Solution Overview

Oracle Cloud HCM

Work Made Human

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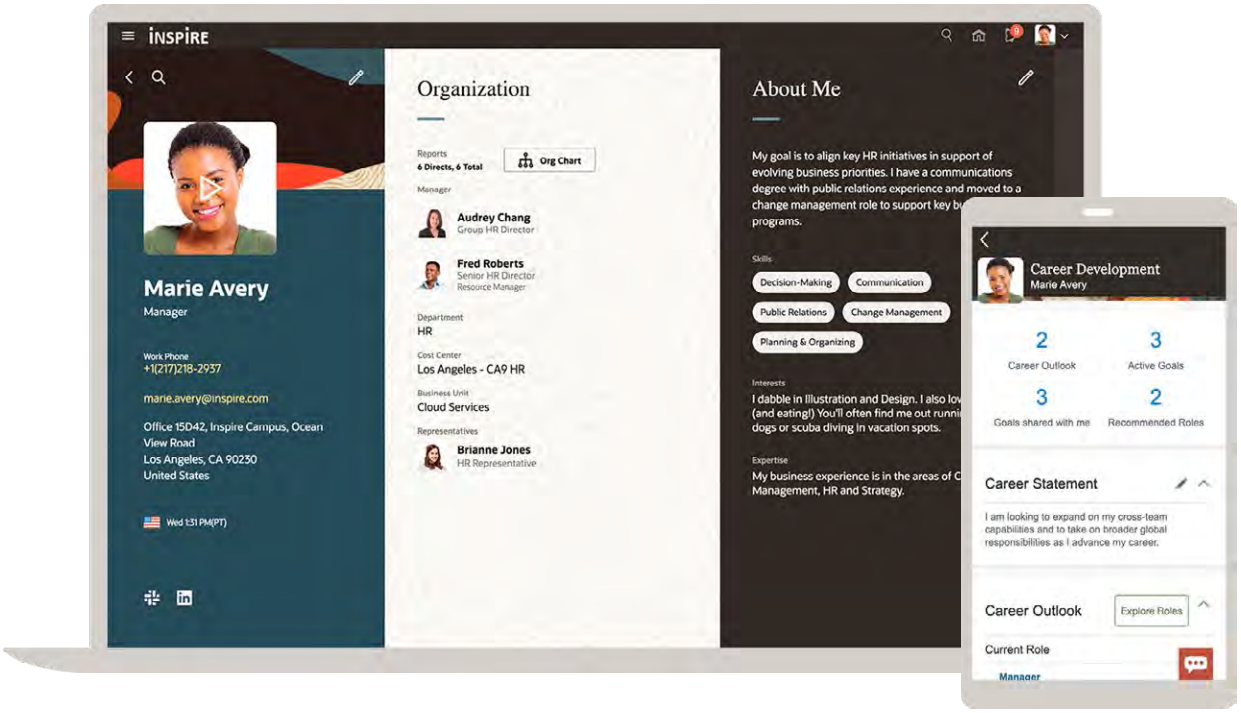


Technology dominates every facet of modern society and is changing how individuals approach their workplace experiences, even in the midst of a pandemic. In a recent Gartner survey, 64 percent of HR leaders shared that employee experience was higher priority than it was before the coronavirus outbreak. When work as we know it is changing so quickly, what tools can organizations adopt to better engage current and prospective employees?

Many organizations are leveraging the cloud and transformative technologies. HR leaders supporting their company's digital transformation can expect to realize benefits that include higher productivity, greater employee satisfaction, and improved retention in the following ways:

- Creating human experiences in the workplace, especially as organizations use more and more digital technology to solve traditional problems
- Aligning people and business strategy to accommodate the ever-accelerating pace of change
- Cultivating a culture of innovation where employees can focus on business transformation without having to deal with technology transformation

Innovative workplace systems and transformative technologies support constantly changing business demands, while complementing and improving worker performance. This is particularly true when embedded within solutions that employees use daily for collaborating with peers to achieve common goals, such as:

- Providing a human interface throughout to deliver a familiar experience to employees
- Simplifying routine processes and transactions and leveraging ML and AI to guide users through HR systems
- Delivering end-to-end modern functionality covering all facets of the employee lifecycle
- Aligning people strategy with continuously evolving business and market requirements
- Meeting regulatory compliance and data privacy and security needs

Work Made Human

Oracle Cloud HCM provides organizations with a complete HR system that is enjoyable, flexible, and intelligent, meeting both current and future organizational requirements. It is comprised of the following:

A best-in-class employee experience

- A homepage featuring a newsfeed-style display with quick actions to take, things to finish, and a dashboard that can be personalized with key analytics
- A consistent, seamless, and hyper-personalized experience across multiple devices that learns and adapts to employee behavior
- Self-driving workflows that provide employees with a few basic steps and accelerate time to productivity
- Technologies employees are familiar with, such as digital assistants and conversational user interfaces (UI)

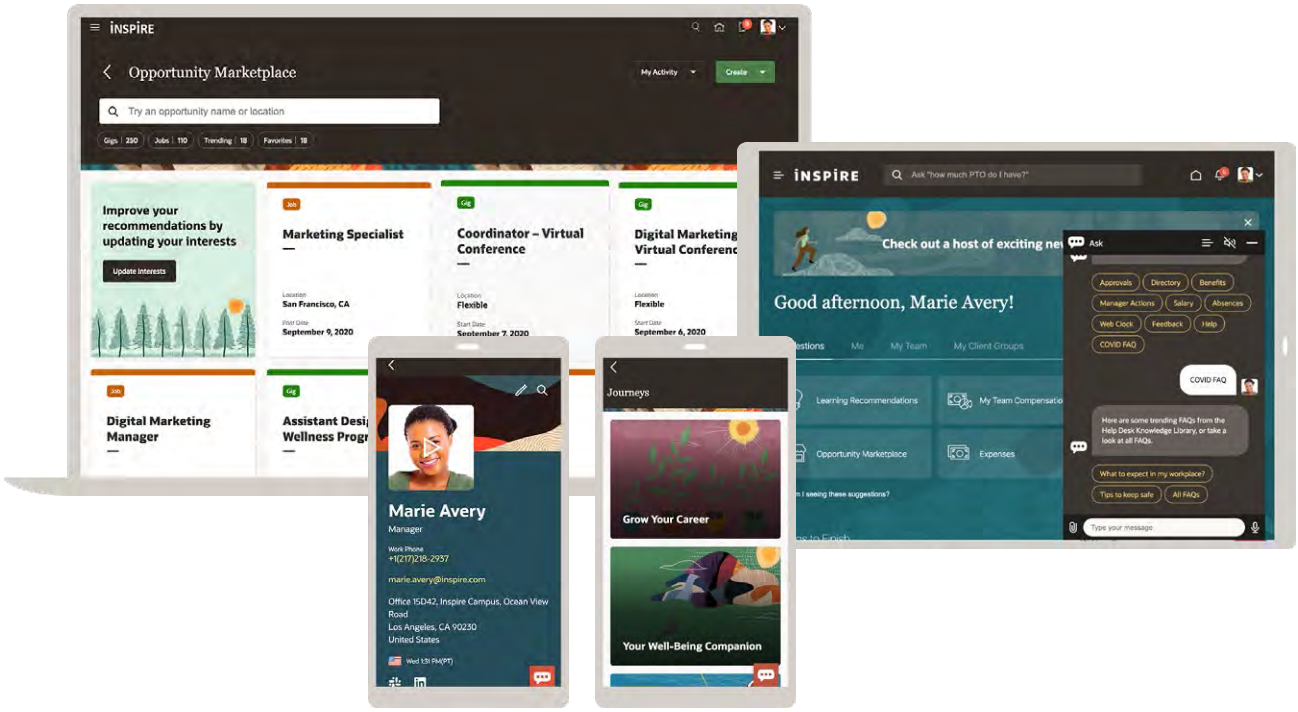
A complete cloud HCM solution

- A comprehensive end-to-end solution that is natively built for the cloud, from the ground up
- Seamless integration with financials, customer experience (CX), and supply chain management (SCM) software to better align HR with business goals and improve operational excellence

- High adaptability and configurability to provide companies with the flexibility to tailor Oracle Cloud HCM to their specific needs
- A robust database focused on data security and privacy

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 investments in R&D 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 Gartner as the leader in completeness of vision for cloud HCM as well as a leader in Cloud Core Financial Management and Enterprise Performance Management
- Highest vendor ratings by customers according to IDC SaaS View Survey, 2019
- Oracle Cloud HCM customers have realized a broad range of benefits in operational efficiency, HR process modernization and business agility, according to the the Oracle Value Realization Cloud HCM Benchmark Report, 2019

