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Oracle E-Business Suite HCM and Self-Service: Strategy, Update and Roadmap

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E-BUSINESS SUITE

Hardware and Software
Engineered to Work Together

A 3D graphic of a red cube with a white diagonal line. The words "ORACLE", "OPEN", and "WORLD" are stacked on the cube's faces in a bold, white, sans-serif font.

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The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decision. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

Program Agenda

- Product Roadmap
- Product Update - Human Resources
- Product Update - Self Service HR
- Feature Overview and Demo
- R12.2 and Beyond
- Customer Success
- Summary and Further Information
- Q& A

Product Roadmap

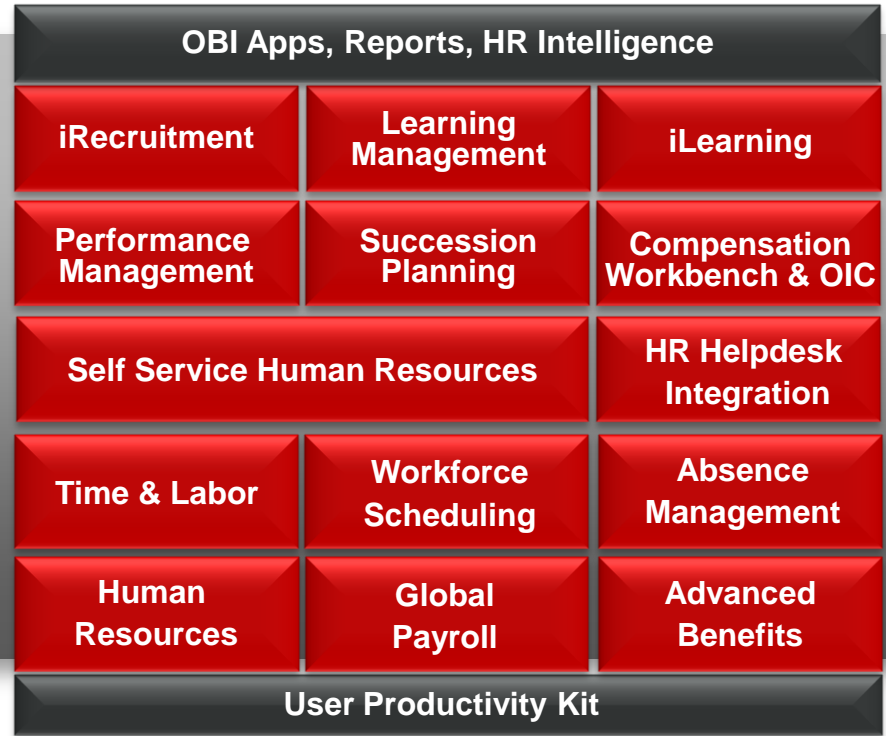


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Oracle E-Business Suite HCM Applications

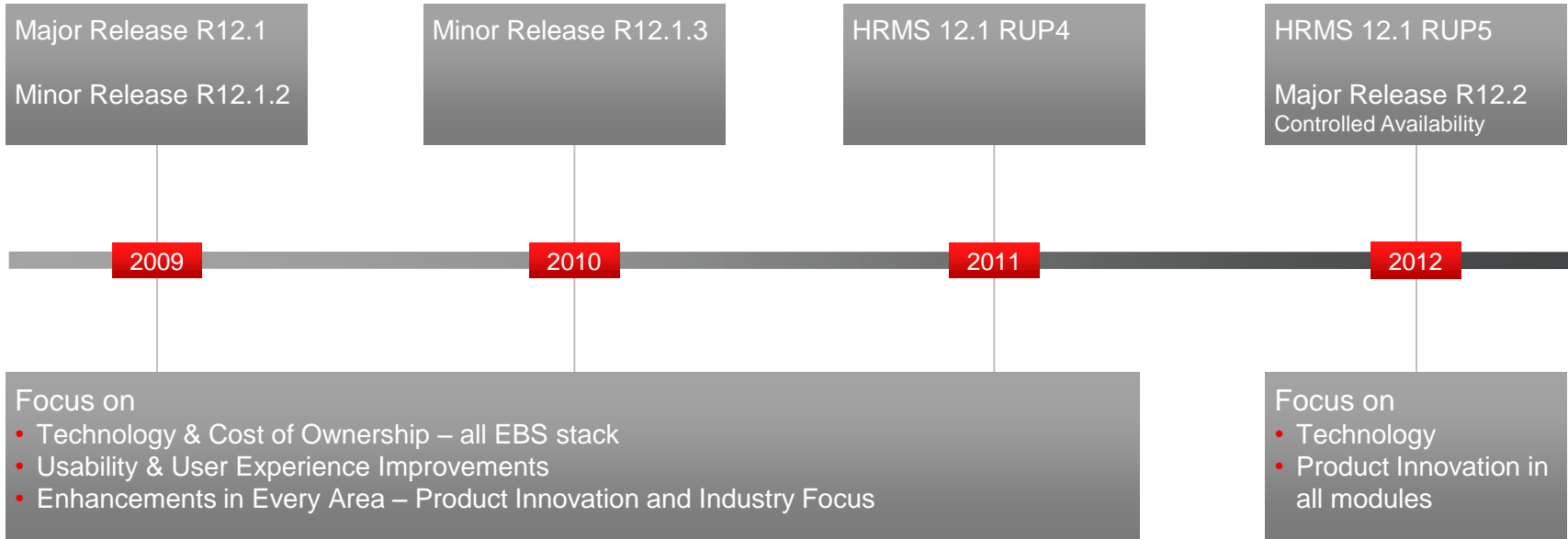
COMPLETE SOLUTIONS

BUSINESS INTELLIGENCE
STRATEGIC TALENT MANAGEMENT
WORKFORCE SERVICE DELIVERY
WORKFORCE MANAGEMENT
GLOBAL CORE
ADOPTION AND LEARNING



