



How We Made Payroll Human

Payroll should be at the heart of any business.

According to a recent review of payroll future trends by PwC, the Payroll Function is increasingly the link between “technological improvements and the rest of the business.” This, they say, leaves the payroll manager “not only the ambassador of this new tech wave but the role itself will transform.”

At Oracle, we call it ‘[Work Made Human](#)’. Advances in technology are upending traditional payroll processes, automating previously manual methods and introducing transformative change. This new on-demand computing model offers a new era of agility, flexibility, automation – and efficiency. Everything essentially becomes less rigid, and more fluid, adaptable... more human.

The cloud is at the heart of this transformation. Our [Oracle HCM Cloud portals](#) integrate payroll processing with employee self-service — supporting benefit process enrolment and administration. Employees can use self-service to create, change, update and own their personal data, while managers can make approvals online and remove the need for paper trails.

Integrating Finance and HR Systems

Recent [research by the CIPP states](#), ‘We cannot escape the fact that technology enhancements are impacting every element of our personal and working lives, and will continue to do so. Payroll professionals believe that technology is making them more efficient, but that there are further efficiencies which could be gained through integration with finance and HR systems.’

So, what are the ‘further efficiencies’ that are up for grabs? Being a payroll professional has always involved ensuring that systems are set up in a way that it meets all compliance and statutory requirements. Payroll has traditionally turned to the IT support function to manage the system upgrades, configurations and other changes that support this compliance. With the move to the cloud, however, there is a reduction in this upgrade burden.

According to a joint piece of work between IBM and Oracle called ‘5 Key lessons for moving payroll to the Cloud’, “By moving to Oracle HCM Cloud, we have seen an increase in HR (including master data) operational excellence from our joint customers. Companies have transformed their businesses by increasing efficiency through streamlined and automated processes.” The improvements have seen customers able to reduce their payroll processing time by up to 68 percent, via faster processes enabling faster deployments, smoother upgrades, lower maintenance and fewer customizations.



The Global Payroll Interface (GPI) offering within the standard Oracle HCM Cloud also allows you to unify and simplify your local payroll providers. Whether your business is required to accurately process payroll for the United Kingdom, the United States or the United Arab Emirates (or all three), you need compliance support and payroll tax reporting that adheres to local regulatory requirements. The payroll can then be fed back from your local provider to Oracle HCM Cloud for reporting purposes and the payslips can be made available to your employees via their mobile self-service app.

Addressing the Pain Points of the Business

Our clients who take the opportunity to review their payroll platform have been able to drive business and employee benefits, using the technology as a catalyst for wider business change. It's best seen as an opportunity to address pain points across the business and reduce operational risk. Clients have then used this to support their wider employee engagement strategy. The impact of delivering improved payroll accuracy and allow employee access to their payslips on their mobile phones, for example, cannot be underestimated.

