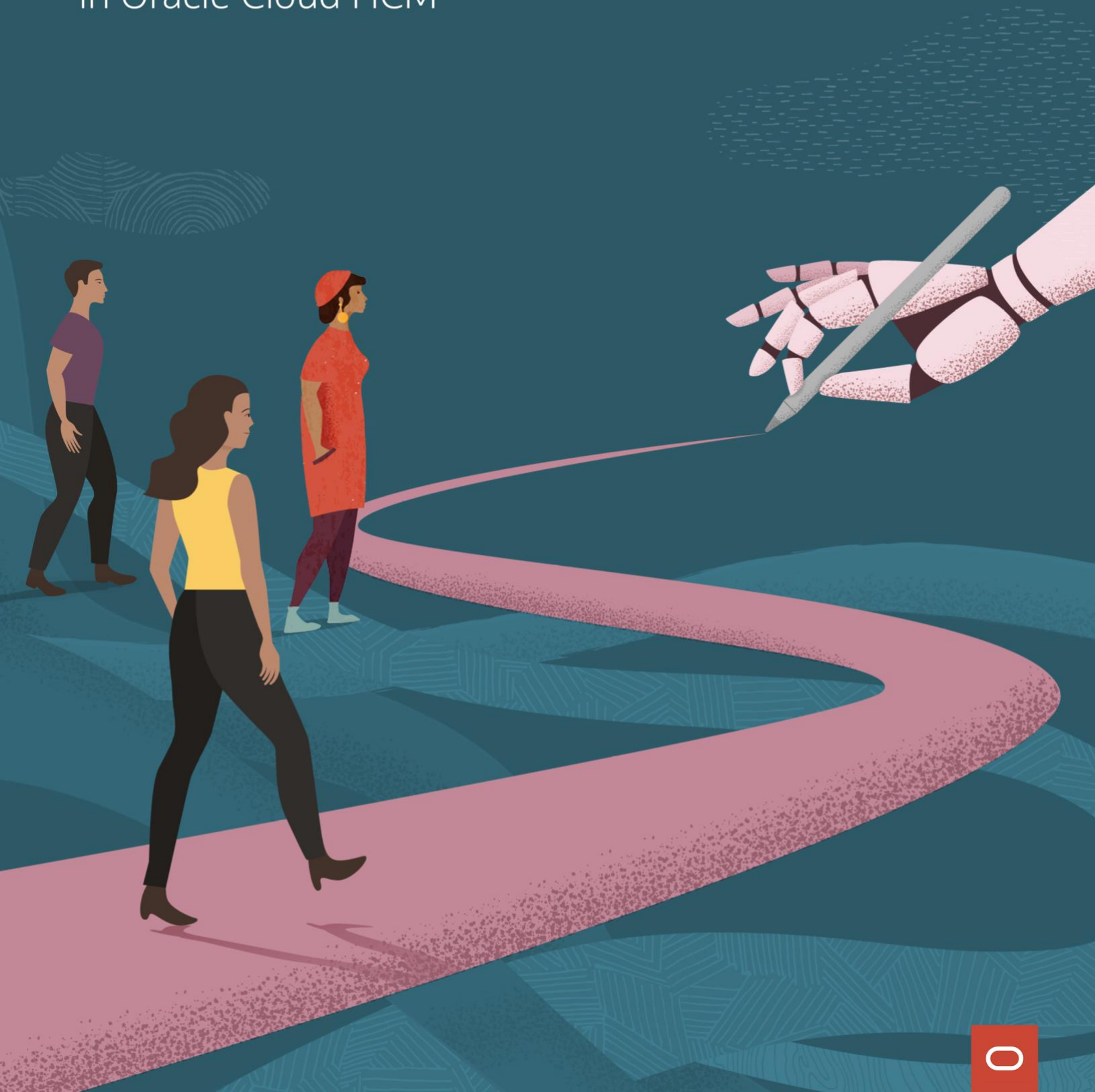


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# Generative AI

in Oracle Cloud HCM



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# Leveraging the power of generative AI

Generative AI excels at creating original, human-like content, giving every worker access to programs that can act as a personal assistant to complete repetitive tasks, support brainstorming, and simplify routine daily activities. Organizations see the potential of generative AI in transforming workforce productivity, opening doors to new growth opportunities, and increasing employee satisfaction.

