

## Oracle Fusion Human Capital Management Overview and Frequently Asked Questions

Oracle Fusion Human Capital Management (Oracle Fusion HCM) was built from the ground up to help your organization know its people better, work as a team, and do things the way you want them done. Oracle Fusion HCM’s user-centric design provides value to every person in your organization—from HR professionals to employees to managers. Whether you choose one module or the entire suite, Oracle Fusion HCM is engineered to co-exist with your current applications and deliver innovation without disruption. Backed by industry-leading Oracle technology, Oracle Fusion HCM puts you in the driver’s seat with your choice of deployment options: software as a service (SaaS), hosted, or on-premises.

### Overview

Oracle Fusion HCM was developed with the user in mind. More than 1,700 customers participated in a variety of design, testing, and feedback sessions, helping to create the most innovative HCM solution on the market. Oracle Fusion HCM is not just a replacement for existing products, it’s a new way of doing the entire process of HCM that reflects the fundamental shifts customers are seeing in the workplace. As a result, Oracle Fusion HCM is:

- **User centric.** Oracle designed Oracle Fusion HCM for the key user roles in your organization—managers, employees, and human resource professionals. This major shift in understanding how work gets done by different people led Oracle to incorporate—not just the enterprise processes—but also personal preferences into the design. It’s easier for people to do their work when their own preferences are reflected in the system.
- **Truly global.** Oracle Fusion HCM is global by design, so its global, enterprisewide structures support legislative, regulatory, and organizational requirements and deliver true multinational capabilities—whether your organization is in one country or one hundred.
- **Extensible.** Oracle Fusion HCM lets you support different business practices within your organization using easy-to-do

*configurations* instead of complex customizations that require IT resources. Oracle Fusion HCM is designed to be tailored by the people using it—needing little, if any, help from IT. In Oracle Fusion HCM, configurations are upgrade-safe, so you can always move to the latest release.

- **Information-led.** Oracle Fusion HCM introduces a shift from a transaction-oriented model to an information and process-oriented model. Each category of user—employee, manager, HR professional, and executive—has access to information in a way that is appropriate for their role.
- **Collaborative.** Embedded throughout Oracle Fusion HCM are tools designed to facilitate collaboration. For example, Oracle Fusion Network at Work—one of the completely new products in Oracle Fusion HCM—enables employees to network safely behind the firewall.
- **Analytical.** Oracle Fusion HCM analytics provide decision support, real-time insight, actionable data, and predictive “what-if” analysis. The native business intelligence (BI) embedded throughout is fundamentally different from anything offered by other vendors.

### Frequently Asked Questions

The following frequently asked questions (FAQs) are organized by the topics shown here.

- Basics
- Fast Facts
- Deployment Options
- Features
- Upgrading and Migrating
- Licensing and Support
- Coexistence and Integration

For more information, visit [oracle.com/fusion](http://oracle.com/fusion) or call +1.800.ORACLE1 to speak to a representative. (Outside North America, visit [oracle.com/us/corporate/contact/index.html](http://oracle.com/us/corporate/contact/index.html) to find the phone number for your local Oracle office.)

## Basics

1. With Oracle Fusion HCM now available, what should I do?

Oracle customers have three basic paths available as they consider Oracle Fusion HCM for their organization.

- Continue on your current path with your current Oracle HCM installation of PeopleSoft, Oracle E-Business Suite, or JD Edwards.
- Adopt specific modules from Oracle Fusion HCM and have them coexist with your current HCM solution.
- Move to Oracle Fusion HCM as your entire HCM solution.

The path you choose depends on your organization's goals and IT strategies for adopting new technology. However, no matter which path you choose, make sure you get the information you need to make an informed decision.

- For more information, including videos, podcasts, and white papers, visit [oracle.com/hcm](http://oracle.com/hcm)
- To see a demonstration of Oracle Fusion HCM, contact your Oracle Account Representative.

