ORACLE
HUMAN CAPITAL
MANAGEMENT
CLOUD

Modern HR in the Cloud

Oracle Human Capital Management
Oracle Global Human Resources

STRATEGIC GLOBAL HUMAN
RESOURCES

KEY FEATURES

- Support for multiple work relationships that employees or contingent workers may have with multiple legal employers, multiple assignments, or individual contract agreements

- Manage labor rules with collective agreements and seniority rules

- Simple, modern, productive and intelligent self-service

- Global organizational support

- Single global person record

- Model your organization and predict potential results

Oracle's Global Human Resources goes beyond traditional HR tasks with applications that balance people, process and technology to improve workforce efficiency, effectiveness, and productivity. Built from the ground-up on open standards, Oracle's Global HR is developed for the Cloud or On Premise, on your device of choice, to provide a simple user interface to deliver relevant and secure information to manage your organization. Global processes, interactive organizational charts, collaborative tools, predictive analytics, and productive role defined processes are natively delivered out-of-the-box to enable a rapid deployment of critical HR functionality

Oracle Global Human Resources (HR) provides users with information they want, allows them to take action in context of meaningful business data and understand the predicted impact of those actions.
Oracle's Global HR provides simple, intelligent navigation and allows simple completion of complex workforce processes that are easily configured to manage everything from multi-thousand-person global organizations to small businesses.

Effectively Managing a Global Workforce

Oracle's Global HR delivers seamless management of employees, contingent workers and other persons across the enterprise that may have simple or complex global work relationships with the organization.

Person Model

A single global person record tracks information for employees or contingent workers. The single person record may then be associated with multiple work relationships in the employment model. This increases data integrity while reducing administrative overhead and provides for enhanced reporting capabilities.

Employment Model

The employment model is designed to support simple or complex global work relationships. Employment structures are designed to improve accuracy and reduce confusion in a diverse operating model. By segmenting validation data into logical groupings, organizations have the flexibility to create context-sensitive choice lists for appropriate use by lines of business or geography.

- Manage a worker's relationship with multiple legal employers, multiple assignments, or individual contractual agreements with great flexibility and ease

- Manage a diverse workforce through multiple jobs, matrix management and employment contracts, all fully integrated across the HCM portfolio

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Global Worker Tracking

Worker information includes global formatting for names and addresses for over 200 countries or territories, compensation information in local currencies, time zone support, language translations, tracking of citizenship and visa information, and robust documents of record tracking with scanned images and key data monitoring. This allows for an organization to manage, track and deploy Human Resources globally, out of the box.

Oracle delivers and maintains deeper localizations worldwide including functionality that is legislatively required as well as general best practices for the respective country or culturally dictated norms. In addition, support for core organizational models as well as the ability to create and define specific information can be configured around legal employers to reflect your complex or simple organizational design.

Labor Relations

Managing complex labor rules across and organization is supported with Collective Agreements and Seniority Processing Rules. These rules are managed centrally in HR and leveraged throughout other HCM processes to ensure accuracy in the application of the rules. In addition, performing required rate increases based on seniority can be done seamlessly using Automatic Grade Step Progression.

Workforce Modeling

As part of Oracle Global HR, Workforce Modeling enables organizations to plan, model and execute organizational changes such as re-organizations or mass changes that deliver on defined business objectives in an intuitive process. Many Human Resource groups manage highly manual processes to consolidate, model and apply changes which are instantly outdated due to changes in HR systems resulting in, rework is required to manage the error processing. Workforce Modeling provides organizations with a single, easy to use tool to support the most complex organizational changes with a comprehensive decision making and approval framework.

Built-in Extensibility

Global HR is built so that a business user could adapt the application to suit their personal or organizational needs. The key to this 'tailor-ability' lies in the usage of metadata objects and services in the heart of the application architecture. Changes and extensions to the application are stored as new layers over the delivered objects, allowing for flexibility in an 'upgrade-safe' manner. Extension of the HCM application is made easy by FlexField functionality and the web based Page, Process and Report composers.

Workflow and Approvals

Global HR leverages a standards-based workflow service to deliver a robust Workflow and Approvals engine that enables complex rules and routings. Global HR delivers workflows out of the box which can be further configured as needed. Multi-level approvals may be defined based on supervisor or position hierarchies, and tasks may be accessed by emails or worklists.

Intelligence when Needed

Global HR offers strategic visibility. This strategic visibility in to your organization includes all views from historical to current and predictions. The ability to analyze the historical trends, understand the impact of market changes to your current organization, as well as the ability to visualize the proposed changes to your organization to align to your corporate goals and objectives.

CONTACT US

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

Hardware and Software, Engineered to Work Together

MORE KEY FEATURES

- Comprehensive Position Management
- Automated roles provisioning
- Robust workflow, approvals and delegation engine
- Composite, role based, interactive views of worker information
- Role based dashboards with embedded analytics
- Interactive visual org charting
- Best-fit analysis to identify most qualified workers
- Real-time side by side worker and job comparisons
- New hire monitoring
- Intuitive support for complex global transfers
- Predictions and analytics embedded in business processes
- Automatic Grade Step Progression

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