

ORACLE

Oracle Talent Management Solution Overview



Remote and hybrid work models, commitments to diversity and inclusion, and elevated employee expectations have necessitated new approaches to hiring, cultivating the right skills for the future, and fostering internal growth. As a result, talent professionals have redefined their talent management strategies to better attract, develop, and retain their people. With the right tools, you can attract and hire outstanding employees, support career mobility, and gain more-connected talent data to inform and drive your strategy.

Our complete talent management solution helps you take control of every stage of the talent lifecycle so you can attract the best candidates, boost productivity, and improve decisions. Source, recruit, onboard, manage performance and compensation, support continuous learning and skill development, develop careers, and plan succession—all in one place.

We built Oracle Talent Management, part of Oracle Fusion Cloud HCM, natively for the cloud from the ground up, focusing on the experiences and needs of employees, managers, and HR teams.



Oracle Talent Management modules

Oracle Recruiting ▶

Deliver appealing experiences to candidates using efficient tools.

Oracle Onboarding ▶

Support meaningful new hire experiences from preboarding to onboarding.

Oracle Learning ▶

Personalize learning experiences with AI-driven learning recommendations, collaborative learning communities, and powerful analytics.

Oracle Career Development ▶

Help employees identify career opportunities and maintain a development plan to achieve their career goals.

Oracle Opportunity Marketplace ▶

Provide a one-stop shop for career growth with job postings, internal gigs, and volunteer opportunities.

Oracle Performance Management ▶

Support multiple performance processes, and encourage ongoing feedback and continuous coaching.

Oracle Compensation ▶

Manage compensation for individuals and groups of employees with connected HR data.

Oracle Succession Planning ▶

Assess talent, evaluate organizational trends, mitigate talent risk, and develop a leadership pipeline.

Oracle Dynamic Skills ▶

Continuously detect, manage, and grow the skills that fuel your talent supply chain.

