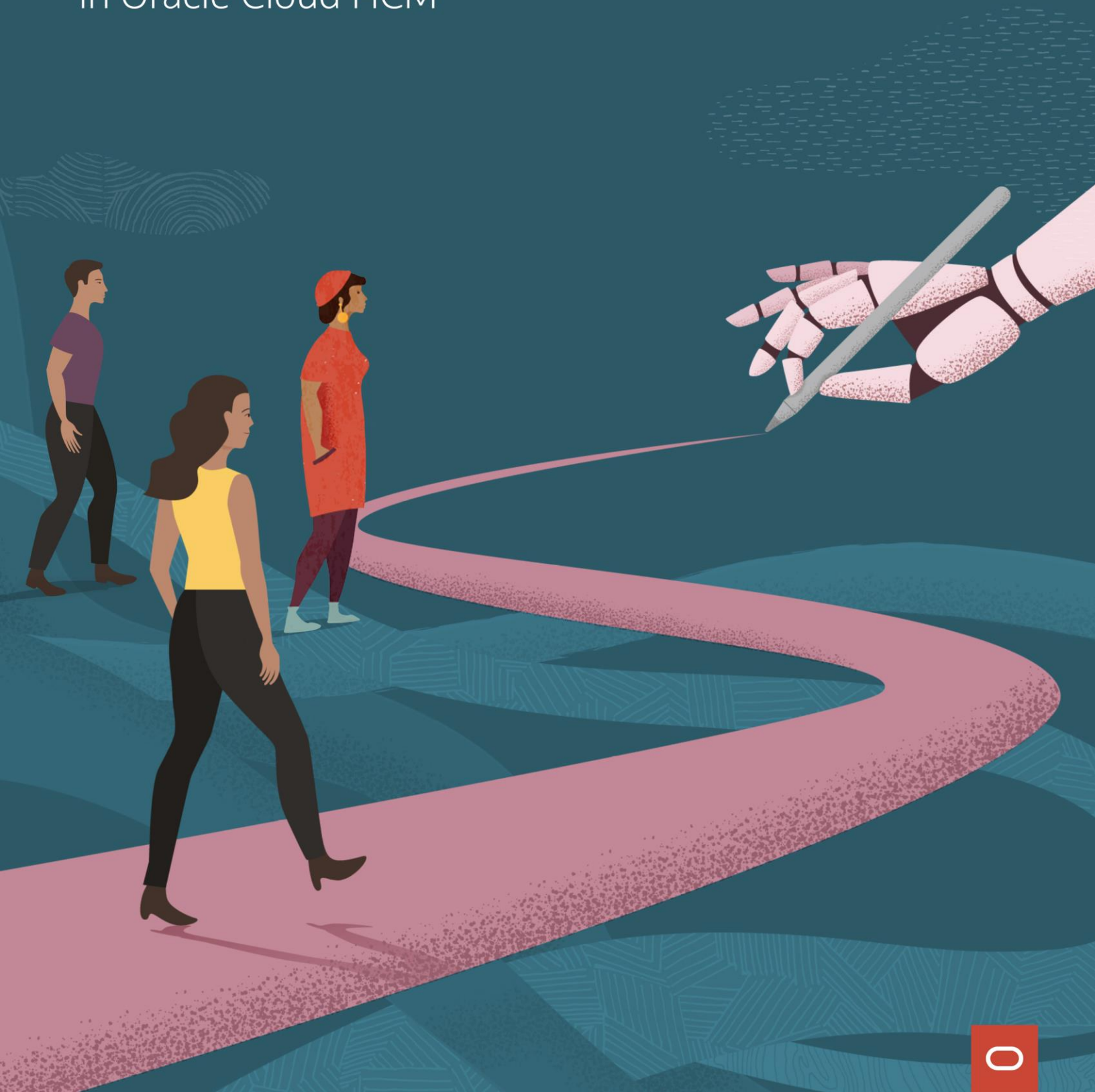


ORACLE

# Generative AI

in Oracle Cloud HCM



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# Leveraging the power of generative AI

Generative AI excels at creating original content, and organizations can use it to give every worker access to programs that can function as personal assistants and help them complete repetitive tasks, brainstorm, and simplify routine daily activities. Generative AI has the potential to help organizations transform workforce productivity, open doors to new growth opportunities, and increase employee satisfaction.

