

Oracle Fusion Cloud HCM

Solution Overview



Oracle Fusion Cloud HCM



Oracle Fusion Cloud HCM is a complete cloud solution that connects every human resource process—and every person—across your enterprise.

[Introduction](#)

[What's New](#)

[Oracle ME](#)

- [Connections](#)
- [Communicate](#)
- [Touchpoints](#)
- [Celebrate](#)
- [Grow](#)
- [Journeys](#)
- [HR Help Desk](#)

[Oracle Human Resources](#)

- [Core HR](#)
- [Benefits](#)
- [Strategic Workforce Planning](#)
- [Work Life](#)
- [Advanced HCM Controls](#)
- [Visual Builder Studio](#)

[Oracle Talent Management](#)

- [Dynamic Skills](#)
- [Recruiting and Recruiting Booster](#)
- [Learning](#)
- [Career Development](#)
- [Opportunity Marketplace](#)
- [Performance Management](#)
- [Compensation](#)
- [Succession Planning](#)

[Oracle Workforce Management](#)

- [Absence Management](#)
- [Time and Labor](#)
- [Workforce Scheduling](#)
- [Workforce Labor Optimization](#)
- [Workforce Health and Safety](#)

[Oracle Payroll](#)

[Oracle Fusion HCM Analytics](#)

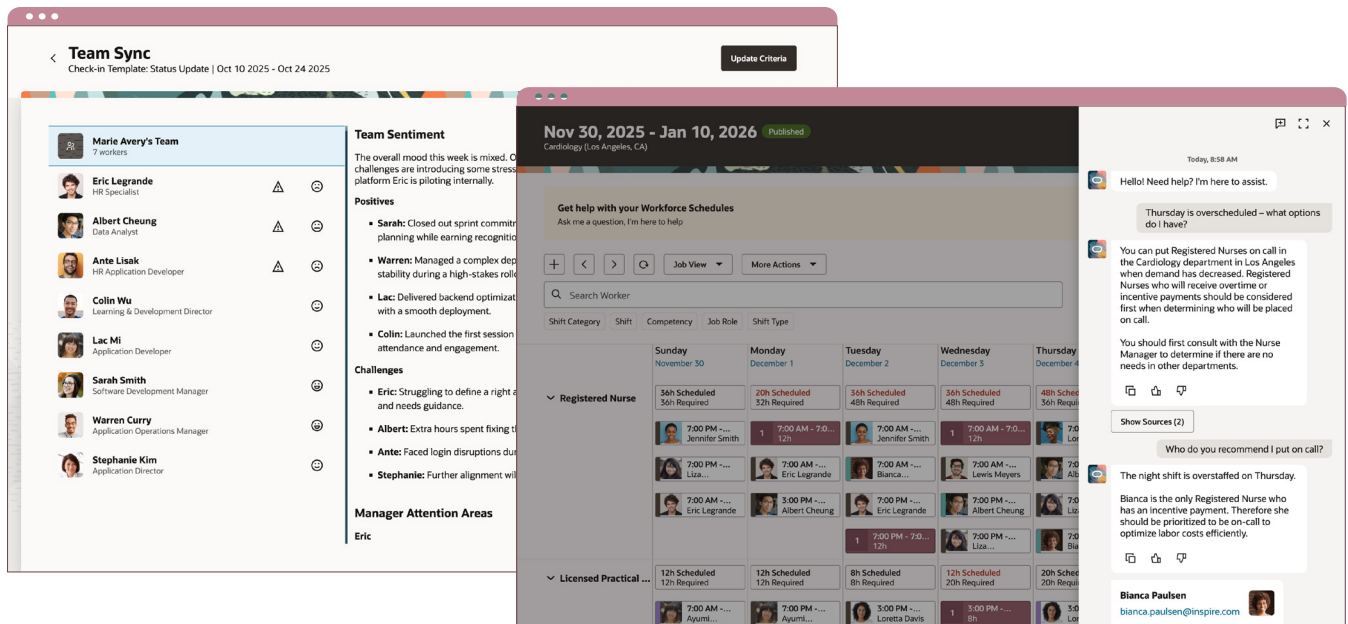


Build a human-agent workforce with an AI-powered HR solution

Work is changing faster than people and processes can handle. AI is now essential to success, creating new expectations for employees, managers, and leaders and pushing organizations to rethink how work gets done. By redesigning work around humans and intelligent agents, HR can help people spend less time on research and routine tasks and more time on strategy, leadership, and impact. The potential result is a workforce where managers lead, employees grow with purpose, and people work alongside AI to simplify the complicated and maintain momentum.

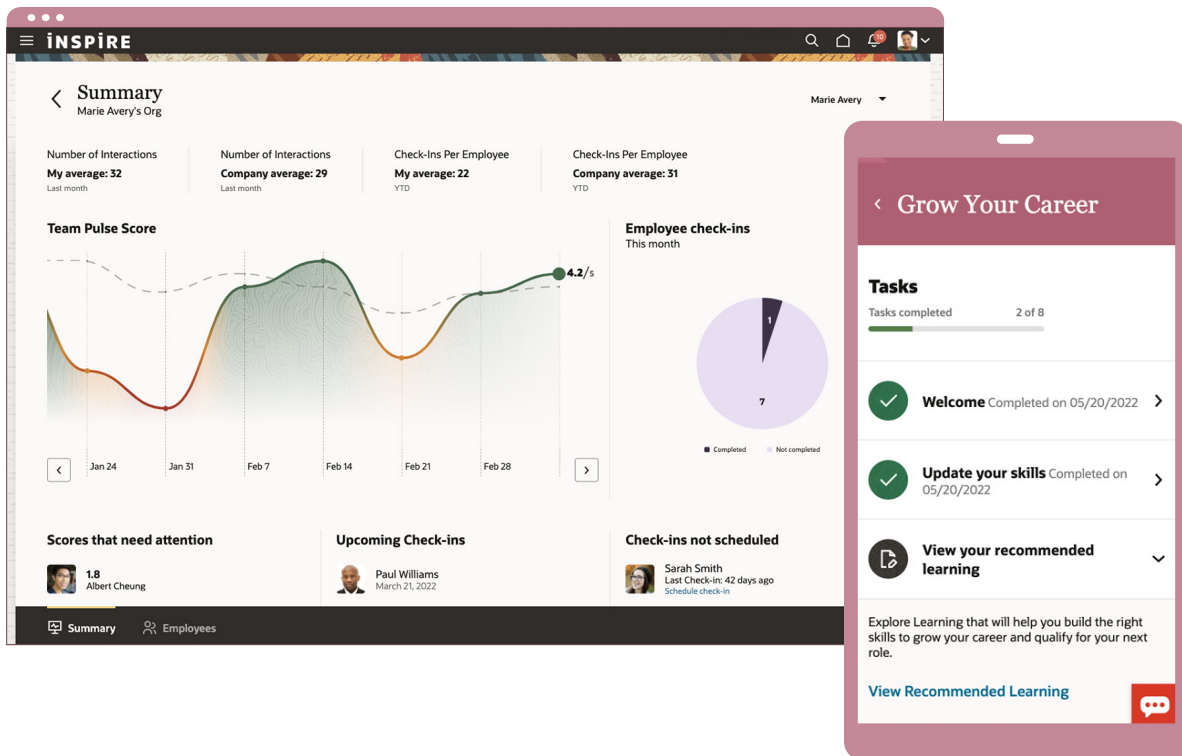
Oracle Fusion Cloud HCM is different from other solutions on the market

Our suite provides organizations with a complete, AI-powered platform designed for the human-agent workforce—connecting HR, talent, and operations in one secure cloud. With embedded AI and continuous innovation, our solutions help you drive performance, support people, and move the business forward.



AI is built into Oracle Cloud HCM, not bolted on

- AI is embedded across HCM processes and roles, connecting intelligence and execution within one unified cloud platform.
- Data, applications, and AI operate together in a unified, secure cloud platform.
- Classic AI can inform, generative AI and agents can assist, and agentic applications can deliver outcomes across the employee lifecycle.
- Built-in tools let teams design, extend, deploy, and monitor custom agents while allowing governance and control.
- Organizations can scale AI seamlessly without separate tools, complex integrations, or additional vendors.

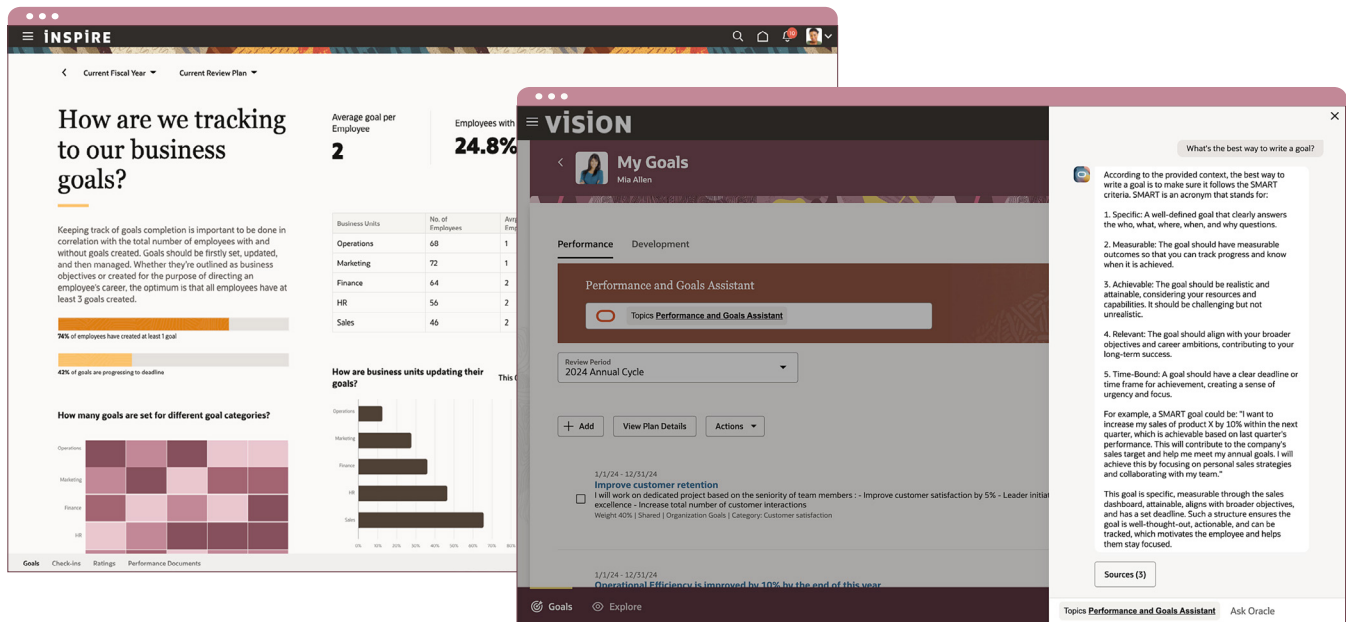


A best-in-class employee experience

- Workflows that provide personalized, step-by-step guidance based on a comprehensive understanding of each employee
- A consistent, seamless experience across multiple devices that learns and adapts to employee behavior
- A personalized homepage featuring quick actions, tasks to finish, and a dashboard that can be tailored with key analytics
- A continuous listening solution that helps managers strengthen their relationship with their employees
- Technologies employees are familiar with, such as digital assistants and conversational user interfaces

A comprehensive and unified cloud HCM solution

- An end-to-end solution that's natively built for the cloud, from the ground up
- Part of Oracle Fusion Cloud Applications Suite, which includes solutions for enterprise resource planning, supply chain management, advertising, and customer experience to help you better align HR with business goals and improve operational excellence
- Adaptable and configurable to help you meet your specific needs without relying on IT
- Increased data security and privacy—your data resides within one solution, no importing or exporting required, which helps mitigate risk



A relentless focus on innovation

- A transformative, future-proof platform with more than 5,000 best practices built in, allowing you to innovate faster and easily adopt new technologies, including AI—GenAI, AI agents, custom AI, and agentic apps—machine learning, blockchain, and the Internet of Things
- Annual R&D investments totaling US \$10.3 billion, with 18,000 patents securing our innovations
- More than 9,500 product updates deployed in the cloud last year, with 80% of enhancements based on customer feedback
- Recognized by industry analysts as a leader in innovation for cloud HCM as well as core financial management and enterprise performance management systems

What's new?

Drive business outcomes with agentic applications

New built-in agentic applications can coordinate teams of AI agents to help you achieve your defined business outcomes. Instead of assisting with individual tasks, they are designed to actively move work forward by continuously monitoring enterprise activity, understanding context, and identifying the right next step. They can complete actions, and can be designed to stay within parameters and human guardrails, enabling decisions to remain consistent. In a unified agent workspace, users no longer switch between disconnected screens and reports. They can access insights, review recommended actions, and complete tasks in one place, offering them a clear, guided experience that keeps work progressing and elevates decisions requiring human judgment.

New agentic applications now available include the following:

- Manager Concierge Workspace unifies compensation, performance, talent, and absence signals, prioritizes what needs attention, prepares policy-backed options, and enables one-click decisions so managers can focus on coaching and retention.
- Workforce Operations Command Center coordinates scheduling, time, and absence, surfaces real-time risks, simulates downstream impact, and guides coverage decisions to help maintain service levels and control labor costs.
- Team Learning Workspace for Managers monitors certifications and skills, flags potential compliance and readiness gaps, and prioritizes development actions that strengthen team capabilities.
- Hiring Workspace for Store Managers can propose candidates, automates interview scheduling, and flags stalled requisitions to accelerate frontline hiring.
- Career Advancement Assistant matches skills to roles, identifies required training, recommends gigs, and automates networking outreach to increase internal mobility and close readiness gaps.
- Team Talent Calibration and Review Workspace analyzes talent signals, identifies rating inconsistencies, and prepares evidence-based recommendations to support efficient calibration and strategic talent discussions.

