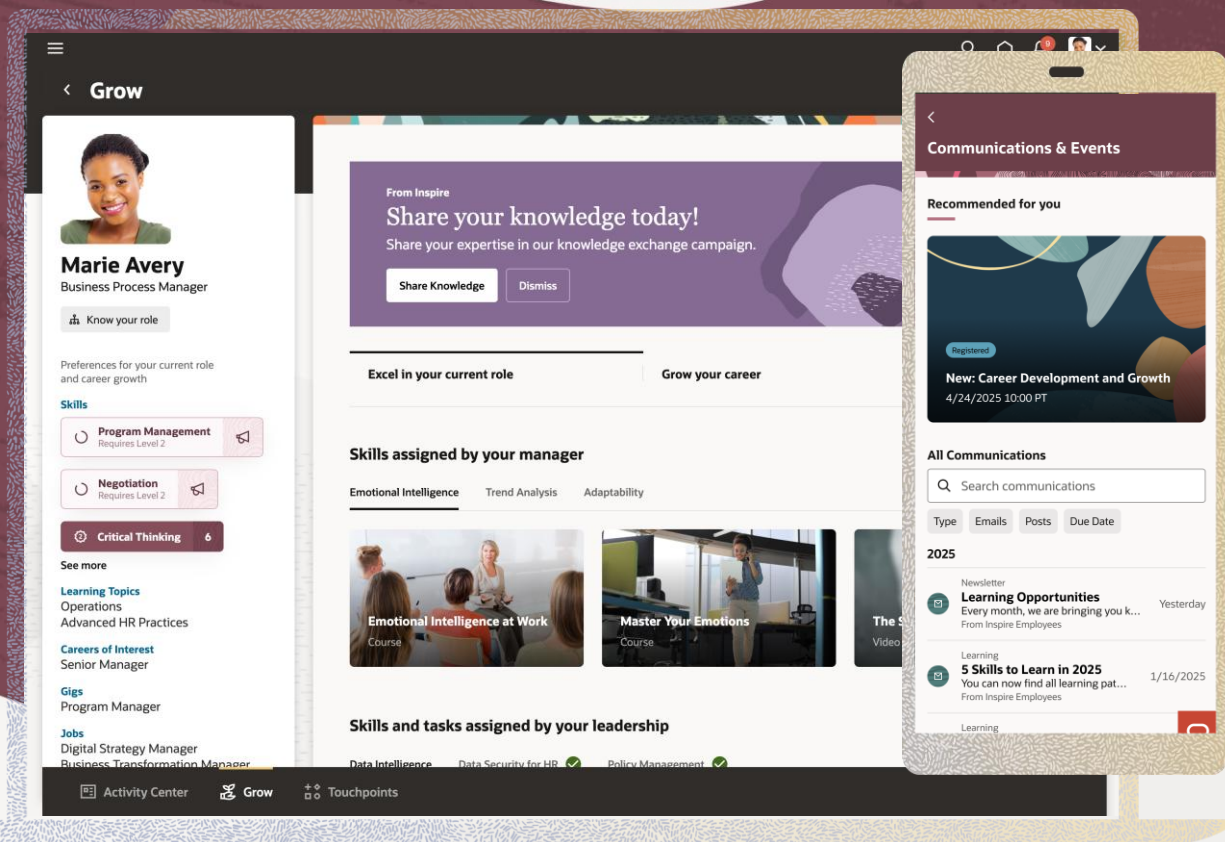
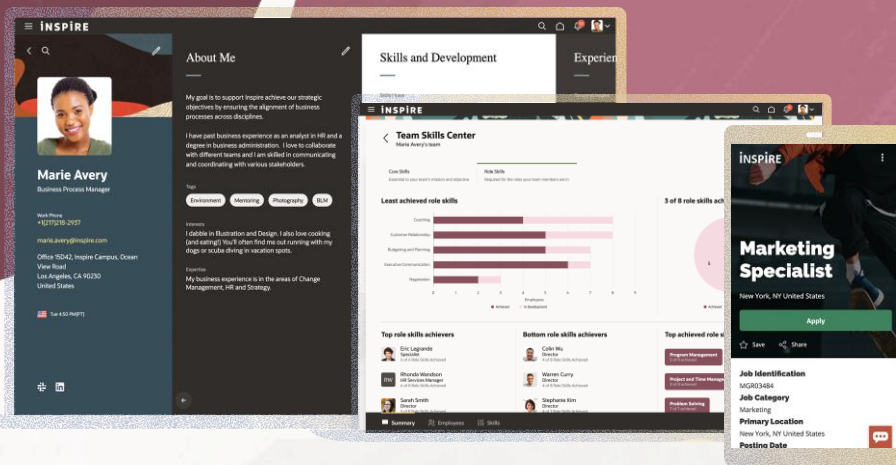




Oracle Fusion Cloud HCM

Solution Overview





Human Capital Management (HCM)

Oracle Fusion Cloud HCM helps you connect every human resource process—and every person—across your enterprise.

Introduction

Built-in AI

What's New?

Oracle Human Resources Foundation

- [Core HR](#)
- [Skills](#)
- [Benefits](#)
- [Advanced HCM Controls](#)
- [Workforce Modeling](#)
- [Visual Builder Studio](#)
- [AI Agent Studio](#)
- [Agentic Applications](#)

Oracle ME

- [Communicate](#)
- [Journeys](#)
- [Connections](#)
- [Grow](#)
- [Touchpoints](#)
- [Celebrate](#)
- [HR Help Desk](#)

Oracle Talent Management

- [Recruiting and Recruiting Booster](#)
- [Performance Management](#)
- [Compensation](#)
- [Learning](#)
- [Succession Planning](#)
- [Career Development](#)
- [Opportunity Marketplace](#)
- [Agentic Applications](#)

Oracle Workforce Management

- [Absence Management](#)
- [Time and Labor](#)
- [Workforce Scheduling](#)
- [Workforce Labor Optimization](#)
- [Workforce Health and Safety](#)
- [Agentic Applications](#)

Oracle Payroll

Oracle Fusion HCM Analytics

Build a human-agent workforce with an AI-powered HR solution

Work is changing faster than people, processes, and operating models can adapt. AI is creating new opportunities for organizations to rethink how work gets done and new expectations for employees, managers, and leaders. Realizing its potential requires a thoughtful approach to bringing people and AI together.

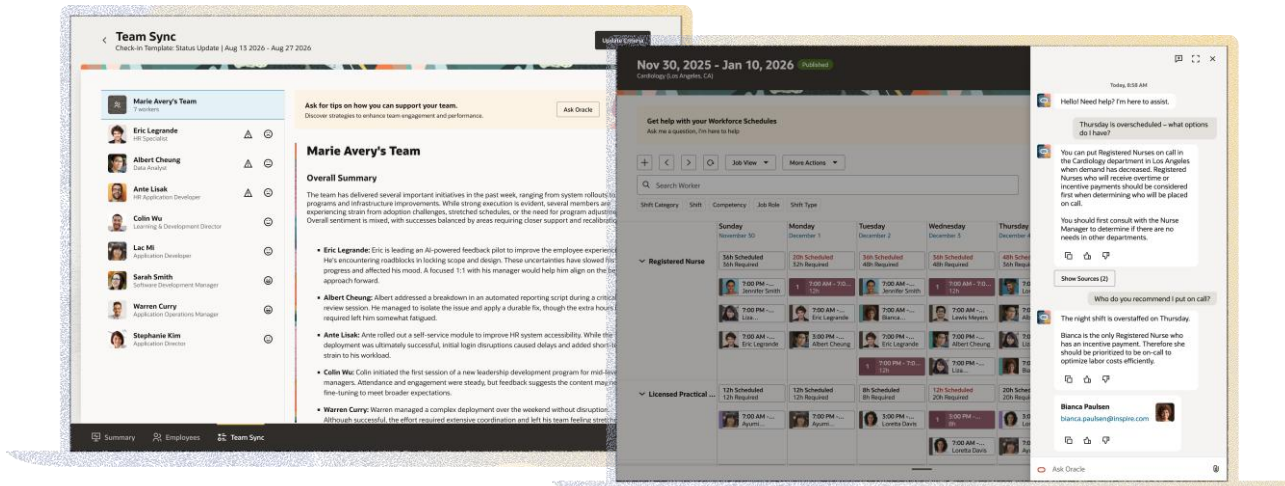
By redesigning work around humans and AI agents, HR can help people spend less time on research and routine tasks and more time on strategic priorities, leadership, and meaningful work. This approach can help managers focus on leading their teams, support employee growth, and enable people to work alongside AI to simplify complex tasks and keep work moving forward.

Oracle Fusion Cloud HCM is different
from other solutions on the market.

Oracle Fusion Cloud HCM provides a foundation for bringing people, processes, and AI together. The suite helps organizations manage people, skills, and workforce operations while supporting a more connected approach to HR.

With embedded AI capabilities, Oracle Fusion Cloud HCM can help employees and managers access relevant information, streamline routine activities, and make informed decisions and take appropriate actions within established HR processes. By connecting HR and talent processes with broader business operations, Oracle Fusion Cloud HCM helps organizations support their people, improve how work gets done, and pursue their business goals.





A best-in-class employee experience

- Workflows that provide personalized, step-by-step guidance based on relevant employee information and HR context
- A consistent, seamless experience across multiple devices that can offer personalized features designed to support employee preferences and common tasks
- A personalized homepage featuring quick actions, tasks to finish, and a dashboard that can be tailored with key analytics
- Tools that help managers gather and respond to employee feedback through regular check-ins
- Technologies employees are familiar with, such as digital assistants and conversational user interfaces

A comprehensive and unified cloud HCM solution

- An end-to-end solution that's natively built for the cloud, from the ground up
- Part of Oracle Fusion Cloud Applications Suite, which includes solutions for enterprise resource planning, supply chain management, advertising, and customer experience to help you better align HR with business goals and improve operational excellence
- Adaptable and configurable to help you meet your specific needs without relying on IT
- Integrated security and privacy capabilities that help organizations manage workforce data within a unified HCM environment. Your data resides within one solution, no importing or exporting required, which helps mitigate data transit risk

A relentless focus on innovation

- A transformative, future-ready platform with more than 5,000 best practices built in, allowing you to innovate faster and easily adopt new technologies, including AI—GenAI, AI agents, custom AI, and agentic apps—machine learning, blockchain, and the Internet of Things
- Companywide annual R&D investments totaling US \$10.3 billion, with 18,000 patents securing our innovations
- More than 9,500 product updates deployed in the cloud last year, with 80% of enhancements based on customer feedback
- Recognized by industry analysts as a leader in innovation for cloud HCM as well as core financial management and enterprise performance management systems

A built-in AI foundation for HCM

Unlike competitors that add AI as a separate layer, requiring extra integrations, security changes, and long lead times, Oracle embeds AI across its secure infrastructure and enterprise applications, including Oracle Cloud HCM. This unified architecture provides a single data model and a consistent user experience across HR, finance, supply chain, and CX, helping organizations connect insights, actions, and execution across the business. A single security model, unified role-based access, and built-in privacy help teams manage security and privacy requirements and protect employee data.

AI is fully connected to your data and processes, delivering real-time, rich contextual insights, actions, and automation directly within the flow of work to help your organization make faster decisions, personalize experiences, and drive business value without added complexity. Agentic applications extend this by orchestrating teams of agents across HCM processes and workflows to coordinate work, execute multistep processes, and deliver business outcomes within your existing system and controls.

Start where AI delivers the most impact

Oracle Cloud HCM provides a range of AI capabilities, including classic AI, generative AI, AI agents, and agentic applications, so organizations can begin where it delivers the most impact.

Classic AI	Analyzes workforce data to identify patterns and provide predictions or recommendations that support HR decisions, surfacing information to help recruiters assess candidate fit and suggesting relevant learning and career opportunities.
Generative AI	Creates and summarizes personalized content, including job descriptions, performance reviews, goals, surveys, and employee feedback, helping workers complete work more quickly.
AI agents	Assist employees, managers, and HR teams by answering questions, providing personalized guidance and recommendations, and completing defined tasks within HR workflows.
Agentic applications	Coordinate multiple AI agents and workflows to advance multistep processes toward defined business outcomes, using shared data, policies, and context while routing exceptions and consequential decisions for human review.

With more than 150 prebuilt AI capabilities available, teams can start with insights or content generation, expand into task automation, and progress to agentic applications that coordinate work and deliver business outcomes. When ready, organizations can experiment, personalize, and scale AI at their own pace. This approach allows organizations to expand adoption based on proven value, without forcing a single starting point or requiring large upfront changes.

Adapt AI to your business

Organizations can build on these capabilities with Oracle AI Agent Studio for Fusion Applications, which brings business users and developers together to create, test, and deploy custom AI agents and agentic applications directly within Oracle Cloud HCM. Business users can build agentic applications using natural language, while developers can use familiar coding tools to extend and refine them, with greater control over development and debugging. After deployment, teams can monitor agent quality and performance and maintain oversight through existing security controls, human approvals, and audit trails. Access to a growing marketplace of prebuilt AI agent templates gives teams another way to adapt AI to specific business needs.

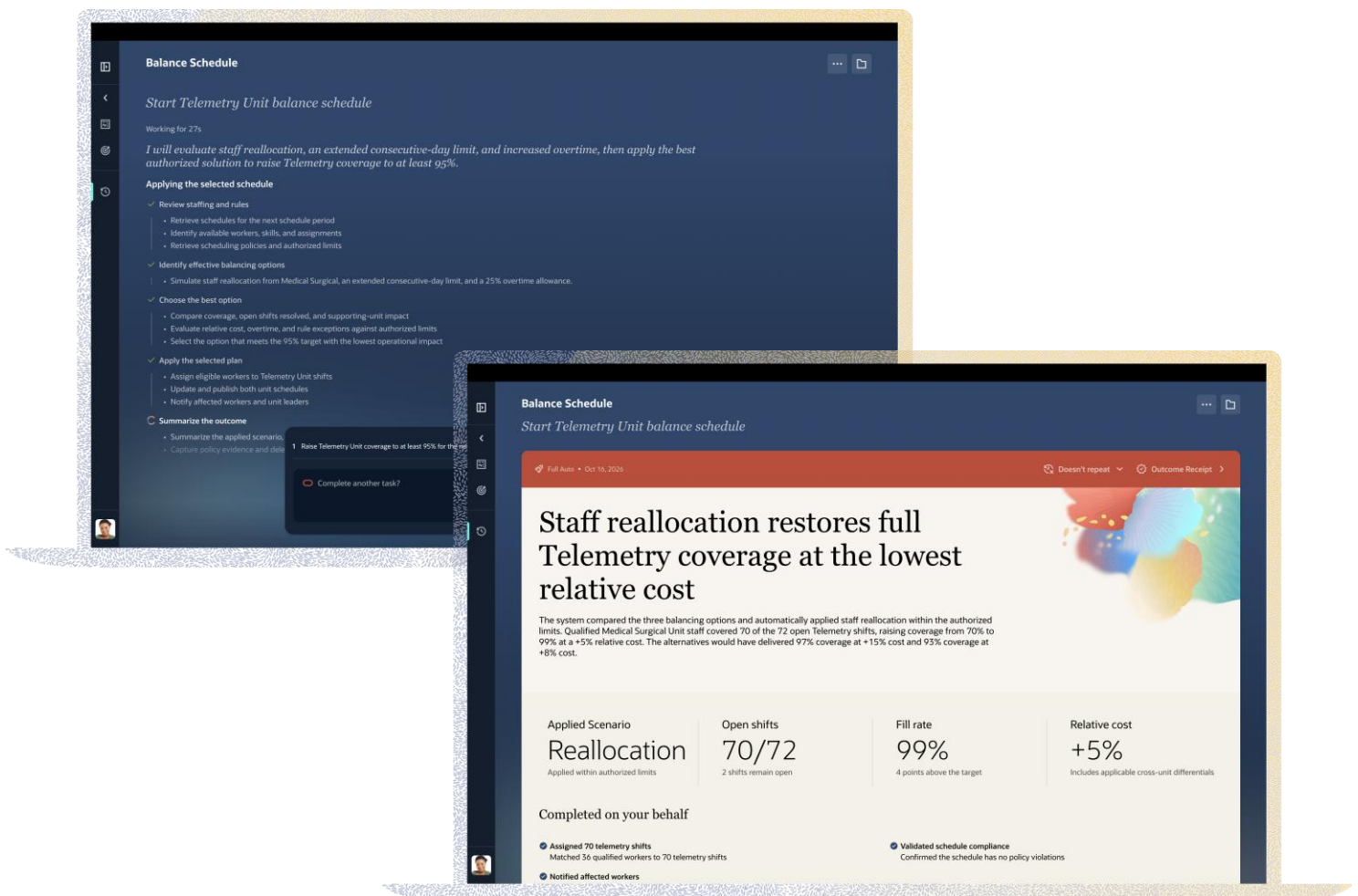
As business priorities and workplace expectations shift, employees need support to adapt and thrive. Oracle AI can help your organization enhance agility, drive business transformation, strengthen decision-making, and attract, develop, and retain top talent by delivering personalized, meaningful experiences throughout the employee lifecycle. With agentic applications, organizations can go further by not only generating content and recommendations but also helping guide actions and move work forward across processes.



