



Solution Sheet - Oracle Payroll

Client : Ingersoll Rand Company

Location : Davidson, NC

Employees : over 25,000

Oracle Modules : Payroll, HR, Self-Service
(Employee & Manager) Time & Labor (OTL)

Version : 11.5.10.2

Needs : Global Implementation Support, Creation of
Multiple Groups with HR, Inte-gration to Oracle Projects

About Ingersoll Rand Company :

Ingersoll Rand Company is a 100-year-old company with tradition of technological in-novation. This includes family of industrial and commercial brands, such as Club Car golf cars, Hussmann stationery refrigeration equipment, Ingersoll Rand Industrial equip-ment, Schlage locks and ThermoKing trans-port temperature-control equipment. These company operations are expanded all over the Globe.

Polaris Associates team is involved from the Payroll Implementation, System upgrade, and supporting in both Technical and Func-tional areas with Ingersoll-Rand to success-fully process payroll for their employees.

Our team members also involved in most of the inbound and outbound interfaces cre-ated for different vendors like SEAS, Fidelity, BCBS, Met Life and Watson Wyatt etc.

Team members also implemented success-fully loading time files from different loca-tions and in different file formats.

Polaris successfully generated W2s for all 2006 employees.

Our team resolved most critical payroll is-sues that occurred in day-to-day business.

Team resolved all fast formula calculation issues occurred in Union Calculations, Sav-ings 401k, TriMet ER tax, WA Industrial In-surance taxes.

Our team members success-fully imple-mented Oracle balance architecture in Inger-soll-Rand that will drastically improve sys-tem SOE performance from 6 mints to 6 sec-onds.

Team created most commonly used payroll reports using Oracle Balance Architecture to verify and validate payroll data after each payroll step.