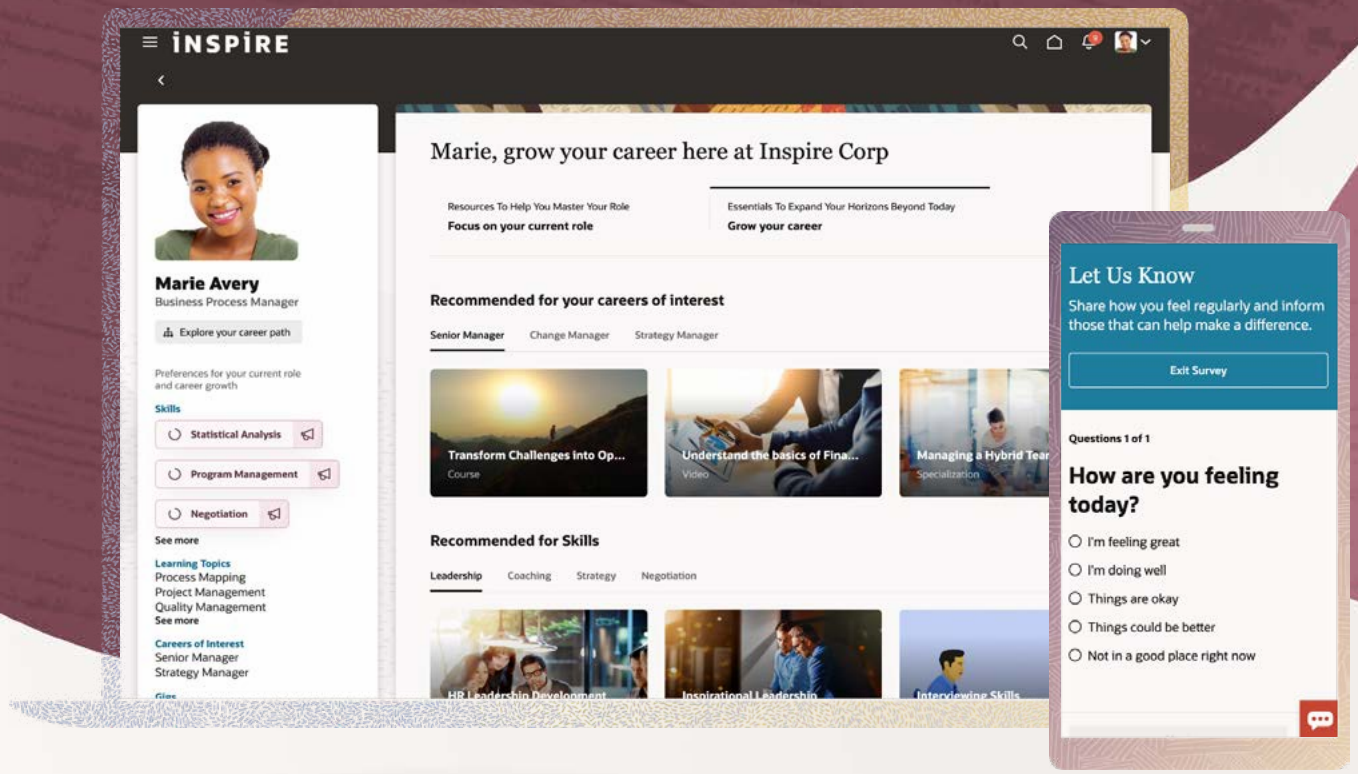
ORACLE



Oracle Cloud HCM

Solution Overview

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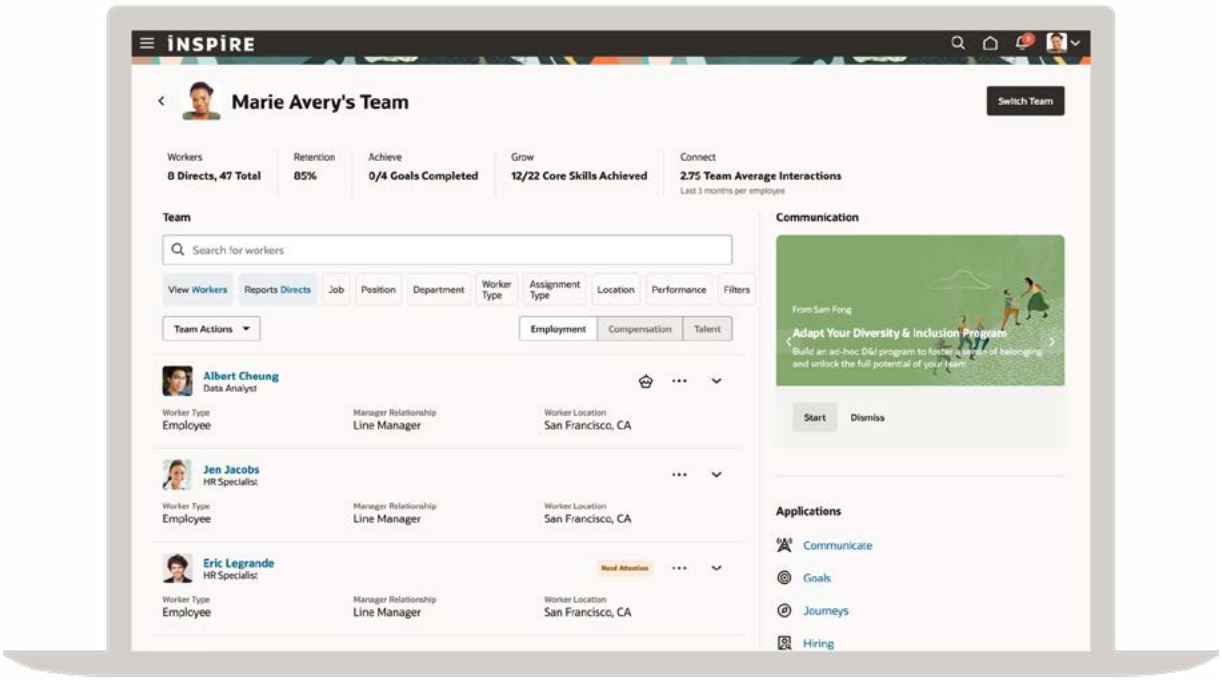


HR leaders are at the forefront of change—navigating the challenges and once-in-a-lifetime shifts of the last few years. As the world continues to evolve, employees are redefining what's best for their lives and careers, demanding greater work-life balance, real diversity and inclusion, meaningful relationships with their managers where their voices are heard, and opportunities to learn and grow. In the wake of trends like the Great Resignation and quiet quitting, talent shortages are hitting organizations hard. It's essential that today's HR leaders adopt technology that will help them meet the needs of their workforce.

A Complete HR Solution

Oracle Fusion Cloud HCM is different from other HCM providers on the market. It is the broadest and deepest suite offering everything you need, including a best-in-class employee experience, cloud-native infrastructure, and continual innovation, which leads to a more productive workforce, happier customers, and a more profitable business.

Best-in-class employee experience

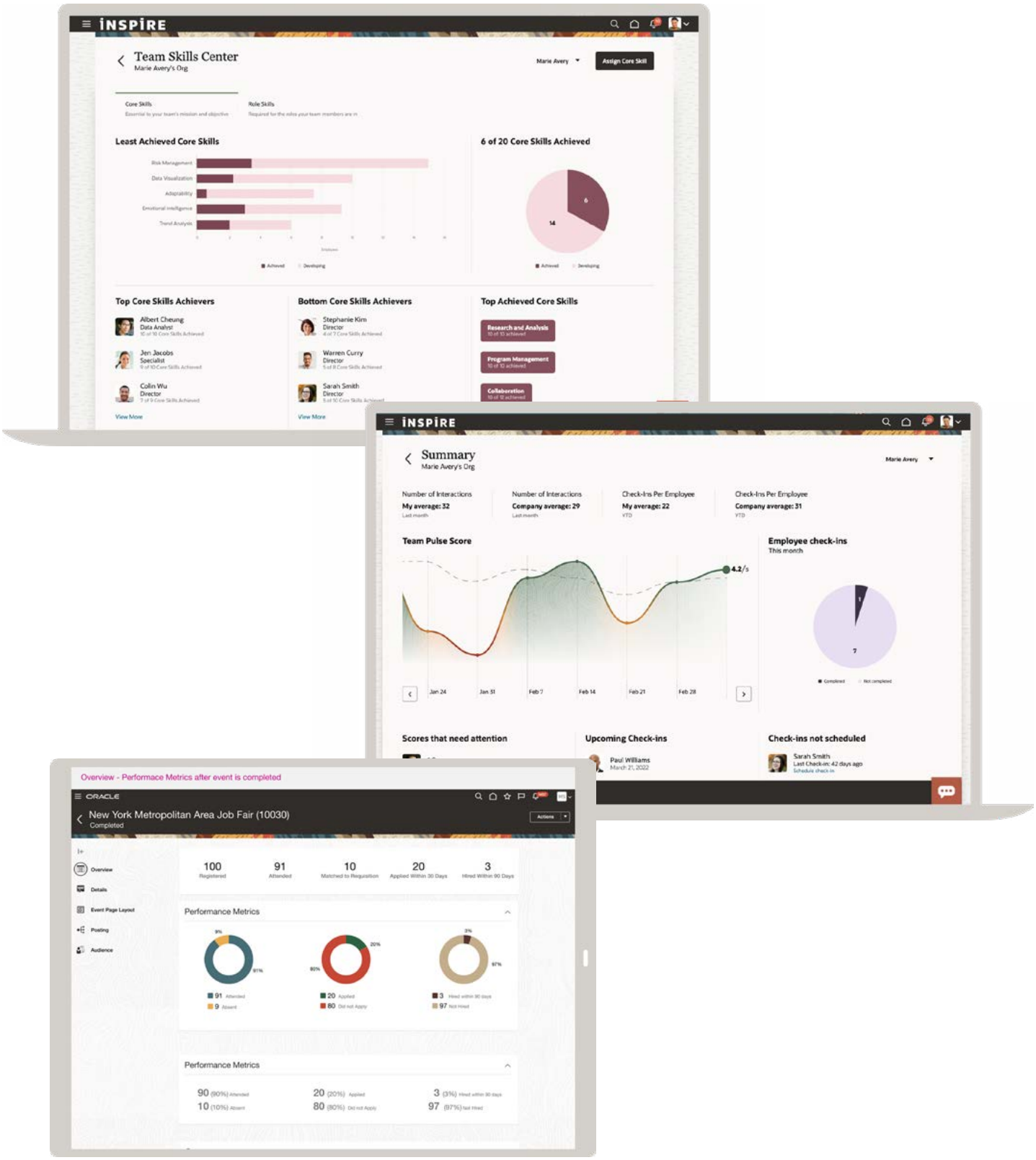
- Workflows with personalized, step-by-step guidance based on a comprehensive understanding of each employee.
- A consistent, seamless experience across multiple devices that learns and adapts to employee behavior.
- A personalized homepage featuring quick actions, things to finish, and a dashboard that can be tailored with key analytics.
- A continuous listening solution that helps managers strengthen their relationship with their employees.
- Technologies employees are familiar with, such as digital assistants and conversational user interfaces (UI).

Comprehensive cloud HCM

- An end-to-end solution that is natively built for the cloud, from the ground up.
- Part of the Oracle Cloud Applications suite, with solutions for enterprise resource planning, supply chain management, advertising and customer experience to better align HR with business goals and improve operational excellence.
- Adaptable and configurable to companies' specific needs, without relying on IT.
- Increased data security and privacy because it keeps your data within one solution—no importing or exporting, which minimizes your risk.

A relentless focus on innovation

- A transformative, future proof platform with over 5,000 best practices built in, allowing organizations to innovate faster and easily adopt new technologies including digital assistants, AI, ML, blockchain and the Internet of Things.
- Annual R&D investments totaling over US $6 billion, with 18,000 patents securing our innovations.
- More than 9,500 product updates deployed in the cloud last year, and 80% of enhancements based on customer feedback.
- Recognition by industry analysts as a leader in innovation for cloud HCM as well as Oracle Core Financial Management and Enterprise Performance Management.


INSPIRE
Team Skills Center
Marie Avery's Org
Marie Avery
Assign Core Skill
Core Skills
Role Skills
Least Achieved Core Skills
Risk Management
Data Visualization
Adaptability
Emotional Intelligence
Trend Analysis
6 of 20 Core Skills Achieved
6
14
Achieved
Developing
Top Core Skills Achievers
Albert Cheung
Data Analyst
Jen Jacobs
Specialist
Colin Wu
Director
View More
Bottom Core Skills Achievers
Stephanie Kim
Director
Warren Curry
Director
Sarah Smith
Director
View More
Top Achieved Core Skills
Research and Analysis
Program Management
Collaboration
INSPIRE
Summary
Marie Avery's Org
Marie Avery
Number of Interactions
My average: 32
Number of Interactions
Company average: 29
Check-Ins Per Employee
My average: 22
Check-Ins Per Employee
Company average: 31
Team Pulse Score
4.2/5
Jan 24
Jan 31
Feb 7
Feb 14
Feb 21
Feb 28
Employee check-ins
This month
7
Scores that need attention
Upcoming Check-ins
Paul Williams
March 21, 2022
Check-ins not scheduled
Sarah Smith
Last Check-in: 42 days ago
Schedule check-in
Overview - Performace Metrics after event is completed
ORACLE
New York Metropolitan Area Job Fair (10030)
Completed
Actions
Overview
Details
Event Page Layout
Posting
Audience
100
Registered
91
Attended
10
Matched to Requisition
20
Applied Within 30 Days
3
Hired Within 90 Days
Performance Metrics
91 Attended
9 Absent
20 Applied
80 Did not Apply
3 Hired within 90 days
97 Not Hired
Performance Metrics
90 (90%) Attended
10 (10%) Absent
20 (20%) Applied
80 (80%) Did not Apply
3 (3%) Hired within 90 days
97 (97%) Not Hired

What's new?

Build a more skilled and agile workforce with Oracle Recruiting's Healthcare Talent Networks

To better support the needs of healthcare organizations today, Oracle is excited to announce healthcare talent networks, a new, innovative capability in Oracle Recruiting, designed to help customers access contingent workers when they need them.

We empower healthcare companies to easily connect with strategic talent partners to find and hire skilled professionals, all natively through our unified Oracle Recruiting and Oracle Cloud HCM platform. Customers can generate requisitions based on their hiring demands and automatically share these with agencies for fulfillment, streamlining and expediting the sourcing experience.

