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Oracle Fusion HCM Analytics

Fully Integrated with Oracle Cloud HCM

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Increase the power of workforce data with enhanced analytics that connect people to revenue. Empower HR to drive performance with self-service analytics capabilities and dashboards that give deep workforce insight through cross-functional views of data.

Enable teams to provide more strategic intelligence.

Together, Oracle Fusion HCM Analytics and Oracle HCM Cloud deliver strategic intelligence rather than tactical analysis and monitoring with powerful, pre-built, and extensible analytics that are accessible to all users. Analysis of historical and forward-looking trends gives HR teams gain more in-depth visibility into the factors that impact the workforce. Oracle Fusion HCM Analytics also offers visibility across companies' Oracle SaaS footprint "out of the box" and can easily be extended to include other applications and data sources.



Maximize the value of Oracle HCM Cloud with deep insights to enhance understanding of workforce status, performance, and trends.

Fast time to value with fast implementation and self-service, extensible analytics accessible by businesspeople.

Extend to fit your business with access to data across lines of business to enable coordinated analysis—especially HR-finance.



Expand access to data to enhance insights.

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Oracle Fusion HCM Analytics extends the value of Oracle HCM Cloud operational reporting with fast and easy access to evolving information. This allows leaders to make more informed decisions, based on coordinated cross-domain analyses, that drive growth and create a sustainable competitive advantage.

Quickly access governed data then blend it with other data from across the company to extend analysis—without having to support business intelligence (BI) platforms or engage IT. Data from a variety of sources can be combined, analyzed, and securely shared from an easy-to-use dashboard.

- SaaS applications from Oracle and other vendors
- On-premise systems
- Third-party data

Surface deep workforce insights.

Gain increased visibility into the factors affecting workforce performance with machine learning (ML) and artificial intelligence (AI) which are embedded into Oracle Fusion HCM Analytics process. Oracle Fusion HCM Analytics leverages this to surface insights that help increase employee satisfaction, performance, and retention as well as optimize budgets.

- Reduce employee churn
- Identify, retain, and optimize top talent
- Understand success criteria
- Gain insight into employee capacity
- Model workforce scenarios and costs to assess the impact of growth or downsizing
- Improve recruitment (future release)



Enhance and visualize data. Extend value.

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Oracle Fusion HCM Analytics increases agility by providing ready access to data-driven insights and enhanced reporting that helps improve day-to-day operations as well as tackles more complex challenges.



Executives

Gain visibility into employee performance, productivity, retention, turnover, and compensation as well as predict and understand the root cause of workforce behavior.



