

ORACLE®

TALENT MANAGEMENT



# Oracle Talent Management Cloud

## Find and Retain the Best Talent



## Introduction

Capabilities

Lifecycle

Talent  
Acquisition

Performance

Career and  
Succession

Learning and  
Development

Intelligence

Why Oracle?

Getting Started

# Introduction

As the world emerges from global recession, it's clear that the **talent management challenges faced by enterprises today are dramatically different** from even a few years ago.

Constraints on talent are undoubtedly hurting enterprise growth and profitability. If organizations can't fill their ranks with the right people, they can't move the business forward. More than ever before, organizations are looking to HR to attract, develop, and retain employees who can help them achieve their business goals.

So how can HR tackle—and succeed—in being the talent solution for the business?

Oracle has re-thought the business of talent management and designed a system to support HR's shift from administrative to strategic. Areas such as performance management have been redesigned away from the tracking of papers, forms, and ratings and moved towards strategic growth and development activity with kudos, feedback, and ongoing goals.





Introduction

Capabilities

Lifecycle

Talent Acquisition

Performance

Career and Succession

Learning and Development

Intelligence

Why Oracle?

Getting Started

# Capabilities

While business executives are depending on HR to source, recruit, develop, and retain the best talent, HR is looking to the capabilities offered by Oracle Talent Management Cloud, including:

- **Social networking tools** that increase employee information sharing and engagement
- Flexible, holistic **goal and performance management**
- **Integrated and embedded analytics** to support informed data-driven decision making
- **Comprehensive learning solutions** that map to the needs of individual employees and organizational goals
- **Integration support** for coexisting with core HR systems including Oracle PeopleSoft and Oracle E-Business Suite, and the HCM Cloud

# 63%

of CEOs are concerned about the availability of key skills.



"17th Annual Global CEO Survey"  
2014



ORACLE®



Introduction

Capabilities

**Lifecycle**

Talent Acquisition

Performance

Career and Succession

Learning and Development

Intelligence

Why Oracle?

Getting Started

# Talent Management Lifecycle

Oracle's talent management modules connect seamlessly to one another and can co-exist in harmony with your existing human capital management platform so the end result is a **cohesive user experience, clean consistent data, and complete insight into your workforce.**

Easily source, recruit, develop, and retain your top talent with an engaging, social, and data-rich talent management software suite.

## Talent Acquisition

End-to-end sourcing, recruiting, and onboarding automation

## Performance Management

Align individual goals with corporate goals and provide clear visibility into how each employee contributes to the success of the organization

## Career and Succession

Drive a strategic, end-to-end talent management strategy with a single, integrated system for all talent-related activities

## Learning and Development

Blended learning to ensure utmost employee productivity

**FACT:**

**15%**

of HR time is spent on strategic activities,

**71%**

is spent on service delivery, record-keeping, compliance, and internal management.







# Talent Acquisition

Oracle Talent Acquisition Cloud enables organizations to **source, assess, and hire the best talent.**

By automating and streamlining the recruiting process for even the most complex, multi-national organizations, and by delivering unprecedented insight into the success of recruiting staff and strategies, the service helps companies continuously improve talent acquisition efficiency and effectiveness.

Oracle Talent Acquisition Cloud enables companies to create a more intelligent recruiting strategy using multi-tiered screening and assessments to ensure that only the best-suited candidate applications make it to the recruiter's desk. With tools such as requisition management, applicant tracking, and interview management, recruiters and hiring managers can streamline the hire process. With an intuitive, consumer-like experience and unlimited tailored career sites, top candidates will then get a positive impression of your brand from the initial job search on.



Introduction

Capabilities

Lifecycle

Talent Acquisition

Performance

Career and Succession

Learning and Development

Intelligence

Why Oracle?

