

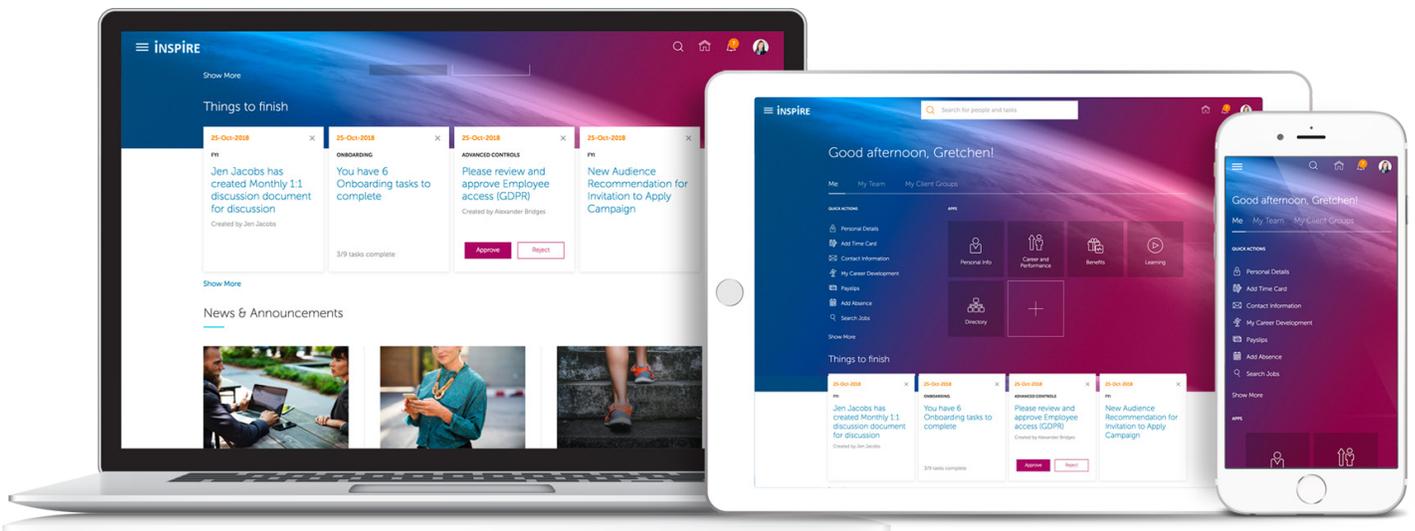
2018 FALL PRODUCT UPDATE

What's New in Oracle HCM Cloud



ORACLE®

CREATE TOMORROW, TODAY



ORACLE HCM CLOUD SIMPLY POWERFUL

MAKE WORK **MORE HUMAN**

The rapidly changing demands of today's talent economy are challenging for human resources (HR) professionals. At the same time, emerging technologies that include artificial intelligence (AI) and machine learning are fundamentally disrupting the way we live and work, requiring HR organizations to rethink their technology and talent strategies. How can HR leverage technology to build stronger teams faster, reduce employee turnover, and enhance the employee experience?

Recent research by the McKinsey Global Institute states that, "Approximately 50% of current work activities are technically automatable by adapting currently demonstrated technologies."¹ AI and machine learning are making it possible to simplify the replicable tasks that exist in every job, allowing employees to focus on higher value activities.

Keeping employee expectations and productivity in mind, the key innovations for the Oracle HCM Cloud 2018 Fall Update are centered around the need to "Make Work More Human." By continuing to integrate emerging technologies, Oracle HCM Cloud simplifies complex processes and delivers the best possible employee experience. The latest innovations help HR teams make work simpler, smarter, and more agile. **Let's explore these new capabilities.**

¹ [McKinsey Global Institute November 2017 Report](#), "Jobs lost, jobs gained: What the future of work will mean for jobs, skills and wages"