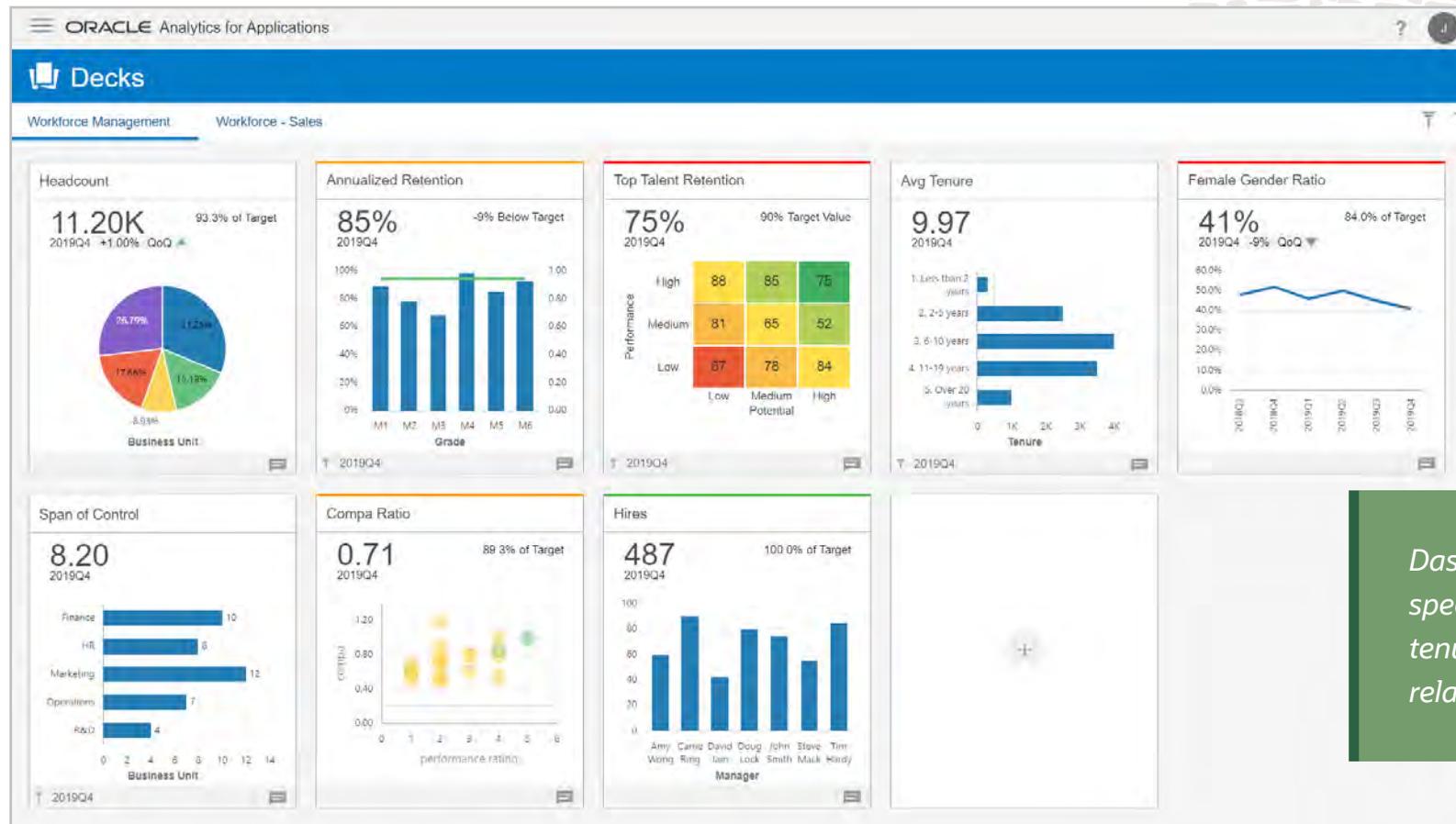
Analysts

Become the source of data-driven workforce insight for other LOBs by identifying and sharing patterns and correlations that are otherwise invisible.



Monitor workforce performance with continuously updated data.

Use more than 50 pre-built key performance indicators (KPIs) to track metrics based on priorities. Oracle Fusion HCM Analytics decks can easily be personalized to track specific views based on roles, and responsibilities. And, with Oracle Fusion HCM Analytics everyone on the team can create ad-hoc decks as well as define additional metrics, set alerts, collaborate with others, and benchmark against targets and prior performance.



Dashboards include context-specific KPIs, such as average tenure and performance ratings relative to target.

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The screenshot shows the Oracle Analytics for Applications interface. The main view is 'Decks' for 'Workforce - Sales'. An 'Add Card' dialog is open, showing configuration for a KPI card named 'Top Talent Retention TA2'. The dialog has tabs for 'General', 'Conditions', and 'Filters'. The 'General' tab is active, showing fields for Card Name, Target, Summary, Time, Target Value, and Detail Visualization. A 'Preview' window on the right shows a 9-Box matrix for 'Top Talent Retention TA2' for 2019Q4. The matrix has a total value of 71% (79.1% of Target). The matrix cells are: High (78, 64, 71), Medium (55, 72, 82), Low (75, 82, 82). The matrix is labeled 'Performance, Potential'.