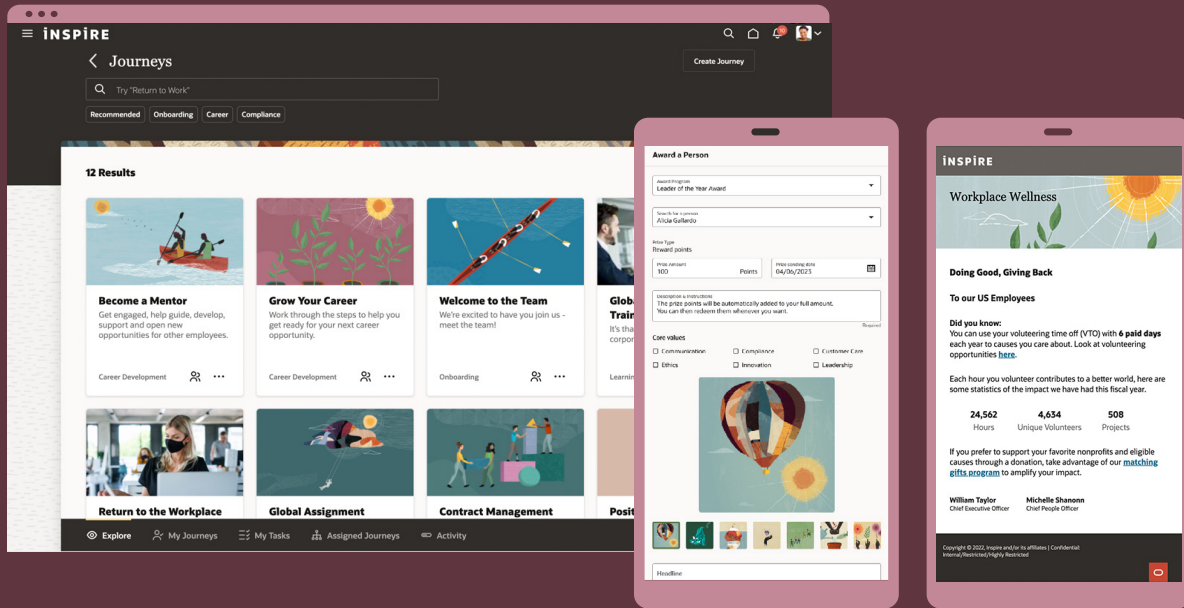


Strengthen leadership in an AI-driven world with AI-powered coaching

Business complexity is increasing, workforce expectations are shifting, and AI is changing how work gets done. Managers are being asked to engage and inspire teams, support performance, drive growth, and make decisions in a constantly changing environment, often without the time or structured support to keep up. Oracle Manager Edge, part of Oracle Touchpoints, is an AI-powered coaching assistant designed to help managers lead with greater confidence and consistency.

It draws on real organizational signals from one-on-one meetings, feedback, performance reviews, goals, and team interactions to deliver in-the-moment, context-aware insights, perspectives, and practical, step-by-step guidance aligned with team needs and business priorities. It can also take selected next-step actions—such as drafting one-on-one agendas, capturing and organizing follow-ups, and generating tailored recognition or coaching messages—on a manager's behalf to keep work moving. By bringing insights and action together in one guided experience, Oracle Manager Edge helps scale higher-quality coaching and leadership across the organization, supporting engagement, productivity, retention, and results in the era of AI.

Oracle ME



Oracle ME is a complete employee experience platform that guides employees through professional and personal activities, delivers responsive HR service support, and streamlines communication across the organization. You also get tools to strengthen the manager-employee relationship, connect employees with their peers, and help employees develop the skills they need to support organizational agility and success.

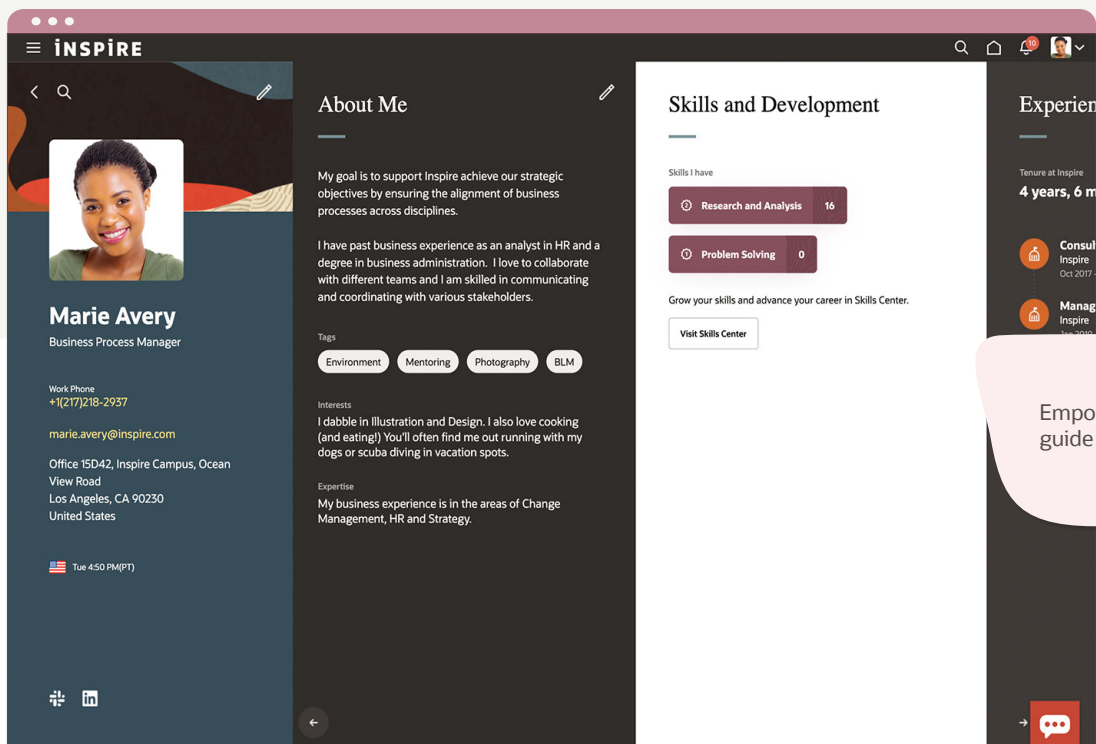
The platform consists of eight Oracle Fusion Cloud HCM solutions:

[Connections](#)
[Communicate](#)
[Touchpoints](#)
[Celebrate](#)

[Grow](#)
[Journeys](#)
[HR Help Desk](#)

Oracle ME | Connections

Oracle Connections is an interactive workforce directory and organization chart that brings people together by making it easier to search for and connect with people in the organization.

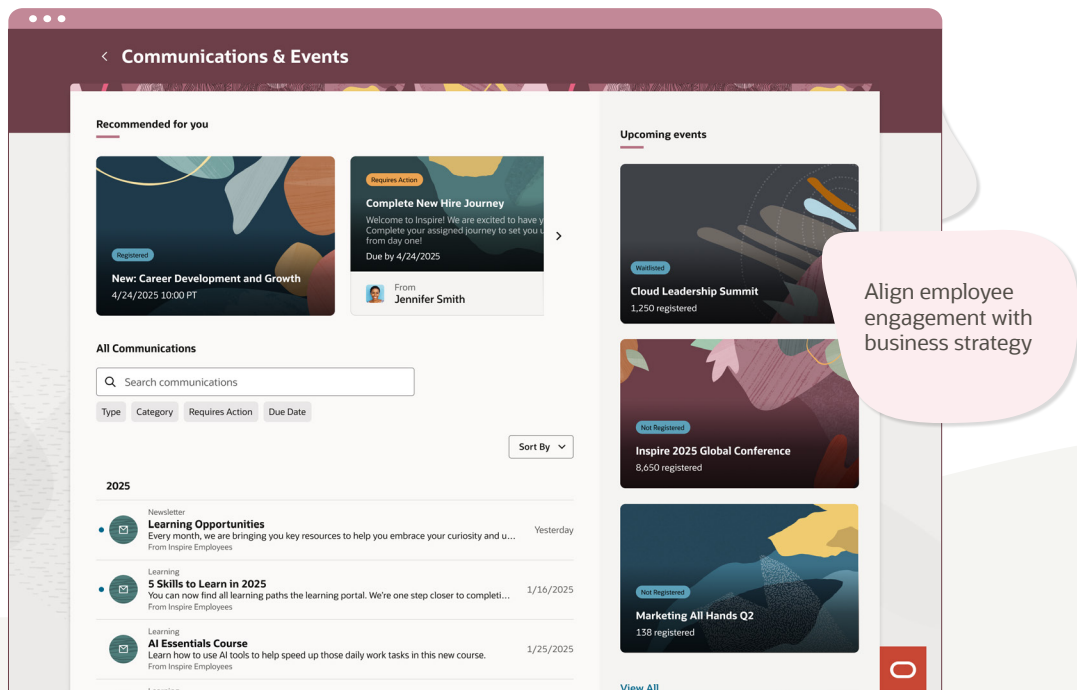


With Oracle Connections, you can

- Help workers quickly find and connect with others who have specific skills, interests, and experiences
- Enable workers to share feedback on each other's walls and highlight personal interests
- Allow employees to promote their accomplishments, skills, and career experience
- Give workers generative AI support to help them draft the "About Me" content for their Connections profile

Oracle ME | Communicate

Enable HR teams, business leaders, and managers to drive employee participation, growth, and performance with targeted communications and internal events using a solution connected to workforce data.



With Oracle Communicate, employees can

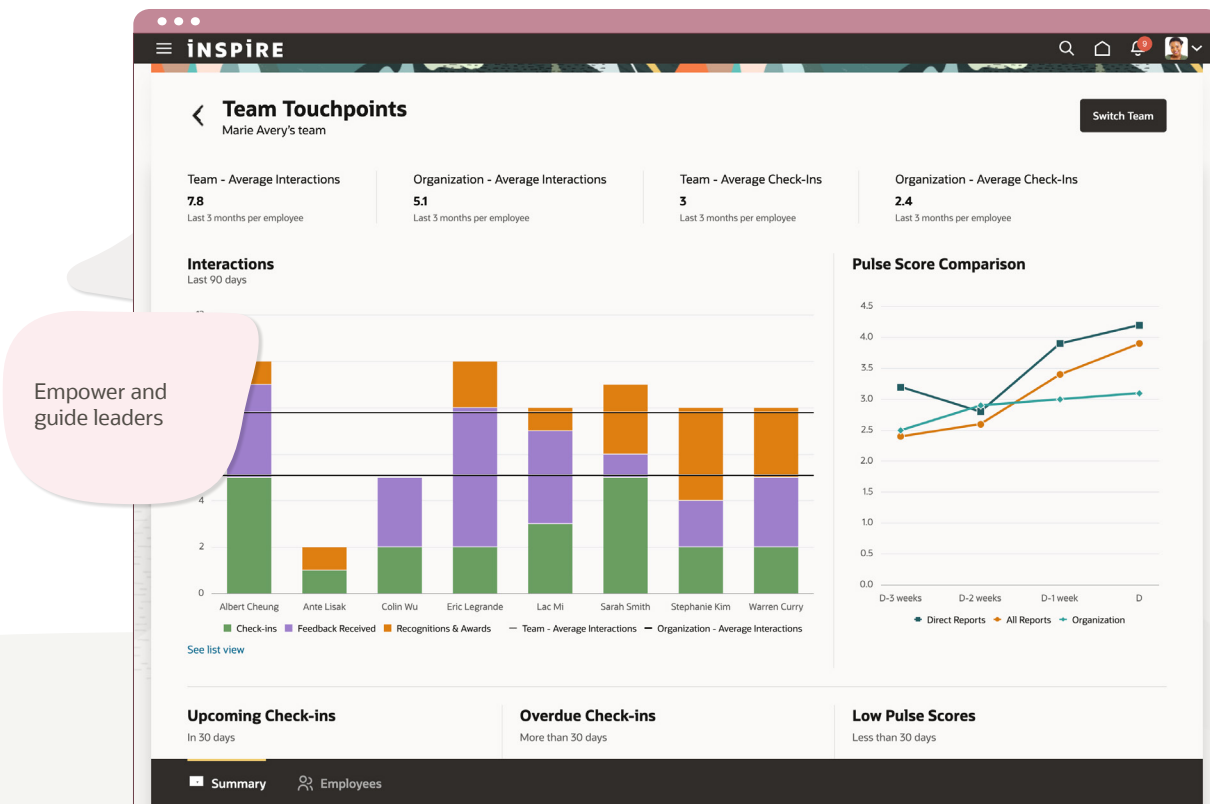
- Access a single hub for communications and updates, including upcoming and past events
- Receive AI-generated recommendations based on their HR data, interests, and previous engagement
- Promote learning events tied directly to professional development
- Create events to increase peer connections and foster a sense of belonging across the workforce

With Oracle Communicate, managers can

- Use a flexible audience builder to automate outreach to the right people at the right time
- Automate reminders for events, training, and other priorities, all targeted to precise audiences
- Create events based on line-of-business data without navigating team email aliases
- Drive change management with precise, real-time insights into actions tied to initiatives
- Derive event insights using analytics and prebuilt dashboards with key success metrics

Oracle ME | Touchpoints

Provide managers with personalized team insights, recommended actions, and continuous engagement opportunities so they can empower their people to show up as their best selves every day.



