Generative AI in Oracle Cloud HCM
Disclaimer

This document in any form, software or printed matter, contains proprietary information that is the exclusive property of Oracle. Your access to and use of this confidential material is subject to the terms and conditions of your Oracle software license and service agreement, which has been executed and with which you agree to comply. This document and information contained herein may not be disclosed, copied, reproduced or distributed to anyone outside Oracle without prior written consent of Oracle. This document is not part of your license agreement nor can it be incorporated into any contractual agreement with Oracle or its subsidiaries or affiliates.

This document is for informational purposes only and is intended solely to assist you in planning for the implementation and upgrade of the product features described. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described in this document remains at the sole discretion of Oracle. Due to the nature of the product architecture, it may not be possible to safely include all features described in this document without risking significant destabilization of the code.
Leveraging the power of generative AI

Generative AI excels at creating original, human-like content, giving every worker a personal assistant to complete repetitive tasks, support brainstorming, and simplify routine daily activities. Organizations see the potential of generative AI in transforming workforce productivity, opening doors to new growth opportunities, and increasing employee satisfaction.

Generative AI also carries risks, including misinformation, privacy concerns, bias, and unintended side effects. HR leaders face the challenge of deploying the necessary technology, usage guidelines, and policies to address these risks to maximize the business value of generative AI.
Generative AI in Oracle Cloud HCM

Oracle Cloud HCM gives workers embedded generative AI assistance to complete more tasks in less time, achieve better results, and help create a more fulfilling work environment while keeping sensitive and proprietary information safe.

"Utilizing generative AI in HCM applications will be a game-changer for organizations."

—Gareth Abreu, domain principal—HCM Business Platforms, Co-op
Save time while elevating employee experience

The information shared during “moments that matter,” such as performance evaluations and development conversations, heavily influences employee engagement and satisfaction. Generative AI-powered capabilities in Oracle Cloud HCM can shorten the time to create quality content for key candidate and employee experiences, including suggestions for goal descriptions, development advice, and performance summaries. Customers can choose to train the generative AI model to create content matching the organization’s style and tone.

Generative AI in Oracle Cloud HCM can:

• Give employees suggestions for goal descriptions to foster greater alignment
• Create a performance review summary by analyzing multiple data sources to improve performance conversations and development suggestions
• Draft development tips for managers to help employees succeed and progress on career goals
• Give candidates a summary of their best-fit capabilities and attributes for a position
Transform how work gets done

Generative AI reduces the time to complete routine tasks, shifting resources for more complex and strategic work. Generative AI-powered authoring in Oracle Cloud HCM enables your workforce to quickly compose content to streamline and simplify day-to-day HR activities such as building knowledgebase articles, developing surveys, and creating job postings.

With Generative AI in Oracle Cloud HCM, your employees can:

• Construct knowledgebase articles to answer frequently asked questions with less time and effort.

• Suggest survey questions to drive higher response rates and give you a better understanding of employee needs and sentiment.

• Create engaging job posting descriptions that distinctly convey a position’s requirements and success criteria.
Deploy safely and fully within your control

As employee demand rises for generative AI, leaders must mitigate associated concerns and risks when deploying it across the organization. Built on Oracle’s best-in-class AI infrastructure, the generative AI capabilities in Oracle Cloud HCM deliver the highest levels of security and performance within a single unified platform.

With Oracle Cloud HCM you can:

• Reduce the complexity of deploying generative AI with a best-in-class AI infrastructure to deliver the highest level of security and performance.

• Control and own the data used by generative AI to keep sensitive and proprietary information safe.

• Get the best results while reducing undesirable side effects with built-in generative AI prompts to mitigate factual errors and bias.

• Give employees on-demand generative AI assistance—with content and actions that stay within an employee’s control so they can use it best.
Conclusion

Generative AI in Oracle Cloud HCM enables employees to improve productivity in existing HR processes, produce better results, and help build a more positive working environment. By leveraging a unified HCM solution and AI infrastructure, your organization can deploy generative AI services in less time and with the necessary guardrails to deliver business value faster and keep private data safe.

Learn more about Generative AI in HCM