ORACLE HUMAN RESOURCES ANALYTICS FOR FUSION HUMAN CAPITAL MANAGEMENT

Oracle Human Resources Analytics, part of the Oracle Business Intelligence Applications family, provides organizations detailed analysis on HR programs and workforce performance. With more than 300 metrics and 600 dimensional attributes, Oracle Human Resources Analytics provides the workforce information your human resources (HR) professionals and front-line managers need to analyze workforce staffing and productivity, and to better design compensation that rewards performance.

Deeper Talent Insight Together with Fusion Applications

With Oracle Human Resources Analytics woven throughout Fusion Applications, a full range of analytics are embedded directly into key business processes. Users at all levels of an organization have the information they need to make better, more informed decisions. Oracle Human Resources Analytics extend Oracle Fusion Applications with deeper insight into an organization’s past, present and current performance trends. It delivers complete, consistent analytic information; to support the full range of decision-making needs from tactical to strategic. In addition to HR Performance, Operations, Compensation, Leave & Absence, HR Analytics also delivers new analytical reporting for Payroll, Leave Accrual and Headcount Gain/Loss. Oracle Human Resources Analytics leverage Fusion Middleware and inherits user and data security defined in Fusion Human Capital Management system.

![Analytics for Planning and Organizing Employment Information](image)
KEY BENEFITS

- HR Analytics provide complete, real-time, and enterprise wide insight for all users, enabling fact-based actions and intelligent interaction
- Help front line managers improve employee performance and manage headcount
- Delivers pre-built solutions designed for faster deployment at a lower cost, lower risk, and with better business results
- Oracle Human Resources Analytics integrates data from HR, financial and other enterprise systems and transforms it into integrated, easy-to-use, and actionable insight
- Improving overall profitability through more effective workforce cost control.

Turn Data into Insight

To fully understand how workforce factors affect the business requires timely and integrated insight from HR and operational systems across the enterprise. However, most organizations struggle to obtain timely and relevant information from their enterprise systems. The reasons are twofold. First, there has been an explosion in both the volume and complexity of enterprise data, which is often fragmented across many disparate transactional systems and departments. Secondly, the traditional business intelligence (BI) systems used by many organizations to analyze this data does not deliver the information in a way that is both timely and actionable to executives and front-line managers.

Through intelligence analysis and dashboards embedded into Fusion transactions, Oracle Human Resources Analytics provides powerful metrics, alerts, and reports to executives, HR professionals and line managers, enabling them to understand how workforce factors are affecting individual departments and take appropriate actions. Managers and front-line professionals receive critical information on workforce development, workforce cost, and diversity at levels of detail such as by geography, job category, division, and pay grade.

Fits Into Your Application Landscape

Oracle Human Resources Analytics integrates data from HR, financial and other enterprise systems and transforms it into integrated, easy-to-use, and actionable insight into how various factors impact workforce and business performance. For example, in conjunction with Oracle Contact Center Telephony Analytics, Oracle Human Resources Analytics can help managers better understand how staffing levels, pay-for-performance, and employee performance correlate to employee retention rate.

Visual Drag and Drop Design

Oracle BI Answers provides a visual “drag & drop” report designer and a true end user ad hoc capabilities in a pure Web architecture. Users interact with a logical view of the information—completely hidden from data structure complexity while simultaneously preventing runaway queries—and can easily create charts, pivot tables, reports, and visually appealing dashboards, all of which are fully interactive and drillable and can be saved, shared, modified, formatted, or embedded in the user’s personalized Oracle BI Intelligence Dashboards or in any Fusion
HCM page through personalization. The results are new levels of business user self-sufficiency in an environment that is fully secure and controlled by IT.

Figure 3 – Personalization with Visual Drag and Drop Design Capabilities

Next-Generation Business Intelligence Platform

Oracle Business Intelligence Applications are built on the Oracle Business Intelligence Enterprise Edition Platform, a next-generation analytics platform that fully leverages existing data warehouse and business intelligence investments. It is built using standards-based technology enabling easy integration with existing IT environments and supports all leading relational and OLAP data sources. Moreover, Oracle Business Intelligence Applications provide support for large numbers of concurrent users with native support for mobile and tablet devices, multi-terabyte data sets, and the largest enterprise implementations.

Leverage Your Existing Oracle Investments

Whether your organization plans to deploy Fusion Applications today or sometime down the road, Oracle Business Intelligence Applications provide a consistent business intelligence foundation that will support your existing deployment, and provide a seamless bridge to your Fusion BI implementation in the future. An investment in Oracle Business Intelligence Applications today improves your readiness for Fusion Applications.