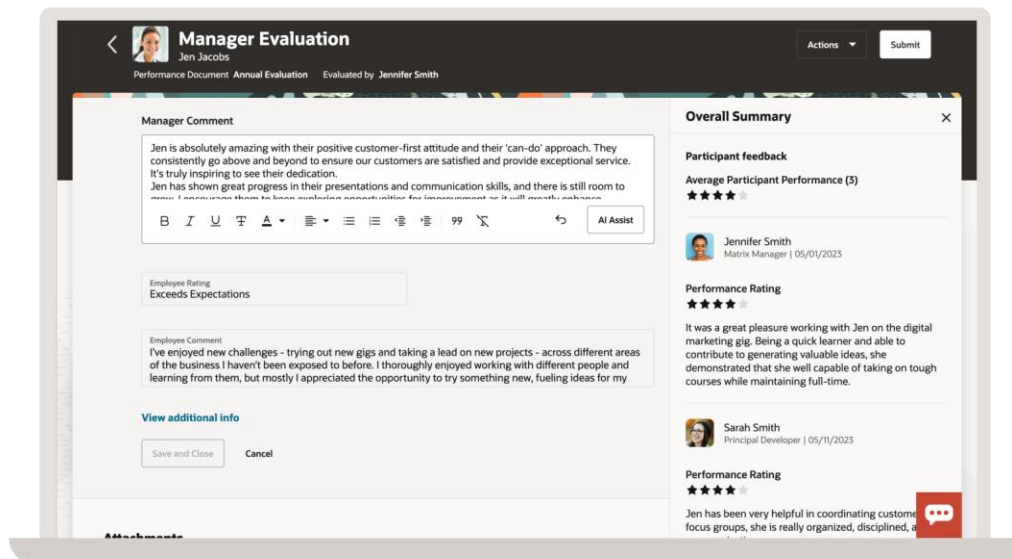
However, generative AI can also carry risks, including misinformation, privacy concerns, bias, and unintended side effects. HR leaders face the challenge of deploying the necessary technology, usage guidelines, and policies to address these risks and maximize the business value of generative AI.

# Generative AI in Oracle Fusion Cloud HCM

Oracle Cloud HCM gives workers embedded generative AI assistance designed to help them complete more tasks in less time and to help create a more fulfilling work environment while keeping sensitive and proprietary information secure.

"Using generative AI in HCM applications will be a game changer for organizations."

—Gareth Abreu, Domain Principal—HCM Business Platforms, Co-op



## Save time while elevating employee experience

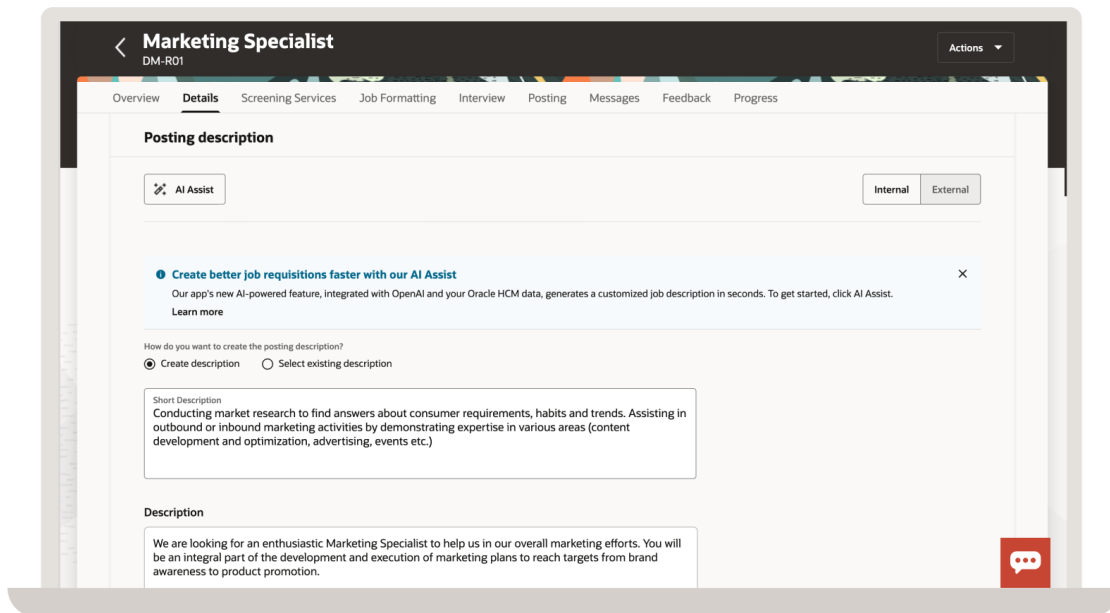
The information shared during moments that matter, such as performance evaluations and development conversations, heavily influences employee engagement and satisfaction. Generative AI-powered capabilities in Oracle Cloud HCM can help organizations shorten the time it takes to create quality content for key candidate and employee experiences, including suggestions for goal descriptions, development advice, and performance summaries. Customers can choose to train the generative AI model to create content that aligns with their organization's style and tone.

