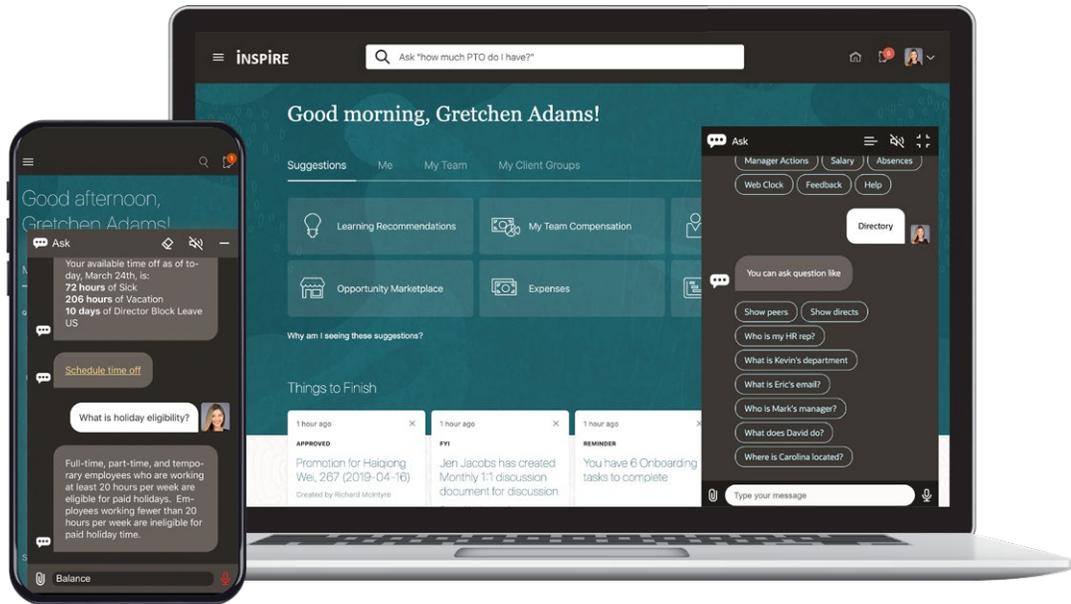


2020 Spring Product Update

What's New

Oracle HCM Cloud





Employee expectations are evolving faster than ever before. They want to do more, learn and grow more, and quickly have access to the information they need, especially from HR. According to a recent survey from Gartner, these growing expectations are in alignment with HR leader’s key concerns for 2020.

In their priorities for the year, CHROs and Heads of HR included:

- Building skills and competencies for the organization
- Improved handling of organizational change especially as it pertains to outdated work processes
- Driving positive outcomes for employee experience including technology upgrades, onboarding updates, flexible work hours and more.

At Oracle, we continue to build innovative tools to help you not just meet these evolving expectations but surpass them. To do so, we are

1. Redefining the human / machine relationship
2. Redesigning career mobility
3. Rethinking the HR experience

Work Made Human

Redefining the human / machine relationship

Results from Oracle's 2019 AI at Work study conducted in partnership with Future Workplace tell us that humans aren't just "getting used to the idea" of AI in the workplace, they welcome it! Already 50% of workers are using AI in their workplace and 65% of employees are optimistic, excited and grateful to have robot coworkers.

At Oracle, we believe that the digital assistant will quickly become the main interaction and entry point for employees. As we've continued to expand the capabilities in Oracle Digital Assistant and key workflows within Oracle HCM Cloud, we carefully considered where AI can have the most impact to simplify complex data-heavy activities while improving the employee experience and getting more done in the process.

Redesigning career mobility

Executing career mobility initiatives has historically been difficult for most HR teams due to the lack of tools to enable these efforts. With the addition of Gen Z to the workforce, the need for an innovative approach to career paths and skill development is urgent. This newest generation represents the largest cohort (33% of the working population) and seeks flexibility and independence from employers along with professional development and upward mobility.

At Oracle we were intrigued by this challenge and developed a unique approach that combines the need for flexibility with the opportunity for learning and growth. The result is Opportunity Marketplace, a first-of-its-kind solution that focuses on offering job postings, and internal gigs in one place to give employees more ways to look for new opportunities to grow beyond their current role and develop their skills.

Combined with Connections, LinkedIn Profile Import and a deeper integration between LinkedIn Learning and Oracle Learning Cloud, Oracle HCM Cloud now gives organizations a robust yet easy to use set of tools that make career mobility simple and exciting for employees to navigate and engage in.

Rethinking the HR experience

HR teams have more to deliver on than ever before. With many companies taking the opportunity to improve service delivery and treat their employees as customers, the need for easy-to-use tools, workflows and technology to support these services is rising.

