PeopleSoft Global Payroll

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Oracle's PeopleSoft Global Payroll is a state-of-the-art, internet-based payroll solution that is built on a truly global architecture. The benefits of this architecture include streamlined application maintenance (because there is one core product and a single rules-based engine) and easy deployment and management across borders (because the information is in one place).

GLOBAL PAYROLL

KEY FEATURES

- State-of-the-art, internet-based payroll solution
- Global architecture.
- Robust and intuitive actionable role-based analytics
- Seamless integration with PeopleSoft Time and Labor, Absence Management and Financials
- Configurable approval workflows with delegation capability
- Flexible and robust rules engine
- Mobile capabilities
- Simple and intuitive user interface
- Embedded analytics

KEY BENEFITS

- Multi-country and multi-currency payments
- Increased accuracy and timeliness
- Stronger financial controls
- Superior insight via embedded payroll analytics
- integrated solution for all your payroll needs

A Single, Configurable Rules-Based Application

Global Payroll is a rules-based product. All payroll processes, calculations, and results are determined by a set of rules that you can easily build. You can reuse the rules throughout the application to save time and space.

All rules are external to the delivered code line. The core engine contains no payroll rules, no preset sequence and no tax algorithms. Instead, the rules are stored in the system, so no program modifications are required to tailor the solution to your requirements. You build a payroll solution unique to your needs by entering data into various online pages. In addition, Global Payroll provides sample rules that are meaningful and useful for customers seeking to utilize best practices for common payroll requirements when using Global Payroll Core for configuring their country extensions.

User-defined elements are the base component of any rule. You can assemble elements in countless ways. Global Payroll is flexible enough to accommodate almost all payroll and absence rules. To define and execute payroll and absence calculations, you can use a flexible high-level language. Payroll rule elements have attributes that you can use to calculate, accumulate, group, sequence and aggregate pay items.

Earnings and deductions are the heart of any payroll solution. These elements are defined in PeopleSoft Global Payroll as calculation rules. Customers can create rules to automatically stop Earnings and Deductions from processing according to their company's calculation policies.

Processing Calculations

To accommodate all your payroll processing calculations, Global Payroll enables you to create customized, flexible formulas using mathematical and logical elements in a simple and intuitive interface. You can define sophisticated rules and mathematical formulas simply by entering the appropriate attributes into online tables. Using a formula element gives further flexibility to define complex organizational needs. Global Payroll batch process utilizes optimization algorithms, making an efficient usage of temporary tables, as well as providing state of the art debugging capabilities.

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Retroactivity Processing

Global Payroll enables you to choose the events that trigger the flexible, user-defined retroactivity process. There are two basic methods for calculating retroactivity:

- Corrective retroactivity recalculates previous pay. The new pay run replaces old run.
- Forwarding retroactivity recalculates past pay runs and forwards only the differences between the new and the old calculations.
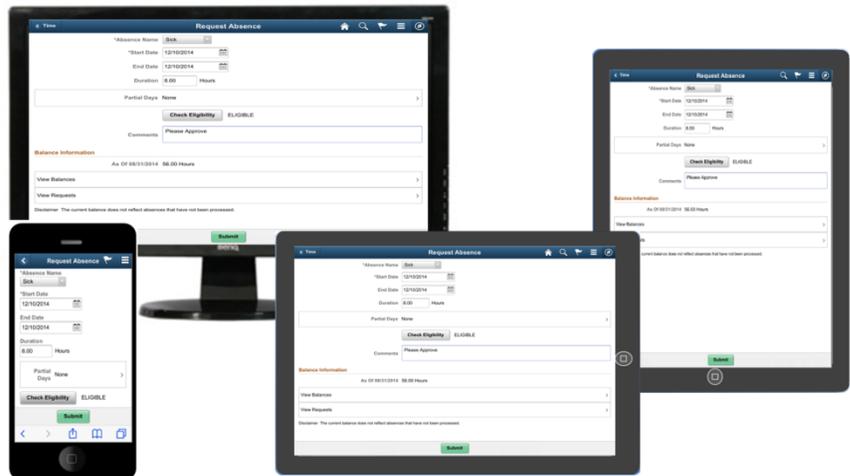
Other supported features include retro for new hires, retro on top of retro and retro for a segmented period. PeopleSoft Global Payroll provides you with the flexibility to define the calculation rules online. No programming code is required.

