

Cloud **Essenti** **Is**

Empower HR with Oracle Fusion HCM Analytics

Gain visibility into employee performance,
productivity, retention, turnover, and compensation

ORACLE
Cloud



Forward-looking human resources (HR) leaders have become strategic advisors to the business, charged with retaining talent, guiding employees into challenging roles, and supporting the primary workforce objectives of the enterprise. Analytics makes it all possible.

In this brief you will learn how to maximize your Oracle Cloud Human Capital Management (HCM) data to identify high-performing employees, maximize staff productivity, retain talent, and mitigate HR costs. It's all made possible by a new cloud solution called Oracle Fusion HCM Analytics, a fundamental component in the Oracle Fusion Analytics family.

Our evolving family of cloud solutions includes ready-to-use dashboards, reports, and key performance indicators (KPIs) that empower HR professionals to interactively explore Oracle Cloud HCM data in a self-service environment, powered by machine learning technology.

Read on to learn how you can jump-start your analytic efforts and move your HR team into more strategic, insight-driven roles.

Companies that use Oracle Cloud ERP, Oracle Cloud HCM, and other Oracle Cloud Applications can jump-start their analytic endeavors with *Oracle Fusion Analytics*.



Fast insights from HR data

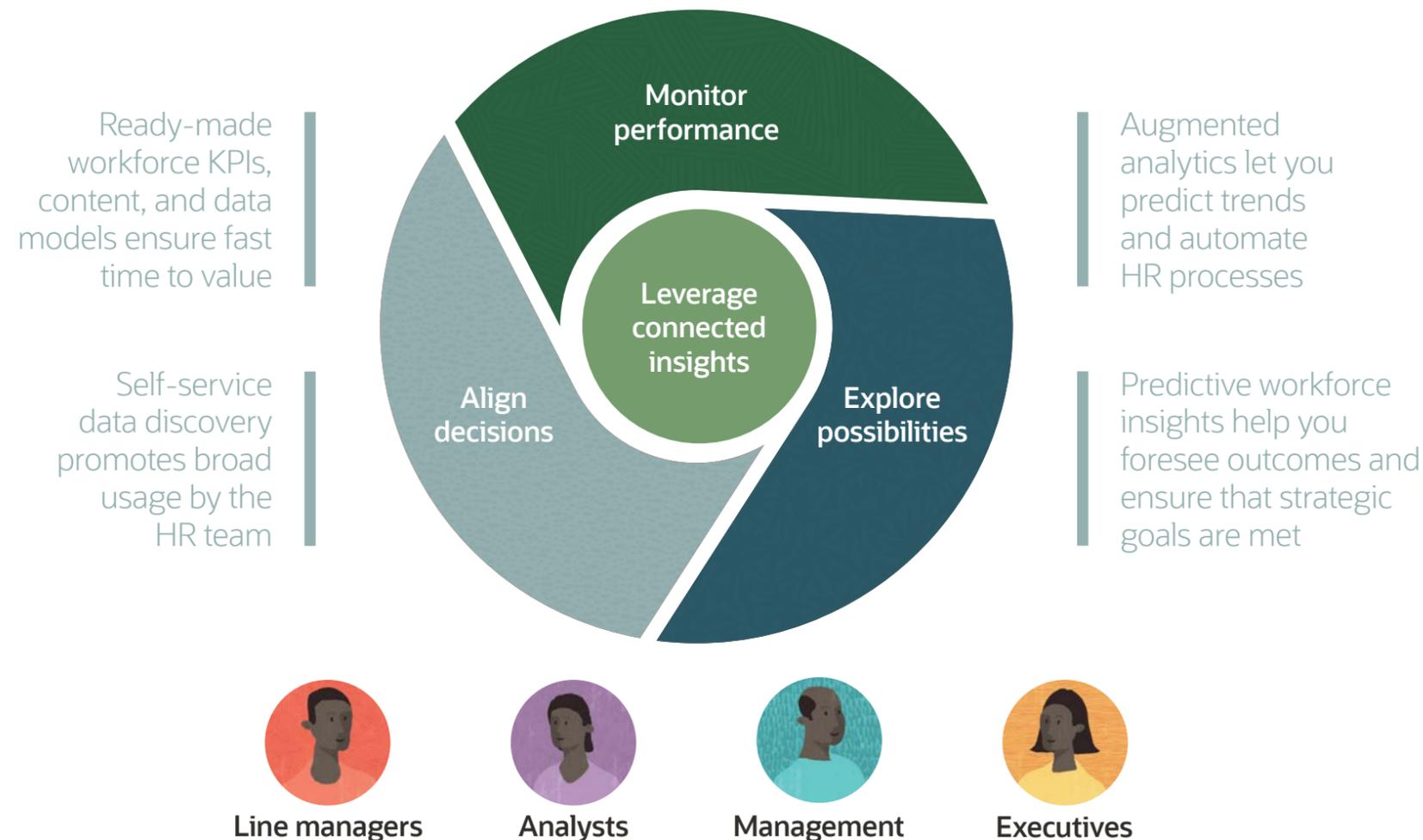
Most companies have invested years of effort into rolling out enterprise software applications to run their businesses. They want to use the data from these applications to generate insights, but they don't want to get mired in lengthy projects that require complex data models, custom-developed interfaces, and highly skilled IT professionals to guide the effort.

