

ORACLE

AI World

Transforming People Intelligence with AI and Fusion Data Intelligence HCM

LRN2876

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Agenda

- 1 How AI Is Transforming Analytic Apps
- 2 People Leader Workbench
- 3 Peer Benchmarks
- 4 AI Assistants for FDI
- 5 Prebuilt Content
- 6 FDI Key Platform and UX Features
- 7 Providence's Journey with FDI HCM

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AI is Transforming How Analytics is Authored, Consumed and Acted Upon

Before

Prebuilt Dashboards

Predesigned static content
Pull model (user seeks out reports)

Stops at Insights

User needs to interpret insights
User responsible for taking action

Tool

Tool for producing and
consuming static insights

Static Data Pipelines

Pre-integrated sources
Vendor-managed data model

After

Conversational Insight Discovery

Predesigned static content
Pull model (user seeks out reports)

Results in Actions

Scenario simulation and recommendations
Action automation

Copilot

Monitors, explains, advises, and acts alongside
business users

Dynamic Data Interaction

Data pipelines become adaptive
AI agents suggest additional data sources

AI
Transformation

AI-ready HCM data foundation enables speed and agility

Workforce Core

- HR Events
- Daily Snapshot
- Headcount, FTE, Hires
- Promotions rate
- Headcount movement
- Span of control

Worker Seniority

- Work Relationship/ Person/ Assignment Level Seniority
- Seniority Years, Months, Days
- Seniority by Workforce Structures

Internal Mobility

- Headcount Gain
- Headcount Movement
- Assignment Count Hire
- Person Count Transfer
- Loss Reorganization
- Loss Transfer
- FTE Loss

Payroll Balances & Payroll Costing

- Period To Date Accumulations
- Variance
- Growth Rate
- Period Ago Values

Talent Acquisition

- Hires (referral, internal, etc.)
- Drop-off rate
- Offer acceptance rate
- Time to hire
- Average time-to-fill
- Requisition fill rate

Salary & Workforce Compensation

- Compensation amount
- Compensation variance
- Average allocation percentage
- Workforce salary distribution
- Workforce w/salary amount below range
- High performer comp change
- Average annualized salary
- New hire salary cost

Journeys

- Completed vs Pending Journeys
- Time to Complete the Journeys
- Planned vs Actual Time – Task Completion
- Overdue Tasks

Health and Safety

- Open vs Closed Incidents
- Overdue Incidents
- MTD/QTD/YTD Incidents
- Incident Open Since(days)
- Number of Actions
- Pending Actions

Learning

- Number of Enrollments
- Completed vs Pending enrollments
- Cost of Learning
- Top Rated Courses
- Overall Ratings vs Ratings by Region/Age Band/Tenure Band

Performance, Goals, Check-Ins

- High performers potentials
- Incomplete perf appraisals
- Delayed performance tasks
- Performance Rating Distribution
- % workers w/goals not completed
- % performance goals completion
- % workers with pending dev. goals

Health & Safety

- Nature of injuries?
- Average time to resolution
- locations with high incidents

Absence & Accruals

- Approved absences
- Female gender ratio appr.
- Male gender ratio rejected
- Withdrawn absences
- Percent of absences rejected
- Accrual plan absences
- Absence approval rate for higher performance worker

Time & Labor

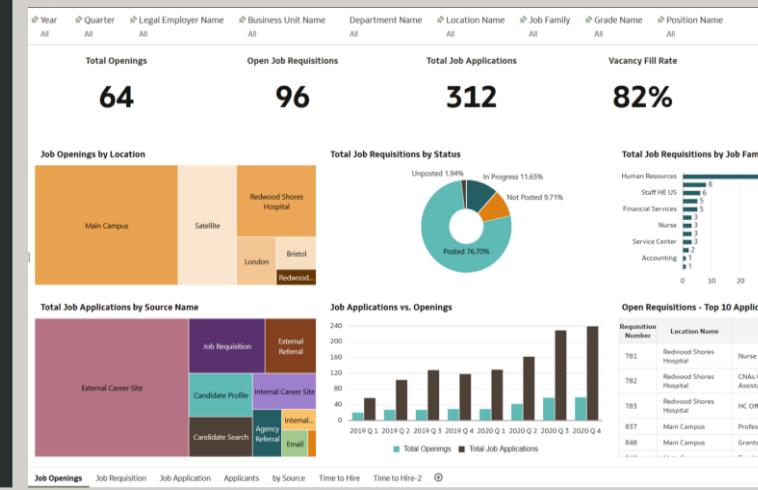
- Approved/Rejected/Saved/Submitted Reported time cards/ Worker Counts
- Change Requests
- Processed Time Cards

Position Management

- Budgeted vs Incumbent Headcount/FTE
- Positions with/without Incumbents
- Positions with Requisitions and Openings
- Position Details - Manager, Department etc.

Talent Reviews, Succession Planning

- Top Talent
- High Risk Incumbents
- Successful Succession Plans
- Plans without Owners
- Internal vs External Candidates
- High Potential/Performance Candidates



HR Help Desk

- Analyze the tickets by manager hierarchies
- Trends on opened, progress, reopened and resolved tickets
- Trainings undergone by the agents

GIGS

- Open, Closed, Active and Cancelled GIGS
- % and Number of GIGS Filled
- GIGS Creators
- Unique seekers per GIG
- Application conversion rate for GIGS
- Teammates pursuing GIGS

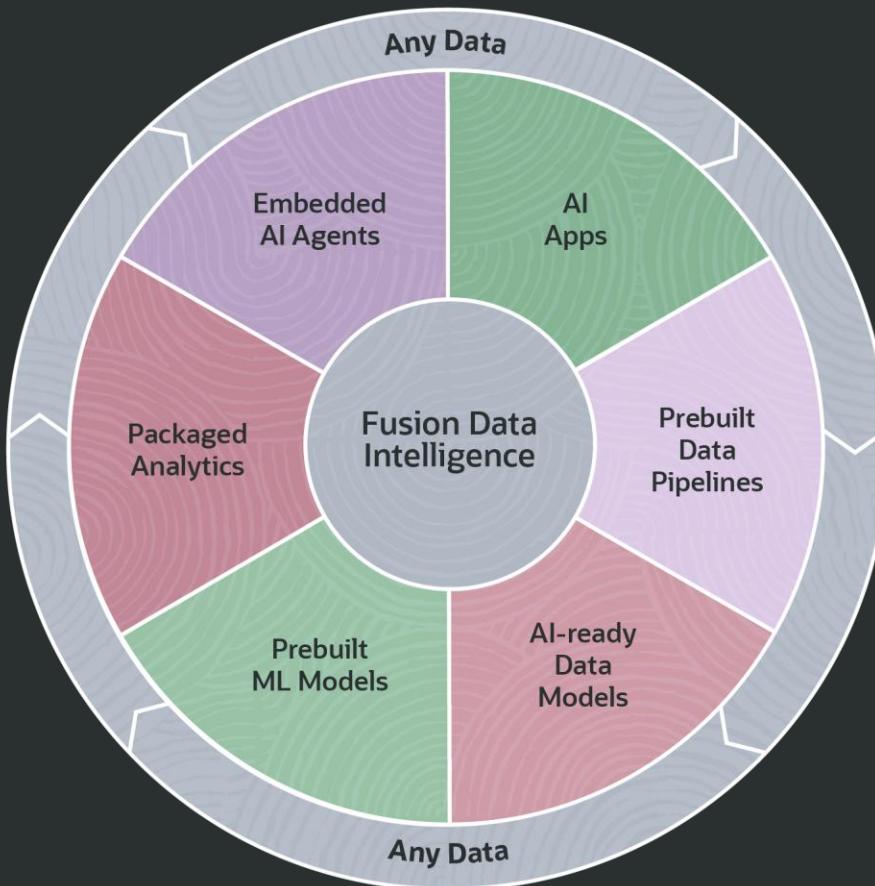
Talent Profile

- % workers with Active Profiles
- Profiles that requires travel
- Competencies
- % workers by next career move
- Workers willing to re-locate
- Workers ready for a career move
- Workers with risk of loss
- Workers with impact of loss

