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ORACLE CLOUD HCM

Empower a healthier world

HR leaders in the healthcare industry are driving the digital transformation that's desperately needed for their sector. With many exciting technological innovations and new care structures to consider, the future they could build for their people and patients looks exciting and promising. However, before they can advance their vision, they face three major challenges.

1. Fragmented healthcare data

The abundance of health information technology systems, many of which can't talk to each other, has created more manual processes and added to the workload for clinicians and administrators. The redundant activities and inaccessible medical information affect the quality of care provided to patients and result in an inefficient use of financial resources.

2. Labor shortages

The worker shortage, heightened by the COVID pandemic, has hurt healthcare organizations greatly. Workers are burned-out from long hours, emotional duress, and high-impact decisions. In fact, a Kaiser Family Foundation and Washington Post poll found that about 1 in 3 healthcare workers have considered leaving their profession and about 6 in 10 said pandemic-related stress had harmed their mental health. In addition, doctors and nurses are retiring faster than they're being replaced; finding and attracting skilled healthcare professionals has become increasingly difficult.

3. High-cost administrative workloads

Healthcare organizations are spending huge amounts of time on low-value, manual tasks, including recordkeeping and tracking and reporting tasks and activities. With organizations needing to be agile to provide the best and most cost-effective care, having critical information when you need it is nonnegotiable.

