



## Why Outsource Human Resources?

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July 2018



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### Prelude: 7 KEY QUESTIONS

When you started your business, keeping up with all the federal employment regulations, taxes, workers' compensation, benefits and benefit administration and other HR requirements probably wasn't where you wanted to spend your time.

A business owner, along with all-important employees, need to be focused on revenue generation. Often, however, HR tasks fall to the owner, or to an employee who may not be knowledgeable about all the rules and regulations. A small business owner may find that they are feeling weighed down by required tasks like these:

- Searching for, interviewing and hiring new employees
- Onboarding new employees and conducting new employee training
- Creating and updating an employee handbook
- Structuring and Administering Employee Benefit Packages
- Staying competitive and retain quality employees
- Keeping up to date with tax issues, employment regulations and local, state, federal compliance

However, if you own a small business, and have at least one employee, you do need to comply with these employment obligations and more.

Instead of spending the time and resources to handle these employment obligations, many small and mid-size business owners are now choosing to outsource their Human Capital Management (HCM) to a Professional Employment Organization (PEO) like eESI.

Partnering with eESI enables business owners to focus on their core business while providing an opportunity for our team to serve your team delegating the HR responsibilities. A partnership with eESI will save back office time, surround your team with our team; a complete HR, Risk Management, Benefits and Payroll partner.



## Question: Is outsourcing HCM to a PEO right for you?

### 7 KEY QUESTIONS

Here are a few questions that can help you decide. If you answer a yes to more than two of these questions, it may be time to consider outsourcing your human resources responsibilities.

1. Does your company have 5 or more employees?
2. Are the HR processes I need something someone else can do better and more efficiently?
3. Are the costs lower to outsource than what it would take in time and labor to get it done in-house?
4. Are the skills and expertise needed so specialized that it would prove impractical to have a regular employee try to complete them?
5. Is the task at hand temporary and/or does it occur in cycles?
6. Did your business start with just the owner(s) and now expanding to employees demanding contractual agreements and handbooks?
7. Are the HR tasks at hand non-revenue-generating and reactive compared to proactive?
8. Do you love the business you're in but not the business side of it?

### Expectations with an eESI Partnership

eESI has the ability to group HR and Risk capabilities, Benefits for employees and cloud-based employer and employee payroll technologies. This becomes a competitive advantage for business owners compared to the traditional business environments.

*Click [eESI capabilities](#) for a more detailed review of our products and services.*

If outsourcing your HCM makes sense, contact eESI and we'll provide you a free proposal that can that can provide you the time and productivity to grow your business.

**Contact us at 210-495-1171**

-or-

**support@eESIpeo.com**