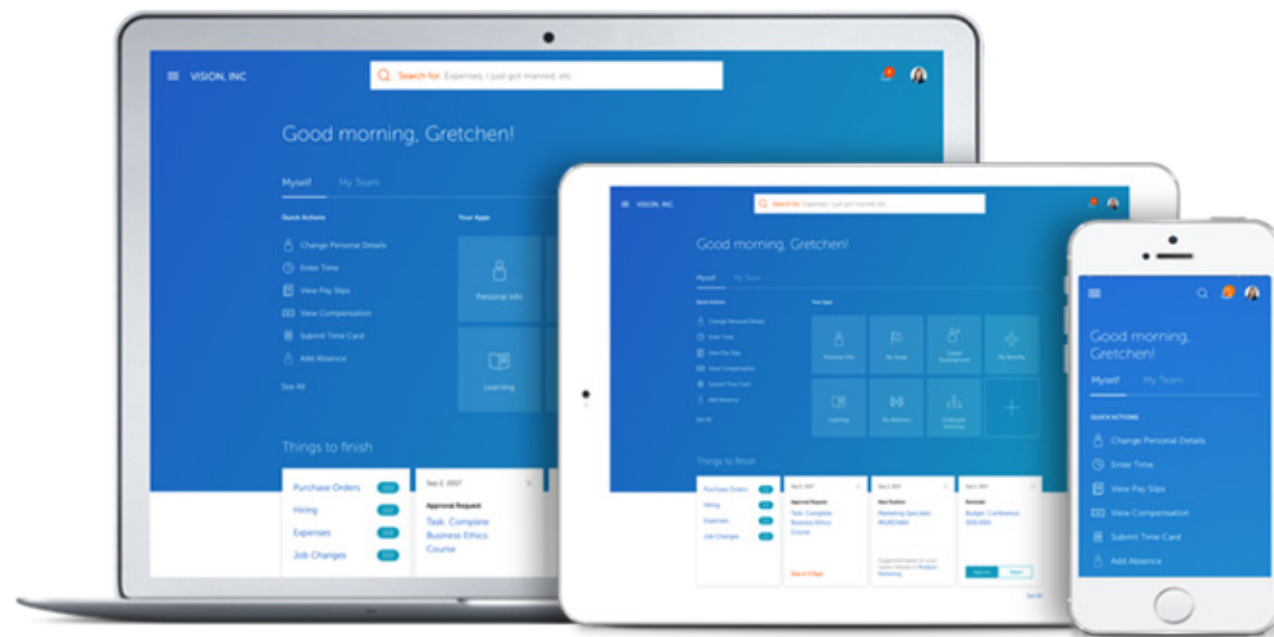


2018 SPRING PRODUCT UPDATE

What's New in Oracle HCM Cloud

ORACLE®

CREATE TOMORROW, TODAY



ORACLE HCM CLOUD SIMPLY POWERFUL

2018 SPRING PRODUCT UPDATE INNOVATION THEME

MAKE WORK **MORE HUMAN**

HR transformation and innovation is on top of every HR leader's mind. How can organizations prepare for the future of work? How can we ensure that our most valuable resources—our employees—are engaged and productive?

Recent research by the International Labor Organization states that, "Despite the steady progress in technology since the 1990s, the world's productivity growth has either remained stagnant or declined. World productivity growth fell from 3.9 percent in 2006 to 1.8 percent in 2016."¹ Employees are overloaded with information; they are feeling digital fatigue, and have difficulties prioritizing and delivering. Meanwhile, companies continue to ask more of their employees. But without providing adequate HR support and the right technology to empower them, they cannot make the right decisions and be successful.

Keeping business productivity and employee engagement in mind, the key innovations for the Oracle HCM Cloud 2018 Spring Update are based on technology to "Make Work More Human." Employees are now empowered to use the same emerging technology and devices that they use in their personal lives, in a way that feels more natural to them. The focus of Oracle's investment was to prepare organizations for the future and to make work enjoyable, smarter, and supportive. Let's explore these new capabilities.

¹ Deloitte: [Understanding the Productivity Paradox, Behind the Numbers, October, 2017](#)



MAKE WORK ENJOYABLE

Oracle’s innovation commitment is on keeping the users at the center of the design, enabling them to move seamlessly between devices, with simplified and easy navigation and interactions that are efficient, fast, and easy—which makes work enjoyable and, hence, more engaging. The goal is to increase user adoption rates and for HR to be valuable to the business.

INNOVATION HIGHLIGHTS

- Know enough to get work done when you log on to the HR system with an innovative home page.
- Enjoy a consistent experience across multiple devices because of Oracle’s mobile-first design principle
- Get set up for success with continuous performance conversations

NEWSFEED USER EXPERIENCE

Employees are more productive if they can start their day right. An innovative homepage gives users the information they need right away, and is designed with a newsfeed view. This takes into account an optimized persona experience, with an intuitive navigation within a vertically scrollable layout. It has simplified search and is mobile-responsive.

Intuitive navigation, notifications, and quick actions guide employees on prioritizing tasks quickly, and easy access to analytics gives them the required information to make the right decisions.



CONSISTENT ACROSS DEVICES

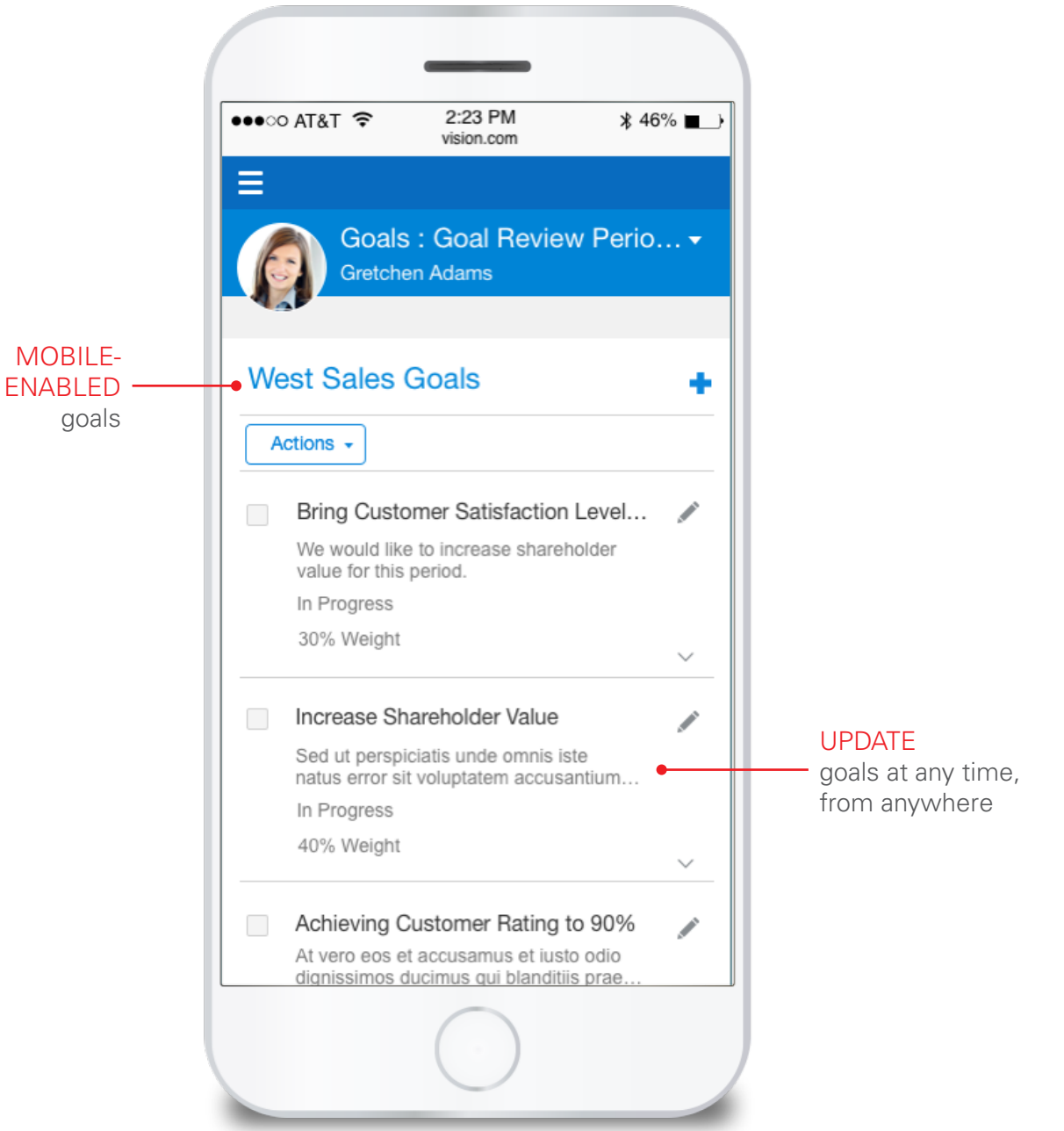
Self-service pages are progressively being made mobile-responsive and are simplified, embedded with emerging technology, and modernized to create a consistent and uniform experience across desktops, tablets, and phones. There is no need for a client install—fire up a browser on any device and you are ready to go. The same security/self-service login will apply and there will be no need for mobile application containerization or other device management strategy.



