Recruit, Develop and Deploy Personnel

With national and international security at stake, defense organizations have a tall order to fulfill in terms of personnel deployment. They have to be in constant readiness to efficiently plan and deploy the right personnel for every mission at the shortest notice. Oracle’s unique solutions for defense organizations facilitate better personnel management to ensure a state of constant readiness.

Managing the ever-increasing complexity of military operations requires defense forces to completely automate key functions. There is no single boundary anymore between the traditional back-office and information systems in the context of military operations. Automation of systems has become a key aspect of addressing the challenges faced while recruiting, training and deploying personnel. Also, the need to constantly coordinate activities requires integrated and secure information systems. Oracle’s integrated suite of solutions provides a flexible and reliable network enabled capability infrastructure that is also scaleable and secure. Oracle’s solutions enable defense organizations to:

- Maintain a complete view of force readiness
- Streamline personnel and pay transactions
- Align force training to organizational objectives

Maintain a complete view of force readiness
To ensure force readiness at all times, military operations require up-to-date information on force recruitment, on-boarding, training and retirement. When the need for deployment arises, they can act in real time, thus ensuring the success of their missions.

Oracle’s Human Capital Management (HCM) solutions provide a complete environment to manage every aspect from recruitment to training, deployment and retirement. These applications ensure that the systems and personnel on each mission are best-suited for their deployment. Oracle’s applications also facilitate market-leading solutions for recruiting the right talent, talent management and career planning. By understanding how you attract your workforce, you can better prepare your training, and measure performance and success. The key differentiators in Oracle’s offerings are the functionalities to provide true talent management to increase the skills of the professional forces and to assist the operations officers while planning missions. Oracle’s Learning and Development identifies and measures critical competency gaps and assigns or invites employees for targeted training opportunities. With Oracle’s solutions, you are able to recruit the right talent and train personnel, in order to maintain the required readiness at all times.
Streamline personnel and pay transactions

Given the continuous pressure on the defense budget, organizations have to constantly look at ways to increase efficiency. During deployment of military capabilities, typical personnel activities can be very complex and time-consuming. While defense personnel could be posted at any remote location, their records for the purpose of compensation would most often lie at the base station. Due to the confidential and complicated nature of maintaining up-to-date employee information and physical retention of voluminous personnel records, human resources has traditionally been labor intensive, error-prone and subject to extensive data fragmentation. This has led to high maintenance costs, the inability to integrate and leverage workforce information to manage operational performance.

Oracle’s HCM applications play an important role in streamlining transactions and reducing costs by using self-service and workflow-driven business processes. These applications can be used by all levels of personnel—from commanding officers to the soldier at the platoon level. The access to these self-service options can be restricted and includes a multitude of options for personnel, including the option of accessing pay-related information, updating their personnel records, escalating issues and registering for various training courses. Oracle is the only business software provider delivering a complete end-to-end service delivery management application (front-end and back-end) for the entire workforce, thus enabling timely access to information.

Align force training to organizational objectives

Defense organizations have a need to provide training to their personnel, in order to be responsive to constantly changing missions and their requirements.

Oracle provides a learning management system, which addresses training requirements by providing unique Web-based training solutions. Oracle Learning and Development identifies and measures critical competency gaps and assigns or invites employees for targeted training opportunities. A central skills repository enables strategic resources to be deployed from job matching, career development, and succession planning, to project deployment and learning. Oracle provides applications to plan training for personnel after a high-end skill-gap analysis. It also provides the scope for a blend of classroom learning and on-the-field training. Defense operations can now evaluate and track the training and progress of their personnel regularly, without a substantial increase in cost. With Oracle’s learning management system, you are assured of providing the required training to your personnel—in the shortest time possible.

Oracle’s end-to-end solution

Military organizations are currently undergoing an extensive transformation, and are rapidly evolving from an industrial-based model to a 21st-century information-based war fighting force.

Oracle offers the only complete solution for defense organizations. Oracle’s Database and Fusion Middleware, Business Intelligence and E-Business Suite are all products that can be used by the military in network-centric weapon systems. Oracle leverages its 30-year technology footprint, services and partners to assist the military in its transformation.

Contact Us

To learn more, call +1.800.ORACLE1 to speak to an Oracle representative or visit oracle.com/government.

Outside North America, visit oracle.com/corporate/contact to find the phone number for your local Oracle office.