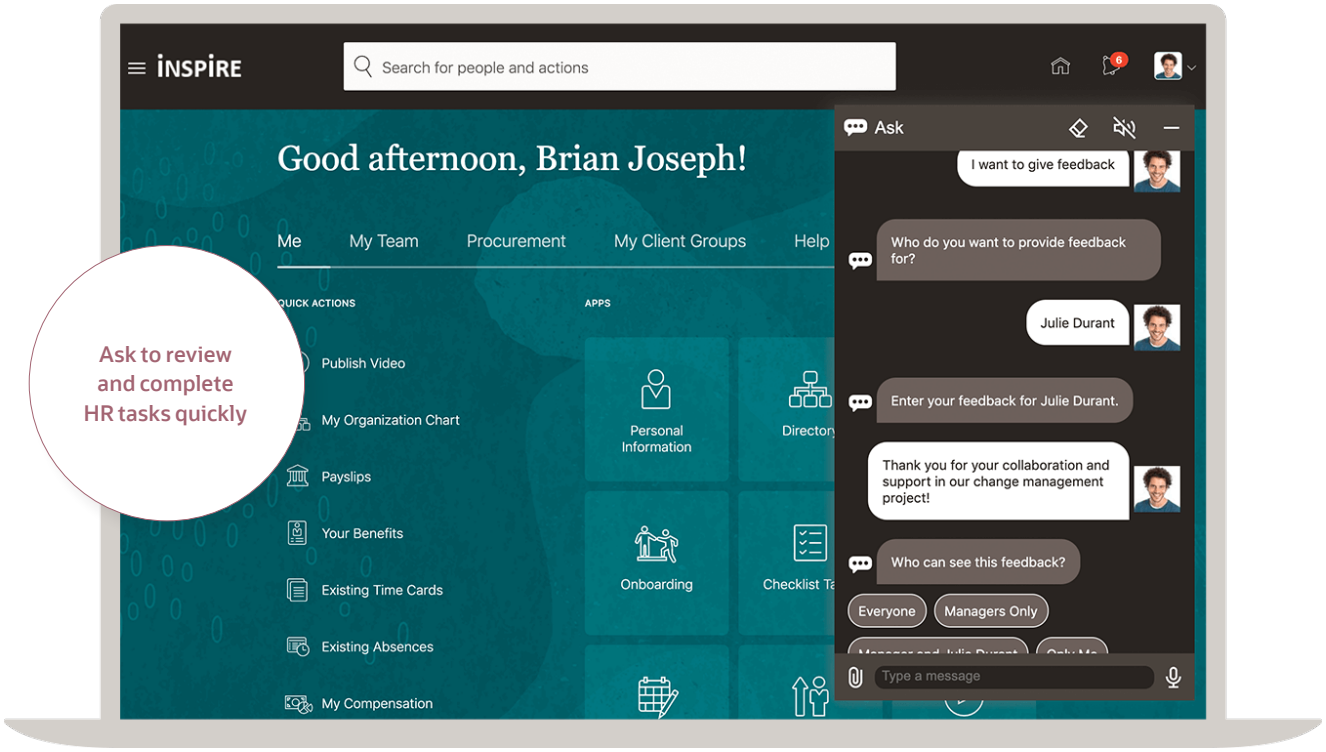


What's in Oracle Cloud HCM

Oracle offers a complete cloud HCM solution for workforce planning, recruiting, global HR, talent management, learning, work life solutions, time tracking, and payroll. Everything is provided within common business processes, with a single underlying data model and a single system of record. This ensures that your information is both current and accurate.

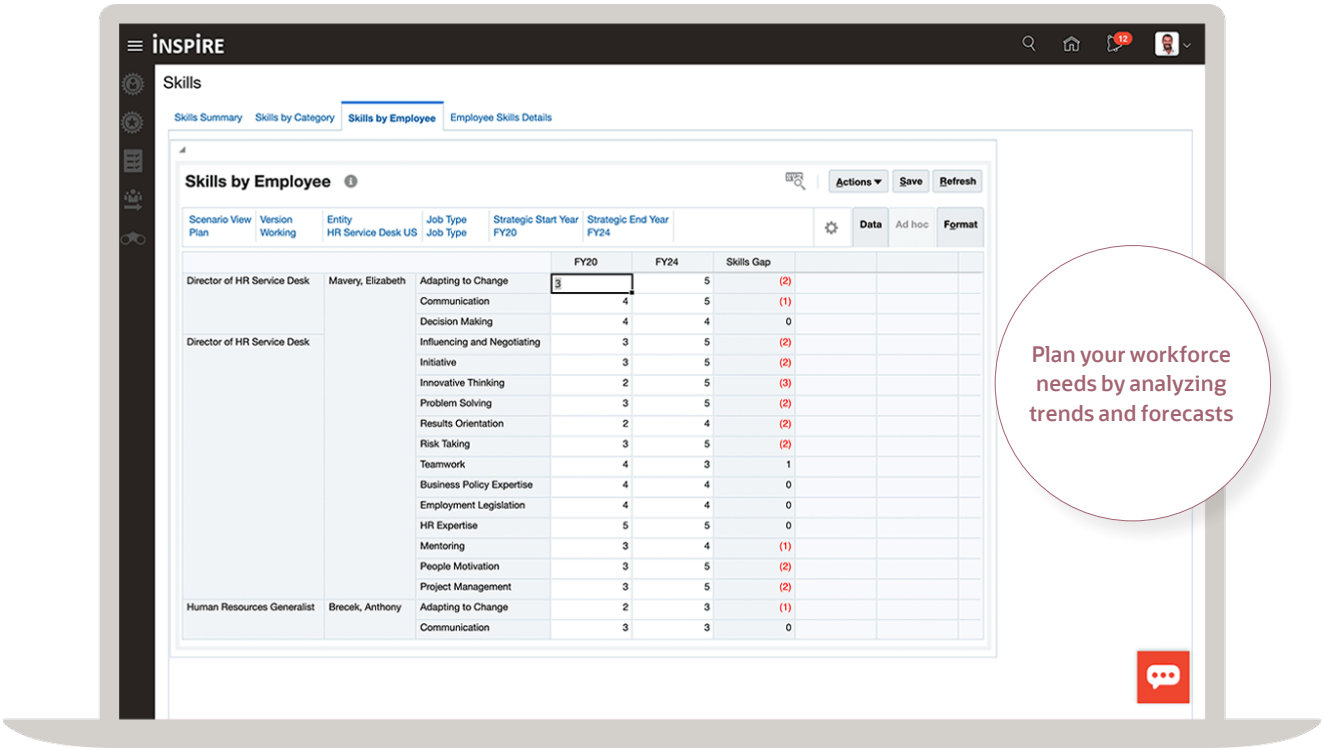
Let's take a closer look at Oracle Cloud HCM.

Oracle Digital Assistant



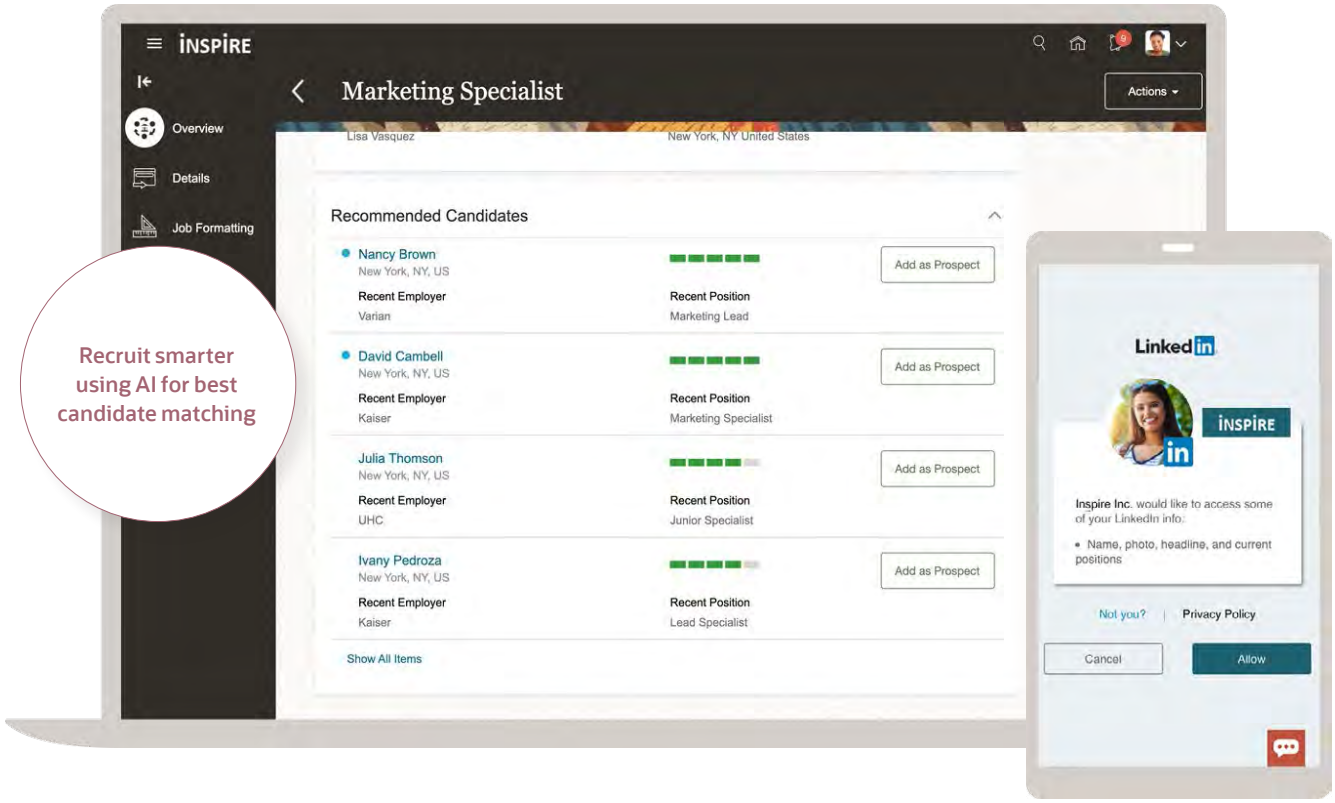
- Improve the employee experience by providing the conversational assistance employees are used to at home, making it easier than ever to get questions answered and tasks completed.
- Perform over 35 HCM-specific transactions and handle cross-functional processes such as expense reports and customer 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 Strategic Workforce Planning



