



Multi-country Payroll Platform (MCP) Assessment

Human Resources Outsourcing (HRO)
Market Report: June 2016 – Preview Deck

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¹ Banking, financial services, and insurance

Table of contents (page 1 of 2)

Topic	Page no.
Key market definitions and framework	5
Summary of key messages	11
Section I: Multi-country Payroll Platform assessment	13
• Platform assessment	14
• Platform commentary	17
– ADP	17
– Ascender	18
– Ceridian	19
– CloudPay	20
– Excelity	21
– Neeyamo	22
– NGA HR	23
– Ramco	24
– TMF Group	25
– Toutatis	26
– Zalaris	27

Table of contents (page 2 of 2)

Topic	Page no.
Section II: Key insights on the Multi-country Payroll Platform dimensions	28
• Types of operating/technology framework	29
• Core payroll country coverage	30
• Employee and manager support	31
• Reporting & analytics	32
• Deployment and connectivity	33
• Mobility	34
Appendix	35
• Glossary of terms	36
• HRO research calendar	39
• References	40

Background and methodology of the research

Background of the research

Multi-country Payroll Outsourcing (MCPO)¹ market is among the fastest growing markets in the HRO space. It is also one of the most competitive markets. MCPP which underpins this market is fast becoming a key element in providing a truly global payroll experience. In order to differentiate themselves, multi-country payroll providers are increasingly investing in these MCPP platforms. They are doing significant capability addition to their platform in terms of dynamic dashboards, advanced reporting and analytics, interactive mobile support, and various advanced employee support features.

In this research, we analyze the MCPP across the following dimensions:

- Everest Group MCPP assessment
- Analysis of MCPP dimensions
- Everest Group remarks on MCPP providers

The scope and methodology of this report includes:

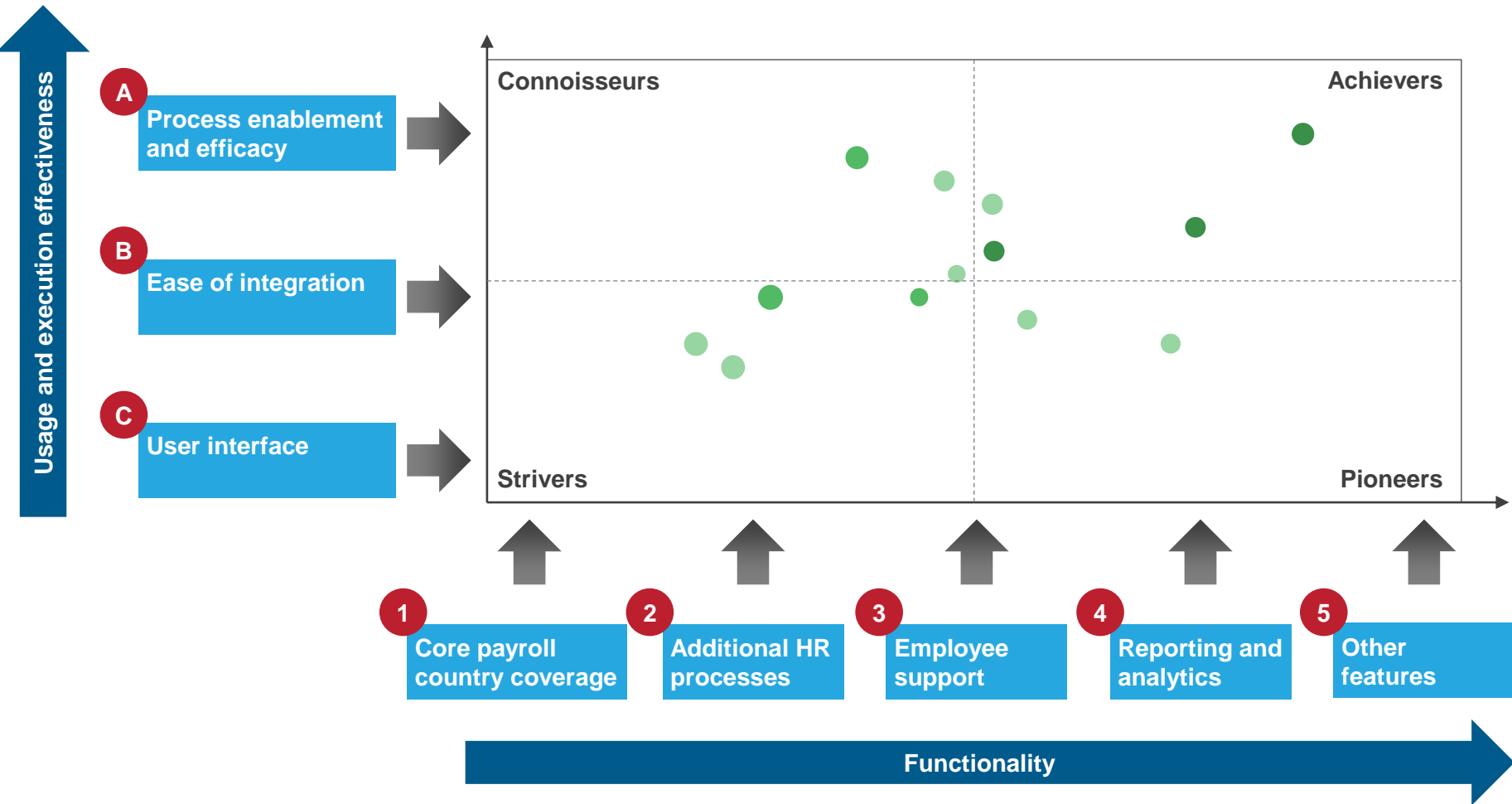
- Platforms which have capability to manage multi-country payroll
- Proprietary data collected from 11 MCPP providers