2. What applications are included in Oracle Fusion HCM?

New products—only from Oracle—have an asterisk (\*).

### Core HCM/System of Record

- Oracle Fusion Global Human Resources
- Oracle Fusion Global Payroll
- Oracle Fusion Global Payroll Interface
- Oracle Fusion Benefits
- Oracle Fusion Workforce Lifecycle Manager \*

### Business Intelligence

- Oracle Fusion Transactional Business Intelligence for Human Capital Management
- Oracle Fusion Workforce Predictions \*

### Talent Management

- Oracle Fusion Incentive Compensation
- Oracle Fusion Performance Management
- Oracle Fusion Workforce Compensation
- Oracle Fusion Network at Work\*
- Oracle Fusion Goal Management \*
- Oracle Fusion Talent Review \*

## Fast Facts

3. Can Oracle Fusion HCM replace a full human resource management system (HRMS)?

Yes. Oracle Fusion HCM is a complete suite of HCM solutions. Whether you choose to have it replace your current system depends on the specific needs of your organization. Your Oracle Account Representative has assessment tools that can help you make this kind of determination.

4. What languages are supported in the first release of Oracle Fusion HCM?

The first release of Oracle Fusion HCM offers these translations: Arabic, Brazilian Portuguese, Dutch, English, French, German, Italian, Japanese, Korean, Spanish, Simplified Chinese, and Traditional Chinese.

5. What country extensions are available for Oracle Fusion Global Payroll in the first release?

The first release of Oracle Fusion HCM offers country extensions for China, Saudi Arabia, United Arab Emirates, United Kingdom, and the United States. Additional extensions can be built using the tools in the Oracle Fusion International Human Resources and Payroll Kit.

6. Can I keep my Oracle E-Business Suite implementation and start using new products offered in Oracle Fusion HCM?

Absolutely. Oracle Fusion HCM supports a hybrid deployment option that lets customers use a combination of products in different deployments.

For example, a customer might decide to keep using their current HCM implementation with Oracle E-Business Suite or PeopleSoft, but add Oracle Fusion Performance Management as a SaaS implementation. This type of deployment strategy is also known as [\*coexistence\*](#).

## Deployment Options

7. What are my options for deploying Oracle Fusion HCM?

Oracle Fusion Applications offer customers a variety of deployment options.

- **On-premise.** With this deployment option, the customer owns the product licenses and is responsible for software and infrastructure installation, configuration, and management. This option offers the most control for customers.
- **Hosted.** With this option, the customer owns the product licenses, but Oracle (or an Oracle Partner) is responsible for the software and infrastructure installation, configuration, and management at a world-class datacenter. With this option, customers get high scalability without having to invest in additional infrastructure.
- **Software as a service (SaaS).** Oracle owns the product licenses and is responsible for software and infrastructure management. Customers subscribe to the services and support plans they want.
- **Hybrid.** This is one of the most important options available to customers who want to pace their move to Oracle Fusion Applications and are not ready to change everything at once. This coexistence option is a great way for customers to leverage their existing investment in a core HRMS and add immediate value. For example, a customer could choose to maintain its on-premises investment in PeopleSoft, and then bring in talent management capabilities in either a hosted or a SaaS model.

8. How do you differentiate SaaS, hosted, and Oracle On Demand solutions? I'm not sure I understand the difference.

SaaS is a pure subscription deployment. The customer owns no licenses, but simply subscribes to a service that lets them use the applications. SaaS is new for Oracle Fusion HCM, but Oracle's existing customer relationship management (CRM) business is one of the largest in the applications industry, so we were able to leverage those best practices to provide solutions for our HCM customers.

In a hosted deployment option, the customer owns the licenses for the products they are using, but the software and hardware are physically located in a separate location, and they are managed and maintained by someone other than the customer. Oracle On Demand is the name for Oracle's hosting option; Oracle solutions can also be hosted by Oracle Partners.

9. Does Oracle offer any tools to help customers decide on which deployment option to use?

Yes. Talk to your Oracle Account Representative about the various deployment options so you can make the best choice for your organization.