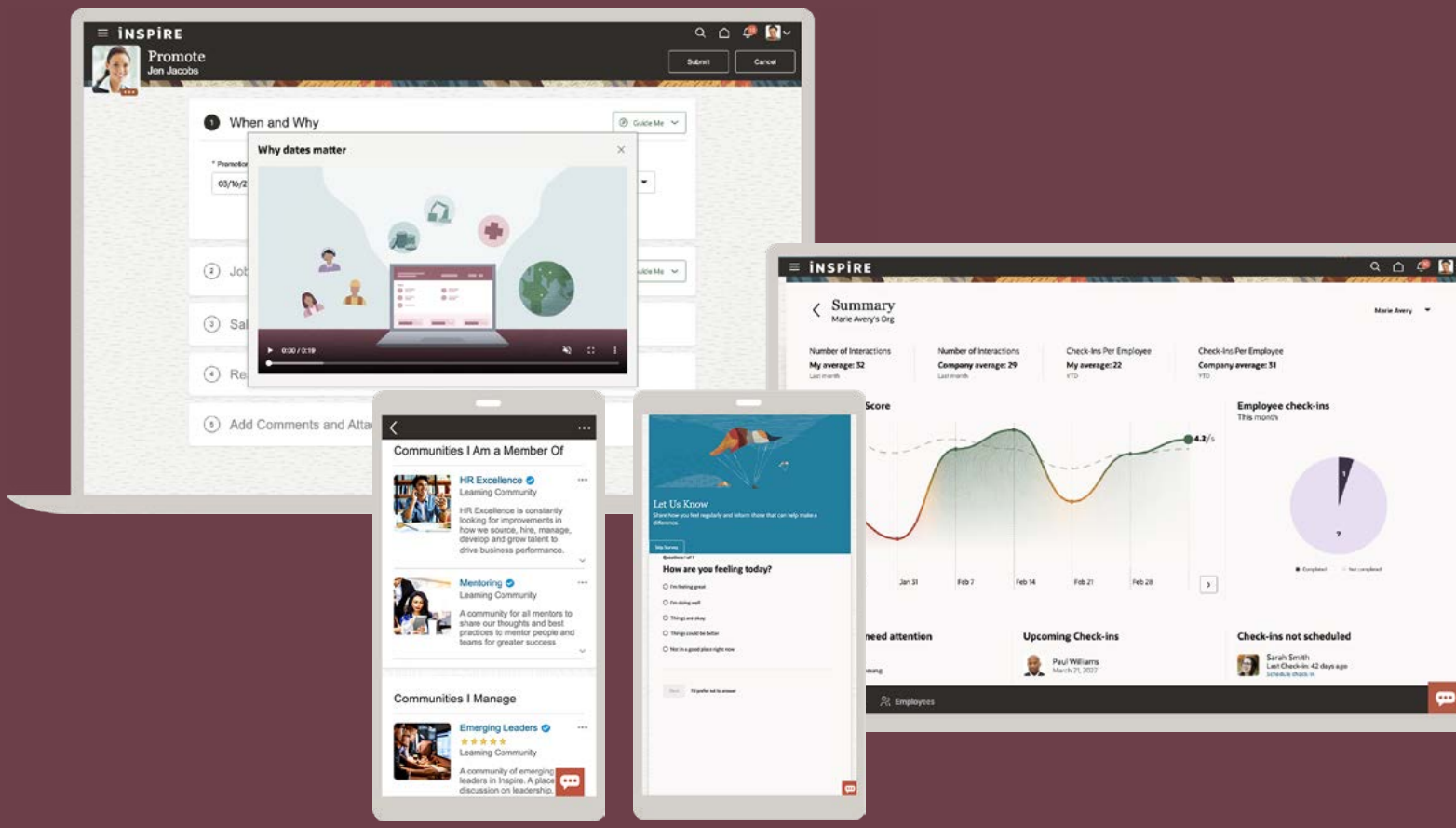
With our initial strategic partner Medely, a leader in healthcare contingent staffing and management, organizations can rapidly address contingent openings, whether they are a long-term travel need or short-term per diem need. Customers can also incorporate their own partners into the network to enable a complete contingent hiring platform.

EXPLORE ORACLE RECRUITING

Take productivity to the next level with Oracle AI agents

Over the last year, we delivered embedded generative AI assistance to help employees create quality content for key candidate and employee experiences and quickly compose content to streamline and simplify day-to-day HR activities while keeping sensitive and proprietary information secure.

This year, we introduced Oracle Cloud AI agents to help our customers reach higher levels of productivity, innovation, and growth using generative AI. Oracle AI agents provide workers with generative AI support and services— such as answers to questions, guidance, personalized recommendations, and task automation—within the context of a specific business process or transaction. Oracle AI agents dynamically and safely use data from Oracle Cloud HCM, company-specific documentation, and other connected data sources to generate more up-to-date, source-identified, and contextually relevant information and assistance.



What's in Oracle Cloud HCM

Oracle offers a complete cloud HCM solution—from employee experience to HR and Benefits, to Talent Management and Recruiting, to Workforce Management, Payroll, and Analytics. **Let's take a closer look at Oracle Cloud HCM**.

Oracle ME

Oracle Human Resources

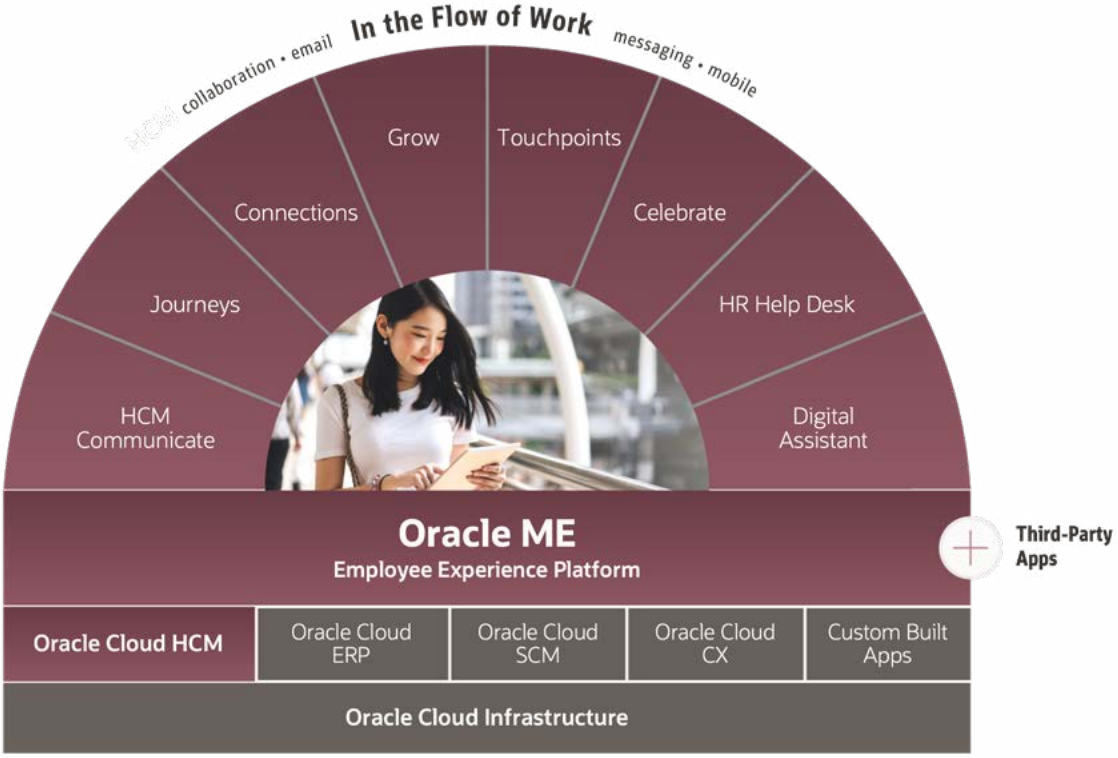
Oracle Talent Management

Oracle Workforce Management

Oracle Payroll

Oracle HCM Analytics

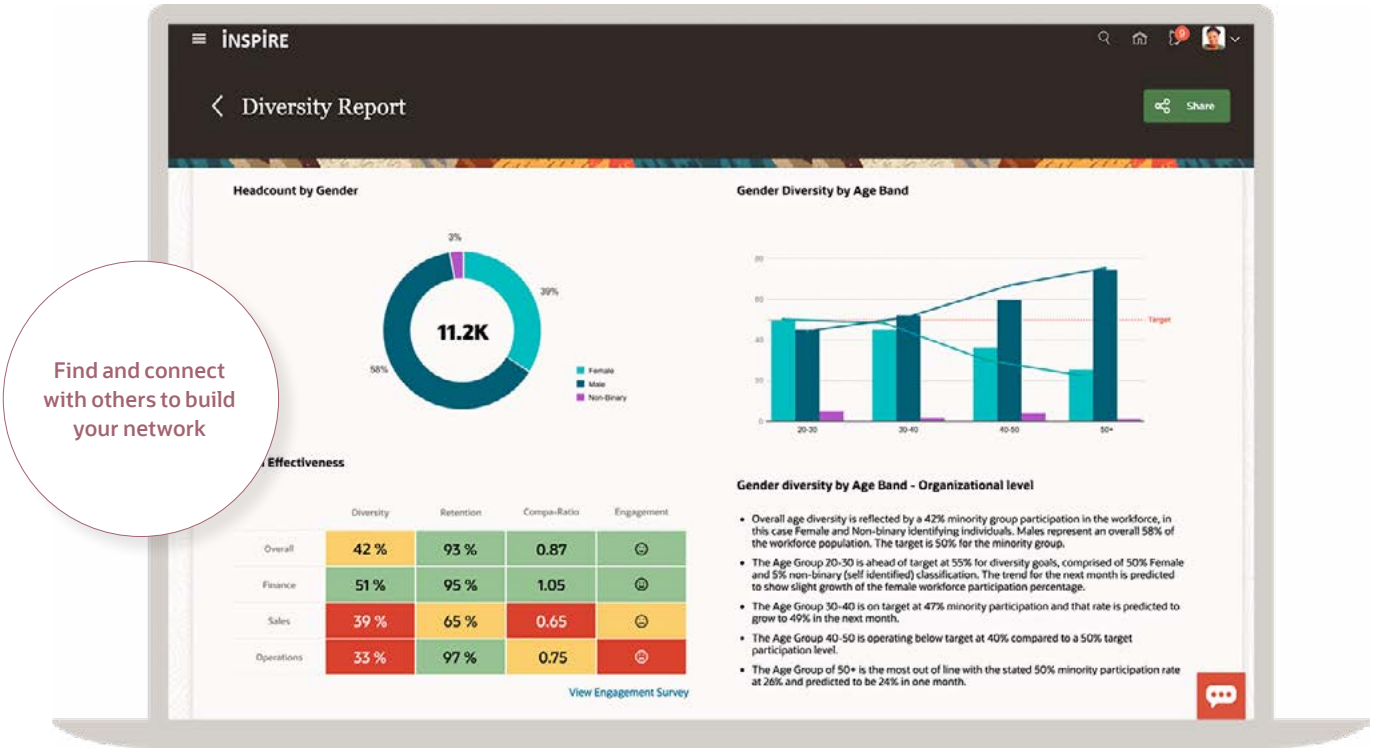
Oracle Me



Oracle ME is a complete employee experience platform that guides employees through professional and personal activities, delivers responsive HR service support, and streamlines communication across the organization. You also get tools to strengthen the manager-employee relationship and connect employees with their peers to nurture a greater sense of workplace belonging. With Oracle ME, you can create personalized experiences to meet unique needs and circumstances by drawing from one source of people and work data.

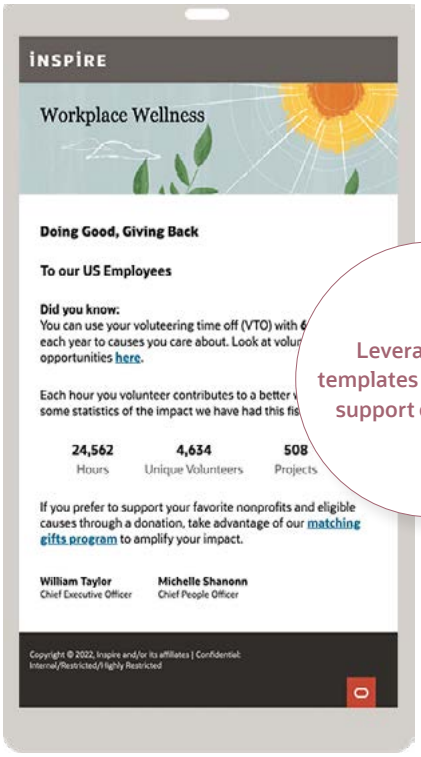
The platform consists of eight Oracle Cloud HCM solutions: HCM Communicate, Journeys, Grow, Celebrate, Touchpoints, Connections, HR Help Desk, and Digital Assistant.

Oracle Connections



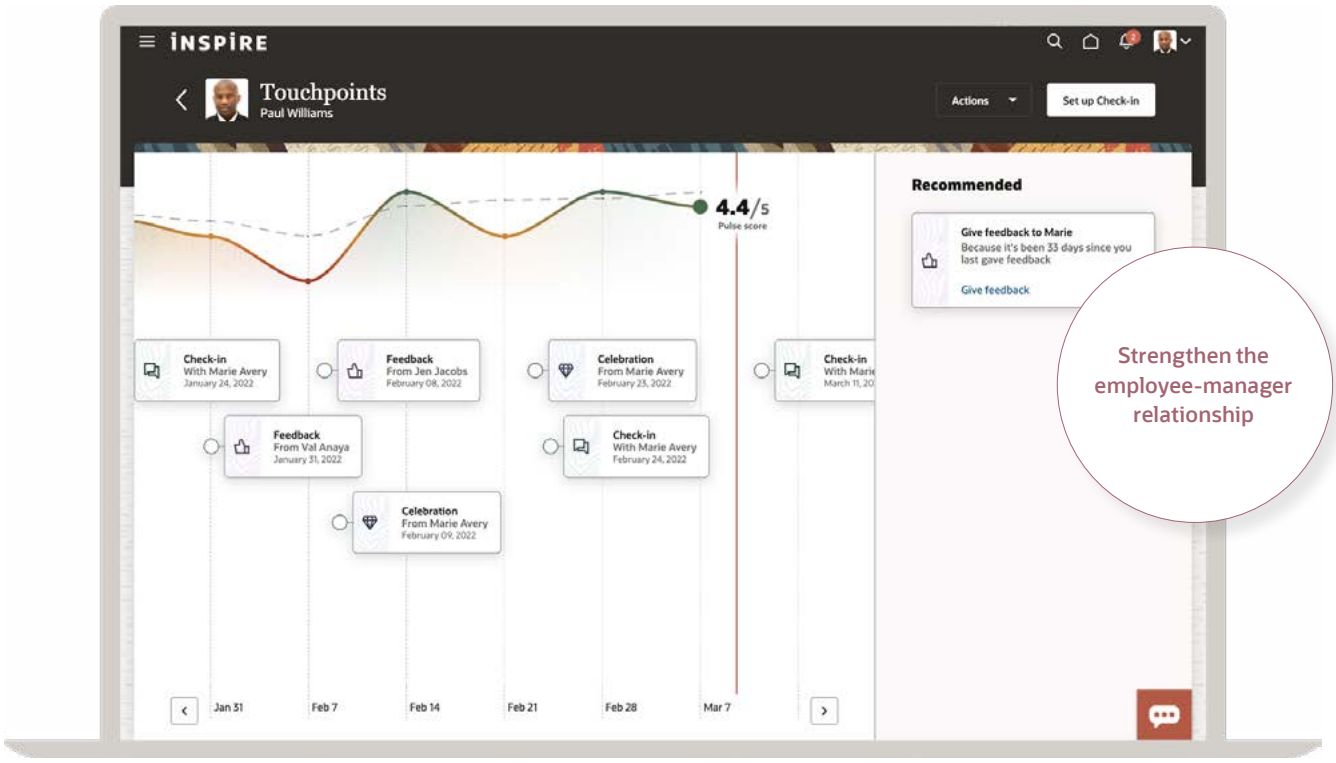
- Help workers quickly find and connect who have specific skills, interests, or experiences, so they can easily build their network and find experts.
- Enable workers to share feedback on each other's walls, create a video introduction, and highlight personal interests to increase opportunities for inclusion and belonging.
- Allow employees to promote their personal brand by sharing their accomplishments, skills, and career experience.

