Oracle Payroll Connect and Immedis Global Payroll

The power of collaboration
Experience the business benefits of integrating payroll and HR technologies globally

Many companies today are challenged by the lack of alignment between their HR and payroll data. When seamless connectivity between HCM and Payroll solutions exists, businesses can rely on the accuracy of the data needed to support business decisions and correctly pay employees. In addition, efficiencies can be gained through the removal of manual intervention, giving greater confidence in data security and compliance.

Embedded integration journey

**HR administrator:** New hire business process

Peggy: Needs simple and seamless day-to-day management of HR data within their HCM system

1. Peggy receives an email notification of a new hire, Kenneth, including his acceptance of their offer
2. Peggy logs into Oracle Cloud HCM to start the new hire process adding Kenneth’s personal and payroll details
3. Record passes through workflow for approvals then to Immedis for payroll processing

**Payroll administrator:** Manages payroll data exceptions in Immedis

José: Manages Kenneth’s payroll details in Immedis payroll system and reviews data and analytics in Oracle Cloud HCM

4. José logs into Oracle Cloud HCM to administer employee details
5. José navigates to the self-service payroll area in Oracle Cloud HCM. Immedis payroll data is displayed within the system
6. José selects tax withholdings and completed details for Kenneth
7. José logs into Immedis Payroll Hub and runs operational metrics

**Employee:** Immedis payroll self service

Kenneth: Views and prints his payslip in Oracle Cloud HCM

4. Kenneth logs into Oracle Cloud HCM and opens his Immedis Payroll Hub records displaying Immedis payroll details
5. Both payroll admin and employee access can occur concurrently
6. Kenneth can view his Immedis payslips within Oracle Cloud HCM
Oracle Cloud HCM and Immedis Global Payroll — new robust enhancements to an integrated solution

- **HR data**: Data is entered and stored in Oracle Cloud HCM in the specified country format necessary to process a complete and accurate payroll, this data is automatically interfaced to Immedis.
- **Payroll processing**: Payroll is processed through Immedis’s cloud based technology, supported by local legislation expertise.
- **Compliance**: The Immedis Platform will ensure statutory compliance is maintained through Perpetual Validation. The system will indicate where missing country specific information is needed to successfully run the payroll and the format that this should take.

**Data flow**

![Diagram showing data flow between Oracle Cloud HCM and Immedis Global Payroll](image)

**Benefits of optimized HR and payroll integration**

- **Enhanced data integrity**: The Oracle Cloud HCM and Immedis Global Payroll integration increases productivity and reduces errors from entering duplicate data and improves the user experience with a more intuitive end-to-end process.

- **Stronger compliance capabilities**: Ensure compliant payroll processing by implementing updates to country specific statutory payroll requirements.

- **An easy-to-implement integration**: Immedis and Oracle provide standard connectivity to integrate your Immedis Global Payroll and Oracle Cloud HCM systems, so all you need to do is supply your business rules and mapping values. Both providers also provide ongoing testing and maintenance, saving on your company’s IT resources.

- **Unified workforce engagement**: Your employees will have a single, self-service user experience for payroll transactions, including access to a range of relevant information, such as payroll activity and payslips.
Talk to your Oracle contact today to find out if this integration is right for your organization.

About Oracle

Oracle provides organizations a complete cloud HCM solution that drives digital transformation and improves business agility while meeting both current and future business requirements.

Learn more at oracle.com/hcm

About Immedis

Processing payroll in 150+ countries, Immedis provides a unified view of global payroll operations, real-time data analytics and advanced reporting, all while ensuring legislative compliance and data security.

Learn more at immedis.com