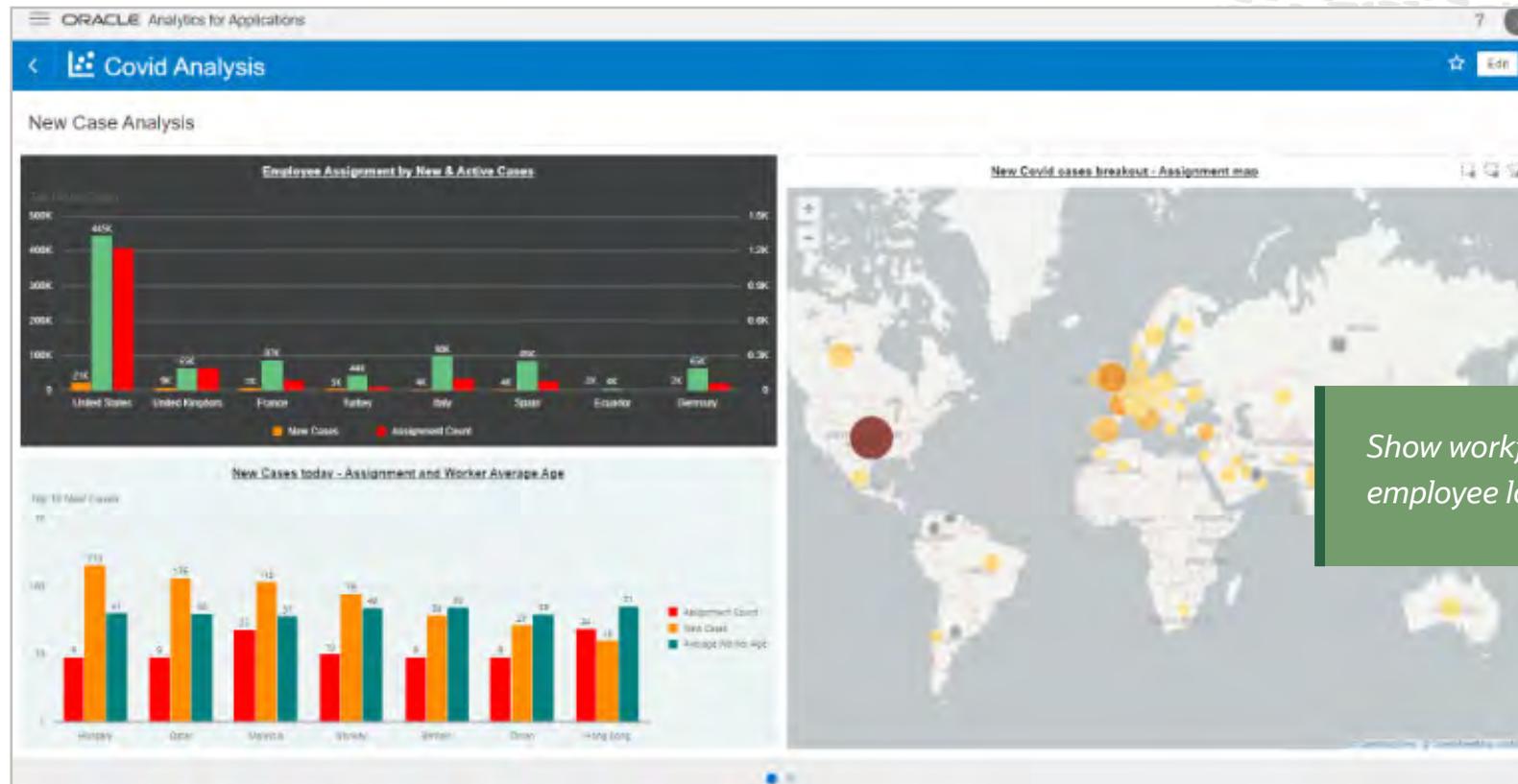
Add pre-built cards to decks to create customized dashboards with best practices metrics.

Personalize views of proven process metrics.