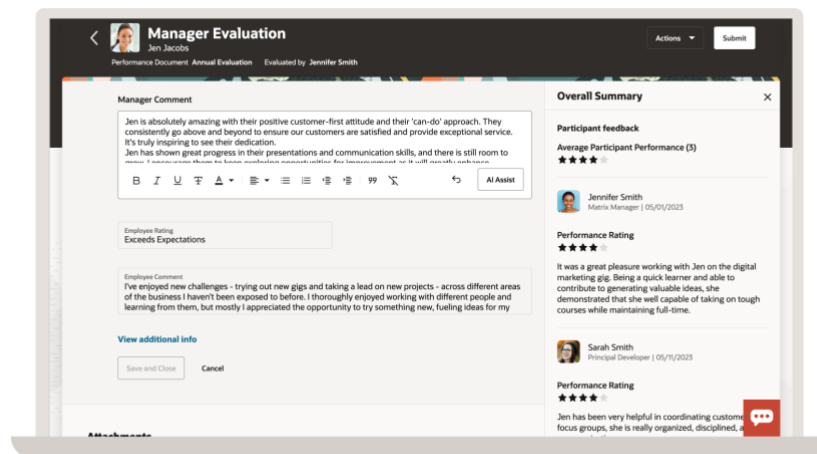
Generative AI also carries risks, including misinformation, privacy concerns, bias, and unintended side effects. HR leaders face the challenge of deploying the necessary technology, usage guidelines, and policies to address these risks to maximize the business value of generative AI.

# Generative AI in Oracle Cloud HCM

Oracle Cloud HCM gives workers embedded generative AI assistance to help complete more tasks in less time and to help create a more fulfilling work environment while keeping sensitive and proprietary information secure.

"Using generative AI in HCM applications will be a game-changer for organizations."

—Gareth Abreu, domain principal—HCM Business Platforms, Co-op

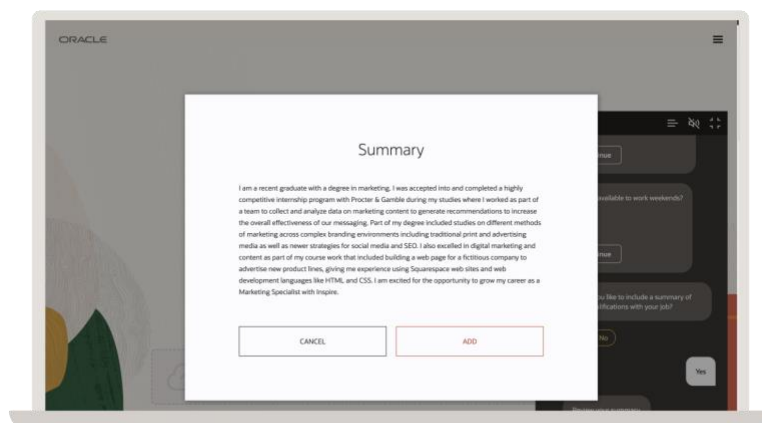


## Save time while elevating employee experience

The information shared during “moments that matter,” such as performance evaluations and development conversations, heavily influences employee engagement and satisfaction. Generative AI-powered capabilities in Oracle Cloud HCM can shorten the time to create quality content for key candidate and employee experiences, including suggestions for goal descriptions, development advice, and performance summaries. Customers can choose to train the generative AI model to create content matching the organization's style and tone.