This is why we developed tools to help HR accomplish more while still being able to provide a human experience for each employee. Our HR Service Delivery Suite and streamlined support of represented workers gives both employees and HR professionals the best employee experience from day one.

Let's take a look at a few of the latest highlights and innovations included in this update.

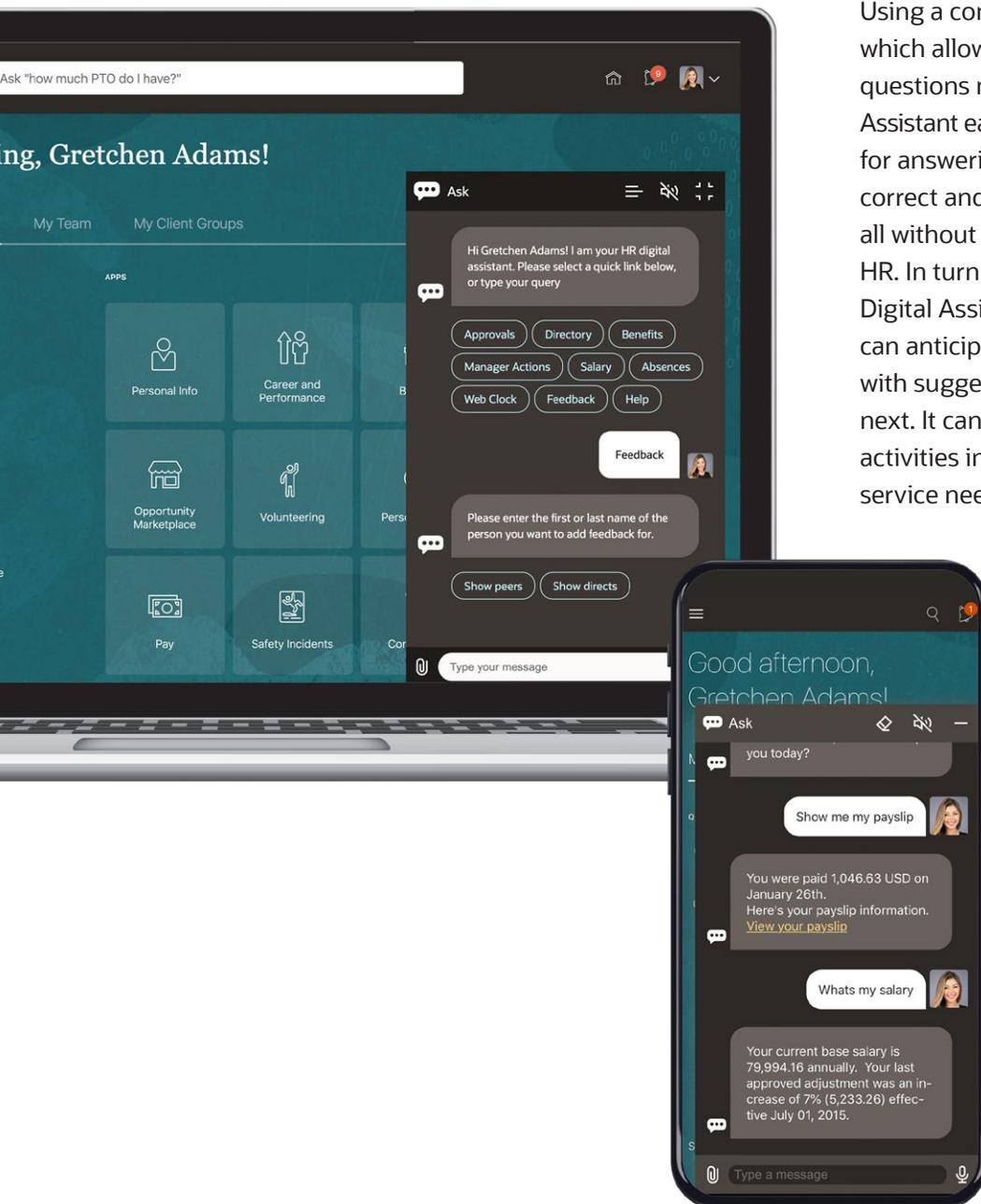
Redefining the
human /
machine
relationship



Oracle Digital Assistant

With over 35 transactions available to use in Oracle HCM Cloud alone, Oracle Digital Assistant offers more capabilities for HCM than any other provider. This gives your teams an easy-to-use, self-service experience for employee and manager needs that enables quick answers and actions so they can get the information they're searching for and get back to work fast.

Using a conversational user experience, which allows users to interact and ask questions multiple ways, Oracle Digital Assistant easily becomes a trusted resource for answering questions and getting correct and reliable information quickly—all without having to tie up a resource in HR. In turn, the more employees use Oracle Digital Assistant, the smarter it gets so it can anticipate their questions and be ready with suggestions on what to search for next. It can even handle cross-functional activities including expenses and customer service needs.