What can organizations do to address these challenges so they can transform their business and empower a healthier world?
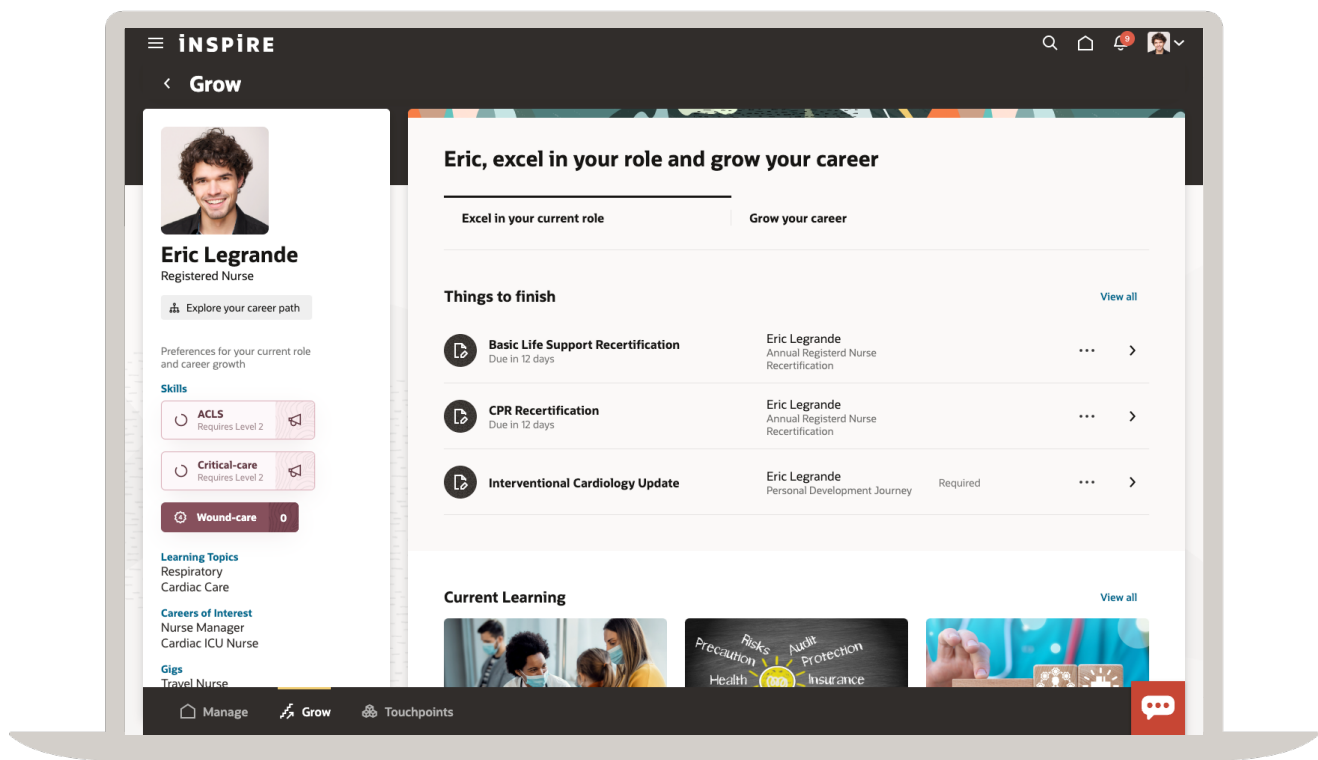
Oracle Cloud HCM
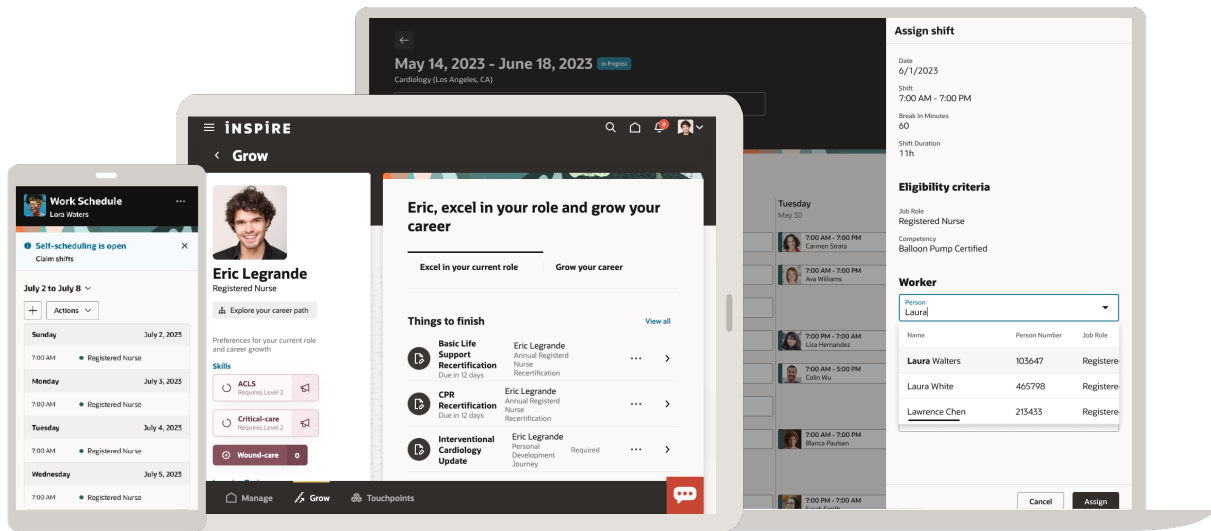
The latest Oracle Cloud HCM innovations help healthcare organizations empower a healthier world by developing talent based on patient care needs, attracting and retaining skilled labor, and unifying healthcare data to deliver patient-centric care.

