Oracle Fusion Talent Management

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Service

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Oracle Fusion Talent Management
Approach & Features
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A. Oracle Fusion Talent Management Approach

The Strategic Talent management requires looking at the big picture. You can have a great recruiting strategy but later lose your top recruits due to a lack of employee development. You can have the right leaders for organizational success today but be thrown for a loop when one of them leaves at a crucial time, with no replacement in sight. That’s why Oracle Talent Management Cloud covers all of the key milestones in the employee lifecycle: sourcing and recruiting, performance and goal management, compensation, succession and talent review, and learning and development. The talent management modules connect seamlessly to one another and can co-exist in harmony with your existing human capital management platform so the end result is a cohesive user experience, clean consistent data and complete insight into your workforce. With Oracle Talent Management Cloud, you can:

- Attract, retain and motivate top talent with flexible, workflow-driven talent management
- Align individual goals with corporate goals and provide clear visibility into how each employee contributes to the success of the organization
- Drive a strategic, end-to-end talent management strategy with a single, integrated system for all talent-related activities
- Leverage social media to broaden your recruiting reach, generate high-quality employee referrals and increase employee engagement
B. Oracle Fusion Talent Management Modules & Features

Oracle Fusion Talent Management Base

Oracle Fusion Talent Management Base (TM Base) is the base layer for implementing Oracle Fusion Talent Management Applications. TM Base provides you with the ability to synchronize your existing core Human Resources (HR) system with Oracle Talent Management applications in a co-existence environment. The standard graphical organizational chart provides an integrated view of all information related to an employee with an extremely user-friendly interface. Access to a 360-degree view of the employee provides both personal and professional details at a glance.

**KEY FEATURES**

- Maximize functionality on talent management arena linking Talent Management with legacy or non-Oracle Applications system of record.
- Talent Base promotes the transition to Oracle Human Capital Management (HCM) or other Oracle Cloud solutions at the pace dictated by the customer.
- Cut costs on integration and leverage the latest on open source.

**KEY BENEFITS**

- Improve productivity by having a single point of interaction to HR, line managers and employees.
- Increase process adoption through a delivered framework and best practices.
- Promote business flexibility by providing tools to manage and optimize business processes.
- Cut operational costs increasing effectiveness and efficiency.
- Ensure compliance through guided tasks while retaining the required approvals.

**Deliver Business Value with User Interface Integration**

TM Base provides a robust set of functions delivered through an intuitive user interface and the ability to integrate with your Core HR system of record. TM Base provides the Talent Profile and Organizational Chart while acting as a launch pad for strategic processes such as Talent Review, Performance, Goals and Compensation.
Oracle Fusion Goal Management

Goal Management enables the setting and tracking of goals across the various levels of an organization, supporting an ongoing performance conversation throughout the year. Business leaders communicate high-level initiatives, and managers and employees can collaborate to set goals that align to the organization’s direction. Personal development plans are delivered to allow employees to track their personal growth and career development.

### Key Features
- Track goals on an ongoing basis
- Publish organization goals for strategy visibility
- Promote collaboration using goal sharing and social network
- View goal progress for your team at a glance
- Track tasks as milestones for goal achievement

### Key Benefits
- Insight into how the organization or team is aligned and tracking to stated goals
- Set goals in the context of organization goals
- Share, align, and collaborate on goals with others
- Set development goals to support career growth
- Define target outcomes such as competencies and certifications and automatically update employee’s profile when goals are achieved
- Ability to set personal goals

Executive Insight into Goal Alignment

Setting annual goals is easy. Goal Management allows organizational leaders to set and track organizational goals and publish or assign goals to the organization. Executives, managers, and employees can easily see these goals and build them into their development plans.

Goals set at the highest levels cascade to employees and can help them understand the importance of their individual contribution to the overall organization.

Set and Track Performance and Development Goals

Effective goal management starts by setting both performance and development goals. Goal Management allows you to set and track these separately. This provides employees and managers the ability to maintain separation and track progress more easily.

Setting development goals separately gives employees and managers the flexibility to define goals that may be short term or long term and may span multiple periods.

Goals are tracked as a series of activities that, when combined, successfully achieve the goal. Organizations can track specific activities that support a particular goal, such as taking a training course or completing an assignment.

Goal Management enables users to identify specific activities and milestones as components of a goal and ensure they are completed on time.
**Personal Goal Tracking**

Goal Management also allows individuals to set personal goals not formalized with managers.

Personal goals can be used to track goals the individual is considering for future performance or development goals, but not yet ready to formalize into a plan. These goals are completely personal and not visible to managers. Goal Management keeps personal goals accountable and achievable while maintaining separation from formalized performance or development goals.

**Link Goals to Employee Profile**

Goal Management allows users to define goal target outcomes such as competencies and certifications and automatically updates the relevant parts of their employee profile as goals are achieved. This provides managers and peers a greater understanding about an employee’s abilities to take on new roles or assignments.

**Goal Sharing and Social Collaboration**

Goal sharing allows employees to share goals with other individuals throughout the organization to help groups and teams work towards a common purpose.

Goal sharing helps employees set goals by understanding what others are doing, and helps to promote collaboration.

**Track Team Goal Progress**

As a manager, having clear insight into how goals are progressing is important. Goal Management gives managers accurate insight for each direct report with an easy to interpret bar chart showing progress. This enables managers to quickly and easily ascertain team member progress towards goals and access alignment. Managers can also assign new goals to employees or shift goals among the team as needed.
Oracle Fusion Performance Management

Performance Management is designed to support employees, managers, and business leaders with point-in-time evaluation of worker performance. Organizations can configure the performance process to match their business practices. An industry-leading user experience enables employees and managers to easily see where they are and move smoothly through the process. Embedded intelligence supports managers and HR administrators in efficiently monitoring and managing the overall performance management process, enabling them to take action at the point it is needed.