10. What are Oracle's pricing, terms, and service-level agreements (SLAs) for SaaS and Oracle On Demand deployments? How do they compare with the competition?

Oracle pricing and terms are on par with our existing product offerings and aggressive compared with our niche competitors for SaaS.

11. Will the SaaS deployment option be offered in only one time zone, or will you have multiple locations for support?

The SaaS deployment option for Oracle Fusion HCM is offered and supported globally.

12. Is Oracle Fusion HCM deployed as single-tenant or multi-tenant?

Customers using the SaaS deployment option have the choice of a single-tenant or multi-tenant deployment depending on their business needs.

13. Can my company deploy a private cloud within our firewall? That is, can I deploy an Oracle Fusion HCM solution to service my internal users?

Yes. Oracle Partners and customers can leverage the multi-tenant capabilities of Oracle Fusion HCM to service their own users.

## Features

14. What new features does Oracle Fusion HCM offer that I don't already have in my current PeopleSoft or Oracle E-Business Suite installation?

There are many ways that Oracle Fusion HCM can deliver additional value to an existing HCM installation. For example:

- Oracle Fusion HCM includes significant functionality enhancements that help you manage HR better. Some of these enhancements include: embedded BI, embedded collaboration capabilities, and data visualization. Oracle Fusion HCM also has a new user experience that is already receiving excellent reviews from customers.
- Oracle Fusion HCM is completely configurable, so customers with PeopleSoft HCM solutions will realize tremendous benefits at the business process and end-user levels. Configurations in Oracle Fusion HCM are persistent, so they don't lock you into a specific version of the application. You can easily upgrade to future releases of Oracle Fusion HCM without reworking your configurations.

15. Does Oracle Fusion HCM offer a self-service module?

Yes, but we don't call it self-service. Oracle Fusion HCM was built from the ground up to handle the unique roles within an organization, including a self-service role. So, in Oracle Fusion HCM, self-service is no longer limited to managing human resources data. Now it encompasses everything from skills assessment to mentoring and from networking to organizational charting—it's how people work.

16. Will you do a side-by-side comparison of features for Oracle Fusion HCM and Oracle's other HCM solutions (PeopleSoft, Oracle E-Business Suite, and JD Edwards)?

We purposely didn't do a side-by-side comparison with existing Oracle HCM solutions because each of Oracle's HCM solutions has a robust set of HCM features, but also offers different benefits and features that give it added value for different customers. The best way to find the solution that's right for your organization is to work with your Oracle Account Representative.

17. How many reports are available when running Oracle Fusion HCM in a SaaS deployment? Is there a charge to create my own reports?

Oracle Fusion HCM delivers more than 300 out-of-the-box reports to cover all areas of Oracle Fusion HCM. There is no charge to create your own ad hoc reports because reporting capabilities are available with Oracle BI Publisher (available at no additional licensing costs). Additional, more-in-depth analytics are available with Oracle Fusion Workforce Predictions as a separately licensed and priced product.

### Analytics

18. How is business intelligence included in Oracle Fusion HCM?

In Oracle Fusion HCM, BI analytics are woven into the fabric of your business processes so that you can work naturally and intuitively. The flexible, predelivered operational reports use real-time transactional data and let you include your own ad hoc queries. Business analytics are embedded on key pages and in transactional flows throughout Oracle Fusion HCM and are linked directly to transactions and other decision points. Each screen shows additional pieces of relevant information that users can use to make decisions and maximize their productivity.

19. How does predictive analysis work in Oracle Fusion HCM?

Using Oracle Data Mining, Oracle Fusion HCM delivers a set of more than 120 indicators that are run through an advanced algorithm. This benchmarks a customer's historical data against weighted factors and performs a predictive analysis. As more transactional data is added, the algorithm self-adapts to refine its predictions. Users can drill into the analysis to determine which indicators have been triggered so that they can take corrective action.