Continued Releases And Innovation

R12.1 Roadmap Release Cycle and Themes



Continued Releases And Innovation

R12.1 HCM Release Value

Enhanced Workforce Management

Focus - support growth and improve results with best practice HR business processes.

Enable business to be conducted globally and in compliance with local regulations.



Optimized Workforce Service Delivery

Focus - enable customers to exceed expectations in workforce administration and HR to become a strategic partner within the organization.

Enable organizations to cut HR administrative costs, increase employee satisfaction and morale, reduce turnover, and boost productivity.



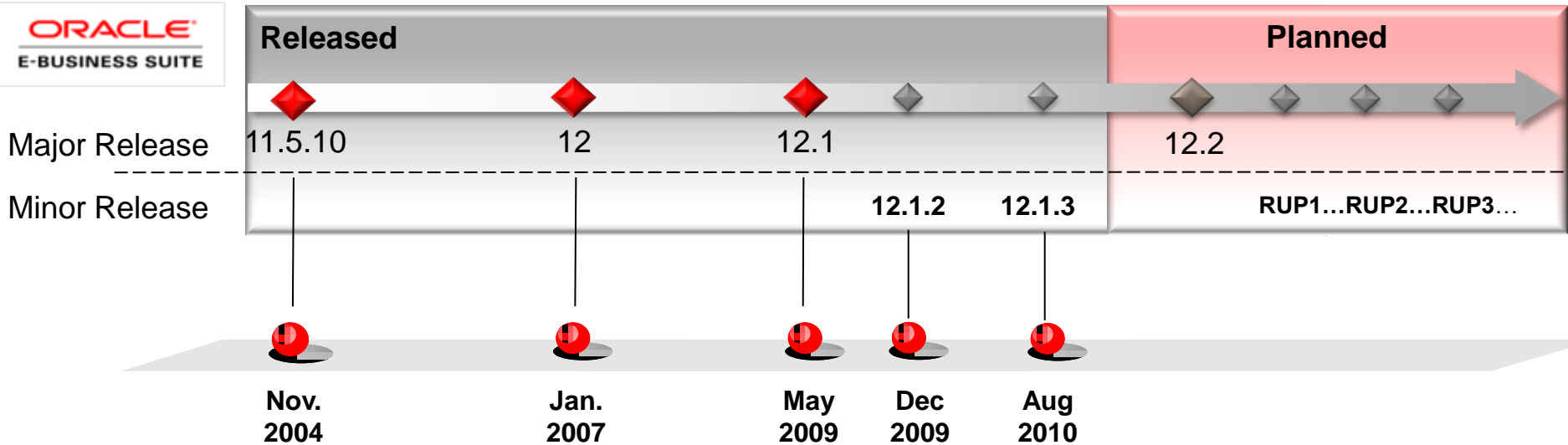
Strategic Talent Management

Focus - develop automated business process-based solutions to help organizations achieve a successful integrated talent management strategy.

Employees, organizational objectives and processes are linked together through technology to enable mission-critical success.

Roadmap: Continued Releases & Innovation

Ongoing Point Releases Easy to Uptake



Oracle Support Policy Updates for EBS

In Response to Customer Upgrade Needs

ANNOUNCEMENT

Customer Need

Risk Mitigation of 11.5.10 Production System Support While Focused on Upgrade



Support Timeline for 12.1 Upgraded System



Oracle Support Solution

11.5.10 Update: Exception to Sustaining Support for Dec 1, 2013 to Dec 31, 2014

- Provided for first 13 months of Sustaining Support
- Includes new fixes to Severity 1 production issues
- Includes US Form1099 2013 year-end updates
- Includes payroll regulatory updates for US, Canada, UK, and Australia for fiscal years ending in 2014