Line-of-business managers, executives, and analysts who want to move beyond the standard reporting in Oracle Fusion Applications can use the cloud offering to immediately analyze their HCM data. Oracle Fusion HCM Analytics complements and extends the reporting capabilities embedded in the Oracle Cloud HCM application—and takes these reporting capabilities to the next level.

Today's HR professionals need to move beyond tactical data with recruiting, onboarding and managing benefits, and focus on analyzing. Oracle delivers the insights they need to analyze workforce diversity, mitigate employee attrition, understand employee retention trends, analyze compensation ratios, and perform many other essential activities.

As a managed cloud solution, it's quick, affordable, and easy to get started.

Create an insight-driven enterprise



Instant answers to your questions

With most popular business intelligence (BI) and data visualization tools, if business users want new data, dashboards, or KPIs, they must wait for the IT team to create them. Oracle Fusion Analytics allows you to obtain valuable insights from all your enterprise data right away. The entire solution is ready made so you can get started with HCM analytics quickly—and obtain new insights that you didn't have before. In addition, you have the flexibility to create your own KPIs. You can even add data from finance, supply chain, marketing, and other sources to conduct cross-functional analysis in response to unique business needs.

Maximize the Value of your Oracle Cloud HCM data

- Utilize ready-made KPIs to monitor your business performance.
- Power deeper analysis with ready-made dashboards and reports.
- Extend analysis even further using the ready-made data model.

Accelerate time to value with packaged analytics

- Utilize a ready-made data pipeline to load your application data.
- Lower costs and boost productivity with ready-made dashboards and reports.
- Discover new insights with built-in machine learning and data science tools.

Customize the solution to meet unique business needs

- Improve collaboration by combining SaaS data with other sources, including data from third parties and external suppliers.
- Streamline collaboration with cross-department insights and workflows.
- Adapt cross-functional data sources.



Actionable insight for executives, managers, and analysts

Every worker is a potential decision-maker, yet most decision-making tools are only available to a select number of highly trained experts. Oracle Fusion HCM Analytics makes analytics accessible not only to HR analysts, but also to executives and line-of-business managers, from the CHRO right down to the HR staff.

With our new data analytics solution, you don't have to gather, prepare, or transform your application data. Your technology team doesn't have to spend time tuning SQL queries, installing software patches, or backing up data—all that is handled for you. The solution is tightly integrated with Oracle Cloud HCM to complement your current reporting initiatives. And because the analytics are derived from clean, accurate, governed data, you obtain business information in a form that you can use right away—with consistent output everywhere.