MOBILE RESPONSIVE GOALS

According to CEB, organizations with the highest levels of engagement report financial outcomes that are three times higher than companies with the lowest levels.² The focus was on enabling continuous performance management to get employees set up for success. Ongoing conversations and feedback between employees, managers, and coworkers can now drive performance improvement and talent development.

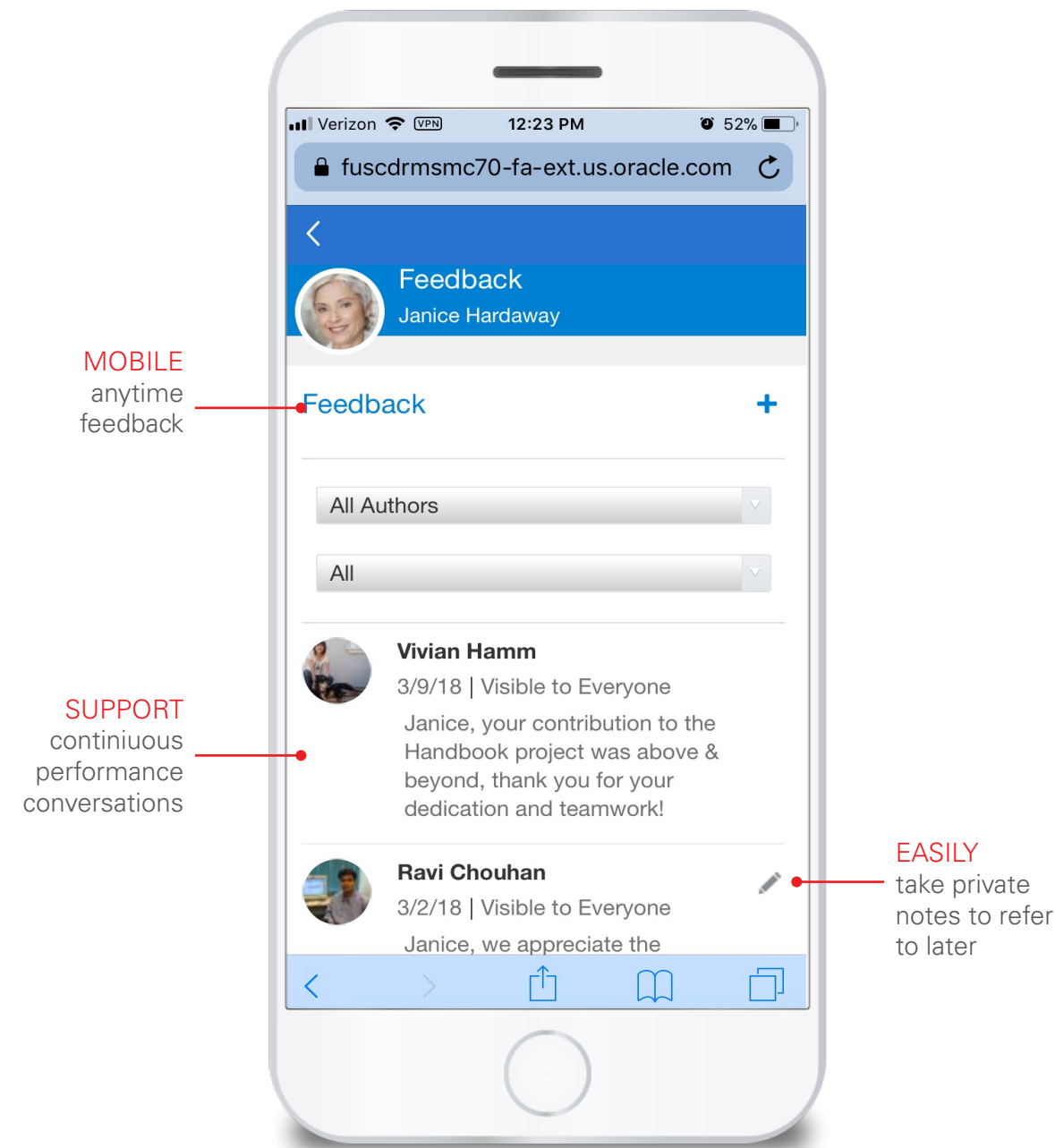
One key aspect of this is good goal management. Now employees and managers can keep current and aligned with mobile-responsive goals, which can be viewed and updated from anywhere on a smartphone. This makes it easy to check and make updates on the go so that you are always up to date.



2 CEB, [CHRO Quarterly, Q1 2018](#)

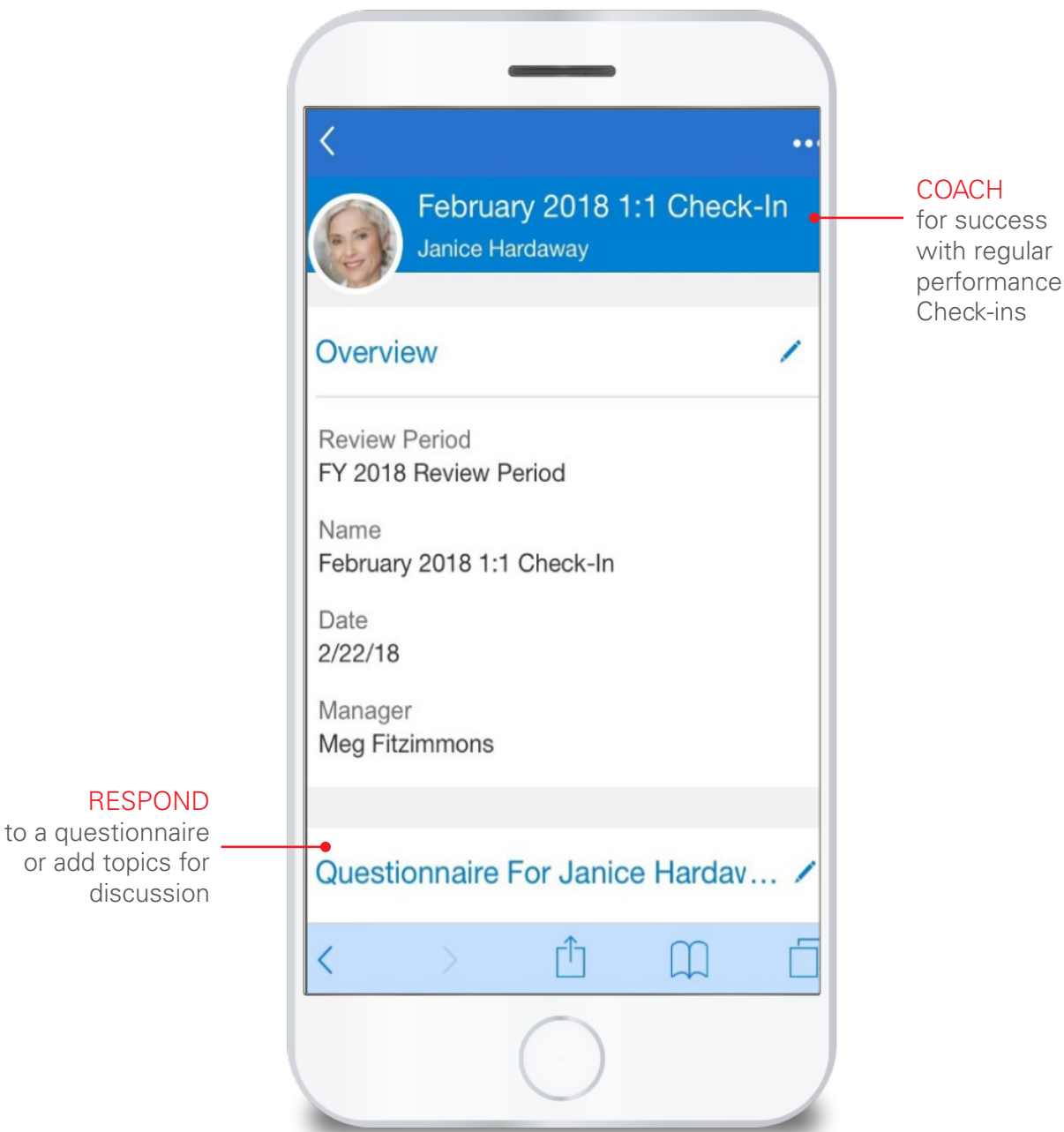
ANYTIME FEEDBACK

Oracle Talent Management now enables employees to give and receive recognition and feedback from anywhere on a smartphone. Employees can consume Anytime Feedback from colleagues and managers in real time at the point that it matters most, such as after a key meeting or presentation. In addition, with In-Context Notes, employees can add progress notes and managers can provide coaching directly regarding specific goals, enabling an ongoing dialogue that is focused on the employee's daily work activities.



