



Oracle Analytics for Fusion HCM



Make better and faster decisions to improve company performance with packaged analytic applications from Oracle Cloud HCM

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Oracle Fusion HCM Analytics is a packaged analytics application that empowers teams using Oracle Human Capital Management Cloud to maximize the value of their data with best practice-driven actionable insights and a rapid return on investment. This turnkey solution offers key performance indicators (KPIs) with prepackaged components and minimal configurations. Most enterprises operate in a hybrid landscape with a diverse set of applications that require both Oracle Cloud and non-Oracle applications. Flexible and powered by machine learning, Oracle Fusion HCM Analytics enables analyses from cross-functional and multisource data, so customers can get 360-degree insights across all data sources.



HCM CHALLENGES

Today’s business challenges demand timely information to make better decisions, take action, and correct problems before they affect the company’s performance.

HR executives face tremendous pressure to prepare their companies to compete across an accelerating global landscape, and they must ensure that they have the right workforce mix to respond to these pressures. Employees are an organization’s most asset, and the HR leaders responsible for identifying, recruiting, acquiring, and retaining the talent to take your business into the future, need complete, timely, and accurate information.

Oracle Fusion HCM Analytics has been designed to guide HR executives to answer the tough questions they face every day, including “how do we retain and develop talent?”, “how do we maximize productivity while balancing costs?”, “are we hiring high-performance employees?”, “are we maintaining a diverse workforce?”... and more.

FUSION ANALYTICS WAREHOUSE

Oracle Fusion HCM Analytics is the second offering made available from the [Fusion Analytics Warehouse](#) portfolio. This new product line brings together HR, Sales, Finance, and Supply Chain information to support cross-domain insights and provide a modern advanced analytics solution to customers who are using enterprise resource planning (ERP), human capital management (HCM), customer experience (CX), and supply chain management (SCM) SaaS applications.

Benefits

- Actionable insight for HR executives, line-of-business managers, and HR analysts
- Fast time-to-value with prebuilt workforce KPIs, rich data model, dashboards and reports
- Tightly integrated, designed with Oracle Cloud HCM
- Predictive workforce insights to ensure strategic goals are met
- Extensible analytics architecture that adapts to your business needs
- Self-service data discovery with mobile-first consumption to promote broader analytics usage
- Augmented analytics to predict trends and automate processes
- Oracle Managed Cloud Service, with ability to configure and extend

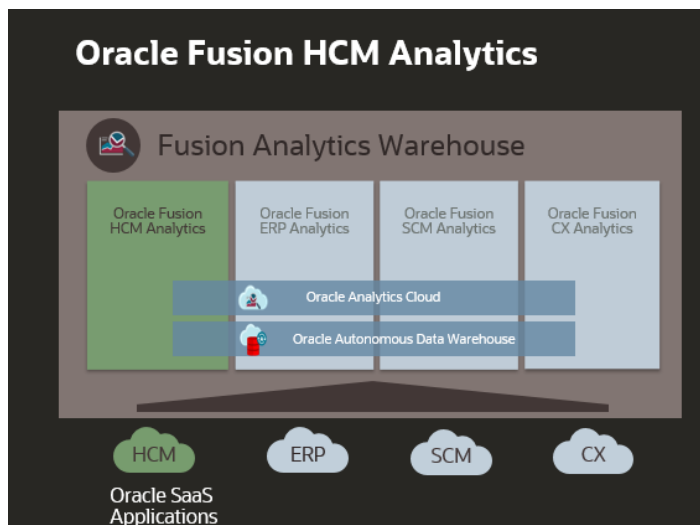


Figure 1. Fusion Analytics Warehouse

MAXIMIZE THE VALUE OF ORACLE CLOUD HCM DATA

Oracle Fusion HCM Analytics is a turnkey solution designed for and tightly integrated with Oracle Cloud HCM. It provides prepackaged content areas meant to answer key questions to the most pressing strategic problems facing HR executives, line of business managers, and HR analysts today.