**KEY FEATURES**
- Task list easily directs you to the next step
- Informational region provides helpful supporting information for evaluating competencies and goals
- Executive view into performance task completion, rating distribution, manager ratings and performance details
- Summary region provides quick overview of all ratings and comparison of employee to manager ratings
- Configurable process flows and content to match your business needs

**KEY BENEFITS**
- Easy navigation and completion of various performance tasks
- Get insight to how the organization is tracking for performance tasks and rating distribution
- View employee and manager ratings side-by-side
- Flexible, configurable template-driven setup

Executive Insight into Performance Management

Business Processes

Performance Management delivers real-time embedded business intelligence providing deep and meaningful insight into the performance process.
Flexible, Configurable Performance Evaluations

Having a flexible performance system that supports different processes. Depending on your business unit, you may want to conduct annual evaluations, project evaluations, or use performance improvement plans. Performance Management provides you with a flexible, configurable template-driven setup that you can mold to fit the performance processes of your organization without giving up control.

Easy Viewing of Worker Performance Documents

Managers require a quick means for accessing one or more worker performance document details during the evaluation process. Performance Management allows for easy viewing of any current or historical performance documents in an easy to read PDF format. This will give managers the ability to quickly review past performance documents as a guide to creating a new employee performance review, and can provide employees the same opportunity to review the past as they create or comment on a current review. Performance document PDF links are available in many parts of HCM such as Manager dashboard, Person Portrait, Workforce Compensation, during the promotion process, and in the Talent Review meeting dashboard.
Side-by-side Worker and Manager Ratings

Performance Management layout includes an easy to understand “side-by-side” comparison of the employee’s self-evaluation and the managers’ final rating, along with comments for each competency and goal. This capability makes it very clear to see if the manager is in agreement with the employee’s assessment or if there is room for improvement. Managers want to easily view self-evaluation ratings and comments during the evaluation process.

Rich Text Enabled Performance Document Comments

Users want to use rich text functions like bolding, underlining, and bulleting when writing comments in the performance document. Performance Management provides you with the ability to improve communications within the performance document by leveraging common text-editing features to emphasize and organize comments and criteria.

Multi-Rater Feedback and Questionnaires

The ability to gather multi-rater feedback during the performance process enhances and enriches the final evaluation. Performance Management also allows participants to rate and provide comments on the employee’s competencies and goals, and organizations can define configurable questionnaires to distribute to subordinates, peers, and customers in the organization to request feedback.
Oracle Fusion Talent Review and Succession Management

TRSM enables executives and HR professionals to assess talent, evaluate macro-organizational trends, identify and mitigate talent risk, develop a leadership pipeline, and review individual talent details such as potential and risk of loss. Additionally, succession plans and talent pools can be created and viewed from within the context of the talent review dashboard.

**KEY FEATURES**

- Highly interactive talent review dashboard
- Filter meeting population easily
- Monitor box chart counts and percentages
- Calibrate talent through "drag & drop" within the box chart
- Group talent populations
- Provide visual assessment of individuals' risk of loss / impact of loss
- Assign tasks, capture notes, and assign development and performance goals within the meeting

**KEY FEATURES**

- Zoom to focus on specific box
- Show progression of talent on the box chart from one talent review cycle to the next
- Configure the talent review dashboard to your matrix standards
- Manage meeting setup process
- Prepare data from a consolidated meeting preparation page
- Create a meeting action plan from tasks
- Create incumbent, job or position-based succession plans
- Create talent pools and assign associated development goals to the members
- Interact with succession plans and talent pools from within the talent review dashboard
- View succession details on the succession tab in show details
- Track and analyze succession plan bench strength

The Talent Review Dashboard uses an interactive matrix that allows you to look at both large scale trends in the organization, as well as review individual talent details for a team or set of teams. Using the performance to potential matrix, you get a complete picture of your talent landscape so you can make the best decisions for your organization. Managers also have access to key succession data via a simple user experience, allowing them to quickly see where they might need to take further action.
**Improve Employee Data**

Participants have one place to go to review and update their employees’ data, create notes about the employees and review them on the talent review dashboard. Managers can see any stale data within the consolidated preparation space and make updates for each employee and each data element all in one workspace. They also have access to a talent review dashboard for their set of employees, allowing them to calibrate and review their talent prior to the talent review meeting.

Talent Review and Succession Management allows you to harness formal data, such as past performance reviews, as well as informal data such as kudos shared by their peers. Identify, assess and take action on your top talent to ensure the best talent is recognized, yet all talent is fairly assessed, so you develop the right talent for the right jobs.

**Measure Development Success**

As part of the talent review discussion, with the drag and drop capability you can instantly calibrate an employee's position on the matrix. After discussing a person in detail, you can add notes and even add performance or development goals. At any point during the talent review meeting, you can assign a person a task that can then be tracked after the meeting ends. For instance, you can assign a manager the task to discuss a new opportunity with their top talent employee.
Oracle Fusion Transactional Business Intelligence

OTBI is a set of pre-seeded yet customizable analysis structures that Fusion Applications users can access to create ad hoc reports, dashboards and alerts to aid daily decision-making.

- OTBI builds rich, visual and interactive reports and publish to multiple users.
- Create reports using real time transactional data.
- Easy for business users to access, analyze, and use the transactional information.
- Integrates well with the OBIEE features of saving reports, sending alerts and ability to enable certain business process actions within the Fusion Applications.
- Perform self-service, ad-hoc analysis.
- Make better operational decisions based on real time analysis.
- Move seamlessly between Fusion Applications and Transactional BI solution.