Employee Time & Attendance Pulse Survey 2022-23

Changing the employment landscape

Most organizations track employee time, attendance, and PTO

95%

of organizations track employee time, attendance, and PTO

Organizations that may track these items to a greater extent are those that employ contingent workers, who are paid per hour including:

Part-time workers

Consultants

Freelancers

Independent contractors

While contingent workers only represent a small portion of the workforce[1]

contingent workers >> *workforce*

36%

of HR pros expect the proportion of contingent workers to grow over the next two years[1]
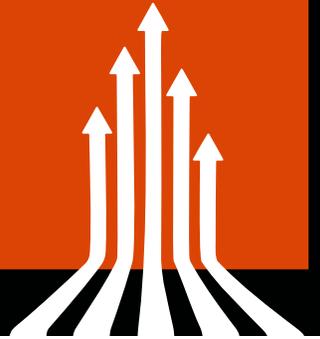
But there is much room for improvement

Just **38%**

of respondents rate their organization's time tracking methods at an 8,9 or 10, where 10 is the highest possible satisfaction
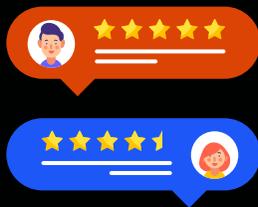
34%

of organizations are spending > **10 minutes a week** collecting and calculating work-hours data for each employee

Errors in tracking employee time and attendance could lead to loss of employee trust or worse

57%

are still making 1 to 2 payroll mistakes per 100 employees

49%

of Americans will seek new employment after just two payroll mistakes,

The IRS collected nearly $7 billion in payroll penalties for 2021[2]

Organizations may want to look into alternative tracking methods:

Most organizations have a clocking system, but that doesn't necessarily mean it's effective
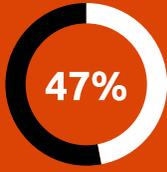
47% use a web-based tracking system from their desktop

But even then, multiple respondents said they use:

Manual tracking on spreadsheets

On the other hand, some tracking methods, while effective are underutilized, including:

Biometric fingerprints

Proximity clocks

GPS tracking

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But there's good news

Most say their accounting employees need minimal training to learn the laws to do their job effectively

81% take 4 months or less

61% take under 3 months

How do employee time tracking leaders* differ?

Compared to employee time tracking laggards*, leaders are:

Almost
2x
more likely to make no payroll mistakes per 100 employees

Over
2x
less likely to spend > 10 mins a week calculating each employee's work-hours data

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Consider these strategies

Review employee satisfaction of time tracking methods

Make sure employees stay up-to-date on employee time tracking laws

Automate where possible to eliminate human error

Research alternative tracking methods

About the Survey

1. HR.com. (2022, January). The state of the new hybrid and flexible workplace. Retrieved from https://www.hr.com/en/resources/free_research_white_papers/the-state-of-the-new-hybrid-and-flexible-workplace_kytpj1uh.html
2. Mastrandrea, A. (2022, July). The real cost of payroll errors in the US. A Leading Professional Employer Organization. Retrieved from https://www.thepayrolledge.com/blog/the-real-cost-of-payroll-errors-in-the-us

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