

9-Grid™ Vendor Snapshot: Oracle

Oracle is a **STRATEGIC LEADER**
on the 2024 Fosway 9-Grid™ for Cloud HR.

Fosway 9-Grid™

Cloud HR

2024

Key

Type

Suite

Specialist

Presence

Higher

Mid

Lower

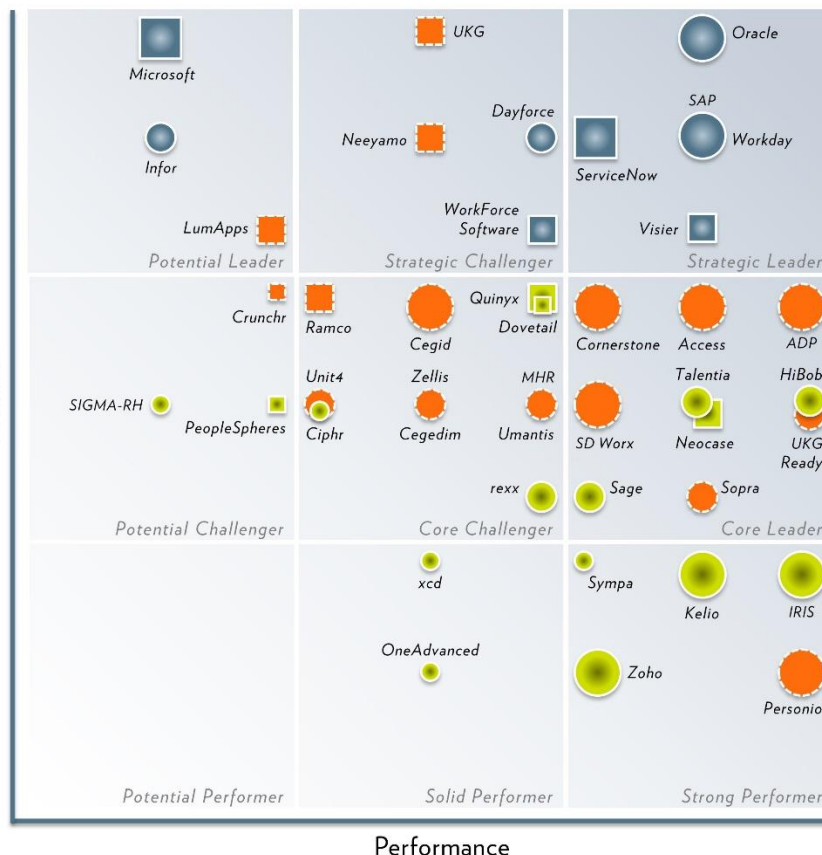
Total Cost of Ownership

Higher

Mid

Lower

Potential



Copyright Fosway Group Limited.
All Rights Reserved.

[Click here](#) to understand the Fosway 9-Grid™ model in more detail or to download the full market reports.



Oracle

Oracle is a global technology and enterprise applications software company employing approximately 159,000 employees and operating in over 170 countries. Oracle Fusion Cloud HCM can be used with their wider ERP offering and covers the entire employee life cycle. Key elements include an HR core, native multi-country payroll, HR service delivery, a complete set of talent modules and workforce management, all built on top of Oracle Cloud Infrastructure which provides cloud services, embedded AI capabilities, an extensibility and integration framework and security mechanisms.



What is a Strategic Leader?

Strategic Leaders provide a rich set of capabilities with the scope and sophistication to support the needs of large, complex global customers. They have strong market performance and customer advocacy and often provide a reference point for the wider market. They are frequently selected by market-leading organisations and consistently meet the needs of those organisations on a global basis.

Potential Leader	Strategic Challenger	Strategic Leader
Potential Challenger	Core Challenger	Core Leader
Potential Performer	Solid Performer	Strong Performer

9-Grid™ Rating Summary

Type	Performance	Potential	Presence	TCO	Trajectory
Suite	Higher	Higher	Higher	Higher	Expanding

Interpreting the exact position of the vendor in a 9-Grid™ zone is explained more fully in our [Introduction to the 9-Grid™](#) document available from our website www.fosway.com.

What is Expanding Trajectory?

Trajectory is Fosway's sense of the rate of change of the solution in terms of both Performance and Potential, relative to the vendor themselves and the level of change in the wider supplier market. Vendors with an **Expanding** trajectory rating are increasing their level of innovation and potential to serve enterprise customers more effectively and are maintaining their level of market performance and customer advocacy.

