



Revolutionizing HCM with Oracle Fusion Talent Management

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Table of Contents

Overview	3
What Does Oracle Fusion Talent Management Offer?	3
What's Special?	3
Working with Oracle Fusion Talent Management - Coexistence	4
About Hexaware	4



Overview

In today's knowledge-driven economy, talent has long been recognized as a competitive advantage. However, attracting, managing and retaining talent has brought its own set of challenges. Key among these has been an organization's ability to standardize talent management processes. So whether it's about setting employee performance goals that map to organizational goals, understanding employee aspirations and creating a realizable career path, gauging workforce competencies and skills, or ensuring that there is a leadership pipeline, there is a critical need to create objective and well-defined processes.

Oracle Fusion Talent Management makes all of this possible while doing much more. Based on extensive customer research and years of development, it is recognized among the most innovative human capital management (HCM) solutions. This whitepaper explores how your organization can harness the potential of Oracle Fusion Talent while leveraging the power of your existing HCM environment.

What Does Oracle Fusion Talent Management Offer?

Oracle Fusion Talent Management promises to revolutionize the way you manage talent through an offering of modules that cover workforce rewards, workforce development, and workforce analytics. While the core modules include Performance Management, Compensation Management, and Goal Management, this product's breakthrough development comes in the form of solutions like Talent Review, Workforce Directory Management, Network at Work, and Workforce Predictions.

Performance Management

Supports workers, managers, and business leaders with up-to-date worker performance evaluation and offers superior user experience.

Compensation Management

Offers an employee's total compensation view with best-in-class analytics for better decision-making.

Goal Management

Facilitates collaborative goal setting for the organization and employees, and enables alignment of organizational goals with employee performance goals. It also supports employee development plans.

Talent Review

Automates resource-intensive and manual processes, improves talent discussion with the use of an interactive dashboard, and makes decisions assignable and actionable.

Workforce Directory Management

Gives an integrated, 360-degree view of an employee through a user-friendly interface. This module is the key to connecting Oracle Fusion Talent Management applications with your native HCM system.

Network at Work

Provides a collaborative framework with Enterprise 2.0 features that empower employees to connect with thought leaders and create internal interest-based social networks resulting in greater collaboration and knowledge sharing

What's Special?

Oracle Fusion Talent Management presents a compelling, next-generation solution in terms of talent systems design and operation. It reflects the changing role of the Human Resources function in organizations by incorporating capabilities that empower you to do things the way you like.

With Oracle Fusion Applications' Service Oriented Architecture (SOA)-based technology stack, it becomes simpler to configure business processes depending on your organization's needs. In addition, an easy-to-personalize user interface enables you to select what you want to see. All told, it means you can stop worrying about customizations while being assured that custom configurations are easily adaptable and upgrade-safe.

Real-time analytics equip HR professionals, managers, and employees with information on-demand with advanced modeling tools to gain richer information on your workforce. Workforce Predictions takes it a step further by enabling you to get insights on the probability and effect of emerging workforce risks.

Importantly, Oracle Fusion Talent Management brings the social network within your control by incorporating Enterprise 2.0 features to connect people, increase the exchange of ideas, and boost disciplined collaboration.



Working with Oracle Fusion Talent Management - Coexistence

Oracle Fusion Talent Management empowers organizations to get near-instant business value by deploying it in 'coexistence' with the organization's current ERP investment. While Oracle offers delivered integrations to PeopleSoft 8.9 and Oracle E-Business Suite 12.1, organizations can use standards-based tools to configure integrations with third-party HCM systems or other versions of Oracle HCM software.

One of the biggest advantages of working with Oracle Fusion Applications is the flexibility it offers in its deployment. It can be deployed:

- On-premise, hosted by the organization
- On a SaaS model, in a public cloud accessible over the internet or a private cloud behind the organization's firewall
- As a hybrid model that combines on-premise and SaaS deployment

Once deployed in a coexistence model, your organization's native HR system continues to be the system of record for essential employee information. However, information related to employee profiles, such as certificates, licenses, and competencies, moves to Oracle Fusion Talent Management. Oracle Fusion Talent Management is then used for key talent management functions like talent review, compensation management, goal management, and performance management.

Data between Oracle Fusion Talent Management and the native HR system is synchronized using Oracle Batch Loader and Oracle Data Integrator (ODI) while data integrity between the systems is maintained through incremental data refreshes.

About Hexaware

As an Oracle Platinum Partner, Hexaware combines its technical and deep HCM domain knowledge to deliver successful business solutions that enable you to maximize returns on your Oracle Fusion Talent Management investment.

Hexaware has developed a variety of accelerators that combine Oracle's technology with Hexaware's functional and technical expertise to effectively meet your business needs.

Our scope of services for Oracle Fusion Applications include rapid implementations either on-premise or on a SaaS model to coexist seamlessly with existing ERP investments. Combined with our upgrade and support & maintenance services, Hexaware becomes the partner of choice for Oracle Fusion Applications.



About Hexaware

Hexaware is the fastest growing next-generation provider of IT, BPO and consulting services. Our focus lies on taking a leadership position in helping our clients attain customer intimacy as their competitive advantage. Our digital offerings have helped our clients achieve operational excellence and customer delight by 'Powering Man Machine Collaboration.' We are now on a journey of metamorphosing the experiences of our customer's customers by leveraging our industry-leading delivery and execution model, built around the strategy— 'Automate Everything, Cloudify Everything, Transform Customer Experiences.'

We serve customers in Banking, Financial Services, Capital Markets, Healthcare, Insurance, Manufacturing, Retail, Education, Telecom, Professional Services (Tax, Audit, Accounting and Legal), Travel, Transportation and Logistics. We deliver highly evolved services in Rapid Application prototyping, development and deployment; Build, Migrate and Run cloud solutions; Automation-based Application support; Enterprise Solutions for digitizing the back-office; Customer Experience Transformation; Business Intelligence & Analytics; Digital Assurance (Testing); Infrastructure Management Services; and Business Process Services.

Hexaware services customers in over two dozen languages, from every major time zone and every major regulatory zone. Our goal is to be the first IT services company in the world to have a 50% digital workforce.

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Safe Harbor Statement

Certain statements in this press release concerning our future growth prospects are forward-looking statements, which involve a number of risks, and uncertainties that could cause actual results to differ materially from those in such forward-looking statements. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding fluctuations in earnings, our ability to manage growth, intense competition in IT services including those factors which may affect our cost advantage, wage increases in India, our ability to attract and retain highly skilled professionals, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on immigration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks, our ability to successfully complete and integrate potential acquisitions, liability for damages on our service contracts, the success of the companies in which Hexaware has made strategic investments, withdrawal of governmental fiscal incentives, political instability, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property and general economic conditions affecting our industry.

