

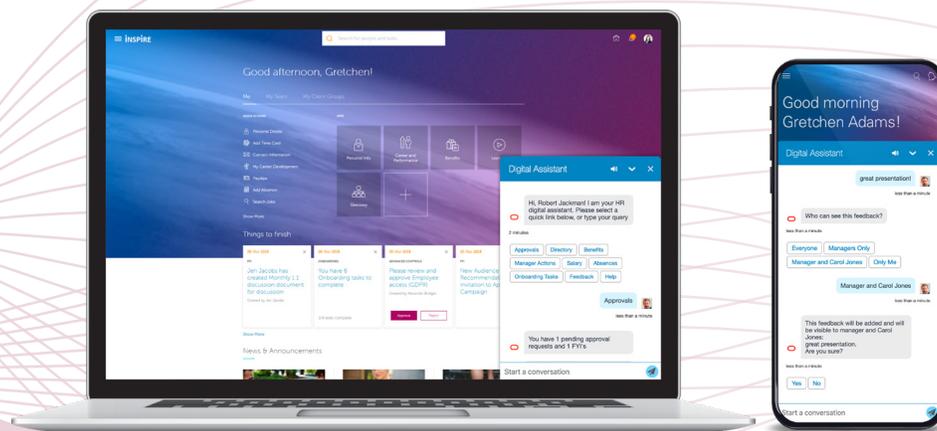
2019 SPRING PRODUCT UPDATE

What's New in Oracle HCM Cloud

ORACLE®

CREATE TOMORROW, TODAY

ORACLE HCM CLOUD | SIMPLY POWERFUL



Today's employees expect the products, tools, and services they use at work to be similar to what they use in their personal lives.¹ Forward-looking HR organizations are reimagining their impact on the employee experience and providing employees with access to HR services anytime from anywhere. A recent study conducted by Bersin, Deloitte reveals that high-impact organizations are 3.5 times more likely to focus on user experience when designing HR offerings than low-performing organizations.²

1 Bersin High-Impact Employee Experience Series: A Ground Level Employee Perspective, 2018

2 <https://www2.deloitte.com/content/dam/Deloitte/ca/Documents/audit/ca-audit-abm-scot=ia-high-impact-leadership.pdf>

MAKE WORK MORE HUMAN

The key innovations in the Oracle HCM Cloud Spring 2019 Update are centered around the need to “Make Work More Human” by continuing to make work simpler, smarter, and more agile.

MAKE WORK SIMPLER

Oracle is committed to making work simpler with the introduction of the first and only digital assistant purpose-built for human capital management that prompts and guides employees and managers through their busy day. From viewing a paycheck to checking available PTO to initiating a promotion or employee transfer, Oracle’s digital assistant meets employees where they are. Whether on their mobile phone, tablet, or laptop, employees can get answers and become more productive, faster.

- Support employees on the go with a digital assistant that’s always available
- Get things done faster using voice, text, and natural conversation

MAKE WORK SMARTER

Create amazing experiences that help employees work smarter by providing them with just the right amount of information they need to make a decision, via technology they use every day. Oracle’s investments in artificial intelligence (AI) and other emerging technologies make it easy for customers to take advantage of these innovations through our regular product updates.

- Improve productivity by reducing the time employees search for information
- Provide people with the insight they need to plan for the future

MAKE WORK MORE AGILE

Support the constantly changing demands of a global, diverse, and contingent workforce with an all-in-one HCM cloud solution. By acquiring the ability to design and configure unique processes—without needing to write code—HR can hyper-personalize the employee experience at critical moments and enhance key life events such as onboarding, promotions, or a global transfer. With the right tools and insight to plan for organizational change, HR can now become a strategic partner to the business.

- Hyper-personalize the employee experience
- Drive change quickly by configuring HR processes, flows, and experience independent of IT

In this update, we reimagined the experience for everyone interacting with an HR system—from employees, managers, and HR professionals to recruiters and job candidates.

Let’s explore a few of the most impactful highlights and innovations.