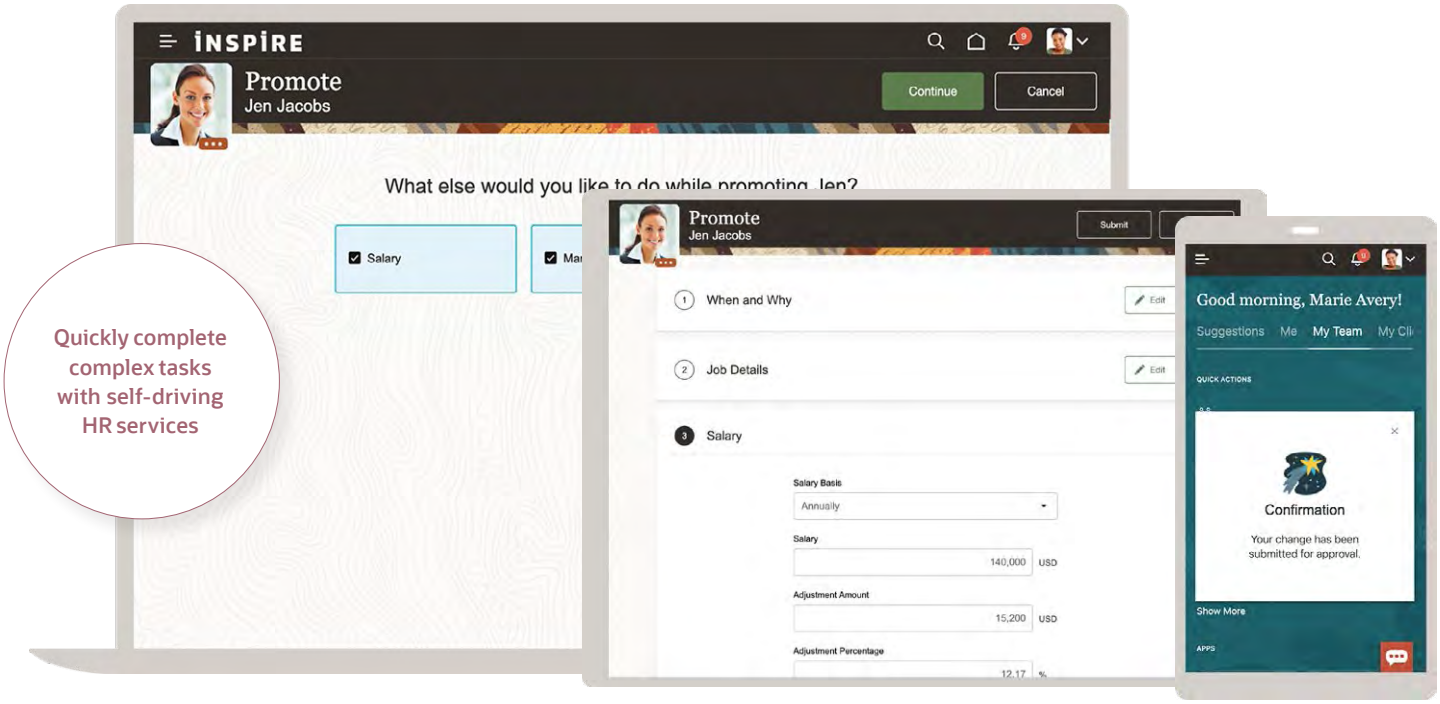
- Align people and business strategies to plan for the workforce you need in the future.
- Connect headcount plans with financial plans across departments and locations while staying within budget.
- Evaluate current workforce skills, expected retirement and attrition, and predict where future skills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

Oracle Recruiting



- Keep the candidate engaged and at the center of every aspect of the recruiting process by providing quick information through digital assistants and voice interfaces.
- Access a greater array of candidate pools and external channels, provide internal mobility opportunities, and employ AI matching to make more informed, data-driven recruiting decisions.
- Enable candidates to easily transition into employees with a seamless and smart onboarding process.
- Improve recruiter efficiency and candidate communication through increased transparency across platforms with LinkedIn Recruiter System Connect.

Oracle Global Human Resources



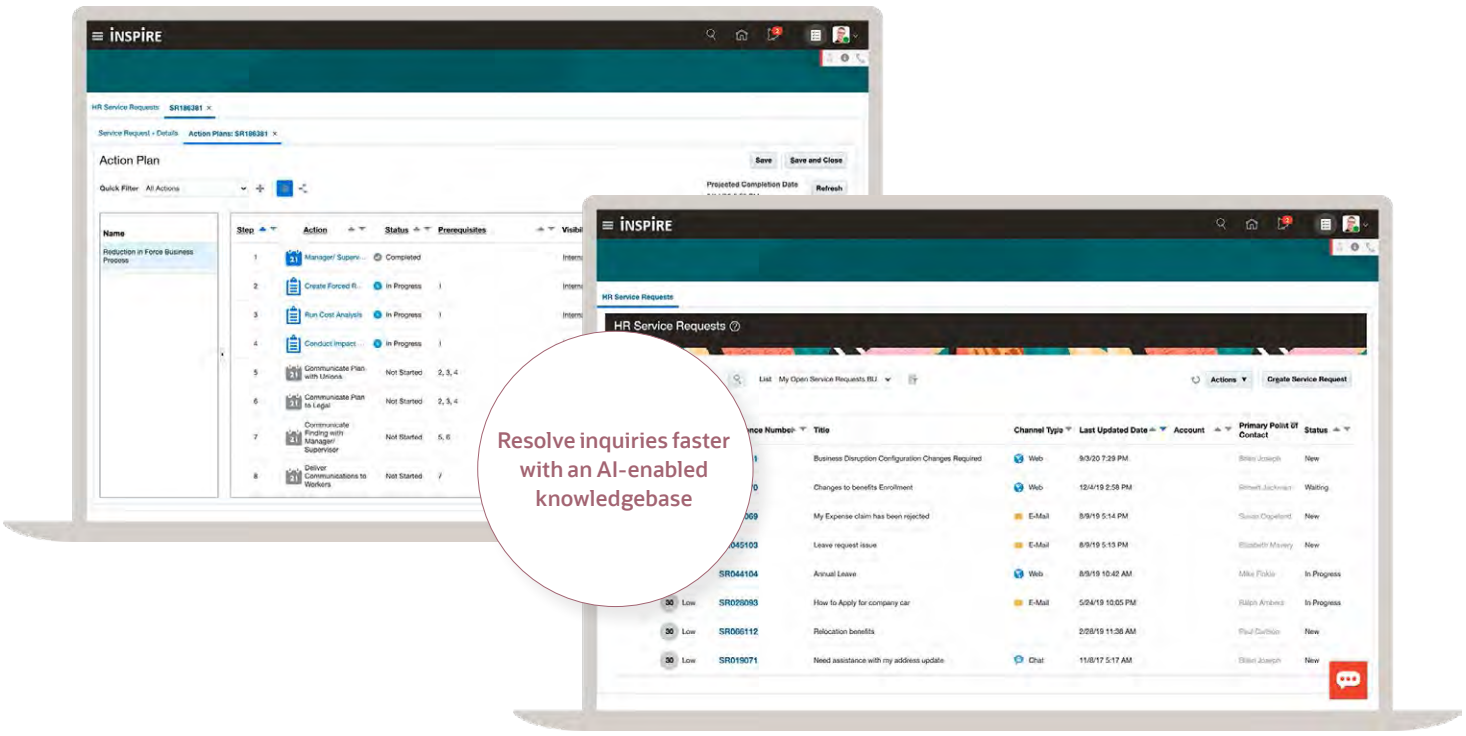
Quickly complete complex tasks with self-driving HR services

- 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.

"We started our cloud journey with Oracle Cloud HCM, aiming to have a complete view of our 20 production units and 30 design centers in the 20 countries in which we operate. Easy and real-time access to our global and local data enables us to make decisions more rapidly, creating a more efficient global HR process."

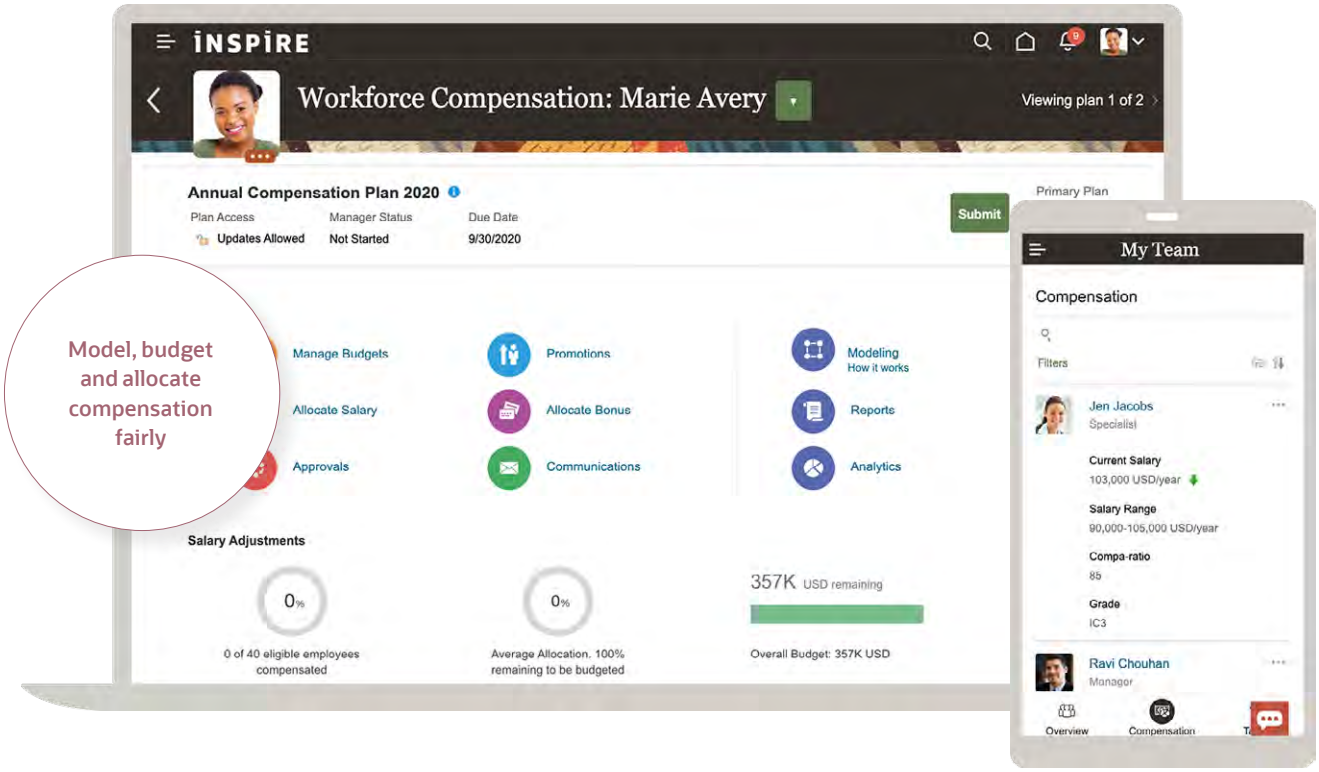
— Camilla Benedetti
HR Director
Danieli & C. Officine Meccaniche S.p.A

