

Oracle Fusion Analytics

Hire the best talent for the right jobs

HR management can maximize hiring, retention, and satisfaction using robust analytics powered by machine learning. The result? The best hiring fit with the most diverse, most efficient workforce.

77% of HR professionals believe real-time retention/turnover data helps prevent at-risk employees from leaving.¹

55% of organizations can reduce time spent on data preparation to improve efficiency.²

41% Higher Retention for organizations focused on internal recruiting.³

97% of HR managers want technology that improves retention with tools to create career growth potential and increase employee engagement levels.⁴

20% of HR manager time is lost to repetitive manual tasks.⁵

87% of the time, diverse teams make better business decisions. Chief Diversity Officers have diversity data to guide the hiring process, ensuring inclusivity and improved business performance.⁶

Powering Analytics-Driven Decisions From Hire To Retire

People analytics enables organizations to make data-driven decisions across all elements of human capital management. From hiring to attrition, spanning individuals to teams, get greater insight to maximize existing resources while predicting future trends.



Internal mobility



Top performer analysis



Attrition prediction



Employee sentiment



Team insights



Recruiting analysis



Full view of workforce, analyze internal mobility, mobility trends over time



Full view of organization, predict team performance, goals by individual and team



Full view of hiring process, identify application trends, understand candidate behavior and team

“We were able to quickly—in less than a month—create an analytics dashboard with Oracle Analytics Cloud. Our dashboard for staffing is an actionable dashboard providing automated insight into our staffing picture during times of crisis and beyond.”

Elina Petrillo, Assistant Vice President, HR Technology, Northwell Health

Get Started

Explore Oracle Fusion HCM Analytics for enterprise-wide workforce insights.

[Learn more](#)



¹ Estimating the return on investment of a human-capital management solution https://www.paylocity.com/media/20eiw0en/roi-of-an-hcms-12_29revision.pdf

² Diversity drives better decisions <https://www.peoplemanagement.co.uk/experts/research/diversity-drives-better-decisions#ref>

³ Time to Automate: Managers Are Losing 8 Hours Per Week to Manual Tasks <https://www.recruiter.com/i/time-to-automate-managers-are-losing-8-hours-per-week-to-manual-tasks/>

⁴ Empowering the Lines of Business with Packaged Analytics Applications <https://www.oracle.com/a/ocom/docs/ventana-research-packaged-analytics-oracle-white-paper.pdf>

⁵ The Employee Burnout Crisis <https://www.kronos.com/resource/download/23811>

⁶ LinkedIn Global Talent Trends 2020 <https://business.linkedin.com/content/dam/me/business/en-us/talent-solutions/resources/pdfs/linkedin-2020-global-talent-trends-report.pdf>