MAKE WORK SIMPLER

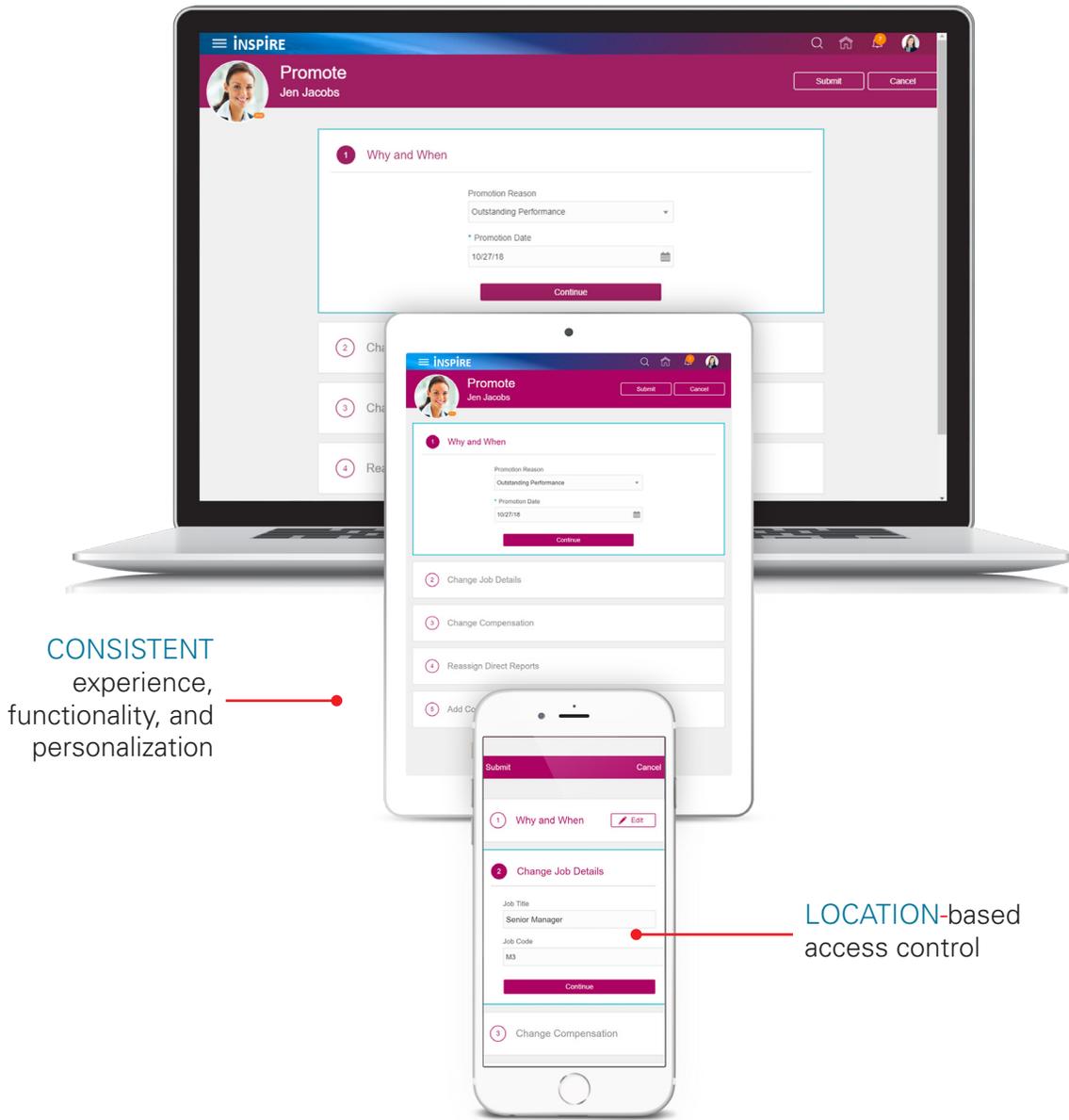
Oracle's innovation commitment is providing a human interface throughout Oracle HCM Cloud to deliver a familiar and simple experience. One identical experience across multiple devices allows users to quickly accomplish tasks, while simplified HR self-service guides employees through the system. Rules-based automation makes complex HR transactions, including worker processes, far simpler. Together these features improve HR and employee productivity.

INNOVATION HIGHLIGHTS

- Strengthen mobile security and compliance with a mobile-responsive design
- Complete HR tasks faster by leveraging simple HR self-service
- Increase HR productivity through simplified worker management

ENJOY ONE EXPERIENCE ACROSS ALL DEVICES

Employees can access any self-service transaction via a browser from their personal device. The mobile-responsive design delivers identical HR functionality for a simplified, consistent experience. The location-based access control lets companies configure what employees can see when outside of the office—whether salary or benefits data and beyond—providing companies more control over their sensitive HR information. The simplified mobile experience boosts employee engagement, while eliminating mobile device management costs and security risks.



