



# ORACLE®

### **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.







### **Oracle E-Business Suite HCM Products**

Intelligence	ОВІ Ар	ps, Reports, HR Intel	ligence		
Talent	iRecruitment	Learning Management	Workb	Comp ench and OIC	
Management	Performance Mgmt	Succession Planni	ng iL	.earning	
Self Service		Self Service HR			
	Time & Labor	e HR, Benefits)			
Workforce Management	Global Pa	yroll	Advanced Workforce Benefits Scheduling		
Training Aid		User Productivity Ki	t		



CONFIDENTIAL: All capabilities and dates are for planning purposes only and may not be used in any contract

### Deep Localizations Expand Global Boundaries

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



**Plus** International HRMS

ORACLE

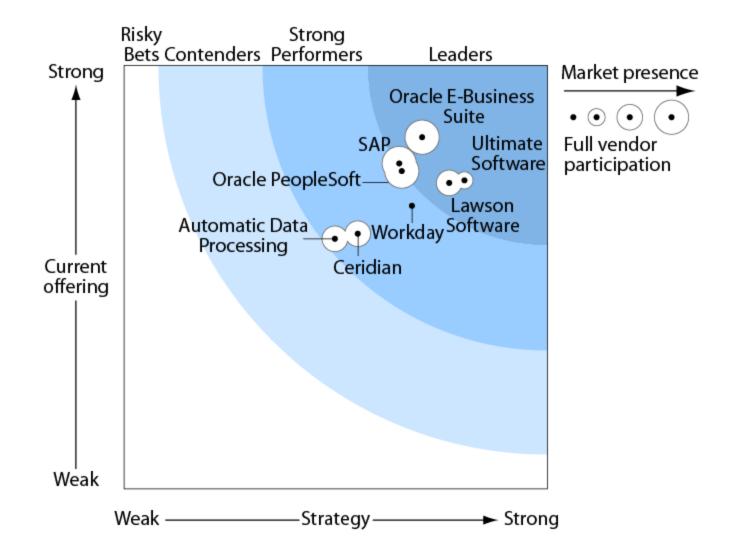
### Manage All Employees Within a Single System While Adhering to Local, In-Country Regulations

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FORRESTER

October 2008 "The Forrester Wave™: Human Resource Management Systems, Q4 2008"

Forrester Wave<sup>™</sup>: HR Management Systems, Q4 2008



### **E-Business Suite Release 12 Live Customers**



## cisco

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

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 Protocolbased (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

