

ORACLE

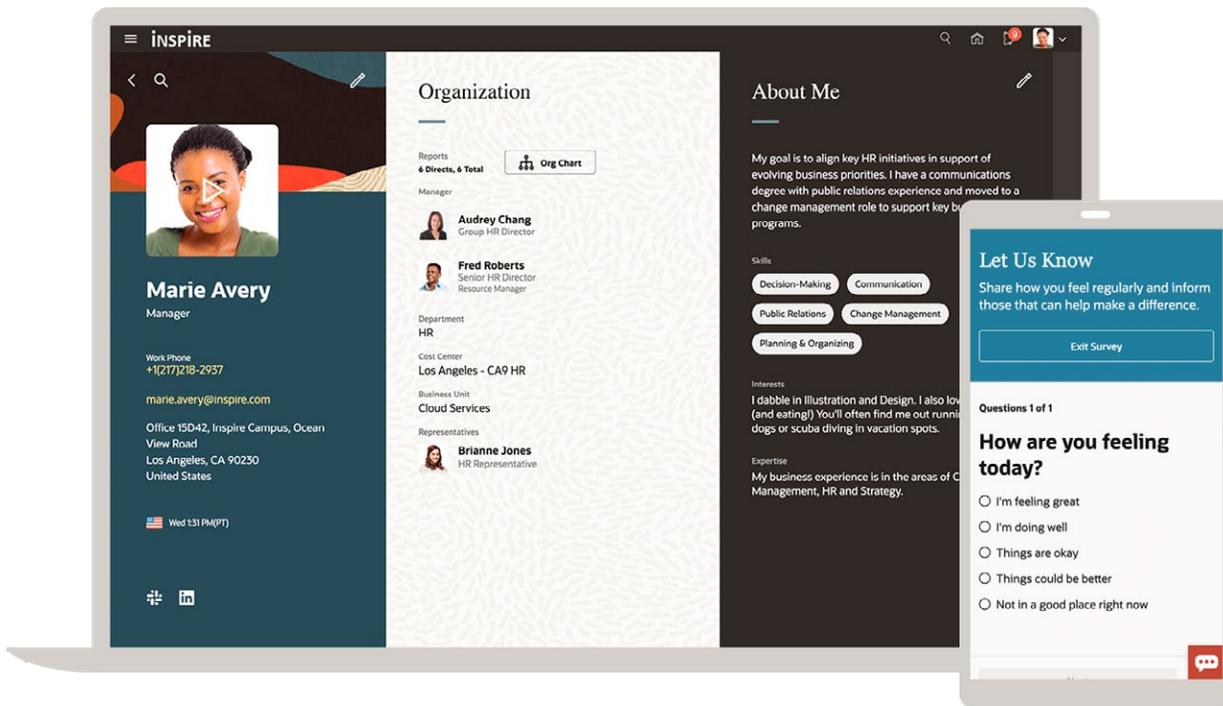
SOLUTION OVERVIEW

# Oracle Cloud HCM



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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

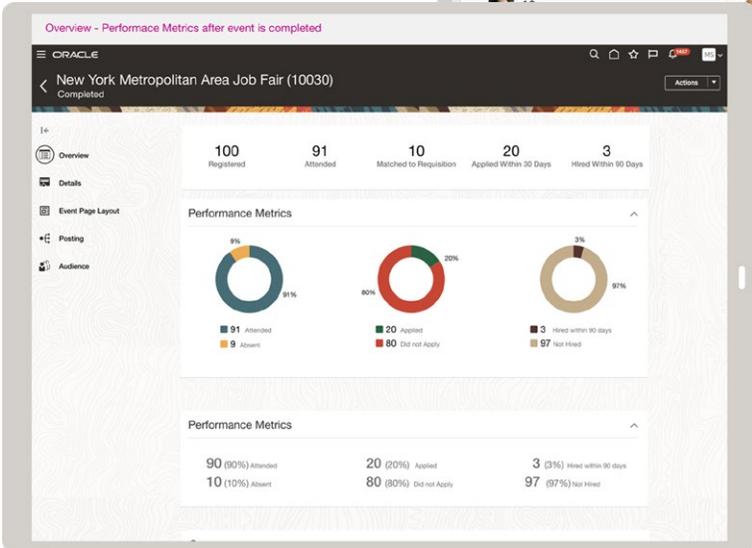
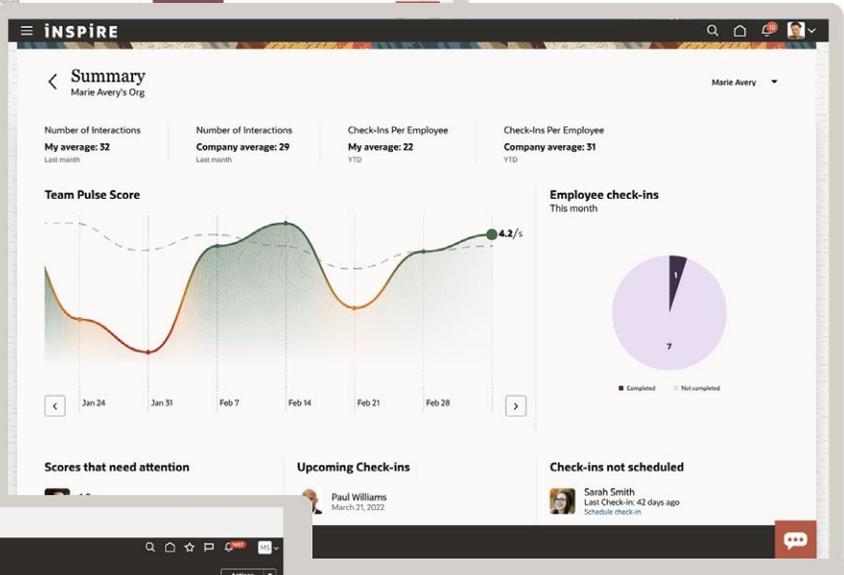
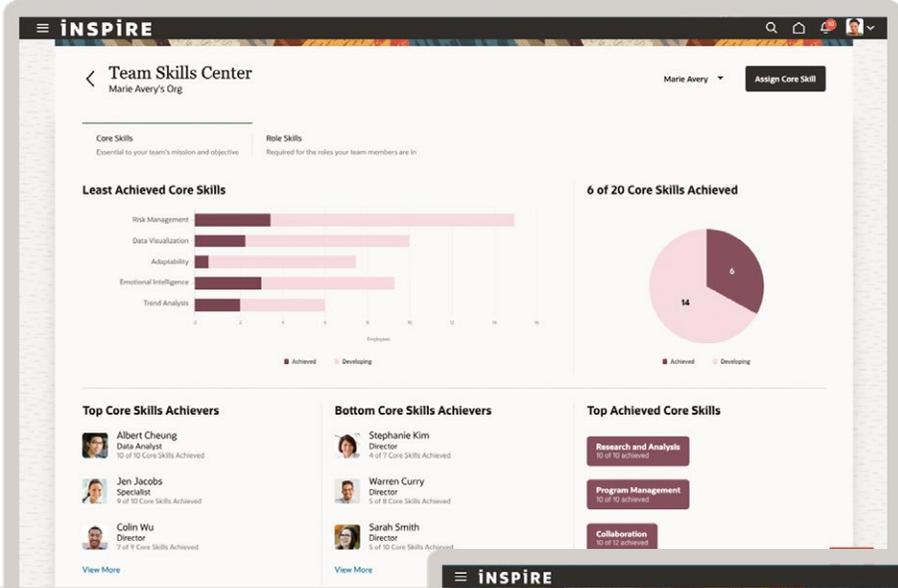
- Workflows with personalized, step-by-step guidance based on a comprehensive understanding of each employee.
- A consistent, seamless experience across multiple devices that learns and adapts to employee behavior.
- A personalized homepage featuring quick actions, things to finish, and a dashboard that 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.



## What's New?

The people strategy needed to support employees' experiences in the new workplace keeps changing. That's why HR organizations need flexibility to respond to business and workforce needs. By providing continuous innovation in the cloud, we give you new tools to help employees grow and succeed no matter where they work.

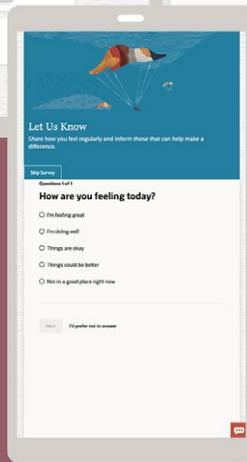
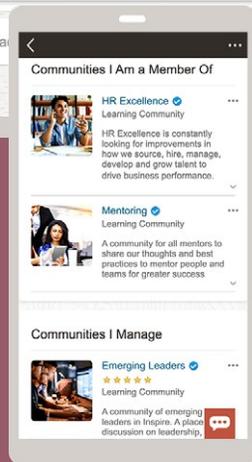
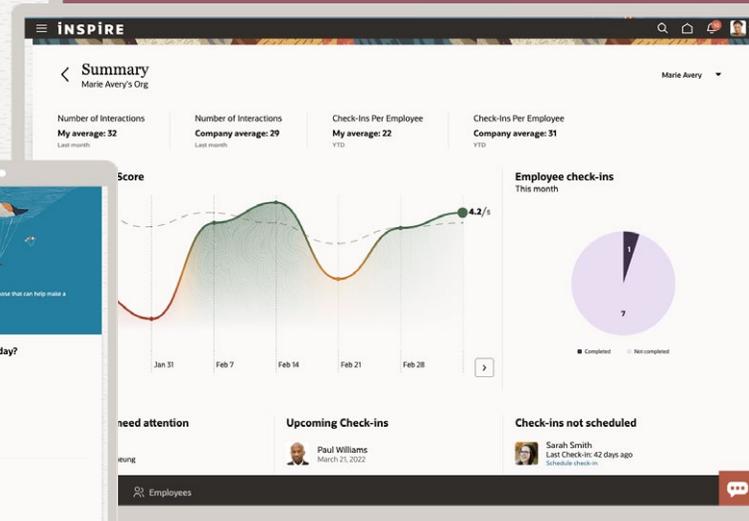
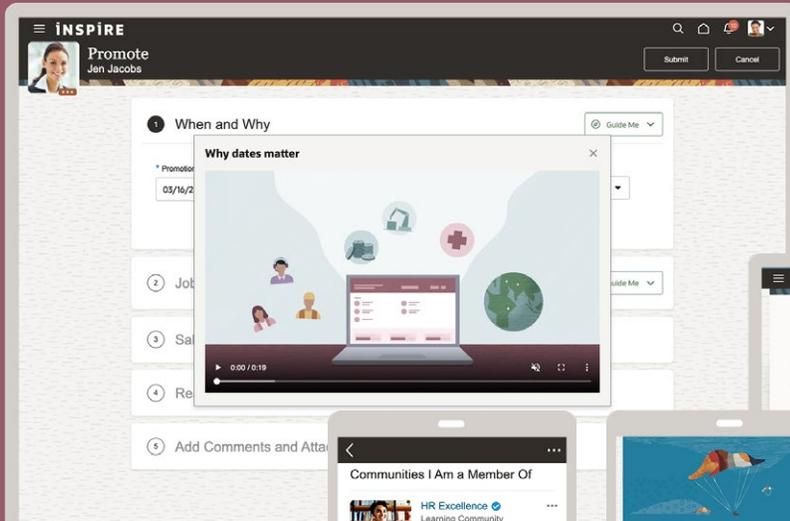
The shift to rethink how you guide employees to complete tasks, understand and develop skills, and recruit top talent in a competitive landscape have surfaced as HR priorities. Oracle Cloud HCM has the capabilities to support your needs with updates to how we deliver the employee, manager, and candidate experience.

