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EBS Human Capital Management Release 12.1

Anand Subbaraman
Director, Oracle E-Business Suite

Safe Harbor Statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decision. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

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Agenda

- **Overview and Release 12 Customers**
- Strategy
- Release 12.1

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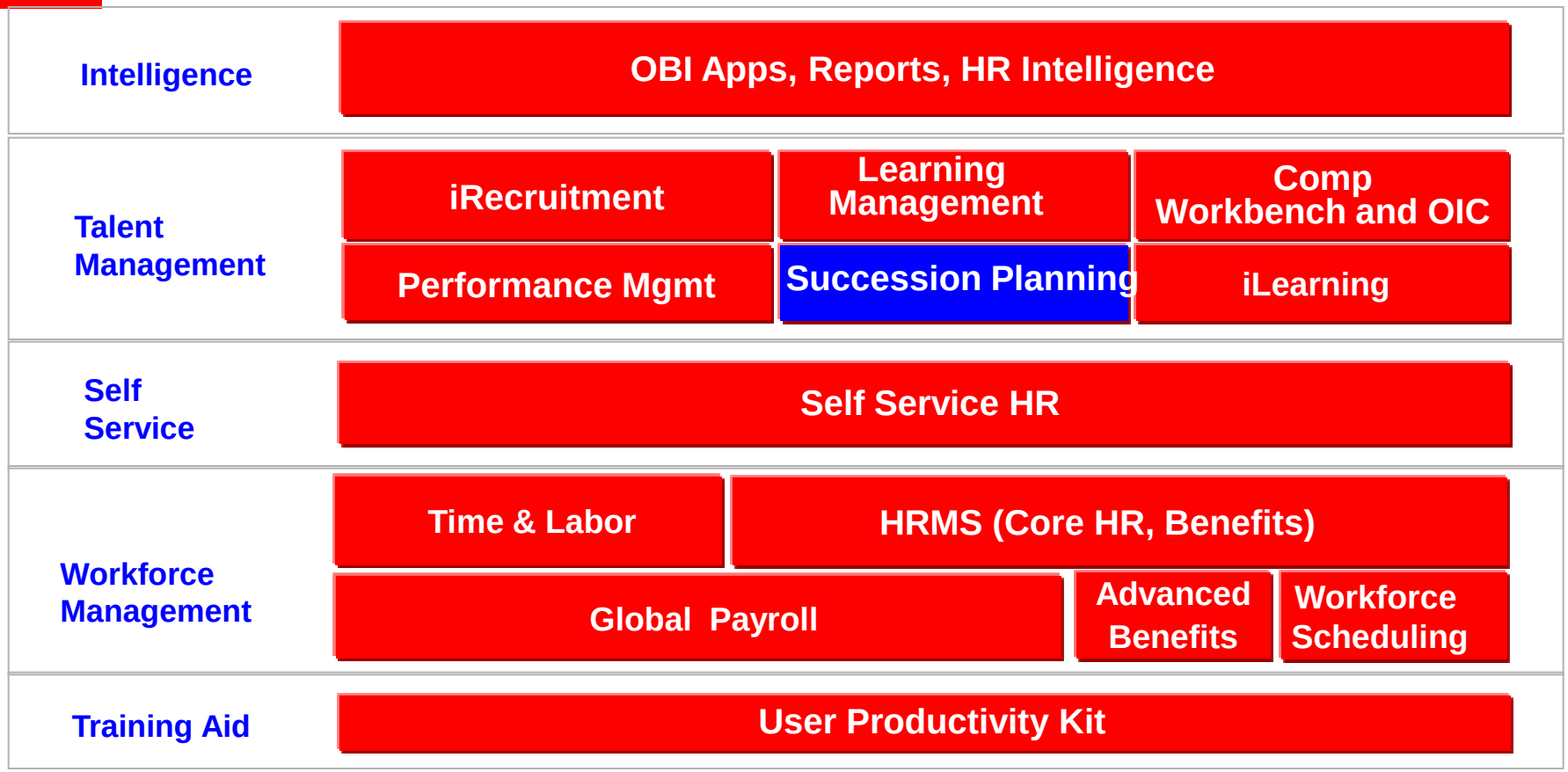
Oracle E-Business Suite HCM Products



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Deep Localizations Expand Global Boundaries

Oracle Capability
Country Extensions

Oracle has localizations for 30 countries covering 87% of world GDP

- Australia
- Belgium
- Canada
- China
- Denmark
- Finland
- France
- Germany
- Hong Kong
- Hungary
- India
- Ireland
- Italy
- Japan
- Korea
- Kuwait
- Mexico
- Netherlands
- New Zealand
- Norway
- Poland
- Russia
- Saudi Arabia
- Singapore
- South Africa
- Spain
- Sweden
- UAE
- UK
- United States
- *Plus* International HRMS

Manage All Employees Within a Single System While Adhering to Local, In-Country Regulations

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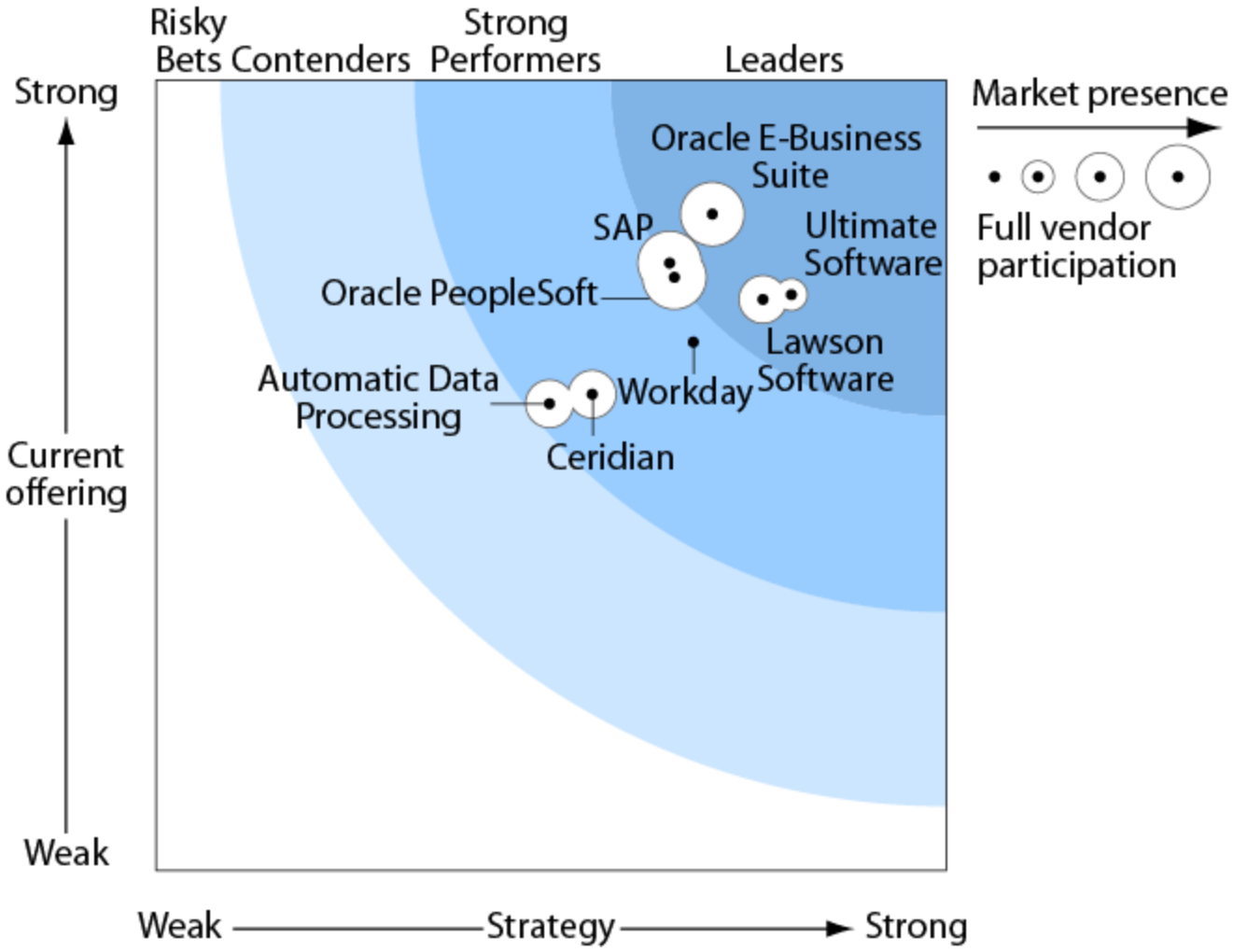
Forrester Wave™: HR Management Systems, Q4 2008



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E-Business Suite Release 12 Live Customers

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C i s c o

Industry: High Technology

Go-Live: November 2008

Employees: 64,087

Revenue: US $9.8 billion

Region: Americas / West

www.cisco.com

New Implementation

Oracle Products & Services:

- *Oracle HRMS*
- *Self Service (Employee/ Manager)*
- *Incentive Compensation*
- *HR Analytics*

Cisco Systems, Inc. is the worldwide leader in networking for the Internet. Networks are an essential part of business, education, government and home communications, and Cisco Internet Protocol-based (IP) networking solutions are the foundation of these networks.

Business Challenges

- **Difficulty in supporting evolving sales strategy and go-to-market models.**
- **Increase productivity and reduce the high total cost of ownership.**
- **Accuracy and quality of systems.**
- **Complex, legacy IT systems architecture.**

Business Benefits / Solutions

- **Enabled data set-up, validation, gradual deployment and roll-out of the new compensation platform in FY08.**
- **Used Fusion Technology such as Oracle Enterprise Manager (OEM) for database and performance monitoring; Oracle XML Publisher for ICE operational report; Siebel Analytics integration with Oracle Application Release 12.**
- **Replaced PSFT 8.3 and 36 other legacy systems**
- **65000 Employees, 82 Countries, 26 Business Groups**

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R12.1 Live Customers

- General Electric (GE)
  - 325,000 employees
  - Moved from 11i10 to R12.1 for HR and SSHR
- Albemarle
  - 7000 Person Chemical Company
  - Hosted by Titan Technologies
  - Live on 12.1 HR, SSHR and Payroll
  - Rolling out iRec and Performance on 12/1
- Agilisys
  - Live on HR and Payroll
- Gulf Aircraft Maintenance Organization
  - Live on HR, SSHR and Payroll R12.1
- Zebra Technolgies
  - Upgrade from R12 to R12.1

Agenda

- Overview and Release 12 Customers
- **Strategy**
- Release 12.1

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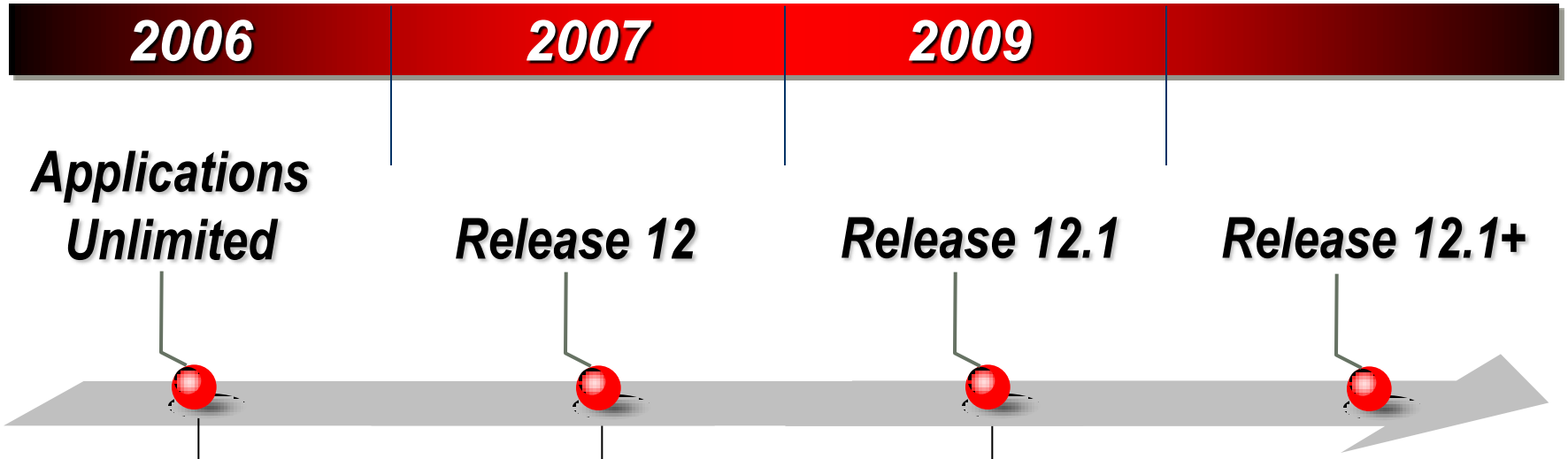
Oracle's Application Strategy

Applications Unlimited



Key Messages	Global Business Release	Focus Areas
• Ongoing Innovation	• Think Globally	• Think Globally
• Lifetime Support	• Work Globally	• Work Globally
• Upgrade Path to Fusion	• Manage Systems Globally	• Manage Systems Globally

➢ Foundation for the future

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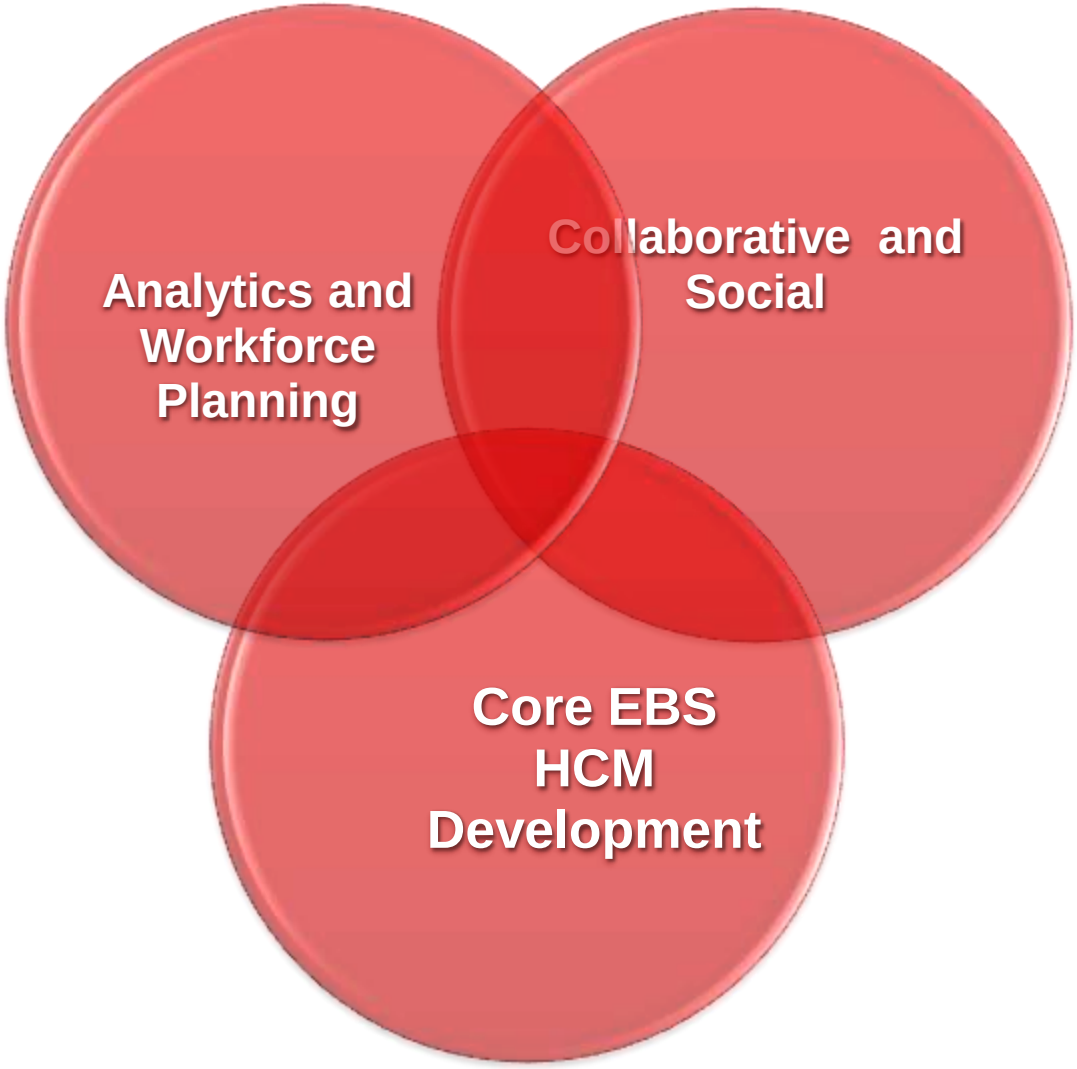
HCM Strategy and Focus Areas



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HR Strategy

- PRODUCT INVESTMENTS
  - Investment within Core EBS HRMS
    - Release 12.1
      - GA on April 27th 2009
    - Release 12.1.2 GA on Dec 18th 2009
    - Release 12.1.3 Planned for June/ July 2010
- DELIVERY
  - Hosted
    - **North America:** KBACE, ATT and Titan Technologies
    - **UK:** Symatrix and Titan Technolgies
    - **Middle East:** Telecom Egypt
    - **ANZ:** Presence of IT

Agenda

- Overview and Release 12 Customers
- Strategy
- **Release 12.1**

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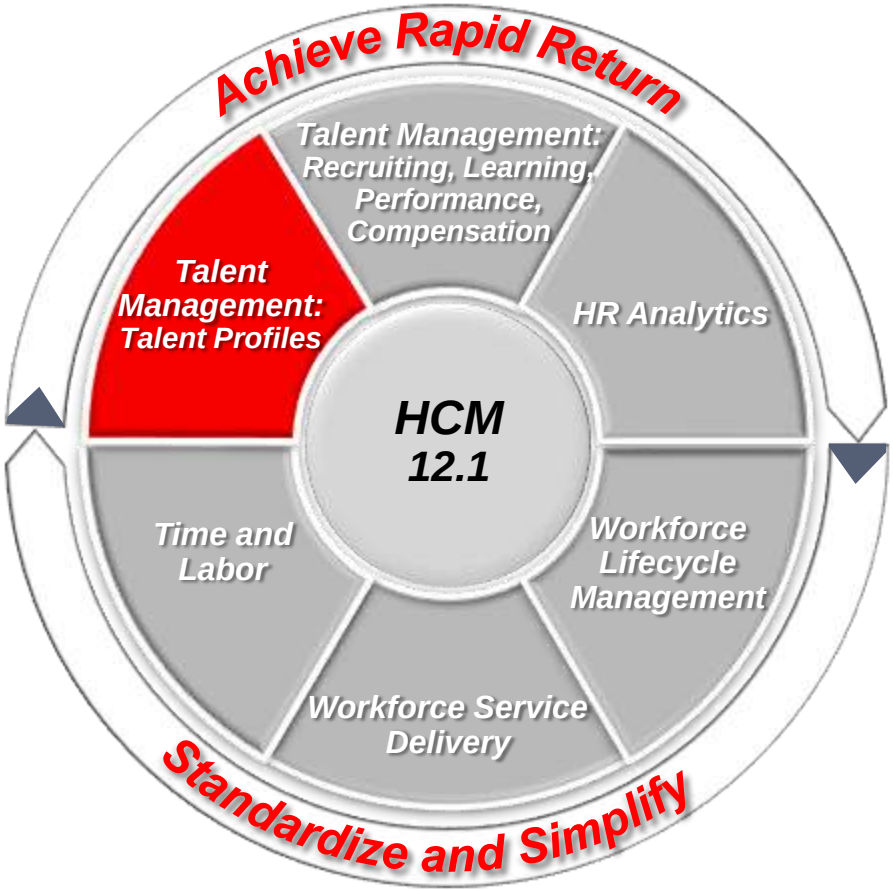
Oracle E-Business Suite Human Capital Management