HCM content areas

CONTENT AREA	DESCRIPTION	SAMPLE QUESTIONS ANSWERED
Workforce composition	Provides current view and trends of demographic, organizational, and regional composition of the workforce.	<ul style="list-style-type: none"> • What is the composition of my workforce? • What is the average tenure? • How has the composition changed over time?
Team effectiveness	Compares teams by employee contribution, productivity, performance, and costs with a team health scorecard.	<ul style="list-style-type: none"> • Which teams have a high percentage of terminations? • Is their span of control higher than average or perhaps is compa-ratio too low for the team?
Span of control analysis	Creates foundation for span of control workforce analysis, including comparisons and trends over time.	<ul style="list-style-type: none"> • What is the average SOC within my organization? • How many people managers do we have at the various levels?
Diversity analysis	Enables core workforce analysis on diversity in the workplace.	<ul style="list-style-type: none"> • Am I hiring and maintaining a diverse workforce? • Which states/cities have pay disparity between genders that exceed 20% across the same grades?
Turnover and retention analysis	Analyzes turnover and retention trends. Monitors voluntary and involuntary turnover by job and performance.	<ul style="list-style-type: none"> • What is my organization's turnover and past trends? • What does the annualized retention trend look like? • How are we doing vis a vis our target goal?
Top talent retention analysis	Calculates top talent composition and trends, providing alerts for “at risk” talent.	<ul style="list-style-type: none"> • What % of top talent employees have we retained? • Who are the top performers in my organization? • How is my talent breakdown by 9 box?
Turnover analysis by compa-ratio	Performs compa-ratio composition and correlations with employee performance for impact to attrition.	<ul style="list-style-type: none"> • Is compensation impacting retention? • Did compa-ratio increase in last cycle impact retention? What is the compa-ratio distribution?
Hire analysis	Analyzes new hires and leavers per location and job family.	<ul style="list-style-type: none"> • What is the hiring trend? What is new hire attrition? • What is new hire diversity—gender, ethnicity, age? • Who are the pending hires?

Figure 2. Oracle Fusion HCM Analytics Content Areas

Actionable insight for every role

Oracle Fusion HCM Analytics provides actionable insight for the majority of users across the organization. Most importantly, it guides the business to make informed decisions by focusing on the key linkage between workforce and business goals.

<p>Executives and LOB Leaders (CFO, CFO, CIO)</p> <ul style="list-style-type: none"> • Set organizational goals and cross-functional alignment • Increase retention of top performers • Find new business opportunities 	<p>Chief HR Officer (CHRO) and HR Leaders</p> <ul style="list-style-type: none"> • Develop talent strategy/systems for sustainable growth • Manage global regulatory and compliance risk • Develop global leadership pipeline
<p>HR Business Partner (BP)</p> <ul style="list-style-type: none"> • Drive insight from data for evidence-based decisions • Reduce lost productivity from turnover • Be a confident consultant to your team 	<p>HR Analyst</p> <ul style="list-style-type: none"> • Deliver timely workforce information to HR leaders • Reduce time/cost to produce compliance reporting • Monitor cost and efficiency of HR programs

Figure 3. Oracle Fusion HCM Analytics Collaboration across roles

FASTER TIME TO VALUE

Oracle Fusion HCM Analytics dashboards and reports answer the key questions and help solve the most pressing strategic problems facing HR teams today from the moment they begin using the application. These focused dashboards are also easy to use and intuitively invite users to interactively explore the data right then and there, resulting in a self-service model that eliminates the need to have custom one-off reports built to further investigate.

Furthermore, since Oracle Fusion HCM Analytics has been engineered to work with Oracle Cloud HCM and is ready to use 'out-of-the-box', there is no delay to experience the value that is often associated with enterprise analytics projects that require expensive and time-consuming development/customization efforts.



Personalize

Oracle Fusion HCM Analytics users can customize their experience to their daily roles and responsibilities in Oracle Fusion HCM Analytics. They can create personalized decks to track specific views (such as region, business units, etc.) and decide which KPIs to track on those decks. These decks can be used for day-to-day oversight, team meetings, exec-to-exec reviews, boardroom review, and more. The KPIs themselves can be personalized via easily changeable settings, which allow for customized visualizations, filtering, alerts, period comparisons, and targets.

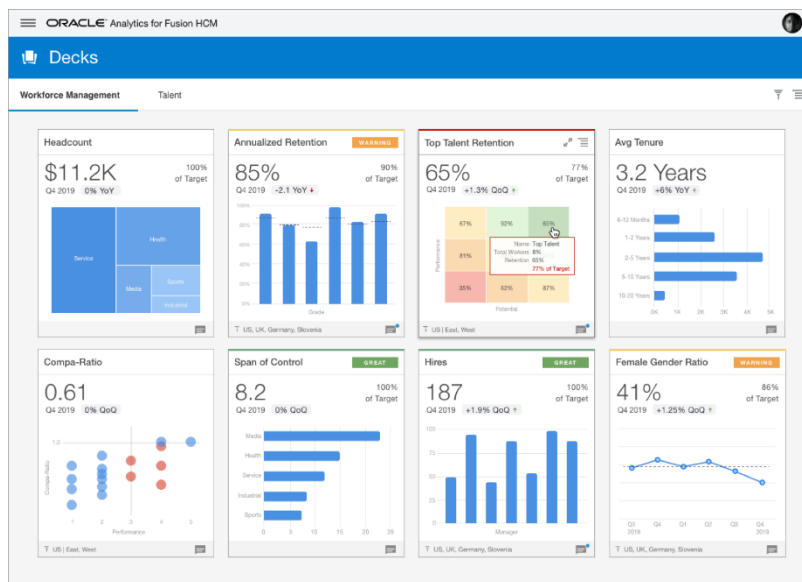


Figure 4. Oracle Fusion HCM Analytics Decks and KPIs

Best practice KPI library

A core part of the Oracle Fusion HCM Analytics experience is defined by the use of KPIs, cards, and decks. KPIs are the starting point of analysis that HCM users can drill from when they need more detailed information to understand KPI trends, reasons for being off target, risks, and opportunities. KPIs can also be used to automatically trigger alerts when KPI target values reach critical status levels.