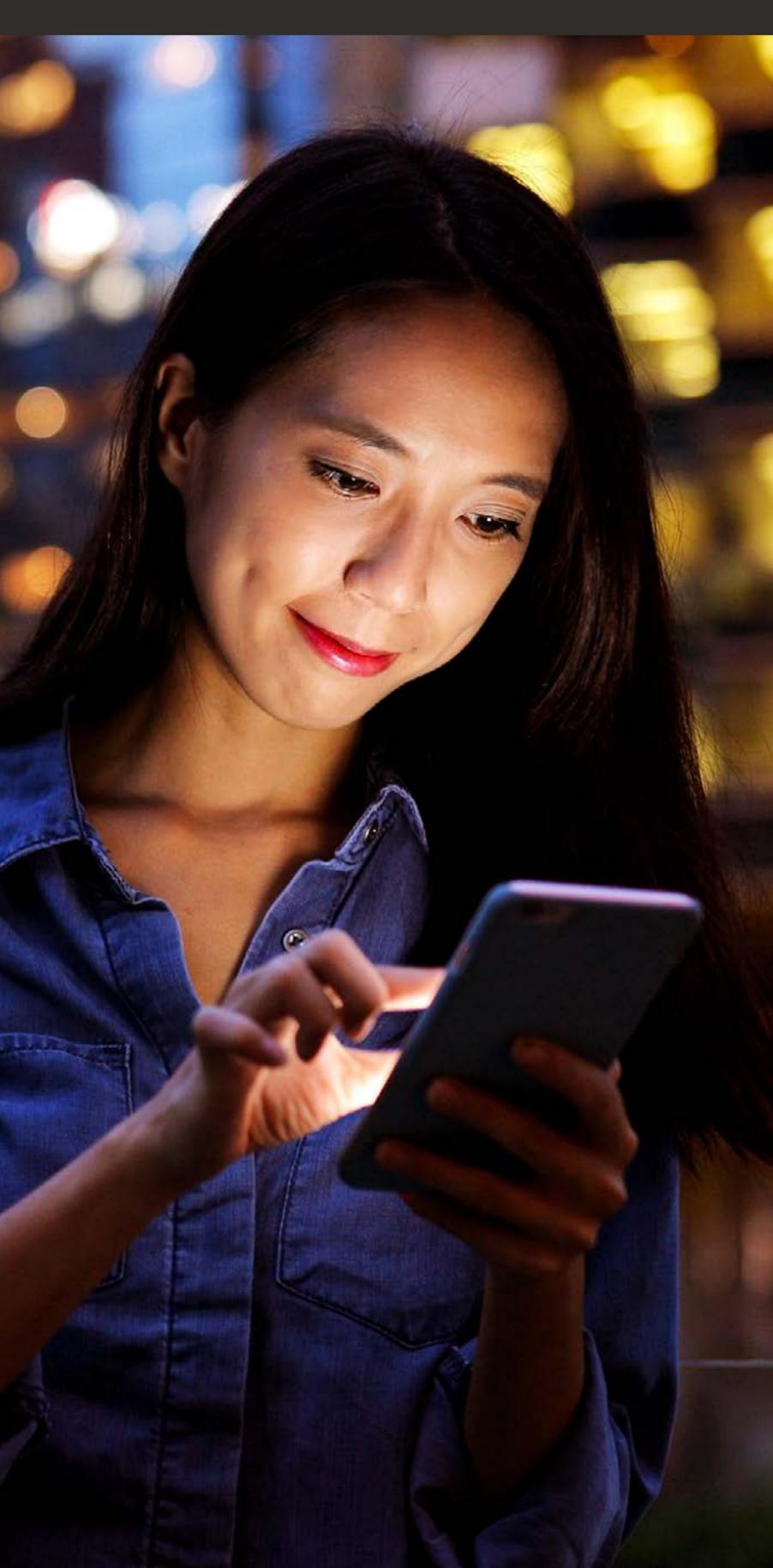
Share data and insights across business functions

Having complete and accurate workforce data is a key advantage when HR must pivot quickly to accommodate unexpected situations, such as when a storm, epidemic, or natural disaster forces the closure of a primary facility or prevents employees from getting to the office. Having insight into employee data—coupled with related information about revenue, costs, and, supply chain activities—is key to keeping the workforce productive.

Our solution not only prepares your HR data for instant access, but also pulls in related data from finance, supply chain, and other sources to help you understand how your decisions impact the rest of the organization. A universal data security framework ensures that job roles, permissions, and access restrictions are consistently applied, so users can only see data they are entitled to see.

Oracle Fusion HCM Analytics makes analytics accessible not only to HR analysts, but also to executives and line-of-business managers, from the CHRO right down to the HR staff.





Put analytics on auto-pilot

With Oracle Fusion HCM Analytics, HR leaders can decide which KPIs to track based on what is important to them. It's easy to track workforce developments, employee performance, and HR trends by monitoring values in dashboards and reports. HR pros can define additional metrics, set alerts, and collaborate with others.