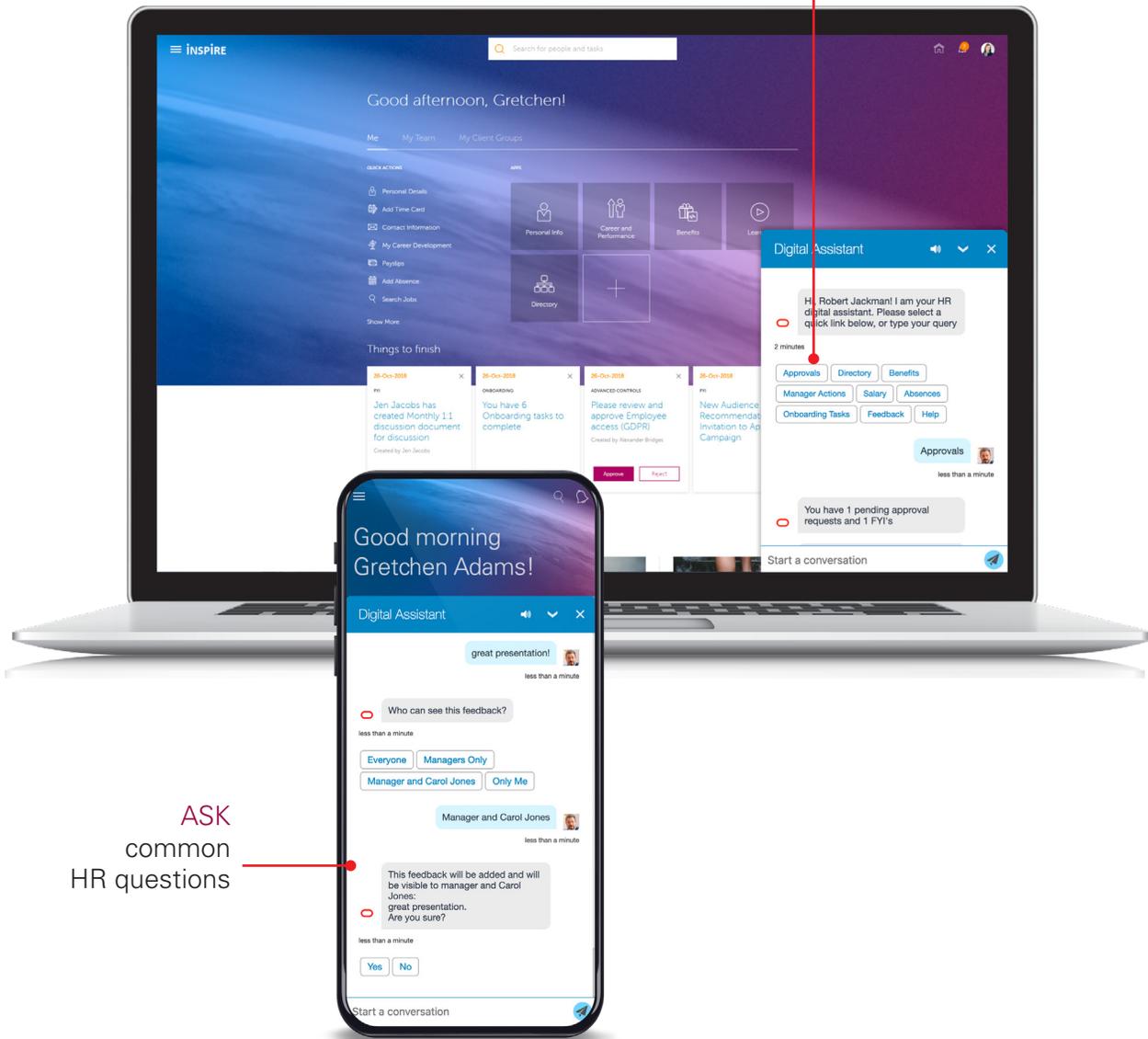
A REIMAGINED

Employee Experience

DIGITAL ASSISTANTS

Employees today have high expectations of their employers. When they have a question about their benefits or time off, they expect to be able to search and find an answer for it quickly, from anywhere, on any device. With the Oracle digital assistant, your employees can interact with their HR system the same way they engage with Apple's Siri or Amazon's Alexa, which means getting their answers quickly and focusing on staying productive.