## Amplify the success and growth of your people

Oracle Grow, part of the Oracle ME employee experience platform, is a first-of-its-kind growth solution that unifies learning, skill development, and career mobility in one hyper-personalized experience. With Oracle Grow, employees can take the guesswork out of what will help them level up in their role or to their next role. Acting as their personalized development coach, Oracle Grow looks all employee data and uses AI to continuously deliver the most relevant growth opportunities that will help them be successful today and tomorrow. employees can visualize the different ways they can move in the organization, discover AI-recommend roles they may not have considered, and understand what skills they need to acquire to better qualify for those roles. Managers play a critical role when delivering a great employee experience. With Oracle Grow, they have the insights and tools to ensure their team is on the right track and cultivating the skills they need to move themselves and the business forward.

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**EXPLORE ORACLE GROW**



# 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](#)

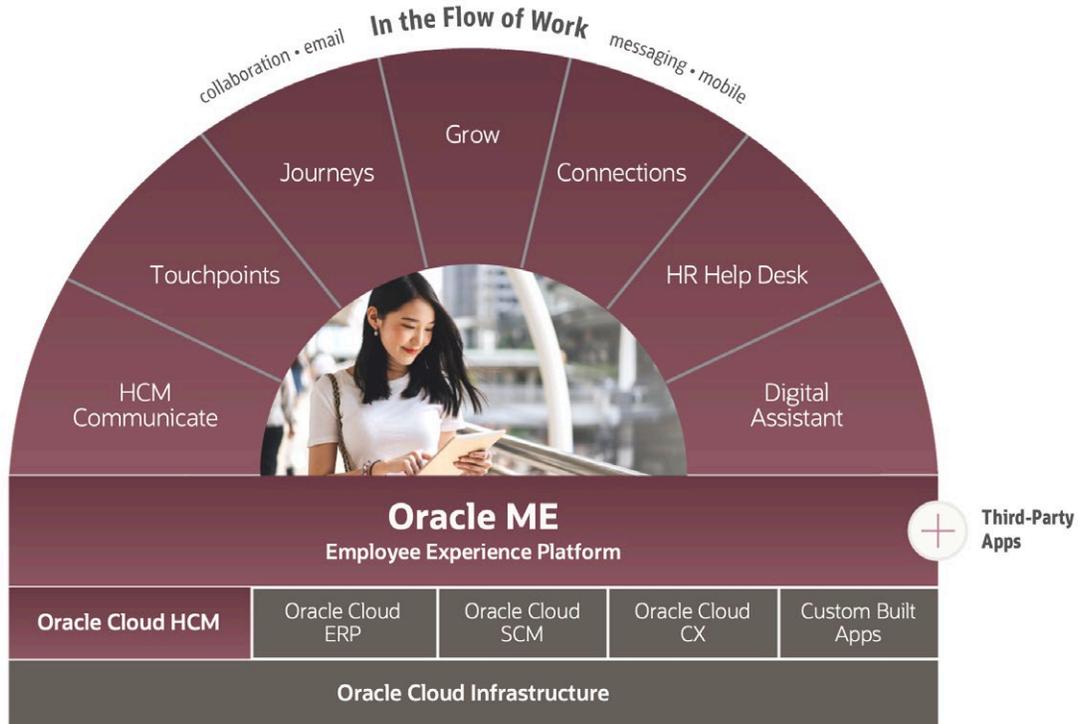
[Oracle Talent Management](#)

[Oracle Workforce Management](#)

[Oracle Payroll](#)

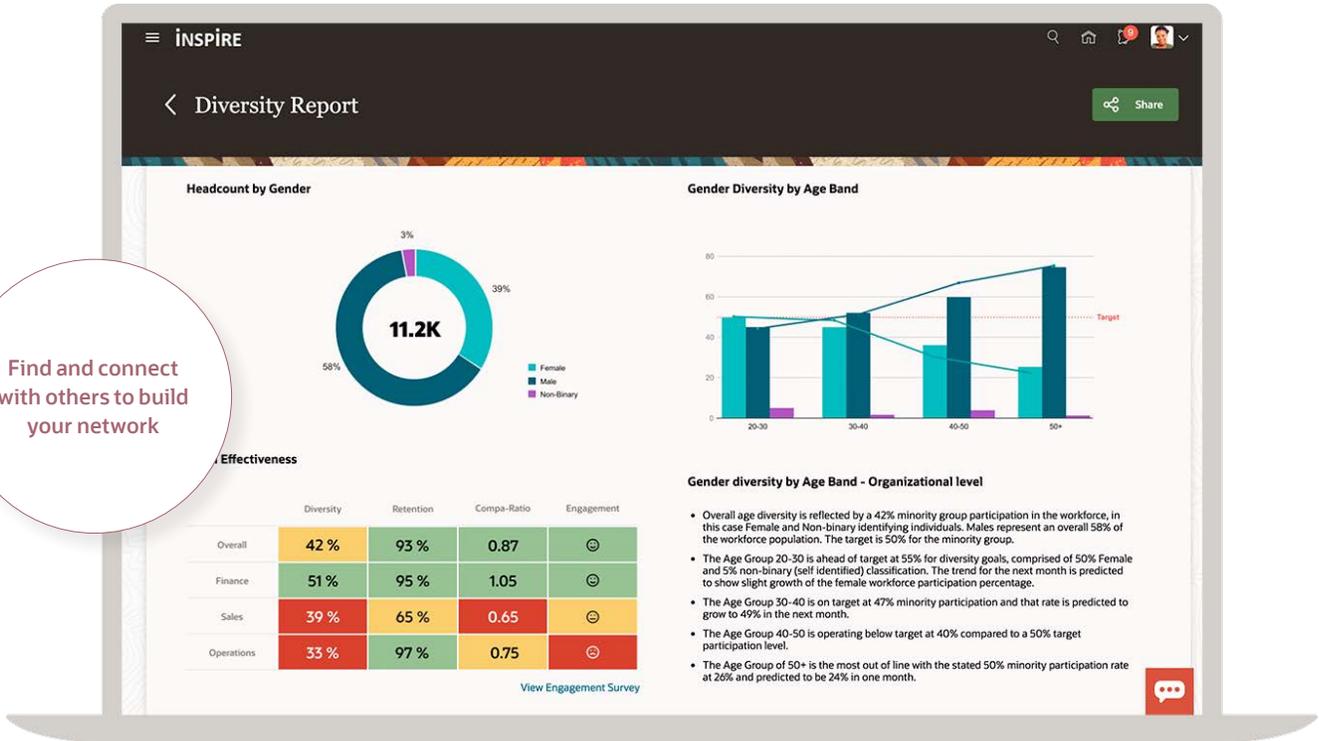
[Oracle HCM Analytics](#)

# Oracle ME



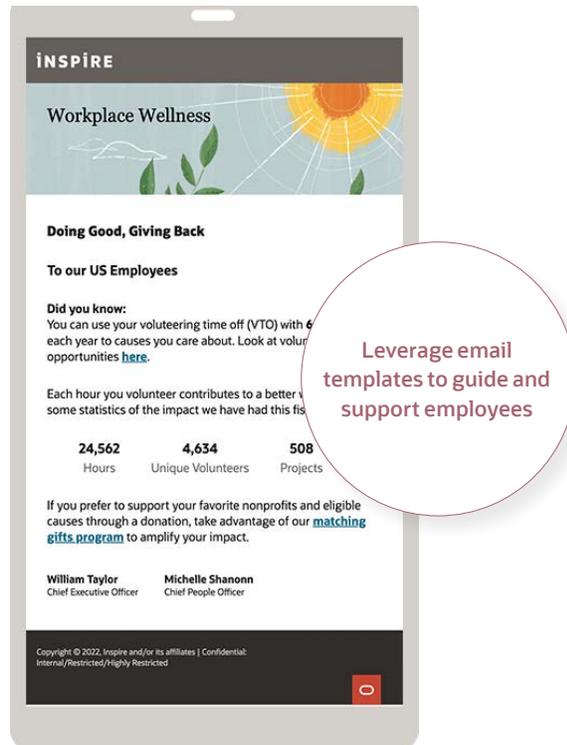
- A complete employee experience platform that guides employees through professional and personal activities, fosters development, delivers responsive HR service support, and streamlines communication across the organization.
- Tools to strengthen the manager-employee relationship and connect employees with their peers to nurture a greater sense of workplace belonging.
- Create personalized experiences to meet unique needs and circumstances by drawing from one source of people and work data.
- The platform consists of seven Oracle Cloud HCM solutions: HCM Communicate, Journeys, Touchpoints, Grow, Connections, HR Help Desk, and Digital Assistant.

# Oracle Connections



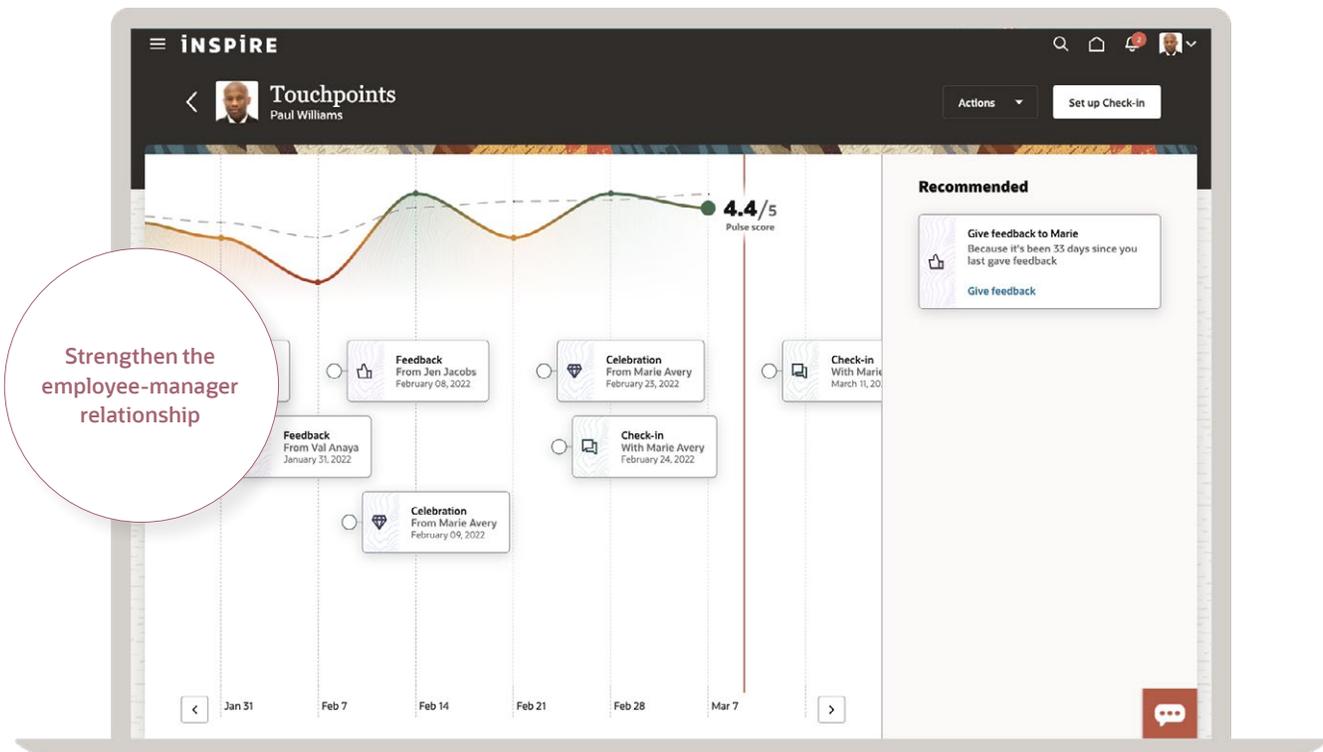
- Help workers quickly find and connect who have specific skills, interests, or experiences, so they can easily build their network and find experts.
- Enable workers to share feedback on each other's walls, create a video introduction, and highlight personal interests to increase opportunities for inclusion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