Oracle HCM Communicate



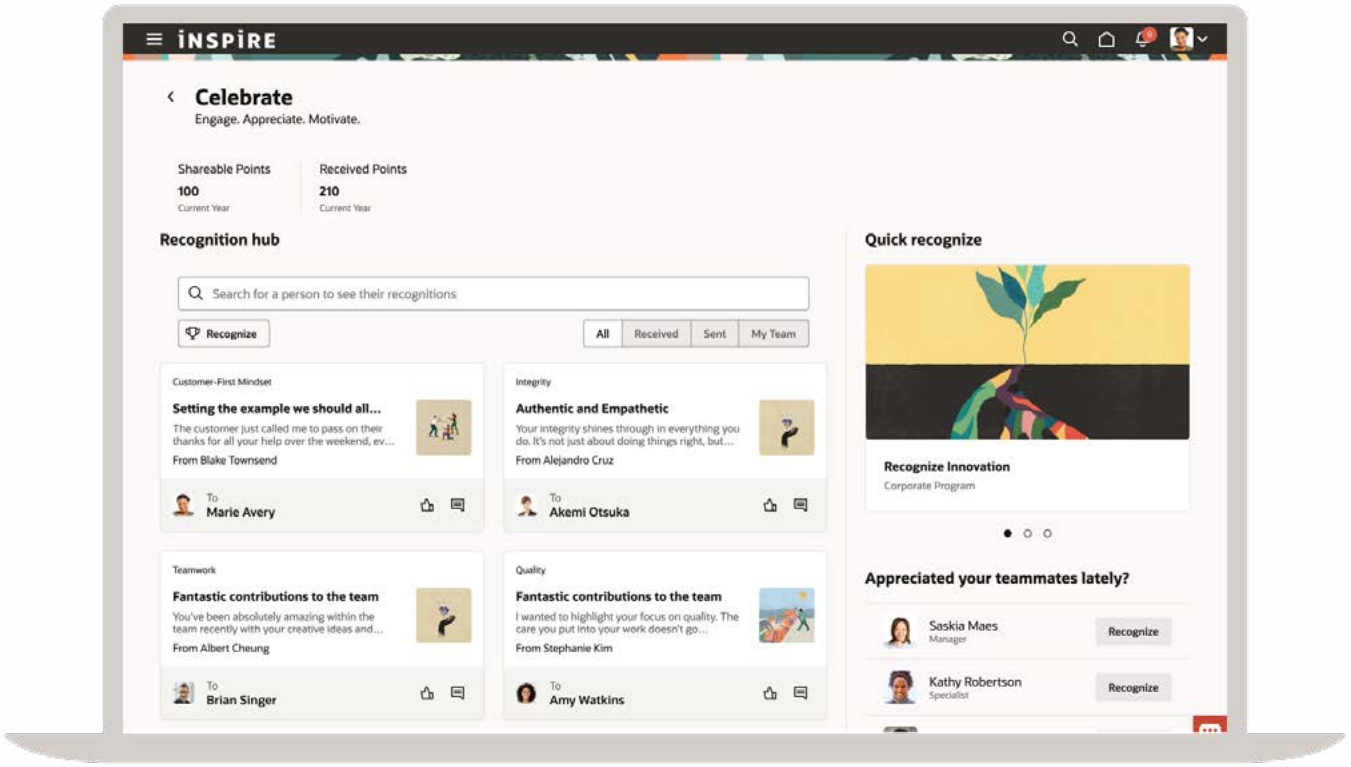
- Own your audience, content, and timing of every message without depending on 3rd party solutions that require additional IT support—adding complexity and time or risking a breach in confidentiality.
- Make it simple for anyone on the HR team to create media-rich emails consistent with your brand, ensuring the right message and design for each moment.
- Go beyond engagement and use your email communications to drive behaviors and outcomes that matter to your organization.
- Target audience by employee attributes and personalize email communications to drive more relevant action.

Oracle Touchpoints



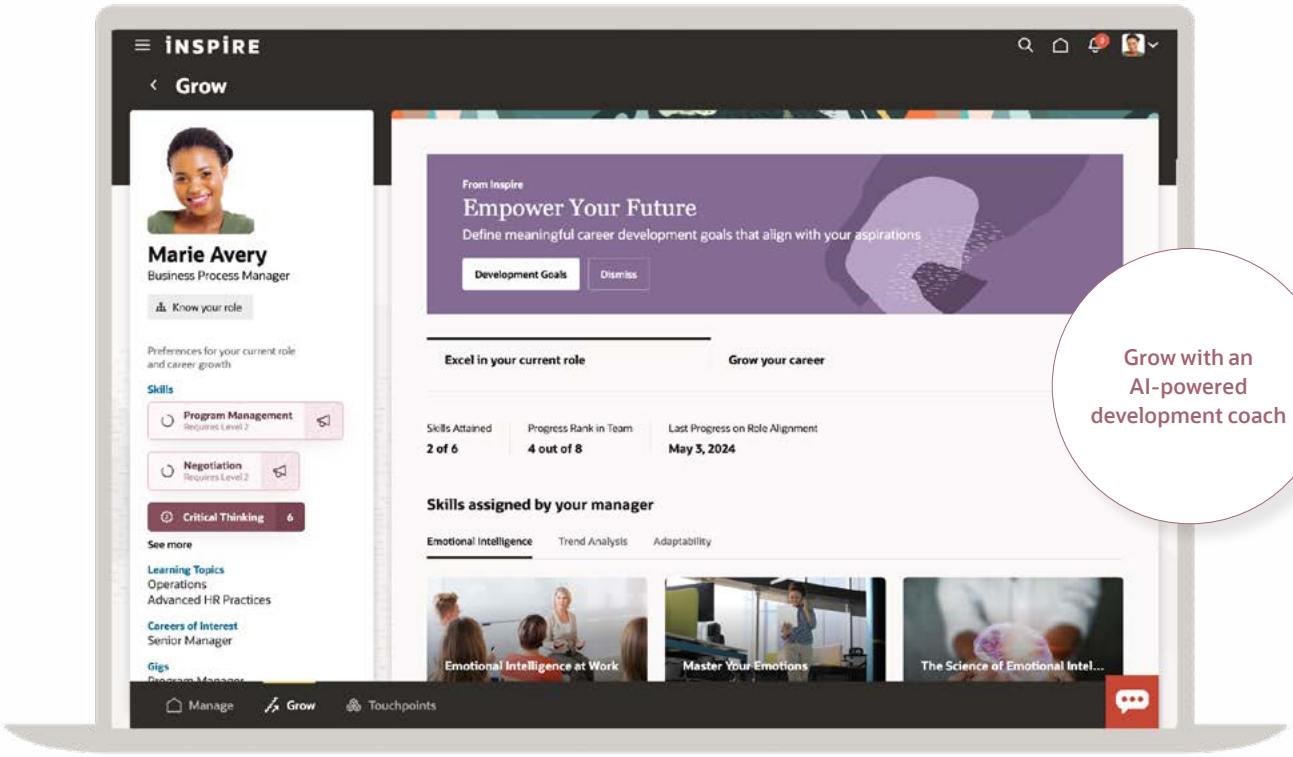
- Help make employees feel valued and heard with visibility into their engagement trend and the actions taken by their manager to support their daily work and career progression.
- Empower managers to be better leaders with technology that surfaces insights into their team's sentiment and recommends actions and check-in topics based on employee data across the HCM suite.
- Help employees take an active role in getting the support they need by providing them with one place to review their pulse trend, take suggested actions, and schedule manager check-ins.
- Encourage continuous, impactful conversations and interactions through ongoing check-ins with recommended discussion topics.

Oracle Celebrate



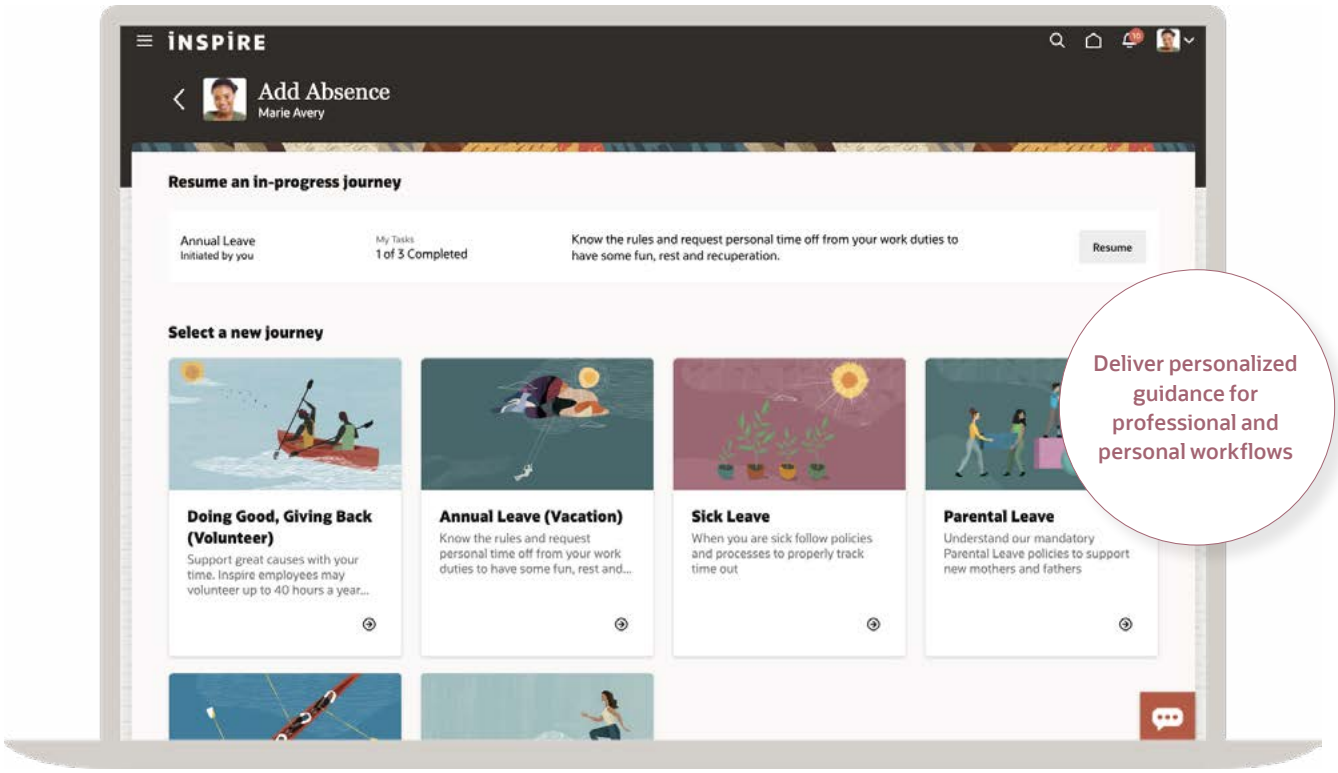
- Personalize recognition programs for different segments of the organization, such as employees in a specific country or department.
- Make it easy to acknowledge coworkers by providing guided templates to recognize individuals, teammates, or programs.
- Provide a transparent and inclusive environment with an interactive social feed of team, business group, and organizationwide recognition.
- Easily reward your people with direct cash awards using a solution that natively connects to Oracle Payroll.
- Tie recognition efforts to business impact, such as attrition and DE&I, using real-time, connected HCM insights.

