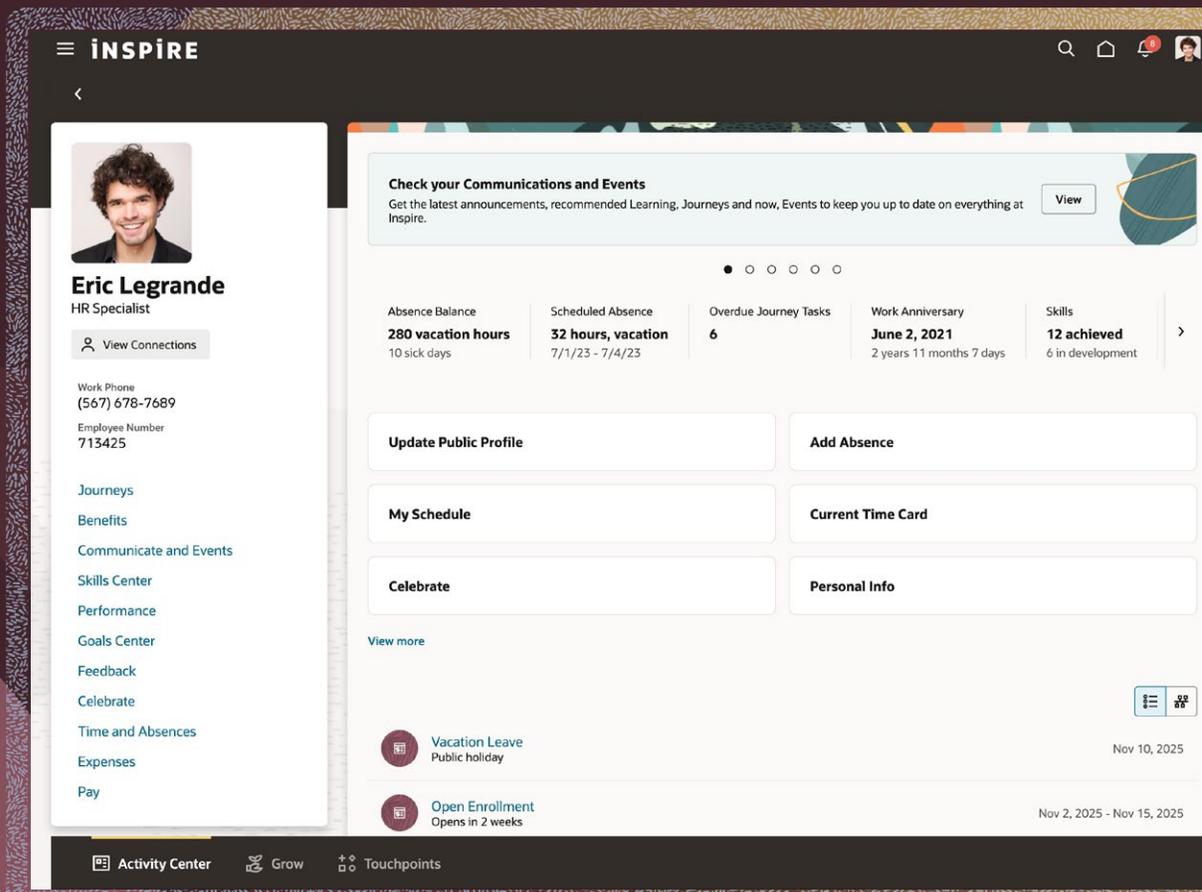


Oracle Fusion Cloud Human Resources

Solution Overview





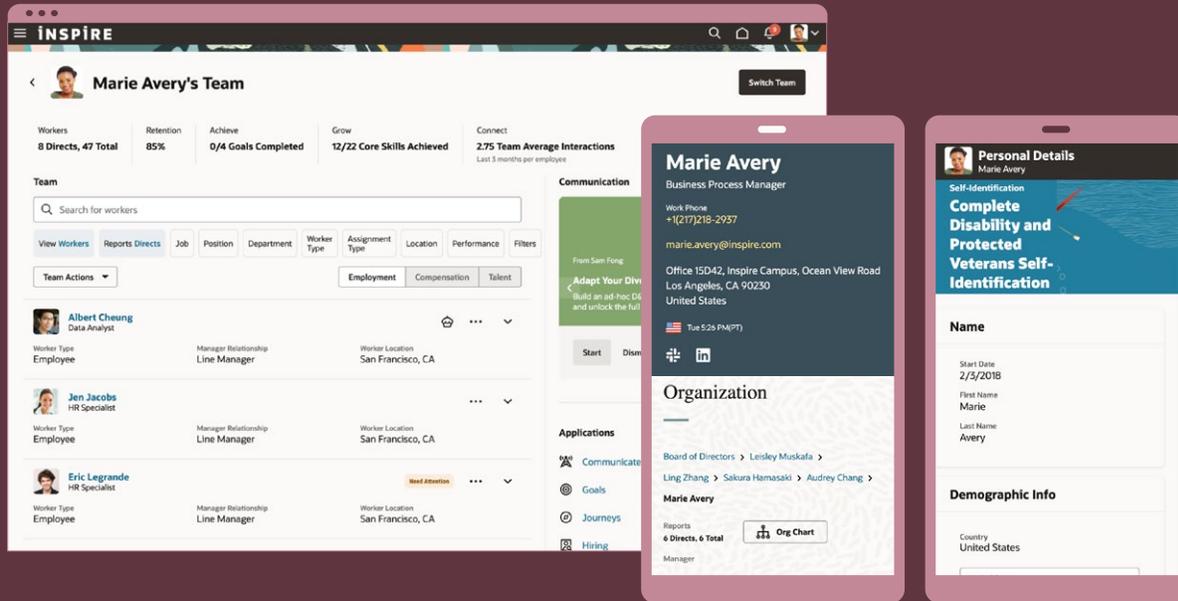
Drive better outcomes with a centralized source of workforce data

Oracle Human Resources helps you plan, manage, and optimize people processes for a global workforce through with a single, unified data source. This common data foundation continuously powers Oracle's built-in AI, making insights more accurate, timely, and contextual. Support workforce success with self-service capabilities, mobile-responsive tools, and intuitive processes. Standardize HR operations, simplify workflows, and make smarter decisions across teams, all on a platform designed to adapt quickly and position your organization for long-term success.

Simplify HR for every employee in your global workforce

Oracle Human Resources enables you to manage all worker types globally with secure, flexible rules. Track every worker relationship, support local and complex agreements, and empower employees with intuitive self-service capabilities. Built-in AI delivers data-driven insights and automation that's easy to activate, requires no extra integration, and keeps workforce data secure, while giving you the flexibility to create, customize, and deploy AI agents tailored to your organization's needs.

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.

Oracle Human Resources consists of six solutions:

[Oracle Core HR](#)

[Oracle Benefits](#)

[Oracle Strategic Workforce Planning](#)

