

ORACLE
HUMAN CAPITAL
MANAGEMENT

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Oracle Global Human Resources Cloud - Simplify Workforce Management and Increase Global Agility

ORACLE

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Executive Overview

As an HR leader, what keeps you up at night? Is it meeting your executives' demands for a greater contribution to the company's strategic vision? Is it the requests to cut operational costs while simultaneously increasing efficiency? Most likely it's the daunting combination of the two.

HR success today means:

- Streamlining core HR processes to eliminate waste and increase staff productivity
- Ensuring your global workforce is properly rewarded and drives bottom line success
- Investing in the right technology to ensure global agility

The third point is key since technology is often a roadblock to achieving HR success—specifically not having the right technology in place. Many HR organizations have legacy human resource management systems (HRMS) that can't meet the new demands and expectations executives have of their HR leaders worldwide. Interest in cloud alternatives and modern technology is high but moving to the cloud and adopting modern technology is no magic bullet—many global cloud solutions aren't able to meet the complete needs of a global HR organization, nor are they able to support local operations. To bring real value to their organizations, HR leaders need a complete global human resources cloud solution with multi-country capabilities to align common HR processes worldwide while supporting local compliance. You then can optimize workforce management, ensure efficient payments and retain top talent by analyzing and differentiating compensation. Modern technology that embraces social, mobile and analytical capability will allow organizations to achieve global agility.

In this white paper, we'll discuss the new challenges and opportunities that are facing modern HR organizations and the technology innovations that Oracle has developed to address them. Focusing on the twin initiatives of streamlining core processes and developing a business-focused workforce strategy, we'll demonstrate how the right technology can help you simplify managing your workforce, differentiate workforce rewards, and increase global agility.

Introduction

Facing new business challenges and increased global competition, organizations are making directional shifts more frequently and rapidly than ever before. Today's HR leaders are expected to understand these constantly changing needs and respond quickly with strategic guidance and plans.

For example, when business leaders discover that they lost a major market opportunity because a smaller player has made a bold bid to acquire a significant competitor, or the innovative product that is due out in three months is suddenly beaten by someone else, the CEO may suddenly change direction and announce the introduction of a new product or an expansion to another country. HR is then tasked to find out what talent is required for the new initiatives or offices to be up and running as soon as possible. This means finding the right skill sets, identifying high performing workers who can be sent immediately – and knowing who will be willing to relocate for 12 months. Of course, executives want information right away, but finding the right labor, providing insight about the workforce, and balancing day-to-day efficiency are demanding tasks that cannot be completed without innovative and forward-thinking technology.

Oracle Global Human Resources Cloud was developed to meet the needs of the modern HR organization, incorporating rich global, social and mobile functionality, advanced business intelligence and the flexibility to adapt as a company grows and changes. The system combines the breadth and depth of an end-to-end solution, covering core HR, workforce management, workforce rewards as well as workforce optimization and workforce analytics, with the ease and speed of cloud delivery. While robust on its own, the system can also work

in harmony with HR systems already in place so you can leverage existing investments and avoid the patchwork situations both IT and HR organizations fear.

With Oracle Global Human Resources Cloud, you can create a comprehensive, global view of talent and gain actionable insights to execute the best workforce management strategies. You can manage growth globally while adapting to local needs through a global Human Resource Management (HRMS) foundation and move quickly, with the flexibility to support new or company-specific HR processes.

Oracle Global Human Resources Cloud powers HR's contribution so you can:

- Simplify managing your workforce
- Increase global agility

In the following sections, we'll take a closer look at each of these concepts and demonstrate how Oracle Global Human Resources Cloud will help HR organizations meet new demands and contribute to greater business success.

Simplify Managing Your Workforce

Organizations today are facing ongoing challenges in a very competitive global world. A well-informed and motivated workforce is vital for an organization to execute on business strategies, and organizations must ensure that they operate efficiently and simplify managing their workforce. A comprehensive and global human resources solution that is simple, easy-to-use and adaptive is necessary in order to meet these business needs. The solution portfolio also needs to be able to optimize workforce management and ensure that the global workforce is properly rewarded to drive bottom line success.

