ORACLE

Guide your people strategy

With Oracle Fusion HCM Analytics and Oracle Recruiting

Is your organization utilizing the power of your people data?

Data is everywhere in your organization, but you don't always have the right ways to see it and use it. You have questions about your people—their performance, tenor, development, and diversity—that could guide your people strategy and your business forward.

- **How do you access and engage with the analytics important to you?**

- **Who are top performers in your organization? Why are they performing well?**

- **How do you retain your best talent? What actions can help?**

- **How do you analyze and communicate large unstructured data?**

Say it, see it, act on it.

Recruiters and HR leaders are empowered to ask any question in their natural language—using text or voice in a simple search-like experience—and hear the results spoken back to them. Giving hiring teams easy ways to think of a question, voice it, and see it encourages them to act quickly and confidently when planning headcount needs, evaluating candidates, and onboarding new hires.

Why it matters

Maintaining productivity has been challenging for recruiting and HR teams operating from home, even with the help of technology. By going beyond standalone ATS solutions to deliver easy-to-use experiences like voice and text driven responses, hiring teams can make faster, smarter decisions whether they're at home, on the road, or in the office.

Oracle's unique value

- Get the answers you need by typing, texting, or verbally asking questions – like "show my headcount by location on a map" – for a fast, visual answer.

- Go mobile and give HR and business users visually compelling analytics from anywhere.

- Listen to natural-language generated audio narratives of the most salient points from reports and dashboards.

Discover important connections

Hiring teams can use embedded machine learning to deeply understand hiring and business KPIs together while accurately predicting future outcomes. For example, you can learn the source of top performers, track diversity program progress, and understand the likelihood of candidates accepting an offer.

Why it matters

Recruiting insight is key for improving long-term business impact and it starts with analytics. With complete access to hiring and business data, leaders can clearly understand how to tune processes and the effect it has on the rest of the business. Additionally, by using predictive analytics, teams make faster, smarter decisions related to the hiring process.

Oracle's unique value

- Understand the connections in your HR data with automated explanations that identify and find relationships across workforce data. You can, for example, see how onboarding impacts employee performance.

- Predict future outcomes by generating forecasts with a single click, giving you and accurate estimation of metrics like time-to-hire.

Understand the tenor of your workforce

Easily combine workforce data with external unstructured data to gain better internal talent insight. Coupled with advanced text and graph analytics, see a more complete picture of employees to identify potential candidates for open roles and visualize skill gaps while making decisions that help drive internal mobility.

Why it matters

With the talent shortage showing no signs of abating, organizations are relying on internal talent to fill job vacancies. Having real-time visibility into the skills, experiences, and aspirations of your workforce helps recruiters determine which employees to target for open roles and ultimately who to hire. Internal mobility not only helps fill essential positions but improves retention while lowering hiring costs.

Oracle's unique value

- Gain essential workforce knowledge with pre-built analytics across recruiting, workforce management, compensation, performance, and career development to help you recruit and retain the best talent.

- Use best practice analyses that include more than 100 delivered and customer community-sourced performance indicators and dashboards.

Engage more candidates and drive business insight with Oracle Recruiting

As organizational needs continue to rapidly evolve, understanding your employees and company is more important than ever. Oracle Recruiting, part of Oracle Cloud HCM, helps HR and talent leaders attract more candidates, visualize the abilities of their workforce, and rectify inefficiencies in the recruiting process—all within one unified platform.

Learn more