Oracle Grow



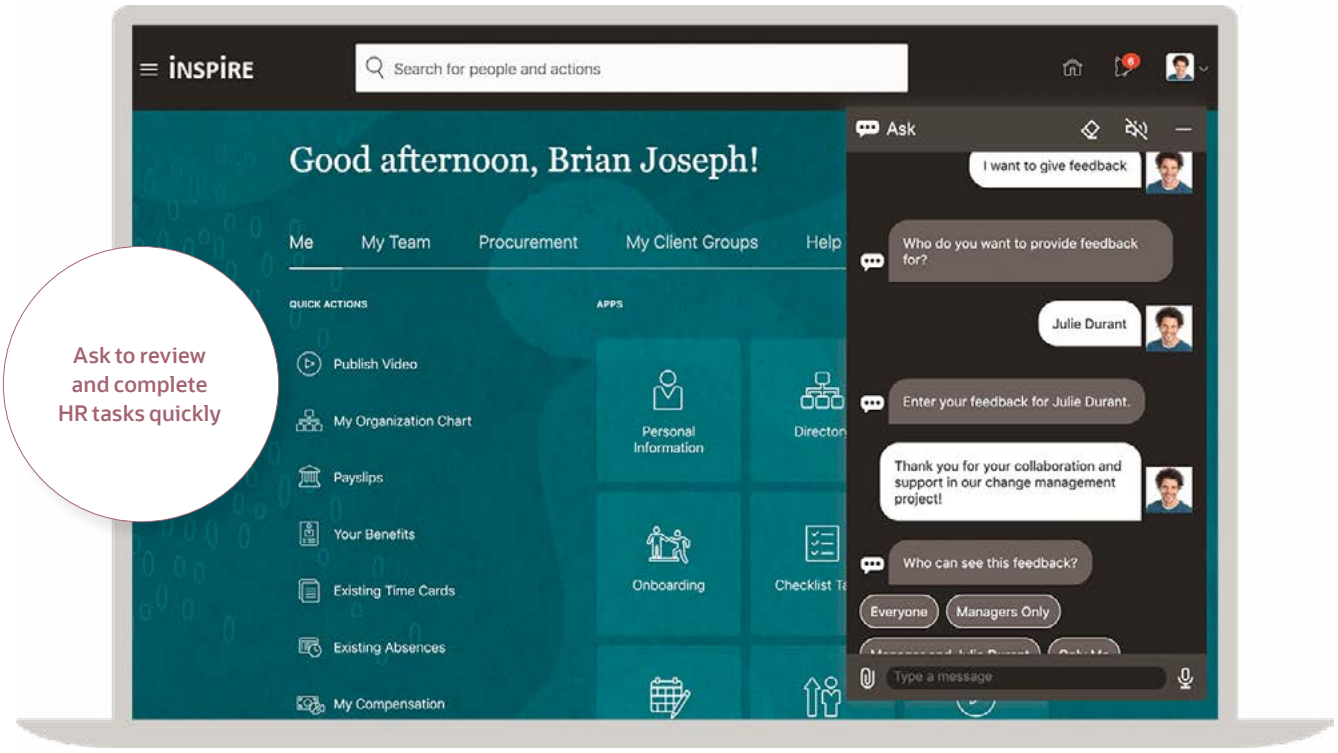
- Deliver a hyper-personalized experience where employees can discover AI-driven growth opportunities, curate development playlists, and act on continuously evolving recommendations.
- Let the technology help employees visualize all their career growth possibilities by discovering different career options and roles.
- Empower business leaders to align upskilling and adapt to the rapid pace of change with a powerful upskilling solution within a single HCM platform.

Oracle Journeys



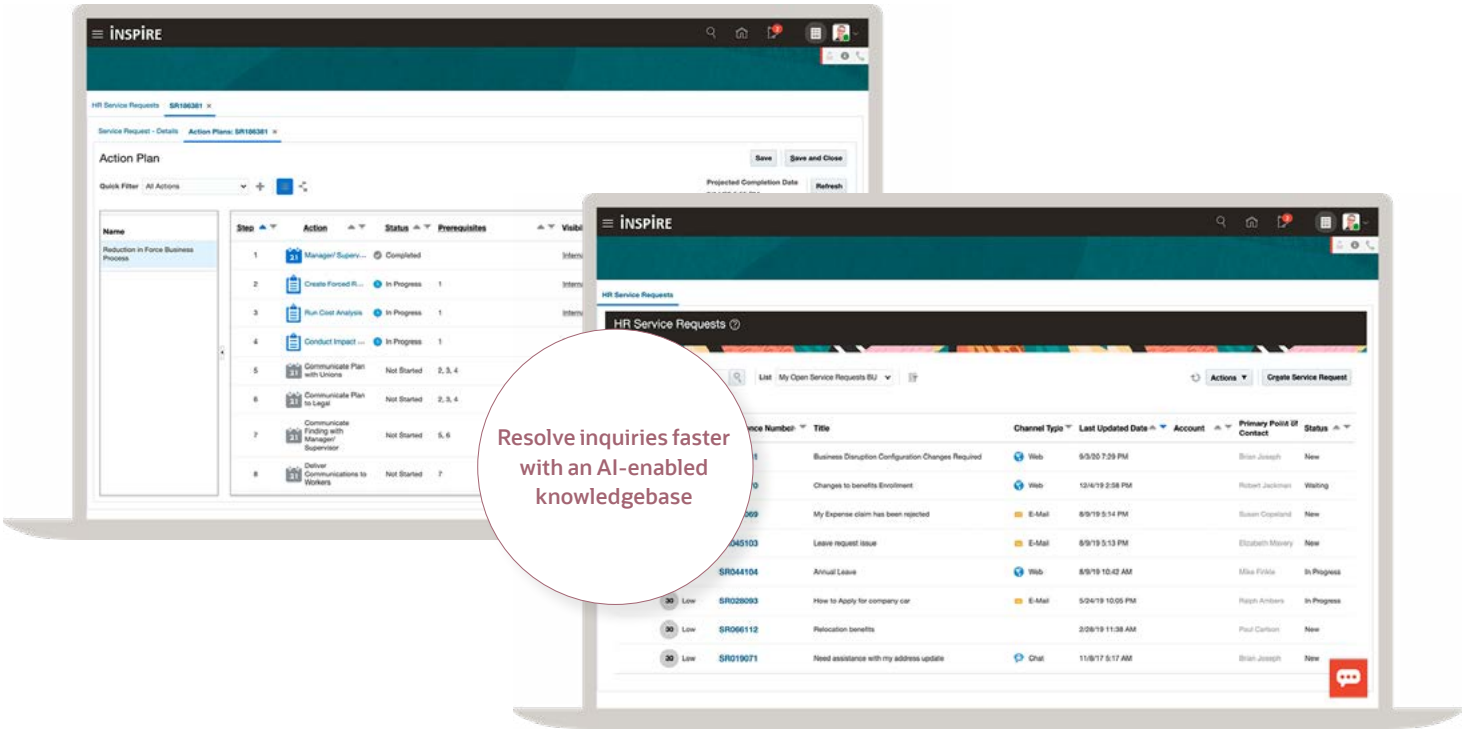
- Make it easy for employees to complete the most important journeys for personal and professional growth as well as support job success with personalized, step-by-step guidance.
- Help employees make informed decisions by surfacing contextual analytics, training, and instructions along their guided digital journey.
- Drawing from one source of people data across the enterprise, you can provide the right experiences based on an employee's unique circumstances.
- Support employees by extending journeys to support their work success with guidance on contract management, position management, financials, and project management.
- Maximize the power of journeys by connecting and automating the user experience with third-party applications to ensure a consistent experience while keeping employee data secure.

Oracle Digital Assistant



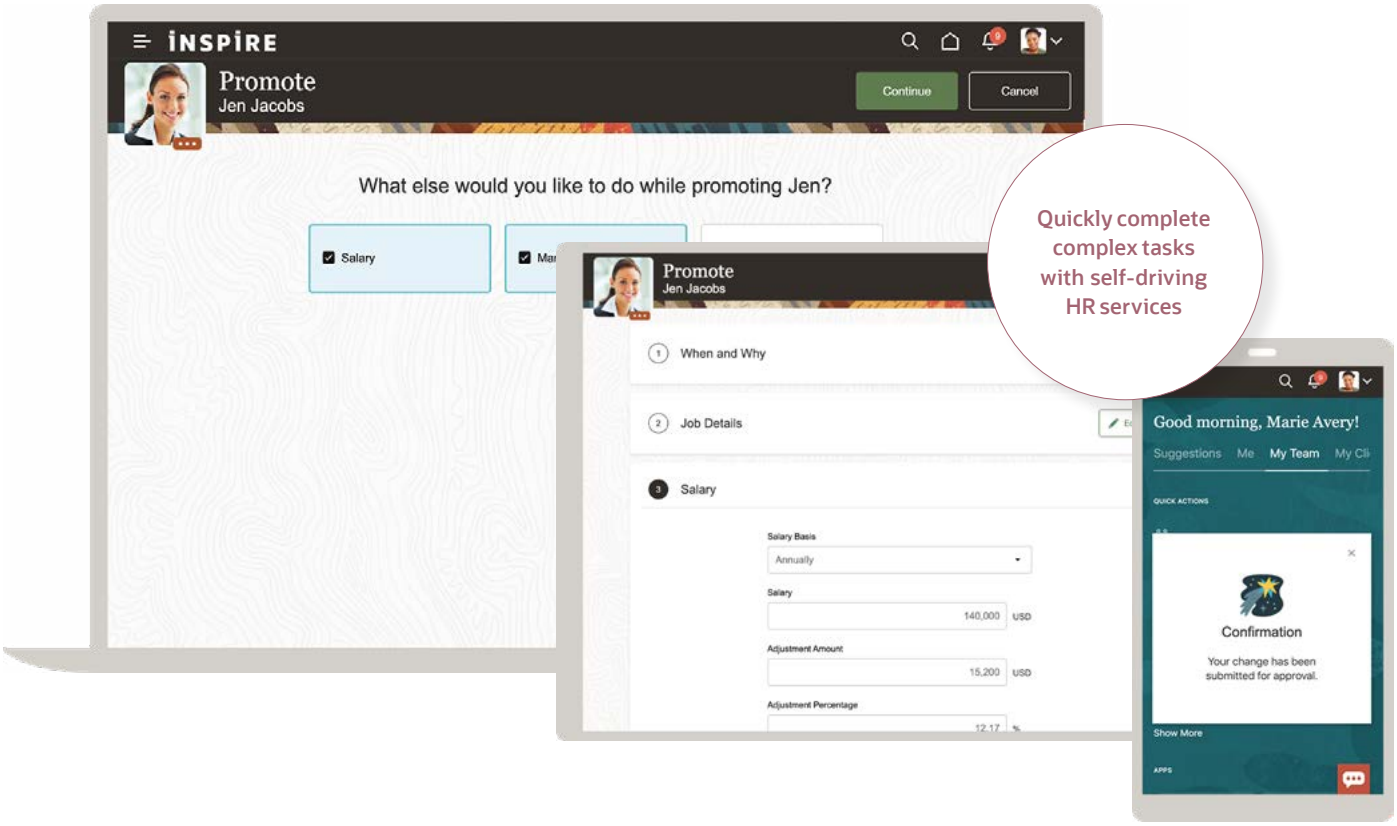
- Improve the employee experience by providing the conversational assistance employees are used to at home, making it easier than ever to get questions answered and tasks completed.
- Perform over 90 HCM-specific transactions and handle cross-functional processes such as expense reports and customer requests all through channels like SMS, Slack, Microsoft Teams, Facebook Messenger, WeChat and WhatsApp.
- Encourage efficiency and impact by giving employees and managers access to information about benefits, time off, performance, and other key self-service transactions.
- Increase productivity through contextual assistance helping employees complete tasks, step-by-step, even providing prompts on the next action after completing the to-do list.

Oracle HR Help Desk



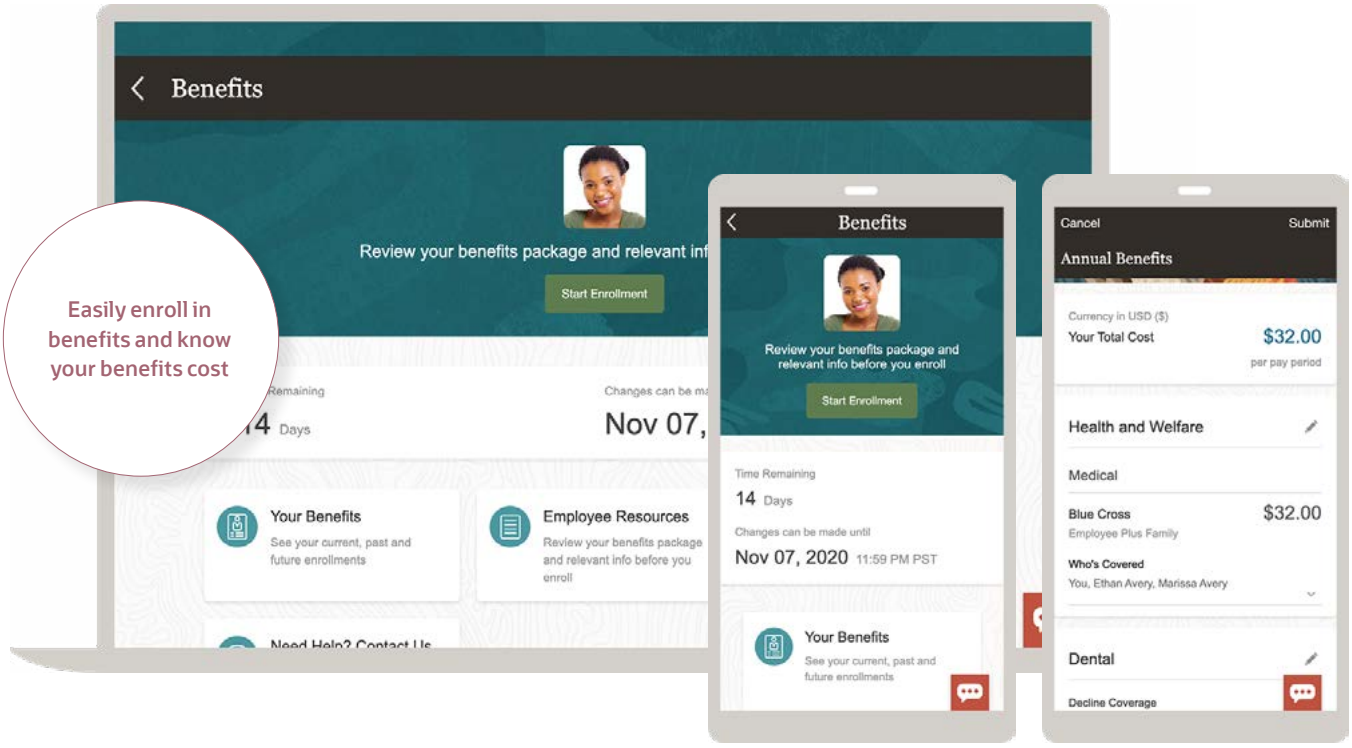
- Deliver consistent HR services to every employee using a complete case management solution that intelligently routes each inquiry to the right HR specialist.
- Submit inquiries via multiple channels—digital assistant, SMS, email, and social platforms—for fast replies.
- Empower HR to curate a robust AI-enabled knowledge base of information that is readily available across workers and HR professionals.
- Identify and analyze trends to uncover opportunities for improvement.
- Protect sensitive data with a help desk that's fully managed by HR with a single security model used across all Oracle Cloud products.