Absence Management

Absence Management is designed to allow organizations to plan and manage absence events within a single, configurable rules-based application. It provides ultimate flexibility when defining entitlement and eligibility rules around leave accruals and taking leave, whether those rules are mandated by legislature, unions, industry standards or your organization's unique policies. Absence Management has been seamlessley built-in and integrated with PeopleSoft Global Payroll.
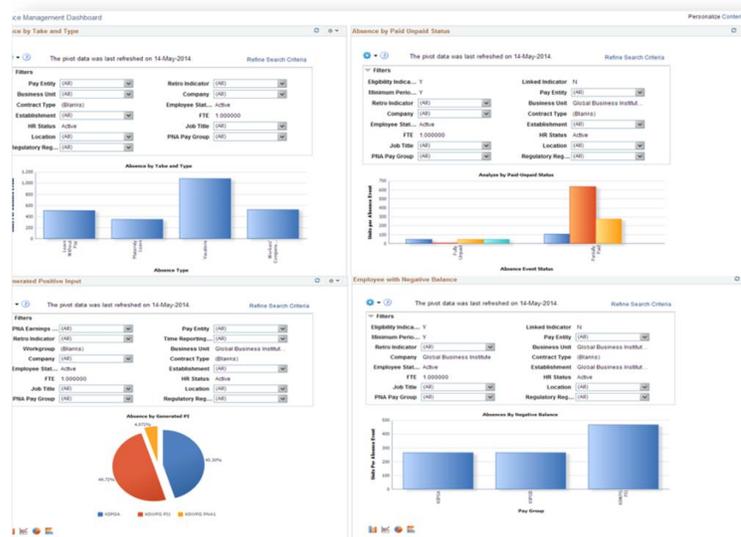
Self Service

The modern workforce is fundamentally different and is no longer limited to the office spaces. Mobile devices are an integral part of today's modern work life. PeopleSoft ePay allows employees to browse through their payslips and review the payment details. PeopleSoft Absence Management provides the ever-connected managers and employees an effective method for requesting absence and staying on top of approval requests.

Simple, intuitive user experience on any device

Embedded Analytics

PeopleSoft Global Payroll Analytics provide a simple way for spotting trends, issues and opportunities that may affect the financial health of a company. These powerful analytics help you reduce the time and cost (footprint) to review and validate absence and payments. Payroll and Absence users can proactively identify and minimize errors using role-based analytics.

Powerful, embedded analytics

Delivered Payroll Analytics:

- Variance and threshold analysis for gross and net pay
- Processing monitor

Delivered Absence Management Analytics:

- Absence rate
- Absence liability
- Analysis by type, by reason and by approval status
- Absence cost analysis
- Employees with paid and unpaid Absence
- Employees using negative balances
- Generated positive input analysis
- Variance and threshold analysis for absence accumulators

Global Architecture

Global Payroll is a comprehensive, flexible payroll solution. You can run payroll in a central location for multiple countries using a single database. You can enter and access payroll and absence data from any location around the world. You can use Global Payroll for a single country, or have separate databases for some or all countries in a multinational environment.

Regardless of your implementation architecture, Global Payroll is a truly global product and not a multi-local product with a single code line for all countries.

Country Extensions Strategy

The Global Payroll core application provides the flexibility to create country extensions that are isolated from the core engine. We are able to bring the country extensions quickly to market because of the independence of each country extension and our ship-when-complete release strategy. The Global Payroll core application and the following country extensions are generally available in Europe (France, Spain, Switzerland, and the United Kingdom), in Latin America (Mexico, Brazil and Argentina) and in Asia-Pacific (Australia, India, Hong Kong, New Zealand, Singapore, Malaysia, Japan, Thailand, and China).

Multicurrency Functionality

Global Payroll smoothly handles multiple currencies for even the most complex calculations. You can state, calculate, and distribute an employee's pay in multiple currencies. Global Payroll supports SEPA (Single Euro Payment Area) payment processing in Euros in compliance with the European SEPA credit transfer requirements and is integrated with the PeopleSoft Financials Cash Management product to offer a robust and flexible payment solution using Financial Gateway.

Complete, Integrated Solution

Oracle's PeopleSoft Global Payroll integrates with other PeopleSoft solutions such as Oracle's PeopleSoft Human Resources, PeopleSoft Payroll for North America, and PeopleSoft Financials. PeopleSoft Global Payroll and PeopleSoft Payroll for North America are two separate products designed to run concurrently within the same database. To make the application more efficient and easier to use, the PeopleTools Data Archive feature archives Global Payroll data.

CONTACT US

For more information about PeopleSoft Global Payroll, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

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Hardware and Software, Engineered to Work Together

Oracle is committed to developing practices and products that help protect the environment