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Oracle Fusion International Payroll Core

Oracle Fusion International Payroll, an integral part of Oracle Fusion Cloud Human Capital Management, is a fully unified, native 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

Modernize 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 experience more efficient. The **RetroPay** feature simplifies the complex 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. Oracle Payroll provides the capability to streamline mass data loads and updates with HCM Data Loader (HDL/HSDL). With a focus on compliance and modern experience, Oracle Payroll simplifies the payroll complexity to 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 It's time consuming, and when data is finally pulled together, it's typically outdated.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 to ensure accuracy and compliance. 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 and business leaders are better positioned to make quick and informed decisions that drive a greater value to your business.

Oracle International Payroll Core

Key features

- Ability to offer net pay in multiple currencies
- Direct access to personalized Payroll guidance for employees and managers
- Unified payroll, HCM, and time and labor in a single platform
- Comprehensive calculation tools that are easily configurable without complex coding or IT support
- Ability to interface with pension systems, such as the United Nations Joint Staff Pension Fund (UNJSPF)
- Ability to allocate costs to both general ledger and project financial management solutions
- Automated retroactive calculations

Key benefits

- Automate and integrate payrolls around the world in validated countries
- Improve the employee experience with easily accessible and flexible payroll
- Give your workforce more time to focus on meaningful work by reducing complexity

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Oracle International Payroll Core is natively built for the cloud and designed to enable organizations to pay employees in more than 46 countries using our innovative Global-First approach.   Our Global-First approach makes extensibility of Oracle Payroll simple and update safe. This includes at least 80-90% of the functionality needed to process payroll. The additional 10-20% pertains to localizations for Oracle validated countries that can be configured by an approved Oracle International Payroll Core partner. The tools used to configure complex union requirements are the same tools used to configure localizations for validated countries. All local configurations are 100% update safe.

- Automate tasks using Artificial Intelligence to optimize payroll processing efficiencies
- Access and audit data continuously throughout the payroll cycle instead of waiting for the pay period to close
- Seamlessly source information to process payroll with unified time and absence, benefits, compensation, and more
- Improve auditing capabilities, security, and records management

Global Features and Functionality
Oracle delivered and supported

- Earnings & Deduction Wizards
- Employee Self-Service
- Retroactive Pay

- Multiple Assignments
- Payslip and Payment Support
- General Ledger Interface
- Global Payroll Reports
- End-to-end Reconciliations

Local Features and Functionality
Oracle validated, Customer/partner configured;

- Local Tax Rates
- Social/Insurance/Security
- Leave (Annual, Public, Sick, Maternity, etc.)
- Pay Rules
- Banking Standards & Formats
- Pension Requirements
- Legislative Reports

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 delivered solutions to manage complex processing rules and calculations, without the need to perform complex coding. No matter where you do business, Oracle can pay your workers around the globe.

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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