AI-enabled recommendations

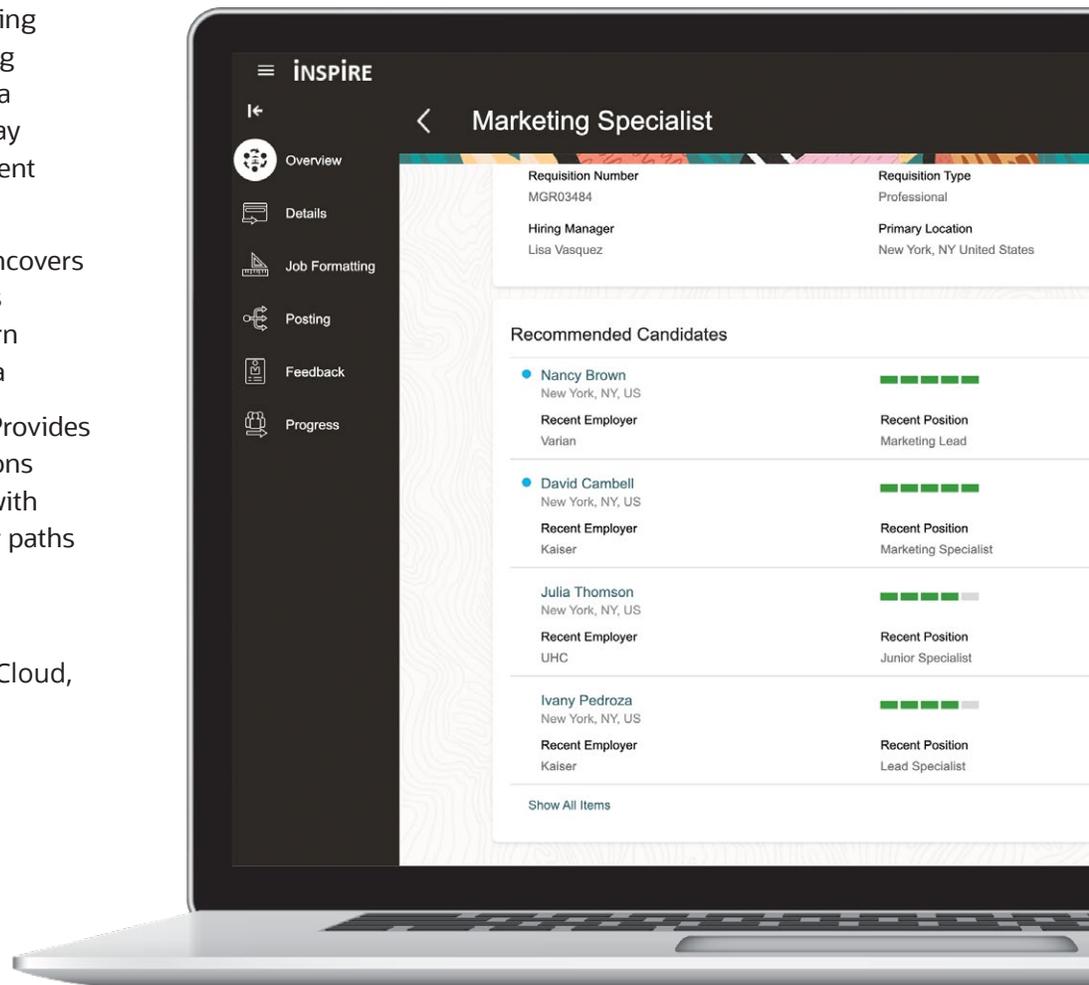
We've incorporated AI and ML everywhere in Oracle HCM Cloud—and the rest of Oracle applications as part of our design ethos not because it's the right tool to help you get more done in a smart way, not because it's trendy. By infusing machine learning in all your transactions, we can provide you with AI-based recommendations and predictions. As you implement these decisions, we can measure the effectiveness of them, tune them specific to you, and improve your decision-making over time

One great example of AI in Oracle HCM Cloud is Best Candidate: It takes data-heavy processes—like reviewing myriad resumes, LinkedIn and talent profiles—to uncover the Best Candidates in a sea of talent, and then provides a stack ranking of those candidates based on the job description and competencies as outlined by the talent acquisition and hiring teams.

Additional examples of AI / ML enabled workflows in Oracle HCM Cloud include

- Smart Offers: Creates compelling job offers quickly by combining information from multiple data sources such as geographic pay range, average tenure, and talent supply
- Employee Fraud Detection: Uncovers anomalies across transactions such as payroll by using pattern recognition and historical data
- Learning recommendations: Provides personalized course suggestions by aligning catalog offerings with employee interests and career paths

To learn more about emerging technology across Oracle HCM Cloud, [click here](#) to watch our Product Essentials video.