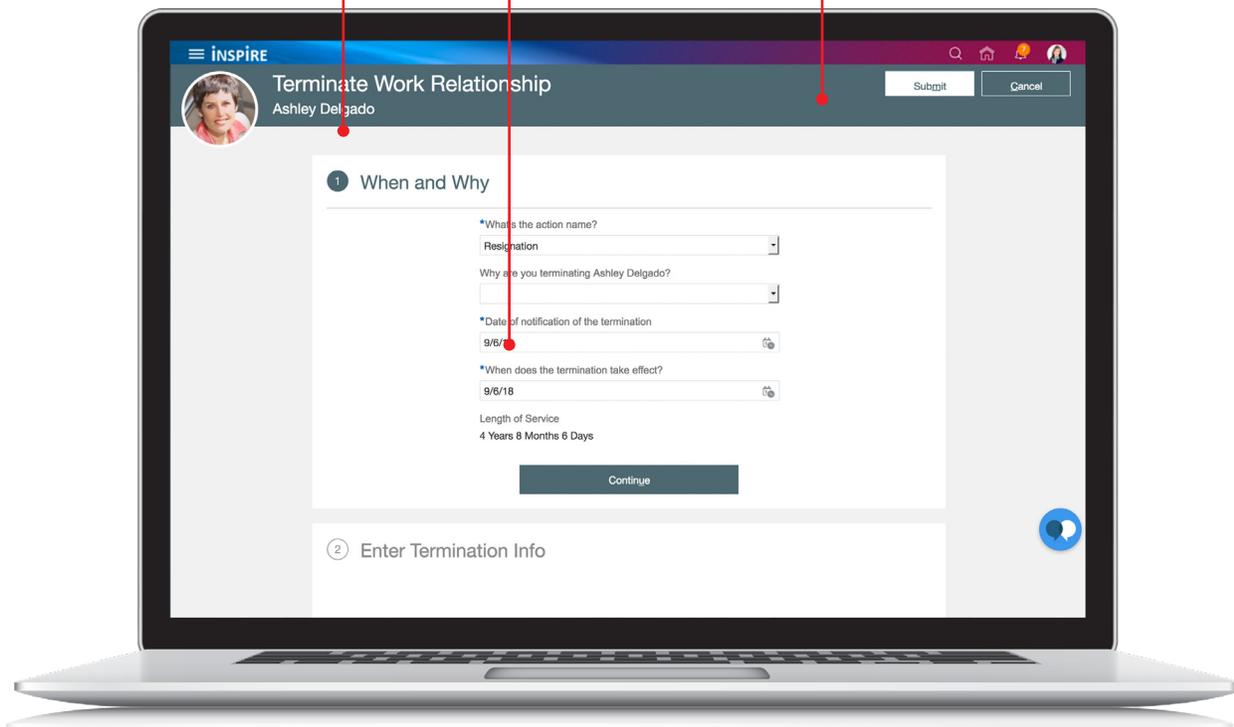
SIMPLIFY COMPLEX HR SELF-SERVICE

Event-based transactions such as promotions and terminations are challenging for managers. Simplified HR self-service provides managers with the exact information they need and impacts productivity further by streamlining the navigation. Step-by-step guidance encourages managers to see the transaction through to completion, while HR can monitor progress in the system. These processes can be easily configured to meet organizational needs.

SIMPLIFIED
processes
and workflows

SEE
just what
you need
to know

KNOW
what to
do next

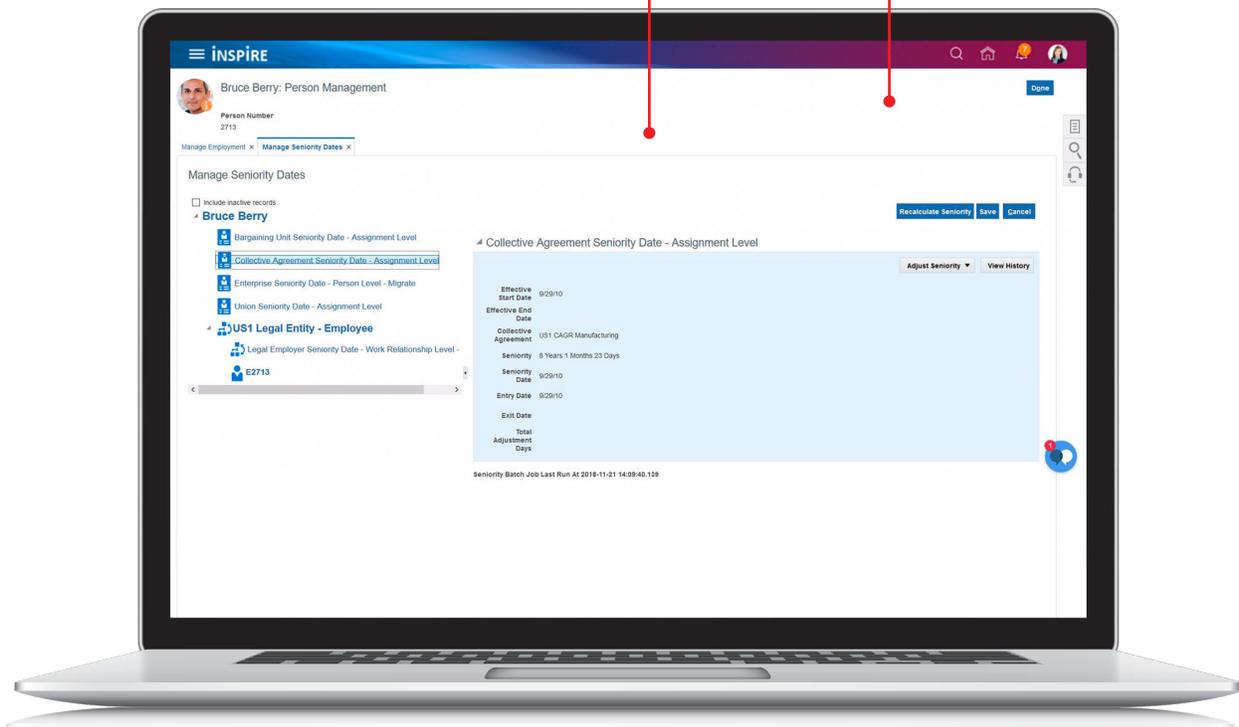


SIMPLIFY COMPLEX HR TRANSACTIONS

Managing complex HR transactions that include certain worker processes can be overwhelming for HR. Oracle Global HR supports employees' affiliation to collective bargaining agreements or unions using defaulting and validation rules that are easily configurable. This simplified rules-based automation can be applied to regulate all terms and conditions for all types of workers, tremendously improving HR productivity and compliance. For example, HR policies can be better managed to ensure employees cannot transfer before six months' tenure within the company or be rehired within twelve months' separation.

MANAGE
different types
of workers

Leverage
RULES-BASED
automation



SIMPLE RECRUITING

In expanding our partnership with LinkedIn, the goal is to provide a more efficient recruiter experience by including LinkedIn's automated sourcing, candidate search, referral recommendations, and recruiter system connections. Surfacing transactional recruiting data from both LinkedIn Recruiter and Oracle Recruiting increases recruiting speed.



