

Mercans Introduces New Features for Simplified and Scalable Payroll Solution for Multinational Companies

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Multinational companies encounter persistent challenges when managing payroll across borders. Errors in payroll can result in penalties, strained employee relations, and damage to a company's reputation. As organizations expand their international reach, the need for a unified, reliable system has grown. [Mercans](#) has responded to this need with a single, streamlined payroll platform that addresses the industry's most common pain points.

Jacob Scholtz, global head of product, described the company's direction in clear terms. *"We have identified a gap in the market for a global payroll solution that reduces manual intervention and gives companies the confidence that compliance is fully managed within the product. Our clients trust us to take ownership so they do not have to worry about compliance across different regions,"* Scholtz said.

He explained that Mercans has designed its platform to minimize manual input and allow for easy integration with other systems. This enables companies to manage payroll in over 100 countries using one solution, eliminating the inconsistencies that arise when multiple vendors interpret local regulations differently.

Scholtz also pointed out that the system adapts to the needs of both small and large enterprises. He said, *"Our platform accommodates the compliance responsibilities of different areas within a single system, supporting clients as they grow and expand into new markets."* The company's payroll flow guides users through each step, which helps reduce errors and maintain consistency.

Stateless Architecture Delivers Speed and Security

Mercans stands apart from traditional payroll providers by using a stateless architecture. This technical design means the platform does not store sensitive employee data. Instead, it processes payroll calculations in real time and erases the data once the process is complete.

Joonas Kessel, team lead for back-end development, explained, *"Our system processes payroll instantly, taking in the necessary inputs such as earnings, hours worked, and country-specific tax laws, and then erases the data once the calculation is done. This approach is clean, fast, and secure, offering our clients significant advantages in terms of speed and data protection."*

Kessel emphasized that this system allows Mercans to process payroll for more than 100 countries in seconds. The absence of permanent data storage reduces the risk of data breaches and hacking, while the lightweight nature of the system means it can expand as clients' needs change.

Scholtz added, *“We are the first to offer a stateless payroll solution that delivers real-time, accurate results without the burden of legacy data.”* This method provides transparency for clients, who can see each step of the payroll calculation and understand how the system applies local compliance rules.

AI-Powered Validation and Continuous Product Development

Mercans uses artificial intelligence to improve its payroll solution, focusing on privacy and security. Kessel explained that the company avoids cloud-based AI models that could compromise data privacy. Instead, it uses self-hosted machine learning algorithms trained on anonymized datasets. He said, *“We are committed to maintaining the highest security standards, so our AI is deployed on anonymized data and is designed to detect inconsistencies before payroll is finalized. This empowers our clients to make informed decisions and reduces the risk of errors.”*

Scholtz outlined the company’s plans to expand these capabilities, describing a system where real-time calculations and validations become standard. He said, *“Our goal is to automate validation steps so that any errors are identified and corrected immediately, streamlining the payroll process for our clients and improving operational efficiency.”*

Early feedback from clients shows that these tools have reduced processing time and compliance-related inquiries, which demonstrates the value of Mercans’ efforts to simplify payroll management.

Compliance and Localization Remain Central

Staying compliant in more than 100 countries presents a major challenge for global organizations. Mercans has developed a compliance engine that manages all updates centrally, allowing the system to adjust quickly to regulatory changes. Scholtz explained, *“Our flexible payroll engine allows us to update or add new countries without downtime, giving our clients confidence that they remain compliant as they expand.”*

The company employs a dedicated team of local experts who work with authorities in each region. Scholtz noted, *“Our compliance team consists of permanent employees who are deeply familiar with local regulations, not contractors. This allows us to offer clients a higher level of service and expertise.”* Mercans also listens to client feedback, which has led to enhancements such as Arabic-language support and improved reporting features.

A Reliable Path Forward for Multinational Payroll

Mercans has established a new benchmark for what global companies can expect from their payroll providers. The company’s stateless, scalable, and AI-driven payroll system reduces manual processes, increases transparency, and strengthens compliance. Scholtz summarized the mission, stating, *“When payroll works flawlessly, it is invisible. When it fails, it becomes the only thing people talk about. Our goal is to make payroll seamless, secure, and reliable for every client, everywhere.”* Mercans continues to help multinational organizations focus on growth and employee trust, providing a dependable payroll solution for a changing world.