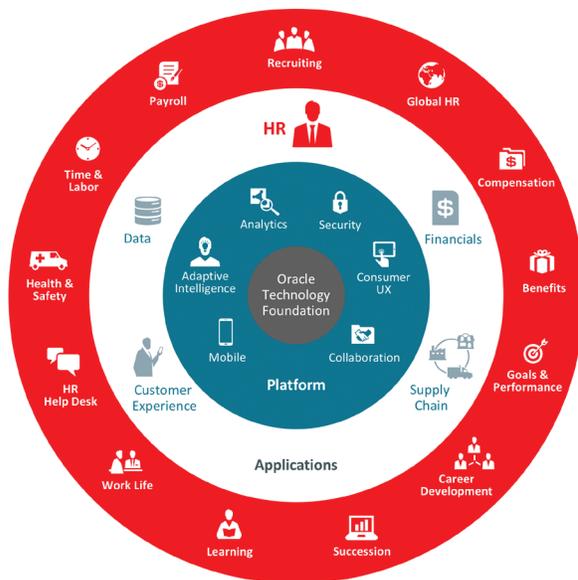


Oracle HCM Cloud

SIMPLY POWERFUL

The future of work is here, in part because the workforce and technology are transforming so rapidly. Employees today are increasingly global, mobile, and diverse. These multi-generational workers expect their work-life to reflect the social, mobile, and flexible experiences of their daily lives. And as technology rapidly changes the business landscape—giving rise to more competition, new business models, and the need for better agility—businesses can't keep pace with the changes and innovation employees and customers require.

It's time to close this innovation gap and create tomorrow's organization, today. Oracle HCM Cloud brings together simplicity and intelligence in the cloud to prepare your organization for the future of work. Through an artificial intelligence (AI)-first approach, we strive to make work more human. Oracle HCM Cloud is a complete enterprise human capital management solution designed on a single cloud to be more personal, adaptable, and intelligent so that the information you need finds you.



KEY PRODUCT MODULES

- Global Human Resources
- Workforce Compensation
- Talent Management
- Recruiting
- Learning
- Benefits
- Payroll
- Time and Labor
- HR Help Desk
- Workforce Health and Safety
- Work Life Solutions

WHY ORACLE HCM CLOUD?

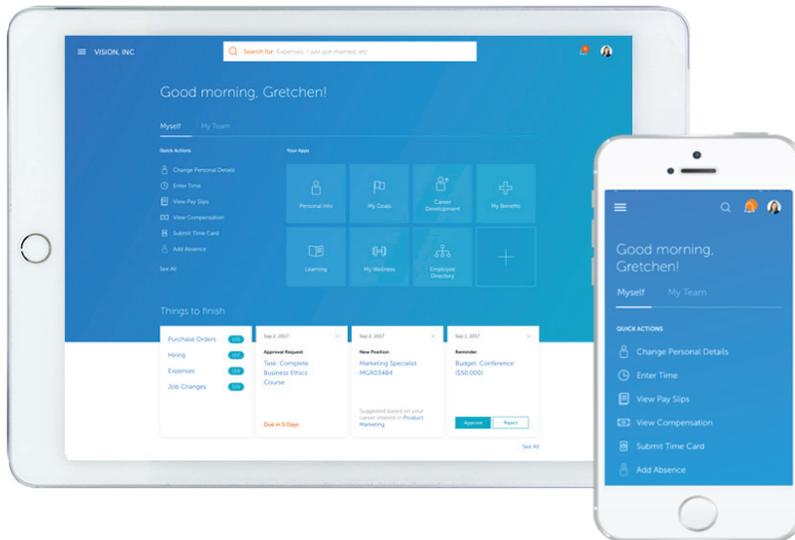
- Boost employee engagement and retention
- Increase productivity with simple, standard business processes
- Improve how you source and compete for top talent
- Accelerate onboarding and time-to-productivity
- Innovate easily with fast product updates in the cloud
- Lower total cost of ownership (TCO)
- Support compliance needs

INTELLIGENT

Oracle HCM Cloud is one of the few Software-as-a-Service solutions that is built on its own cloud platform and infrastructure. This foundation of artificial intelligence, analytics, and machine learning helps organizations work faster and smarter. Oracle HCM Cloud uses Adaptive Intelligence (AI), which combines data with advanced machine learning and sophisticated decision science to help improve talent management, provide complete workforce insights, and increase operational efficiency. For example, with Oracle HCM Cloud, the system can apply natural language search and deep learning technologies to resumes and job postings to help HR professionals find and source the best candidates. Artificial intelligence and business analytics have the potential to improve how you recruit, retain, and promote employees—ultimately reducing costs and elevating your employer brand.

PERSONAL

The ability to match your brand and your organization's culture in a simple, delightful and intuitive online and mobile experience is just the beginning. The Oracle HCM Cloud interface can be easily personalized to fit your natural working style with a home space configured to make your day more productive. As a next generation cloud application, Oracle HCM Cloud will also learn about interests and preferences through your actions and make areas like your profile, learning, volunteering, mentors, and recommended roles personalized for you over time. By putting the people experience at the center of our design, everyday work is made simpler, more enjoyable and more meaningful to improve employee engagement.



