Oracle Education Founda | us_comp | Compensation Philosop

Secure | https://my.oracle.com/site/hr/global_compensation/comp_philosophy/comp_philosophy

ORACLE
MY.ORACLE

Employee Tools | Lines of Business | Products & Services

Login | Help | Worldwide

Current Site – Web Pages

Advanced Search | Search Tips

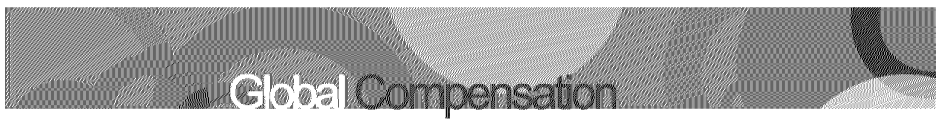
You are here: Human Resources > Compensation Philosophy

Global Human Resources

HR QUICK LINKS:

Benefits | Compensation | Recruiting | Learning & Development | New Employees | Immigration/Mobility | HR Professionals | Managers | Regions

- GLOBAL COMPENSATION HOME
- GLOBAL COMPENSATION INFORMATION
- WORKFORCE COMPENSATION
- REGIONAL COMPENSATION INFORMATION
  - JAPAC
  - CANADA (English)
  - CANADA (French)
  - EMEA
  - LAD
  - U.S.
- Global Compensation Contacts
- Oracle's Compensation Philosophy
- Global Payroll Website



Oracle's Compensation Philosophy

Oracle Corporation supports a "pay for performance" philosophy for all employees. Oracle compensates employees based upon their contributions to the Company and Oracle's financial performance. The goal is to attract, retain, and motivate the very best qualified employees. Central to Oracle's total compensation philosophy are:

- Recognition and reward for contributions that enhance the Company's growth, success, and profitability.
- Open communication to ensure that employees understand what is expected of them, how they can make a significant contribution, and how they can advance in their careers.
- Market competitiveness to ensure that Oracle can attract and retain high performing employees while managing costs.

1:16 PM
12/18/2017