

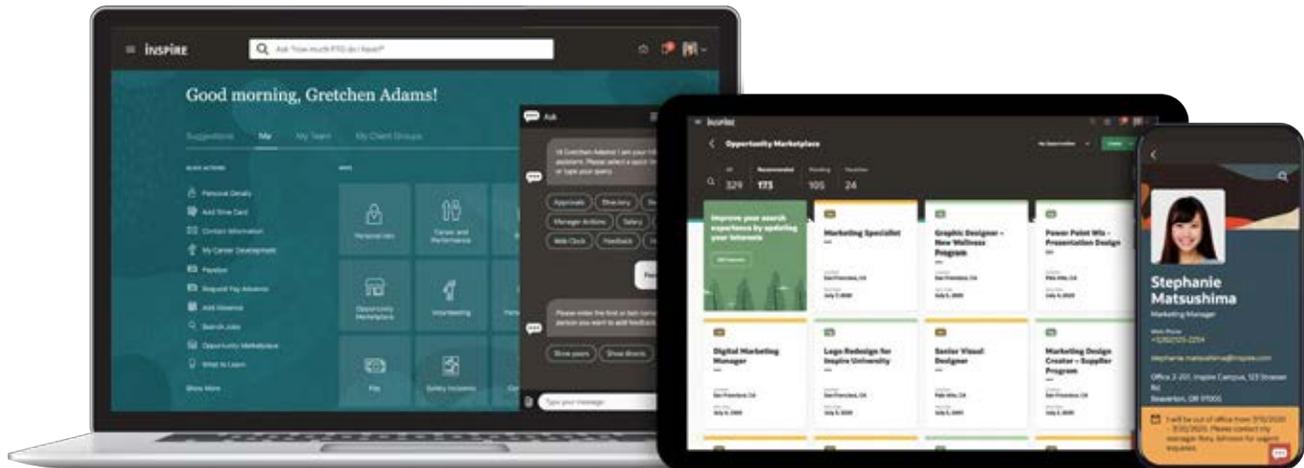


2020 Fall Product Update

# What's New

## Oracle Cloud HCM





The past months have been devastating—impacting our personal lives, our health, and businesses around the world. COVID-19 has given rise to new experiences for every person in almost every venue: new schools for children, new doctor’s offices for patients, new workplaces for employees, and so many more. While the structures themselves may be the same, the mindset, procedures, and tools we use to enter the new workplace require new experiences to keep us safe, engaged, and confident moving forward.

A recent [Gartner survey](#) shared that the CEO and the head of HR were the two key decision makers in returning employees to the workplace. This is a reiteration of just how important HR’s role is in leading through this disruption and managing the employee experience.

# New workplace, new experiences

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At Oracle, we have been focused on supporting our customers throughout the COVID-19 crisis with innovative tools from tracking the health and safety of workers to a self-service digital assistant that can answer urgent questions regarding benefits, pay, and safety protocols in the workplace.

As your organization looks ahead, we are focused on helping you create better experiences across the organization, while providing the insights, opportunity, and guidance employees are looking for in this new workplace. Below are four key areas we've innovated on to deliver value to our customers:

## Career mobility with purpose

The pandemic has left every one of us with a sense of uncertainty and for businesses, the state of the talent pool is a key concern. Many companies find themselves in a conflict—they are still facing a talent shortage for much needed skills and yet [49% are in the midst of a hiring freeze](#). For others, their budgets have been slashed or they cannot afford to use external vendors—or both.

In addition, supporting career development and internal mobility is important to fill talent gaps now and prepare for a post-COVID future. Retaining key performers through internal opportunities and growth is a powerful driver of engagement for all generations in your workforce.

## Journeys that matter

Your employee experience—and its overall impact to productivity and revenue—matters more than ever as many employees work longer hours with greater levels of mental stress. In fact, the value is so great that [half of HR and business leaders in a recent study](#) are looking to put a greater focus on employee experience in 2020.