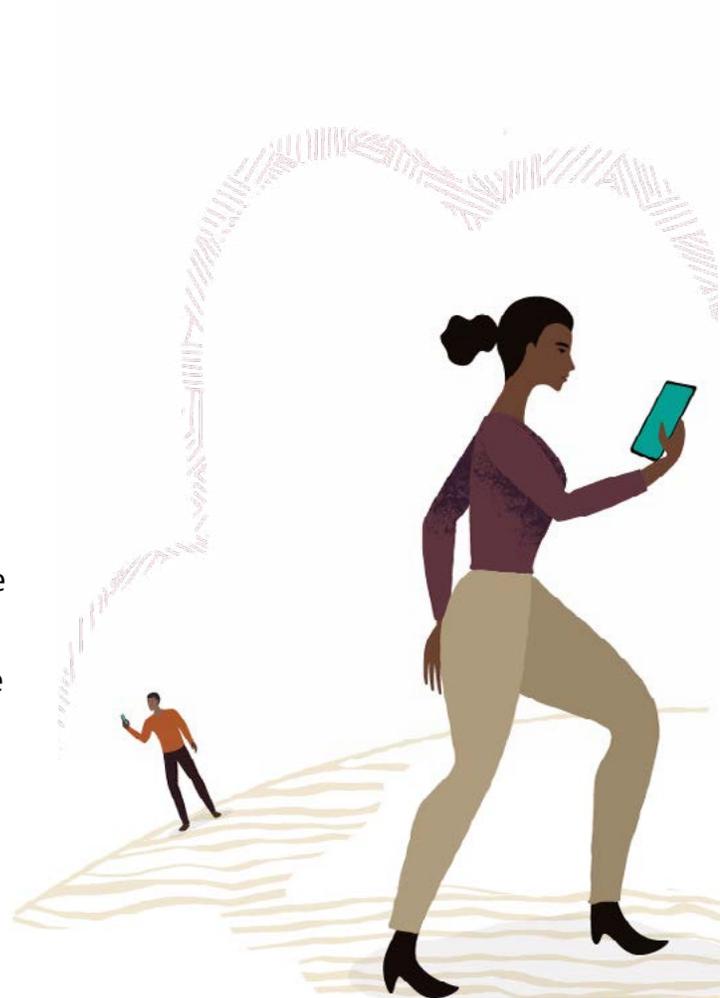


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Oracle Recruiting

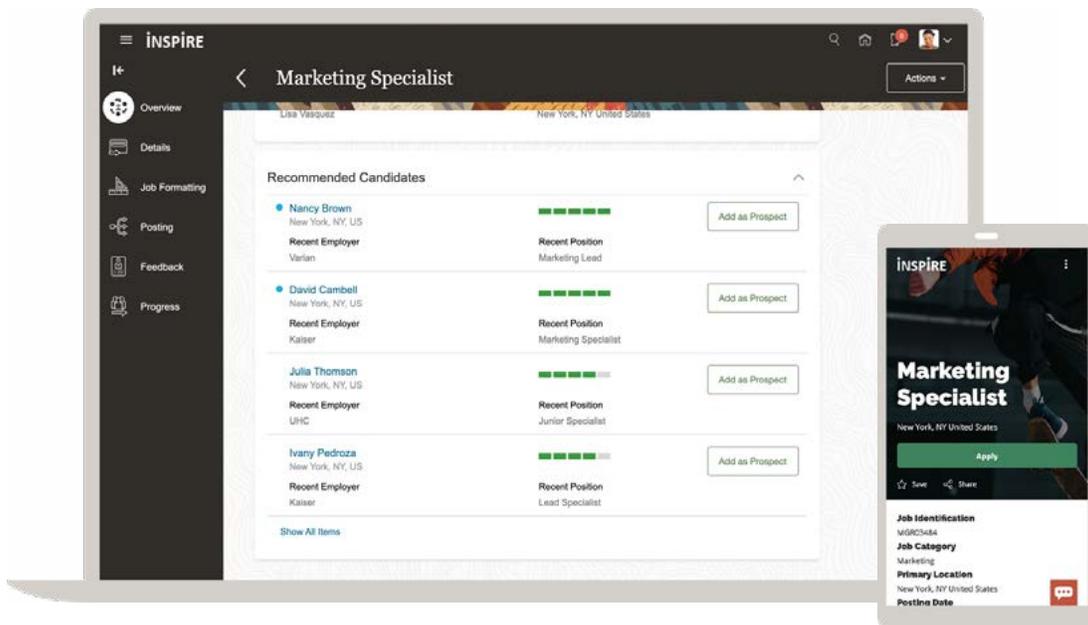
Find the best talent

With the ever-increasing speed of business, evolving customer expectations, new organizational requirements, and ongoing change, getting the right skills on board is more important—yet more challenging—than ever. Additionally, the workforce is evolving; millennials and Generation Z are becoming the majority, and with them come new career expectations and technology preferences. In response, HR leaders have needed to adapt rapidly, brainstorming new ways to appeal to candidates, identify talent, and drive hiring efficiency. With Oracle Recruiting, we've taken these trends into consideration to reimagine hiring and propel it into the modern era—and more and more organizations continue to make our recruiting solution their platform of choice.



With Oracle Recruiting, you can

- ✔ Use built-in design tools to create branded career sites and tailored content for candidates.
- ✔ Accelerate hiring by allowing applicants to get started with just an email or phone number—no account creation needed.
- ✔ Move fast and minimize hiring bias by using AI to find the best prospects and applicants for open positions.
- ✔ Tackle both high-volume and traditional hiring with email and social campaigns to strengthen outreach and drive more applications.
- ✔ Accurately estimate the time it takes to fill a role by using AI to analyze candidate pools and past hiring speed.
- ✔ Promote and manage hiring events with job portal listings, custom registration pages, and questionnaires for screening attendees.
- ✔ Communicate with candidates using text and email or Oracle Digital Assistant.
- ✔ Streamline interview scheduling through better calendar visibility, feedback and scheduling centralization, and automated interview time slot generation.