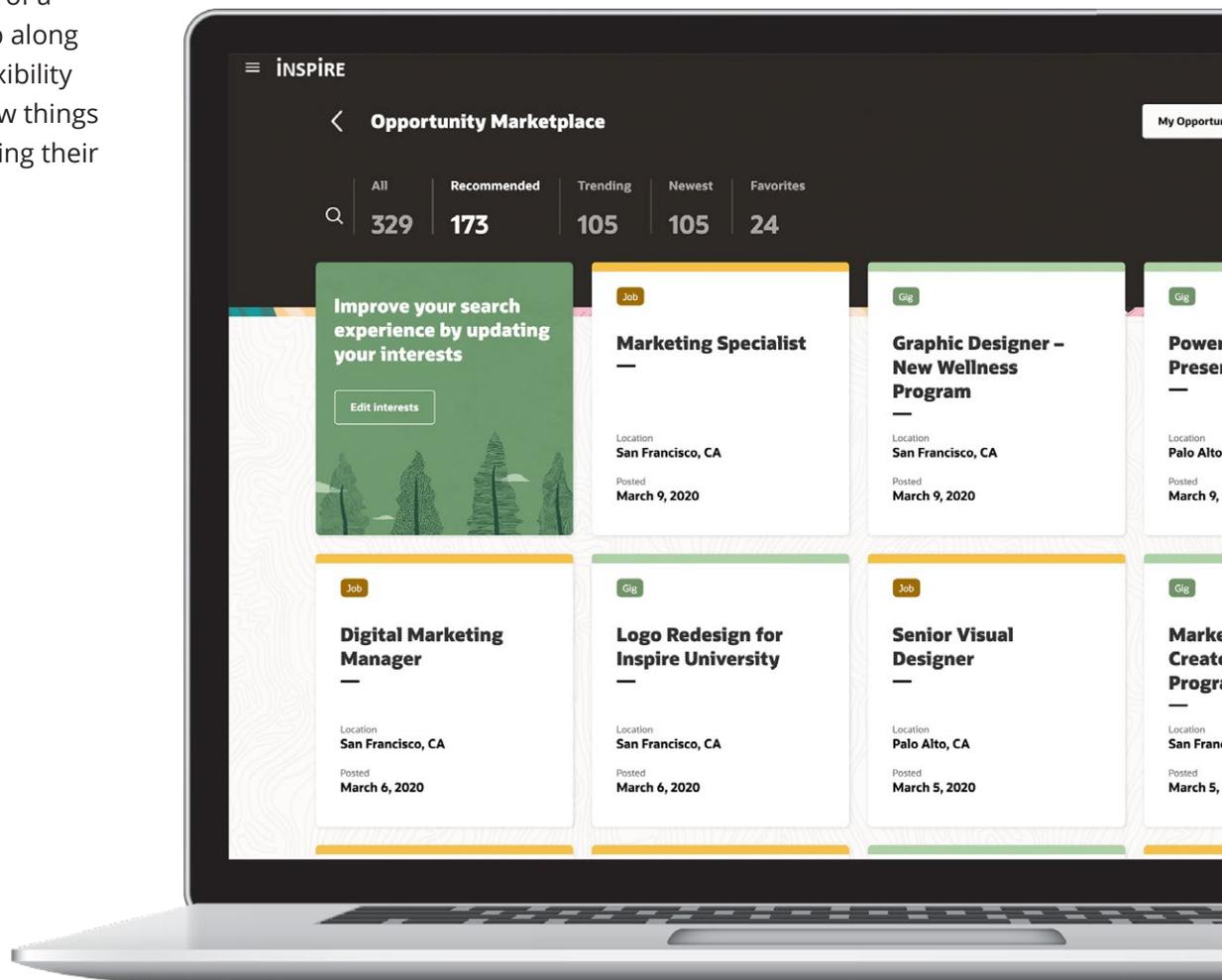
Redesigning
career
mobility

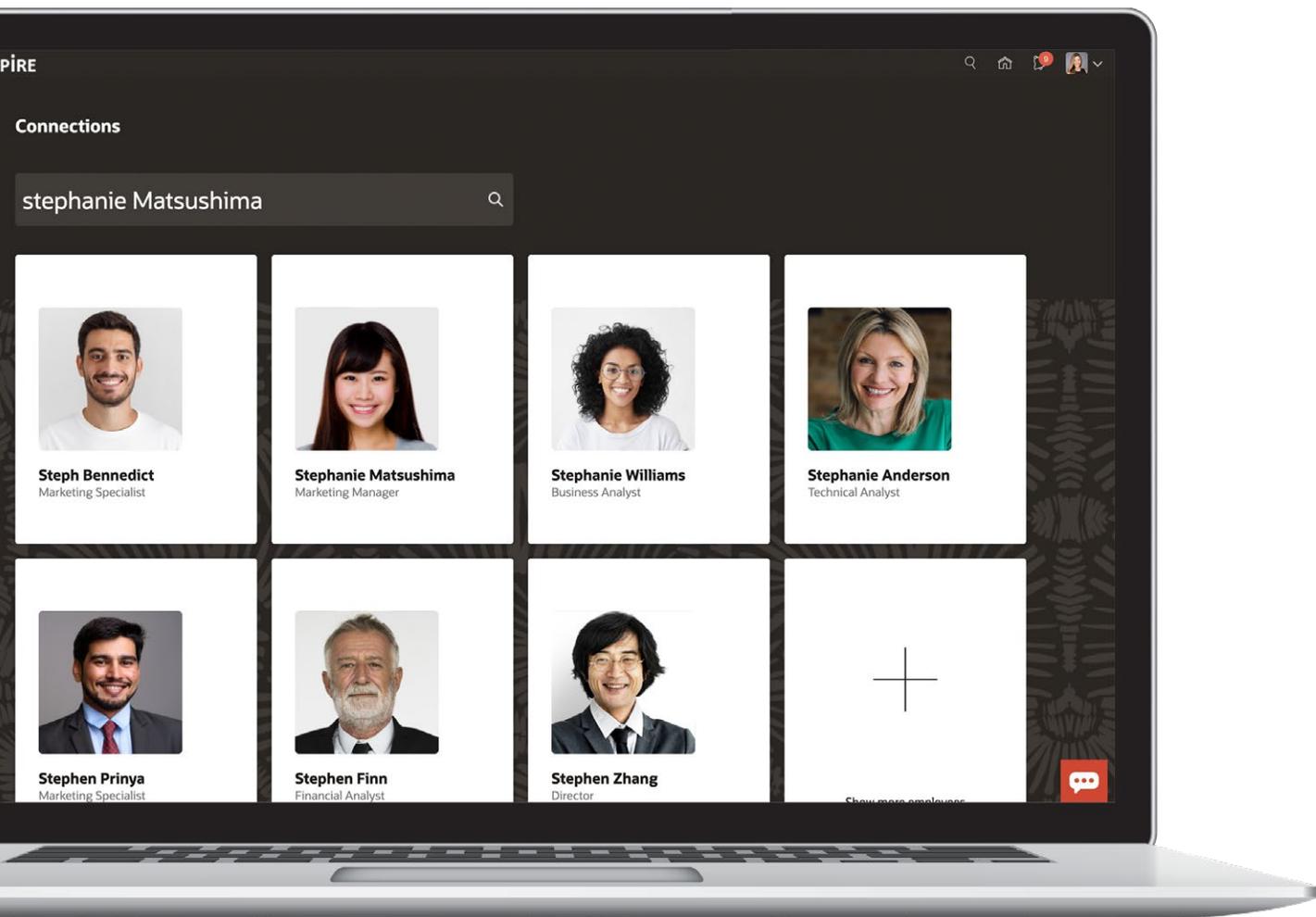


Opportunity Marketplace

The earliest members of Gen Z recently entered the workforce. Combined with Millennials they make up 65% of the workforce and are looking for organizations that provide compelling alternatives to traditional career paths, mobility and skills growth. Companies looking to retain and engage high-quality talent must provide an innovative solution to meet the career and learning needs of these motivated workers or risk losing them after only a year or two. Oracle addresses this need with our latest innovation: Opportunity Marketplace.

Combining job postings, and internal gigs in one place, Opportunity Marketplace provides a simple, easy-to-use tool that fosters career mobility within the organization. Internal gigs allow employees to engage in different activities within the organization and expand their sphere of influence while learning new skills. This keeps engagement and retention up, encouraging employees to stay longer because they have the stability of a full-time job along with the flexibility of trying new things and improving their skillset.





