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Global Compensation

Job Changes and Discretionary Titles

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Domestic Transfers

Both you and Oracle benefit when you are allowed to learn and expand your capabilities by working in different jobs within the company. A good source for internal job opportunities to the job openings in the Employee Announcement section found in Self Service Apps. Your local Recruiter Employee. Also, see the section on Job Postings.

Are there minimum time in position requirements?

Employees must be in a position for at least 12 months before being eligible to transfer. Some countries and/or business units may require different time frames. Check with your local Recruiter Employee or your local country’s Employee Handbook for further information.

What is my compensation affected?

Because a transfer is defined as a change in job, there is generally no increase in salary. However, in some countries you salary may have to be reduced if your current salary is below the minimum range for the new job. When an employee's transfer involves moving from one variable pay plan to another, special consideration may need to be given to the total compensation package. An in-sala promotion, any salary or other compensation adjustment associated with a transfer must be approved by the appropriate levels of management.

If you have questions, please contact your HR Consultant.

International Transfers

An international transfer is a "permanent" transfer to an Oracle entity outside of the employee's home country. All approvals for the transfer must be obtained, the offer letter signed and accepted, and work permit/visa process initiated prior to the employee starting work in the new country.

An international transfer may, or may not, include a job change, and the salary that is paid for the role in the new market should be determined in consultation with local HR. The employee's compensation is paid in the local country's currency, and the employee becomes eligible for local terms and conditions, benefits, etc. in their new country.

Promotions

A promotion occurs when an employee moves to a job assigned to a higher career level. Promotions generally occur during the annual review process so that the employee's salary can be reviewed to take into account the new duties and responsibilities involved with the promotion.

Discretionary Titles

Each employee is assigned a position title that applies to his or her job role. In addition, each employee is assigned a discretionary title. The discretionary title is the term used in the system title, or in some cases it can be a more descriptive title to be used on your business card, etc. Your title, business, and name, country, may have guidelines regarding the use of discretion titles.

For information on VP discretionary titles, go to the Global Use of VP Discretionary Title Policy.
Job Changes

Global Career Levels

Global career levels are recognized steps in job families where responsibilities and performance expectations increase from one job to the next higher job. This global career level assists in job title's management and individual contributor. An employee is considered a manager if his/her primary duty is management (with line authority) of two or more regular full-time equivalent Oracle employees. All other employees should be considered individual contributors. Click to review the definitions of each global career level.

This approach to compensation is tailored to be competitive and flexible, necessary to excel in various forms of business, retain pre-eminent status in the marketplace, and compete for the most talented people. To better ensure that the total compensation package is competitive, it is imperative that employees be closely aligned to the correct global job.

Job Codes

To fill its global job classification process, Oracle uses a job code structure wherein each employee is assigned a job code. Each global job code represents a unique combination of functional and career level. This means that every employee assigned to job code 11111 has the same family, specialty area, and career level combination. In general, a product and industry code is assigned directly to an employee's record in the HR databases, which allows this to vary by employee. Consult your manager for more specific job code explanation.

Note that some countries may not have jobs in their country or their country specific job titles. Please review your local country's job title to ensure the job is available in that country. If you need a job in a specific country and it is not listed on the job board please contact the local Compensation department.

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