

Top 5 Benefits of Oracle Global Payroll

The right technology can help ensure that payroll is completed on time, with accuracy and effectiveness. Oracle Global Payroll helps you simplify the complex with scalability, flexibility, efficiency, automation, and maintenance.

1

SCALABILITY

Boost the performance and speed of your payroll administration through a core global payroll solution.

Your organization benefits from features such as Payroll Flows, which simplify payroll steps by providing configurable flows so processes are done in a certain order and trigger other tasks for different members of the payroll team. With tools such as Fast Formula, your payroll administrators can modify, create, and generate multiple payroll formulas using quick, easy-to-learn mathematical functions. This gives you complete control processing, rules and calculations—even the most complex ones—without having to code or learn database structure. In addition, you gain an overview of payroll activity through reporting capabilities that detail payroll runs, balance adjustments, taxes, payment information, and employer liabilities.

2

FLEXIBILITY

Achieve greater business agility by meeting the changing needs and requirements of your business.

Payroll in the cloud is highly configurable and can easily adapt to events or changing legislation. Your business is able to quickly and easily accept changes to their solution with minimal resources on their end. With capabilities such as Anytime Pay, you can contribute to their employees' financial well-being while maintaining compliance. In addition, with HCM Experience Design Studio, you can configure and manage advanced payroll processes through validation rules and autocomplete controls without needing to change their code or rely heavily on IT.



3

COMPLIANCE

Enhance accuracy with deep visibility into payroll processes.

Global Payroll provides you full visibility into payroll calculations by keeping control of their payroll whether it's done in-house or with outsourced processes, or a combination of both. Global, national, and local-level compliance are updated automatically to ensure payroll laws and tax regulations are met.

4

EFFICIENCY

Intelligent tools, embedded analytics, and a payroll dashboard that provide insightful information help your payroll administrators proactively monitor, manage, and automate global payroll processes.

With Global Payroll, you can manage payroll processes with an intuitive, mobile-friendly user experience consistent across any device. The rules-based engine comes with deep calculation capabilities and management tools such as payroll entries and Retro Pay that help automate payroll processing. Payroll entries can be done in one step and applied to the rest of the system, providing a single place to work on any pay-cycle changes. Payroll administrators can make adjustments to past earnings, deductions, and even costing based on changes to pay rates, benefits elections, or other information. Retro Pay calculates the differences from the original payment to the proposed payments and automatically detects and notifies you of changes. This automates mundane and repetitive tasks, freeing up time for your payroll professionals to work on more impactful projects.

5

MAINTENANCE

Innovation is at the core of Oracle Global Payroll.

The biggest benefit of moving your systems to the cloud is the automatic updates and continuous access to transformative technologies such as artificial intelligence, digital assistants, and the Internet of Things. Oracle Cloud HCM delivers four updates annually, helping to improve user experiences, productivity, and agility, while eliminating the need to customize or change code to implement these updates.