Talent Management: Employee/ Talent Profiles



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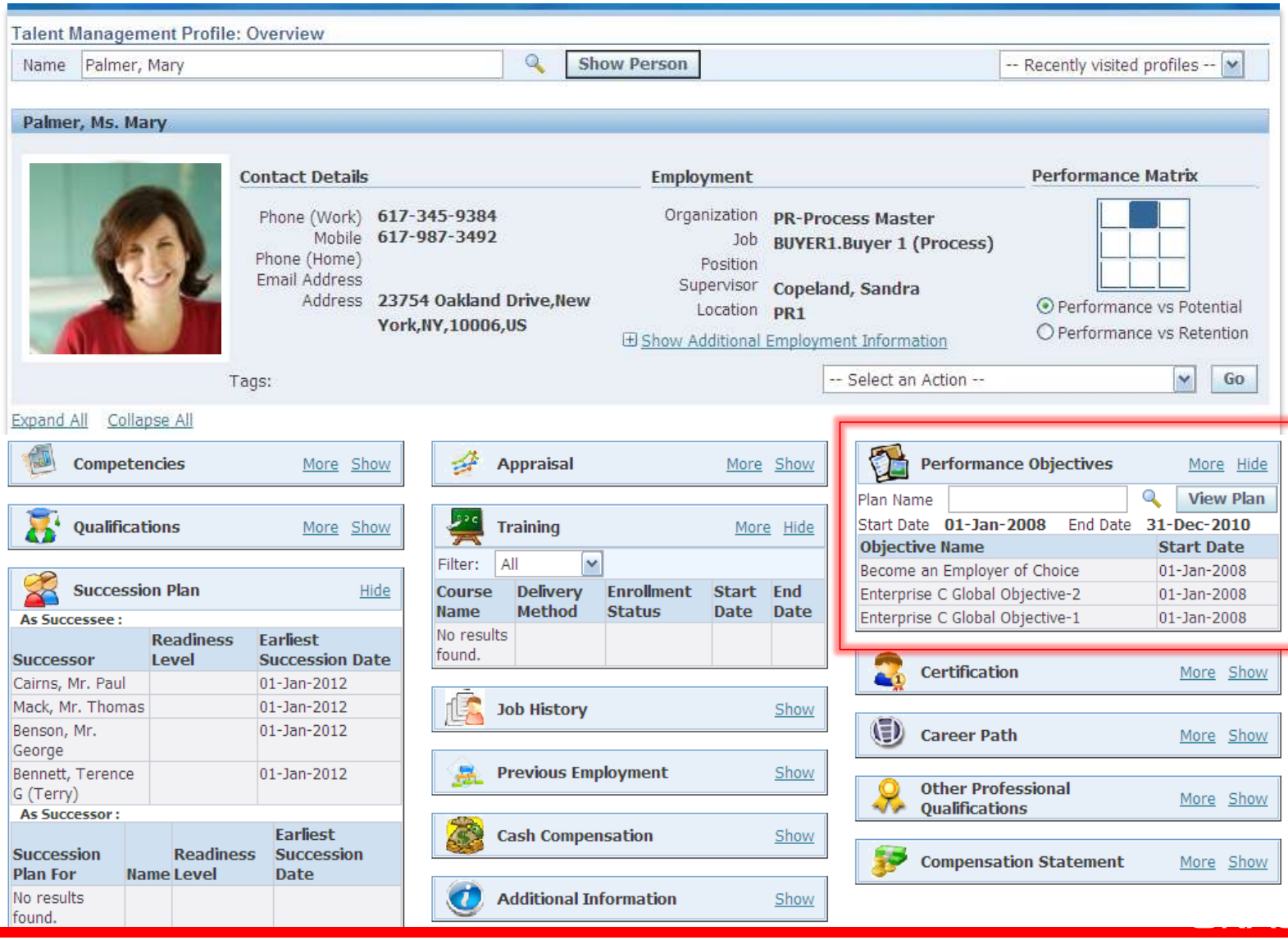
Talent Profile

Maintain Employee Talent Information



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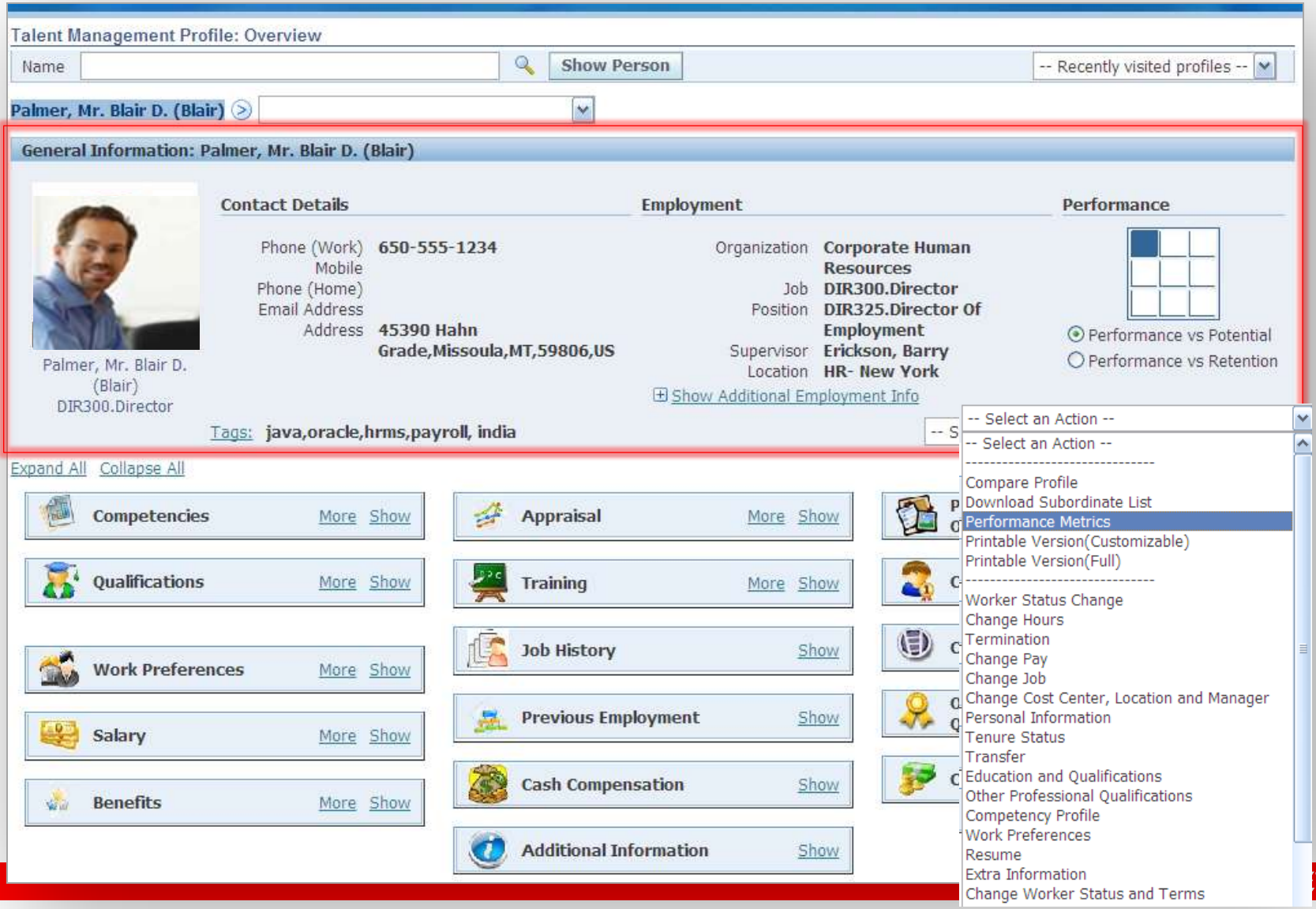
Talent Profile

Self Service Transactions



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Talent Profile

Profile Report

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Talent Profile

Palmer, Mr. Blair D. (Blair)

General Information

Contact Details	
Phone Work	650-555-1234
Phone Home	
Email Address	
Address	45390 Hahn Grade,Missoula,MT,59806,US
Employment Details	
Organization	
Job	DIR300.Director
Position	DIR325.Director Of Employment
Grade	100.1.East
Group	HRMS.

Qualifications

Title	Type	School
Bachelor of sciences	Bachelor Degree	Madonna University
Master of computer applications	Masters Degree	Carnegie Mellon University

Training

Course Name	Delivery Method	Status	Start Date	End Date
Commercial Property Coverage I & II	Instructor Led Training (Classroom)	Requested	2000-06-08	2000-06-09
Advanced Desktop Office Applications Training	Instructor Led Training (Classroom)	Enrolled	2001-11-14	2001-11-14
The Executive Leadership Seminar	Instructor Led Training (Classroom)	Attended	2003-08-04	2003-08-08
Accounts Payable Desk Manual Courseware	Self Paced Online	Enrolled	2004-01-01	

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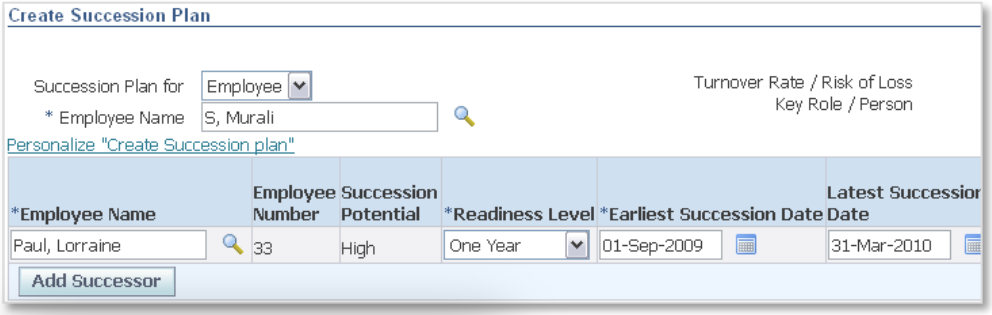
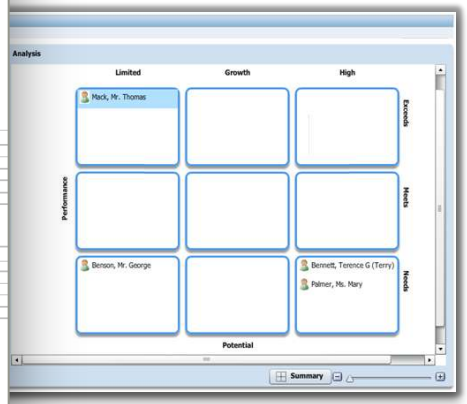
Succession Planning in Release 12.1

Increase Employee Engagement & Retain Key Talent

WHAT'S NEW IN 12.1

- **Identify critical roles, jobs, positions and people in the organization**
- **Identify talent pool available in the organization**
- **Map the talent pool with the critical roles, jobs, positions and people**





RESULTS

- **Increase employee engagement and retain talent**
- **Identify and nurture available talent**
- **Focus on career planning and development for high potential employees**

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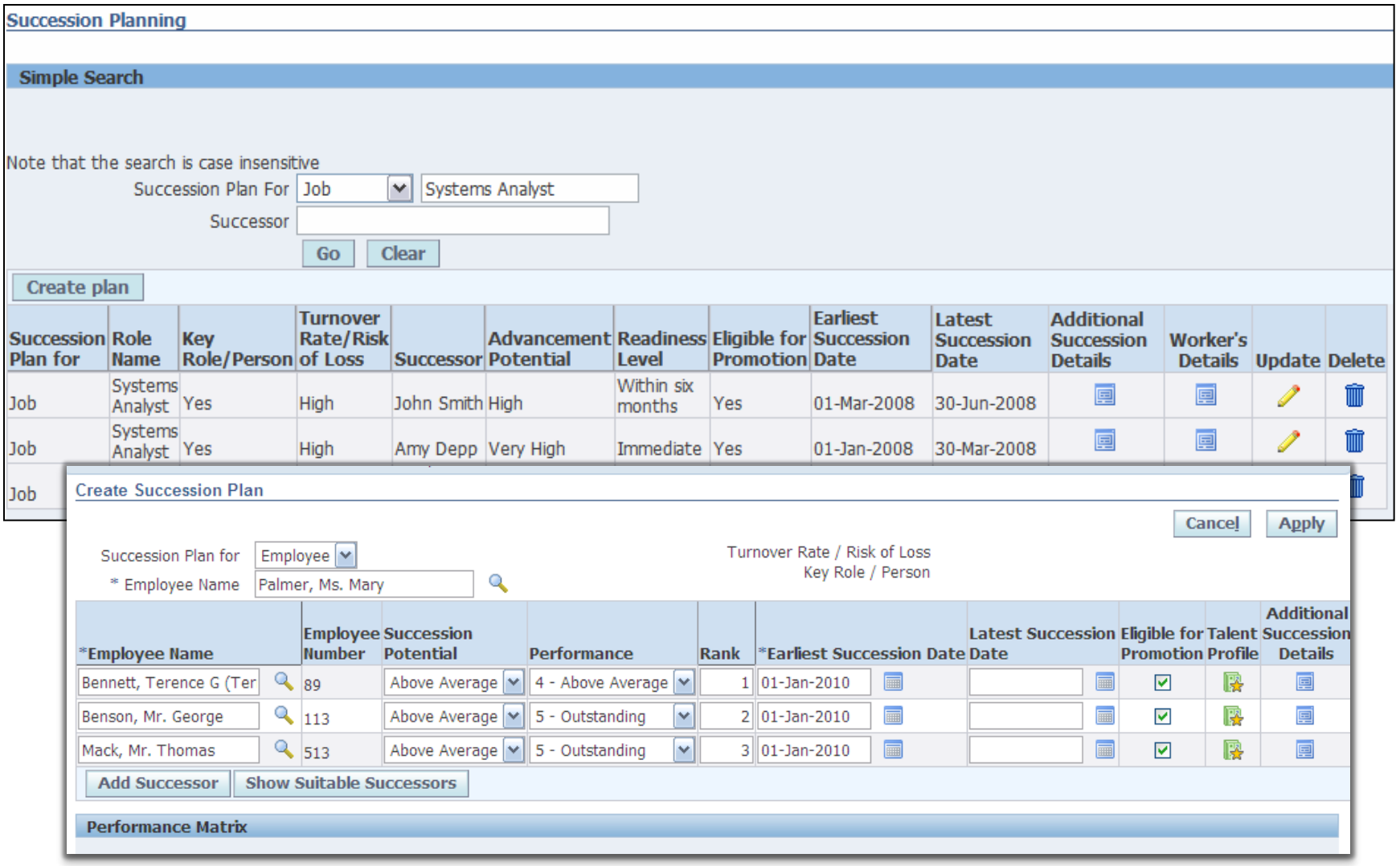
Succession Planning



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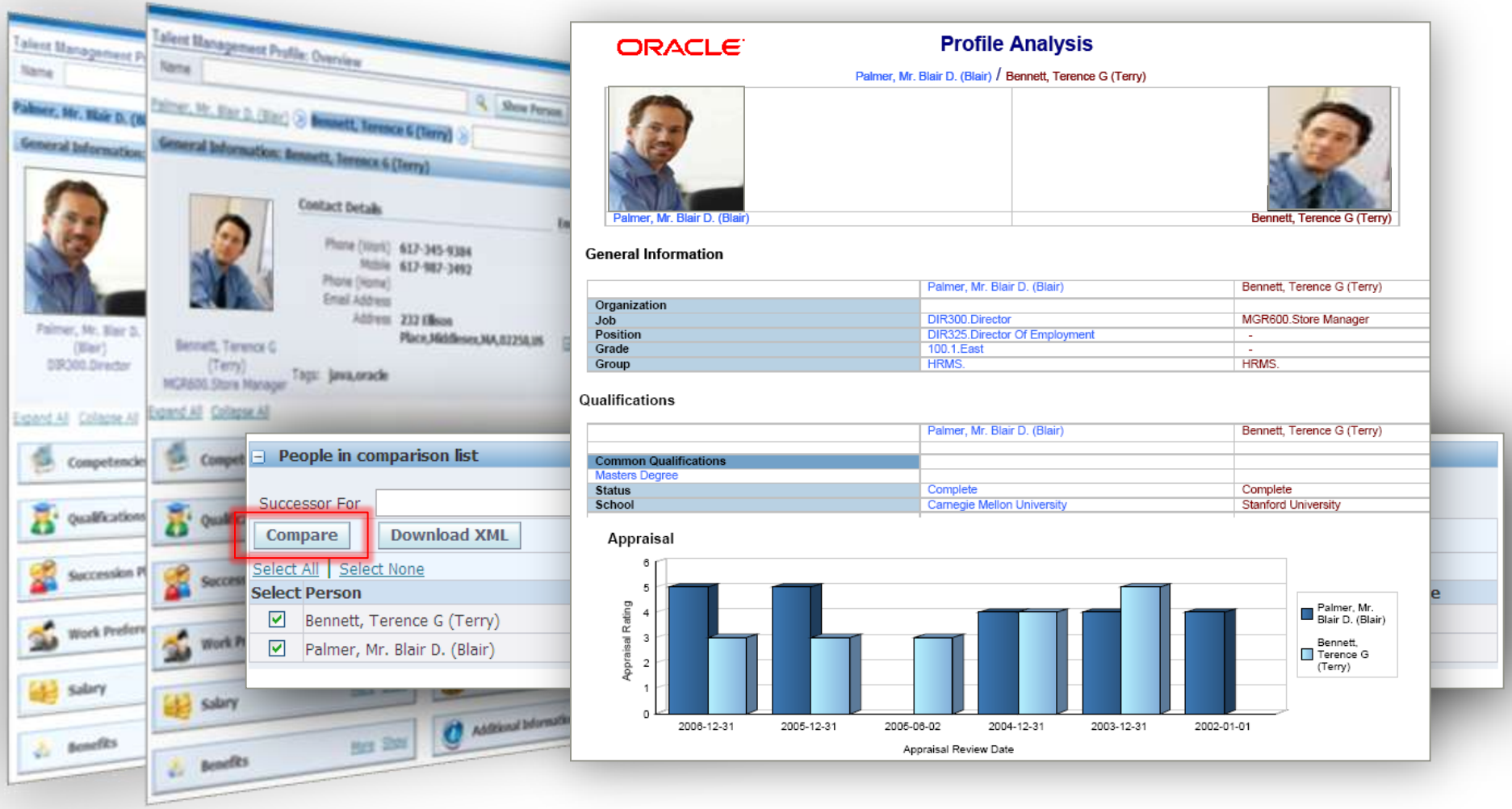
Succession Planning