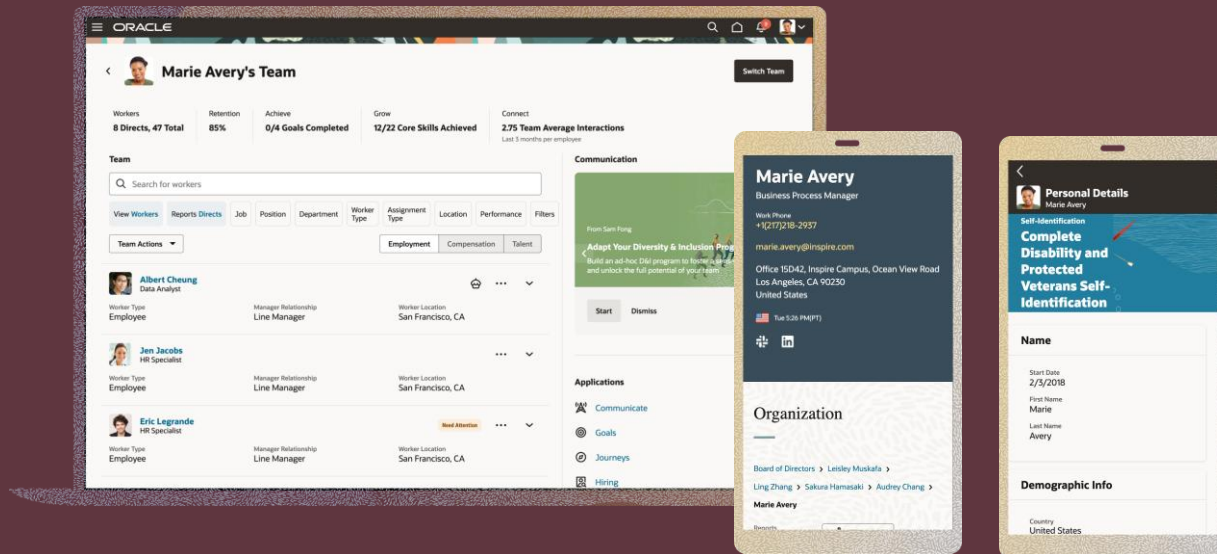
What's New?

Address workforce complexity with Fusion Claw

Fusion Claw enhances agentic applications with capabilities to analyze constraints, model and compare viable options, adapt plans, and coordinate approved next steps. Users define the desired outcome, while current conditions, business rules, and delegated authority shape the options Fusion Claw considers. It can support decisions such as addressing workforce coverage and scheduling risks or helping identify options for meeting changing skill and capacity needs. When a constraint is not met, Fusion Claw can reassess alternatives and adjust the plan. After leaders select and approve a path, it can complete approved actions within delegated authority and prepare exceptions for approval or escalation. This gives teams greater visibility and control from objective through execution while keeping consequential decisions with people.



Oracle Human Resources Foundation



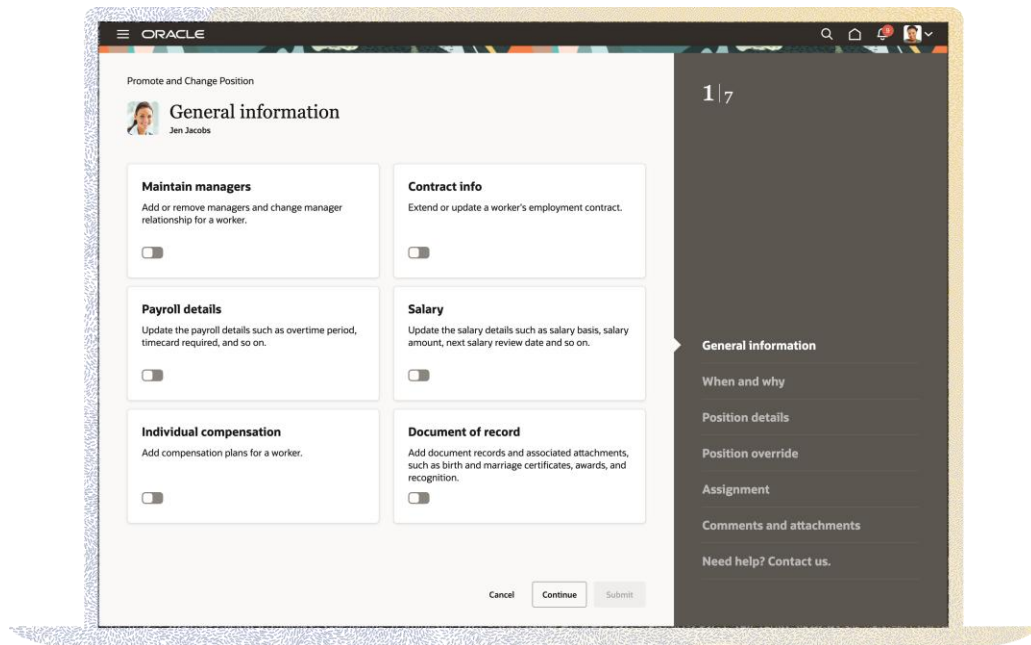
Oracle Human Resources Foundation helps you plan, manage, and optimize HR practices for a global and diverse workforce, all in a single cloud platform. With Oracle HR, you can simplify complex union and industry requirements, handle legislative rules, and mitigate risk with more effective ways to manage and understand your workforce. You also get access to a broad set of workflows, tools, and insights to help you elevate the employee experience and boost productivity.

The platform consists of these Oracle Fusion Cloud HCM solutions:

- [Core HR](#)
- [Skills](#)
- [Benefits](#)
- [Advanced HCM Controls](#)
- [Workforce Modeling](#)
- [Visual Builder Studio](#)
- [AI Agent Studio](#)
- [Agentic Applications](#)

Oracle Human Resources Foundation | **Core HR**

Oracle Core HR gives your organization a smart, personalized way to onboard, engage, and manage your global workforce with best practice business processes that support compliance requirements in more than 200 countries and jurisdictions.

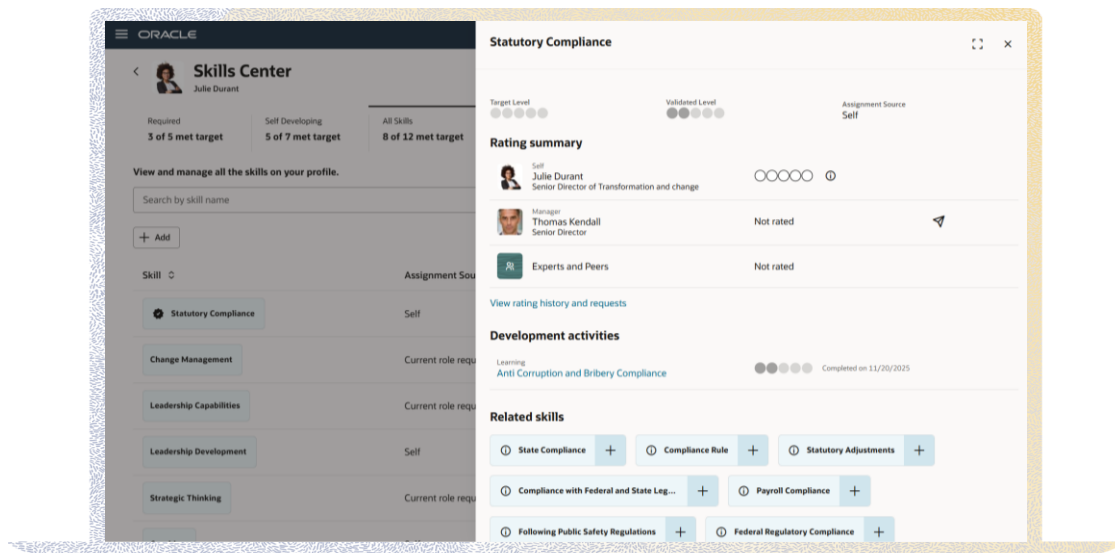


With Oracle Core HR, you can

- Manage the entire employee lifecycle—from hire to retire—in more than 200 countries and jurisdictions
- Efficiently manage employees, positions, and jobs, including global assignments
- Simplify the management of unique industry, union, collective labor, and worker agreements with policy-driven processing
- Get forward-looking insights into workforce trends to help you avoid attrition and manage organizational changes
- Support employee self-service with AI agents that provide employment information, guide personal information updates, and assist with common HR tasks
- Use AI agents to help HR and managers create jobs, manage positions, analyze workforce structures, and prepare proposed employment changes for human review and approval

Oracle Human Resources Foundation | **Dynamic Skills**

Align people, work, and development around a shared skills foundation so your organization can build and deploy to help your organization develop and deploy the capabilities needed as business priorities change.

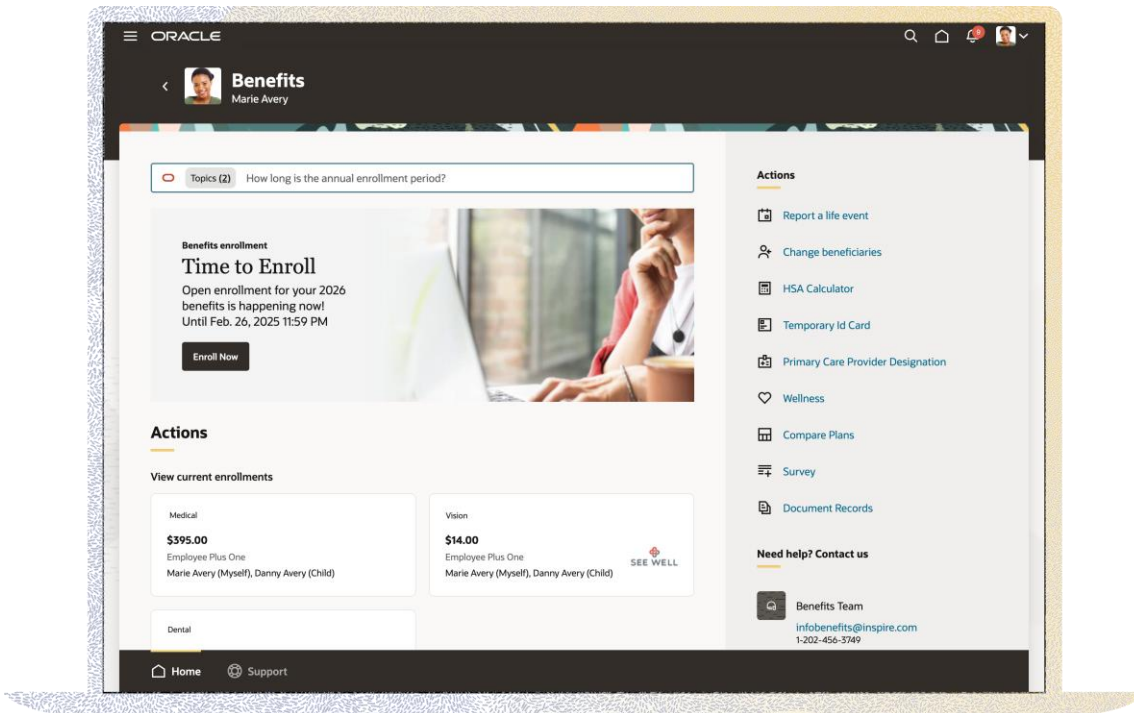


With Oracle Dynamic Skills, you can

- Build and manage skills libraries that reflect your organization by starting with Oracle's seeded skills, your existing skill catalogs, third-party sources, or any combination of them, so you can define and mobilize to help define and mobilize the capabilities needed as priorities change.
- Translate skills across the languages used by your workforce, helping to maintain consistency in skills data across global operations.
- Connect skills to jobs, learning, gigs, career roles, and talent profiles, helping identify potential skills gaps and development toward priority capabilities.
- Use AI-assisted descriptions, rating guidance, and Intelligent Talent Profile Search to help identify employees whose skills and experience may align with the requirements of specific roles and work subject to human review and judgment.
- Enrich your skills library with emerging skills from across HCM, keeping it aligned to helping keep it aligned with the capabilities your organization needs as work evolves.

Oracle Human Resources Foundation| **Benefits**

Oracle Benefits is a global, rules-based benefits application with full enrollment processing capabilities that lets you manage and deliver flexible benefits programs that offer your employees choice.

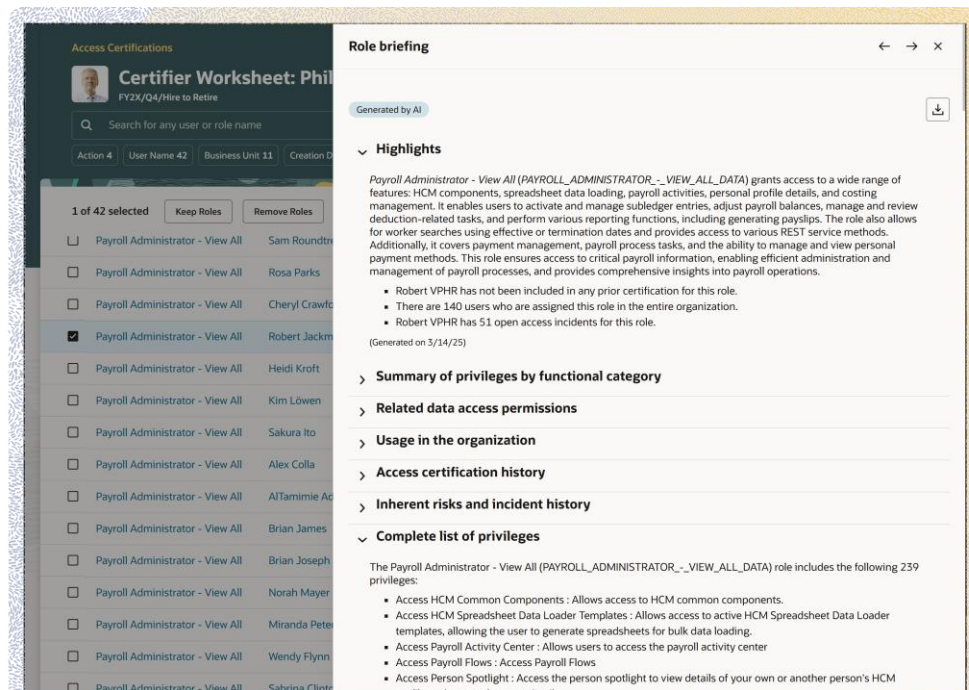


With Oracle Benefits, you can

- Simplify enrollment with an intuitive, consumer-style process that helps employees choose benefits and understand their costs
- Deliver flexible benefit programs tailored to unique business needs
- Help employees understand with AI agents that provide information about plans, eligibility criteria, and policies
- Automate benefits certification with AI agents and exchange benefit information with third-party providers through an open architecture
- Automatically detect life events by syncing with Oracle Core HR to identify when employees can make benefits changes

Oracle Human Resources Foundation | **Advanced HCM Controls**

Oracle Advanced HCM Controls helps improve how you manage HCM security and compliance by enabling you to monitor a complete audit trail of changes to setups and master data and providing alerts about suspicious transactions.

