ORACLE CLOUD EXPRESS FOR HUMAN CAPITAL MANAGEMENT

GET STARTED WITH A SIMPLE, FAST AND COST EFFECTIVE ORACLE HCM CLOUD ADOPTION TODAY!

KEY FEATURES

- Pre-defined configuration and Processes
- Fully-functional for use
- Reduced Costs
- Accelerated Timelines
- Risk Mitigation

KEY BENEFITS

- Best practice configuration and business processes

- Accelerated time-to-value through the use a of prescriptive, best practice methodology

- A comprehensive approach to deploying Oracle HCM Cloud processes quickly and cost-effectively

RELATED SERVICES

You may also be interested in the following offerings from Oracle Consulting:

- Coexistence Express Solution

Delivered by experts in Oracle Consulting, Oracle Cloud Express solutions are a combination of pre-configured best-practice processes, and a robust library of tools and templates designed to make your Oracle Human Capital Management process adoption to the cloud simple, fast, and cost-effective. Oracle Consulting experts help drive your project to success and accelerate time-to-value by providing a comprehensive methodology and robust toolset through our Oracle Cloud Express solutions to deploy best-practice HCM processes within your organization.

Overview

Designed for organizations committed to adopting best-practice HCM processes in an accelerated manner, Oracle Cloud Express solutions are a great way to accelerate adoption of your Oracle HCM Cloud subscription and take advantage of our powerful product capabilities. The Oracle HCM Express approach enables fully functioning business processes in just a few weeks.

Oracle Cloud Express solutions enable pre-configured best-practice processes that have been assembled based on decades of experience deploying HCM solutions for thousands of organizations. A robust set of tools will be used to prescriptively guide you through the adoption process, including use of a comprehensive project management methodology.

Scope

Oracle Cloud Express solutions are currently available for the following Oracle HCM Cloud offerings. Each is listed below with a description of what is included in the Express Solution for the corresponding Oracle HCM Cloud offering:

- **Oracle Cloud Express for Core Human Resources:** includes configuration of your organization structures, data conversion of up to three years of historical employee data, configuration of delivered security roles, configuration of delivered Core HR transactional processes, reporting services, training documentation, and ongoing remote support services.

- **Oracle Cloud Express for Benefits Management:** includes setup of up to fifteen predefined Benefit plans (U.S. only) and up to four life events and eligibility profiles; conversion of your current Benefits election data; and limited support of BenefiX setup for Benefits provider integration.

- **Oracle Cloud Express for U.S. Payroll:** includes setup of predefined U.S. Payroll definitions for up to five Legal Entities/Payroll Statutory Units, including up to two earnings Elements (hourly and salaried), two pay frequencies, three payment methods, twenty earnings and twenty deductions; tax withholding configuration for up to five states; and a US Check Output file, EFT and tax reporting files for interfacing to ADP.

- **Oracle Cloud Express for Time and Labor:** includes setup of predefined configuration for up to twelve time codes, ten time card fields, two time layout sets, seven time entry rules, and five time calculation rules; up to seven custom formulas to validate and process time entries.

- **Oracle Cloud Express for Absence Management:** includes setup of up to two predefined accrual plans, one qualification plan, three no entitlement plans, and two work schedules; up to seven custom formulas to process absence entry, accrual, and carryover rules; and conversion of current employee absence accrual balance data.

- **Oracle Human Capital Management Cloud Express for Talent Acquisition:** includes configuration of business process flows for up to one requisition, two applicants, and one candidate selection process flows. Also included are three custom offer letters, two integration touch points and the configuration of one integration for Oracle Cloud Market Place.

- **Oracle Human Capital Management Cloud Express for Taleo Onboarding:** includes set up of one on-boarding business process flow with ten process steps or tasks and five client-specific custom forms.

- **Oracle Cloud Express for Workforce Rewards:** includes a library of Compensation Plan templates from which you can select a preconfigured compensation plan, business process diagrams, preconfigured workflow, approvals, notifications, reports, security roles, training documentation, and ongoing remote support services.

- **Oracle Cloud Express for Performance Management:** includes a library of Performance document templates from which you can select two preconfigured performance templates, sample questions for peer feedback questionnaires, business process diagrams, preconfigured workflow, approvals, notifications, reports, security roles, training documentation, and ongoing remote support services.

- **Oracle Cloud Express for Goal Management:** includes a goal library for your existing goals, business process diagrams, preconfigured workflow, approvals, notifications, reports, security roles, training documentation, and ongoing remote support services.

- **Oracle Cloud Express for Talent Review and Succession Management:** includes a pre-configured Talent Review template, readiness scale, business process diagrams, workflow, approvals, notifications, reports, security roles, training documentation, and ongoing remote support services.

If your organization is only adopting HCM Cloud Talent management offerings, Oracle Consulting recommends use of the Oracle HCM Cloud Express Coexistence Solution – a pre-defined solution for integration of Oracle HCM Cloud with your legacy HR system.

The Oracle Cloud Express approach is typically completed within weeks. Actual durations vary based on the HCM Cloud application offering(s) in scope.

Are You A Candidate?

Successful organizations are those that can readily adopt the business process enabled by deployment of an Oracle Cloud Express solution, effectively leading their organization

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through any business process adoption or change management requirements. By doing so, organizations reap the benefits of a true SaaS solution: best practice, defined, end-to-end business processes, delivered in the most cost effective manner.

How We Are Different

The Oracle Consulting team is focused exclusively on Oracle Technologies, and we have the experts that others turn to for leading practices in Oracle software implementations. We know Oracle best and can provide your business with tightly integrated, comprehensive, superior services throughout your ownership experience.

Getting Started

Leverage Oracle's methods, tools, and extensive experience across diverse industries and geographies. Tight integration across Consulting, Development, Support, Education, and Global Delivery puts the entire Oracle team behind your success. To learn more, contact your local Oracle Consulting representative.

Oracle is committed to developing practices and products that help protect the environment

Hardware and Software, Engineered to Work Together

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