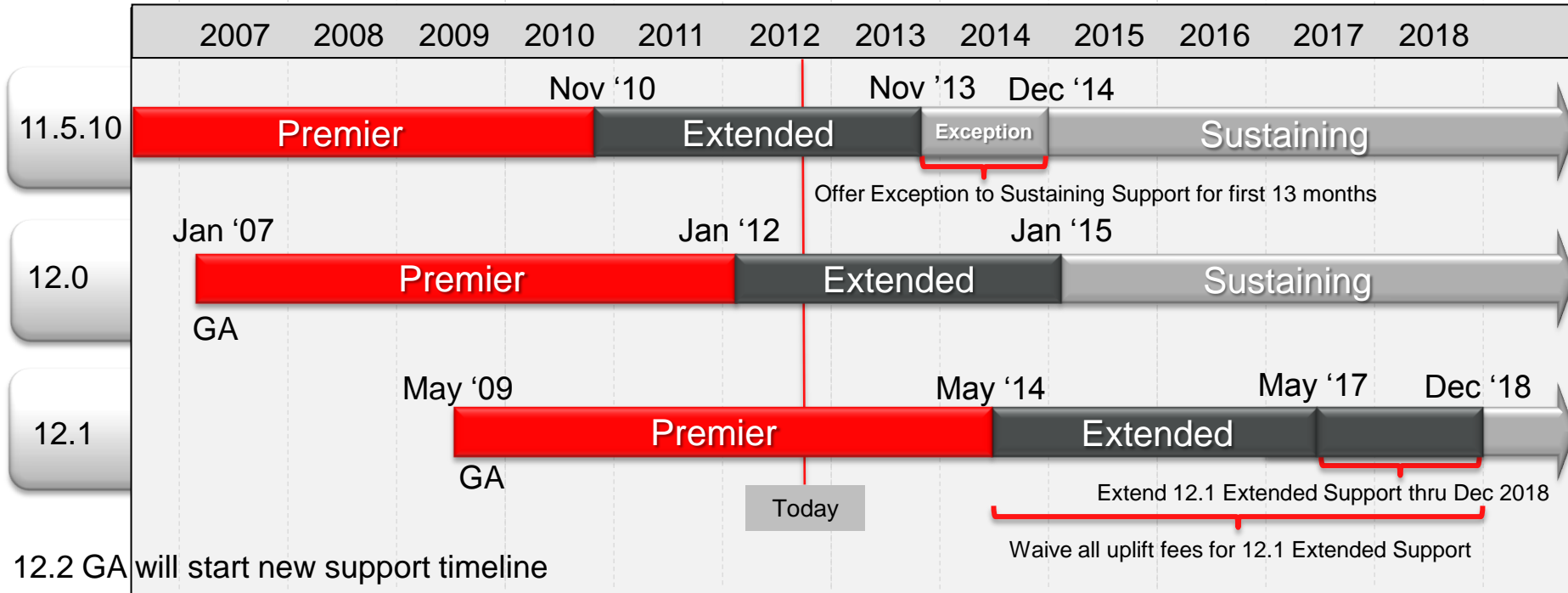
12.1 Update: Extended Support through Dec 2018 with all uplift fees waived

- Provides additional 19 months of Extended Support

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Oracle E-Business Suite Support Timelines

Updated Support Policies for 11.5.10 and 12.1



Product Update - Human Resources

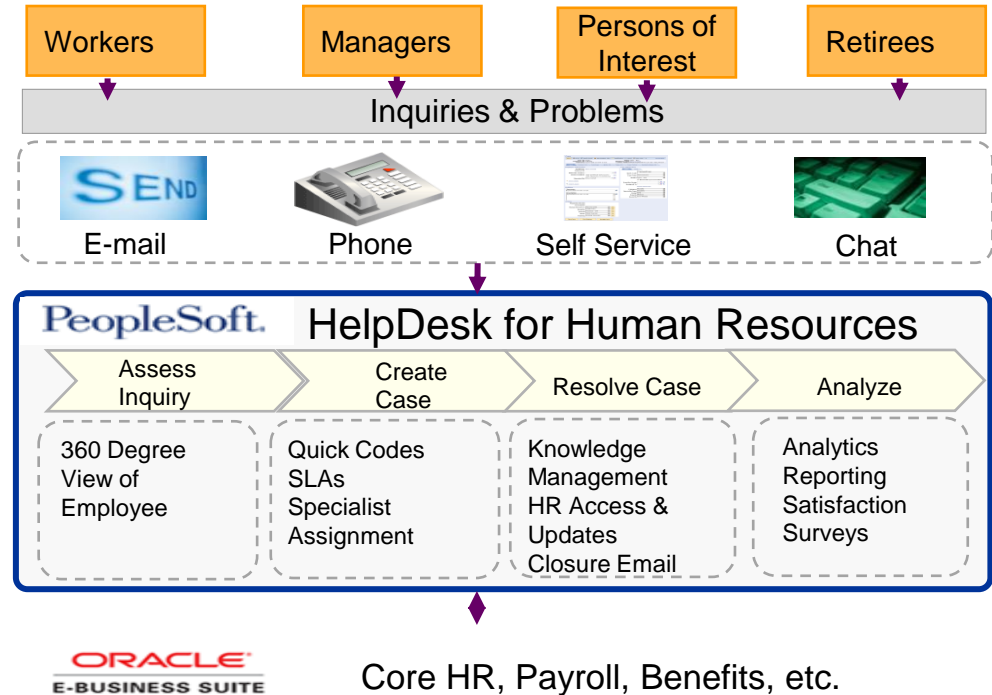


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Continued Releases And Innovation

HR 12.1.1 Highlights

- Knowledge Integration with ENWISEN
- HR Help Desk Integration
- Access to Ex-Employee and Future-Dated Employee Records in User Based and Dynamic Security
- Multi-Tenancy for BPO Outsourcing vendors



Continued Releases And Innovation

HR 12.1.2 Highlights

- Use Search Criteria to Query Records in the People Window
- Ability to change the Final Process Date when it is set same as the Last Standard Process Date

The screenshot displays the 'Terminate(Cook, Mr. David)' form. Key fields include:

- Date Start:** 03-MAY-2010
- Leaving Reason:** Better Opportunity
- Length of Service:** This Service (0 Years, 6 Months) and Total Service (0 Years, 6 Months).
- Termination Dates:** Notified (03-NOV-2010), Projected (12-NOV-2010), Actual (12-NOV-2010), Last Standard Process (15-NOV-2010), and Final Process (30-NOV-2010, highlighted with a red box).
- Person Type and Assignment Status for Terminated Employee:** Type (Ex-employee), Status (Term w/Pay).
- Termination Accepted By:** Fields for Date, Name, and Number.
- Buttons:** Terminate and Reverse Termination.