Oracle Core HR



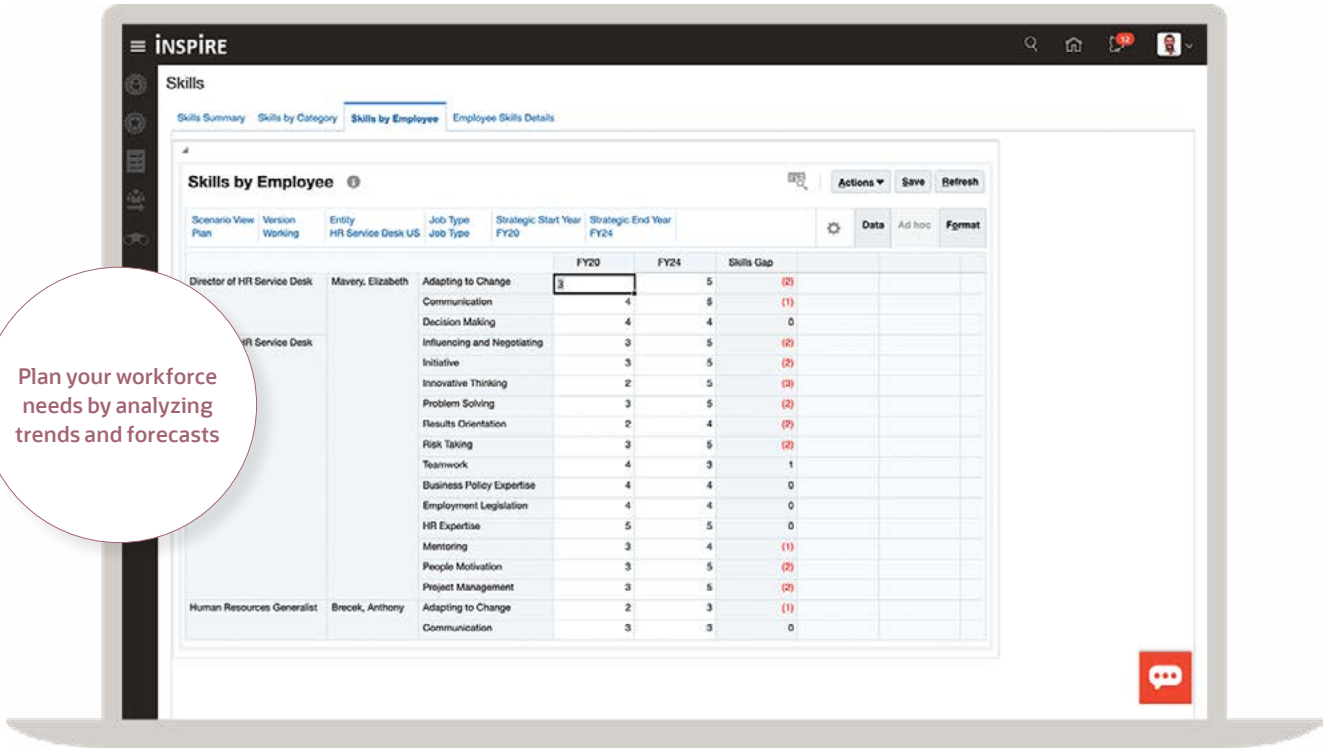
- Drive HR operational efficiency and support the entire employee lifecycle—full-time or contingent, from hire to retire—for more than 200 countries and jurisdictions.
- Efficiently manage employees, positions, and jobs, including global assignments, and simplify the management of unique industry, union, collective labor, and worker agreements with policy-driven processing.
- Provide forward-looking insight into your workforce trends to increase performance, avoid attrition, and quickly accommodate organizational changes.
- Help employees manage their professional brand, improve talent mobility, and foster a culture of collaboration by easily importing information from LinkedIn into their personal profile.

Oracle Benefits



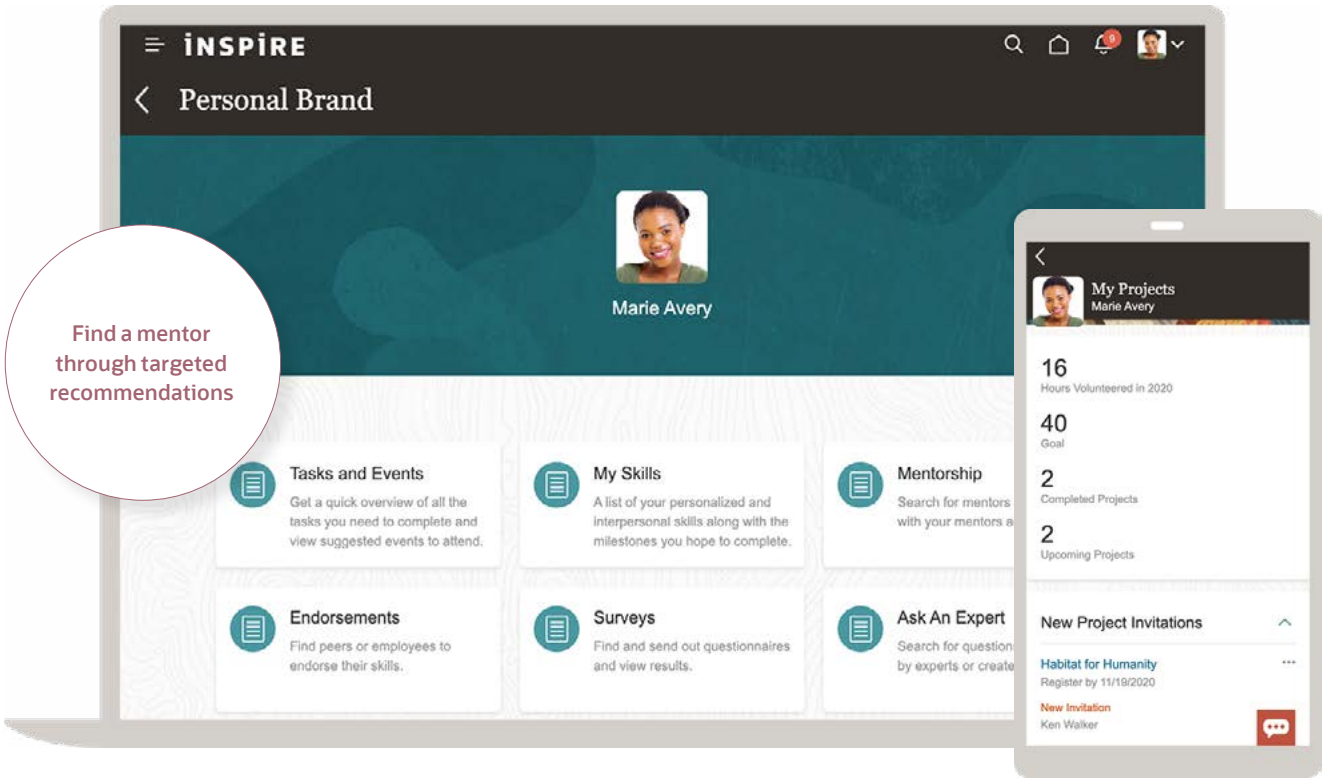
- Deliver flexible benefit programs that can easily be tailored to unique business needs.
- Provide an intuitive consumer-style enrollment flow that guides employees step by step through the selection process of their benefits entitlements.
- Transmit benefit information to third-party providers easily using the solution's open architecture.

Oracle Strategic Workforce Planning



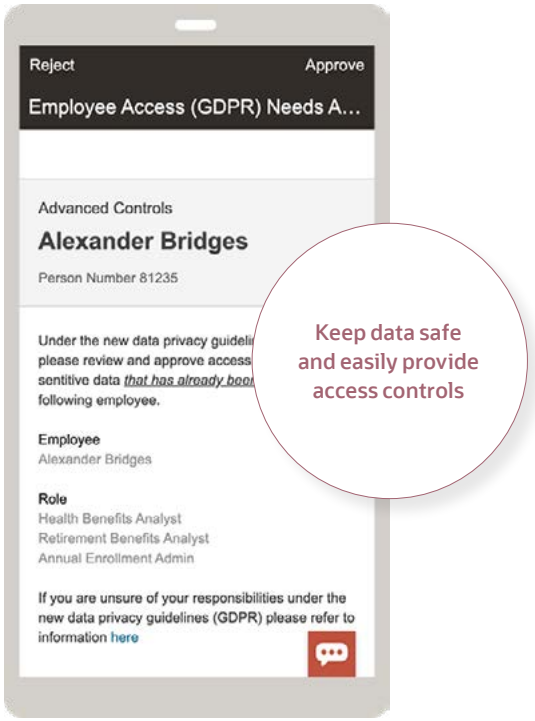
- Align people and business strategies to plan for the workforce you need in the future.
- Connect headcount plans with financial plans across departments and locations while staying within budget.
- Evaluate current workforce skills, expected retirement and attrition, and predict where future skills are needed.
- Unified with Oracle Cloud HCM so that HR and finance professionals can perform all their workforce planning activities in one place, without the need to use multiple applications.

Oracle Work Life



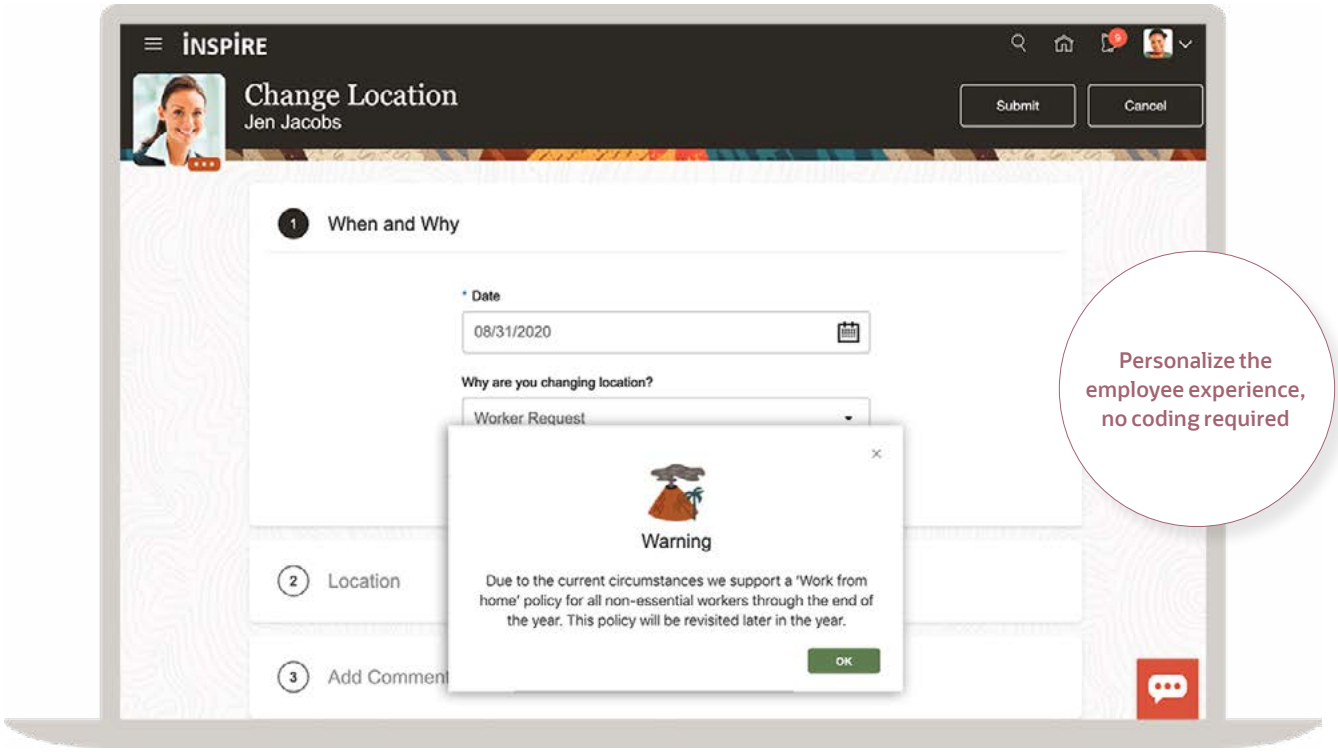
- Support employees' career goals with targeted recommendations for potential mentors.
- Create a more meaningful work culture by giving employees easy access to volunteer opportunities.
- Participate in fun competitions that fuel creativity and motivate employees to set and achieve wellness goals.

Oracle Advanced HCM Controls



- Mitigate risks and strengthen compliance by easily detecting security access anomalies, using comprehensive controls leveraging AI and machine learning
- Prevent fraud and support the segregation of duties so that only authorized personnel can view sensitive HR data
- Automate security analysis and use security dashboards to monitor and manage exceptions and policy violations

Oracle Experience Design Studio

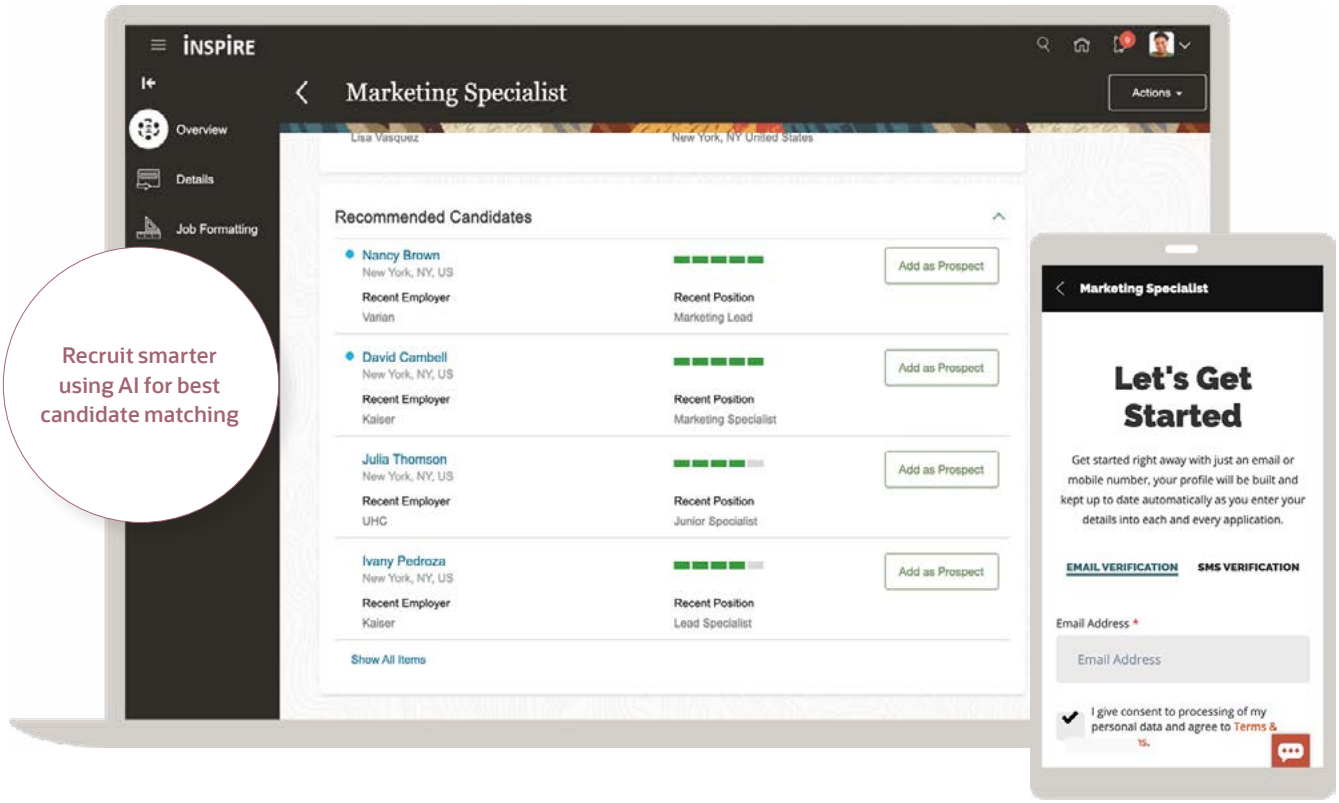


- Create rules to easily configure transactions and pages.
- Change how sections and fields are displayed, based on the user's role and the employee's business unit or legal employer.
- Improve data accuracy and process efficiency through versatile business rules-based defaulting and validations including autocomplete and expanded localizations.