GUIDED ASSISTANCE
to get answers quickly



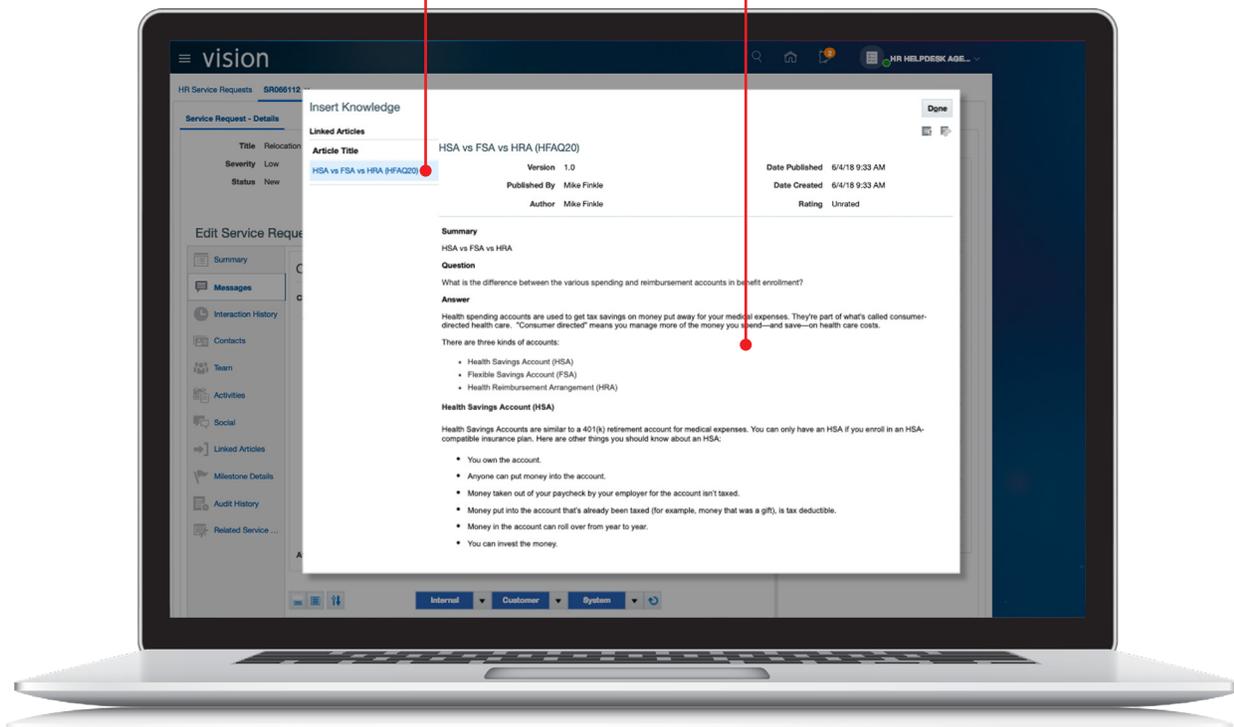
ASK
common
HR questions

HR HELP DESK

Now every employee can search for answers to their commonly asked HR questions using Oracle HR Help Desk. For everything from learning how to set up direct deposits to looking up benefits information, employees can use the intelligence from a comprehensive HR knowledgebase to quickly address their concerns—freeing up time for HR to focus on their own priorities. Articles in the knowledgebase can be ranked by popularity and filtered by category to provide quick and efficient answers.