Continued Releases And Innovation

HR 12.1.3 Highlights

- Enhanced Document of Records
- Restrict Negative Balance in Absence
- Additional Parameters in Absence Duration FF
- Ability to use Dynamic Approvals in Checklist

Update Grade Ladder : Vision Engineering Ladder

Task Name	Description	Go To Task	Status
1 Grade ladder	Enter grade ladder details		✓
2 Salary Information	Enter salary information		✓
3 Grade	Add grades to the grade ladder		✓
4 Step	Add steps to grades		✓
5 Rates	Define salary rates		✓
6 Progression Rules	Link progression rules to grade ladder, grade and step		✓
7 Review and Submit	Review grade ladder setup		✓

Grade/Step Progression Task List >

Task: Rates (5 of 7)

Currency US dollar Period Hourly Effective Date 03-Nov-2010 [Cancel](#) [Save For Later](#) [Back](#) Step 5 of 7 [Next](#)

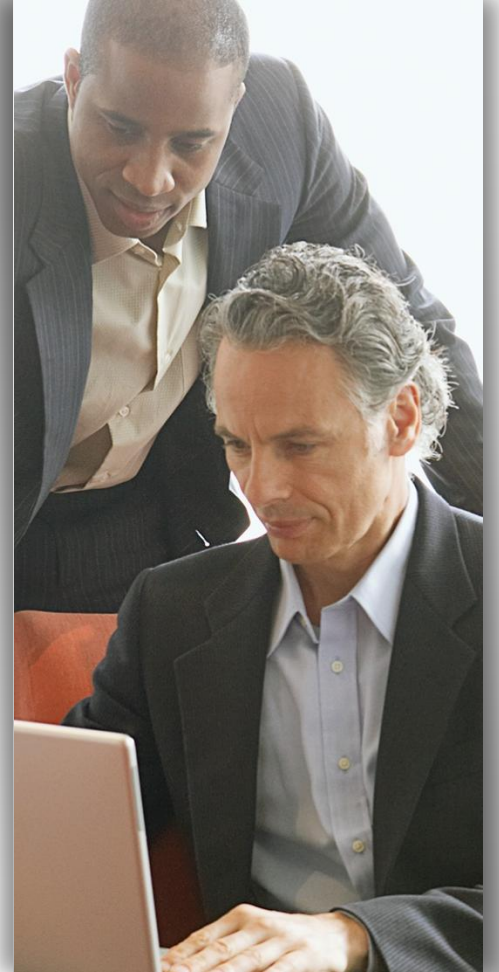
Indicates the ceiling step in a grade.
The step rate is the salary amount an employee is eligible for when placed on that step. Criteria Salary Rates allows you to vary the step rate for different criteria sets. Based on the employee's individual circumstances, the employee will be eligible for that step rate defined for the criteria set satisfied. If an employee who is on a step does not satisfy any of the criteria set, the default salary rate will be used to determine the salary for the step.

You can skip this task if you do not want to use step rates for updating employees salary after progression.

[Expand All](#) | [Collapse All](#)

Focus Item	Default Salary Rate	Update Default Salary Rate	Criteria Salary Rate Exists	Update Criteria Salary Rate
Vision Engineering Ladder				
VEN.1.East				
VEN.2.East				
VEN.3.East				
VEN.4.East				
VEN.5.East				

Product Update Self Service Human Resources



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Continued Releases And Innovation

SSHR 12.1.1 Highlights

- Adjusted Service Date
- Grade Step/Point Changes
- Leave Accrual Information Based on Effective Date
- Secured Access for Workflow Administrators Using Security Profiles

My Employee Information >
Bennett, Terry
The following section displays the summary as of the effective date.
Effective Date 03-Nov-2010

Assignment Number	89	Assignment Start Date	01-Jan-2001	Assignment End Date		Job	MGR500.Manager	Grade	200.2.East	Department	Recruiting-East	Location	M2- Septa	Assignment Category	Fulltime-Regular
Department	Recruiting-East	Manager	Palmer, Blair	Salary	114,178.00 USD	Performance Review Date	01-Feb-2010	Total Number of Absences	33	Applications Exp?	Yes	Comparatio	190,290		

Assignment Start Date 01-Jan-2001
Job MGR500.Manager
Location M2- Septa
Email Address tbennett@vision.com
Performance Rating 4 - Above Average
Years of Service 10.9
Total Training Days 0

Details	Assignment Number	Assignment Start Date	Assignment End Date	Primary Assignment	Job	Grade	Department	Location	Assignment Category
<input type="checkbox"/> Hide	89	01-Jan-2001		Yes	MGR500.Manager	200.2.East	Recruiting-East	M2- Septa	Fulltime-Regular
				Assignment Status	Active Assignment			Status Change Reason	
				Manager	Palmer, Blair			Business Group	Vision Corporation
				Position	MGR519.Recruiting Manager			Derived Locale	Boston, MA, US
				People Group	HRMS			Hire Date	
				Latest Hire Date	11-Dec-1991			Termination Date	
				Termination Reason				Rehire?	