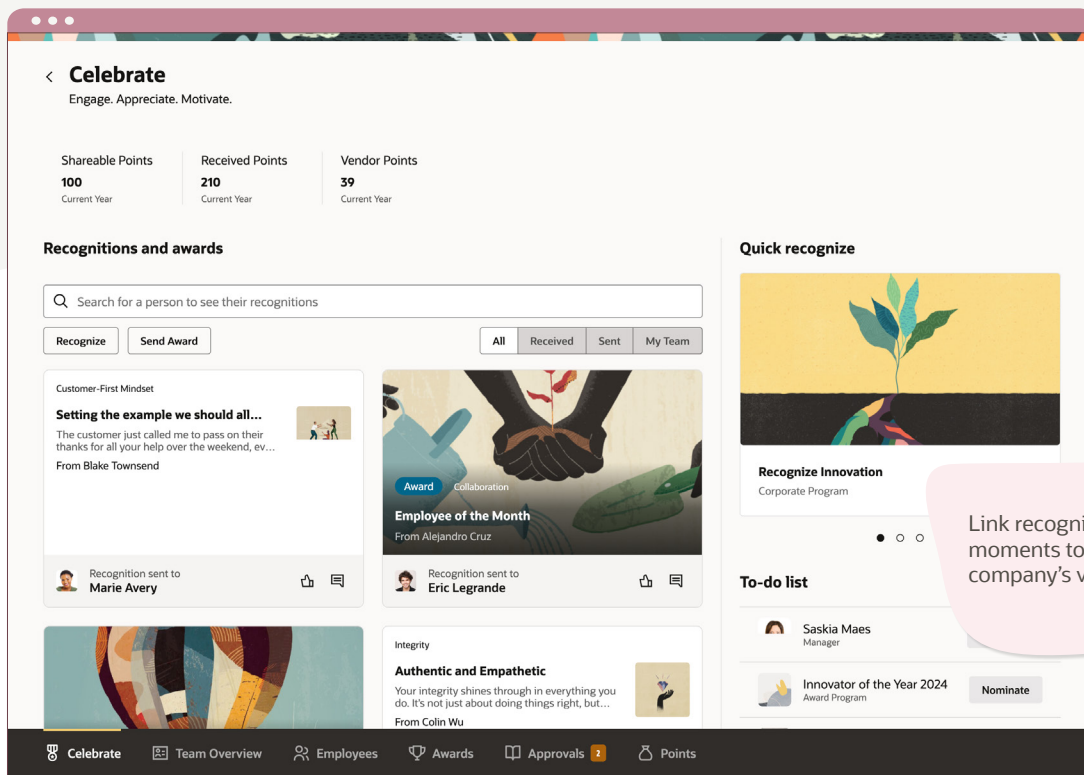
Empower and guide leaders

With Oracle Touchpoints, managers can

- Build management skills with an AI coach that offers actionable guidance to help them support their team members
- Get AI-drafted summaries of team wins and challenges to track progress and quickly implement solutions
- Make employees feel heard by discussing their sentiment trends and listening to their needs
- Add recommended discussion topics to check-ins, such as goals, skills, and more

Oracle ME | Celebrate

Bring unsung heroes to the forefront and drive unique cultural values through tailored, in-the-moment peer-to-peer recognition and holistic engagement insights.

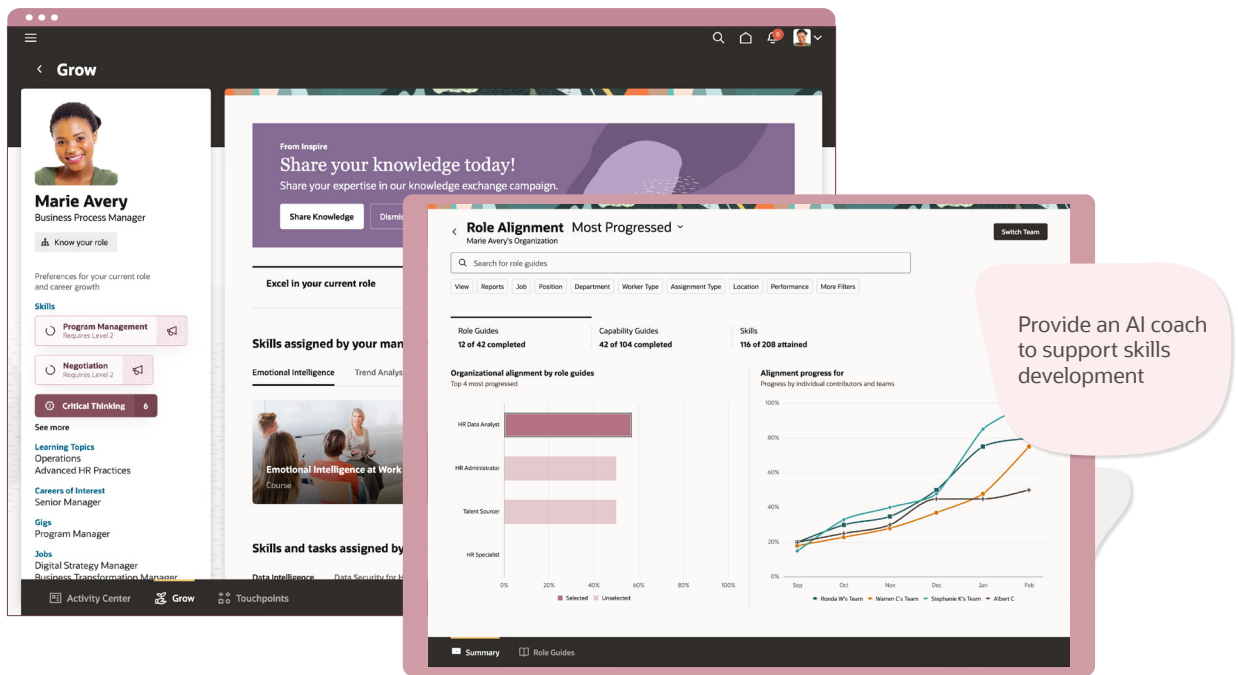


With Oracle Celebrate, you can

- Personalize recognition and reward programs for different segments of the organization
- Improve company culture by tying company values to moments of recognition
- Help workers recognize their peers' milestones and nominate coworkers for awards
- Natively connect with Oracle Payroll to more easily reward people with direct cash awards

Oracle ME | Grow

Leverage skills and talent data in one HCM solution to empower employees, business leaders, and HR teams to uncover and develop the skills they need to boost organizational agility and success.

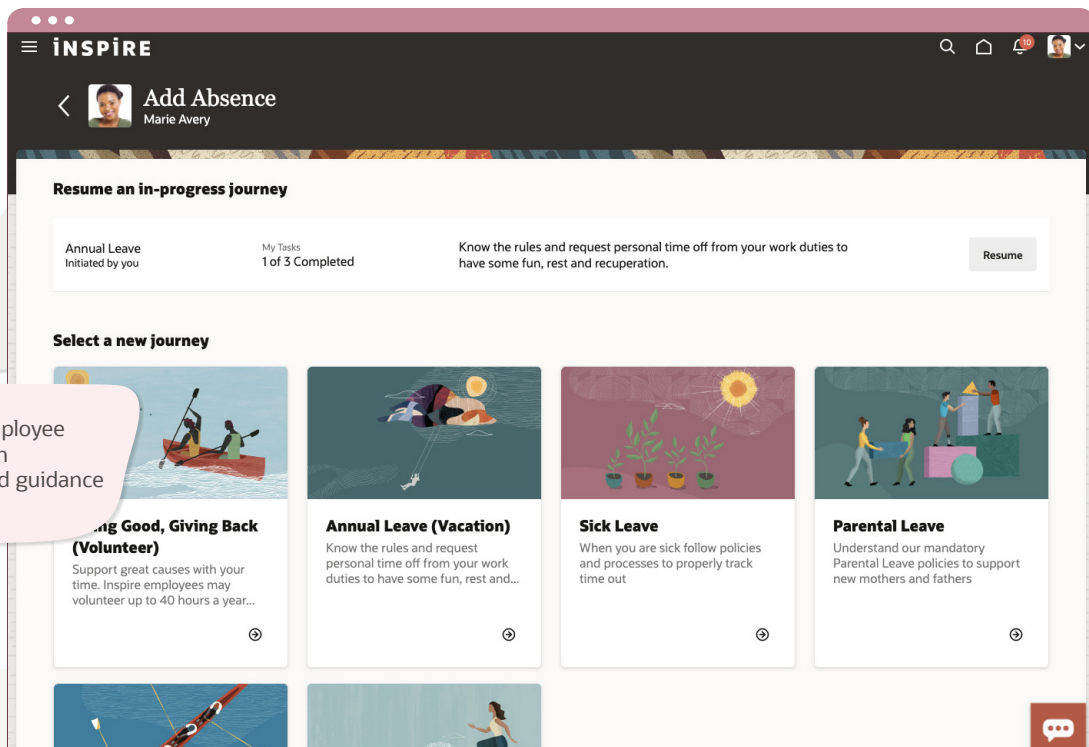


With Oracle Grow, you can

- Provide employees with multiple ways to grow, such as gigs and development journeys
- Empower workers to discover development and career opportunities with AI-generated personalized recommendations
- Give managers a clear picture of their team's skills and tools to help close skills gaps
- Help leaders develop talent to drive specific business outcomes with strategic role guides

Oracle ME | Journeys

Oracle Journeys delivers personalized guidance to support employees through professional and personal workflows, all with one user experience, powered by one system of record.



With Oracle Journeys, you can

- Provide employees with a consumerlike experience to help them find and launch relevant journeys
- Draw from one source of people data to recommend, assign, and trigger tailored journeys
- Deliver contextual analytics, training materials, and instructions to employees within journeys
- Access a library of more than 30 best practice journeys and tasks out of the box
- Build personalized guidance for employees across the enterprise without IT assistance

Oracle ME | HR Help Desk

Oracle HR Help Desk is a unified service request management solution built to support your service center needs. With Oracle HR Help Desk, employees get faster, more consistent responses and comprehensive case management for complex inquiries.

The screenshot displays the Oracle HR Help Desk interface. At the top, the 'INSPIRE' logo is visible, along with navigation icons and a 'Create Request' button. Below the header, there is a search bar with the category 'My Open Requests' and several filter buttons: 'Critical 32', 'Discrimination 3', 'Severity', 'Status', 'Last Updated', 'New', and 'Waiting'. The main content area is divided into two sections. On the left, 'Help Desk Management' includes a 'Critical Service Requests' summary with counts: Resolved (23), Unassigned (105), With Agent (18), and With Requestor (15). Below this is a 'Backlog by priority' pie chart with a legend for Overdue, High, Medium, Low, and None. On the right, a table lists 12 requests with columns for Reference Number, Title, Severity, Status, Contact, and Last Updated. The table data is as follows:

Reference Number	Title	Severity	Status	Contact	Last Updated
00004543	Compare medical plans from last year	High	New	Carmen Strata	February 10, 2025
00004523	Incorrect Pay	High	In Progress	Maya Devlin	February 09, 2025
00004531	Building access denied	Medium	In Progress	Thanapipat Sukmeesubraman	February 09, 2025
00003343	Benefits enrollment not working	High	Waiting	Marcus Smith	February 07, 2025
00034453	Grievance against a co-worker	Medium	In Progress	Colin Wu	February 07, 2025
00003426	Notify manager of medical leave	High	New	Carl Benson	February 07, 2025
00003290	Car Allowance	High	In Progress	Maya Devlin	February 05, 2025
00006320	What is my vacation balance?	Medium	Waiting	Thanapipat Sukmeesubraman	February 05, 2025
00003343	Can I get early payment?	High	New	Sam Jackson	February 05, 2025
00034453	Leave during visa renewal	Medium	In Progress	Colin Wu	February 05, 2025
00004543	Emergency paid	Medium	Waiting	Maya Devlin	February 04, 2025

Resolve inquiries faster with an AI-enabled knowledgebase

With Oracle HR Help Desk, you can

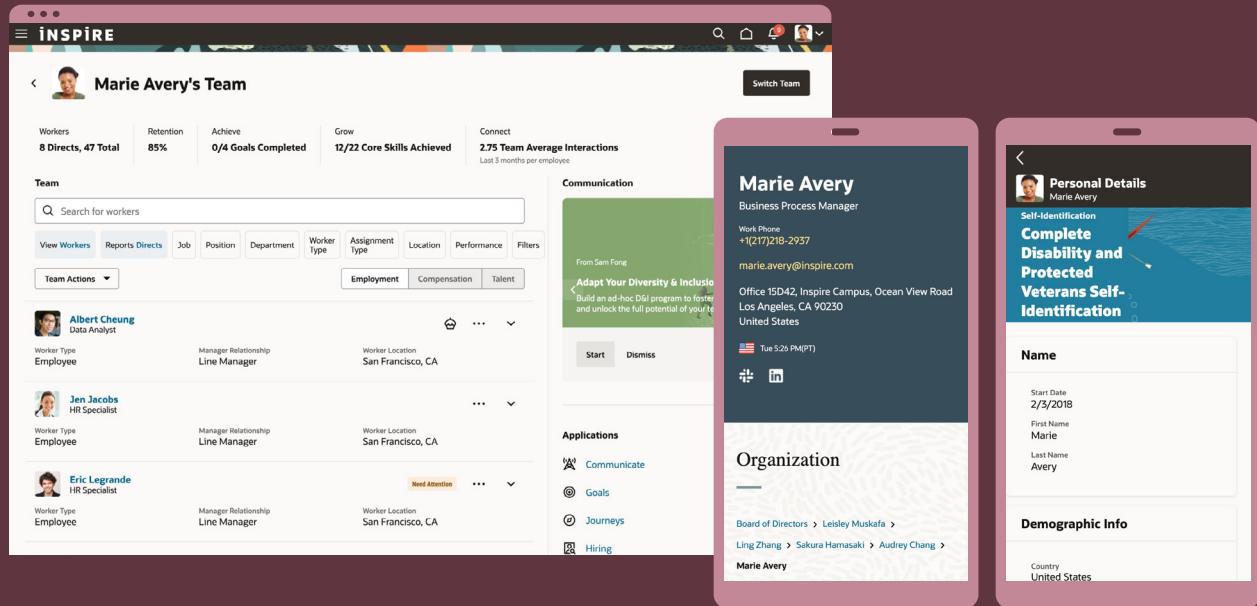
- Provide a complete HR service delivery solution that's unified with Oracle Cloud HCM and fully managed by HR
- Submit inquiries via multiple channels—including digital assistant, SMS, email, and social platforms
- Automate replies and route complex inquiries to the right HR person
- Protect sensitive data with a help desk that uses the same security model as all Oracle Cloud products
- Provide a robust knowledgebase of information that's readily available to both workers and HR professionals



“The Oracle platform enables us to integrate and harmonize our HR processes, removing complexity and enabling our HR function to respond with speed and insight to the evolving needs of our employees and business.”

Lisbeth Nielsen
Head of People Business Services
Nokia

Oracle Human Resources



Oracle Human Resources helps you plan, manage, and optimize HR practices for a global and diverse workforce, all in a single cloud platform. With Oracle HR, you can simplify complex union and industry requirements, handle legislative rules, and mitigate risk with more effective ways to manage and understand your workforce. You also get access to a broad set of workflows, tools, and insights to help you elevate the employee experience and boost productivity.