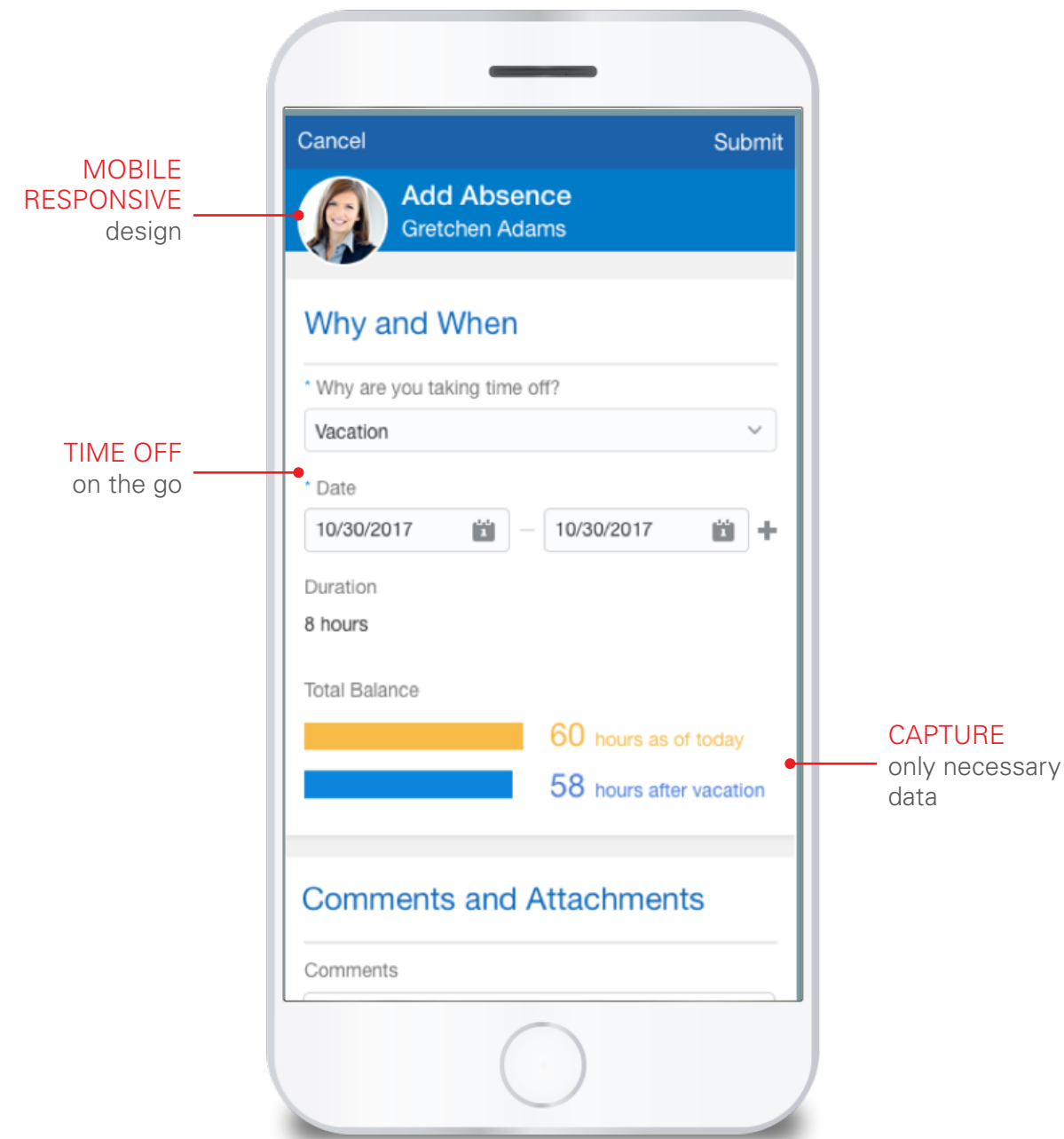
PERFORMANCE CHECK-INS

Managers can continue to coach employees and have regular performance check-ins using their phone or device. Employees and managers can respond to predefined questions or add topics such as goals that they want to discuss. The lightweight 1:1 discussion documents can facilitate quarterly, monthly, or ad hoc conversations between managers and employees with a bit more structure than ad hoc feedback.



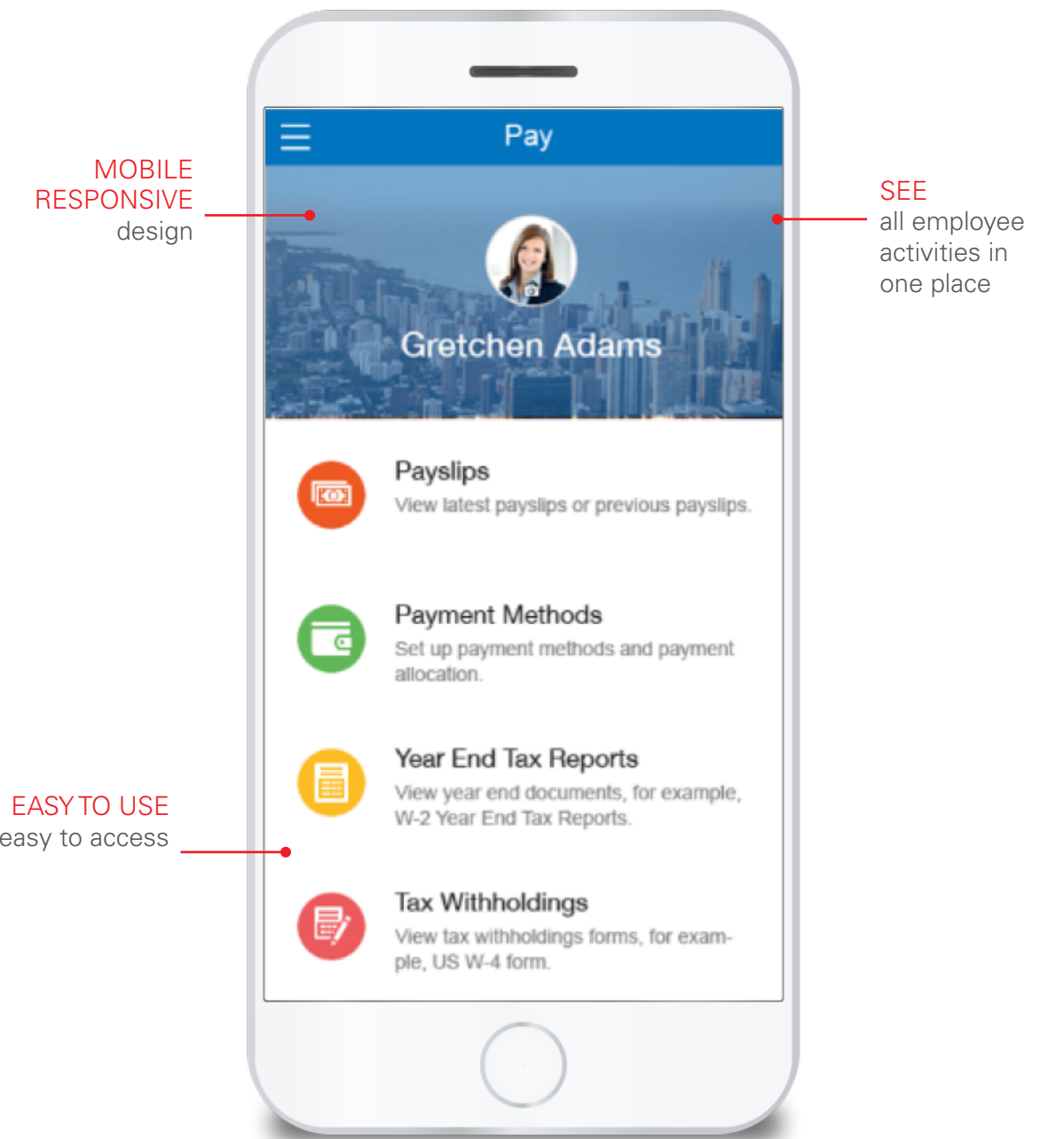
ABSENCE MANAGEMENT

Giving employees mobile access to request or enter their planned or unplanned absences from work gives them more flexibility, improves productivity, and makes it more convenient for them to access and plan their schedule. Oracle Absence Management enables employees to enter absences from any device anywhere, capture the required data for the type of absence, and view theirs and their team’s schedules before requesting time off.



PAYROLL

All pay-related activities are summarized in a single location, making it simple for an employee to find and update information quickly from the device of their choice, whether they go in once a year or every payday. A simplified user experience speeds information access and improves employee satisfaction. With HR information access, all employee activities for payroll can be found in one place: an easy-to-use and redesigned employee tax sign-up as well as easy-to-find and -read pay slips and year-end slips.

