

HotTopics

How to Overcome the Fear of Losing Control When Outsourcing Your HR Functions

In recent years, HR administration has become a broad and complex function that includes everything from hiring and firing to filing workers' compensation claims. A smaller company might find itself lacking the talent and financial resources to handle all of these complex tasks, or the willingness to develop the necessary expertise.

Should you outsource your company's HR functions? Consider these 3 important factors.

1

Efficiencies = Savings

Managing the dynamic landscape of human resources only increases in complexity as your business grows. Staying abreast of regulations, providing competitive benefits, managing payroll, and ensuring a safe work environment can become a full-time job; one that takes time away from core growth activities.

It can be challenging for smaller businesses to find one person with all of the necessary expertise — and afford to pay that person. Besides, most companies would rather focus on what they do best. While HR may not be a core competency of your business, it is for a Professional Employer Organization like CoAdvantage.

As your HR outsourcing partner, CoAdvantage focuses solely on the Human Resource function, providing expert support with core activities such as payroll, benefits and staffing, while offering guidance on employee management and regulatory compliance.

For companies that are concerned about their HR department's impact on the bottom line, outsourcing can offer several benefits. These include cost-effective health insurance plans, employee discount programs, advanced technological capabilities, and heightened service quality.



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2

Overcoming Hurdles

The idea of outsourcing can sometimes trigger anxiety among a company's HR staff. Owners and executives may also feel uncomfortable turning over certain managerial responsibilities. It's important that businesses choose a provider they can trust and communicate with easily. Take time to meet with the company representatives you and your employees will be interacting with on a regular basis. Ask for references or testimonials from other clients of your HR outsourcing partner. Ensure that expectations and goals are clearly established and defined as you enter into your outsourcing partnership.

3

Higher Value

If your business is struggling to effectively perform the HR function at a reasonable cost, outsourcing may be the solution. Besides lowering expenses, outsourcing HR enables you and your employees to focus on higher-value and more strategic activities, including business development and client retention.

CoAdvantage helps small businesses focus on growth with a suite of fully integrated human resource solutions including payroll, benefits, risk management and employee development. Visit coadvantage.com/solutions for more information.

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