## Payroll

20. What localizations are available for Oracle Fusion Global Payroll? What is the strategy for doing additional localizations?

The first release of Oracle Fusion HCM delivers localizations for China, Saudi Arabia, United Arab Emirates, the United Kingdom, and the United States. Oracle's strategy for localizations is to target both existing markets (customers currently using PeopleSoft and Oracle E-Business Suite) and emerging countries for which Oracle doesn't currently have a solution. Oracle has an aggressive rollout schedule for additional localizations.

21. Should I buy Oracle Fusion HCM if my countries are not on the targeted localizations roadmap, or should I buy an Oracle E-Business Suite or PeopleSoft payroll solution?

You have several options. You could use a coexistence scenario that includes Oracle Fusion HCM and another payroll application, or you could purchase a full Oracle Fusion HCM solution with the Oracle Fusion International Human Resources and Payroll Kit. This gives you the ability to configure your own payroll localization.

## Upgrading and Migrating

22. When should my organization start thinking about moving to Oracle Fusion HCM?

Oracle Fusion HCM should be part of the conversation and decision-making process based on your organization's timeline for upgrading and adding more functionality (such as with Oracle Fusion Incentive Compensation and Oracle Fusion Talent Review) and your organization's need for advanced technology, open standards, and an enhanced user interface. You can move your talent strategy to Oracle Fusion HCM while keeping your existing HR platform for core functions.

23. Tell me the technical prerequisites for Oracle Fusion HCM. SaaS deployments have no technical prerequisites. Technical prerequisites for on-premises or hosted deployment include:

- Oracle Database, Enterprise Edition
- Oracle Business Intelligence Suite Enterprise Edition Plus for Oracle Applications
- Oracle Identity and Access Management Suite Plus for Oracle Applications
- Oracle WebCenter Suite for Oracle Applications

- Oracle WebLogic Suite for Oracle Applications
- Oracle SOA Suite for Oracle Middleware for Oracle Applications

In addition, customers with perpetual licenses should have an in-house (or hosted partner) staff with competencies in Oracle Database, SOA, Java, and Oracle WebCenter.

24. Do I need Oracle Fusion Middleware if I don't migrate to Oracle Fusion HCM right now?

Because all of Oracle's existing HCM solutions (PeopleSoft, E-Business Suite, and JD Edwards) are certified on Oracle Fusion Middleware, these products can also take advantage of the capabilities offered by Oracle Fusion Middleware, such as identity management, a complete SOA offering, and business process management (BPM). Even if you aren't planning to adopt Oracle Fusion Applications right now, we recommend that customers upgrade to the latest release of their current solution—which is certified to work with Oracle Fusion Middleware. Customers can take advantage of Oracle Fusion Middleware right now as they build a foundation that will let them easily move to Oracle Fusion Applications when it makes sense for their business.

25. How can I start preparing my organization now for an eventual move to Oracle Fusion Applications?

Talk to your Oracle Account Representative. There are many options that let you move as quickly or as slowly as you want. For example, you may decide that you want to keep your current Oracle HCM installation, but add the Oracle Fusion Workforce Predictions application as a SaaS deployment. Or, you might decide that now would be a good time to move your entire HCM system to Oracle Fusion HCM.

26. What are the plans for delivering upgrades to Oracle Fusion HCM—especially since it can be deployed in both a traditional, installed, on-premises version (where customers expect upgrades every two to four years) and a SaaS version (where upgrades are as frequent as three to ten times a year)?

Product enhancements to Oracle Fusion HCM are planned for every six months. The upgrades will be applied (according to customer SLAs) to the Oracle SaaS environment during a regularly planned release process. Because Oracle Fusion HCM is built on a single code line, you can always apply the latest upgrade and have your organization's implementation running on the most current version—no matter whether you've chosen an on-premises or SaaS deployment.