Embedded machine learning algorithms automatically find trends and correlations in your data. There's no need to program anything or set up complex rules; the machine learning system makes discoveries on its own. Natural language processing (NLP) and natural language generation (NLG) technologies enable conversation-style analytics that everyone can understand.

Get out of the business of managing software

Oracle's new analytic solutions require no database design, tuning, data transformation, or data modeling—freeing your team from the arduous work of creating and maintaining a new data environment or developing custom analytics. The software

automatically updates, so your analytic activities are always in sync with the latest Oracle Cloud HCM. There's no need to rebuild your analytics to accommodate changes and extensions in the underlying applications. We handle it all for you as a managed cloud solution.



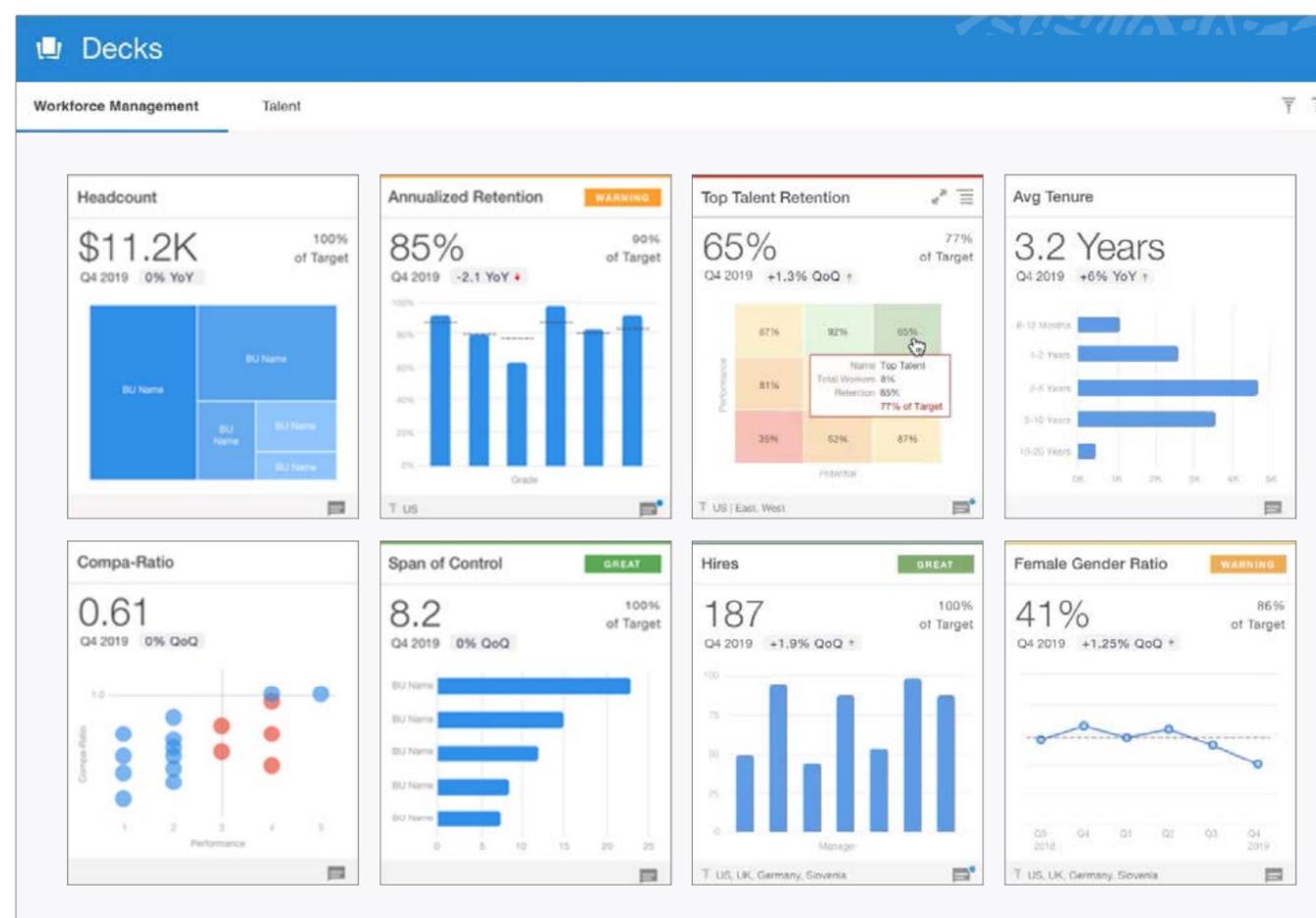
Stay abreast of a wide variety of metrics

Oracle Fusion HCM Analytics includes more than 50 pre-built KPIs related to hiring, diversity, turnover, terminations, compensation, and other essential factors. In addition to these out-of-the-box KPIs, you can use the KPI Builder to create your own KPIs, or customize the ones that we provide.