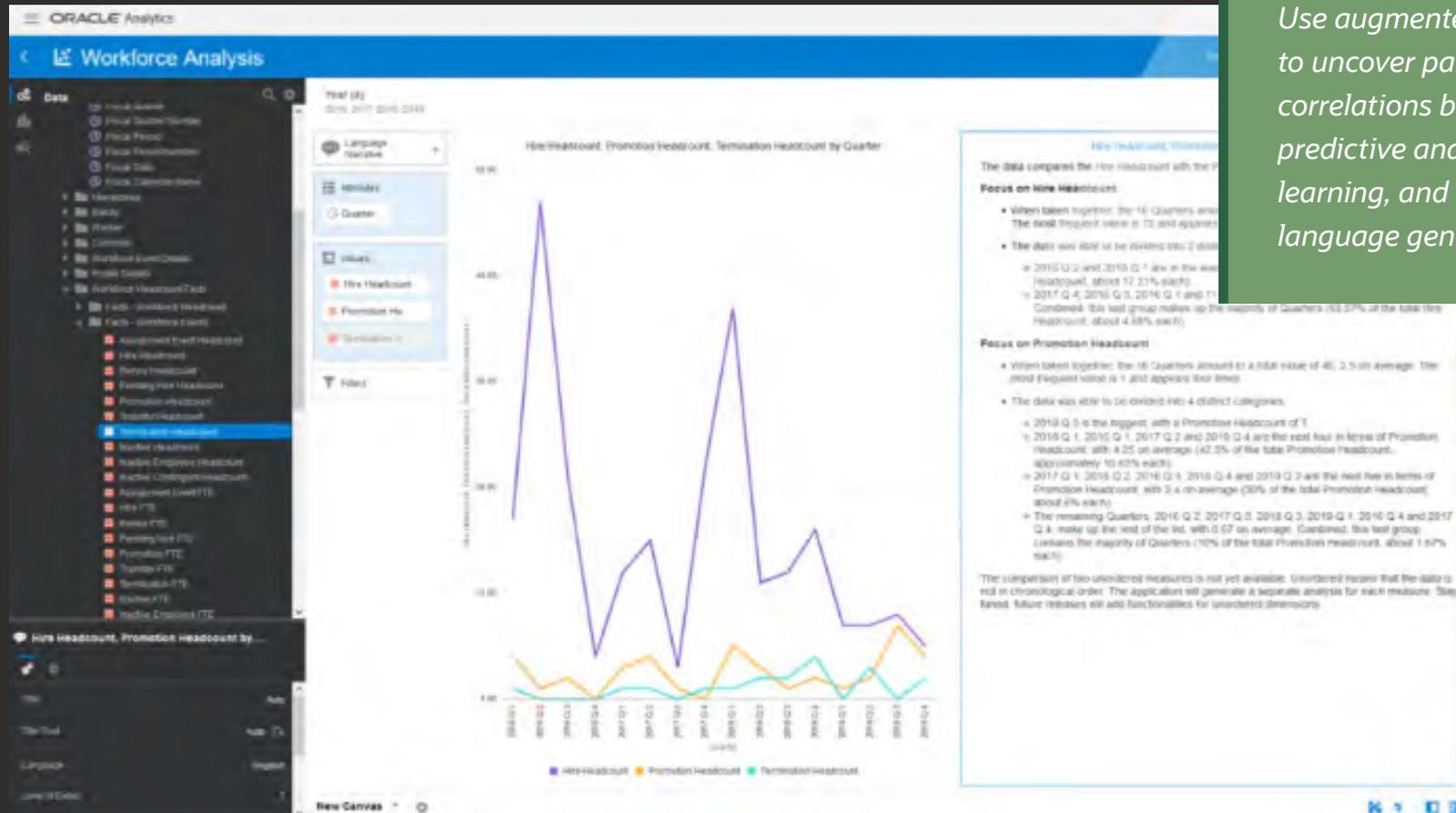
Access a comprehensive library of best practice metrics that incorporate Oracle's extensive knowledge of business application data. Oracle Fusion HCM Analytics connects data across systems into one integrated view of performance. Choose from strategic, operational, and process metrics that have been proven over decades of experience, including workforce composition, diversity, talent retention, turnover, span of control, team effectiveness, compa-ratio, hires, and other people processes.

Create connected intelligence with data from multiple sources.

Uncover opportunities and identify risk by extending analytic models and content with Oracle Fusion HCM Analytics. Quickly and easily access cross-functional analytics from Oracle SaaS applications and other vendors, on-premise systems, and third-party data.



Show workforce risk based on employee location



Use augmented analytics to uncover patterns and correlations by applying predictive analytics, machine learning, and natural language generation.

Accelerate time to richer insights.

Oracle Fusion HCM Analytics delivers personalized experiences and deeper insights with sophisticated analytic technology. It allows users to simply enter questions in plain text and get answers with the click of a button. Actionable analytics are delivered graphically and in conversational-style text. Oracle Fusion HCM Analytics includes ML and AI in all analytics, as well as natural language processing (NLP) and natural language generation (NLG), to make complex analytics easily accessible.

Speed analysis and reporting.

