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Every day technology directs our lives and changes how people approach their workplace experiences. As HR leaders shift to meet imperatives like skills, health, inclusion, flexible work, and tailored experiences—they are choosing cloud applications to support their people strategies. According to Josh Bersin, “90% of the companies we talk with need a refresh or new operating model for HR. Why? Because HR has become a center of innovation.”

When work as we know it is changing so quickly, it’s essential to adopt the right technology to support your people.

1 Josh Bersin, HR Predictions for 2021
Many organizations are leveraging cloud technologies to improve processes, reduce costs, and deliver better employee experiences. HR leaders supporting their company’s digital transformation can expect to realize benefits that include higher productivity, greater employee satisfaction, and improved retention in the following ways:

- Creating human experiences in the workplace, especially as organizations use more and more digital technology to solve traditional problems
- Aligning people and business strategy to accommodate the ever-accelerating pace of change
- Cultivating a culture of innovation where employees can focus on business transformation without having to deal with technology transformation

Innovative workforce solutions and cloud technologies support constantly changing business demands, while complementing and improving worker performance. This is particularly true when embedded within solutions that employees use daily for collaborating with peers to achieve common goals, such as:

- Providing a human interface throughout to deliver a familiar experience to employees
- Simplifying routine processes and transactions and leveraging ML and AI to guide users through HR systems
- Delivering end-to-end modern functionality covering all facets of the employee lifecycle
- Aligning people strategy with continuously evolving business and market requirements
- Meeting regulatory compliance, data privacy, and security needs
Work Made Human

*Oracle Fusion Cloud HCM* provides organizations with a complete HR system that is enjoyable, flexible, and intelligent, meeting both current and future organizational requirements. It is comprised of the following:

**A best-in-class employee experience**
- Workflows with personalized, step-by-step guidance for personal and professional growth based on specific needs and a comprehensive understanding of each employee.
- A consistent, seamless, and hyper-personalized experience across multiple devices that learns and adapts to employee behavior.
- A personalized homepage featuring quick actions, things to finish, and a dashboard that can be tailored with key analytics.
- A continuous listening solution that helps managers strengthen their relationship with their employees.
- Technologies employees are familiar with, such as digital assistants and conversational user interfaces (UI).

**A complete cloud HCM solution**
- A comprehensive end-to-end solution that is natively built for the cloud, from the ground up.
- Unified integration with financials (ERP), customer experience (CX), and supply chain management (SCM) software to better align HR with business goals and improve operational excellence.
- High adaptability and configurability to provide companies with the flexibility to tailor Oracle Cloud HCM to their specific needs.
- A robust database focused on data security and privacy.

**A relentless focus on innovation**
- A transformative, future proof platform with over 5,000 best practices built in, allowing organizations to innovate faster and easily adopt new technologies including digital assistants, AI, ML, blockchain and the Internet of Things.
- Annual R&D investments totaling over US $6 billion, with 18,000 patents securing our innovations.
- More than 9,500 product updates deployed in the cloud last year, and 80% of enhancements based on customer feedback.
- Recognition by Gartner as the leader in completeness of vision for cloud HCM as well as a leader in Cloud Core Financial Management and Enterprise Performance Management.
- Oracle Cloud HCM customers have realized a broad range of benefits in operational efficiency, HR process modernization, and business agility, according to the Oracle Value Realization Cloud HCM Benchmark Report, 2020.
What’s New?

The people strategy needed to support employees’ experiences in the new workplace keeps changing. That’s why HR organizations need flexibility to respond to business and workforce needs. By providing continuous innovation in the cloud, we give you new tools to help employees grow and succeed no matter where they work.