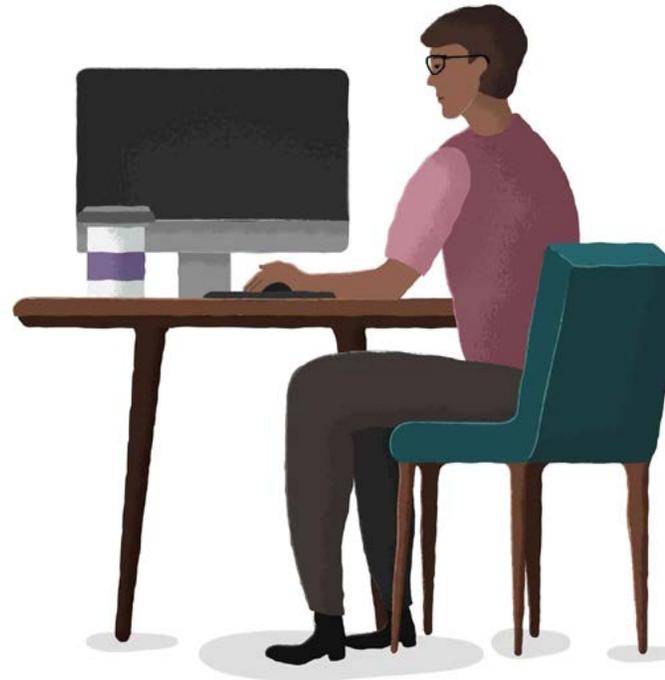


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Oracle Onboarding

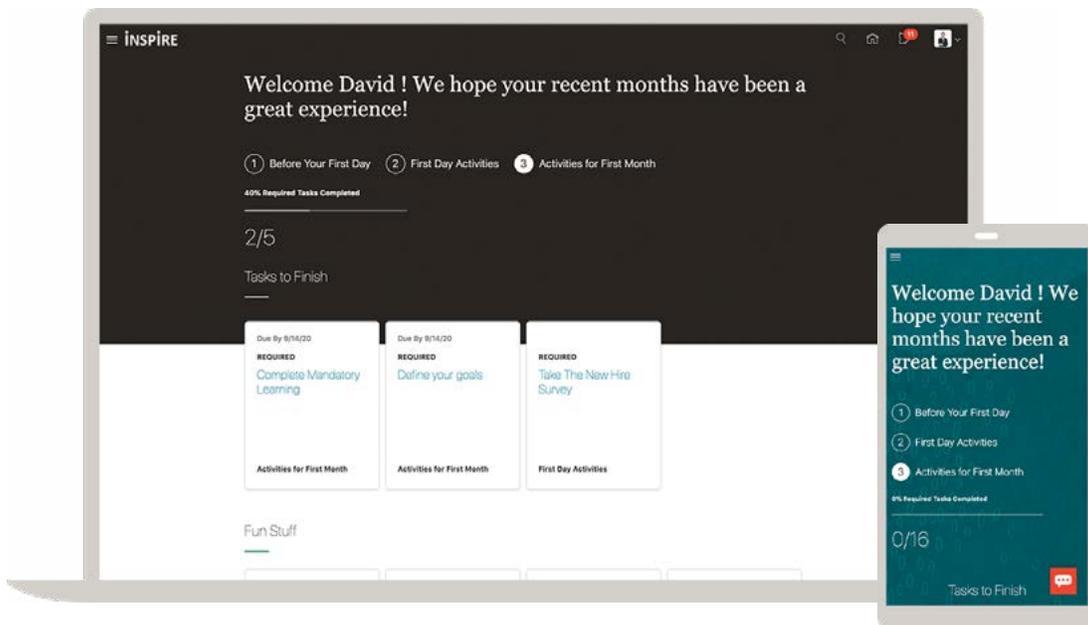
Guide and personalize onboarding experiences

Onboarding introduces employees to your organization's culture, making it a critical opportunity to shape both their perception of the company and their employee experience. With Oracle Onboarding, you can deliver meaningful experiences to your new hires from preboarding to onboarding to offboarding. By guiding individuals through onboarding tasks, you can help them quickly feel included in the organization. In addition, guided onboarding experiences provide new employees with an awareness of company policies, support compliance, and allow you to verify and consolidate employee information.



With Oracle Onboarding, you can

- ✓ Deliver easy-to-follow onboarding with a consistent experience, all via one HCM solution.
- ✓ Drive productivity by providing a digital assistant to support easy, step-by-step task completion from any device.
- ✓ Share tasks on a personalized to-do list so new hires can find everything they need and take action from one place.
- ✓ Make new hires feel welcome and allow them to get a sense of the team and culture they'll be joining before their first day with preboarding.



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Oracle Learning

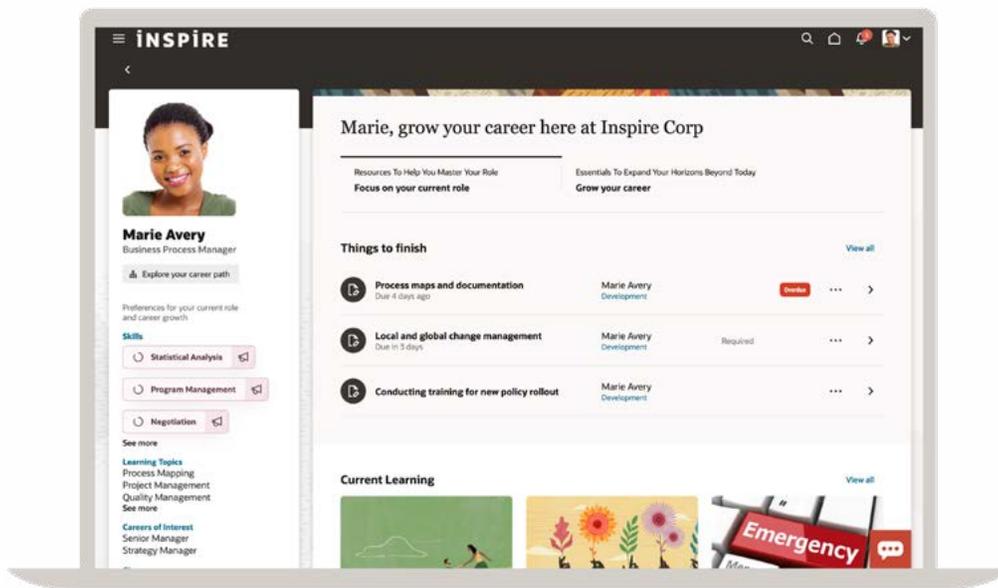
Develop your talent with the most relevant skills

Hyperpersonalized content, rapidly evolving skills and jobs, and ever-expanding sources for learning resources and content have made a focus on learning and development a critical component for organizational success. Oracle Learning provides the tools to drive skills-based learning, deliver personalized experiences, and automate learning compliance. Because Oracle Learning is part of Oracle Cloud HCM, individuals receive learning recommendations that adjust as their role, interests, and aspirations expand and evolve. Having a single place to explore and complete internal and external courses, including LinkedIn Learning and Skillsoft courses, makes it easy for your people to develop the skills they need to succeed. Even in remote and hybrid workplaces, employees can stay connected and help each other by sharing self-recorded courses and engaging in learning communities.