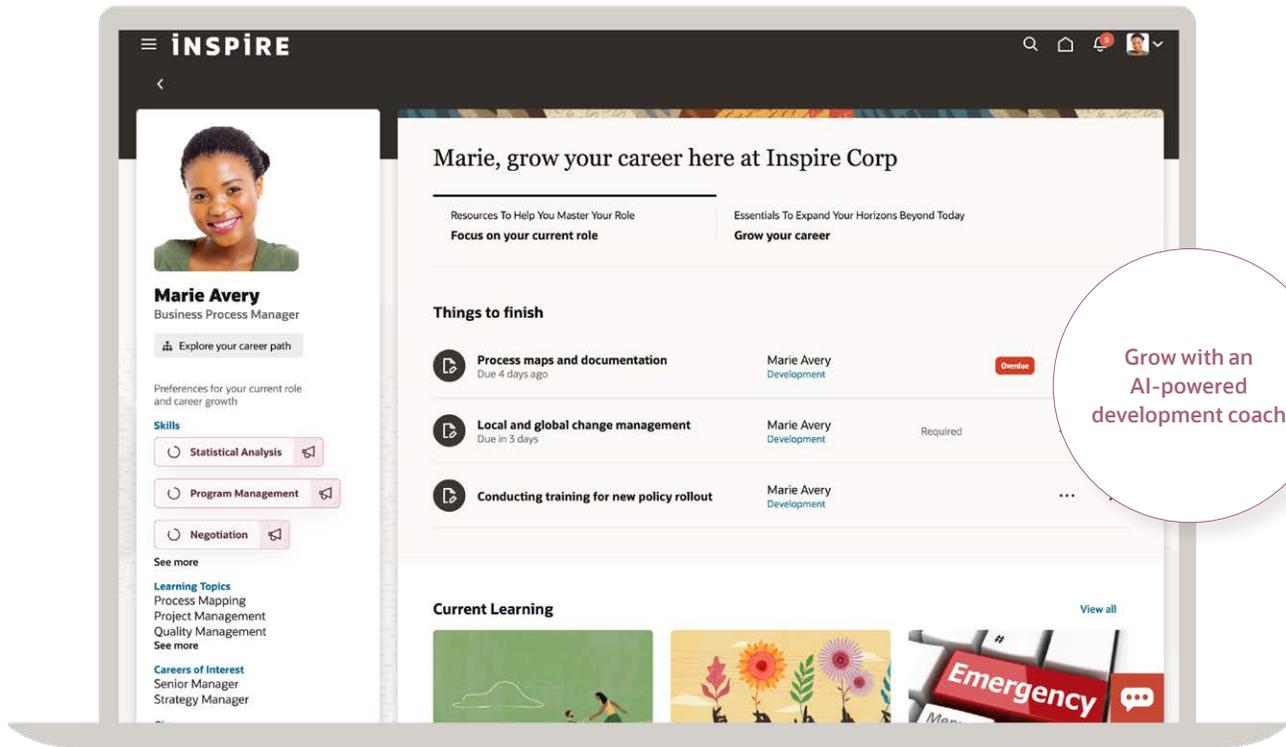
## Oracle Touchpoints



- Help managers confidently take the right steps to build trust with their team by connecting employee sentiment with actions.
- Give employees 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 custom or recommended discussion topics.
- Empower managers to celebrate employees with messages that highlight important moments, such as a contribution or milestone.\*

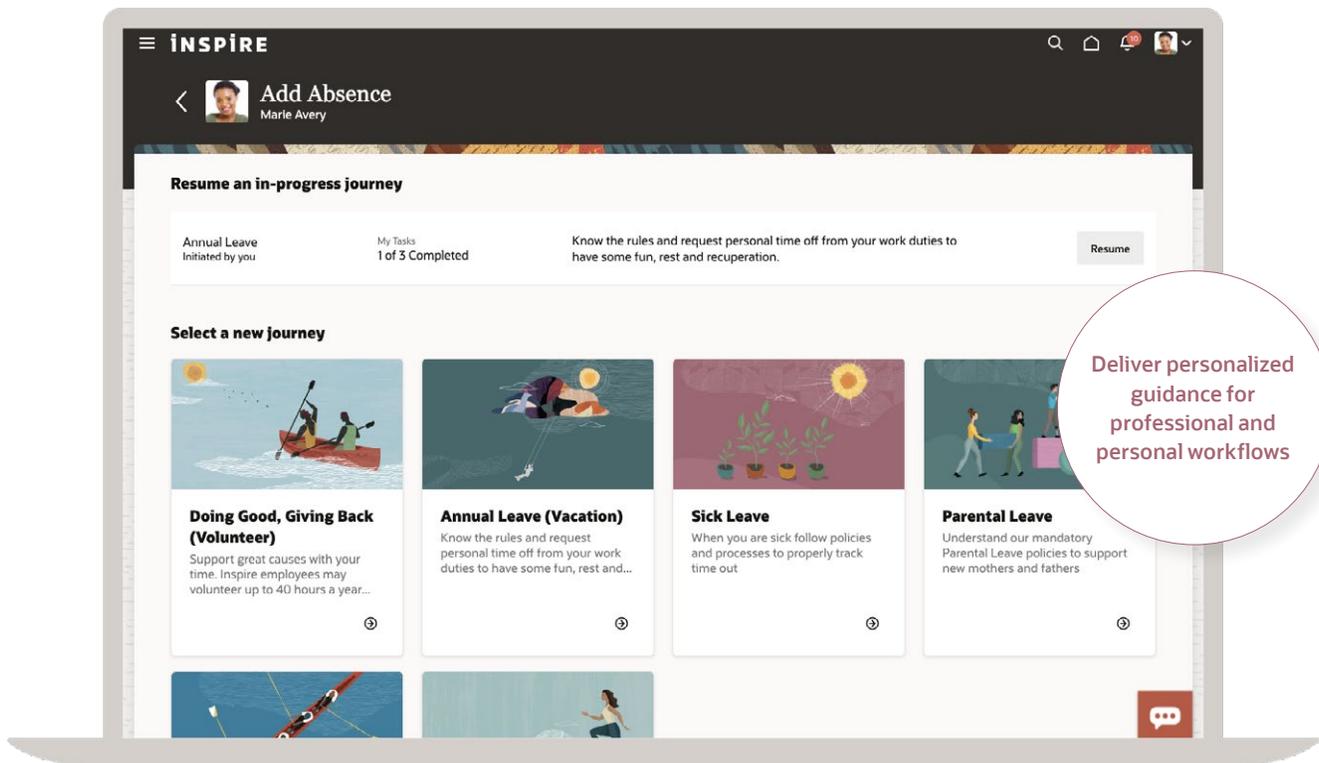
\* The preceding is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The 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.

## Oracle Grow



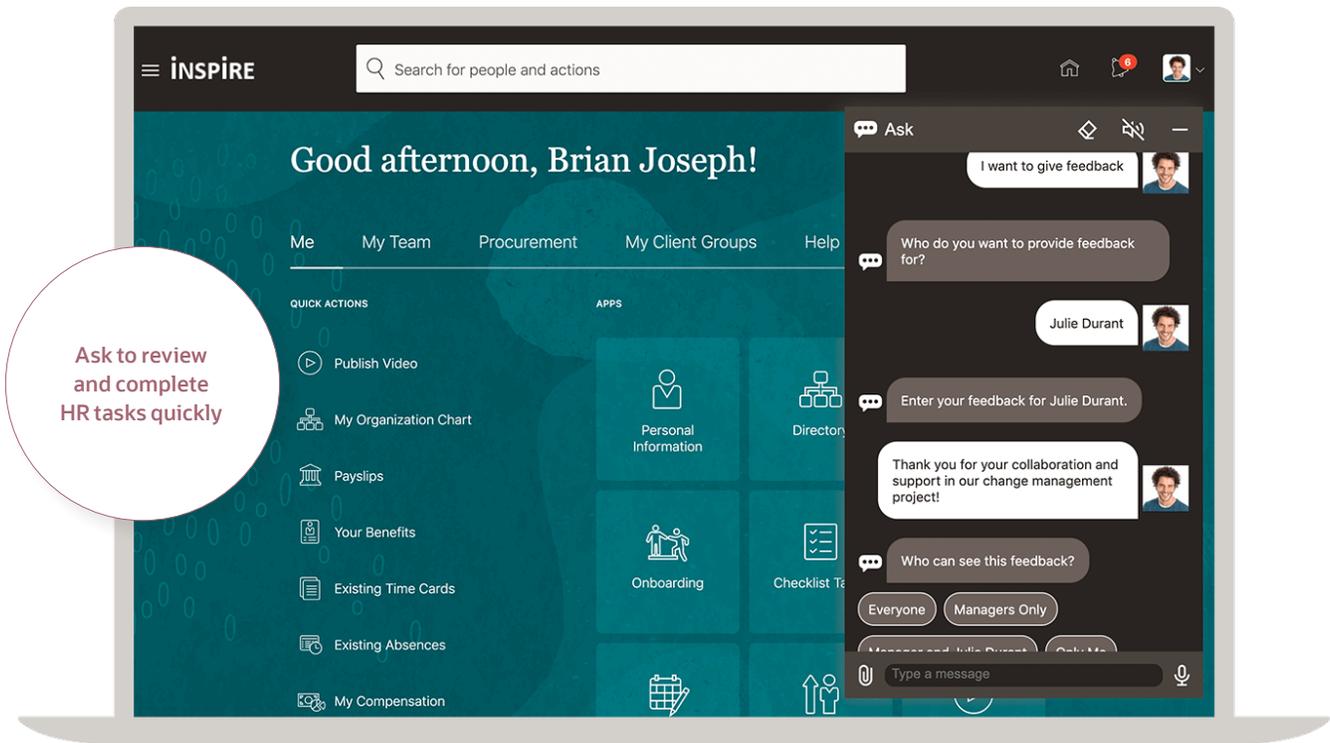
- Deliver a hyper-personalized experience where employees can discover AI-driven growth opportunities, curate development playlists, and act on continuously evolving recommendations.
- Let the technology help employees visualize all their career growth possibilities by discovering different career options and roles.
- Empower leaders to drive team skills planning to acquire critical skills as business priorities.