Profile Analysis/Comparison



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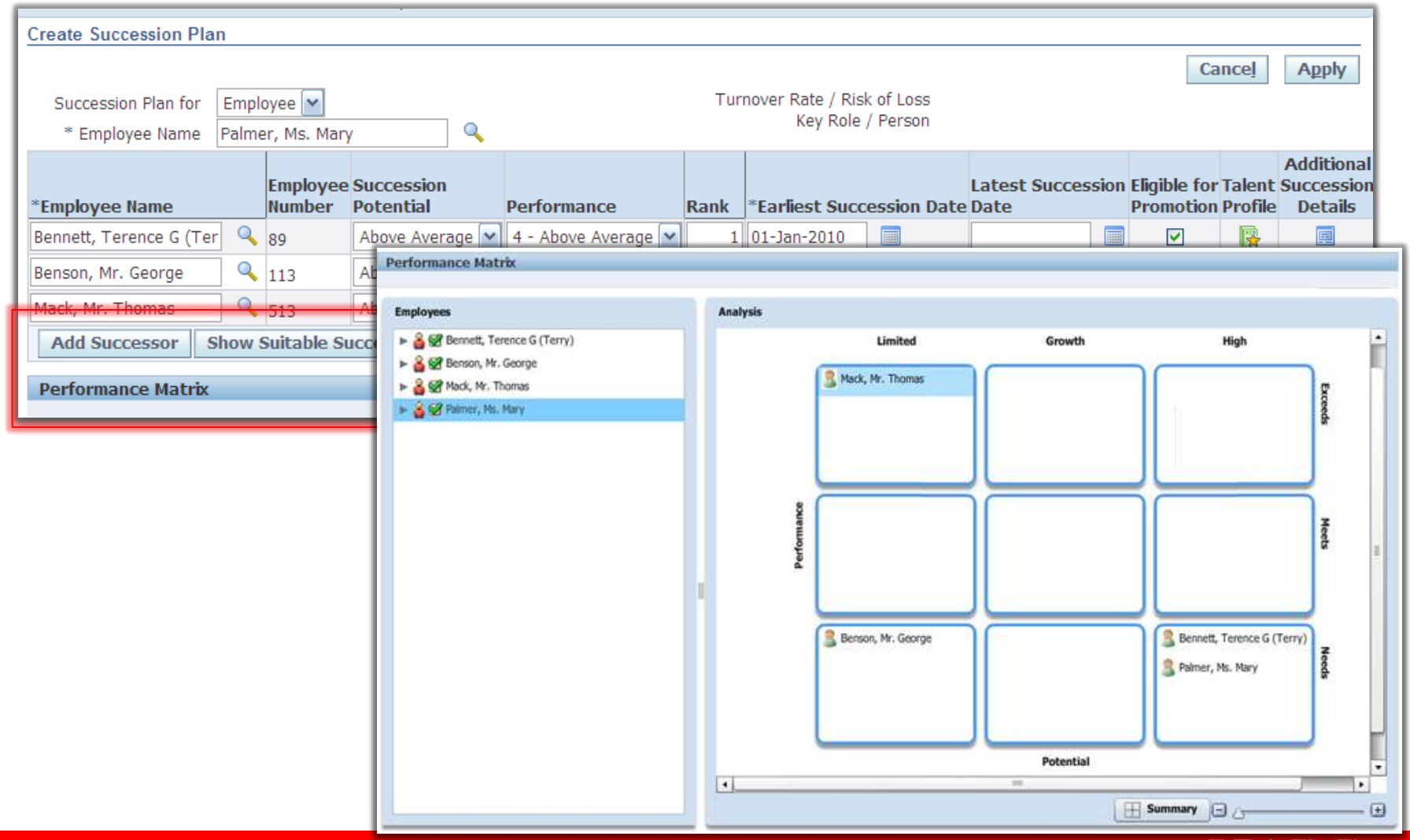
Succession Planning

9-Box Approach



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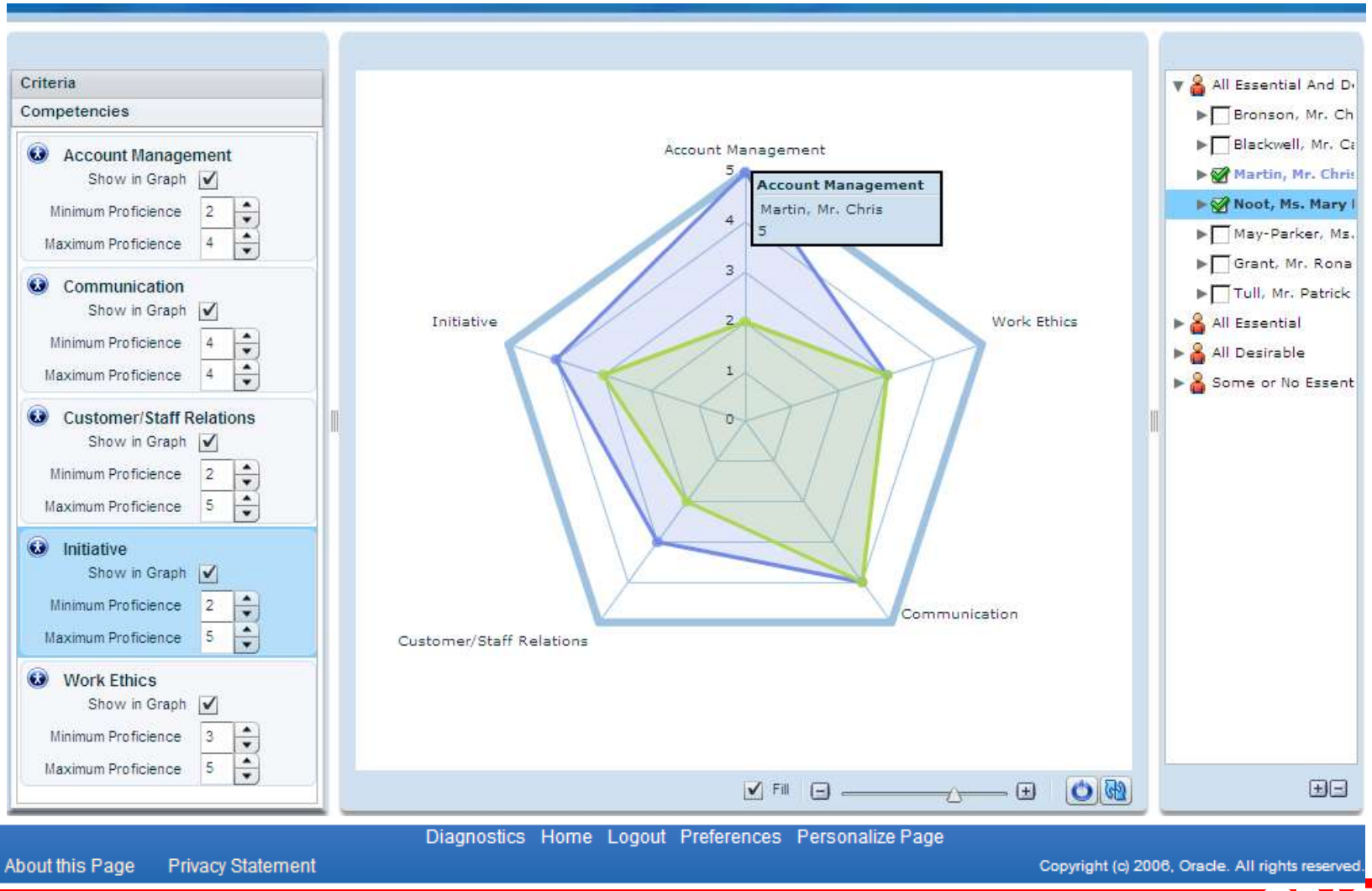
Succession Planning

Competency Compare Approach



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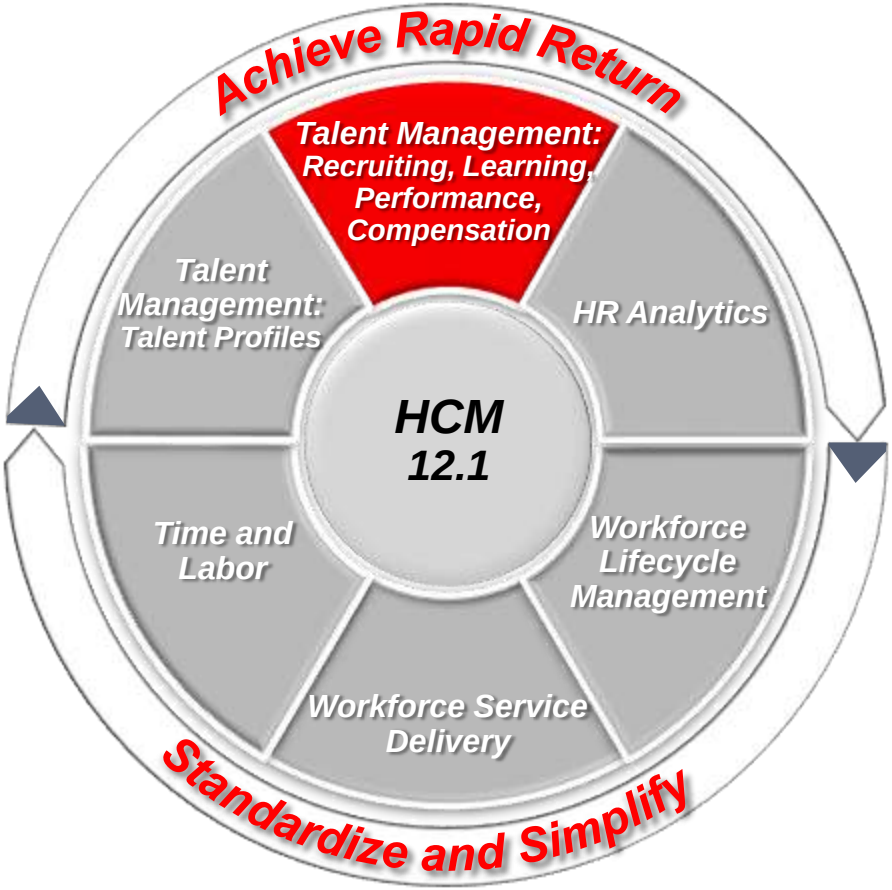
Oracle E-Business Suite
Human Capital Management



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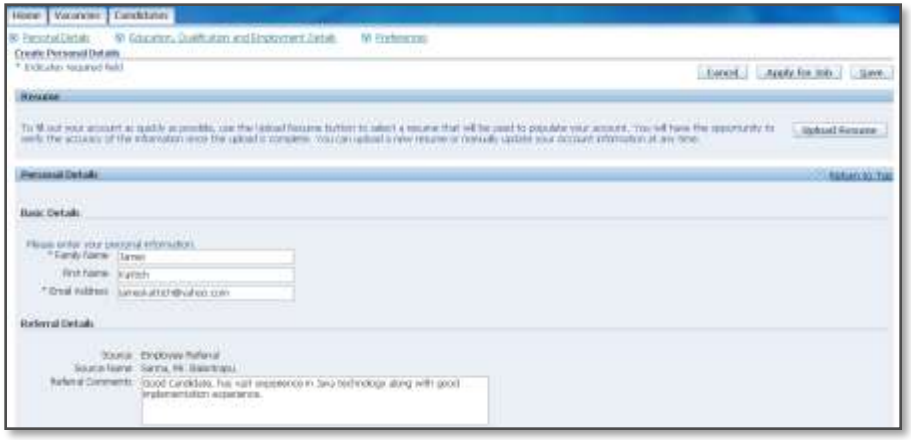
iRecruitment in Release 12.1

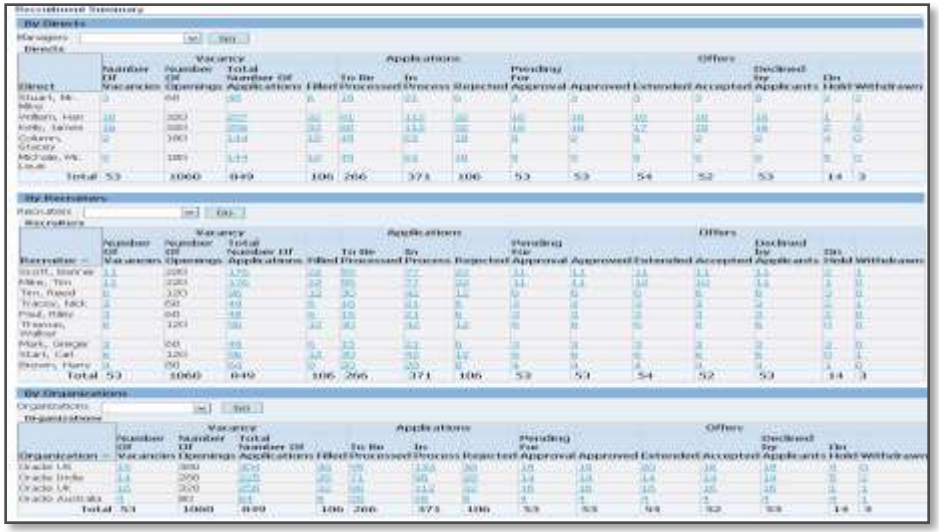
Reduce Time to Hire & Improve Candidate Engagement

- **Employee Referrals**
  - **Recruiters or hiring managers mark vacancies eligible for employee referral**
  - **Employees create candidates and refer them to a manager to pursue the candidate**
- **Recruiter and Manager Dashboards**
  - **Direct access to the recent vacancies, new applicants, and recently created or updated offers**



RESULTS

- **Improves the speed of hire which in turn improves overall recruiting efficiency**
- **Engages employees in the acquisition of talent for the organization**
- **Reduce time needed for recruitment activities by having access to a summary of all activities**



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Referrals

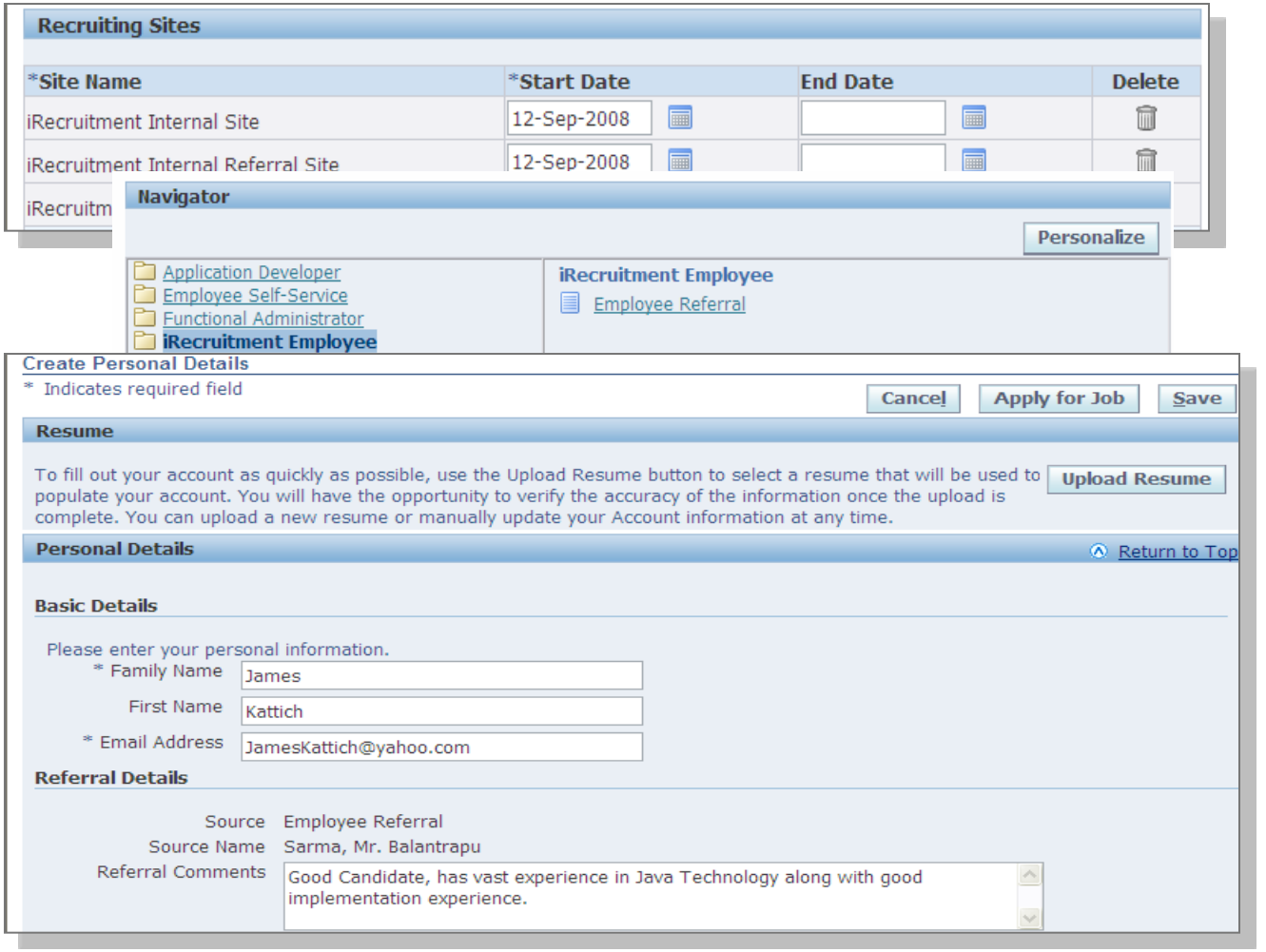
Ability to mark vacancies open for employee referrals and publish it within the internal referral site

New iRecruitment Employee Responsibility and function

Employees can –

- create candidates and apply for jobs on their behalf
- provide comments on referrals

Applicants can also provide reference of employees in the registration process.