Oracle Global Human Resources Cloud is part of the most complete human capital management suite in the industry, encompassing Workforce Management, Workforce Rewards, Workforce Optimization and Workforce Analytics. This holistic approach enables organizations to eliminate information silos and leverage workforce data throughout the human resource management systems so they can make better operational decisions. While comprehensive and feature rich, Oracle's solution is also streamlined, user-friendly and flexible so companies can operate with agility and simplify how they manage their workforce.

Simple and Usable

The simplicity and usability of online consumer applications has raised the bar for what business users demand from their HRMS today. This is especially true for the human capital management applications that are used by every worker and manager in an organization. Users need to be able to access and share information easily and quickly without being restricted by rigid systems.

Everyone in your organization – from your HR professionals to your business leaders and employees – can enjoy the same productive and consistent user experience with Oracle Global Human Resources Cloud. Our systems are intuitive and easy to use. We offer a contextually transparent, role-based experience that blends previously disparate experiences into the single user experience needed for HR to be successful and efficient. The system is also intelligent and provides HR and managers the information they need at the right time in order for them to make decisions.

Oracle Global Human Resources Cloud turns your organization into an interactive gallery, with each employee being assigned a “Portrait” page. Each Portrait page displays specific information about the employee and enables certain functionality based on the user's role. This ensures that users have the right experience with the system with casual users having a simpler UI and HR users getting the additional tools they need. Oracle Global Human Resources Cloud gives you many different ways to further personalize and configure screens, hide information and fields, and change the layout of tabs and specific data points with fast and easy drag-and-drop capabilities. Even casual business users can intuitively configure the system to fit their own personal work style.

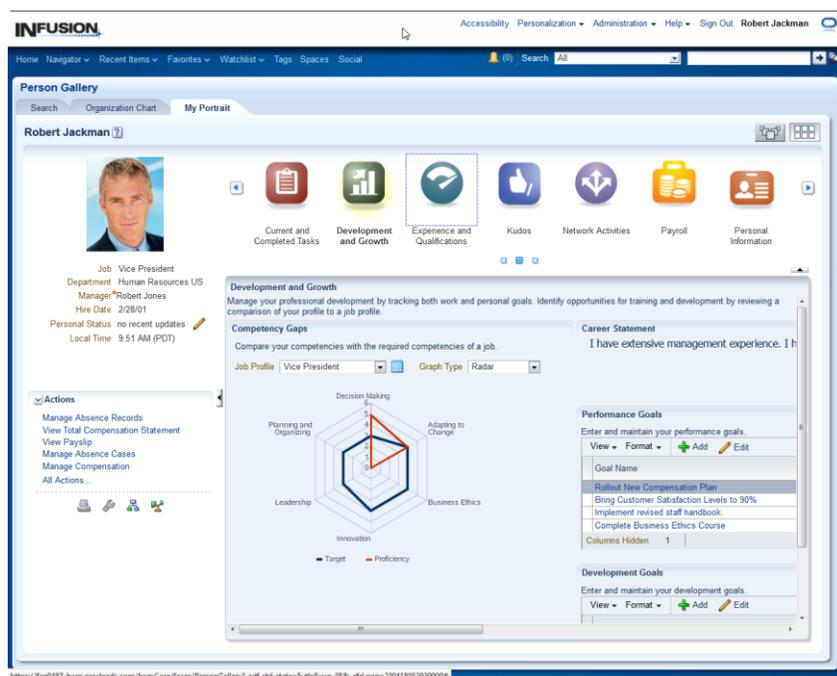


Figure 1. Simple, role-based navigation and configuration capabilities

Global and Adaptive

As operational complexity increases due to new business strategies and directions, Oracle Global Human Resources Cloud gives you the freedom to efficiently manage your company's global growth while adapting to local needs. HR must have flexible systems so processes can be rapidly and easily adjusted and extended as the business changes, and Oracle Global Human Resources Cloud offers the most global and adaptive system to simplify managing your global workforce.

