



UNIFIED GLOBAL PAYROLL REPORTING ILLUMINATES THE WHOLE PICTURE



12%

have full regional and global reporting capability



49%

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31%

have no regional or global visibility at all

Payroll teams are processing more payroll data than ever before and operating across more geographies and through more systems. Payroll is taking on an increasingly strategic role in organisations, and reliable, comprehensive data is the driver of this shift. And yet most of them cannot get a clear, consolidated view of what that data means at a global level.

The global payroll survey, **The potential of payroll in 2026** shows that only 12% of payroll leaders have full regional and global reporting capability. Forty-nine percent rely on in-country reporting with no consolidation and 31% have no regional or global visibility at all.

For global organisations making strategic decisions about workforce planning, financial forecasting, and cost management, this type of unified reporting is crucial to success.



Why the reporting gap persists

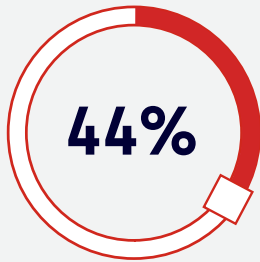
While the ambition to develop global unified reporting is there, the capabilities need to catch up. Payroll operations are often working across different countries, different vendors, different systems, and different data formats. When payroll is fragmented at the systems level, reporting is fragmented by definition. Each country produces its own view; no one can see the whole.

This is exactly why integration maturity and reporting capability are so closely linked. Teams that have made progress on connecting their payroll systems globally are far better positioned to generate meaningful consolidated reporting. Teams that are still managing a patchwork of local solutions face a structural barrier to the kind of visibility they need.

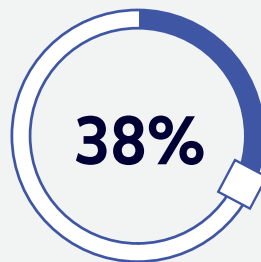


The appetite for improvement is clear

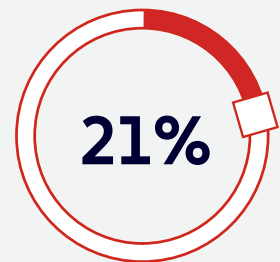
Despite the current situation, leaders are not resigned to the status quo, with 44% wanting their teams to spend more time on data analysis. Thirty-eight percent want more time devoted to reporting and 20% have identified better reporting and analytics capability as an explicit goal for payroll transformation. Twenty-one percent cite gaining a holistic global view as a top-three business driver.



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These goals reflect the understanding that payroll data has strategic value beyond the payroll function itself. HR leaders want workforce cost visibility. Finance leaders want more accurate pay-related forecasting. Operations leaders want to understand the cost implications of workforce changes. Payroll is the data vault that can provide all of this, but only if its data is accessible and reliable.



Building toward unified visibility

Investing in reporting and analytics capability can help payroll teams move from reactive reporting to proactive insight. It's harder to make decisions about cost factors or long-term projections when visibility is lacking. Fragmented reporting can also add more difficulty to change management or even hinder business continuity plans.

Twenty-nine percent of leaders say improving reporting capabilities is a key priority. The organisations that invest in this now will not just have better payroll reporting, but they'll also have a strategic asset that shapes decisions across the business.

DISCOVER MORE

Learn how unified payroll reporting is enabling smarter business decisions in the full report: The potential of payroll in 2026: Global payroll survey

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