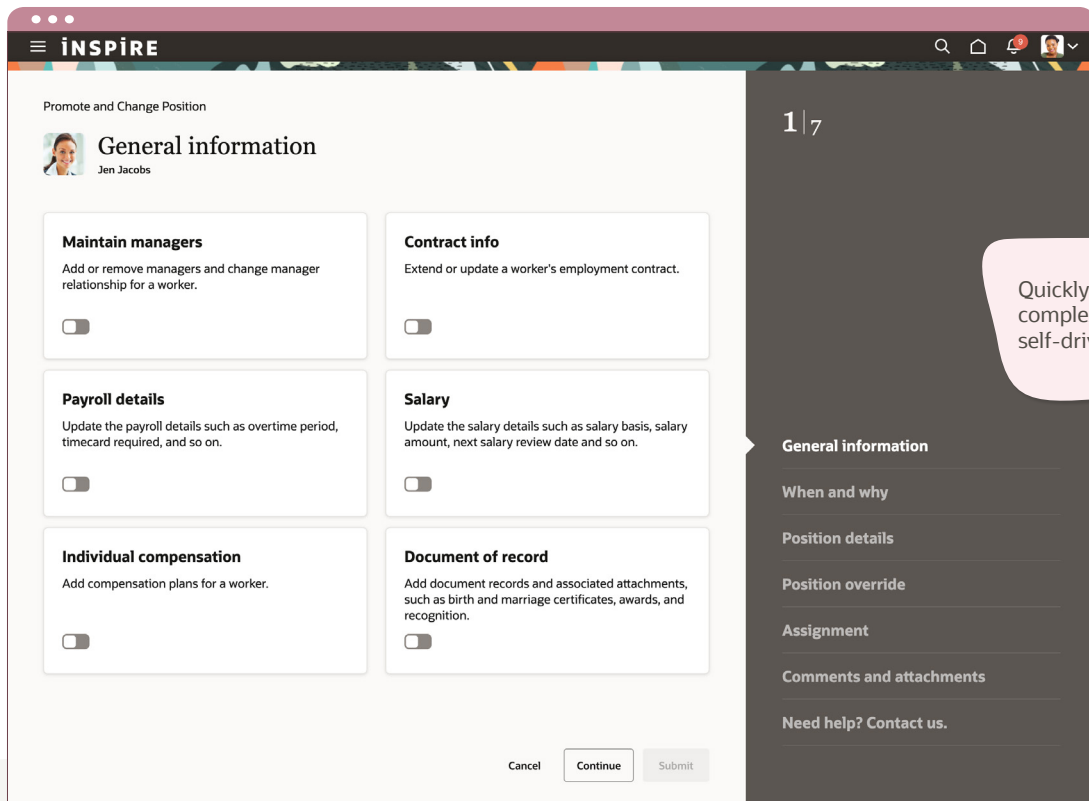
The platform consists of six Oracle Fusion Cloud HCM solutions:

[Oracle Core HR](#)
[Oracle Benefits](#)
[Oracle Strategic Workforce Planning](#)

[Oracle Work Life](#)
[Oracle Advanced HCM Controls](#)
[Oracle Visual Builder Studio](#)

Oracle Human Resources | Core HR

Oracle Core HR gives your organization a smart, personalized way to onboard, engage, and manage your global workforce with best practice business processes that support compliance requirements in more than 200 countries and jurisdictions.

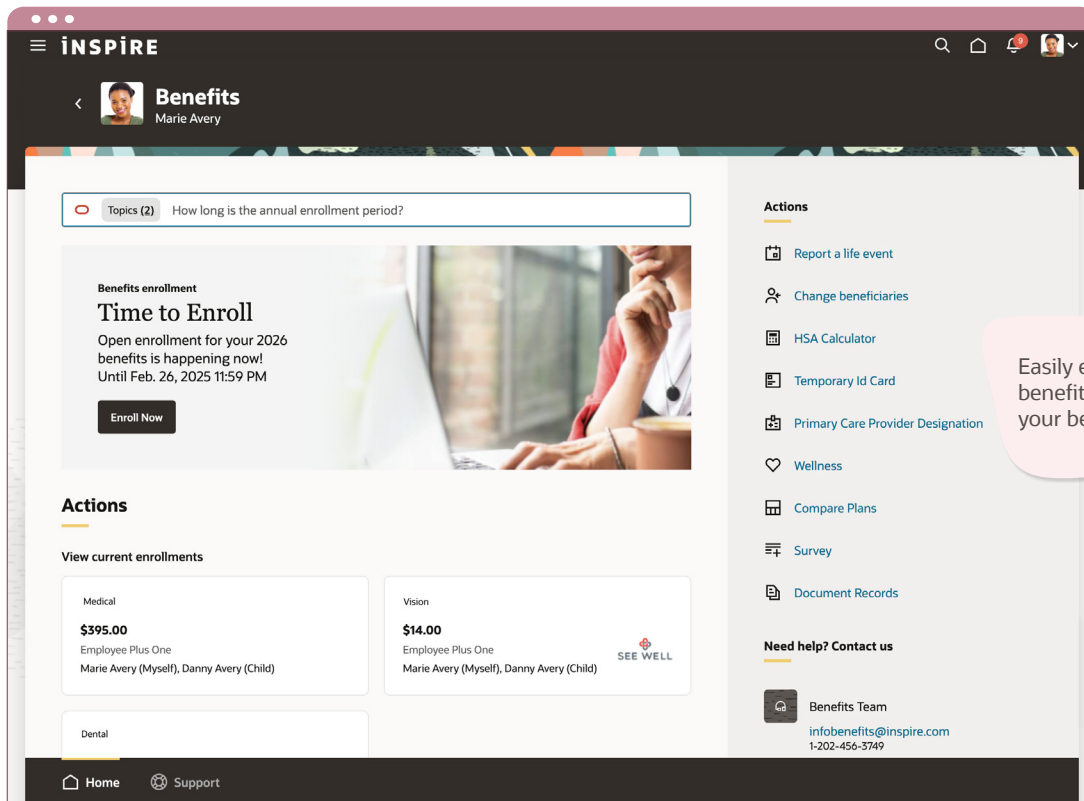


With Oracle Core HR, you can

- Manage the entire employee lifecycle—from hire to retire—in more than 200 countries and jurisdictions
- Efficiently manage employees, positions, and jobs, including global assignments
- Simplify the management of unique industry, union, collective labor, and worker agreements with policy-driven processing
- Get forward-looking insights into workforce trends to help you avoid attrition and manage organizational changes
- Empower employees with an AI agent assistant to help them manage personal and employment information

Oracle Human Resources | **Benefits**

Oracle Benefits is a global, rules-based benefits application with full enrollment processing capabilities that lets you manage and deliver flexible benefits programs that offer your employees choice.



With Oracle Benefits, you can

- Deliver flexible benefit programs that can easily be tailored to meet unique business needs
- Provide employees with an intuitive, consumer-style enrollment and selection process flow to choose their benefits entitlements
- Give employees an AI agent assistant to help them understand and maximize their benefits packages
- Easily transmit benefit information to third-party providers using the solution's open architecture
- Automatically detect life events by syncing with Oracle Core HR to determine if benefits changes may be made

Oracle Human Resources | Strategic Workforce Planning

Oracle Strategic Workforce Planning helps you align your people strategy with your business strategy so you can optimize your workforce for today and prepare your organization for the workforce of tomorrow.

Scenario View	Version	Entity	Job Type	Strategic Start Year	Strategic End Year	FY20	FY24	Skills Gap
Director of HR Service Desk	Mavery, Elizabeth	Adapting to Change				3	5	(2)
		Communication				4	5	(1)
		Decision Making				4	4	0
Director of HR Service Desk		Influencing and Negotiating				3	5	(2)
		Initiative				3	5	(2)
		Innovative Thinking				2	5	(3)
		Problem Solving				3	5	(2)
		Results Orientation				2	4	(2)
		Risk Taking				3	5	(2)
		Teamwork				4	3	1
		Business Policy Expertise				4	4	0
		Employment Legislation				4	4	0
		HR Expertise				5	5	0
		Mentoring				3	4	(1)
		People Motivation				3	5	(2)
		Project Management				3	5	(2)
Human Resources Generalist	Brecek, Anthony	Adapting to Change				2	3	(1)
		Communication				3	3	0

Plan your workforce needs by analyzing trends and forecasts

With Oracle Strategic Workforce Planning, you can

- Align your people and business strategies to plan for the workforce you'll need in the future
- Connect headcount plans with financial plans across departments and locations to stay within budget
- Evaluate current workforce skills, expected retirement, and attrition, and predict where future skills are needed
- Enable HR and finance professionals to perform all their workforce planning activities in one place

Oracle Human Resources | **Work Life**

Oracle Work Life brings wellness, volunteering, and personal brand opportunities to your workforce to help you promote employee engagement and overall well-being.

The screenshot displays the 'My Projects' page in the Oracle Inspire application. At the top, the 'INSPIRE' logo is visible on the left, and navigation icons (search, home, notifications, profile) are on the right. Below the header, a user profile picture and the title 'My Projects' are shown. A summary card contains four statistics: Hours Volunteered in 2020 (0), Target Goal Hours (0), Projects Completed in 2020 (0), and Upcoming Projects (3). Below this, an 'Enrolled' section lists three projects with their details and volunteer counts.

Project Name	Date & Time	Location	Volunteer Count	Teams	Team Challenges
Upgrading School Playgrounds	9/9/20 6:00 AM - 11:00 AM	Redwood City, CA	3 volunteers	0 teams	0 team challenges
Virtual Knowledge Sharing	10/13/20 8:00 AM - 4:30 PM	Redwood City, CA	2 volunteers	0 teams	0 team challenges
Volunteer Teaching Assistant	10/15/20 1:00 PM - 3:00 PM	Redwood City, CA	5 volunteers	0 teams	0 team challenges

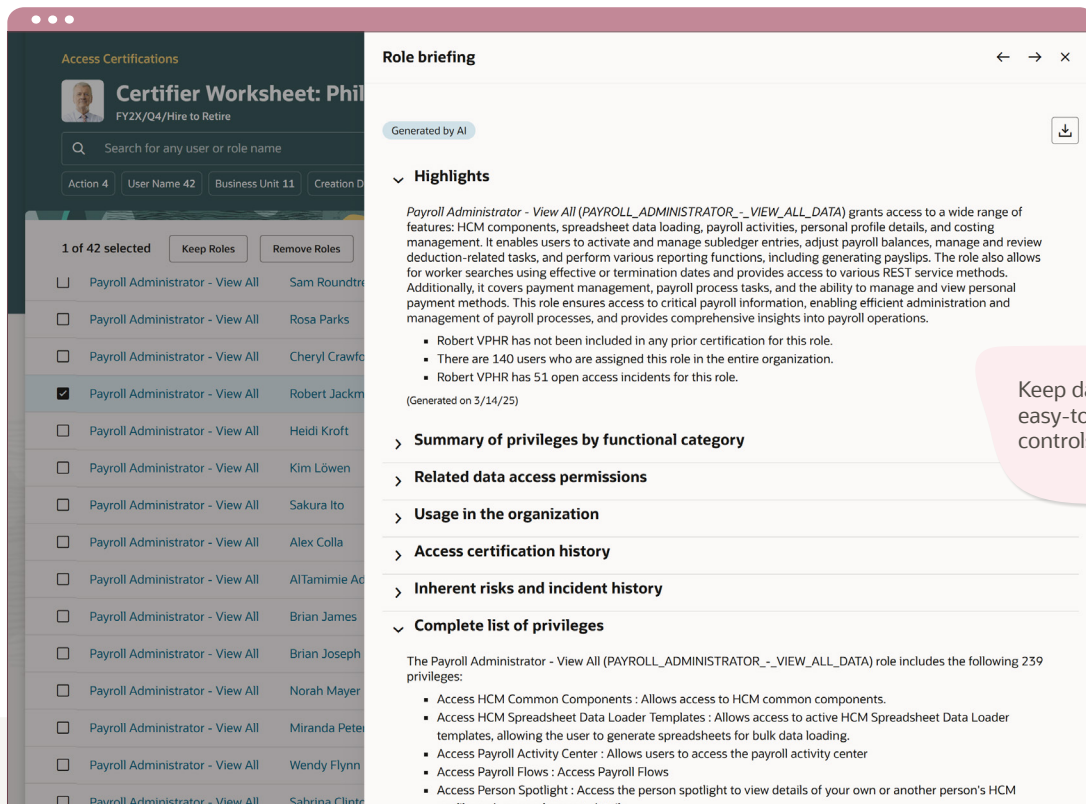
A callout bubble on the right side of the dashboard states: 'Easily encourage and manage volunteering programs'. A red chat icon is located in the bottom right corner of the dashboard area.

With Oracle Work Life, you can

- Support employees' career goals with targeted recommendations for potential mentors
- Create a more meaningful work culture by giving employees easy access to volunteer opportunities
- Provide employees with fun competitions that fuel creativity and motivate them to set and achieve wellness goals

Oracle Human Resources | Advanced HCM Controls

Oracle Advanced HCM Controls helps improve how you manage HCM security and compliance by enabling you to monitor a complete audit trail of changes to setups and master data and providing alerts about suspicious transactions.