LinkedIn Profile Import and Connections

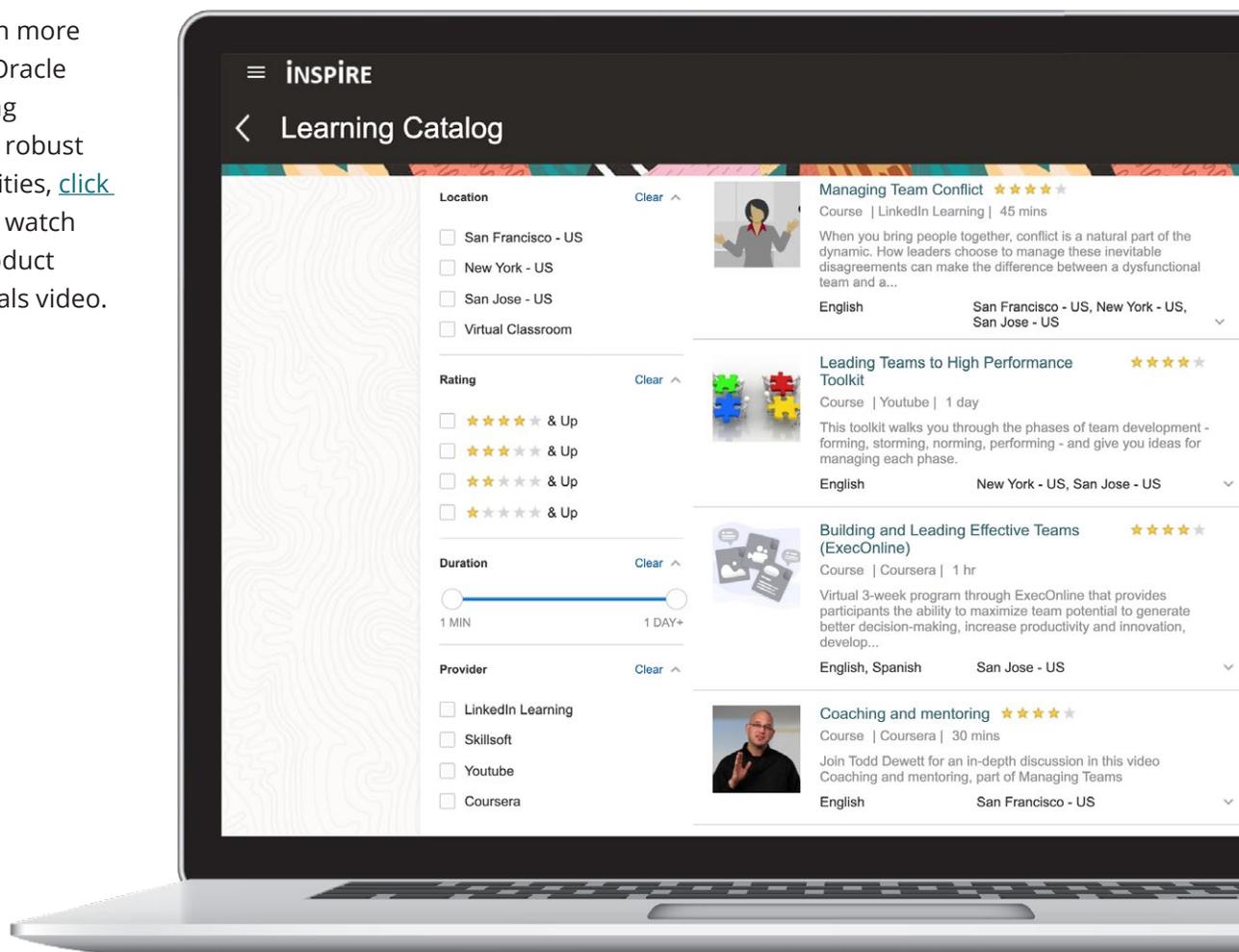
LinkedIn Profile Import is an easy to use integration that allows employees to bring information from their LinkedIn profile such as professional experience, skills, certifications and more into their company talent profile. This provides a better picture of employee interest and capability, giving employees, managers and HR a clear picture to consider in planning or career development.

In addition, Connections, an interactive directory that fosters deeper communication with colleagues, gives employees the ability to quickly network and “find their tribe” in the organization. They can share feedback on each other’s walls, uncover org charts and find common interests which helps them bring their whole selves to work.

