

Oracle Fusion Cloud Human Resources

Solution Overview

The screenshot shows the Oracle Fusion Cloud Human Resources Inspire interface. At the top left is a profile picture of Eric Legrande, an HR Specialist, with contact information: Work Phone (567) 678-7689 and Employee Number 713425. To the right is a navigation bar with links to Journeys, Benefits, Communicate and Events, Skills Center, Performance, Goals Center, Feedback, Celebrate, Time and Absences, Expenses, and Pay. The main content area features a "Check your Communications and Events" section with a "View" button. Below this are four cards: Absence Balance (280 vacation hours, 10 sick days), Scheduled Absence (32 hours, vacation 7/1/23 - 7/4/23), Overdue Journey Tasks (6), and Work Anniversary (June 2, 2021, 2 years 11 months 7 days). Further down are "Update Public Profile" and "Add Absence" buttons, "My Schedule" and "Current Time Card" sections, "Celebrate" and "Personal Info" buttons, and two event cards: "Vacation Leave" (Public holiday, Nov 10, 2025) and "Open Enrollment" (Opens in 2 weeks, Nov 2, 2025 - Nov 15, 2025). The bottom navigation bar includes Activity Center, Grow, Touchpoints, and a search icon.



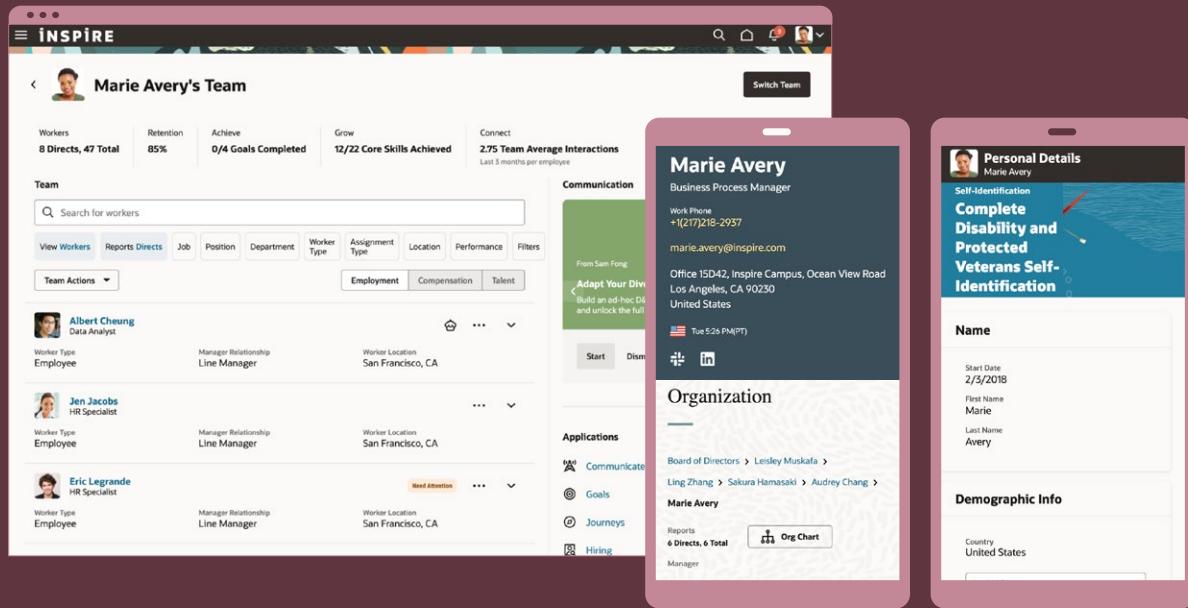
Drive better outcomes with a centralized source of workforce data

Oracle Human Resources helps you plan, manage, and optimize people processes for a global workforce through a single, unified data source. This common data foundation continuously powers Oracle's built-in AI, making insights more accurate, timely, and contextual. Support workforce success with self-service capabilities, mobile-responsive tools, and intuitive processes. Standardize HR operations, simplify workflows, and make smarter decisions across teams, all on a platform designed to adapt quickly and position your organization for long-term success.