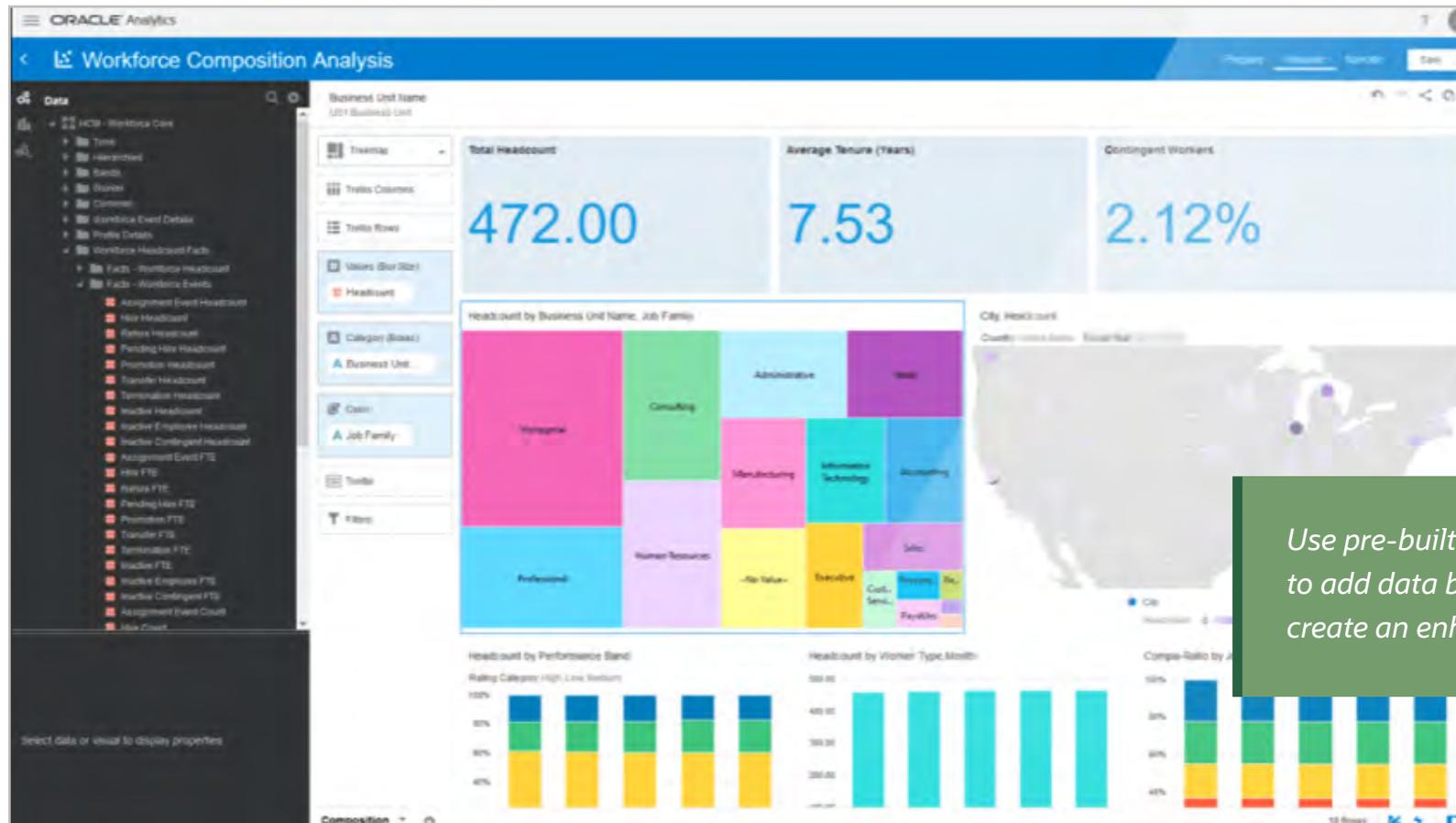
Enhance decision making and boost business performance with Oracle Fusion HCM Analytics. Use pre-built HR analytics to go deep by topic area and broadly across HCM, ERP, CX, and SCM subjects to deliver a comprehensive view of your organization's overall performance. This accelerates the delivery of analysis in key areas, such as compensation, retention, and performance—helping HR leaders remain connected and current with the status of the workforce.

