

Oracle Fusion Human Capital Management *Know Your People Better*

Predictive Analytics

“The analytics just make it pop! The charts, the graphing, the predictive analytics is really neat. The modeling capability in the compensation module was another feature we just don't have today. Having that kind of capability is really exciting.”

— Charles Fusco,
HRIS Development Manager,
McKesson

Every day organizations struggle to answer essential questions about their workforce. *How much money are we losing by not having the right talent in place and how is that impacting current projects? What skills will we need in the next 5 years that we don't have today? How will business be impacted by impending retirements and are we prepared?* Fragmented systems and bolt-on analytics are only some of the barriers that HR faces today. The consequences include missed opportunities, lost productivity, attrition, and uncontrolled operational costs. To address these challenges, Oracle Fusion Human Capital Management (HCM) puts information at your fingertips, helps you predict future trends, and enables you to turn insight into action. You will eliminate unnecessary costs, increase workforce productivity and retention, and gain a strategic advantage over your competition. Oracle Fusion HCM has been designed from the ground up so that you can work naturally and intuitively with analytics woven right into the fabric of your business processes.

Put Information At Your Fingertips

Employees and managers can waste countless hours wading through various screens or having to make phone calls to find information in order to complete the most basic HR transactions. This results in frustration, lost productivity, and suboptimal decisions. Oracle Fusion HCM was built with workers, managers and HR professionals in mind. Analytics are embedded throughout the system and linked directly to transactions and decision points. No more searching through multiple screens or systems to find the information you need to make a decision. Each screen lets you clearly see the other pieces of relevant information you might need to maximize your productivity.

Embedded analytics; role-based dashboards for managers, workers and HR professionals; and on-the-fly ad hoc reporting capabilities make data access and interpretation easier than ever before. Users will be able to see updates in real-time, and their impact, through embedded analytics. For example, during the compensation budgeting process, a manager will be able to see a running tally for reference right on the page. Take out the guesswork with dashboards that deliver in-line information while you do your work. And pre-delivered operational reports are enriched with robust and flexible ad hoc query capabilities that access real-time transactional data – no need to push data to a separate warehouse or engage the IT department for a custom report. It's easy and right at your fingertips.

Result: Make smarter decisions with just the right information you need for every situation.

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

Turn Insight Into Action

Every organization has data – mountains of it – but being able to easily make sense of it and take action is often elusive. Oracle Fusion HCM is designed to provide insight you can act upon. Starting with a dynamic organization chart that is available to everyone, role-based security sets the stage for employees to perform basic actions like a change of address and for managers to take action on employees like starting a transfer or promotion. Visual “train stops” within every process make it easy to see what is required to complete a transaction so you’re guided every step of way. For example, within a promotion process, a manager can easily understand the four steps or “train stops” they must take – selecting the new role for the employee, adding the proper compensation, setting up security roles for the new position, and completing the promotion. Additionally, you can perform extensive historical analysis of information and leverage the ability to connect traditionally fragmented data to better evaluate the business situation and take action. For example, Oracle Fusion HCM compiles information from past performance reviews and compensation in one place to create an accurate portrait of the employee during their review so you can fairly and objectively compare that employee or teams of employees to each other.

Result: You can dig into the root causes of employee issues and take immediate action.

Predictive Analysis

Imagine if you could look ahead and be prepared for upcoming workforce trends. Most organizations do not have the analytic capability to do predictive human capital analysis, yet the worker information needed to make educated forecasts already exists today. Aging populations, shifting demographics, rising and falling economies, and multi-generational issues can have a significant impact on workforce decisions – for employees, managers and HR professionals. Not being able to accurately predict how all the moving parts fit together, and where you really have potential problems, can make or break an organization. Oracle Fusion HCM gives you the ability to finally see into the future, analyzing worker performance potential, risk of attrition, and enabling what-if analysis on ways to improve your workforce. Additionally, modeling capabilities provide you with extra power to bring together information from sources unthinkable in the past. For example, imagine understanding which recruiting agencies are providing the highest-quality recruits by comparing first year performance ratings with sources of hire. Being able to see potential problems before they occur and take immediate action will increase morale, save money, and boost your competitive edge.

Result: You are able to look ahead and be prepared for upcoming workforce trends.

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.

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