Benefits

- Open, Closed, Active and Cancelled GIGS
- % and Number of GIGS Filled
- GIGS Creators
- Unique seekers per GIG
- Application conversion rate for GIGS
- Teammates pursuing GIGS

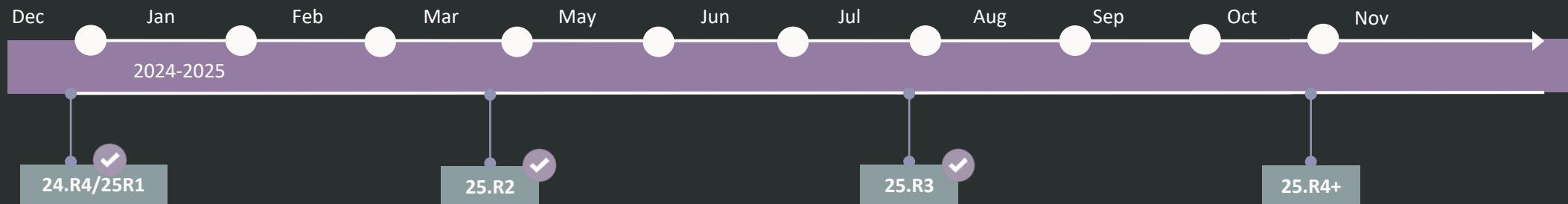
Fusion Data Intelligence – Your Data Foundation for AI



FDI + AI Data Platform – More Data To Drive More AI and ML



Continuous Innovation with Releases Scheduled on a Quarterly Basis



PEOPLE LEADER WORKBENCH

Payroll Spend, Salary Spend App

- Workforce Investments - Guided Tips
- Salary Spend , Pay equity Topics

TALENT

- Salary Spend , Pay equity
- GROW - Gigs Subject Area (New - Preview)
 - New Skill Center Skills & Endorsement related metrics in Talent Profile
 - Learning (GA)

HR

- Metrics (Gender count, Promotion), New Attributes (Display name in Manager hierarchy dimension), New Hires Metric

RECRUITING

- New Metrics - Applicant Average Time to Hire, Applications Withdrawn Rate

PLATFORM

- Line Manager Security for Payroll Analytics
- Talent Acquisition - HCM View All Data Security, Business Unit / Legal Entity / Department OOTB security contexts for Talent Acquisition

PEOPLE LEADERS WORKBENCH

Payroll Spend, Salary Spend App

- Solution – manage hiring
- Spend Coaching Tips , Spend Drivers
- Summarized Analysis [AI]

HR

- Benefits (Preview)
- Position Hierarchy dimension across multiple Subject Areas

TALENT MANAGEMENT

- Learning Management v2 (Preview)
- Learning Hours and Offerings
- Learning Activity

PLATFORM

- Peer Benchmark (Preview)
- Toggle Out Of the Box Data roles from most restrictive to least restrictive Enhancement
- Learning Security Enhancement

PEOPLE LEADER WORKBENCH

Manage Attrition Risk App

- Topic – Attrition, Span of Control
- Solutions - promotion & compensation.
- Attrition Drivers
- Attrition Coaching Tips Advisor

HR

- Consumer Assistant [Limited Availability]

TALENT MANAGEMENT

- GROW Workbook
- Skills: Supply vs Demand with Workbook
- Talent Profile Enhancements

RECRUITING

- Openings Trends - Filled and Remaining
- Candidate to Employee Conversion
- Requisition Dimension – Budget and Compensation

COMPENSATION

- Enhancement: Salary Basis KPIs, covering all pay components, rates, zones and differential profiles.

PEOPLE LEADER WORKBENCH

Workforce Investment Apps (Payroll & Salary Spend)

- New Solutions- manage payroll components, recommendations
- Security – App level Access
- Integrated insights, drivers & tips. Filters, optional goals
- Spend Drivers & Coaching [Gen AI]

Manage Attrition Risk App

Topic – Internal Mobility, Skills Demand & Supply

HR

- Employment Contracts
- Journeys without Assignments
- Consumer Assistant [GA]

TALENT MANAGEMENT

- Learning Cold spots with Workbook
- Performance Sentiments [AI] [Limited Availability]

COMPENSATION

- Enhancement: Salary Basis KPIs, covering all pay components, rates, zones and differential profiles.

PLATFORM

- Configurable AOR
- People 360 Data Model

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Why all the hype about the People Leader Workbench?