"Oracle Cloud HCM has really allowed Fujitsu to transform the employee experience and give people a technology-driven ability to access information and data."

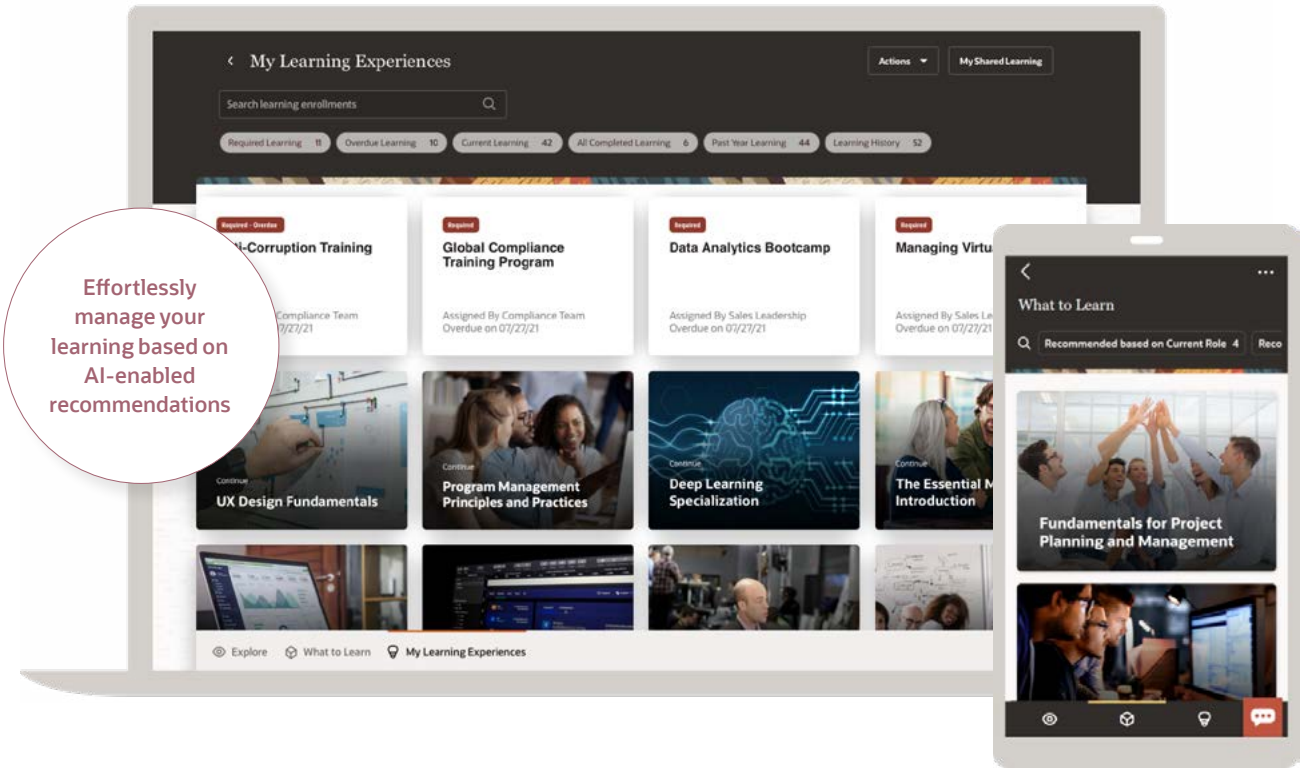
— Sarah Wadsworth
Head of HR
Fujitsu UK

Oracle Recruiting



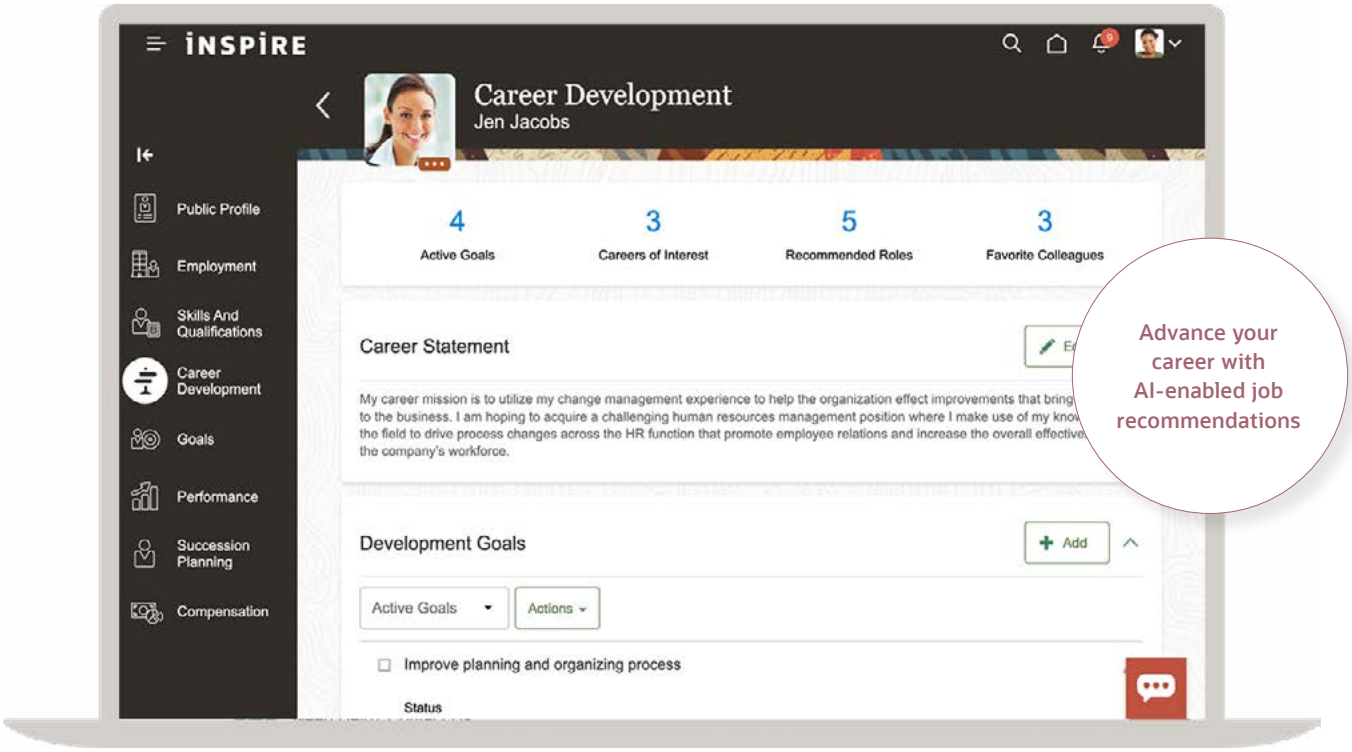
- Keep candidates engaged and at the center of the recruiting process using built-in career site design tools and an application process requiring no account creation.
- Access a greater array of recruitment marketing tools, provide more internal mobility opportunities, and employ AI matching to make informed, data-driven hiring decisions.
- Help candidates quickly transition to employees with a seamless and personalized onboarding experience.
- Enable recruiters to create and promote hiring events, communicate using text and email, engage talent at scale with Oracle Digital Assistant, and streamline interview scheduling.

Oracle Learning



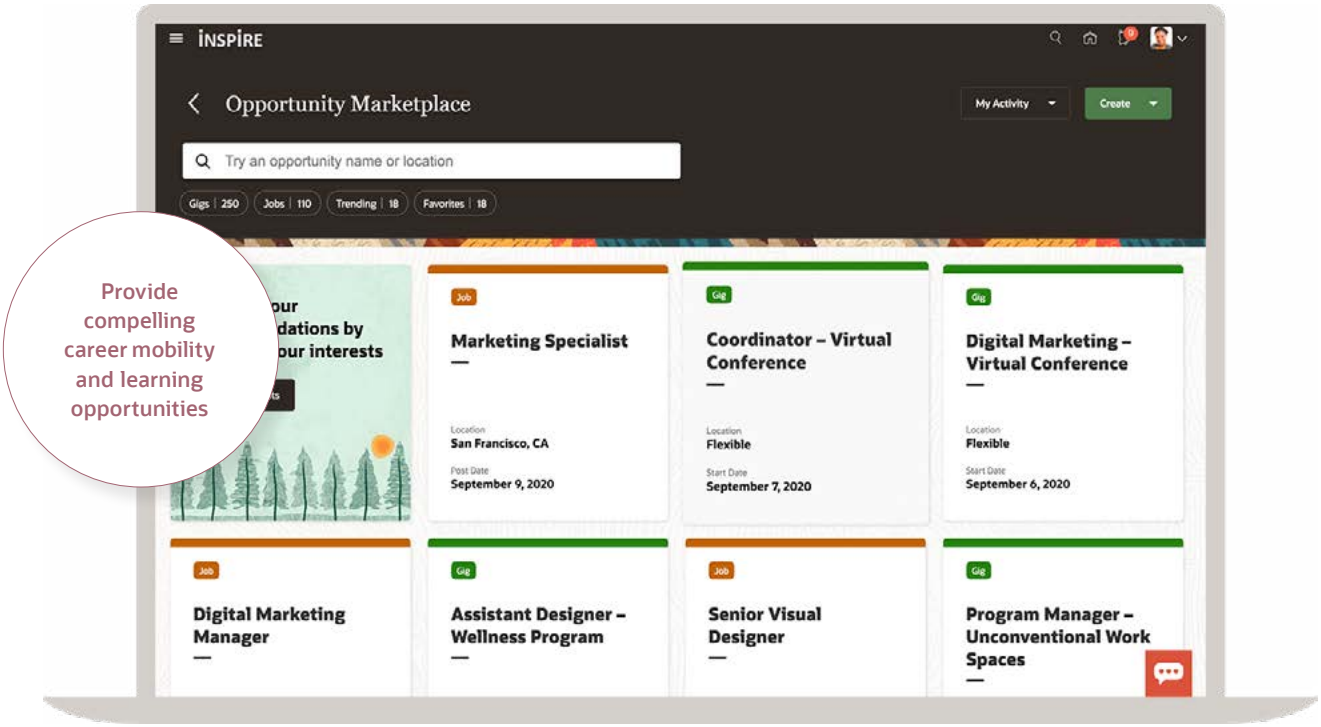
- Determine what you need to learn by leveraging AI-enabled learning recommendations that are based on your employees' engagement data.
- Enable blended learning and promote knowledge sharing, while joining learning communities to keep skills current.
- Empower managers and learning and development experts to gain immediate insight into course completion and compliance tracking.
- Help employees grow their skills and knowledge with expanded courses through LinkedIn Learning.

Oracle Career Development



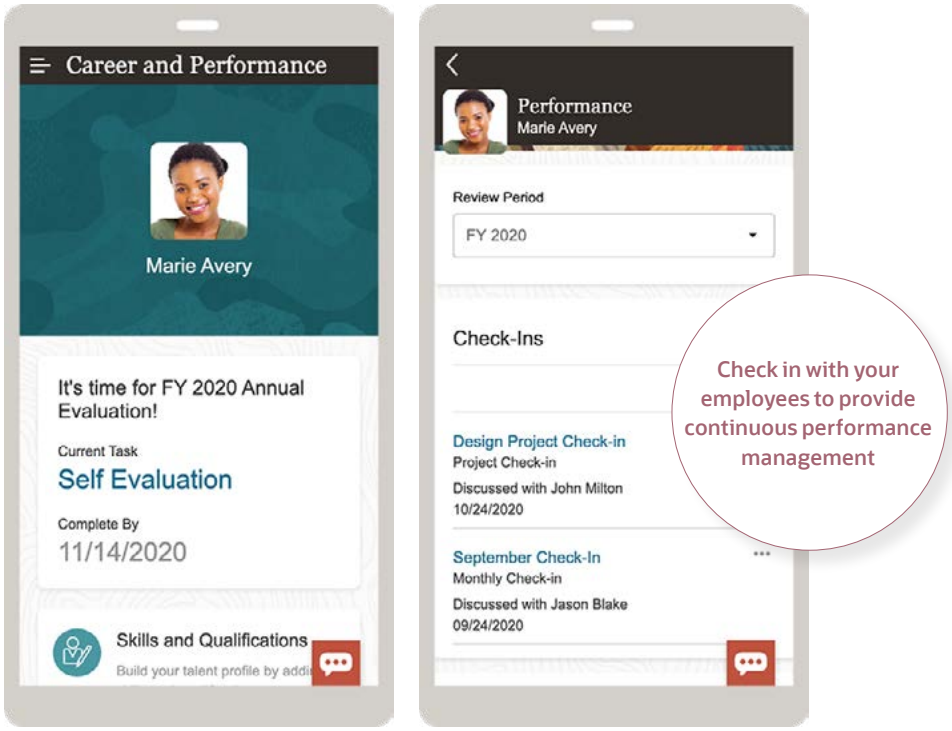
- Help employees progress in their careers and identify career opportunities in line with their skills and interests.
- Enable internal career mobility by eliminating skills gaps, employing recommended learning relevant to the employee's role and interests.
- Leverage embedded collaboration capabilities to connect with mentors, and identify colleagues in interesting roles to gain firsthand experiential information about careers of interest.
- Notify employees of open roles that align with their career and development goals as soon as they become available through Open Jobs for My Career.