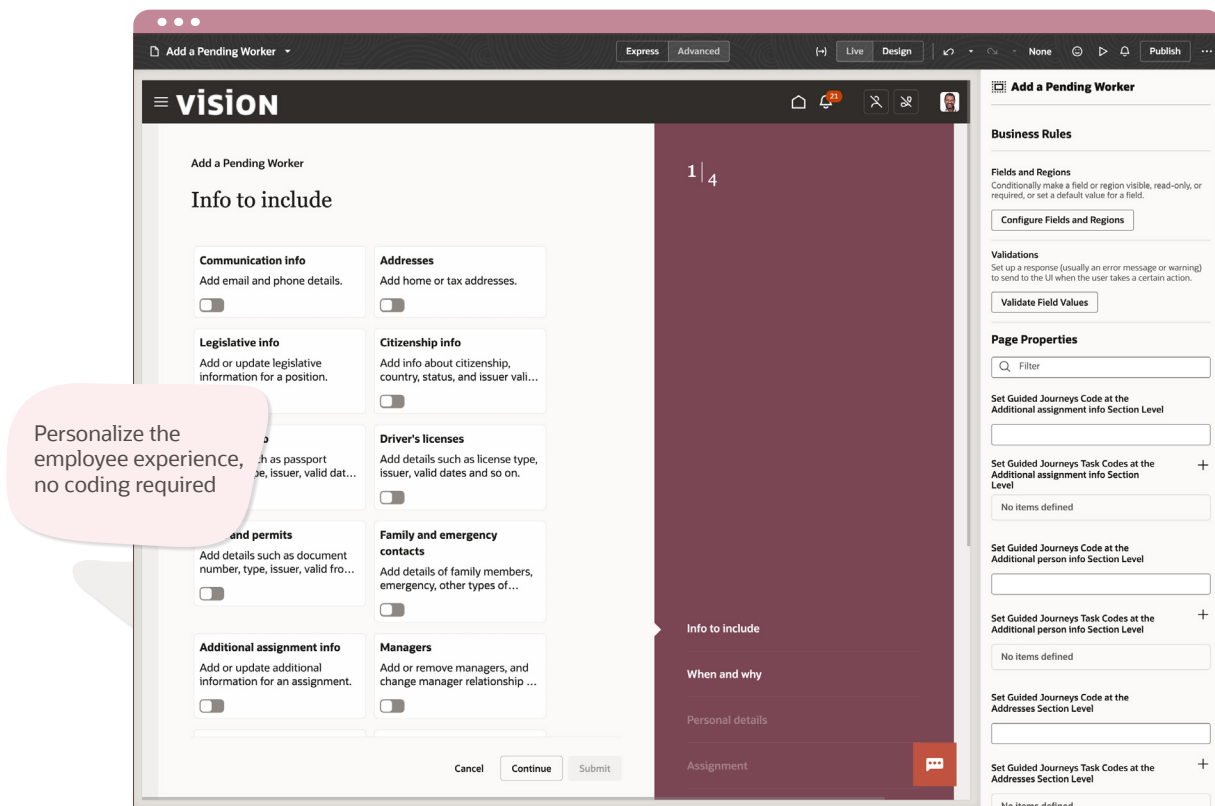


With Oracle Advanced HCM Controls, you can

- Detect security access anomalies using comprehensive controls that leverage AI and machine learning
- Help prevent fraud and support the segregation of duties so only authorized personnel can view sensitive HR data
- Automate security analysis and use security dashboards to monitor and manage exceptions and policy violations

Oracle Human Resources | Visual Builder Studio

Oracle Visual Builder Studio lets you tailor the employee experience by making it easy to build workflows and processes for different types of workers using data validation, localization, and autocomplete functionality.



With Oracle Visual Builder Studio, you can

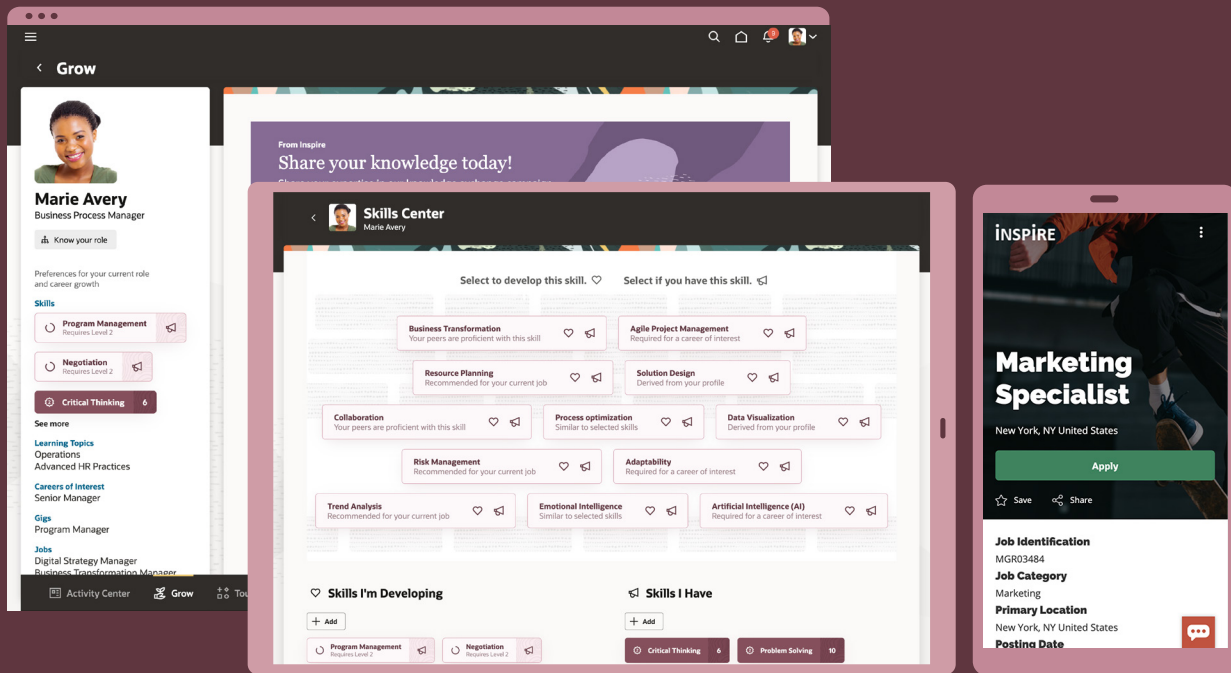
- Create rules to easily configure transactions and pages
- Change how sections and fields are displayed based on the user's role, business unit, or legal employer
- Improve data accuracy and process efficiency through versatile rules-based defaulting and validations



“Oracle provided Diebold Nixdorf with an HR system that is global, connected, standard, and simpler.”

Tiffanie Lewis
Vice President, HR Technology and Service Solutions
Diebold Nixdorf

Oracle Talent Management



Take control of every stage of the talent lifecycle. Attract the best candidates, boost productivity, and improve decision-making with an end-to-end talent management solution. Source, recruit, onboard, manage performance, develop careers, and plan succession—all in one place.

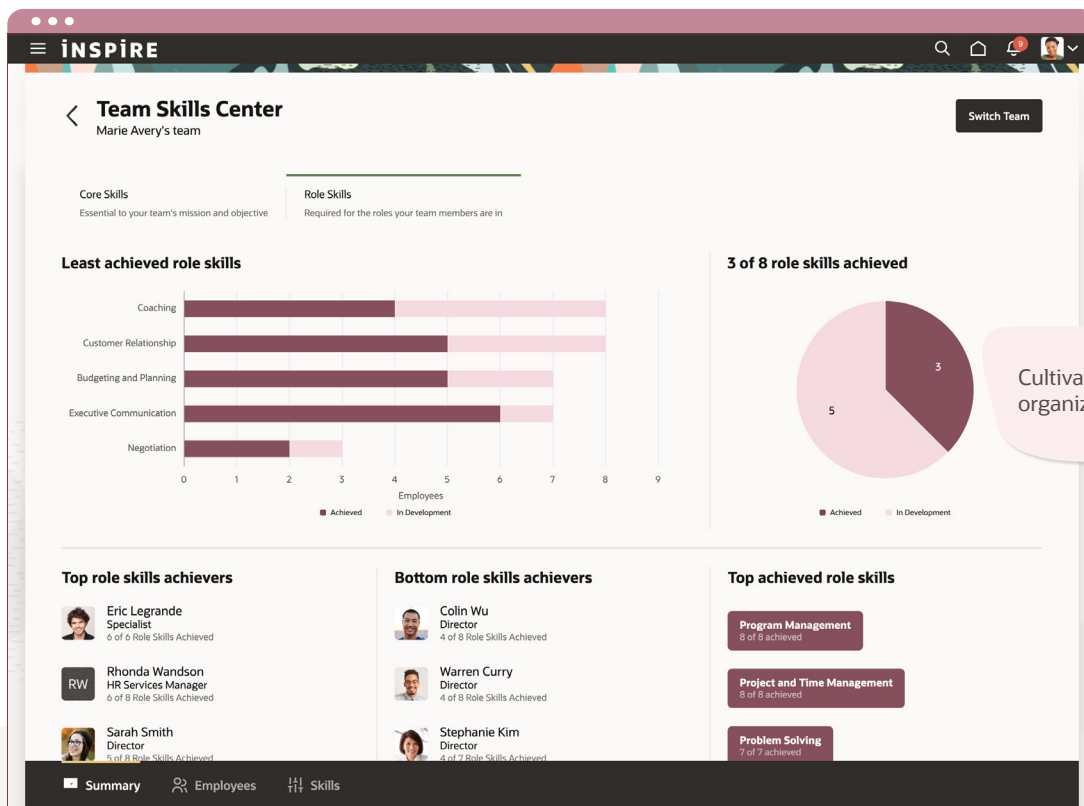
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Oracle Talent Management | **Dynamic Skills**

Oracle Dynamic Skills empowers your organization with the intelligence, applications, and infrastructure you need to develop a highly skilled workforce—no matter where you are on your skills journey.

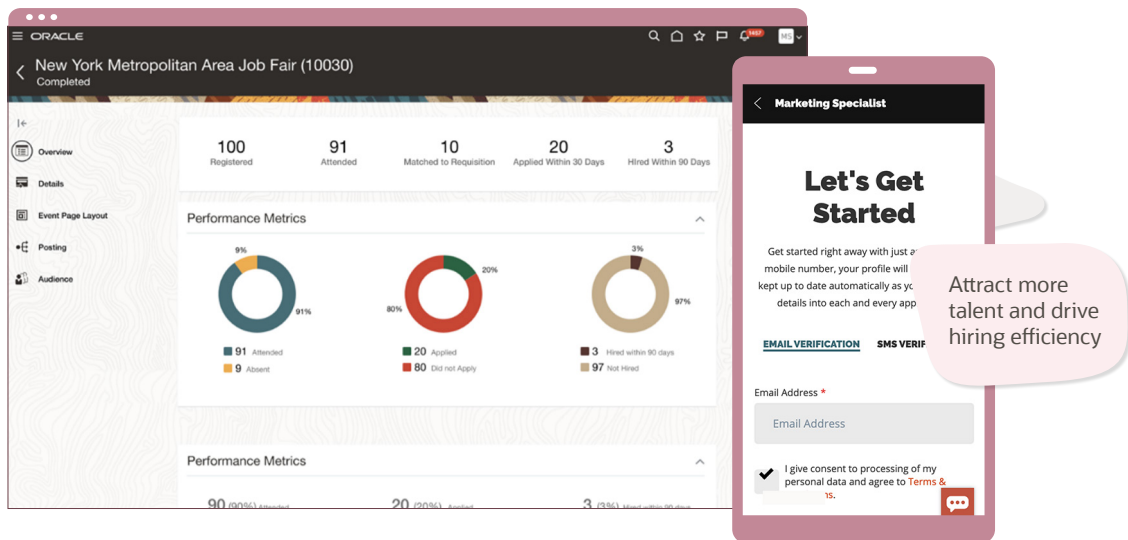


With Oracle Dynamic Skills, you can

- Get started immediately with an open, extensible skills infrastructure
- Align skills management and business outcomes at every touchpoint
- Make better skills-informed decisions with powerful talent and workforce intelligence

Oracle Talent Management | **Recruiting and Recruiting Booster**

Oracle Recruiting, together with Oracle Recruiting Booster, helps organizations enhance the candidate experience, grow talent pools, drive internal mobility, and streamline hiring using AI, automation, and by unifying recruiting with the rest of the business.



With Oracle Recruiting, you can

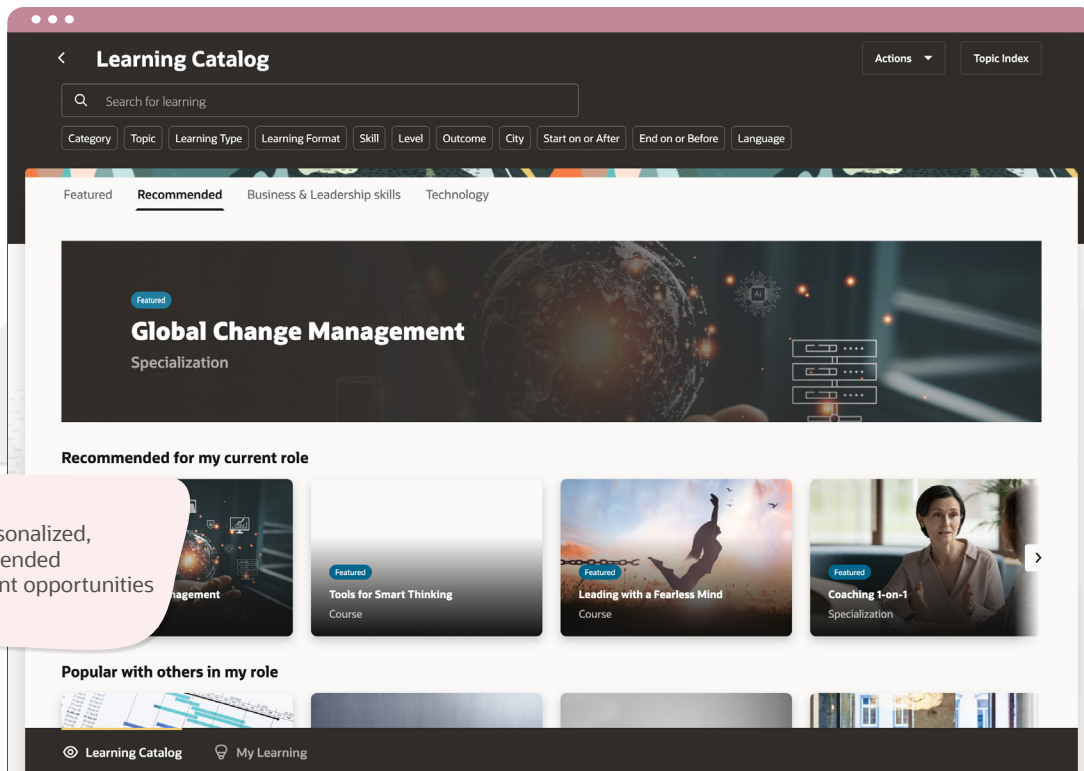
- Keep candidates engaged through AI-powered career site designs, personalized communications, and a no-account apply process
- Drive internal mobility through visibility into employee's skills and career aspirations and a tailored internal job board (Oracle Opportunity Marketplace)
- Improve hiring productivity through automation, streamlined user-experiences, and AI tools for candidate scoring, job post authoring, and more
- Help candidates quickly become productive employees through a personalized and guided onboarding experience, powered by Oracle Journeys

With Oracle Recruiting Booster, you can

- Support hiring events with custom landing pages, registration portals, prescreening questions, and event analytics
- Improve candidate engagement through two-way email and text messages, a candidate-centric digital assistant, and intelligent resume extraction
- Schedule interviews in just a few clicks, through a centralized interview dashboard and automatically generated time-slots based on interviewer availability

Oracle Talent Management | Learning

Develop your talent with a unified and personalized learning solution that helps mitigate compliance risk and empowers your workforce to develop the skills they need to innovate.