The shift to rethink how you guide employees to complete tasks, understand and develop skills, and get answers to important people questions have surfaced as HR priorities. Oracle Cloud HCM has the capabilities to support your needs with updates to how we deliver the employee experience, communication, and engagement.
Introducing Oracle ME

Oracle ME (my experience), part of Oracle Cloud HCM, is the only complete employee experience platform that allows business leaders to build personalized experiences for their workforce to support their growth and connection. It unifies powerful Oracle Cloud HCM offerings that draw from one comprehensive source of workforce data to determine the actions, guidance, and communications that are most relevant for each employee. This makes it easier for them to complete tasks, have effective growth conversations with their manager, connect with their coworkers, and access support at every interaction.

EXPLORE ORACLE ME

Take control of workforce communications

Oracle Cloud HCM Communicate is an employee outreach solution that allows HR teams to send, and measure communications to inform and engage their workforce. Oracle HCM Communicate is built directly into Oracle Cloud HCM and purpose-built for HR. Since it is connected to workforce data, HR can easily create personalized, trusted communications that drive people to relevant action and produce the insight they need to increase trust and productivity, foster organizational culture, and build a better employee experience.*

EXPLORE ORACLE HCM COMMUNICATE

Make an impact at the heart of engagement

Employees want to feel heard and valued every day, and they want to see that their manager is invested in their well-being by acting on the things that matter to their growth and workplace experience. Oracle Touchpoints simplifies the process—giving employees a continuous listening and action channel and helping managers react in the course of their daily work so each person feels seen and cared for in an open, responsive culture.*

EXPLORE ORACLE TOUCHPOINTS

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What’s in Oracle Cloud HCM

Oracle offers a complete cloud HCM solution for workforce planning, recruiting, global HR, talent management, learning, work life solutions, time tracking, and payroll. Everything is provided within common business processes, with a single underlying data model and a single system of record. This ensures that your information is both current and accurate.

Let’s take a closer look at Oracle Cloud HCM.
• Improve the employee experience by providing the conversational assistance employees are used to at home, making it easier than ever to get questions answered and tasks completed.

• Perform over 90 HCM-specific transactions and handle cross-functional processes such as expense reports and customer requests all through channels like SMS, Slack, Microsoft Teams, Facebook Messenger, WeChat and WhatsApp.

• Encourage efficiency and impact by giving employees and managers access to information about benefits, time off, performance, and other key self-service transactions.

• Increase productivity through contextual assistance helping employees complete tasks, step-by-step, even providing prompts on the next action after completing the to-do list.
• Make it easy for employees to complete the most important journeys for personal and professional growth as well as support job success with personalized, step-by-step guidance.

• Help employees make informed decisions by surfacing contextual analytics, training, and instructions along their guided digital journey.

• Drawing from one source of people data across the enterprise, you can provide the right experiences based on an employee’s unique circumstances.

• Support employees by extending journeys to support their work success with guidance on contract management, position management, financials, and project management.

• Maximize the power of journeys by connecting and automating the user experience with third-party applications to ensure a consistent experience while keeping employee data secure.
• Continuously detect, track, and analyze employee skills throughout your organization.

• Access a dynamic inventory of skills and job data tailored to your organization’s unique language, culture, and industry.

• Help candidates and employees find the right opportunities no matter how they define their abilities by using natural language processing to understand different skill descriptions.

• Deliver recommendations in talent processes including recruiting, career development, and learning.
• Own your audience, content, and timing of every message without depending on 3rd party solutions that require additional IT support—adding complexity and time or risking a breach in confidentiality.

• Make it simple for anyone on the HR team to create media-rich emails consistent with your brand, ensuring the right message and design for each moment.

• Go beyond engagement and use your email communications to drive behaviors and outcomes that matter to your organization.

• Target audience by employee attributes and personalize email communications to drive more relevant action.*

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Oracle Touchpoints

• Help managers confidently take the right steps to build trust with their team by connecting employee sentiment with actions.

• Give employees an active role in getting the support they need by providing them with one place to review their pulse trend, take suggested actions, and schedule manager check-ins.

• Encourage continuous, impactful conversations and interactions through ongoing check-ins with custom or recommended discussion topics.

