

# PeopleSoft Country Extension for Thailand



## PEOPLESOFT COUNTRY EXTENSION FOR THAILAND

### KEY FEATURES

- State-of-the-art, internet-based payroll solution
- Global architecture.
- Robust and intuitive actionable role-based analytics
- Seamless integration with PeopleSoft Time and Labor, Absence Management and Financials
- Configurable approval workflows with delegation capability
- Flexible and robust rules engine, flexible earnings and deductions
- Segmentation and Proration
- Retroactive Processing
- Statutory Requirements
- Mobile capabilities
- Simple and intuitive user interface

### KEY BENEFITS

- Multi-country and multi-currency payments
- Increased accuracy and timeliness
- Stronger financial controls
- Superior insight via embedded payroll analytics
- Integrated solution for all your payroll needs – end-to-end payroll processing
- Lower Total Cost of Ownership.

Managing your workforce globally often requires region or country specific features and functions in Human Resources and Payroll. Oracle's PeopleSoft Enterprise Human Resources and Global Payroll applications help make this possible. Being compliant with HR regulations is essential. Making timely payments to your workforce while lowering your total cost of ownership is a business goal your organization can achieve. With PeopleSoft Enterprise country extensions, you have complete control over all aspects of your local HR and payroll operations, including statutory payroll and reporting requirements. The foundation of Oracle's PeopleSoft Enterprise country extension products is Oracle's PeopleSoft Enterprise Human Resources application and Oracle's PeopleSoft Enterprise Global Payroll, 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 payroll engine) and easy deployment and management across borders (because the information is in one place).

## Country Extension Strategy

The Global Payroll core application provides the flexibility to create country extensions that are isolated from the core engine.

## 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.

## Human Resources

In order to best support our customers, we often create country-specific features within our Human Resources product. These features work in collaboration with our Global Payroll and Global Payroll country extension products to form a cohesive and robust payroll solution that enables local compliance.

## 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.

## 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 the system, 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, the heart of any payroll solution, are defined in PeopleSoft Enterprise Global Payroll as calculation rules.

We provide Global Payroll country extension products to alleviate the extensive development and maintenance time and expense that would be required to configure our core Global Payroll product for a specific country's payroll needs. This dramatically speeds implementation and still provides you with the ability to customize and configure your payroll application to meet your unique needs.

## Flexible Earnings and Deductions

Your organization's unique payroll management requirements demand the ability to configure a payroll solution without losing the benefits of a standard, supported package. Our Global Payroll country extension products provide a unique, data-driven approach that enables you to define and manage your diverse payroll requirements that reflect your business policies. Earnings and deductions are defined as calculation rules with flexibility for total control over both their content and processing.

## Payroll Reports

Each Global Payroll country extension product provides a comprehensive set of standard reports. Oracle also offers a broad range of flexible reporting tools to create and customize your own reports.

## Self Service

Complement Global Payroll with PeopleSoft ePay. Employees can view their payslips online and can easily manage their net pay distribution to their own bank accounts.

PeopleSoft Absence Management provides the always-connected manager and employee an effective method for requesting Absence and staying on top of approval requests.



Simple, intuitive user experience on any device

## Other Global Payroll Features

Global Our core Global Payroll product also has the following features available to all country extensions.

- **Processing Calculations.** To accommodate all your payroll processing calculations, Global Payroll enables you to create customized, flexible formulas using mathematical and logical elements in a simple and intuitive interface. 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.
- **Accumulators.** Global Payroll makes it easy to track accumulated amounts or balances over time.
- **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.

- **On Demand Processing.** Global Payroll allows you to process a payment for any payee at any time using On Demand payment processing.
- **Retroactive Processing.** Global Payroll enables you to choose the events that trigger the flexible, user-defined retroactive process.
- **Absence Processing.** Global Payroll delivers a robust set of integrated absence management tools to give you complete control over absence management for your organization.
- **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.
- **Calculation Monitoring.** The Global Payroll and Absence Monitor allows you to define your own alerts to monitor significant variations in Gross and Net payment calculations, as well as in Absences, and to compare with previous or against historical calculations. The Monitor provides embedded analytics and ability to drill down to Departments and to the Employee's results to identify any issue in payroll or absence calculation.
- **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.
- **Complete, Integrated Solution.** Global Payroll integrates with other PeopleSoft Enterprise solutions such as Human Resources, Time and Labor, and Financials.
- **Data Archive/Purge Templates.** We deliver templates with documentation for archiving Global Payroll data, under specific conditions, to help you implement an archiving strategy to address the large amount of data that ERP applications create as well as to comply with regulatory requirements.
- **Move Data and Rules Quickly.** Use the Create Rule Package utility to package elements that you want to move between databases.

## Key Payroll Features for Thailand

We have developed pre-built rules, processes and application pages to meet the unique needs of our customers managing their Thailand payrolls.

The key Global Payroll for Thailand features include:

- **End-to-End Tax Administration.** Reduce the time you have to spend in managing tax administration. Global Payroll for Thailand comes with all functionality to let you correctly calculate and report taxes:
  - Calculate taxes based on the Calculation in Advance Method (CAM) or the Accumulative Calculation Method (ACM).

