ORACLE
Oracle Fusion HCM Analytics
Guide your people strategy with smart analytics for all
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# Guide your people strategy with smart analytics for all

Data is everywhere in your organization but accessing it and understanding the story it's able to tell is challenging. You have questions about your people—their performance and potential, sentiment and engagement, diversity today and outlook for tomorrow, and more. These insights on your workforce are needed to effectively guide your people strategy and drive your business forward. With Oracle HCM Analytics, we've made it easy to get the answers you need and to discover new organizational knowledge. Voice-driven and predictive analytics let HR and people managers ask any question and receive answers in a visually compelling way—no matter where they are. Empower your decision makers with the enterprise-wide information, understanding, and guidance to improve business outcomes.

## Vital day 1 analytics

Jumpstart decisions that impact how you support, develop, and retain your workforce.

## Voice-driven visualization

Think it, voice it, see it, act on it. Simply ask any HR business question and see a fast, visual answer.

## Connected workforce intelligence

Discover important people data connections and predict outcomes across the business.

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# Surface deep workforce insights

Gain essential workforce knowledge right away with pre-built, voice-driven, and predictive analytics – no coding required. Oracle HCM Analytics leverages these technologies to surface hidden insights, helping HR leaders improve employee satisfaction, performance, and retention while optimizing budgets with enterprise-wide analytics.

- Reduce employee turnover by understanding what is happening and why
- Identify top talent trends to retain employees
- Access insights with a simple search-like experience
- Predict future outcomes and identify importance areas of focus

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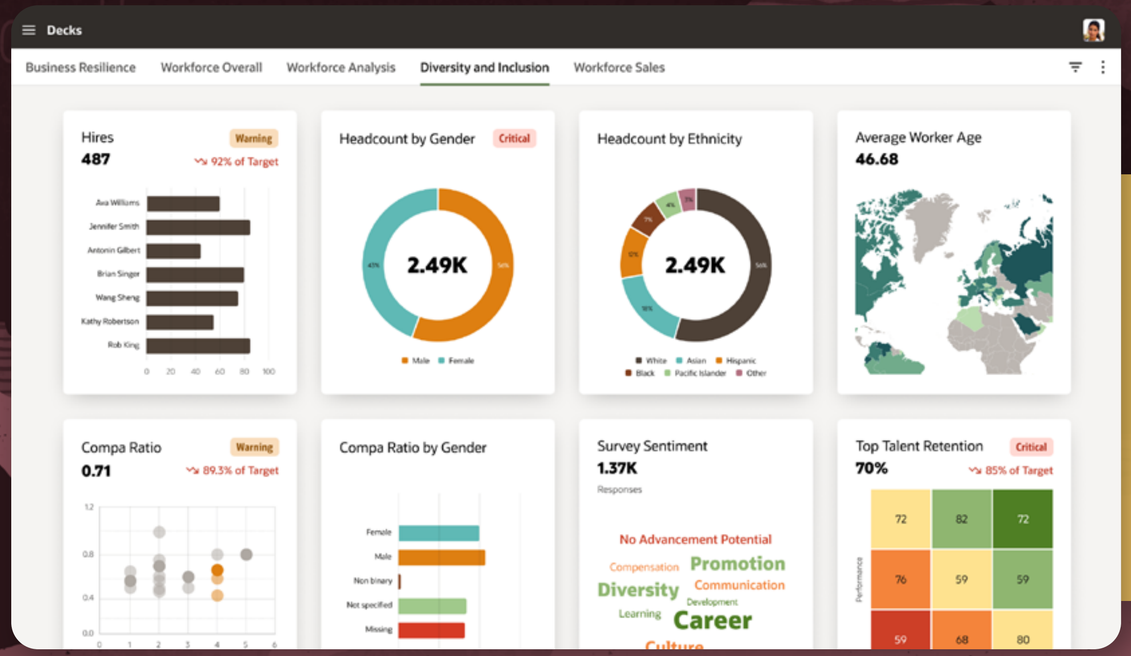
# Jumpstart decisions that impact how you support, develop and retain your workforce

Use more than 100+ prebuilt KPIs to track metrics based on priorities. Oracle HCM Analytics decks can easily be personalized to track specific views based on roles and responsibilities. Receive the latest pre-built analytics for areas like team effectiveness and diversity across the enterprise. Help HR, managers and leaders get access to the information they need without coding, integration or data expertise.