• Empower managers to celebrate employees with messages that highlight important moments, such as a contribution or milestone.*

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Oracle HCM Analytics

- Run the business day-to-day with real-time transactional reports and operational insights on headcount, attrition rates, and more.
- Support strategic decision making amongst HR, finance and operations with over 100 pre-built KPIs and 8 pre-built dashboards available to your teams, tracking tenure, compa-ratio, time-to-hire, internal transfers, and best sources of candidates to name just a few.
- Act quickly and confidently to improve the organization by asking any HR business question in natural language—using text or voice in a simple search-like experience—and hear and see the results immediately.
- Jumpstart decisions that impact how you support, develop, and retain your workforce with pre-built analytics for areas like team effectiveness, core HR, and diversity across the enterprise, helping HR, managers, and leaders quickly make better decisions that improve employee experiences and retention.
• Align people and business strategies to plan for the workforce you need in the future.

• Connect headcount plans with financial plans across departments and locations while staying within budget.

• Evaluate current workforce skills, expected retirement and attrition, and predict where future skills are needed.

• Unified with Oracle Cloud HCM so that HR and finance professionals can perform all their workforce planning activities in one place, without the need to use multiple applications.
Oracle Recruiting

• Keep candidates engaged and at the center of the recruiting process using built-in career site design tools and an application process requiring no account creation.

• Access a greater array of recruitment marketing tools, provide more internal mobility opportunities, and employ AI matching to make informed, data-driven hiring decisions.

• Help candidates quickly transition to employees with a seamless and personalized onboarding experience.

• Improve recruiter efficiency and candidate communication through increased transparency across platforms with innovative integrations from LinkedIn.
Drive HR operational efficiency and support the entire employee lifecycle—full-time or contingent, from hire to retire—for more than 200 countries and jurisdictions.

Efficiently manage employees, positions, and jobs, including global assignments, and simplify the management of unique industry, union, collective labor, and worker agreements with policy-driven processing.

Provide forward-looking insight into your workforce trends to increase performance, avoid attrition, and quickly accommodate organizational changes.

Help employees manage their professional brand, improve talent mobility, and foster a culture of collaboration by easily importing information from LinkedIn into their personal profile.
Oracle Cloud HCM has really allowed Fujitsu to transform the employee experience and give people a technology-driven ability to access information and data.”

— Sarah Wadsworth
Head of HR
Fujitsu UK
Oracle HR Help Desk

- Deliver consistent HR services to every employee using a complete case management solution that intelligently routes each inquiry to the right HR specialist.
- Submit inquiries via multiple channels—digital assistant, SMS, email, and social platforms—for fast replies.
- Empower HR to curate a robust AI-enabled knowledge base of information that is readily available across workers and HR professionals.
- Identify and analyze trends to uncover opportunities for improvement.
- Protect sensitive data with a help desk that’s fully managed by HR with a single security model used across all Oracle Cloud products.
• Provide differentiated remuneration packages and allocate tailored rewards for specific groups in your organization.

• Analyze, model, budget, and administer an unlimited number of compensation plans locally and across the globe.

• Align compensation and rewards to performance and communicate a total compensation picture to each of your employees.
“Thanks to Oracle Cloud HCM, we’ve been able to drive business priorities by giving our people personalized learning opportunities to increase their competencies, skills, and knowledge.”

— Jacely Voon  
Chief People Officer, People Culture and CSR 
Fujifilm Business Innovation Singapore
Deliver flexible benefit programs that can easily be tailored to unique business needs.

Provide an intuitive consumer-style enrollment flow that guides employees step by step through the selection process of their benefits entitlements.

Transmit benefit information to third-party providers easily using the solution’s open architecture.
Oracle Performance Management

- Coach employees for success, using a smartphone or other device for regular performance check-ins.
- Capture formal and informal feedback from multiple sources to create rich, well-rounded portraits of your employees.
- Provide specific feedback for growth, and enable ongoing conversations between employees, managers, and coworkers to drive performance and talent development.
Oracle Opportunity Marketplace

- Improve career mobility and retention by giving employees a simple, easy-to-use tool to discover short-term gigs and job postings in a single location.
- Give employees new ways to engage in different activities within the organization and expand their sphere of influence while learning new skills.
- Become an employer-of-choice by offering innovative solutions to meet the career and learning needs of high-quality talent.
- Find resources from within to fill short-term talent needs while maximizing under-used resources across the organization.
Oracle Career Development

Help employees progress in their careers and identify career opportunities in line with their skills and interests.

