



RESEARCH HIGHLIGHTS

2025 Priorities for Business Leaders

Our survey helps to identify strategic priorities companies may need to focus on to drive productivity, build a healthy people strategy, improve regulatory compliance, and gear up for growth in the year ahead.

Top Challenges Facing Leaders

(Responses for extremely/very/somewhat challenging)

BUSINESS

1. Economic uncertainty (86%)
2. Staying ahead of the competition (77%)
3. Business growth (74%)

HUMAN RESOURCES

1. Attracting/recruiting talent (57%)
2. Employee wellbeing and mental health (52%)
3. Talent management (48%)

TECHNOLOGY

1. Data security/employee data privacy (56%)
2. Managing analytics/reporting (55%)
3. Scalability/ability for HR system to grow with our company (53%)

PEOPLE MANAGEMENT

1. Workforce productivity (95%)
2. Performance management (93%)
3. Employee engagement/retention (90%)

COMPLIANCE

1. Record-keeping and documentation (56%)
2. Data privacy/protection (54%)
3. Federal and state-mandated training (50%)

Impact of Employee Turnover

Costs **\$9,379 per employee**, on average

Business outcomes:

1. Disruption to team dynamic (45%)
2. Productivity losses (45%)
3. Training and onboarding costs (39%)

The #1 employee retention strategy is improving benefits.

Time & Cost of HR Administration

MOST TIME-CONSUMING HR TASKS

	Average annual cost
Payroll processing	\$23,940
People management	\$19,202
Tracking employee hours worked	\$17,605
Measuring and managing employee performance	\$14,190
Recruiting and onboarding	\$14,086

- **34%** of leaders responding **spend more than 10 hours a week** on HR administration.
- On average, this **time spent on HR tasks costs companies \$171,997** annually, or **\$3,308 per week**.
- For larger companies with **100 to 499 employees**, this cost jumps to **\$413,804 annually**.

HR Outsourcing Gets Prioritized

61% of leaders plan to outsource HR administration in the year ahead.

(Responses for extremely/very/somewhat likely)

TOP TASK TO OUTSOURCE

1. Payroll processing (37%)
2. Benefits administration (11%)
3. Recruiting and onboarding (10%)
4. HR management
Managing employee performance (tied at 9%)
5. Maintaining regulatory compliance (7%)

EXPECTED RESULTS

1. Fewer mistakes (51%)
2. Increased productivity (43%)
3. Reduced costs
Better analytics and reporting (tied at 34%)
4. Improved regulatory compliance (32%)
5. More effective employee recruiting (25%)

Get Help With Your Business Challenges

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