

# Human Resources & Payroll

## Payroll

### Introduction

With over 26 years of experience across Asia, Dezan Shira & Associates' simple and easy payroll solutions make use of technology and system infrastructure that exceed industry standards. We understand the need to have regional oversight with local expertise. Our on-the-ground experts with knowledge of local statutory regulations enable you to focus on running your company as efficiently as possible.

### Key challenges

Payroll processing is time-consuming and can be complex for many companies. Below are some of the common payroll challenges companies encounter on a daily basis:

#### Ever-changing government regulations and requirements across Asia

One of the biggest challenges when processing payroll for Asian countries is understanding and staying up to date with local regulations. With different countries following different regulations and procedures, it is difficult for overseas based HR teams to efficiently handle local payroll requirements. Also, the interpretation and implementation of even nationwide policies can vary at local levels increasing compliance risks.

#### Working with multiple providers across different countries and cities

Due to the varying nature of HR & payroll regulations across different countries, many businesses operating internationally must hire separate service providers for each country they are active in. These local providers are often only able to offer a limited number of services. To fully cover all of their HR and payroll needs in one country, companies must hire multiple local providers.

Central HR teams must work with and manage these external service providers, creating higher internal administrative costs.

#### Differences in reporting standards and language barriers

For non-English speaking countries, when creating payroll reports, local HR teams typically use their own reporting templates to be in compliance with local regulations.

These may be difficult to understand for a company's headquarters where they may be used to the universal reporting system. Reports made by these teams are also usually written in the local language and then translated into your chosen language. Language barriers may compromise the quality of these reports, causing them to be unclear and missing key information.

Central HR & payroll teams must also compile these multiple reports into one standardized report which can be time-consuming and result in poor quality reports.

### How We Can Help

A well planned and structured payroll administration process is crucial for every growing business. It can reduce operational costs, improve the company's productivity, and reduce stress for employees. We can help. We offer:

#### HR & Payroll Service Outsourcing

We cover your daily HR & payroll needs. All day-to-day tasks such as daily payroll, social welfare management, contract management, personal income tax filing, new joiner & leaver supporting services, reimbursement releasing, etc. are done by our in-house team.



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**DEZAN SHIRA & ASSOCIATES**

Your Partner for Growth in Asia

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### Comprehensive Reports Through Self-Designed Payroll Portal

Using our own specially designed HR software, we consolidate HR & payroll data and provide one comprehensive payroll report for your headquarters. Covering different aspects of your HR & payroll system, the reports give an in-depth look at how well your current processes are running.

### Report Analysis and Advisory

Based on the reports we provide, we give you an in-depth analysis of how to improve your HR management strategically and practically. We can implement further HR support such as HR documentation & internal control audits and compensation & benefit management.

### Regulation Watch and Advisory

Our team stays up-to-date on all HR & payroll regulation changes in Asia. We keep an eye out for updates, provide

advice on how changes in regulations can affect businesses, and offer additional solutions through our other service lines such as tax, legal, and financial services.

## Why Dezan Shira & Associates

Dezan Shira's payroll team has extensive experience providing multilingual payroll support across Asia. Our payroll experts are focused on providing foreign businesses with up-to-date advice on how to handle local HR & payroll regulations.

Our payroll team understands the vital role of the HR function in an organization and caters to the requirements and concerns of the organization, providing standardized reports and professional consultation to facilitate decision-making processes.

With 30 offices across Asia and knowledgeable experts in the fields of law, tax, accounting, and finance, we are able to be your one point of contact in Asia for all your international HR and payroll needs.

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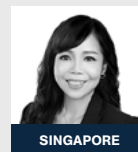
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- > Corporate Establishment and Structuring
- > Due Diligence

- > **HR and Payroll**
- > Outbound Direct Investment
- > Accounting

- > Tax
- > Audit and Risk Advisory
- > Technology

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