At Oracle, we believe organizations can communicate and connect with employees in a deeper way by easily guiding them through personal and professional change such as having a baby or getting promoted. To help make that possible, we're providing ways to help make the employee experience at work easier to navigate and to find information whenever, wherever, and however they choose.

## Connected people analytics

Data drives so much in today's business environment but you might be surprised at how many executives aren't confident in the information they have to make decisions. It can be out of date or difficult to manipulate for deeper insights.

With [88% of HR and Finance professionals](#) agreeing that performance would be improved through data-driven collaboration it's clear that teams know how powerful these insights could be. But more often than not, the foundation to support these efforts is difficult to manage, track, and maneuver to best meet the needs of the organization.

If your HR and Finance teams had consistent, real-time data analytics, how could they better guide the business? Make strategic decisions? Improve agility in times of change?

## HR best practice on tap

With every feature and function we build within Oracle Cloud HCM we're focused on taking the complexity out of workflows through built-in rules, practices, and processes. These keep HR agile and in control as they build experiences to best support their employees. With so much on their plate, it's no surprise that [41% of HR leaders](#) are eager to leverage technology to deliver consistent people processes while improving efficiency in every area of HR.

These 5000+ best practices speak to two main areas—business continuity and efficiency—both supported by data. Using HR technology can help organizations be more impactful and efficient, but only if their data is clean. By incorporating best practice rules across myriad processes throughout the organization, every effort can be made to ensure data coming into the system is accurate so that insights are correct and processes are complete.

When this happens, real-time data can be trusted both by the organization and by employees.

Let's take a look at a few of the latest highlights and innovations included in this update.

Career  
mobility  
with  
purpose



**Career mobility with purpose:** Take the hurdles out of internal mobility and discover new ways to put employees in growth mode.

## Opportunity Marketplace

Combining job postings and internal gigs in one place, Opportunity Marketplace provides a one-stop shop for career mobility within the organization. This helps organizations tap into existing talent and maximize workforce potential, while providing employees more ways to connect and develop their skills.

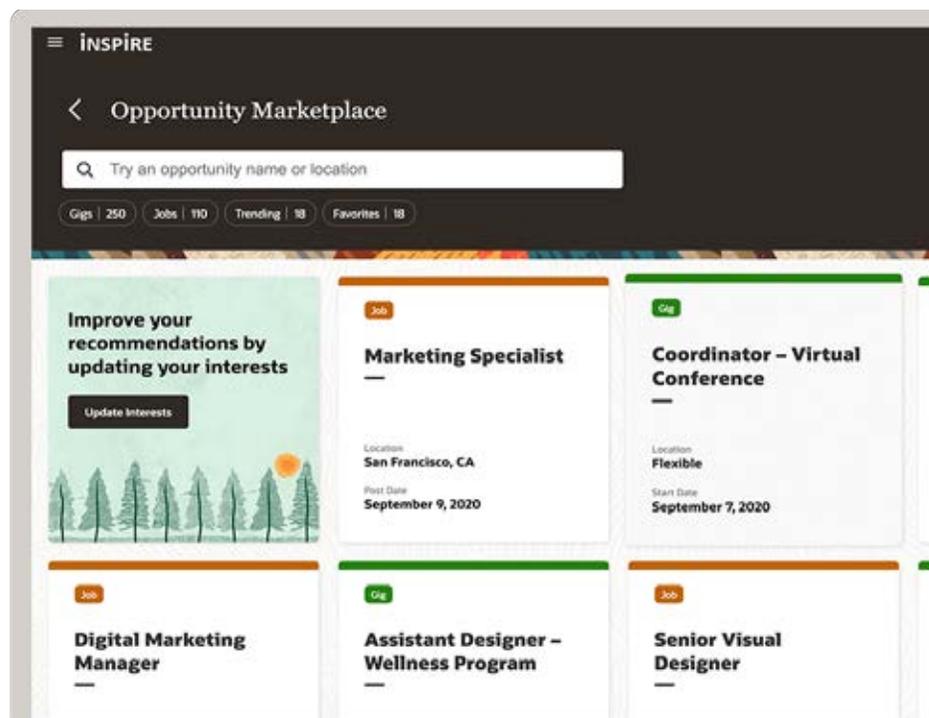
As the pandemic persists, the ability to connect willing and interested talent to open projects is of even greater importance. This is especially true with so many managers struggling to fill resource gaps due to slashed budgets. These can be small projects, like design assistance for a client presentation, or bigger opportunities like part-time support on initiatives due to maternity or paternity leave.