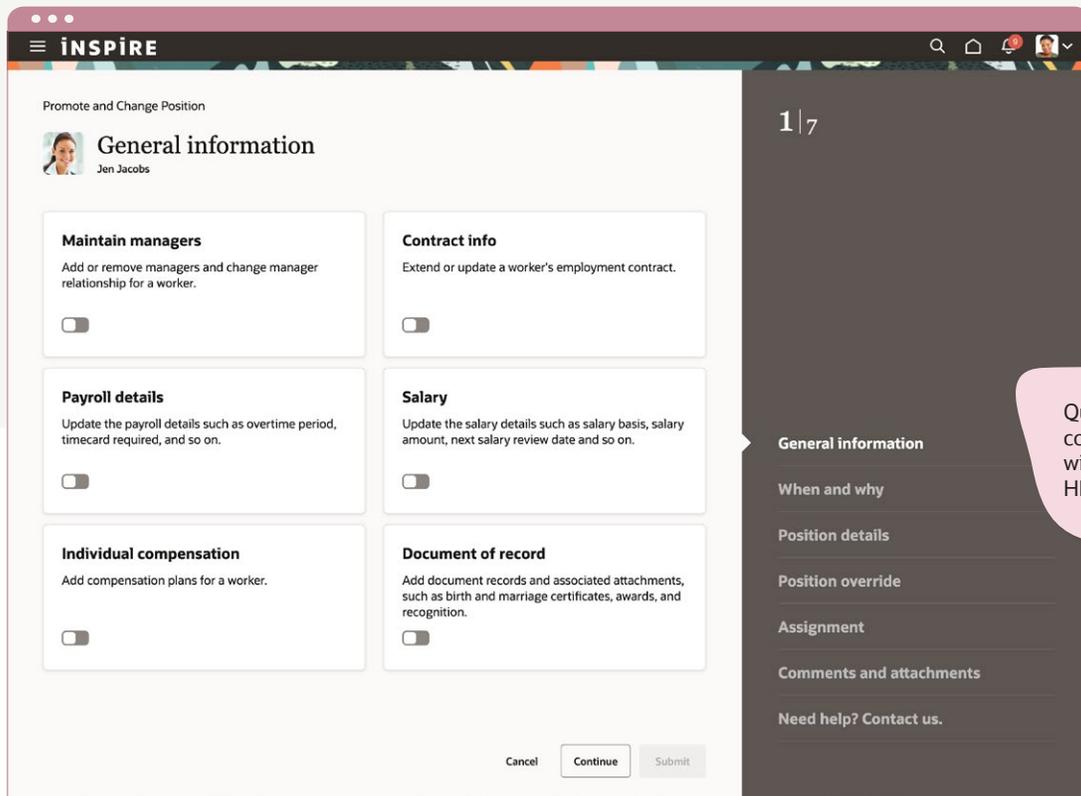
[Oracle Work Life](#)

[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.