Deeper integration between Oracle Learning Cloud and LinkedIn Learning

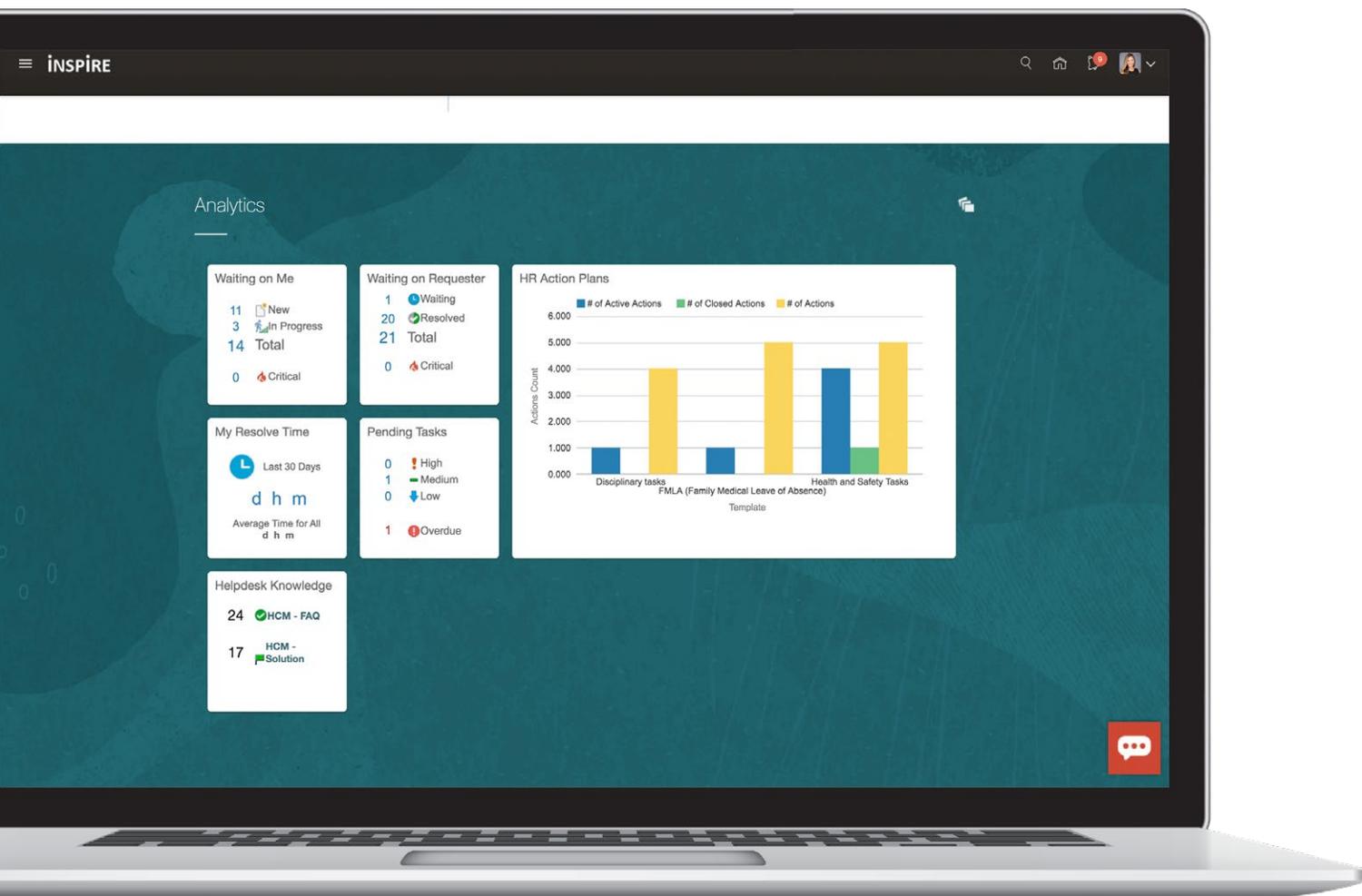
To facilitate additional learning across the organization, Oracle Learning Cloud and LinkedIn Learning have developed a deeper integration to courses, automatic catalog integrations, up-to-date insight on learner engagement and even a manager-level view on employee consumption of content to determine which sources are having an impact—all within Oracle Learning Cloud. This expands an organization's skillset development offering to meet almost any professional learning interest or need.

To learn more about Oracle Learning Cloud's robust capabilities, [click here](#) to watch our Product Essentials video.



Rethinking the
HR
experience





HR Service Delivery: HR Help Desk, Experience Design Studio and Oracle Digital Assistant

Great HR service delivery requires easy to use tools for both employees and HR professionals. Oracle's HR Service Delivery Suite helps HR provide the best in employee experience through an intelligent HR Help Desk, easy-to-use Experience Design Studio, and a conversational Digital Assistant.

Our intelligent Help Desk aids HR in organizing service requests and analyzing trending concerns. Experience Design Studio helps HR teams design rules and workflows to help guide employees to both input and receive the right information throughout the system. This gives HR a level of independence they've not enjoyed before by removing the need to pull in IT to make these changes.

Employees can then use Oracle Digital Assistant to get their questions answered, from payroll to holiday time to benefits and more. This fully enables them to find the answers they need in the shortest amount of time while freeing up HR to focus on more strategic activities.