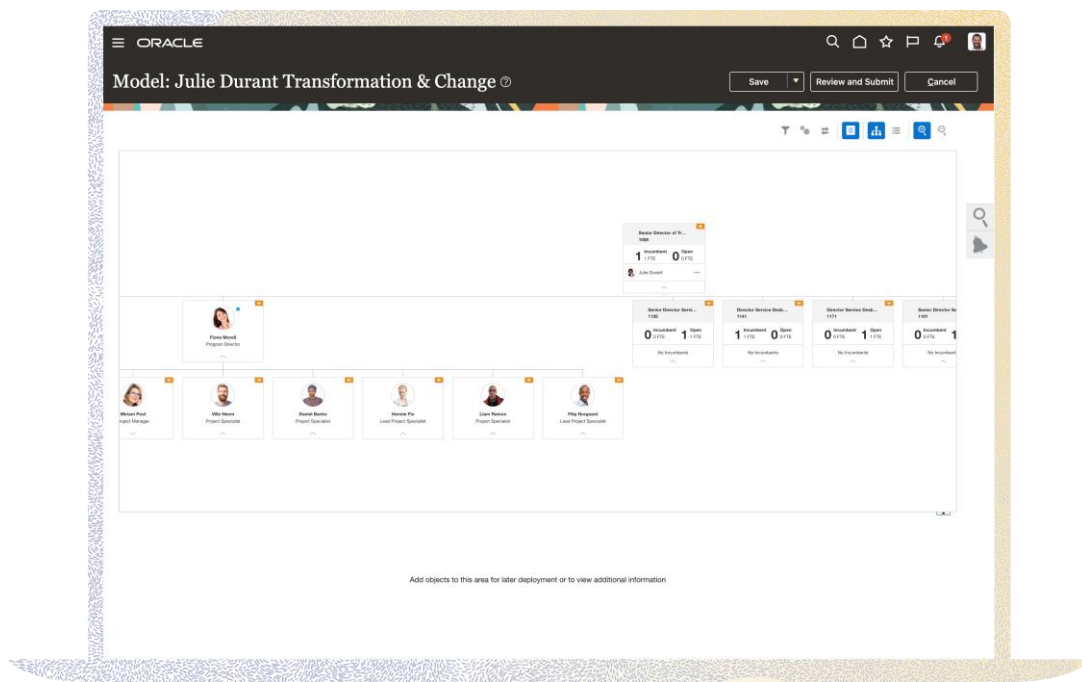


With Oracle Advanced HCM Controls, you can

- Detect security access anomalies using comprehensive controls that leverage AI and machine learning
- Help prevent fraud and support the segregation of duties so only authorized personnel can view sensitive HR data
- Automate security analysis and use security dashboards to monitor and manage exceptions and policy violations

Oracle Human Resources Foundation | **Workforce Modeling**

Oracle Workforce Modeling helps you plan organization changes, understand their impact, and put approved changes into action while helping organizations align workforce decisions with changing business needs.

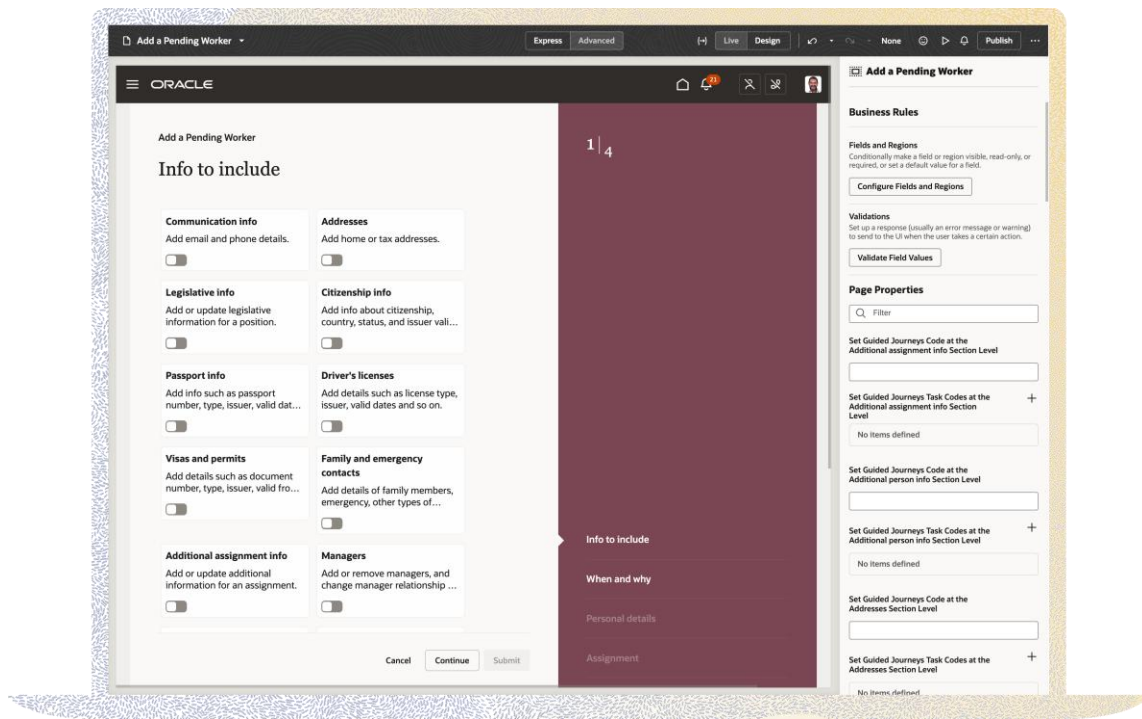


With Oracle Workforce Modeling, you can

- Plan changes involving employees, positions, or both before updating workforce records
- Explore reorganizations, team redesigns, and reporting-line changes in a visual workspace
- Assess the impact of proposed changes on headcount, compensation, reporting relationships, and vacancies
- Route proposed changes through approval processes based on the people and positions affected
- Apply approved models to relevant HR structures, assignments, and vacancy information where configured

Oracle Human Resources Foundation | **Visual Builder Studio**

Oracle Visual Builder Studio lets you tailor the employee experience by making it easy to build workflows and processes for different types of workers using data validation, localization, and autocomplete functionality.

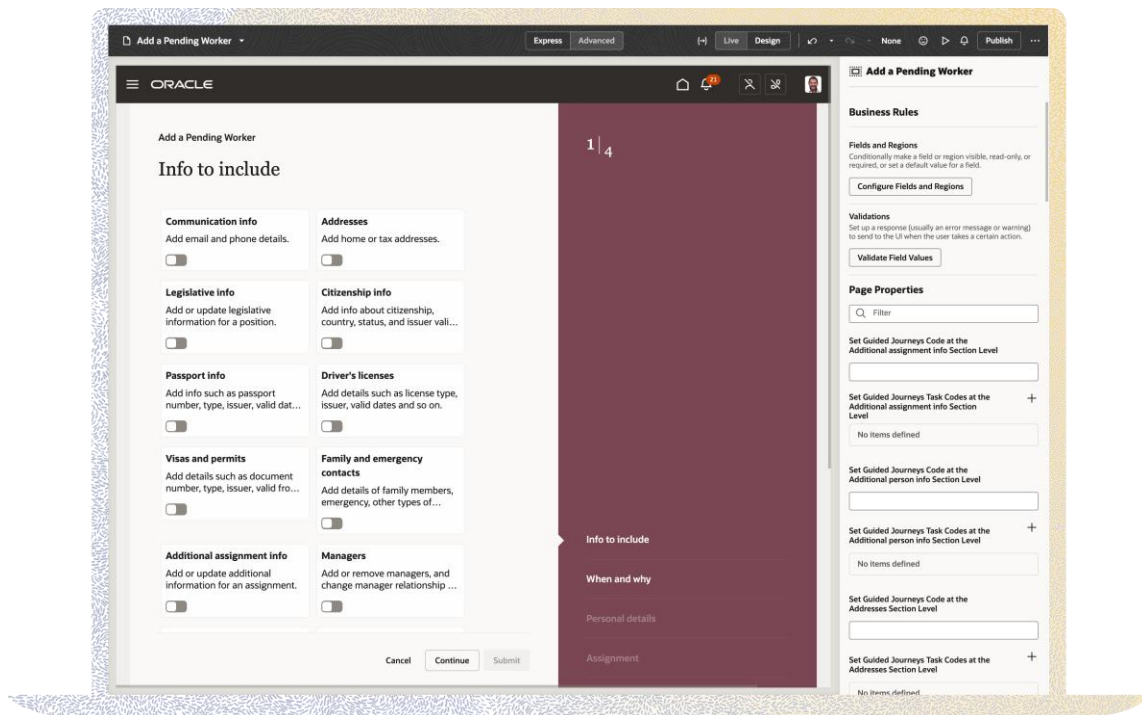


With Oracle Visual Builder Studio, you can

- Create rules to easily configure transactions and pages
- Change how sections and fields are displayed based on the user's role, business unit, or legal employer
- Improve data accuracy and process efficiency through versatile rules-based defaulting and validations

Oracle Human Resources Foundation | **AI Agent Studio**

Accelerate HR automation with Oracle AI Agent Studio by designing, deploying, and customizing intelligent agents and agentic applications to optimize support and automate workflows across Oracle Cloud HCM, reflecting how your organization chooses to operate while maintaining enterprise-grade governance and control.

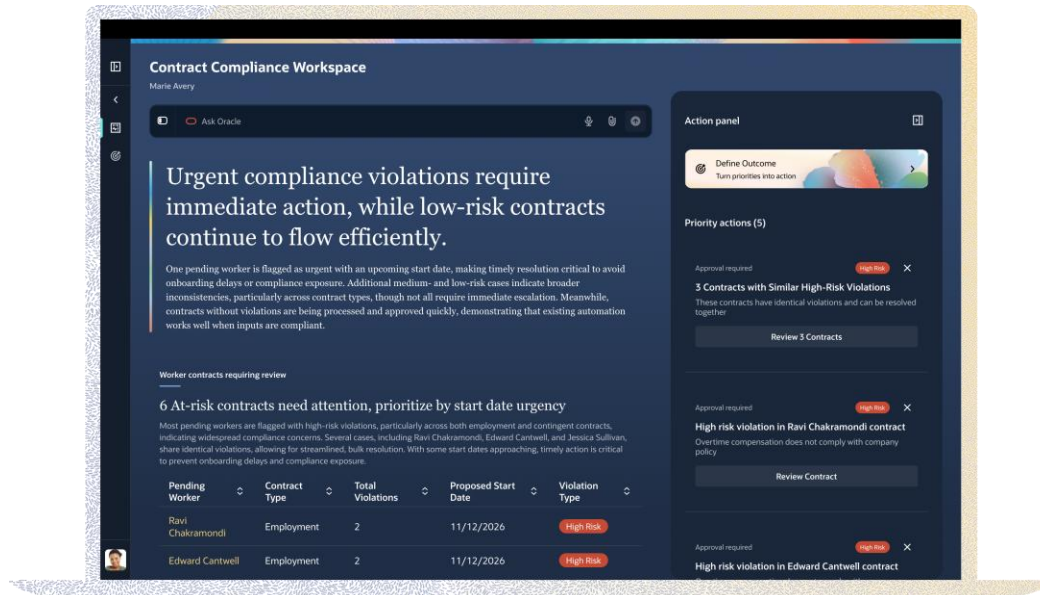


With Oracle AI Agent Studio, you can

- Customize agents using prebuilt templates, create your own, or use third-party AI agents to address evolving workforce needs
- Extend agent capabilities with new tools, industry-leading AI models, external system integration, and additional outputs
- Automate workflows with AI-driven, modular, rule-based, and repeatable processes defined up front
- Build, test, and deploy agentic applications using natural language for business users and familiar coding tools for developers
- Monitor agent performance with real-time analytics and actionable insights
- Observe interactions, debug workflows, and fine-tune responses to continuously enhance results

Oracle Human Resources Foundation | **Agentic Applications**

Oracle agentic applications for HR bring AI-powered insights and actions together to coordinate work and deliver outcomes across HR processes, such as addressing workforce priorities, managing employee help requests, and resolving benefits administration issues.



Benefits Administration Command Center

Benefits Administration Command Center combines benefits insights, analytics, communications, and corrective actions in one workspace to help identify priorities and resolve issues.

- Monitors open enrollment participation, election activity, submission trends, plan utilization, and enrollment progress to identify gaps and processing bottlenecks
- Surfaces self-service activity, life events, court orders, and pending enrollment actions and documents that require attention
- Generates summaries and priority actions to help administrators understand important trends and issues more quickly
- Answers questions about benefits policies, employees, and the benefits information under review
- Supports approvals, rejections, information requests, optional action-item closures, and reminders to keep benefits work moving

Contract Compliance Workspace

Contract Compliance Workspace helps identify potential contract impacts associated with changing policies, legislative and regulatory requirements, and business rules to focus reviews and help address risk.

- Monitors configured external legislative sources and surfaces potentially relevant changes to support timely review
- Identifies and prioritizes affected contracts by risk to focus review efforts on the most urgent issues
- Recommends actions based on approved company terms while leaving final decisions with reviewers
- Generates policy-aligned communications and coordinates defined review actions to help reduce manual follow-up
- Tracks active reviews, pending information, decisions, resolved items, and approved contracts for greater visibility and auditability

Manager Concierge Workspace

Manager Concierge Workspace surfaces compensation, talent, employment, recruiting, and absence signals to clarify team priorities and support informed action.

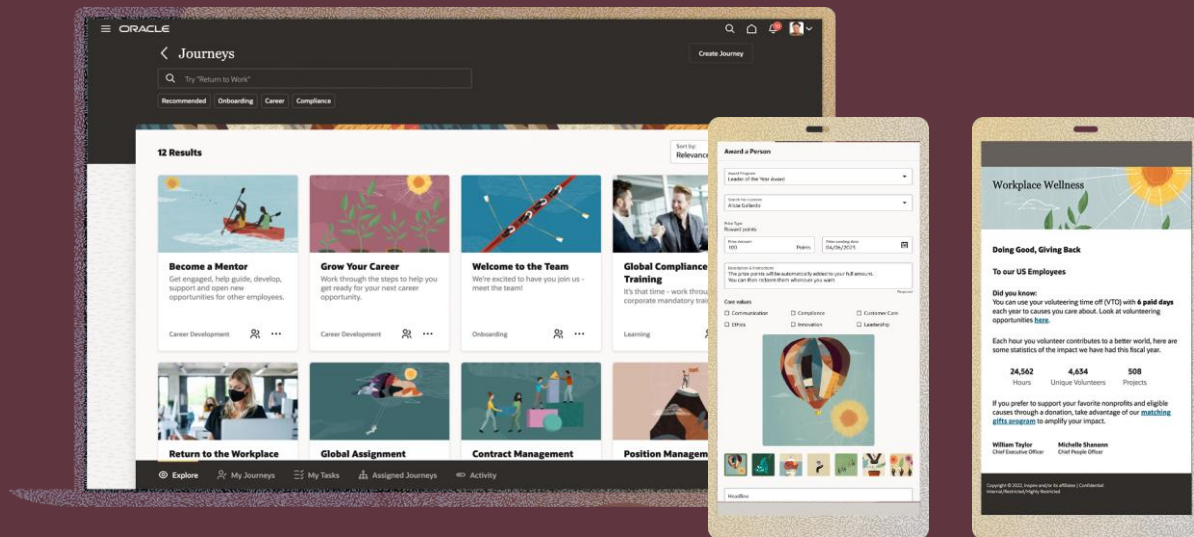
- Consolidates pending approvals and employee activities, including absences, awards, journeys, and communications, in one place
- Surfaces retention-related indicators, upcoming absences, employees paid below salary midpoint, open requisitions, and active offers to focus follow-up where it matters most
- Presents salary, compa-ratio, retention-related indicators, and performance information for manager review and compensation planning
- Highlights performance, critical roles, retention-related indicators, and succession coverage to support manager-led talent and succession planning
- Summarizes key information in plain language and presents relevant actions in one place to help managers move work forward

My Help Workspace for Employees

My Help Workspace for Employees consolidates help requests, related work, knowledge articles, and assistance so employees can see what needs attention, respond to requests, and find answers in one place.

- Displays Help Desk requests and related work, including learning, journeys, and expenses, in one place
- Surfaces items requiring attention and requests with no recent updates
- Tracks open requests and follow-up needs to keep work moving
- Displays popular knowledge articles and answers questions to help employees find relevant information
- Provides actions to reply, follow up, open articles, or create a Help Desk request

Oracle ME

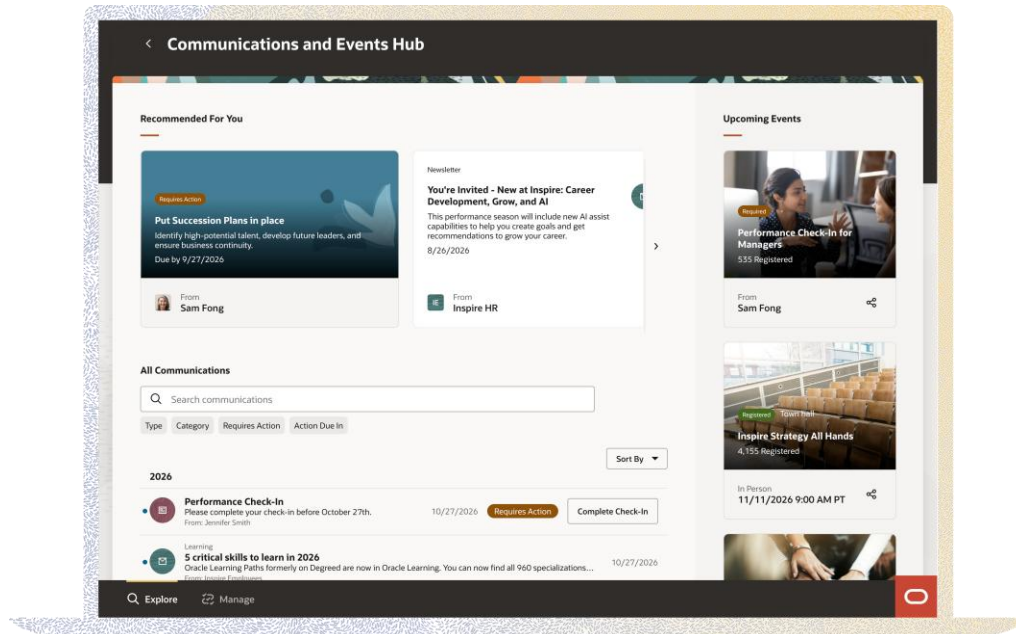


Oracle ME is a complete employee experience platform that guides employees through professional and personal activities, delivers responsive HR service support, and streamlines communication across the organization. You also get tools to strengthen the manager-employee relationship, connect employees with their peers, and help employees develop the skills they need to support organizational agility and success.