ACCESS
to HR knowledge
base for everyone

GET
quick,
consistent
answers







A REIMAGINED

HR Experience

STRATEGIC WORKFORCE PLANNING

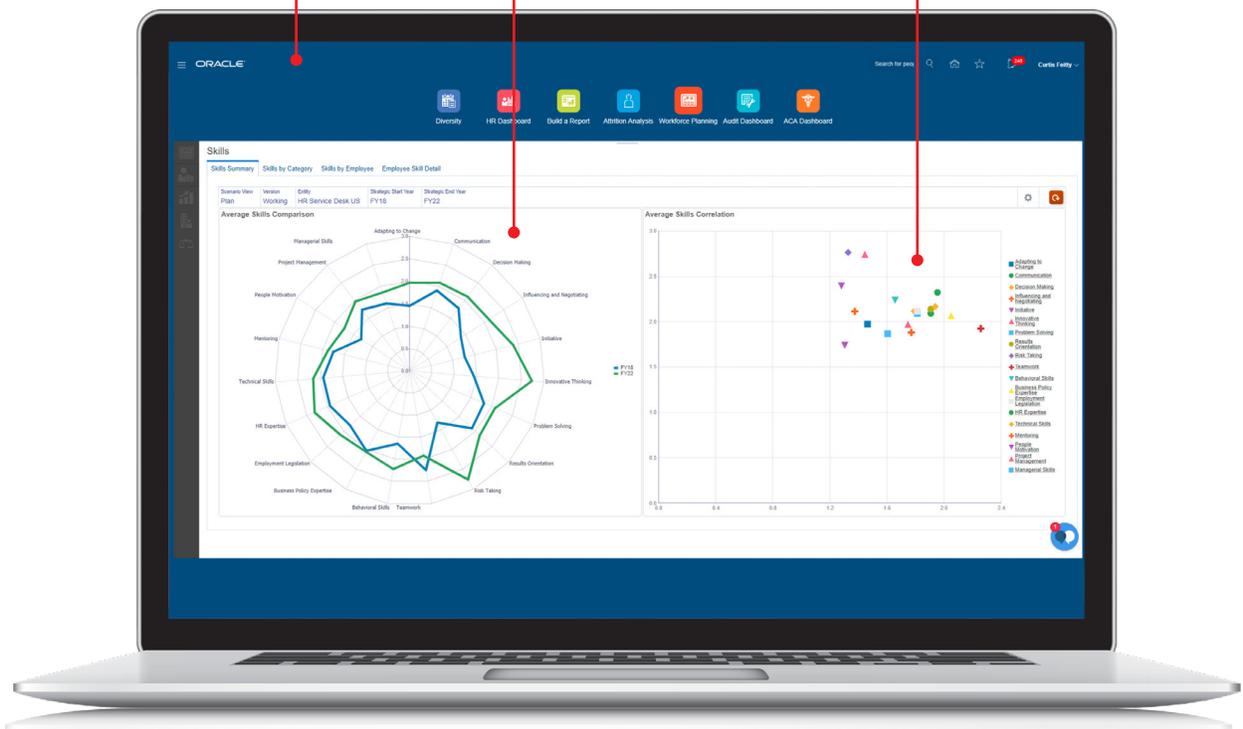
The latest enhancements in Oracle Strategic Workforce Planning provide a single and complete planning experience for HR professionals. This enables HR to make sure that you have the right people with the right skills—at the right cost and at the right time—to support important business initiatives.

In this update, we're bringing strategic workforce planning capabilities directly into Oracle HCM Cloud so that people managers and other HR professionals can perform all their workforce planning activities in one place, without the need to use multiple applications.