Develop talent based on patient care needs

To meet evolving patient needs, organizations need a holistic approach to patient data and workforce skill development and certifications information. With Oracle Grow, the latest innovation in the Oracle ME employee experience platform, organizations can use connected employee and patient data with AI-powered growth opportunities to develop talent based on care needs. HR and operation leaders can create new role guides that offer recommended skills, resources, and tasks for upskilling and redeploying their people so they can better serve patients faster and with greater detail. In addition, ongoing validation of licenses and certifications in Oracle Fusion Cloud Talent Management helps your people get the required credentials they need and automatically sends certification training when they're about to expire.
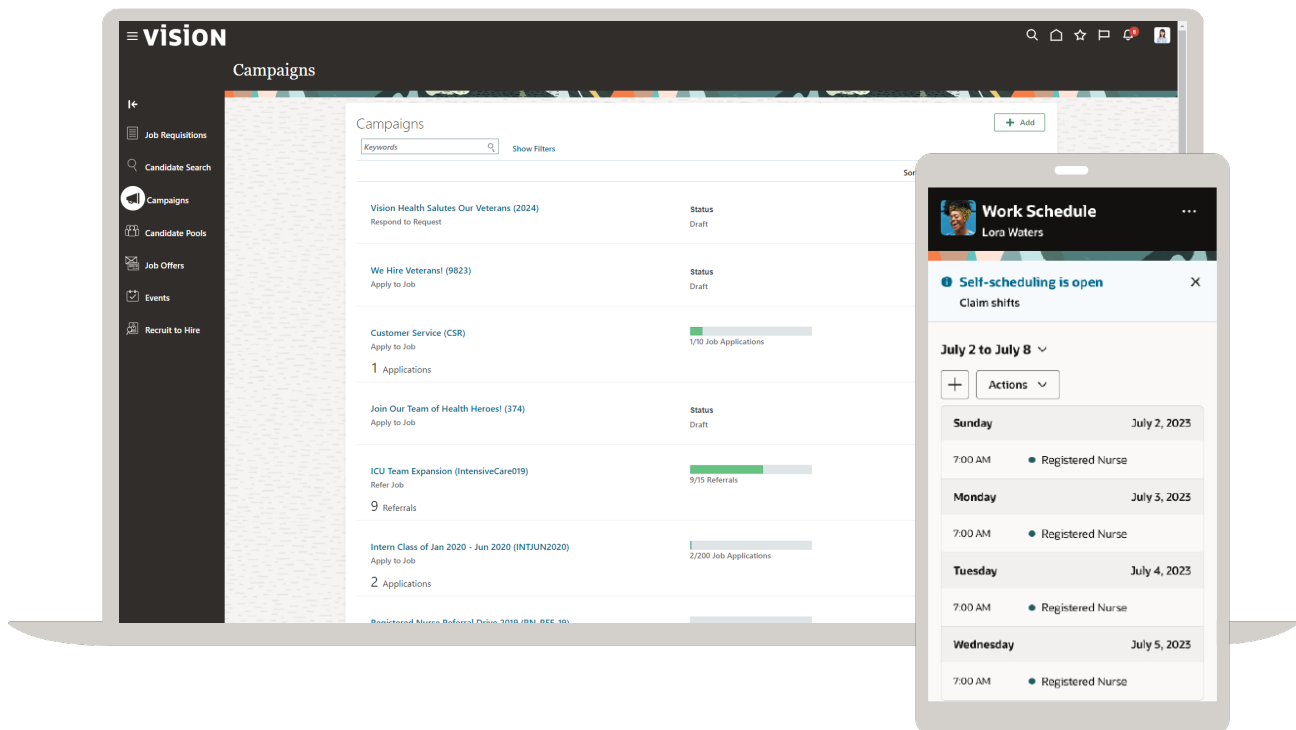
With Oracle Cloud HCM, you can

☑ Increase your healthcare organization's flexibility by upskilling your workers so they can better serve patients.

☑ Provide workers more transparency into how they can grow their healthcare careers with prescriptive role guides defined by the organization.