- Communicate
- Journeys
- Connections
- Grow
- Touchpoints
- Celebrate
- HR Help Desk

Oracle ME | Communicate

Turn AI investment into workforce action with an employee and communications change engine that drives adoption amid disruption.



With Oracle Communicate, employees can

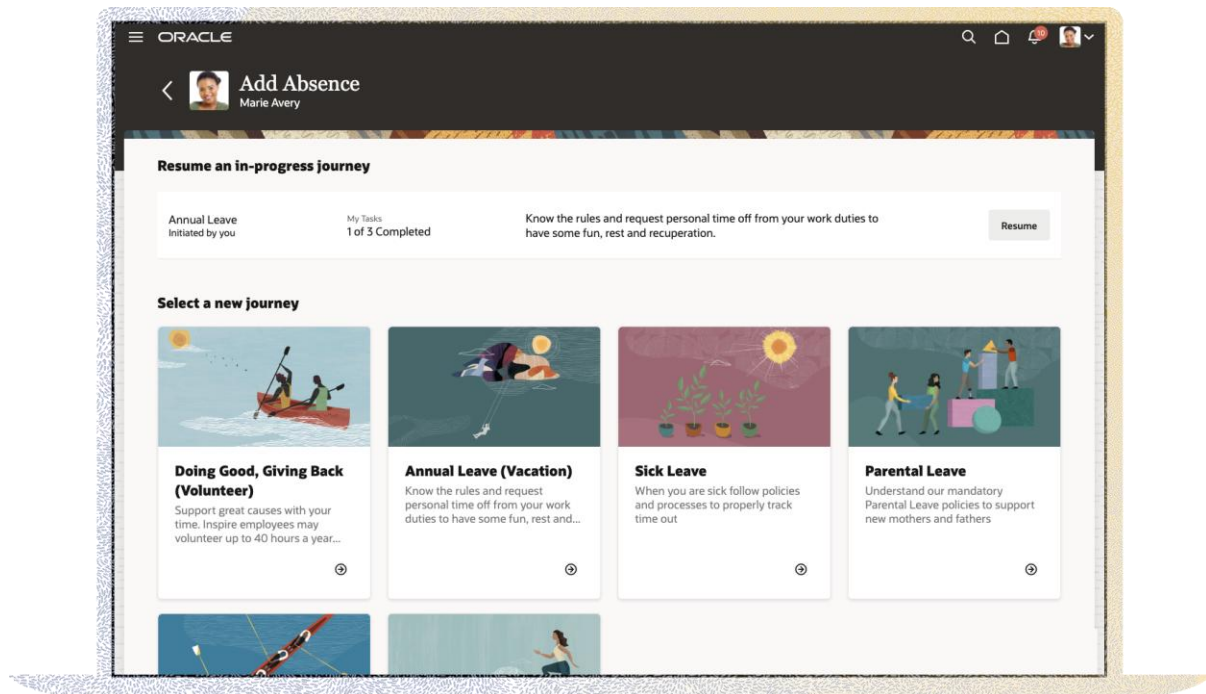
- Receive AI-generated recommendations based on their HR data, interests, and engagement, helping them find relevant communications, learning, and events
- Get role-based guidance that clarifies what change means for their work
- Access communications, learning, events, and communities in one place, making it easier to build skills and connections
- Take action directly from communications, including enrolling in learning and joining events, turning awareness into participation

With Oracle Communicate, HR teams, business leaders, and managers can

- Build audiences using current HCM data such as role, location, and workforce context, so the right employees receive relevant communications
- Deliver targeted, multi-step campaigns through posts, events, SMS, Slack, and Teams to move employees from awareness to adoption
- Retarget employees based on engagement and behavior to increase participation
- Track engagement, completion, and action metrics to identify gaps, refine communications, and measure impact

Oracle ME | Journeys

Oracle Journeys delivers personalized guidance to support employees through professional and personal workflows, all with one user experience, powered by one system of record.

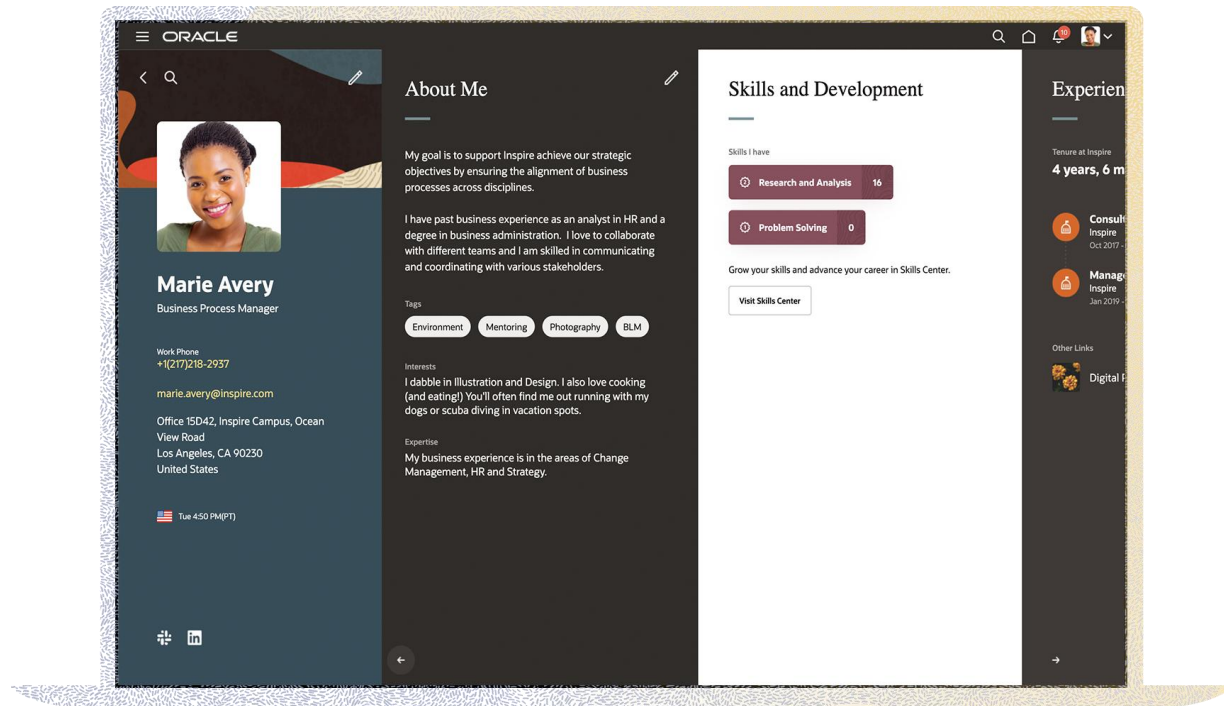


With Oracle Journeys, you can

- Provide employees with a consumer like experience to help them find and launch relevant journeys
- Draw from one source of people data to recommend, assign, and trigger tailored journeys
- Deliver contextual analytics, training materials, and instructions to employees within journeys
- Access a library of more than 30 best practice journeys and tasks out of the box
- Build personalized guidance for employees across the enterprise without IT assistance

Oracle ME | Connections

Oracle Connections is an interactive workforce directory and organization chart that brings people together by making it easier to search for and connect with people in the organization.

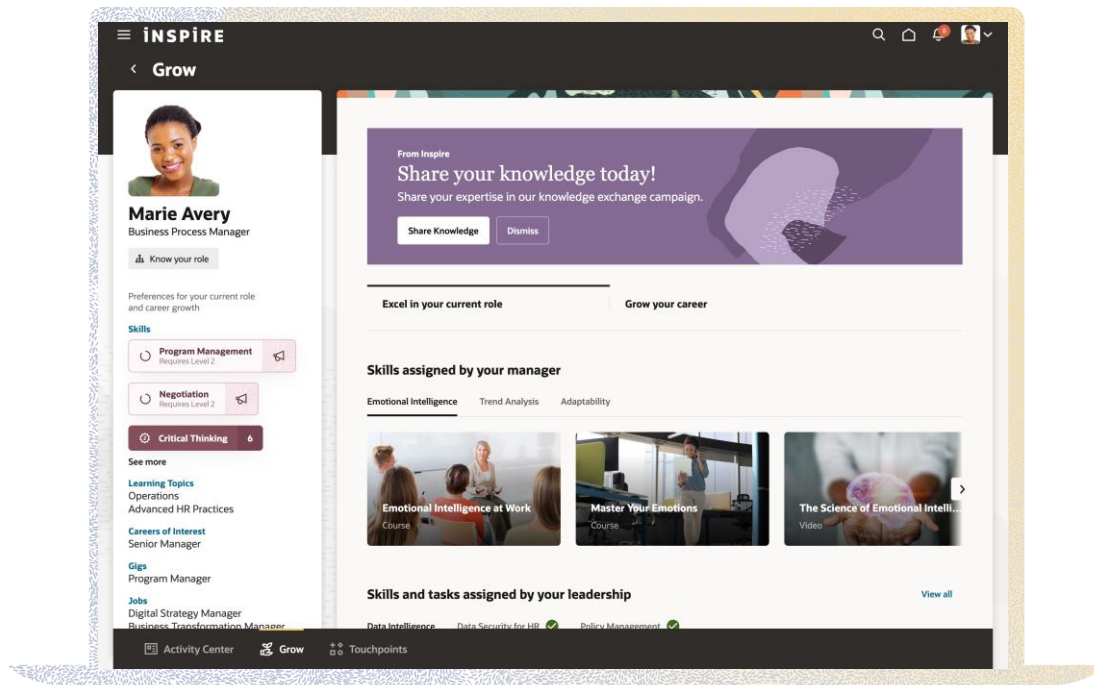


With Oracle Connections, you can

- Help workers quickly find and connect with others who have specific skills, interests, and experiences
- Enable workers to share feedback on each other's walls and highlight personal interests
- Allow employees to promote their accomplishments, skills, and career experience
- Give workers generative AI support to help them draft the "About Me" content for their Connections profile

Oracle ME | **Grow**

Leverage skills and talent data in one HCM solution to help employees, business leaders, and HR teams uncover and develop the skills they need to help improve organizational agility and support business goals.

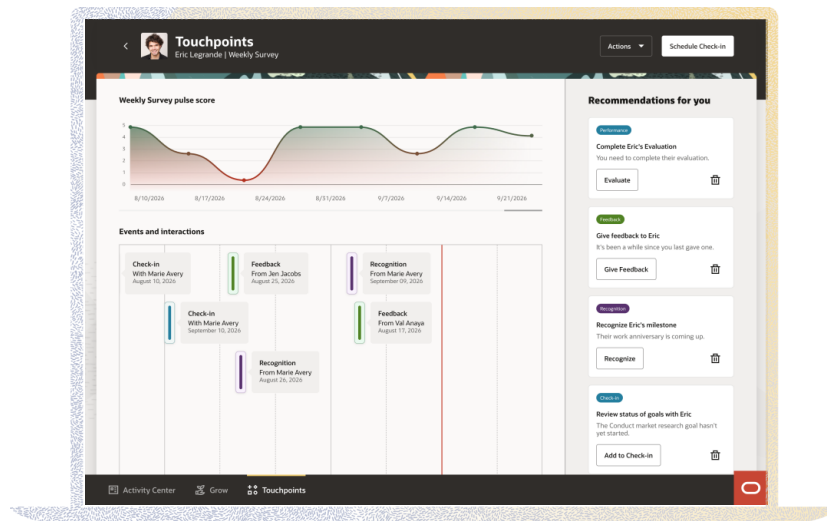


With Oracle Grow, you can

- Provide employees with multiple development opportunities, such as gigs and development journeys
- Help employees discover development and explore potential career opportunities through AI-assisted recommendations informed by available skills, experience, and career interests
- Give managers visibility into available team skills information and development resources to help support skills planning and employee growth
- Help leaders develop talent to support strategic business objectives with strategic role guides

Oracle ME | Touchpoints

Help employees and managers navigate continuous change with AI-guided coaching, check-ins, and recognition that support performance, skills development, and employee engagement.



With Oracle Touchpoints, employees can

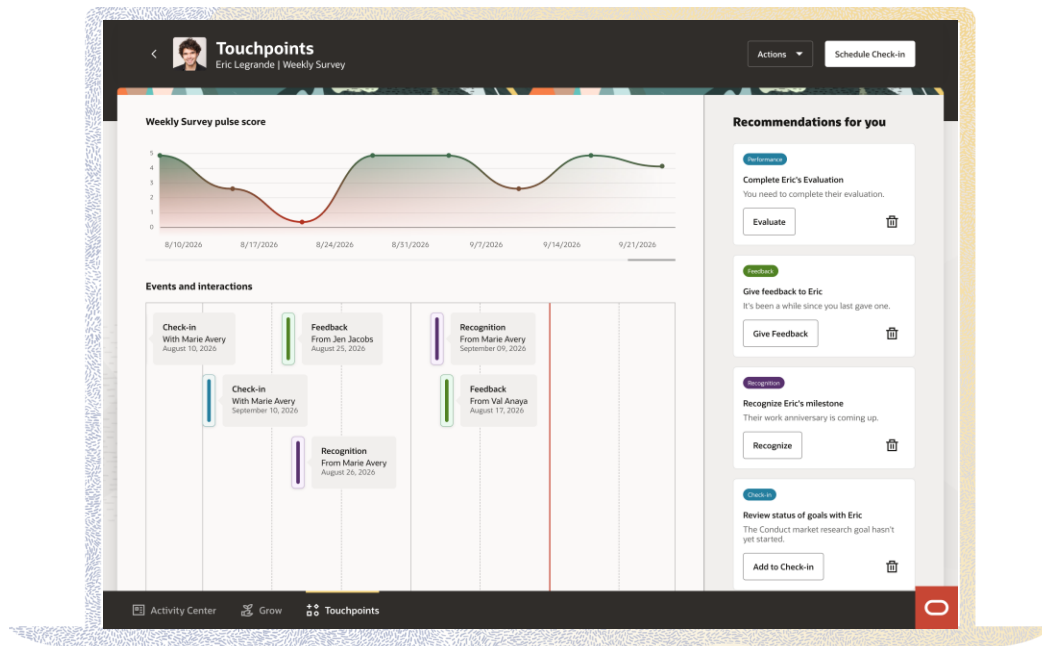
- Share sentiment through regular check-ins to help managers better understand concerns and support needs
- Gain clarity on changing responsibilities through personalized one-on-ones, helping them stay focused during change
- Discuss priorities and growth needs with their manager, keeping development aligned with evolving business needs

With Oracle Touchpoints, managers can

- Review team insights and employee-shared feedback to help identify opportunities for additional coaching, communication, and support
- Use the Team Sync AI agent to summarize available team updates and employee provided feedback, helping managers identify topics for timely conversations and follow-up
- Generate AI-powered agendas and follow-ups to help reduce administrative work and turn important conversations into action
- Build management skills with Oracle Manager Edge to support more effective coaching through constant change

Oracle ME | Celebrate

Help organizations retain critical talent and sustain performance during change with timely peer recognition and rewards that reinforce the behaviors their business needs most.

