Oracle Payroll

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E-BUSINESS SUITE
HUMAN RESOURCES
MANAGEMENT SYSTEM

Oracle® Payroll is a highly efficient, graphical, rules-based payroll management system that is designed to keep pace with the changing needs of your enterprise and workforce in order to reduce costs, administrative overhead and processing errors. Oracle Payroll is a key component of the Oracle E-Business HCM suite of applications that are engineered to work together. Oracle Payroll operates globally with consistency in each supported country, using a highly scalable processing engine designed to take full advantage of the Oracle database for parallel processing, resulting in optimal performance.

KEY FEATURES

- Rules-Based Payroll Solution
- Innovative Compensation Plans
- Paperless Payroll Processing
- Fast Formula
- Extensible, Efficient Administration
- Trusted Accuracy and Security
- Controlled Payroll Costs
- Integrated Set of Applications
- Global Support
- Paperless Payroll Processing
- Continuous Calculation Engine
- Retroactive Processing
- Ensure readiness and monitor payroll processes using the Payroll Dashboard
- Complete Payment History

Rules-Based Payroll Solution

Your company's unique payroll management requirements demand a highly configurable payroll solution with all the benefits of a standard, supported package. With its distinctive data-driven approach, Oracle Payroll enables you to define and manage your diverse payroll requirements that reflect your business policies. Using Oracle Payroll, you can quickly and easily process payrolls based your organization's required frequency. If you need to recalculate payments during a payroll run, Oracle Payroll allows you to easily recalculate individual payments while preserving the integrity of the other payroll run results.

For large worker populations, the Oracle Payroll system allows for multiple groups of employees to be processed simultaneously allowing for a quicker processing window. Oracle Payroll also provides concurrent post payroll reporting: Once the payroll calculation process completes, you can process payments, post-payroll reports and costing transfers to General Ledger all at the same time.

Innovative Compensation Plans

In today's rapidly changing, competitive workplace, you need to motivate your employees with innovative and attractive compensation and benefits plans. Oracle Payroll is fully integrated with Oracle's Total Compensation approach to compensation and benefits. Use our powerful eligibility and life event detection to automate every aspect of cash and non-cash compensation management, while ensuring that these changes are automatically processed within Oracle Payroll. From salary, overtime, and union deductions to company cars, health insurance, and company pension contributions, Oracle Human Resources manages every aspect of direct compensation for your entire enterprise.

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Fast Formula

Oracle Payroll gives you complete control over even the most complex processing rules and calculations. Fast Formula is a powerful way to model business rules. Using Fast Formula, Oracle Payroll's easy-to-learn calculation feature, you can quickly specify detailed payroll calculations using conditional logic and references to any Oracle Human Resources, Oracle Payroll, and Oracle Advanced Benefits or Oracle Time & Labor attribute.

Payroll implementers and administrators can quickly create new Fast Formulas, copy existing Fast Formulas, and test Fast Formulas using the Fast Formula Assistant a web-based, intuitive tool. Fast Formula Assistant enables you to quickly:

- Select and compile multiple fast formulas
- Generate line numbers for formula text to easily locate errors
- Highlight syntax to differentiate comments from actual business rules
- Upload or download formula text into a file for use in an external editor
- Generate specific templates based on formula types
- Download and upload without using cut and paste
- Include required functions and database items in the formula text

Extensible, Efficient Administration

Oracle Payroll takes full advantage of the available comprehensive personal information. Using standard product features, you can extend the database to accommodate your unique information requirements. Oracle Payroll maintains a single data repository to help eliminate duplication, reduce data entry time and streamline administration.

Trusted Accuracy and Security

Oracle Payroll provides a trusted solution to the inherent payroll requirement for accuracy and security. All the information you need to check and reconcile your payroll is available easily and efficiently, and more importantly, only to the appropriate individuals. A number of control points exist in the Oracle Payroll module, ranging from security to exception reporting. Exception reporting will alert you to any "out of the ordinary" conditions. Examples of exceptions include employees with gross but no net earnings, earnings (broken down by type if desired) that exceed a given value or a given percentage increase over last process, or expiring work permit/visa information. All of these are in addition to the standard audit reports.

Controlled Payroll Costs

Oracle Payroll gives you online access to your payroll information, so you can track and monitor employee labor costs, often your organization's highest expense. For example, payroll users can view pay-related information including employer costs and liabilities via reports and queries for instant answers to complex questions.

Integrated Set of Applications

As part of the Oracle E-Business Suite, Oracle Payroll is fully integrated with Oracle General Ledger, Sub Ledger Accounting and Oracle Cash Management allowing you to standardize and automate processes and streamline systems to increase operational efficiency.

Sub Ledger Accounting allows multiple accounting representations for a single business event, resolving conflicts between corporate and local fiscal accounting requirements. It retains the most granular level of details in the accounting model, with different summarization options in the General Ledger, increasing transparency by allowing full audit ability and reconciliation.

Oracle Payroll supports the Common Single Bank Model that provides flexibility in configuring and reconciling payroll disbursements without impacting the Payroll payment model or its seeded configuration by legislation or customization. Bank account data is also used by Oracle Cash Management, Oracle Payables, Oracle Receivables, and more.

Multinational Support

Oracle Payroll supports a multinational workforce by providing payroll calculations in each worker's local currency and automatically converting currency during the master payroll process using tables stored in Oracle General Ledger.