“We chose Oracle Human Capital Management Cloud and Enterprise Resource Planning Cloud because they are future proof and have significantly improved our staff's user experience. Our Oracle Cloud solutions have proved to be a great success, reducing risk of system failure, boosting our use of mobile technology, replacing old legacy interfaces, and saving money.”

PAUL LAYLAND

Finance Director,
Office for National Statistics

ADAPTABLE

Change is the only constant in today's business environment, and your HR system needs to keep pace. That's why we built Oracle HCM Cloud to be easily configurable and flexible as your needs change—whether it's re-organization, mergers & acquisitions, divestitures, or regulatory compliance changes. For example, you can easily make fundamental changes and configurations to your system and business processes as organizational structures and business models change and evolve. You can also leverage embedded analytics, model your workforce with their compensation data, and set up processes without IT's involvement. Customers also have access to Oracle Platform-as-a-Service (PaaS) to extend the system to fit their needs. With an agile system that you never outgrow, your business and workforce will be more productive.

COMPLETE

Imagine having a single partner that provides a unified interface for your business applications and a complete picture of your total workforce. Oracle can help you achieve that vision—making life easier and revealing important data insights on people and costs across your business. First, Oracle HCM Cloud enables you to manage your entire employee lifecycle because it is built as a single cloud solution across human resources, talent management, learning, talent acquisition, work life, HR help desk, payroll, benefits, and time and labor. Next, you can connect your organization by creating a broader Oracle enterprise cloud with applications across Finance, Supply Chain, Service, Sales, and Marketing. With Oracle's innovative and complete cloud foundation, our customers also get optimized performance, security, integrations, and transparency as part of the Oracle Cloud ecosystem. This complete approach to business in the cloud can you help you differentiate your company and drive profitable growth.

Oracle HCM Cloud

GLOBAL HUMAN RESOURCES

Human Resources

- Position Management
- Union and Represented Workers
- My Competitions

Workforce Directory

- Personal and Team Snapshot
- Organizational Chart
- Employee Spotlight

Workforce Predictions

- Predict Performance and Flight Risk
- What-If Scenario Analysis

Workforce Modeling

- Business Scenario Modeling
- Predicted Effectiveness

BENEFITS

- Eligibility Profiles
- Self-Service Enrollment
- Benefits Extract

WORKFORCE COMPENSATION

- Total Compensation Statement
- Eligibility-Driven and Configurable Worksheet
- Compensation Modeling

HR HELP DESK

- Intelligent Case Management
- Secure Case Management
- Knowledge Cloud

WORKFORCE HEALTH & SAFETY

- Incident and Hazard Reporting
- Risk Management
- Investigations and Root Cause Discovery

ADVANCED HCM CONTROLS

- Monitors User Access and Separation of Duties
- Prebuilt Algorithms Analyze HR Data and Roles
- Prevents Fraudulent Payments

TALENT MANAGEMENT

Goal Management

- Set and Track Goals
- Goal Alignment and Progress Tracking
- Goal Sharing and Collaboration

Performance Management

- Configurable Performance Evaluations
- Supports varied methodologies
- Anytime, Multi-Rater and Matrix Feedback
- Executive Insight into Performance Management

Career Development

- Build Out Development Plans
- Learning Infused Development
- Outreach To Peers In Similar Roles

Talent Review and Succession Planning

- Interactive Talent Review Dashboard
- Identification and Mitigation of Talent-Related Risks
- Succession Plans
- Create and Leverage Talent Pools

RECRUITING

Sourcing & Recruiting

- Personalized Candidate Experience
- Multiple Channel Sourcing
- Best Candidate Matching
- Interview and Offer Management

Onboarding

- Configure Onboarding Tasks by Role
- Embed Videos, Documents, and Content
- Setup Sponsors to Track Onboarding Progress

Advanced Reporting and Analytics

LEARNING

- Embedded Learning
- Learning Communities
- Learning Recommendations

PAYROLL

- Payroll Dashboard
- US Payroll
- Canada Payroll
- UK Payroll
- China Payroll
- Kuwait Payroll
- Saudi Arabia Payroll
- United Arab Emirates Payroll
- Qatar Payroll
- Integration Support 200+ Additional Countries

TIME & LABOR

- Web Clock
- Time Card Manager View
- Time Collection Across Variety of Methods (Punch, Duration, Positive, Exception)

ABSENCE MANAGEMENT

- Absence Certifications
- Approvals
- Configurable Set-Up and Framework

WORK LIFE SOLUTIONS

My Brand

- Employee Feedback Survey
- Mentorship Matching

My Wellness

- Promote Workplace Wellness
- Wellness Challenges

My Volunteering

- Build Employee Skills
- Enhance Employer Brand
- Expand Employee Networks

Oracle Cloud Structure and Foundation



SOFTWARE AS A SERVICE

Financials (ERP) • Supply Chain (SCM) • Human Resources (HCM) • Customer Experience (CX) – Sales, Marketing, Service • Planning & Budgeting (EPM) • Adaptive Intelligent Apps • IoT

PLATFORM AS A SERVICE

Data Management • Application Development • Integration • Management • Security • Business Analytics • Content and Experience

INFRASTRUCTURE AS A SERVICE

Network • Storage • Compute • Database • Load Balancing • Edge Services • Containers • Governance • Architecture • Virtualization