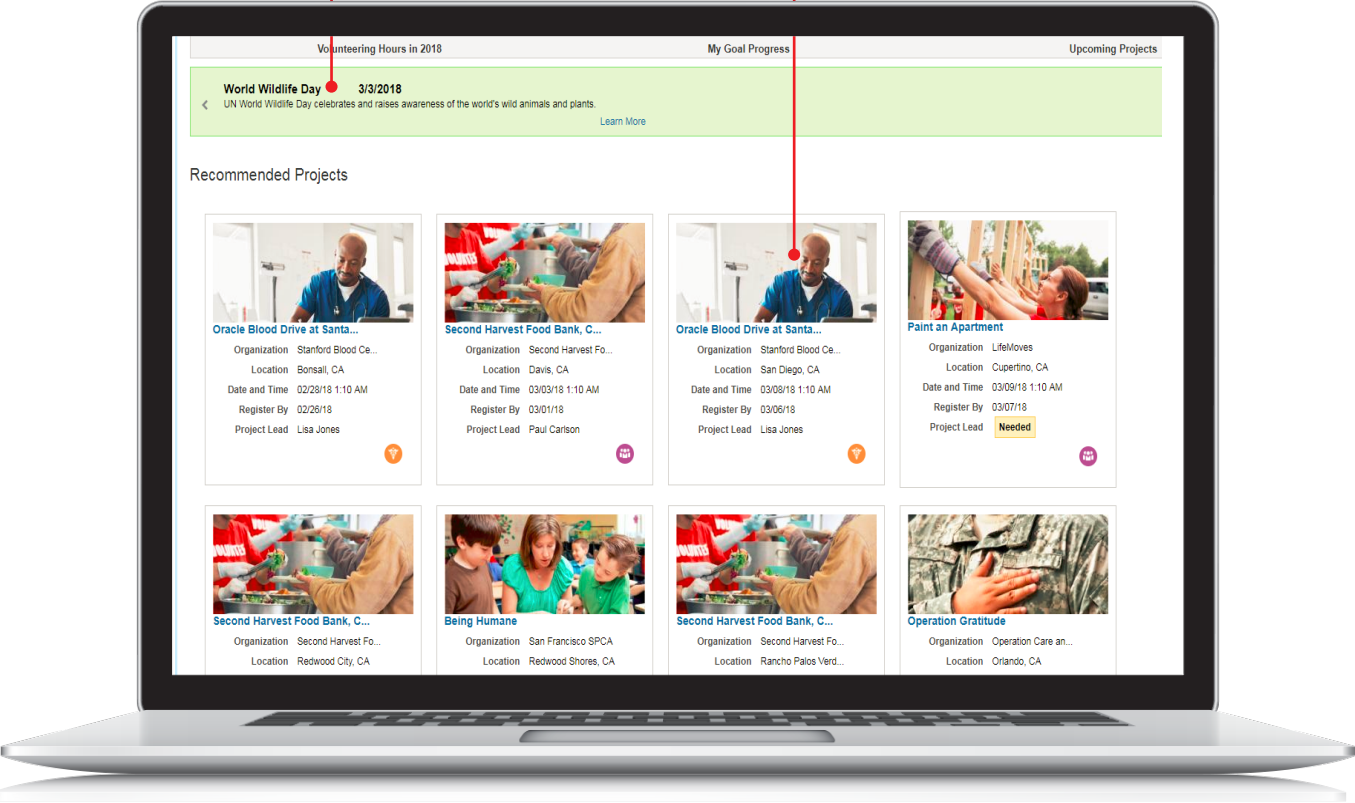


VOLUNTEERING

With Personalized Volunteering, volunteer opportunities are now more meaningful, which can increase project participation rates, and overall project success. Volunteers can see a list of recommended projects, categorized according to preference. Oracle Work Life Solutions also enables social collaboration via embedded social connections with colleagues.

PERSONALIZED
volunteering

RECOMMENDED
projects



UPTO
75%

FASTER PAGE PERFORMANCE

100%
CONSISTENCY
IN SEARCHING HR OBJECTS

12,000
CUSTOMER DATA SCANS
TO RESEARCH CUSTOMER USAGE

~ 300
UI PAGES
REDESIGNED

100%
SELF-SERVICE CONSISTENCY
FROM DESKTOPTO PHONE

MAKE WORK SMARTER

To empower users to work smarter and leverage the power of emerging technologies, Oracle invested in embedding AI and machine learning throughout the applications. This helps companies make better-informed decisions across their HR processes and tasks.

Smart HR processes such as AI-powered recruiting solutions now enable faster and better hiring. Intelligent self-service interactions such as a smart onboarding solution enable employees to be productive on day one.

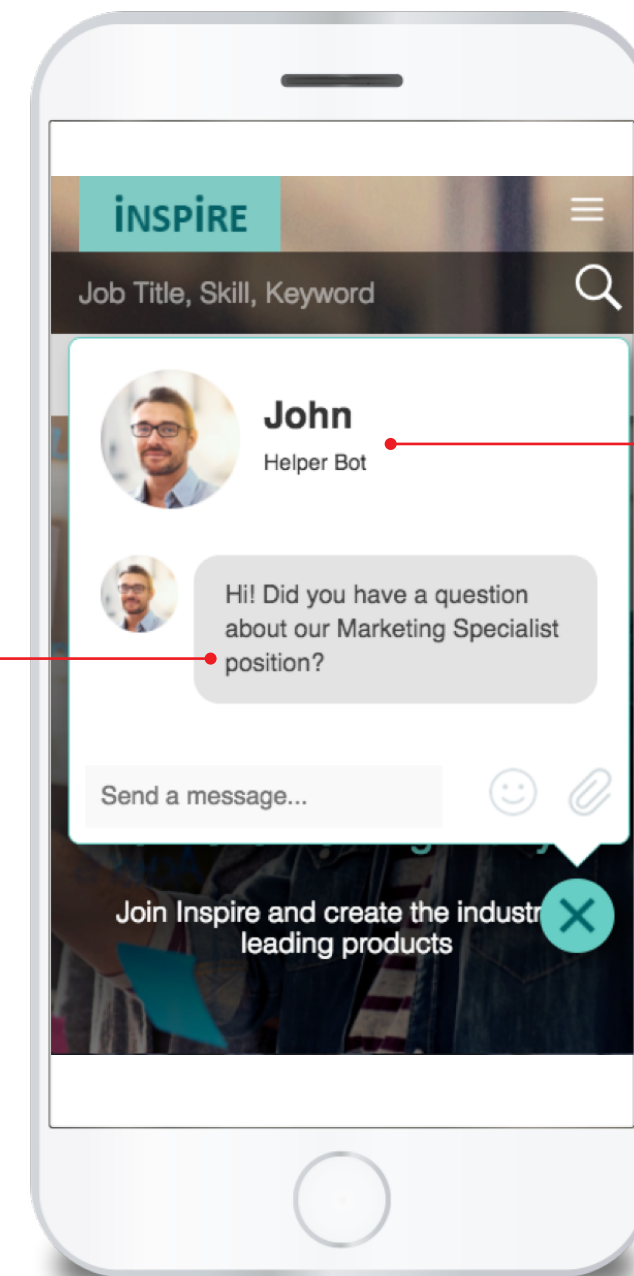
INNOVATION HIGHLIGHTS

- Experience AI-powered recruiting
- Enjoy a personalized candidate experience where the job finds the candidate
- Make learning relevant and effortless
- Take quick and smart actions when promoting an employee

COMPELLING CANDIDATE EXPERIENCE

A new and improved recruiting solution can attract the right candidates. This solution keeps the candidate experience at the center of the recruiting process and leverages innovative technologies such as chatbots, which enable candidates to get their questions answered in real time. A modern, mobile-friendly user experience provides candidates, both external and internal, with a compelling consumer like experience and keeps them engaged with multimedia content.