## **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

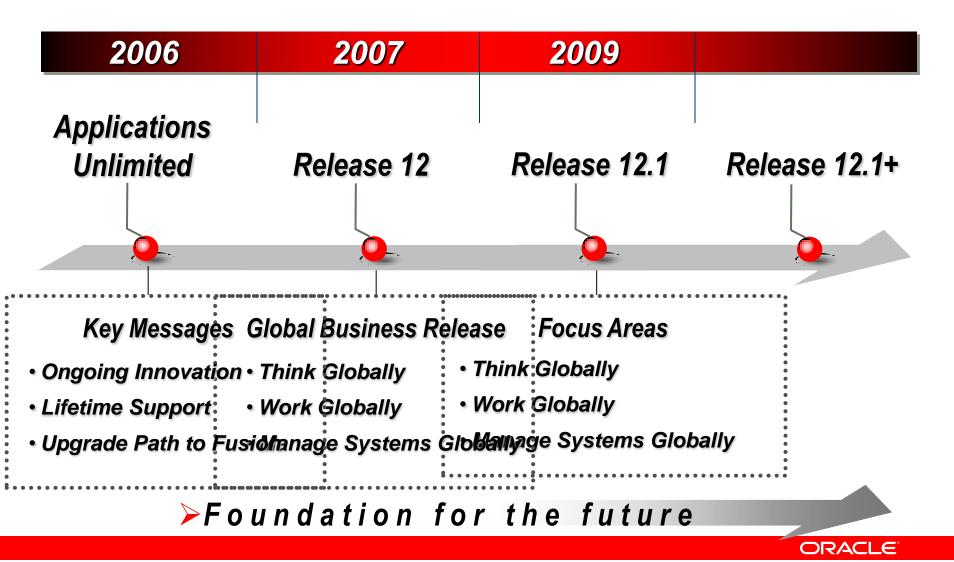




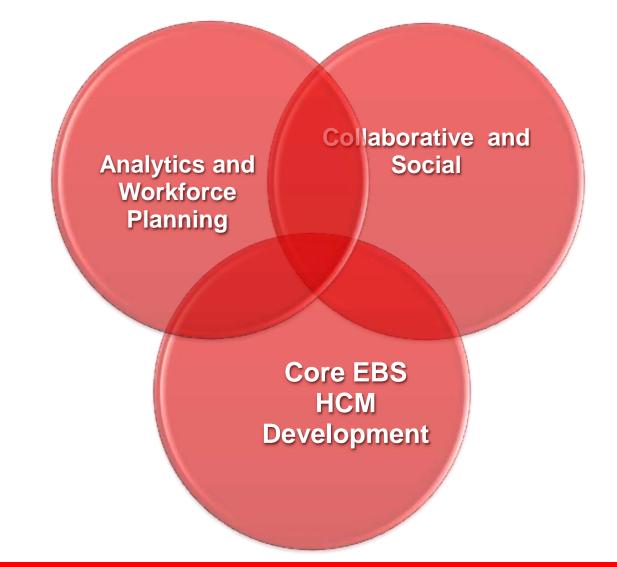




## Oracle's Application Strategy Applications Unlimited



## **HCM Strategy and Focus Areas**



# **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



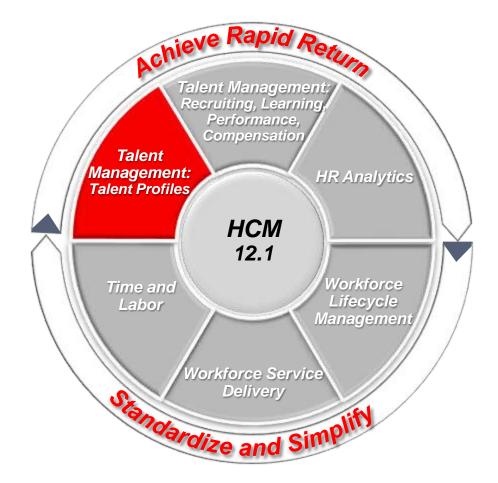






### **Oracle E-Business Suite Human Capital Management**

**Talent Management: Employee/ Talent Profiles** 



# **Talent Profile**

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# **Talent Profile**

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## **Talent Profile**

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	The Executive Leadership	Instructor Le		Attended	2003-08-04	2003-08-08
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# **Succession Planning in Release 12.1**

**Increase Employee Engagement & Retain Key Talent** 

#### WHAT'S NEW IN 12.1

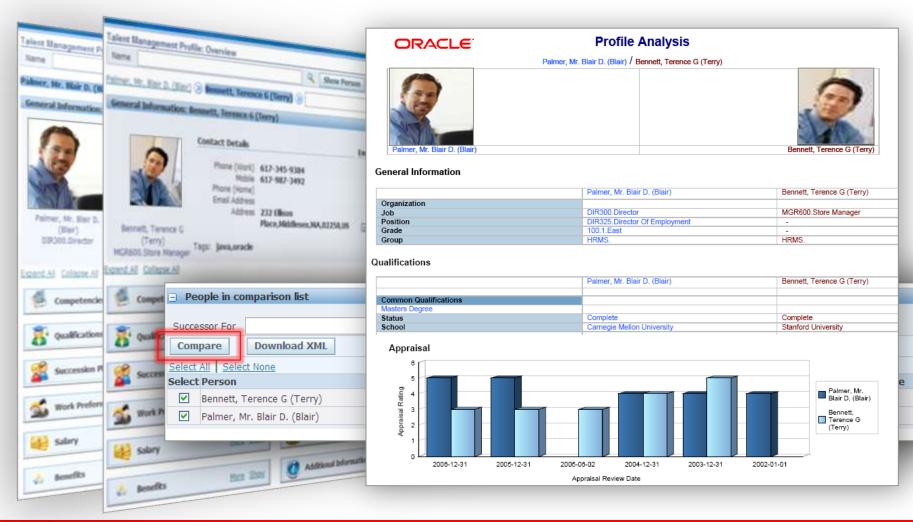
- Identify critical roles, jobs, positions and people in the organization
- Identify talent pool available in the organization
- Map the talent pool with the critical roles, jobs, positions and people