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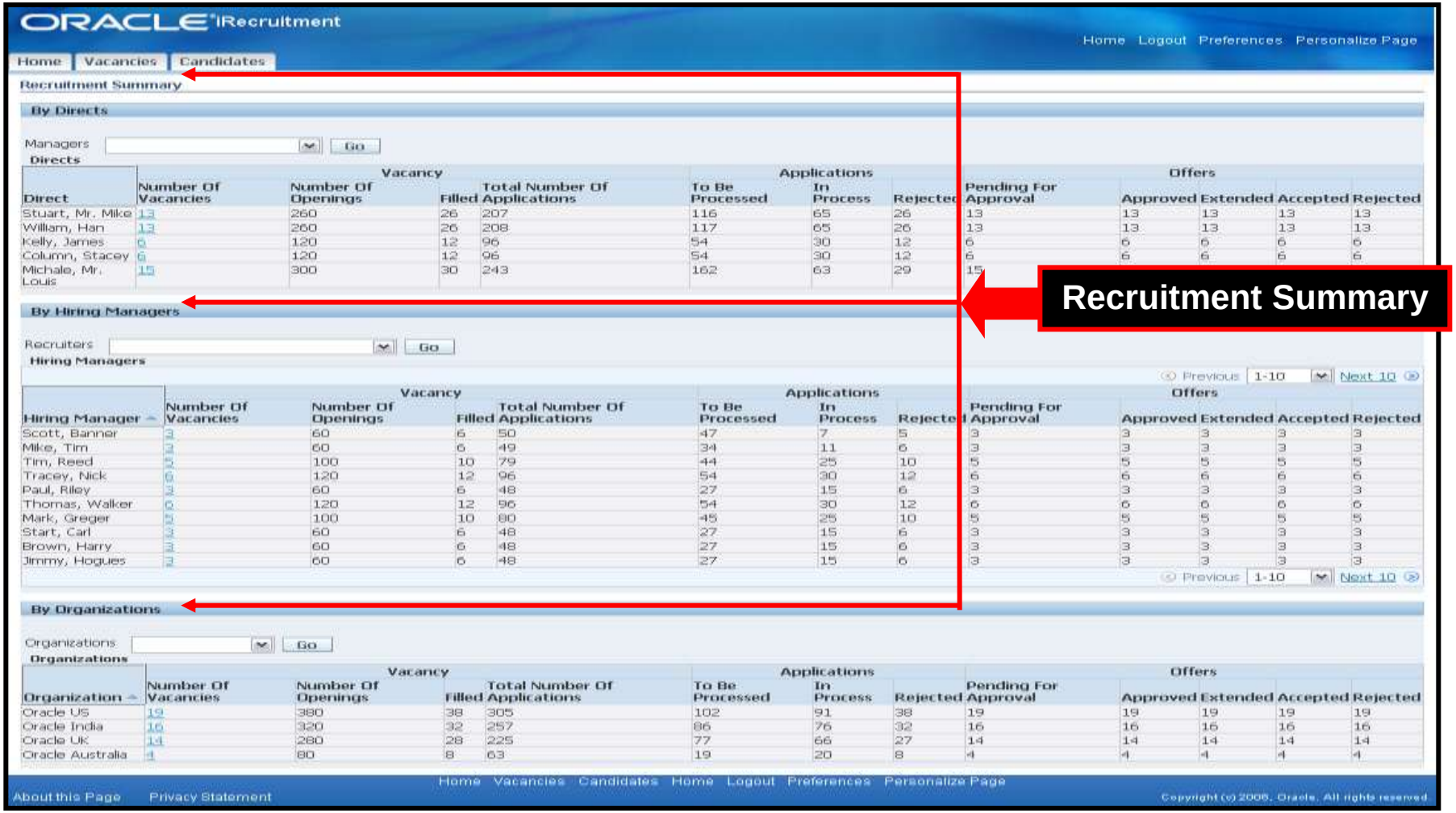
Dashboards

View Recruitment Summary



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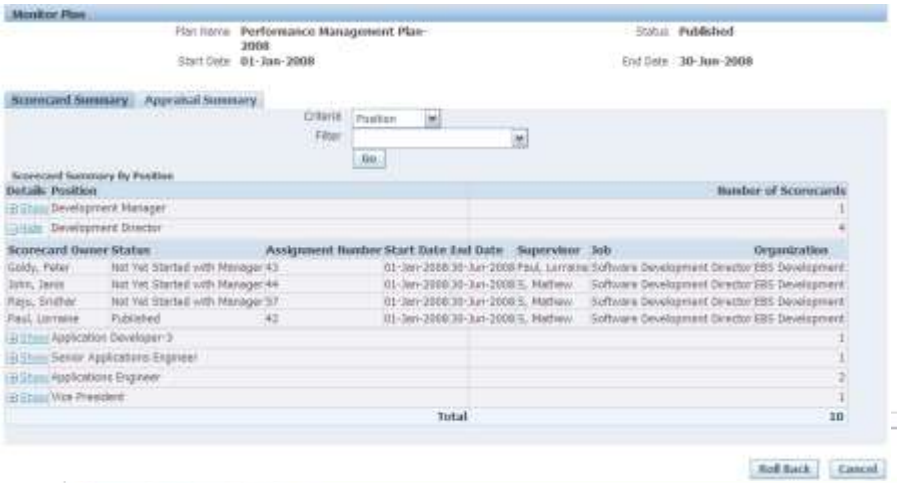
Performance Management in Release 12.1

Employee Objectives Contribute to Enterprise Goals

WHAT'S NEW IN 12.1

- **Cascading Objectives**
  - **Cascade Multiple Objectives**
  - **To Single or Multiple Employees**
- **Line of Site Objectives**
  - **Graphical representation of the alignment of objectives**
- **Administration and Usability Enhancements**



RESULTS

- **Reduce transaction time and improve usability**
- **Helps employees to understand how their objectives contribute to achieving organization goals**
- **Robust administration of PMPs**

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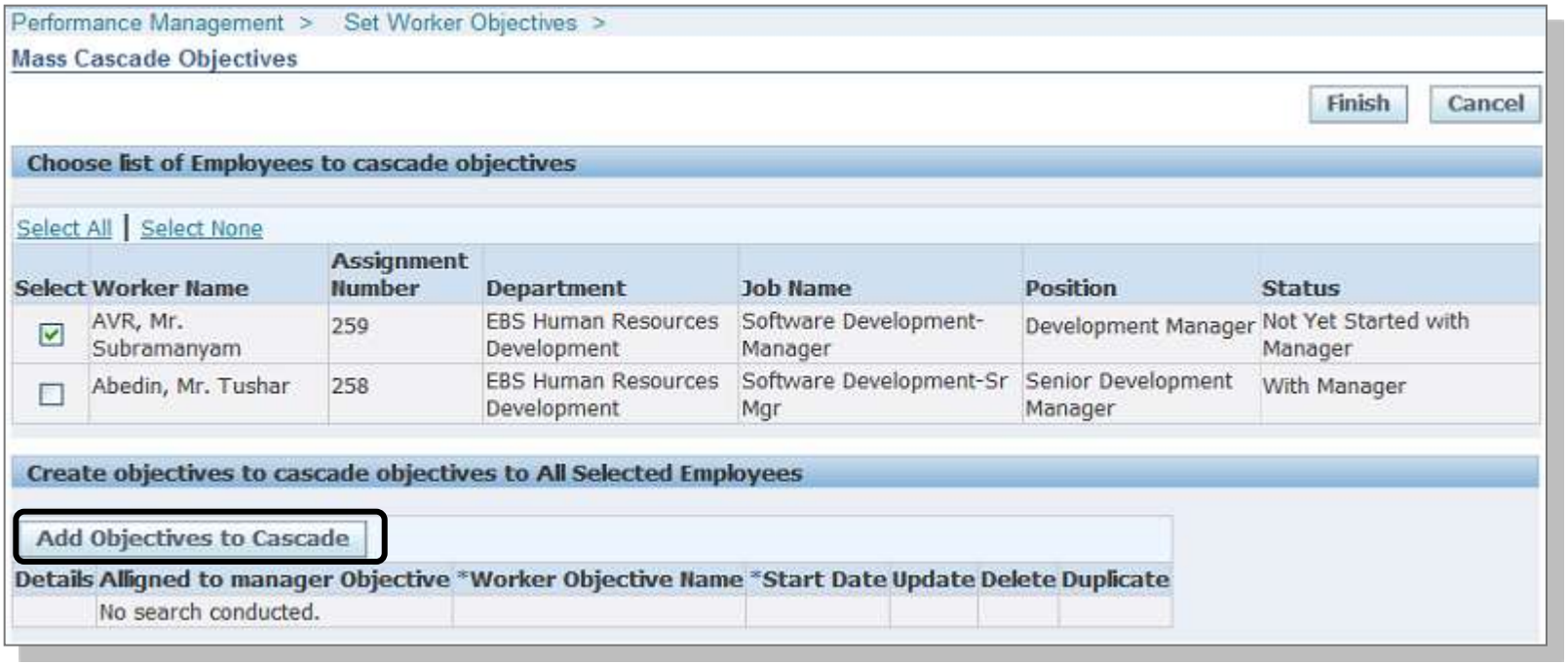
Mass Cascade Objectives



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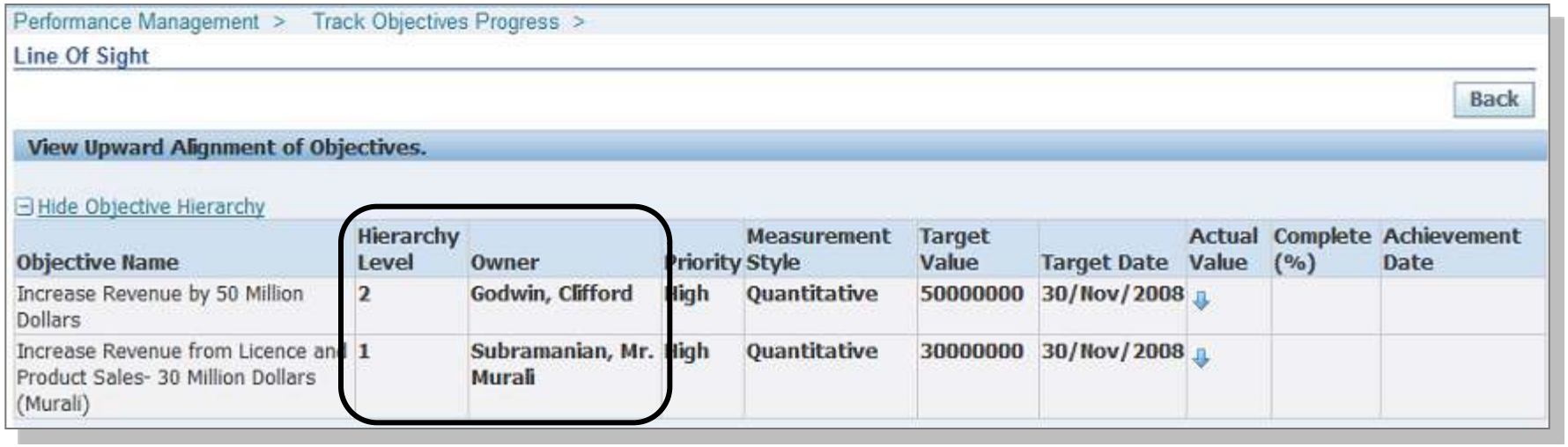
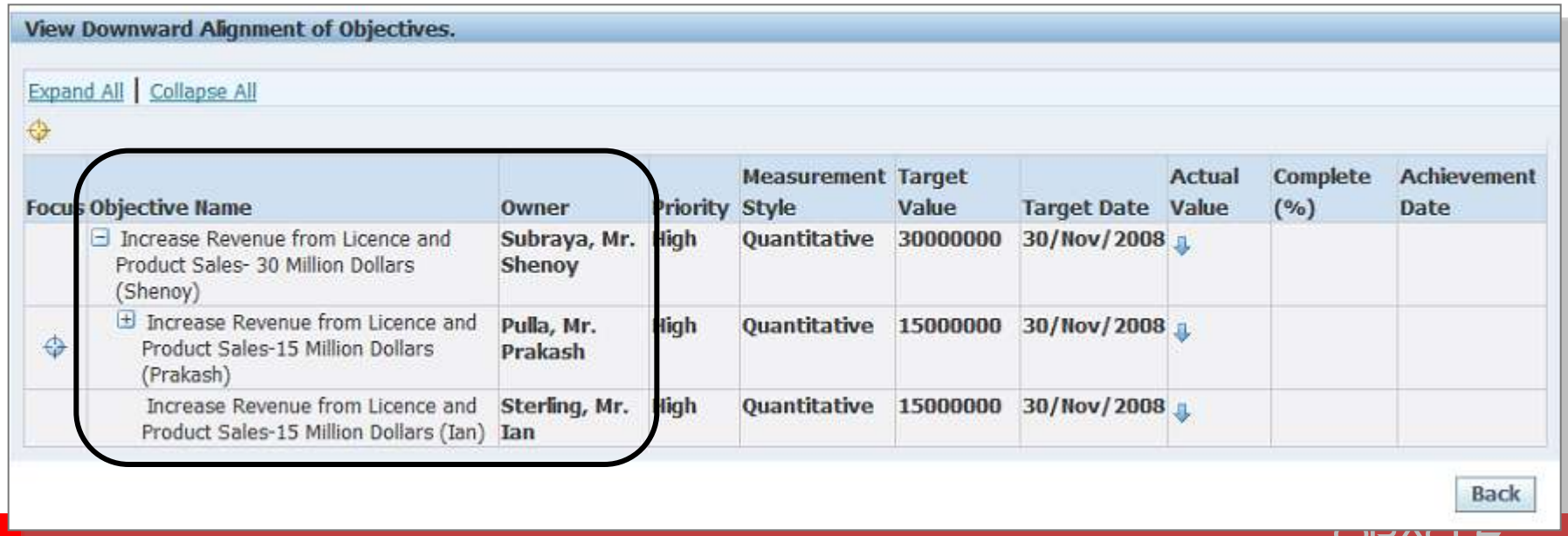
Line of Sight





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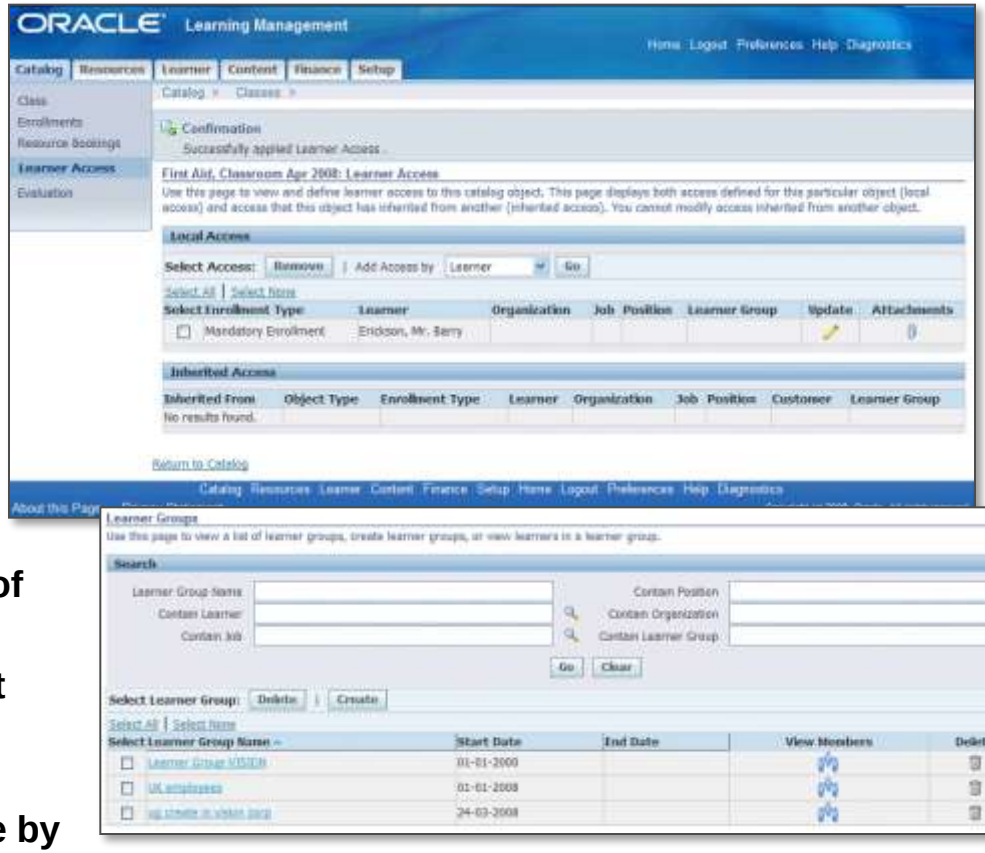
Learning Management in Release 12.1

Develop High Performing Employees & Critical Skills

WHAT'S NEW IN 12.1

- Learner Groups
  - Define learner access available to categories, courses, offerings and classes
  - Mandatory and bulk enrolling of multiple learner groups
- Mandatory Enrollments
  - Ensure that workers are enrolled in mandatory training
- Course Evaluations



RESULTS

- Quickly roll out training to large variety of groups
- Ensure workforce is trained on the latest process changes and has met legal requirements
- Improve productivity and the bottom line by using evaluation results to provide more effective training

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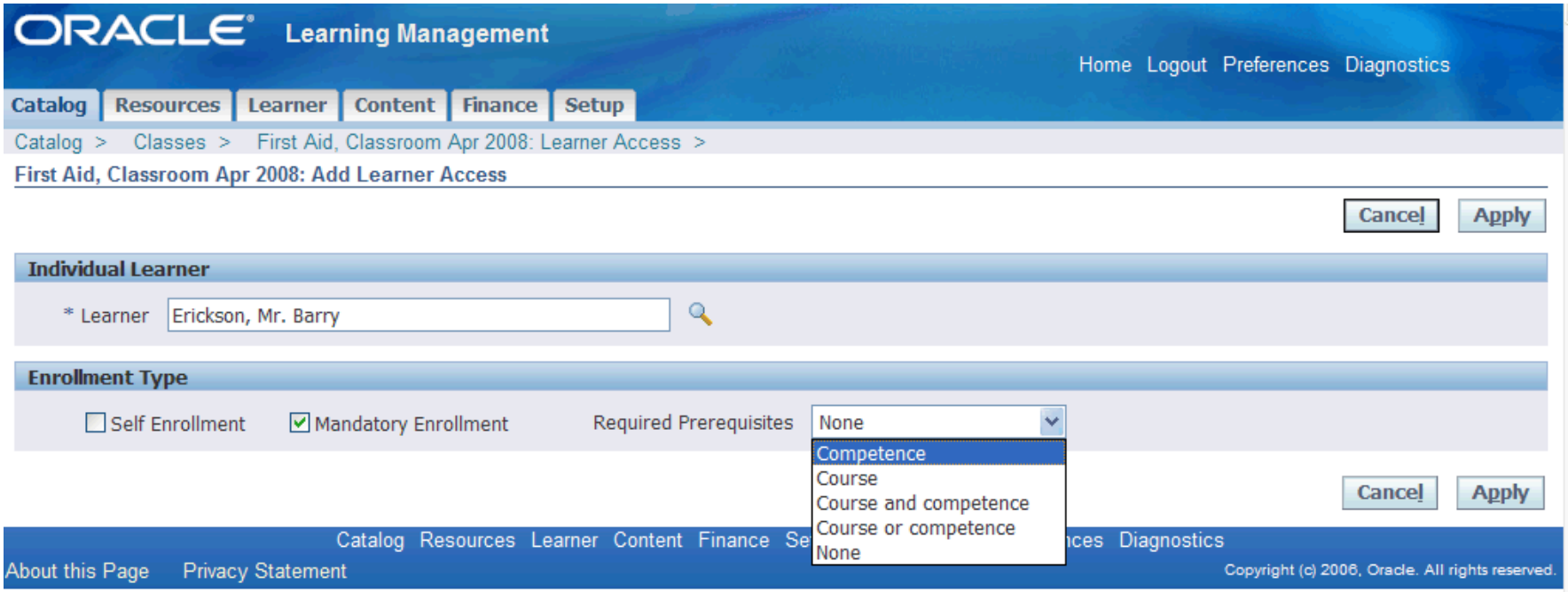
Mandatory Enrollment



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Course Evaluation

Evaluation Instructions: Evaluation - Class

Answer the questions on this page . Click Finish Evaluation if you are ready to submit your evaluation.