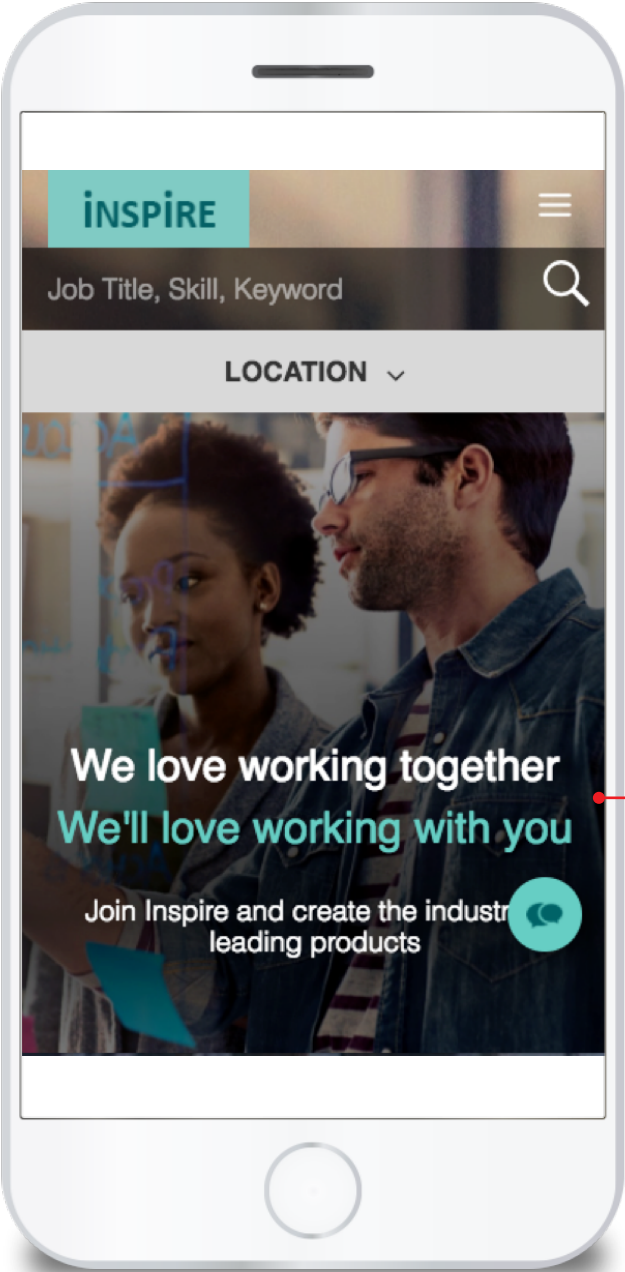
ENGAGE
candidates
proactively



CHAT
with a
digital
assistant

INTELLIGENT AND PERSONALIZED CONTENT

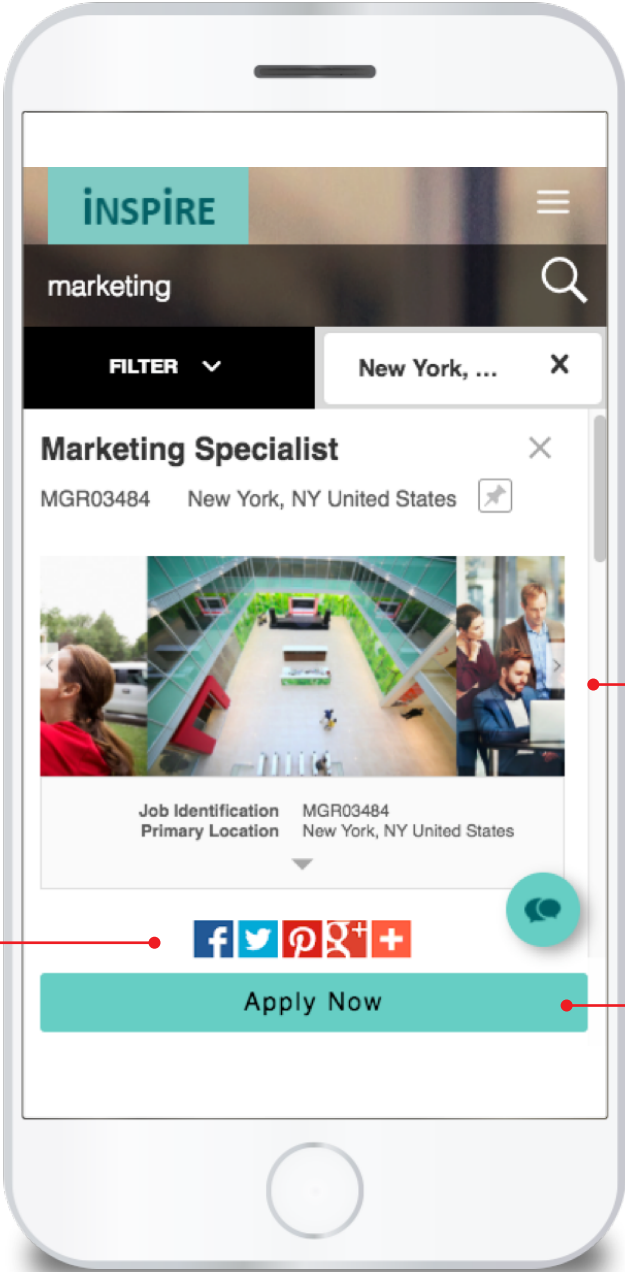
The first step in building a personalized relationship with a candidate is to keep them engaged and interact with the website. Past browsing behavior enables the company to target relevant content to connect with the job seeker, and prior knowledge about the prospect generates relevant information tailored to the audience. Targeted content encourages a candidate to move to the next step in the job application process, or join a talent pool or then apply for the position.



INTELLIGENT AND PERSONALIZED content for the candidate

QUICK APPLY

Oracle Recruiting Cloud enables candidates to quickly apply for new jobs without having the burden of actually creating an account. Intelligent candidate tools like browser-based location awareness minimizes clicks and improves efficiency for the candidate. An engaging, responsive site ensures that candidates can easily find job openings, interact with useful multimedia content, and apply via a mobile-optimized site.