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

Succession Plan for * Employee Name Personalize "Create Su	s, Mu			٩		Turnover Rate Key	/ Risk of Loss Role / Person
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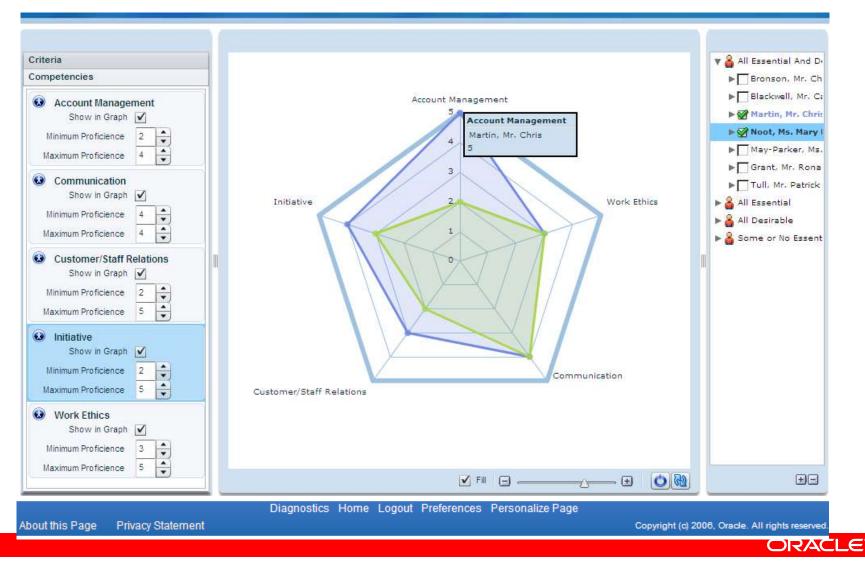
### **Profile Analysis/Comparison**



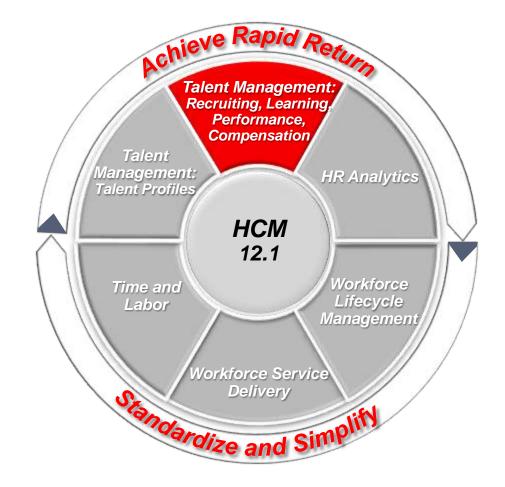
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### **Competency Compare Approach**



### Oracle E-Business Suite Human Capital Management



## 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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## **Performance Management in Release 12.1**

**Employee Objectives Contribute to Enterprise Goals** 

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### 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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elec	t Worker Name	Assignment Number	Department	Job Name	Position	Status
	AVR, Mr. Subramanyam	259	EBS Human Resources Development	Software Development- Manager	Development Manager	Not Yet Started with Manager
	Abedin, Mr. Tushar	258	EBS Human Resources Development	Software Development-Sr Mgr	Senior Development Manager	With Manager
Add	Objectives to Casc	ade	es to All Selected Emp Worker Objective Nam	loyees e *Start Date Update Del	ete Duplicate	

