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FUSION APPLICATIONS
HUMAN CAPITAL MANAGEMENT

An Oracle White Paper
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Oracle Fusion Talent Management Overview

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"Oracle is living what they're speaking. They have really invested time and resources and people into analyzing and understanding how people actually work. "

Megan Martens, Director of Business Systems Development, Troon Golf

"The application is so easy. You have hotlinks. You can click on something and you go right there. They can go in, and they can get their work done in a heartbeat.   It is that simple. Honestly, I think my eight-year-old can do it."

Claude Charles, Coordinating Supervisor, E-Business Suite, Prince George's County Public Schools

"At the Principal, we are very good financial managers, and we want to provide that same level of holistic management with our human capital as well. The Fusion tool really provides the business intelligence that we need to connect the dots when it comes to talent so we can drive the bottom line by increasing our performance overall."

Kathleen Souhrada, Vice President of Human Resources, Principal Financial Group

Oracle Fusion Talent Management Overview

Oracle Fusion Talent Management was developed with the user in mind. Over 1,700 customers participated in a variety of design, testing and feedback sessions, helping to create the most innovative human capital management (HCM) solution on the market. This whitepaper will provide you with an overview on how organizations likes yours can choose to embrace some portions of Fusion applications, while retaining your current HCM investment.

What are the Modules in Oracle Fusion Talent Management?

Oracle Fusion Human Capital Management delivers a robust set of talent management modules, covering workforce development, workforce rewards and workforce analytics. Oracle Fusion Talent Management will change the way you work – starting with core modules and extending to new and revolutionary approaches to managing talent. Core modules include Compensation Management, Incentive Compensation, Performance Management, and Goal Management. New, groundbreaking solutions include Workforce Directory Management, Network at Work, Talent Review, and Workforce Predictions.

Compensation Management

Oracle Fusion Compensation empowers organizations to attract, motivate and retain talent through strategically planning, allocating and communicating compensation. As part of a larger suite of applications, it provides the most complete solution in the market. Integration with talent management enables a strong ability to pay for performance. Better business decisions result from best-in-class

analytics and a total compensation view of an employee or a group of employees at the same time, regardless of their geographic location or pay package components.

Performance Management

Oracle Fusion Performance Management is designed to support workers, managers, and business leaders with point-in-time evaluation of worker performance. Organizations can configure the performance process to match their business practice. An industry-leading user experience enables workers and managers to easily see where they are and move smoothly through the process. Guidance and decision support are provided to users in context to help them easily and intelligently complete evaluations. Embedded intelligence supports managers and HR administrators in efficiently monitoring and managing the overall performance management process, enabling them to take action at the point it is needed.

Goal Management

Oracle Fusion Goal Management enables the setting and tracking of goals across the various levels of the organization, supporting an ongoing performance conversation throughout the year. Business leaders communicate high level initiatives and managers and workers can collaborate to set goals that align to the organization's direction. The product also supports development plans for employees to track their personal growth and career development.

Work collaboration among employees is fostered by goal sharing and the ability to link goals to shared work spaces with a full suite of collaborative tools including forums and wikis. Oracle Fusion Goal Management integrates with Oracle Fusion Performance Management to enable a point-in-time evaluation of goal achievement.

Network at Work

Oracle Fusion Network at Work provides an industry leading collaborative framework that allows workers to build their own internal social network and connect with other domain experts and colleagues with similar interests. This helps employees in getting public recognition by advertising their skill sets and experience to build a positive image and seek better opportunities, and it also allows managers to better understand their workforce and source skills to the right jobs. Business processes are embedded with these capabilities throughout, creating instant collaboration with peers, in your office or across geographies. Enterprise 2.0 features like the ability to create discussion domains and a personal network help you to achieve a tremendous level of collaboration and boost productivity and knowledge sharing.