AI, Analytics and Actions integrated in Guided Decision Flows

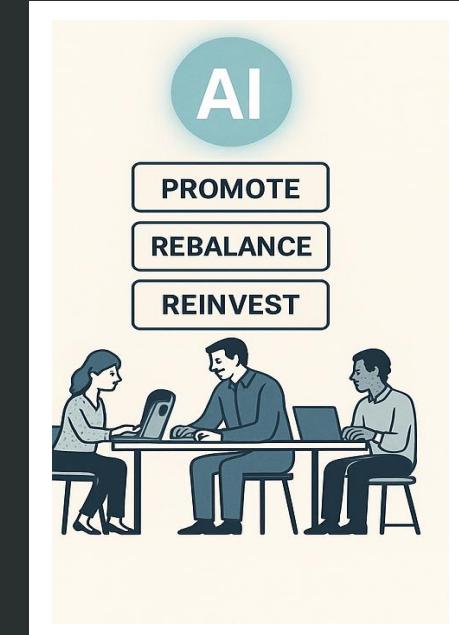
The Chaos



Connected Insights Meets Actions



AI Guided Actions



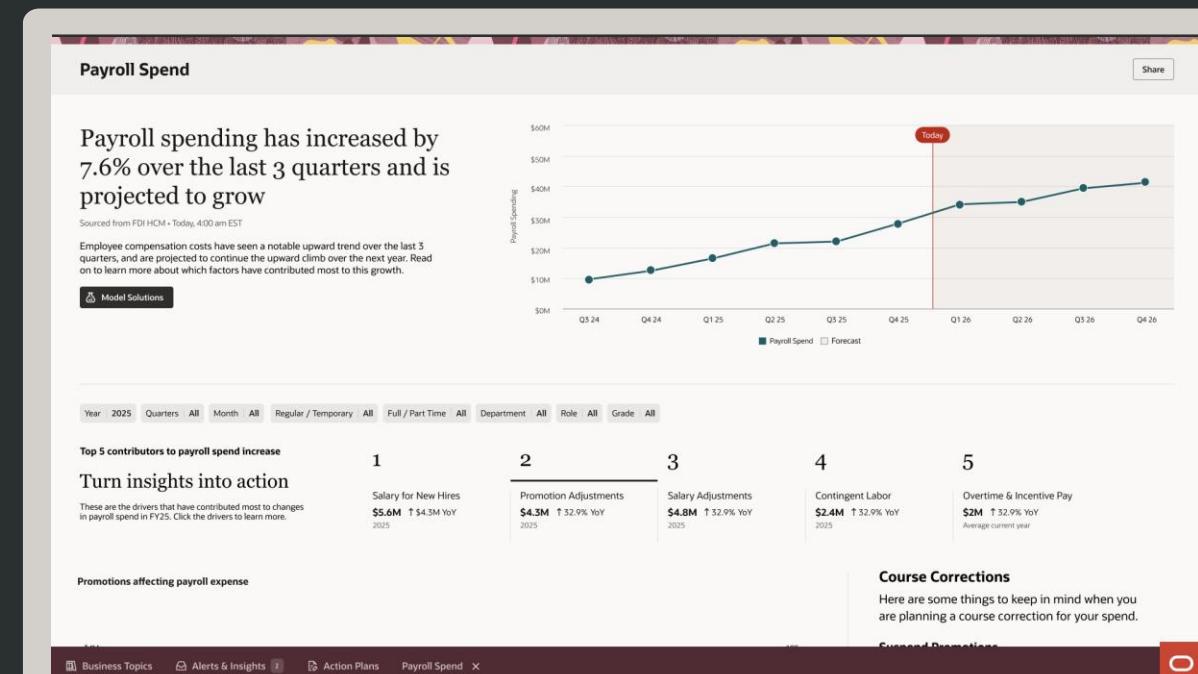
People Leader Workbench: Workforce Investment

Break silos across Finance, HR, and Operations with connected analytics, AI, and actionable workforce strategies

Manage **payroll and salary spend**, the largest OPEX item, by linking budgets directly with **hiring decisions**

Guide managers, HR, and Finance with workflows powered by insights, drivers, and what-if scenarios

Rebalance workforce investments to adapt to business shifts without derailing budgets



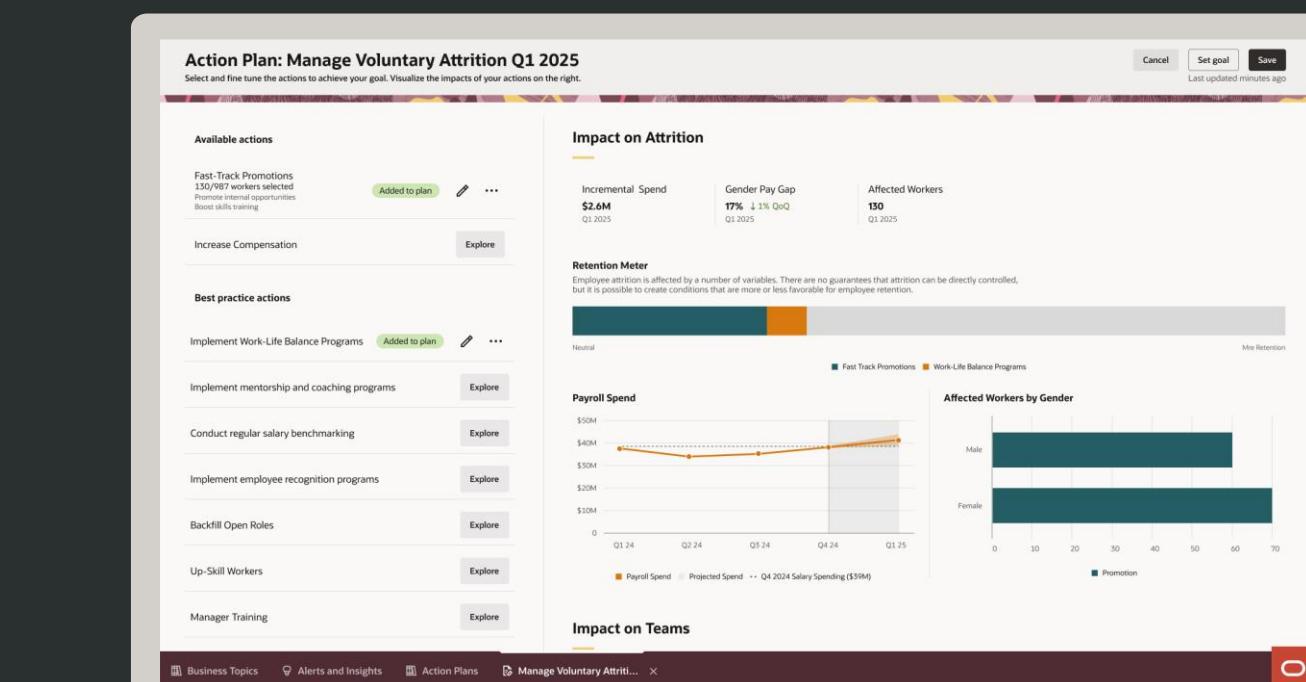
People Leader Workbench: Manage Attrition

Retain key talent with targeted, data-driven actions in People Leader Workbench

Identify key performers overdue for promotion and align salary increases with business outcomes and attrition risk

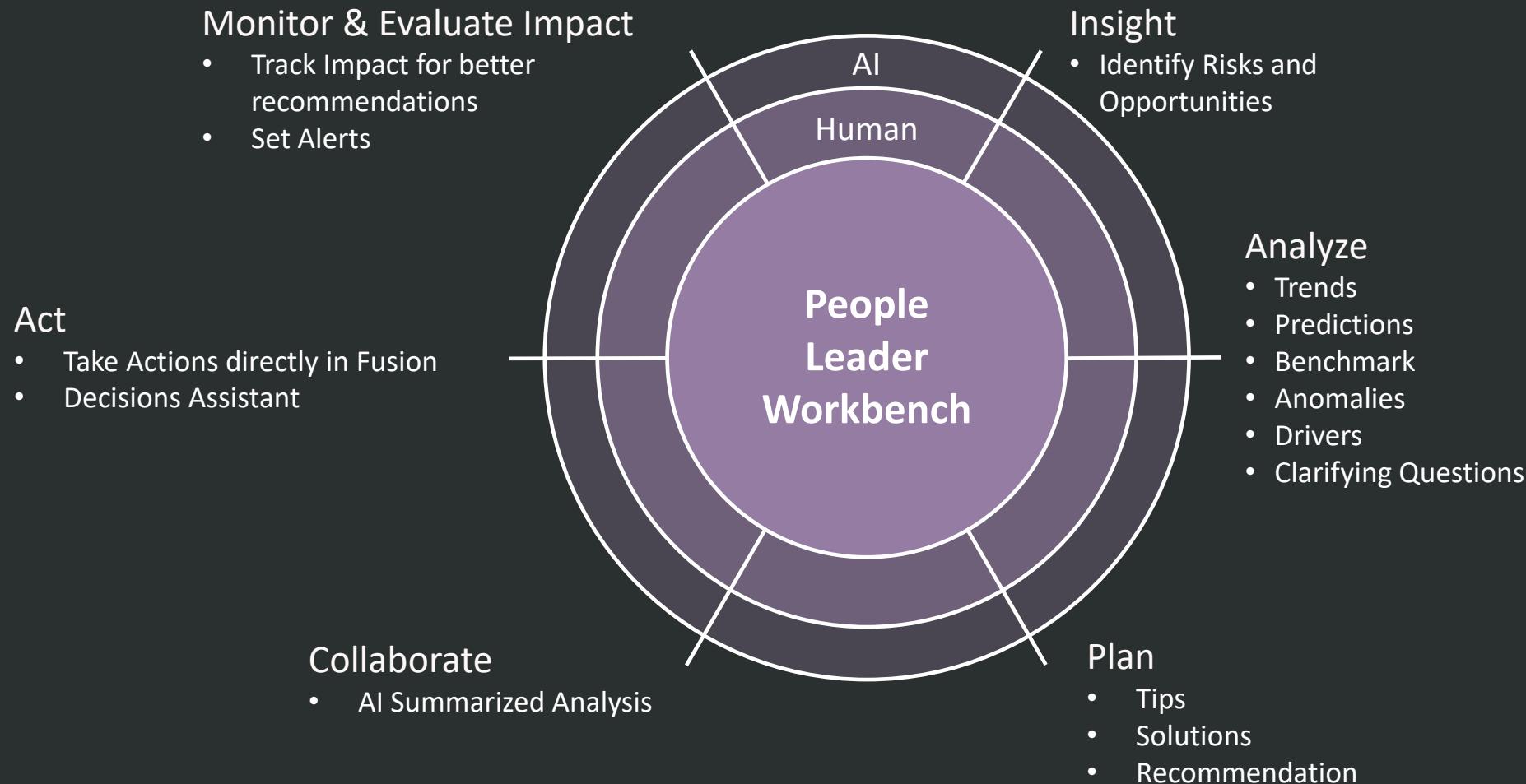
Analyze attrition drivers, corrective measures, incremental spend, affected workers, and gender pay gap impact