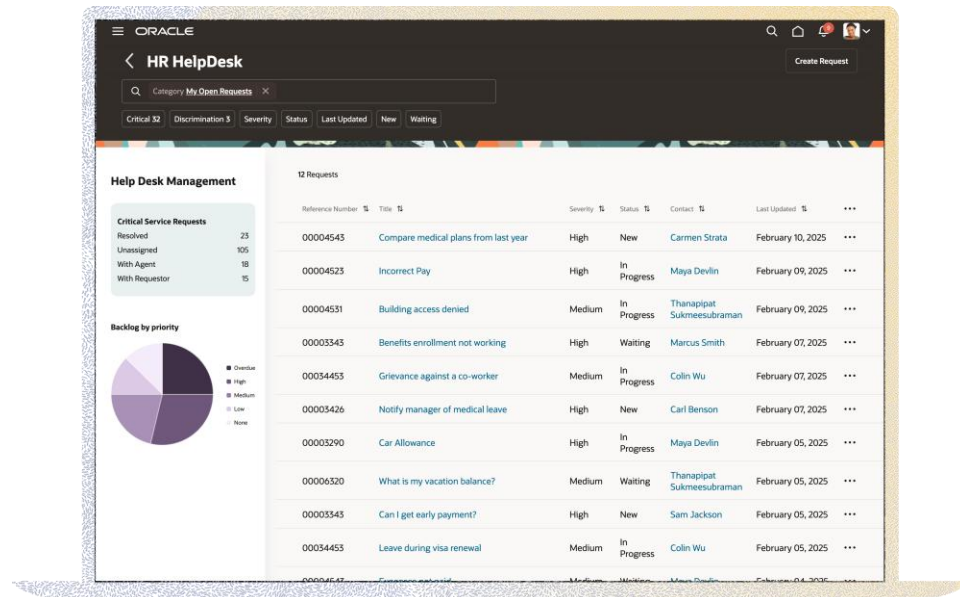


With Oracle Celebrate, you can

- Make peer recognition easier with AI, giving timely visibility to contributions that advance business priorities
- Link recognition to company values, reinforcing the behaviors employees need as work changes
- Spotlight achievements through nominations and awards, helping retain critical talent and encourage innovation

Oracle ME | HR Help Desk

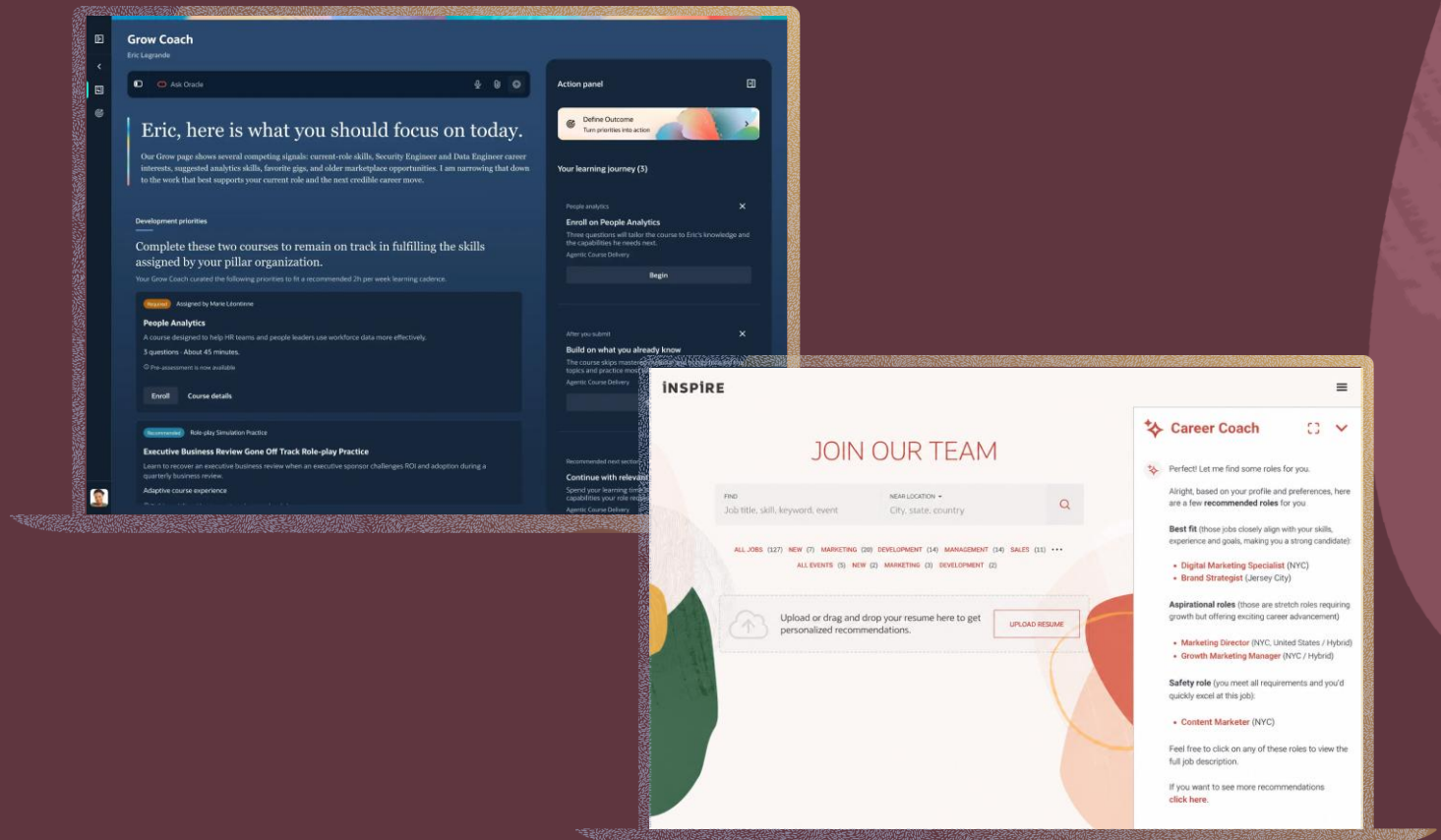
Oracle HR Help Desk is a unified service request management solution built to support your service center needs. With Oracle HR Help Desk, employees get faster, more consistent responses and comprehensive case management for complex inquiries.



With Oracle HR Help Desk, you can

- Provide a complete HR service delivery solution that's unified with Oracle Cloud HCM and fully managed by HR
- Submit inquiries via multiple channels—including digital assistant, SMS, email, and social platforms
- Automate replies and route complex inquiries to the right HR person
- Protect sensitive data with a help desk that uses the same security model as all Oracle Cloud products
- Provide a robust knowledgebase of information that's readily available to both workers and HR professionals

Oracle Talent Management

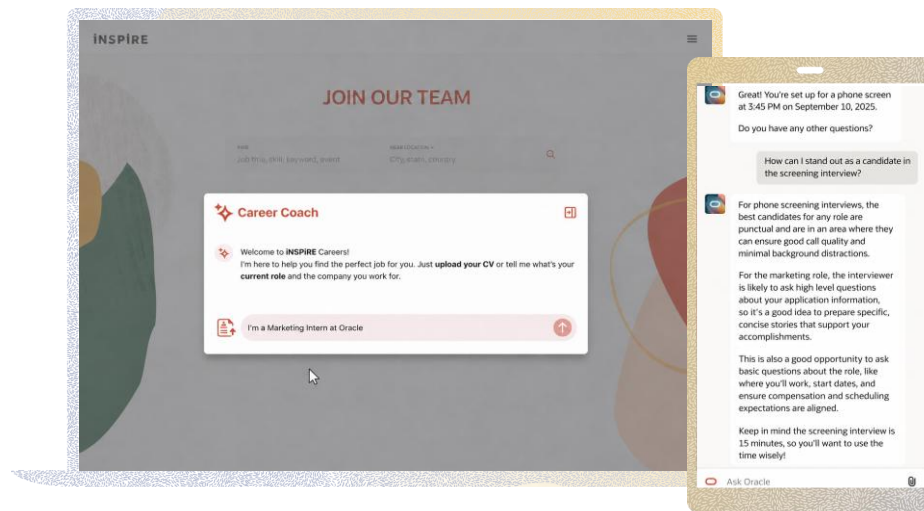


Take control of every stage of the talent lifecycle. Attract the best candidates, boost productivity, and improve decision-making with an end-to-end talent management solution. Source, recruit, onboard, manage performance, develop careers, and plan succession—all in one place.

- Recruiting
- Performance Management
- Compensation
- Learning
- Succession Planning
- Career Development
- Opportunity Marketplace
- Agentic Applications

Oracle Talent Management | **Recruiting and Recruiting Booster**

Oracle Recruiting, together with Oracle Recruiting Booster, helps organizations enhance the candidate experience, build talent pools, support internal mobility, and streamline hiring processes through AI, automation, and integration with other business applications.



With Oracle Recruiting, you can

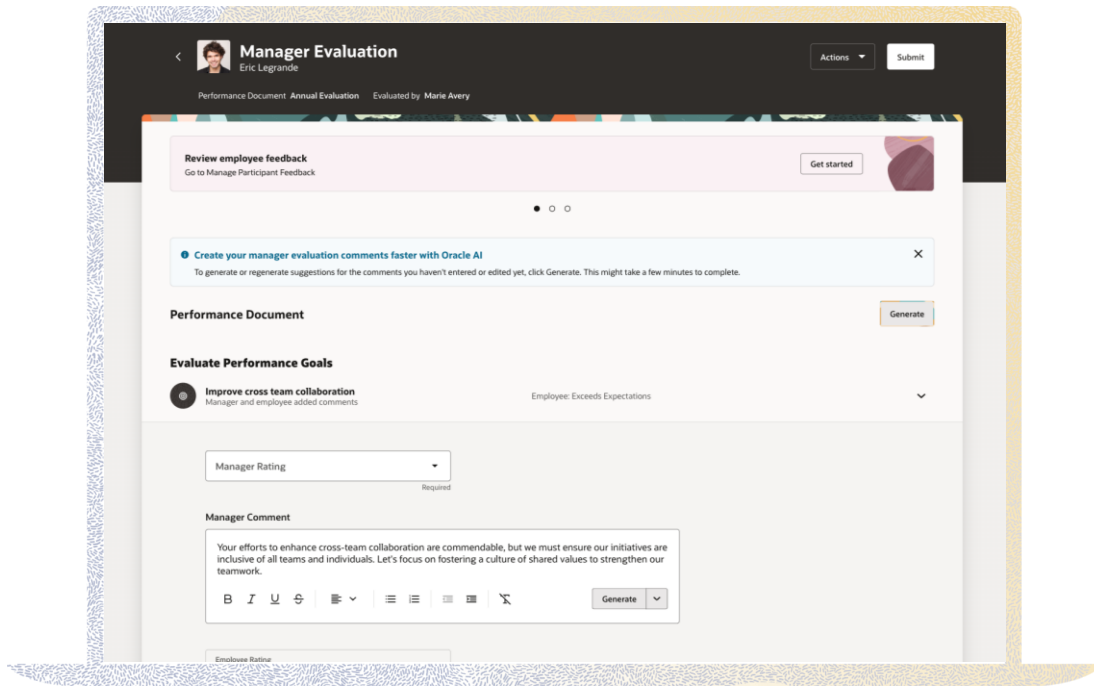
- Help keep candidates engaged through AI-powered career site design capabilities, personalized communications, and an application process that does not require candidates to create an account.
- Support internal mobility by providing visibility into employees' skills and career aspirations, along with a tailored internal job board through Oracle Opportunity Marketplace.
- Help improve hiring productivity with streamlined workflows and AI-assisted capabilities that support job posting creation, candidate information review, and recruiter-led evaluation activities.
- Help new hires transition into their roles through personalized, guided onboarding experiences powered by Oracle Journeys.

With Oracle Recruiting Booster, you can

- Support hiring events with custom landing pages, registration portals, prescreening questions, and event analytics.
- Help improve candidate engagement through two-way communications, a candidate-focused digital assistant, and AI-assisted extraction of information from resumes.
- Streamline interview scheduling through a centralized interview dashboard and automatically generated time slots based on interviewer availability.

Oracle Talent Management | Performance Management

Oracle Performance Management helps employees and managers engage in ongoing development conversations and provides AI assistance to help complete performance evaluations.

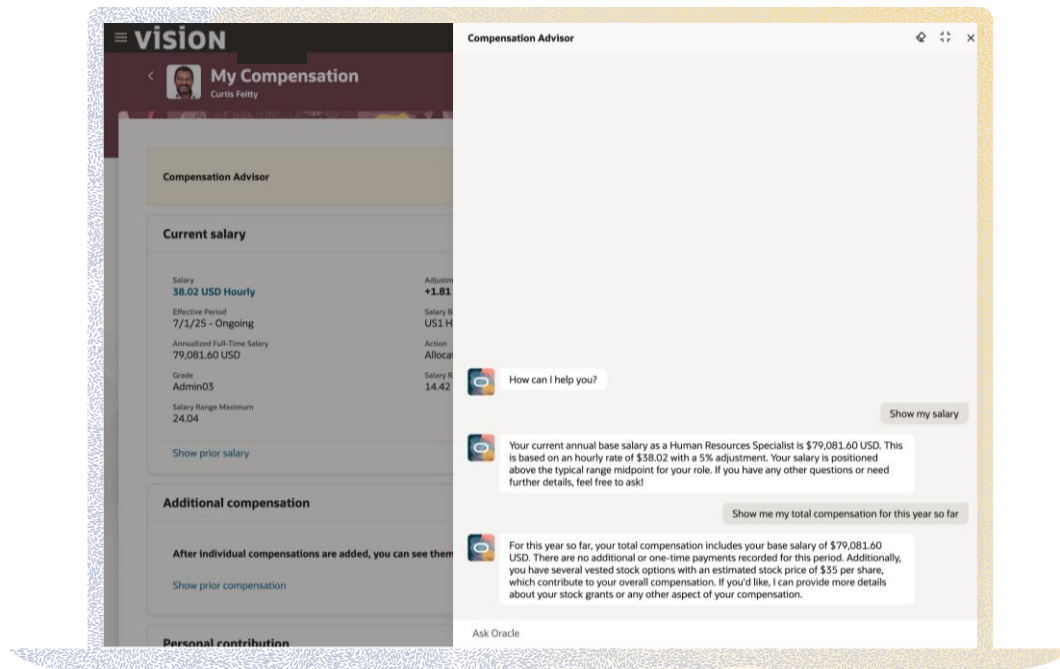


With Oracle Performance Management, managers can

- Help managers draft and refine performance review narratives using embedded generative AI, with managers responsible for reviewing and finalizing evaluation content
- Give, receive, and request feedback across the organization anytime
- Provide one-on-one coaching to team members through regular check-ins
- Help managers reference shared evaluation criteria and relevant performance information when conducting employee reviews

Oracle Talent Management | Compensation

Help support informed compensation decisions across your organization by using workforce data to create and model compensation plans based on your organization's unique requirements.

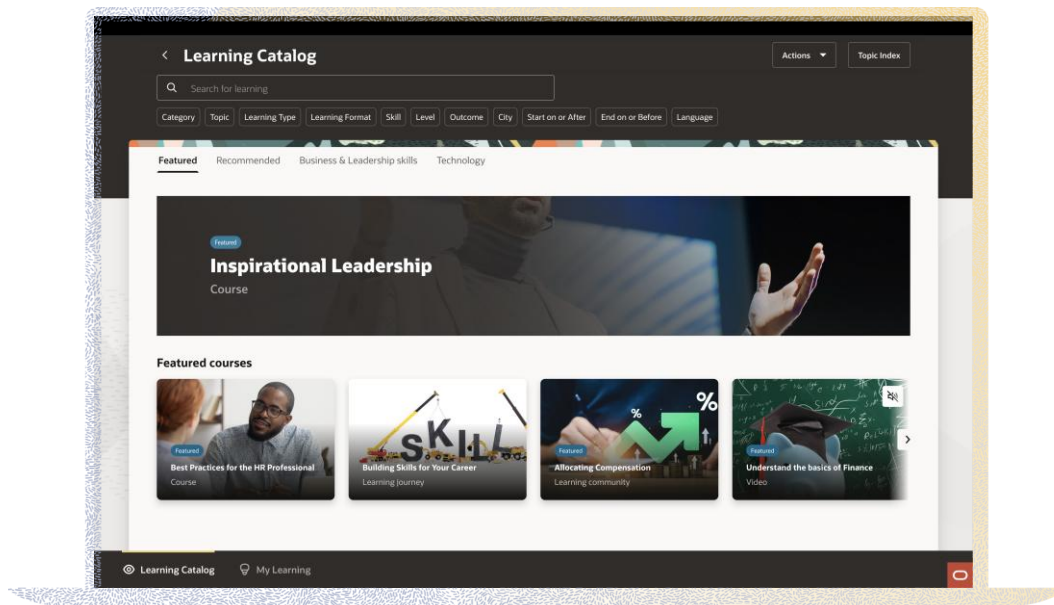


With Oracle Compensation, you can

- Design and administer global compensation plans with budgets and performance measures aligned to business priorities
- Give employees total compensation statements that provide visibility into base pay and incentives
- Review compensation information alongside relevant internal and market reference data, using AI-assisted insights to support manager-led compensation planning and review
- Ask the Workforce Compensation Analyst AI Agent about budgets, overages, deadlines, and worksheet status to help manage compensation cycles
- Help authorized managers initiate and submit salary change requests through the Line Manager Salary Change AI Agent, subject to established permissions and approval workflows

Oracle Talent Management | **Learning**

Build workforce readiness for rapid business change with AI-powered learning that helps address critical capability gaps, supports timely completion of required training, and helps expand access to expertise across the organization.



