

# JD EDWARDS ENTERPRISEONE U.S. PAYROLL



## PRODUCT HIGHLIGHTS

- Streamline payroll processing
- Improve data integrity through automation and integration
- Reduce costs of payroll operations
- Readily scalable
- Integration to other JD Edwards EnterpriseOne modules

*JD Edwards EnterpriseOne U.S. Payroll is a highly flexible, robust solution that enables companies to configure payroll processing to their existing business processes. Employers maintain control over payroll processing while increasing productivity through automation. With JD Edwards EnterpriseOne U.S. Payroll, employers are able to address payroll exceptions quickly and easily, avoiding employee frustration. Finally, full integration with other JD Edwards EnterpriseOne solutions means a lower total cost to maintain and operate payroll processing.*

### **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 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 JD Edwards 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 JD Edwards EnterpriseOne Human Capital Management applications from Oracle, so that changes to employee human resource 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 JD Edwards 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 JD Edwards EnterpriseOne offers integrated payroll solutions for Canada, Australia, and New Zealand as well, you can support an international organization through a central human resource department yet still comply with widely varying international regulations.

### **Feature/Function Highlights**

- Integration with JD Edwards EnterpriseOne payroll solutions for Canada, Australia, and New Zealand
- Payroll workbench
- Time entry by job or work order
- Advanced leave administration and reporting

- Reciprocity rules
- Multiple companies
- Retroactive pay process
- Labor rules engine
- Timecard automation
- Interim check processing
- Reporting
- Burden and labor rules
- Scalable processing
- Job-step progression
- Quarter- and year-end processing
- Third-party interface for tax filing
- State common paymaster support
- Wage attachments

### **Solution Integration**

This module is designed to be integrated with these JD Edwards EnterpriseOne products and suites across your operations using common tools and a Pure Internet Architecture:

- JD Edwards EnterpriseOne Financial Management
- JD Edwards EnterpriseOne Human Capital Management
  - Human Resources Management
  - Time and Labor
  - Employee Self Service
  - Manager Self Service
- JD Edwards EnterpriseOne Capital Asset Management
- JD Edwards EnterpriseOne Manufacturing
- JD Edwards EnterpriseOne Project Management

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