

2019 Workforce Trends

HR's Digital Evolution

Let's face it, we love our technology

What's not to love about the satisfaction of ordering a pizza, buying movie tickets and shopping for a new TV – just about at the same time – all from your phone or tablet? Technology has made our personal lives convenient through user-friendly applications. Is it too much to ask for that ease in our professional lives? Your **HR solutions should be fully mobile enabled with cloud-based technology** designed to allow you to access and share data across platforms and business units with the ease you've come to expect from today's technology.

Solutions Helping You Work Smarter and Safer

ADP is mobile friendly and **ADP Marketplace** provides access to integrate with external systems and access to unique apps, allowing your technology to work smarter and harder. For you, discover solutions to help recruit and onboard top talent. For your employees, easy access to see their earnings, review benefits, clock in/out and so much more! And with ADP proactively keeping **data security** in the forefront, it's not just ease of use but peace of mind, too.

Efficiency Boosts Your Bottom Line

The time your HR staff spends on administrative tasks comes at a significant price if not managed carefully. **Recruiting and keeping your talent comes with a cost:**



The national average cost-to-hire is **\$4,425¹**



40% of employees leave within the first year²



Average cost of turnover per employee is **\$15,000²**

The powerful solutions available through ADP and ADP Marketplace help to reduce or eliminate manual processes and can allow your HR staff to focus on more strategic – **and cost effective** – efforts like employee recruitment and engagement. Streamlining your HR processes can help improve efficiency and productivity, allowing your HR team to positively affect the bottom line, resulting in direct cost savings for your business.

1. 2017 Talent Acquisition Benchmarking Report, SHRM

2. Work Institute 2018 Retention Report