With Oracle Learning, you can

- ✓ Empower employees to discover AI-driven development opportunities, visualize all career growth possibilities, and act on continuously evolving recommendations in one experience.
- ✓ Drive upskilling and reskilling efforts with AI-driven learning recommendations based on an individual's role, career goals, or desired skills.
- ✓ Assess learning performance, uncover gaps, and track and drive compliance across teams by using interactive dashboards and reporting tools.
- ✓ Simplify the execution of learning initiatives through automated learning assignments based on organizational and employee criteria.
- ✓ Encourage knowledge sharing with social, peer-to-peer, and community based learning.

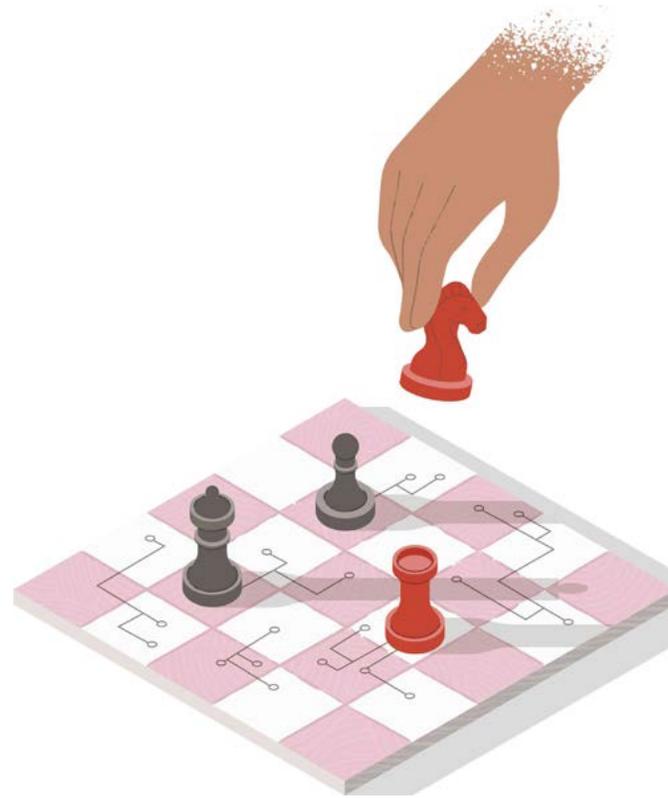


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Oracle Career Development

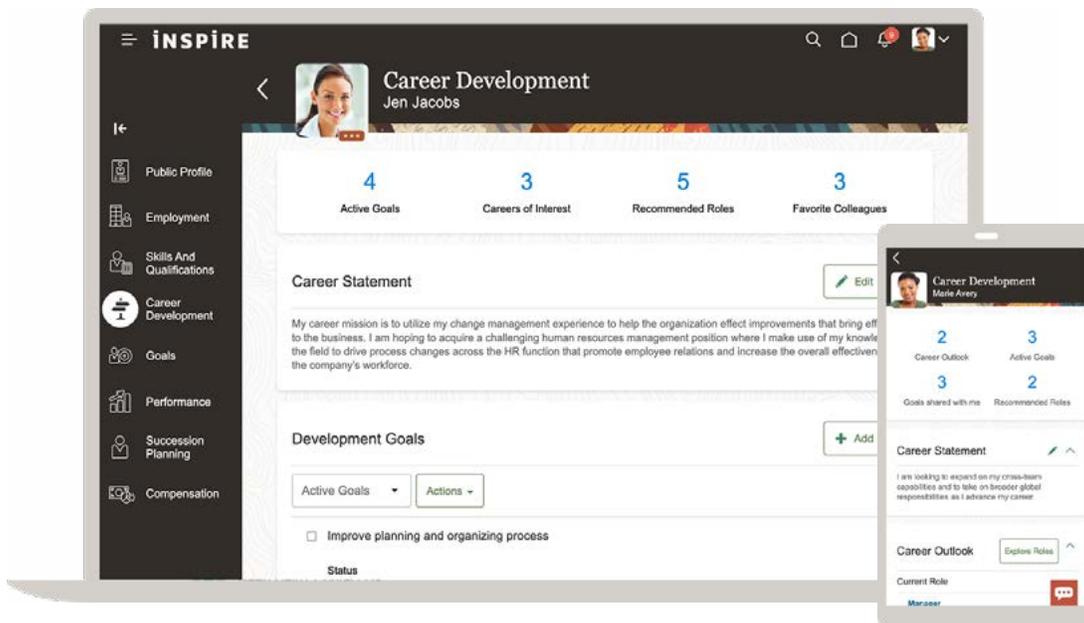
Support employee career growth

Workers want technology to help support their career growth, and this requires resources that are tailored to their career aspirations. Oracle Career Development empowers your people to take control of their future by reviewing recommended jobs or identifying career opportunities they're interested in. By understanding how their competencies align with their desired career path, they can take proactive steps to fill gaps by building a development plan with actionable goals. With a clear plan of action, your workforce can feel empowered to move confidently toward their career objectives.