With Oracle Learning, employees can

- Act on personalized development opportunities, which adapt to role and business changes
- Gain qualifications to help them achieve their career aspirations by acting on learning recommendations and tailored campaigns
- Access learning resources in one place that delivers curated internal, external, formal, and informal content
- Learn in the flow of work, with embedded learning in Oracle Journeys, Oracle Career Development, and Oracle Performance Management
- Keep certifications up to date with automated training and compliance plans

Oracle Talent Management | Career Development

Empower employees to identify career opportunities, understand their strengths and skills gaps, and build a development plan to pursue their near-term and long-term career interests.

The screenshot displays a user interface titled "How well you qualify for Senior Manager". At the top, there is a navigation bar with a back arrow, the title, an "Actions" dropdown, and a "Subscribe to Job Alert" button. Below the navigation bar is a horizontal career path diagram with five stages: "Business Process Man..." (Current Role), "Senior Manager", "Change Manager", "Strategy Manager", and "Director". The "Senior Manager" stage is highlighted with a red border. Below the career path, there is a description of the "Senior Manager" role: "Senior Manager is responsible for the overall operations and profitability of the unit. The senior manager is responsible for this organization's efficiency, productivity, and performance." Under the "Skills" section, there are five skill cards: "Problem Solving" (Required Level 2, score 10), "Critical Thinking" (Required Level 2, score 6), "Team Building" (Requires Level 3), "Resource Planning" (Requires Level 3), and "Cultural Development" (Requires Level 1). Below the skills section is a "Functional Competencies" section with a 3D pyramid chart. The pyramid has five levels (1-5) and three dimensions: "Leadership", "Influencing Others", and "Collaboration". A legend indicates that the blue color represents the "Target Level".

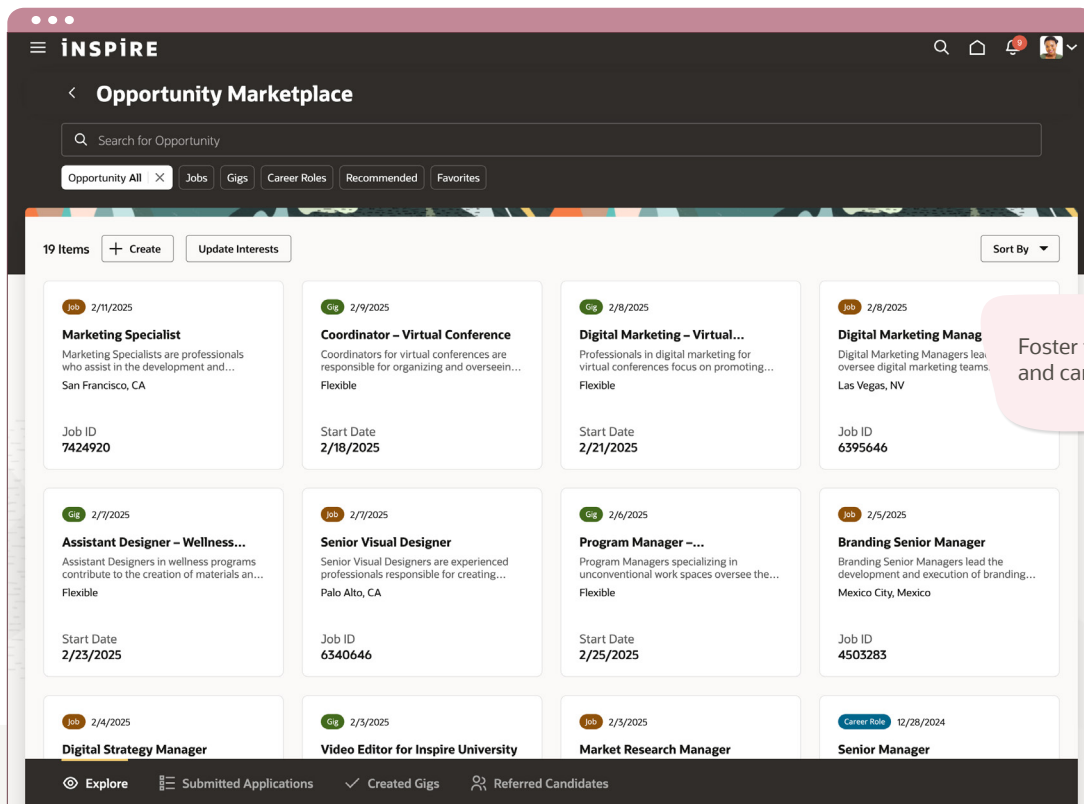
Help workers visualize and attain their full potential

With Oracle Career Development, employees can

- Explore AI-recommended career roles, visualize career paths, and review how their skillset aligns with roles they are interested in
- Build meaningful development plans with goals, tasks, and targeted outcomes
- Create measurable goals with support from an AI agent and generative AI technology
- Complete suggested learning tasks based on their development goals and career interests

Oracle Talent Management | Opportunity Marketplace

Help employees discover recommended growth opportunities, grow their network, and gain new experiences by providing them with one place to view job postings and internal gigs.



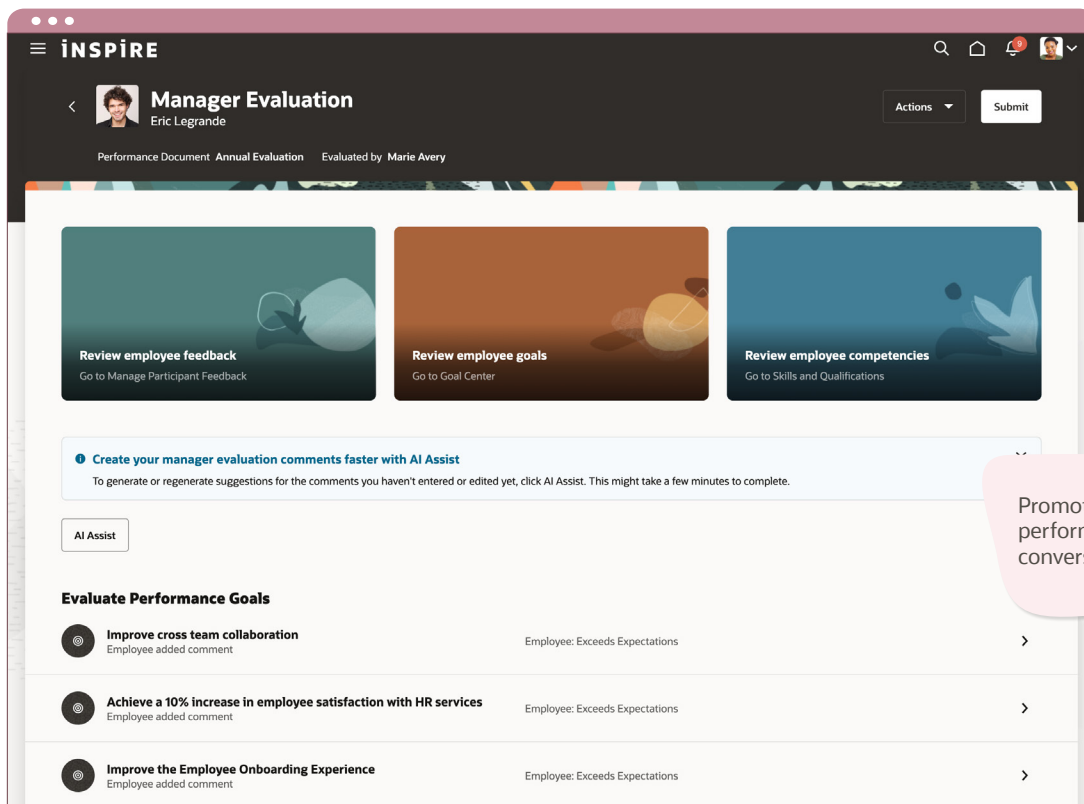
Foster transparency and career mobility

With Oracle Opportunity Marketplace, employees can

- Uncover different career and development options based on their skills
- Grow their experience, skills, and network by taking on short-term gigs
- Help managers, leaders, and HR close organizational skills gaps by participating in short-term projects

Oracle Talent Management | Performance Management

Oracle Performance Management helps your employees and managers have more impactful and frequent development conversations and provides AI assistance to help complete performance evaluations.

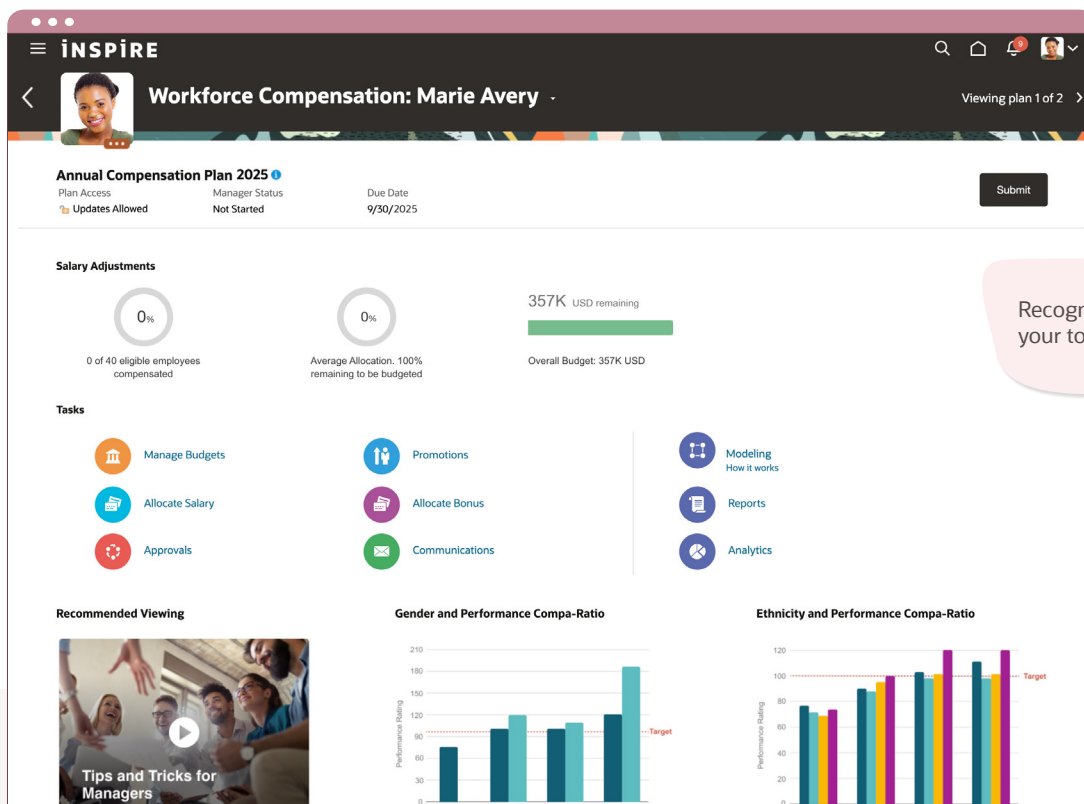


With Oracle Performance Management, managers can

- Quickly complete more holistic and tailored performance reviews with support from embedded generative AI
- Give, receive, and request feedback across the organization anytime
- Provide one-on-one coaching to their team through regular check-ins
- Evaluate their team equitably with a single, consolidated view of team evaluation criteria

Oracle Talent Management | Compensation

Promote fairness and help retain top talent, regardless of location, by using real-time data to create and model compensation plans based on your organization's unique requirements.



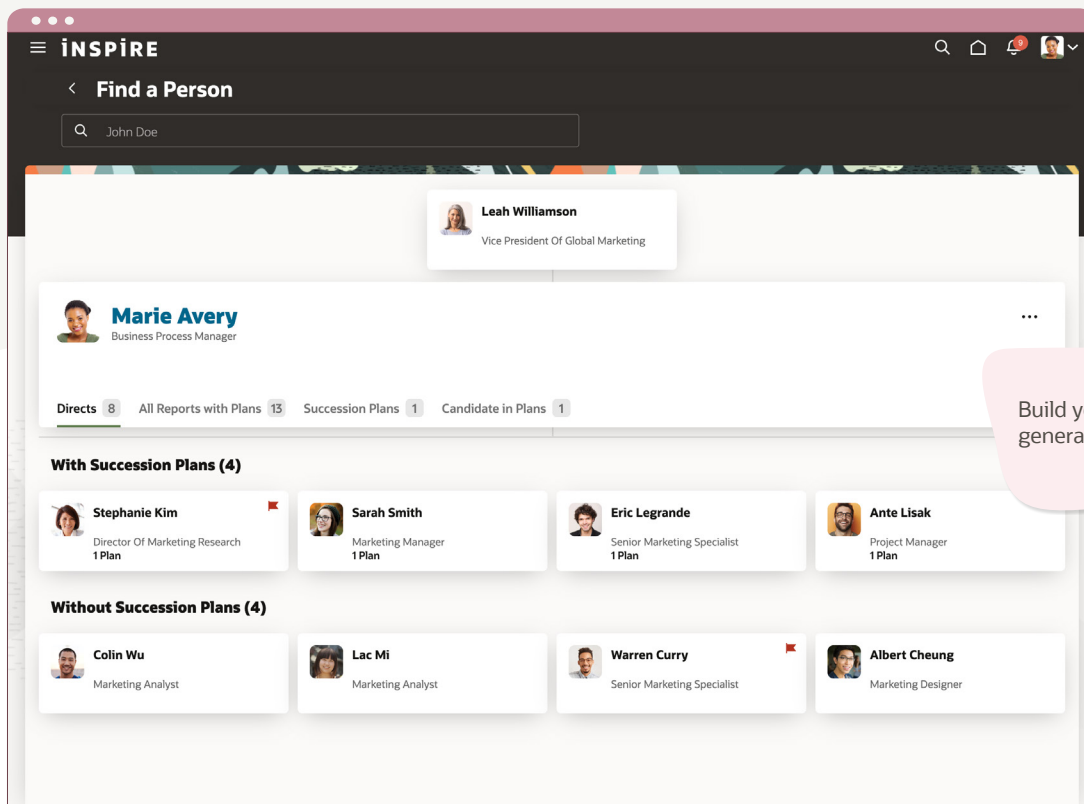
Recognize and retain your top talent

With Oracle Compensation, you can

- Analyze, model, budget, and administer an unlimited number of plans locally and globally
- Create comprehensive total compensation statements that include base pay and incentives
- Include performance measures to support the planning, budgeting, and approval of allocations
- Conduct regular pay assessments using transparent pay comparisons and insights

Oracle Talent Management | Succession Planning

Cultivate talent for the future by leveraging a single talent profile to assess talent, evaluate organizational trends to mitigate talent risk, and improve your leadership pipeline.