Visualize attrition impact across units, managers, and teams to rebalance investments as business needs shift



AI, Agents, Analytics and Actions integrated in Guided Decision Flows

Multiple agents working in concert to turn insights into actions



People Leader Workbench

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Enhancing decisions with:

- Insights from External Sources like Unstructured Survey Data
- Guidance through the AI Assistant



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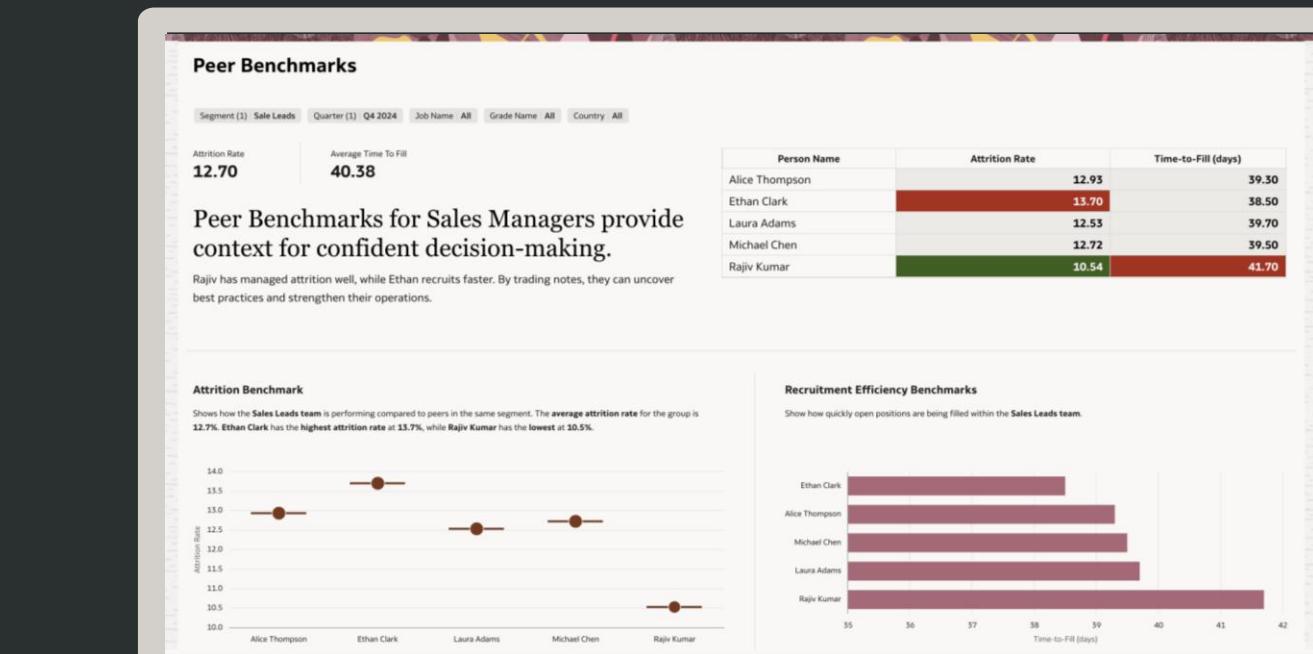
Peer Benchmarks: Attrition, Recruiting Efficiency & Team Composition

Drive operational efficiency by enabling teams to learn **from their peers within your company** with aggregated benchmark metrics by job, grade, and country

Benchmark Attrition with three KPIs: Attrition Rate, Retention Rate, and New Hire Attrition

Benchmark Team composition with three KPIs: Workforce Growth, Contingent Ratio, and Female Ratio

Improve Recruiting Efficiency with benchmarks for Diversity Ratio, Time-to-Fill



Internal Peer Benchmarks drive actions at all levels

External Benchmarks

- High-level context for Boards & Executives.
- Apples-to-oranges (no standard calculation)

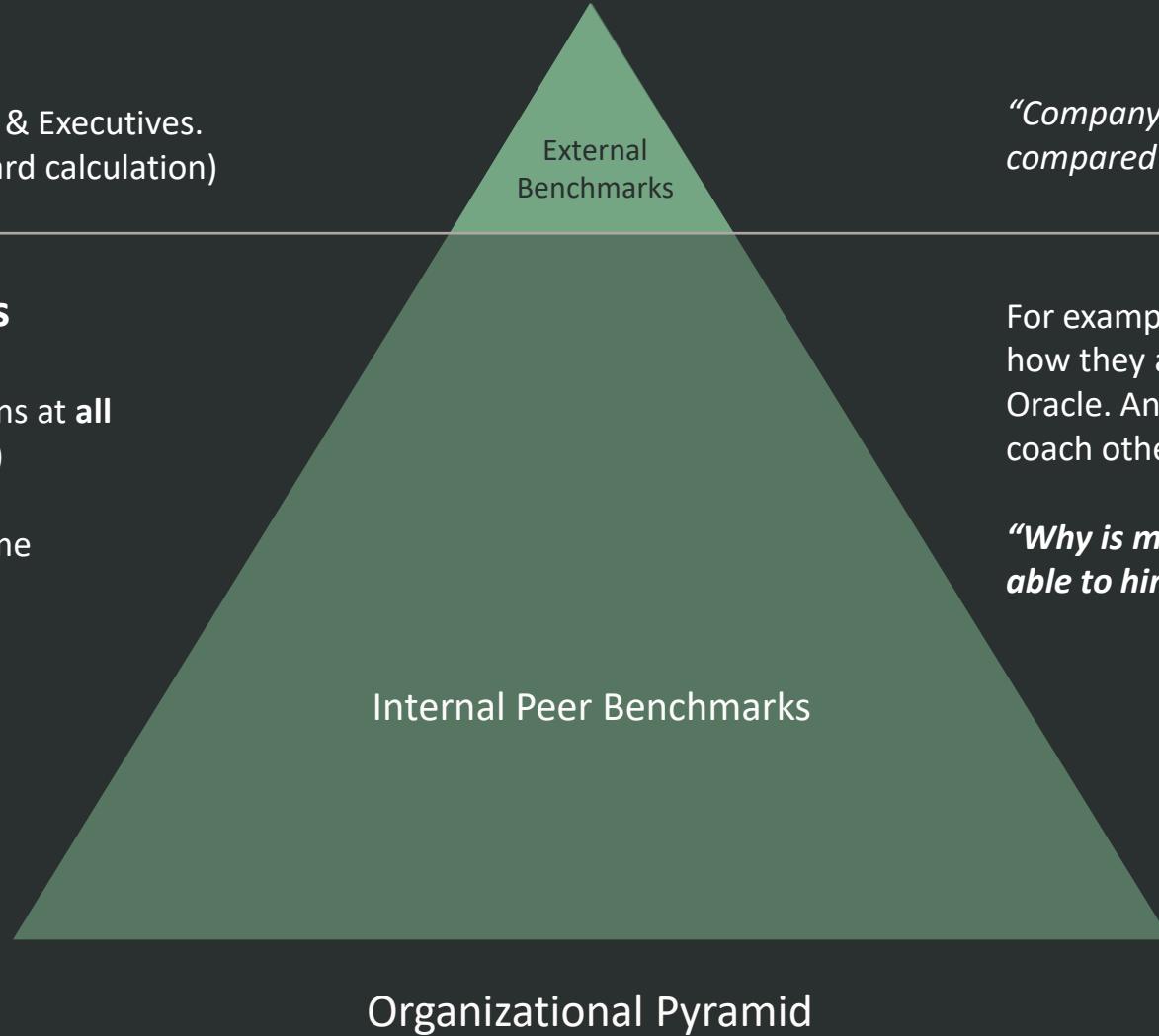
*"Company A's Attrition is 18%,
compared to similar companies at 12%"*