With Oracle Career Development, you can

- ✓ Empower individuals to manage their own careers by keeping their talent profiles current with their skills, qualifications, accomplishments, and career preferences.
- ✓ Support career exploration by sharing career paths within your organization.
- ✓ Help employees understand their competency strengths and gaps for roles they're interested in.
- ✓ Build development plans with goals, tasks, and target outcomes to help employees explore and prepare for new roles.
- ✓ Recommend relevant learning courses to add to development plans to help each employee build the skills and experience they need to take the next step in their career.



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Oracle Opportunity Marketplace

Boost career mobility

Organizations are seeking new approaches to support employee skills and career development outside of the traditional promotion ladder. Oracle Opportunity Marketplace fosters career mobility within your organization in a new way by sharing job postings and internal gigs in one place. Employees can engage in different activities within the organization and expand their network while learning new skills and gaining experience through internal gigs. Managers and others in your organization can connect with employees who are seeking gigs or side projects to fill short-term talent needs.

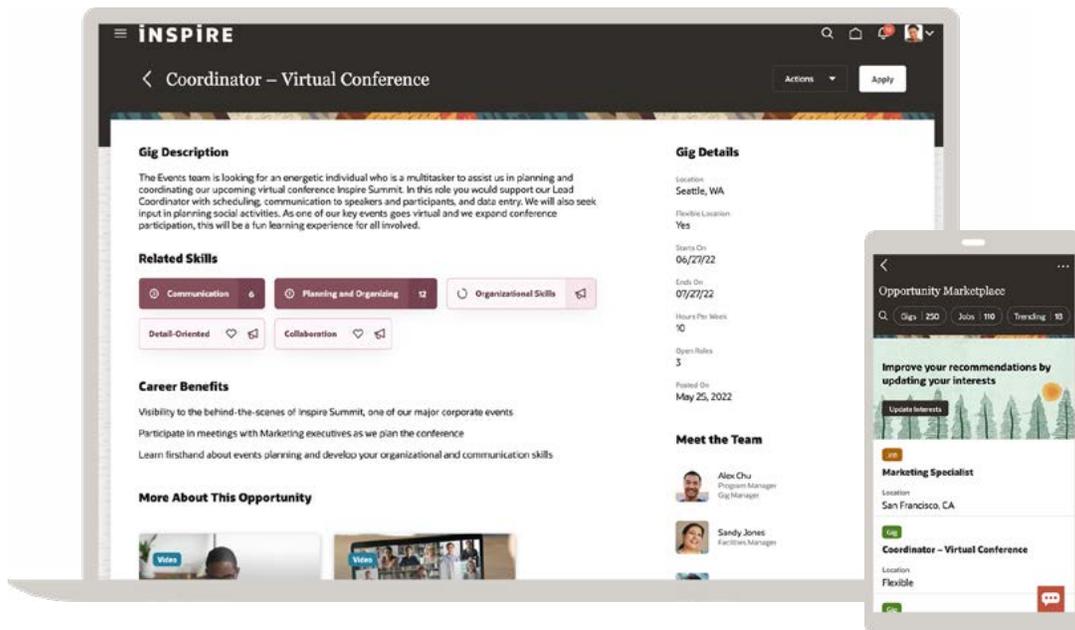


With Oracle Opportunity Marketplace, you can

- ✓ Find resources from within to fill short-term talent needs through internal gigs.
- ✓ Offer employees multiple ways to grow by displaying job postings and internal gigs in one place.
- ✓ Provide an open, inclusive marketplace where anyone can participate.
- ✓ Give employees new ways to learn skills through internal gigs with different teams and projects across the organization.
- ✓ Support a culture of exploration and innovation where employees

can learn about the variety of teams, roles, and projects in the organization.

- ✓ Promote and manage hiring events with job portal listings, custom registration pages, and questionnaires for screening attendees.
- ✓ Communicate with candidates using text and email or Oracle Digital Assistant.
- ✓ Streamline interview scheduling through better calendar visibility, feedback and scheduling centralization, and automated interview time slot generation.

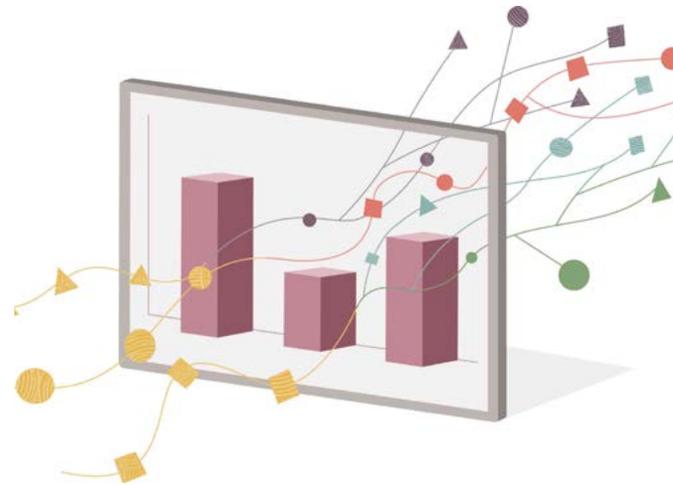


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Oracle Performance Management