In addition to helping navigate these short-term talent needs, Opportunity Marketplace helps employees manage their own career mobility. It connects them with non-traditional networks and teams across the organization through new roles and projects, thus increasing retention and career development opportunities.

## Open Jobs for My Career

Some say luck is when preparedness meets opportunity. With Open Jobs for My Career, luck gets a boost when Oracle connects an employee's readiness and interest with the opportunities they're looking for as soon as they're available.

Housed in Career Development, this feature knows which roles an employee is working towards and shares any openings that have been posted that match those requirements. This makes it faster for employees to connect to the right opportunities and helps employees easily advance their career at your organization.



Journeys  
that matter



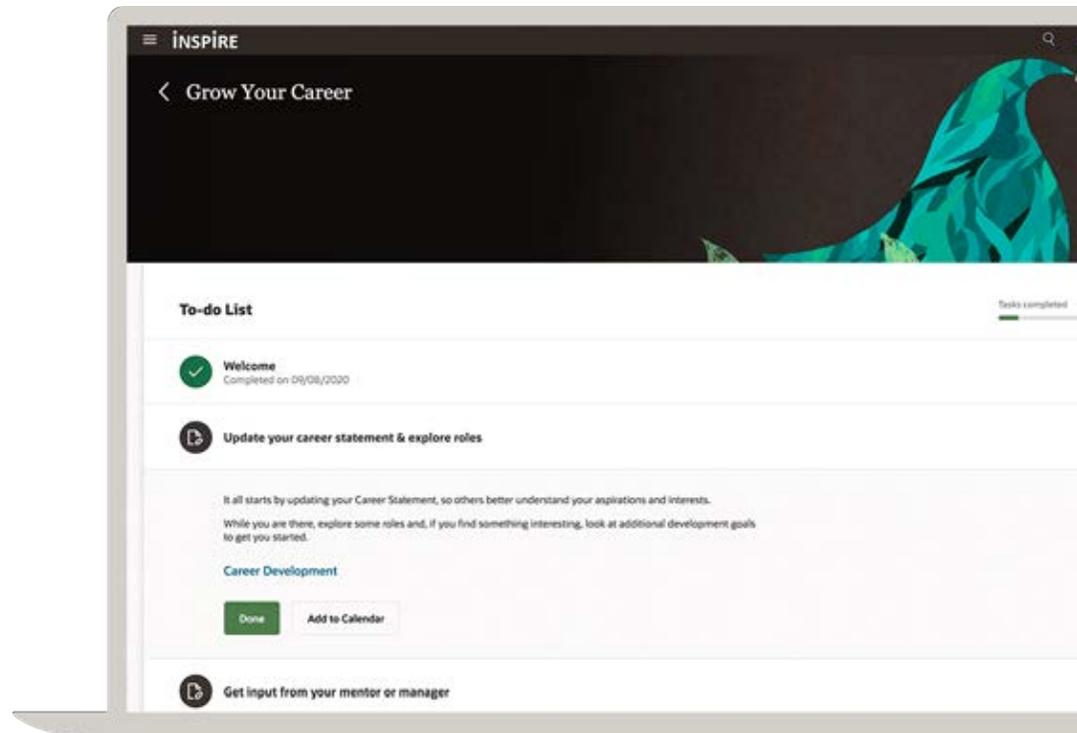
**Journeys that matter:** Take the struggle out of daily tasks by guiding employees through change and enabling communication anywhere.

## Journeys

From having a baby to getting promoted or even coming back to work in the middle of a pandemic, having a guide to help you navigate your way through the experience will always make the process easier. This is where Oracle Journeys comes in—and how it's different than other out-of-the-box solutions. Easy to create, configure, and share across the organization, Oracle Journeys helps guide employees through personal and professional transitions with ease.