Oracle Global Human Resources solution is a single global instance with multi-country capabilities and allows you to align common processes, comply locally, and quickly adapt to local legislative and organizational changes. You can eliminate disparate systems with one connected global solution to align common HR processes and reporting worldwide to ensure HR process and data consistency. The solution provides support for over 200 countries through country extensions and configuration. Entire system translations for all users, data protection support, local business rules, country payrolls, and compliance reporting allow for efficient local operations. Highly configurable business processes simplify quick adaptation to legislative and organizational changes without causing disruption to your business.

Global-Name Language	American English	Local-Name Language	Simplified Chinese
* Family or Last Name	Lu	* Family or Last Name	陆
Given or First Name	Yufei	Given or First Name	雨霏
Title	Miss	Title	Miss
Previous Name		Previous Name	
Preferred Name	Linda	Preferred Name	Linda
	<input checked="" type="checkbox"/> Enter local name		

Figure 2. Using Oracle's global and local solution in China, you can display a global and local name.

Oracle's unique global person and employment model allows organizations to address all aspects of the workforce and offers support for multiple person types including employees that have relationships with multiple legal employers, multiple assignments, or individual contractual agreements. Sensitive personal data is protected with only appropriate data for local employment being displayed.

View More Details

Original Hometown	Shanghai Shi
Hukou Type	Local city resident - permanent
Hukou Location	Shanghai Shi
Health Status	Healthy
Number of Children	1
* Expatriate	No

Figure 3. Oracle allows you to track detailed legislative information for China

With Oracle HCM, you can make the cloud your cloud and tailor HR processes to meet your company's needs and accelerate business efficiency. You can configure the look, feel and behavior of each screen in an 'upgrade-safe' manner as well as add new fields to track unique information, run custom and modified reports, and create new process flows. All of this power dramatically simplifies HR's job of keeping up with a fast-paced business environment.

Optimize and Differentiate

An average company's biggest expense—and biggest differentiator—is its workforce. As economic conditions improve and businesses worldwide look to regroup and even reinvent themselves, smart workforce management has never been more crucial. Today's workforce is demanding that their work experience mirrors their consumer experience and are looking for companies that will enable an information driven culture and provide differentiated compensation to meet their needs. Keeping the workforce engaged and reward them properly contributes to the bottom line of modern workforce management.

Labor is typically an organization's largest expense and many organizations are not accurately accounting for their labor spend and monitoring it to the point of being able to impact the financial results. In fact, there are many organizations unaware of the impact unplanned absences are having on their productivity level and even worse, most of these organizations aren't tracking or monitoring when their workers are absent or tardy. Oracle provides a flexible and highly configurable framework to manage and monitor workforce productivity and absenteeism with ease. Oracle's pay solutions ensure efficient payments on time and according to global and local compensation rules. You can easily handle both simple and complex payroll needs.

Oracle Fusion Compensation empowers organizations to attract, motivate and retain talent through strategically planning, allocating and communicating compensation. It provides the most complete solution in the market. Integration with the full human capital management suite means that organizations can tie compensation decisions directly to performance, ensuring that employees are paid appropriately and top performers are rewarded for their efforts. Better business decisions result from best-in-class analytics and a total compensation view of an employee or a group of employees at the same time, regardless of their geographic location or pay package components. Rather than making blanket decisions on raises or salaries for new hires, companies can easily access data that will help them minimize costs and provide competitive and fair salary packages to new and existing employees.