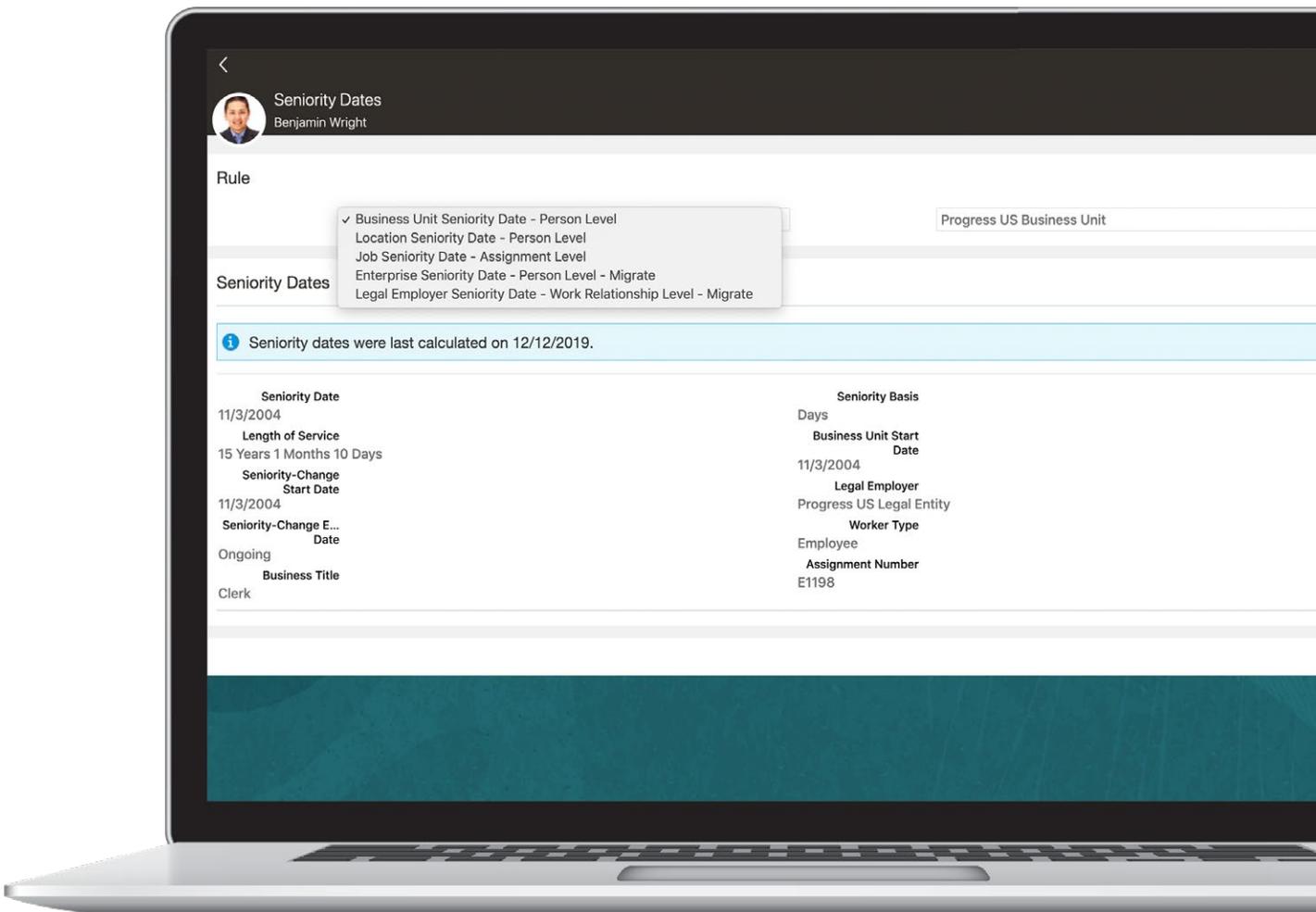
To learn more about our approach to HR Service Delivery and all we offer, please [click here](#) to view our Product Essentials video.

Represented Worker Management: Payroll, Time & Labor, Benefits and Absence Management

Compliance isn't just about mitigating risk; it's about ensuring that an employee's experience aligns with what has been agreed to, from a contract to a benefits package and beyond. With myriad contracts, collective bargaining agreements, seniority rules, eligibility requirements, time keeping and benefit options to keep track of, supporting represented workers is one of the most manual and complex compliance-heavy processes in HR today. We tackle this challenge head on with tools to simplify these complex workflows and manage compliance with efficiency and consistency.

Using Oracle HCM Cloud, updating contracts can be simple and efficient, especially when all downstream activities like recalculating timecards and payroll adjustments happen automatically, something no other system available today can claim. In addition, our unified employee profile helps you handle all the important information for each represented worker including entitlements, seniority, eligibility and more.

To learn more about the depth and breadth of Oracle HCM Cloud's ability to support represented workers, [click here](#) to watch our Product Essentials video.



Conclusion

Today's employees expect more from employers than ever before. Companies and organizations that succeed in delivering on a great employee experience see those efforts delivered back to them in performance, productivity and profit. From Oracle Digital Assistant, ready to guide users to easy answers to Opportunity Marketplace that breeds excitement and interest in upward mobility and learning, Oracle HCM Cloud delivers easy-to-use, innovative solutions for impact and growth from day one.

For more information on Oracle HCM Cloud,
visit oracle.com/hcm-update



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Integrated Cloud Applications & Platform Services

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