Internal Peer Benchmarks

- Informed decisions and actions at **all levels** (executive to manager)
- **Apples-to-apples** context same calculation.

For example a manager in Oracle can understand how they are doing compared to their peers in Oracle. And take measures to learn from others to coach others.

"Why is my Time to Hire 76 days when my peer is able to hire in 45 days??"



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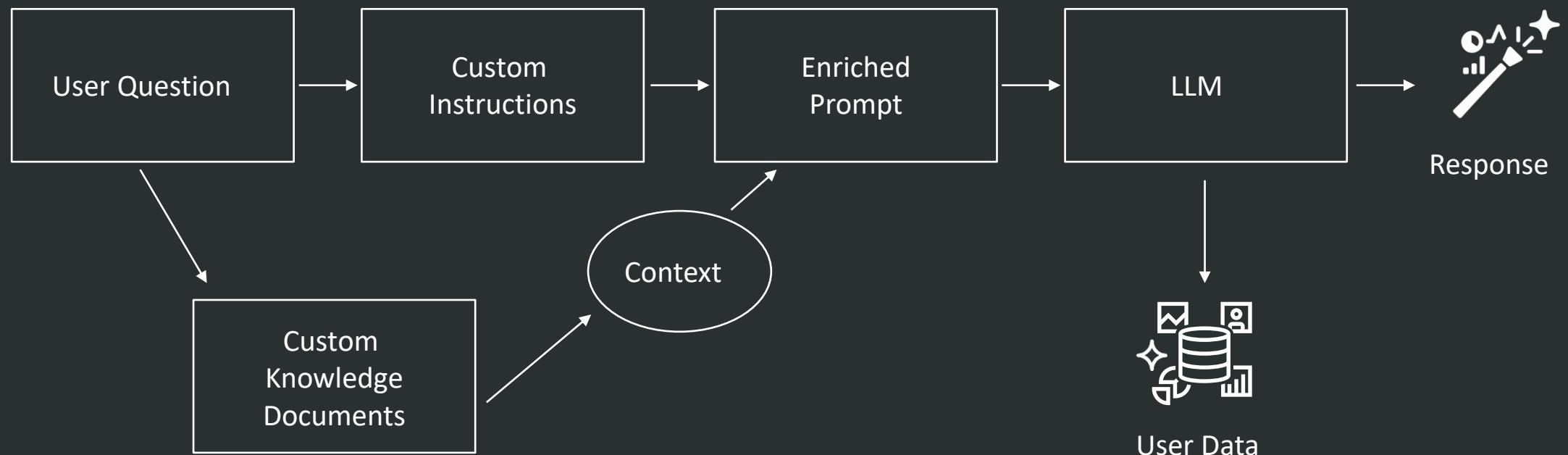
7 Providence's Journey with FDI HCM

Making Assistant more Powerful

- Highly dis-ambiguate user language questions
- Enhanced interpretation of user intent & questions to any advanced functional context
- Extend AI Assistant to leverage custom knowledge documentation base
- Dramatically increase accuracy of Assistant responses for consumers



Improved Assistant Technical Flow



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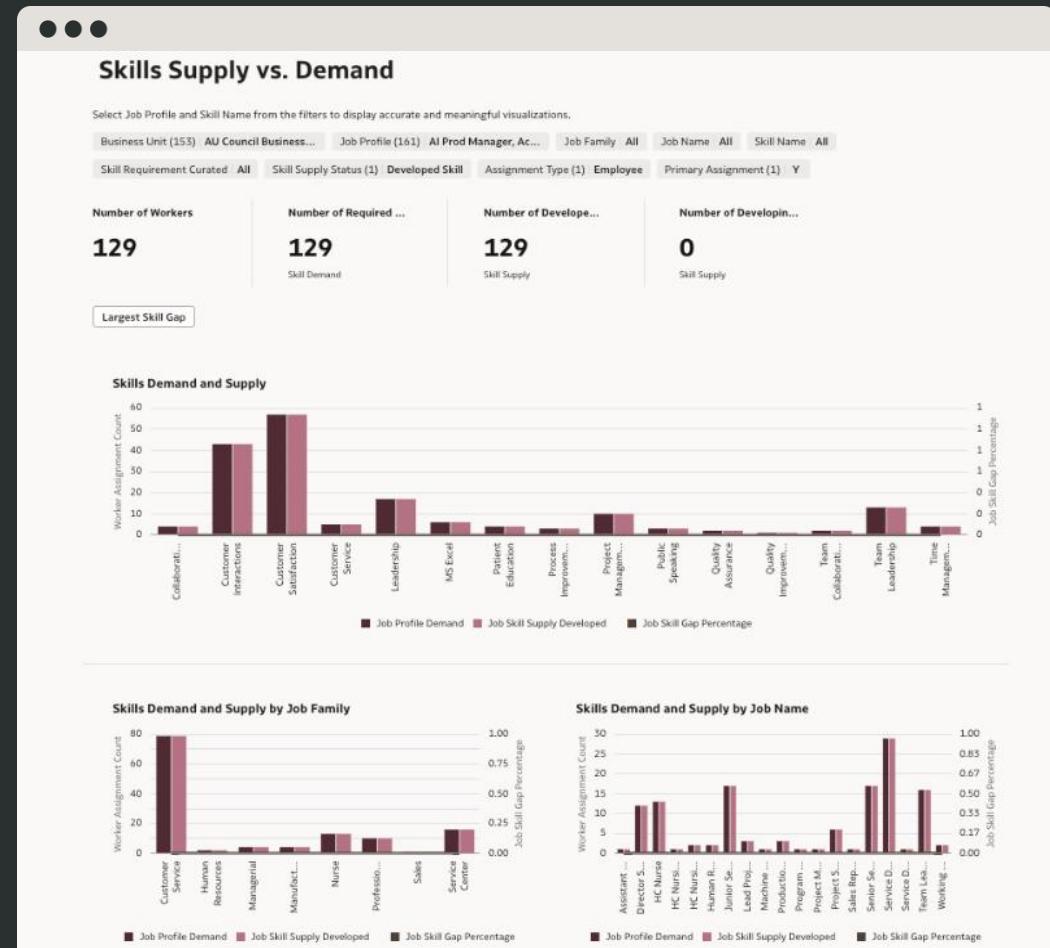
Skills Analytics | Supply vs Demand

