

Modernize with Oracle Global Payroll

Explore this e-book to learn about the solutions and services available for a successful transition to move your on-premises payroll to the Cloud.

The Oracle Global Payroll solution can help drive automation and efficiencies in your payroll processes.

IBM Services® can help with assessment, migration, implementation, business process outsourcing and managed services to help accelerate your journey to the Cloud.



ORACLE

Partner





1.

Challenges



2.

Modernize



3.

Benefits & Features



4.

Optimize



5.

Case Studies



6.

Why IBM



01 Challenges

To many organizations, their most valuable asset is their workforce. Paying their workforce accurately and on time is one of the most critical business functions, with many challenges and complexities. But what exactly are these challenges and how can a cloud-based payroll solution help address this?

Companies need an integrated technology that manages end-to-end payroll processes, while also adhering to the latest regulatory and compliance requirements. Connecting various HR initiatives and technologies across the enterprise while modernizing your information architecture are the reasons to move payroll to the Cloud. This removes limitations of an on-premise payroll within a modern cloud HCM architecture.

Payroll challenges

Moving your on-premises payroll to the Cloud delivers automation capabilities to help with the following payroll challenges:



Adherence to legislative rules to achieve compliance



Lengthy manual payroll processes with high associated costs



Poor efficiency and low accuracy resulting in high payroll queries



Complex data integration with multiple sources of data



Slow to react to change



Unsupported complex customizations resulting in increased operational cost and increased risk of inaccuracy



01 Challenges

The outbreak of COVID-19 created a global health pandemic with a massive economic fallout. This shift has created an urgency to ensure immediate workforce safety, resilience and business recovery. According to Forrester, “HCM capabilities and their cloud maturity, combined with ever-changing external market and internal workforce dynamics—as evidenced by COVID-19—creates a cauldron of complexity for HR, technology professionals and organizational leaders.”¹




As a result of these market forces, organizations remain dissatisfied with their HCM solutions and seek alternatives. Only 45% of global software decision makers say they’re satisfied with their existing HCM product and plan to keep it, while 53% are evaluating other products from either existing or different vendors.¹





More than ever there is a need for a cloud payroll solution to provide greater insights into payroll costs to optimize workforce planning.

The right payroll solution can help your business remain resilient and even maintain its momentum—offering the flexibility to scale up or down to meet your needs.

Post COVID-19

Existing challenges have been exacerbated by COVID-19, resulting in a greater volume of change for organizations to manage, such as:

-  Managing stimulus payments, paid leave programs and absence management
-  Administering furloughs and unemployment
-  Addressing opportunities for cost savings due to business recovery needs

-  Supporting new changes in localization requirements
-  Meeting new compliance regulations
-  Delivering payroll applications with improved UI for mobile access due to remote work
-  Moving the outsourcing of payroll to in-house for integration with other HCM applications, such as HR and payroll to improve data integration and insights



02 Modernize

Cloud technologies and the pace of AI adoption are disrupting human resources (HR) business models. Business and IT leaders, particularly CFOs, CHROs and CIOs of organizations that are using an on-premises Oracle HR solution are rethinking their business models to conquer enterprise modernization. Moving to the Cloud is at the heart of this transformation in creating an agile, scalable and insight-driven modern HR function.

According to Gartner, on-premises application users are increasingly considering moving to Oracle Cloud products in the next two to three years. By 2025, 85% of large organizations will have engaged external service providers to migrate applications to the Cloud, up from 43% in 2019.² And with the recent pandemic disruptions, Gartner predicts by 2021, 50% of Oracle application service revenue will be cloud-related as enterprises accelerate their move to the Cloud in response to the massive disruption of the COVID-19 contagion.²





02 Modernize

Forward-thinking organizations that are evaluating the benefits of moving HR processes to Oracle Cloud Human Capital Management (HCM) are also considering moving their payroll processes to the Cloud.

