Oracle Fusion
HCM Cloud Applications
Unleash Your People Power with World-Class HCM Applications in the Cloud

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SUMMARY
Unleash Your People Power Today
Oracle Fusion HCM Cloud Applications are a new generation of cloud-based human capital management applications from the global leader in HR management software.
Trusted
Oracle is the leading vendor of HCM software for midsize to large enterprises today, managing the employee lifecycle for 40 million workers in 14,000 organizations across 40 countries.

Comprehensive
With integrated modules for core HR, payroll, talent management, performance management, collaboration and analytics, Oracle Fusion HCM Cloud Applications deliver strategic business value to every person in an organization – from professional users to employees and managers.

Flexible
Oracle Fusion HCM applications offer an array of flexible deployment options, providing customers with unprecedented choice without the need to commit to any one delivery mechanism. Choices of on-premise, on-demand, SaaS (public or private cloud) or hybrid are all available, enabling ultimate flexibility and choice for your organization as it grows and evolves.

A Global Leader in Cloud
Oracle has been delivering its applications in the cloud since 1999. Today, Oracle is the world’s second-largest vendor of software as a service, with more than 5.5 million subscribers worldwide.
The beauty of the cloud is that you can get up and running fast. Oracle Fusion HCM Cloud Applications offer many powerful features and capabilities to accelerate your time to value.
A SaaS deployment delivers value much faster than a comparable on-premise deployment.

- **Configurable business process templates and setup wizards** guarantee a fast start for your migration to Oracle Fusion HCM Cloud Applications
- **Easy data migration** gets your current and historical HR data into Oracle Fusion HCM Cloud Applications quickly
- **Highly configurable layouts, reports and processes** get the applications working in the way that best suits your HR and Payroll professionals and business users
- **Out of the box integration** with existing Oracle and PeopleSoft applications lets you seamlessly link new Oracle Fusion HCM Cloud Applications with your current HR systems
- **Flexible integration platform** for rapid integration with third-party applications and services
- **A rolling program of product updates** means you can start benefiting from new functionality as soon as it’s available
Oracle Fusion HCM Cloud Applications are available on a subscription, pay-as-you-go, pricing model. With no hardware to buy, software to manage or upgrades to conduct, you can drastically reduce the cost of implementing and running a new HR and Payroll platform – and achieve ROI much faster.

The graphic compares the setup costs and benefits of an on-premise versus a cloud-based implementation of a typical enterprise HCM system for a company of 5,000-10,000 employees.

Cost savings and efficiencies typically come from six areas:

- **No upfront investment in hardware** to run the HCM system
- **No IT implementation costs** (external consultants or in-house IT teams to install the system)
- **No in-house application management, maintenance or upgrade costs**
- **Reduced power and cooling costs** as less hardware is needed on your premises
- **Faster implementation reduces the opportunity cost** of continuing to use old systems
A comparison of the costs and benefits of an on-premise vs a SaaS deployment of an HCM system for 6,000-10,000 employees.
Oracle Fusion HCM Cloud Applications are the most comprehensive, most integrated and most flexible suite of cloud-based HR software available today. They comprise fully integrated modules for three key areas: Core HR and Payroll, Talent Management and Workforce Analytics.
Core HR and Payroll

Oracle Fusion HCM Cloud Applications give you all the tools, processes and intelligence you need to manage and direct a global workforce.

- **HR Management that’s truly global**: helping you to plan, hire, manage and analyze your entire workforce – from on-boarding to retirement

- **Organization management that models your org**: with a global workforce model that lets you assign, manage and track regular and contingent workers

- **Comprehensive employee benefits administration**: allowing you to design, manage and present all of your benefits in a single process, with automated eligibility management

- **Global payroll that pays people accurately**: with a global rules engine that powers native payroll for multiple countries in a single system – including local statutory requirements

- **Compliance that thinks global and acts local**: by aligning with local regulatory requirements while keeping track of the business’s global objectives

- **Absence management for better insight**: helping you to lower costs and improve retention and productivity
CHAPTER THREE

WORLD-CLASS HCM – AVAILABLE IN THE CLOUD

Demo: Global Organization Management

Click the ‘Play’ button to see how Oracle Fusion HCM’s Interactive Org Chart gives you the information you need and the power to act on it.

Integrated Talent Management

Attract, retain and reward the best employees with Oracle Fusion HCM’s complete and integrated talent management solutions.

• **Easier, more useful performance reviews:** with a rich user experience that ensures your line managers will be as enthusiastic about conducting reviews as you are

• **Compensation management that’s smart and streamlined:** tight integration between compensation and talent lets you align rewards with performance, ensuring the highest return on your human capital

• **Goal alignment that gets everyone playing in tune:** assign and manage individual and team goals in alignment with overall corporate objectives
**Demo: Social Collaboration**

Click the ‘Play’ button to see how Oracle Fusion HCM’s Gallery helps you locate, collaborate and network with others in the organization.

**Collaboration across the Mobile, Social Enterprise**

Get your workforce working productively together – wherever they are and whatever device they’re using.

- **Social collaboration that’s more than chatter:** with a private social network that helps people to find the best answers, locate the best skills and work together better

- **Mobile access to work where you want:** with support for a range of devices getting you connected anytime anywhere

**Demo: Advanced Workforce Intelligence**

Click the ‘Play’ button to see Oracle’s powerful, in-built HCM analytics in action.