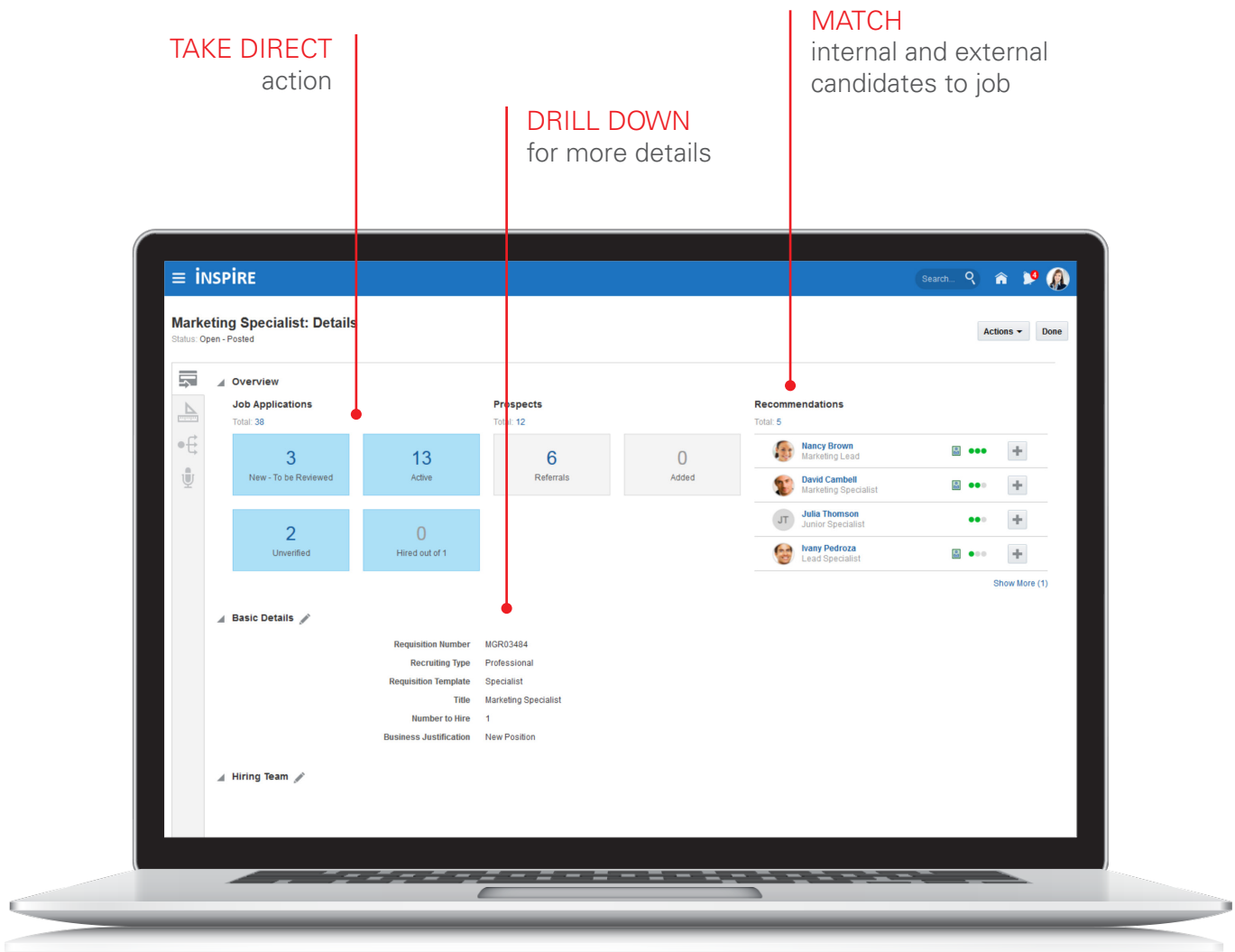
SHARE opportunities within networks

ENGAGE candidates with multi-media content

QUICK AND EASY job application process

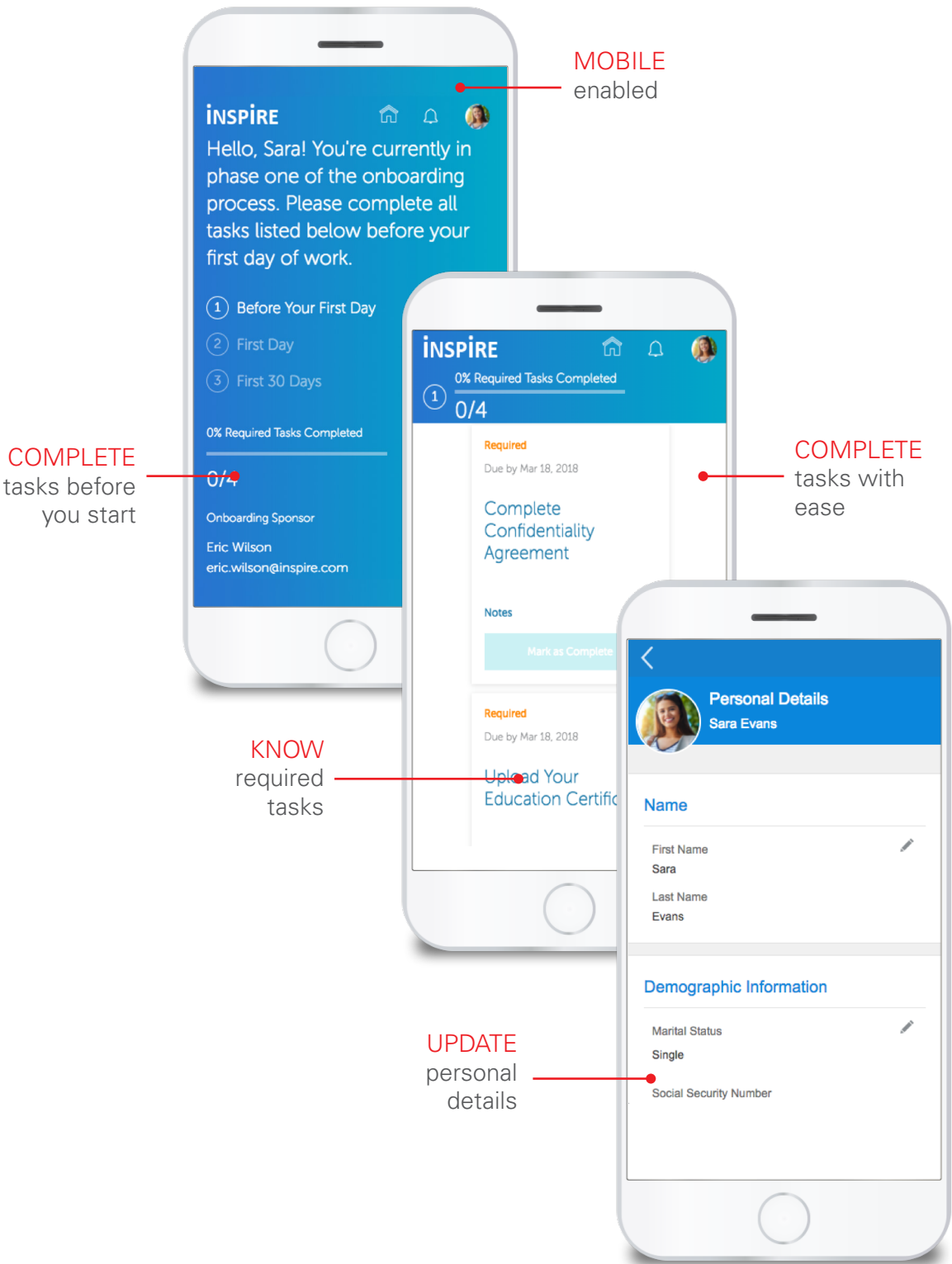
BEST-FIT CANDIDATE

Proactive communication with the candidates and targeted marketing campaigns provides robust sourcing capabilities and empowers recruiters with AI best-fit candidate matching to make the best data-driven recruiting decisions. The solution proactively surfaces candidates and employees who can easily be invited to apply. AI and machine learning power recommendations that incorporate selection, interview, and data offerings. The process is augmented with extensive HR data to match candidates similar to those who have succeeded in related roles for the organization, and smart defaulting limits choices based on logical business rules and provides “first, best” recommendations.



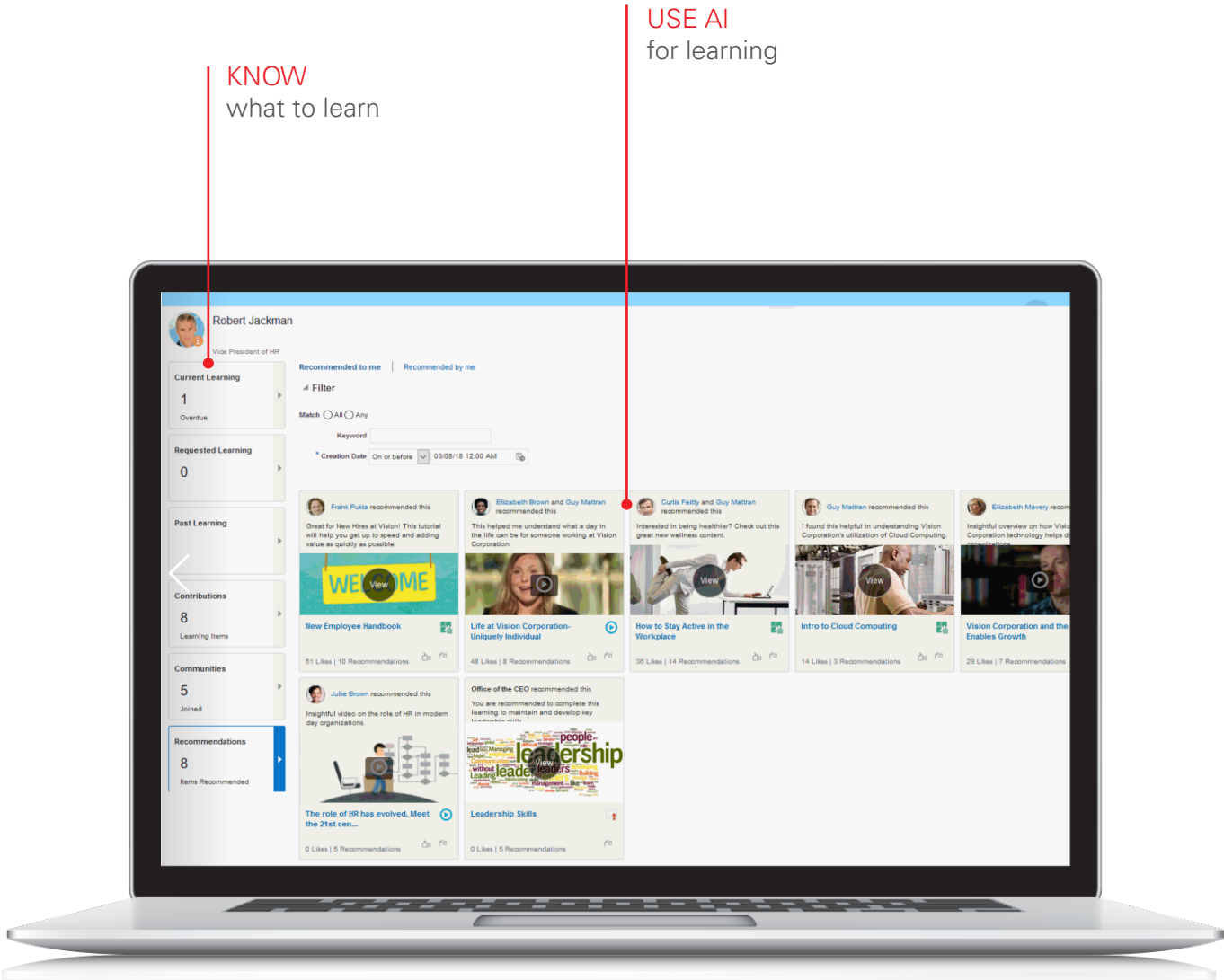
ONBOARDING

The focus has also been on improving the onboarding process. A new-candidate onboarding process allows candidates to easily transition to employees and accelerates time to productivity. This is a configurable process that helps employees complete new-hire activities while providing visibility to HR and managers so they can monitor the onboarding process.