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.
- Get the right answers quickly by leveraging a robust and AI-enabled knowledgebase.
- Help with complex queries such as employee relations cases while supporting security and data privacy.
- Identify and analyze trends to uncover opportunities for improvement.

Oracle Workforce Compensation

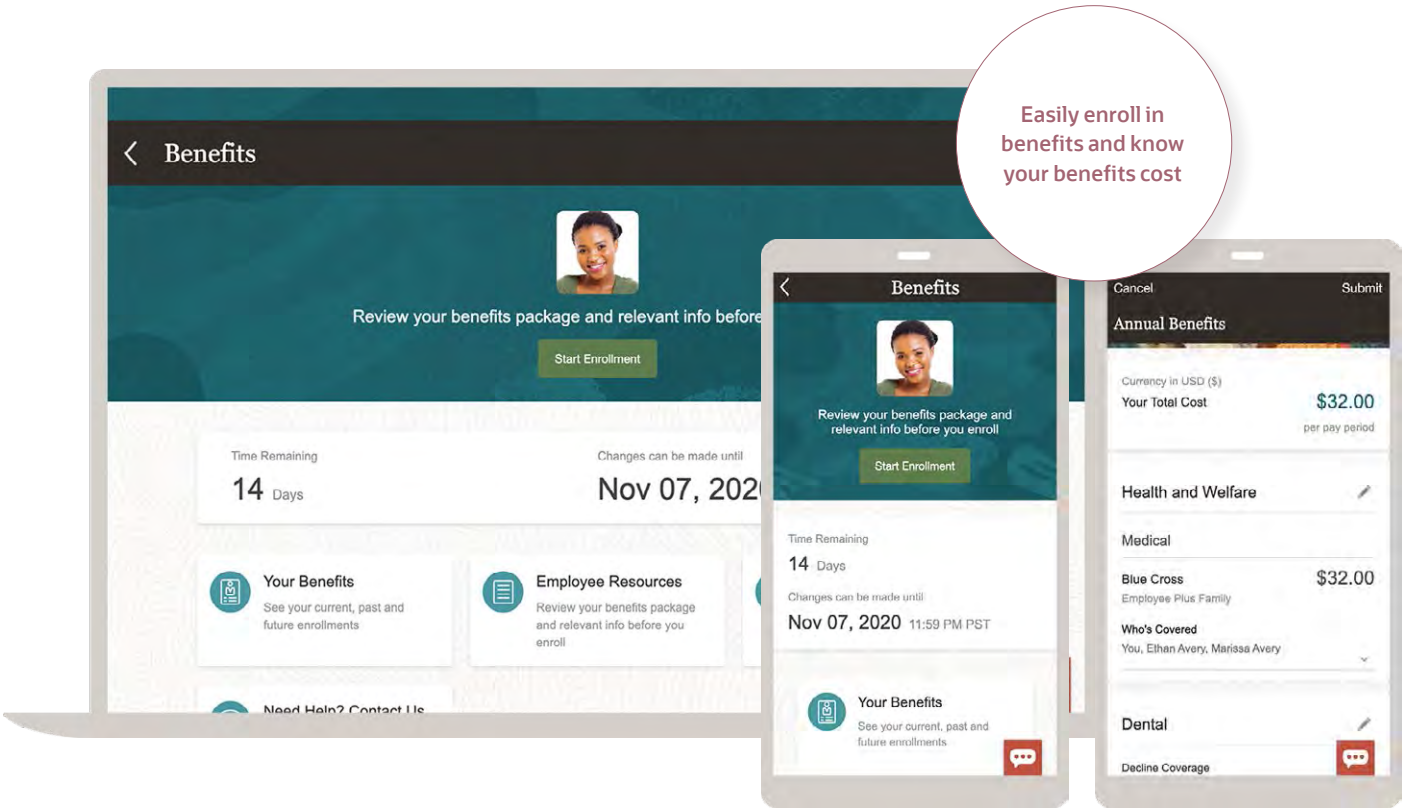


- Provide differentiated remuneration packages and allocate tailored rewards for specific groups in your organization.
- Analyze, model, budget, and administer an unlimited number of compensation plans locally and across the globe.
- Align compensation and rewards to performance and communicate a total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

"Pella has a number of different compensation plans—including profit sharing—with really complex formulas. The system saves hours of work and is much more accurate. The compensation module was a huge win for us."

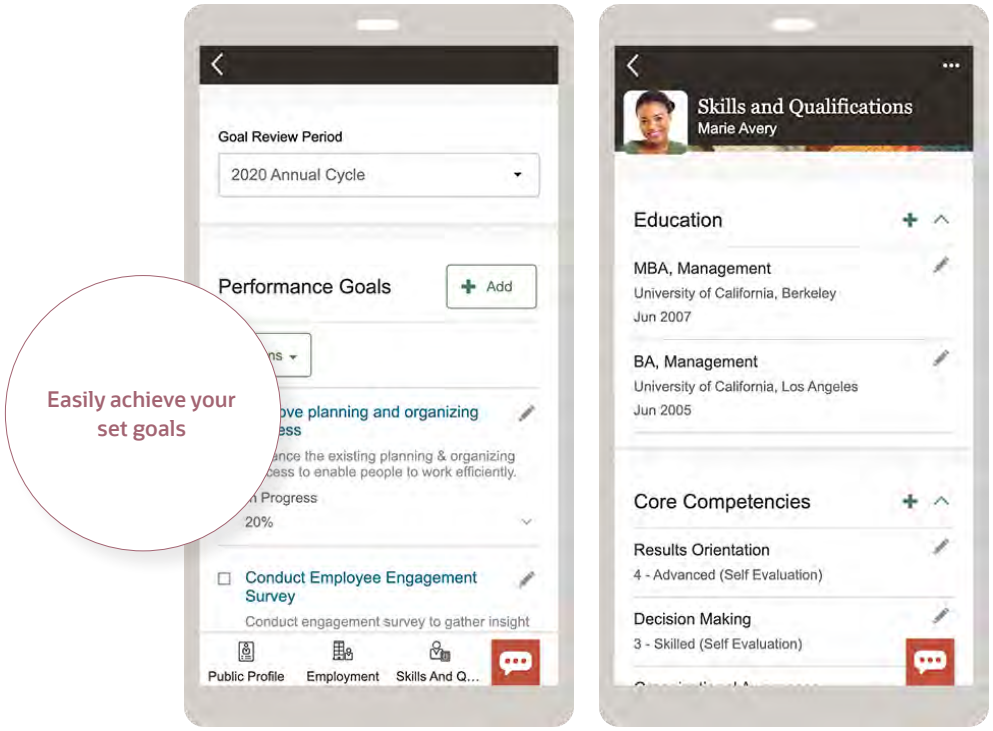
— Teri Lancaster
Manager/Supervisor
Pella Corporation

Oracle Benefits



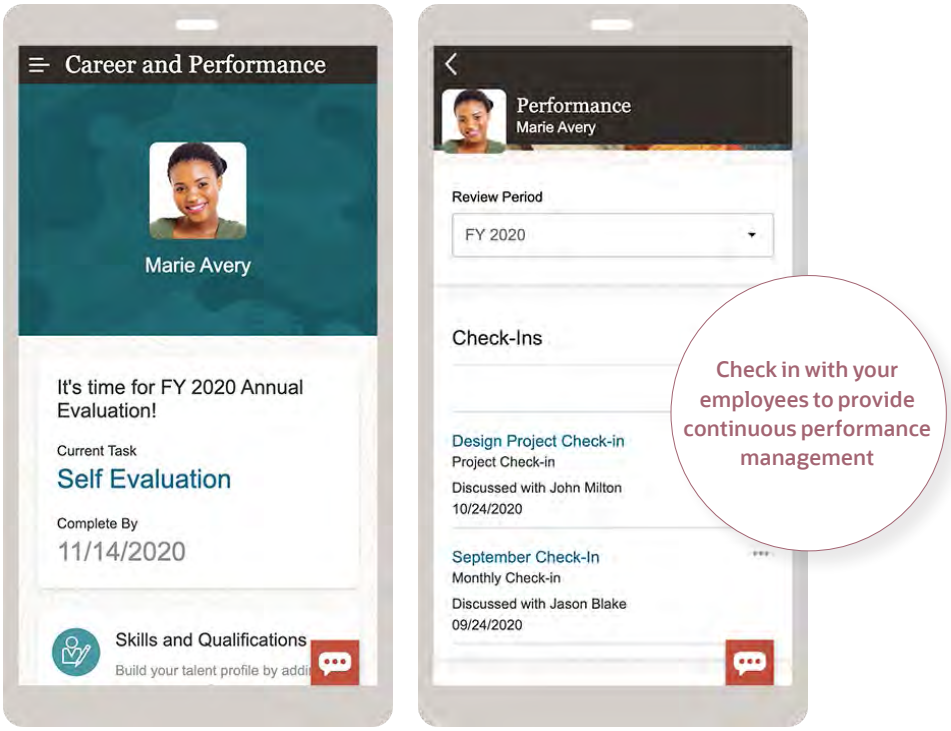
- Deliver flexible benefit programs that can easily be tailored to unique business needs.
- Provide an intuitive consumer-style enrollment flow that guides employees step by step through the selection process of their benefits entitlements.
- Transmit benefit information to third-party providers easily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

