

Oracle Fusion Payroll Interface & Alight Global Payroll



The power of collaboration

Oracle Fusion Payroll Interface allows customers to pay employees across the globe using third-party payroll solutions, such as Alight. The prebuilt integration of Oracle Cloud HCM and Alight enables customers to pay employees accurately, on time, and maintain compliance while reducing deployment time, costs, and risk.

Experience the business benefits of integrating payroll and HR technologies globally

Many companies today need better alignment between their HR and payroll data. Synergies between your HCM and Payroll systems bring actionable insights to help your business leaders make informed decisions. A global HR system combined with a fully compliant payroll platform enables your growth strategy, supports rapidly changing payroll requirements, and provides employees with a unified experience for all their HR and payroll needs.

Oracle and Alight partner together to deliver a validated integration to pay employees accurately and securely all around the globe. By leveraging Oracle's Cloud HCM suite and Alight's specialized knowledge and proficiency in local payroll and compliance, companies can seamlessly integrate and optimize their worldwide HR and payroll functions.

The Oracle Cloud HCM and Alight integration increases productivity and reduces errors from entering duplicate data, improving the user experience with a more intuitive end-to-end process. Payroll administrators can complete all tasks while enjoying a consistent user experience.

Oracle Cloud HCM and Alight – a unified solution for global payroll

HR Data Integration: Oracle Cloud HCM data, in the specified country format necessary to process a complete and accurate payroll, automatically integrates into the Alight payroll system— all you need to do is supply your business rules and mapping values.

Payroll Processing: Payroll is processed using the Alight payroll system based on the preferred sourcing method. After processing payroll, the bi-directional interface sends employee payslips and payroll reports back to Oracle Cloud HCM.

Key features

- Bi-directional interface
- Country specific HR data
- Effective dated transactions
- Configurable custom fields
- Audit & data confirmation reports
- Enhanced data integrity
- Global compliance capabilities
- An easy-to-implement integration
- Unified HR and payroll experience

Compliance: Alight ensures compliant payroll processing by implementing updates to country specific statutory payroll requirements. Count on local expertise to confidently navigate local HR and payroll regulations and requirements in the countries where you do business.

Payroll Analytics: Administrators can perform reporting and analytics in Oracle Cloud HCM.

Global Support: Alight processes payroll across more than 180 countries.

Employee Payslips: Provide employees with a single, self-service user experience for payroll transactions, including access to relevant information, such as payroll activity and payslips.

Oracle + Alight

Customers leverage Oracle Cloud HCM to manage human resources-related information, policies, and procedures, and Alight addresses country specific payroll needs. This collaboration empowers organizations to ensure adherence to local regulations with confidence while also gaining valuable insights to guide strategic endeavors that fuel expansion and business results.

Talk to your Oracle contact today to learn more.

About Oracle

Oracle offers a complete cloud HCM solution from employee experience to HR and benefits, talent management and recruiting, workforce management, payroll, and analytics.

Learn more at oracle.com/hcm

About Alight

Alight Global Payroll provides a centralized platform and standardized experience for organizations to manage payroll in over 180 countries.

Learn more at Alight.com

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