Oracle Payroll Connect and ADP Global Payroll

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

Many companies today are faced with a lack of alignment between their HR and payroll data. Connecting your human capital management (HCM) system to your payroll solutions brings a host of benefits. You will gain better data integrity and compliance along with improved payroll timeliness, while achieving consolidated reporting capabilities that generate more meaningful data, helping you make informed business decisions.

With a partnership spanning many years, Oracle and ADP have invested in optimizing the integration experience for our mutual clients. Together, we have designed a simplified, automated integration process, linking the data flow between Oracle Cloud HCM and ADP’s Global Payroll solutions. This seamless data integration helps to improve payroll processing efficiency, while helping you meet the diverse and complex legal and regulatory obligations in the countries where your business operates.

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, including Kenneth’s 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

**Payroll administrator:** Manages employees’ ADP payroll data within Oracle Cloud HCM

José: Manages Kenneth’s payroll details directly within Oracle Cloud HCM powered by ADP

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

**Employee:** ADP payroll self service

Kenneth: Manages his ADP bank details directly within Oracle Cloud HCM

4. Kenneth logs into Oracle Cloud HCM and opens his ADP Payroll record displaying ADP local payroll details
5. Kenneth enters his ADP Payroll bank details within Oracle Cloud HCM
6. Kenneth can view his ADP Payslips within Oracle Cloud HCM or deeplink to ADP Online Payslips

Both payroll admin and employee access can occur concurrently.
Oracle Cloud HCM and ADP Global Payroll — new robust enhancements to an integrated solution

- **New hire Application Program Interface (API):** Enter new hire data faster and with near real-time validation.
- **Real-time error resolution:** Error messages alert you to the corrective actions needed, so that you can resolve issues efficiently as they occur.
- **Admin online access:** Your payroll and HR admin teams can access and maintain employee records for both HR and payroll in Oracle Cloud HCM.

**Data flow**

- **Concurrent interface:** Oracle Cloud HCM provides a simple and consistent user interface between Oracle Global HR and ADP’s local country payroll, reducing the need to enter data into two different systems.
- **Employee online access:** Employees can update data that affects their payroll record, minimizing the associated administration, providing a more satisfying user experience.
- **Employee payslips:** Employees can easily access payslips through Oracle Cloud HCM Self-Service.

**Benefits of optimized HR and payroll integration**

- **Enhanced data integrity**
  The Oracle Cloud HCM and ADP Global Payroll integration increases productivity and reduces errors from entering duplicate data, improving 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**
  ADP and Oracle provide standard connectivity to integrate your ADP Global Payroll and Oracle Cloud HCM systems, so all you need to do is supply your business rules and mapping values. We 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 ADP
Designing better ways to work through cutting-edge products, premium services and exceptional experiences that enable people to reach their full potential. HR, Talent, Benefits, Payroll and Compliance informed by data and designed for people.

Learn more at adp.com

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