Page 1 of 1 | Finish Evaluation

Sec1

1. It was easy to park my car.

- (•) False
- ( ) True

2. How was the teacher?

(Choose all correct answers)

- [x] Well prepared.
- [ ] Able to answer your questions.
- [x] Able to relate the topic to your daily life.
- [ ] Knowledgeable about the topic.

3. Anything we could do to improve the surroundings for this class?

The classroom was too small and there should have been one PC for each student.

4. The content was accurate and up-to-date?

- ( ) Disagree
- (•) Agree

5. I think the content of this course is important to my daily work.

ORACLE Learning Management

Evaluation Master Report

Report Date: 24-APR-2008 10:31
Page 2 of 2

Class Name	Course Name	Date	Section Name	Question Text	Answer
First Aid - online offering 180075	First Aid	2008-04-24T09:53:07.000-07:00	Sec1	Any suggestions for making this online training better.	I would have liked some more instruction on how to use the program before the topic started.
First Aid - Apr 08	First Aid	2008-04-24T09:29:39.000-07:00	Sec1	Anything we could do to improve the surroundings for this class?	The classroom was too small and there should have been one PC for each student.
First Aid - online offering 180075	First Aid	2008-04-24T09:36:18.000-07:00	Sec1	Please tell us how we can improve the content of this course.	No comments.
First Aid - online offering 180075	First Aid	2008-04-24T09:53:07.000-07:00	Sec1	Please tell us how we can improve the content of this course.	Include more examples from real life!
First Aid - Apr 08	First Aid	2008-04-24T09:29:39.000-07:00	Sec1	Please tell us how we can improve the content of this course.	Nothing to add.

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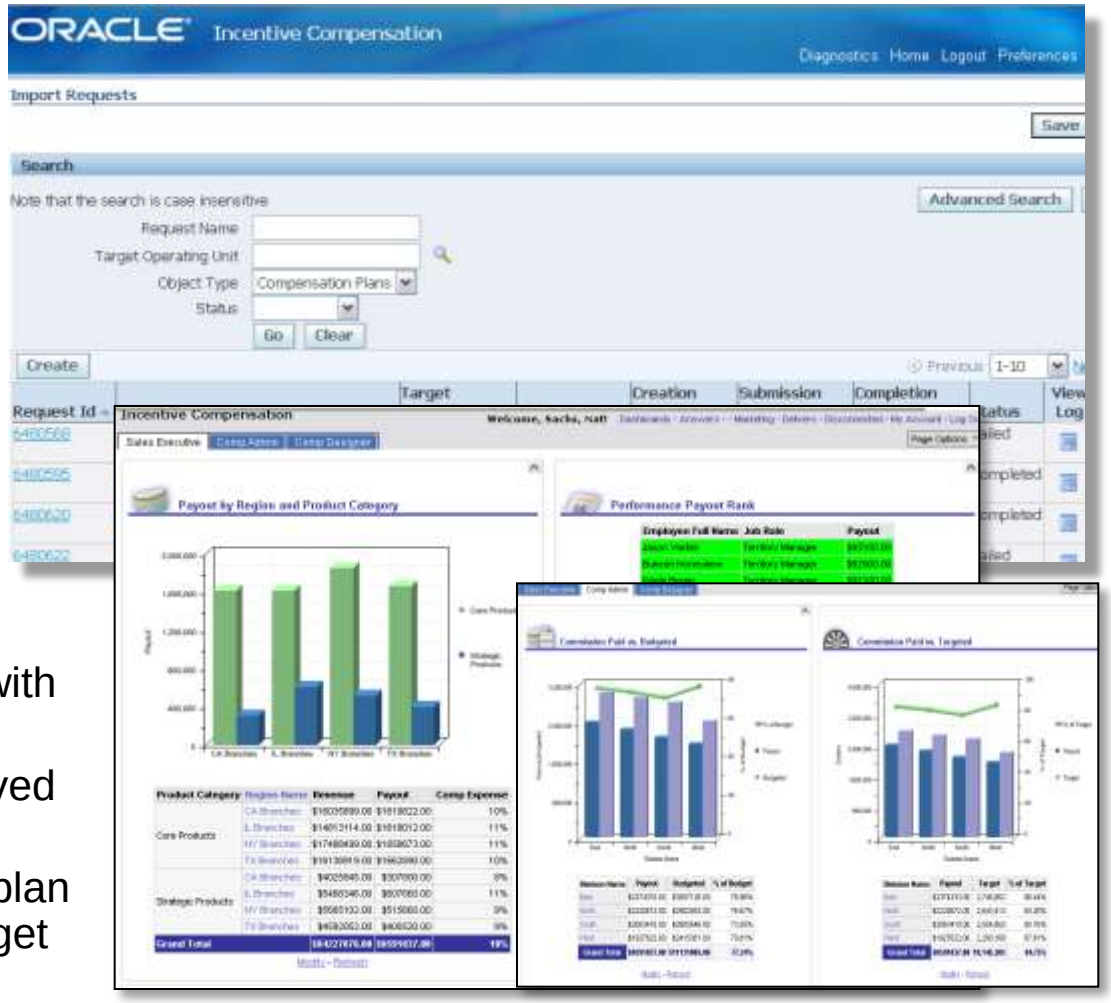
Compensation Workbench in Release 12.1

Manage Pay for Performance Globally

WHAT'S NEW IN 12.1?

- Plan Modeling
  - Scenario comparison and impact analysis
  - Business event change modeling
  - One click in-line plan and plan component copy
  - Import, export and document plans
- Analytics by Role
  - Compensation Designer, Finance Manager, Sales Management



RESULTS

- Achieve greater modeling efficiency with minimal errors
- Multi-scenario comparison for improved decision making
- Increased insight into compensation plan effectiveness and performance to target

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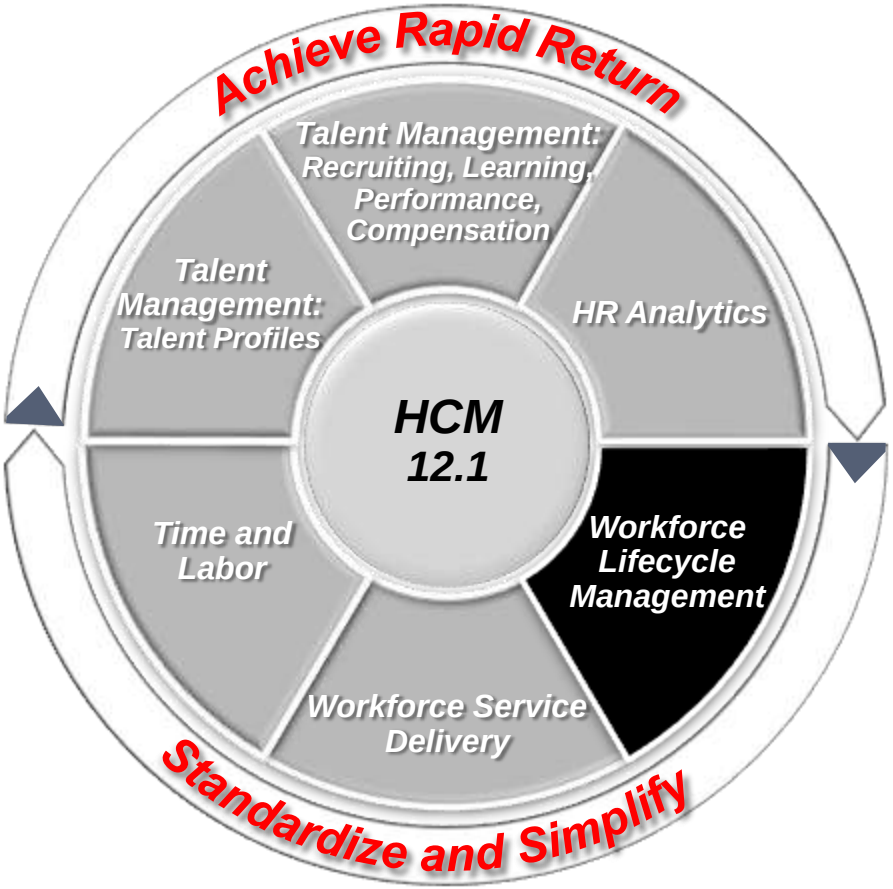
Oracle E-Business Suite
Human Capital Management



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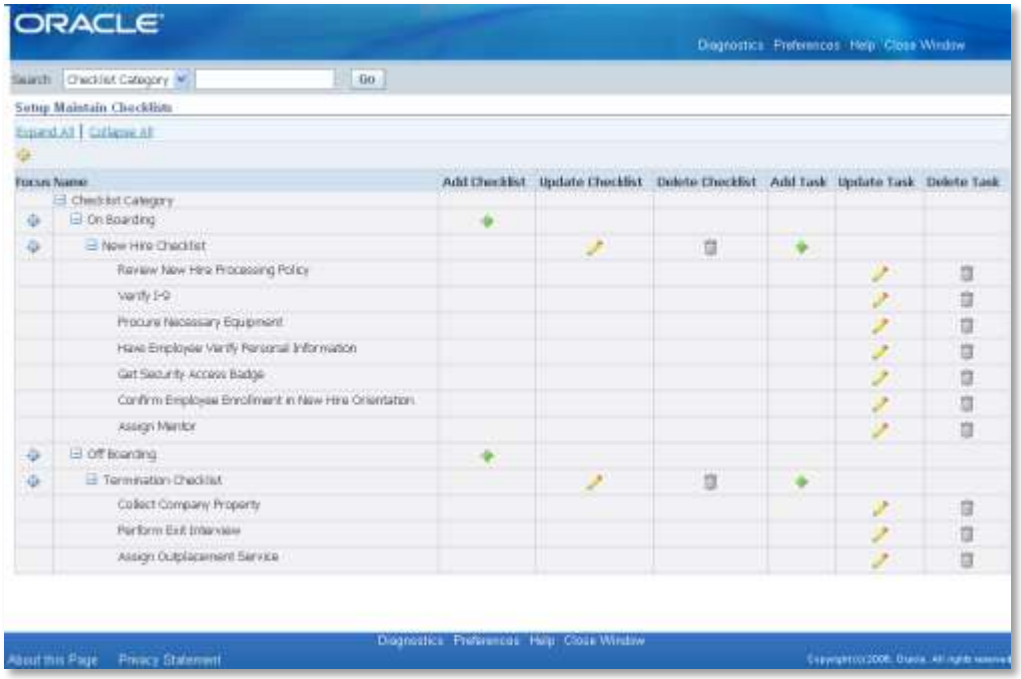
Manage Life Event Processes

Oracle Workforce Lifecycle Management

WHAT'S NEW

- Enhanced checklists for common life event processes such as On Boarding*
  - Checklists include tasks with target completion dates and designated performers
- Tighter integration with Oracle Approvals Management



RESULTS

- Streamlines entire hire-to-retire employee life cycle
- Accelerates employee time-to-productivity
- Ensures compliance with regulatory mandates and organizational policies

*** Available in Release 12**

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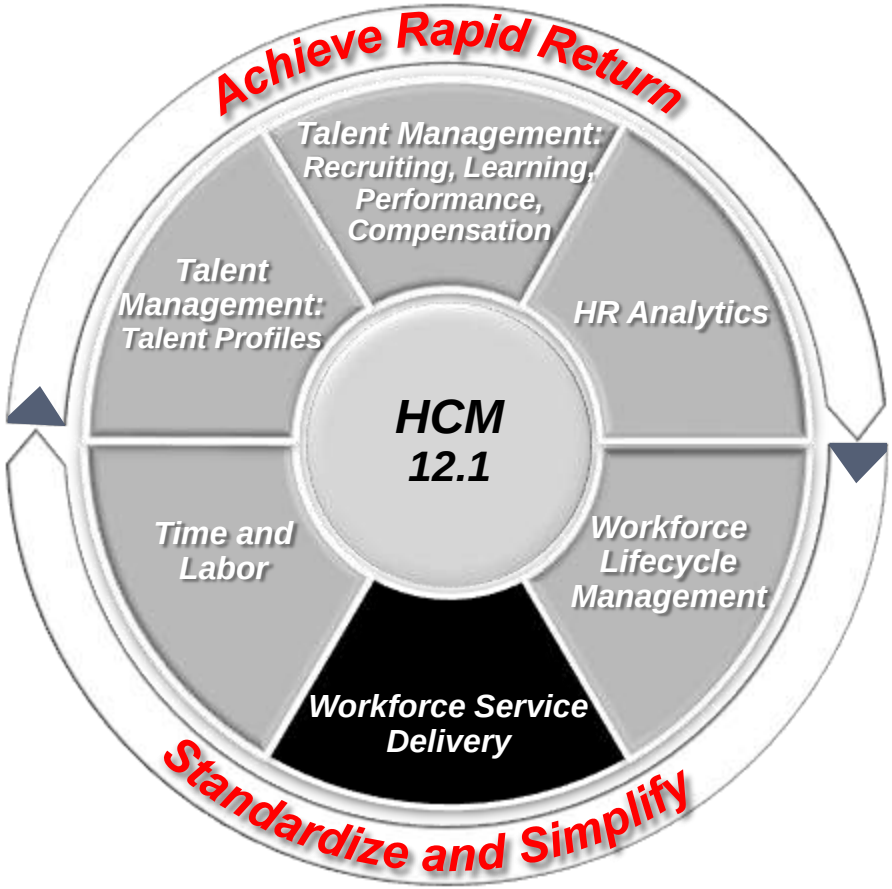
Oracle E-Business Suite
Human Capital Management



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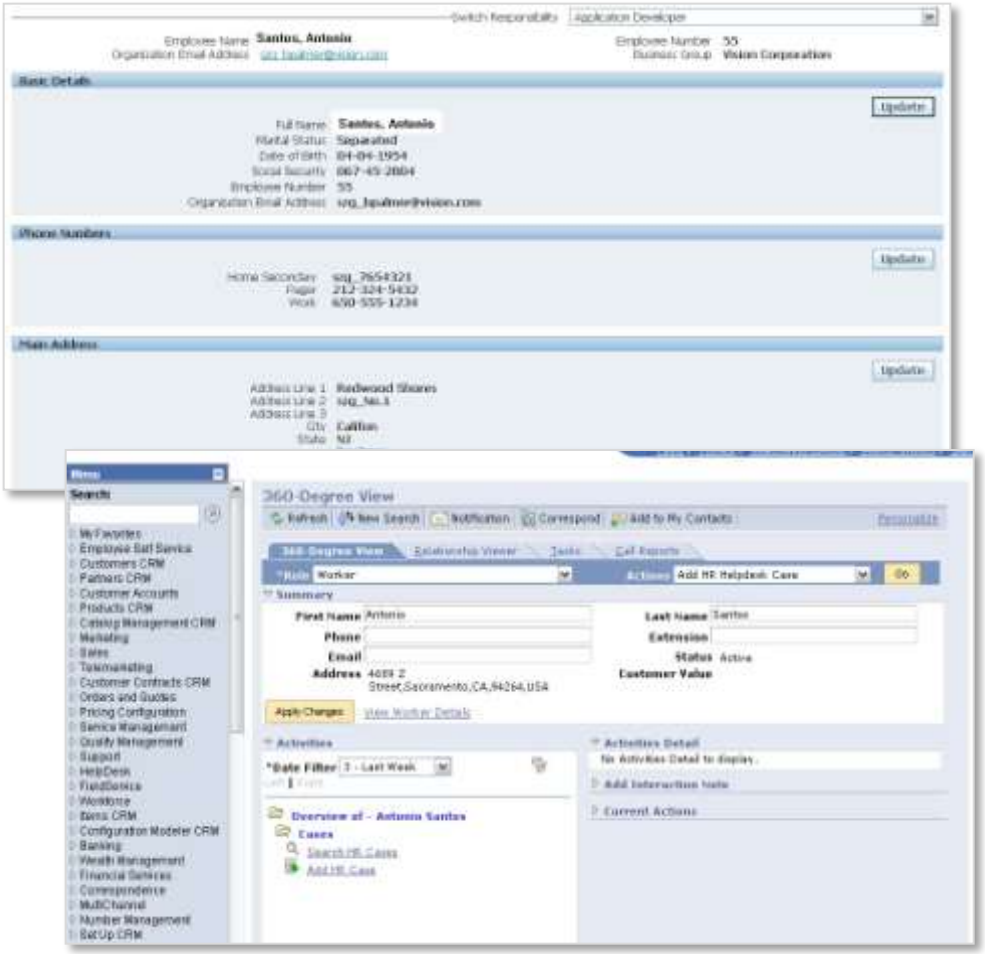
Driving Greater Business Agility

Enhanced BPO and SaaS Support

WHAT'S NEW IN 12.1

- Extended Multi-Tenant capabilities
  - Add "Enterprise" Org Classification to identify Client as an Organization in HR
  - Create standard security on each tenant
- Deliver HR Help Desk Integration with EBS HR
  - Support for the Request-to-Resolve process where an HR help desk agent receives requests users on their HR related issues.
  - Includes data synch for 360-view



RESULTS

- Create a scalable platform for Multi Tenant BPO and SaaS solutions
- Reduce HR call center overhead costs and Improve HR call center productivity