Enable internal career mobility by eliminating skills gaps, employing recommended learning relevant to the employee’s role and interests.

Leverage embedded collaboration capabilities to connect with mentors, and identify colleagues in interesting roles to gain firsthand experiential information about careers of interest.

Notify employees of open roles that align with their career and development goals as soon as they become available through Open Jobs for My Career.
Effortlessly manage your learning based on AI-enabled recommendations

- Determine what you need to learn by leveraging AI-enabled learning recommendations that are based on your employees' engagement data.

- Enable blended learning and promote knowledge sharing, while joining learning communities to keep skills current.

- Empower managers and learning and development experts to gain immediate insight into course completion and compliance tracking.

- Help employees grow their skills and knowledge with expanded courses through LinkedIn Learning.
Oracle Succession Planning

- Leverage the power of the talent profile to understand and plan your future talent needs and conduct more meaningful talent review discussions.

- Accurately access talent, evaluate macro-organizational trends, mitigate talent risk, and take timely and appropriate actions.

- Use talent pools to identify high-potential and hidden talent to develop a leadership pipeline, and prepare for contingencies by managing succession plans and accurately gauging bench strength.
“Analytics Cloud—click on the dashboards, and they instantly see real-time data regarding which employees have goals and which don’t, with percentages. At review times, it’s saving them countless hours of reporting and giving them real-time data when needed.”

— Roy Amato
HR Reporting and Analytics
EmblemHealth
• Support employees’ career goals with targeted recommendations for potential mentors.

• Create a more meaningful work culture by giving employees easy access to volunteer opportunities.

• Participate in fun competitions that fuel creativity and motivate employees to set and achieve wellness goals.
Promote a culture of workplace safety with a simple, intuitive experience for employees to report health, safety and environmental concerns.

Achieve Health & Safety goals by empowering managers, with real time dashboards, notifications and tools, to take prompt action.

Comply with regulatory requirements using a native cloud HCM solution for reporting of incidents, near misses, and potential hazards.
• Improve operational efficiency and time tracking for all employees, whether full-time, nonexempt, project-based, or contingent.

• Increase productivity by matching shifts with business demands, and automate overtime, premium, differential, and payroll calculations by utilizing a robust, configurable rules engine.

• Efficiently manage time off globally and support local compliance via a single solution anywhere, anytime from any device.
Oracle Payroll

- Accurately process payroll in twelve locations across the globe: Bahrain, Canada, China, India (expected 2023), Kuwait, Mexico, Oman (expected 2023), Qatar, Saudi Arabia, United Arab Emirates, United Kingdom, and the United States.*
- Minimize compliance risk with automatic updates on global, national, and local-level payroll laws and tax regulations.
- Reduce the cost of payroll integrations by leveraging predefined payroll outputs with certified third-party payroll partners.
- Boost the financial wellness of employees with self-service features that offer quick access to personal information, and payment preferences across any device.

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Oracle Experience Design Studio

- Create rules to easily configure transactions and pages.
- Change how sections and fields are displayed, based on the user’s role and the employee’s business unit or legal employer.
- Improve data accuracy and process efficiency through versatile business rules-based defaulting and validations including autocomplete and expanded localizations.
Mitigate risks and strengthen compliance by easily detecting security access anomalies, using comprehensive controls leveraging AI and machine learning.

Prevent fraud and support the segregation of duties so that only authorized personnel can view sensitive HR data.

Automate security analysis and use security dashboards to monitor and manage exceptions and policy violations.
All in One

One suite of products for all processes

One user experience across any device, anywhere

One technology platform, natively built in the cloud