



Getting the Job Skills You Need for the Recognition You Deserve

Ever-changing state and federal regulations. Compliance. Sharpening your job skills. Never having enough time. Not getting enough recognition. These are just a few of payroll professionals' greatest challenges, according to the *2013 Robert Half Trendline Survey* on professional development and working in the payroll field. Add inadequate software and keeping your certification current to the mix, and you may be wondering how you can do it all.

For starters, consider a few long-term investments that can really hone your job skills and lead to more recognition and satisfaction at work.

Training and Certification

Many payroll professionals' greatest challenge when it comes to their job skills is simply keeping up with all the tax changes. This is especially true if they have to deal with employees in multiple states and foreign countries. Approach your employer about the importance of staying current on accounting regulations, certifications and trends. Explain that by allowing you the time to update skills, you will increase your efficiency and add value to the company. What's more, your company is more likely to maintain compliance when you are better informed.

Software

To save much-needed time, use the right software. If your office is not currently using a cloud-based accounting platform that's regularly and automatically updated, propose the idea to your employer. Although they require a subscription fee, cloud-based programs are worth the price — and can often be tailored to fit your company's needs. That means you pay only for the services you use. [Mobile apps](#) may be appropriate as well. Do your research to see which options are right for your workplace. Your manager will recognize and appreciate your professional drive and initiative.

Get Involved

Many payroll accountants are one-person operations. As such, they may not get the support, job skills training and recognition they deserve. If this describes your situation, joining the local chapter of a professional organization can help: You can give each other advice and swap “war stories” while socializing with colleagues who understand the unique challenges and rewards of your profession. Online forums, such as those on [LinkedIn](#), are great, too.

It's tough being a payroll professional in these changing times. Adding to the challenge are factors largely outside of your control, such as other departments missing deadlines and not having the budget to hire more staff. Despite these difficulties, you can better manage some of your workplace challenges by asking for the tools and the chance to develop the job skills you need to succeed.

Accountemps, a [Robert Half](#) company, is the world's first and largest specialized staffing firm for temporary accounting, finance and bookkeeping professionals. The staffing firm has more than 345 locations worldwide. More resources, including online job search services and the [Accountemps blog](#), can be found at [accountemps.com](#).

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