Additionally, you are able to select your language preference for viewing applicable reports and forms. For example, in the same payroll run, one Canadian payroll manager can view a payroll report in Canadian French while another can view the data in English.

Like all Oracle applications, the global character set (UTF-8) is supported which allows for all countries to be processed in a single database. Local date Formats and monetary formatting is also supported based on different country requirements.

Oracle Payroll's architecture uniquely supports a global organization's payroll requirements. You can implement Oracle Payroll's core payroll engine, and then install each local extension to add the necessary functionality, reporting, and processes for each country in which you process payroll. For countries that Oracle does not yet provide a local extension, you can use the International Payroll solution to configure the necessary payroll calculations. Standard configuration capabilities are used within the Oracle Payroll module so they are fully upgradeable.

Paperless Payroll Processing

Using Oracle Self Service, your employees have the capability to make their own updates to their payroll related data online. This minimizes transcription errors, reduces the cycle time for data updates, and eliminates thousands of dollars in printing costs. The global Oracle Payroll self-service components includes the ability to maintain personal and direct deposit bank details, update voluntary deductions, and view employee pay information. Configure online pay slips to only show employees information that is pertinent to your organization.

Continuous Calculation Engine

The Continuous Calculation Engine lets you spread the payroll processing workload across the payroll period, reducing both cycle times and processing footprint. You can perform payroll processing (including gross to net calculation, costing and prepayments) at the beginning of the pay period; then as changes that impact employees' pay occur throughout the pay period, continuous calculation automatically detects those changes and reprocesses those employees.

You can schedule the frequency of this reprocessing to daily, every other day, weekly, and more, so at the end of the pay period, the outstanding payroll processing only includes a small subset of employees with late changes affecting pay.

Paycheck Modeling

Employees can perform "what-if" paycheck modeling online to see the impact to take home pay if making changes, for example, to deferred compensation or retirement plan contributions or marital status. Payroll administrators can also perform modeling to answer employee queries regarding their take-home pay or to perform what-if analysis for payroll planning purposes.

Figure 1: Employee Self-Service Paycheck Modeler

Payroll Dashboard

The Payroll Dashboard provides at-a-glance readiness checks, validation and analytical views of the entire payroll cycle. Payroll administrators gain valuable insight into payroll processes to help avoid costly errors and improve productivity. Use the Payroll Dashboard to:

- Perform readiness checks and validate employee data to correct any errors or missing data before running the payroll process

- Initiate, and then monitor payroll and related processes

- View analytical data to highlight any discrepancies between the current and previous payroll runs
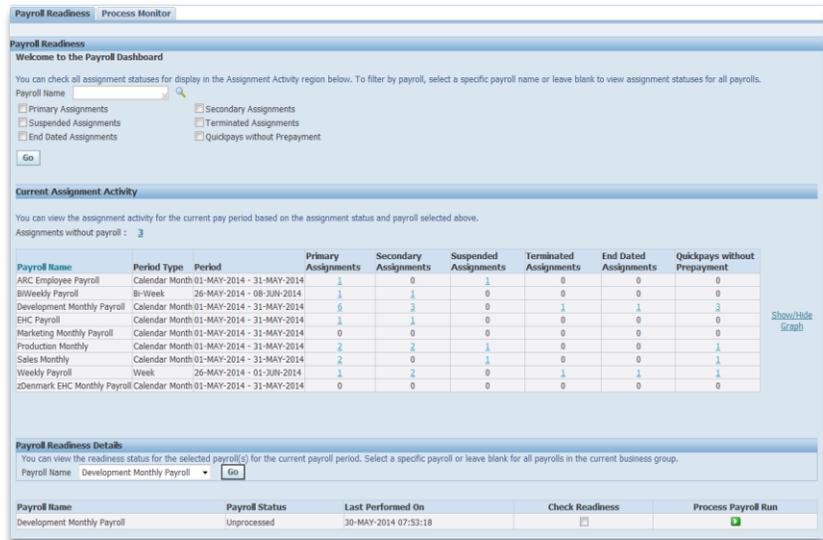
Figure 2: Payroll Dashboard Check Readiness Page

Retroactive Processing

You can make retroactive adjustments to employees' past earnings or deductions based on changes to pay rates, benefit elections, or other information. Retro Notifications automatically detect and notify you of any changes that will impact pay. The RetroPay process automatically calculates the difference between the newly calculated and original amounts, and records the adjustment for subsequent processing.

Complete Payment History

Using Date Track, you can examine employee payment history at any time. You can change your current session date to a past date and see earnings, deductions, and associated calculations exactly as they were on that day. Date Track History lets you view changes to an employee's record over any time period you specify while also allowing you to input start and stop dates on pay-related information. You can purge any unneeded data at any time to minimize data storage.

• Oracle Payroll

RELATED PRODUCTS

As part of the Oracle E-Business Suite, Oracle Payroll is fully integrated with:

• Oracle Human Resources
• Oracle Self-Service Human Resources
• Oracle Time & Labor
• Oracle iRecruitment
• Oracle Learning Management
• Oracle HR Intelligence
• Oracle Advanced Benefits
• Oracle Incentive Compensation
• Oracle General Ledger
• Oracle Cash Management

RELATED SERVICES

The following services support Oracle Main Product:

• Update Subscription Services
• Product Support Services
• Professional Services

Oracle E-Business Suite: The Complete Solution

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more - all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, employees, and products - all important aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

CONTACT US
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Oracle is committed to developing practices and products that help protect the environment