

PEOPLESOFT ENTERPRISE GLOBAL PAYROLL



GLOBAL PAYROLL

- Deploy software globally, store data centrally.
- Calculate salaries in multiple currencies.
- Manage payroll over the internet.

Oracle's PeopleSoft Enterprise Global Payroll is a state-of-the-art, internet-based payroll solution that is built on a truly global architecture. The benefits of this architecture include streamlined application maintenance (because there is one core product and a single rules-based engine) and easy deployment and management across borders (because the information is in one place).

Rules-Based Product

Global Payroll is a rules-based product. All payroll processes, calculations, and results are determined by a set of rules that you can easily build. You can reuse the rules throughout the application to save time and space.

All rules are external to the delivered code line. The core engine contains no payroll rules, no preset sequence, and no tax algorithms. Instead, the rules are stored in tables, so no program modifications are required to tailor the solution to your requirements. You build a payroll solution unique to your needs by entering data into various online pages. In addition, Global Payroll provides sample rules that are meaningful and useful for customers seeking to utilize best practices for common payroll requirements when using Global Payroll Core for configuring their own country extensions.

User-defined elements are the base component of any rule. Because you can assemble elements in countless ways, Global Payroll is flexible enough to accommodate almost all payroll and absence rules. To define and execute payroll and absence calculations, you can use a flexible high-level language. There is no programming required. Payroll rule elements have attributes that you can use to calculate, accumulate, group, sequence, and aggregate pay items.

Earnings and deductions are the heart of any payroll solution. These elements are defined in PeopleSoft Enterprise Global Payroll as calculation rules. Customers can create rules to automatically stop Earnings and Deductions from processing according to your company's calculation policies.

You have total control over both their content and their processing. You can specify:

- The calculation rule, such as flat amount, base x percent, or rate x unit.
- Frequency to be paid.
- Retroactivity behavior.
- Rounding and proration rules.
- How to accumulate the earnings.
- How the calculation is controlled.
- Arrears processing rules and bank-related information.

Move Data and Rules Quickly

Use the Create Rule Package utility to package elements that you want to move between databases. After creating a package, you can export it from the source database and import it into the target database. An online process compares the packaged elements in the source database with those in the target base. After reviewing the results of the comparison and resolving any conflicts, you can then complete the upgrade process. A similar process is used with the Create Non-Rule Package utility.

Processing Calculations

To accommodate all your payroll processing calculations, Global Payroll enables you to create customized, flexible formulas using mathematical and logical elements. You can define sophisticated rules and mathematical formulas simply by entering the appropriate attributes into online tables. Using a formula element gives further flexibility to define complex organizational needs. Once you've defined your formula, you can view it to make sure it is correct. Global Payroll batch process utilizes optimization algorithms making an efficient usage of temporary tables, as well as providing state of the art debugging capabilities.

Accumulators

Global Payroll makes it easy to track accumulated amounts or balances over time. For each accumulator, you simply define: 1) Members (which elements you want to accumulate); 2) Period (over what period of time to accumulate the elements) and 3) Level (for what level of the organization you want to accumulate).

Segmentation and Proration

With Global Payroll, you can choose the events (such as leave of absence, transfer, salary change, or job change) that should trigger segmentation of pay components during a pay period. The segmentation types include:

Period—enables you to create separate gross to net results for all elements in the payroll process before and after a mid-period change to an element.

Element—enables you to segment and calculate only those elements that you select due to a mid-period change to an element. Separate result columns are created only for the selected elements.

Proration—enables you to take a calculated amount and apply a coefficient (such as a subset, slice, or segment of the total pay period) to it.

On Demand Processing

Global Payroll allows you to process a payment for any payee at any time using On Demand payment processing. Configuration rules allow you to customize the input pages to meet your specific business processes. The application's dashboard design allows you to quickly process a payment.

Retroactivity Processing

Global Payroll enables you to choose the events that trigger the flexible, user-defined retroactivity process. There are two basic methods for calculating retroactivity:

- Corrective retroactivity recalculates previous pay runs in their entirety (with overrides at the event level). The new pay run replaces the old run.
- Forwarding retroactivity recalculates past pay runs and forwards only the differences between the new and the old calculations.

Other supported features include, retro for new hires, retro on top of retro, and retro for a segmented period. PeopleSoft Enterprise Global Payroll provides you with the flexibility to define the calculation rules online. No programming code is required.