Talent Review

Oracle Fusion Talent Review automates the manual and labor intensive talent review board preparation phase and takes the talent discussion to the next level through an interactive dashboard. Fusion Talent Review cuts down the manual processes traditionally involved in getting all the documentation and information ready for this process, and makes every decision actionable, assigning tasks to managers and employees for follow-up. You can easily see how your talent ranks based on potential and performance, at both a macro and micro levels. Fusion Talent Review allows you to

harness both formal data such as past performance reviews, and informal data such as kudos from peer employees, to effectively identify and assess top talent, and take action, ensuring the best talent is recognized and all talent is fairly assessed. This helps ensure you are developing the right talent for the right jobs.

Workforce Directory Management

Oracle Fusion Workforce Directory Management's graphical organizational chart provides an integrated view of all information related to an employee with an extremely user friendly interface. A powerful keyword search provides access to a 360 degree view of the employee and provides both personal (name, address, contact details etc) and professional details (supervisor, department, role, competency etc), which creates the employees profile. Workforce Directory Management provides you with the connectors needed to synchronize your existing core HCM system with Fusion Talent Management applications.

What's Different about Oracle Fusion Talent Management?

Oracle Fusion Talent Management is a revolutionary step forward in talent systems design and operation. With Fusion, Oracle has re-thought the business of HR, investing nearly 5 years of research and development with the direct involvement of hundreds of HR practitioners and HR IT experts. For example, areas like performance management have been re-designed to move away from the administrative tracking of papers, forms, and ratings and move towards a strategic growth and development activity with kudos, feedback, and ongoing goals.

With Oracle Fusion Talent Management, you can do things your way. You no longer need to worry about customizing the software – at a business process level you can simply configure the steps and the fields that your organization requires, while from a user's perspective, you can easily personalize what you'd like to see and create the best working environment geared towards your productivity. These configurations are upgrade-safe and easily adaptable.

To properly equip employees, managers, and HR professionals with the right information at the right time, Oracle Fusion Talent Management delivers a full spectrum of HR intelligence capabilities so you can know your people better. Real-time analytics are presented to you within the context of the relevant transaction and at the point of your decision; while advanced modeling capabilities and flexible ad-hoc queries easily let you answer deeper questions about your workforce. You can take a step further and foresee the likelihood and impact of emerging workforce risks with Oracle Fusion Workforce Predictions – a capability delivered uniquely by Oracle.

Finally, the power of disciplined collaboration and the use of social networking are woven into the fabric of Oracle Fusion Talent Management. Enterprise 2.0 capabilities such as chat and group workspaces are available throughout the system to connect people, processes, and content to facilitate effective team work. In addition, Oracle Fusion Talent Management introduces two unique modules, Oracle Fusion Network at Work and Oracle Fusion Talent Review, which provide a fresh approach to effective collaboration and social networking. Oracle Fusion Network at Work provides access to role models and mentors, and recommended steps to achieve goals, to enable employees to drive their careers and engage in the company culture; while Oracle Fusion Talent Review presents an executive

view of the workforce with integrated follow up actions defined. The module allows you to interactively review your workforce and move away from cumbersome binders and sticky notes that get shelved and forgotten.

Oracle Fusion Talent Management Coexistence

Enabling organizations to gain immediate business value through rapid deployment, Oracle Fusion Applications can be deployed in a "coexistence" model with existing ERP systems. Taking advantage of Fusion's role-based user experience, built-in collaboration and innovative features, customers can simply "turn-on" Fusion Talent Management. With delivered integrations to PeopleSoft 8.9 and Oracle EBS 12.1, Oracle offers an out-of-the-box solution to meet the needs of today's talent-focused enterprise. In addition, organizations can configure integrations to other versions of Oracle HCM software or other 3rd party HR systems of record through the use of standards-based tools. Oracle partners such as Infosys, Wipro and Deloitte are well versed in Fusion integrations and can assist in this area.

How Does It Work?

 E-Business Suite, PeopleSoft and JD Edwards HCM customers can connect their core HR system of record with the Fusion Talent Management suite by synchronizing various data elements such as people records, job records, compensation information, and profile history.