*KPIs are the starting point of the analysis and are presented in a way that promotes collaboration. In one view, there are eight cards that include context-specific KPIs, such as hiring statuses, headcount by gender, survey sentiment, and top talent analysis.*

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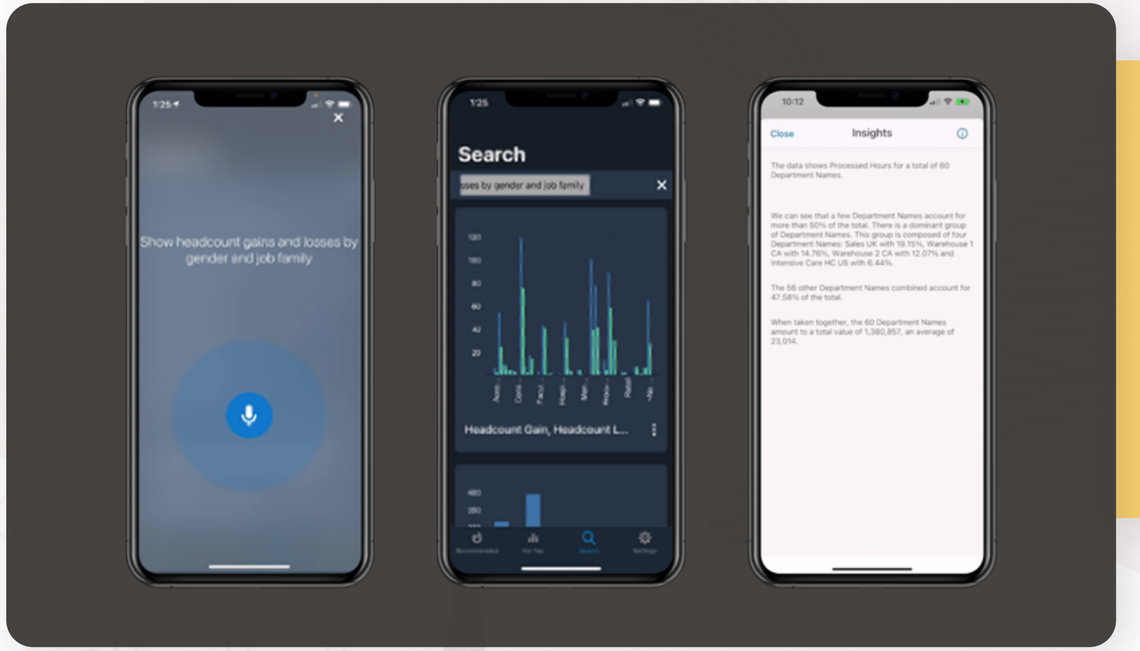


*Get answers you need by typing, texting, or verbally asking a question like, "show headcount gains and losses by gender and job family." Go mobile, give HR and business users visually compelling analytics to make decisions confidently whether at home, at work or in the board room.*

# Voice-driven visualization

Think it, voice it, see it, act on it. Simply ask any HR business question in natural language—using text or voice in a simple search-like experience—and hear and see the results immediately. Actionable analytics are delivered graphically and in conversational text-based stories. Oracle HCM Analytics includes machine learning (ML) and artificial intelligence (AI) in analytics, as well as natural language processing (NLP) and natural language generation (NLG), to make complex analytics easy to understand. Giving HR professionals and managers such an easy way to think of a question, voice it, and see it empowers them to act quickly to confidently make decisions that improve the organization.