Perform	ance Management > Set Worker Objectives > Mass Cascade Objectives >			
Select	Objectives to Cascade			
		Cancel	Add New and Align	Duplicate and Align
Select	All Select None			
Select	Details Manager's Objectives			
V	Show Increase Revenue from Licence and Product Sales-15 Million Dollars (Ian)			
<b>V</b>	<u>■ Show</u> Roll out one product training session per quarter for Core HR & SSHR (Ian)			
		Cancel	Add New and Align	Duplicate and Align

# Line of Sight

Performance Management > Tra	ck Objectives	Progress >							
Line Of Sight	\$52	93							
									Back
View Upward Alignment of Obj	ectives.								- Loosentin
Objective Name	Hierarchy Level	Owner	Priority	Measurement y Style	Target Value	Target Date		Complete (%)	Achievement Date
Increase Revenue by 50 Million Dollars	2	Godwin, Clifford	High	Quantitative	5000000	30/Nov/2008	₽		
Increase Revenue from Licence an Product Sales- 30 Million Dollars (Murali)	1	Subramanian, Mr. Murali	lligh	Quantitative	3000000	30/Nov/2008	4		

View	Downward Alignment of Objectives.								
Expa	nd All Collapse All								
Focu	Objective Name	Owner	Priority	Measurement Style	Target Value	Target Date	Actual Value	Complete (%)	Achievement Date
	<ul> <li>Increase Revenue from Licence and Product Sales- 30 Million Dollars (Shenoy)</li> </ul>	Subraya, Mr. Shenoy	High	Quantitative	3000000	30/Nov/2008	\$		
\$	<ul> <li>Increase Revenue from Licence and Product Sales-15 Million Dollars (Prakash)</li> </ul>	Pulla, Mr. Prakash	High	Quantitative	15000000	30/Nov/2008	4		
	Increase Revenue from Licence and Product Sales-15 Million Dollars (Ian)	Sterling, Mr. Ian	ligh	Quantitative	15000000	30/Nov/2008	4		

Back

## 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**

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OTrue						
2. How was the teacher?						
(Choose all correct answers)		nent	Evaluation Ma	ster Report	ş	Report Date: 24-APR-2008 10:3 Page 2 of
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Able to answer your questions.						
Able to relate the topic to your daily life.						
Knowledgeable about the topic.						
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	First Aid - Apr 08	First Aid	2008-04-24T09: 29:39.000-07:00		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.
<ol> <li>The content was accurate and up-to-date?</li> <li>Disagree</li> </ol>	First Aid - online offering 180075	First Aid	2008-04-24T09: 36:18.000-07:00	1466(355)	Please tell us how we can improve the content of this course.	No comments.
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	offering 180075		2008-04-24T09:		content of this course.	Constant 1998

