

Oracle Talent Management for Midsize (TBE)

Oracle Talent Management for Midsize is designed for small to mid-sized businesses that need proven methods for driving real world success. Strong performance management tools help individuals and organizations establish and pursue shared goals and objectives. Oracle is the #1 choice of talent professionals in midsize organizations, with adaptive solutions that support highly-flexible and agile workflow management.

BUILD A SUCCESSFUL WORKFORCE

Establish the building blocks that help drive individual and team communications, collaboration, and success. Provide employees and managers with the tools they need to foster mutual understanding and support. Ensure alignment of goals and objectives across the organization. Build and establish a workforce culture that thrives on accomplishments.

Top features include:

- **Goal management.** Share and align goals and objectives that cascade down to all levels.
- **Automated employee reviews and routing.** Use flexible and highly-configurable templates to define, assign, and monitor employee reviews. Approval workflows can auto-assign up to two hierarchical levels.
- **Performance and coaching library.** Managers can reference standardized behavioral competencies, feedback comments, and coaching tips, used to provide high-quality performance reviews.
- **Multi-rater reviews.** Collect detailed feedback during the review process from supervisors, peers, subordinates.
- **Employee Website.** Provide portal access that helps organizational stakeholders ensure communication, alignment and progress around performance goal expectations.
- **Career Planning.** Engage employees with a self-service employee profile that can assist with matching employees to future opportunities.

Key Features

- Goal management
- Automated review assignment and approval routing
- Behavioral competencies library (English)
- Writing assistant (English)
- Multi-rater / 360 reviews
- Employee Website
- Career planning
- Coaching tips
- Position control
- Pay for performance
- Merit and Bonus allocation
- Employee profiles

- **Position Control.** Share your company organizational structure with managers visually. Map position-to-position relationships and required competencies for each position. Assign performance reviews to employee groups based on custom position and developmental requirements.

REWARD THE RIGHT BEHAVIORS IN THE RIGHT WAY

Good compensation plans help reward, align, and support company and individual goals and objectives, while maximizing returns on your labor investment.

Top features include:

- **Compensation Types.** Support merit, bonus, stock, or base pay adjustments, including lump sum, promotion, and market adjustments as well as non-salary adjustments for spot rewards, perks, and benefits or other rewards.
- **Enforce guidelines.** Customize compensation guidelines, which provide the basis for all compensation management.
- **Compa-ratio.** Apply a pay range modifier to compensation guidelines based on an employee's compa-ratio.
- **Variable pay.** Allocate and fund compensation cycles based on the financial results of the organization.
- **Employee profiles.** Store compensation events on an employee profile and provide historical compensation information needed by third-party and other systems of records.

GET THE RIGHT SOLUTION

Oracle Talent Management for Midsize is designed to support midsize business with powerful capabilities. Highly flexible and efficient, our midsize solutions are intentionally easy-to-use and fast-to-start. Enjoy complete and scalable solutions that continue to fit your business needs and requirements, even as your organization continues to develop and grow.

Key Benefits

- Improve career mobility and bench strength within your organization
- Engage in an ongoing performance dialogue
- Automate the performance review process
- Attract and retain top performers
- Align compensation plans with planning and budgeting cycles
- Allocate merit and bonus pay at the right frequency

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