¹ MCPO is defined as the transfer of responsibility of some or all payroll subprocesses for multiple countries on an ongoing basis. Major subprocess included in typical MCPO arrangement are payroll preparation, payroll calculation (gross-to-net), payroll distribution, reconciliation, third-party payments, payroll tax reporting and filing, vendor management and contact center

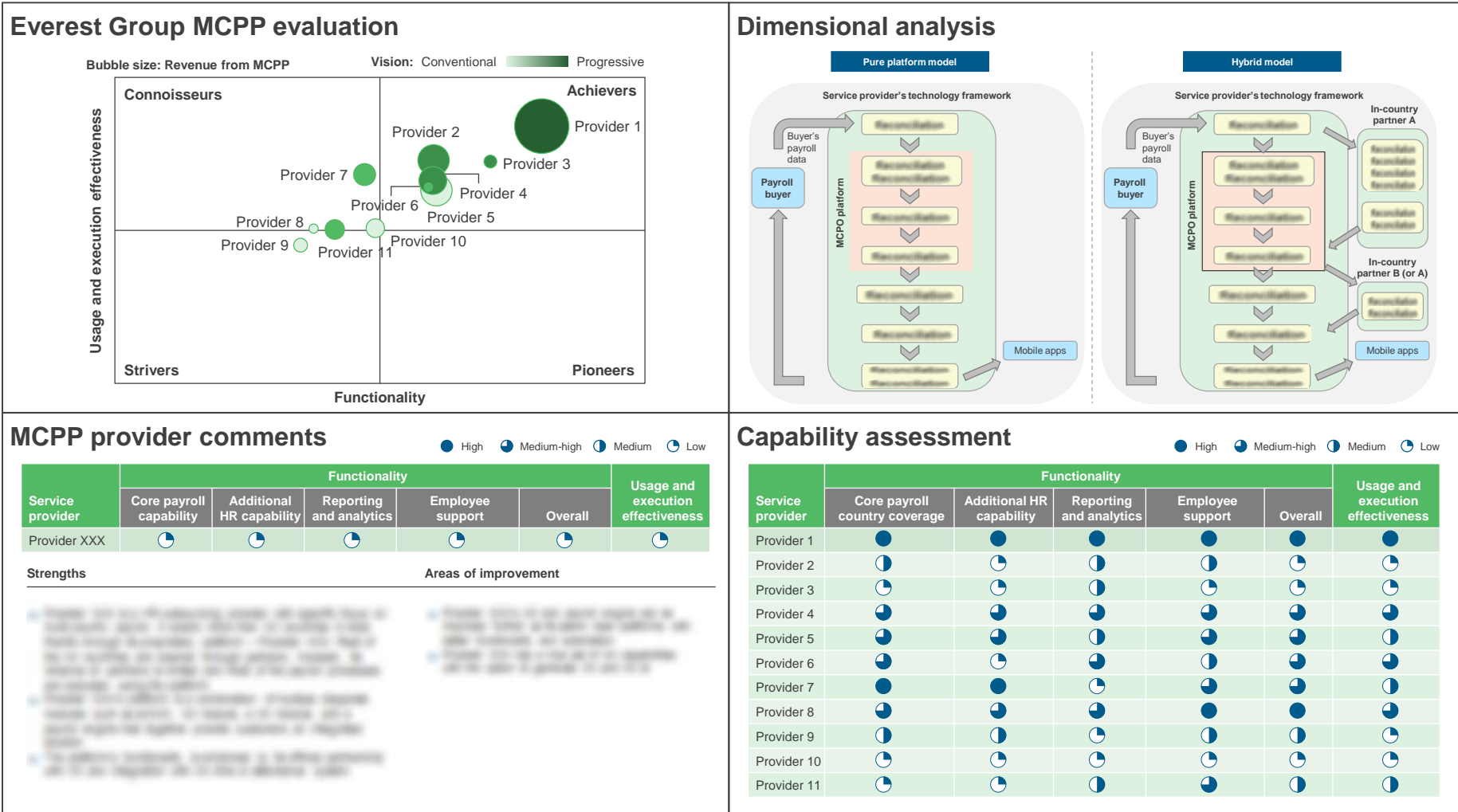
Everest Group's MCPP Assessment Framework

