# Global Technology Solutions

## GCC Payroll and HR Localization for JD Edwards EnterpriseOne 9.2

Companies looking to localize Oracle's JD Edwards EnterpriseOne for Gulf Cooperation Council (GCC) countries, turn to GTS GCC Payroll and HR Localization for the solution.

## COMPANY OVERVIEW

Global Technology Solutions S.A.R.L. (GTS) is an ERP consulting company established in 2004, operating within EMEA through its offices in Lebanon, Cyprus, Dubai and KSA. GTS is strongly involved in and dedicated to providing state-of-the-art ERP systems to the Middle East business community. An Oracle partner, GTS specializes in JD Edwards EnterpriseOne, providing best-of-breed solutions.

## INTEGRATION OVERVIEW

GCC-based enterprises no longer need to find workarounds, perform tasks manually, or customize their own objects to comply with local standards and labor laws. GCC Payroll and HR Localization solution provides comprehensive functionality that helps payroll managed through JD Edwards EnterpriseOne to comply with local GCC standards and regulations. GTS' solution is designed for businesses of any size and is based on standard business flows and leading practices to comply with GCC laws.

## INTEGRATION DETAILS

This localization is based on the JD Edwards EnterpriseOne platform and uses customized objects, named event rules (NER), reports, and data structures. The features were built from thorough business analysis and implementations at GCC-based companies whose employees follow the GCC payroll terms and components calculation. Easy to set up and maintain, these features improve calculation and automation of the major components of the GCC HR and payroll instructions. The following GCC requirements are managed with this solution:

- **Ticket accrual.** This localization helps the company calculate the ticket accrual based on numerous factors per the GCC requirements. These configurable factors include employee's country, city, work location, class, number of tickets per year, and number and age of dependents.
- **Ticket requisition/encashment.** The localization allows the company to manage the requisition/encashment of the ticket accrual based on the established HR policies. An automated approval workflow engages the assigned manager and the HR department.
- **Leave encashment.** This localization allows the company to manage the employee's leave encashment through an automated workflow and a robust control among the requested encashment days, its equivalent value, and the accrued days.

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**ORACLE**
Validated Integration
JD Edwards EnterpriseOne

Oracle Validated Integration provides customers with confidence that a partner's integration with an on-premise Oracle application is functionally sound and performs as designed. This can help customers reduce deployment risk, lower total cost of ownership, and improve the user experience related to the partner's integrated offering.

- **Termination calculation.** This localization completes the subsequent administrative tasks associated with employee termination such as calculating the employee's appropriate salary, benefits, accrual, time card information, loans, and deductions. The localization sends an approval message to the originator, processes the payment, and completes the termination.
- **End-of-service indemnity.** This localization calculates the gratuity based on the employee's remuneration change and length of service.
- **Payable voucher creation.** This localization generates a payable voucher per loan/advance and per payee, allowing the payables department to pay the requested amount instantly from the account payable module.
- **Arrears and deduction calculation process.** This localization automates retroactive employees' payments (or deductions) based on the company's reciprocity rules. It also allows for complex calculations such as any deduction resulting from nonattendance and proration of calculation based on the effective date, which can be backdated.
- **Duty resumption.** This feature helps the customer manage the payroll when the employee's approved end date is not respected. The duty resumption process will request the manager's approval, notify the HR personnel, and delete the surplus leave days in the payroll files.
- **Employee profile.** This feature helps the customer manage the employee's information in one form with multiple tabs. This includes general, job, training, performance, and benefits information; advancement history track details; and the employee's photo.
- **Cost by employee.** This feature displays 21 parameterized columns. Each row presents one employee with its corresponding cost distributed among these parameterized components. This report can be exported to Excel for additional manipulation.
- **Interview feedback.** This form allows the interviewers to assess and record the applicant's interview feedback and match the gap between the requirements for the job and the applicant's competencies. The score calculation is based on competencies and their respective weights. The interview log allows the HR team to compare different applicants interviewed for the same job by the same interviewer.

**AVAILABILITY**

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| TECHNICAL DETAILS | |
|---|---|
| **Partner Environment** | **Oracle Environment** |
| • GCC Payroll and HR Localization | • Oracle's JD Edwards EnterpriseOne 9.2 (64bit)<br>• Oracle Database 12c Release 1<br>• Oracle WebLogic Server 12c Release 2 |

**ORACLE**
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