Oracle Goal Management



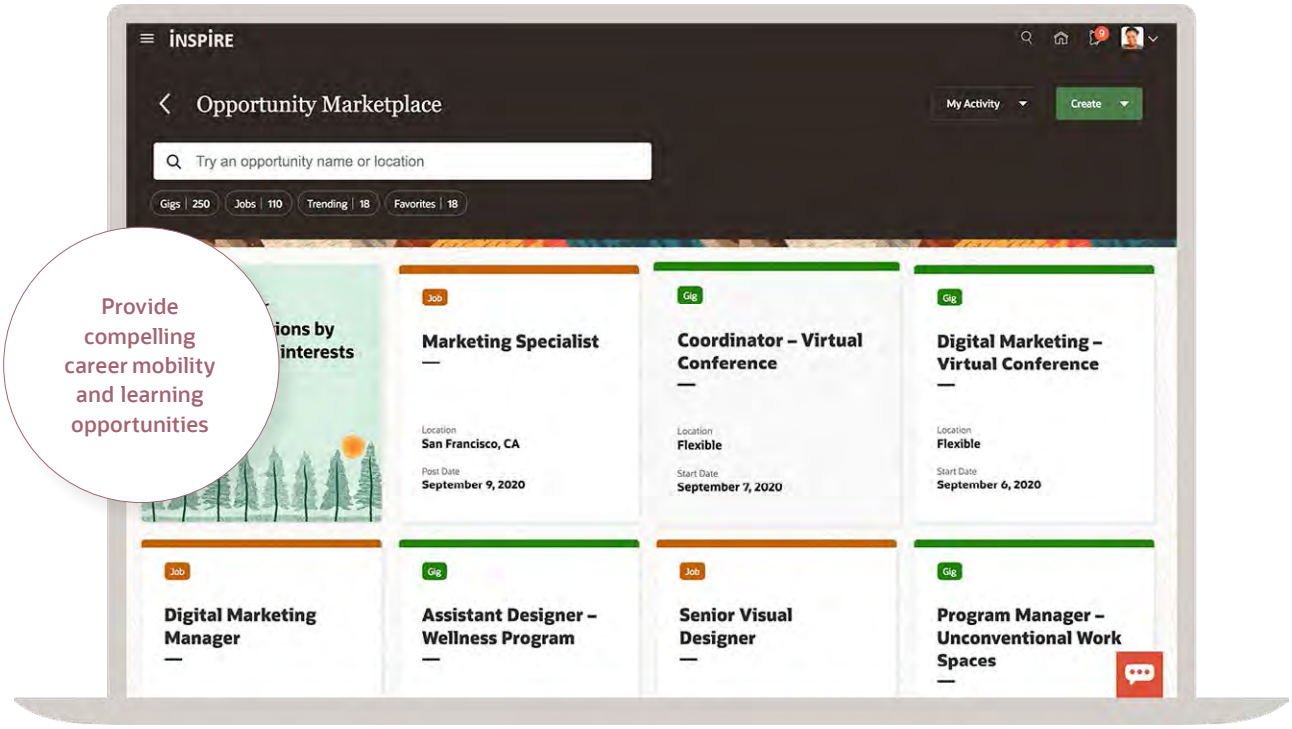
- Align individual goals with organizational goals and help employees achieve them.
- Stay current with ever-changing business priorities by viewing and updating goals on your smartphone.
- Increase engagement and promote collaboration using goal-sharing within the organization.

Oracle Performance Management



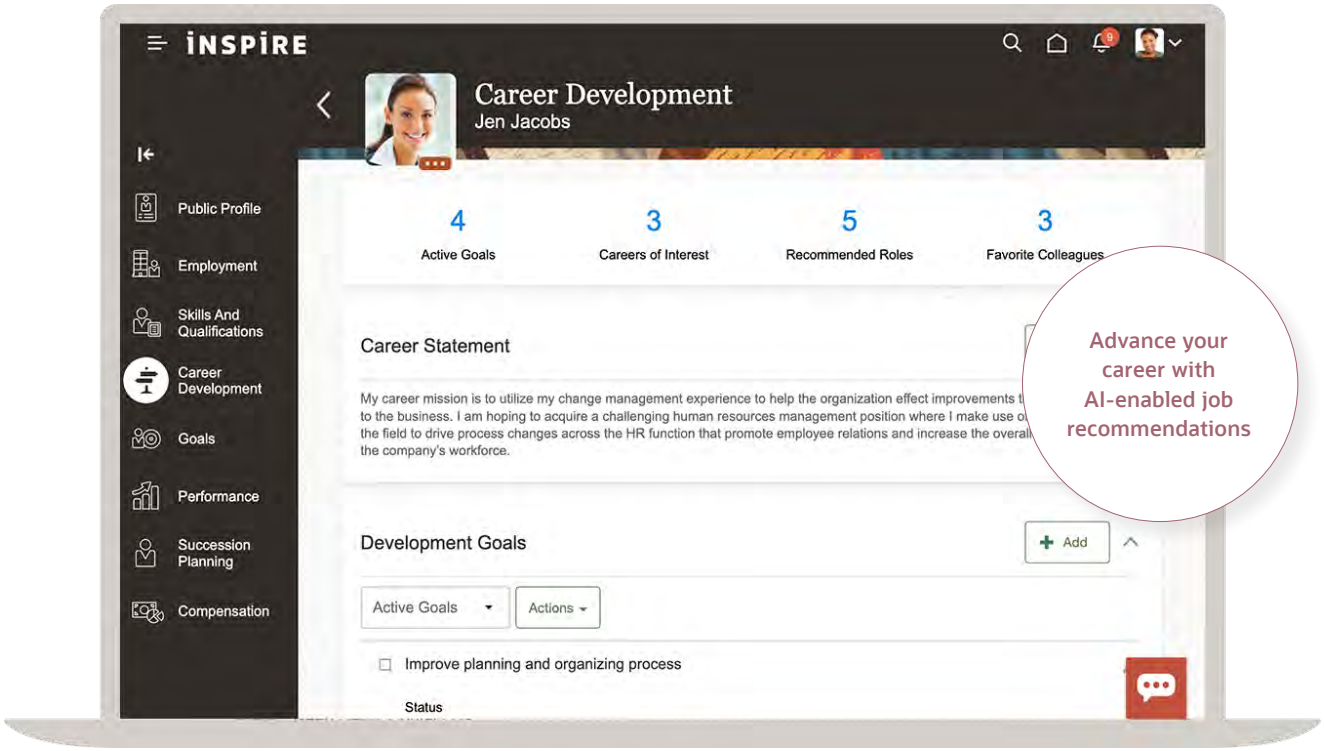
- Coach employees for success, using a smartphone or other device for regular performance check-ins.
- Capture formal and informal feedback from multiple sources to create rich, well-rounded portraits of your employees.
- Provide specific feedback for growth, and enable ongoing conversations between employees, managers, and coworkers to drive performance and talent development.

