Oracle Workforce Rewards:
Oracle Global Payroll

An integral part of the Oracle Human Capital Management (HCM) solution, Oracle Payroll solutions (Payroll) address the myriad requirements needed to operate in today's global economy. These solutions are engineered to work together or separately and are not reliant on one another within your enterprise.

Payroll operates using a highly scalable processing engine designed to make use of the features of the Oracle database for parallel processing, resulting in optimal performance. In countries with payroll extensions delivered, and supported, Payroll delivers the payroll, tax reporting and regulatory rules required to accurately process payroll and remain in compliance. Oracle's team of highly skilled analysts from around the world constantly monitor legislative changes and Oracle delivers these updates to the Payroll product and supported country extensions. HCM and Payroll supports operations in over 200 countries and localities.

In countries where payroll is not managed internally, some organizations source payroll through an external vendor. Through partnerships with third party vendors, Oracle Fusion Global Payroll can integrate to support sending of pertinent employee payroll information to a third party to process the payroll.

Rules-Based Payroll Solution

Your organization's unique payroll management requirements demand the ability to configure a payroll solution without losing the benefits of a standard, supported, easily upgraded package. Payroll provides a unique, data-driven approach that enables you to define and manage your diverse payroll requirements that reflect your business policies, with optional easy to use self-service capabilities for employees and managers embedded in the core solution.

Dashboard for Strategically Managing Payroll Processes

The Payroll Dashboard is delivered as a strategic tool for the Payroll Administrator, the Chief Human Resources Officer (CHRO) or even the Chief Finance Officer (CFO). These dashboards are used to proactively monitor the payroll processes that occur at any time utilizing the same tool; tactical enough to drill into any of the processes and take corrective action in the moment.

Flexible

Payroll gives you the flexibility to determine what should be included in your payroll processes rather than forcing you through a series of steps and reports that may not be meaningful to your organization. For example, as all payrolls are not the same, the bonus payroll process steps differ from the regular payroll process steps and they both differ from the termination payroll process steps. These tasks can also have deadlines, approvals, task owners, dependencies and once complete can set in motion another task to begin and are all configurable by the business user, not IT staff, thus improving productivity and reducing operating costs.

STRATEGIC GLOBAL
PAYROLL MANAGEMENT

KEY FEATURES

- Rules based payroll solution
- Payroll dashboard
- Payroll automation with payroll process flows and/or checklists
- Payroll flows and checklilsts with embedded analytics
- FastFormula
- Retroactive processing
- Integrated applications
- Country extensions
- Payroll Interface

KEY BENEFITS

- Reduction in administration, thereby lowering costs
- Drive efficiency and accuracy
  - Wizards and design templates
  - Payroll dashboards and checklists
- Decrease compliance risk
  - Country extensions & statutory compliance
  - Single global rules engine
  - Embedded Business Intelligence for simulation & compliance reporting
- Maintain flexibility and control
  - Global HCM
  - Global Payroll interfaces
  - Multi-national & multi-business unit organizations
- Business Provider Outsource (BPO) enablement

Current Country Support for Payroll

Payroll delivers pre-configured localizations for Canada, China, Kuwait, Saudi Arabia, United Arab Emirates, United Kingdom and the United States. These country extensions are legislatively compliant for Global Human Resources and Payroll. Oracle's global team of legislative analysts makes updates to the country extensions as mandated by regulation or cultural compliance. Oracle continues to develop and deliver additional country extensions to further support in-house payroll.

Complete Control over Your Processing Rules with FastFormula

Payroll gives you complete control over your processing rules and calculations, even the most complex ones. FastFormula is a powerful way to model business rules to align with your organizations needs. Payroll administrators can quickly create new Fast Formulas, copy and edit existing Fast Formulas, and test their results. Since FastFormula definitions are part of standard configuration, calculations are maintained during upgrades.

Automated Retroactive Processing

You can make retroactive adjustments to employees' past earnings, deductions, even costing based on changes to pay rates, benefit elections, cost account changes or other information. RetroPay automatically calculates the difference(s) from the original payment(s) to the proposed payment(s) and records the adjustment for subsequent processing. Retro Notification will automatically detect these changes and notify you of changes that will affect pay. The payroll administrator can decide which person(s) to accept and process, and which require additional information.

Built-in Extensibility

Applications are built so that a business user can adapt the application to suit their personal or organizational needs. The key to this 'tailor-ability' lies in the usage of user defined data and services in the heart of the application architecture. Changes and extensions to the application are stored as new layers over the delivered objects, allowing for flexibility in an 'upgrade-safe' manner, making your unique needs easy to implement and maintain.

CONTACT US

For more information about Oracle Global Payroll or Oracle Global Payroll Interface, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

Hardware and Software, Engineered to Work Together