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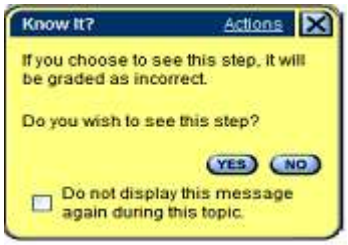
Drive Greater End User Productivity

UPK: Pre-Built End-User Documentation

User Modes

SEE IT	TRY IT	KNOW IT	DO IT
			
Self-Running Demo	Interactive Simulation	Testing for Competence	Context-Sensitive Help

1,575 Pre-delivered Topics across E Business Suite

- Human Resources
- Payroll
- Self-Service HR
- Performance Mgmt
- Time and Labor
- iRecruitment
- Learning Mgmt

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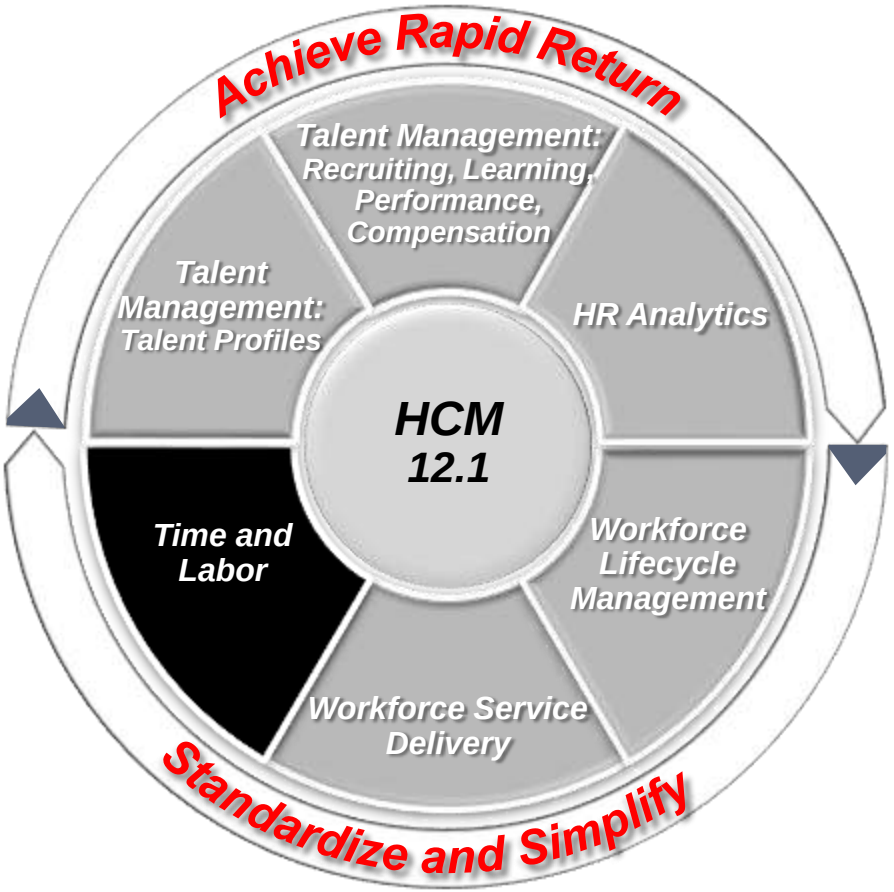
Oracle E-Business Suite
Human Capital Management



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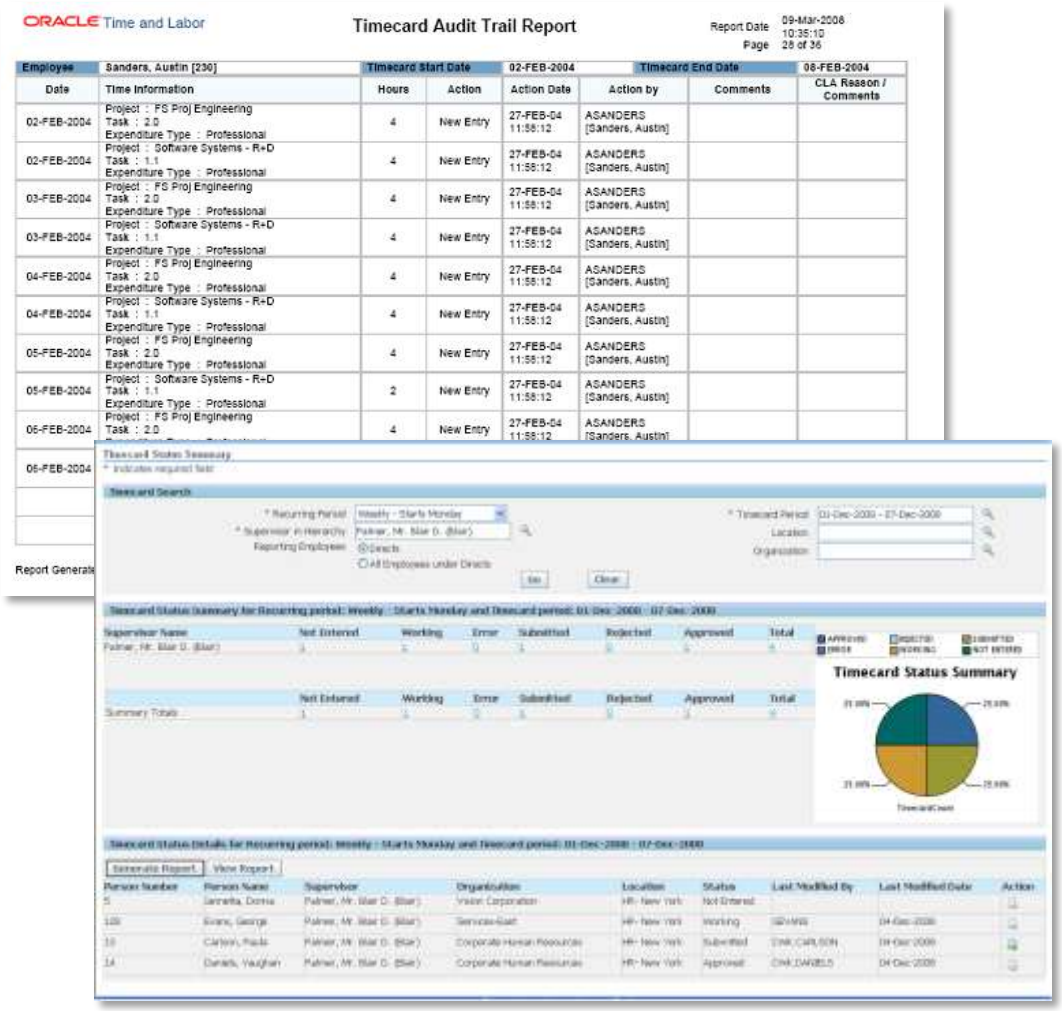
Time and Labor Enhancements

Oracle Time and Labor

WHAT'S NEW

- Time Capture Enhancements
  - Enhanced Services procurement
  - Combined user interface for time card search and entries
- Time Administration
  - Updated reports and dashboards
- Enhanced Reporting
  - Audit Change Report
  - Defense Contract Audit Agency (DCAA) compliance



RESULTS

- Reduce time needed to capture time entry
- Improve time tracking productivity for both employees and administrators
- Ensures compliance to auditing processes

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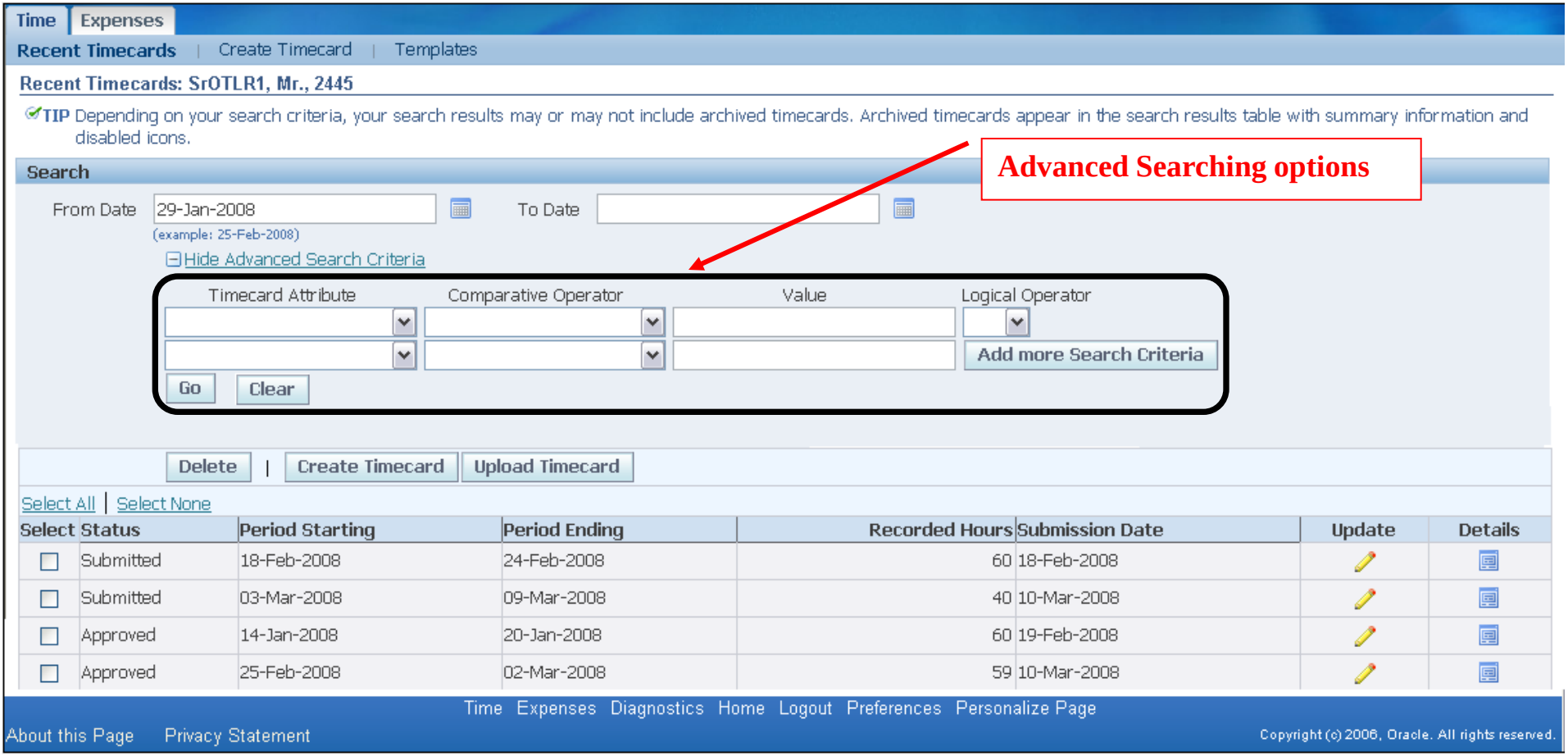
Time Entry Home Page



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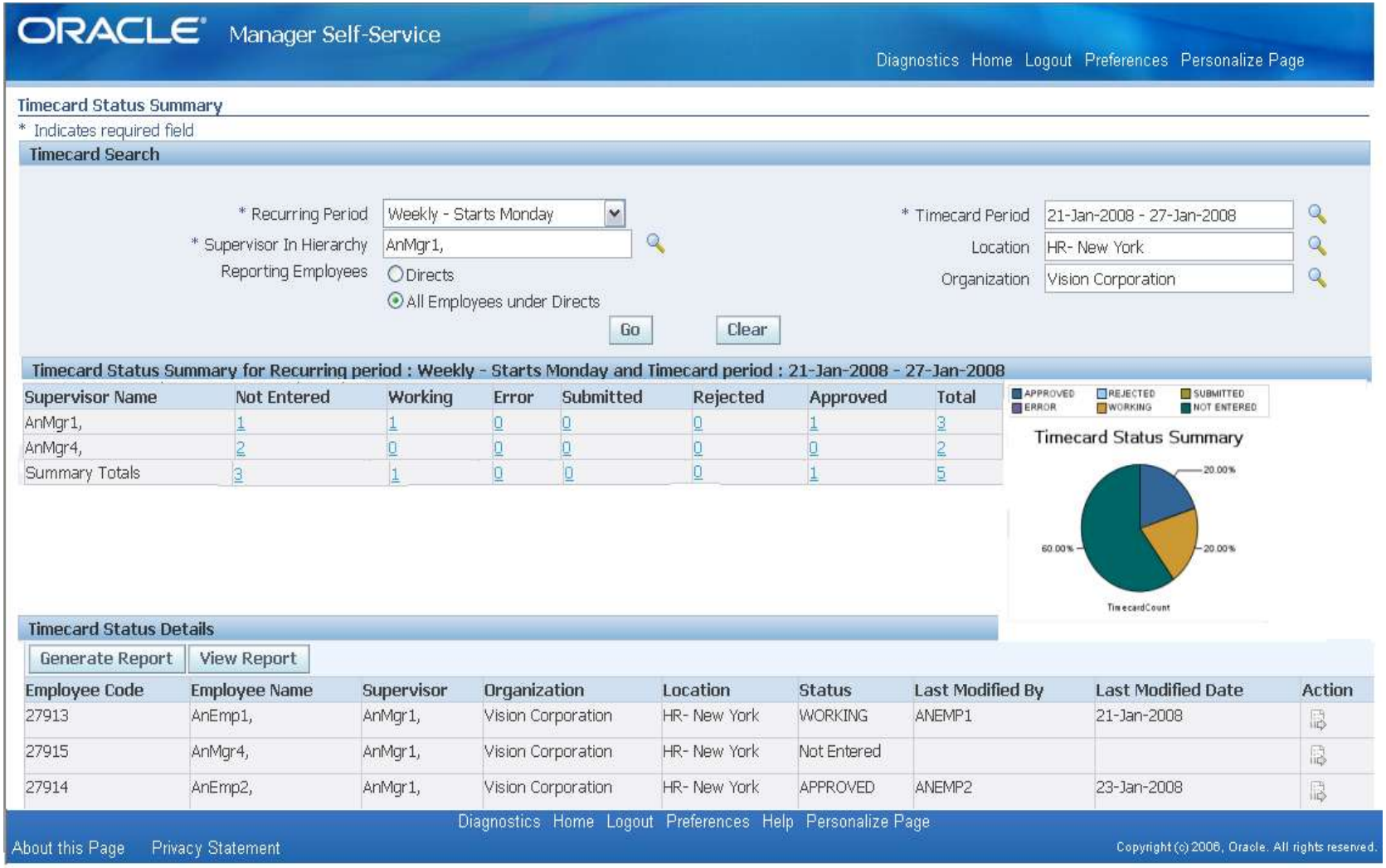
Time Card Status



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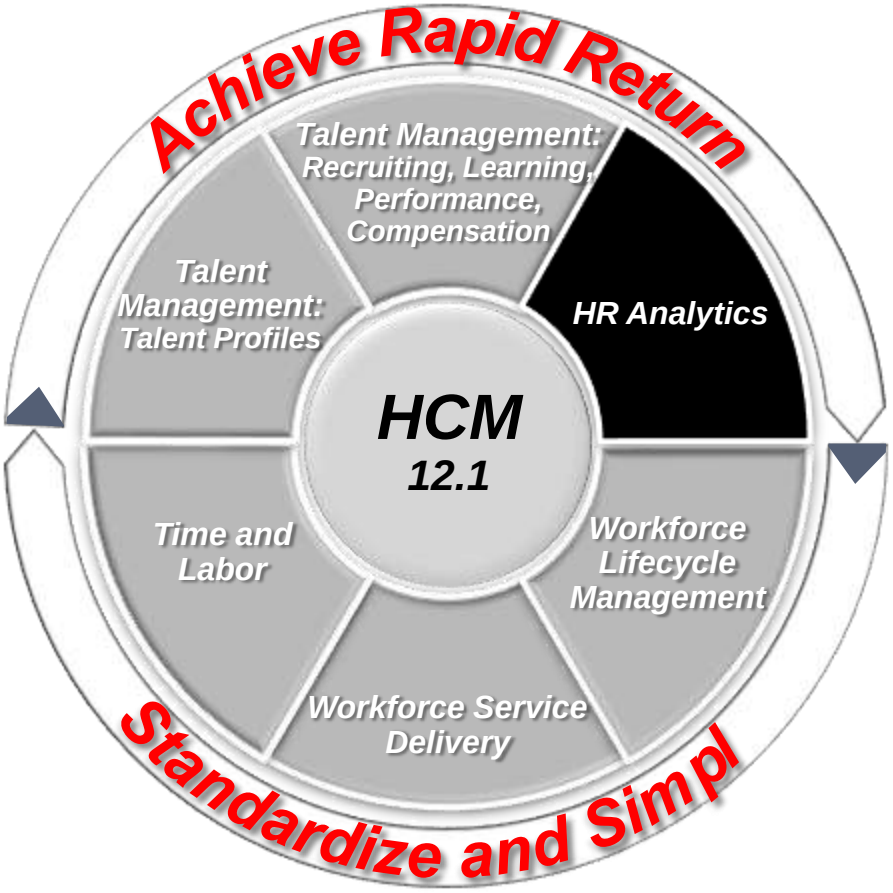
Oracle E-Business Suite
Human Capital Management



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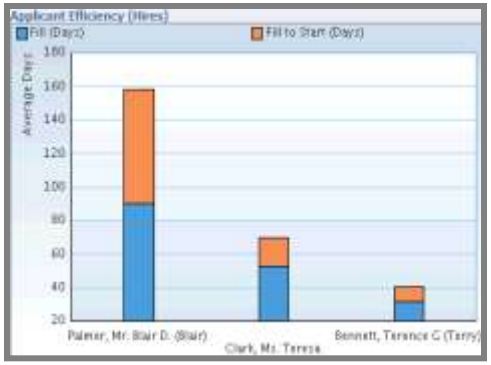
Oracle EBS HCM Solutions

Analytics

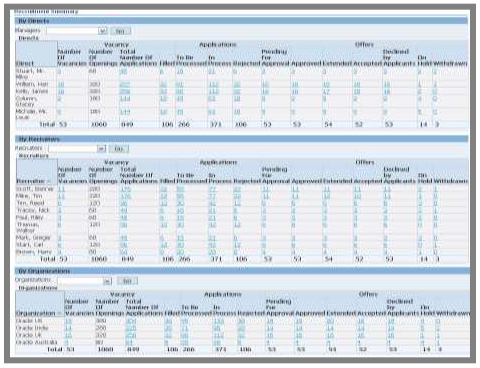
Standard Reports

- Standard Reports
- 1250→ Converted to BI Publisher (Our Next Gen toolset)
- End User Layer Provided for custom reports
- PMV's within Application exist and are supported



OBI Analytics

- Multi Source Data Warehouse Based Approach
- OBIA 7.96 now has metrics for HCM, Talent, Recruiting
- Lineage between operational and HR Analytics