# **Compensation Workbench in Release 12.1**

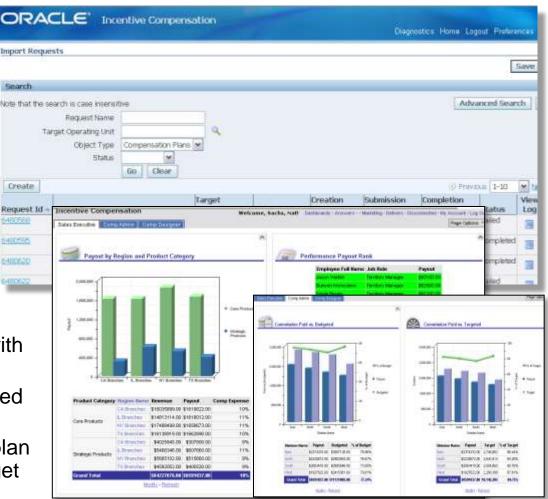
## Manage Pay for Performance Globally

### WHAT'S NEW IN 12.1?

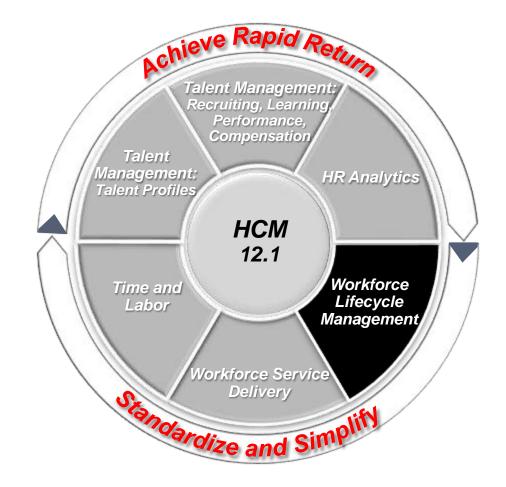
- Plan Modeling
  - Scenario comparison and impact analysis
  - Business event change modeling
  - One click in-line plan and plan component copy
  - Import, export and document plans
- Analytics by Role
  - Compensation Designer, Finance Manager, Sales Management

### 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



### Oracle E-Business Suite Human Capital Management



# 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

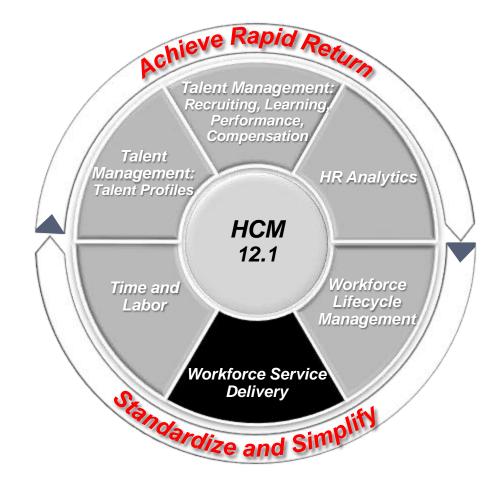
#### RESULTS

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

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	Assign Outplacement Service					1	

\* Available in Release 12

## Oracle E-Business Suite Human Capital Management



# **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

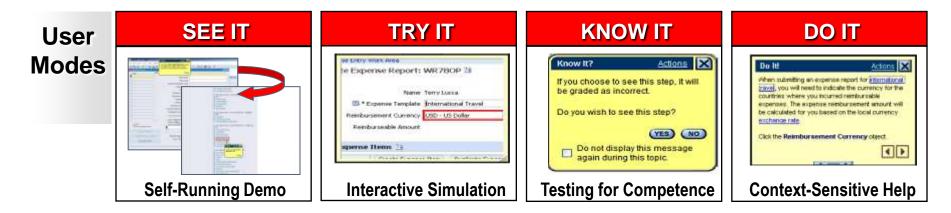
### RESULTS

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



# Drive Greater End User Productivity

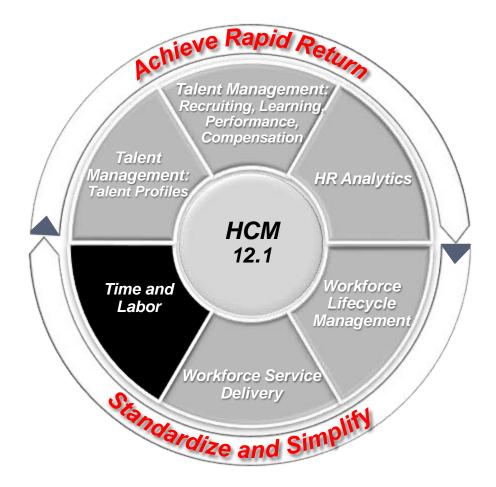
**UPK: Pre-Built End-User Documentation** 



