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Oracle Payroll for Saudi Arabia

Oracle Payroll, an integral part of Oracle Fusion Cloud Human Capital Management, is a fully unified solution that enables you to comply and configure your payroll across the globe regardless of the industry, company size, or worker types. Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

Work more efficiently

Redesign the way you work with automated **Payroll Workflows** and **Dashboards** that help you define important tasks and steps to confirm accurate processing of your payroll. Oracle delivers intelligent features to make your processes more efficient. The **RetroPay** feature provides an easy solution for post period adjustments to employees' earnings and deductions based on pay rate changes, and benefit elections, so you can rest assured that your employees get paid what they're owed—no matter when the event occurs. Then there's also the full integration with HCM Data Loaders (HDL/HSDL) to streamline mass loads and updates. These features and many more simplify the overall payroll process and boost your productivity.

Get control over your business

Many organizations struggle with analyzing payroll information across multiple systems. It's time consuming, and when data is finally pulled together, it's typically outdated. Oracle provides pre-built and customizable analytics that provides readily accessible enterprise-wide data in real-time. It's an easy-to-use tool designed specifically for you to quickly analyze your payroll business. Armed with more insight into your workforce operations, your teams are better positioned to make quick and informed decisions that drive a greater value to your business.

Oracle Payroll for Saudi Arabia

Oracle payroll for Saudi Arabia is natively built for the cloud and designed to enable organizations paying employees in Saudi Arabia to efficiently process a high quality, accurate, and timely payroll. Oracle streamlines the payroll process and provides better alignment across HR, Finance, and Operations. With everyone on the same page, organizations will be more efficient with more time to focus on improving the

"Customers saw improvements in payroll processing (time) by an average of 56%, driving efficiency and accuracy..."

2020 Oracle Cloud HCM Benchmark Study

Key benefits

- Automated retroactive calculations
- 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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employee experience and focus on higher value activities that support the organization's goals and objectives. Key features for Saudi Arabia include:

PAYROLL PROCESSING

- Salary processing including bonuses, allowances, and social allowances
- Integrate payroll with absence management
- Processing of statutory and voluntary deductions
- Capture payroll-related employee and employer information
- Calculate gratuity accruals for costing purposes
- Process involuntary deductions
- Proration and arrears processing
- Termination payroll processing with QuickPay feature
- Retroactive payroll processing
- Reconciliation and operational payroll reporting
- Configure payslips (paper, online, and email) and checks
- View and verify Statement of Earnings
- Support of different payment methods, including Electronic Funds Transfer (EFT) and international payments

STATUTORY COMPLIANCE

- Calculate statutory deductions GOSI for private sector- all schemes including Saned and Taqaud Plus
- Calculate statutory deductions for GCC Insurance Protection Extension (IPE)
- Hijri calendar support

STATUTORY REPORTING

- GOSI reports 3, 4 & 5
- IPE unified report
- Wage Protection System

Manage your payroll across the globe

Managing payroll in multiple locations increases complexity, thus incurring additional costs, and making it difficult to stay on top of compliance. With Oracle, you can efficiently pay your employees in over 200 countries with ease. Your administrators can use our **Fast Formula** feature to manage complex processing rules and calculations, without the need to perform complex coding. No matter where you do business, we help you manage your organization's needs.

Connect with us

Call +**1.800.ORACLE1** or visit **oracle.com**. Outside North America, find your local office at: **oracle.com/contact**.

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