Modernizing to Oracle Cloud Payroll brings changes to traditional payroll processes to deliver a new era of agility, automation, efficiency and operational excellence.

Oracle delivers a complete cloud application suite and cloud platform, offering enterprise-grade security and compliance for SaaS applications. Oracle Cloud HCM provides common business processes, with a single, underlying data model and a single system of record. The cloud platform provides a consistent experience across devices, enables one source of truth for HR data to improve decision-making and empowers enterprises with market-leading innovation.

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Key features



Rules-based payroll solution



Payroll dashboard



Payroll automation



Payroll flows and checklists with embedded analytics



Oracle FastFormula for modeling business rules



Retroactive adjustments and processing



Integrated applications



Country extensions



Strategic payroll interface





03 Benefits & Features

Oracle delivers a proven at scale complete cloud application suite and cloud platform, offering enterprise-grade security and compliance for SaaS applications.

Providing common business processes, with a single, underlying data model and a single system of record, the cloud platform provides a consistent experience across devices, enables one source of truth for HR data to improve decision-making and empowers enterprises with market-leading innovation.



Increased automation reduces margin of error, resulting in improved payroll accuracy



Removes customizations through a highly configurable solution resulting in cost savings



Increased automation reduces end-to-end payroll processing time



Visualizations and dashboards supporting data insights



Reduced operational costs resulting from streamlined cloud processes



Reduced IT costs moving to a Software as a Service subscription basis



Automated audit capability removing manual tracking and reducing operational risk

04 Optimize

Our team of experts have been implementing Oracle Global Payroll since 2014, deploying more than 20 global programs, impacting more than 2.5 million employees.

To help you identify the benefits of moving to Oracle Global Payroll, we have some recommendations to help you.

Recommendations



Prepare with the IBM Cloud Impact Assessment for Oracle HCM (20-day assessment will help serve as the basis of your roadmap to Oracle Global Payroll)

- Identification of Target Operating Model (TOM)
- Alignment of policies
- Identify pain points
- Rationalization of payrolls and elements



Embrace out-of-the-box Cloud processes and functionality

- Realize long-term benefits from the solution as new functionality is embedded into the product

Learn more

Download the Cloud Impact Assessment for Oracle HCM flyer
ibm.biz/CIA-HCM-flyer

Download the Cloud Impact Assessment e-book
ibm.biz/CIAebook

Journey through IBM's Cloud Impact Assessment in this video
ibm.biz/CIAvideo



04 Optimize

Accelerate your journey to Oracle Global Payroll with proprietary IBM accelerators:



IBM RapidMove Migration Toolkit

- Extracts, transforms and loads data from eBusiness Suite and PeopleSoft to Oracle Cloud HCM, accelerating implementation time, removing customer effort, and reducing risk of data migration



IBM Payroll Comparator Tool

- Automated financial reconciliation over two continuous payroll periods between existing and new payroll systems, enabling resolution or explanation of differences in a fully auditable manner



IBM Blueworks Live

- Best practices for Oracle Global Payroll process flows
- Learn more ibm.com/products/blueworkslive

Augment Oracle Global Payroll with intelligent workflows to further automate, enhance and optimize:



Automated Payroll Variances

- Automated comparison of the net pay results of two successive payroll periods to identify variances before your payroll is processed, increasing the accuracy of your payroll by highlighting variances to the payroll team to confirm or amend



Automated Payroll Validation

- Automation that helps the payroll team to find issues that will arise, checking key information is captured in the system (such as bank details, location, band and salary) before the payroll is processed



Automated Element Entry

- A simplified automated utility to upload payroll elements quicker and with minimal manual intervention





05 Case Studies

Co-op started on a journey to empower its colleagues to serve its members and customers better. Part of the transformation standardized and simplified HR processes across multiple businesses, enabled by Oracle Cloud HCM, implemented by IBM Services.