With Oracle Learning, employees can

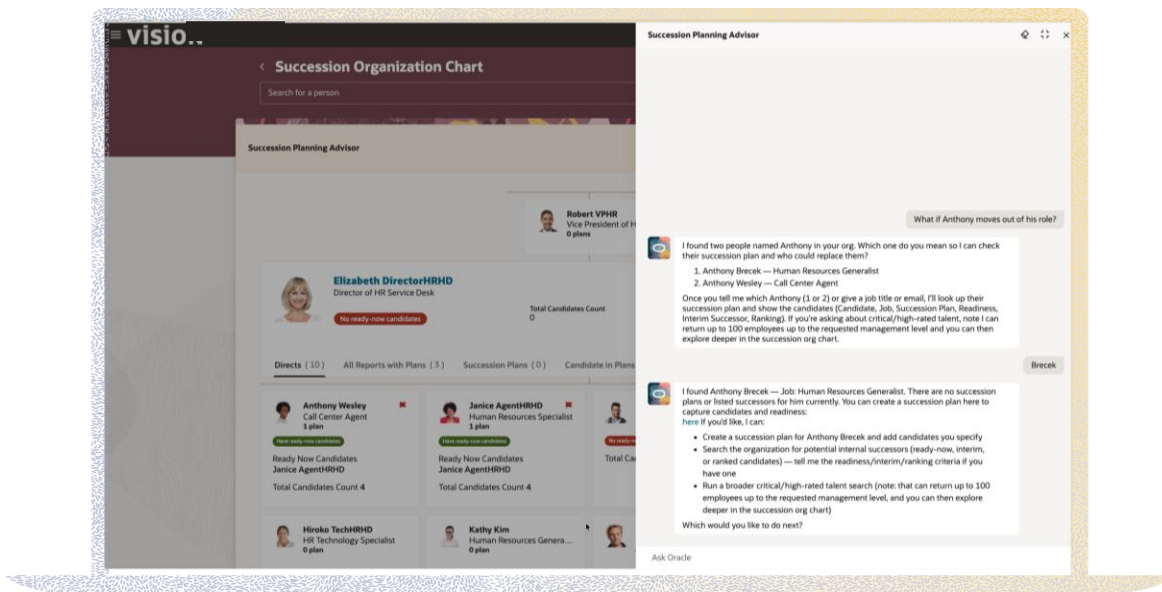
- Discover internal, external, formal, and informal learning in one place, making it easier to build skills for changing roles and priorities
- Participate in AI-supported courses that adapt learning activities based on learner responses and progress, helping reinforce understanding and support skill development
- Maintain required qualifications through automated assignments, renewal plans, and qualification tracking, helping employees stay current with required training and credentials

With Oracle Learning, managers can

- Use the AI-driven Team Learning and Development Workspace for Managers to review training status, available skills information, and learning recommendations to help coordinate employee development
- Ask My Team's Learning Assistant about team completion, overdue assignments, and required training, then take relevant actions from the results to help keep employee development on track

Oracle Talent Management | Succession Planning

Help support business continuity by identifying succession risks, planning coverage for critical roles, and strengthening the leadership pipeline.

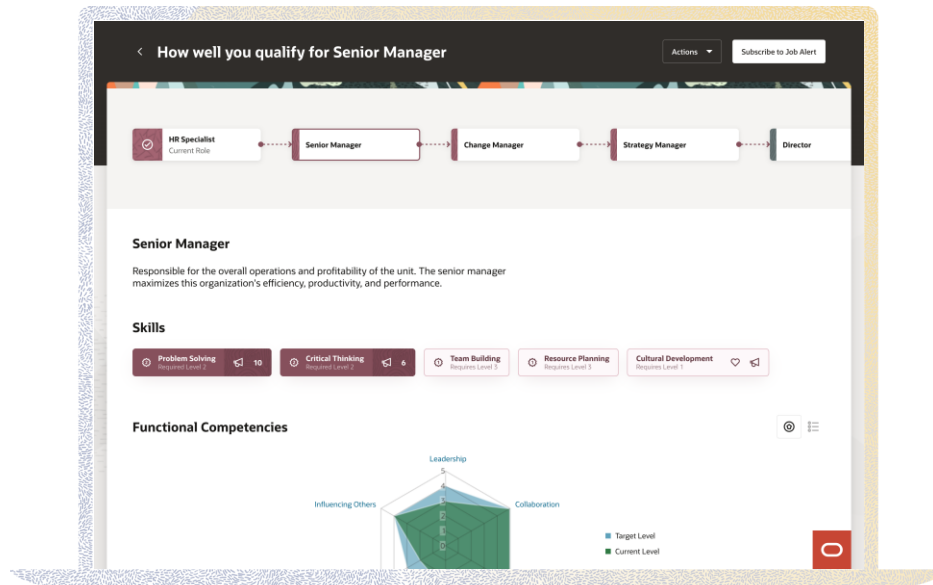


With Oracle Succession Planning, you can

- Use AI suggestions to identify employees whose skills and experience align with critical roles, then add them to succession plans
- Use the Succession Planning Advisor to access available succession information, including role requirements, development progress, successor coverage and plan status
- View ready-now coverage and candidate counts in the readiness-based succession organization chart, helping identify potential leadership gaps and inform succession planning
- Review succession readiness information, available retention-related indicators, and uncovered critical roles to support leadership continuity planning
- Manage plans through the Succession Planning Guide, including candidate updates and risk checks, to help leaders prepare for potential employee departures and minimize business disruption

Oracle Talent Management | Career Development

Help employees explore potential career opportunities and identify skills to develop with AI-powered guidance based on their experience, development goals, and available internal roles.



With Oracle Career Development, employees can

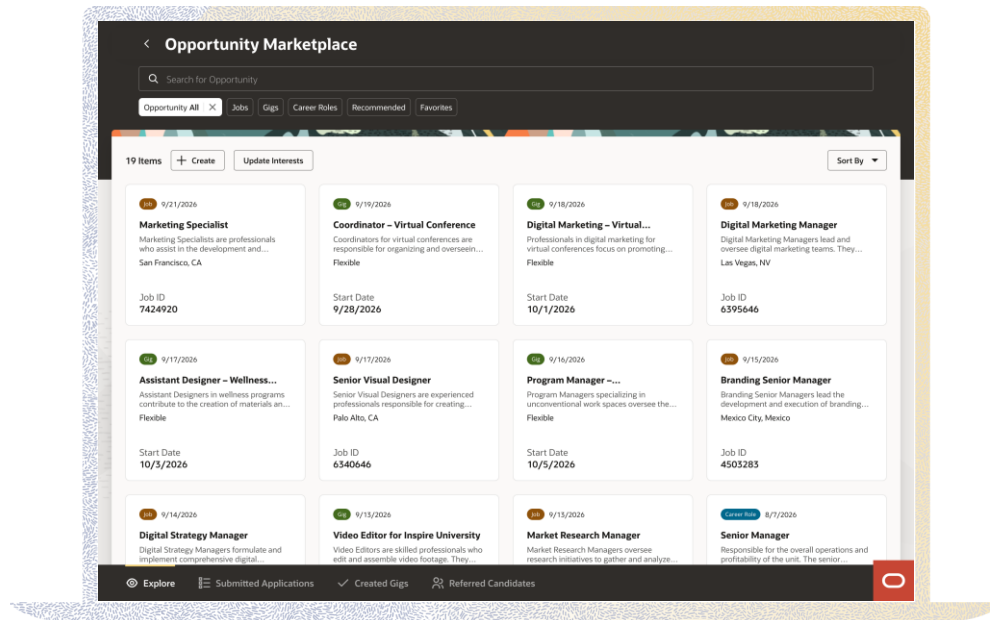
- Explore potential career roles through AI-assisted recommendations based on available skills, experience, and qualifications, helping employees consider possible career paths
- Review skills and qualifications associated with roles of interest to help employees plan relevant development activities
- Compare lateral and vertical career paths for roles of interest, helping evaluate different opportunities for growth within the organization
- Build development plans with goals, tasks, and target outcomes to support near- and long-term career interests. Build development plans with goals, tasks, and target outcomes that support near- and long-term career interests

With Oracle Career Development, managers can

- Recommend and manage career roles for employees, helping facilitate more focused career development conversations
- Add development goals tied to employees' favorite career roles, helping employees and managers create development plans that address identified skill and qualification gaps

Oracle Talent Management | Opportunity Marketplace

Help organizations respond to changing business priorities by connecting employees with internal roles, gigs, and development opportunities that align with their skills and support capability development.

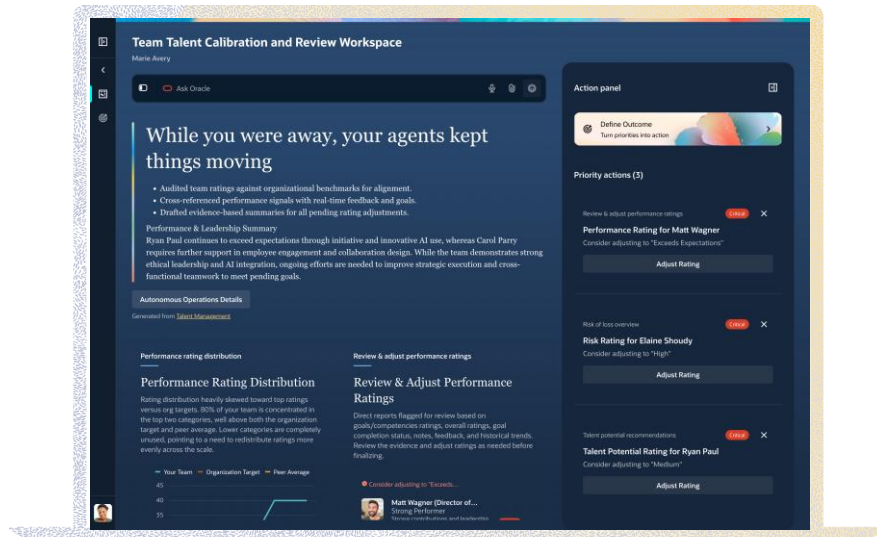


With Oracle Opportunity Marketplace, employees can

- Explore AI-guided opportunities, skill gaps, and recommended next steps in the Career Advancement Command Center, helping them plan potential career moves
- Use Job Fit Advisor to explore how their available skills and qualifications align with internal job requirements and identify relevant development opportunities before applying
- Explore career paths and AI Role Match Summaries to better understand the skills and qualifications associated with target roles
- Add skills gained through gigs and learning to their profiles, helping support more relevant future opportunity matches

Oracle Talent Management | **Agentic Applications**

Oracle agentic applications for Talent Management help organizations turn talent insights into actions that support workforce planning and talent decisions. These capabilities can help organizations fill critical roles, connect employees with relevant opportunities, develop needed skills, support employee retention efforts, and encourage internal mobility.



Hiring Workspace for Store Managers

Hiring Workspace for Store Managers helps organizations identify potential hiring delays and take action to support staffing needs and keep recruiting activities moving forward.

- Highlights requisitions that may require attention and helps users coordinate follow-up activities through configured workflows, helping managers address potential staffing gaps and support workforce capacity
- Helps managers review available candidate information and coordinate recruiting activities, reducing administrative effort while supporting manager-led hiring processes
- Coordinates high-volume hiring activities across locations, helping organizations prioritize vacancies and recruiting tasks that may affect staffing needs

Team Talent Calibration and Review Workspace

Team Talent Calibration and Review Workspace helps organizations make more informed talent decisions by bringing together performance, retention, succession, and capability insights to support planning and follow-up actions.

- Highlights workforce planning information related to critical roles, succession coverage, retention risk, and capability gaps to help leaders identify areas requiring attention
- Provides AI-assisted insights and contextual information for leaders to consider during talent-review discussions, supporting evaluation of development, succession, and workforce planning priorities
- Highlights available retention and succession planning indicators and helps authorized users coordinate appropriate follow-up activities
- Connects talent-review decisions with development, succession, and retention activities, helping organizations follow through on identified priorities and support talent management objectives

Team Learning and Development Workspace for Managers

Team Learning and Development Workspace for Managers helps organizations focus learning efforts on required training and skill-development needs that support workforce readiness.

- Highlights overdue and upcoming required learning assignments and supports automated reminders and other configured follow-up activities that may be at risk of becoming overdue, helping managers track and support training completion
- Highlights skill-development patterns across teams, helping leaders identify potential capability gaps and prioritize learning activities aligned with business needs
- Supports development priorities through targeted learning assignments, prioritized recommendations, and follow-up actions, helping organizations align learning resources with identified workforce needs
- Monitors learning progress and initiates reminders and other defined follow-up actions when learning activities fall behind schedule, helping managers reduce administrative effort and support timely completion of learning priorities

Agentic Courses

Agentic Courses help organizations provide learning experiences that adapt to individual employee needs and existing knowledge, supporting more personalized skill development.

- Adapts instruction, practice, and additional learning activities as learners progress, helping focus attention on areas where further development may be needed
- User learner responses and progress information to adapt learning activities and provide additional practice where appropriate
- Supports individualized learning experiences across the workforce, helping learning teams provide more tailored instruction without manually creating separate courses for every role, skill level, or learner need
- Automates aspects of learning adaptation based on learner progress, helping learning teams focus resources on broader workforce development priorities

Grow Coach

Grow Coach helps organizations support employee development by providing ongoing guidance on skills, learning activities, and opportunities aligned with employees' roles and career interests.

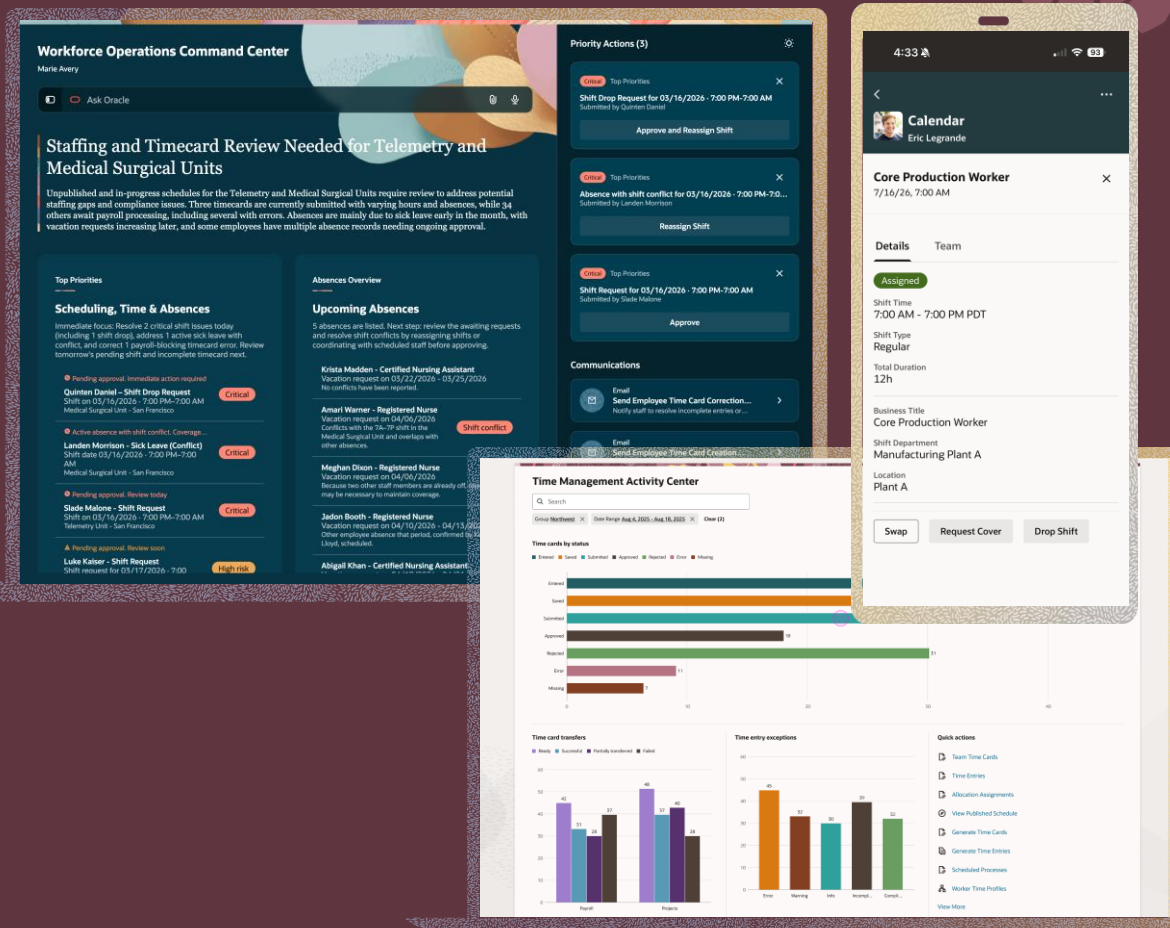
- Recommends development actions based on skill gaps, role requirements, career interests, required learning, and available time, helping employees prioritize relevant learning and development activities
- Connects employees with learning and development activities aligned with evolving role requirements, helping organizations support skill development within their existing workforce
- Surfaces relevant development and internal career opportunities, helping employees discover available options without having to navigate multiple experiences independently
- Helps employees balance immediate learning requirements with longer-term development goals, supporting current workforce needs and opportunities for future career growth

Career Advancement Command Center

Career Advancement Command Center helps organizations support internal mobility by making employee skills, development needs, and internal opportunities easier to explore and connect.