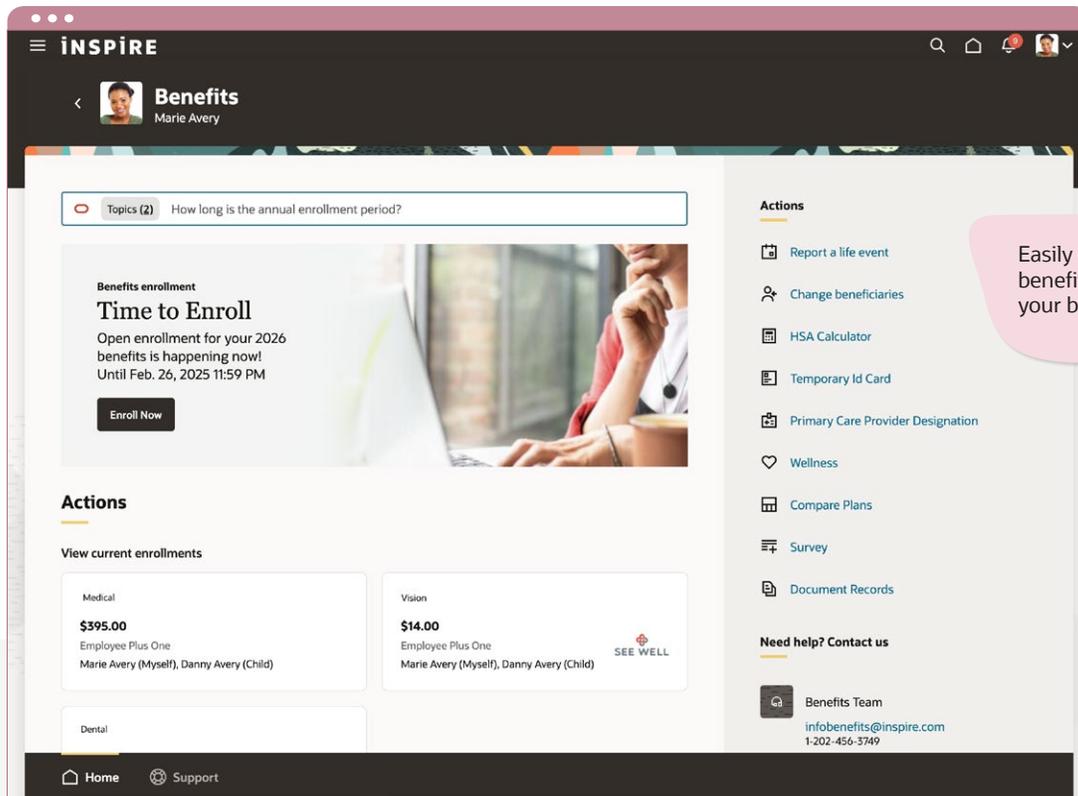


With Oracle Core HR, you can

- 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	Skills Gap
Plan	Working	HR Service Desk US	Job Type	FY20	FY24	
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 shows the Oracle Inspire 'My Projects' interface. At the top, there are four statistics: Hours Volunteered in 2020 (0), Target Goal Hours (0), Projects Completed in 2020 (0), and Upcoming Projects (3). Below this is a table of enrolled projects:

Enrolled		
Upgrading School Playgrounds 9/9/20 6:00 AM - 11:00 AM Redwood City, CA Lane Martin	3 volunteers 0 teams 0 team challenges	...
Virtual Knowledge Sharing 10/13/20 8:00 AM - 4:30 PM Redwood City, CA Robert Jackman	2 volunteers 0 teams 0 team challenges	...
Volunteer Teaching Assistant 10/15/20 1:00 PM - 3:00 PM Robert Jackman	5 volunteers 0 teams 0 team challenges	...

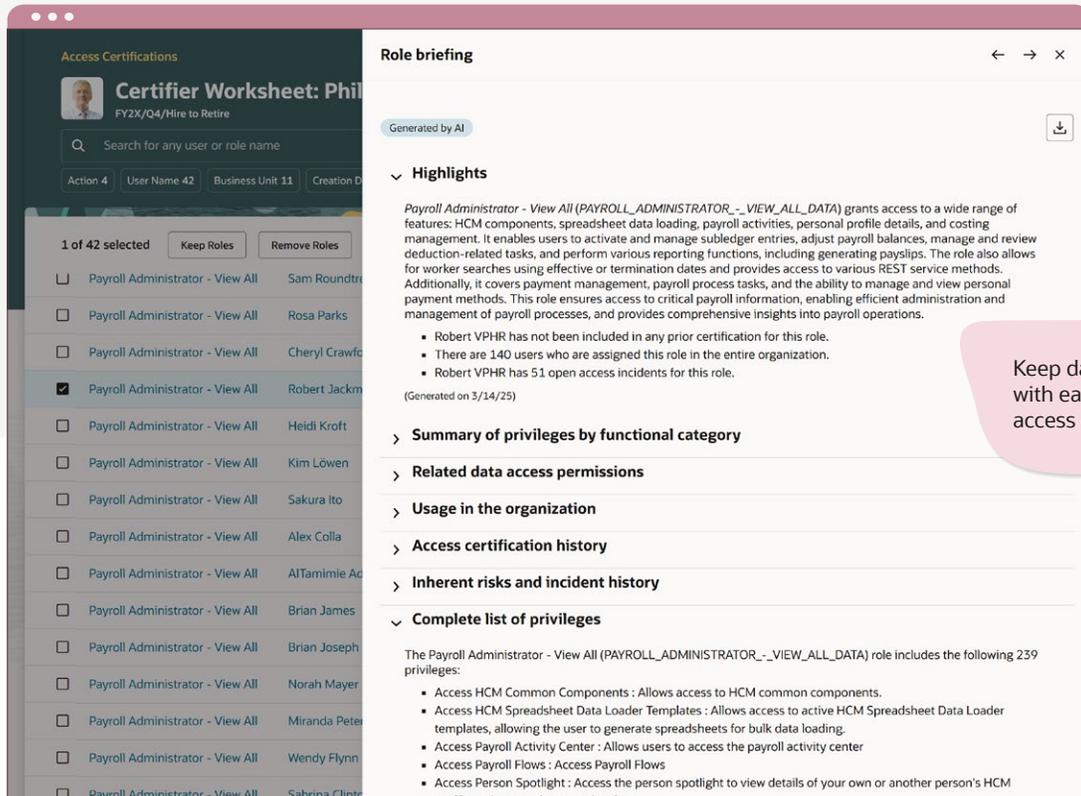
A callout bubble on the left says: "Easily encourage and manage volunteering programs".