ORACLE[®]
Human Capital
Management Cloud



LinkedIn[™]

1,200

new enhancements
and features

>170

delivered
HR localizations

80%

customer sourced
enhancements

5

new HCM Cloud
services

10

leader ratings by
market analysts

98%

roadmap commits
delivered on time

Expectations will continue to change faster than most organizations are able to evolve or invent experiences for and this constant flux requires HR teams to constantly innovate and adapt. By continuing to integrate the latest in artificial intelligence and machine learning within Oracle HCM Cloud, we are helping our customers **simplify the complex** and deliver the **best possible employee experience**.

— Chris Leone

Senior Vice President of Development

Oracle HCM Cloud



MAKE WORK SMARTER

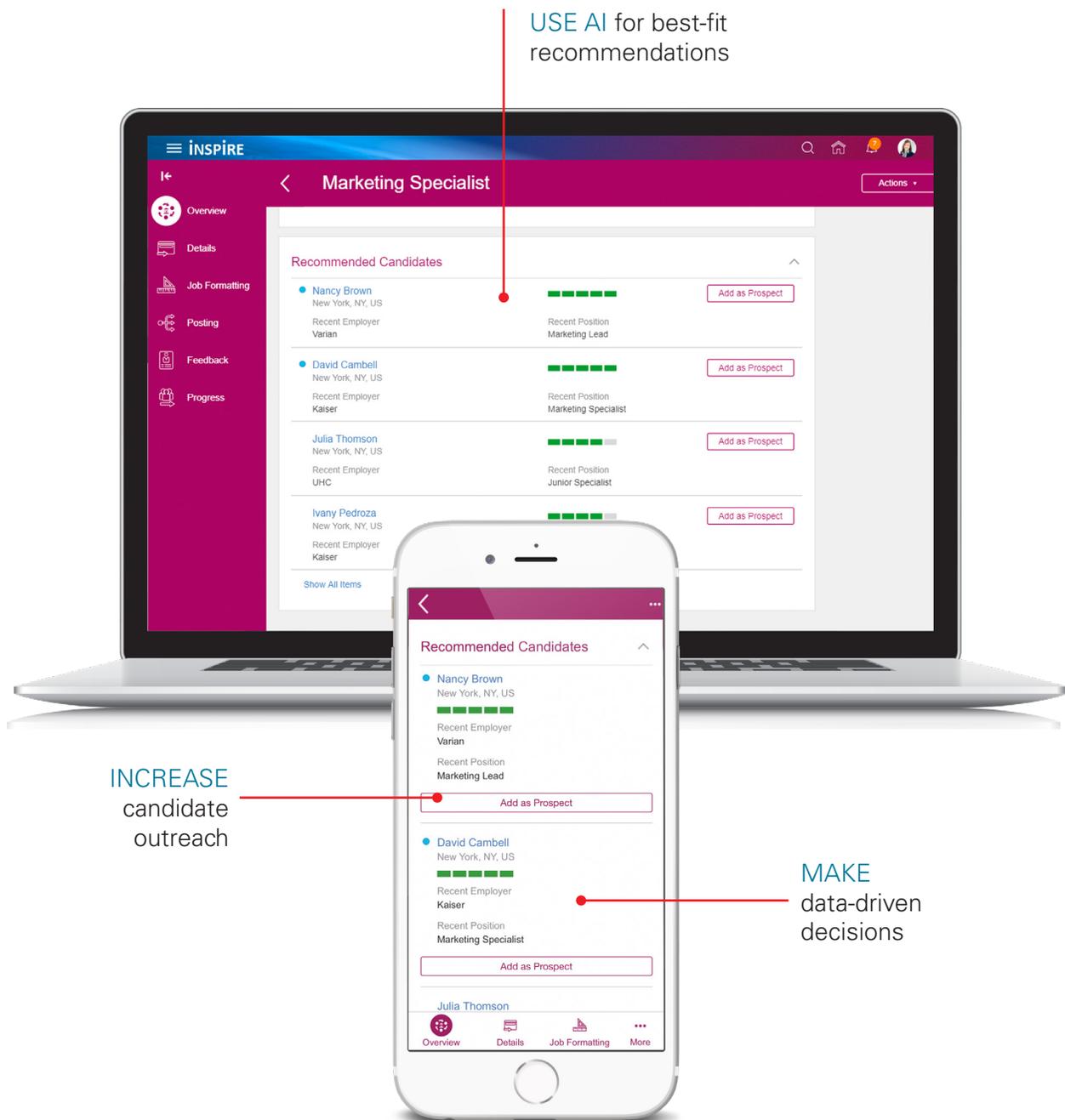
To empower users to work smarter and leverage the power of emerging technologies, Oracle is invested in embedding AI, machine learning, and digital assistants throughout our applications. This helps companies make better-informed decisions across their HR and talent processes. Recruiters can uncover the best candidates faster to improve the quality of hire. Self-learning risk management solutions help protect sensitive HR data and strengthen compliance.

