

discover outsourced services



People Platforms Potential

PAYROLL PROCESSING

Payroll Processing may well be the most commonly outsourced HR function. Calculating all the deductions to withhold from your employees' paychecks yourself can quickly get confusing and complicated, and you certainly don't want to make any mistakes in this area. In addition to benefit premiums, payroll deductions include wage garnishments and taxes; errors can lead to trouble with regulatory bodies. This is why many companies choose to pass off the task to the **d. Team** payroll consultants rather than handle it themselves.

HRIS ANALYSTS

Save money with **d. Team** outsourced HRIS Analysts. Outsourcing can be more cost-effective than hiring and training an in-house HRIS analyst, especially for smaller companies. We offer subject matter experts to support your HRIS so you can focus on your core business. Free up your HR staff to focus on strategic HR initiatives. Outsourcing allows companies to scale HRIS support as needed, whether you are growing or downsizing. Benefits include improved HR data quality and accuracy, better HR process efficiency, more informed decision-making and enhanced compliance.

EMPLOYMENT COMPLIANCE

Any business needs to comply with more rules than just benefits and tax laws. You also have to follow equal employment opportunity (EEO) laws and workers' compensation regulations. Hiring the **d. Team** Consultants who are compliance experts can keep you in line with all EEO and workers' comp guidelines on a day-by-day basis with little to no extra work on your end.

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RISK MANAGEMENT

HR teams don't just oversee anti-discrimination efforts and employee relations. They minimize the risks of worst-case scenarios in these and other important employee management matters. To avoid workplace conflicts or even lawsuits, you can outsource your risk management efforts to HR experts so your team stays happy and you have less work that isn't strictly business-related.

EMPLOYEE BENEFITS

A strong employee benefits package – one with health insurance, a retirement plan and more – can keep your current employees happy and give your company a competitive advantage in recruiting. That doesn't mean administering benefits is easy. Many companies outsource their employee benefits administration to relieve themselves of the work that accompanies researching plans and complying with benefits regulations. **The d. Team** will see you soon.

PERFORMANCE MANAGEMENT

Annual reviews, salary negotiations and other performance-related conversations are an inescapable part of running a business. While you'll likely want your own team to lead these conversations, you may not have the time or expertise to prepare for or work through these moments. If that's the case, outsource your performance management tasks to a third-party company. Your HR firm of choice can also help you determine your performance goals and disciplinary routes for poor performance.

TALENT ACQUISITION

When you're eager to find that perfect new employee, you might not be as thrilled about the prospect of working through stacks of applications and setting up interviews. To take this workload off your plate, you can outsource the **d. Team** to oversee your talent acquisition process.

BACKGROUND SCREENING

When hiring employees, it is always good practice to conduct background screenings and reference checks. This helps give you a clear picture of the person you are welcoming into your business. However, both these processes – especially the phone calls often involved with reference checks – can be quite time-consuming. That's why so many companies rely on the **d. Team** to conduct their background and reference checks.

DRUG TESTING

Although HR experts have debated the merit of drug testing in recent years, you can still hire an HR consulting or outsourcing firm to handle this task for you. The provider you choose will walk your employees through the process, send all samples to a laboratory for testing and report the results back to you. If the results call for disciplinary action or termination, you can task the **d. Team** to carry out these actions as well.