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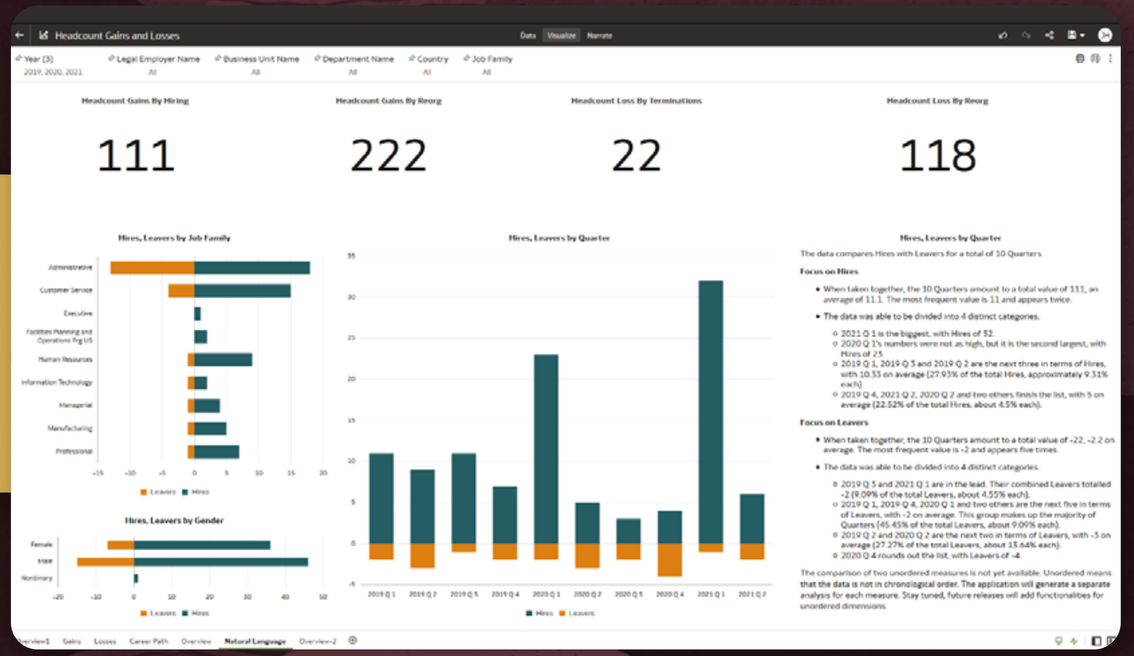
# Guidance and understanding through text-based stories

*Create visualizations that uncover patterns and correlations by applying natural language generation text that summarizes visualizations to draw conclusions.*



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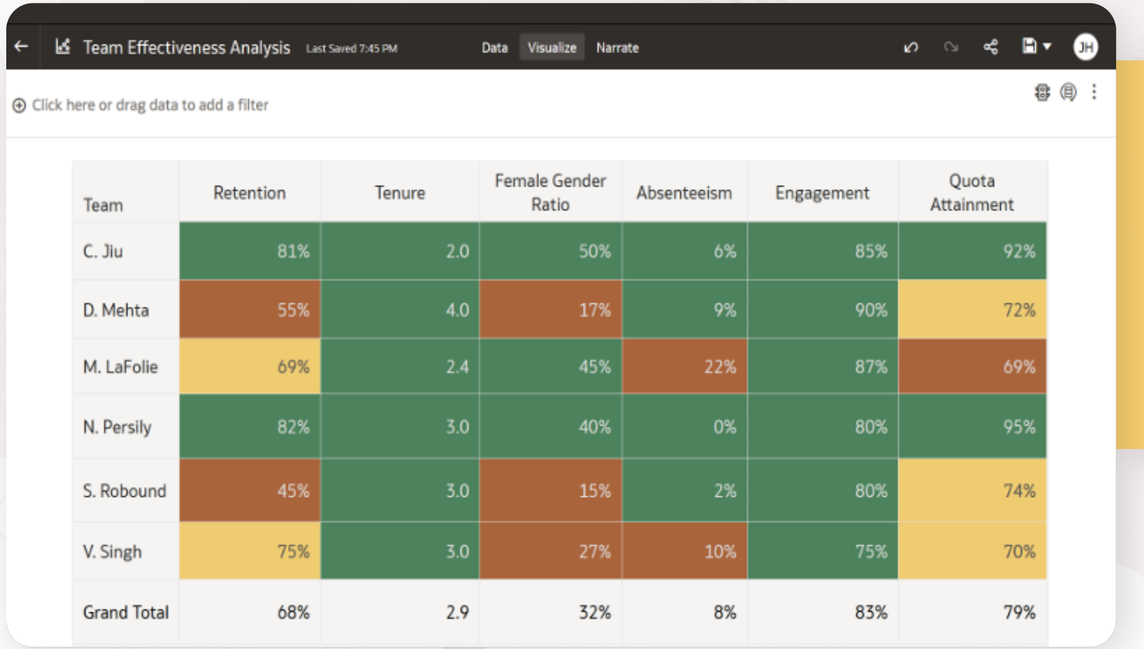