Absence Management: Summary

Employee Name **Palmer, Blair**
Organization Email Address **bpalmer@vision.com**

Absence Summary Entitlement Balances

Hide Accrual Balances
✓ TIP The accrual balances are as of: December, 31 2010.
✓ TIP Enter the date for which you wish to view Leave accruals.

Effective Date
(example: 19-Oct-2010)

Sick Time Accrual **120** Vacation **84.333**

Continued Releases And Innovation

SSHR 12.1.2 Highlights

- Talent Profile
- Hire Employee Applicant into New Assignments
- Rehire Ex-employees
- Terminate Secondary Assignments
- Use Context Sensitive EITs
- Employee Information Pop-ups

The screenshot displays the Oracle Manager Self-Service interface for a user profile. The page title is "ORACLE Manager Self-Service" with navigation links for "Home", "Logout", and "Preferences". A search bar contains the name "Cranford, Mr. Smith" and a "Show Profile" button. Below the search bar, the profile for "Cranford, Mr. Smith" is shown, including a photo and contact details. The profile is divided into three main sections: "Contact Details", "Employment", and "Performance Matrix (9-Box)".

Contact Details	Employment	Performance Matrix (9-Box)
<p>Phone (Work) 665-987-1256 Mobile 665-254-5695 Phone (Home) 665-982-5698 Email Address Smith.Cranford@Nmart.com Address 3265 Jefferson Drive, Dupage, IL, 60628, US</p>	<p>Organization NOVEL MART Job Global Director Position Director Store Operations Supervisor Castillo, John Location Chicago</p>	<p>Performance Matrix (9-Box): A 3x3 grid with the top-right cell highlighted in blue.</p> <p><input checked="" type="radio"/> Potential vs Performance <input type="radio"/> Retention vs Performance</p>

Below the profile information, there are several tabs for "Expand All" and "Collapse All", and a "Tags" section with a "Select an Action" dropdown and a "Go" button. A grid of 12 buttons provides access to various employee information sections:

- Competencies (More Show)
- Qualifications (More Show)
- Other Professional Qualifications (More Show)
- Benefits (More Show)
- Cash Compensation (Show)
- Salary (Show)
- Appraisal (More Show)
- Certification (More Show)
- Job History (Show)
- Work Preferences (More Show)
- Succession Plan (Show)
- Compensation Statement (Show)
- Performance Objectives (More Show)
- Training (More Show)
- Career Path (Show)
- Previous Employment (Show)
- Notes (Show)

Continued Releases And Innovation

SSHR 12.1.3 Highlights

- Hire Employee Applicants
- Reverse Termination
- Voluntary Termination
- Transaction Details in FYI Notifications View
- Entitlement Balances in Notifications
- Restrict Absence Type LOV

Reverse Termination
* Indicates required field

Search
Search for employees and contingent workers who have an actual termination date.

* Business Group

Department

Last Name

First Name

Middle Name

Date of Birth

(example: 20-05-2010)

Social Security

Employee Number

Job

Location

Position

Person

Actual Termination Date

(example: 20-05-2010)

Show only future dated terminations

Select Person:

Full Select Name	Date of Birth	Social Security	Business Group	Department	Location	Job	Position	Current Person Type	Employee Number	Actual Termination Date	Details
<input checked="" type="radio"/> Smith, Brian	01-05-1978	987-09-9082	Vision Corporation	Vision Corporation	HR- New York	ANA400_Analyst	AA_Associate Analyst	Employee	2684	10-06-2010	

Continued Releases And Innovation

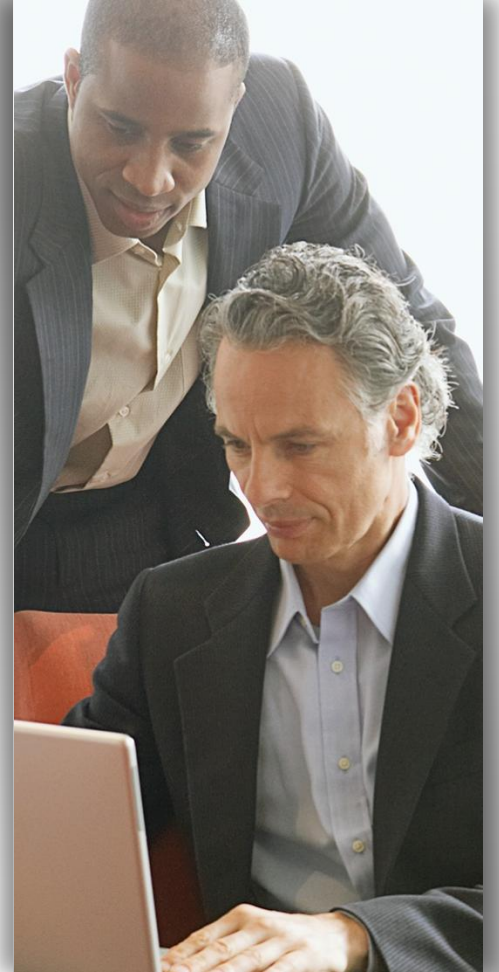
12.1 HRMS RUP5

- **Core HR**
 - Approvals in Global Deployment
- **Self Service HR**
 - Actionable Organization Charts
 - Parallel Approvers



Feature Overview

Parallel Approvals



Parallel Approvers

Description

- Enables enterprises to notify multiple approvers of SSHR transactions simultaneously
- Supports the voting method “First Responder Wins”.

