IRIS | Payroll

From Growth Risk to Global Readiness: A Smarter Path to Global Hiring and Payroll

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The Global Growth Moment Is Now

Global teams aren't just the future—they're happening now. For small and midsize businesses, the opportunity to hire across borders has never been more accessible. But with that opportunity comes complexity.

International growth isn't just about opening new markets or hiring in new time zones. It's about navigating the legal, tax, and HR requirements that vary from country to country—and doing it all without dropping the ball.

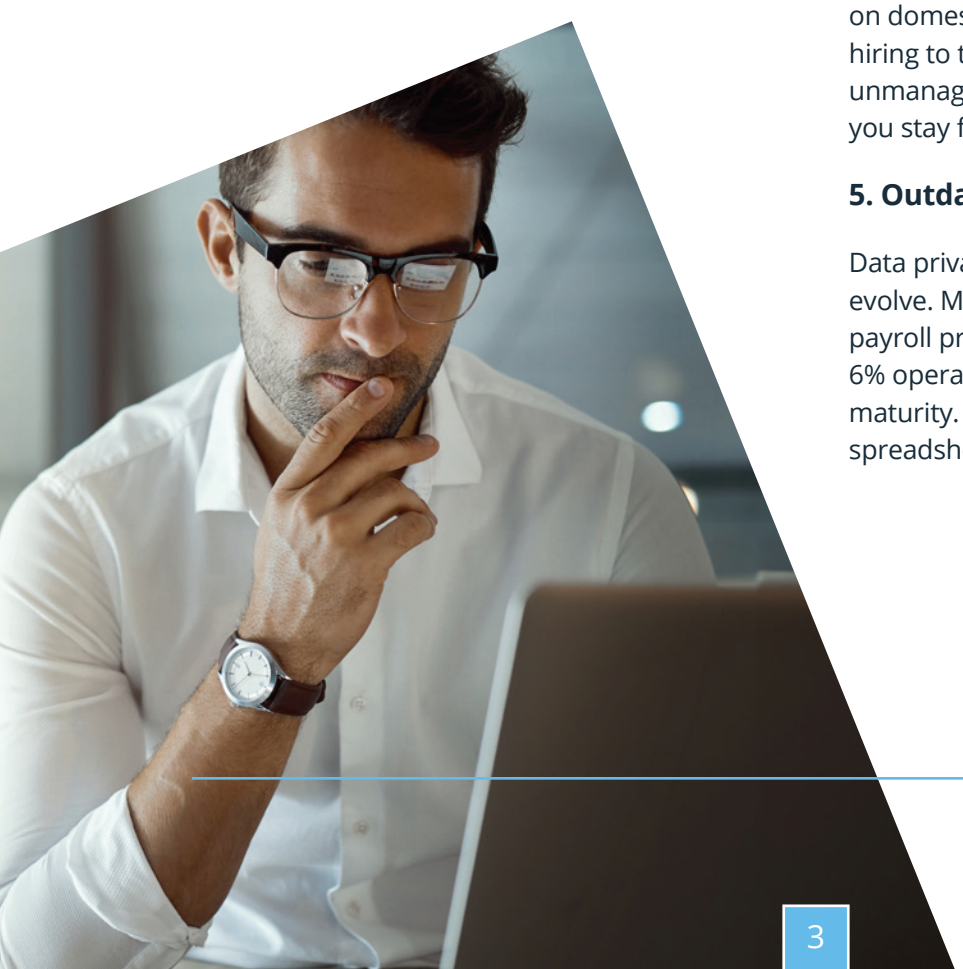
That's why more organizations are turning to **full-service global payroll and HR partners.** Instead of building international infrastructure from scratch—or hoping a patchwork of tools will hold together—a single provider can help you move faster, stay compliant, and scale with confidence.

What Goes Wrong Without a Strategy

Hiring internationally opens the door to a host of new challenges. Without a coordinated payroll and HR plan—or a partner who understands the rules on the ground—many companies quickly run into trouble in five key areas:

1. Compliance Complexity

From tax withholdings and statutory holidays to 13th-month salaries and social security contributions, every country has its own set of requirements. Miss one, and you risk financial penalties, reputational harm, or employee frustration.



2. Classification Risk

In many countries, hiring someone as a contractor doesn't automatically make them one. If local regulators reclassify your worker as an employee, you could be on the hook for back pay, benefits, or worse. And in some regions, even posting the job incorrectly can land you in legal hot water.

3. Disconnected Payroll and HR Systems

Managing international payroll manually—or using a tangle of disconnected tools—is a recipe for late payments, compliance gaps, and limited visibility. A unified system brings everything together and keeps your team aligned.

