



TCSPayroll Services Outsourcing

**Vendor Assessment
Report Abstract**

June2013

**by Gary Bragar
HR Outsourcing Research Director
NelsonHall**

9 pages





Who Is This Key Vendor Assessment For?

NelsonHall's Payroll Services Outsourcing Vendor Assessment for TCS is a comprehensive assessment of TCS's payroll services offerings and capabilities designed for:

- Buyers of payroll services, including sourcing managers monitoring the capabilities of existing suppliers of payroll outsourcing and identifying vendor suitability for Payroll RFPs
- Vendor marketing, sales and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the support services sector



Key Findings & Highlights

Tata Consultancy Services Ltd. (TCS), headquartered in Mumbai, India, which began as a captive provider to other Tata Group entities, is an IT services and BPO organization that forms part of The Tata Group, India's largest private business conglomerate.

TCS provides the following HRO services which include payroll, workforce administration, recruitment, compensation and benefits, learning and development.

TCS provides payroll services that include:

- Payroll administration
- Time and attendance
- Build to gross, including collection of payroll data
- Gross to net payroll processing, includes taxes, benefits, garnishments and other deductions
- Payroll delivery
- Post payroll, includes net payment direct deposit to bank or pay check, financial and general ledger posting and reporting
- Reconciliation
- Expenses management and tax returns
- Tier 1 and 2 payroll support.

This NelsonHall vendor assessment analyzes TCS's offerings and capabilities in Payroll Services Outsourcing. TCS is one of a number of Payroll Services Outsourcing companies analyzed in NelsonHall's comprehensive industry analysis programs.

TCS provides payroll services that include:

- Payroll administration
- Time and attendance
- Build to gross, including collection of payroll data

- Gross to net payroll processing
- Payroll delivery
- Post payroll
- Reconciliation
- Expenses management and tax returns
- Tier 1 and 2 payroll support.

Payroll data is hosted in-country for clients. The majority of payroll services are delivered offshore from India, U.K. and Uruguay.

TCS does not target payroll clients by size in terms of number of employees, but looks at the client revenue base and growth potential.

Scope of the Report

The report provides a comprehensive and objective analysis of TCS's payroll services outsourcing offerings, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphases and new developments
- Analysis of the company's strengths, weaknesses and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization including the location of delivery locations.

Contents

1.	Background
2.	Revenue Summary
3.	Key Offerings
4.	Delivery Capability and Partnerships
5.	Target Markets
6.	Strategy
7.	Strengths and Challenges
8.	Outlook

Report Length

9 pages

Report Author

Gary Bragar

gary.bragar@nelson-hall.com

Payroll Services Outsourcing Vendor Assessments Also Available for:

ADP

Capita

Ceridian

CGI

HP

HR Access

Infosys

NorthgateArinso

Talent2