☑ Keep workers skills and qualifications up-to-date by delivering recommended training and continuously validating licenses and certifications with third-party providers.
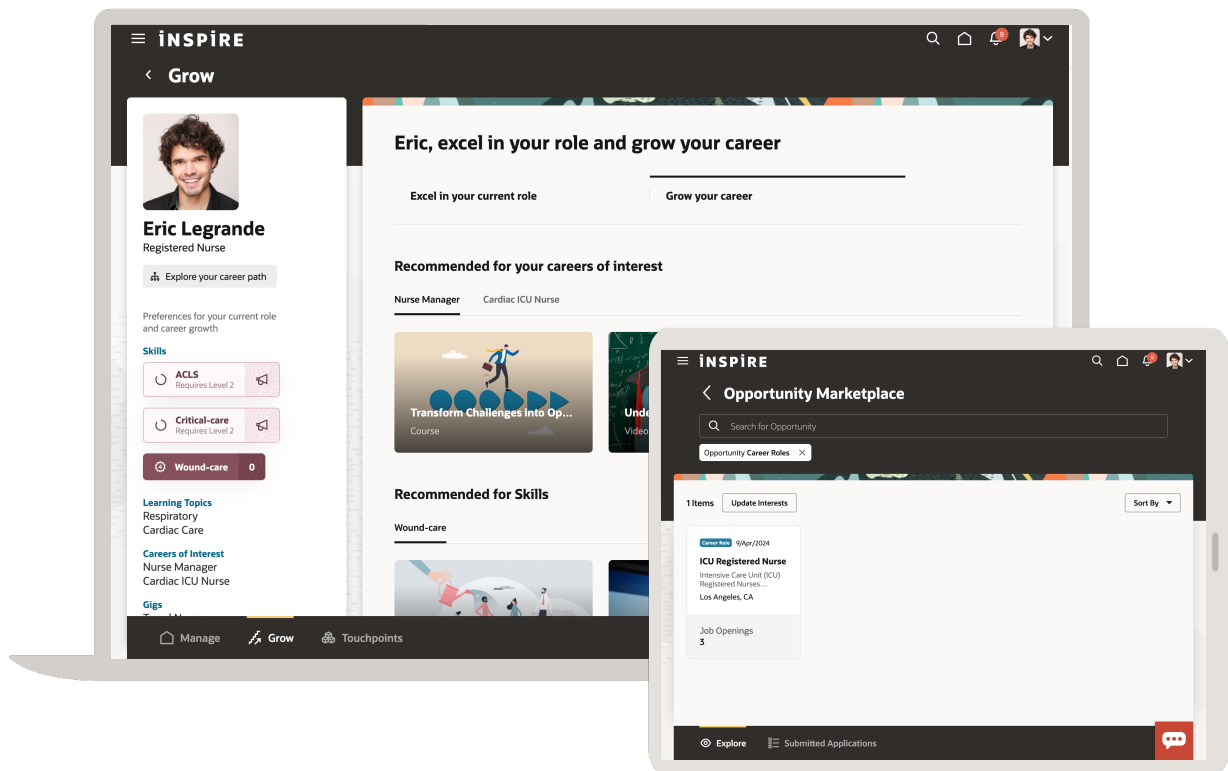
Attract and retain skilled labor

Labor shortages due to worker burnout, an aging workforce, and hiring inefficiencies remain a looming threat to the healthcare sector. With Oracle Workforce Scheduling, HR can provide flexibility for workers via scheduling preferences and availability, self-scheduling and shift swapping, and continuously captured worker sentiment—all in one user experience across devices. To address burnout, support the mental health of clinicians, and help every worker feel valued for their efforts and contributions, organizations can encourage ongoing employee-manager check-ins and drive daily peer recognition through Oracle Fusion Cloud Touchpoints and Oracle Fusion Cloud HCM Celebrate. In addition, Oracle Fusion Cloud Recruiting and Oracle Fusion Cloud Recruiting Booster give healthcare recruiting teams a complete hiring solution for helping them focus on the right initiatives, increase engagement with skilled talent, and decrease time to fill.
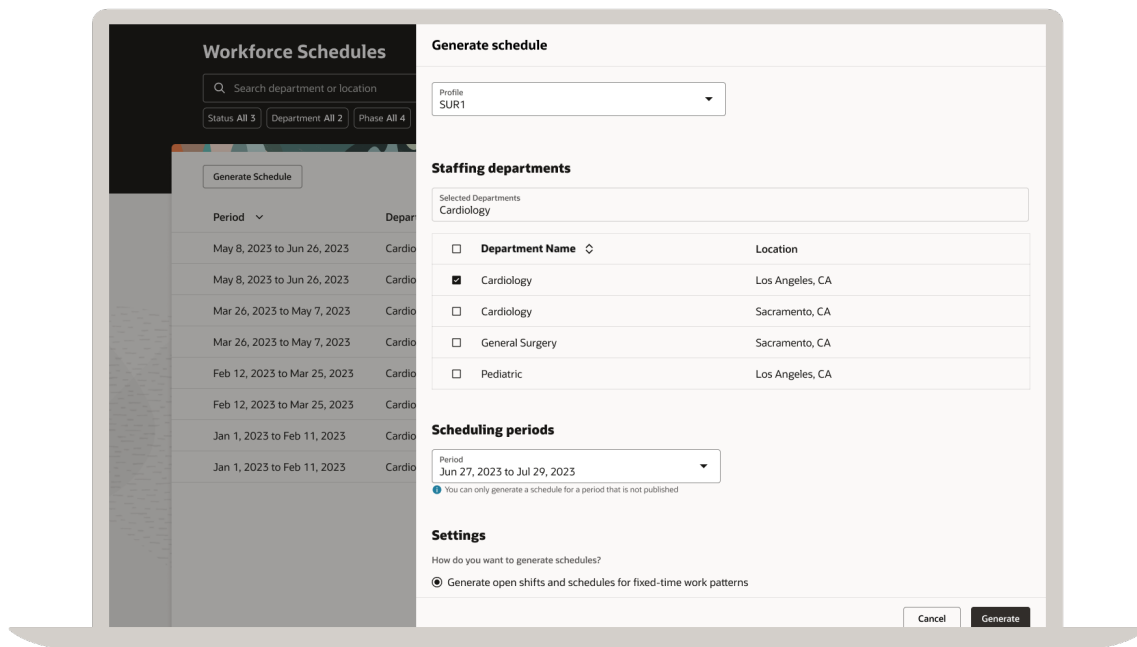
With Oracle Cloud HCM, you can