Map demand versus supply by comparing job requirements with employee talent profiles to establish baseline skill gaps

Identify role-specific gaps by spotting missing or underutilized skills that may slow execution

Uncover surplus skills and redeploy talent to higher-value areas

Drive targeted upskilling and reskilling to close gaps and strengthen future readiness



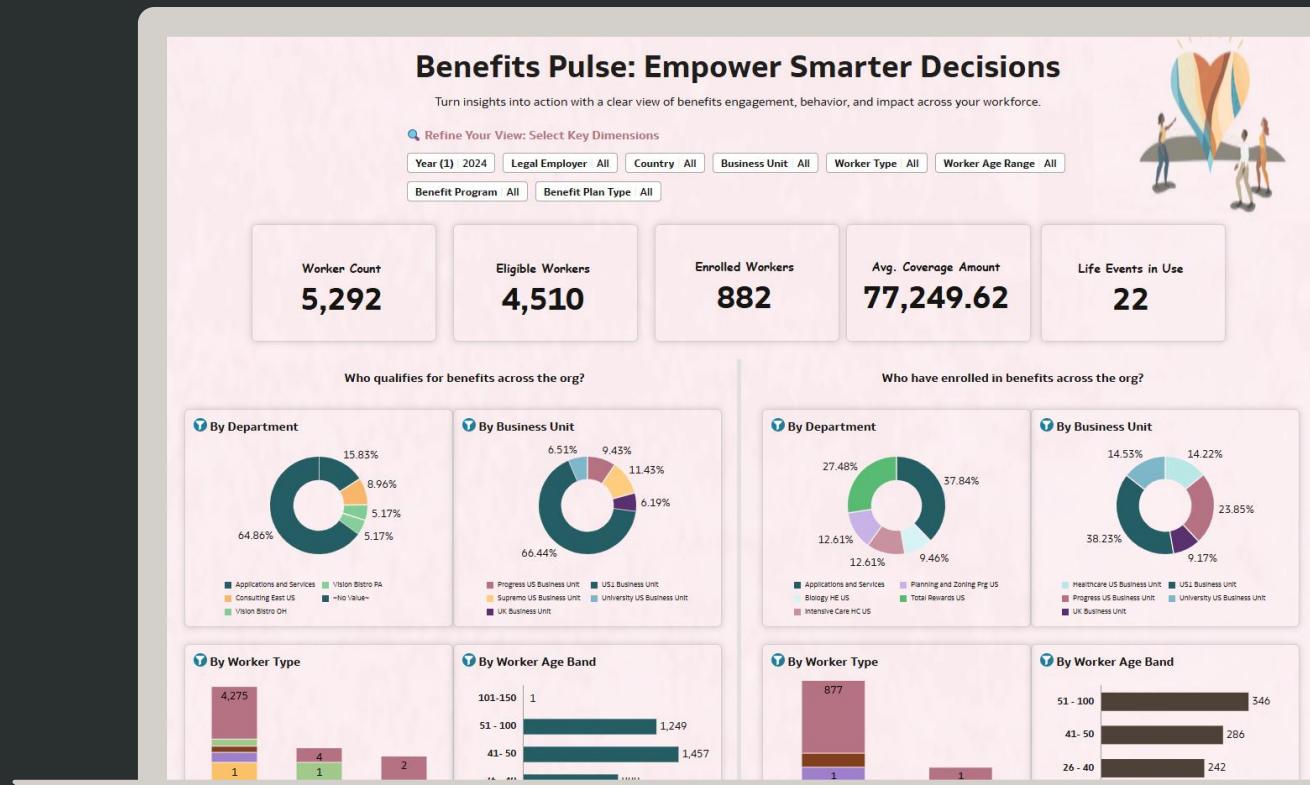
Benefits Analytics

Align benefits with employee needs and business goals using data-driven insights

Analyze which benefit plans resonate across demographics and workforce groups

Identify seasonal changes, life events, and worker habits influencing enrollments

Track percentage of workers who are benefits-eligible and actively enrolled



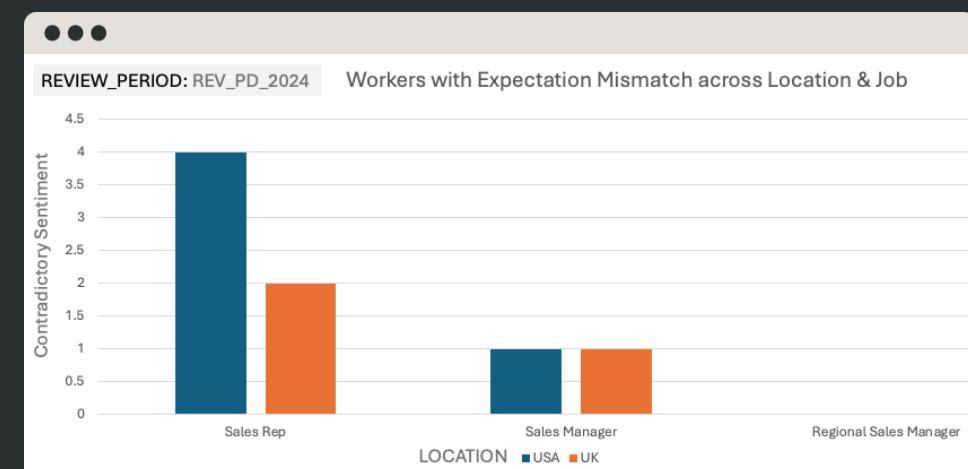
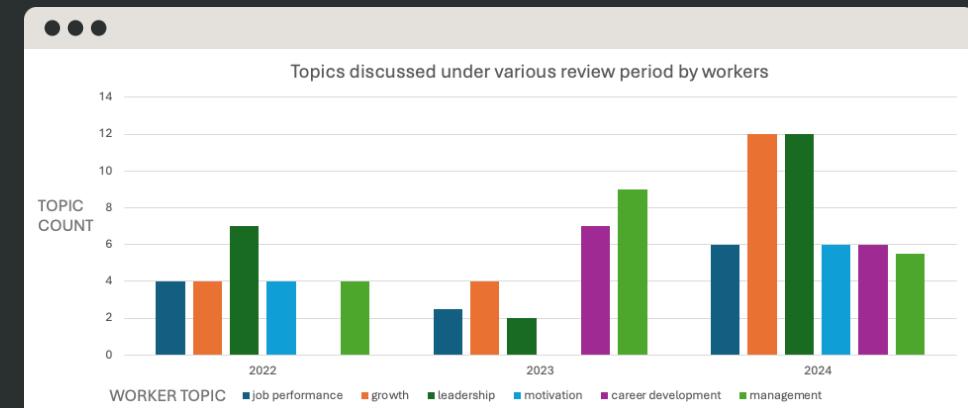
Performance Review Sentiment Analysis

Capture sentiment and themes from manager/worker reviews to guide workforce planning and reduce bias.

