Oracle Fusion
HCM Analytics
Packaged Analytics for Oracle Cloud HCM

Learn More
Increase the power of Oracle Cloud HCM with enhanced analytic capabilities that connect workforce data to revenue.

Gain richer insights into your Oracle Cloud HCM data using prebuilt KPIs and dashboards powered by machine learning. Connect the dots between Oracle Cloud Applications and third-party data sources with Oracle Analytics.
Enable teams to provide more strategic intelligence.

Together, Oracle Fusion HCM Analytics and Oracle Cloud HCM complete your HR solution by delivering strategic intelligence rather than tactical analysis. Continually monitor your business with powerful prebuilt and extensible analytics that are accessible to all users. Analysis of historical and forward-looking trends gives HR teams more in-depth visibility into the factors that impact the workforce. Oracle Fusion HCM Analytics also offers visibility across companies’ Oracle Cloud Applications “out of the box” and can easily be extended to include third-party applications and data sources.

Maximize the value of Oracle Cloud HCM with deep insights to enhance understanding of workforce status, performance, and trends.

Fast time to value with fast implementation and self-service, extensible analytics accessible by businesspeople.

Extend to fit your business with access to data across lines of business to enable coordinated analysis—especially HR-finance.
Expand access to data to enhance insights.

Oracle Fusion HCM Analytics extends the value of Oracle HCM Cloud embedded reporting with fast and easy access to evolving information. This allows leaders to make more informed decisions, based on coordinated cross-domain analyses, that drive growth and create a sustainable competitive advantage.

Quickly access secure data and combine with data from across the company to extend analysis and insights without minimal support from IT. Prebuilt analytic dashboards and key performance indicators (KPI) are easy to use.

- Cloud Applications from Oracle and other vendors
- On-premises systems
- Third-party data
Surface deep workforce insights.

Gain visibility into the factors affecting workforce performance with machine learning (ML) and artificial intelligence (AI). Oracle Fusion HCM Analytics leverages these technologies to surface hidden insights. With these insights, Oracle Fusion HCM Analytics helps HR leaders improve employee satisfaction, performance, and retention as well as optimize budgets with data connected to finance systems.

- Reduce employee churn by understanding what is happening and why
- Identify top talent trends to retain employees
- Model workforce scenarios and costs to assess the impact of growth and downsizing
Enhance and visualize data. Extend value.

Oracle Fusion HCM Analytics increases agility by providing ready access to data-driven insights and enhanced reporting that helps improve day-to-day operations as well as tackles more complex challenges.

Executives
Gain visibility into employee performance, productivity, retention, turnover, and compensation as well as predict and understand the root cause of workforce behavior.

Analysts
Become the source of data-driven workforce insight for other departments by identifying and sharing patterns and correlations that are otherwise invisible.
Monitor workforce performance with continuously updated data.

Use more than 50 prebuilt key performance indicators (KPIs) to track metrics based on priorities. Oracle Fusion HCM Analytics decks can easily be personalized to track specific views based on roles, and responsibilities. And, with Oracle Fusion HCM Analytics everyone on the team can create ad-hoc decks as well as define additional metrics, set alerts, collaborate with others, and benchmark against targets and prior performance.

KPI’s are the starting point of the analysis and are presented in a way that fosters collaboration. In one glance, there are eight cards that include context-specific KPI’s, such as average tenure, retention, top-talent retention, and diversity.
Add prebuilt cards to decks to create customized dashboards with best practices metrics.

Overview

Key Features

Use Cases

More Information

Personalize views of proven process metrics.

Access a comprehensive library of best practice KPI metrics that incorporate Oracle’s extensive knowledge of business application data. Oracle Fusion HCM Analytics connects data across systems into one integrated view of performance. Choose from strategic, operational, and process metrics that have been proven over decades of experience, including workforce composition, diversity, talent retention, turnover, span of control, team effectiveness, compa-ratio, hires, and other people processes.
Create connected intelligence with data from multiple sources.

Uncover opportunities and identify risk by extending analytic models and content with Oracle Fusion HCM Analytics. Quickly and easily access cross-functional analytics from Oracle Cloud applications and other vendors, on-premise systems, and third-party data. Bring in data from any external data source to expand your data model and get truly connected with your business.

Show salary ranges compared to market trends for specific job roles. Adapt to constant business change by extending and customizing out of the box offerings to fit your business needs with Oracle’s Data and Analytics platform.
Create visualizations that uncover patterns and correlations by applying natural language generation text that summarizes visualizations to draw conclusions.

Oracle Fusion HCM Analytics delivers personalized experiences and deeper insights with sophisticated analytic technology. It allows users to simply enter questions in plain text and get answers with the click of a button. Actionable analytics are delivered graphicly and in conversational-style text. Oracle Fusion HCM Analytics includes ML and AI in all analytics, as well as natural language processing (NLP) and natural language generation (NLG), to make complex analytics easily accessible.
Enhance decision making and boost business performance with Oracle Fusion HCM Analytics. Use prebuilt HR analytics to go deep by topic area and broadly across finance, sales, marketing, and supply chain subjects to deliver a comprehensive view of your organization’s overall performance. This accelerates the delivery of analysis in key areas, such as compensation, retention, and performance—helping HR leaders remain connected and current with the status of the workforce.

On the left is Oracle Cloud HCM data that shows the overall workforce composition. To change or edit the data, simply add subject areas to create an enhanced data set.
Using that external data, it is possible to see trends and anticipate what the next action should be. Using engagement survey data, quickly see an overview of the talent and performance specific to the sales department.

**Anticipate workforce needs.**

- Use predictive analytics to support the goals of business partners
- Develop and retain key employees for ongoing and upcoming business initiatives
- Analyze all employee-related data to evaluate performance and management trends
- Identify employees who are at risk of leaving

Align corporate objectives and HR strategy with Oracle Fusion HCM Analytics.
With Oracle Fusion HCM Analytics, HR teams gain broader insights to drive more informed decisions.

- Connect and blend data from internal and external sources
- Correlate the effects of employee engagement and customer satisfaction
- Understand the financial impact of employee engagement levels
- Use KPIs to talk to the board or finance team, and manage the workforce across the entire organization

The team effectiveness chart shows, in one shot, where an issue might originate. Across the board, identify KPIs to drill into a specific issue. Again, this is made possible by bringing in external data to compare with HR data.
Enable deeper analysis of the connection between workforce and business goals.

Oracle Fusion HCM Analytics provides executives with enhanced data and insights that align decisions with corporate objectives.

- Measure employee performance and its correlation to revenue
- Identify and retain top performers
- Create alerts for “at-risk” talent
- Hire and maintain a diverse workforce

- Balance productivity and costs
- Ensure compliance with regulatory requirements
- Visualize workforce analysis to see comparisons and trends

Use the collaboration feature to align across workgroups and functions to track and drive decisions more effectively.
Learn more about how Oracle Fusion HCM Analytics enhances the value of Oracle Cloud HCM.