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What you get with Oracle Cloud HCM that you cannot get with PeopleSoft

PeopleSoft and Cloud Applications Series



Highlights from the “What you get with Oracle Cloud HCM that you cannot get with PeopleSoft” webinar: part of the PeopleSoft and Cloud Applications series

PeopleSoft HCM has over 25 years of functionality built into the system with a healthy roadmap of chatbots, analytics, and modernization projects. In comparison, Oracle Cloud Human Capital Management has all that. Plus, it offers additional built-in features, technologies, and a more rapid pace of innovation. Oracle has made significant investments in Oracle Cloud HCM over the past decade to provide a comprehensive solution that connects every human resource process from hire to retire.

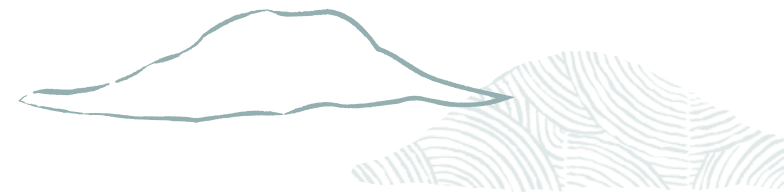
With mature cloud core HR functionality, talent management, workforce management, payroll, and analytics in place, investments are focused on further enhancing relationships, services, and experiences, including:

- **Personalized, in-context experiences** – Employee connections change over time as people build skills and develop professionally. Oracle Cloud HCM tracks relationship attributes and streamlines all aspects of relationship management—relationships to the organization, to the job role, to the work being done, and with co-workers. This lets you deliver more personalized experiences such as tailored learning recommendations and growth opportunities.
- **Service delivery** – Ease of use is a top priority. A balance of automation and hands-on personal support provide simplified, custom guidance to meet the expectations of today’s mobile workforce and individual employee needs.
- **Cutting edge technologies** – Machine learning, adaptive insights, digital assistants, and other innovative capabilities support key HCM functions.

Core HR Enhancements

Oracle continues to streamline functionality for both HR administrators and employees. This enables more effective and efficient transaction management, especially for organizations with complex HR needs. Here are key areas of investment over the last few years.

There are so many features to explore in Oracle Cloud HCM. Please visit the Oracle Live [Building the Future of Business event replay](#) to hear from Oracle customers and cloud experts.



Oracle Cloud HCM enhancements

Connections

Connections is Oracle’s next-generation directory and networking feature. You can integrate your employee directory and organization chart with employee profile pages. This makes it easier to access employee contact information, find peers, visualize relationships and connections within your organization, and foster cross-functional collaboration. In addition, employees can enhance their profile by importing LinkedIn information, and managers can easily access information about their team’s background, interests, skills and aspirations, from any device—enabling them to better identify opportunities for growth and connection.

Onboarding & Journeys

Oracle recently unveiled Oracle Journeys for Oracle Cloud HCM, one of the biggest innovations in recent years. It enables HR teams to deliver personalized support to employees tackling their biggest challenges—whether personal, professional, administrative, or operational. These experiences are cross-enterprise and are tailored to each individual, delivered at the right time, and readily available across devices, Oracle Digital Assistant, and collaboration platforms, like Slack and Microsoft Teams.

Oracle Journeys includes three key solution areas:



Provides a one-stop shop for all journeys—supporting a safe return to work, career development, finding elder care, managing expenses, launching a new product, and many more.



Gives managers and HR the ability to create, clone, edit, and assign journeys with tasks and resources from HR, Finance, Supply Chain, CX, and beyond. This flexibility results in experiences that fit the unique needs of the organization and employees.



Enables connection with 3rd party applications—to create end-to-end experiences that go beyond the boundaries of Oracle Cloud, while retaining the security and permissions of Oracle Cloud HCM—all in the same user experience.

[Learn more](#) about this cutting edge technology.

Unique Oracle Cloud HCM functionality

Volunteering

Recent workplace studies show that company-sponsored volunteer events have increased significantly in the last few years. Oracle Volunteering helps employees join volunteer opportunities inside and outside the organization and better align with social objectives of the company. Volunteering is a great way for employees to build new skills outside of their daily job function. Oracle Cloud HCM allows HR to track the holistic scope of volunteer information, from hours worked and acquired skills, to project details and beneficiary charitable organizations.

The volunteering functionality also allows HR administrators to analyze the benefits of charitable work. Dashboards demonstrate the positive influence of volunteering, highlighting key performance indicators that may correlate to organizational improvements such as employee engagement, performance gains, and personnel advancements.

