

# GLOBAL TECHNOLOGY SOLUTIONS

## GCC Payroll and HR Localization for JD Edwards EnterpriseOne 9.1



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### Validated Integration

JD Edwards  
EnterpriseOne

**Oracle Validated Integration gives customers confidence that a partner's integration is functionally sound and performs as designed. This can help customers to reduce deployment risk, lower total cost of ownership, and improve the user experience related to the partner's integrated offering.**

*Looking for JDE Gulf Cooperation Council (GCC) Localization, GTS GCC Payroll and HR Localization is the solution*

*GCC-based enterprises no longer need to find workarounds, perform tasks manually, or customize their own objects to comply with local standards and labor laws.*

### Company Overview

Global Technology Solutions (GTS), an enterprise resource planning consulting company established in 2004, is an Oracle Gold Partner specialized in Oracle's JD Edwards EnterpriseOne. GTS is committed to providing best-of-breed services and solutions that maximize our customers return on investment (ROI).

### Integration / Localization Overview

GCC Payroll and HR localization provides comprehensive functionality that helps JD Edwards EnterpriseOne Payroll comply with local GCC standards and regulations. This localization is designed for businesses of any size and is based on standard business flows and leading practices.

### Integration / Localization Details

This localization is based on the JD Edwards EnterpriseOne platform and customized objects that use JD Edwards EnterpriseOne applications, Named Event Rules (NERs), reports, and data structures. The features were built from thorough business analysis and implementations of GCC-based companies. The following GCC requirements are managed with this solution:

#### Airline Ticket Accrual

Determine and calculate the ticket accrual based on numerous configurable factors, such as the employee's homeland, work locality, eligible ticket class, eligible number of tickets per year, and number of eligible beneficiaries.

The ticket accrual calculation is designed to allow the calculation based on the dependents' age as well as conforming to the airline's prices.

#### Airline Ticket Requisition/Encashment

Manage the requisition/encashment of the ticket accrual based on established HR policies. An automated approval workflow engages the assigned manager and the HR department.

#### Leave Encashment

Manage the employee's leave encashment through an automated workflow and a robust control between the requested encashment days, its equivalent value, and the accrued days.

## Availability

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## Support

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## End-of-Service Indemnity

Calculate the gratuity based on the employee's remuneration change and length of service.

## Termination Calculation

Complete the subsequent administrative tasks associated with employee termination such as calculating the remaining employee salary, benefits, accrual, time card information, loans, and deductions. Termination calculation notifies the appropriate parties, sends an approval message to originator, processes the payment, and completes the termination.

## Payable Voucher Creation

This localization generates a payable voucher per loan/advance and per payee, allowing the accounts payable department to pay the requested amount instantly from the accounts payable module. This integration streamlines processes and provides valuable insight into the connection between the human resources and accounts payable department.

## Arrears and Deduction Calculation Process

This localization automates retroactive employee payments (or deductions) based on the company's reciprocity rules. It also allows some complex calculation such as any deduction resulting from nonattendance and proration of calculation based on the effective date, which can be backdated.

## Duty Resumption

This feature helps the customer manage the payroll effect on the employee when the approved end date is not respected. The duty resumption process will request the manager's approval, notify HR personnel, and delete the effect of the surplus leave days in the payroll files.

## Employee Profile

This feature helps the customer manage the employee's information in one form with multiple tabs. This includes information on the employee in general and his/her photo, the job, benefits, advancement history, training, and performance.

## Cost by Employee

This feature will display 21 parameterized columns. with each row representing one employee with its corresponding cost, distributed among these parameterized components. This report can be exported to Excel for additional manipulation.

## Interview Feedback

This form allows the interviewers to assess and record the applicant's interview feedback, and match the gap between the requirements for the job and the applicants' competencies. The score calculation is based on competencies and their respective weights. The interview log allows the HR team to compare the different applicants interviewed for the same job by the same interviewer.

## Environment

*Global Technology Solutions Environment*  
GCC Payroll and HR Localization

*Oracle Environment*

Oracle's JD Edwards EnterpriseOne 9.1

## Oracle Database 11g Release 2

## Oracle WebLogic Server 12c

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