Simplify HR for every employee in your global workforce

Oracle Human Resources enables you to manage all worker types globally with secure, flexible rules. Track every worker relationship, support local and complex agreements, and empower employees with intuitive self-service capabilities. Built-in AI delivers data-driven insights and automation that's easy to activate, requires no extra integration, and keeps workforce data secure, while giving you the flexibility to create, customize, and deploy AI agents tailored to your organization's needs.

Oracle Human Resources



Oracle Human Resources helps you plan, manage, and optimize HR practices for a global and diverse workforce, all in a single cloud platform. With Oracle HR, you can simplify complex union and industry requirements, handle legislative rules, and mitigate risk with more effective ways to manage and understand your workforce. You also get access to a broad set of workflows, tools, and insights to help you elevate the employee experience and boost productivity.

Oracle Human Resources consists of six solutions:

[Oracle Core HR](#)

[Oracle Benefits](#)

[Oracle Strategic Workforce Planning](#)

[Oracle Work Life](#)

[Oracle Advanced HCM Controls](#)

[Oracle Visual Builder Studio](#)

Oracle Human Resources | Core HR

Oracle Core HR gives your organization a smart, personalized way to onboard, engage, and manage your global workforce with best practice business processes that support compliance requirements in more than 200 countries and jurisdictions.

The screenshot shows a user interface for managing employee positions. At the top, there's a navigation bar with the 'INSPIRE' logo and other icons. Below it, a title 'Promote and Change Position' and a profile picture of 'Jen Jacobs'. The main area has several tabs:

- General information**: Selected tab, showing a summary of the employee's current position.
- Maintain managers**: Add or remove managers and change manager relationship for a worker.
- Contract info**: Extend or update a worker's employment contract.
- Payroll details**: Update the payroll details such as overtime period, timecard required, and so on.
- Salary**: Update the salary details such as salary basis, salary amount, next salary review date and so on.
- Individual compensation**: Add compensation plans for a worker.
- Document of record**: Add document records and associated attachments, such as birth and marriage certificates, awards, and recognition.

At the bottom, there are 'Cancel', 'Continue', and 'Submit' buttons. To the right, a sidebar shows a progress indicator '1|7' and a list of steps:

- General information
- When and why
- Position details
- Position override
- Assignment
- Comments and attachments
- Need help? Contact us.

A pink callout bubble on the right side says: "Quickly complete complex tasks with self-driving HR services".

With Oracle Core HR, you can

- Manage the entire employee lifecycle—from hire to retire—in more than 200 countries and jurisdictions
- Efficiently manage employees, positions, and jobs, including global assignments
- Simplify the management of unique industry, union, collective labor, and worker agreements with policy-driven processing
- Get forward-looking insights into workforce trends to help you avoid attrition and manage organizational changes
- Empower employees with an AI agent assistant to help them manage personal and employment information

Oracle Human Resources | Benefits

Oracle Benefits is a global, rules-based benefits application with full enrollment processing capabilities that lets you manage and deliver flexible benefits programs that offer your employees choice.

The screenshot shows the Oracle Inspire Benefits application. At the top, there's a navigation bar with a user profile picture of Marie Avery, the word "Benefits", and a search icon. Below the header, a banner says "Topics (2) How long is the annual enrollment period?". The main content area has a section titled "Time to Enroll" with a sub-section "Benefit enrollment" and a message: "Open enrollment for your 2026 benefits is happening now! Until Feb. 26, 2025 11:59 PM". A "Enroll Now" button is present. To the right, there's a sidebar titled "Actions" with links like "Report a life event", "Change beneficiaries", "HSA Calculator", etc. A pink callout bubble points to this sidebar with the text "Easily enroll in benefits and know your benefits cost". At the bottom, there are sections for "View current enrollments" (Medical, Vision, Dental), "Need help? Contact us" (Benefits Team, email: infobenefits@inspire.com, phone: 1-202-456-5749), and navigation links for "Home" and "Support".