Coexistence Architecture

Your core HCM system (E-Business Suite, PeopleSoft, JD Edwards, other) will continue to be the system of record for core employee information such as employee name, address details and setup data such as organization structure, job codes and position. Profile management related information like competencies, licenses & certificates will be migrated to Fusion Talent Management, which will then become the system of record for all profile related information. Fusion Talent Management will also be utilized for performing goal management, performance management, talent review and compensation management.

Oracle Data Integrator (ODI) and Oracle Batch Loader synchronize data from the core HCM system into Fusion Talent Management. Incremental data refreshes are run periodically and according to your schedule to ensure data integrity between your core HCM system and Fusion Talent Management. After the completion of compensation management activities within Fusion Talent Management, the finalized compensation elements for individual employees will be synchronized back to your core HCM system.
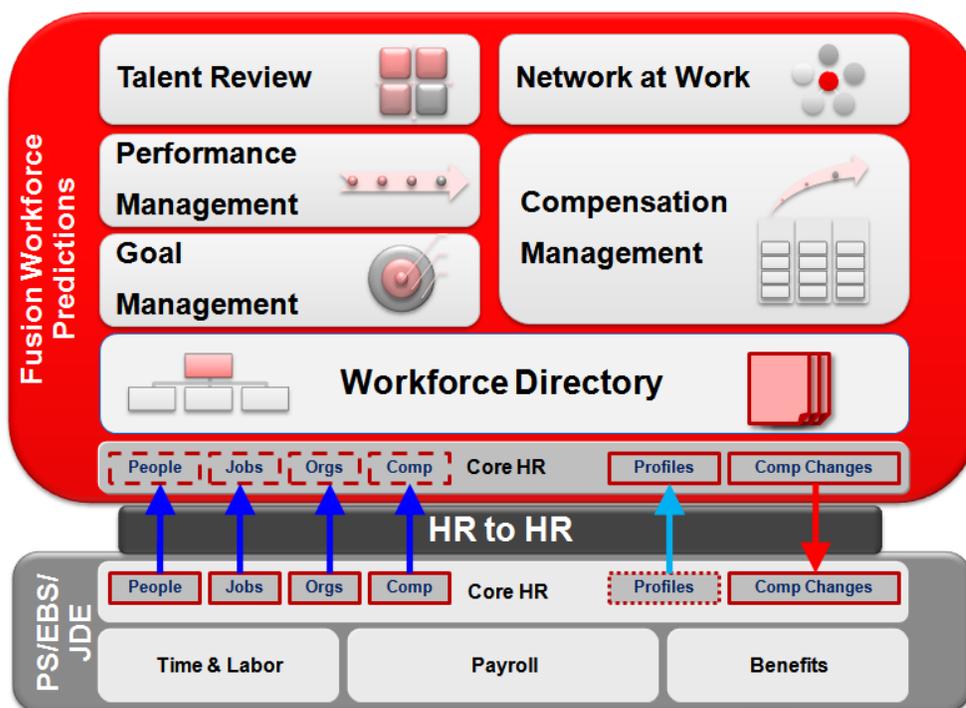
Figure 1: Fusion Coexistence Touch Points with other Oracle HCM solutions

Conclusion

With Oracle Fusion Talent Management, customers can look forward to a comprehensive talent management solution that provides:

- Rich role-centric user experience with Enterprise 2.0 functionality to access information, collaborate better and enhance productivity

- Integrated analytics pervasively built into the solution to support informed data-driven decision making including predictive capabilities

- Re-designed business processes with entirely new innovations like Oracle Fusion Talent Review and Oracle Fusion Network at Work

- Multiple deployment models with SaaS (multi-tenant and private-tenant), hosted, and on-premise deployment options

- Built in integration capabilities for coexistence with PeopleSoft, E-Business Suite, JD Edwards, and other HR core systems

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Author: Oracle HCM Product Marketing
Contributing Authors: Oracle HCM Product
Strategy

Oracle Corporation
World Headquarters
500 Oracle Parkway
Redwood Shores, CA 94065
U.S.A.

Worldwide Inquiries:
Phone: +1.650.506.7000
Fax: +1.650.506.7200

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