## 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.

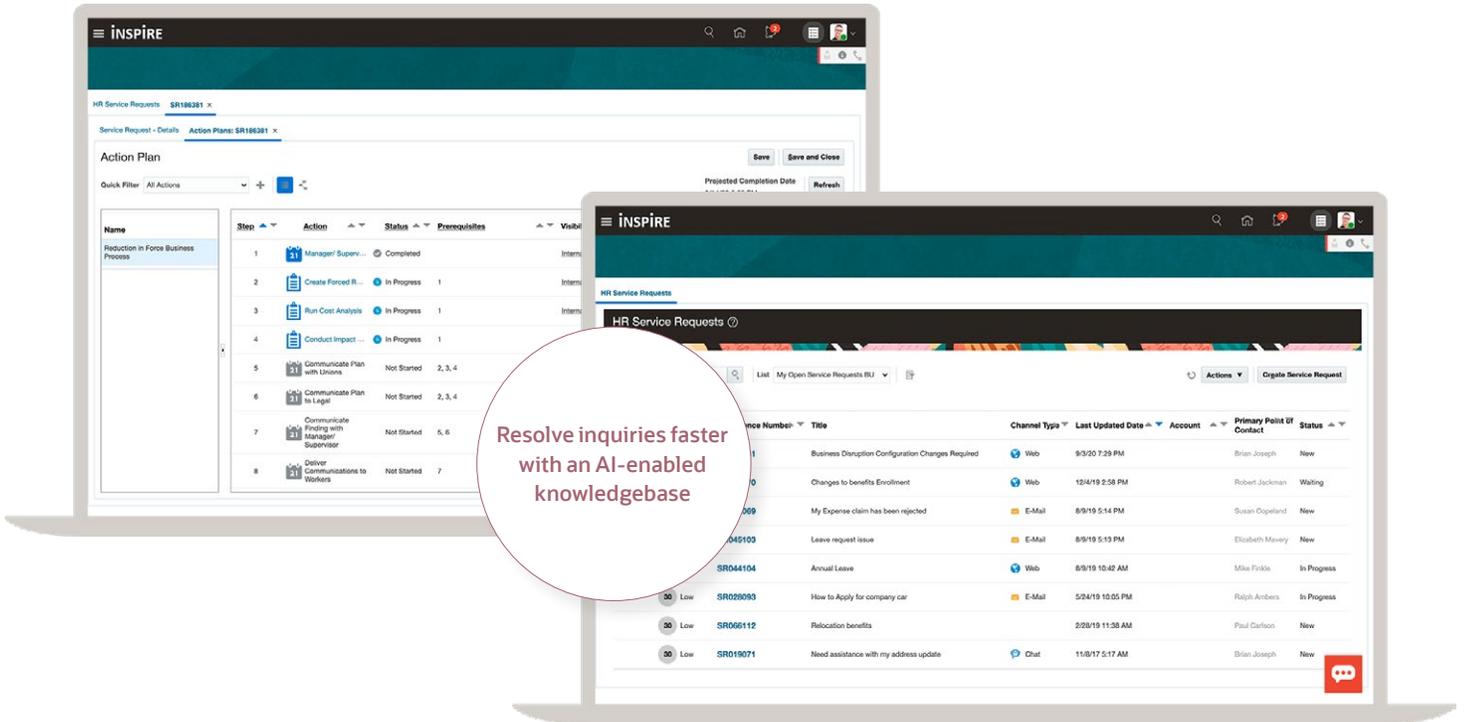
## Oracle Digital Assistant



Ask to review  
and complete  
HR tasks quickly

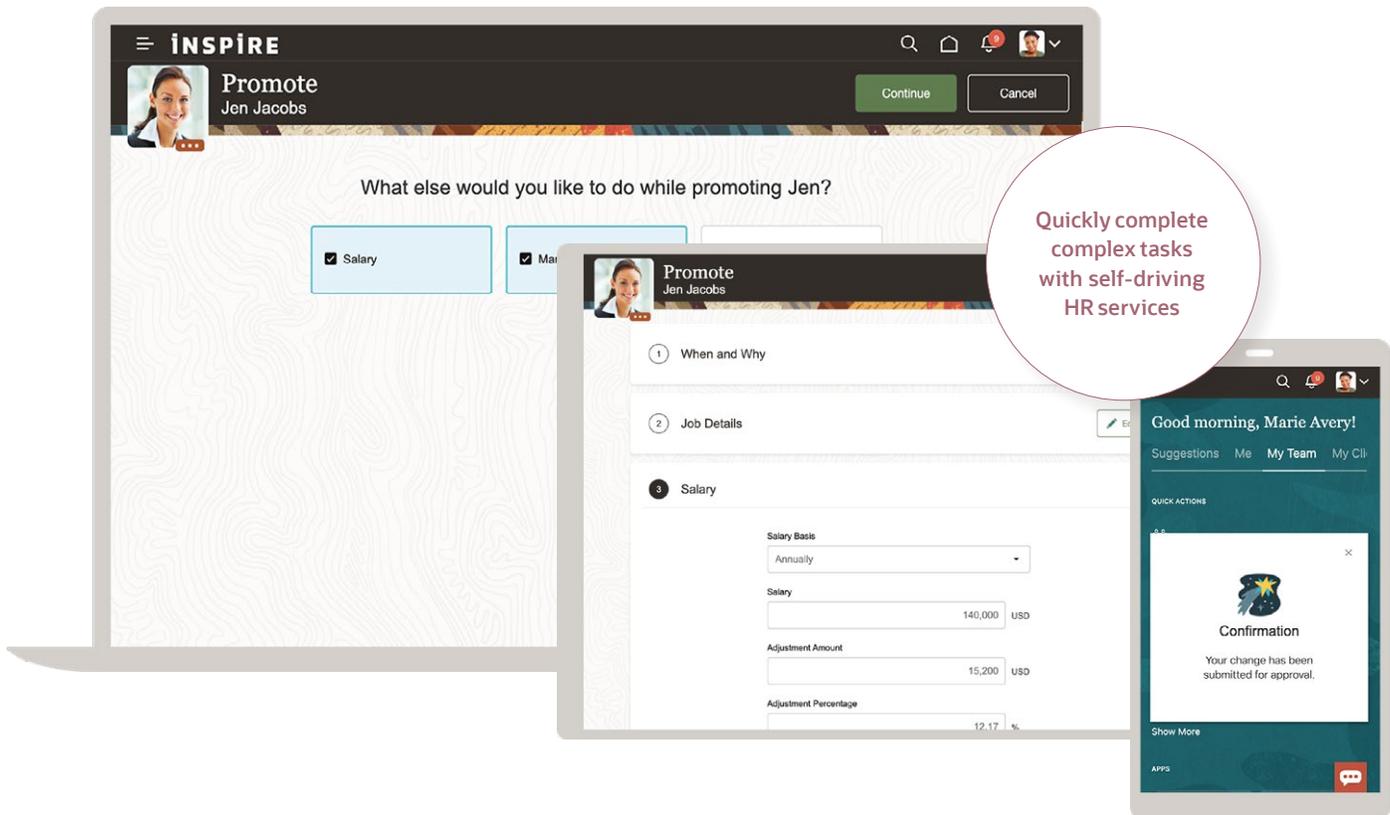
- Improve the employee experience by providing the conversational assistance employees are used to at home, making it easier than ever to get questions answered and tasks completed.
- Perform over 90 HCM-specific transactions and handle cross-functional processes such as expense reports and customer 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



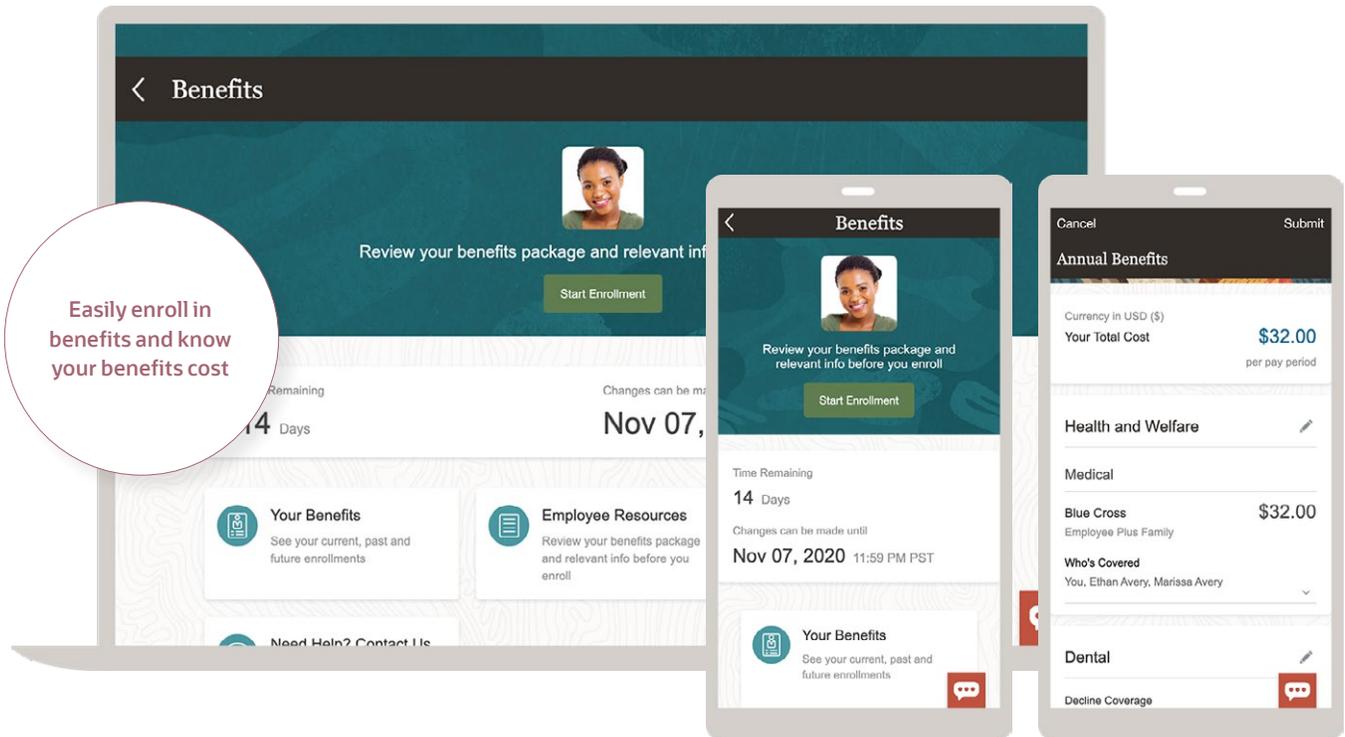
- Deliver consistent HR services to every employee using a complete case management solution that intelligently routes each inquiry to the right HR specialist.
- Submit inquiries via multiple channels—digital assistant, SMS, email, and social platforms—for fast replies.
- Empower HR to curate a robust 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