PLAN
by person,
job, or position

VISUALIZE
skills

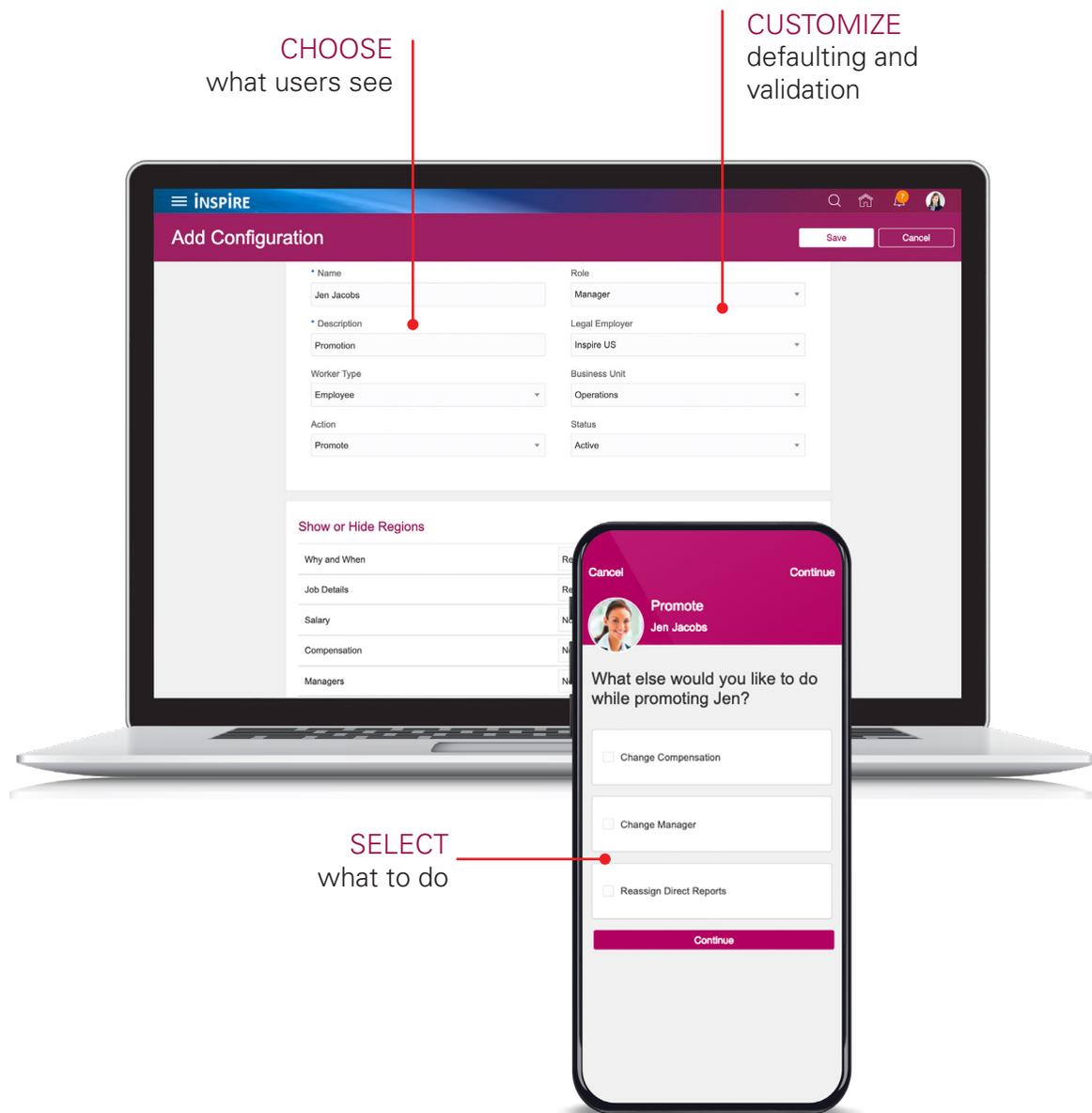
IDENTIFY
skill gaps



HCM DESIGN STUDIO

The latest updates to Oracle HCM Design Studio make it easier than ever for HR professionals to configure the user experience with the addition of advanced, no-coding-required configuration capabilities that allow you to create unique experiences based on users' business unit, legal employer, or role. You can control the display of sections in fields across multiple processes such as:

- Add / Change Assignment
- Hire an Employee
- Add Contingent Worker
- Global Transfer
- Change Location
- Promotion
- Change Manager
- Transfer
- Change Working Hours
- Termination