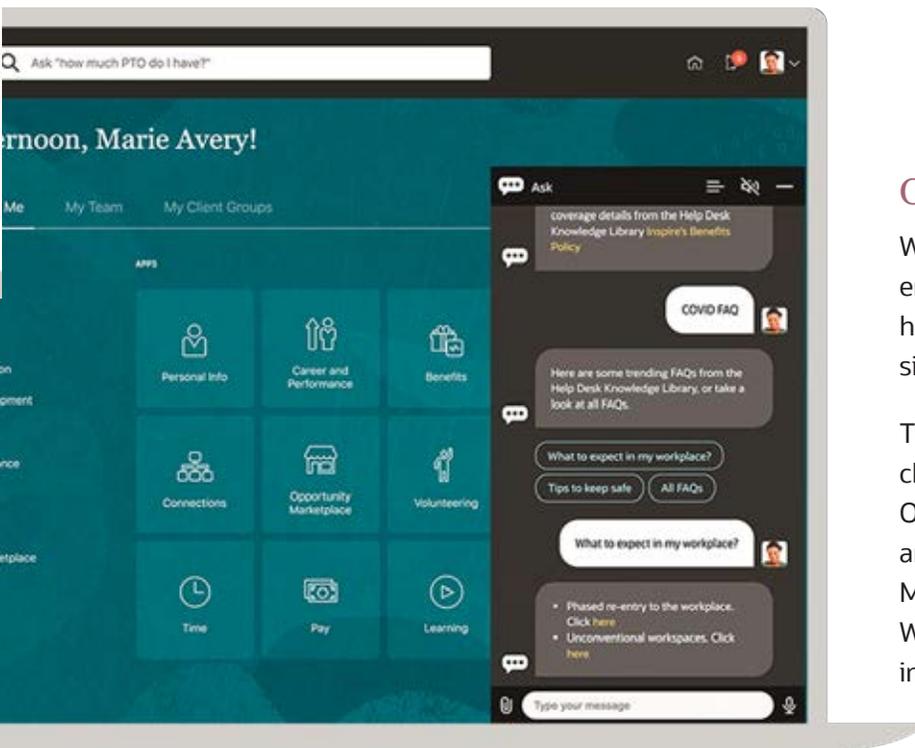
Each journey is unique to the person taking it and could be as simple as an employee reaching their two-year milestone at the company, triggering a Journey to update their goals, finding a mentor, updating their skills, and even determining the next step forward in their career. By providing step-by-step instructions that can include check-ins with managers, learning courses, videos, or other helpful resources, your organization can build paths for employees to follow as they make their way through different transitions. What's more, these journeys can easily be built within Oracle Cloud HCM without the help of IT, putting the power of expanding the employee experience in the hands of HR.

These journeys give employees information exactly when they need it. You could even configure a re-boarding journey for on-site staff to complete compliance training and understand safety protocols, so they feel safe as they re-enter the workplace. In addition, Journeys can be delivered through Oracle Cloud HCM as a selected experience or ad hoc through Oracle Digital Assistant based on information requested or questions asked.



## Video intro through Connections

With so many organizations taking advantage of remote work, it's more important than ever to be able to interact with colleagues—and get to know them—in new and effective ways. With the intro video available through Connections, you can quickly share a little bit about yourself so colleagues know exactly how to say your name, where to find you, your pronouns, and anything else you want to share. Easy to record and upload, these intro videos help you quickly learn more about your teammates or uncover a potential new mentor. It's just another way Oracle is helping make the employee experience more complete and engaging.



## Oracle Digital Assistant

We recently made it even easier for employees to use Oracle Digital Assistant—helping make this supportive feature better to simplify your HR service delivery.