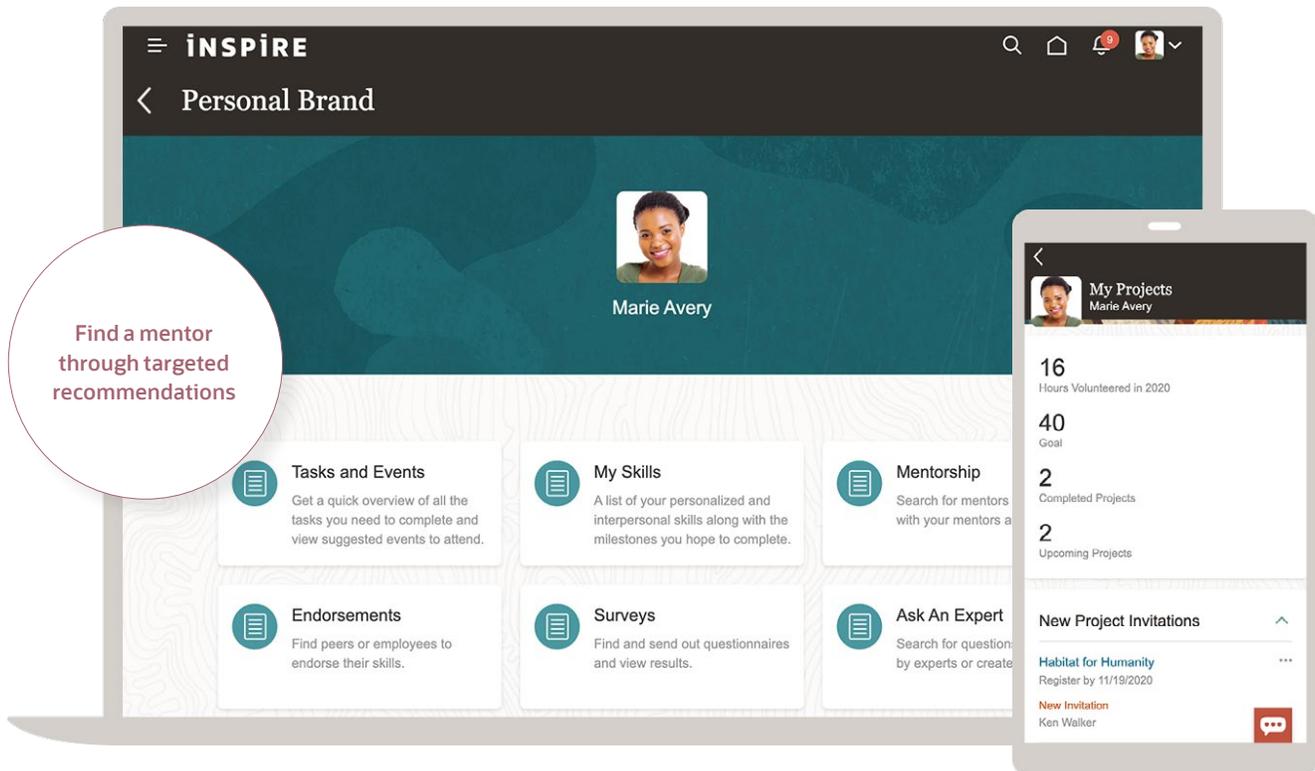
The screenshot displays the 'Skills by Employee' interface in the Oracle INSPIRE system. The interface includes a navigation menu on the left, a search bar, and a user profile icon in the top right. The main content area shows a table with the following columns: Scenario View Plan, Version Working, Entity HR Service Desk US, Job Type Job Type, Strategic Start Year FY20, Strategic End Year FY24, Skills Gap, Data, Ad hoc, and Format. The table lists skills for two employees: Mavery, Elizabeth (Director of HR Service Desk) and Brecek, Anthony (Human Resources Generalist). Skills are listed with their respective counts for FY20 and FY24, and a Skills Gap value in red text.

Scenario View Plan	Version Working	Entity HR Service Desk US	Job Type Job Type	Strategic Start Year FY20	Strategic End Year FY24	Skills Gap	Data	Ad hoc	Format
Director of HR Service Desk	Mavery, Elizabeth	Adapting to Change		3	5	(2)			
		Communication		4	5	(1)			
		Decision Making		4	4	0			
HR Service Desk		Influencing and Negotiating		3	5	(2)			
		Initiative		3	5	(2)			
		Innovative Thinking		2	5	(3)			
		Problem Solving		3	5	(2)			
		Results Orientation		2	4	(2)			
		Risk Taking		3	5	(2)			
		Teamwork		4	3	1			
		Business Policy Expertise		4	4	0			
		Employment Legislation		4	4	0			
		HR Expertise		5	5	0			
		Mentoring		3	4	(1)			
		People Motivation		3	5	(2)			
		Project Management		3	5	(2)			
Human Resources Generalist	Breckek, Anthony	Adapting to Change		2	3	(1)			
		Communication		3	3	0			

A callout bubble on the left side of the screenshot contains the text: "Plan your workforce needs by analyzing trends and forecasts".

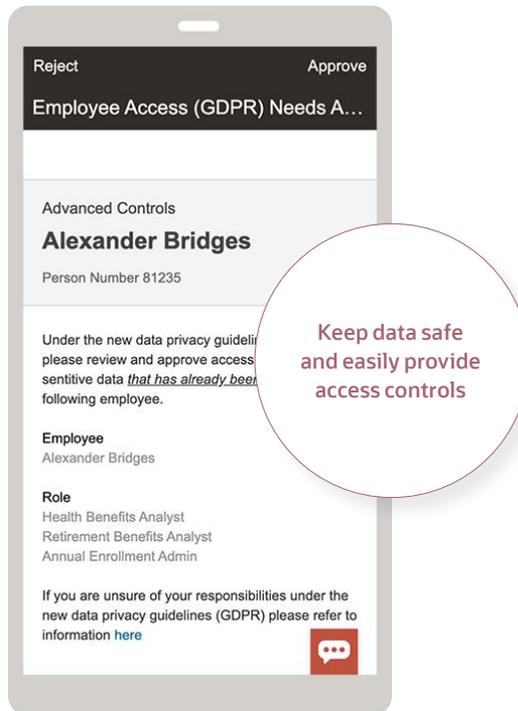
- Align people and business strategies to plan for the workforce you need in the future.
- Connect headcount plans with financial plans across departments and locations while staying within budget.
- Evaluate current workforce skills, expected retirement and attrition, and predict where future skills 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



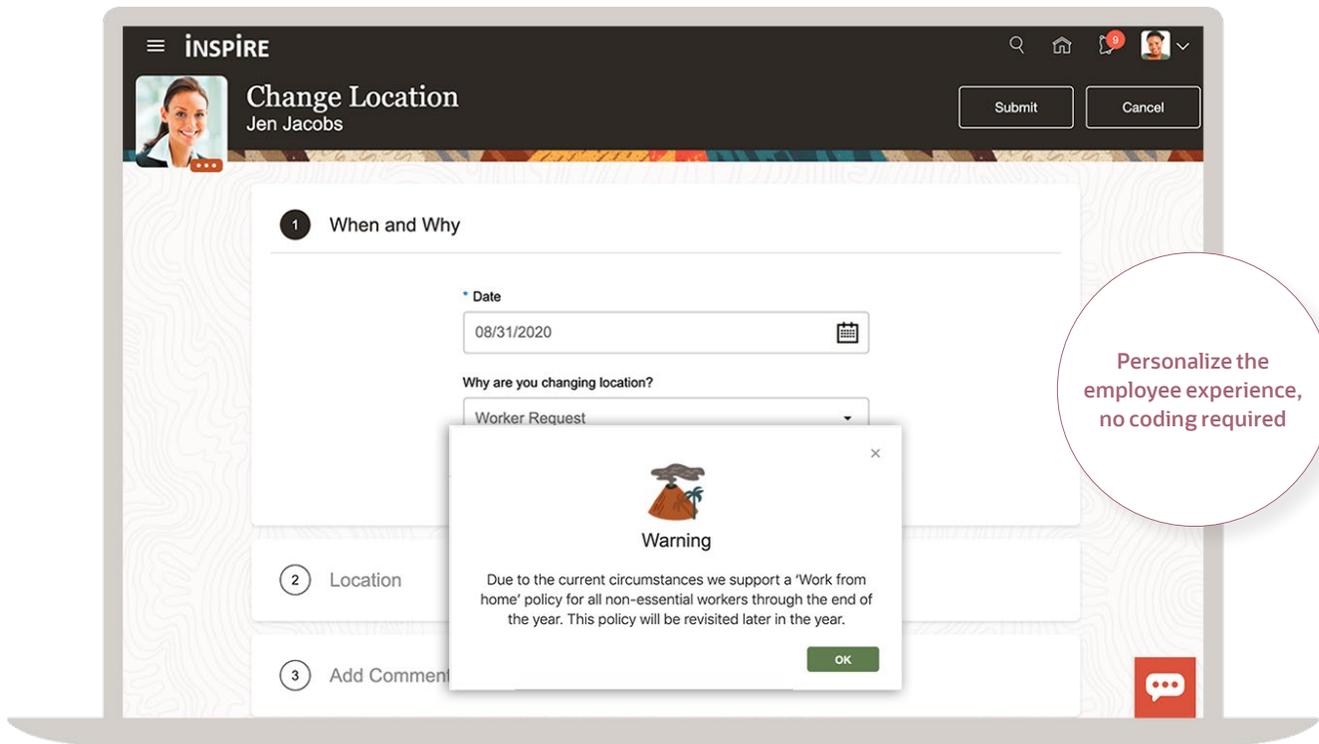
- Support employees' career goals with targeted recommendations for potential mentors.
- Create a more meaningful work culture by giving employees easy access to volunteer opportunities.
- Participate in fun competitions that fuel creativity and motivate employees to set and achieve wellness goals.

## 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



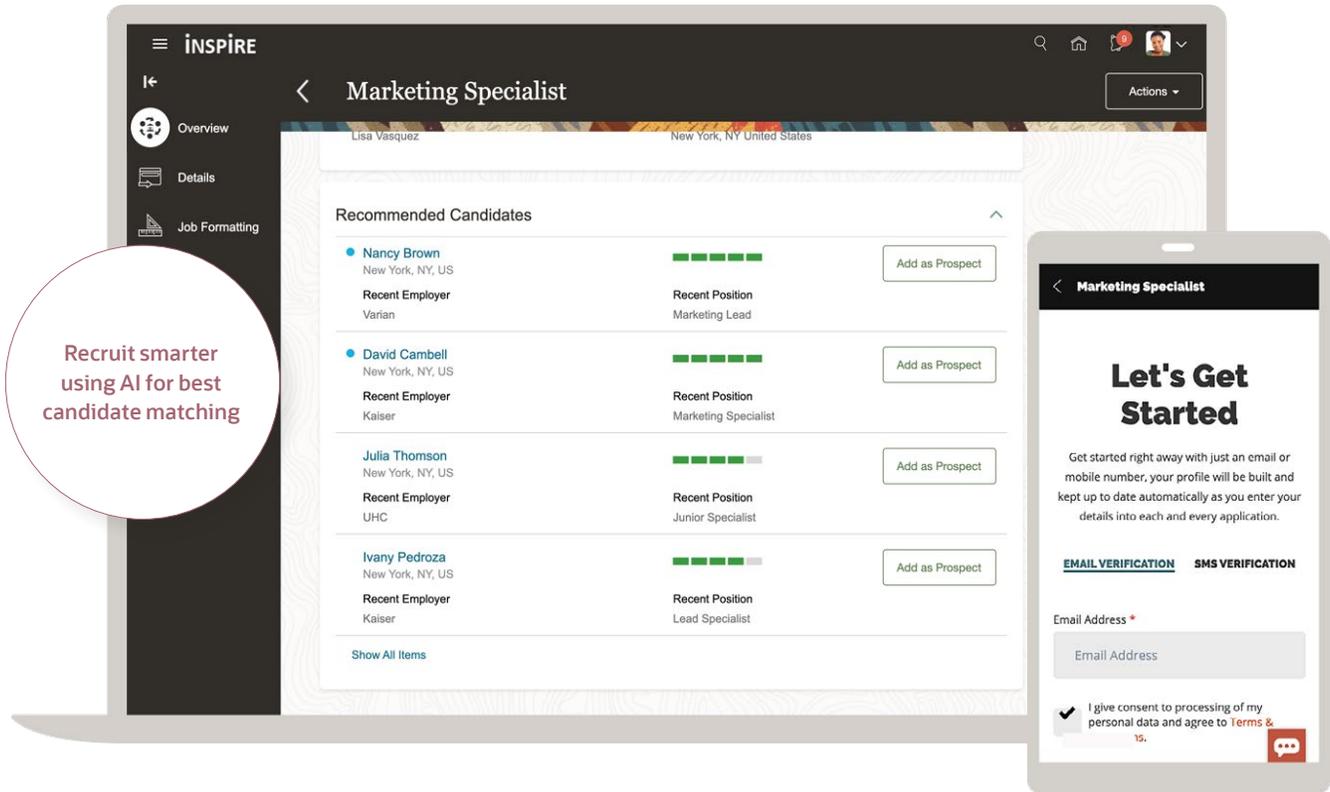
- Create rules to easily configure transactions and pages.
- Change how sections and fields are displayed, based on the user's role and the employee's business unit or legal employer.
- Improve data accuracy and process efficiency through versatile business rules-based defaulting and validations including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