Bubble size: Revenue from MCPP

Vision: Conventional  Progressive



This study offers a deep dive into key aspects of MCPP provider landscape; below are four charts to illustrate the depth of the report



Source: Everest Group (2016)

HRO research calendar

Published Current

Topic

Release date

MPHRO – Service Provider Profile Compendium 2015	December 2015
Analytics Business Process Services (BPS) – Analytics Goes Mainstream – Scope Expands Beyond Traditional Clients and Offerings	April 2016
Multi-Country Payroll Outsourcing (MCPO): A Must-check Buffet for MNCs in Asia Pacific	April 2016
Robotic Process Automation in HR Outsourcing: Not the Same as Other Business Process Service Lines	April 2016
Heralding a New Era of Transformative Business Process Services through Technology	April 2016
Benefits Administration Outsourcing (BAO) – Service Provider Landscape with PEAK Matrix™ Assessment 2016	June 2016
Multi-Country Payroll Platform Assessment	June 2016
MPHRO – Service Provider Landscape with PEAK Matrix™ Assessment 2016	Q3 2016
Benefits Administration Outsourcing (BAO) – Market Report	Q3 2016
Multi-Process Human Resources Outsourcing (MPHRO) – Annual Report	Q3 2016
Benefits Administration Outsourcing (BAO) – Service Provider Profile Compendium	Q3 2016
Technology in BPS - Service Provider Compendium 2016	Q3 2016
Technology in Business Process Services (BPS) – Service Provider Landscape	Q3 2016
Global HR Trends Handbook 2016 - Innovation, technology, outsourcing, and vendors	Q4 2016

Additional HRO research references

The following documents are recommended for additional insight into the topic covered in this report. The recommended documents provide either additional details on the topic or complementary content that may be of interest:

1. **Multi-Country Payroll Outsourcing (MCPO) – Service Provider Landscape with PEAK Matrix™ Assessment 2015** ([EGR-2015-3-R-1396](#)); 2015. This report gives an overview of the market and analyzes how the service providers differentiate themselves. Based on the comprehensive Everest Group PEAK Matrix, each of the 16 MCPO service providers are segmented into Leaders, Major Contenders, and Emerging Players. Additionally, this report provides key insights on the individual PEAK Matrix dimensions as well as service provider assessment and remarks about each of these providers
2. **Multi-Country Payroll Outsourcing (MCPO) – On the Verge of a Quantum Leap** ([EGR-2015-3-R-1441](#)); 2015. This report covers the 2014 MCPO market comprehensively and provides geography-specific market growth rates, deal characteristics, and buyer profiles. Key insights have been provided into the outsourcing models prevalent in the market and the service provider delivery footprint
3. **Multi-Process Human Resources Outsourcing (MPHRO) – Service Provider Landscape with PEAK Matrix™ Assessment 2015** ([EGR-2015-3-R-1581](#)); 2015. This report examines the dynamics of the MPHRO service provider landscape. It provides a deep-dive analysis into how the service providers shape up in terms of their market success and delivery capability. Based on the comprehensive Everest Group PEAK Matrix, 19 MPHRO service providers are segmented into Leaders, Major Contenders, and Aspirants. Additionally, this report also contains Everest Group's remarks on each service provider's strengths and areas of improvement, besides insights into each of the PEAK Matrix dimensions

For more information on this and other researches published by Everest Group, please contact us:

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