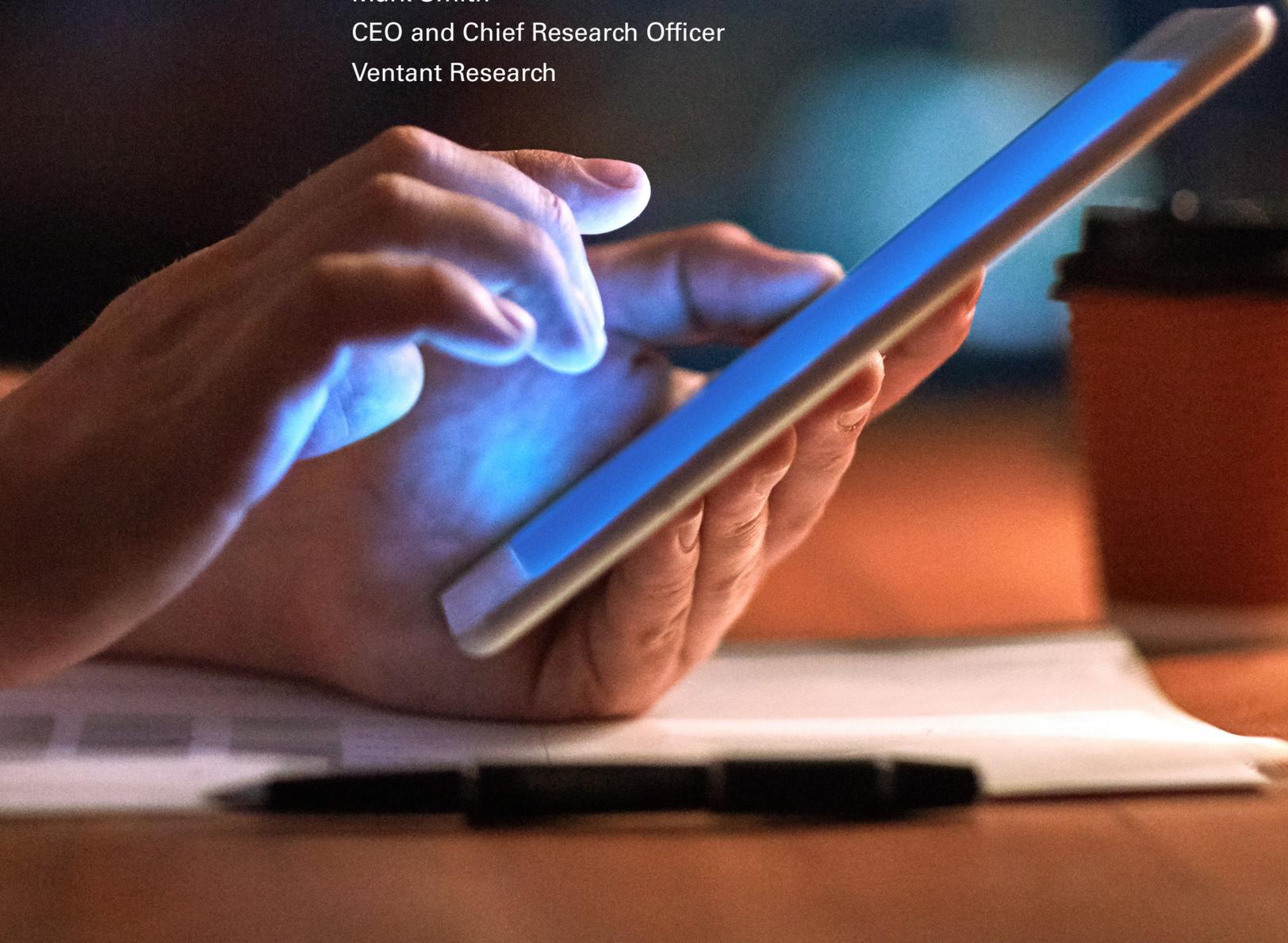
VENTANA
RESEARCH

“

Oracle's investment in innovations such as mobile-responsive design and digital assistants are unique in the industry, and will help its customers stay at the forefront of the market and achieve long-term success.”