Parallel Approvers

Business Value

- To set up parallel approval process for Oracle SSHR transactions, you must use Oracle Approvals Management (AME).
- Enables all members of the approval group to know the latest status of the transaction using the Action History region in the approval notification.

Parallel Approvers

Implementation Tips

- Reduce the cycle time to approve a workflow process
- Parallel approval process can be configured for other HRMS products that use the supplied SSHR approval process. For example, in the Standard Appraisals function in Oracle Performance Management

Parallel Approvers

Troubleshooting Tips

- For a transaction submitted for approval if any data is changed using the update action, members of any parallel approval group will always see the latest data change based on when they open their notification.
- The action history table only displays the user name and not the name of the approval group to which an approver or user belongs to.

Parallel Approvers

Troubleshooting Tips

- The following error occurs for an approver, when another approver from the approval group has already acted on the notification.
 - Error: You cannot perform an action because the notification is closed.

- The following error occurs for an approver when another approver from the approval group updates the notification at the same time.
 - Error: This notification is being updated by another parallel approver. You cannot act on this notification.

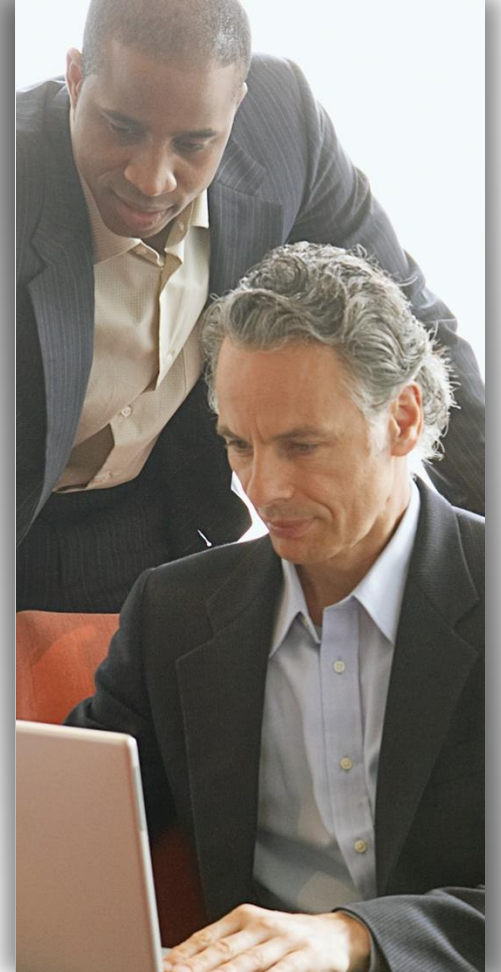
Parallel Approvers

Best Practice

- Ensure that AME rules for parallel approvals is set up correctly as per the business requirements of your enterprise.

Demonstrations

Approvals in Global Deployment
Actionable Organization Charts



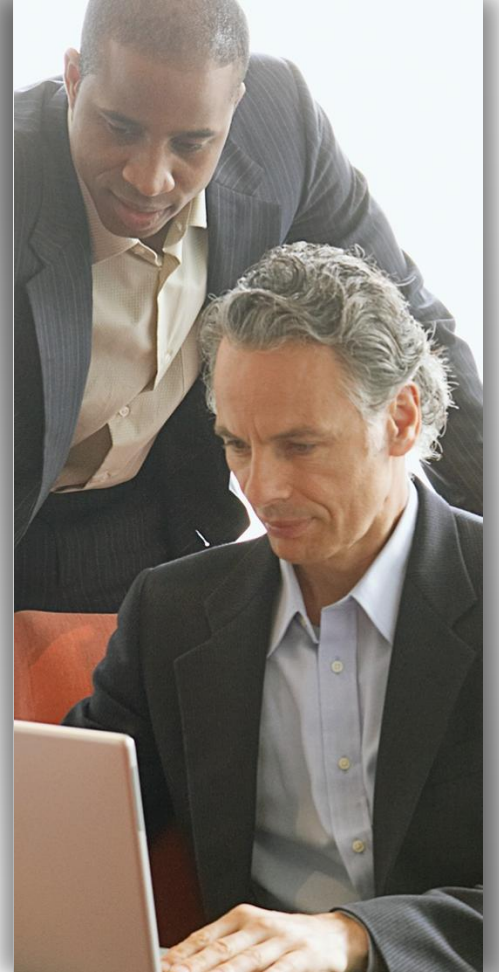


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Release 12.2 and Beyond



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Continued Releases And Innovation