With Oracle Benefits, you can

- Deliver flexible benefit programs that can easily be tailored to meet unique business needs
- Provide employees with an intuitive, consumer-style enrollment and selection process flow to choose their benefits entitlements
- Give employees an AI agent assistant to help them understand and maximize their benefits packages
- Easily transmit benefit information to third-party providers using the solution's open architecture
- Automatically detect life events by syncing with Oracle Core HR to determine if benefits changes may be made

Oracle Human Resources | Strategic Workforce Planning

Oracle Strategic Workforce Planning helps you align your people strategy with your business strategy so you can optimize your workforce for today and prepare your organization for the workforce of tomorrow.

The screenshot shows the Oracle INSPIRE Skills by Employee interface. The main area displays a grid of skills for various employees. The columns include Scenario View, Version Working, Entity (HR Service Desk US), Job Type, Strategic Start Year (FY20), Strategic End Year (FY24), FY20, FY24, and Skills Gap. A pink callout bubble on the right side of the grid contains the text: "Plan your workforce needs by analyzing trends and forecasts".

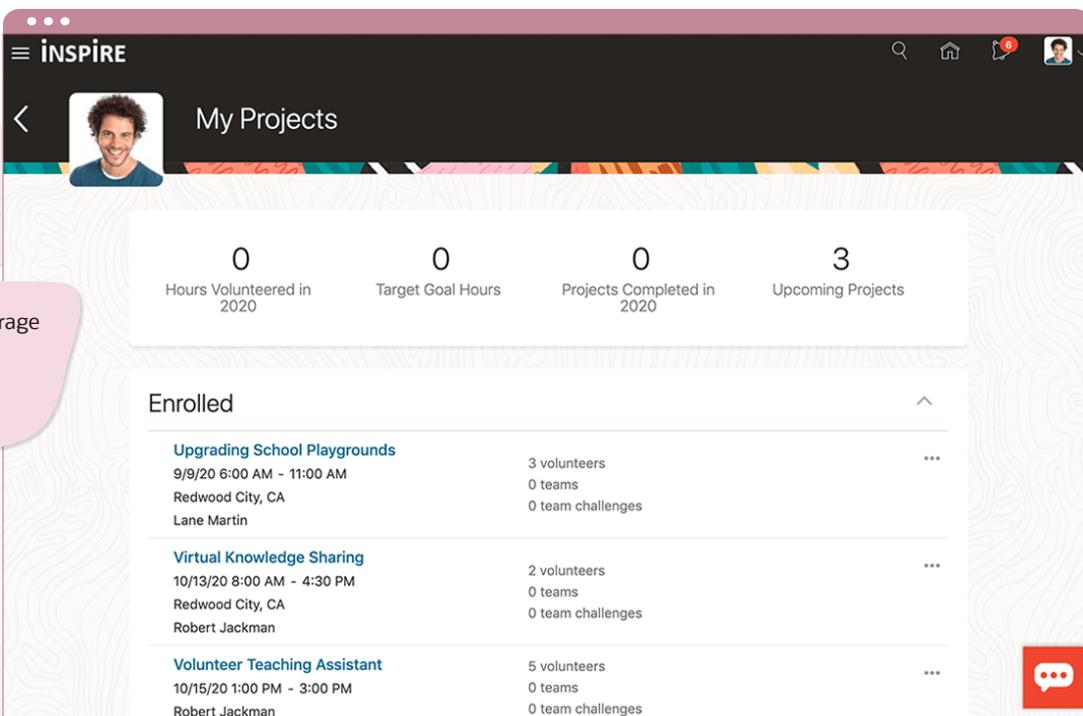
Scenario View	Version Working	Entity	Job Type	Strategic Start Year FY20	Strategic End Year FY24	Skills Gap		
						FY20	FY24	
Director of HR Service Desk	Mavery, Elizabeth	Adapting to Change	3	5	(2)			
		Communication	4	5	(1)			
		Decision Making	4	4	0			
		Influencing and Negotiating	3	5	(2)			
		Initiative	3	5	(2)			
		Innovative Thinking	2	5	(3)			
		Problem Solving	3	5	(2)			
		Results Orientation	2	4	(2)			
		Risk Taking	3	5	(2)			
		Teamwork	4	3	1			
Human Resources Generalist	Breeck, Anthony	Business Policy Expertise	4	4	0			
		Employment Legislation	4	4	0			
		HR Expertise	5	5	0			
		Mentoring	3	4	(1)			
		People Motivation	3	5	(2)			
		Project Management	3	5	(2)			
		Adapting to Change	2	3	(1)			
		Communication	3	3	0			

