

ORACLE

Generative AI

in Oracle Cloud HCM



Disclaimer

This document in any form, software or printed matter, contains proprietary information that is the exclusive property of Oracle. Your access to and use of this confidential material is subject to the terms and conditions of your Oracle software license and service agreement, which has been executed and with which you agree to comply. This document and information contained herein may not be disclosed, copied, reproduced or distributed to anyone outside Oracle without prior written consent of Oracle. This document is not part of your license agreement nor can it be incorporated into any contractual agreement with Oracle or its subsidiaries or affiliates.

This document is for informational purposes only and is intended solely to assist you in planning for the implementation and upgrade of the product features described. 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, and timing of any features or functionality described in this document remains at the sole discretion of Oracle. Due to the nature of the product architecture, it may not be possible to safely include all features described in this document without risking significant destabilization of the code.

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.

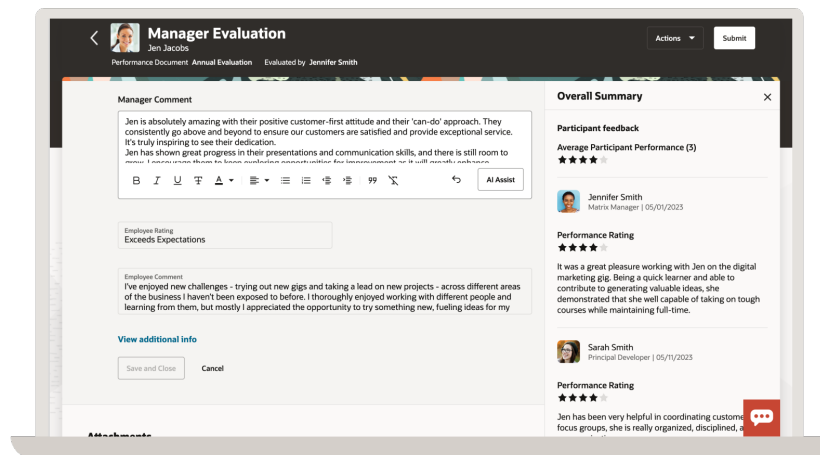
However, generative AI can also carry risks, including misinformation, privacy concerns, bias, and unintended side effects. HR leaders face the challenge of deploying the necessary technology, usage guidelines, and policies to address these risks and maximize the business value of generative AI.

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

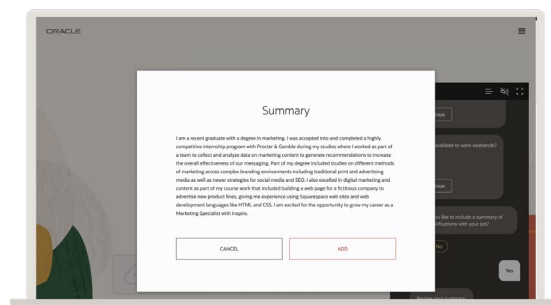


Save time while elevating employee experience

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

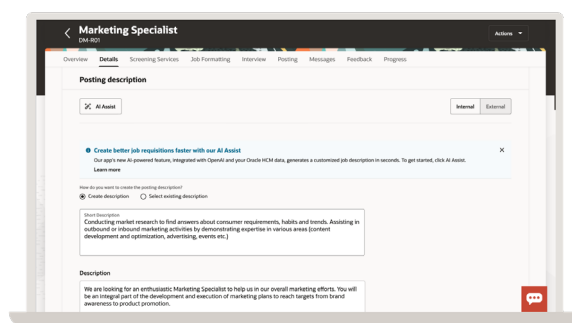


Transform how work gets done

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

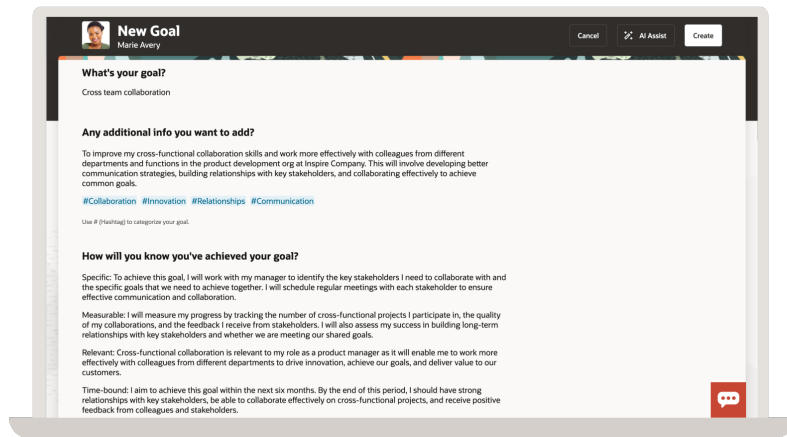


Deploy with Oracle Cloud HCM security and performance

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



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 generative AI in HCM](#)

Connect with us

Call **+44 207 5626 823** or visit **oracle.com/uk/**.

Outside the United Kingdom, find your local office at **oracle.com/emea/corporate/contact/**.

 blogs.oracle.com

 facebook.com/Oracle

 twitter.com/Oracle_UKI

Copyright © 2024, Oracle and/or its affiliates. This document is provided for information purposes only, and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document, and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

Oracle®, Java, MySQL, and NetSuite are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.