Oracle Opportunity Marketplace



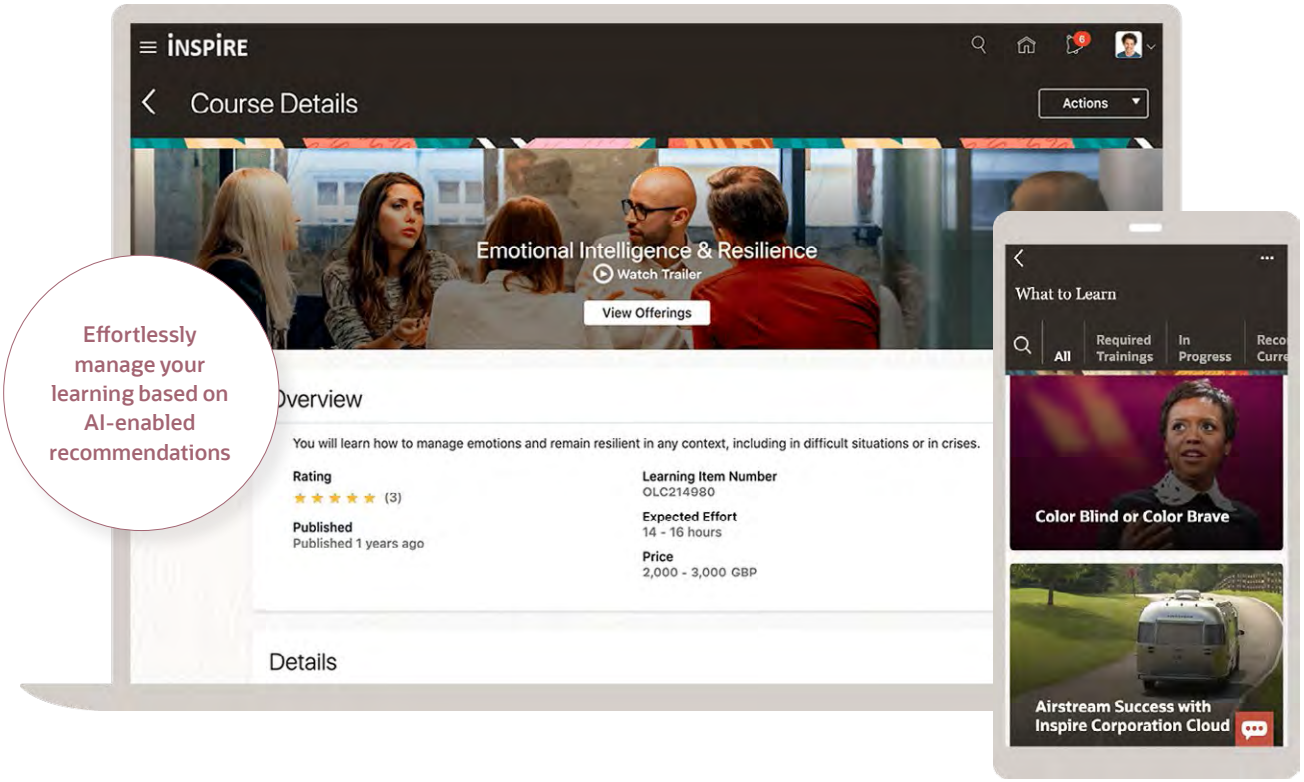
- Improve career mobility and retention by giving employees a simple, easy-to-use tool to discover short-term gigs and job postings in a single location.
- Give employees new ways to engage in different activities within the organization and expand their sphere of influence while learning new skills.
- 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 Career Development



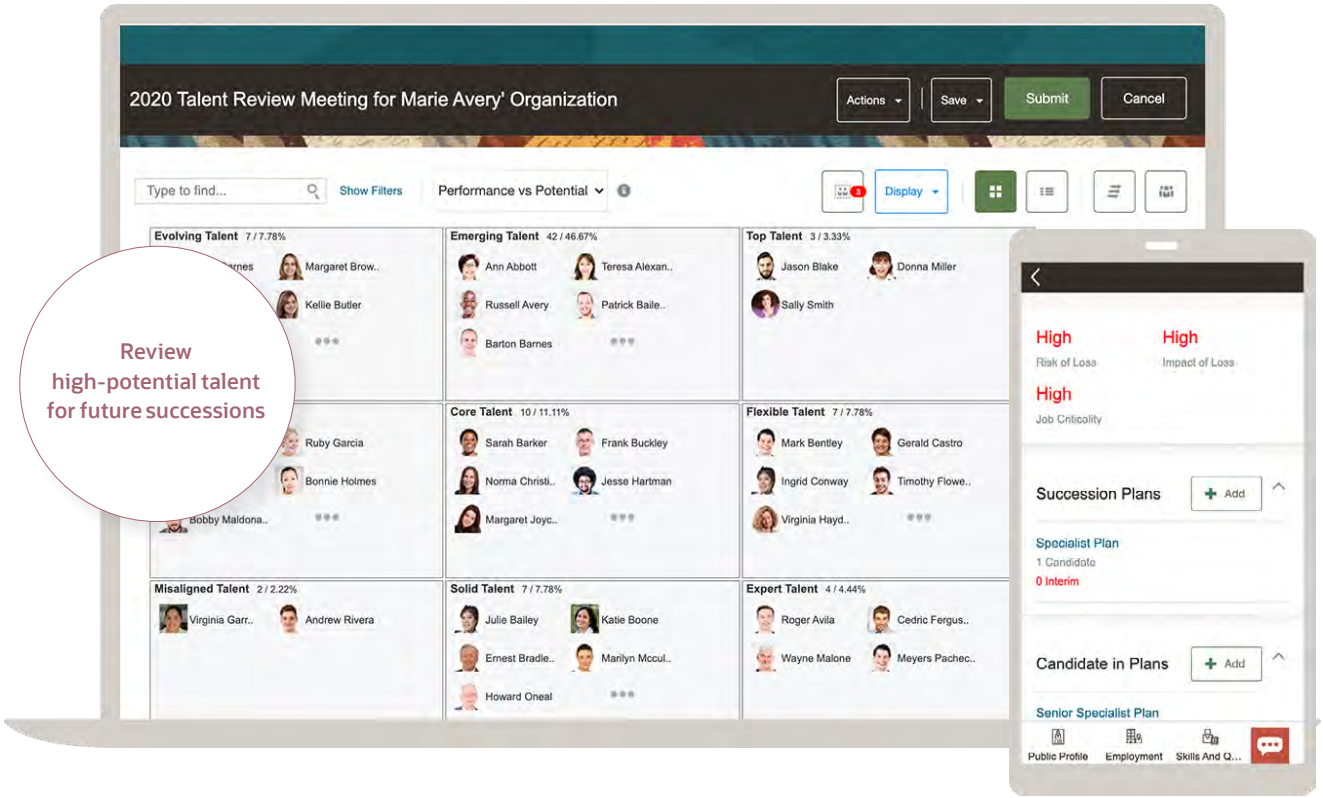
- Help employees progress in their careers and identify career opportunities in line with their skills and interests.
- Enable internal career mobility by eliminating skills gaps, employing recommended learning relevant to the employee's role and interests.
- Leverage embedded collaboration capabilities 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 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 Talent Review and Succession

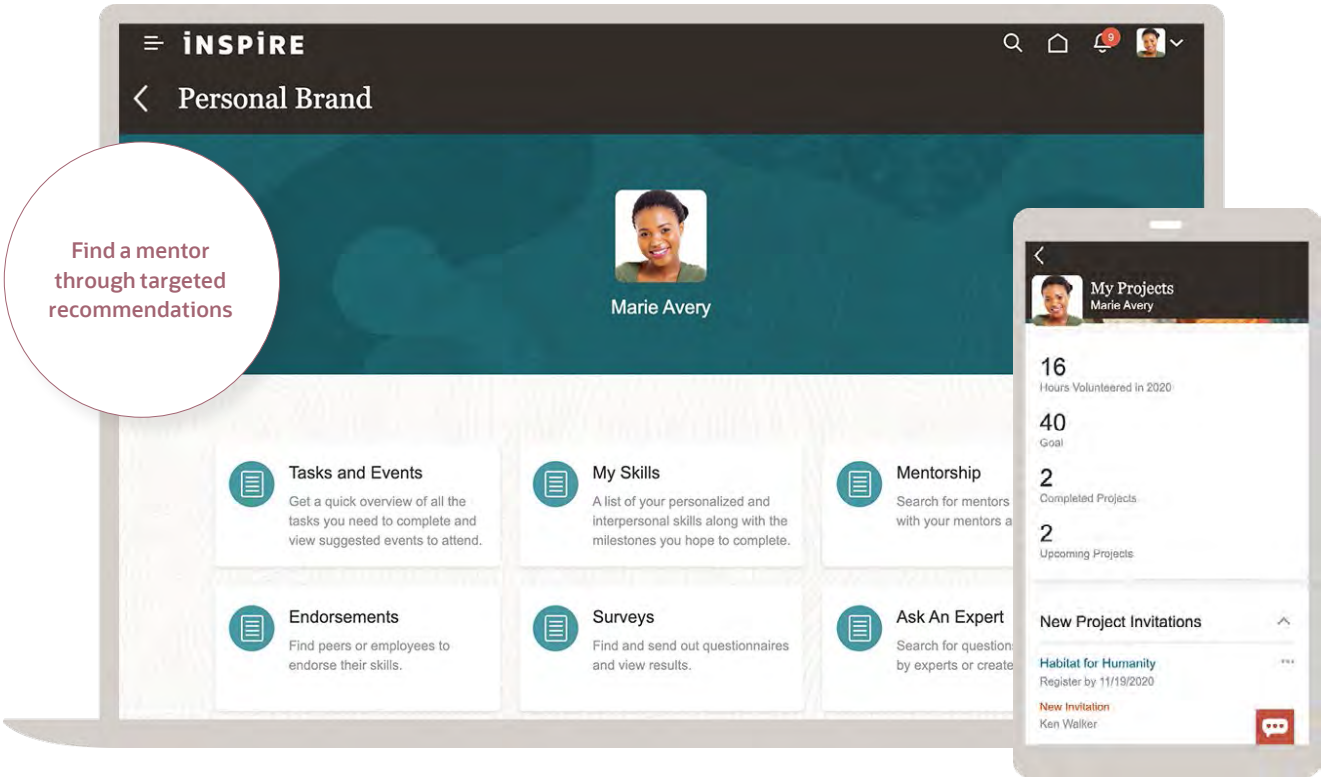


- Leverage the power of the talent profile to understand and plan your future talent needs and conduct more meaningful talent review discussions.
- Accurately access talent, evaluate macro-organizational trends, mitigate talent risk, and take timely and appropriate actions.
- Use talent pools to identify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

"For the very first time we can perform a global talent review of all of our 4,000 staff members at the touch of a button."