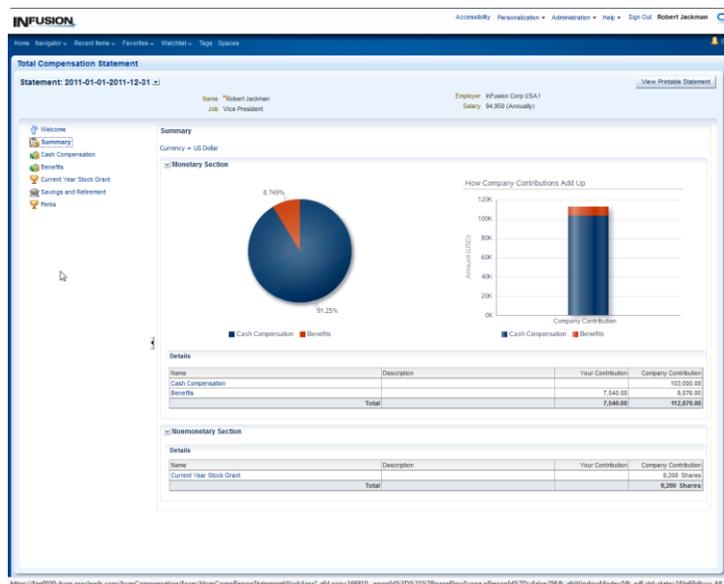


Figure 4. Oracle provides a total compensation statement that shows

Increase Global Agility

Oracle provides the most integrated end-to-end human capital management solution ranging from global human resource, workforce rewards to talent management. The solution is socially-enabled, provides comprehensive workforce intelligence, and is easily accessible on a desktop or mobile device. It provides all of the ingredients necessary to increase global agility what organizations need today and in the future.

Integrated and Intelligent

Every day, organizations struggle to answer essential questions about their workforce.

- How much money are we losing by not having the workforce in place and how is that impacting current projects?
- What workforce will we need in the next 5 years that we don't have today?
- How will business be impacted by impending retirements and are we prepared?

Fragmented systems and bolt-on analytics are only some of the barriers that HR faces today and it's not just a matter of efficiency. Without clean, consistent data, HR organizations lack the critical insight they need to be successful. The consequences include missed opportunities, lost productivity, attrition, and uncontrolled operational. To address these challenges, Oracle Global Human Resources Cloud puts information at your fingertips, helps you predict future trends, and enables you to turn workforce insight into action. Analytics are embedded throughout the system and linked directly to transactions and decision points. There's no more searching through multiple screens or systems to find the information you need to make a decision.

"The analytics just make it pop! The charts, the graphing, the predictive analytics is really neat. The modeling capability in the compensation module was another feature we just don't have today. Having that kind of capability is really exciting."

Charles Fusco, HRIS Development Manager, McKesson

Oracle Global Human Resources Cloud gives you the ability to finally see into the future, enabling you to analyze talent performance and potential and risk of attrition, and allowing you to test out what-if scenarios of ways to improve your workforce. Being able to see potential problems before they occur and take immediate action will increase morale, save money, and boost your competitive edge.

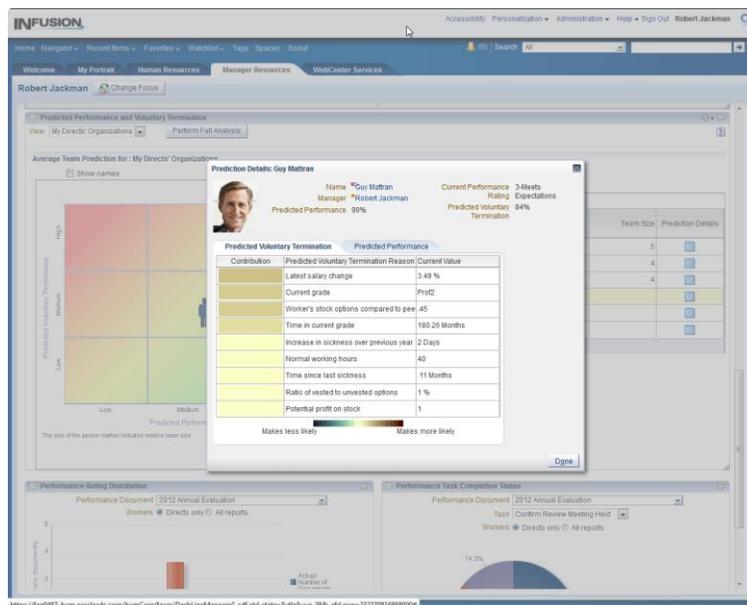


Figure 5: Using embedded predictive analytics, you can see which employee has a high risk of leaving.

Social and Mobile

Collaboration lies at the heart of innovation and growth. The ability to connect and collaborate within the workplace and the ability to access applications on any device enhances employee engagement and ultimately adds significant value to your organization. Imagine the economic impact if you were to double the number of inspired employees or triple the volume of new product releases. While the broad gains from improved workforce collaboration are apparent, the tools needed to enable it at the enterprise level have been lacking.