INNOVATION HIGHLIGHTS

- Improve recruiter productivity with AI-driven sourcing and matching tools
- Prevent fraudulent payments with Oracle Advanced HCM Controls
- Get answers faster by chatting with an HR digital assistant

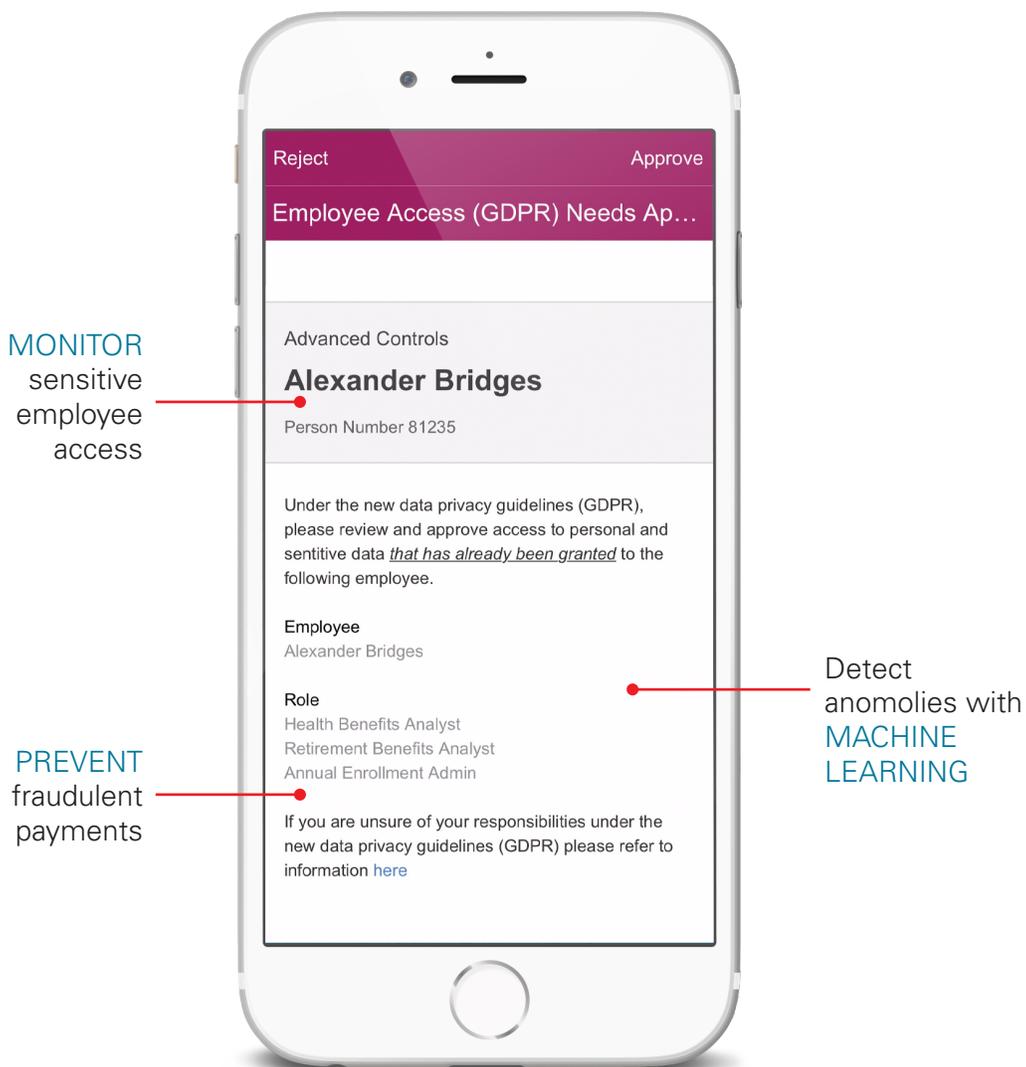
IDENTIFY BEST CANDIDATES USING AI

AI and machine learning power recommendations to help recruiters and hiring managers make data-driven recruiting decisions, resulting in better-qualified candidates. Robust sourcing capabilities proactively surface candidates who are the right fit for the job. Improving quality of hire includes incorporating extensive HR and performance indicators that go beyond standard job profile matching to consider factors such as employees who have succeeded in related roles.



MITIGATE RISK WITH ADVANCED HCM CONTROLS

The AI-driven solution audits employee access and activity to monitor for fraud and add security controls. Businesses can mitigate risk and lower the cost of regulatory compliance, prevent fraudulent payments, and increase the separation of duties by leveraging machine learning to act immediately when the system detects access or activity anomalies.

