ORACLE + ramco

Oracle Payroll Connect and Ramco Multicountry Payroll

The power of collaboration

Experience the business benefits of integrating payroll and HR technologies globally
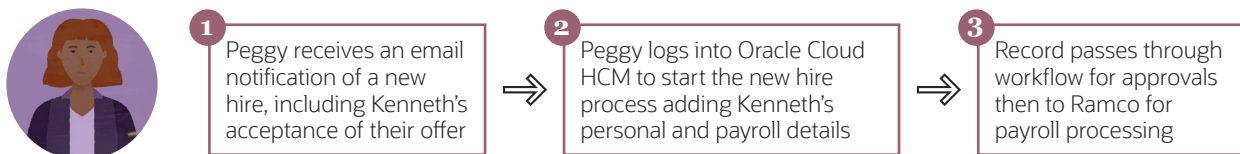
Many companies today are faced with a lack of alignment between their HR and payroll data. Synergies between your HCM and Payroll systems can bring in a lot of actionable insights and help your business leaders take informed decisions. A global HR system powered by a fully compliant payroll platform will enable your growth strategy. Additionally, it will provide your employees a one stop solution for all their HR and payroll needs.

With this partnership, Oracle and Ramco have invested in optimizing the integration experience for our mutual clients. You work within Oracle Cloud HCM for your multi-country operations and Ramco addresses your country-specific payroll needs. Complete all tasks while enjoying a consistent user experience.
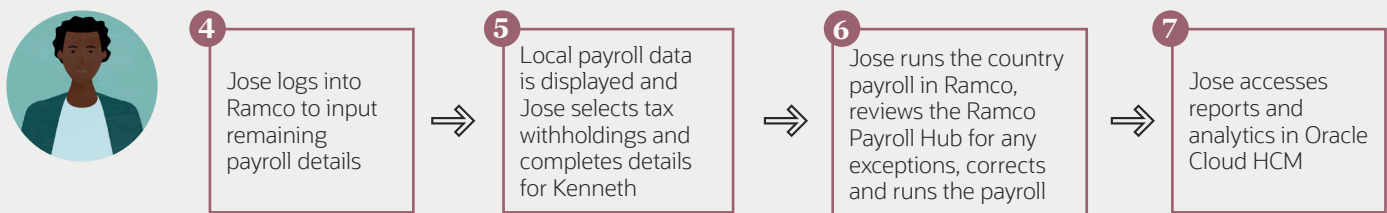
Embedded integration journey

HR administrator: New hire business process
Peggy: Needs simple and seamless day-to-day management of HR data within their HCM system

1 Peggy receives an email notification of a new hire, including Kenneth's acceptance of their offer

2 Peggy logs into Oracle Cloud HCM to start the new hire process adding Kenneth's personal and payroll details

3 Record passes through workflow for approvals then to Ramco for payroll processing
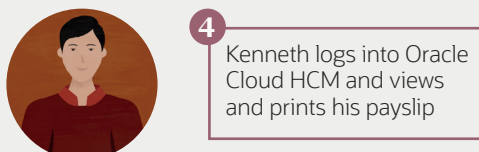
Payroll administrator: Manages payroll data exceptions in Ramco
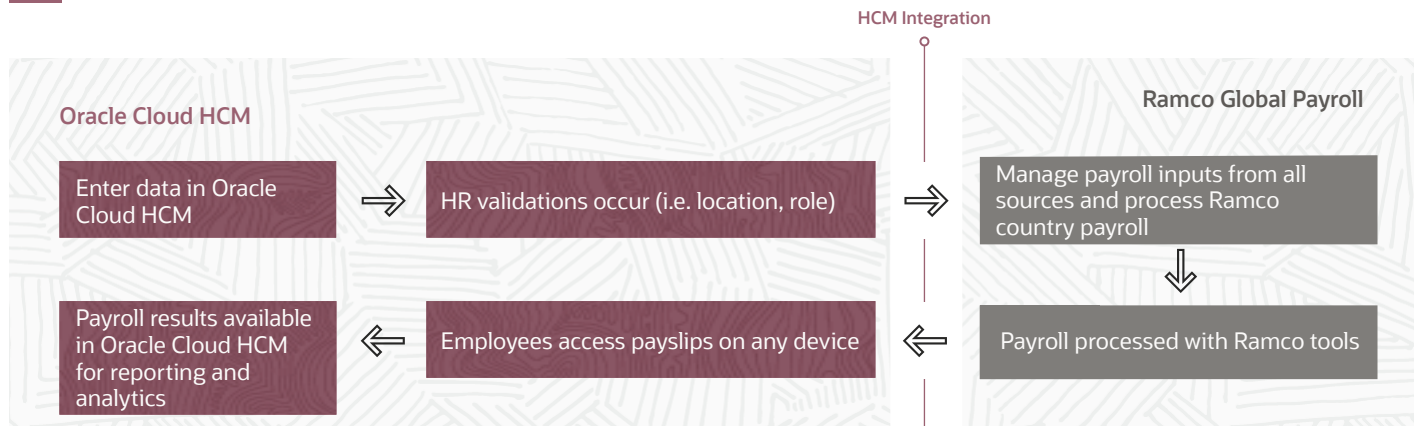**José: Manages Kenneth's payroll details in Ramco payroll system and reviews data and analytics in Oracle Cloud HCM**