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.

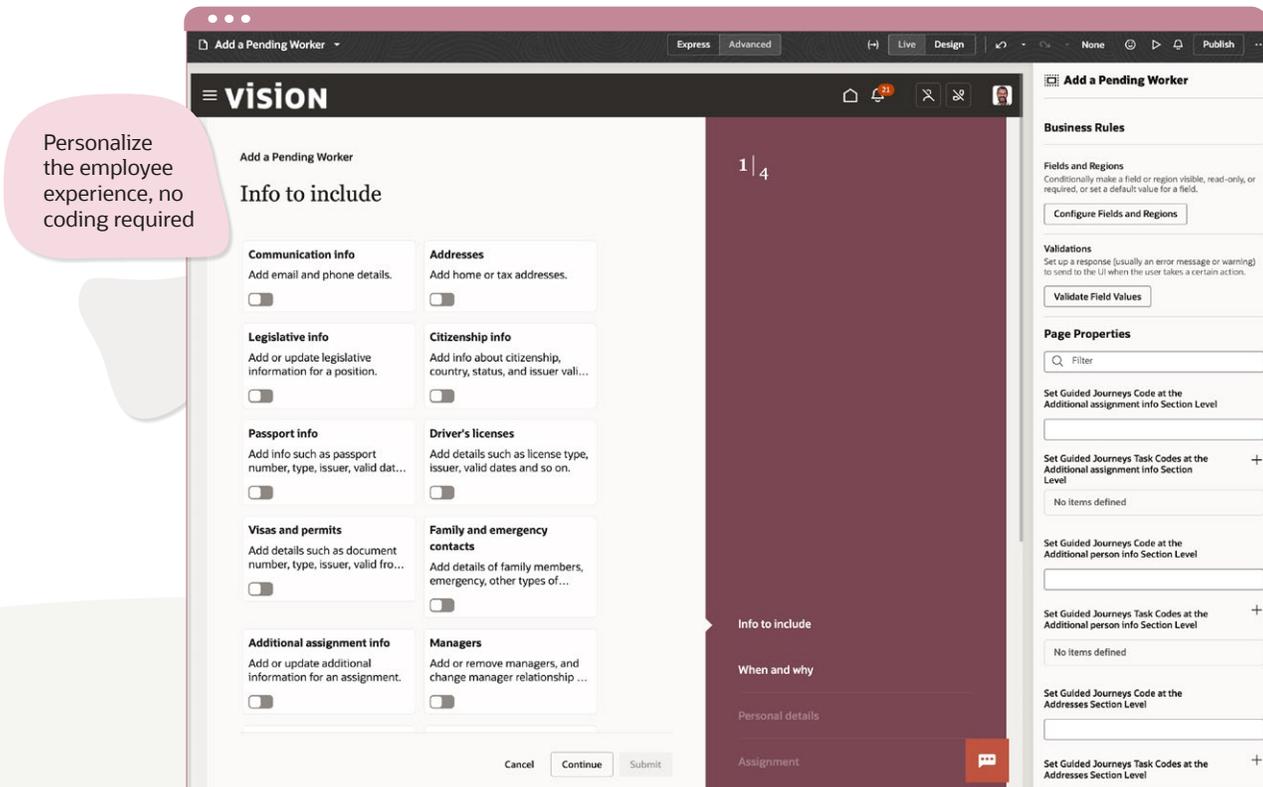


With Oracle Advanced HCM Controls, you can

- 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

How Oracle can help

Oracle Human Resources provides intelligent tools and ongoing innovation to help your organization adapt to change, enhance employee experiences, and foster collaboration. With a unified data platform, embedded AI-driven workflows, and planning tools, you can empower employees, managers, and HR professionals to increase productivity and agility, helping your workforce deliver stronger business outcomes.

[Learn more](#)

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