

Top 9 Challenges

mid-sized businesses face today



1

PROCESS SCALABILITY

Nearly half of mid-sized businesses fall short when it comes to having a good, repeatable process to facilitate employee engagement.



2

CONSISTENT MANAGEMENT.

Only slightly more than half of mid-sized business owners/executives feel their organization is doing "extremely" or "very" well at managing their workforces.



3

WORKFORCE MANAGEMENT WOES.

Less than one-fifth of employers have complete confidence in the tools they use to find, keep and manage talent.

4

HEALTH CARE HEADACHES

The cost of health coverage causes the most concern among mid-sized business owners and executives.



5

ACA FEARS

Three quarters of employers see increased costs from ACA as the biggest concern about Health Care Reform.

6

COMPLIANCE DISCONNECT

Tax law compliance is not a top-ranked concern, yet it saw one of the largest increases (8% to 18%) from 2014 to 2015.



7

COMPLIANCE CONUNDRUM

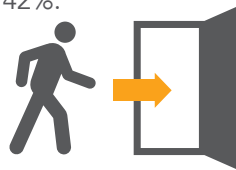
While four-fifths of employers say they are confident they are compliant with tax laws and government regulations, one-third of them report unintended compliance penalties.



8

ENGAGEMENT EFFECTIVENESS

The level of concern over employee engagement rose significantly in 2015, increasing from 31% to 42%.



9

TALENT SHORTAGES

Nearly half of mid-sized businesses are "extremely/very" concerned about the quality and skills of the available workforce.



To learn more about opportunities for mid-sized business owners, download the ADP 2015 Mid-sized Business Owners Study action paper.