regulations on a Geographically Diversified Workforce

While remote work and a geographically diverse workforce can add great value to any organization, it raises many compliance challenges that cannot be understated. This Workforce.com takeaway highlights what leaders and managers can do to ensure they are keeping up with minimum wage laws, scheduling regulations and other state or local ordinances that inform how employers must treat employees in different locations.

While COVID-19 has highlighted the possibilities of an increasingly remote workplace, there are certain complexities that arise when employees live in different cities or states. Tax laws may differ, and with employees working from home, employers must consider what zip codes people are working from. Not only are there different tax rates, minimum wage laws and scheduling regulations on a state-by-state basis, but various cities may have their own rules on top of that, and compliance gets even trickier when someone is working from outside the United States.

In the 2020 Workforce.com webinar "How to Navigate the Compensation Complexities of Different Cities, States and Countries," five solutions were explored to address the compliance issues that arise when an organization has a geographically diverse workforce.

- **Track where people are working from**: Especially when more of your workforce begins working from home, consider if anyone lives across state or city lines. Different laws and regulations may apply to them. When people work in other countries, that raises an even stronger level of complexity, and it is best to hire outside consultancies or other help that has the expertise to manage this challenge.
- **Use automation to protect against bad data entry:** Bad data entry is one of the most common payroll errors, and inputting data manually only increases the opportunity for error. A highly automated payroll system can yield fewer mistakes.
- **Don't rely on more systems than necessary:** When an organization acquires another company, it may seem easiest to let them use their current workforce management or payroll software rather than go through the time and trouble of changing how things are done. That is a mistake. Having multiple legacy systems under one company only complicates things by requiring you to patchwork together information from multiple sources. Organizations should bring people as quickly as possible onto one system.
- **Look for flexibility, not customization:** The more customized your system is, the more customized support you need to get through your day and deal with issues. Ultimately, customization occurs when there is a lack of flexibility in the system. Flexibility is more important and allows organizations to take the unique needs of their workforce into account while not making their software system more complicated.
- **Be proactive and data mine:** In payroll, robots can be used to data mine various reports and look for statistical anomalies. This allows you to observe areas that may become an issue in the future, and deal with it before it becomes a real problem.

Workforce.com software is one example of a solution that offers the flexibility needed to pay your workforce correctly. It takes changing leave and scheduling laws into account so that managers do not need to become experts on yet another topic. Making payroll and scheduling simpler makes it easier for managers to spend time on the tasks that require human skill.

Workforce.com

Workforce.com applies the scientific principles of engineering and research to advance the happiness, welfare, and efficiency of those who work. Pioneered by James R. Angell, president of Yale and Carnegie Corp. The origins of Workforce.com stretch back 97 years to a joint initiative between the Engineering Foundation and the National Research Council. Our call is the continued growth and unification of these modern engineering, labor, management, and educational bodies to lead workforce science to its farthest possible forward point.

To learn more about how Workforce.com's customizable software solutions can create scheduling equilibrium for your employees, please contact us at Sales@Workforce.com or 888-766-5582.

Our team would be happy to give you a customized walk you through of the product and demo some of its top features.

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