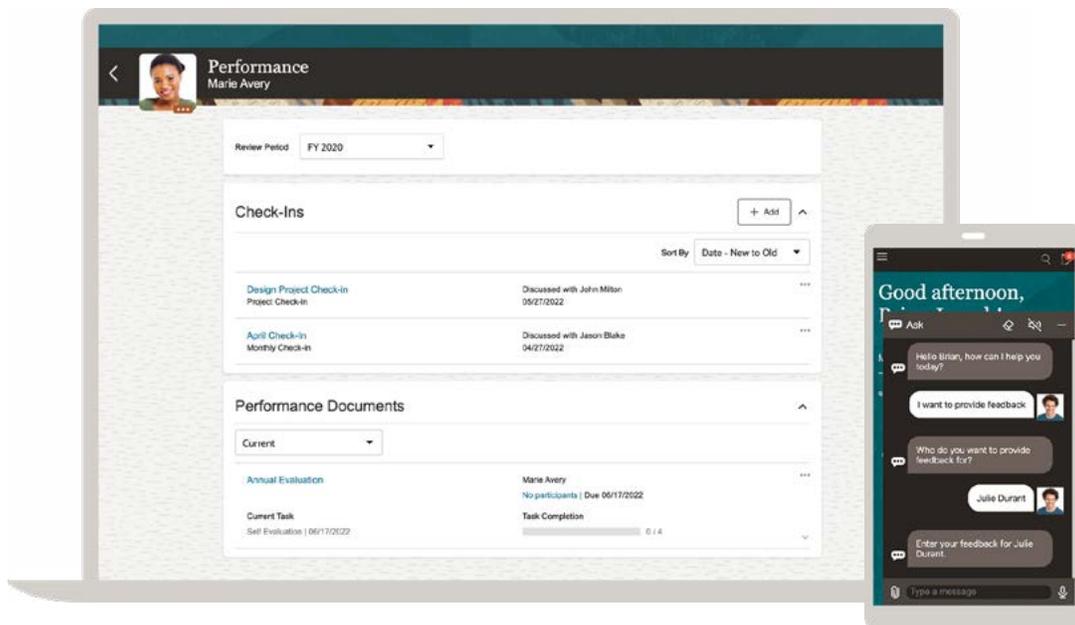
Provide continuous performance feedback and coaching

Organizations conduct their performance evaluations in a variety of ways, but many are moving toward an approach that emphasizes ongoing interactions and continuous feedback and coaching. With Oracle Performance Management, you can design and implement your organization's performance processes without giving up control. Real-time insights let you instantly see how your organization is performing and how performance ratings are distributed. In addition, check-ins on active goals and providing feedback in the moment help make performance conversations and coaching natural parts of your managers' and employees' days.



With Oracle Performance Management, you can

- ✔ Support multiple performance management methods, including traditional midyear and year-end evaluations, continuous performance management, or a mix.
- ✔ Empower your employees to set and track goals that align with their team's and organization's targets.
- ✔ Encourage your people to give feedback to or request feedback from anyone in the organization at any time.
- ✔ Promote ongoing performance conversations through employee or manager-initiated check-ins on specific goals or other discussion topics.
- ✔ Gain meaningful performance insights such as how your organization is tracking goal setting, performance evaluation completion, and more.



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Oracle Compensation

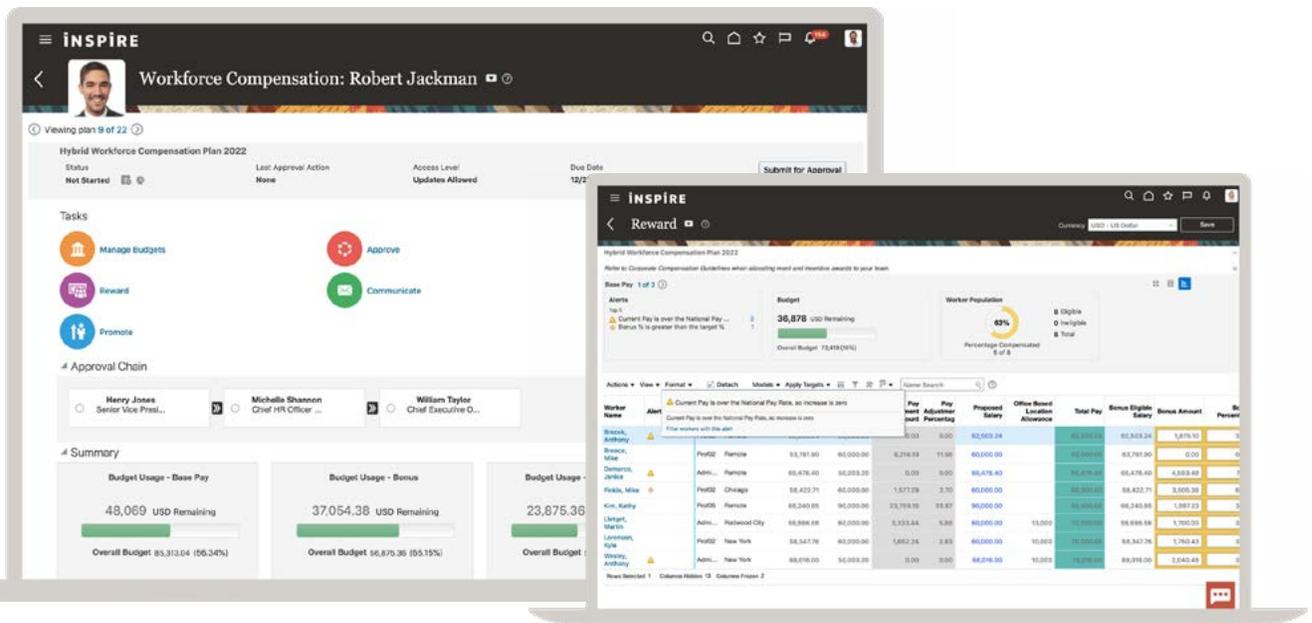
Attract and retain your talent with fair and equitable rewards

