

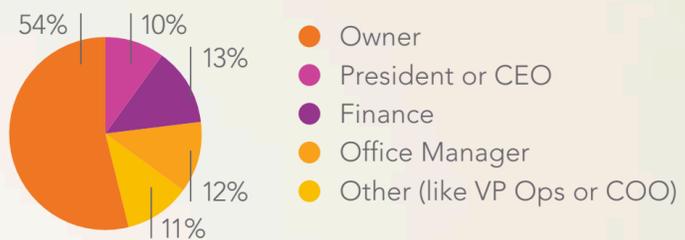
# Free yourself from ad hoc HR.

There's a chance your business may be handling important HR stuff such as payroll, time tracking, benefits, and performance reviews without a certified, dedicated HR expert. This actually happens all the time. People who take on these crucial HR responsibilities in addition to their "day jobs" are what we call ad hoc HR managers (aHRMs). If this is you, you aren't alone.



**70%**  
of smaller companies  
have aHRMs

And the majority of these aHRMs are also leaders with a lot of responsibility:



**HR is a necessity for growing businesses, yet some companies aren't prepared.**

**32%** plan to add employees over the next 12 to 18 months, but just **2%** plan to hire HR staff.



**Many use more than one employee as an aHRM.**

Company size and average number of aHRMs



**But there are risks associated with this.**

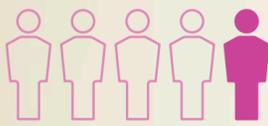


aren't certified in HR



use zero outside services to help manage HR functions

**It can also be stressful for aHRMs, leaving them to feel like their companies are at risk in these areas:**



**Only 1 in 5 trusts their ability to manage HR without making a mistake.**

**78%** worry about keeping up with changing regulations.

**Plus, not all aHRMs are happy with this role.**

Given the choice, only **35%** would keep performing these tasks.



**Good news: We love this stuff. Learn more about the risks of using aHRMs and how our dedicated team of experts can help.**

Download our complete guide

To learn more, go to [adp.com/AHRM](http://adp.com/AHRM) or call 844-520-9667.