Choose Overall Summary (high-level comments) or All Feedbacks (summary, competencies, goals).

Identify job roles and managers with recurring negative sentiment patterns.

Monitor sentiment shifts over time and highlight frequently discussed themes (e.g., growth).



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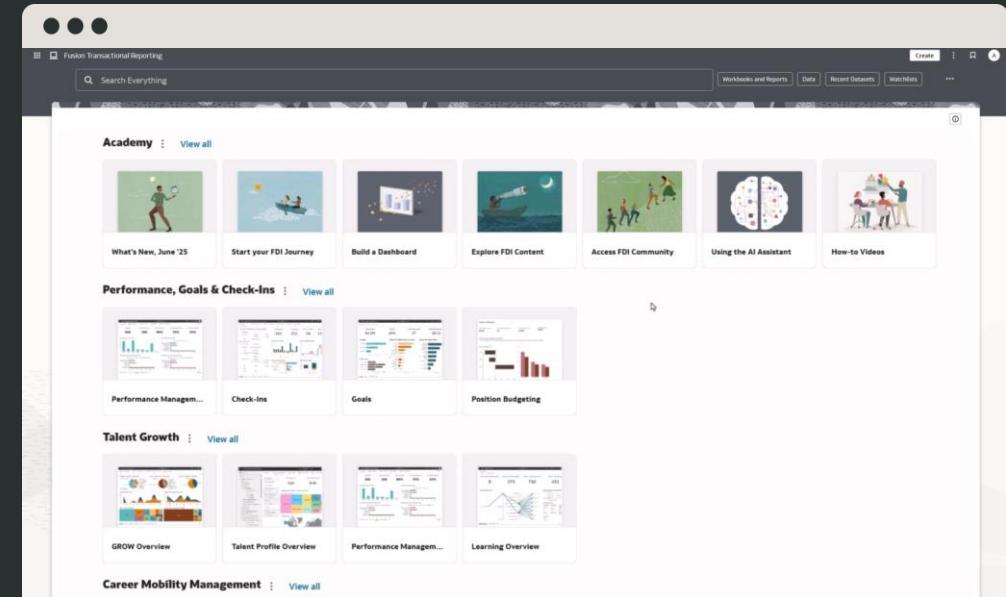
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UX Enhancements – Persona-based Functional Pages

- A new customizable homepage experience will orient users to application content.
- Page content includes
 - Functional groupings of core workbooks by persona.
 - Academy with helpful links and references.
 - Prebuilt content for KPI “Watchlists”.
 - A shared homepage surfacing cross-functional analysis.
 - Specialized Analyst/Author page with links to tools and application resources.
- Pages can be shared and customized, and users can create personalized ones too.

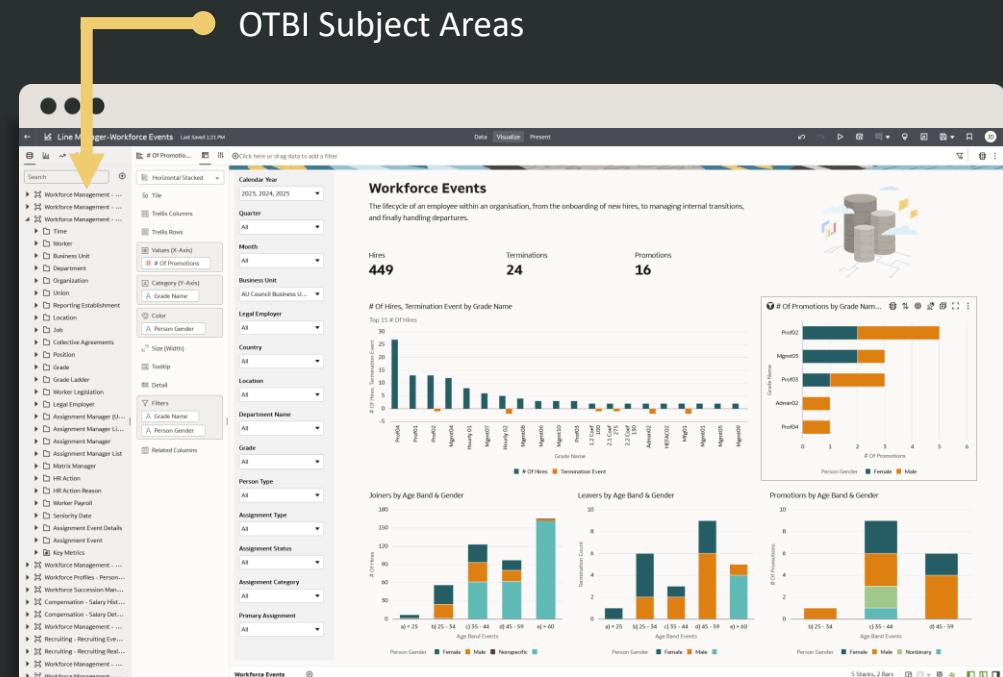


Persona-based Pages

CX	ERP	HCM	SCM
<ul style="list-style-type: none">• Sales Activities• Sales Pipeline	<ul style="list-style-type: none">• Financials• Procurement• Projects	<ul style="list-style-type: none">• Talent• Workforce• Talent Acquisition• Workforce Invest	<ul style="list-style-type: none">• Inventory & Costing• Order Management• Procurement

Fusion Transactional Reporting modernizes OTBI

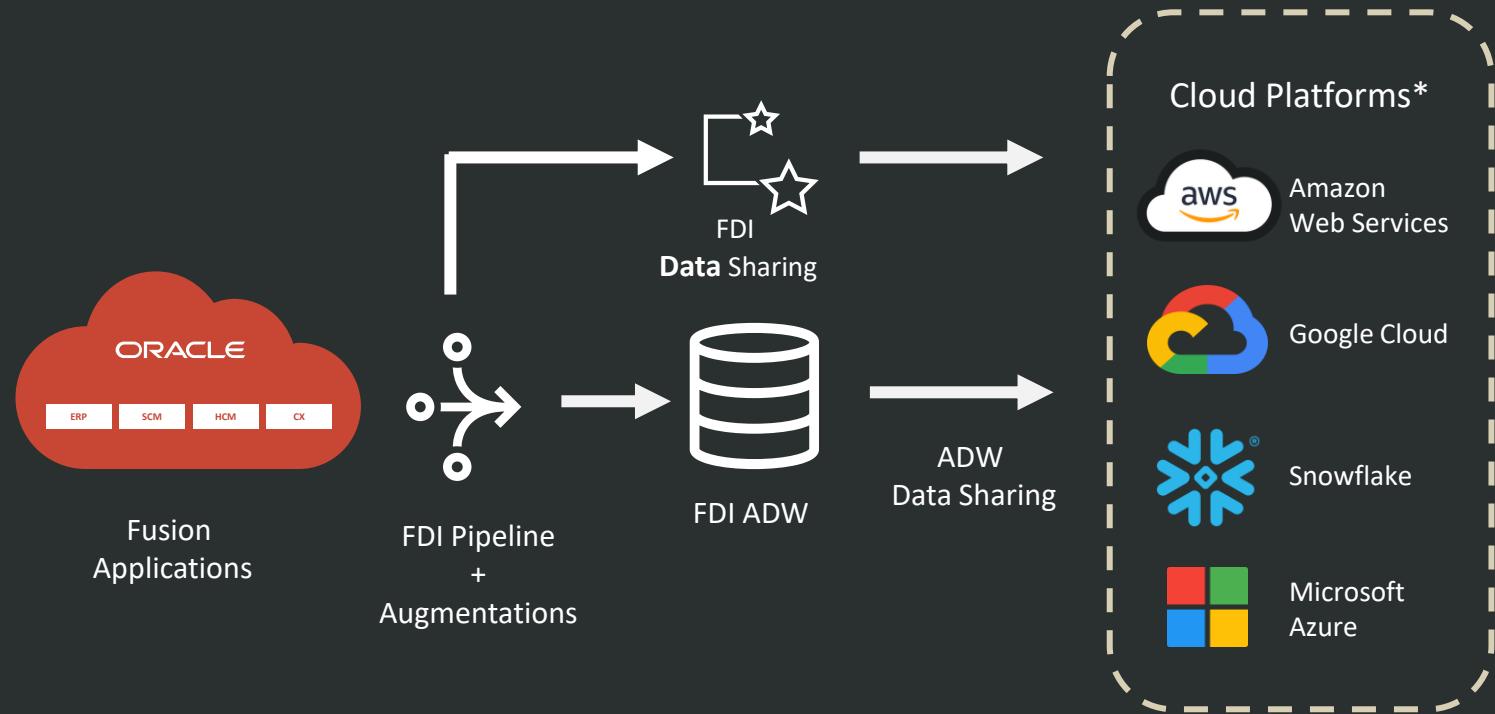
- Fusion Transactional Reporting (FTR) will bring the modern analytics experience of Oracle Analytics Cloud's workbooks to Fusion applications.
 - For the Fusion customer, workbooks can be built against the OTBI Subject Areas they know well.
 - Some limitations – e.g., no new data connections.
 - For the Fusion Data Intelligence (FDI) customer, OTBI Subject Areas will augment existing FDI SAs as part of the complete FDI application.
 - FTR can be upgraded to paid FDI at any time.
- FTR will eventually be deployed across all Fusion. OTBI capabilities (like BIP, Dashboards) are not going away.