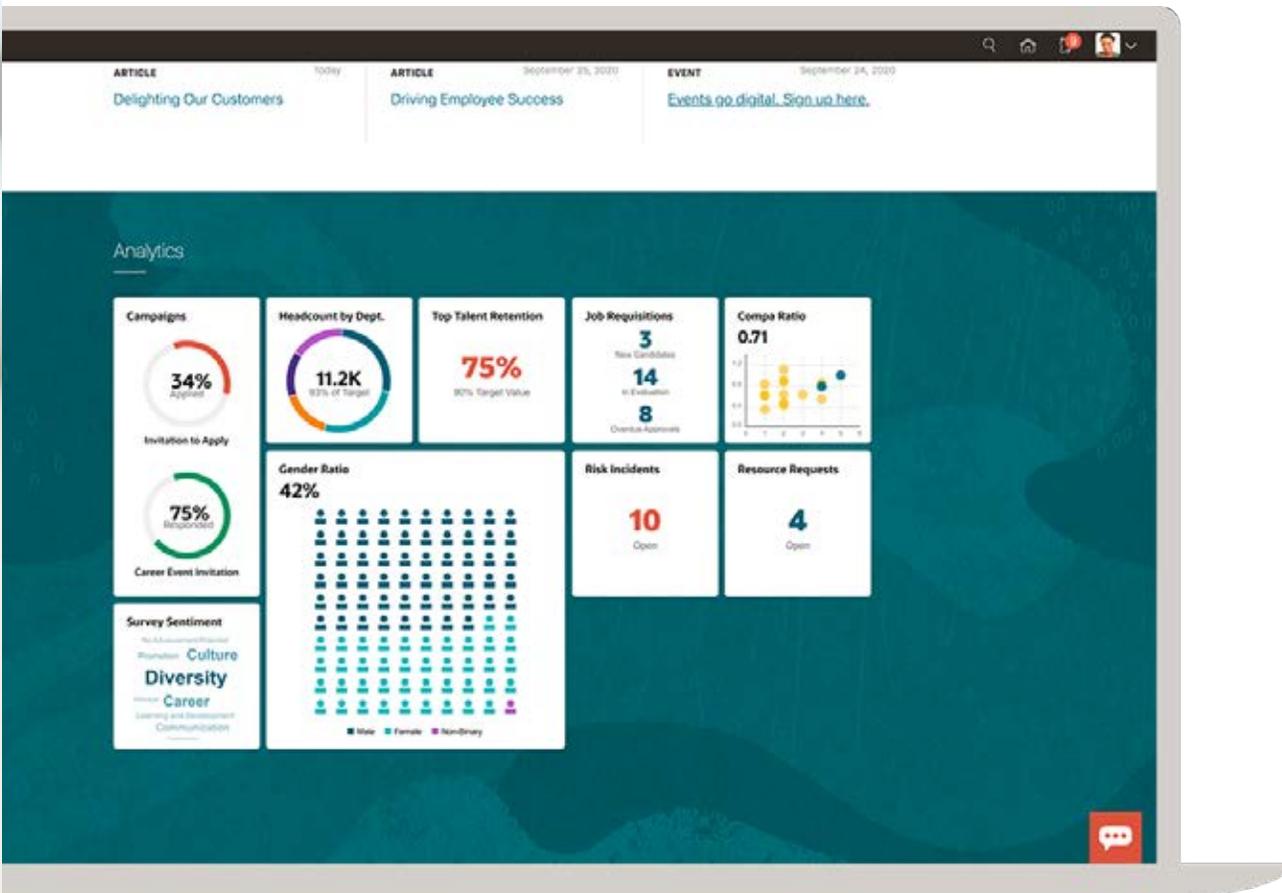
The first new capability provides additional channels employees can use to access Oracle Digital Assistant. In addition to SMS and Slack, employees can now engage via Microsoft Teams, Facebook Messenger, WeChat, and WhatsApp to get access to the information they need through whichever channel they choose.

In addition, the flexibility of Oracle Digital Assistant can help you support the wellness of your employees as they navigate the pandemic or work remotely. They can simply ask the digital assistant questions about their health, mental wellness, or other areas of concern, and be directed to helpful answers, resources, or contacts that you make available.