4. Lack of Local Expertise

Small teams already spend too much time on domestic compliance. Add cross-border hiring to the mix, and the workload becomes unmanageable. A trusted global partner helps you stay focused on growth—not bureaucracy.

5. Outdated Tech and Infrastructure

Data privacy laws change. Security standards evolve. Most businesses haven't updated their payroll processes in over two years—and only 6% operate at a truly strategic level of payroll maturity. You can't scale global operations on a spreadsheet and a hope.

EORs: Helpful, But Not Always Built to Scale

To move quickly, many companies consider Employer of Record (EOR) services. EORs allow you to hire in new countries without setting up a legal entity—they act as the employer on record, handling contracts, taxes, and compliance.

This can be a helpful short-term fix, especially when entering new markets fast. But EORs often come with trade-offs:

- **Many don't offer full HR support**
- **Their platforms may not integrate with your existing systems**
- **Over time, they can become more costly and less scalable**

In fact, 43% of EOR customers cite integration issues, and 41% say costs are too high. And while 36% of companies are using or considering EORs in 2025 (up from 20% in 2023), many are also exploring more strategic, long-term options.

The Smarter Path: A Unified Global Payroll and HR Partner

You don't need to build your international infrastructure alone—or rely on stopgap solutions that won't scale. A **full-service payroll and HR partner** helps you grow with less risk, fewer vendors, and better support. Here's what to look for:

A Unified Payroll & HR Platform

Manage onboarding, benefits, HR, and payroll across all regions in one place—no more disjointed systems or spreadsheets.

Local Compliance Expertise with Global Reach

Get guidance on contracts, taxes, employment laws, and cultural norms from experts who understand each market inside and out.

Scalable Benefits and Onboarding Support

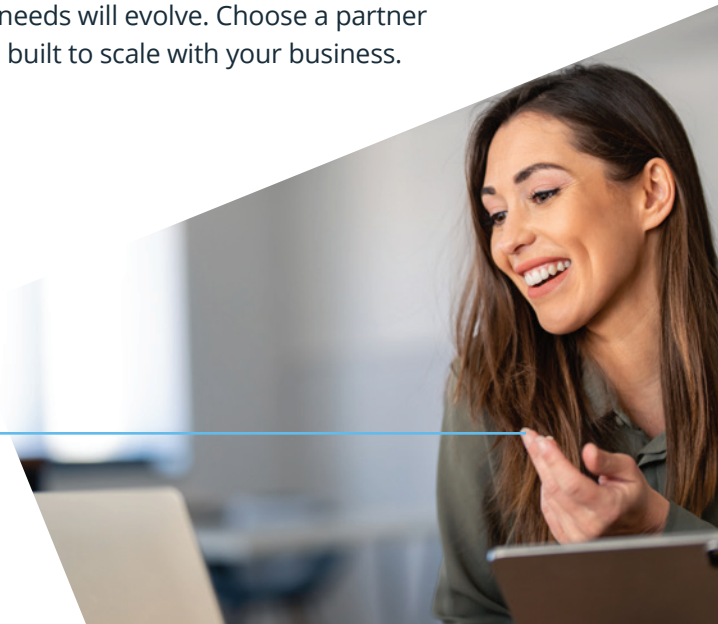
Offer competitive, locally tailored benefits. Onboard faster. Support employees anywhere with centralized tools and resources.

Data Privacy, Security, and Seamless Experience

Protect employee data while supporting transparency, engagement, and self-service. (Transformative payroll teams are **4x more likely** to improve the employee experience.)

A Partner That Grows With You

Whether you're hiring in two countries or 20, your needs will evolve. Choose a partner that's built to scale with your business.



Why IRIS?

IRIS Global Payroll and HR Services give you the technology, compliance expertise, and global reach to hire internationally—without the complexity. No piecemeal solutions. No compliance gaps. Just one partner who helps you:

- Simplify payroll and HR across countries
- Stay compliant with changing laws
- Scale your team without scaling your headaches

Ready to grow globally—with less risk and more confidence?

Talk to an IRIS expert today and build your international team the smart way.

IRIS Americas is part of IRIS Software Group. IRIS payroll solutions exist to take the pain out of processes and enable professionals working in CPA firms and payroll service bureaus businesses comply with regulations, improve efficiency and drive growth. IRIS Americas brands include IRIS Star Practice Management, IRIS Global Workforce, IRIS Innervision, IRIS Practice Engine, Doc.It, PSI Payroll, IRIS HCM, Apex, AccountantsWorld, Senta and Conarc.

IRIS partners with thousands of CPA firms, payroll service bureaus and small to midsize businesses across North America, including 52 of the top 100 US CPA firms. We offer innovative Payroll and HR solutions, making us the preferred partner in the region. Globally, IRIS serves over 100,000 customers, with 80% having tenure of five or more years.

IRPR090225