

Oracle HCM Cloud

Oracle HCM Cloud for Midsize

ORACLE®

HUMAN CAPITAL MANAGEMENT CLOUD

HCM CLOUD FOR MIDSIZE KEY FEATURES

- Global HR (Core HR, Workforce Directory, Workforce Predictions, Workforce Modeling, Benefits, My Competitions, Absence Management and Payroll Interface)
- Goal Management
- Performance Management
- Career Development
- Expense Management

ADDITIONAL MODULES

- Talent Acquisition for Midsize
- Talent Review and Succession Planning
- Workforce Compensation
- Learning
- My Wellness
- Time and Labor

Oracle HCM Cloud for Midsize is a complete HR application suite that helps organizations worldwide and in every industry to be more strategic and agile with a best-in-class workforce experience. It enables innovation and growth that drive operational speed and excellence, workforce agility, engagement and retention.

To ensure that your Midsize organization can identify and hire the right talent, manage them effectively, and retain them, it's critical to manage the entire employee lifecycle and establish a great employee experience. This requires deploying the right human capital management system, where business insight and social tools can facilitate this goal on a daily basis.

Oracle provides an attractive offering for Midsize organizations that includes Global HR, Payroll Integrations, Goal and Performance Management, Career Development and Expenses.

Effectively Manage a Global Workforce

Oracle Global HR enables business users to make sense of their people data, align it with their business strategy, and take-action immediately to deliver better results. Oracle's Payroll Interface helps keep control of your payroll when outsourcing all or part of your payroll processing to a third-party vendor.

Global HR includes the following modules: Core HR, Workforce Directory, Workforce Predictions, Workforce Modeling, Benefits, Absence Management, My Competitions and Payroll Interface.

Set and Track Goals

Oracle Goal Management provides a best-in-class solution to track and manage organizational and individual goals and align them with the talent management process.

Performance Management

Oracle Performance Management fully automates the performance process and provides executives, managers, and employees with valuable and immediate insight to workforce performance progression and it's alignment with organizational objectives.

Career Development

Oracle Career Development provides a way for employees to identify career opportunities and maintain a development plan to bring them closer to their career goals. Employees can search for and get recommendations for different roles, compare themselves to these roles, find other colleagues in these roles, and build a development plan.

Expenses Cloud

Oracle Expenses is a complete, end-to-end solution for digital expense management giving employees easy data entry options, and financial managers detailed spend information and policy-driven control.

Key Benefits

- Provides strategic intelligence and decision-support for all business users, from historical to current and predictions.
- Greater accuracy and compliance with corporate card integration
- Know your talent so you can take timely and appropriate actions
- Insight into how the organization or team is aligned and tracking to stated goals
- Increase engagement by empowering employees to foster their career growth
- Use just-in-time feedback to provide and receive recognition and coaching
- Increase workforce performance through contextual and embedded learning
- Ensure compliance with company and external policies relating to time
- Analyze, model, budget and allocate compensation across borders and boundaries
- Provide feedback to employees on progress towards their individual wellness goals.

Additional Modules

In addition, the following modules are also available with Oracle HCM Cloud for Midsize:

Talent Acquisition for Midsize – Oracle Talent Acquisition for Midsize provides powerful capabilities include recruitment marketing, employee referrals, social networking, interview collaboration tools, and automated onboarding.

Talent and Succession Planning – Oracle Talent Review and Succession Management enables executives and HR professionals to assess talent, evaluate macro-organizational trends, identify and mitigate talent risk, develop a leadership pipeline, and review individual talent details such as potential and risk of loss.

Workforce Compensation – Oracle Workforce Compensation helps design and deliver pay programs tailored for your organization all in one application, including modeling various scenarios, gathering manager input and final reward communications.

Learning - Oracle Learning natively combines bite-sized, peer-to-peer social learning with comprehensive support for the management and delivery of corporate online and in-class learning and compliance programs.

My Wellness - My Wellness is part of Oracle's Work Life Solutions and allows employees to set wellness goals and gives employee feedback on the progress towards their goals.

Time and Labor - Oracle Time and Labor is a comprehensive, easy to use, rules-based time recording and management system designed to give you maximum visibility and control over your most valuable asset, your people.

CONTACT US

For more information about Oracle Global Human Resources, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

Integrated Cloud Applications & Platform Services

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