Absence Management

Global Payroll delivers a robust set of integrated absence management tools to give you complete control over absence management for your organization. These tools enable you to:

- Define work schedules and the conditions under which payees accrue paid time off.
- Indicate whether each entitlement should accrue by event or on a specified frequency. Specify the conditions under which payees are paid for an absence.
- Link each absence to one or more entitlements and specify the order in which the solution should use the entitlements. Specify what should happen if there is not enough entitlement to cover an absence.
- Use absence periods that are the same as or different from the pay period. Enter details of a payee's absence and then automatically generate payroll entries of paid or unpaid earnings due to an absence.
- With Absence Management Self-Service employees and managers can use configurable self-service pages, to enter online requests for absences, view current and future absence balances, and determine eligibility for taking time away from work. In addition, managers and administrators can also use these pages to approve, deny, or push back absence requests

- By using Delegations, users can authorize another person to serve as his or her representative when working with absence transactions. Managers can delegate their tasks of approving time, entering employee time, or entering their own time to another person due to workload or their own absence from the office. Employees can delegate the entering of their time to another person while away from the office. Delegations may be granted for one or more types of transactions and can be open-ended or for a specific period of time
- Our new Extended Leave framework is designed to track information related to an absence request via manual entry, electronic entry using attachments such as PDFs and Word documents, or both. Extended Leave is integrated with the Approvals Workflow Engine and with the new Attachment Framework, both of which are delivered as common components within our HCM application
- Leave Donations functionality will enable you to automate the administration of your Leave Donations programs. Using self-service, any participant in Leave Donations plans can request leave, donate, and return unused leave, as well as stop their participation in voluntary Leave Donations programs.
- PeopleSoft Enterprise Absence Management, Human Resources and Time and Labor offer state of the art integration with Oracle Workforce Scheduling. Start and End Time will now be recorded in Absence Management and sent along with absence data to Oracle Workforce Scheduling for analysis to produce the best possible schedule from a very easy-to-use system.

Payroll Processing Framework

Global Payroll offers a flexible method for organizing your payroll elements into payroll runs. You can define all elements of the payroll process, including pay groups, eligibility groups, calendars, run types, pay periods, and process lists. Global Payroll also offers robust and flexible positive input templates to accommodate to our customers' best practices.

Global Architecture

Global Payroll is a comprehensive, flexible payroll solution. You can run payroll in a central location for multiple countries using a single database. You can enter and access payroll and absence data from any location around the world. You can use Global Payroll for a single country, or have separate databases for some or all countries in a multinational environment.

Regardless of your implementation architecture, Global Payroll is a truly global product, not a multi-local product with a single code line for all countries.

Country Extension Strategy

The Global Payroll core application provides the flexibility to create country extensions that are isolated from the core engine. We are able to bring the country extensions quickly to market because of the independence of each country extension and our ship-when-complete release strategy. The Global Payroll core application and the following country extensions are generally available in Europe (France, Germany, Italy, Spain, Netherlands, Switzerland, and the United Kingdom), in Latin

America (Mexico, Brazil and Argentina) and in Asia-Pacific (Australia, Hong Kong, New Zealand, Singapore, Malaysia, Japan, Thailand and China).

Country Extension Content

Each country extension consists of statutory and customary rules, such as payroll and absence rules, including earnings, deductions, absence entitlements, and absence takes. Global Payroll also handles Superannuation in Australia, Social Insurance in Switzerland, SMP in the United Kingdom, and ASSEDIC in France. Additionally, the system can manage DEUEV in Germany, IMSS contributions in Mexico, and Inhabitant Tax in Japan.

Multilingual Functionality

Global Payroll offers a robust set of multilanguage features that enable you to work in your preferred language.

Multicurrency Functionality

Global Payroll smoothly handles multiple currencies for even the most complex calculations. You can state, calculate, and distribute an employee's pay in multiple currencies. Global Payroll supports Euro currency processing in full compliance with the European Monetary Unit (EMU) requirements.

Complete, Integrated Solution

Oracle's PeopleSoft Enterprise Global Payroll integrates with other PeopleSoft Enterprise solutions such as Oracle's PeopleSoft Enterprise Human Resources, PeopleSoft Enterprise Payroll for North America, and PeopleSoft Enterprise Financials. PeopleSoft Enterprise Global Payroll and PeopleSoft Enterprise Payroll for North America are two separate products designed to run concurrently within the same database. To make the application more efficient and easier to use, the PeopleTools Data Archive feature archives Global Payroll data.

Data Archive/Purge Templates

Customers seek to implement an archiving strategy that not only addresses the large amount of data that ERP applications create—which ultimately slows down their production system (and reporting)—but also to comply with regulatory requirements. We deliver templates with documentation for archiving Global Payroll data under specific conditions.

Why Oracle?

Oracle's PeopleSoft Enterprise core HCM solution is a robust HR, Payroll and Benefits set of applications that can be implemented quickly and cost-effectively, providing a strong foundation for organizational growth, cost reduction/savings, and improved productivity and performance. Oracle's core HCM capabilities combined with country-specific capabilities and international data formats enable regional operations and compliance while using a single system of record for reporting, maintenance and lower TCO. These solutions enable you to:

- Manage business systems globally with a common data model and multi-national data formats
- Drive compliant business processes through integrated processes and rules-based engines
- Deploy country-specific capabilities with delivered local extensions

Contact Us

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



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

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