- Calculate withholding tax and support both the gross up all cycles and the gross up one cycle methods so employees can be paid a guaranteed net amount.
- Calculate and report personal income tax for income that needs to be reported under sections 40(1) and 40(2) of the Personal Income Tax law of Thailand.
- Cater for all tax allowances and deductions including the tax allowance for employees older than 65 years. This tax allowance is applied when calculating taxes for income reported under sections 40(1), 40(2) as well as termination payments.
- Complete all tax calculations and reporting upon termination of employment, including calculation of withholding tax, and support for the gross up all cycles and gross up one cycle calculation methods.
- Cater for mid-period hires and terminations.
- Electronically submit the ITF1 and PIT91 Data Media Files to the Thailand Revenue Department.
- **Detailed Tax Reporting.** Simplify your tax reporting by taking advantage of the reports that are delivered with Global Payroll for Thailand:
  - Tax calculation log.
  - Income Tax Form 1 (Por Ngor Dor 1).
  - Income Tax Form 1A (Por Ngor Dor 1 Kor).
  - Income Tax Form 1A Special (Por Ngor Dor 1 Kor Special).
  - Certificate of Tax Deductions (50 Bis).
  - Allowances Declaration Form (Lor Yor 01).
  - Parent Allowance Declaration Form (Lor Yor 03).
  - Personal Income Tax Form 90 (Por Ngor Dor 90).
  - Personal Income Tax Form 91 (Por Ngor Dor 91).
  - Attachment Personal Income Form 91 (due to termination).
  - Privilege 65 years old Declaration.
  - Disabled Person Allowance
- **Social Security Contributions.** Process and report Social Security contributions in accordance with the requirements of the Social Security Organization:
  - Calculate Social Security contributions for weekly, semi-monthly and monthly payrolls in accordance with minimum and maximum contribution limits.
  - Produce the following reports for the Social Security Organization:
    - Social Security Form 1-10.
      - Summary Report (SSO 1-10 Part I).
      - Detail Report (SSO 1-10 Part II).

**PRODUCT NAME**

PeopleSoft Country Extension for Thailand

**RELATED PRODUCTS**

PeopleSoft Country Extension for Thailand is a fully integrated solution that works seamlessly with other PeopleSoft products. For more information on related applications, refer to product datasheets on the following:

- PeopleSoft ePay
- PeopleSoft Human Resources
- PeopleSoft Compensation and Benefits
- PeopleSoft Time and Labor
- PeopleSoft Absence Management.

Visit [PeopleSoft Information Portal](#) for further updates and announcements on PeopleSoft products

- Social Security Form 1-10/1.
- Social Security Form 6-09 Employee Resignation.
- Social Security Form 6-10 Employee Resignation.
- Social Security Form 1-03 Employee Registration.
- Social Security Form 1-03/1 Employee Registration.
- Workmen Compensation Report.
- Electronically submit the SSO 1-10 Data Media File.
- **Provident Fund Contributions.** Calculate and report contributions to the Provident Fund. Contribution rates are automatically updated based on the length of service.

Leave Liability SGP Generate and print the Leave Liability report.	Allowances Declaration THA Generate and print Allowances Declaration Form/Parent Allowance Certification Report.	Social Security 6-09/1-03/1 THA Generate and print Social Security Form 6-09/1-03/1 Report.
Social Security Form 110 THA Generate and print Social Security Form 1-10 Report.	Social Security Form 1-10/1 THA Generate and print Social Security Form 1-10/1 Report.	Income Tax Form 1 THA Generate and print Income Tax Form 1 Report.
Income Tax Form 1A THA Generate and print Income Tax Form 1A Report.	50BIS Form THA Generate and print 50BIS Form Report.	Personal Income Tax Form THA Generate and print Personal Income Tax Form PIT91 Report.
PIT91 Form Attachment THA Generate and print Personal Income Tax Form 91A Report.	PIT90 Form THA Personal Income Tax 90 Form THA	Privilege Declaration 65 THA Privilege Declaration Form for Taxpayer over 65 Years of Age, For P.I.N.D.
Workmen Compensation Form THA Workmen Compensation Form	Disabled Person Allowance THA Disabled/Incapacitated Person Allowance THA	Payroll Register Report THA Print the Payroll Results Register
Reconciliation Report THA Payroll Reconciliation Report THA	Create Generic Reports Define criteria to create a custom report.	

Ease your administrative overhead by taking advantage of our preconfigured reports for Thailand

- **Payroll Result Reporting.** Easily check payroll results using these two reports:
  - Payroll Register Report.
  - Payroll Reconciliation Report.
- **Bank Transfer.** Support Payment Preparation Process and Create EFT Payment File using the Generic Banking Preparation Framework from Global Payroll Core.

**CONTACT US**

For more information about PeopleSoft Country Extension for Thailand, visit [oracle.com](http://oracle.com) or call +1.800.ORACLE1 to speak to an Oracle representative.



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**Hardware and Software, Engineered to Work Together**

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