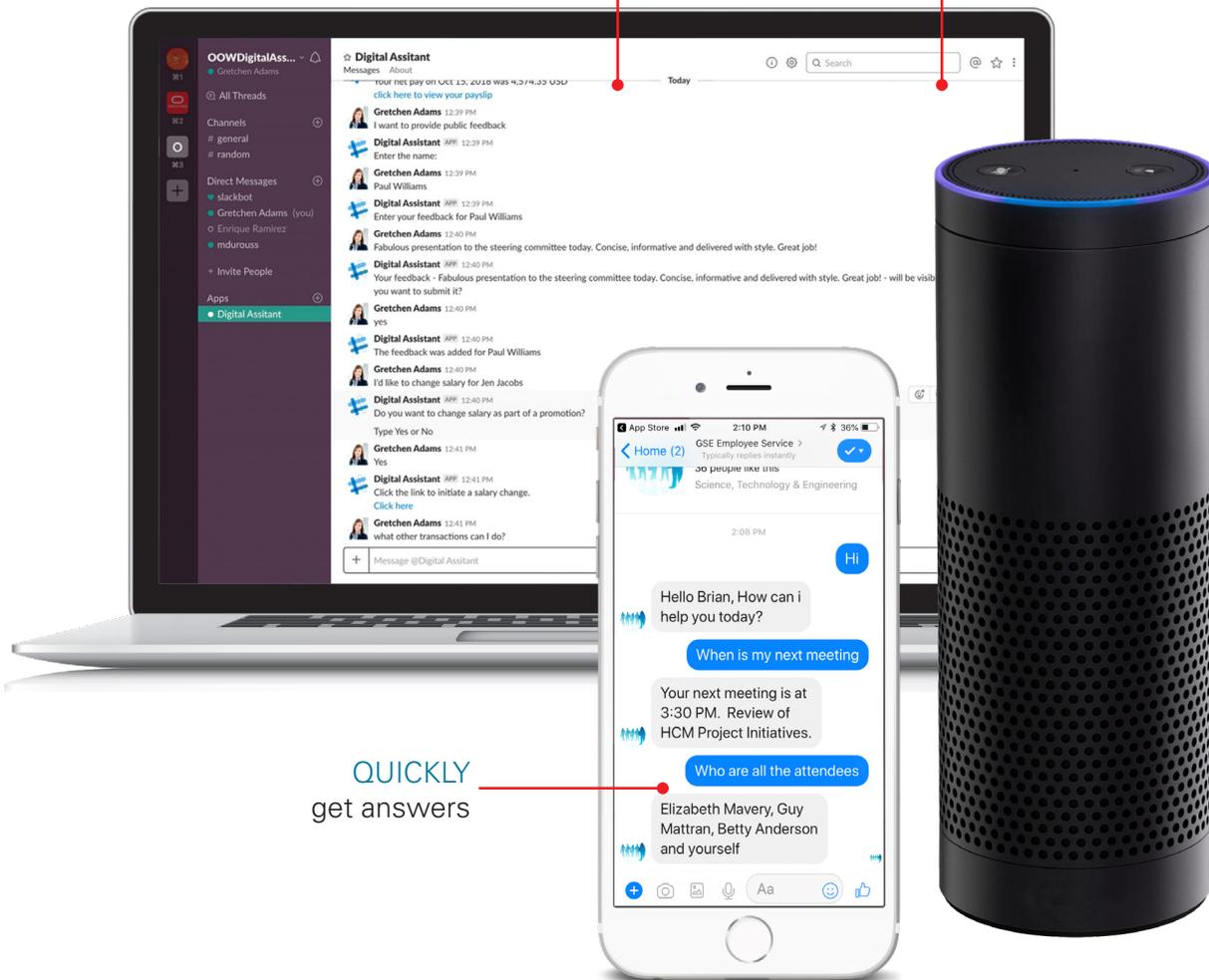


PROVIDE DIGITAL ASSISTANT-ENABLED HR SERVICES

Employees expect their questions to be answered instantly. Oracle's HR Digital Assistant is voice-enabled and can be accessed on any device, thereby providing a scalable HR concierge. Employees quickly and easily get answers to common HR questions and relevant links are proactively sent for accessing further details. HR service delivery has been simplified to relieve HR from answering too many questions, while helping to boost engagement and productivity.

SCALABLE
HR Concierge

DIGITAL ASSISTANT
on any communication
platform



QUICKLY
get answers



MAKE WORK AGILE

Because agility is a key driver of business success, HR organizations require adaptable HR systems to navigate changes quickly. Workforce planning capabilities support organizational needs to meet constantly changing workforce demands. Providing a design studio to HR professionals allows them to easily tailor functionality and processes according to their requirements. A talent-centric approach lets employees hone their skills and sufficiently enhance their personal brand to advance their careers.

INNOVATION HIGHLIGHTS

- Increase agility to navigate and predict future workforce needs
- Drive cultural changes faster by configuring HR processes, flows, and experience without IT dependency
- Help employees build an authentic personal brand and increase their influence in the organization
- Increase mobility and career opportunities by leveraging LinkedIn resources

