

Nomination: 6667

Setur Employee Relations & Payroll Team

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Setur

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Setur Employee Relations & Payroll Team

Category

E01 - E10 Team > E01 - Benefits or Payroll Administration Team of the Year

Team Submission Format

Written Answers

a. Briefly describe the nominated team: its history and past performance (up to 200 words). Required

Prior to 2019, Setur Payroll Team was responsible for processing unemployment claims, payroll and benefits process and deploying new systems to provide productivity, but the team was not effectively aligned with HR strategies and frequently did not receive accurate or complete information from business units, which led to challenges in communication and collaboration between departments.

This poor performance led to slowing related process or causing errors as well as range of legal and financial issues for the company. These issues driven HR transformation that prioritizes effective communication and collaboration, developing new systems / processes to ensure employee satisfaction and compliance with regulations for Payroll Team.

As a part of a broader HR transformation, Payroll Team is more actively involved in employee-related processes and consulting, while investing in technology to simplify and automate payroll processing. These changes aimed to reduce the risk of errors and increase productivity, which eventually improved employee satisfaction.

Overall, Setur's Payroll Team and processes were transformed through a combination of communication, involvement, and technological investment, assuring compliance with laws and regulations while boosting productivity and employee satisfaction.

b. Outline the team's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

Effective communication and collaboration with business units: Payroll team has been successful in communicating and collaborating effectively with business units. Regular feedback sessions are held to ensure alignment with business unit needs, which has resulted in improved cross-functional coordination, better decision-making, and problem-solving.

Adherence to laws and regulations related to payroll and employee benefits administration: Payroll team is up-to-date with laws and regulations related to payroll and employee benefits administration. The team strictly adheres to these laws and regulations to reduce the risk of legal and financial issues for the organization.

Accurate and timely processes with leveraging technology: Payroll team has deployed new systems and tools to streamline and automate the payroll process, leading to increased productivity, reduced errors, and improved employee satisfaction.

Commitment to continuous improvement, regularly reviewing processes and procedures to identify areas for improvement and implementing changes as needed: Payroll team is committed to continuous improvement, regularly reviewing its processes and procedures to identify areas for improvement. The team is aligned with corporate and HR strategies (through OKRs) as needed to ensure the best possible service to the organization.

Prioritization of employee satisfaction by providing easy access to payroll and benefit information and promptly resolving any issues or concerns that employees may have: The Payroll team prioritizes employee satisfaction by providing easy access to payroll and benefit information and quickly addressing any issues or concerns that employees may have. This has improved employee satisfaction and engagement, which eventually led to higher retention rates and better overall performance.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's past performance (up to 250 words). Required

The payroll team's effective communication and collaboration with business units has greatly contributed to the organization's success. Regular feedback sessions and alignment with business unit needs have led to improved cross-functional coordination, better decision-making, and problem-solving. Stronger working relationships with other departments have resulted in more successful projects and initiatives.

Compliance with laws and regulations related to payroll and employee benefits administration has minimized the risk of legal and financial issues for the organization. This achievement has protected the organization's reputation and financial stability.

Leveraging technology and automating payroll processes has increased productivity, reduced costs, and minimized errors. New systems and tools have streamlined payroll processing and improved employee satisfaction. This achievement has freed up time and resources, benefiting both the payroll team and the organization.

Developing self-service processes for employees to access payroll and benefits information has been a notable achievement of the payroll team. This achievement has enabled employees to view their information efficiently, reducing the workload for the payroll team while ensuring data accuracy.

Regularly reviewing processes and procedures with stakeholders has driven the team to be competitive and adaptable to changing market conditions. As a result, the payroll team has improved overall organizational performance and aligned with corporate and HR OKRs.

Employee satisfaction has been a priority for the payroll team, leading to a focus on employee experience and the development of lean and user-friendly processes. Satisfied employees are more likely to feel valued, respected, and have higher retention rates, as evidenced by pulse inventories.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Setur Payroll Team presentation that includes; Payroll team intro, Payroll Team OKRs 2021-2022-2023, Payroll Team Projects, Achievements and Employee Relations FAQ Project as an example to demonstrate how Payroll Team manages their projects.

Webpage Link

<https://www.setur.com.tr/kurumsal/hakkimizda> (<https://www.setur.com.tr/kurumsal/hakkimizda>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/16146/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNjE0NiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9yG1N4V6JYm4aQstliSVwFMVkbzk?E01%20Benefits%20or%20Payroll%20Administration%20Team%20of%20the%20Year.pptx>)

Would you like to add an additional supporting document?

No

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