- Brings together internal jobs, gigs, learning, events, and professional networks based on employees' skills and career interests, helping them discover relevant opportunities within the organization
- Identifies potential readiness gaps for roles employees want to pursue and recommends development actions, helping employees build skills relevant to future internal opportunities
- Helps employees discover internal opportunities through AI-assisted recommendations informed by available skills and career interests, supporting career exploration and internal mobility
- Connects career exploration with relevant actions, including applying for roles, developing skills, pursuing gigs, and expanding professional networks, helping employees take steps toward their career goals

Oracle Workforce Management

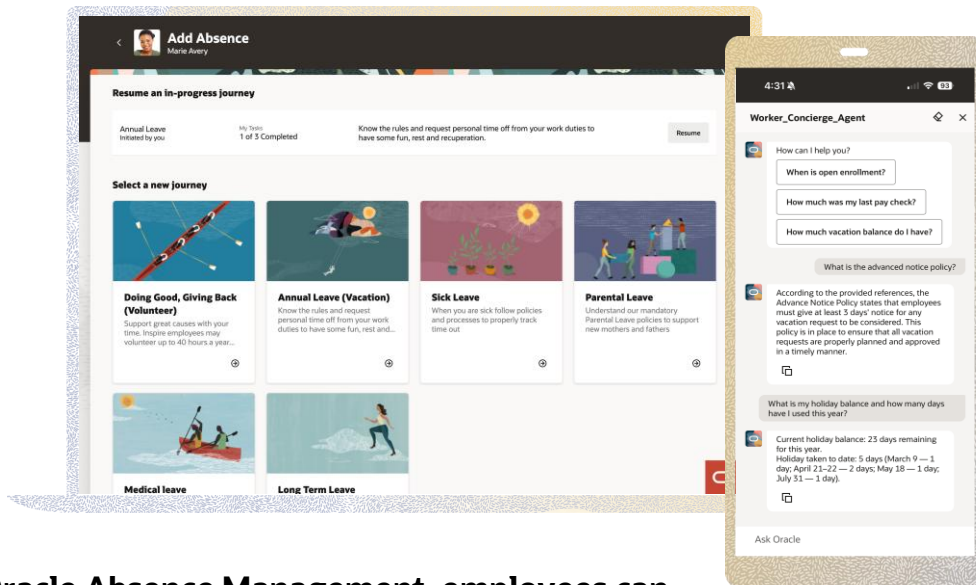


Align business strategy, mitigate compliance risk, and deploy your workforce with greater control using a fully integrated HR solution that links time, labor, scheduling, and leave management with health and safety, payroll, financial, and personnel data.

- Absence Management
- Time and Labor
- Workforce Scheduling
- Workforce Labor Optimization
- Workforce Health and Safety
- Agentic Applications

Oracle Workforce Management | **Absence Management**

Allow workers to bid on time off and plan their absences, and enable managers to award time off based on configured criteria to help support workforce coverage and accrual and entitlement policies across locations.



With Oracle Absence Management, employees can

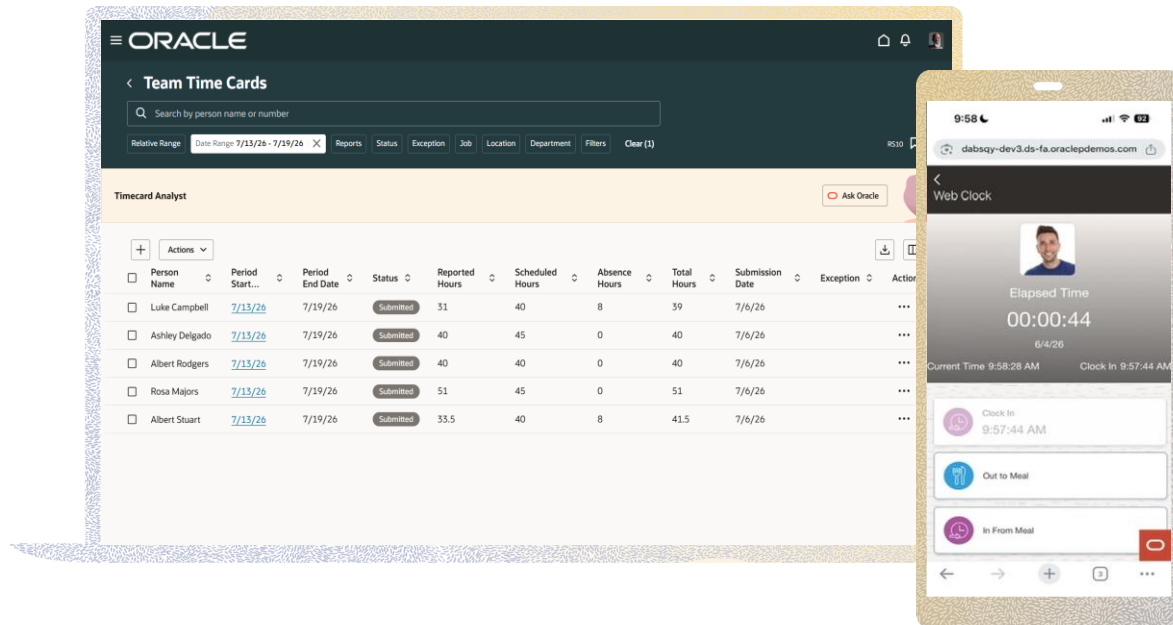
- Manage leave through a conversational experience
- Add absences, check their accrued absence balance, view eligibility and policy information and submit absence requests with an AI Agent in the flow of work
- Cash out unused absence balances and receive funds through direct deposit, where configured or donate paid leave to coworkers or configured leave pools or causes
- Submit their first and second date choices for absence requests

With Oracle Absence Management, managers can

- Add absences, check accrued balances, view eligibility and policy information, and submit requests for their team with an AI Agent in the flow of work
- Track absences across locations for salaried, hourly, union, project-based, and contingent workers and visually identify overlaps and award time off based on organizational policies
- Configure and maintain accrual and entitlement policies across locations to support configured local policies
- Implement compensatory time-off plans and provide the ability to cash out absence balances
- Analyze absence trends and examine relationships between overtime patterns and turnover

Oracle Workforce Management | Time and Labor

Help reduce pay errors with automated overtime and other configured policies for salaried, hourly, project-based, and contingent workers.

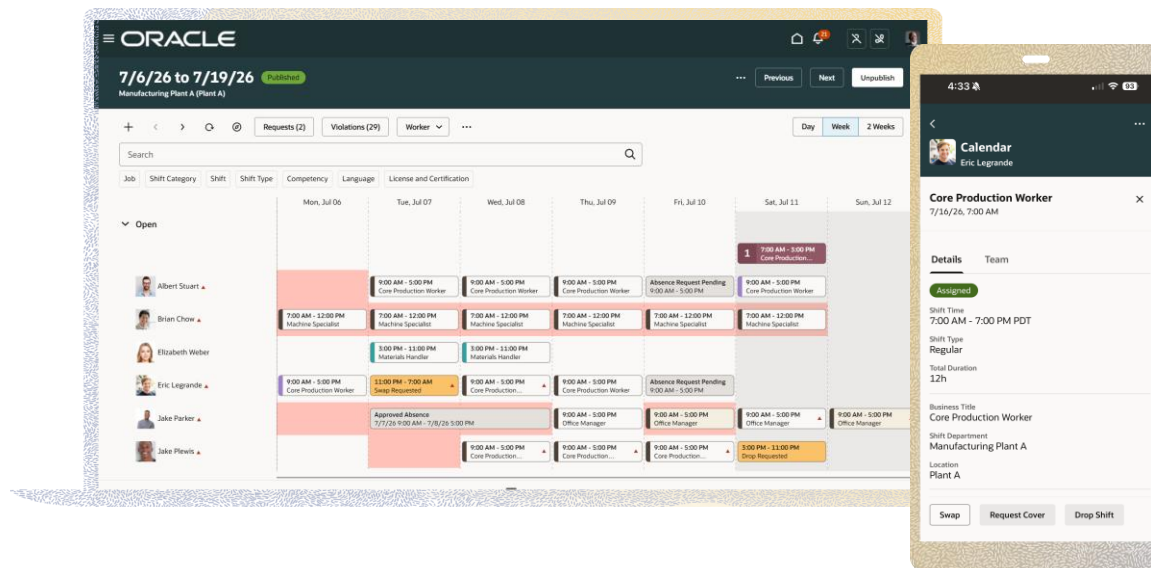


With Oracle Time and Labor, you can

- Provide a mobile-responsive employee experience and allow employees to report time from supported devices
- Streamline timecard review with AI-guided recommendations, fewer manual steps, and actionable guidance to help reduce correction risk and address exceptions
- Track labor costs against projects, grants, cost centers, and more
- Help reduce the risk of time, absence, and payroll fraud using role- and location-based security controls
- Automate overtime controls to help manage overtime and support configured workforce policies

Oracle Workforce Management | **Workforce Scheduling**

Help optimize scheduling using relevant workforce data and AI-guided recommendations to fill shifts based on employee qualifications, preferences, and configured scheduling rules.



With Oracle Workforce Scheduling, employees can

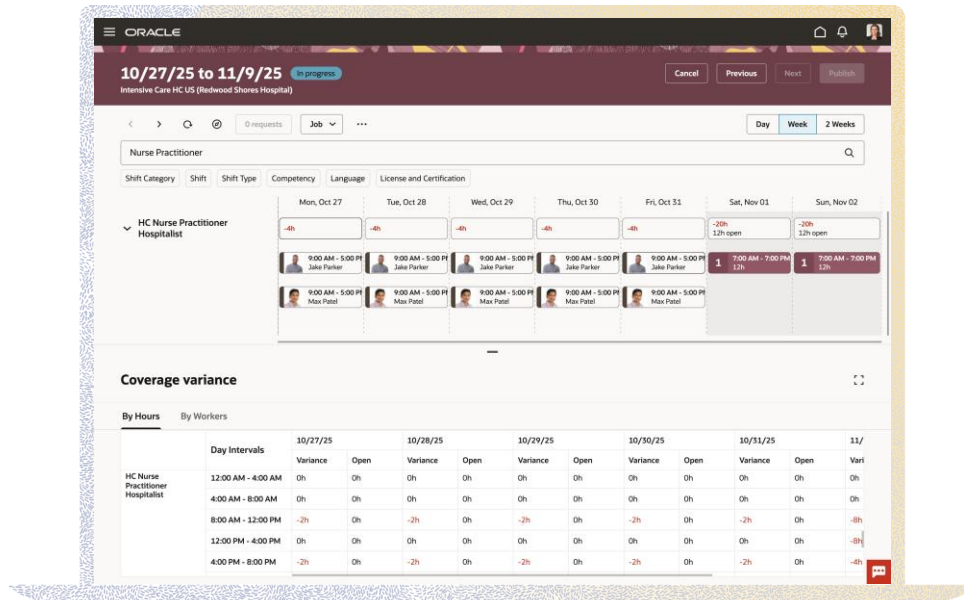
- Set availability preferences in the same mobile app they use to plan absences
- Self-schedule by selecting the shifts they want to work
- Reach out directly to qualified coworkers to request shift coverage or a shift swap
- Claim or bid on open shift opportunities

With Oracle Workforce Scheduling, managers can

- Help plan toward headcount and scheduled-hours requirements while considering budget constraints
- Create and manage schedules with AI-guided recommendations, fewer manual steps, and suggested actions to help address coverage gaps, conflicts, and scheduling exceptions
- Post open shift opportunities using in-app push notifications
- Configure scheduling rules based on workforce policies and worker qualification criteria
- Identify shift gaps and help fill them by offering incentives to eligible employees who meet configured policy criteria

Oracle Workforce Management | Workforce Labor Optimization

Calculate labor demand and automate shift creation and the assignment of available workers with the right skills to help meet expected demand.

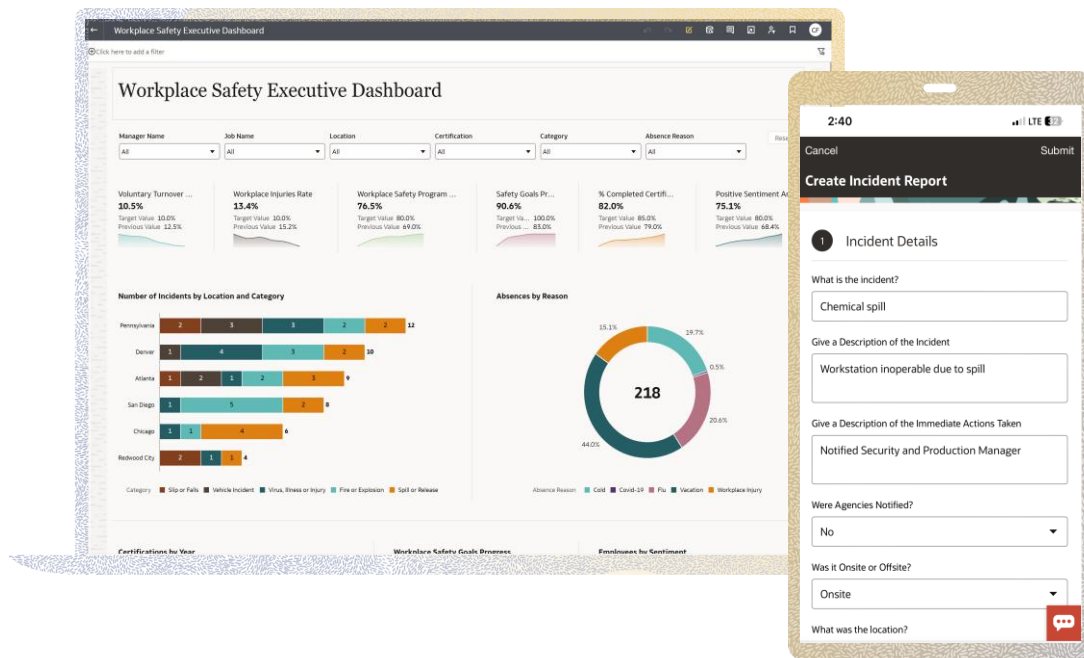


With Oracle Workforce Labor Optimization, you can

- Calculate labor demand based on labor standards and expected business demand
- Automate shift assignments at scale while considering budget constraints and configured labor policies
- Help optimize schedules to support customer and employee experiences
- Automate shift creation to assign available workers with the right skills to help meet expected demand
- Prioritize budgeted and FTE hours alongside employee preferences

Oracle Workforce Management | Workforce Health and Safety

Improve incident management by capturing more incidents sooner, enabling quick responses and follow-up actions, and strengthen safety using inspections to spot hazards early and prevent repeat issues.