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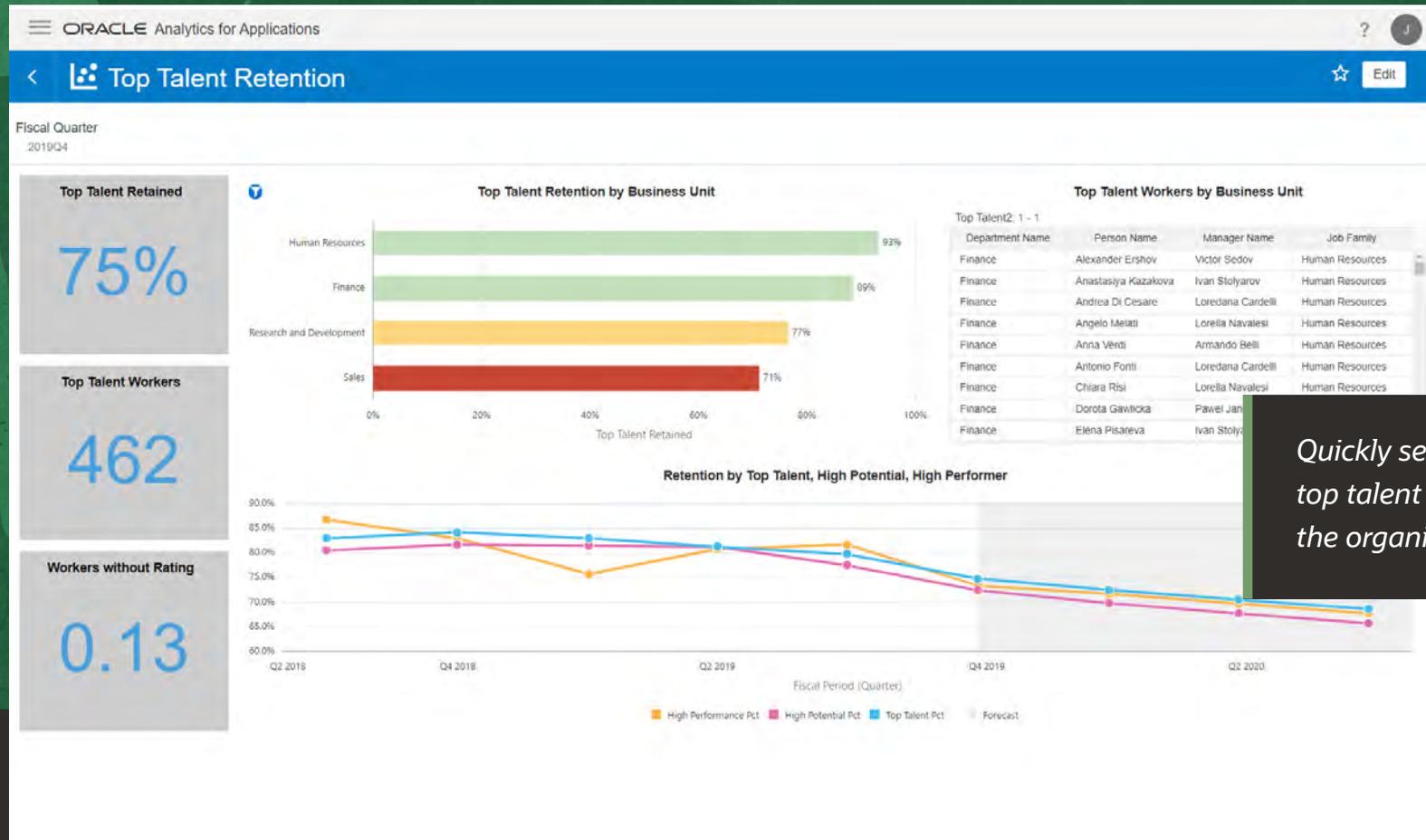
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Use pre-built analytic models to add data by subject area and create an enhanced dataset.



Quickly see an overview of top talent retention across the organization.

Anticipate workforce needs.

Align corporate objectives and HR strategy with Oracle Fusion HCM Analytics.

- Use predictive analytics to support the goals of business partners
- Develop and retain key employees for ongoing and upcoming business initiatives
- Analyze all employee-related data to evaluate performance and management trends
- Identify employees who are at risk of leaving

Access complete view of HR influences across your organization.

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With Oracle Fusion HCM Analytics, HR teams gain broader insights to drive more informed decisions.

- Connect and blend data from internal and external sources
- Correlate the effects of employee engagement and customer satisfaction
- Understand the financial impact of employee engagement levels