27. Is the Applications Unlimited program still in effect?

“Applications Unlimited” refers to Oracle’s commitment to continue to support and extend all of our applications. Under this program, Oracle has made significant investments in our existing applications and delivered rich new releases for Oracle E-Business Suite, PeopleSoft, and JD Edwards. The “family pack” release cycle delivers many enhancements to the PeopleSoft and E-Business product lines off-cycle.

For example, in Oracle E-Business Suite 12.1, we added talent profiles and significant enhancements to Oracle iRecruitment. In PeopleSoft 9.1, we added succession planning, goals, and cascading objectives, and we are releasing functionality like the new company directory in feature packs that can be adopted by customers without needing a full upgrade.

Oracle’s commitment to Applications Unlimited is based on our experience in the industry. We know from history and from feedback from thousands of customers that this type of commitment is imperative.

Oracle’s track record shows that we listen closely to our customers and we will continue to do so. The great ideas we get when we listen to our customers go into all of our product lines. We would never hold back any product line from innovation that adds value for our customers.

28. Should I stop doing upgrades of PeopleSoft, Oracle E-Business Suite, and JD Edwards and wait for Oracle Fusion HCM?

No. When customers keep pace with new software releases, their costs go down, the capabilities go up, the user experience improves, and their ability to adopt new technologies increases. Specifically, customers who remain on older versions of our current applications product lines while they wait to move to Fusion Applications will miss out on new functionality and the technical advantage of Fusion Middleware. All current releases of Oracle Applications are certified against Oracle Fusion Middleware 11g, which ensures that the customer has a direct migration path to Oracle Fusion Applications in the future when they decide to migrate.

## Licensing and Support

29. At Oracle OpenWorld 2010, executives said that existing PeopleSoft and Oracle E-Business Suite customers could get “like-for-like” applications for free. Is there a like-for-like license

swap so that I can leverage my current applications to minimize the cost of Oracle Fusion Applications?

“Like-for-like” pricing means that if a customer makes or has made an investment in our products, we are not going to charge them again for a “like” product. For example, moving from PeopleSoft Human Resources to Oracle Fusion Global Human Resources would not require extra licensing. In this case, the customer would terminate their licenses for PeopleSoft Human Resources and then license Oracle Fusion Global Human Resources for the same number of users.

30. Obviously a “like-for-like” can’t apply to the new modules we’re seeing. How does that work?

A new license will be required for new modules. For example, adding Oracle Fusion Workforce Predictions to your HCM solution will require a new license. Your Oracle Account Representative can help you with specific licensing information for your organization.

## Coexistence and Integration

31. What is coexistence and how does it work?

Coexistence simply means using select applications from Oracle Fusion HCM along with core installations of Oracle E-Business Suite 12.1 and PeopleSoft 8.9. Oracle delivers a complete, out-of-the-box integration solution that lets you use these releases of Oracle E-Business Suite and PeopleSoft along with any of the following Oracle Fusion HCM talent management applications:

- Oracle Fusion Goal Management
- Oracle Fusion Incentive Compensation
- Oracle Fusion Network at Work
- Oracle Fusion Performance Management
- Oracle Fusion Talent Review
- Oracle Fusion Workforce Predictions
- Oracle Fusion Workforce Directory Management

32. Does coexistence work for JD Edwards customers?

Coexistence is possible for Oracle’s JD Edwards customers, but there is no prebuilt integration available at this time. Oracle has select global partners who can perform this work for you. Talk to your Oracle Account Representative for more information.

33. Can Oracle Fusion HCM coexist with competitors like SAP?

Yes. As with JD Edwards, Oracle Fusion HCM can coexist with any core HR system, but there is no prebuilt integration available at this time. Oracle has select global partners who can perform this work for you. Talk to your Oracle Account Representative for more information.

34. What if I want to have a coexistence scenario with installations of older releases of Oracle E-Business Suite or PeopleSoft?

The level of work needed to do this depends on the complexity of your data set and which release of the software you have. Oracle has select global partners who can perform this work for you. Talk to your Oracle Account Representative for more information.



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