# Connected people analytics



**Connected people analytics:** Take the uncertainty out of enterprise decisions with real-time people analytics, putting insights at your fingertips.



## Fusion HCM Analytics

### Make decisions on day one

Oracle Fusion HCM Analytics is an easy to use, collaborative enterprise analytics solution that enables the CHRO, CFO, and their teams through a holistic view of data on their terms. Out of the box it provides advanced analytics on over 100 key performance indicators, 8 pre-built dashboards, one-click drilldowns, and more to help you make well-informed intelligent decisions fast.

A recent update expanded these capabilities to include both recruiting and talent mobility insights to better manage movement in the organization from recruit to retire. For recruiting analytics, these include things like which sources are providing the best candidates and time-to-hire. Analytics around talent mobility help visualize workforce gains and losses, as well as internal and organizational transfers.

In addition, to measure the progress of diversity and inclusion initiatives, pre-built analytics are available to track metrics like gender, ethnicity, age, tenure, and nationality to name a few. These can be incorporated into a single diversity dashboard or used on others to track these same metrics around hiring, promotions, and attrition. You get to decide what you want to track and can drill down into each metric for further insight.

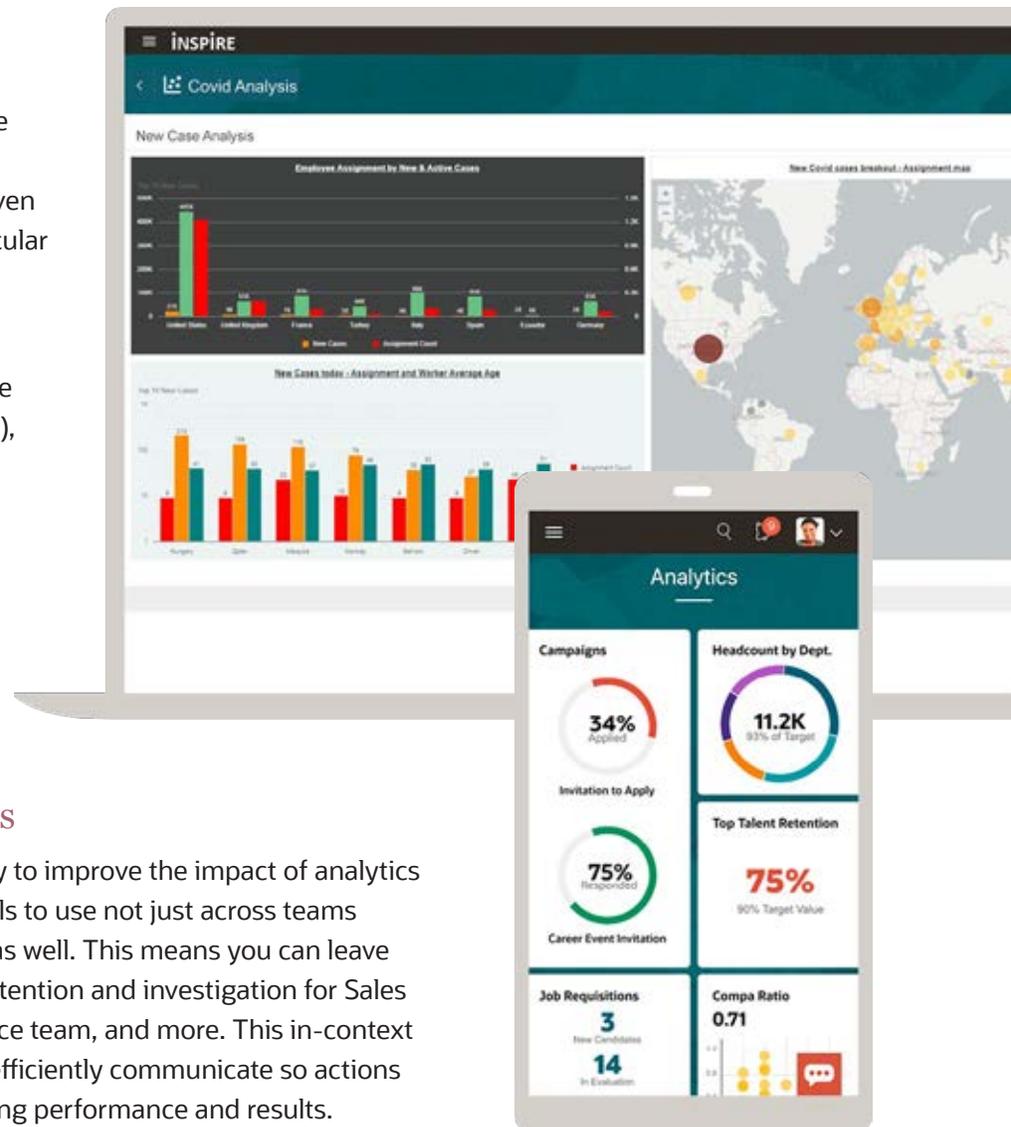
## Get new views of data

You can also add external data to overlay on your own to make important decisions like which offices to open back up first given the rate of COVID-19 in a particular location.

