

Oracle Fusion Human Capital Management *Work As a Team*

Bring the Workforce Together

“The Network At Work capabilities are awesome. Younger employees are already doing it. They want to be able to connect and find people who do this. And they don't want to have to go through this whole chain of command and these proper channels to find the answer to a simple question.”

— Carrie Medders
Director,
Administrative Applications
California State East Bay

Collaboration lies at the heart of innovation and growth. The ability to connect and collaborate within the workplace enhances employee engagement and ultimately adds significant value to your bottom line. Research from the Harvard Business School and INSEAD shows that effective collaboration can yield up to a 25% return on equity through the sharing of best practices and the transfer of knowledge, leading to more effective cross selling and faster product innovation. Imagine the economic impact if you were to double the number of inspired employees or triple the volume of new product releases. While the broad gains from improved workforce collaboration are apparent, the tools needed to capture the benefits at the enterprise level have been lacking.

To tackle this challenge, Oracle Fusion Human Capital Management (HCM) introduces Enterprise 2.0 technologies in ways that improve workforce collaboration for employees, managers, and HR professionals alike. Social networks, chats, and group workspaces are leveraged securely and privately to improve the quality and reach of workforce interactions. With Oracle Fusion HCM, the entire organization can work better as a team, enabling HR professionals to deliver value to the business in a whole new way, while simultaneously making the HR organization itself more productive.

Network at Work

Working as a team starts by connecting with the right people to collaborate on projects, tasks and goals. Oracle Fusion Network at Work provides a common place to network and share information, allowing you to quickly find and connect with peers and experts across functions and geographies. As a manager, you have the ability to visualize the work relationships among teams as well as an individual employee's capabilities and growth needs. As an employee, you can create your own personal brand and forge connections with other people in your extended enterprise to get access to pockets of knowledge needed to create new innovations, complete critical projects, and grow personally and professionally. You can use tags to identify your areas of expertise and interests, update statuses, or connect with people of like skills and interests, as they are building their work profile and their networks. Oracle Fusion Network at Work delivers all this securely behind your organizations' firewall, eliminating worries about privacy and loss of trade secrets. Finally there's a way to harness the power of social networking for the benefit of your employees, managers, and the entire enterprise.

Result: Quickly find and connect with peers and experts across functions and geographies

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

Collaborate for Results

One of the foundational principles of Oracle Fusion applications is the advancement of collaboration excellence. Whether you are trying to increase sales growth, boost product innovation or improve customer service, collaboration is essential. Fusion Human Capital Management provides discussion forums, the ability to share documents, chat, and view calendars. All the tools you need to gain insight into what you need to know, what you need to do, how to do it, and whom you can contact for help - all at a pace your workforce can absorb. For example, being able to identify others with similar project deliverables through discussion forums allows you to work together as a team and achieve common goals. And connecting securely through chat creates real time collaboration which is invaluable, especially when faced with looming deadlines. By properly equipping employees, managers, and HR professionals with appropriate tools, Fusion HCM reduces poorly planned meetings, miscommunication, and unproductive delays.

Result: Work on tasks securely and privately with the right people using enterprise social tools

Review Your Talent

Traditionally, when organizations review their talent, it's a manual, paper-heavy, and painstaking process, with resulting actions oftentimes overlooked or lost in the shuffle. Oracle Fusion Talent Review completely automates the talent review board process and takes understanding where your workforce is today and where it should be in the future to a whole new level. Working together as a management team using Fusion Talent Review, you can visually calibrate talent for promotions, new assignments, development opportunities, or succession plans. Fusion Talent Review allows you to rank talent based on performance and potential, and most importantly, initiate specific actions for manager and employees to take. The visual and interactive nature of Fusion Talent Review enables the management team to easily see what's important to them, discover answers to new problems, and make decisions on the spot. Fusion Talent Review integrates with Fusion Network at Work and your core HCM system to provide collaborative capabilities and to pull in both social (e.g. kudos, comments) and formal (e.g. performance reviews, compensation history) feedback that is critical to the final review board output.

Result: Work closely with business managers to cultivate their team's talents

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.