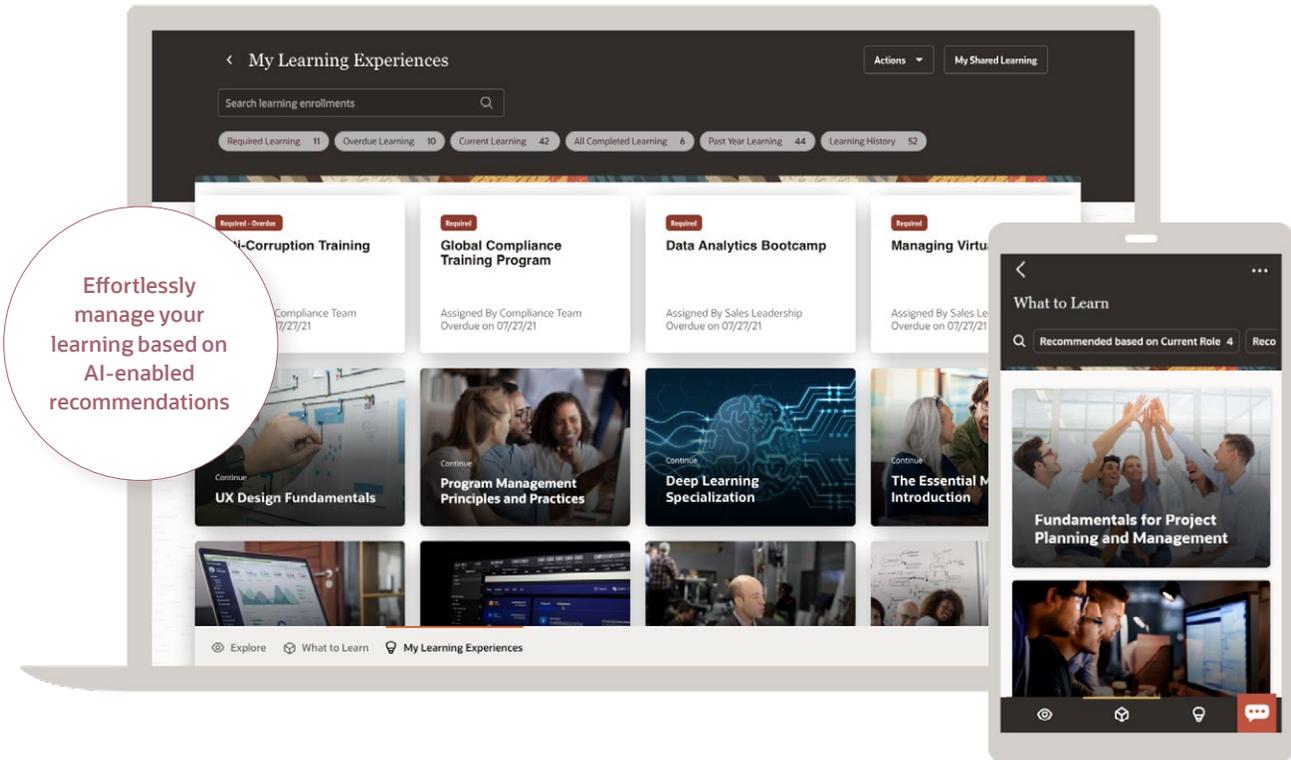
— Sarah Wadsworth  
Head of HR  
Fujitsu UK

## Oracle Recruiting



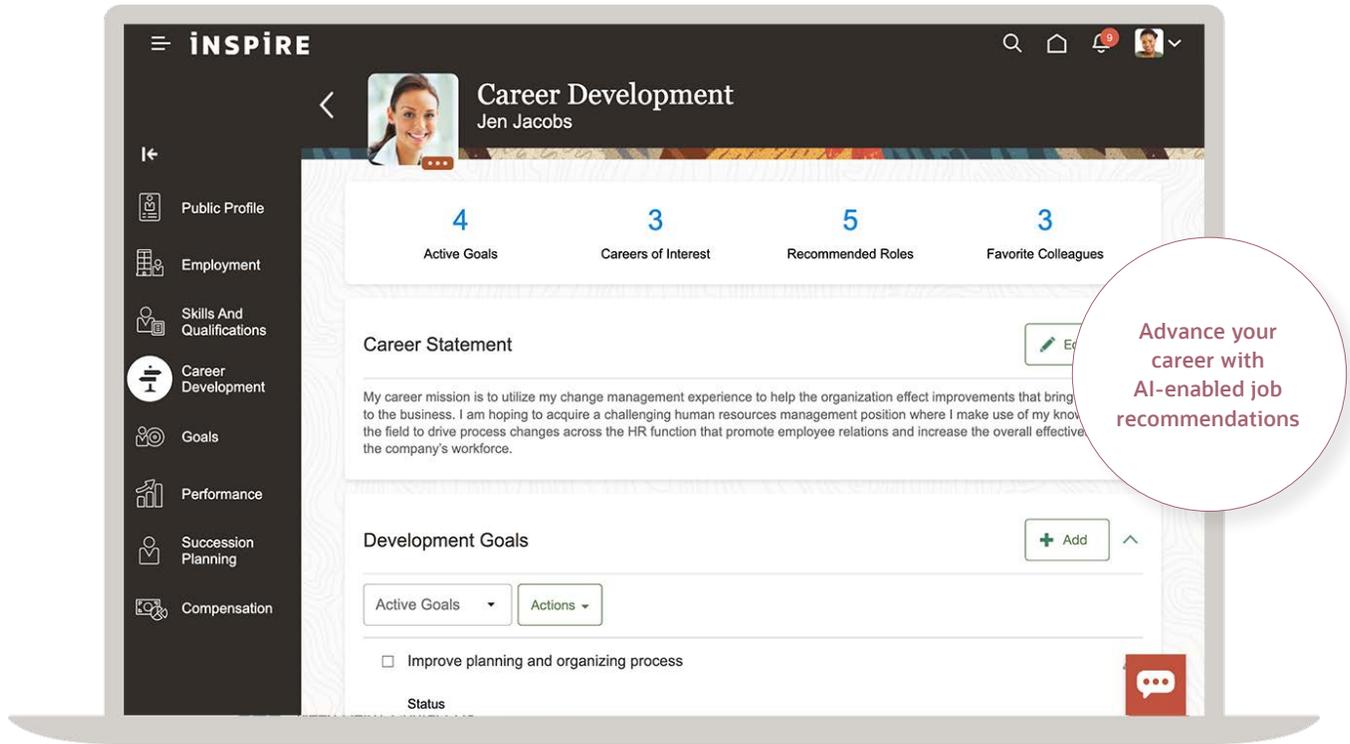
- Keep candidates engaged and at the center of the recruiting process using built-in career site design tools and an application process requiring no account creation.
- Access a greater array of recruitment marketing tools, provide more internal mobility opportunities, and employ AI matching to make 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



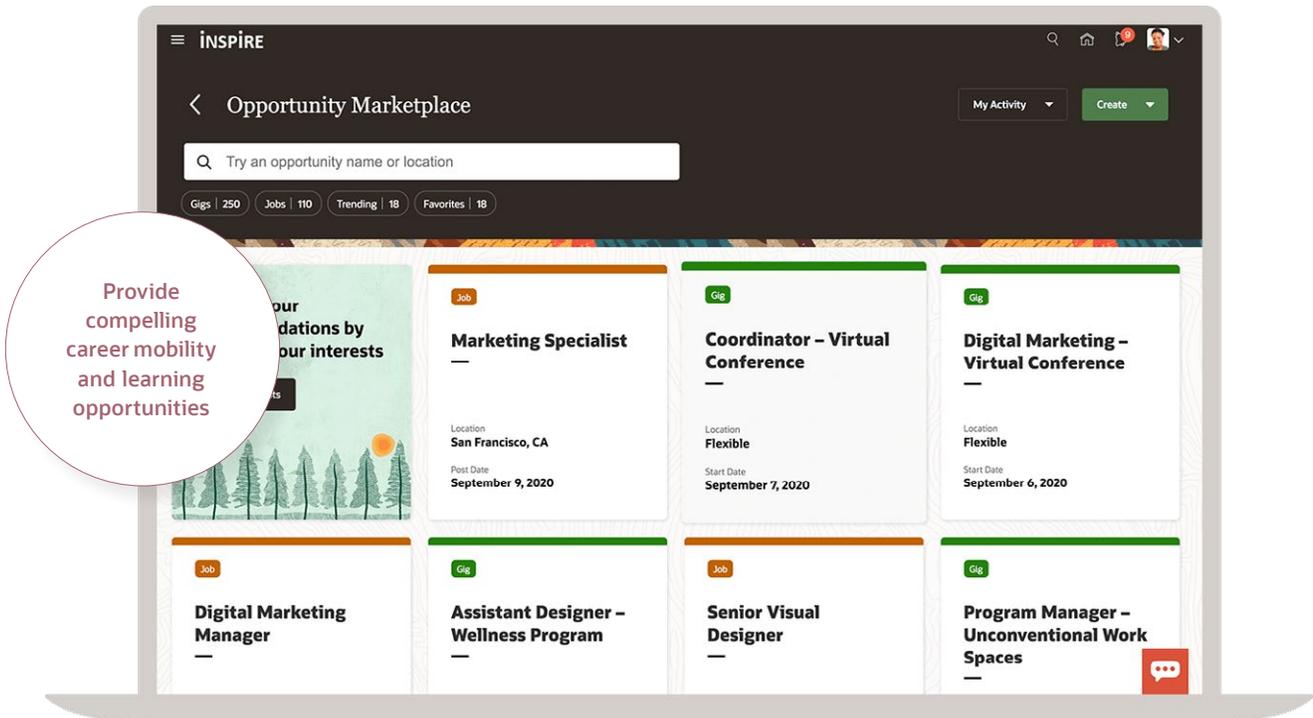
- Determine what you need to learn by leveraging AI-enabled learning recommendations that are based on your employees' engagement data.
- Enable blended learning and promote knowledge sharing, while joining learning communities to keep skills current.
- Empower managers and learning and development experts 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



