

# Your Business is Growing. Should You Outsource HR? Or, Keep It In-House?

Your business is growing. With each new hire (or resignation), you shoulder more administrative work on top of an already long to-do list. At the same time, the workplace has evolved tremendously. Now more than ever before, you must champion critical projects that address new and emerging workplace needs in order to keep up with the future of work. Sound familiar? You're not alone.

*In the last 10 years, the role of HR has expanded. Leaders today must now balance & juggle two types of work.*

## 01.

### Traditional HR Tasks

The important administrative tasks that keep the business running. Traditional HR tasks are closely linked to employee lifecycle, and federal and state labor laws requiring compliance.



#### To-do's like:

- Onboarding new hires
- Updating handbooks
- Processing payroll
- Tracking time
- Administering benefits
- Managing leave
- Maintaining records
- Offboarding workers

## 02.

### Modern HR Projects

The critical, cross-functional projects that facilitate positive changes across organizations. Modern HR projects focus on improving your organization's identity (who you are), agility (how you operate), and scalability (how you grow)...so that your company is future-proof.

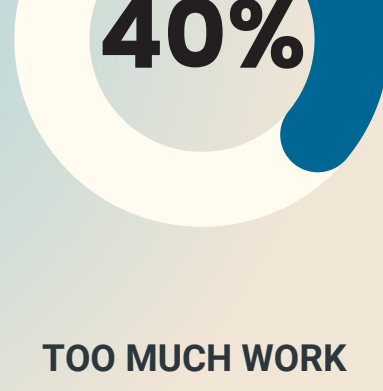


#### Projects that support hiring, engagement & retention outcomes, like:

- Designing a better employee onboarding experience
- Driving clarity of the org's purpose, value & culture
- Regularly reviewing talent needs, skills gaps, and succession planning organization-wide
- Creating a safe work environment
- Developing the next generation of leaders

*But after months of unrelenting change (thanks COVID) HR is burned out too and needs more support.*

### What Makes HR Teams Exhausted?



#### TOO MUCH WORK

More than 40% of HR teams cite an overwhelming number of responsibilities as one of their biggest challenges

(Lattice)



#### NOT ENOUGH STAFF

41% of say that their HR department is understaffed and is driving exhaustion

(Lattice)



#### TOO MUCH ADMIN

HR professionals can spend up to 73% of their time on tedious admin tasks, not strategic business outcomes

(G&A Partners)

*There's good news! An HR partner can alleviate your HR burdens and help you drive better business outcomes.*

### Specifically, outsourced HR partners can help you...

#### 1. Find relief from general HR tasks.

No more time wasted figuring out complex payroll, organizing documents, or administering benefits.

#### 3. Access competitive benefits.

An HR partner makes it easier to access diverse benefits and perks that prioritize workers, all from one partner.

#### 5. Stay up to date with regulations.

Staying ahead (and out of trouble) is simpler with guidance from experts who interpret the law for you and make sure your HR is set up correctly.

#### 6. Lower and/or control labor costs.

HR outsourcing companies have BIG buying and bargaining power. That's why they can offer insurances like healthcare and workers' comp at much lower and less volatile prices.

#### 2. Onboard new hires.

Background checks? New hire paperwork? Get the support you need to build your team and stay compliant.

#### 4. Adjust your policies/procedures.

There's no need to start from scratch. An HR partner has policies and processes that they can tailor to fit your organization.

#### 6. Protect your business.

Why? Because they have a vested interest in keeping your business safe, from workers' comp coverage and claims to preventative safety training.

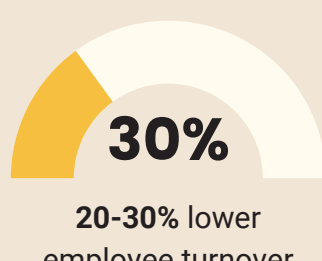
#### 7. Get access to seasoned pros.

With an HR outsourcing company, you get access to diverse subject matter experts that act as an extension of your team.

Depending on your needs, an HR partner can function as a full-service outsourced HR department or support your existing HR staff.

### By the Numbers:

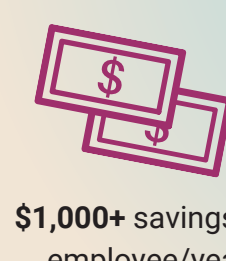
#### Did you know? Businesses that work with an HR partner can experience....



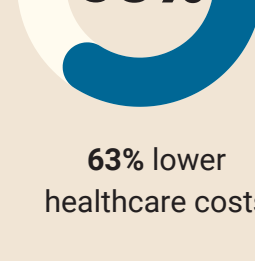
20-30% lower employee turnover



9% faster growth than other businesses



\$1,000+ savings per employee/year



63% lower healthcare costs



30% lower workers' compensation costs



Fewer concerns about hiring, retaining & motivating employees

(Data from the National Association of Professional Employer Organizations)

*But don't just settle for any HR outsourcing partner. Not all are created equal!*

### At ProService Hawaii, our service experience is unlike any other. We're equal parts consultative advisor and execution machine for over 2,500 local employers.



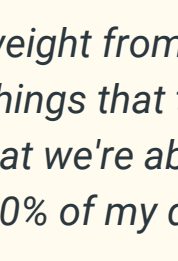
Lari Jarvis, Owner, Massage Envy

"How a company adapts to a client's needs is what's really telling about their nature and how things will run for the long haul. ProService Hawaii just blew me away with its **level of customer service.**"



June Fernandez, Owner, Alliance Personnel

"ProService **removes the burden** and weight from so many companies. There are so many things that they do behind the scenes. If I had to do what we're able to hand off to them, it would take up 60-70% of my day."



Rob Lane, CEO, Arc of Maui

ProService HAWAII

**Have questions? We'd love to talk with you and help you explore your options.**

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