For more information see the [Fosway 9-Grid™ Trajectory Guide](#) on our website.



Oracle position within the 9-Grid™ Zone



Rating Headlines – Oracle

- Oracle is among the largest technology and software providers globally with presence in all major regions and 170 countries. Oracle has a strong history in databases, cloud computing, and enterprise applications, spanning both on-premise and Cloud environments.
- One of the largest HCM solutions worldwide, Oracle Cloud HCM is a full suite solution with the scope and sophistication to manage complex organisations, global and local people strategies / operating requirements. Strong customer attach rates for payroll, workforce management, recruiting, learning and talent. Oracle Cloud HCM can be selected standalone or as part a wider Oracle ERP, including, frequently, with Financials.
- Oracle HCM Cloud has significant adoption in large and mid-sized enterprises with strong customer growth, both in EMEA and globally. European and Middle East customers value Oracle's diverse data residency and sovereignty options for their public cloud, as well as other dedicated cloud-options available on request.
- Oracle's Redwood UX framework delivers a consistent user experience across the suite which is ahead of most competitors. Customers report that Oracle ME, short for My Experience, delivers improved experiences for people operations as well as modern approaches to talent. Persona-based Activity Centers provide self-service and specialist workflows to further accelerate time to value.
- Oracle has embedded AI in every layer of its solution stack, and was among the first in the market to embed generative AI into HCM with many innovative use cases already delivered at no additional cost. Many customers have already started to utilise delivered AI capabilities, and Oracle continues on a strong path of AI innovation, especially in their agentic AI capabilities for HR.
- Oracle has a mature partner ecosystem with top tier system implementation for global and regional deployments, as well as an extensive network of service partners supporting its customers. The market provides a wide supply of Oracle Cloud HCM skills globally, but similar to other HCM suites, customers can occasionally report varying system integrator expertise in newer modules outside the HR core. Customer sentiment, especially around release deployment, has improved significantly and customers report strong satisfaction and advocacy.

Accuracy of Information and Warranties

The analysis and recommendations made in Fosway 9-Grids™ are based on the information currently available to Fosway Group from sources believed to be reliable. Fosway Group disclaims all warranties as to the accuracy, completeness or adequacy of such information. Fosway Group will have no liability for errors, omissions or inadequacies in the information contained herein, or for interpretations hereof. Opinions expressed herein, are subject to change without notice. All content is copyright Fosway Group Limited., unless otherwise identified. All rights reserved.



About This Snapshot

Fosway 9-Grids™ are the only in-depth, independent vendor assessments for European corporate buyers of Next Gen HR, Talent and Learning. A Vendor Snapshot is a short-cut perspective to Fosway's 9-Grid™ assessment of the vendor with expert insights to accelerate and de-risk choices and buying decisions. **Follow the QR Code to read the full 9-Grid™ report including key market and solution trends or [click here](#).**



Join **Fosway Corporate Membership** to get inside access to our deeper research, corporate roundtables, and private engagement with our analyst team. To find out more, contact us at corporatemembership@fosway.com.

About Fosway Group

Fosway Group is Europe's #1 HR Industry Analyst focused on Next Gen HR, Talent and Learning. Founded in 1996, we are known for our unique European research, our independence and our integrity.

For over 25+ years, we have been analysing the realities of the market, and providing insights on the future of HR, Talent and Learning. Fosway analysts work extensively with our corporate clients and wider network to understand the inside story of the challenges they face, and their real experiences with next gen strategies, systems and suppliers. Our independent vendor analysis provides a vital resource when making decisions on future strategy, innovation and technology.

And just like the Roman road we draw our name from, you'll find that we're unusually direct. Talk to us today:

Email: info@fosway.com

Web: www.fosway.com

Phone: +44 (0) 207 917 1870

About Oracle

Part of Oracle Fusion Cloud Applications Suite, Oracle Cloud HCM is a complete solution connecting every human resource process from hire to retire across an organization with a native employee experience platform and embedded AI capabilities. By connecting all people, work, and skills data on a single platform, HR teams have access to a single source of truth to help inform their people strategy. In addition, embedded AI acts as an advisor to help analyze workforce data, generate content, and augment or automate processes to help improve business operations.

For additional information on Oracle Cloud HCM applications, visit oracle.com/hcm.