

JD EDWARDS ENTERPRISEONE U.S. PAYROLL



Streamline payroll processing.

Improve data integrity through automation and integration.

Reduce costs of payroll operations.

The Issue: Accurate and Efficient Payroll Processing

Payroll depends on a number of variables, such as government regulations, wage attachments, tax withholding, hours worked, and pay periods. Although human resources (HR) professionals are under constant pressure to make sure that payroll is accurate for all employees, they have limited resources to manage the process. They must be able to automate time-consuming tasks, quickly and easily, act on new ideas, and respond to changing business requirements.

The Solution: Integrated Payroll Management

Oracle's JD Edwards EnterpriseOne U.S. Payroll is a scalable and easy-to-use solution that provides comprehensive functionality, from time entry and tax filing to performance analysis. It helps you streamline your payroll processes, reduce processing time, and ensure greater payroll accuracy across your enterprise—all with security that protects your most sensitive information.

This solution is flexible and scalable, designed to meet your business needs now and in the future. You can run payroll for as few or as many employees as you need. In addition, you never become locked into specific processing times. You can choose how often you process payroll, from annual, monthly, or weekly runs to several times a day. Interim processing is also available to support such requirements as bonus checks, off-cycle payments, and adjustments.

Ensuring Accuracy

True system integration is critical for the success of your payroll system. Without it, you can never be sure that the account number entered into a timecard is valid in your general ledger system until month-end reconciliation.

U.S. Payroll ensures accuracy through built-in system defaults and validations. You are able to automatically default all pertinent work order, business unit, or job information to the timecard so that your employees don't waste time or enter data incorrectly. Whether your organization uses time entry clerks or your employees enter their time through integrated self-service functionality, you know that the time entered is validated for accuracy.

Increasing Payroll Efficiency

U.S. Payroll also enhances productivity by automating many complex payroll requirements, such as the time-consuming task of adhering to wage attachments. With the EnterpriseOne solution, you can:

- Recognize labor and overhead expenses as they occur for precise planning and variance analysis
- Comply with government taxation and reporting requirements, including workers' compensation and general liability, even in multiple jurisdictions

- Respond to future and retroactive bargaining unit contract changes
- Automate mass increases due to changes in job class or contract negotiations
- Access information online, so that you can quickly respond to employee questions about paychecks, earnings, benefits, accruals, taxes, and insurance

Benefiting from Integration

U.S. Payroll is integrated with other EnterpriseOne Human Capital Management applications from Oracle, so that changes to employee HR and benefit information are immediately reflected throughout the system. This integration ensures that each report is up to date and that employees receive the paychecks they are expecting. For example, job-step progression capabilities automatically advance an employee's pay rate after he or she meets specified requirements for the current job type and step. To ensure proper time accounting, the system creates new timecards to associate the appropriate amount of time with each job level at which the employee worked during the pay period.

U.S. Payroll is also designed to share information with your organization's other EnterpriseOne solutions, including General Ledger, Accounts Payable, Billing, Project Management, Manufacturing, and Logistics systems. This integration allows you to further streamline processes and gain valuable insight into the connection between operations and human capital costs. And, because EnterpriseOne offers integrated payroll solutions for Canada, Australia, and New Zealand as well, you can support an international organization through a central HR department yet still comply with widely varying international regulations.

Feature/Function Highlights

- Integration with EnterpriseOne payroll solutions for Canada, Australia, and New Zealand
- Payroll workbench
- Time entry by job
- Time entry by work order
- Reciprocity rules
- Multiple companies
- Retroactive pay process
- Labor rules engine
- Timecard automation
- Interim check processing
- Reporting
- Burden/labor rules
- Scalable processing
- Job-step progression
- Quarter- and year-end processing

- Third-party interface for tax filing

Solution Integration

- Financial Management
- Human Resources Management
- Time and Labor
- Employee Self Service
- Manager Self Service
- Asset Lifecycle Management
- Manufacturing
- Project Management

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