

**Abstract:**

This study examines the effectiveness of employee service and payroll management systems in organizations, focusing on their role in ensuring operational efficiency, employee satisfaction, and compliance with legal and regulatory standards. Employee service and payroll management encompass activities such as salary processing, benefits administration, tax compliance, and addressing employee queries related to compensation. These functions are critical for maintaining trust, transparency, and organizational harmony.

The research employs a mixed-methods approach, gathering data through surveys, interviews with HR professionals, and analysis of payroll management practices across industries. Key areas of investigation include the use of technology in payroll processing, the accuracy and timeliness of payments, and the integration of employee service portals for handling grievances and queries. The study also explores challenges such as errors in payroll processing, compliance risks, and employee dissatisfaction.

Findings reveal that organizations leveraging automated payroll systems and comprehensive employee service platforms experience higher accuracy, efficiency, and employee trust. However, gaps in system integration, lack of transparency, and inadequate training for HR personnel were identified as challenges. The study concludes with recommendations for improving payroll and service management, such as adopting advanced HR software, ensuring regular audits, and enhancing communication between HR and employees.