### Generative AI in Oracle Cloud HCM can

- Suggest descriptions for individual and team goals to help foster greater alignment, productivity, and collaboration
- Create a performance review summary by analyzing multiple data sources to help improve performance conversations and development suggestions
- Draft development tips for managers to help employees succeed and progress toward their career goals
- Compose recognition notes to acknowledge an employee's success in a style matching your company culture
- Draft feedback comments to help improve employee performance and engagement
- Create contextual content to help guide and support employees through transactions and workflows using your choice of third-party large language model (LLM)
- Present candidates a score with comparative details on multiple criteria, such as skills, job history, and education, to help them understand how well they fit a job
- Enable candidates to get immediate answers in a conversational manner about the company, hiring department, benefits, and job requirements
- Give candidates a summary of their best-fit capabilities and attributes for a position

## Transform how work gets done

Generative AI can help reduce the time it takes to complete routine tasks, which can help your organization shift resources to more complex and strategic work. Generative AI-powered authoring in Oracle Cloud HCM enables your workforce to quickly compose content to streamline and simplify day-to-day HR activities, such as building knowledgebase articles, developing surveys, and creating job postings.



### With Generative AI in Oracle Cloud HCM, your employees can

- Construct knowledgebase articles to answer frequently asked questions in less time and with less effort
- Suggest survey questions to help drive higher response rates and help you gain a better understanding of employee needs and sentiment
- Create engaging job posting descriptions that distinctly convey a position's requirements and success criteria

- Build career pages based on job categories to deliver tailored candidate experiences and help drive candidate engagement
- Create concise summaries of company information and long-form content on hiring topics, such as benefits, the workplace environment, and company culture, to help attract and engage candidates on career sites
- Draft job and position descriptions to help inspire and motivate employees to explore career and growth opportunities
- Innovate and expand experiences using any third-party large language model to help improve workforce performance

