

Oracle Payroll

Oracle Payroll (part of Oracle Cloud HCM) is a fully unified solution with your HR process that enables, compliant, and configurable payroll across the globe—no matter your industry, company size, or worker type. Oracle streamlines the payroll process and gives you better alignment across HR, Finance, and Operations. With everyone on the same page your business will be more efficient with more time to focus on improving the employee experience.

Manage your payroll across the globe

Managing payroll in multiple locations increases complexity, incurs additional cost, and makes it difficult to stay on top of compliance. With Oracle you can pay your employees in over 200 countries across the globe with ease. No matter where you do business—we can help you manage your needs. Our solution is delivered in several ways:

Oracle Payroll

Payroll is localized in nine different countries (Canada, China, Kuwait, Mexico, Qatar, Saudi Arabia, United Arab Emirates, United Kingdom, and the United States), and natively built within Oracle Cloud HCM, linking time, labor, and leave management with payroll, financial, and personnel data. This level of unification enables you to align your business strategy across functions to reduce compliance risk and deploy your workforce with greater confidence and control.

Oracle Payroll Connect

This solution enables deep integrations with certified partners like ADP, Ramco, and more, allowing you to support broader local and global needs through these providers—all without leaving Oracle Cloud HCM. This lets you eliminate data entry across systems, reduce error, and simplify the overall experience.

Global Payroll Interface

If your organization needs more flexibility with payroll operations, you can easily integrate with a provider of your choice with predefined outputs and vendor integrations that are included with Oracle Cloud HCM.

Work more efficiently

Redesign the way you work with automated **Payroll Flows** and **Checklists** to help you define the important tasks and steps you need to confirm your payroll is accurate. Oracle delivers intelligent features to make your process more efficient. The **RetroPay** feature enables post period adjustments to employees' earnings, deductions, and costing based on changes to pay rates, and benefit elections, so you can be confident that employees get paid what



“Customers saw improvements in payroll processing [time] by an average of 56%, driving efficiency and accuracy...”

2020 Oracle Cloud HCM Benchmark Study

Key Features

- Common Pay Master
- Country Extensions
- FastFormula
- (HCM) Analytics
- Integrated Applications
- Oracle Payroll Connect
- Payroll Dashboard
- Payroll Automation
- Payroll Flows and Checklists
- Rules Based Payroll
- Retroactive Processing

they're owed—no matter when the event occurs. These features and more simplify the overall payroll process and boost your productivity.

Get control over your business

Many multinational organizations struggle with analyzing payroll information across multiple systems. It is time consuming, and when data is finally pulled together it is typically outdated. Oracle provides pre-built and customizable HCM analytics that enable access to enterprise-wide data in real-time.

Additionally, our solution provides an easy-to-use tool designed to help quickly analyze your payroll business. Our **FastFormula** feature enables your administrators to manage complex processing rules and calculations, without the need to code. With more insight into your workforce operations your teams are better positioned to make fast and informed decisions that drive greater value to your business.

Enhance your employee experience

Employee experience matters now more than ever, and happy people tend to be more engaged and thus more productive. Oracle Payroll offers features that make navigating life challenges just a little bit easier. Employees can request off-cycle payments for time worked, and if approved, get paid early with **Anytime Pay**. Our solution provides a consistent and intuitive experience with any device, so regardless of where your employees work, Oracle offers a seamless experience in countries across the globe.

Key Benefits

- Drive efficiency
- Highly configurable
- Increase accuracy
- Enhance employee experience
- Decrease compliance risk
- Simplify payroll processing
- More flexibility and control
- Leverage HCM Suite
- Reduce Total Cost of Ownership (TCO)

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