Oracle Opportunity Marketplace



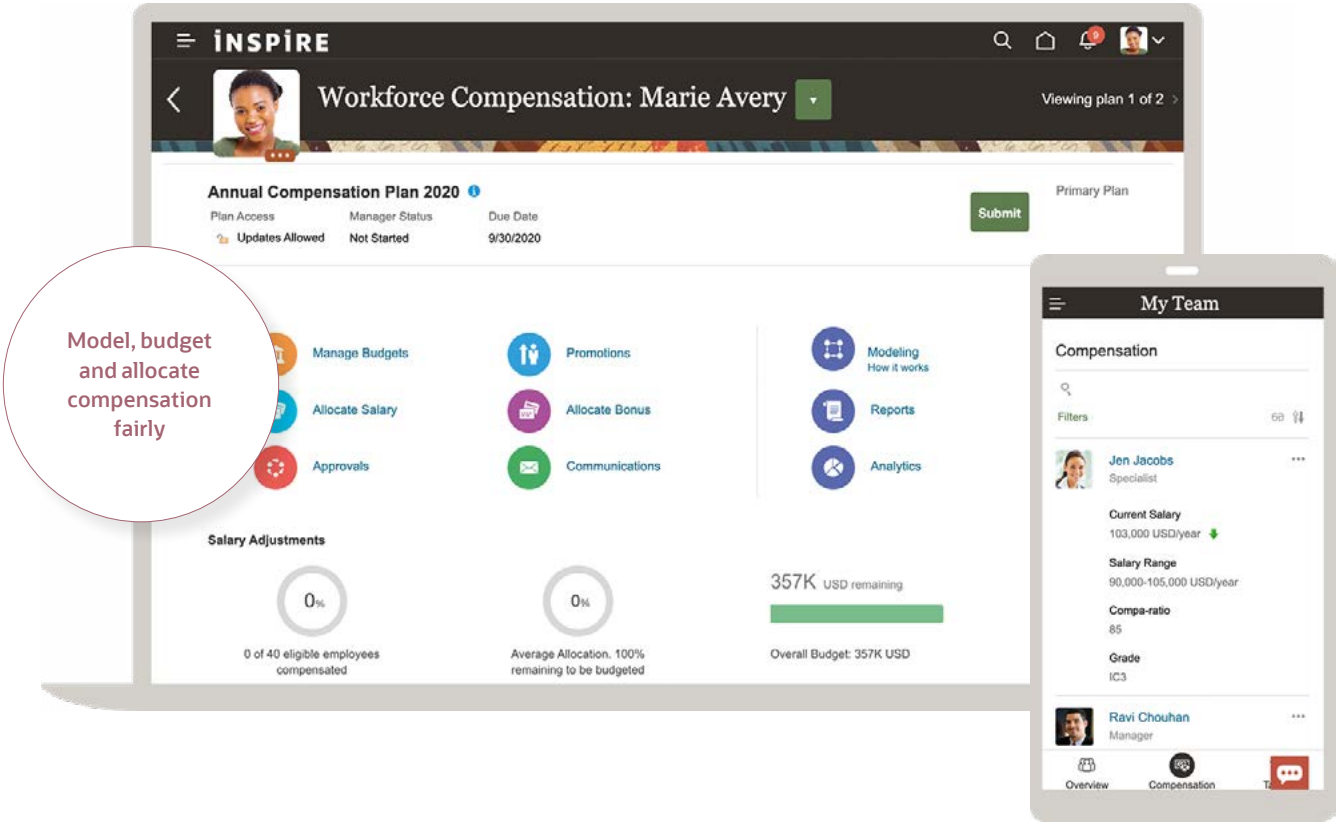
- Improve career mobility and retention by giving employees a simple, easy-to-use tool to discover short-term gigs and job postings in a single location.
- Give employees new ways to engage in different activities within the organization and expand their sphere of influence while learning new skills.
- Become an employer-of-choice by offering innovative solutions to meet the career and learning needs of high-quality talent.
- Find resources from within to fill short-term talent needs while maximizing under-used resources across the organization.

Oracle Performance Management



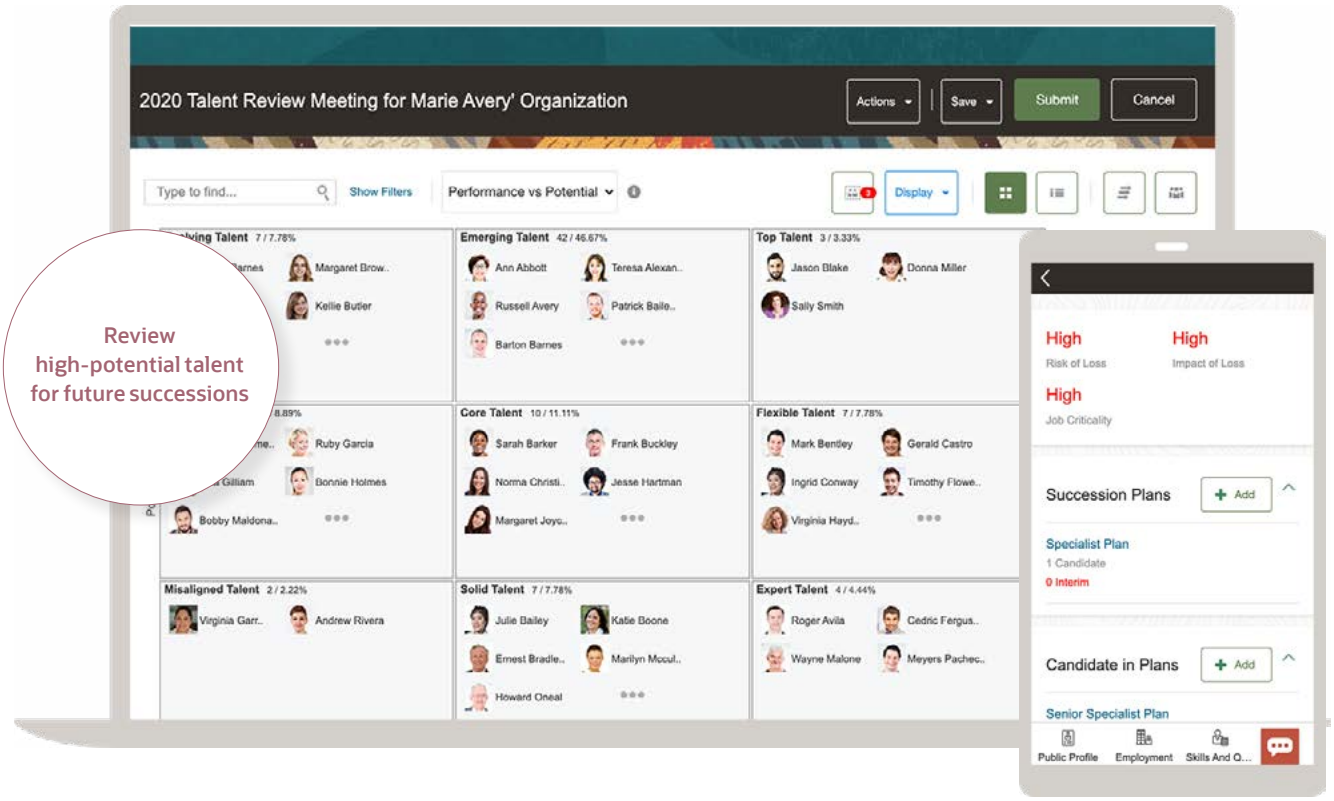
- Coach employees for success, using a smartphone or other device for regular performance check-ins.
- Capture formal and informal feedback from multiple sources to create rich, well-rounded portraits of your employees.
- Provide specific feedback for growth, and enable ongoing conversations between employees, managers, and coworkers to drive performance and talent development.
- Give managers a single, consolidated view of the criteria they need—such as competencies and performance ratings—to evaluate their team consistently, comparatively, and equitably.

Oracle Compensation



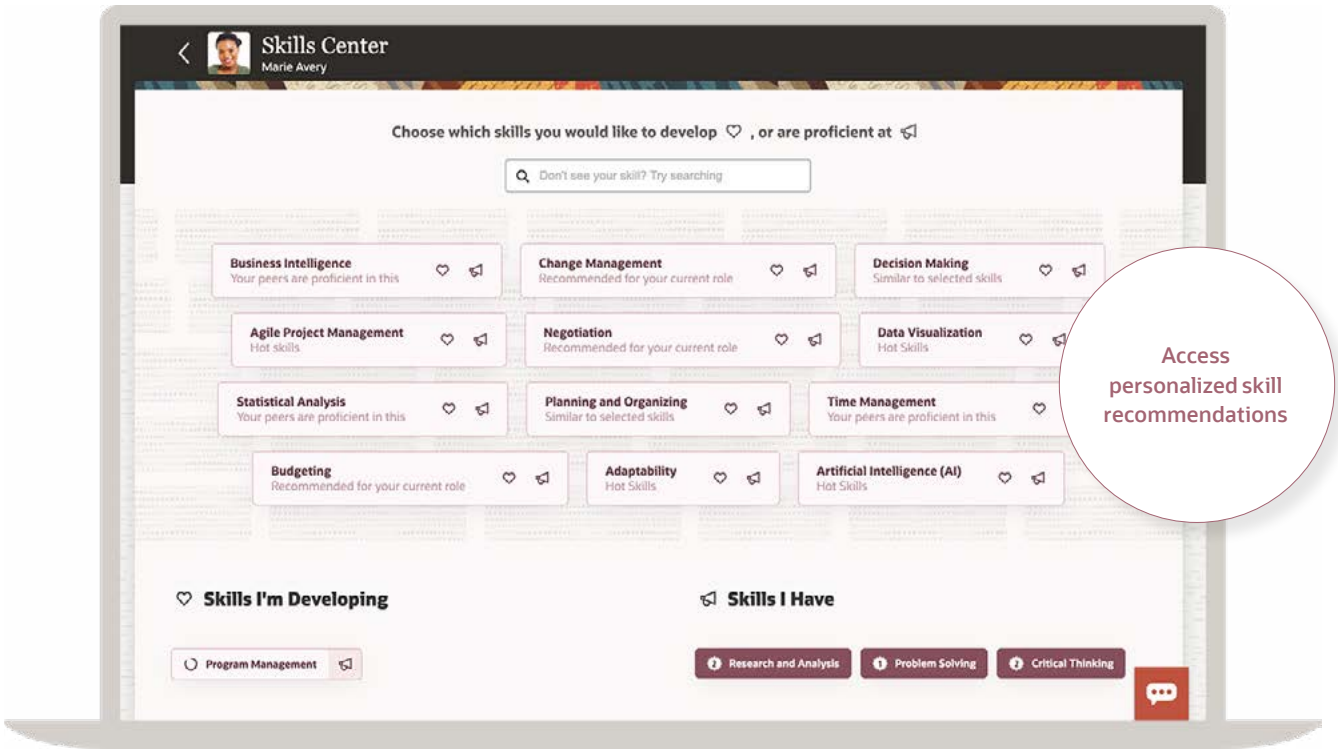
- Provide differentiated remuneration packages and allocate tailored rewards for specific groups in your organization.
- Analyze, model, budget, and administer an unlimited number of compensation plans locally and across the globe.
- Align compensation and rewards to performance and communicate a total compensation picture to each of your employees.

Oracle Succession Planning



- Leverage the power of the talent profile to understand and plan your future talent needs and conduct more meaningful talent review discussions.
- Accurately access talent, evaluate macro-organizational trends, mitigate talent risk, and take timely and appropriate actions.
- Use talent pools to identify high-potential and hidden talent to develop a leadership pipeline, and prepare for contingencies by managing succession plans and accurately gauging bench strength.

Oracle Dynamic Skills

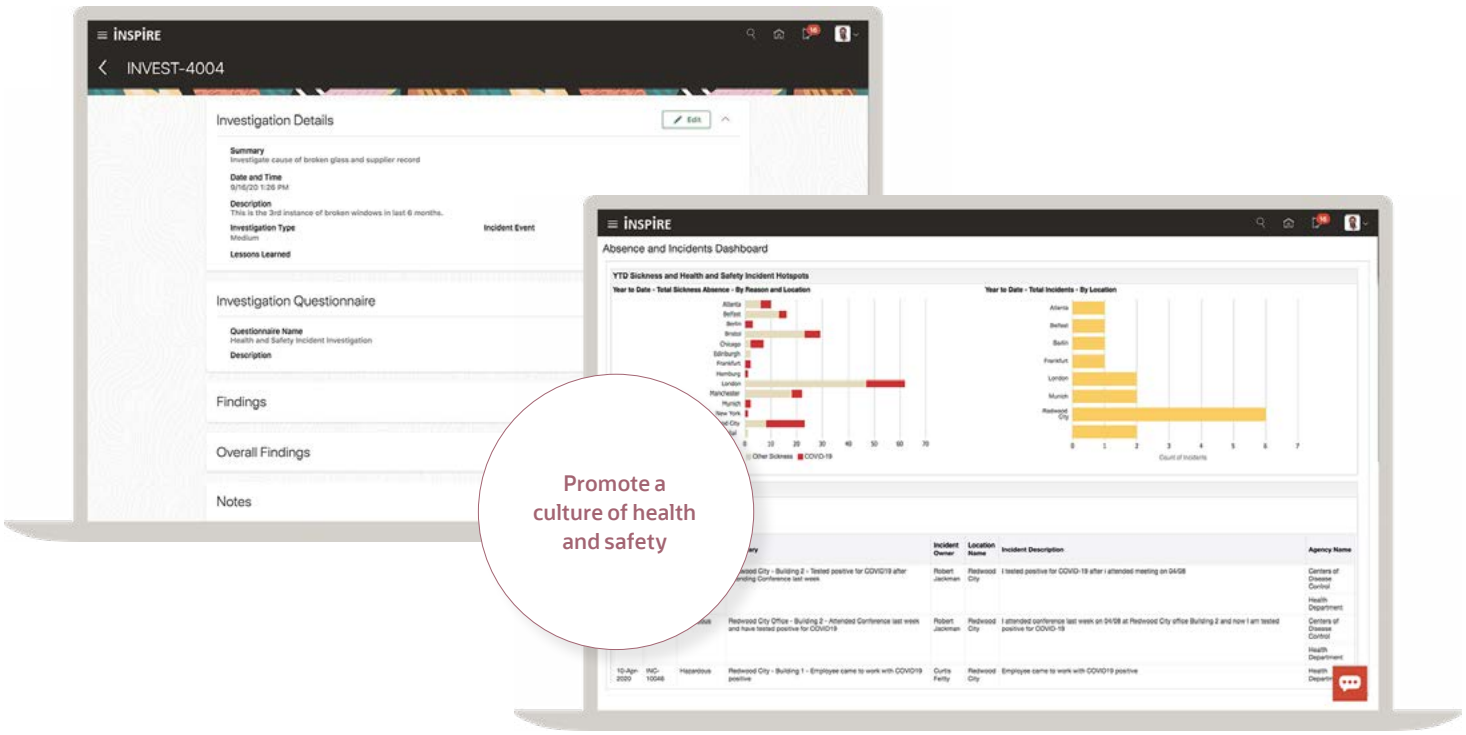


- Think big about your skills journey, start small by focusing on the outcomes that matter most, and move fast with an open, flexible skills infrastructure.
- Browse, add, and modify skills to further refine your skills library and make it your own.
- Continuously detect, track, and analyze employee skills throughout your organization.
- Help employees and managers quickly identify and close skills gaps by providing a central place for them to review and manage skills development.
- Deliver recommendations in talent and work processes, including recruiting, career development, learning, and scheduling.
- Leverage a single source of truth for skills to make skills-informed decisions across the enterprise.