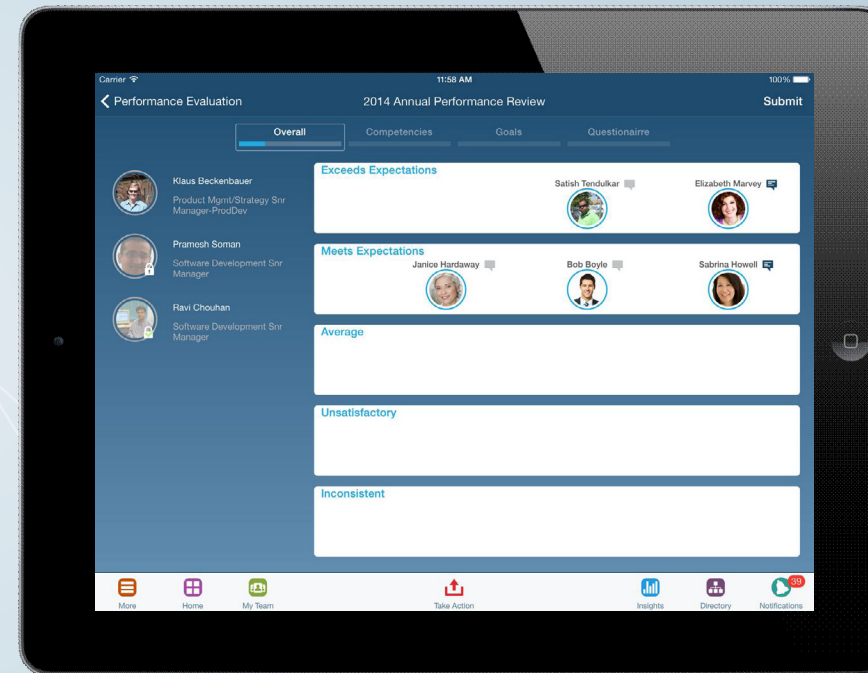
Getting Started



# Performance Management

Oracle Performance Management Cloud is designed to **support workers, managers, and business leaders** with point-in-time evaluation of worker performance.

With a flexible, template-driven setup, organizations can configure the performance process to match their business practice. Workers and managers can easily see where they are in the review process and are provided guidance and decision support in context to help them easily and intelligently complete evaluations. Embedded intelligence supports managers and HR administrators in efficiently monitoring and managing the overall performance management process with an executive view into performance task completion, tracking to target rating distribution, a quick view of employee ratings, and easy access to performance details.



Oracle Goal Management enables organizations to set, track, and manage organizational and individual goals and closely align them with the overall talent management process. The holistic approach supports an ongoing performance conversation throughout the year and helps companies create a strong communication culture.

Introduction

Capabilities

Lifecycle

Talent Acquisition

**Performance**

Career and Succession

Learning and Development

Intelligence

Why Oracle?

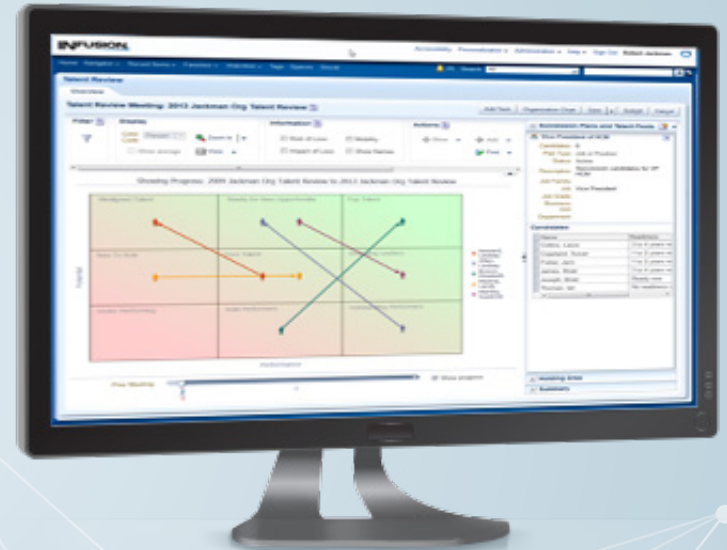
Getting Started



# Career and Succession

The talent review is one of the most **strategic processes within an organization.**

However, it's generally a manual process with many limitations. Preparation for talent reviews is labor-intensive, actions are not tracked, and follow up and accountability after the review process is generally lacking. Oracle Talent Review and Succession Management revolutionizes this process, cutting down the manual processes and making every decision actionable by assigning tasks to managers and employees for follow-up. Using an interactive dashboard, you can see how your talent ranks based on potential and performance at both macro and micro levels. The dashboard leverages both formal data, such as performance reviews, and informal data, such as peer kudos, from your existing talent profiles. You can use this data to effectively identify and assess top talent, ensuring the best talent is recognized, all talent is fairly assessed, and the right talent is developed for the right jobs.



Oracle career planning provides employees and managers with the tools to map employees' future development. These capabilities help you develop future leaders by providing insights into how current competencies fit with future job requirements, so you can find the right fit. This combination allows you to put the right talent in place to achieve your business goals by proactively identifying and closing skill gaps before you need them.