EBS HCM 12.2

EBS Wide

- Online Patching
- Native consumption of Fusion Middleware Technologies

HCM Product Enhancements

- Few New, Feature Packs Post GA

Fusion Integrations

- Co-existence with Fusion Talent Products



Oracle Applications Planning

E-Business Suite HCM Current Release and Roadmap

Release 12.1.3 August 2010

- Usability and User Experience Improvements
- Enhancements in Every Area – Product Innovation and Industry Focus
 - Actionable Organizational Charting
 - Interactive Talent Profile
 - Recruitment Candidate Profile
 - Succession Planning/ Slate Management
 - Time and Labor Workcenter
 - Compensation and Benefits Enhancements
 - Fusion Talent and Compensation Integrations
 - Time and Labor – Absences Integration
 - Multi-Tenancy for Business Process Outsourcing vendors

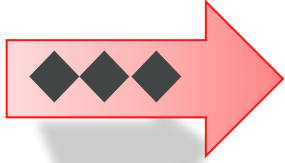
What's Next 0-12 month planning cycle

- Usability and User Experience Improvements:
 - Self Service HR
 - What if Pay Check Modeling
- Taleo, Recruiting to EBS HR Integrations
- Endeca uptake for Search and Usability
- Learning Workcenters
- Projects – Payroll – Time and Labor Integration
- New Projects Timecard

Future Directions Post 12 month planning cycle

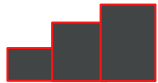
- Enhancements in Every Area
- Mobile Applications for EBS HCM, initially for Self Service Human Resources
- Usability and User Experience Improvements
- Webcenter Portal Integrations
- New Learning Center
- Social and Mobile Integrations

Complete Choice – Fusion Integrations



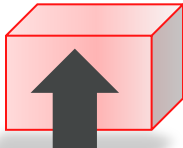
Continue On Your Current Path

- Evaluate the latest Applications Unlimited releases for the value they would add to your business



Move to Fusion Step-by-Step

- Add Fusion Application modules when available to existing Applications Unlimited environment



Upgrade to Fusion Applications

- Upgrade by pillar or single global instance when applications are available, and when you're ready

Customer Success



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Customer Success on Oracle.com

Core HR & Self-Service

- Achieve operational excellence and reduce human error by automating all transactions, ensuring greater accuracy, transparency, and online visibility
- Support growth and increase efficiency by rolling out standardized, streamlined and consistent processes





Gemeente Den Haag

“Oracle E-Business Suite and Oracle Human Resources Self-Service, helped us realize a 15% gain in efficiency by automating all HR processes.”

Danielle Benschop

Project Manager,
Municipality The Hague

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“We now follow Oracle best practices and have a series of online employee and manager self-service options that have streamlined our HR processes.”

Michael Boulton

Payroll and HR Systems, Human Resources,
Parks Victoria

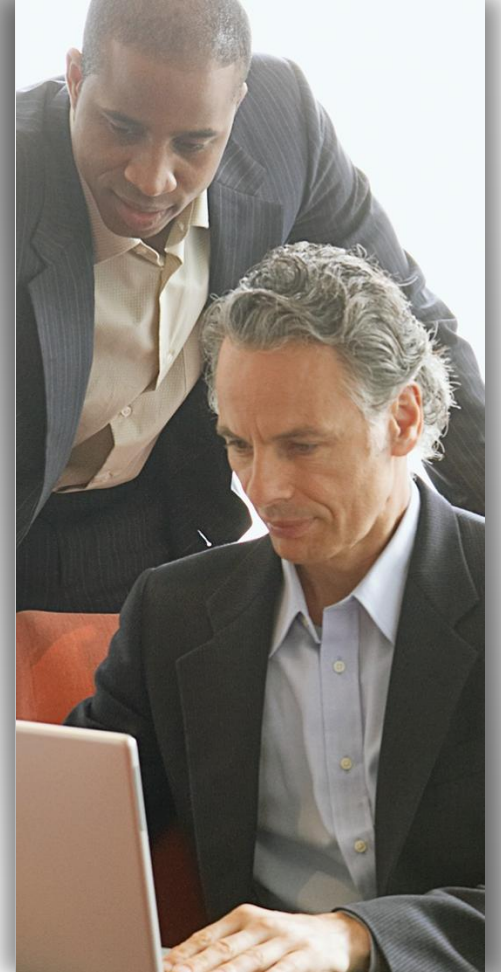


“Oracle’s industry-leading technology has been critical to our success in building a highly ambitious people-management solution for 7% of the working population in England and Wales, delivering it on time and to budget, and helping the NHS to exceed business case savings targets by more than 30%.”

Frank Rutley

Vice President, UK Workforce Solutions,
McKesson Information Solutions UK Ltd

Summary and Further Information



Finding Additional Information

Accelerate Your Evaluation and Planning

<http://launch.oracle.com/?OOW>

- Presentations, Videos, Customer Stories
- RCDs
- RVPs
- White Papers
- And more...

