

Oracle HCM Cloud USE CASE

Integrating Oracle HCM with
payroll systems globally

Bi-directional
Integration of

47

Payroll Systems

Across

50

Countries

Covering

18,000

Employees

THE OBJECTIVE

Connect Oracle HCM Cloud to in-country payroll systems to guarantee all dimensions of HCM and payroll data are aligned, measurable and maintainable across all entities.



BACKGROUND

Our Client runs research operations across 85 countries. With over 18,000 employees dispersed across the globe, our Client has deployed Oracle HCM Cloud as the Master HCM system of record to manage Global HR processes as efficiently as possible. One of the most critical business processes is Payroll, which also (similar to many organisations) carries the highest cost factor to the company. With outsourced payroll services, leadership have a desire to maintain auditable control of payroll compliance. This requires a clear global payroll integration strategy to ensure the large number of external payroll systems are fully integrated with Oracle HCM Cloud.

KEY CHALLENGES

Business

- Consolidation before integration - reducing number of payroll vendors at country or regional level to reduce integration effort and decrease overall payroll cost
- New ways of working - changes to payroll and HR administration are adopted by local HR and monitored closely

Technical

- Lack of payroll system integration capabilities
- Payroll vendor resource availability to support interface project
- High volume of interfaces required across many geographical locations



SOLUTIONS DEPLOYED

- Transition to strategic payroll vendors in key markets
- Clearly defined global integration strategy
- Implementation of FIT4Cloud; a single integration hub to technically manage data flows between all systems
- Accelerated deployment of pre-built interfaces to various leading payroll systems
- Automated data migration tooling

ACHIEVEMENTS

- Aligned data across Global HR and local payroll systems
- Ability to audit payroll data in one tool globally
- Highest level of data quality leading to reliable HCM analytics
- Elimination of manual multi-data entry
- Ensure compensation compliancy controls across all entities



KEY SUCCESS FACTORS

- Clear Client vision for the project objective
- A proven integration hub which enabled accelerated approach to delivering bi-directional interfaces between a large number of systems
- Ability to leverage pre-configured interfaces with a high reusability factor
- Epicenter's highly experienced resources combining Oracle HCM Cloud expertise and payroll integration knowledge
- True partnership between Client and suppliers
- Continuous support from Client leadership