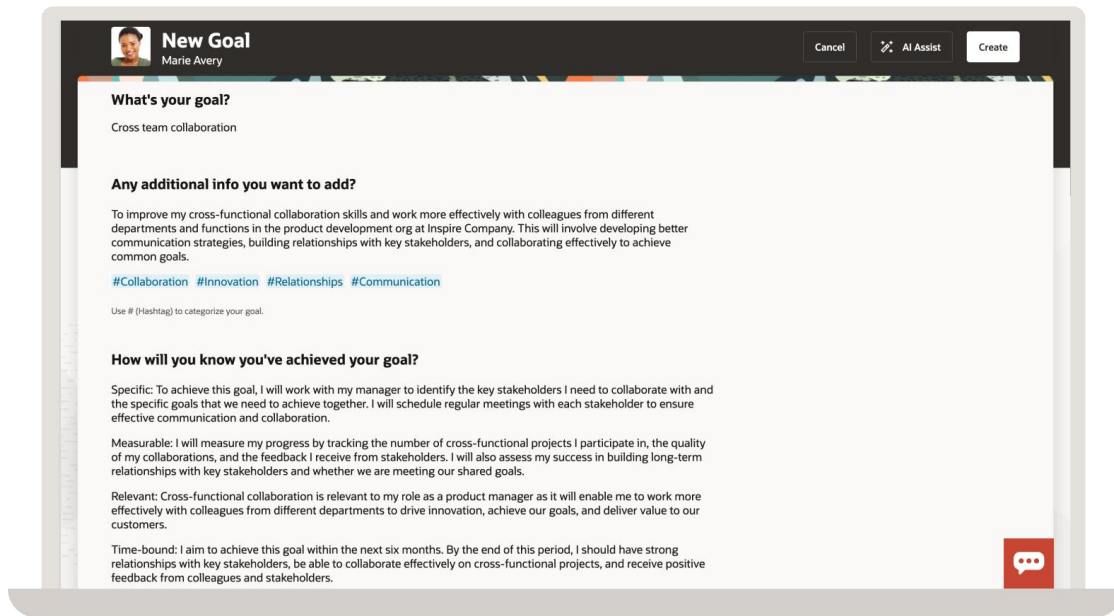


# Deploy with Oracle Cloud HCM security and performance

As employee demand rises for generative AI, leaders must mitigate associated concerns and risks when deploying it across the organization. Built on Oracle’s AI infrastructure, the generative AI capabilities in Oracle Cloud HCM are designed to deliver high levels of security and performance within a single unified platform.

## With Oracle Cloud HCM, you can

- Help reduce the complexity of deploying generative AI with an AI infrastructure designed to deliver high levels of security and performance
- Get the best results while reducing undesirable side effects with built-in generative AI prompts to help mitigate errors
- Give employees on-demand generative AI assistance—with actions that only an employee’s command can trigger, allowing them to use the tools in the way they believe is best





# Oracle helps power the manufacturing workforce

Manufacturers are struggling to fill open positions as they compete for workers seeking flexible schedules, higher wages, and opportunities for career advancement. To meet a growing need for skilled, tech-savvy labor, manufacturers need strong recruiting tools. They also need technology for reskilling and easy-to-use tools to support a better employee experience.

With [Oracle Cloud Human Capital Management](#) (HCM) you can track, manage, and grow employee skills to help your manufacturing workforce meet the needs of your business. Learning platforms can help workers improve their skills while giving a boost to retention. Chatbots, AI, automation, and a mobile experience support employees regardless of their location or device, helping you provide a better employee journey from hire to retire. You can use the generative AI capabilities in Oracle Cloud HCM to create initial drafts of performance reviews, draft engaging job postings, summarize company information (such as benefits) to help attract more candidates, and more. And you can connect strategic workforce and financial planning with [Oracle Fusion Cloud Enterprise Performance Management](#) (EPM).

**With Oracle Cloud HCM, manufacturers have achieved up to:**

**88%** reduction  
in payroll processing time

**31%** increase  
in staff productivity

**One of the world's largest steel producers** moved to Oracle Cloud HCM to help fill technical jobs in highly competitive markets. In the eight weeks following the system rollout, the company received 1,400 job applications. Previously, the company's HR teams would receive just one or two applications per job opening in key markets.

## Recognized as a Leader



Gartner® Magic Quadrant™ for Cloud HCM Suites for 1,000+ Employee Enterprises, Ranadip Chandra, Sam Grinter, Ron Hanscome, Chris Pang, Anand Chouksey, Josie Xing, Harsh Kundulli, David Bobo, Laura Gardiner, Hiten Sheth, Jackie Watrous, Travis Wickesberg, October 18, 2023.



Gartner® Magic Quadrant™ for Financial Planning Software, Regina Crowder, Matthew Mowrey, Vaughan Archer, December 5, 2023.

## Rethink the employee experience in manufacturing.

- Get accurate, real-time people data and talent insights.
- Identify the most crucial gaps in your workforce.
- Get job postings online faster by using generative AI to help draft them.
- Speed up the hiring process with easy-to-use recruiting tools.
- Reskill your workforce, supplementing hands-on training with personalized online learning.
- Increase employee engagement with regular communications, career advancement plans, and support for hybrid work models.

## Conclusion

Generative AI in Oracle Cloud HCM enables employees to improve productivity in existing HR processes and can help them produce better results and build a more positive working environment. By leveraging a unified HCM solution and AI infrastructure, your organization can deploy generative AI services in less time and with guardrails to help deliver business value faster and keep private data secure.

[Learn more about GenAI in HCM](#)

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