For example: an organization recently incorporated employee assignment data (with location), alongside the average worker age and daily COVID case information. This helped HR leaders drive workforce decisions to maintain business continuity with the overarching goal of keeping employees safe.

## Collaborate on insights

We've also expanded the ability to improve the impact of analytics through easy collaboration tools to use not just across teams but across different functions as well. This means you can leave messages on KPIs that need attention and investigation for Sales leaders, members of the Finance team, and more. This in-context collaboration allows teams to efficiently communicate so actions can take place quickly, improving performance and results.



# HR best practices on tap



**HR best practice on tap:** Take the complexity out of workflows with built-in best practices that give HR agility and control.

## Over 5000 best practices delivered

Imagine how many rules, regulations, country-specific standards, data guidelines, and payroll practices your team has learned over the years. How are you best operationalizing that knowledge? What would it do for your organization if you had all that expertise built into your HR platform? With Oracle Cloud HCM, you gain all of this knowledge and more.

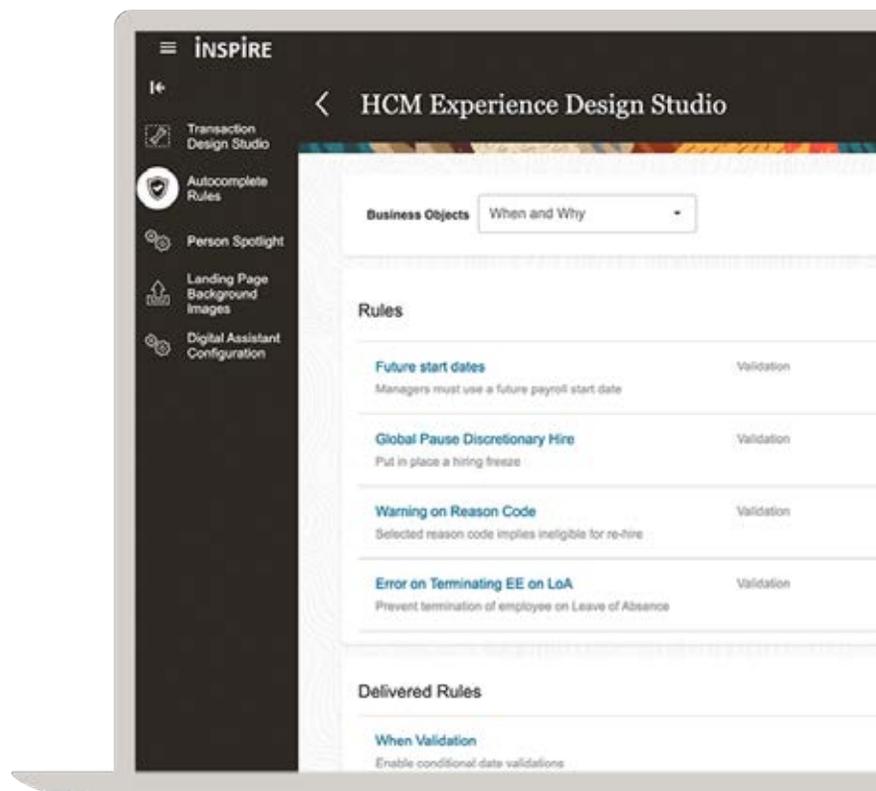
This includes complicated processes like grade-step progression for represented workers, simplified both for tracking and implementing across contracts and teams. And country localizations for payroll are a snap because they reside in the system just waiting to be applied.