| Team | Retention | Tenure | Female Gender Ratio | Absenteeism | Engagement | Quota Attainment |
|---|---|---|---|---|---|---|
| C. Jiu | 81% | 2.0 | 50% | 6% | 85% | 92% |
| D. Mehta | 55% | 4.0 | 17% | 9% | 90% | 72% |
| M. LaFolie | 69% | 2.4 | 45% | 22% | 87% | 69% |
| N. Persily | 82% | 3.0 | 40% | 0% | 80% | 95% |
| S. Robound | 45% | 3.0 | 15% | 2% | 80% | 74% |
| V. Singh | 75% | 3.0 | 27% | 10% | 75% | 70% |
| Grand Total | 68% | 2.9 | 32% | 8% | 83% | 79% |

*The team effectiveness chart shows, in one shot, where an issue might originate. Across the board, identify KPIs to drill into a specific issue. This is made possible by bringing in external data to compare with HR data.*

# Deliver connected workforce intelligence

Discover the metrics that impact business goals with one extensible data model across HR, finance, sales, and service. For example, diversity to sales performance, or skill proficiency to revenue. Quickly and easily access cross-functional analytics from Oracle Cloud applications and other vendors, on-premise systems, and third-party data. Bring in data from any external data source to expand your data model and get truly connected with your business.

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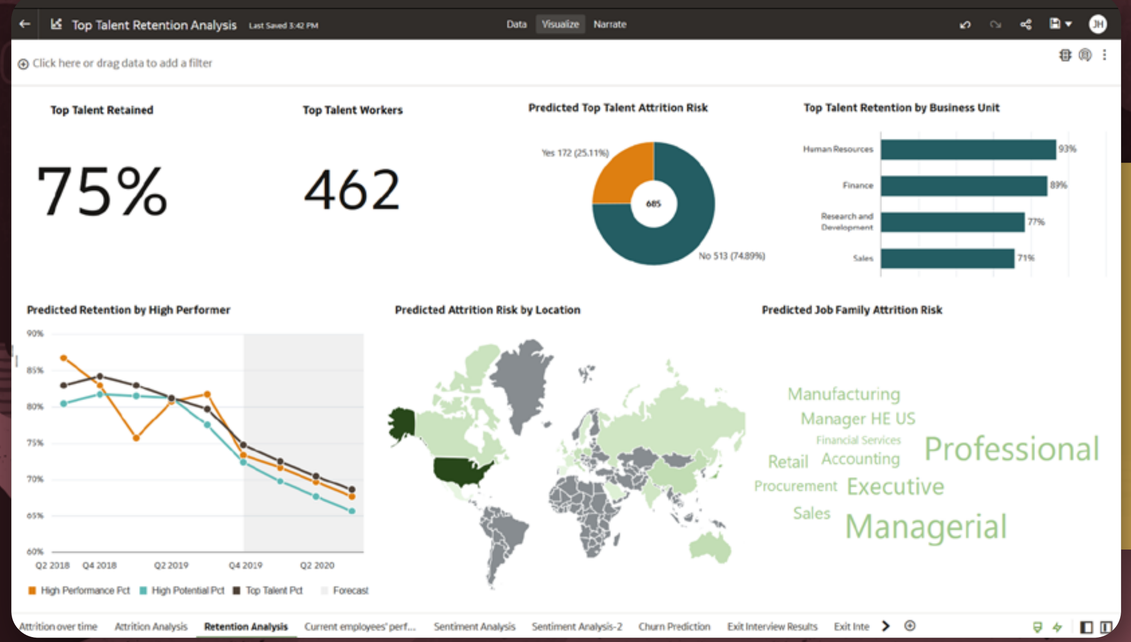
# Anticipate business needs with predictive analytics and forecasting