- A successful LA of the feature was held this year for FDI customers.
- A first limited rollout of FTR in Fusion is planned for early CY 2026.
 - For the Fusion customer, workbooks can be built against the OTBI Subject Areas they know well.
 - Some limitations – e.g., no new data connections

FDI Data Sharing

- High performant data access to Fusion data in data lakes.
- Native integration with AI Data Platform.
- Certified data delivered through Fusion Data Intelligence pipelines.
- Provides initial and daily incremental data refreshes.
Future – will support intra-day
- Also available for Azure Cloud Storage.
Future – AWS, GCP and Snowflake.



What Data Sharing Options Does FDI Offer?

Revenue (RMCS) Analytics

- Self-Service Revenue Insights.
- Accurate & Transparent Revenue Management.
- Forecasting & Audit Readiness.

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About Providence



As a comprehensive health organization, Providence is caring for more people, advancing best practices and continuing its 165-year tradition of serving those who are poor and vulnerable

The Future of Health for All



Where We Serve

- Alaska
- California
- Montana
- New Mexico
- Oregon
- Texas
- Washington

IS Operations

- Hyderabad, India

Our promise: “Know me, care for me, ease my way”

Unified Experience Opportunity

The Unified Portal will drive increased efficiencies and productivity while enhancing the experience for Core Leaders and Caregivers

VISION:

PERSONAL DRIVEN UNIFIED PORTALS THAT ENHANCES THE EXPERIENCE OF LEADERS, CAREGIVERS AND OPERATION TEAMS BY INCREASING PRODUCTIVITY THROUGH COHESIVE, ACTIONABLE, AND PERSONALIZED INFORMATION IN A CENTRALIZED SOLUTION

Direct Benefits

- Enhanced Experience
- Reduced Admin Burden
- Increased used for tools

CORE CAPABILITIES:



Unified Experience / Nudges and Actions Personalization



Workflow Orchestration



Digital Assistant

FULLY MANAGED PLATFORM

Apps & Collab Data Engineering

AI

Analytics

EXAMPLE:

The screenshot shows a dashboard for "Good Morning, Emily" on Monday, January 27th, 2025. It includes sections for "My active items" (Tasks, Requests, Surveys, Journeys), "Manager" (Maria Daniels, Vice President, direct reports: AP, AR, AH), "Coworkers" (Adrian Hunt, Alan Gregory, Anne Payne), and "Team Schedule" (My Team's Schedule for Jan 27 - Jan 31). The portal also displays PTO balance breakdown, annualized PTO hours, and mandatory training status.

Indirect Benefits

- Patient care
- Engagement & Retention
- Compliance & Adherence

Capacity Creation

- Support Function Efficiencies
- Reduced ticket/case volumes

Featured HR Personas of an Interaction Layer



UNIFIED VIEW OF APPROVAL REQUESTS

- Unified view of pending expense reports, cross functional workflow approvals such as purchase orders, PTO requests etc.
- **Rationale:** Enhances experience and efficiencies by providing one unified view of processes requiring Core Leaders attention



HIRING NEEDS

- Overview of open hiring requisitions, interview schedules and onboarding checklists, candidate status etc.
- **Rationale:** Critical workforce activity for Caregivers seek regular updates on due to potential impact on patient care



WORKFLOW INSIGHTS

- Insights into the status of cross functional processes/workflows such as onboarding, employment check systems, talent management, L&D & LOAs.
- **Rationale:** Streamlines processes and provides enhanced experience for critical moments that matter



HIRING EFFICIENCIES

- Average time to fill Req, # of reqs processed by recruiters, average time of each req phase
- **Rationale:** Ensures efficiencies with req to hire process



DIGITAL ASSISTANT

- Answers Caregivers and Core Leaders questions based on the data available in core solutions/knowledge base
- **Rationale:** Provides personalized responses to Caregivers and Core Leaders without the need to raise a HR/IT request



TALENT MANAGEMENT

- Break down of talent i.e. top, risk of loss, high potential versus high performance, correlation between goals and performance etc.
- **Rationale:** high performing teams and better retention

Transformation Journey with FDI



Implementing Fusion Data Intelligence platform is the first step on our long-term journey to transform our reporting & analytics capabilities at Providence

Talent Acquisition

Today: Improved Hiring Efficiency

- Measure time-to-hire, time-to-onboard, and similar metrics across key attributes
- Track recruiting metrics including offer decline rates and reasons, onboarding failures, and workload
- Pinpoint sources that yield the highest-quality hires
- Determine high-yield channels and the fit of internal candidates

Next: Integrated Interview Feedback

- Deliver a 360° view of hiring with interviewer notes and candidate surveys

Talent Management

Today: Track Managerial Engagement

- Measure manager-employee interaction rates against targets
- Track goal alignment by departments, business units, and regions
- Analyze career growth and engagement to optimize talent development
- Predict attrition risk of top performers by identifying motivation drivers

Next: People Leader Dashboards

- Empower people leaders with goal, feedback, and rating details for their direct and indirect reports

Cross-Functional Payroll

Today: Payroll Data for System Finance

- Supply system-level finance caregivers with anonymized payroll costing data
- Augment payroll costing data with finance-specific attributes
- Enable drill-down from finance KPIs to payroll cost details for variance insights
- Provide self-service capabilities for only those costing attributes finance needs

Next: Cost Center Data Security & People Leader Workbench

- Provide cost center owners consolidated finance and payroll analytics for their cost centers

What's Next?

More at AI World

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Join the Community



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