"Analytics Cloud—click on the dashboards, and they instantly see real-time data regarding which employees have goals and which don't, with percentages. At review times, it's saving them countless hours of reporting and giving them real-time data when needed."

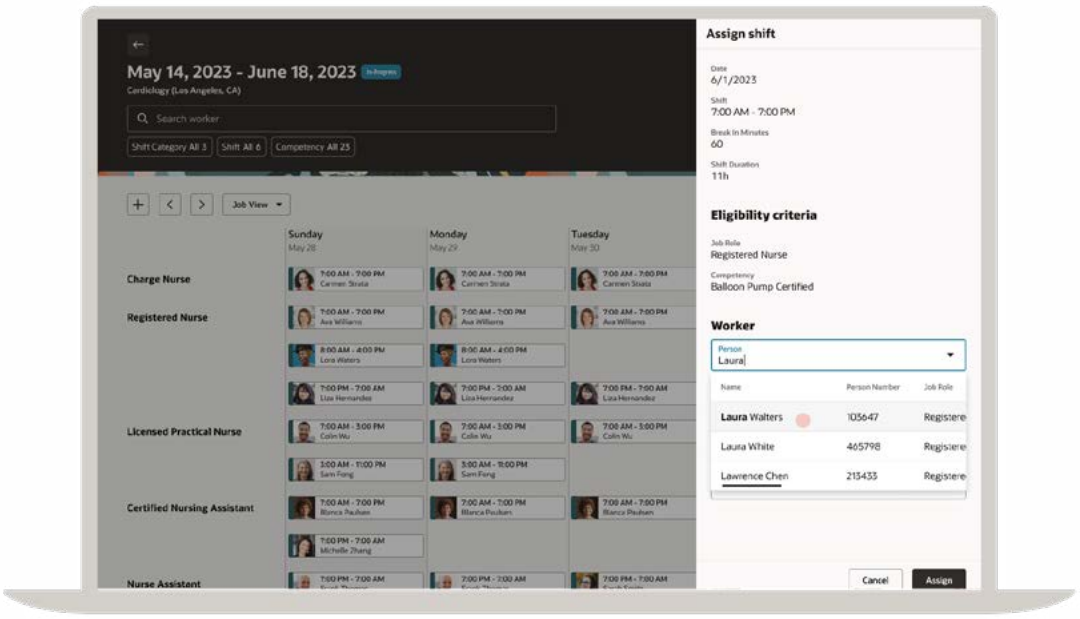
— **Roy Amato**
HR Reporting and Analytics
EmblemHealth

Oracle Workforce Health and Safety



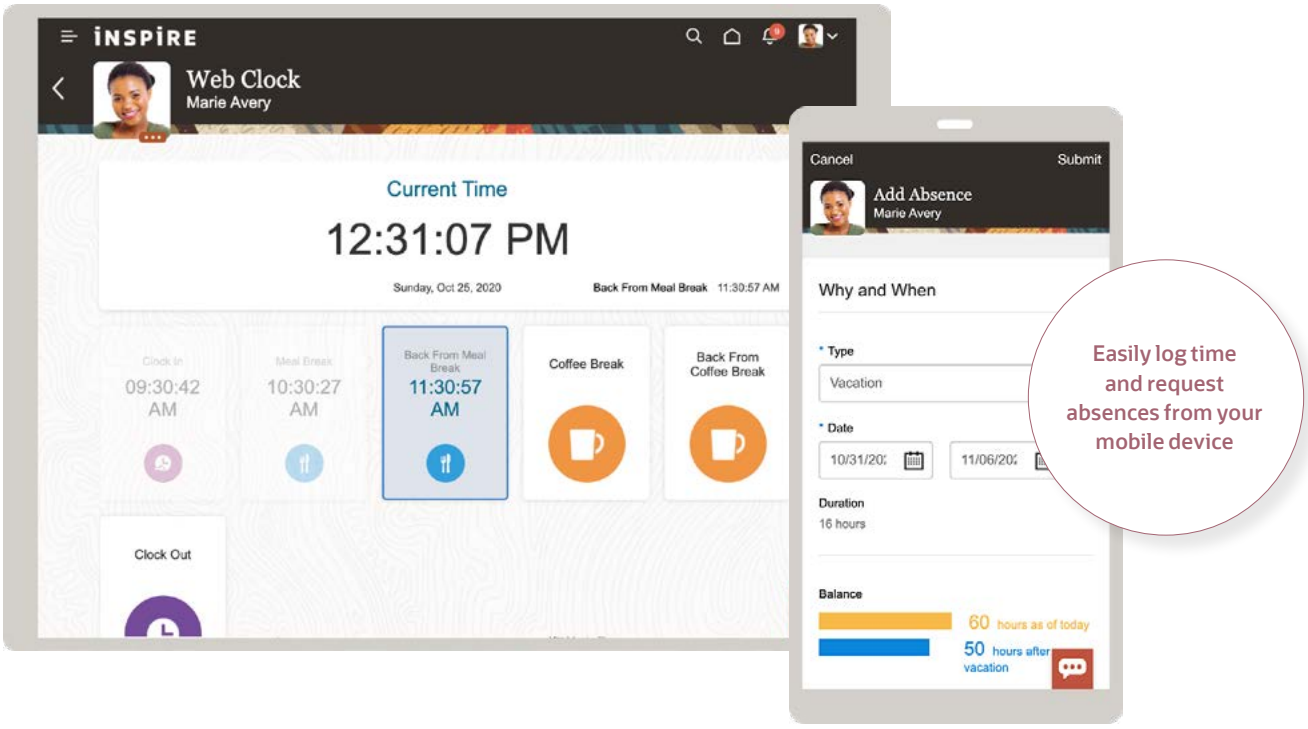
- Promote a culture of workplace safety with a simple, intuitive experience for employees to report health, safety and environmental concerns.
- Achieve Health & Safety goals by empowering managers, with real time dashboards, notifications and tools, to take prompt action.
- Comply with regulatory requirements using a native cloud HCM solution for reporting of incidents, near misses, and potential hazards.

Oracle Workforce Scheduling and Oracle Workforce Labor Optimization



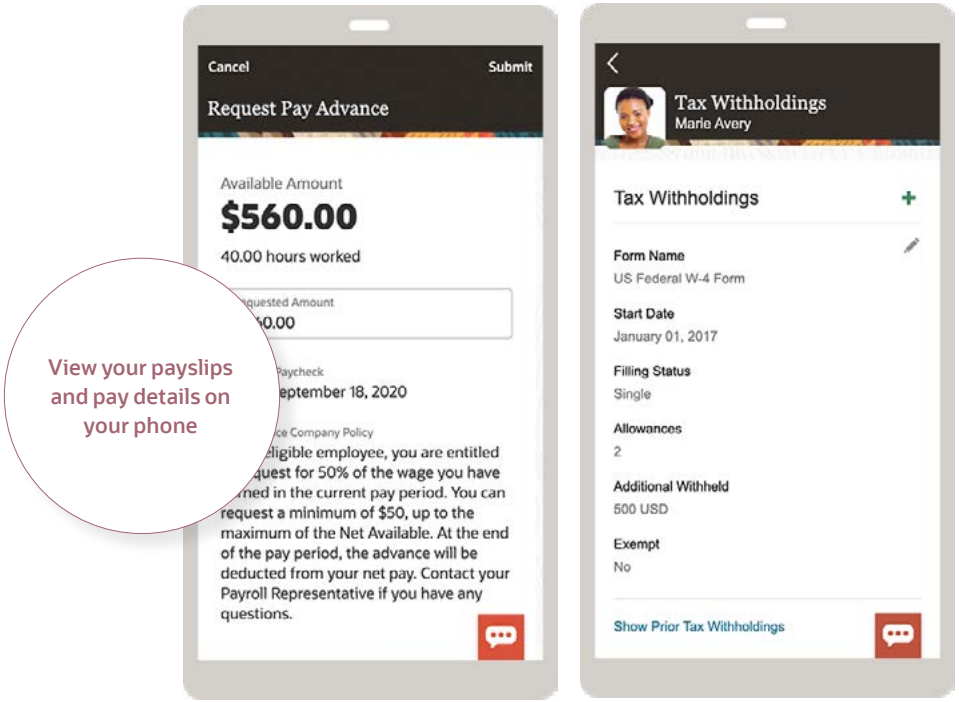
- Optimize schedules by business priorities such as competencies, skills, certifications, FTE hours, overtime, fatigue, and other rules.
- Quickly and accurately fill shifts by reviewing best fit workers based on their availability and skills.
- Be empowered to determine which shifts they want to work, pick up, release, or swap with a qualified co-worker.
- Reduce burnout by sharing their scheduling sentiment, preferences, and availability to take into account when assigning shifts.

Oracle Time and Labor, and Absence Management



- Improve operational efficiency and time tracking for all employees, whether full-time, nonexempt, project-based, or contingent.
- Increase productivity by matching shifts with business demands, and automate overtime, premium, differential, and payroll calculations by utilizing a robust, configurable rules engine.
- Efficiently manage time off globally and support local compliance via a single solution anywhere, anytime from any device.

Oracle Payroll



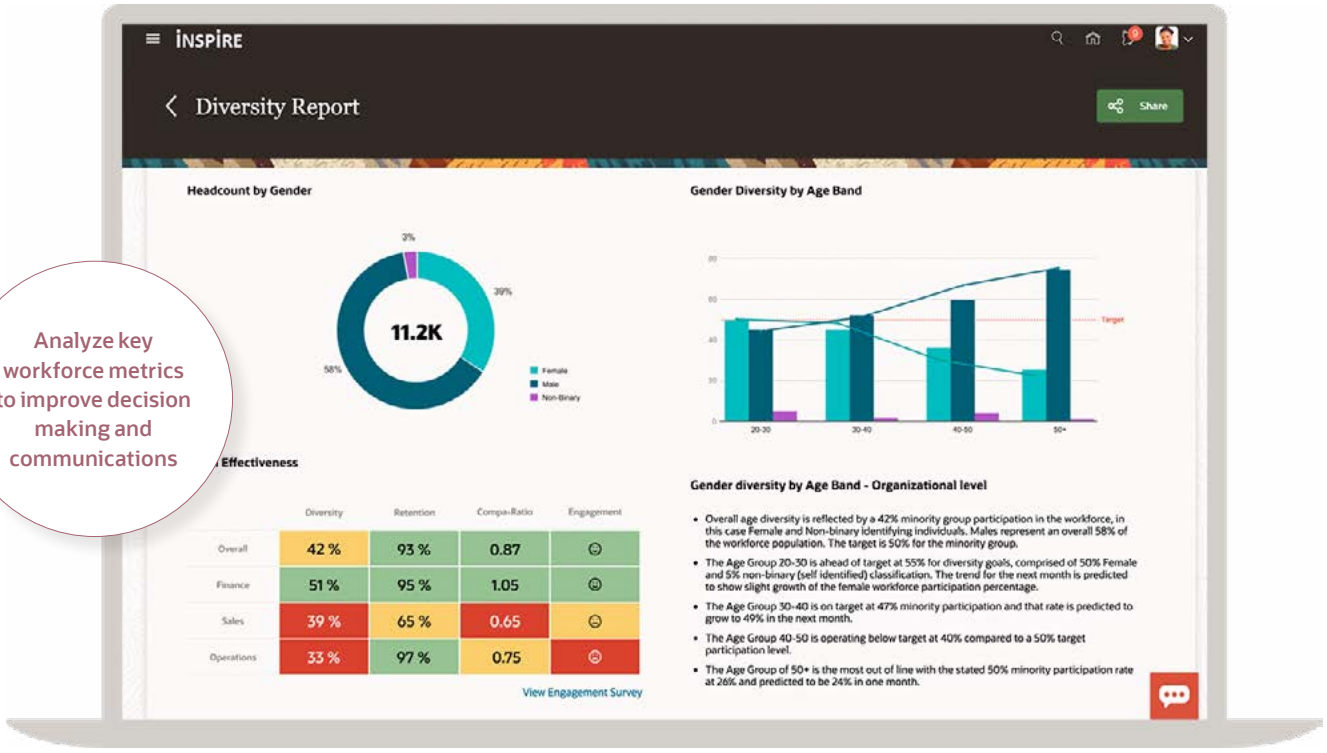
- Accurately process payroll in thirteen locations across the globe: Bahrain, Canada, China, France (expected 2025), India, Kuwait, Mexico, Oman (expected 2023), Qatar, Saudi Arabia, United Arab Emirates, United Kingdom, and the United States.*
- Minimize compliance risk with automatic updates on global, national, and local-level payroll laws and tax regulations.
- Reduce the cost of payroll integrations by leveraging predefined payroll outputs with certified third-party payroll partners.
- Provide financial flexibility with a payment option that allows employees to access earned wages when they need it, instead of waiting for pay day.

* The preceding is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

"Thanks to Oracle Cloud HCM, we've been able to drive business priorities by giving our people personalized learning opportunities to increase their competencies, skills, and knowledge."

— Jacely Voon
Chief People Officer, People Culture and CSR
Fujifilm Business Innovation Singapore

Oracle HCM Analytics



Analyze key workforce metrics to improve decision making and communications

- Run the business day-to-day with real-time transactional reports and operational insights on headcount, attrition rates, and more.
- Support strategic decision making amongst HR, finance and operations with over 100 pre-built KPIs and 8 pre-built dashboards available to your teams, tracking tenure, compa-ratio, time-to-hire, internal transfers, and best sources of candidates to name just a few.
- Act quickly and confidently to improve the organization by asking any HR business question in natural language—using text or voice in a simple search-like experience—and hear and see the results immediately.
- Jumpstart decisions that impact how you support, develop, and retain your workforce with pre-built analytics for areas like team effectiveness, core HR, and diversity across the enterprise, helping HR, managers, and leaders quickly make better decisions that improve employee experiences and retention.

All in One

One suite of products
for all processes

One user experience
across any device, anywhere

One technology platform
natively built in the cloud

How Oracle can help

Oracle Fusion Cloud HCM is a complete cloud solution that connects every human resource process—and every person—across your enterprise. We help you create a community where people feel valued, heard, and like they belong. With a single user experience and data model, seamless processes, and AI-embedded infrastructure, Oracle Cloud HCM helps empower your people so they can power your business success.

Learn more

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Outside North America, find your local office at oracle.com/contact

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