☑ Build and engage skilled talent communities by efficiently sourcing, screening, matching, and hiring in one solution.

☑ Increase employee satisfaction by empowering workers with tools to make their own schedules and specify shift preferences.

☑ Reduce burnout by supporting ongoing sentiment check-ins and driving daily peer recognition.
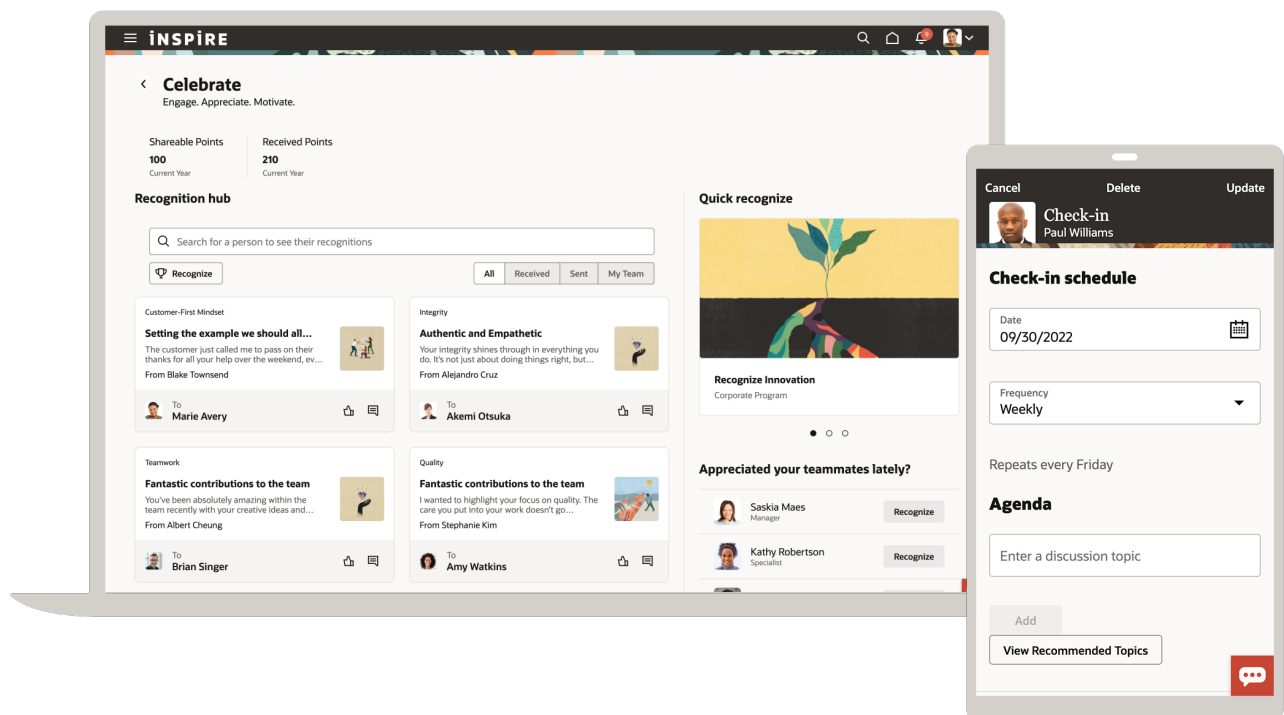
Advance patient care through resource optimization