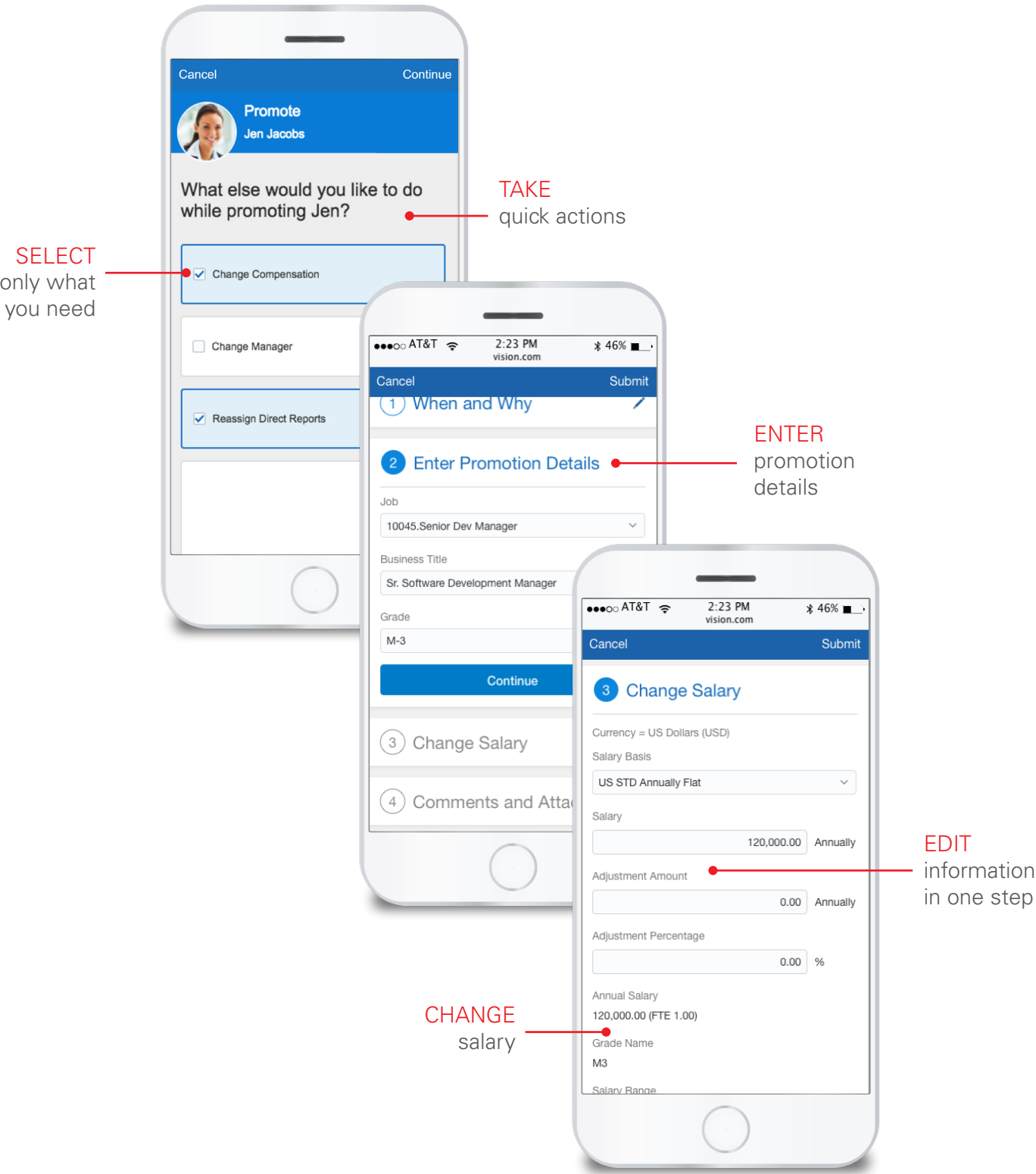
RECOMMENDED LEARNING

AI capabilities were also incorporated for learning. Automated learning recommendations are tailored and presented to employees in the context of their HR and talent processes and are based upon their preferences, career paths, and learning requirements.



STREAMLINED PROMOTIONS

With an improved promotion process, managers can now promote employees from their mobile phones, through guided, intuitive steps. They self-select, for example, whether to include a salary change, or reassign directs. The system automatically populates a list of values and limits choices with smart defaults and best recommendations leveraging built-in intelligence.





MAKE WORK SUPPORTIVE

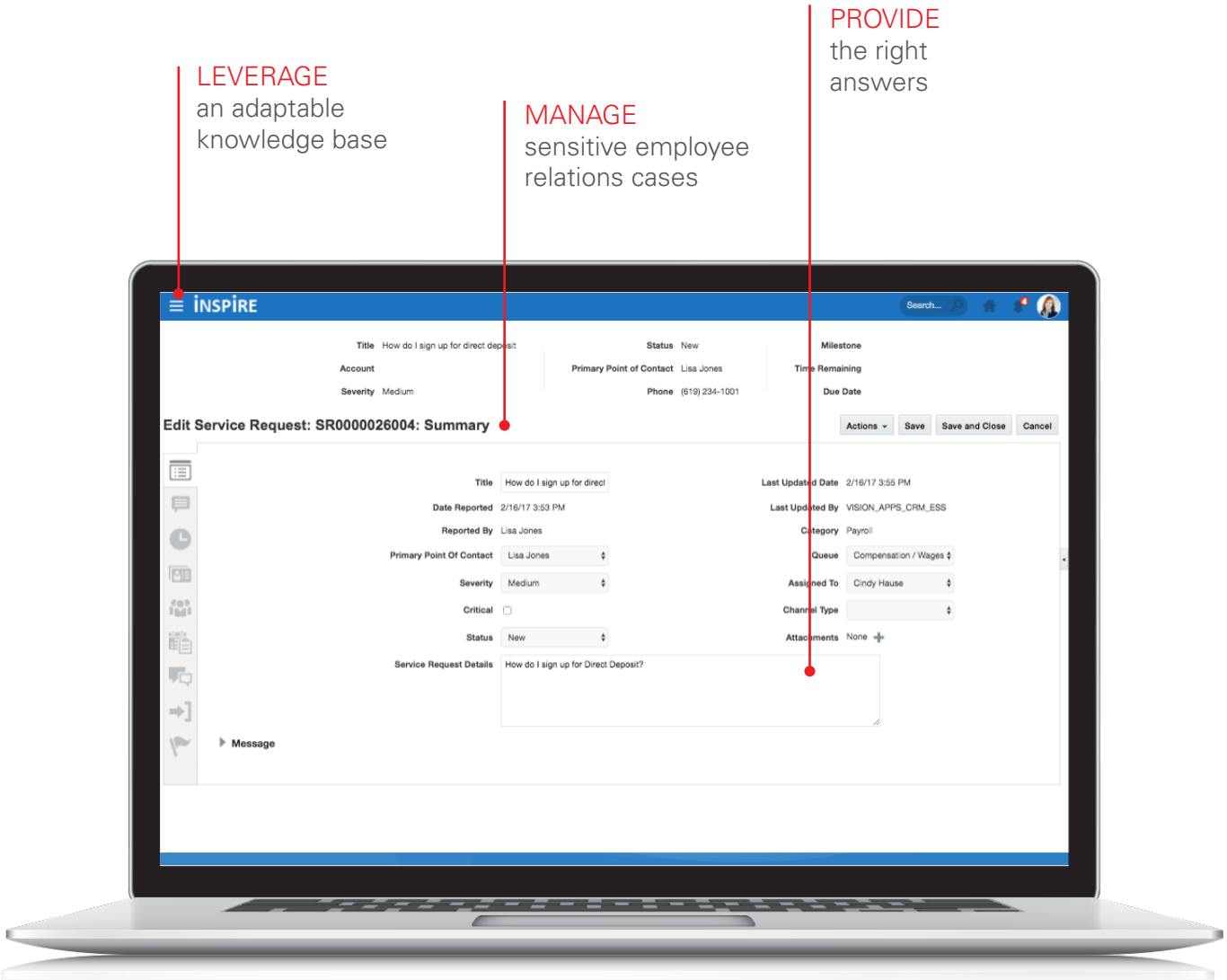
Having a more supportive environment at work makes employees feel more productive and excel at their jobs. The applications are designed to be not only innovative and smart, but also highly adaptable. The goal is to empower businesses so that they can tailor the functionality to support their needs, and refine it so they can focus on just the information they need. Thinking beyond just traditional HR transactions, personalized services can now be delivered to employees via a health and safety application in the cloud to reduce incidents and provide a safe workplace. To provide HR responses promptly, and to keep up with the ever-changing regulations, Oracle Advanced HCM Controls have been included to mitigate risks and strengthen compliance.