Align people strategy and corporate objectives with Oracle HCM Analytics.

- Use predictive analytics to support the goals of business partners
- Develop and retain high performers for ongoing and upcoming business initiatives
- Analyze all employee-related data to evaluate performance and management trends
- Identify employees who are at risk of leaving




*Predict future outcomes and identify important areas of focus by generating forecasts with a single click for employee specific activities, like promotions or turnovers, to determine how to retain top talent while also boosting performance.*

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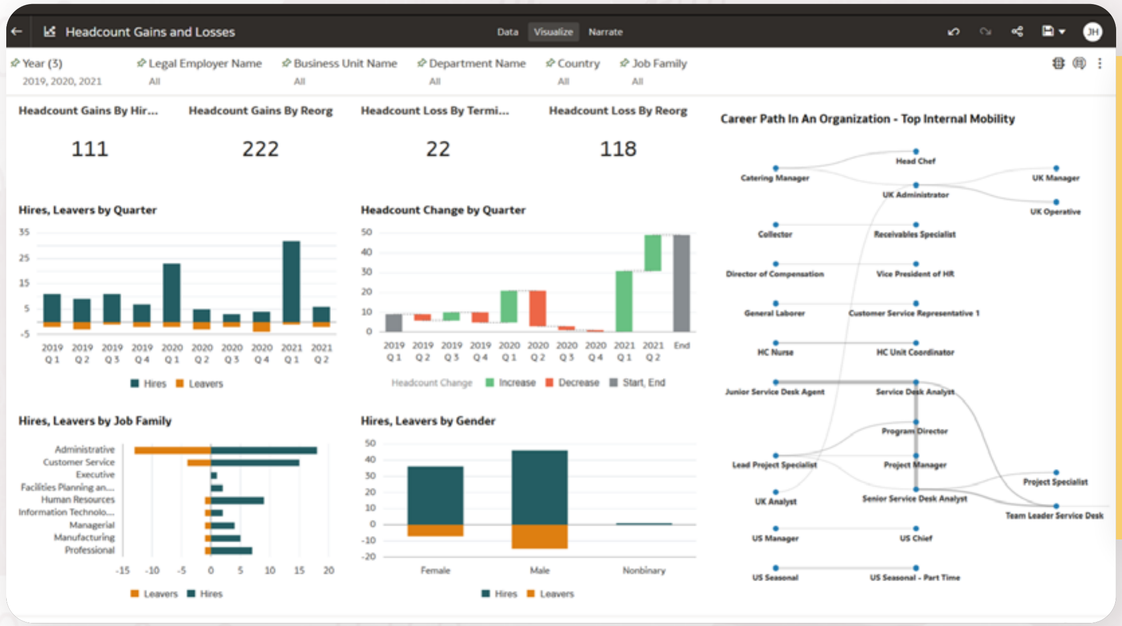


# Analyze the connection between workforce and business goals

*Oracle HCM Analytics provides executives with enhanced data and insights that align decisions with business objectives across departments.*

- Measure employee performance and its correlation to revenue
- Identify and retain top performers
- Create alerts for “at-risk” talent
- Hire and retain a diverse workforce
- Meet SEC HR disclosure reporting requirements
- Ensure compliance with regulatory requirements
- Visualize workforce analysis to see comparisons and trends
- Understand the connections in your HR data
- Discover correlations across diversity to sales performance
- See how onboarding impacts performance

