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Talent Management:
What is Cool in the Cloud That is Not
Delivered in E-Business Suite

EBS and Cloud Applications Webinar Series

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Oracle Cloud HCM includes fully integrated talent management that provides a spectrum of career and performance management solutions all built natively for the Cloud. Oracle has made significant investments in Oracle Cloud HCM recently, and customers are seeing the advantages that come from tracking skills and connecting employees to new career opportunities.

Oracle Cloud HCM has always had a robust and flexible business intelligence layer that spans all applications in the suite. Talent Management in the Cloud continues to expand the kinds of interactions and learning opportunities available for employees and managers across the world. Now it's easier than ever to scale to customer's needs with a single source of truth for HR data while empowering employees to grow their careers and supporting managers and leaders to drive employee performance and development.

Talent Management Highlights

Support Employee Career Growth
Oracle Career Development is a one-stop-shop for employees to communicate career aspirations, track development goals, and discover AI-generated career recommendations. Employees can compare their current skills and experience, add goals, or take suggested learning to close knowledge gaps and be ready for new challenges and career paths.

Talent Management takes a very different approach to learning than any other solutions on the market, including EBS. It offers a learning experience platform (LxP) that personalizes each employee's experience, presenting relevant learning recommendations based on who you are, what you do, and what you want to do next.

Intelligent Web Clock
Primarily for hourly workers, the Web Clock has effectively swapped out costly physical punch clocks for the agility of mobile devices. Users can clock in and out of course, but with configuration, Web Clock also allows you to track additional information and

automate controls around compliance, such as inter-day transfers, set break and meal rules, or even gather employees' sentiment about their hours or the location they are working. Managers can be alerted to get more immediate insights on compliance so that the entire workforce is in sync.

Boost Career Mobility
Opportunity Marketplace is a centralized place for internal job postings and short-term gigs. Organizations can tap into existing talent and maximize workforce potential while providing employees more ways to connect and develop their skills.

This promotes growth opportunities for individuals and fills short-term needs for the organization while exposing workers to different departments, teams, and relationships across the organization. This holistic approach levels the playing field for all employees, especially for remote workers, and reduces the reliability on word-of-mouth access to unique opportunities. Opportunities can be defined in many different ways, such as:

- Traditional job postings for open positions
- Projects people can work on to grow new skills or use skills they have
- Internal "gigs" that may or may not be budgeted but which enable employees to showcase specific skills or try out something new without a change of assignment
- A company leader or manager seeking a specific skill inside the company versus hiring an outside consultant or vendor

Learn more and view a quick demo.

Holistic Skills-Based Talent Management

Dynamic Skills is a holistic skills-based feature powered by AI that enables organizations to continuously detect, track, and analyze employee skills, driving personal and organizational growth. A dynamic job and skills inventory is tailored to your organization's unique language, culture, and industry. It learns from ongoing data changes in the system to stay current. Skills are recommended to candidates and employees, for example, when candidates apply for a job or when employees update their profile. But skills also drive other HR processes, recommending new opportunities, new learning, or connecting experts for advice and guidance. Dynamic Skills enables organizations with skills-based talent management, to proactively address skills gaps, and to drive reskilling and upskilling of your workforce to support your most important goals.

Provide Continuous Feedback

Performance Management fully automates, tracks, and provides immediate insight into the performance of your entire workforce. The process includes alignment around organizational objectives and individual goals that are continually updated throughout the year between employees and managers. A lightweight check-in feature helps track ongoing performance and development conversations, manages topics, and tracks feedback between employees and managers.

Anytime Feedback gathers feedback across the organization, which employees can easily access through Oracle Digital Assistant on their mobile device. Feedback is captured on the employee's record for future reference, for example to support a year-end review by their manager.

Cultivate Talent for the Future

While available to EBS users, a built-in talent review dashboard in the Cloud enhances the end-to-end talent review process with dynamic N-boxes and configurable meeting formats, so you can invite participants, ensure all your employee ratings are accurate in a pre-meeting preparation area, and then assign tasks or follow-ups after your meeting.

The Succession Organization Chart lets you navigate and evaluate the strength of succession plans across your organization more easily. Information such as individual talent ratings and the associated succession plan details like candidate readiness depicted visually, support you in measuring bench strength and improving your leadership pipeline.

Considering a Move to Cloud?

To explore Oracle Cloud HCM beyond these few highlights, take a self-guided quick product tour or request a demo.

To hear more from E-Business Suite and Cloud experts and view short demos of some of the products highlighted, watch the full "Talent Management: What is Cool in the Cloud That is Not Delivered in E-Business Suite" webinar on demand.

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