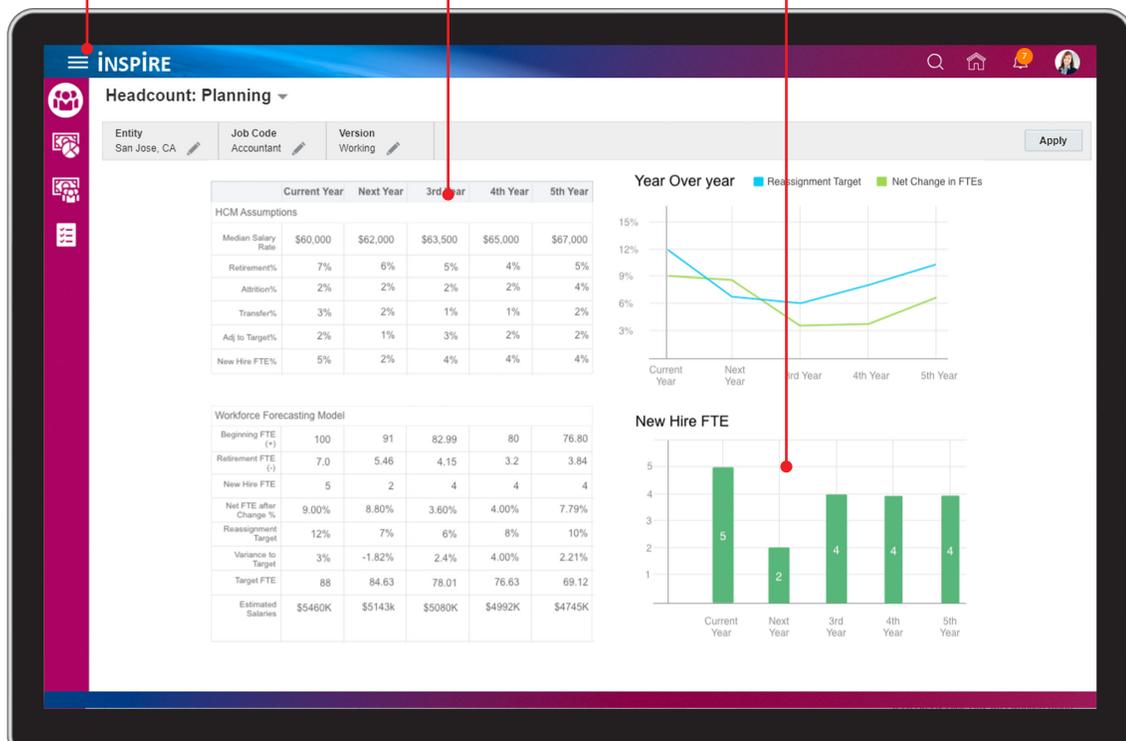
OPTIMIZE WORKFORCE PLANNING

Strategic workforce planning is one of the most effective means by which HR can align the people strategy with the business strategy. HR can optimize the workforce by proactively assessing talent gaps and conducting what-if scenarios to see the predicted impact of potential headcount and cost changes.

ASSESS
talent needs
and skills

MODEL
future
scenarios

PREDICT
business
impact



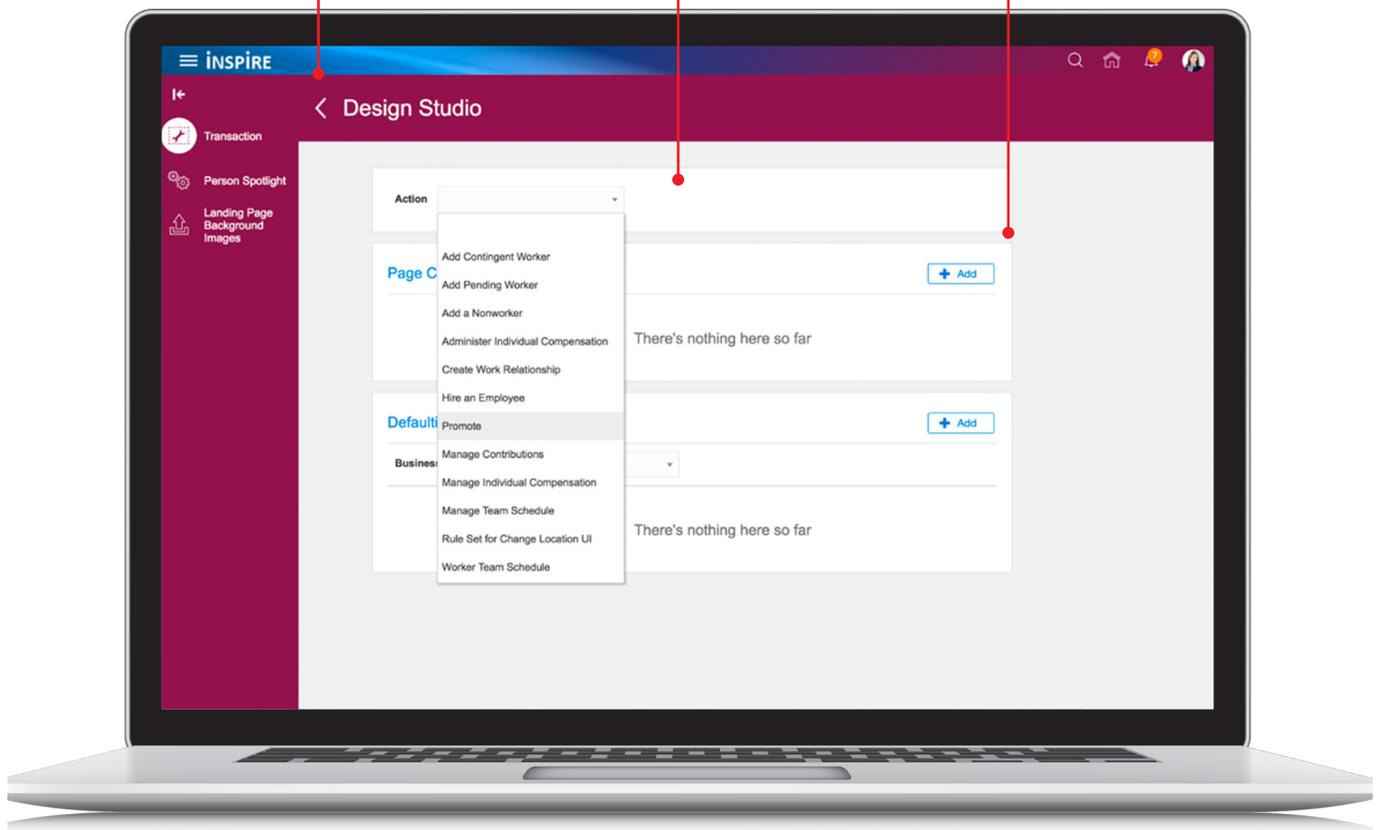
DELIVER AN AGILE USER EXPERIENCE

Providing HR the ability to personalize the HR application according to the company's culture and country regulations increases productivity and engagement at the same time. HR processes can be quickly configured by role, legal employer, or business unit. Even fields to meet GDPR regulations or organizational requirements can be configured easily, without help from IT, so that users see only what is relevant to them.