As new flexible work patterns become more commonplace, the ability to reward your employees fairly becomes even more important. With Oracle Compensation, managers can complete compensation plans that include all their employees, no matter where they're located, even if they're in multiple locations with multiple currencies. Organizational policies, such as fairness and equity, can be embedded into the process with warnings and alerts that guide managers when making awards. With clear approval processes based on your organization's structure, compensation cycles can be completed on schedule and final updates can be shared with employees through compensation letters and total compensation statements.



With Oracle Compensation, you can

- ✓ Create salary structures that match your business rules, including salary components, grade step progressions, and differentials.
- ✓ Empower your managers to allocate compensation for employees who are in multiple countries with multiple currencies.
- ✓ Complete compensation cycles on schedule by creating, modeling, and allocating budgets using different scenarios and including all stakeholders via approvals.
- ✓ Remain competitive and optimally allocate compensation budgets by using comparisons to performance measures, market data, and other factors to inform decisions.
- ✓ Provide guidance, warnings, and validation so your business rules are applied fairly and consistently whenever awards are made.
- ✓ Acknowledge and motivate your workforce by awarding spot bonuses and other allowances.
- ✓ Keep your employees informed of changes and updates to their compensation plans through compensation letters.
- ✓ Help attract and retain your talent by delivering total compensation statements that communicate the total value of their compensation package, including salary, bonus, stock, and more.