Generative AI in Oracle Cloud HCM can:

- Give employees suggestions for goal descriptions to foster greater alignment
- Create a performance review summary by analyzing multiple data sources to improve performance conversations and development suggestions
- Draft development tips for managers to help employees succeed and progress on career goals
- Give candidates a summary of their best-fit capabilities and attributes for a position

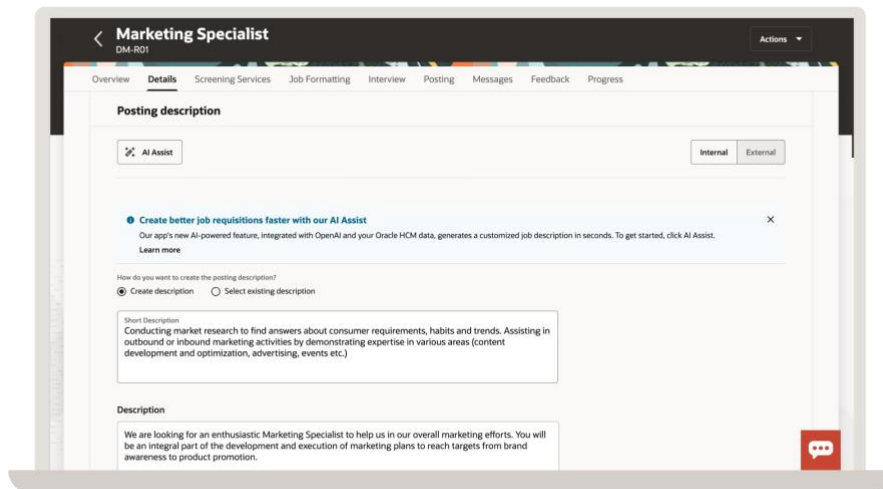


## Transform how work gets done

Generative AI can help reduce the time to complete routine tasks, shifting resources for more complex and strategic work. Generative AI-powered authoring in Oracle Cloud HCM enables your workforce to quickly compose content to streamline and simplify day-to-day HR activities such as building knowledgebase articles, developing surveys, and creating job postings.

With Generative AI in Oracle Cloud HCM, your employees can:

- Construct knowledgebase articles to answer frequently asked questions with less time and effort.
- Suggest survey questions to drive higher response rates and give you a better understanding of employee needs and sentiment.
- Create engaging job posting descriptions that distinctly convey a position's requirements and success criteria.

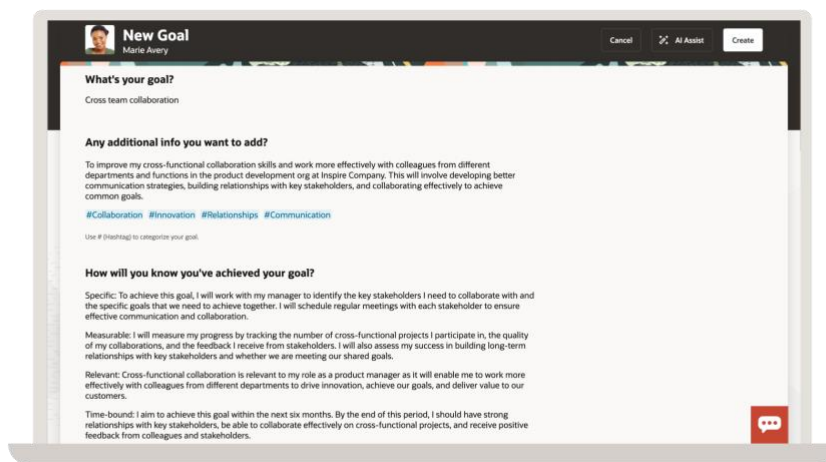


# Deploy with Oracle Cloud HCM security and performance

As employee demand rises for generative AI, leaders must mitigate associated concerns and risks when deploying it across the organization. Built on Oracle’s AI infrastructure, the generative AI capabilities in Oracle Cloud HCM deliver high levels of security and performance within a single unified platform.

With Oracle Cloud HCM you can:

- Helps reduce the complexity of deploying generative AI with an AI infrastructure to deliver high levels of security and performance.
- Get the best results while reducing undesirable side effects with built-in generative AI prompts to help mitigate factual errors and bias.
- Give employees on-demand generative AI assistance—with actions that trigger only by an employee’s command so they can use tools the way they believe best.



## Conclusion

Generative AI in Oracle Cloud HCM enables employees to improve productivity in existing HR processes, help produce better results, and build a more positive working environment. By leveraging a unified HCM solution and AI infrastructure, your organization can deploy generative AI services in less time and with guardrails to deliver business value faster and keep private data secure.

[Learn more about Generative AI in HCM](#)



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