

# Talent-centered and agile: Oracle Fusion HCM Cloud

## Human Capital Management goes digital – challenges and chances for human resource management

### Issue

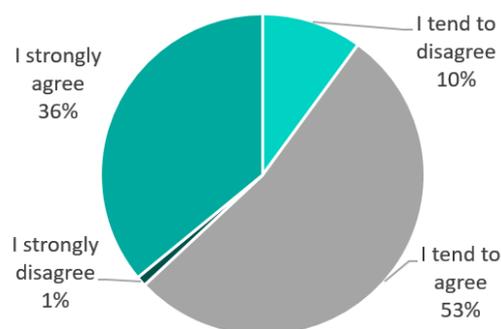
Our world is changing – in no time, life and work have turned digital. Personal managers play a key role in that process: they are moderators and designers in the digital transformation process of the business and have to react increasingly to the changed conditions of the accelerated working world. Nine out of ten interviewed CEOs and personnel managers find that especially digitalization is the most important future task of human capital management. That is the result of the current survey “Rethinking HR” which has been created in first collaboration of strategy consultants The Boston Consulting Group (BCG), personnel consultants Egon Zehnder, Quadriga Hochschule Berlin as well as the Bundesverband der Personalmanager (BPM). The survey identifies the four areas that need to be the focus of personnel managers in times of technological change:

- The design of the entire organization
- The design of the work done on the interfaces between teams, people and machines
- The sustainable support and development of employees
- The design of HCM processes

These points lead to important measures that need to be taken in order to secure the future ability of personnel management. Personnel managers need to increasingly consider themselves the designers of digitalization and actively manage the cultural change. At the same time, they should also use the tools of digitalization for their own work. With the help of simple digital tools, the aim is to efficiently organize business processes becoming more complex. According to the survey, an automatized personnel management as well as the use of robotics and artificial intelligence (AI) in addition can make personnel work significantly easier. In doing so, it is important to meet the following challenges:

- Automatization of all operative HCM processes
- A stronger integration of the HR function in business processes and an improved establishment with regard to qualifications and resources
- A collection and optimization of business-relevant and HCM-obtained information for optimal analysis

Market leader Oracle offers modern solutions to meet these challenges in a sustainable way. From recruiting to onboarding and the general HCM management processes, up to the involvement and satisfaction of employees, Oracle business applications control all HCM process in their entirety. With consistent analysis options, they provide an optimal foundation for strategic decision making.



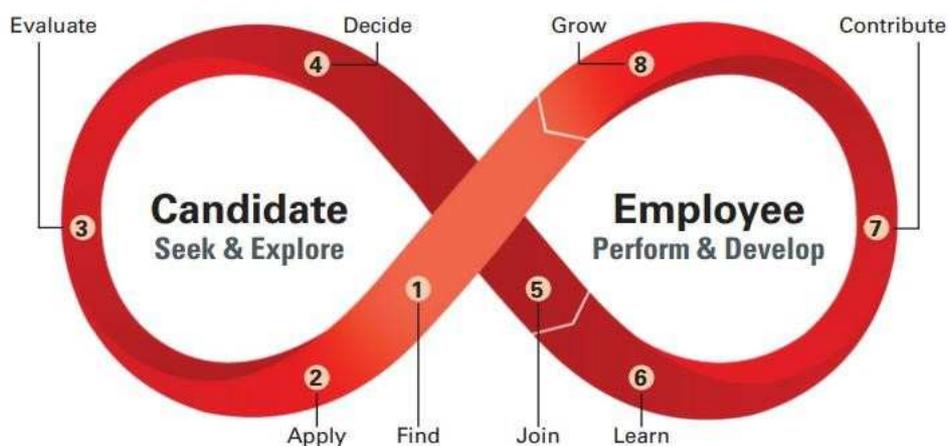
**Figure 1: The respondents of the survey see a chance in digitalization**

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## „Employee Journey“ as the most important tool in personnel management

### The solution

Modern human capital management stands for the consequent orientation towards employee processes in the business. The comprehensive solution provided by Oracle takes all the individual steps of the “employee journey” into account. This way, all employees undergo different steps in their careers and on their way encounter so-called “touchpoints” with the business, for example: the first day of work, the first interview with the supervisor, or saying goodbye at the end of the employment contract. All of these touchpoints affect the way the employee perceives and internalizes the business, its philosophy, ideology, and mentality. In order to understand and improve the attitude of the employee, it is essential to learn exactly where the touchpoints of employee and business are to be found, and in what way the employee perceives them. This way, the consequences of these touchpoints affect the actions of every employee and determine whether the employee should stay in the company or resign.