#### 1,575 Pre-delivered Topics across E Business Suite

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

## Oracle E-Business Suite Human Capital Management



# 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 ٠ processes

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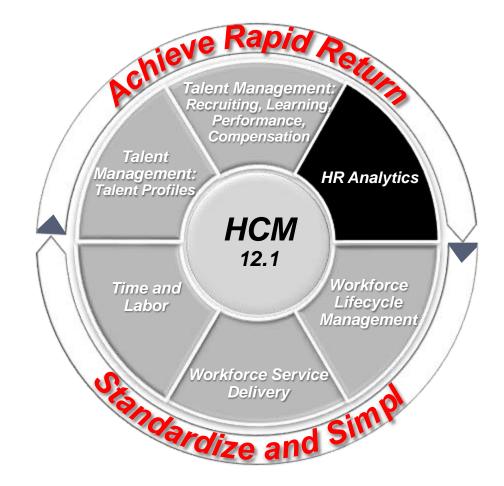
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## Oracle E-Business Suite Human Capital Management



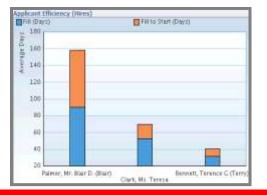
# **Oracle EBS HCM Solutions**

#### Analytics



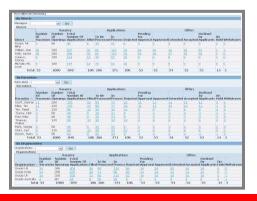
#### **Standard Reports**

- 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



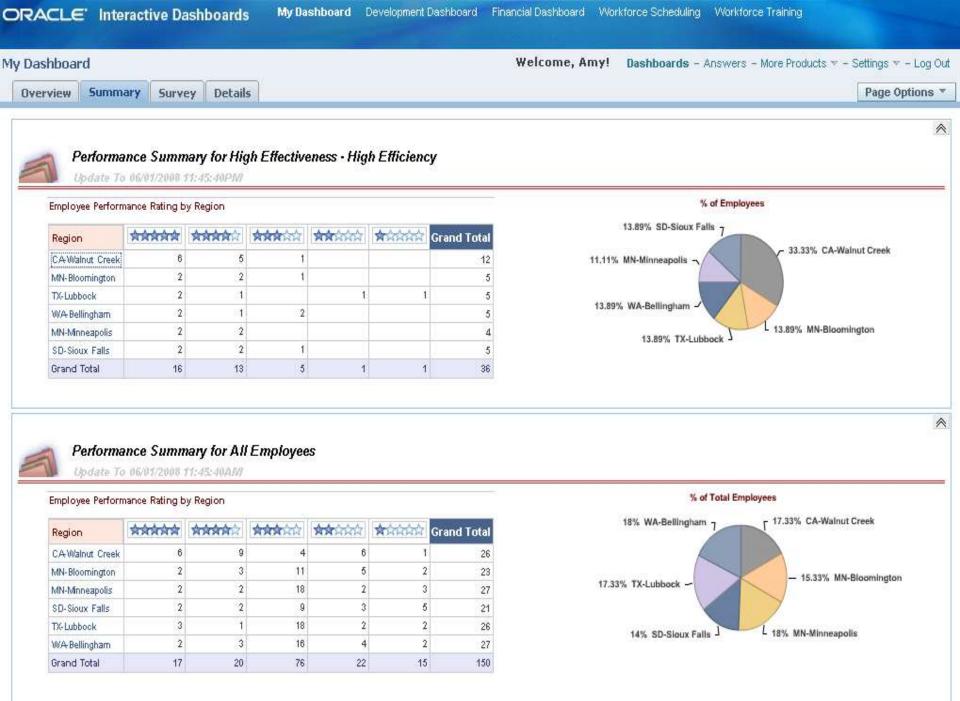
#### **OBI Analytics**

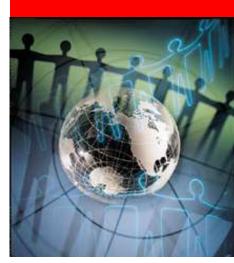
- Multi Source Data Warehouse Based Approach
- OBIA 7.96 now has metrics for HCM, Talent, Recruiting
- Lineage between operational and HR Analytics