Challenges

- Significant compliance risks around Payroll
- Only 10% of Colleagues could access HCM systems
- HR processes were complex and heavily administrative
- High levels of attrition and recruitment costs

Requirements

- Streamline operations and reduce costs
- Consolidate inconsistent and duplicated systems and processes caused by multiple acquisitions
- Unify and “rebuild” the business

Solution

- Oracle Global Payroll
- Oracle Cloud Human Capital Management (HCM)
- Oracle HCM Talent Management Cloud
- Oracle HCM Workforce Management Cloud

Results

- £4.5m annual operating cost reduction
- Compliant Payroll solution for over 90,000 users with 66% improvement in run time

- Increased those with access to online payslips from 10% to 100%
- Reduced number of payrolls for 12 to 7
- Removed 100 customizations

Read success story ibm.biz/coopcasestudy



“The combination of Oracle HCM Cloud and IBM Global Business Services contributes directly to our ongoing recovery and growth.”

– Ioannis Boutaris, HR Technology Manager, Co-operative Group Limited



05 Case Studies

Government Facility Services Limited secures financial controls at Her Majesty's Prisons in just three months with Oracle and IBM Services®.

Problem

When an existing private-sector prisons maintenance provider failed, the UK Government had to step in, fast. How could it form a new company with secure procurement, payroll and financial controls?

Solution

- Oracle ERP Cloud (Financials)
- Oracle Cloud Human Capital Management (HCM)
- Oracle Global Payroll
- Oracle SCM Cloud (Procurement)

Results

- >1,000 staff and contractors and hundreds of supply partners paid on time each month
- Thousands of work orders, repairs and requisitions processed automatically
- Helps to maintain estates compliance and support the Prison Service to uphold order and deliver effective rehabilitation.

Read success story ibm.biz/gfslcasestudy



Gov Facility
Services Limited

“IBM Services was very supportive and fully focused on helping us understand what we needed to achieve and how to achieve it within the timescale.”

– Paul Ryder, Chief Executive Officer,
Gov Facility Services Ltd





06 Why IBM?

IBM is one of Oracle's largest and most experienced systems integration partners jointly helping customers for over 34 years



Oracle Partner



2019 Oracle Excellence Award for North America Oracle Cloud HCM Partner of the Year
ibm.biz/hcmcloud2019award



Preferred partner of choice for BPO for Oracle Global Payroll and Oracle Cloud HCM
ibm.biz/preferredBPOpayrollpartner



1,630+ dedicated Oracle Cloud HCM consultants



90+ Oracle Cloud HCM go-lives



20+ Oracle Global Payroll go-lives



Experience in guiding clients through the Cloud processes and functionality, reducing customizations required



Proprietary IBM assets and tools available to accelerate the journey to Oracle Payroll Cloud



400+ Oracle Cloud HCM certifications



Oracle Cloud Garage
ibm.biz/oraclecloudgarage



Leader in the 2020 Gartner Magic Quadrant for Oracle Cloud Application Services Worldwide, and Critical Capabilities
www.gartner.com/doc/reprints?id=1-1YZNA09H&ct=200508&st=sb



Experts certified by external third-party Human Resource organizations: Chartered Institute of Personnel and Development (CIPD), Certified Information Privacy Professional (CIPP) and Josh Bersin Academy



10+ Oracle-specific delivery centres



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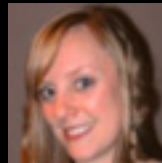
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To learn more about Oracle HCM, visit oracle.com/applications/human-capital-management

Attributions

¹ Mark Brandau, Pascal Matzke and Audrey Hecht. “The Forrester Wave: Cloud Human Capital Management Suites, Q2 2020.” Forrester, May 14, 2020.
<https://www.forrester.com/report/The+Forrester+Wave+Cloud+Human+Capital+Management+Suites+Q2+2020/-/E-RES157482>

² Alan Stanley, Denis Torii, Katie Gove and Akshit Malik. “Gartner, Magic Quadrant for Oracle Cloud Applications Services, Worldwide.” May 5, 2020.
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Produced in the United States of America
December 2020

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