

# ORACLE HUMAN RESOURCES ANALYTICS

## KEY FEATURES & BENEFITS

### FOR BUSINESS USERS

- Oracle Human Resources Analytics intelligence dashboards provide strategic workforce performance information.
- Determine key factors that drive employee productivity. Leverage that insight to increase overall organizational performance.
- Ensure proper deployment of workforce by matching geographic, job, and diversity profile with business requirements. Measure the impact of these factors on business performance.
- Increase retention levels and reduce turnover and hiring costs
- Ensure fair, equitable and competitive compensation levels

### FOR INFORMATION TECHNOLOGY

- Accelerate deployment of a human resources, financial, or combined data warehouse.
- Integrate data from multiple sources to provide business users with a complete view of the workforce and business operations.
- Adapt to changing external and internal needs by leveraging, not replacing, existing investments.
- Provides comprehensive user self service capabilities to reduce the burden on IT resources.

Oracle Human Resources Analytics provides organizations detailed analysis on HR programs and workforce performance. It integrates critical data from across the enterprise value chain transforming silos of information into relevant, timely, and actionable insight. For example, managers can better understand the impact of compensation on employee performance by correlating compensation with employee performance and turnover metrics. Whether they are executives, managers, or line managers, users receive relevant, timely, and actionable information directly through personalized dashboards, metrics, and alerts. Oracle Human Resources Analytics is a modular component of Oracle's family of integrated Business Intelligence Applications—powerful, pre-built analytic solutions to deliver robust financial information across the company value chain to enhance customer, supplier, and financial analysis.



Figure 1. Oracle Human Resources Analytics Dashboards provide the workforce information needed to analyze workforce staffing and productivity, and to better design compensation that rewards performance.

## Turning Data into Insight

Globalization and changing business dynamics present increasing challenges to HR and line management on how best to develop and deploy an agile and highly-competency workforce while maintaining cost efficiency. Today's business challenges demand more than just greater efficiency in the HR department and an HRM system. Rather, they require increased effectiveness gained through a comprehensive understanding of the factors driving workforce

performance. Organizations need to understand the complex interaction between staffing levels, competencies, compensation structures, workforce profile, and other factors to help them maximize their return on human capital.

To fully understand how workforce factors affect the business requires timely and integrated insight from HR and operational systems across the enterprise. However, most organizations struggle to obtain timely and relevant information from their enterprise systems. The reasons are twofold. First, there has been an explosion in both the volume and complexity of enterprise data, which is often fragmented across many disparate transactional systems and departments. Secondly, the traditional business intelligence (BI) systems used by many organizations to analyze this data does not deliver the information to executives and front-line managers when and where it has the greatest impact.

Through intelligence dashboards, Oracle Human Resources Analytics provides powerful metrics, alerts, and reports to executives, HR professionals and line managers, enabling them to understand how workforce factors are affecting individual departments and take appropriate actions. Managers and front-line professionals receive critical information on staffing, recruitment, workforce development, workforce cost, and diversity at levels of detail such as by geography, job category, division, and pay grade, etc.

Oracle Human Resources Analytics is tightly integrated with other applications in the Oracle BI Applications product suite, enabling them to deliver robust workforce information. For example, in conjunction with Oracle Contact Center Telephony Analytics, Oracle Human Resources Analytics can help managers better understand how staffing levels, pay-for-performance, and employee performance correlate to employee retention rate.

### Oracle Human Resources Analytics Drive Better Business Results

Oracle Human Resources Analytics integrates data from HR, financial and other enterprise systems and transforms it into integrated, easy-to-use, and actionable insight into how various factors impact workforce and business performance. Oracle Human Resources Analytics enables companies to more effectively manage and improve business performance by:

- Improving overall profitability through more effective workforce cost control. Managers can understand how to optimize staffing levels to ensure satisfactory delivery of service while maintaining the lowest effective headcount. They can also understand the impact of paying overtime versus adding new workers on overall profitability.
- Providing HR, executives and line managers consistent and integrated talent insight to better manage workforce performance and capabilities. HR and business leaders can gain visibility into top or bottom-performing employees and internal mobility to better develop and retain key talents, understand the impact of workforce turnover on performance and costs and proactively identify and remove retention trouble spots.
- Providing the capability to correlate workforce information with operational measures to better understand the causal effect of workforce investment on operational results. For example, service managers can understand the impact of staffing levels and compensation on contact center performance such as average handle time, cost per call, and abandonment rates. They can also correlate this information with service delivery costs and customer satisfaction levels.

### Next-Generation Business Intelligence Platform

Oracle Human Resources Analytics is built on the Oracle Business Intelligence Enterprise Edition platform, a next-generation analytics platform that fully leverages existing data warehouse and business intelligence investments. It is built using standards-based technology enabling easy integration with existing IT environments and supports all leading relational and

## ABOUT ORACLE BI APPLICATIONS

Oracle Business Intelligence Applications provide complete, real-time and enterprise wide insight for all users, enabling fact-based actions and intelligent interaction. Designed for rapid deployment at a low cost of ownership, Oracle Business Intelligence Applications are prebuilt solutions that start with the customer, embrace any existing corporate data source, and are seamlessly integrated with Oracle's transactional solutions to increase effectiveness across the entire customer life cycle.