**Powerful Analytics for Smarter Decisions**

Get the intelligence you need to make smarter, more strategic people-related decisions.

- **Answers to important but complex questions:** get actionable answers to questions like: Who are our top performers? What motivates them? Which employees are at risk of leaving?

- **User-friendly worker portraits:** allowing you to track and manage all HR data and events, including hires, transfers, promotions, and terminations

- **Intelligence at your fingertips:** with embedded analytics, dashboards and the power to create, modify and distribute your own customized reports from over 9,000 pieces of worker information
Nothing stays the same forever. Running your HCM applications in the cloud may be the right choice for your organization today, but tomorrow you may want to take a different approach.
Only Oracle gives you the flexibility to move between deployment models at will.

Thanks to the single code line common to all instances of Oracle Fusion HCM Applications, you can move your applications from the public cloud to a private cloud, hybrid cloud or your own servers in your own data center, without losing any of your data or processes.

“The Fusion architecture provides choice for customers. For example: you can run it in a SaaS mode or you can run it on premise or you can run it in on demand mode. The Principal valued that choice in making our decision to move forward with Fusion Applications.”

- Jay Fogarty, Director of HR IT Applications, The Principal Financial Group
Data security is a top concern for many organizations considering a move to the cloud. With Oracle Fusion HCM Cloud Applications, you benefit from Oracle’s 35 years’ experience at the forefront of IT security, and the unrivalled security features present throughout the Oracle technology stack.

**Oracle Through and Through**

While other cloud-based systems are composed of the vendor’s application running on a third-party data infrastructure and hosted in a third-party data center, Oracle uniquely owns and manages the entire infrastructure of its cloud applications: from the application to the middleware, database, operating system, hardware, and data center facility itself. This means you benefit from a robust, international standards-compliant information security architecture that is tightly woven through every layer of the service, from access management in the application layer down to the embassy-grade physical security in Oracle’s data centers.

**Unrivalled Security Features**

- **Full reference security implementation** with roles, duties, policies, etc. already defined
- **Role-based access control** to manage user access privileges to a fine level of granularity
- **World-class identity management** to ensure only authorized users access your applications and data
- **Enforcement of segregation of duties** to ensure no approval is conducted by a single person
- **Unparalleled database security** to prevent internal and external breaches, including SQL injections
- **Enterprise-grade physical security** at every Oracle data center
- **Stringent vetting processes** to ensure your software is managed by people of the highest integrity
Oracle Fusion HCM Cloud Applications are designed to work in harmony with your organization’s needs. Even in the public cloud, you retain the freedom and flexibility to configure the applications to the way your organization works best – without the need for IT specialists.

Four easy-to-use ‘Composers’ let you dictate the way you want your Oracle Fusion HCM Cloud Applications to work:

- **Data**: Modify data fields to support the way you manage and organize your employee data
- **Pages**: Tailor the look, feel and behavior of the page content to the way you work best
- **Processes**: Create and modify process flows to mirror your working practices
- **BI Reports**: Create, run and share the reports that you and your business need

With the Composers, all the configurations you make are safely preserved when your Oracle Fusion HCM Cloud Applications are updated or upgraded in the future.

**Extends Far Beyond HCM**

Oracle Fusion HCM Cloud Applications are an integral part of a wider family of Oracle Fusion Cloud Applications, enabling you to streamline data and processes across the whole enterprise.

Oracle Fusion Applications are also available for: CRM, Financials, Governance Risk & Compliance, Procurement, Project Portfolio Management and Supply Chain Management.

Visit [cloud.oracle.com](http://cloud.oracle.com) to find out more.
Oracle Fusion HCM Cloud Applications are geared to the needs of modern, agile and competitive organizations. They are fast to implement, come at a predictable monthly cost, integrate readily with other business applications and offer a full range of HR functionality.

Discover Oracle Fusion HCM Cloud Applications today and see how you can:

• Get the latest Oracle HCM applications at a low total cost of ownership

• Integrate HCM data and processes for greater efficiency and better people management

• Gain unprecedented insight into your workforce for truly strategic decision-making

• Enjoy all the benefits of cloud computing with none of the security or performance worries

• Move seamlessly to a different deployment model as your enterprise needs change
For more information about how Oracle Fusion HCM Applications can help you to unleash your people power, click on the links below.

**Further Resources**

### White Papers

- **Oracle Fusion Talent Management Overview** – An introduction to the comprehensive talent management capabilities of Oracle Fusion HCM Applications in the cloud.

- **HCM in the Cloud: Bringing Clarity to SaaS Myths and Manifestos** – A look at some common myths surrounding cloud-based HCM applications.

- **Rethinking the Business of HR** – An exploration of how the HR function is changing, and how Oracle Fusion HCM applications support that shift.

- **Oracle Fusion HCM Cloud Applications: A Buyer’s Guide for CIOs** – A detailed look ‘under the hood’ at what makes Oracle’s cloud-based HCM applications the best choice for enterprises today.

### Web Links

- **Oracle Cloud** – See Oracle Fusion HCM Cloud Applications in action and register for access.

- **Oracle.com/hcm** – Information and resources on Oracle Human Capital Management solutions.

- **HR Virtual Briefing Center** – Find a wealth of information and resources about Oracle Fusion HCM Applications.