JD EDWARDS WORLD U.S. PAYROLL

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Streamline payroll processing.

Improve data integrity through automation and integration.

Reduce costs of payroll operations.

The Issue: Accurate and Efficient Payroll Processing

Payroll depends on a number of variables, such as workforce size and diversity, varied earning and deduction calculations, government regulations, and reporting requirements. Although human resources (HR) professionals are under constant pressure to make sure that payroll is accurate for all employees, they have limited resources to manage the process. They must be able to automate time-consuming tasks and quickly respond to changing business requirements.

The Solution: Integrated Payroll Management

Oracle's JD Edwards World U.S. Payroll is a scalable and easy-to-use solution that provides the tools you need to run an efficient payroll operation. It helps you streamline your payroll processes, reduce processing time, and ensure greater payroll accuracy across your enterprise—all with security that protects your most sensitive information.

U.S. Payroll is flexible and scalable, designed to meet your business needs now and in the future. You can run payroll for as few or as many employees as you need. In addition, you never get locked into specific processing times. With multiple payroll calendars and pay frequencies, you choose how often to process payroll. On-demand payment processing supports requirements such as bonus checks, off-cycle payments, and adjustments.

Ensuring Accuracy

True system integration is critical for the success of your payroll system. Without it, you can never be sure that the account number entered into a timecard is valid in your general ledger system until month-end reconciliation.

U.S. Payroll ensures accuracy through built-in systems defaults and validations. Automated defaults of related employee, accounting, job, and work order information to timecards reduces entry errors and time-consuming tasks. Whether your organization uses time entry clerks or your employees enter their time through integrated self-service functionality, you know that the time entered is validated for accuracy.

Increasing Payroll Efficiency

U.S Payroll enhances productivity by automating many complex payroll requirements, such as administration of wage attachments. It allows you to:

- Recognize labor and overhead expenses as they occur for precise planning and variance analysis.
- Comply with government taxation and reporting requirements, including workers' compensation and general liability, even in multiple jurisdictions.
- Respond to future and retroactive bargaining unit contract changes.

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- Automate mass increases due to changes in job class or contract negotiations.
- Access information online, so that you can quickly respond to employee questions about paychecks, earnings, benefits, accruals, taxes, and insurance.

Benefiting from Integration

U.S. Payroll is fully integrated with other of JD Edwards World Human Capital Management applications. Updates made in other applications such as wage and salary administration are immediately reflected throughout the system. This integration simplifies payroll administration and increases data integrity— ensuring that payroll calculations are accurate and that you produce the paychecks you expect.

JD Edwards World U.S. Payroll is also designed to share information with your organization's other JD Edwards World solutions, including JD Edwards World General Ledger, JD Edwards World Accounts Payable, JD Edwards World Project Management, JD Edwards World Manufacturing Management, and JD Edwards World Distribution Management. This integration allows you to further streamline processes and gain valuable insight into the connection between operations and human capital costs. And, because we also offer an integrated payroll solution for Canada as well, you can support employees throughout North America through a central HR department yet still comply with widely varying governmental regulations.

Feature/Function Highlights

- Pay cycle monitor.
- Multiple time entry formats.
- Reciprocity rules.
- Multiple organization processing and common paymaster.
- Retroactive pay process.
- Accounts payable voucher creation.
- Overtime timecard generator.
- On-demand check processing.
- Standard, customizable reports.
- Labor and burden accounting rules.
- Wage attachment processing.
- Future data changes/mass updates.
- Job step progression.
- Quarterly and year-end processing.

Solution Integration

- JD Edwards World Human Resource Management
- JD Edwards World Time Accounting

- JD Edwards World Self Service for Employees
- JD Edwards World Financial Management
- JD Edwards World Distribution Management
- JD Edwards World Manufacturing Management
- JD Edwards World Project Management

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