Introduction

Capabilities

Lifecycle

Talent Acquisition

Performance

**Career and Succession**

Learning and Development

Intelligence

Why Oracle?

Getting Started





Introduction

Capabilities

Lifecycle

Talent  
Acquisition

Performance

Career and  
Succession

Learning and  
Development

Intelligence

Why Oracle?

Getting Started

# Learning and Development

Providing employee training is not enough to meet organizational goals—**training has to be relevant to the employee and company goals** as well as easy and engaging for the end user.

With Oracle Learning and Development Cloud, you get a comprehensive solution for delivering, tracking, managing, and reporting on all types of formal and informal learning. Organizations can design a tailored user experience with complete control over all aspects of the user interface. Users have easy access to learning through a single platform for online, classroom, virtual, and on-the-job training, as well as assessments, blended learning, social learning, and self-reported training.

With the service, organizations can create plans to support on-boarding, certification requirements, compliance mandates, job-related training, and continued career development, and Portals can be tailored to support higher levels of adoption, brand awareness, and revenue. You can even create specific learning plans tailored to development needs and opportunities identified in employee reviews.







# Business Intelligence

To properly equip employees, managers, and HR professionals with the right information at the right time, Oracle Talent Management Cloud **delivers a full spectrum of HR intelligence capabilities so you can know your people better.**

Real-time analytics are presented to you within the context of the relevant transaction and at the point of your decision, while advanced modeling capabilities and flexible ad-hoc queries easily let you answer deeper questions about your workforce.

Our comprehensive analytics model serves as your early warning system, allowing you to analyze workforce performance and identify talent risks while there's still time to take corrective action. You can quickly look at data by different dimensions, uncover drivers of quality of hire, analyze top sources of high performers, and track broad talent trends as well as operational details. Prebuilt dashboards, thousands of data dimensions, and a library of predefined talent management metrics provide complete visibility into your talent assets. Oracle's Business Intelligence allows you to acquire the right talent into your organization, assign them to the right roles, and begin developing your workforce of tomorrow.



Introduction

Capabilities

Lifecycle

Talent Acquisition

Performance

Career and Succession

Learning and Development

**Intelligence**

Why Oracle?

Getting Started



Introduction

Capabilities

Lifecycle

Talent  
Acquisition

Performance

Career and  
Succession

Learning and  
Development

Intelligence

Why Oracle?

Getting Started

## Why Oracle?

Oracle HCM Cloud has the **breadth and depth of solutions to provide the global HR foundation that companies need** to support current business goals, and the workforce insight necessary for superior talent management.

Having a comprehensive, end-to-end system lets companies apply best practice processes across the employee lifecycle spectrum rather than just to a single, isolated process. Understanding and influencing talent is critical, and organizations that review their talent, align individual goals to business strategies, reward their top talent, and provide social networking tools are more likely to achieve success for strategic initiatives where talent is required.



ORACLE®



Introduction

Capabilities

Lifecycle

Talent Acquisition

Performance

Career and Succession

Learning and Development

Intelligence

Why Oracle?

Getting Started

# Get Started

Oracle knows your HCM and talent management business challenges intimately, having worked with **tens of thousands of customers around the world** to develop, test, and implement the industry's most complete, best-in-class portfolio of HCM solutions.

Learn how to easily source, recruit, develop, and retain your top talent with an engaging, social, and data rich talent management software suite.

## For more information:

- [Oracle Talent Management Cloud](#)
- [Oracle Cloud Documentation](#)
- [Oracle.com](#)
- [Oracle Applications Customer Connect](#)
- [1-800-633-0738](tel:1-800-633-0738)

## Follow us:

 [Oracle HCM on Facebook](#)

 [Oracle HCM on Twitter](#)



# ORACLE®

 **Follow** us at:

[Oracle Cloud Community](#)

[Oracle Talent Management Cloud](#)

 [Oracle Cloud on Facebook](#)

 [Oracle Cloud on Twitter](#)

 [Oracle Cloud on YouTube](#)

Copyright © 2014 Oracle and/or its affiliates. Oracle is a registered trademark of Oracle and/or its affiliates. All rights reserved. Other names may be registered trademarks of their respective owners. Oracle disclaims any warranties or representations as to the accuracy or completeness of this recording, demonstration, and/or written materials (the "Materials"). The Materials are provided "as is" without any warranty of any kind, either express or implied, including without limitation warranties or merchantability, fitness for a particular purpose, and non-infringement.