There are even key areas of best practice where we've put special focus, like Workforce Health and Safety, to comply with local regulations and standards, or Benefits which provides many options and can vary widely across type of worker.

All of these are available at your fingertips to support compliance and data accuracy across experiences and workflows throughout the organization.

## Experience Design Studio

We've expanded the capabilities in this already powerful resource to include validation, localization, and autocomplete functionality when building workflows and processes throughout Oracle Cloud HCM. These best practices help improve data accuracy for myriad workflows throughout the suite, reducing risk with each keystroke. Whether ensuring only appropriate local options such as state vs. province are available based on an employee's location, or flagging incorrect information entered into the system like a phone number in a postal code field—Experience Design Studio keeps HR agile without requiring IT assistance.

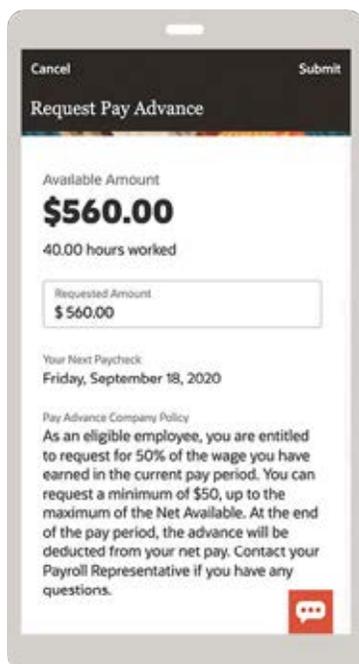


## Oracle Payroll Connect

Oracle Payroll Connect is a simplified, automated integration that links the data flow between Oracle Cloud HCM and a processor's payroll solutions. This seamless data integration improves payroll processing efficiency, while helping you meet the diverse and complex legal and regulatory obligations in the countries where your business operates.

One of the easiest places for inaccurate data to enter the system is payroll. Fortunately, with Oracle Payroll Connect all payroll processes are available directly within Oracle Cloud HCM. This allows you to execute payroll processes from one system, in one consistent experience, reducing the need to enter information in two places.

The process of entering and interacting with the data has been simplified and streamlined for each user, decreasing the likelihood of incorrect information getting entered. Real-time error messages alert you to corrective actions needed so issues can be resolved right away. Whether you're an HR manager, Payroll administrator or an employee, the system helps guide you through the entry and management of information, and understands who you are and what you can see based on your role. And at every step, data is checked for accuracy and consistency.



## Oracle Anytime Pay

A trending area in payroll today is the ability to pay an employee for time worked on the day it was completed. This ability to provide real-time pay is one we've recently added to our payroll capabilities with Oracle Anytime Pay.

A simple concept, this feature can be used by the employee—through the self-service portal—to request payment for work completed. If they meet the criteria outlined by the employer, the payment can proceed. The experience is confidential and discreet.

This can be especially attractive for industries like hospitality and retail that have a large population of hourly workers. It can even be used in recruiting and talent acquisition to become an employer of choice by offering this option when other companies might not.

# Conclusion

The new workplace requires new experiences for your employees. By partnering with Oracle, you realize continuous innovation that gives you the agility and engagement you need to operate effectively in this rapidly shifting environment. With innovations focused on employee experience, organizational insights, data accuracy, and efficiency, Oracle Cloud HCM is here to help you navigate the new workplace and build resilience for the future.

For more information on Oracle Cloud HCM,  
visit [oracle.com/hcm-update](https://oracle.com/hcm-update)

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