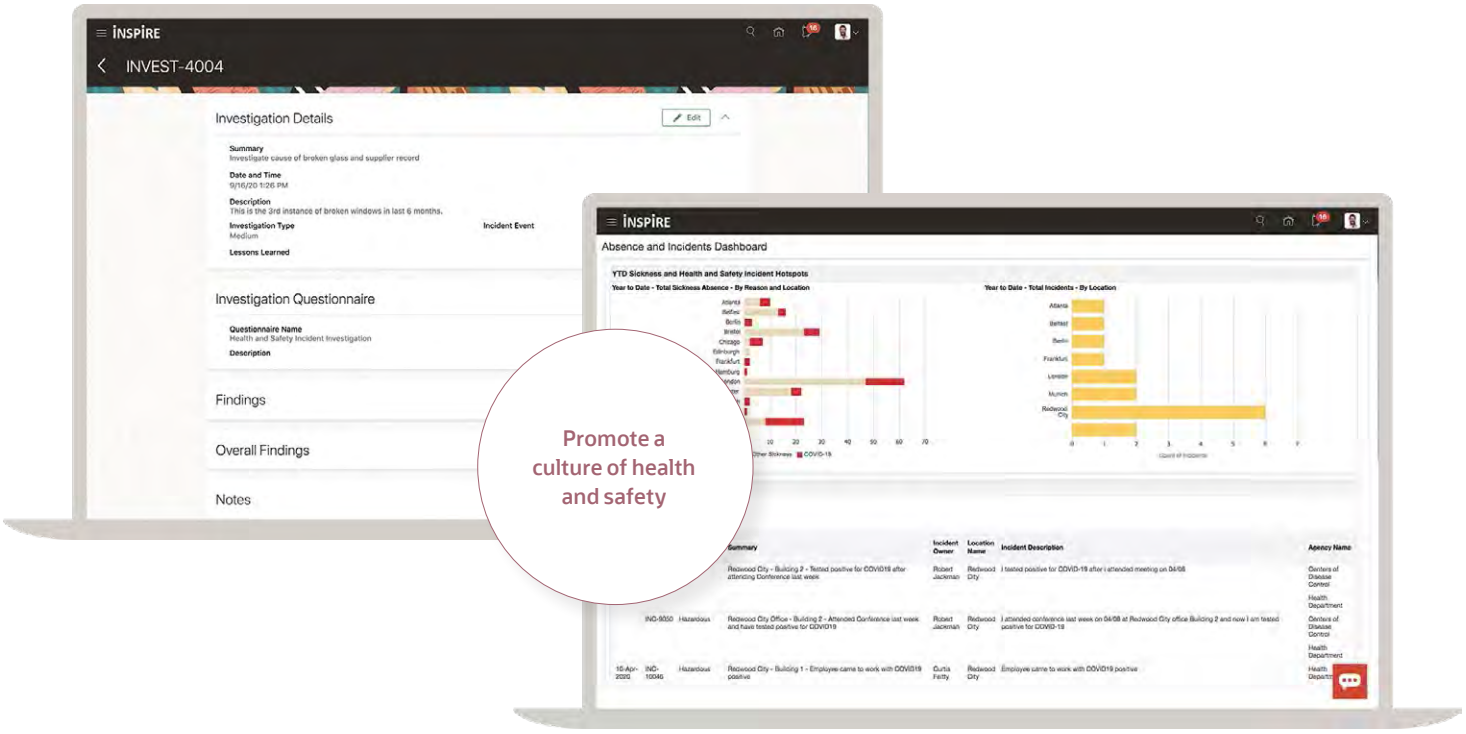
— Marietta Connery
Head of HR Solutions
Schroders

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.

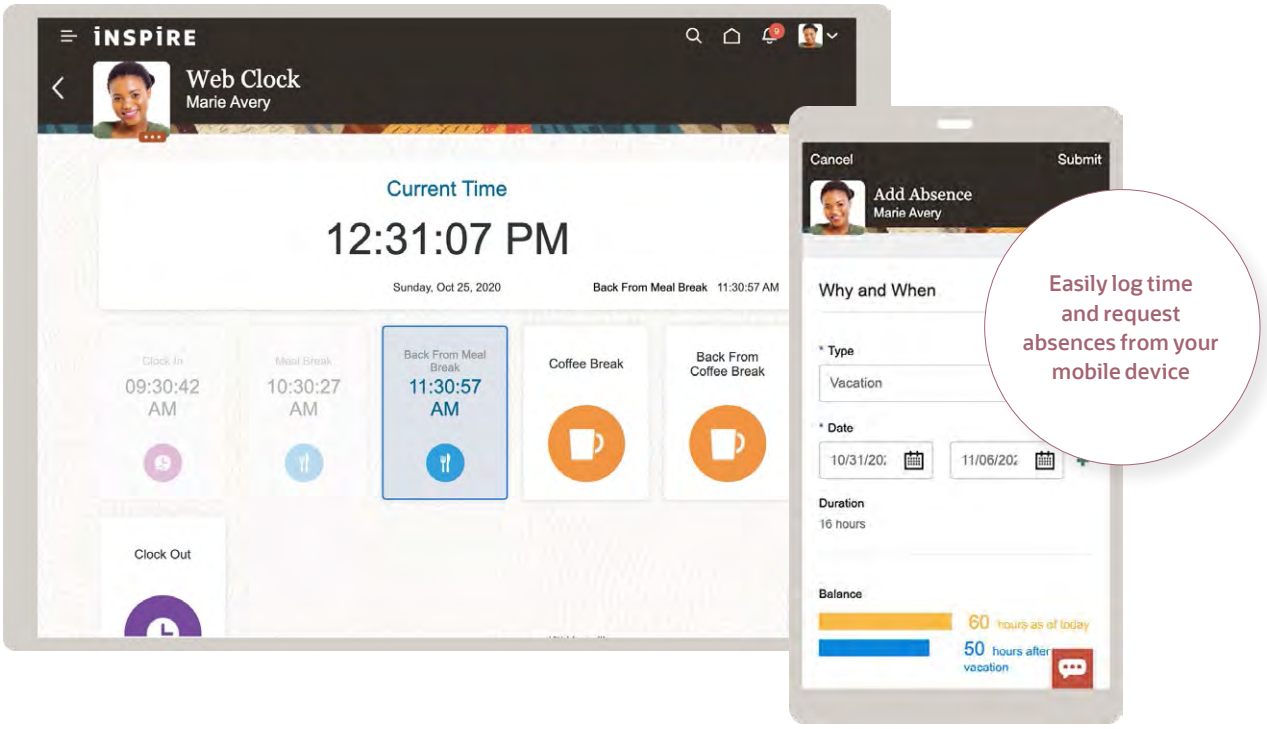
Oracle Workforce Health and Safety



- Create a safer work environment by reducing health and safety issues with a simple, easy-to-use tool to report incidents.
- Manage risk to support safety by giving managers and HR specialists better visibility into incidents, so they can take immediate action.
- Support compliance and capture incidents, near misses, and potential hazards in real time.

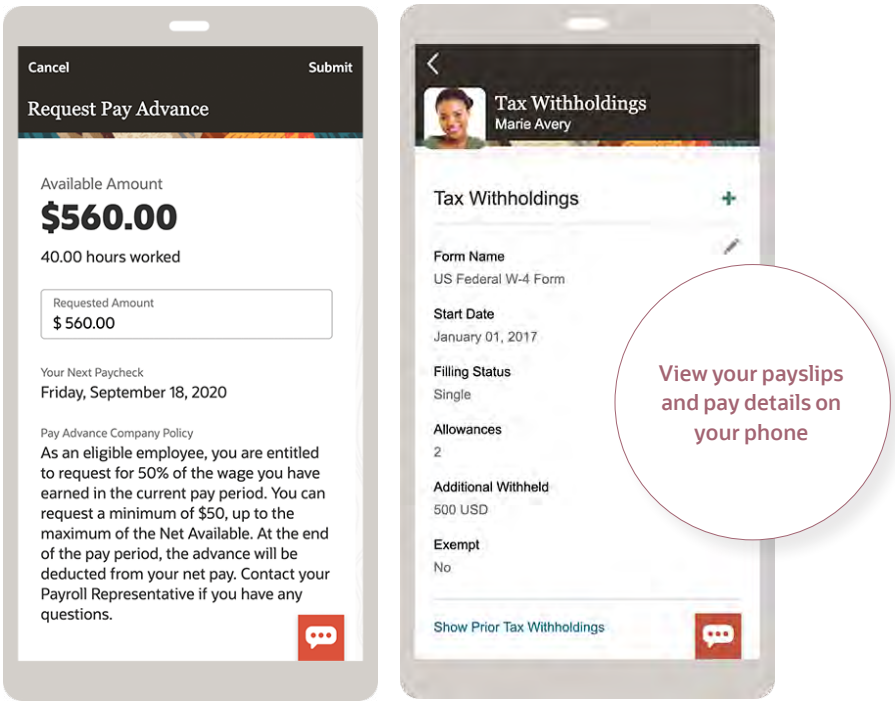
To help address the safety and HR questions you are fielding right now, we are providing Oracle's Workforce Health and Safety solution to all Oracle HR Cloud customers at no charge for as long as required to deal with the Coronavirus crisis. To learn more about this offer, please click here.