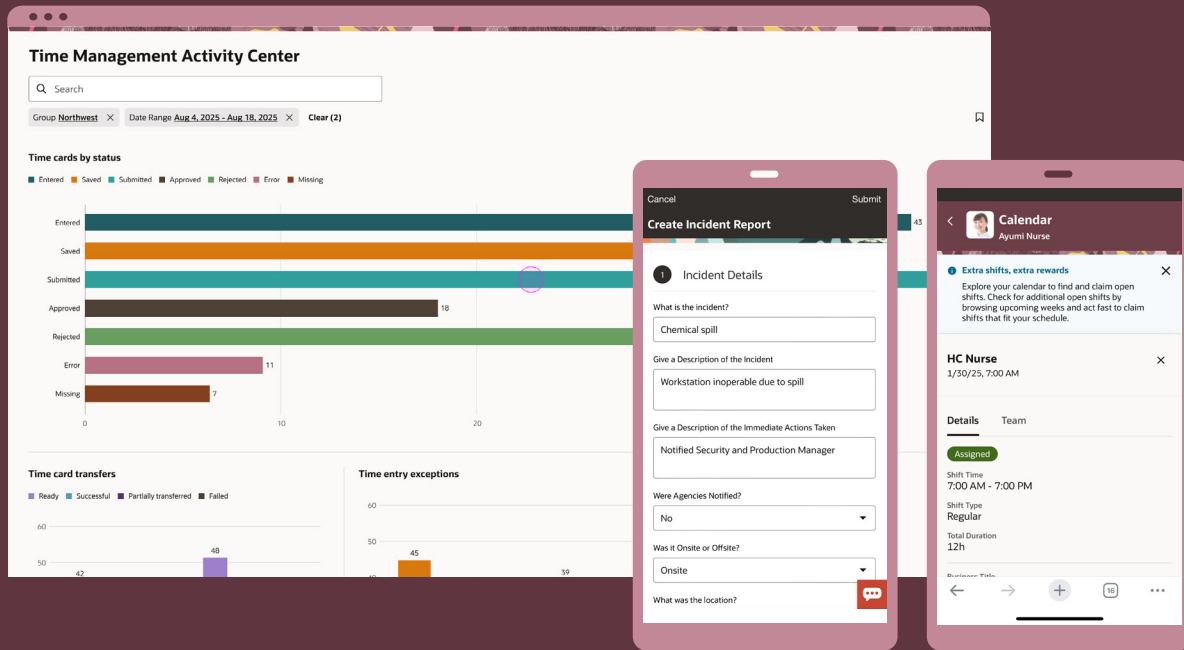


Build your next generation of leaders

With Oracle Succession Planning, you can

- Use AI to help identify potential succession candidates to create a strong leadership pipeline
- Leverage a dynamic, highly visual dashboard to guide leadership discussions
- Use flexible talent pools, succession plans, and analytics to measure bench strength

Oracle Workforce Management



Align business strategy, mitigate compliance risk, and deploy your workforce with greater control using a fully integrated HR solution that links time, labor, scheduling, and leave management with health and safety, payroll, financial, and personnel data.

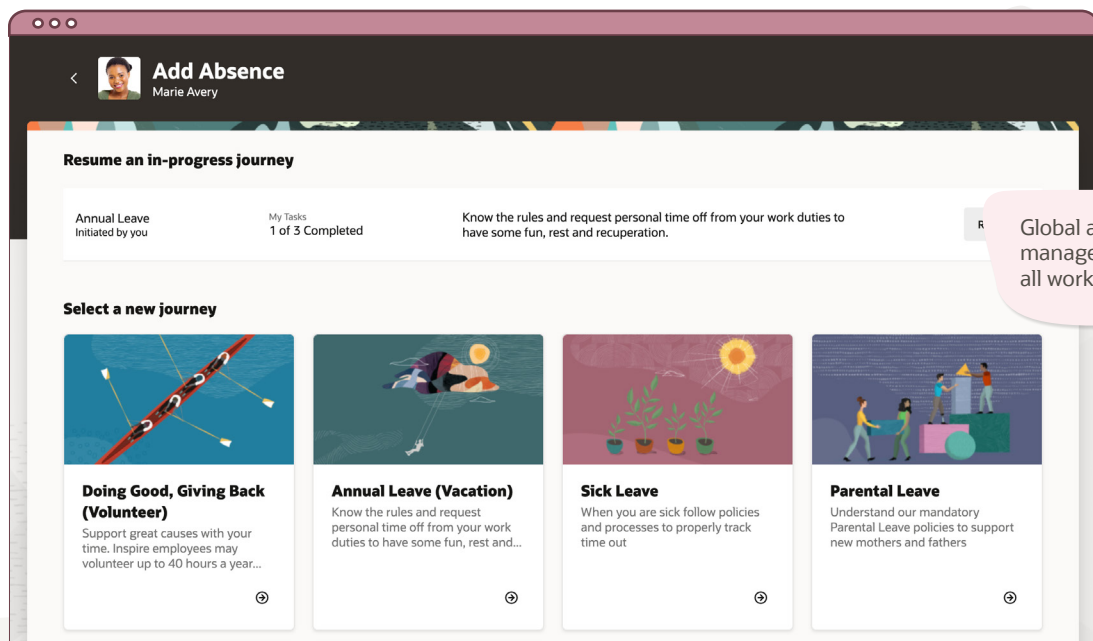
The platform consists of five Oracle Fusion Cloud HCM solutions:

[Absence Management](#)
[Time and Labor](#)
[Workforce Scheduling](#)

[Workforce Labor Optimization](#)
[Workforce Health and Safety](#)

Oracle Workforce Management | **Absence Management**

Allow workers to bid on time off and easily plan their absences, and enable managers to award time off fairly to maintain adequate coverage and facilitate compliance with accrual and entitlement policies globally.



With Oracle Absence Management, employees can

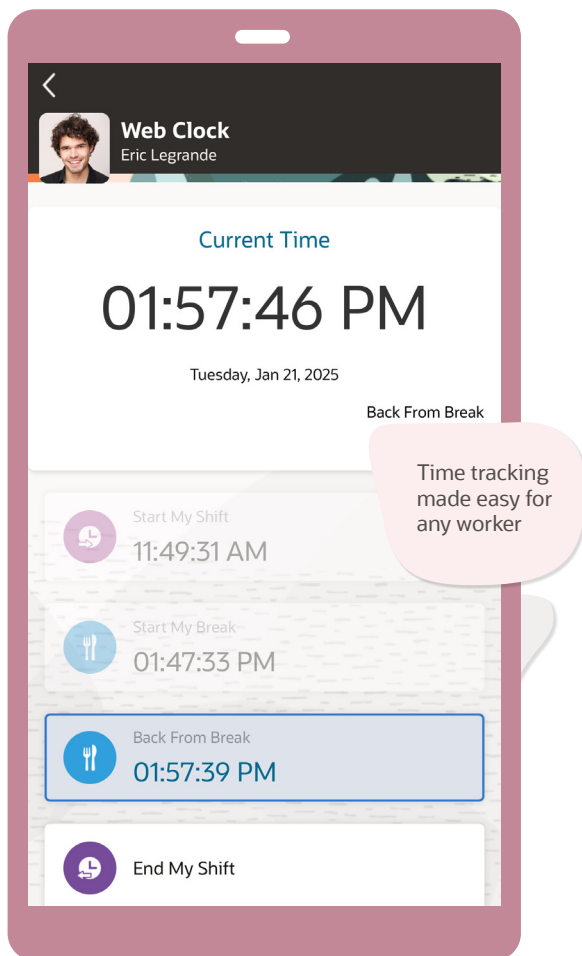
- Gain real-time, personalized AI support and a flexible experience that adapts to complex, changing policies
- Check their accrued absence balance from their phone using Oracle Digital Assistant
- Cash out unused absences and have funds directly deposited into their account
- Gift their paid leave to coworkers in need
- Submit their first and second date choices for absence requests

With Oracle Absence Management, managers can

- Track global absences for salaried, hourly, union, project-based, and contingent workers
- Enforce global accrual and entitlement policies while addressing local requirements
- Implement compensatory time-off plans and provide the ability to cash out absence balances
- Easily identify overlaps in employee absence requests and approve absences
- Analyze absence trends to understand how high absenteeism or low absence balance usage impacts productivity

Oracle Workforce Management | **Time and Labor**

Reduce pay errors with automated overtime and other policies for salaried, hourly, project-based, and contingent workers.



With Oracle Time and Labor, you can

- Provide a mobile-responsive employee user experience and allow them to report time from any device
- Track labor costs against projects, grants, cost centers, and more
- Help prevent time, absence, and payroll fraud using role- and location-based security controls
- Automate overtime controls to help minimize burnout and facilitate compliance

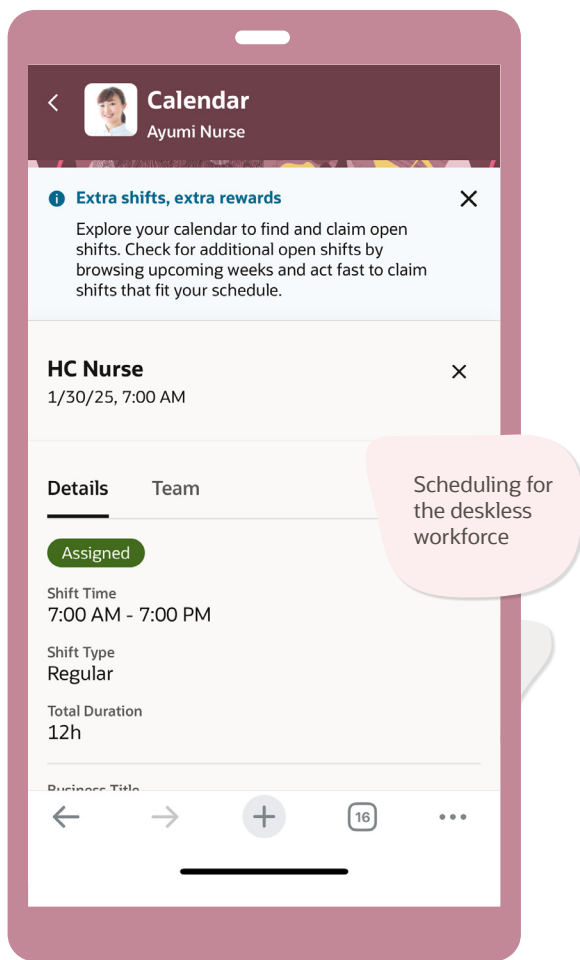


“We had disconnects between our HR data and scheduling processes and scheduling data and timekeeping data. Oracle allowed us to unify the entire process, handle our unique pay structure, and simplify our weekly payroll cycle.”

Rebecca Galbraith
Director of Human Resources
American Furniture Warehouse

Oracle Workforce Management | **Workforce Scheduling**

Optimize scheduling by using business data and AI recommendations to fill shifts based on employee qualifications, preferences, and compliance requirements.



With Oracle Workforce Scheduling, employees can

- Set preferred shift times and days in the same mobile app they use to plan absences
- Reach out directly to a qualified coworker and ask them to cover or swap a shift
- View assigned tasks and coworkers for their upcoming shifts
- Develop and practice skills that are valuable for the team and individual growth

With Oracle Workforce Scheduling, managers can

- Meet headcount and scheduled hours requirements without exceeding their budget
- Manage a cadence of open self-scheduling periods using in-app and push notifications
- Facilitate compliance with labor laws and regulations by establishing rules so shifts can only be claimed by qualified workers
- Identify and quickly fill shift gaps using incentives for employees that meet policy criteria
- Use guided journeys to communicate the exact tasks needed to complete a shift assignment

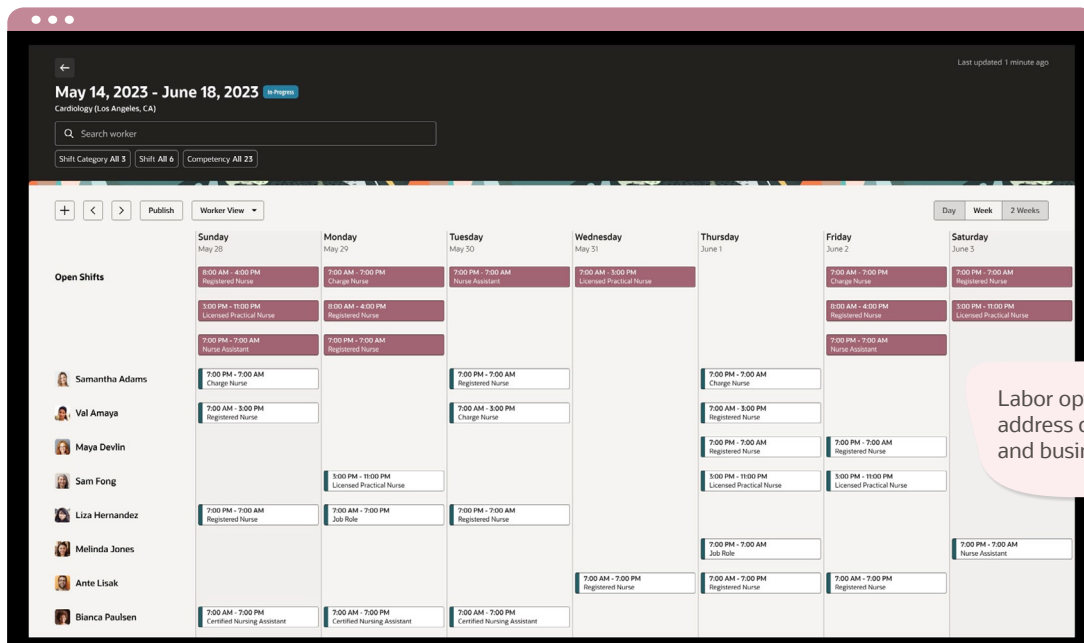


“Oklahoma State University Medical Center utilizes Oracle Workforce Scheduling to enable employees to manage their own schedules. This centralized approach streamlines operations, saves costs with accurate payroll, and improves coverage. Ultimately, this system helps OSU Medical Center support both patient care and employee well-being.”