KPIs include many pieces of important information in a very small space. This provides executives with a good vantage point to monitor the performance of one or many specific KPIs and their behavior:

- Alerts a user when the KPI is trending poorly or positively
- Shows the actual value of the KPI or variance to a particular target
- Shows variance to a previous time period
- Shows visualization (for example, breakout by business unit and trend analysis over time)
- Enables collaboration by using notes and actions within the application

The [out-of-the-box KPIs](#) are what most organizations have reported they find useful, but we also know that business users will be interested in using the KPI Builder when they have the need to expand existing KPIs, add their own KPIs, or customize beyond the ones that are provided out of the box.

EXTEND TO FIT YOUR BUSINESS

Oracle Fusion HCM Analytics allows you to adapt to your organization's needs with an extensibility framework at all levels. This framework provides migration assurance through updates to new releases of Oracle Fusion HCM Analytics and Oracle Cloud HCM applications. The data model will always be in sync with updates to Oracle Cloud HCM. There is no need to rebuild analytics and data solutions to take advantage of changes and extensions in the underlying applications.

Adapt to changing needs

Oracle Fusion HCM Analytics has an extensible architecture that will adapt to your business needs. It leverages the power of Oracle Analytics Cloud and Oracle Autonomous Data Warehouse to customize to your business requirements. Business users can combine their internal and external data sources with Oracle Cloud HCM for a unified view of the business. Extensibility goes across the following areas:

- Presentation
- Analytic modeling
- Data
- Complete Oracle Analytics platform

Connect decisions

To make better decisions, serve up better customer experiences, accelerate innovation, and speed up response times, today's HCM organizations need to expand analysis beyond standard HR data. Even so, many organizations are unable to do this because their datasets remain in silos, thus limiting the analytics they produce and slowing the business through inefficient decision-making.

Oracle Fusion HCM Analytics breaks down these walls to easily combine your HR data with other data—from other Oracle applications, non-Oracle applications, or external data sources. This leads to valuable insights and fosters more data-driven conversations, greater collaboration, and faster decision-making among functional teams across lines of business.

Out-of-the-box data management and governance

Oracle Fusion HCM Analytics is a complete, prebuilt analytics application. Beyond visible KPIs, dashboards, and visualizations, it includes the behind-the-scenes data management and governance components of an enterprise-class product with appropriate security controls in place:

- Prebuilt data pipeline manages the extraction to transformation to loading data process. This permits the accelerated extraction of analytical data from Oracle Cloud HCM into the prebuilt data model housed within Oracle Autonomous Data Warehouse. IT and business analysts have more time to analyze as they no longer need to build these themselves.
- Prebuilt HCM analytics model accelerates the delivery of analyses on large volumes of Oracle Cloud HCM operational data. The data model resides within the high performing Oracle Autonomous Data Warehouse, which is optimized for fast analysis and reporting.
- Prebuilt security framework synchronizes and reuses users and application job roles that have been previously defined in Oracle Cloud HCM, enabling faster time to value.



“With Fusion Analytics Warehouse, we put data and analytics in the hands of the people who need it, from the line worker to the boardroom, allowing everyone to play an active role in aligning and achieving top and bottom line growth.”

T.K. Anand,

Senior vice president, Oracle Analytics

THE COMPLETE PICTURE

Oracle has supplied the world's top companies with human capital management solutions for decades and with this unparalleled experience, Oracle continues to modernize human capital management with a full set of Oracle Cloud HCM analytics.

This deep experience working with Oracle's thousands of HCM customers and in building HCM solutions and HCM analytics is now available as a "turnkey" HCM analytics cloud application, providing you with immediate insights into your HCM landscape when used with Oracle Cloud HCM.

Oracle Fusion HCM Analytics empowers HR and business teams to maximize the value of their data by:

- Finding new insights with their existing HCM and cross-functional data
- Delivering faster time to value with packaged HCM analytics compared to building it themselves.
- Enriching and extending analyses by combining with external data using the power of Oracle Analytics Cloud and Oracle Autonomous Data Warehouse to make connected decisions.

The result is better, faster analytics, easier management, and augmentation with machine learning tools, all completely engineered with SaaS: tested, certified, packaged, deployed, upgraded, managed, and supported together.

For more information, visit <https://www.oracle.com/solutions/business-analytics/analytics-for-applications.html>.



“Our mission is to help people see data in new ways, discover insights, unlock endless possibilities.”

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