Embedded Analytics

- Within Talent Apps
- Recruiting, Compensation, Learning
- Examples are Equity Analysis, Recruiting Dashboards, Compensation Dashboards

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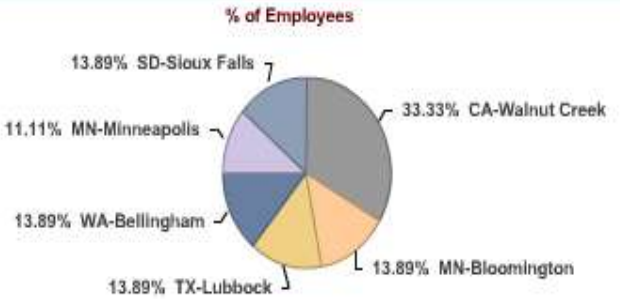
Performance Summary for High Effectiveness - High Efficiency

Update To 06/01/2008 11:45:40PM

Employee Performance Rating by Region

Region	★★★★★	★★★★☆	★★★☆☆	★★☆☆☆	★☆☆☆☆	Grand Total
CA-Walnut Creek	6	5	1			12
MN-Bloomington	2	2	1			5
TX-Lubbock	2	1		1	1	5
WA-Bellingham	2	1	2			5
MN-Minneapolis	2	2				4
SD-Sioux Falls	2	2	1			5
Grand Total	16	13	5	1	1	36



Performance Summary for All Employees

Update To 06/01/2008 11:45:40AM

Employee Performance Rating by Region

Region	★★★★★	★★★★☆	★★★☆☆	★★☆☆☆	★☆☆☆☆	Grand Total
CA-Walnut Creek	6	9	4	6	1	26
MN-Bloomington	2	3	11	5	2	23
MN-Minneapolis	2	2	18	2	3	27
SD-Sioux Falls	2	2	9	3	5	21
TX-Lubbock	3	1	18	2	2	26
WA-Bellingham	2	3	16	4	2	27
Grand Total	17	20	76	22	15	150

12.1.2: Released on Dec 18th 2009

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HCM Roadmap - Key Features

Compensation

- *Market Survey Data Integration*

Time and Labor

- *Absences-Time card integration*

Learning Management

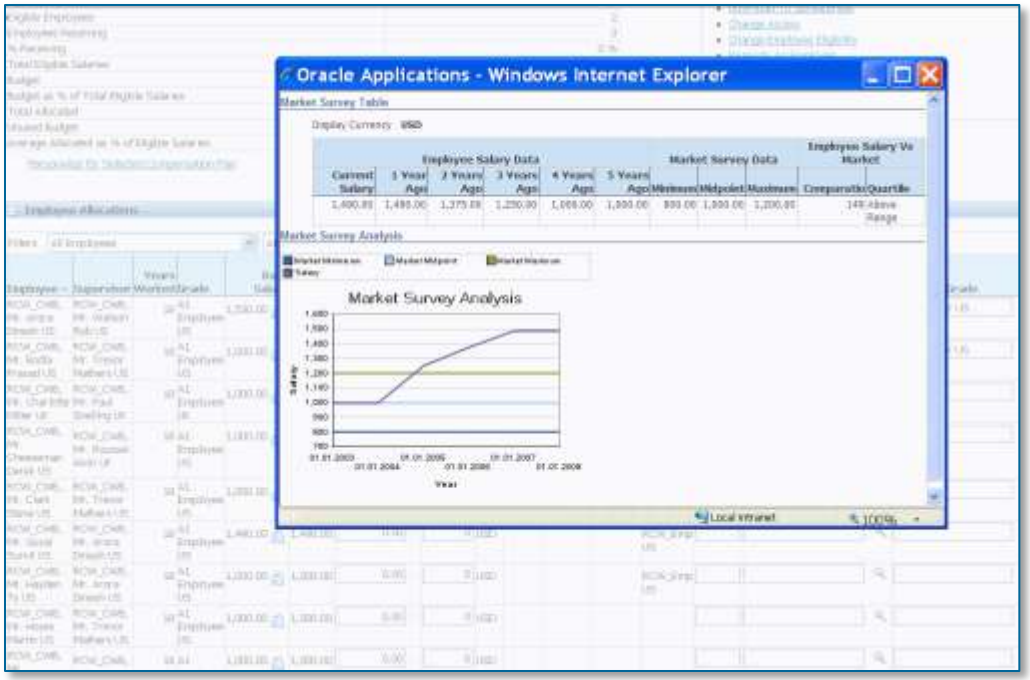
- *E-Signature*

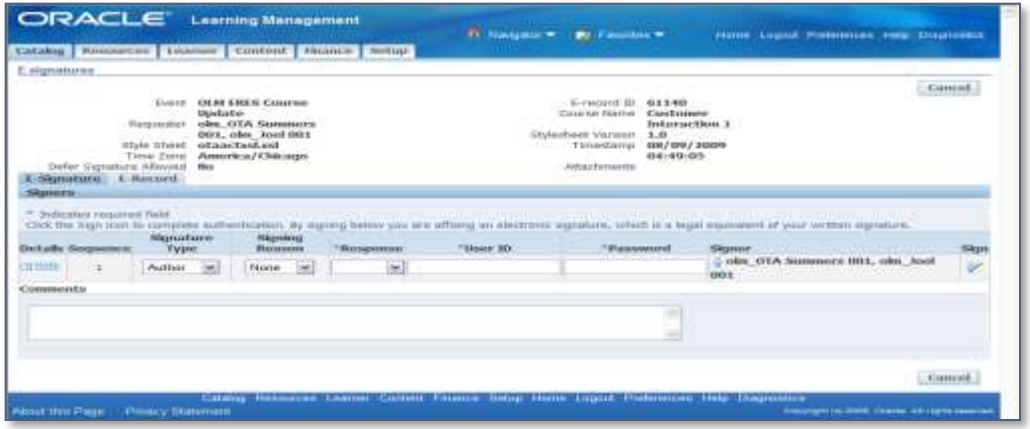
Self Service HR

- *Hire employee applicants and rehire ex-employees in Manager Self Service*

iRecruitment

- *RSS Feeds for new job posting*

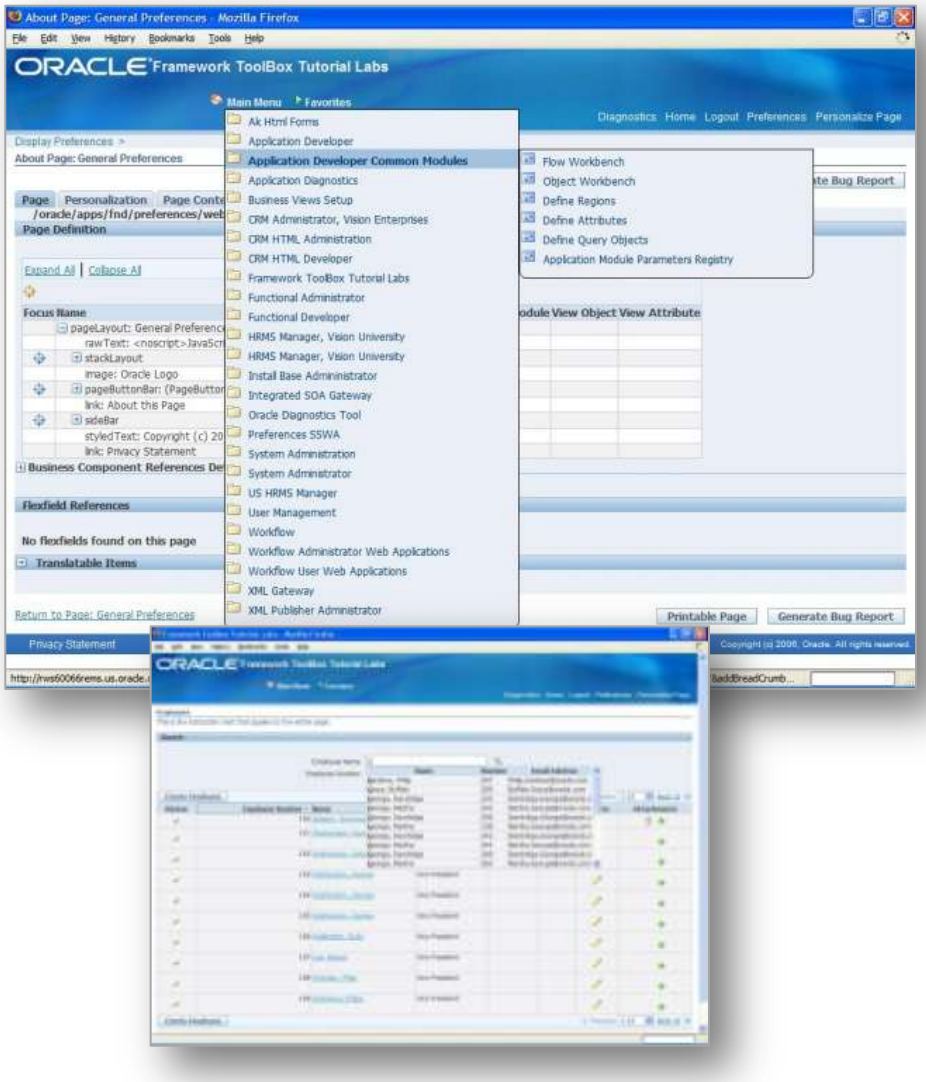




Enhanced Usability

Usability Enhancements in EBS

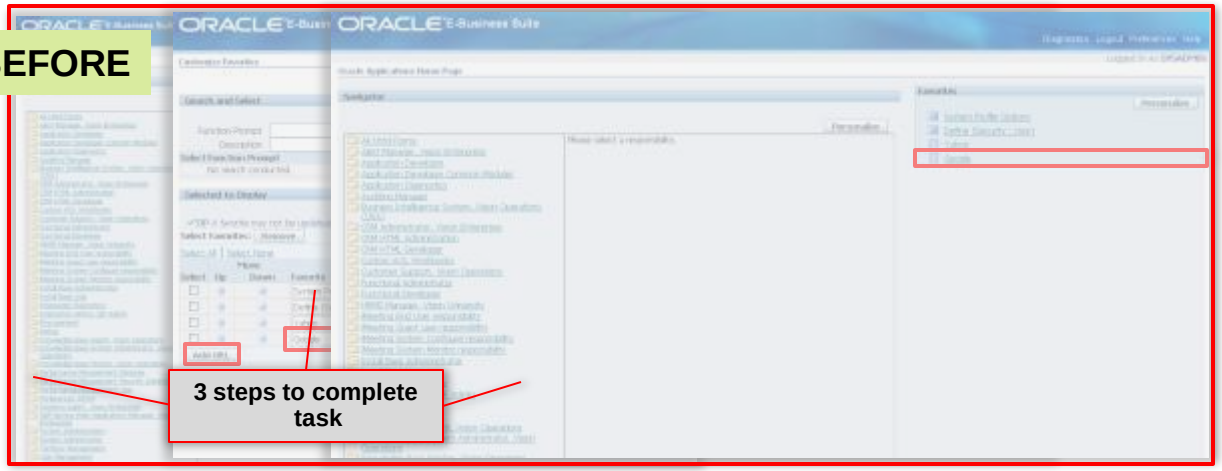
- WHAT – Improved application usability through enhancements to native user interface
- HOW
  - Type-ahead search
  - Configurable Home page
  - Pull-down navigation
  - Web 2.0 content containers,
  - Embedded OBIEE Analytics
  - Desktop Widgets
  - REST Services
- RESULTS
  - Enhanced user productivity and more appealing user experience.
  - Applicable to all existing and new EBS customers



User Experience Enhancements

Favorites

BEFORE



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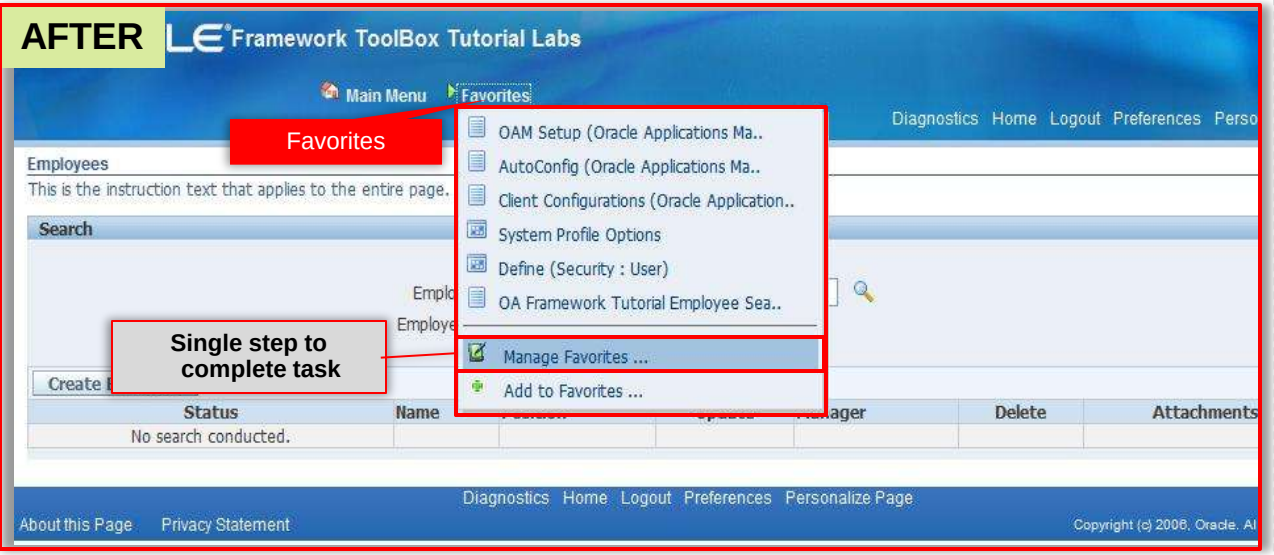


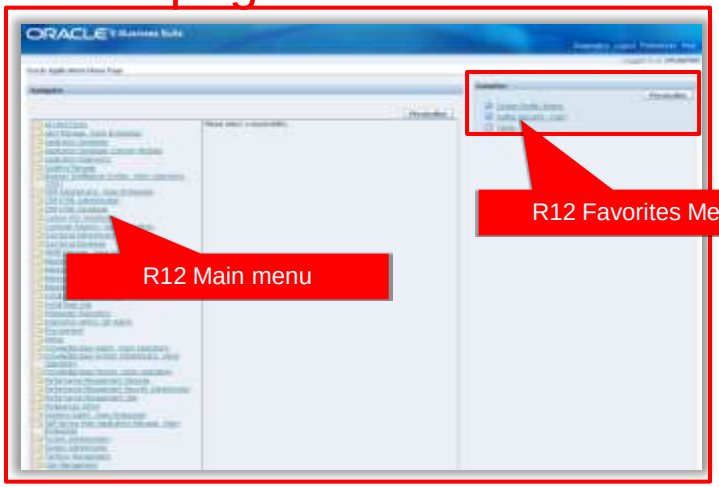
Favorites Menu

- List of user Favorites
- Add and Manage Favorites in a single click

User Experience Enhancements

New Homepage

BEFORE



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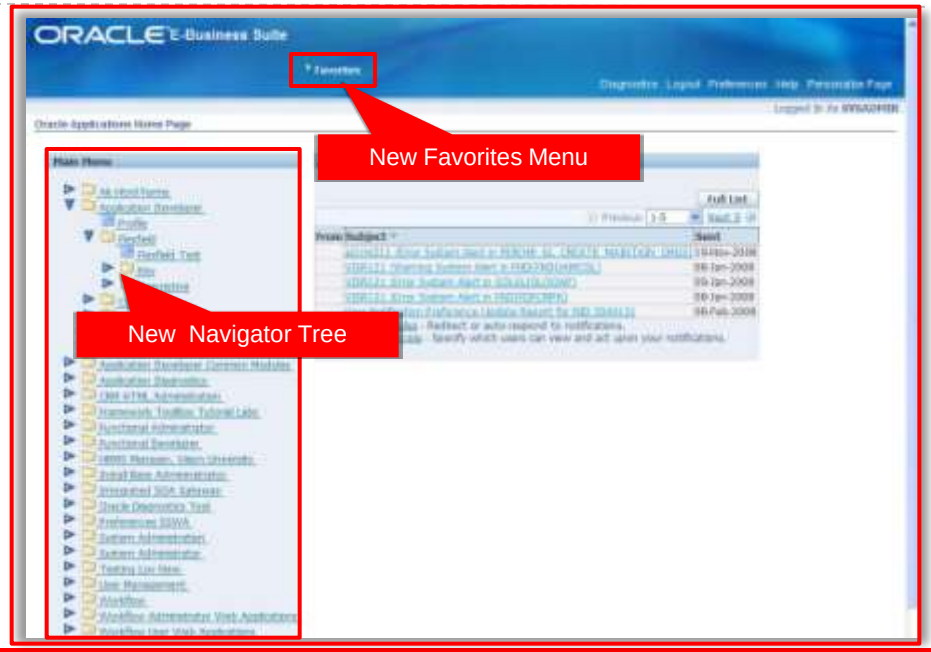
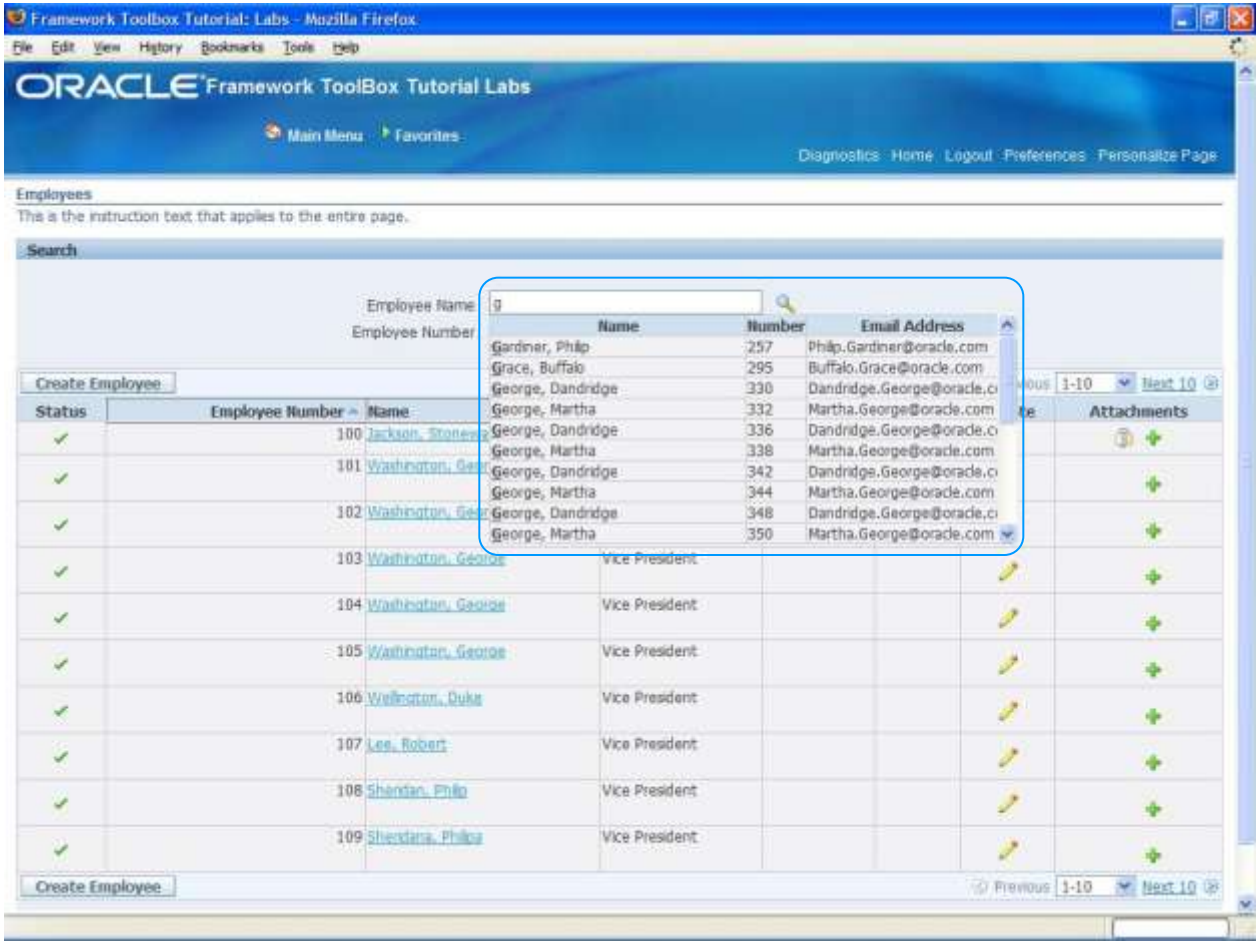