Eric Atkinson
Chief Financial Officer, Oklahoma State University
Medical Center

Oracle Workforce Management | Workforce Labor Optimization

Automate shift creation and assign available workers with the right skills to meet expected demand.



With Oracle Workforce Labor Optimization, you can

- Automate shift assignments at scale while adhering to the budget and complex labor policies
- Optimize schedules to deliver the best customer and employee experiences
- Automate shift creation to assign workers with the right skills to meet expected demand
- Easily prioritize budgeted and FTE hours alongside employee preferences

Oracle Workforce Management | **Workforce Health and Safety**

Improve incident management by capturing more incidents sooner, enabling quick responses and follow-up actions, and strengthen safety using inspections to spot hazards early and prevent repeat issues.

Cancel Submit

Create Incident Report

1 Incident Details

What is the incident?

Chemical spill

Give a Description of the Incident

Workstation

Give a Description of the Incident

Notified Security

Were Agencies Notified?

No

Was it Onsite or Offsite?

Onsite

What was the location?

Cancel Submit

Create Incident Report

1 Incident Details

2 Who's Reporting This

3 Comments and Attachments

Comments

Attachments

Add File

Add Link

Submit

Proactive safety management

With Oracle Workforce Health and Safety, employees can

- Easily report incidents, near misses, unsafe conditions, and unsafe actions
- Help keep their colleagues safe by quickly and easily reporting and documenting concerns

With Oracle Workforce Health and Safety, managers can

- Promote a culture of safety and compliance through improved inspection management
- Use safety data trends and root cause analysis to help prevent workplace accidents and manage hazards

Oracle Payroll

The screenshot displays the Oracle Payroll interface. At the top, there is a search bar and filter tabs for Flow Name, Flow Pattern, Run Type, Consolidation Group, Cycle Type, and More Filters. Below this is a table with four columns of financial data:

Category	Value 1	Value 2	Value 3	Value 4
Employee Tax Deductions	\$38,193,703.45	\$37,911,218.39	\$36,598,273.29	\$35,964,213.97
Voluntary Deductions	\$4,637,740.50	\$4,661,807.43	\$4,699,875.43	\$4,735,698.52
Involuntary Deductions	\$934,059.25	\$949,913.23	\$952,835.79	\$983,695.27
Pretax Deductions	\$7,434,595.40	\$7,459,530.95	\$7,478,952.32	\$7,498,698.54

Below the table are three charts:

- Default and Suspense Costs:** A bar chart showing a single bar for 'Suspense A...' with a value of \$18,700.
- Payment exceptions:** A horizontal bar chart showing four categories: Unpaid (2,093), Void (87), External... (3,574), and Cancelled (293).
- Transfer to subledger account:** A list of items with status buttons: Money \$742,395 (Not Transferred), Money \$0 (Unprocessed), Money \$11,576,293 (Draft), and Money \$0 (Invalid).

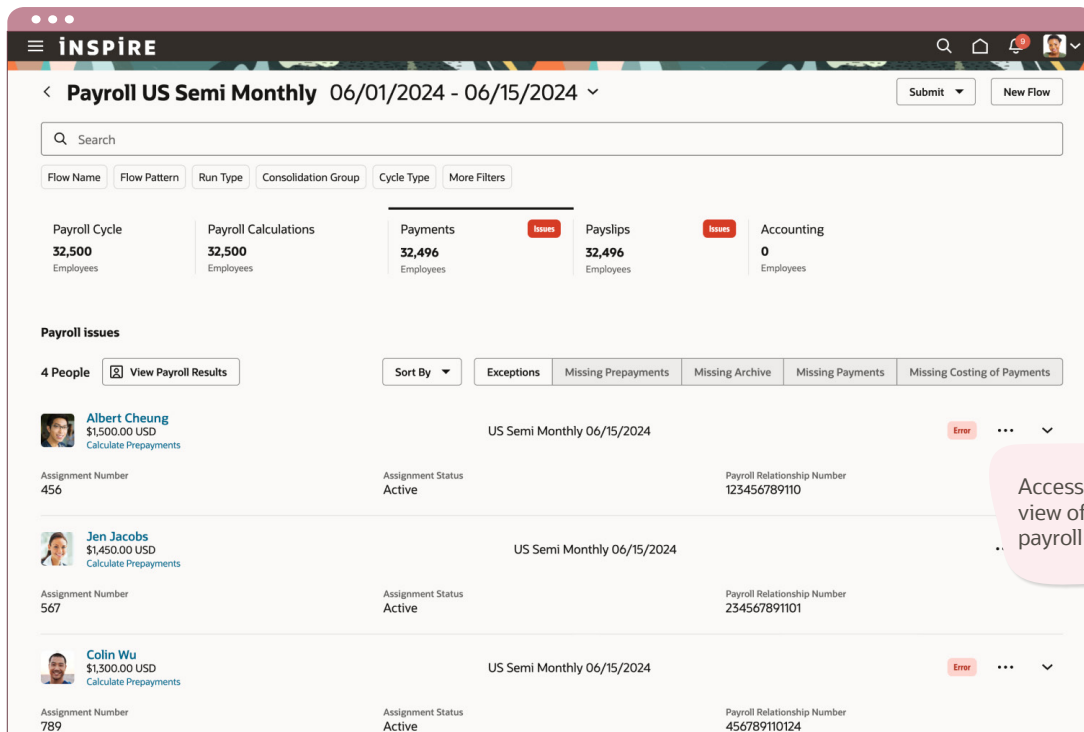
At the bottom, there is a navigation bar with 'Activity Center', 'Flows', 'Process Results', and 'Payroll Activity'.

Overlaid on the right is a mobile 'Request Anytime Pay' screen. It features a 'Cancel' button at the top right and a 'Submit' button at the top left. The main content includes a 'Requested Amount' of \$560.00, an 'Available Amount' of \$560.00, 'Hours Worked' of 40, and 'Your Next Paycheck' for Friday, February 21, 2025. A 'Company Policy' section explains that eligible employees can request up to 50% of their wage, with a minimum of \$50, which will be deducted from their net pay.

Oracle Payroll is natively built for the cloud and designed to enable organizations to pay employees in more than 60 countries using multiple delivery methods. Part of a unified HCM and ERP cloud solution that has been trusted by organizations around the world for more than ten years, Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

Oracle Payroll

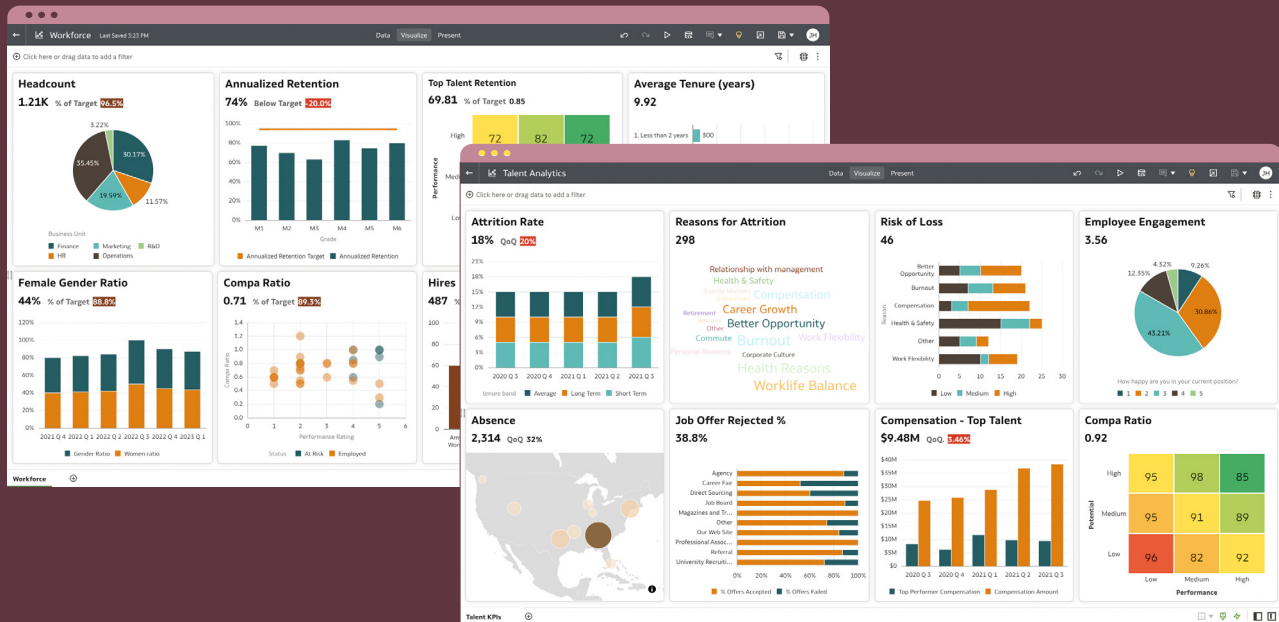
Simplify and automate your complex payroll processes with scalability, flexibility, and efficiency.



With Oracle Payroll, you can

- Manage local pay rules to address your unique business requirements
- Adhere to global, national, and local payroll laws and tax regulations
- Process high-volume payrolls quickly, accurately, and reliably
- Manage employee payments with a completely unified solution
- Provide payment options that allow employees to access earned wages when they need them

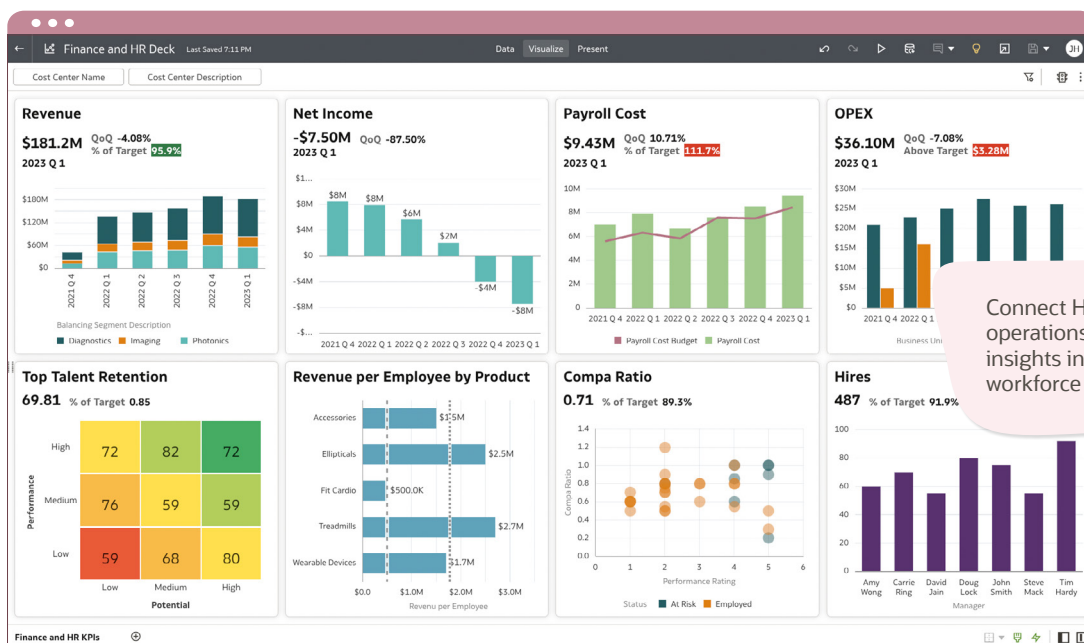
Oracle Fusion HCM Analytics



Oracle Fusion HCM Analytics provides people leaders with the insights they need to make better decisions about how to support, develop, and retain their workforce.

Oracle Fusion HCM Analytics

Develop your talent with a unified and personalized learning solution that helps mitigate compliance risk and empowers your workforce to develop the skills they need to innovate.



Connect HR, finance, and operations data to turn insights into strategic workforce impact

With Oracle Fusion HCM Analytics, you can

- Turn workforce data into recommendations leaders can act on in real time
- View role-specific dashboards that show drivers, trade-offs, and recommended actions
- Optimize talent decisions to hire smarter, close skills gaps, and improve retention
- Gain visibility into payroll, budgeting, and workforce allocation to control labor costs
- Align HR, finance, and operations data with more than 1,500 prebuilt KPIs to make proactive, business-aligned decisions

How Oracle can help

Oracle Fusion Cloud HCM is a complete cloud solution that connects every HR process and every person across your enterprise. It helps you build a workplace where people feel valued, supported, and inspired to grow. With a single user experience and data model, and built-in agentic AI from infrastructure through HCM and beyond, it helps you automate intelligently, personalize guidance, and turn insights into action to strengthen skills, redeploy talent, and retain top performers—empowering your people to drive organizational success.

[Learn more](#)

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