All Oracle BI Applications are powered by Oracle BI Enterprise Edition, a high-performance, highly scalable, and highly reliable next generation business intelligence platform that can be used to extend existing analytic solutions to meet any enterprise BI need. Additional information about Oracle Business Intelligence Applications is available at

[www.oracle.com/goto/obia](http://www.oracle.com/goto/obia)

## RELATED PRODUCTS

### ERP Analytics

- Oracle Financial Analytics
- Oracle HR Analytics
- Oracle Procurement and Spend Analytics
- Oracle Supply Chain and Order Management Analytics
- Oracle Project Analytics
- Oracle Product Information Management Analytics

### CRM Analytics

- Oracle Sales Analytics
- Oracle Marketing Analytics
- Oracle Service Analytics
- Oracle Contact Center Analytics
- Oracle Partner Analytics
- Oracle Loyalty Analytics
- Oracle Price Analytics
- Oracle Customer Data Management Analytics

OLAP data sources. Moreover, Oracle Human Resources Analytics provides support for large numbers of concurrent users with native support for mobile and tablet devices, multi-terabyte data sets, and the largest enterprise implementations.



Figure 2. Oracle BI Applications are natively available on mobile and tablet devices including Apple iPad shown above

## Proactive Intelligence

Business circumstances demand immediate attention. Oracle BI Applications provide proactive, event-based, and scheduled alerts that are delivered directly to users via email, handheld and other portable devices, or to a personalized dashboard. Powerful, timely, and actionable information helps prevent issues from becoming problems. For example, when overtime levels at a production facility are in danger of exceeding budgeted levels, Oracle Human Resources Analytics sends an alert to the plant manager and company controller. Armed with this information, they quickly correct the deviation, preserve profit margins and examine alternatives to paying overtime such as hiring contractors or more full-time workers.

## Oracle Human Resources Analytics Applications

### HR Performance

Correlate financial measures with key workforce metrics to demonstrate HR's strategic value in the organization and quantify the return of investment on HR and the workforce.

### Operations

Provide core data foundation for HR reporting and analysis in headcount, attrition, diversity and headcount movement. Provide workforce planning with easy visibility into global staffing, retention, contingent labor usage, and improved workforce performance by focusing on internal mobility and talent development. Monitor workforce diversity compliance.

### Compensation

Monitor total payroll costs, e.g. payroll costs, overtime spend, and variable compensation. Analyze employee compensation with performance; reward and retain high performers with potential.

### Recruiting

A complete set of metrics measure the efficiency and effectiveness of the entire recruitment lifecycle including new hires' post-hire performance. Better measure quality of hire, optimize candidate sourcing, analyze recruitment pipeline and 'hire-to-retain' process efficiency, and monitor vacancies and reduce time to fill.

### Learning Management

Assess learning offerings and how those programs affect employee performance and tenure, and monitor program enrollment and completion to understand how activity and completion affect quality of workforce.

### Leave & Absence

Monitor planned and unexpected absence events to gain greater insight into lost productivity, and measure absence events over time to highlight trends and exceptions.

## Oracle Business Intelligence in Fusion Applications

### Embedded Business Intelligence

With Business Intelligence in Fusion Applications, a full range of analytics is embedded directly into key business processes, so users at all levels of an organization have the information they need to make better, more informed decisions. Oracle Human Resources Analytics extend Oracle Fusion Applications with deeper insight into an organization's past, present and future performance trends. It delivers complete, consistent analytic information, to support the full range of decision making needs from tactical to strategic.

### HR Analytics for Fusion

Human Resources Analytics is tightly integrated with Oracle's next-generation Fusion applications. In addition to HR Performance, Operations, Compensation, Leave & Absence, HR Analytics also delivers new analytical reporting for Payroll, Leave Accrual and Headcount Gain/Loss. Human Resources Analytics leverage Fusion Middleware and inherits user and data security defined in Fusion Human Capital Management system.

### Leverage your existing Oracle investments

Whether your organization plans to deploy Fusion Applications today or sometime down the road, Oracle Human Resources Analytics provides a consistent business intelligence foundation that will support your existing deployment, and provide a seamless bridge to your Fusion BI implementation in the future. An investment in Oracle Human Resources Analytics today improves your readiness for Fusion Applications.

### Summary

Across industries, companies are facing increased pressure to grow revenues while holding costs in check. They also must ensure that they have adequate staffing levels and that their workforce is properly aligned with company needs to return the best possible results. Companies need to manage their workforce as a strategic asset, compensating and utilizing the workforce to achieve the highest levels of productivity and ensuring the organization meets revenue and profitability targets. Oracle Human Resources Analytics create powerful synergies with other Oracle BI Applications products, ensuring that rich insight from across the organization value chain helps drive all workforce actions, resulting in lower costs, increased revenue, and greater profitability.

## Contact Us

For more information about Oracle Human Resources Analytics, visit [oracle.com](http://oracle.com) or call +1.800.ORACLE1 to speak to an Oracle representative.



Oracle is committed to developing practices and products that help protect the environment

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**Hardware and Software, Engineered to Work Together**