Oracle Time and Labor, and Absence Management



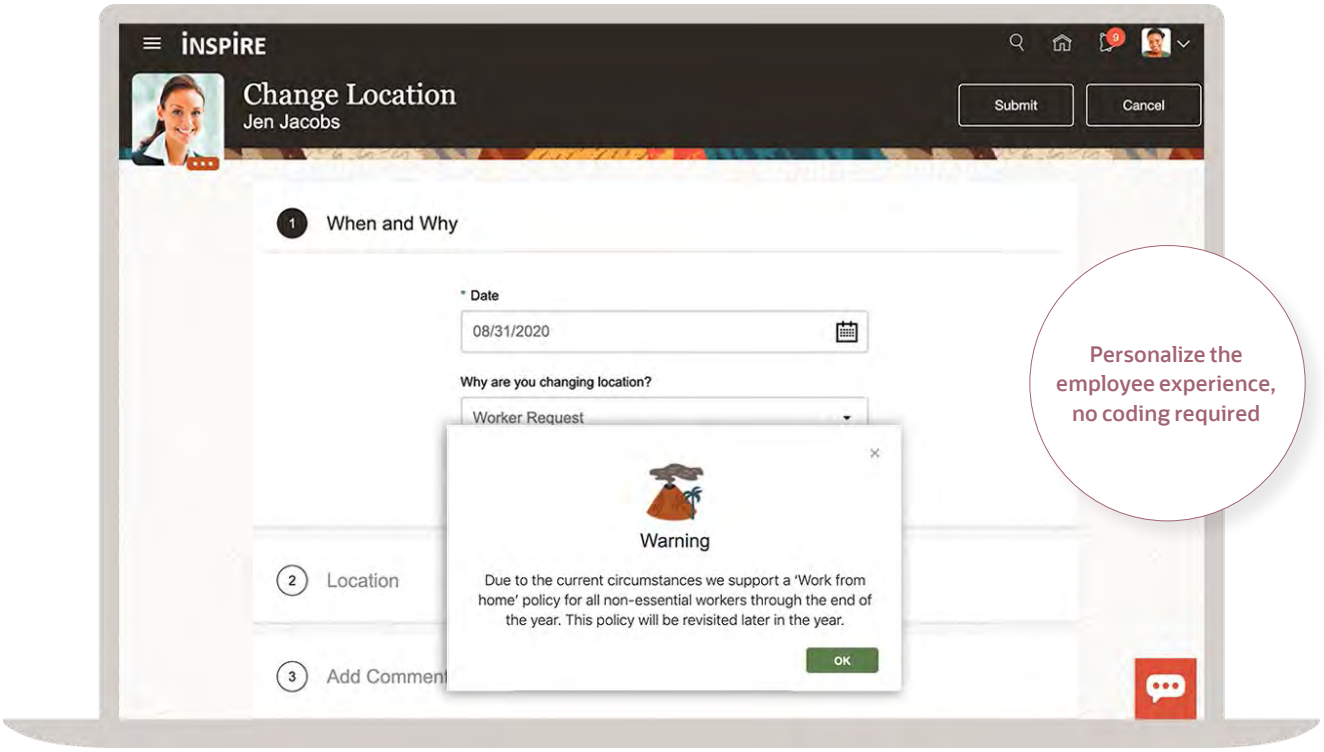
- Improve operational efficiency and time tracking for all employees, whether full-time, nonexempt, project-based, or contingent.
- Increase productivity by matching shifts with business demands, and automate overtime, premium, differential, and payroll calculations by utilizing a robust, configurable rules engine.
- Efficiently manage time off globally and support local compliance via a single solution anywhere, anytime from any device.
- To learn more on how Oracle Cloud HCM handles the complexities of supporting represented workers, click here.

Oracle Global Payroll



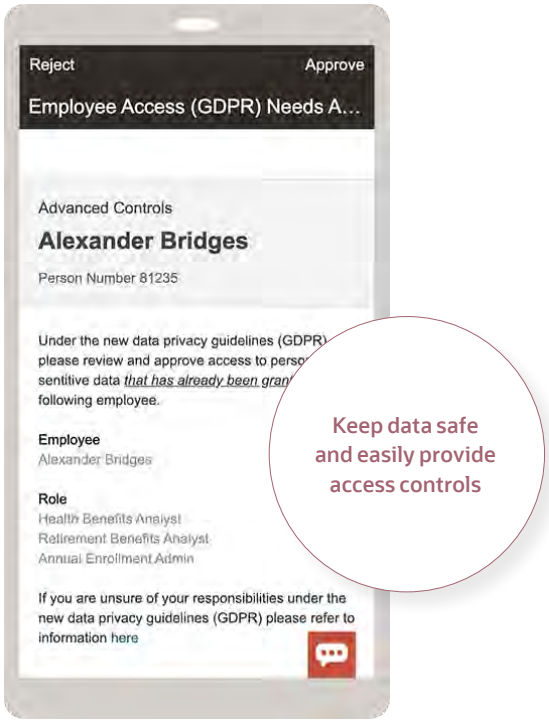
- Accurately process payroll for Canada, China, Kuwait, Saudi Arabia, the United Arab Emirates, Qatar, the United Kingdom, Mexico, and the United States.
- Support compliance by delivering required payroll tax reporting that adheres to regulatory requirements.
- Reduce the cost of payroll integrations by leveraging predefined payroll outputs and vendor integrations.
- Increase flexibility and agility for HR by providing the ability to pay employees for time worked without having to wait until the next pay day.
- To learn more on how Oracle Cloud HCM handles the complexities of supporting represented workers with payroll, click here.

Oracle HCM Experience Design Studio



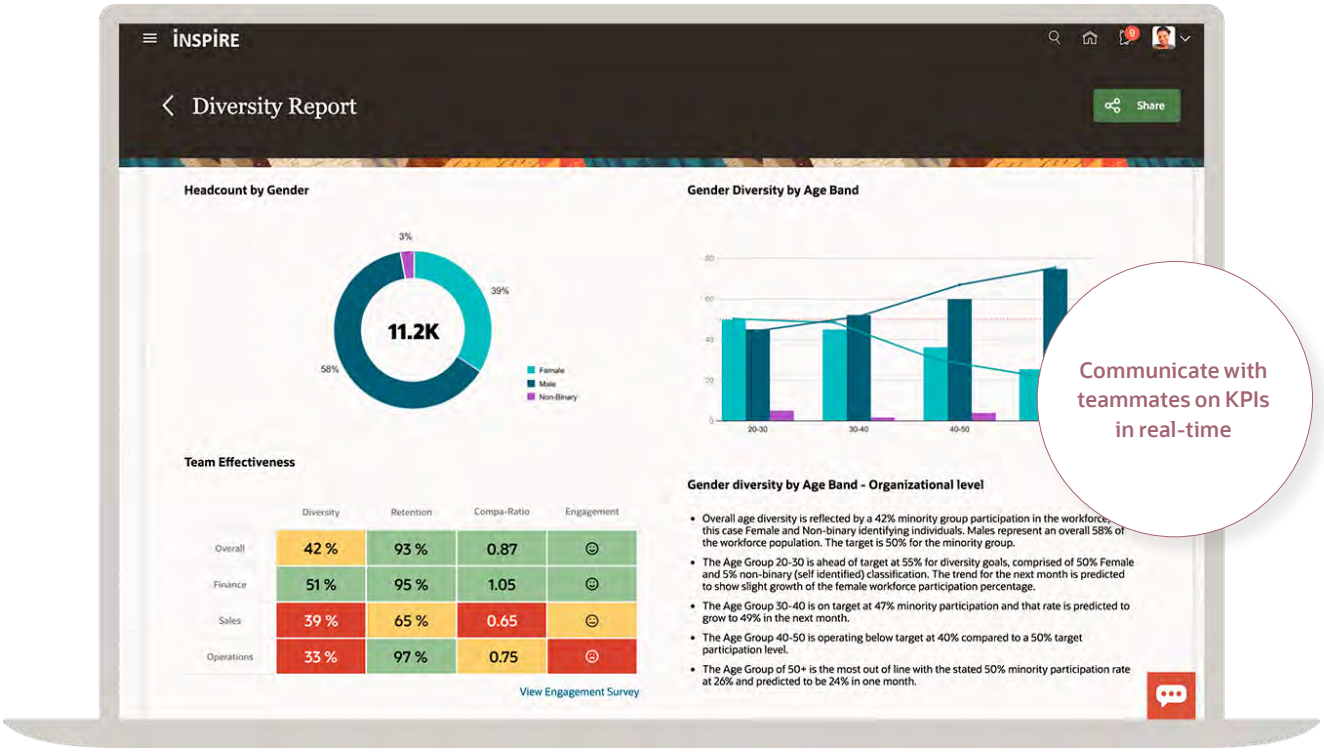
- Create rules to easily configure transactions and pages.
- Change how sections and fields are displayed, based on the user's role and the employee's business unit or legal employer.
- Improve data accuracy and process efficiency through versatile business rules-based defaulting and validations including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

Oracle 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 HCM Analytics



- Run the business day-to-day with real-time transactional reports and operational insights on headcount, attrition rates, and more.
- Support strategic decision making across the organization 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.
- Collaborate on insights to better manage the business in real-time with in-product messaging, notation capabilities, and KPI assignation for follow up.
- Customize views of data by incorporating external information sources, to help make important decisions—like which offices to open first given the rate of COVID-19 in a particular location.
- Make confident decisions about how to move the business forward with insights that provide an enterprise-wide view of data for HR and Finance in a secure and extensible way.

All in One

One suite of products
for all processes

One user experience
for human interactions, across any device

One technology
platform, data model, integrations, extensibility, security, and transformative technologies

Oracle Cloud HCM | Oracle Cloud ERP | Oracle Cloud CX

Oracle Global Human Resources	Oracle Talent Management	Oracle Workforce Management	Oracle Global Payroll
Core HR	Recruiting/Onboarding	Absence Management	Global Payroll
Connections	Performance Management	Time and Labor	Automated Retroactive Processing
HR Help Desk	Compensation	Workforce Health and Safety	Global Payroll Interface
Work Life	Learning	Project Management	Pre-configured Country Localizations
Benefits	Career Development	Expense Management	
Strategic Workforce Planning	Talent Review and Succession Management		
Workforce Modeling and Predictions	Opportunity Marketplace		

Experience Design Studio | Advanced HCM Controls | Oracle Analytics Cloud

Oracle Cloud Infrastructure Platform
AI/ML | Digital Assistant | Extensibility | Integration | Security | Autonomous Database

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