New and Improved Menu

- Main menu with new navigator reduces number of clicks with the tree hierarchy
- Allows rapid cross-application navigation.
- Avoids navigation to Home Page eliminating at least 2 server-side requests.
- Moved Favorites to the global menu to improve manage favorites better
- Uses richer and faster AJAX calls to fetch menus

OA Framework Usability

Look-ahead LOV



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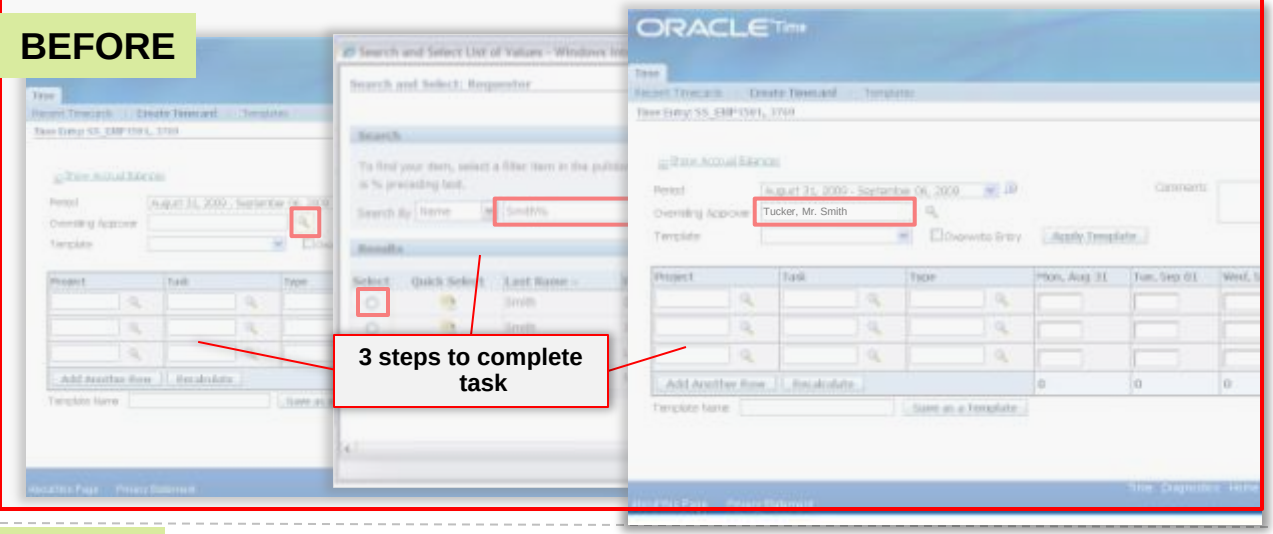
User Experience Enhancements

LOV Component

BEFORE



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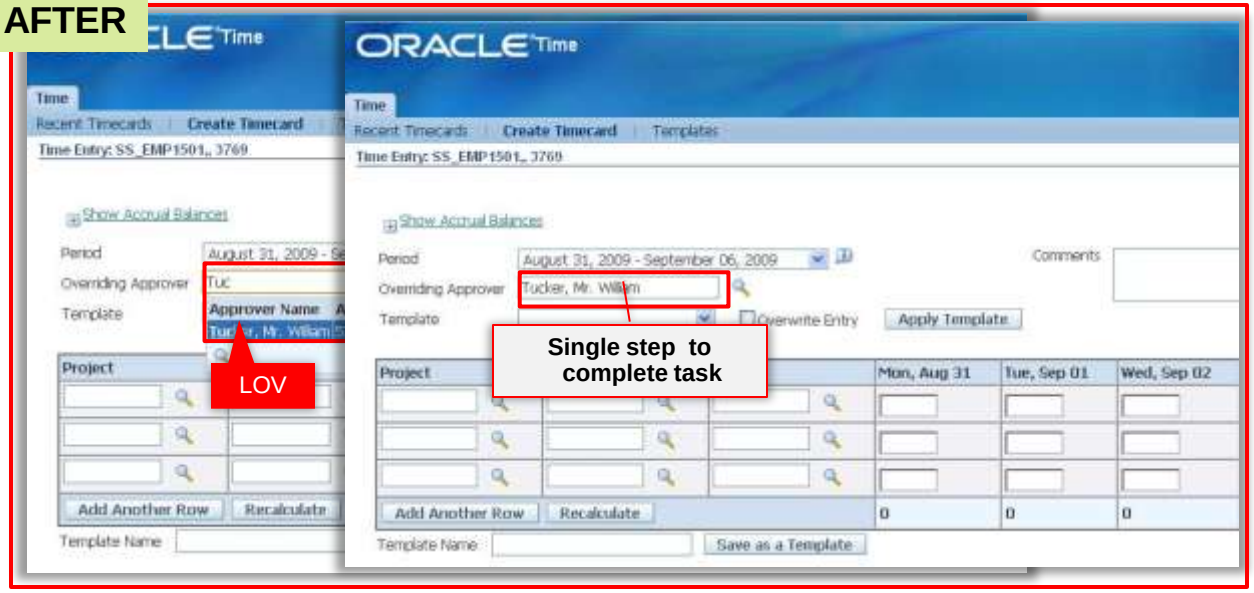


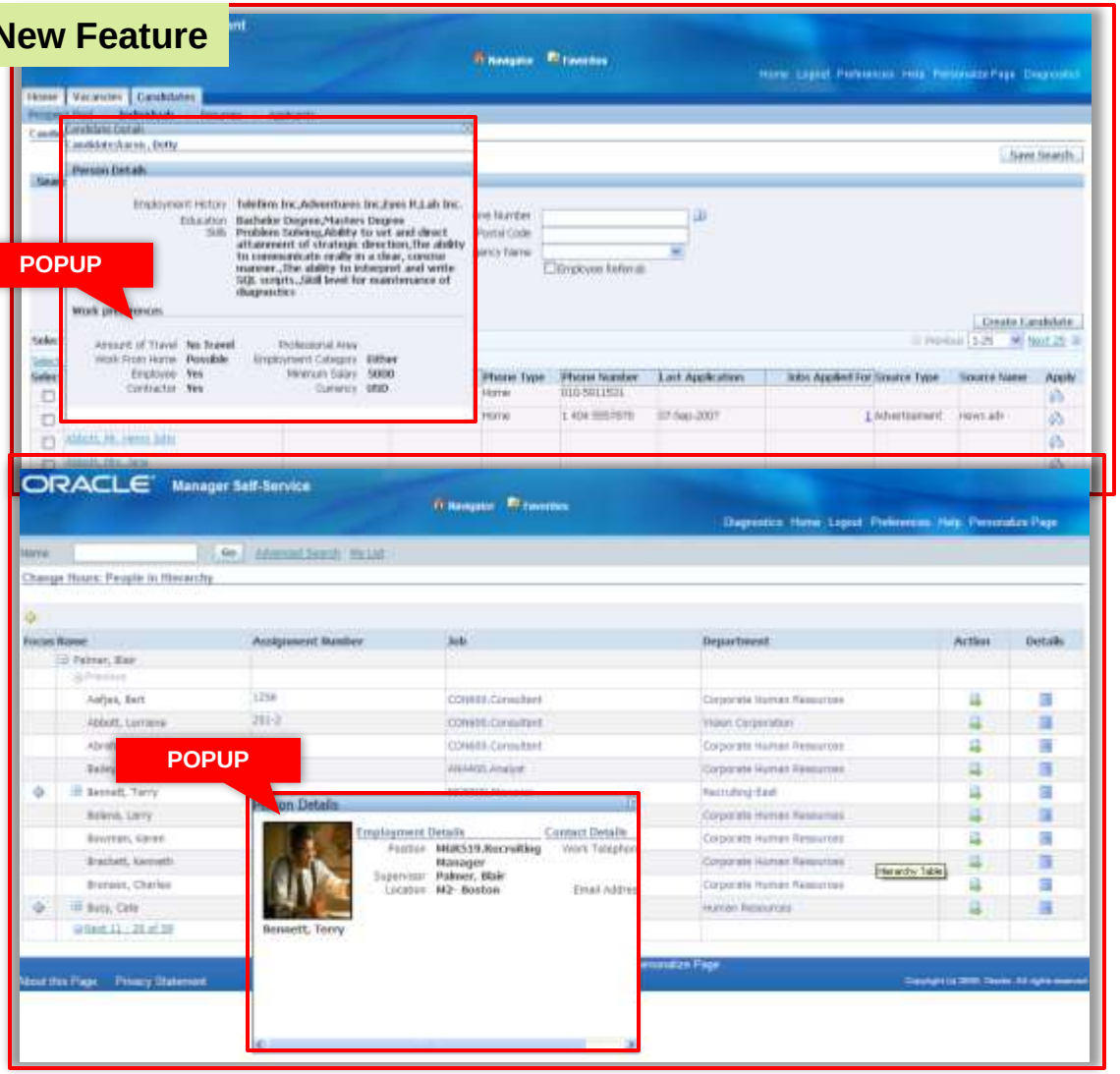
New and Improved LOV component

- List of Value components which is most frequently used by all users now provides similar experience like Google (Google suggest)
- Inline list appears after user types in 1 or more characters and pauses
- Reduces number of steps and time taken to complete tasks
- Quick inline access to desired result

User Experience Enhancements

Popup

New Feature



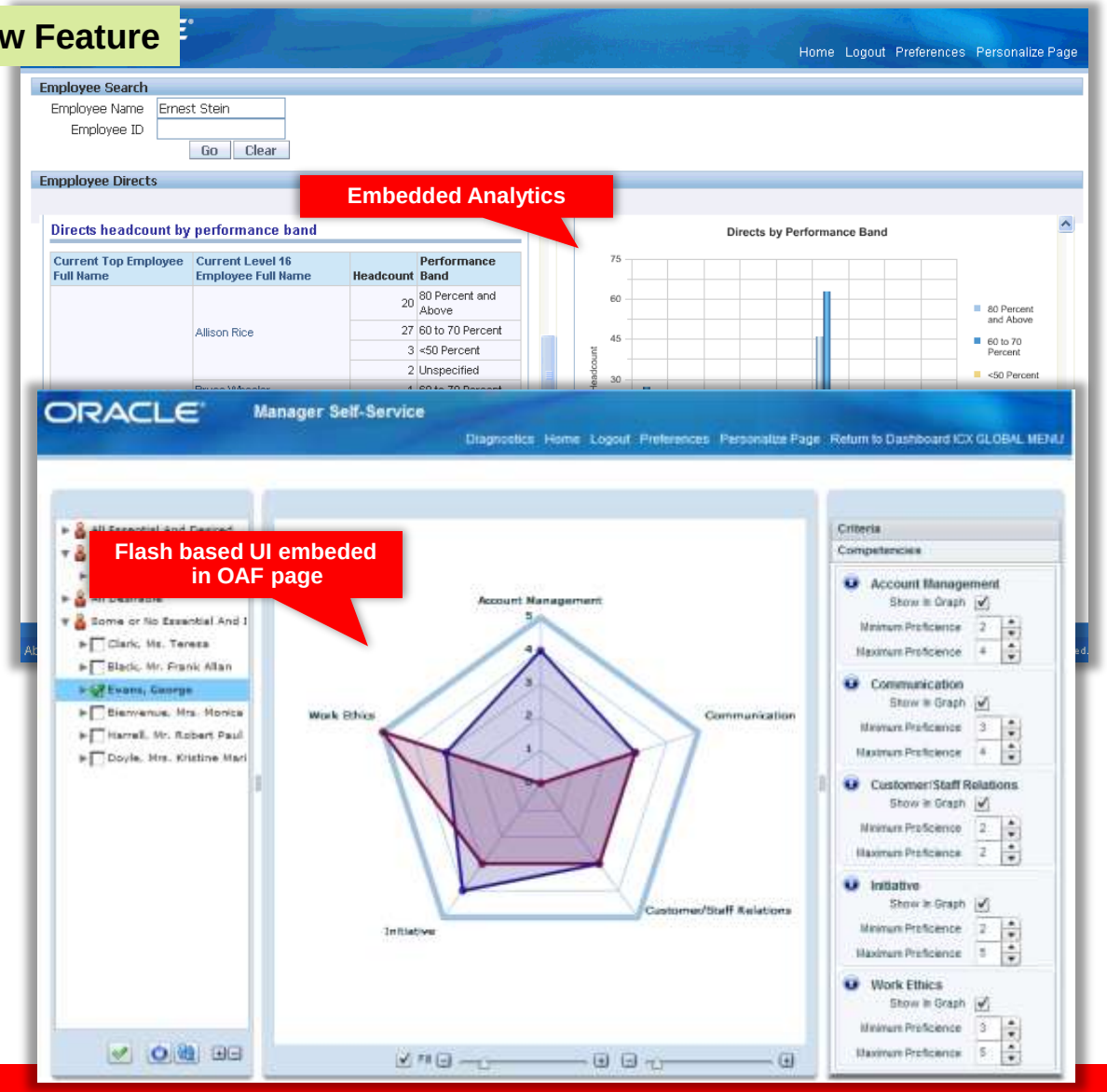
New Popup Component

- Single click drill down view in a popup
- Displays related links or action links or shortcuts.
- Quick view of contextual information of a selected component or row.
- Embedded popup as part of request-response.
  - Popup content fetched as a separate request with support for parameter passing

User Experience Enhancements

Embedded Analytics

New Feature



Embedded Analytics

- New Rich Container component in OA Framework to allow embedding of rich, Web 2.0 content, supports content types like:
  - Flash
  - OBIEE Analytics
  - ADF Task Flows
- Ability to embed any rich, Web 2.0 content into an EBS page (such as Flash/Flex content)
- Seamless and transparent context sharing between embedded content and base page content

Self Service HR

- Rehire Ex-Employees
  - Allows Managers to directly rehire ex-employees into the same organization. (The ex-employees do not need to be applicants)
  - Managers can also view terminated assignment information, view rehire recommendation, rehire into a new primary assignment
- Hire Employee Applicants into New Assignments
  - Using the Internal Hire feature in Self Service, managers can hire employees into additional assignments. (can switch assignments)
- Terminate Secondary Assignments
  - Managers can now terminate Secondary assignments through MSS

Succession Planning

- Create Succession Plan for Contingent Workers
- Menu Entry for “Updating Succession EIT for Workers”
- Create Succession Plan Page now allows ability to navigate to the Talent profile for workers
- View Succession Plan for Ex -Employees

iRecruitment

- Create User Account for Candidates created by Hiring Managers and Recruiters
- RSS Feeds for Jobs (Web 2.0)
- Hyperlinks in Notification Messages. (Allowing for direct navigation)
- ICS File Attachments for Interview Notifications
- View Salary Amounts in User Prefered Currency

Performance Management

- Performance Journals
  - Managers and Employees can maintain a journal with their notes, accomplishments etc. which can be reference during the appraisal process
- Population Eligibility Profiles
  - Use Eligibility Profiles to identify plan populations. Performance Plan Administrators can then rollout PMP's to the population that meet the eligibility profile. Also plan administrators can attach different templates to different groups within the plan population

Compensation Workbench

- Enhanced CWB Spreadsheet Download/ Upload
  - Personalize the CWB Worksheet Download Prompts
  - Make Promotions offline in the CWB Spreadsheet
  - Upload Custom Segments and Other Rate Changes
- Display Market Salary Survey Data in CWB
  - Market Data uploaded through spreadsheets/ HR professional is now displayed in the CWB allocation worksheet.

Oracle Learning Management

- eSignatures for CFR Part 11 Compliance
- Administrator Access Control – Controls what content and catalog data each admin can work on
- Enhanced Learning Path Functionality
  - Automatic Enrollment and Unenrollment
- New Competency Update
  - Automatically set the start and end date for a newly acquired or updated competency
- UI Improvements
  - Direct Enrollment Icon to Search Results
  - Pre Requisite Course Offerings are a hyperlink
  - Enrollment Shortcuts and Email Icons to the Class List Page (for administrators)

Time and Labor

- OTL Time Card Integration with Absences
  - Absences created in Oracle HR/ SSHR now get populated in the OTL Timecard
  - Users can make absence entries in the timecard and that gets posted to the absences tables.
  - Benefits include accuracy of time and absence information and transfer to payroll

Oracle Advanced Benefits

- Default Enrollment for backed out Intervening Event
- Suppress HIPAA if participant gains electability in Alternate Plan Type
- Carry Forward Certification for Life Events that do not have coverage restrictions configured

Expanded Localizations

- EMEA
  - Balance Reporting Architecture
  - Absence Statistics Report
  - Cash Management for EFT Payments
  - Payroll Exception Reporting
  - View Cost Allocations
  - View Magtape Output window
- Japan
  - Salary Payment Report in e-File
  - Receiving Local tax data in e-File
  - Workers Register Report
  - Employee Details Report (Shain Daicho)
  - Rehire Employees before final processing date

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http://search.oracle.com

HRMS R12.1

or

https://metalink.oracle.com

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