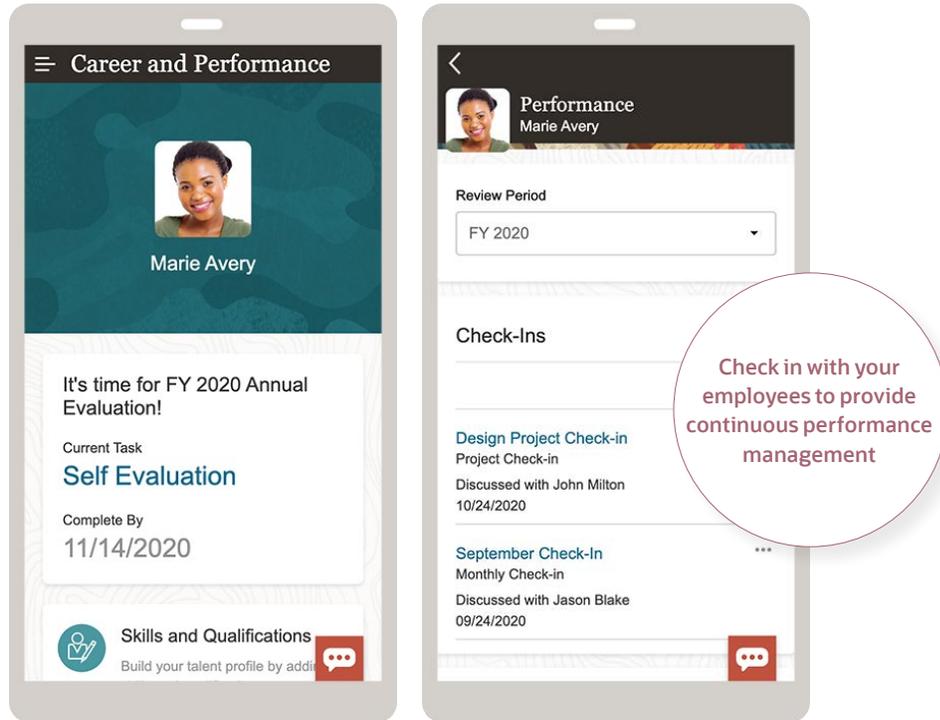
- Help employees progress in their careers and identify career opportunities in line with their skills and interests.
- Enable internal career mobility by eliminating skills gaps, employing recommended learning relevant to the employee's role and interests.
- Leverage embedded collaboration capabilities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

**Model, budget and allocate compensation fairly**

**Annual Compensation Plan 2020** (Primary Plan)

Plan Access: Updates Allowed | Manager Status: Not Started | Due Date: 9/30/2020

**Manage Budgets** | **Allocate Salary** | **Approvals** | **Promotions** | **Allocate Bonus** | **Communications** | **Modeling** (How it works) | **Reports** | **Analytics**

**Salary Adjustments**

- 0% (0 of 40 eligible employees compensated)
- 0% (Average Allocation. 100% remaining to be budgeted)

**357K USD remaining** (Overall Budget: 357K USD)

**My Team Compensation**

**Jen Jacobs** (Specialist)

- Current Salary: 103,000 USD/year
- Salary Range: 90,000-105,000 USD/year
- Compa-ratio: 85
- Grade: IC3

**Ravi Chouhan** (Manager)

Overview | Compensation | T

- 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

2020 Talent Review Meeting for Marie Avery' Organization

Actions | Save | Submit | Cancel

Type to find... Show Filters Performance vs Potential

Review high-potential talent for future successions

Talent Pool	Count	Percentage
Emerging Talent	42	46.67%
Core Talent	10	11.11%
Flexible Talent	7	7.78%
Solid Talent	7	7.78%
Expert Talent	4	4.44%
Top Talent	3	3.33%
Misaligned Talent	2	2.22%

High Risk of Loss High Impact of Loss  
High Job Criticality

Succession Plans + Add

Specialist Plan  
1 Candidate  
0 Interim

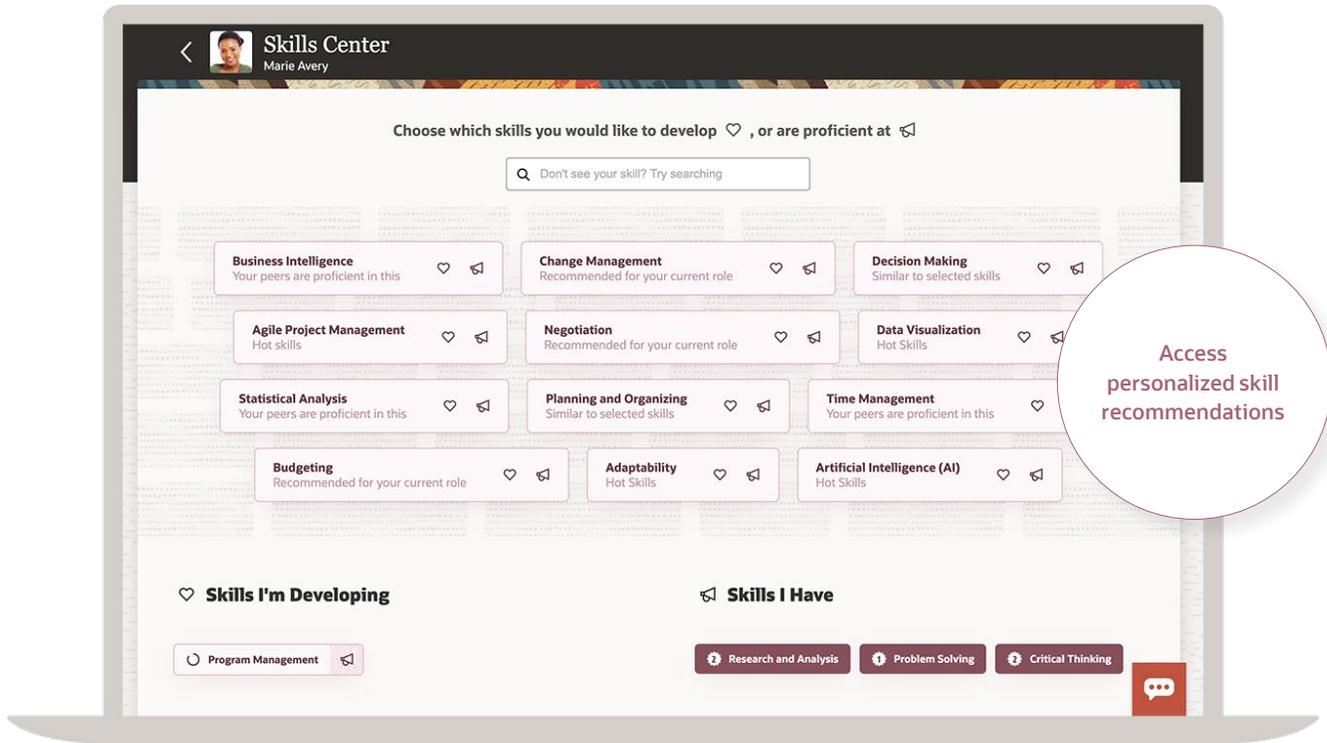
Candidate in Plans + Add

Senior Specialist Plan

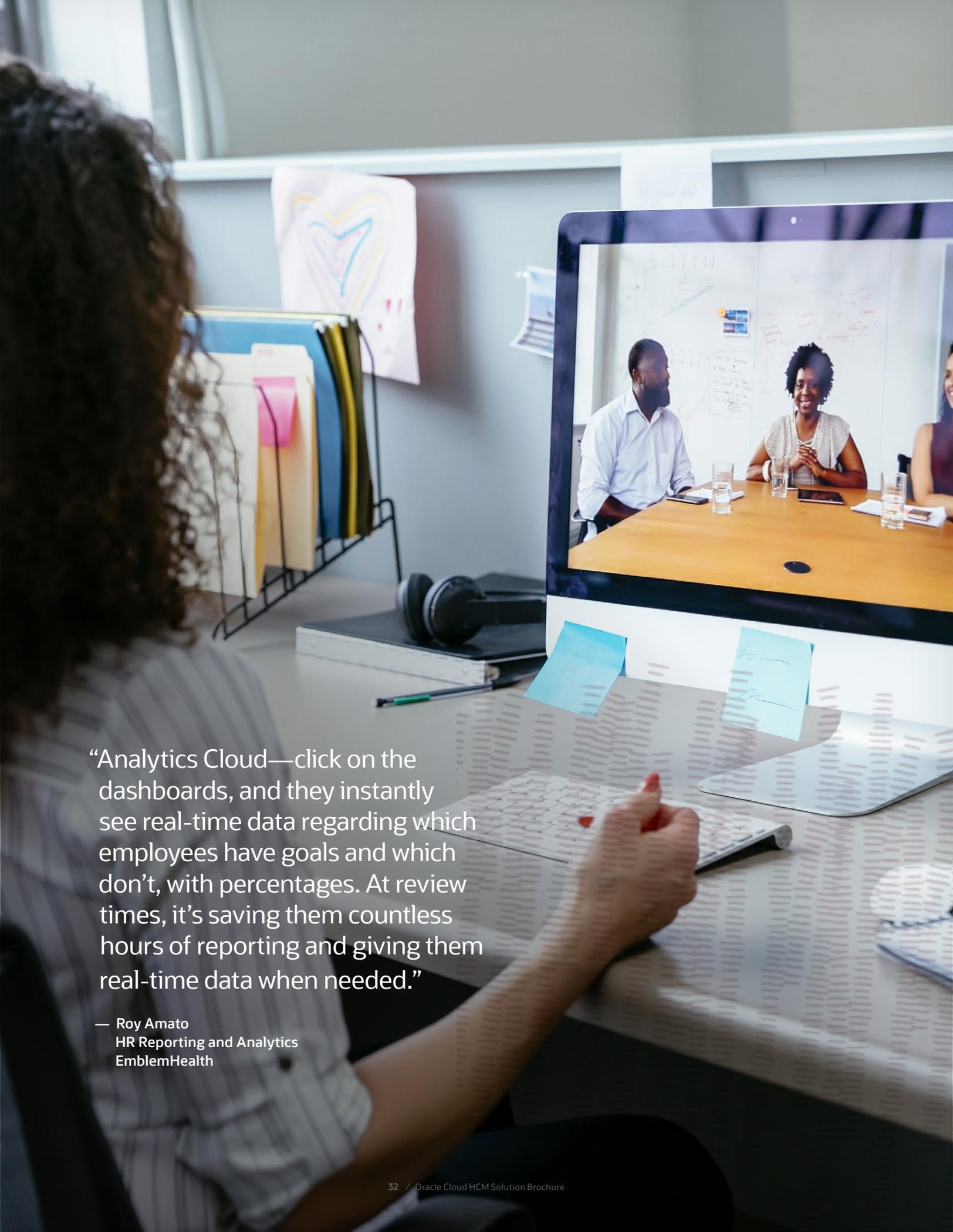
Public Profile Employment Skills And Q...