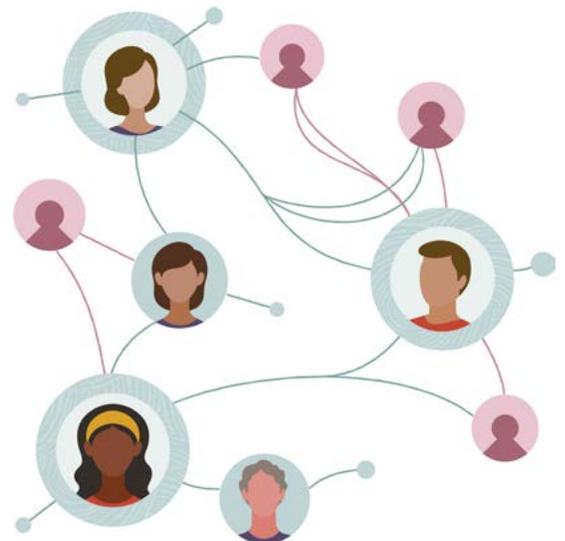


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Oracle Succession Planning

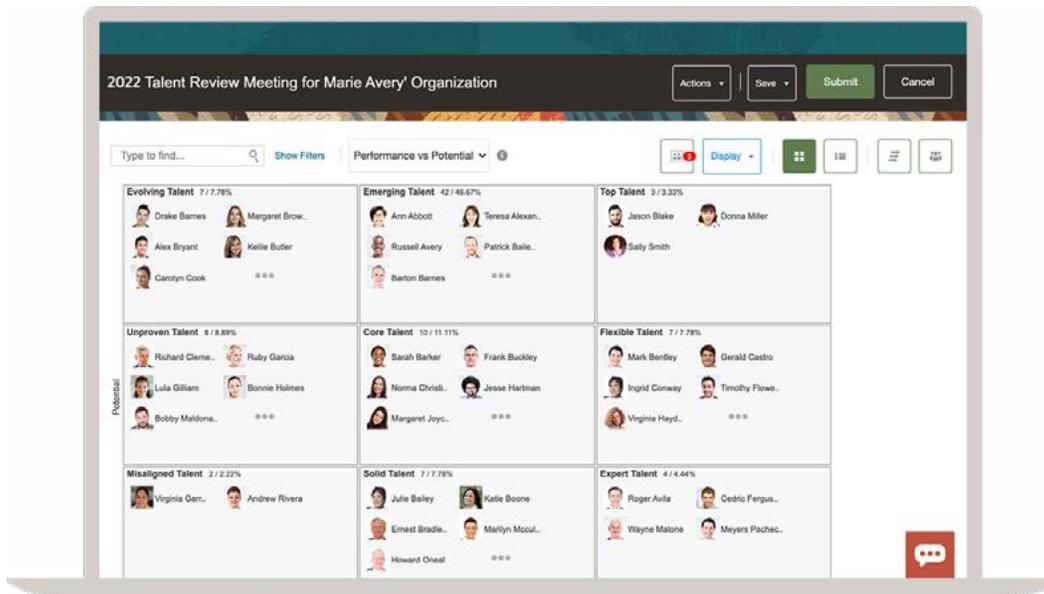
Cultivate talent for the future

To manage succession within your organization, you first need to know your talent. Because Oracle Succession Planning is part of Oracle Cloud HCM, it leverages a single talent profile to provide the most complete talent review and succession solution. You can assess talent, evaluate organizational trends to mitigate talent risk, and improve your leadership pipeline. Visualizing the strength of your succession plans helps you identify plans that are at risk and make changes to cultivate talent for the future.



With Oracle Succession Planning, you can

- ✓ Identify high-potential and hidden talent and build your next generation of leaders with complete visibility into your talent landscape.
- ✓ Understand talent risk by assessing potential, risk, and impact of loss.
- ✓ Review and make talent decisions with an interactive dashboard that can display organizational trends and employee details, including their career aspirations, experience, and performance.
- ✓ Manage and gauge the strength of succession plans to understand the number of potential candidates and identify plans that are at risk.
- ✓ Receive alerts when organizational changes affect the strength of your succession plans.





Oracle Dynamic Skills

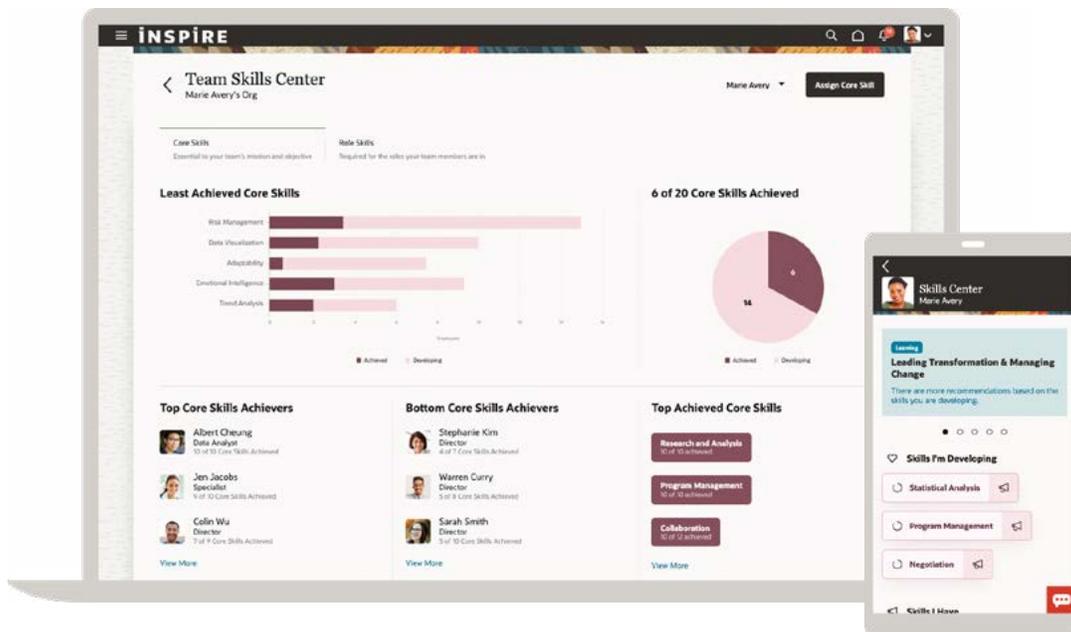
Understand, manage, and grow the skills of your organization

If you can understand what skills you have and need within your organization, you can recruit, develop, and deploy the right talent to meet strategic goals and objectives. Oracle Dynamic Skills helps you detect, manage, and grow workforce skills at scale by aligning your skills—and your talent—to business strategies and key growth initiatives. With a tailored skills inventory powered by Skills Nexus that uses your organizational data to align to your business and culture, instead of waiting for months of usage to gain relevance, you can leverage relevant recommendations on day one.



With Oracle Dynamic Skills, you can

- ✓ Automatically detect and understand your organization's unique skill landscape to confidently plan, hire, and leverage talent.
- ✓ Connect skills with people, jobs, and resources at the right time with AI-powered recommendations.
- ✓ Provide a centralized place for employees to manage skills and the actions to drive personal and organizational growth.
- ✓ Empower managers to quickly identify organizational risks by skill and individual and take action to close the gaps.
- ✓ 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.



Our guiding principle at Oracle is to make work more human. We're focused on helping you reimagine hiring, drive development, and cultivate talent for the future. With exciting advancements—such as using AI to minimize hiring bias, a first-of-its-kind Opportunity Marketplace that offers multiple ways for employees to grow, and a powerful core connecting all data, Oracle Talent Management is here to help your organization redefine best.

[Learn more about Oracle Talent Management](#)

[Get a demo](#)



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