INNOVATION HIGHLIGHTS

- Get answers quickly through Oracle HR Help Desk Cloud
- Reduce health and safety incidents with Oracle Workforce Health and Safety Incident Management
- Detect security access anomalies with Oracle Advanced HCM Controls to mitigate risks and strengthen compliance

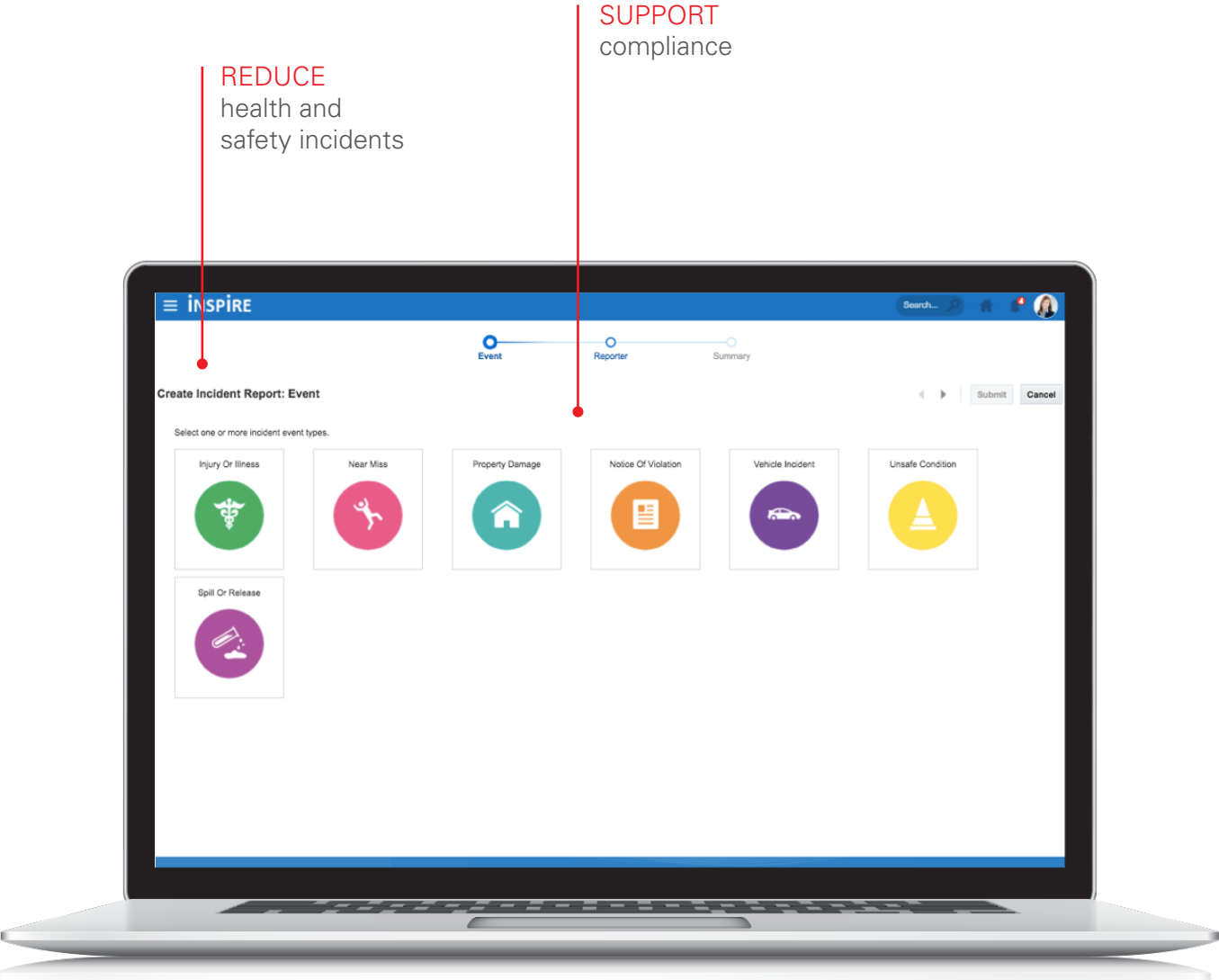
ROBUST HR KNOWLEDGE BASE

Oracle's unique HR Help Desk in the cloud application provides a robust knowledgebase and addresses sensitive employee relations cases with configurable actions to deliver the right answers.



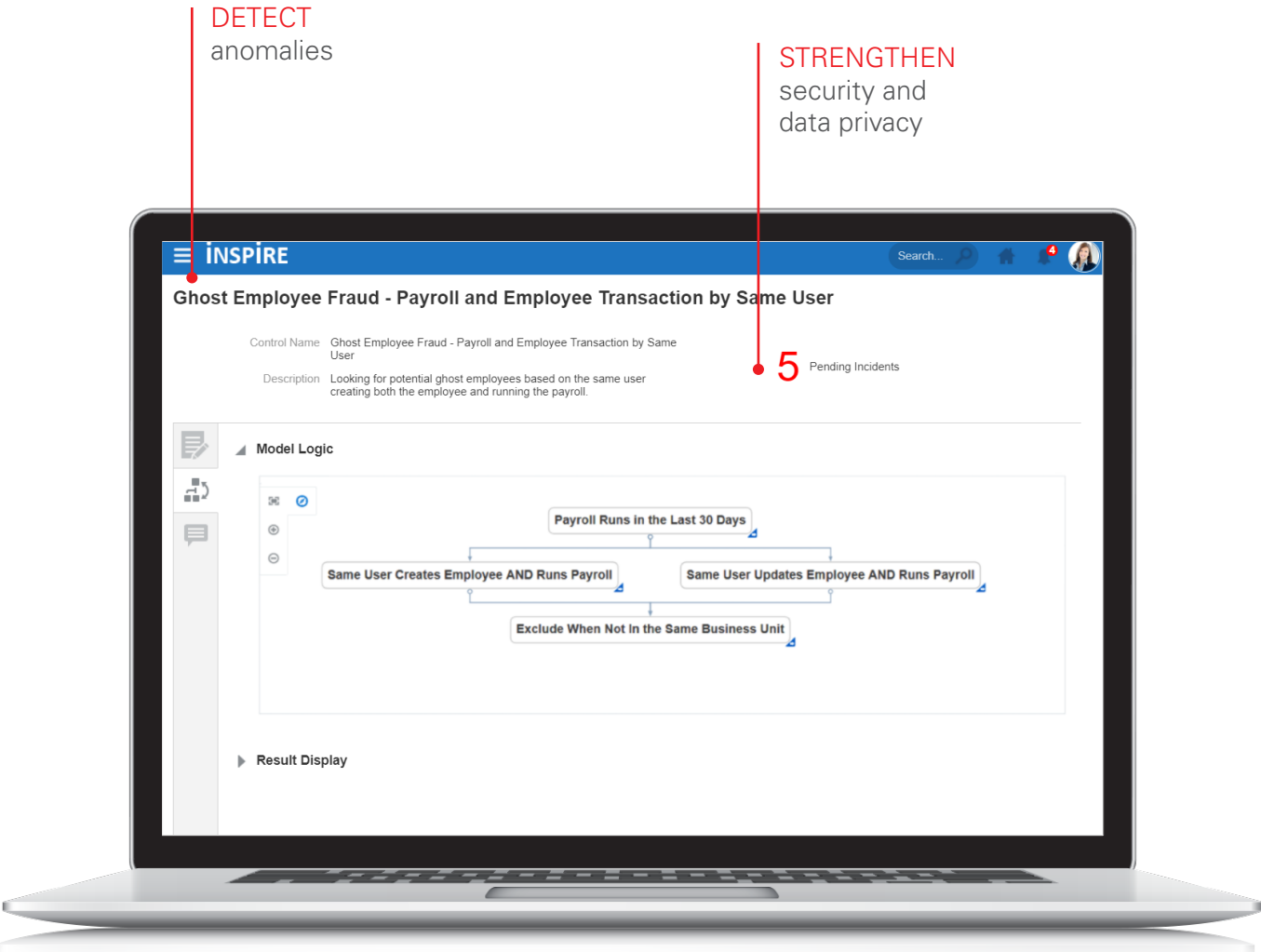
PROMOTE A CULTURE OF HEALTH AND SAFETY

With Oracle’s Workforce Health and Safety Incident solution, businesses can reduce health and safety incidents and near misses, and provide a safe workplace. You can support compliance with simple reporting tools and can easily manage and configure incident details.



STRENGTHEN SECURITY AND DATA PRIVACY

With the new Oracle Advanced HCM Controls service, businesses can strengthen security and data privacy by detecting application access anomalies. They can ensure that the right people have the right access, stop unauthorized access to sensitive HR data, manage exceptions and policy violations, and view security dashboards to lower the cost of regulatory compliance.



CONCLUSION

For companies to thrive in the face of ever-accelerating change, they need to excel at adapting to the new market dynamics, shifting customer demands, and technological innovations. This requires a fundamental shift in thinking about the workforce. For HR, it's no longer just about hiring employees, but rather maximizing productivity by combining tasks that can be intelligently automated and those that require human intervention. In summary, the focus for this update is on overcoming key workplace challenges and improving employee productivity to guide innovation and prepare businesses for the future of work. The goal is to help make work enjoyable, smarter, and supportive by leveraging innovations such as emerging technologies, all while keeping work more human.



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