- 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



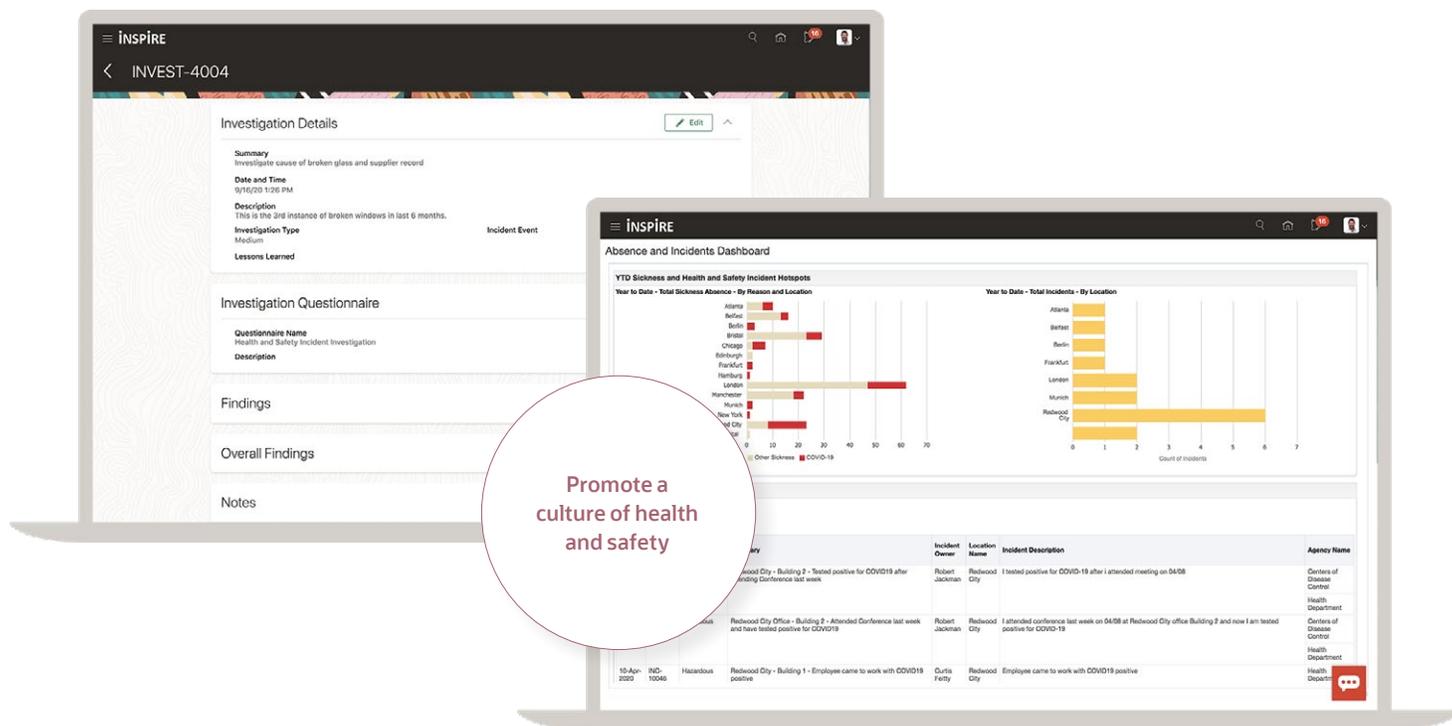
- Continuously detect, track, and analyze employee skills throughout your organization.
- Access a dynamic inventory of skills and job data tailored to your organization's unique language, culture, and industry.
- Help employees and managers quickly identify and close skills gaps by providing a central place to review and manage skill development.
- Deliver recommendations in talent processes including recruiting, career development, and learning.



“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.”

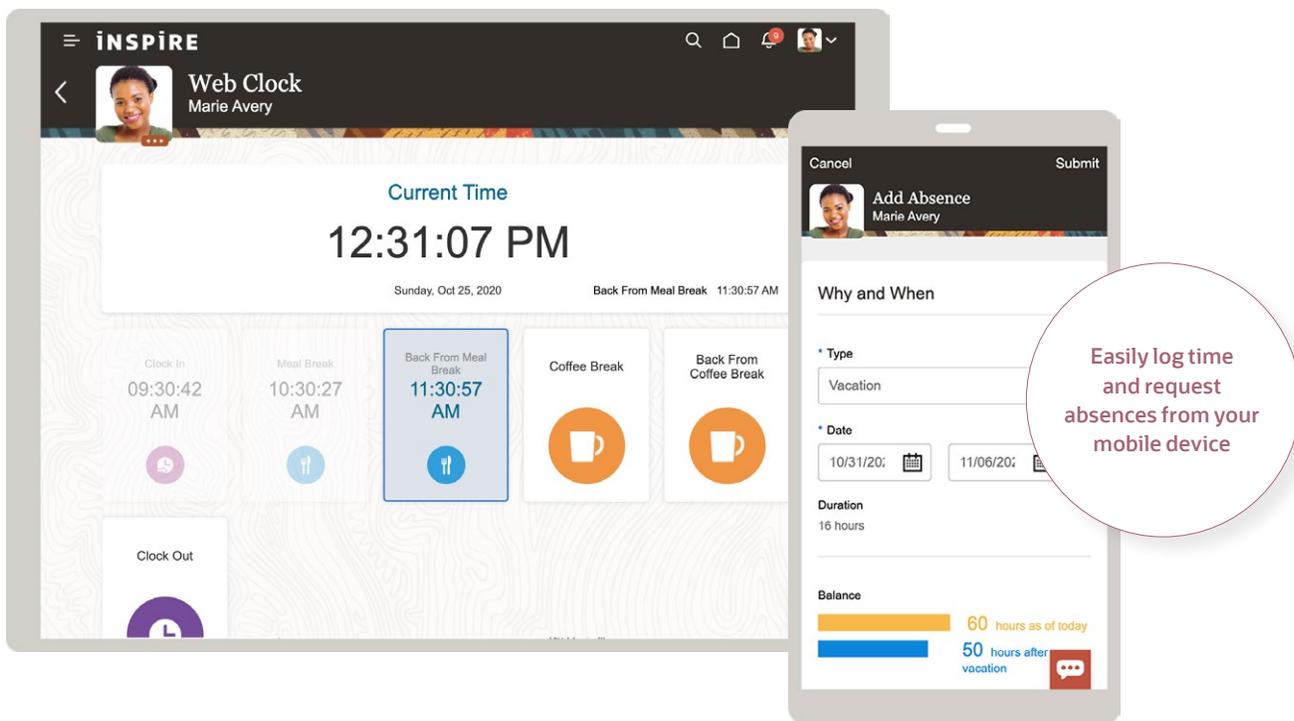
— Roy Amato  
HR Reporting and Analytics  
EmblemHealth

# Oracle Workforce Health and Safety



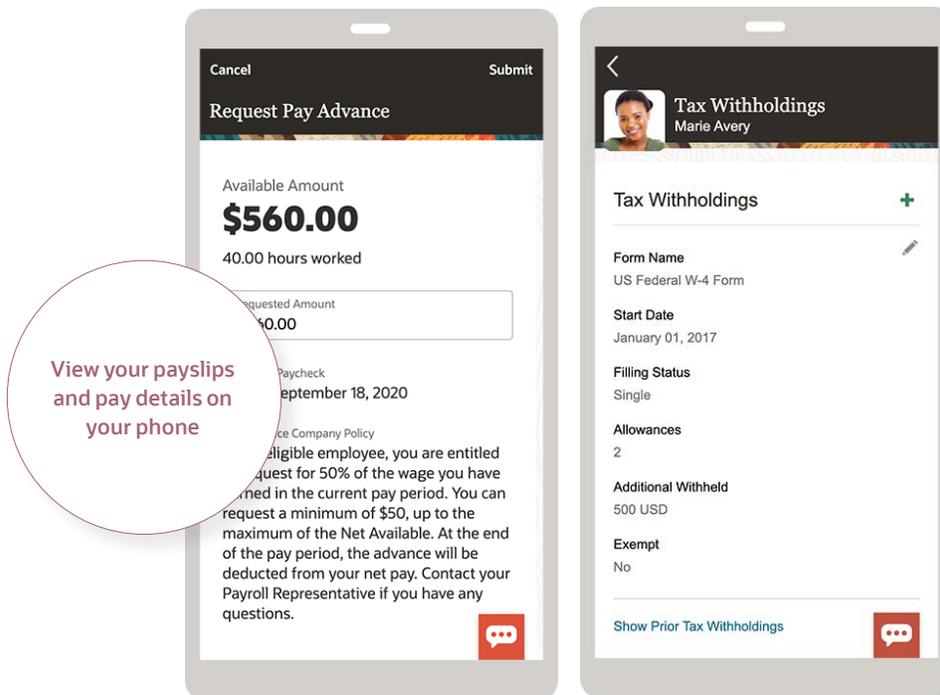
- Promote a culture of workplace safety with a simple, intuitive experience for employees to report health, safety and environmental concerns.
- Achieve Health & Safety goals by empowering managers, with real time dashboards, notifications and tools, to take prompt action.
- Comply with regulatory requirements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

## Oracle 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.

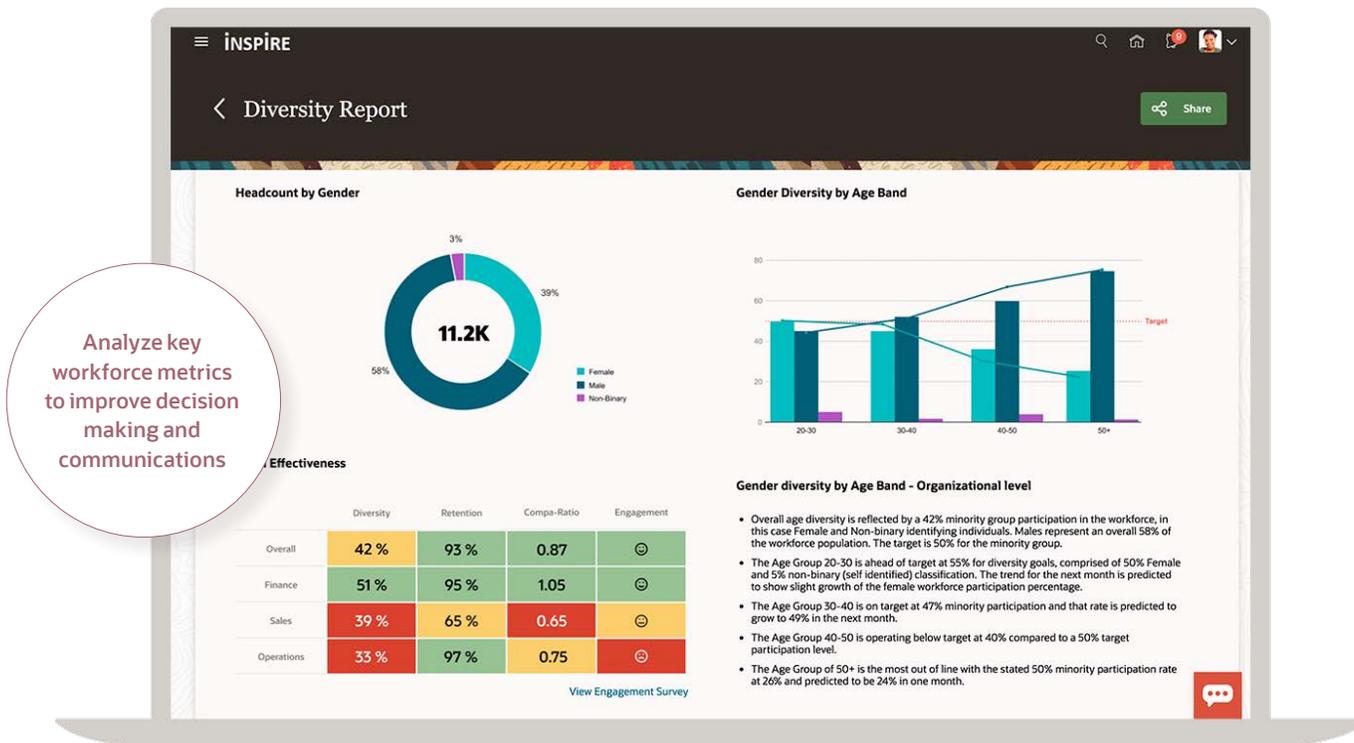
\* The preceding is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The 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



- 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



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