Quelle: Oracle – An Employee Centric Approach To HR

**Figure 2: The Employee Journey**

### Modern Human Resources in the Cloud: Oracle Human Capital Management (HCM)

The Oracle HCM Cloud supports companies all along their entire employee journeys and ensures that Oracle applications are equally intuitive, meaningful and available – anywhere, at all times and on all platforms. Current forms of international and networked collaboration within teams receive optimal support. A unique, coordinated architecture of the Oracle HCM Cloud can collate business- and person-related data in comprehensive and impressive reports. Extensive and proactive insights and analysis become possible and increase the quality of data-driven decision making processes. The Oracle HCM Cloud provides companies with the benefits of a comprehensive personnel administration -, talent management – and social recruiting solutions. From international collaboration to creating predictions for performance and staff retention – the Oracle HCM Cloud supports all aspects of modern personnel work.

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## Managing the Complexity – HCM Processes in Control

### Modules & Functionality

The Oracle HCM Cloud is the technologically market-leading solution. Security and flexibility, performance and adaptability are defining the current market standard. Oracle Recruiting and Talent Management Applications are complete and meet all requirements:

- **Global Personnel Management** (Employee Profile, Global Person and Local Employment Model, Embedded Analytics, Mobile and Social)
- **Payment** (Compensation & Benefits, Global Payroll, Local Payroll-Interfaces etc.)
- **Time Management** (Absence Management, Time & Labor etc.)
- **Optimizing the Application of Talents** (Workforce Modelling, Predictive Analytics, etc.)
- **Recruiting and Onboarding** (Recruiting, Social Sourcing, Onboarding)
- **Employee Assessment and Succession Plan** (Goals, Performance Management, Talent Review, Succession Planning etc.)
- **Training and Personnel Development** (Learning Management, Social Learning, Leadership Development)
- **HCM Cloud for the Middle Class** (Global Human Resources, Talent Management, Expenses)

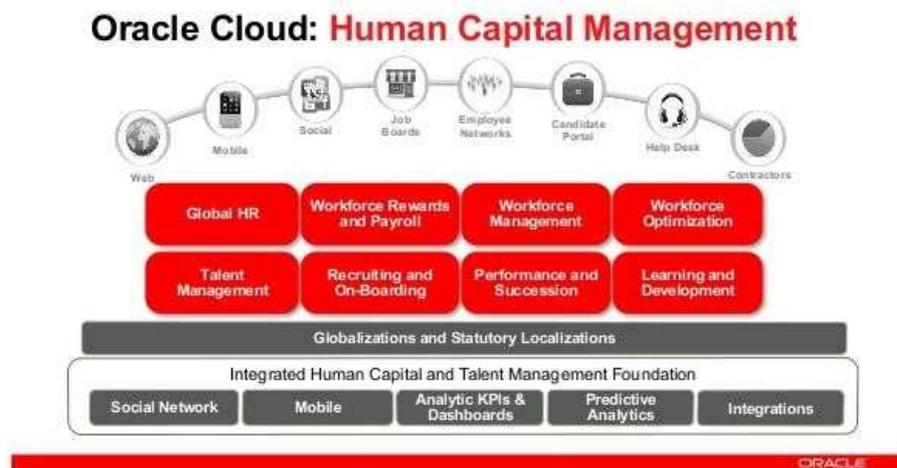


Figure 3: Overview of modules inside the Oracle Fusion HCM Cloud

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## Simplified implementation with the right partner

### Service Partner PROMATIS

For personnel management to become future-proof, increasingly complex HCM processes need to be organized efficiently with the help of simple, digital tools. Especially challenges in the area of system integration require solutions. A specialist partner for Oracle application- and technology solutions, we offer comprehensive know-how for the realization of complex integration scenarios and for the automatization of processes – because for over 20 years, PROMATIS has been standing for the synergetic cooperation of business processes and modern technologies.

With PROMATIS, your Oracle solution will be realized competently due to the following factors:

- An excellent transfer of know-how, since solutions with PROMATIS are always realized in close cooperation with the client
- Highly motivated and qualified employees take your goals and requirements into account during the entire project
- Thanks to the close cooperation between PROMATIS and leading research institutions, you will have tomorrow's solution – by today

### References

The listed products are trademarked and are property of the trademark owners. Date of documentation: July 2017

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