ORACLE

Guide your people strategy
With Oracle Fusion HCM Analytics

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.

Ask any HR business question in natural language—using text or voice in a simple search-like experience—and hear the results spoken back to you. Giving HR professionals and managers such an easy way to think of a question, voice it, and see it encourages them to act quickly and confidently to improve the organization.

Why it matters

Legacy solutions do not have natural language processing (NLP) built into the system, which impedes the ability to get HR business questions answered quickly and accurately. When NPL is embedded throughout, text and voice driven search can be used to quickly yield accurate reports, dashboards, and visualizations.

Oracle's unique value

Oracle HCM Analytics allows you to:
- Get answers you need by typing, texting, or verbally asking questions for a fast, visual answer
- Get text-based stories that explain query results
- Go mobile and give HR and business users visually compelling analytics from anywhere

Discover important connections

Use embedded machine learning to surface correlations and accurately predict future outcomes from your people data. For example, see how diversity will impact sales quotas. Using an extensible data model for HR, finance, sales, and service lets HR make discoveries that have a strategic impact on the business.

Why it matters

Insights on your workforce are needed to effectively guide your people strategy and drive your business forward. Legacy applications with limited people insights create data silos that impede the ability to make data driven decisions and accurately predict your evolving workforce.

Oracle's unique value

Oracle HCM Analytics allows you to:
- Discover important people data connections and predict outcomes across the business
- Predict future outcomes and identify important areas of focus
- Discover the metrics that impact business goals

Understand the tenor of your workforce

Easily combine workforce data with external unstructured data from employee surveys, feedback, and social to analyze employee sentiment. Coupled with advanced text and graph analytics, see a more complete picture of employee sentiment to make decisions that improve your employee experience and employer brand.

Why it matters

Maintaining an accurate view of your workforce is essential to be able to improve employee experience. Legacy HR systems with no advanced text or graph analytics can hinder your ability to visualize the specific workforce metrics needed to understand your employee sentiment.

Oracle's unique value

Oracle HCM Analytics allows you to:

- Gain essential workforce knowledge right away with new pre-built analytics across workforce and talent management
- Jumpstart decisions that impact how you support, develop, and retain your workforce
- Use HR best practice analysis

Make the move to the cloud with Oracle Cloud HCM

Legacy HR applications inhibit the ability to make data driven decisions that will enhance your business and keep up with today's rapidly evolving technology climate. Empower your business under one complete cloud for HR with ready-to-use, voice-driven analytics to easily access workforce information and enable your HR team to be strategic with the use of technology.

[Learn more](#)