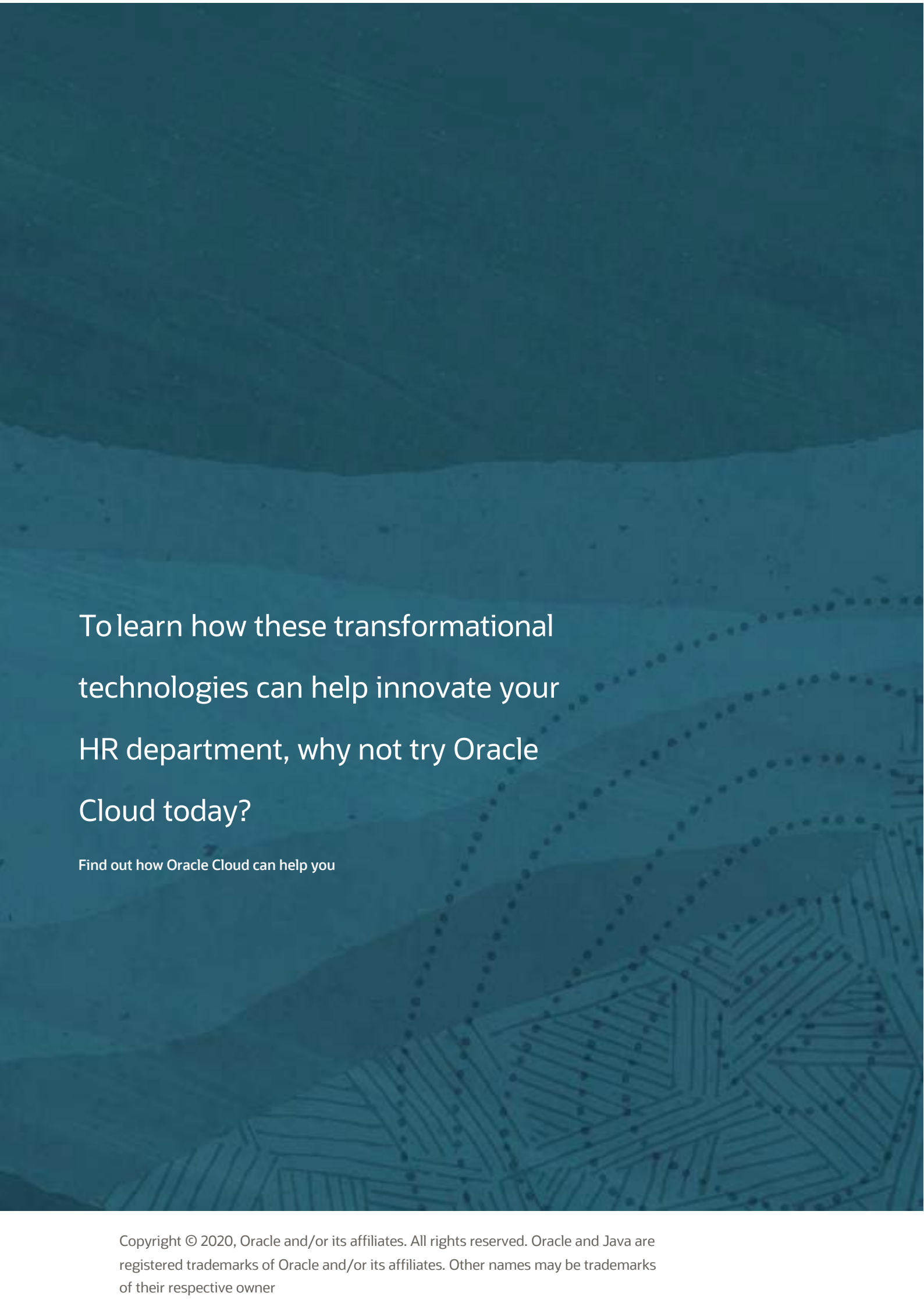
Artificial intelligence (AI) has also changed the game for HR applications. This revolution first began in the home, thanks to the likes of Siri and Alexa, which have found a place in our daily lives. We can ask questions and expect helpful and accurate answers. Now, we want that in our professional settings, too. That's where [Oracle Digital Assistant](#) comes in. It can now help you build assistant skills that extend enterprise applications (HCM, ERP, CRM, etc.) to deliver conversational, AI-powered experiences. It even works with Alexa and Siri (and Facebook Messenger, Slack, Microsoft Teams) if you want it to.

Ultimately, [Oracle HCM Cloud](#) gives employers the ability to model, budget and administer an unlimited number of compensation plans locally and across the globe. Oracle can free up payroll time, allowing you to focus on developing strategy. By adopting innovations such as predictive, real-time reporting dashboards, organisations can drive real and lasting payroll efficiency. Payroll insights can be used to predict resource needs, determine the cost outlook and inform the level of overtime and extra hours that may be needed. This can drive significant business value in organisations that employ large numbers of hourly paid staff where monthly staffing cost budgets are the norm. It doesn't end there. Payroll departments are using this agile, real-time reporting to model pay and gender equality scenarios.

Far from being the dusty, manual function that many perceive payroll to be, it is now at the forefront of determining mission-critical issues, from the gender pay gap to remote, cross-border working. Work is essentially a human, not an impersonal, endeavour. It's time we had the systems and applications that work with us, not against us.

If you would like to discover how to make your compensation and benefits more human, reach out to your [Oracle account manager](#) for more information.





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