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Upgrade to E-Business Suite 12.1

Home	Procurement	Supply Chain Management	Human Capital Management	Channel Revenue Management	Financials / Projects	Applications Technology	Additional Upgrade Values	Next Steps
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HCM Solution
HCM Collateral

Develop Talent and Reduce HR Costs

Oracle Human Capital Management (HCM) applications provide organizations of all sizes, industries and regions with end-to-end human capital management capabilities to help reduce costs and increase employee productivity. Oracle HCM solutions offer the strategic advantage of truly integrated talent management, the stability of deep HR best practices and the insight of actionable business intelligence. Oracle HCM increases organizational efficiency and operating performance with key processes that place the right people in the right jobs, develop and reward top performers and retain key talent for the long term.



Results:

- ✓ Improve talent management processes
- ✓ Streamline sourcing and on boarding of talent
- ✓ Extend existing HRMS Investments



Title : HRMS 12.1 Talent Profile & Succession Planning



Title : Human Capital Management 12.1



[Want to learn more. Review Release Value Propositions and White Papers](#)

Emirates NBD Leads Human Resources Technology Revolution Across the United Arab Emirates

"We are empowering our employees by implementing a series of cultural-based human resources processes with Oracle E-Business Suite. We want to invest in our people, be an employer of choice, and realize real change, driving the whole company from the bottom up."

– Charles Rocky D'Souza, Human Resources Strategy Consulting Manager, Emirates NBD Bank

Agility Cuts Reporting Times with Consolidated HR Solution on Oracle E-Business Suite R12.1

"Because Agility expanded by acquiring other companies, we had serious integration issues with every business unit using its own system. The Oracle solution has allowed us to share data much more easily. Collaboration is much easier and we are now a much more cohesive organization."

– Ian G. Paisley, Vice President, Human Resources Information [More](#)

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Finding Additional Information

Accelerate Your Evaluation and Planning

My Oracle Support : E-Business Suite Release 12.1 Information Center

- Knowledge > Tools and Training > Release 12.1 Info Center
- Doc ID: 806593.1

One stop shop for all things R12.1

Release 12.1 Info Center

☆ **Bulletin:** Release 12.1 Info Center

Subject: **Oracle E-Business Suite Release 12.1 Info Center**

Doc ID: **806593.1**

Modified Date: **15 JUN 2009**

Type: **BULLETIN**

Status: **PUBLISHED**

E-Business Suite Release 12.1 Highlights

- Now Available: Oracle E-Business Suite Release 12.1**
Oracle is pleased to announce the availability of Oracle E-Business Suite Release 12.1. This document provides links to the downloads and release documentation. [Read full details](#)
- Live Webcast: Oracle E-Business Suite Release 12.1 Overview**
Join Cliff Godwin, SVP Oracle Applications Development, for this 1-hour session on Oracle E-Business Suite Release 12.1: Delivering Value in Uncertain Times. This is the first presentation in a series of E-Business Suite Release 12.1 presentations. [Read full details](#)
- Oracle E-Business Suite Release 12.1: Release Value Propositions**
The Release Value Propositions describe the value associated with the new features and enhancements in Oracle E-Business Suite Release 12.1. They are intended to help you assess the business benefits of Release 12.1 and plan your information technology (IT) projects and investments. [Read full details](#)
- Oracle E-Business Suite Release 12.1.1: Release Content Documents**
The Release Content Documents provide descriptions for each new or changed feature in Release 12.1.1. [Read full details](#)
- Now Available: Oracle Manufacturing Operations Center 12.1.1.01 (Including Integration to Oracle Process Manufacturing)**
Oracle E-Business Suite is announcing the availability of Oracle Manufacturing Operations Center Release 12.1.1.01. With this latest release, Oracle Manufacturing Operations Center provides integration to Oracle Process Manufacturing 11.5.10 to collect master and reference data such as items, resources, and batches. This release also includes additional KPIs in the area of Production Performance, as well as usability and performance related enhancements. [Read full details](#)

Trainings & Events

- Oracle E-Business Suite Release 12.1.1: Transfer of Information Online Training**
Oracle E-Business Suite Transfer of Information (TOI) online courses contain information about the functional changes in Release 12.1.1. These recorded online courses are available free of charge for Oracle E-Business Suite customers via My Oracle Support.
ID: [807319.1](#)

Info Center Home

Reference Information

- Announcements
- Documentation
- Additional Resources

Lifecycle Management

- Install
- Implement
- Manage
- Upgrade

Advanced Customer Services (ACS)

Many customers have benefited from working with ACS on upgrades to and implementations of E-Business Suite Release 12. [Learn More >](#)

EBS HCM at OpenWorld 2012

Wed October 3

- | | | |
|---------|---|---|
| CON9225 | Oracle E-Business Suite Payroll: Strategy, Update and Roadmap | Moscone West L3, Room 3011, 11:45 pm - 12:45 pm |
| CON9231 | Oracle E-Business Suite Compensation and Benefits: Strategy, Update and Roadmap | Moscone West L2, Room 2018, 5:00 pm - 6:00 pm |
| MTE9643 | Oracle E-Business Suite HCM: Meet The Experts | Moscone West L2 - 2001A, 5pm - 6pm |

Thurs October 4

- | | | |
|---------|---|--|
| CON9233 | Oracle E-Business Suite HCM: Engaging The Next Generation Workforce | Moscone West L2, Room 2014, 12:45 pm - 1:45 pm |
|---------|---|--|



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