PERSONALIZE
the HR apps

SUPPORT
culture fit

STRENGTHEN
compliance



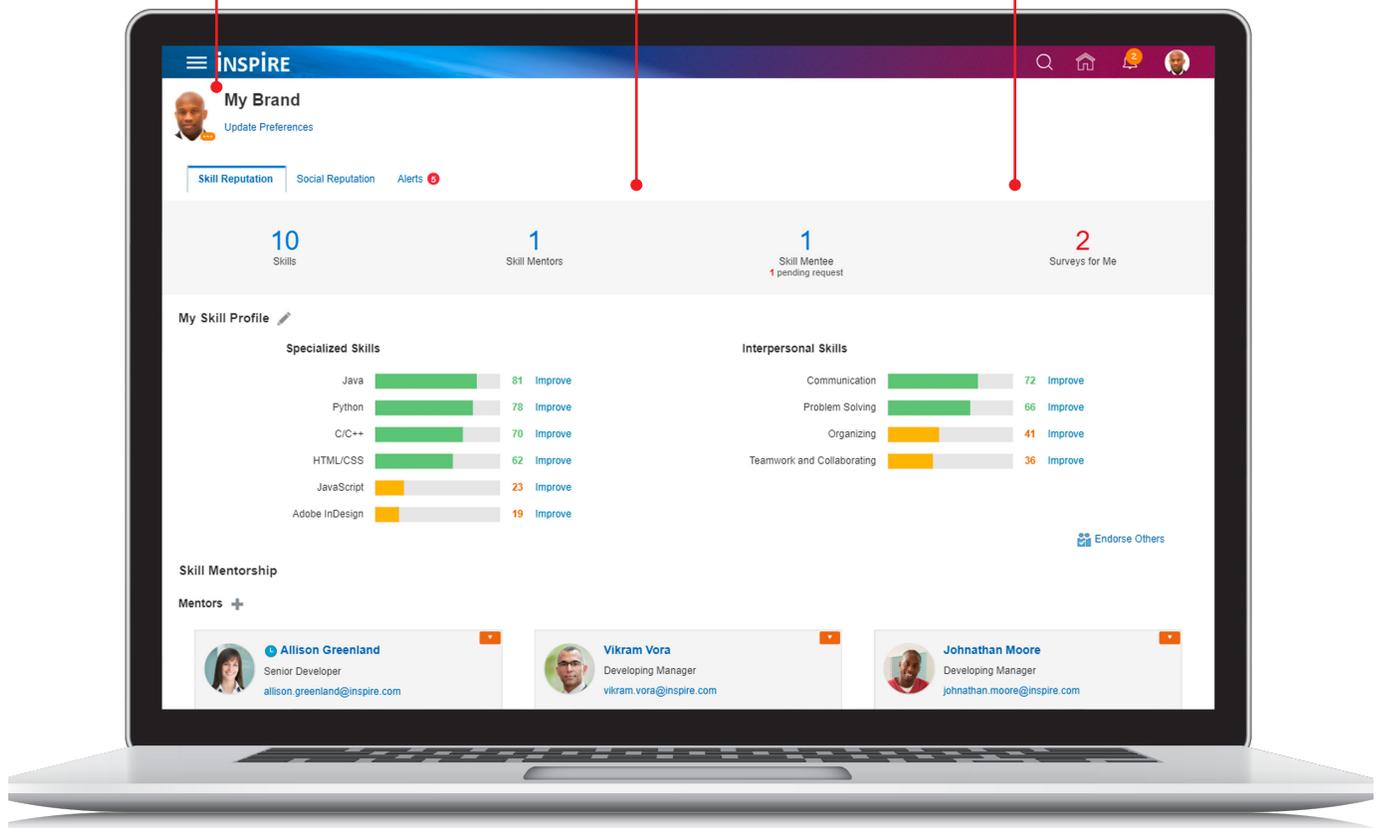
BUILD AN AUTHENTIC PERSONAL BRAND

Employees are looking for ways to bring the full breadth of their experience and skills to their job, exceeding the job description to expand their impact and influence within the organization. My Brand gives employees the ability to identify where they can improve their skills through mentorships, and thereby advance their careers.

COMMUNICATE
your value to the
organization

ADVANCE
your career

HONE skills
with mentors



LIVE YOUR BEST CAREER

The Oracle and LinkedIn partnership goes further to help HR teams engage and retain employees by growing their talent pool, enhancing internal mobility, and increasing career development opportunities. Employees will be able to access LinkedIn Learning courses, automatic course catalog integrations, and up-to-date insight on learner engagement within Oracle Learning Cloud.



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Management Cloud



LinkedIn[™]

CONCLUSION

For companies to thrive in a world of emerging technologies, they need to adapt to the ways in which the world of work continues to evolve. Digital assistants, artificial intelligence, and machine learning will soon become commonplace for organizations. For HR, it's no longer just about hiring and retaining talent, but maximizing workforce productivity through intelligently automated tasks, processes, and experiences.

This update is designed to help make work simpler, smarter, and more agile by leveraging emerging technologies, and continue down the path of making work more human.



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Integrated Cloud Applications & Platform Services

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