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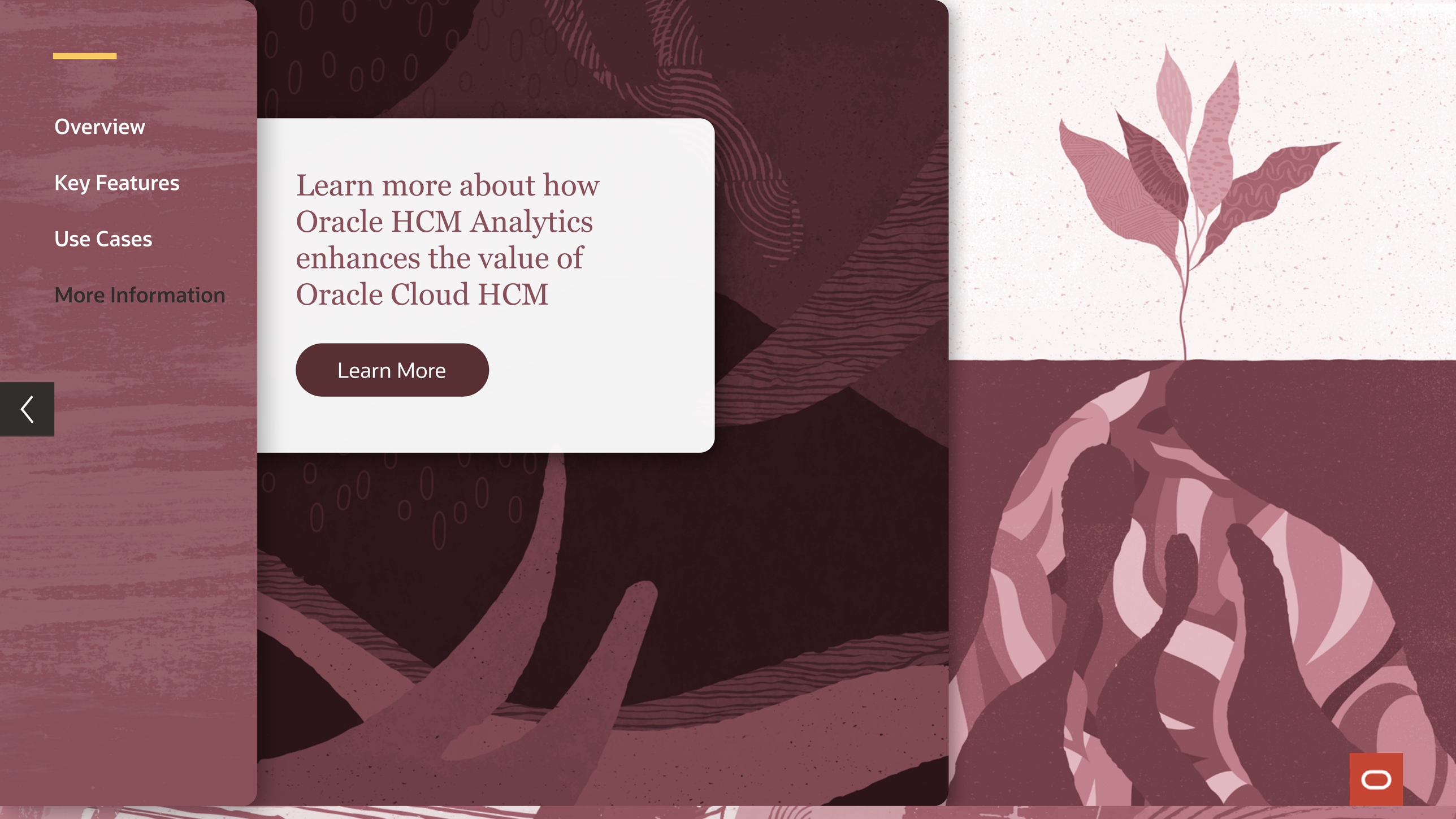
# Learn more about how Oracle HCM Analytics enhances the value of Oracle Cloud HCM

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