The latest innovations in Oracle Cloud HCM help healthcare leaders move away from low-value, manual tasks and activities and instead leverage connected data and insights in one native cloud solution. Because Oracle Fusion Cloud Workforce Labor Optimization is part of a single cloud platform that extends to HCM, SCM, and ERP, organizations can optimally automate shift creation and the assignments of available people with the right skills to meet expected demand. Oracle Workforce Scheduling skillfully balances business needs, compliance, and the employee experience by connecting data from across the organization in one cloud native scheduling solution. It helps managers quickly and accurately fill shifts by reviewing the best-fit workers based on their availability and skills. To effectively manage budgetary values and adherence to them, Oracle Position Budgeting empowers HR to define a budgetary period and measure activities against these values with precision.

With Oracle Cloud HCM, you can

- ☑ Automatically generate schedules that are based on patient acuity and census and adhere to complex union rules.

- ☑ Make it easy for managers to prepare for overflow needs and fill open shifts with holistic, connected HCM, ERP, SCM, and EHR insights.

- ☑ Leverage a complete, unified cloud solution to reduce administrative costs and risks with a real-time view of actual costs versus budgets.
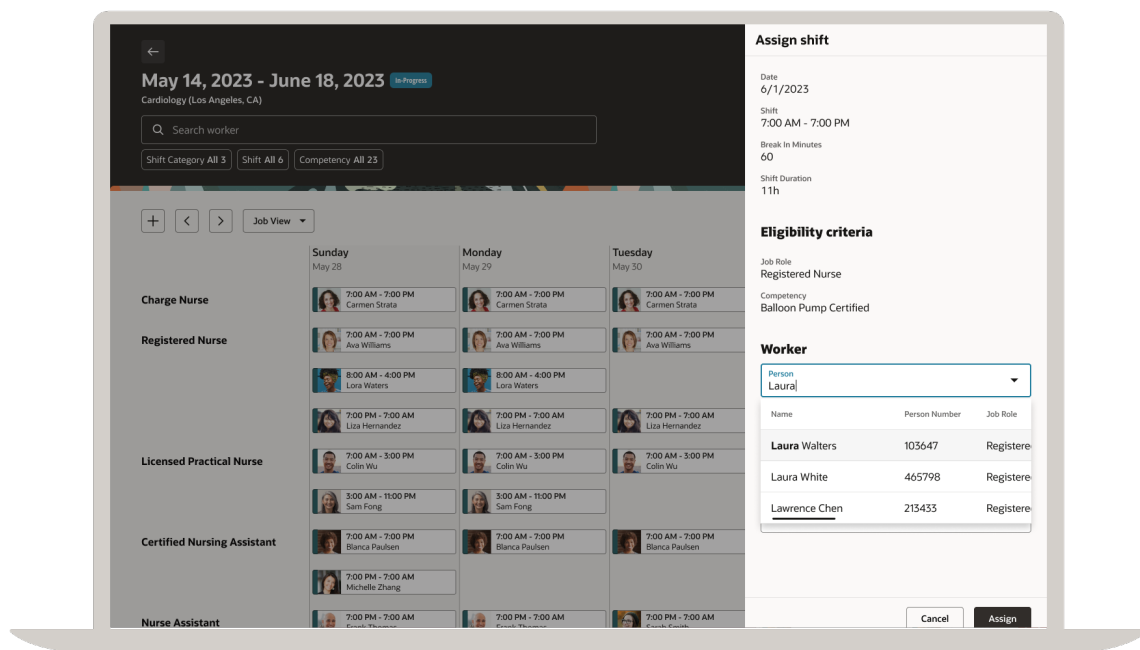
Empower a healthier world

A connected cloud solution that brings together HCM, ERP, SCM, and patient data into one platform is the key to healthcare organizations' agility and growth. With this foundation, HR leaders can address current challenges while driving their business's future vision for better worker experiences and patient care. Oracle empowers healthcare organizations to advance health with better information and create people-centric healthcare experiences powered by unified global data.

Learn more

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