KPI cards reveal these metrics at a glance. The system can automatically alert one or more users when a KPI is trending up or down, based on predefined thresholds. Users can see the value of the KPI in relation to a

particular target, or as compared to a previous time period. They can also select the time period and type of visualization (pie charts, bar graphs, tree maps, and so on).

KPI cards can be grouped into **KPI decks** that provide a dashboard view of the HCM data. Red, yellow, and green color coding indicates when critical thresholds are reached and exceeded. Each deck can be uniquely designed to facilitate day-to-day oversight, team meetings, exec-to-exec reviews, boardroom reviews, and more.



A deck that shows eight pre-built KPIs related to headcount, retention, tenure, compensation ratios, and other HR metrics.

Drill into detailed HCM data

Because our solutions capture information from Fusion Applications at the transactional level, authorized users have tremendous latitude to drill from high-level summaries to discrete details. Arranging a deck of KPI cards in a logical fashion makes it possible to simultaneously monitor multiple HCM metrics, as well as navigate to additional information when you want to learn more.

Establish alerts to monitor key data points

Each analytic deck offers a high-level view while also helping your team to drill into lower levels of detail. All KPIs are configurable, allowing users to set up **alerts** based on customizable thresholds. Red, yellow, and green icons indicate when critical thresholds are reached and exceeded. For example, the following screen shows that an alert will be issued when the Top Talent Retention metric drops below 85%:

A configurable alert for the Top Talent Retention KPI.

General

Conditions

Filters

Conditions

100%
Good
Top Talent Retention is 100% of Target or higher

85%
Warning
Top Talent Retention is between 85-100% of Target

Critical
Top Talent Retention is 65% of Target or lower

Preview

Top Talent Retention

75% 90% Target Value
2019Q4

	High	88%	85%	75%
Performance	Medium	81%	65%	52%
	Low	67%	78%	84%
		Low	Medium	High
		Potential		

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Cancel Reset Save

The power of customization

Our customizable analytics can be modified to match specific roles and responsibilities. Customizable decks can be used for day-to-day oversight, team meetings, executive briefings, boardroom reviews, and more. The KPIs can be personalized via easily changeable settings, which help create customized visualizations, filtering, alerts, period comparisons, and targets.

Each deck tells a story, and each individual can decide what that story should include.