ORACLE Analytics for Applications

Team Effectiveness Analysis

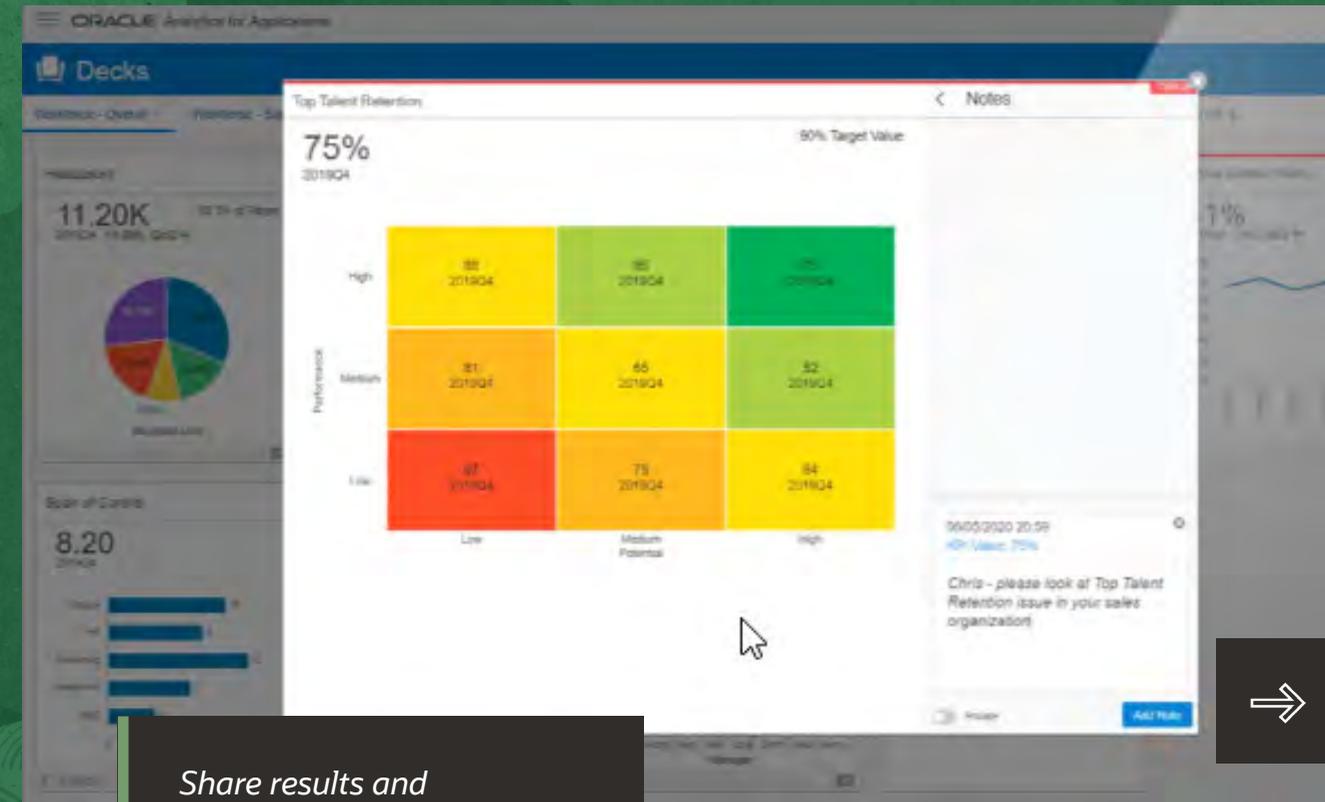
	Top Talent Retention	Compa Ratio	Span of Control	Female Gender Ratio	Promotions	Tenure	External Data	
							Engagement	Quota Attainment
Overall Org	75%	0.95	5	53%	2	3	80%	90%
Sales	71%	0.83	11	42%	4	3	75%	70%
		0.9	10	50%	4	2	85%	95%
		0.71	5	17%	5	4	90%	72%
		0.87	12	45%	6	2.4	87%	85%
N. Persily	82%	0.95	10	40%	4	3	80%	95%
S. Robound	45%	0.82	5	15%	2	3	80%	74%
V. Singh	75%	0.95	11	27%	4	3	75%	70%

Combine multiple KPIs with external data for a more robust view of team effectiveness



Enable deeper analysis of the connection between workforce and business goals.

Oracle Fusion HCM Analytics provides executives with enhanced data and insights that align decisions with corporate objectives.



Share results and collaborate across teams.

- Measure employee performance and its correlation to revenue
- Identify and retain top performers
- Create alerts for “at-risk” talent
- Hire and maintain a diverse workforce
- Balance productivity and costs
- Ensure compliance with regulatory requirements
- Visualize workforce analysis to see comparisons and trends



Learn more about how
Oracle Fusion HCM
enhances the value of
Oracle HCM Cloud.

Learn More

Common View
of the Business



Rapid Return on Investment
FAST TIME TO VALUE