”

— Mark Smith
CEO and Chief Research Officer
Ventana Research



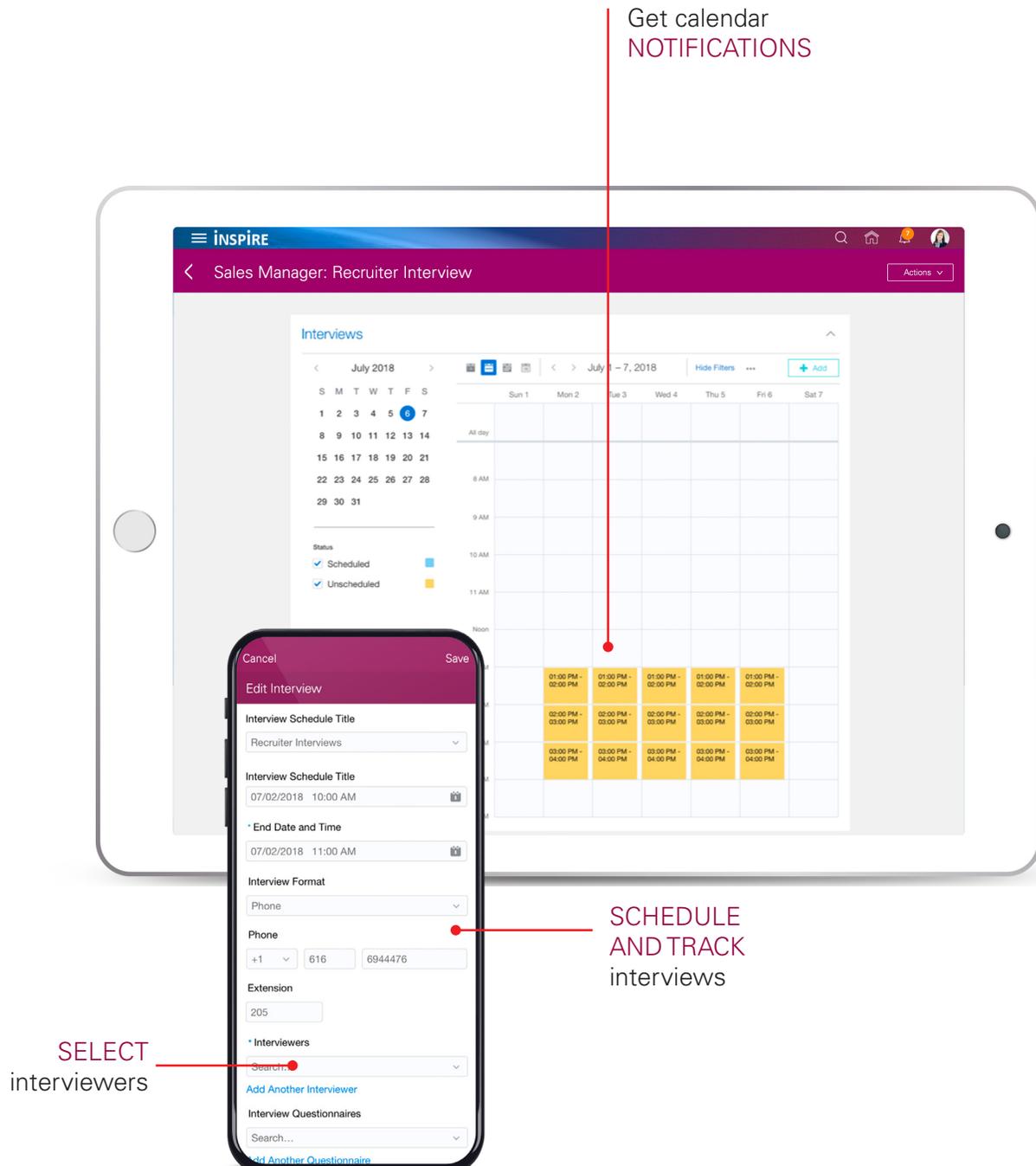


A REIMAGINED

Recruiting Experience

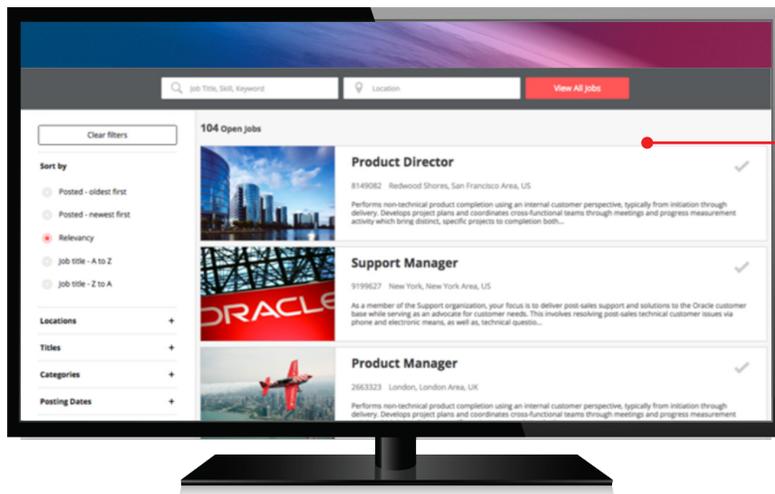
INTERVIEW SCHEDULING

To enhance the recruiter experience, we've introduced new interview scheduling capabilities that reduce the time and effort it takes to manually arrange interviews for multiple candidates. Recruiters and hiring managers can use predefined interview templates to schedule and invite candidates to book their own interviews after a requisition is created. Both candidates and recruiters are notified when an interview is finalized.



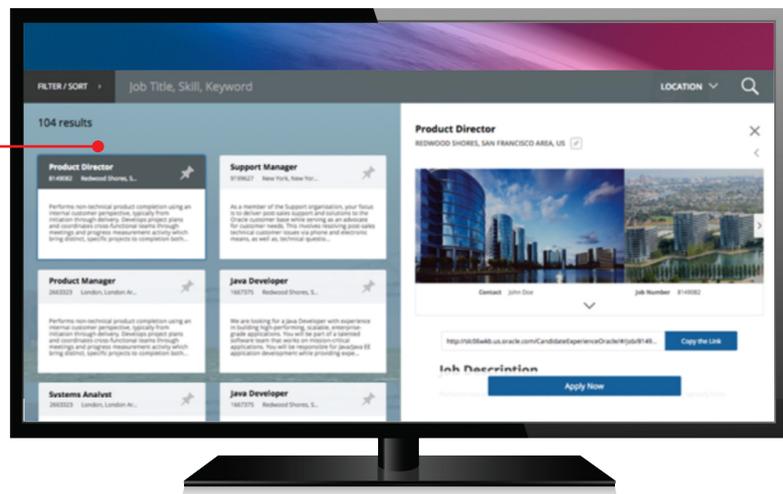
TAILORED CAREER SITES

To improve the candidate experience, we've provided recruiters with the tools to build powerful and tailored job sites to better target specific candidate pools. Examples include unique career sites targeting college graduates as opposed to those that target alumni. We've also introduced talent communities that enable external candidates to quickly import their profiles from LinkedIn and Indeed as well as their resumes, and get connected with new job opportunities that match their interests within an organization.



CREATE PERSONALIZED candidate experiences

DELIVER MULTIPLE career sites



CONCLUSION

For companies to thrive in today's fiercely competitive business environment, they have to cater to rapidly changing demands from employees and job candidates. Emerging technologies such as digital assistants and intelligent self-service offerings allow employers to meet the expectations of all generations and enable them to engage with HR on their own terms.

Oracle HCM Cloud delivers consumer-simple, enterprise-secure innovations to all users of HR systems—from employees, managers, and HR professionals to recruiters and job candidates.



For more information on how you can create tomorrow, today visit oracle.com/hcm

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Integrated Cloud Applications & Platform Services

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