With Oracle Strategic Workforce Planning, you can

- Align your people and business strategies to plan for the workforce you'll need in the future
- Connect headcount plans with financial plans across departments and locations to stay within budget
- Evaluate current workforce skills, expected retirement, and attrition, and predict where future skills are needed
- Enable HR and finance professionals to perform all their workforce planning activities in one place

Oracle Human Resources | Work Life

Oracle Work Life brings wellness, volunteering, and personal brand opportunities to your workforce to help you promote employee engagement and overall well-being.



The screenshot shows the Oracle Inspire mobile application interface. At the top, there's a navigation bar with a search icon, a home icon, a notifications icon with a red badge showing '6', and a user profile icon. Below the navigation is a header titled 'My Projects' with a back arrow and a user profile picture. The main content area has a light gray background with a faint map-like pattern. It displays four key metrics: 'Hours Volunteered in 2020' (0), 'Target Goal Hours' (0), 'Projects Completed in 2020' (0), and 'Upcoming Projects' (3). A pink callout bubble on the left side says 'Easily encourage and manage volunteering programs'. Below these metrics is a section titled 'Enrolled' which lists three volunteer projects:

Project	Volunteers	Teams	Team Challenges
Upgrading School Playgrounds 9/9/20 6:00 AM - 11:00 AM Redwood City, CA Lane Martin	3 volunteers	0 teams	0 team challenges
Virtual Knowledge Sharing 10/13/20 8:00 AM - 4:30 PM Redwood City, CA Robert Jackman	2 volunteers	0 teams	0 team challenges
Volunteer Teaching Assistant 10/15/20 1:00 PM - 3:00 PM Robert Jackman	5 volunteers	0 teams	0 team challenges

A red speech bubble icon is located in the bottom right corner of the main content area.

With Oracle Work Life, you can

- Support employees' career goals with targeted recommendations for potential mentors
- Create a more meaningful work culture by giving employees easy access to volunteer opportunities
- Provide employees with fun competitions that fuel creativity and motivate them to set and achieve wellness goals

Oracle Human Resources | Advanced HCM Controls

Oracle Advanced HCM Controls helps improve how you manage HCM security and compliance by enabling you to monitor a complete audit trail of changes to setups and master data and providing alerts about suspicious transactions.

