

## Oracle Fusion Human Capital Management *Do Things Your Way*

In today's continuously evolving and highly collaborative environment, organizations that want to succeed need to be able to adapt to changing business requirements and allocate assets and resources accordingly with greater speed and agility. Human capital is no exception, making today's modern HR system an important tool and enabler of overall business strategy.

HR professionals and employees need to access and share information easily and quickly but are often restricted by rigid systems and reliance on IT. Cumbersome processes, multiple screens, and irrelevant information hinder collaboration and leave users frustrated and unproductive.

### **Simple. Intuitive. Easy.**

"It's a much more elegant product.  
It's simpler. It's easier to navigate.  
It's easier to learn. It's easier to use."

— Dan Power, Founder

**Hub Solutions Designs**

### **User Experience That Drives Productivity**

"Loved the layout, hot links, train stops, ease of setup. Quick access to everything that is needed to complete the setups. Easy for me to read, understand, and make the necessary changes."

—Claude Charles

Coordinating Supervisor

**Prince George's County Public  
Schools**

Oracle Fusion Human Capital Management delivers a user experience like no other – built entirely around user roles, key processes, and business-led configurability. We're giving business users the power to easily mold and re-shape the system - so you can always do things your way.

### **Role-Centric User Experience**

Oracle Fusion Human Capital Management (HCM) turns your organization into an interactive gallery, with each employee being assigned a "Portrait" page. Each Portrait page displays specific information and enables certain functionality based on the user's role.

The power of role-based access controls lies in the ability to deliver information and available actions in context to what an employee is working on. Oracle invested thousands of hours studying keystrokes and mouse clicks across key business processes, and interviewing countless HR professionals, line managers, and workers alike. This insight was combined with advanced technology tools to architect a modern, standards-based HCM platform that's 100% process-based and roles-centric. The result: you can be confident that every item on the screen is there for a reason, and that reason is specific to what a particular role needs to know to best do their job - whether it's an embedded chart, a real-time data point, custom user assistance, or an embedded discussion forum.

For instance, if an HR professional conducts a talent review, looks up her direct reports, or checks her personal employee benefits, everything she sees and can do is based on her role(s) in the organization. We've estimated this translates to end-user productivity gains of up to 60 percent.

Result: Increase your productivity with a user experience tailored to your job

**Oracle Fusion Human Capital Management Suite**

- Oracle Fusion Benefits
- Oracle Fusion Compensation
- Oracle Fusion Global Human Resources
- Oracle Fusion Global Payroll
- Oracle Fusion Goal Management
- Oracle Fusion International Human Resources and Payroll Kit
- Oracle Fusion Network at Work
- Oracle Fusion Payroll Interface
- Oracle Fusion Performance Management
- Oracle Fusion Talent Review
- Oracle Fusion Total Compensation Statement
- Oracle Fusion Transaction Business Intelligence for Human Capital Management
- Oracle Fusion Workforce Directory Management
- Oracle Fusion Workforce Lifecycle Manager
- Oracle Fusion Workforce Predictions

**Personalized For Everyone**

While Oracle Fusion HCM is already built around specific user roles, the underlying technology enables a deep level of flexibility that even the casual business user can intuitively use to configure the system around their own personal work style.

When an employee logs into Oracle Fusion HCM, there are many different ways to further personalize and configure screens, hide information and fields, and change the layout of tabs and specific data points with fast and easy drag-and-drop capabilities.

For example, an HR professional creates a staffing or termination report for specific time periods or regions, then drags the reports over to her personalized dashboard. A sales manager trying to analyze his team's performance brings up his organization chart and changes the contact data fields displayed under each of his directs to now show compensation details, sales quotas, and other relevant data points - all without changing screens.

The ability for users to continuously adapt how they interact with Oracle Fusion HCM based on their specific and changing needs not only improves worker adoption of the system by providing a rich, engaging user experience, but also drives user productivity with better and faster decisions – both key ROI metrics for your application investment.

Result: Further personalize your user experience to match your work style

**Business-Led Configurability**

Oracle Fusion HCM delivers unique business agility to the HR professional and business analysts by empowering them to change and redesign business processes on the fly – without the help of IT.

For example, a business analyst configures the default on-boarding process in the system, and adds a new checklist or workflow to include perhaps regional metrics, high potential hires, or specific roles. This enables business users to adapt the system to changing requirements very quickly.

What's more, these configurations, often an important strategic differentiator to a business, are "upgrade safe." This means you can upgrade and leverage latest release functionality without losing what makes your business unique. Additionally, Fusion HCM allows administrators to extend the application by easily adding new fields to processes that fully extend throughout the system and reports. *The flexibility you want - without the risk and burden on IT.*

Result: Adapt processes to fit your changing business needs without IT intervention

**About Fusion Human Capital Management**

Built from the ground up to help you do things your way, know your people better, and work as a team, Oracle Fusion HCM rethinks the business of HR to provide value to every person in your organization – from HR professionals to employees and managers. Whether you choose one module or the entire suite, Oracle Fusion HCM is designed to coexist with your current applications portfolio to deliver innovation without disruption. With Oracle Fusion HCM, you're in the driver's seat with the power to deploy SaaS, hosted, or on premise – all backed by industry leading Oracle innovation.

**CONTACT US**

For more information, contact your Oracle sales representative or visit [oracle.com/hcm](http://oracle.com/hcm).

