

Oracle Workforce Predictions

An integral part of Oracle's Human Capital Management (HCM) and Business Intelligence solutions, Oracle's Cloud Workforce Predictions (Predictions) provides forward-looking insight into your workforce trends and enables you to take action early, aligning human capital plans with organizational business objectives.

Predictions uses current and historical indicators to predict performance and attrition, determines corrective action through "what if" scenario modeling, and provides the ability to implement that corrective action. For example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer based on hours worked without taking holiday absence and a lower-than-average pay increase. Predictions will flag this worker to their manager and HR professional, provide the reasoning behind the prediction, and allow the user to perform a "what-if" analysis impact on the prediction. Predictions shifts the management of the workforce from one based on history to one based on determining how you can minimize issues with what may happen tomorrow.

PREDICT WORKER AND TEAM PERFORMANCE

In day-to-day management it is difficult to know if a change in role, promotion, or time off will have a positive impact on a worker's performance. Now, as you take those actions, you will be informed of predicted impact on that worker's performance. For example, there are insights regarding how a worker may perform in a new role, given their current skills and experience. Predicting worker and team performance helps you determine which people and teams will likely have a drop in performance and ensures that your day-to-day management of them will result in improving their performance.

PREDICT WORKER AND TEAM ATTRITION

Worker surveys and manager intuition do not provide organizations with enough information, at the right time, to prevent employees from leaving. The 9-box organizes workers by their predicted risk of leaving, so you can quickly determine which high performers are at risk and concentrate your energies on retaining them. Predictions presents data about which workers, and teams, are likely to face attrition problems, providing you timely information to proactively address the potential risks.

Key Features

Workforce Predictions provides organizations with an extensible, scalable framework to predict and improve worker performance and attrition.

- Predict at all levels of the organization
- Know why top performers stop performing before it happens
- Know who will leave before they leave
- Take corrective action on predicted performance or attrition issues
- Create actions based on predicted worker models
- Understand the predicted impact when implementing workforce changes

IMPROVE PERFORMANCE AND REDUCE ATTRITION THROUGH “WHAT IF” MODELING

Determining what motivates your employees is a daunting task. By using “What If” Modeling you can easily model different scenarios to see how changes in policies, vacation, pay, or promotions, can affect your organization. Early insight into likely outcomes of policy changes ensures you put the right policies in place to achieve your goals, allows teams to pro-actively manage their employees, ensures changes are communicated effectively and helps undertake individual actions to prevent key losses.

ACCURATE AND STATISTICALLY VALID PREDICTIONS

Predictions leverages existing Oracle Data Mining statistical models similar to those used elsewhere in your organization (for example, to make predictions about what customers to sell to). These statistical models make predictions using multiple years worth of your organization’s workforce, business, and operational information, including data such as time in job, composition of a team or how many deals a sales person is currently closing. This internal information is blended with external benchmarks and market indicators to provide the statistical models with a complete and robust picture in which to make highly accurate predictions.

Before and after deploying Predictions, administrators can assess how accurate the model is with its current set of information and fine tune it for better accuracy by adding or removing model attributes. Administrators can use these same capabilities to also create brand new models, such as compliance or leadership.

SECURING THE COMPLETE INFORMATION LIFECYCLE

Oracle Cloud Applications Security provides standards-based, declarative, transparent, portable function and data security policies across all Cloud Applications, defined independently from application code.

By making use of an external security reference system, Identity Management, as opposed to referencing security only inside an HCM application, the complete application set and the hardware and services used in the HCM process can be secured. Reporting of data in BI systems is governed by the same single security authority as information on a HCM transaction user page.

Key Benefits

- Predict individual attrition and performance
- Predict team attrition and performance
- Understand what impacts workers most.
- Take corrective action through “what if” modeling
- Predictive 9-box
- Create predictive workforce plans
- Add or remove data points
- Create new predictive models
- Assess the accuracy of models
- Embedded throughout the Oracle HCM Cloud

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Integrated Cloud Applications & Platform Services

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