Global Local Transfers

Configure unique requirements for employees who transfer or change legal business entities that cross country borders. Because countries have different rules, regulations, and employment laws, you can modify business rules for things like payroll, time, labor, absences, performance goals, and other country-specific localizations.

Multiple Assignment Support

If your company permits employees to work in more than one capacity at the same time, your personnel may be eligible for different compensation and benefits. Oracle consulted with leading customers in some of the most heavily regulated industries to deliver best practice functionality for multiple work assignments out of the box. At the same time, Oracle Cloud HCM gives your HR administrators extensive options to configure the application to support your unique needs with automated functionality that adheres to workplace compliance regulations.

Workforce Modeling

The solution provides predictive analytics to help administrators and line managers make informed decisions about organizational changes. Drag-and-drop actions make it easy to model personnel changes within a department or larger organization to see potential impacts on performance and costs.

Next-generation Talent Management

Oracle's end-to-end Talent Management solution is part of Oracle Cloud HCM, and it includes sourcing, recruiting, onboarding, managing performance, developing careers, and succession planning. Some highlights include:

Compensation

Oracle Workforce Compensation (part of Oracle Cloud HCM) enables the delivery of best-in-class compensation programs designed for your organization, including modeling various scenarios, gathering manager input, and final reward communications. Some of the advanced functionality that isn't fully available in PeopleSoft includes:

- An easier and more intuitive user experience.
- Enhanced guidelines and alerts to ensure compliance.
- Comprehensive eligibility rules that certify only the correct workers are rewarded – viewable by individual or group.
- Ability for HR teams to create simple to very complex distribution and what-if models for evaluation before submission.
- Automated advanced calculations.
- Flexible hierarchy setup and management.
- Innovative ways to do calibrations.

Recruiting

Oracle Recruiting leverages innovative tools, not available in other solutions, to deliver consumer-grade experiences to candidates through digital assistants, SMS tools, tailored career sites, and a frictionless application process. Most importantly, it is unified with Oracle Cloud HCM, which provides insights across an organization's talent, drives internal mobility, and delivers a scalable experience. Some key features include:

- **Candidate-centric experiences** – No need to create an account, and the digital assistant can easily answer questions along the way.
- **Hiring efficiency** – Facilitated by AI-powered recommendations, self-schedule interviews, and data-driven offers.
- **Greater reach via LinkedIn** – Review and connect with candidates without leaving Oracle Cloud HCM.
- **Recruitment marketing** – Personalized landing pages and messages.

Check out this short video to [learn more](#) and take a [quick self-guided product tour](#).

Modify the application to meet your unique needs. All configurations are update proof.

Opportunity Marketplace

The Opportunity Marketplace allows companies to assemble the best people from across the organization to create opportunities and explore new ideas. It provides the flexibility to define opportunities many different ways, such as:

- Traditional job postings for open positions.
- Projects people can work on to grow skills.
- Side gigs that may or may not be budgeted, but enable employees to showcase specific skills.
- A company leader or manager seeking a specific skill inside the company versus hiring an outside consultant or vendor.
- A volunteer project with a charitable organization.

The Opportunity Marketplace can showcase growth opportunities to gain new skills, enable engagement between departments or teams, and build relationships across the organization. This holistic approach to opportunities levels the playing field for all employees, especially remote workers, and reduces the reliability on word-of-mouth access to unique opportunities.

[Learn more and view a quick demo.](#)

Skills Assistant

This module helps employees showcase all their skills, whether gained in their current job or another source like volunteering. The skills assistant also helps companies understand the breadth and depth of skills across their workforce to:

- Locate internal candidates for vacant jobs
- Uncover opportunities for growth
- Identify gaps that need to be addressed with recruiting

Learning

Oracle Cloud HCM takes a very different approach to learning modules than any other solutions on the market. It ensures each learner has a unique experience on their individual learning path. Similar to consumer-grade learning products, you can push learning recommendations to employees based on skills, interests, connections, and relationships, and in turn, employees can review the activities. The educational courses include videos and other rich media so they are engaging and informative.

Since skills are the currency of the modern labor market, Oracle Cloud HCM provides ML-driven functionality to ensure skills are validated, managed, and discoverable so your company can effectively develop and create growth opportunities for employees.

Our learning modules provide simple, easy-to-use, personalized, in-context opportunities to gain new skills that are purposefully directed to each individual employee.

To hear more from PeopleSoft and Cloud experts and view short demos of some of the products highlighted, watch the full ["What you get with Oracle Cloud HCM that you cannot get with PeopleSoft"](#) webinar on demand.

Considering a Move to Cloud?

To explore Oracle Cloud HCM beyond these few highlights, [take a self-guided quick product tour](#) or [request a demo](#).

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Integrated Cloud Applications & Platform and Services

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