With Oracle Workforce Health and Safety, employees can

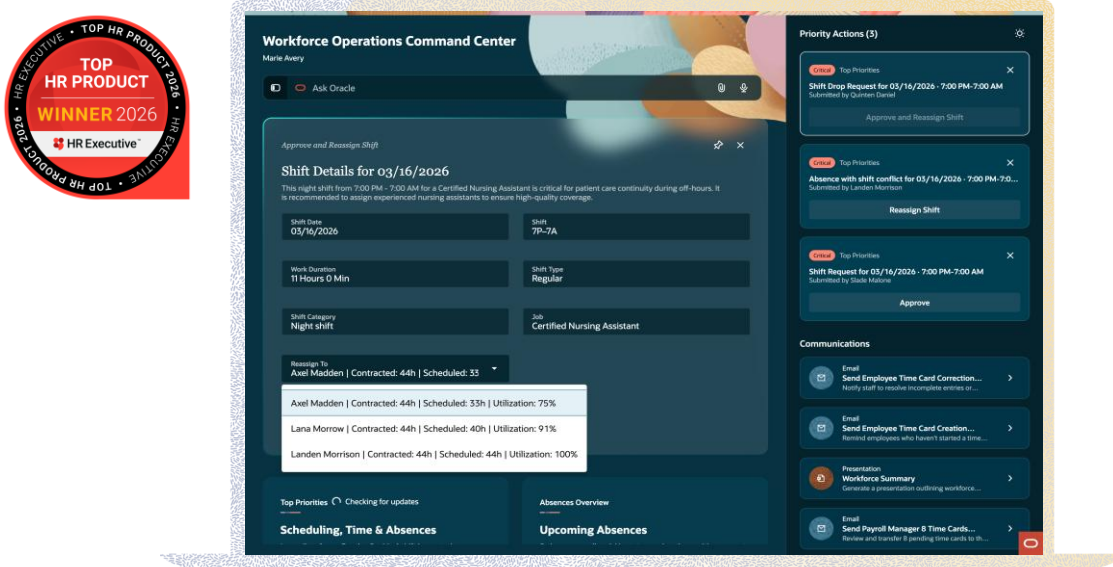
- Easily report incidents, near misses, unsafe conditions, and unsafe actions
- Help keep their colleagues safe by quickly and easily reporting and documenting concerns

With Oracle Workforce Health and Safety, managers can

- Promote a culture of safety and compliance through improved inspection management
- Use safety data trends and root cause analysis to help prevent workplace accidents and manage hazards

Oracle Workforce Management | **Agentic Applications**

Oracle agentic applications for Workforce Management help workforce managers support smooth operations by providing a consolidated view of top priority items that require their review or approval, while moving the work forward.

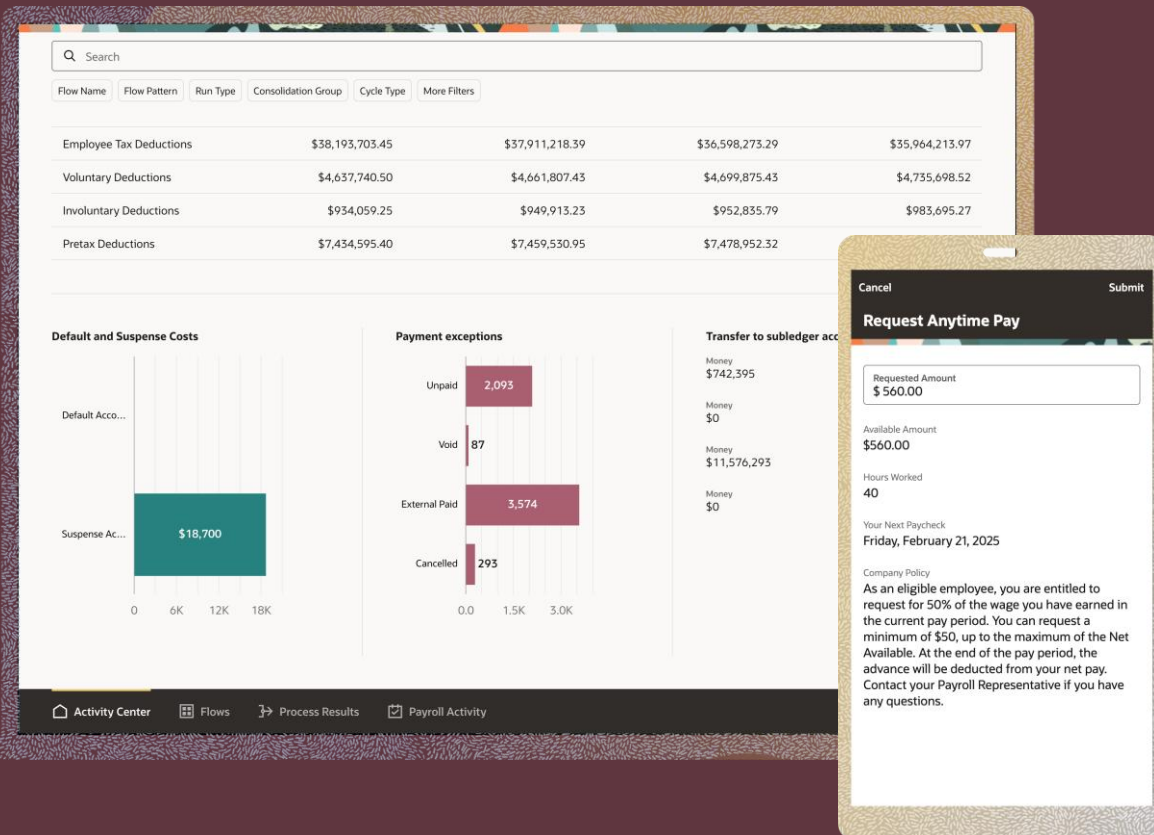


Workforce Operations Command Center

Workforce Operations Command Center brings scheduling, time, absence, and operational signals together to help workforce leaders identify emerging issues and coordinate action.

- See current workforce coverage, attendance, and absence signals in one view
- Help identify emerging service level and labor-cost risks
- Gain visibility into the potential workforce impact of scheduling, time, and absence decisions
- Receive detailed notes on key actions related to absence approvals, shift coverage, and timecard resolution to help keep operations moving forward
- Help teams coordinate decisions that support service levels, employee experience, and labor-budget management

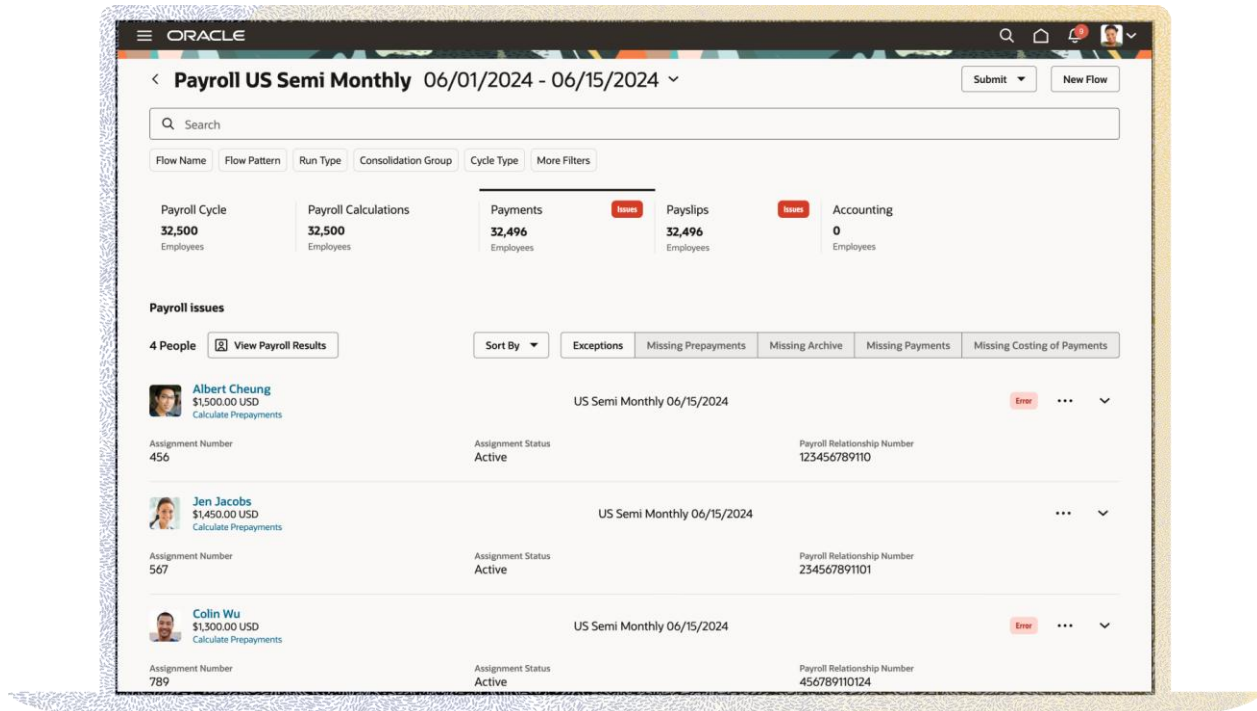
Oracle Payroll



Oracle Payroll is natively built for the cloud and designed to enable organizations to pay employees in more than 60 countries using multiple delivery methods. Part of a unified HCM and ERP cloud solution that has been trusted by organizations around the world for more than ten years, Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

Oracle Payroll

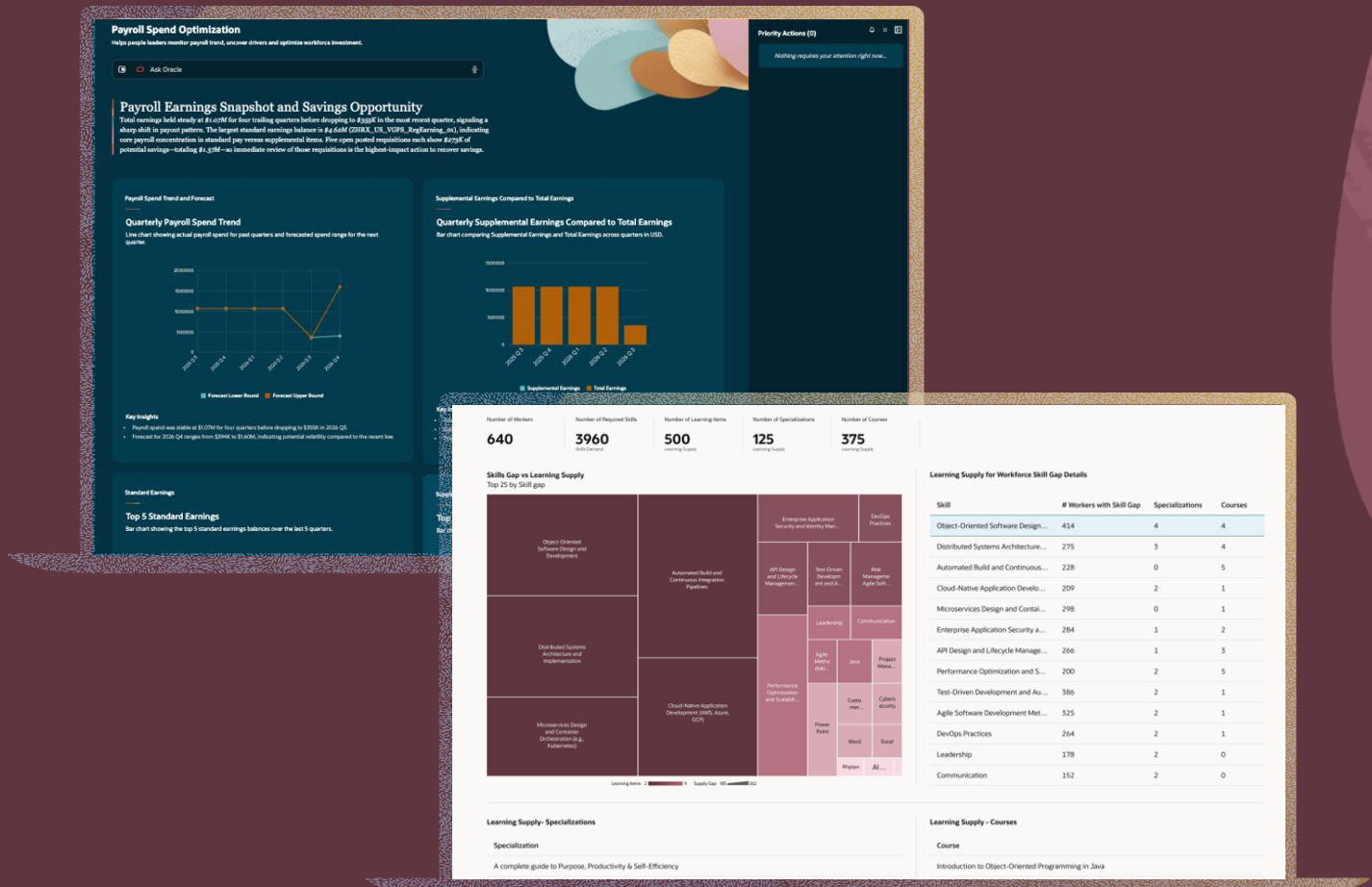
Simplify and automate your complex payroll processes with scalability, flexibility, and efficiency.



With Oracle Payroll, you can

- Manage local pay rules to address your unique business requirements
- Adhere to global, national, and local payroll laws and tax regulations
- Process high-volume payrolls quickly, accurately, and reliably
- Manage employee payments with a completely unified solution
- Provide payment options that allow employees to access earned wages when they need them
- Use AI agents to explain potential payroll anomalies and clarify payslip details

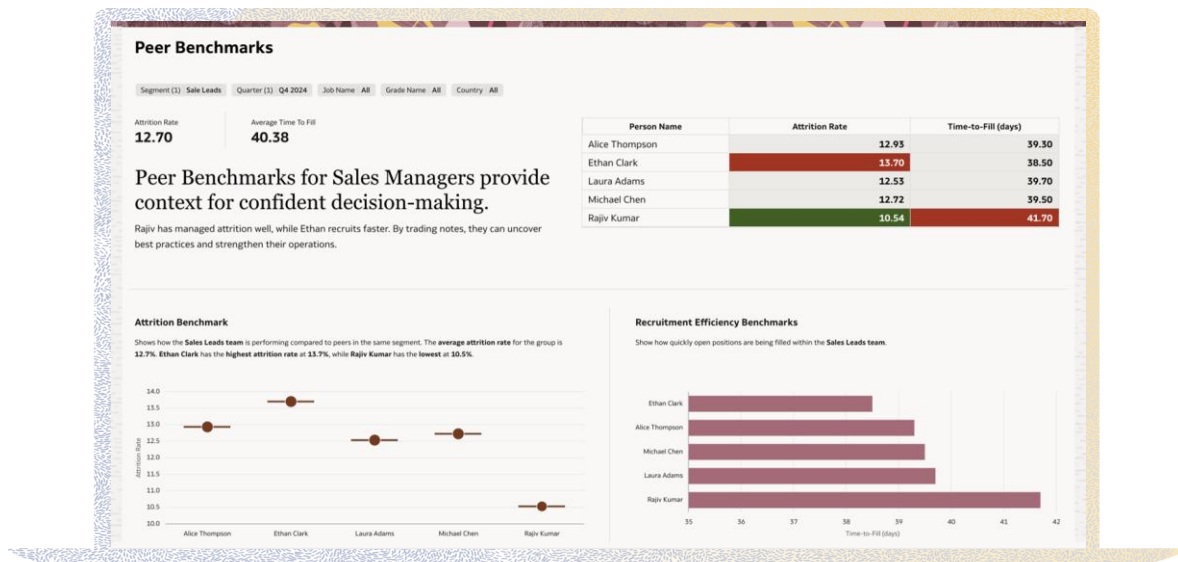
Oracle Fusion HCM Analytics



Oracle Fusion HCM Analytics connects HR, finance, and operations data with embedded AI agents, predictive insights, and prebuilt workforce intelligence—helping leaders see risks sooner, guide next-best actions, optimize workforce spend, close skills gaps, and improve retention.

Oracle Fusion HCM Analytics

Turn workforce insights into action. AI agents, natural-language analytics, and predictive intelligence help leaders understand workforce trends, evaluate trade-offs, and take the right actions, all in the flow of work.



With Oracle Fusion HCM Analytics, business leaders can

- Identify workforce risks early with AI agents, predictive insights, and recommended actions
- Ask workforce questions in natural language using AI to instantly uncover trends and generate dashboards
- Optimize workforce investments with AI-driven insights across labor costs, compensation, scheduling, and workforce allocation
- Build a future-ready workforce with AI-powered predictions for skills gaps, learning priorities, and attrition risk
- Improve workforce operations with AI analytics across benefits, performance, contracts, and HR Help Desk

How Oracle can help

Leverage the latest technology to solve your most complex problems.

Oracle Fusion Cloud HCM is a complete cloud solution that connects every HR process and every person across your enterprise. It helps you build a workplace where people feel valued, supported, and inspired to grow. With a single user experience and data model, and built-in agentic AI from infrastructure through HCM and beyond, it helps you automate intelligently, personalize guidance, and turn insights into action to strengthen skills, redeploy talent, and retain top performers—empowering your people to drive organizational success.

[Learn more](#)

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