Monitor, explore, act

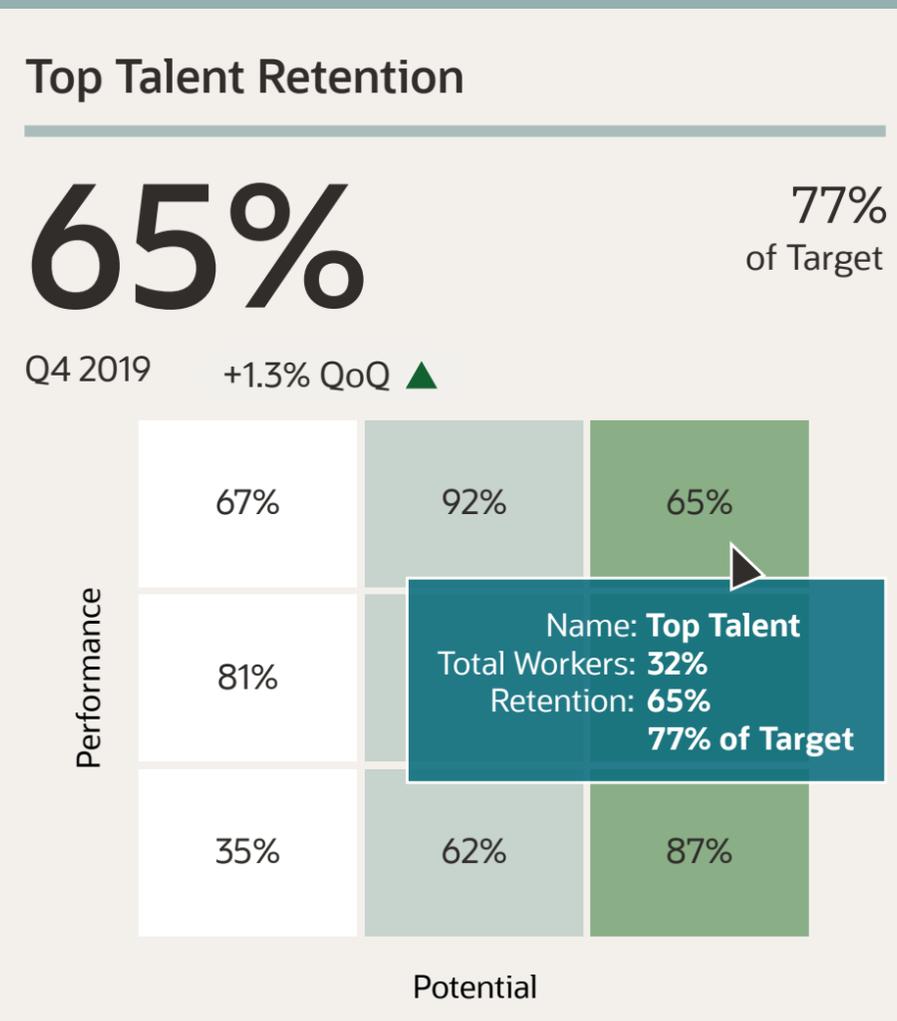
Oracle Fusion HCM Analytics makes it easy to drill into multiple levels of detail simply by interacting with these graphical displays. If HR professionals note an anomaly and want to explore further, they can determine the cause with a few taps or clicks. This allows your HR team to not only monitor progress on an objective, but also to pinpoint specific information and take proactive, corrective action.

Alert ▶

Value or compare to target ▶

Trend ▶

Visualization



Discussion threads

With Oracle Fusion HCM Analytics, KPIs become the focal point for collaboration and action.



Stay ahead of emerging trends

Oracle Fusion Analytics extends beyond HCM to encompass other domains such as finance (ERP), with supply chain management (SCM), and customer experience (CX) coming soon, all anchored by a common analytics environment and data model. From diversity analysis to team effectiveness, your teams can make informed decisions by linking workforce metrics with other business insights. Pulling in data from finance, manufacturing, procurement, and many other operational domains lets them view workforce metrics in the context of enterprise business goals.

For example, executives can study regional salary benchmarks in conjunction with turnover and retention trends to ensure talented employees are properly compensated, and even set up alerts to minimize the attrition of “at risk” talent. Line-of-business managers can correlate employee performance data and revenue data to learn how HR policies impact profit margins.



Oracle Analytics for Fusion Applications

Oracle Fusion HCM Analytics

Oracle Fusion ERP Analytics



Oracle Analytics Cloud



Oracle Autonomous Data Warehouse

HCM

Oracle SaaS Application

ERP

SCM

CX

It is easy to combine HCM data with other data sources to get a cross-functional view of the business.



Become a strategic partner to the business

Today's business executives want to move their teams beyond routine work and help them focus on activities that move the business forward. That's why we are creating ready-made analytics tailored explicitly for our Oracle Fusion applications.

Oracle has leveraged two mature technologies to create this unique analytic offering: **Oracle Autonomous Data Warehouse** and **Oracle Analytics Cloud**. You can use these powerful solutions to create additional analytic assets, tailored to your needs. You'll simplify administration with a system that can patch, tune, and upgrade itself—automatically.

Our unique data model allows you to pull in sales, finance, supply chain, and customer experience data to support cross-domain insights.

- Explore data through a self-service model that eliminates the need to develop custom reports.
- Improve collaboration across the organization by sharing insights and allowing all employees to work in concert.
- Combine your Oracle Cloud HCM data with data from Oracle applications, non-Oracle applications, and external data services to achieve one integrated view of performance.



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Learn more about [Oracle Fusion Analytics](#) and see how we can help your business.

Read about [Oracle Fusion HCM Analytics](#), now available for your HR team.

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