4 Jose logs into Ramco to input remaining payroll details

5 Local payroll data is displayed and Jose selects tax withholdings and completes details for Kenneth

6 Jose runs the country payroll in Ramco, reviews the Ramco Payroll Hub for any exceptions, corrects and runs the payroll

7 Jose accesses reports and analytics in Oracle Cloud HCM

Employee: Self-Service
Kenneth: Views and prints his payslip in Oracle Cloud HCM

4 Kenneth logs into Oracle Cloud HCM and views and prints his payslip

Oracle Cloud HCM and Ramco Global Payroll — new robust enhancements to an integrated solution

- **HR data:** Data is entered and stored in Oracle Cloud HCM in the specified country format necessary to process a complete and accurate payroll, this data is automatically interfaced to the Ramco payroll system.

- **Payroll processing:** Payroll is processed using the Ramco payroll system based on the preferred sourcing method (in-house or managed services).

- **Compliance:** Ramco will ensure statutory compliance, processing payroll according to specific country legislation.

- **Payroll analytics:** Administrator is able to perform reporting and analytics in the Oracle Cloud HCM.

- **Global support:** Ramco processes payroll across 50+ countries.

- **Employee payslips:** Employees can easily access payslips through Oracle Cloud HCM Self-Service.

Data flow

HCM Integration

Oracle Cloud HCM

| Enter data in Oracle Cloud HCM | ⇒ | HR validations occur (i.e. location, role) | ⇒ |

Ramco Global Payroll

| Manage payroll inputs from all sources and process Ramco country payroll |

| Payroll processed with Ramco tools |

| Payroll results available in Oracle Cloud HCM for reporting and analytics | ⇐ | Employees access payslips on any device | ⇐ |

Benefits of optimized HR and payroll integration

Enhanced data integrity

The Oracle Cloud HCM and Ramco Global Payroll integration increases productivity and reduces errors from entering duplicate data, improving the user experience with a more intuitive end-to-end process.

Stronger compliance capabilities

Ensure compliant payroll processing by implementing updates to country-specific statutory payroll requirements.

An easy-to-implement integration

Ramco and Oracle provide standard connectivity to integrate your Ramco Global Payroll and Oracle Cloud HCM systems, so all you need to do is supply your business rules and mapping values. We also provide ongoing testing and maintenance, saving on your company's IT resources.

Unified workforce engagement

Your employees will have a single, self-service user experience for payroll transactions, including access to a range of relevant information, such as payroll activity and payslips.

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Talk to your Oracle contact today to find out if this integration is right for your organization.

About Oracle

Oracle provides organizations a complete cloud HCM solution that drives digital transformation and improves business agility while meeting both current and future business requirements.

Learn more at oracle.com/hcm

About Ramco

Ramco offers global payroll & HR across 62 countries covering Asia, ANZ, Middle East, Most of Africa & large parts of Europe in a unified platform. Global corporations experience a frictionless employee experience using the embedded artificial Intelligence & machine learning, ongoing payroll compliance tool and local language capabilities. Ramco offers flexible deployment models – can be used as a platform to process in-house or outsource payroll processing to Ramco BPO as managed services without using any in-country providers.

Learn more at ramco.com