#### **Embedded Analytics**

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





## 12.1.2: Released on Dec 18th 2009



# **HCM Roadmap - Key Features**

Compensation

Market Survey Data Integration

Time and Labor

Absences-Time card integration

## Learning Management

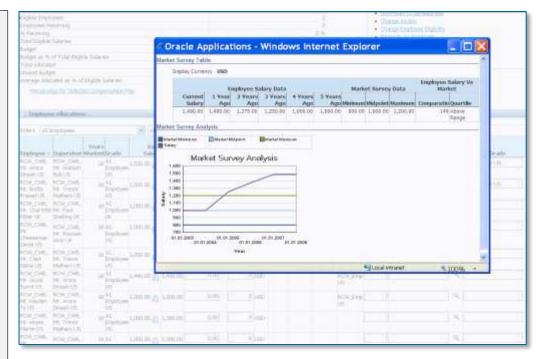
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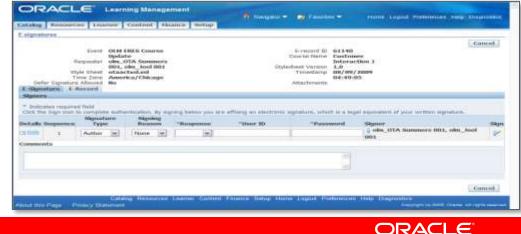
Self Service HR

• *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

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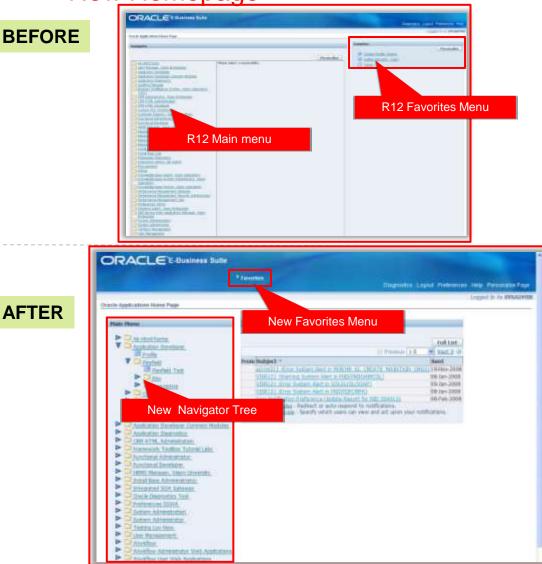
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#### **Favorites Menu**

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

#### New Homepage



#### 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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## 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



#### Popup

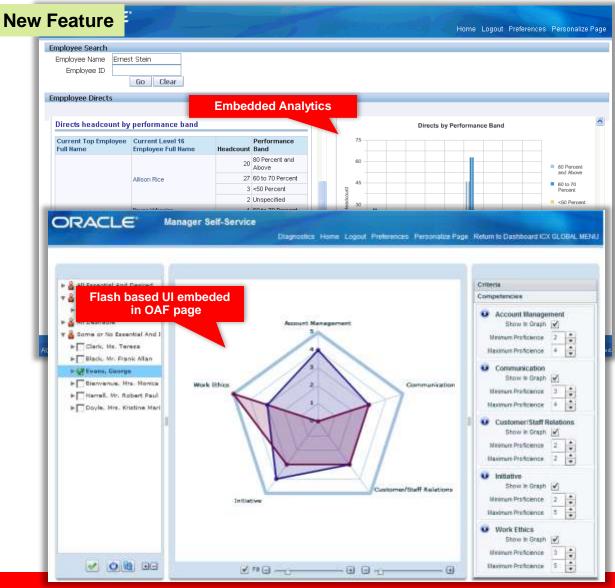
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#### **New Popup Component**

- 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



#### **Embedded Analytics**



#### **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







# **For More Information**

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