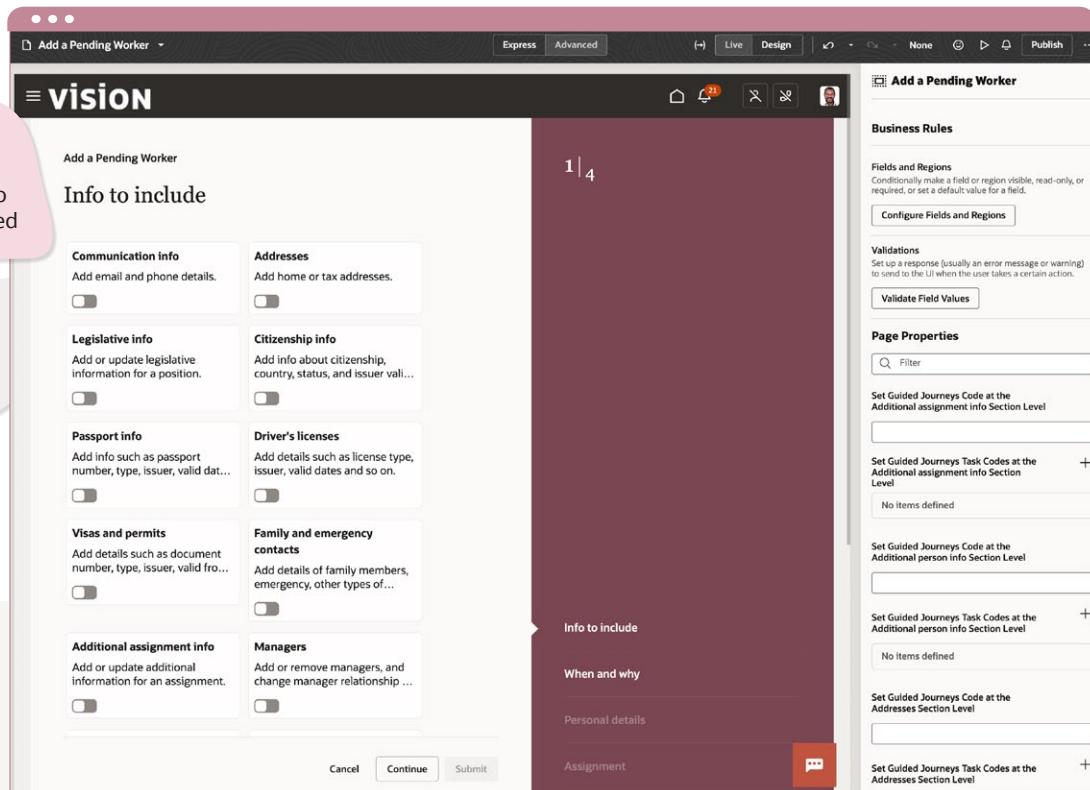
The screenshot shows a web-based application interface for managing access certifications. On the left, there's a sidebar titled 'Access Certifications' with a sub-section 'Certifier Worksheet: Phil' for 'FY2X/Q4/Hire to Retire'. It includes a search bar and buttons for 'Action 4', 'User Name 42', 'Business Unit 11', and 'Creation Date'. A list of roles is displayed, with one entry for 'Payroll Administrator - View All' selected. To the right, a larger window titled 'Role briefing' is open. It starts with a heading 'Generated by AI' and a 'Highlights' section. Below this, it details the 'Payroll Administrator - View All' role, mentioning its extensive features like HCM components, payroll management, and reporting. It also notes 140 users assigned to this role and 51 open access incidents. A pink callout bubble points to this section with the text 'Keep data safe with easy-to-use access controls'. The 'Role briefing' window also contains sections for 'Summary of privileges by functional category', 'Related data access permissions', 'Usage in the organization', 'Access certification history', 'Inherent risks and incident history', and a 'Complete list of privileges' which lists 239 specific privileges such as 'Access HCM Common Components' and 'Access Payroll Activity Center'.

With Oracle Advanced HCM Controls, you can

- Detect security access anomalies using comprehensive controls that leverage AI and machine learning
- Help prevent fraud and support the segregation of duties so only authorized personnel can view sensitive HR data
- Automate security analysis and use security dashboards to monitor and manage exceptions and policy violations

Oracle Human Resources | Visual Builder Studio

Oracle Visual Builder Studio lets you tailor the employee experience by making it easy to build workflows and processes for different types of workers using data validation, localization, and autocomplete functionality.



With Oracle Visual Builder Studio, you can

- Create rules to easily configure transactions and pages
- Change how sections and fields are displayed based on the user's role, business unit, or legal employer
- Improve data accuracy and process efficiency through versatile rules-based defaulting and validations



“Oracle provided Diebold Nixdorf with
an HR system that is global, connected,
standard, and simpler.”

Tiffanie Lewis
Vice President, HR Technology and Service Solutions
Diebold Nixdorf

How Oracle can help

Oracle Human Resources provides intelligent tools and ongoing innovation to help your organization adapt to change, enhance employee experiences, and foster collaboration. With a unified data platform, embedded AI-driven workflows, and planning tools, you can empower employees, managers, and HR professionals to increase productivity and agility, helping your workforce deliver stronger business outcomes.

Learn more

Connect with us

Call +1.800.ORACLE1 or visit oracle.com

Outside North America, find your local office at oracle.com/contact

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