To tackle this challenge, Oracle has enterprise 2.0 technologies built within the HCM applications that improve workforce collaboration for employees, managers, and HR professionals alike. Social networks, chats, group workspaces and mobile access are leveraged securely and privately to improve the quality and reach of workforce interactions. Oracle Fusion Tap is a tablet-based application that allows you to download a single application and, based on your role and user profile, get access to as much or as little of the HCM platform as you need. With Oracle Global Human Resources Cloud, HR organizations can get the talent insight they need to build the best workforce and the tools they need to keep that workforce engaged. Not only will HR leaders be able to increase efficiency and productivity, they'll also be able to deliver value to the business in a whole new way.

"The Network At Work capabilities are awesome. Younger employees are already doing it. They want to be able to connect and find people who do this. And they don't want to have to go through this whole chain of command and these proper channels to find the answer to a simple question."

Carrie Medders, Director Administrative Applications, California State East Bay

6 Figure 6: Oracle Fusion Network at Work increases collaboration and teamwork

Fast and Flexible

Fast changing business demands are driving organizations to be more agile, and as a result, many organizations are turning toward flexible and quickly-deployed cloud applications. But HR, business leaders and IT still have questions around cloud deployments and particularly want to ensure their data is safe and well integrated to other applications. Oracle Cloud delivers instant value and productivity through functionally rich, integrated, secure, enterprise cloud services that are standards-based and can be delivered without compromise to business practices or policies.

As a large, global company with complex data needs, Oracle gets security. We understand our customers' data concerns and so for our cloud applications, Oracle controls every security level, from the data center to the database to middleware and the applications itself. Every layer of the stack is engineered to work together in the cloud so HR data is better secured. Security access is granted based on the worker's role and location, and users receive context-sensitive information right when it's needed.

We also understand the need to maintain existing investments and to create a harmonious ecosystem with other applications. Oracle Global Human Resources Cloud can easily coexist with current PeopleSoft, eBusiness Suite and other HCM applications. Our thoroughly vetted Oracle Partner Network gives customers the confidence that the integrations of complementary partner software products with Oracle Global Human Resources Cloud have been validated and the products work together as designed.

A Rapid Start foundation helps companies achieve faster time to value. Oracle Rapid Start Up Pack includes dedicated functionality, methods, and best practice set-up templates that have been developed for more efficient implementations.

Well integrated and secure end-to-end HR processes will give your company—executives and IT included—the confidence to deploy a powerful cloud application that can propel your HR organization to greater efficiency, insight and success.

Conclusion

Oracle HCM Cloud Service powers HR's contribution to the business. The industry's most complete cloud solution enables organizations to simplify managing people and build the best talent. Organizations can manage growth globally while adapting to local needs through a global HR foundation and gain actionable insights so they can execute the best talent management strategies. A simple, user-friendly experience and embedded role-based decision support transform the system from a transactional to an intelligence-driven application. Enterprise 2.0 functionality coupled with social networking and mobile capabilities make it easier than ever for you to work effectively. And seeing into the future? Oracle HCM not only places information right at your fingertips, it can even help you look ahead and be prepared for upcoming talent and business changes.

Using feedback from real-world HR practitioners, Oracle has overhauled the fundamental nature of HCM applications with an eye towards the future as well as respect for the existing investments that you have made. Whether you choose one module or the entire suite, Oracle HCM Cloud Service is designed to coexist with your current applications portfolio to deliver innovation without disruption.

Appendix: Oracle Global Human Resources Cloud – List of Applications

Oracle Fusion Human Capital Management Base Cloud Service

Oracle Fusion Global Payroll Cloud Service

Oracle Fusion Payroll Interface Cloud Service

Oracle Fusion Workforce Compensation Cloud Service

Oracle Fusion Workforce Lifecycle Manager Cloud Service

Oracle Fusion Workforce Predictions Cloud Service

Oracle Fusion Network at Work Cloud Service

Oracle Fusion Transactional Business Intelligence for Human Capital Management Cloud Service



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Hardware and Software, Engineered to Work Together