



Oracle Fusion Workforce Predictions

An integral part of Oracle Human Capital Management (HCM) and Business Intelligence solutions, Oracle Fusion Workforce Predictions (Predictions) provides forward-looking insight into your workforce trends and helps you take action early, aligning human capital with organizational needs.

PREDICTIVE ANALYTICS

KEY FEATURES

- Predict individual attrition and performance
- Predict team attrition and performance
- Understand what impacts workers most
- Take corrective action through “what if” modeling
- Predictive 9-box
- Create predictive workforce plans
- Add or remove data points
- Create new predictive models
- Assesses the accuracy of models
- Embedded throughout Oracle HCM
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Predictions uses current and historical indicators to predict performance and attrition, determine corrective action through “what if” scenario modeling, and provide the ability to implement that corrective action. For example, a top performer might be predicted to have a high likelihood of attrition or become a poor performer based on hours worked without taking holiday absence and a lower-than-average pay increase. Predictions will flag this worker to their manager and HR professional, provide the reasoning behind the prediction, and allow the user to perform a “what-if” analysis impact on the prediction. Predictions shifts the management of the workforce from one based on history to one based on determining how you can minimize or exploit what will happen tomorrow.

Predict Worker and Team Performance

In day-to-day management it is difficult to know if a change in role, promotion, or time off will have a positive impact on a worker’s performance. Now, as you take those actions, you will be informed of predicted impact on that worker’s performance. For example, you can now understand whether a worker really needs a whole week off, and not just a long weekend, to help improve their performance; or, how a worker may perform in a new role, given their current skills and experience. Predicting worker and team performance helps you determine which people and teams will likely have a drop in performance and ensures that your day-to-day management of them will result in improving their performance.

Predict Worker and Team Attrition

Worker surveys and manager intuition do not provide organizations with enough information, at the right time, to prevent employees from leaving when you want to retain them. The 9-box organizes workers by their predicted risk of leaving, so you can quickly determine which high performers are at risk and concentrate your energies on retaining them. Predictions presents data about which workers, and teams, are likely to face attrition problems, providing you timely information to proactively address the risks.



KEY BENEFITS

Predictions provides organizations with an extensible, scalable framework to predict and improve worker performance and attrition.

- Predict at all levels of the organization
- Know why top performers stop performing before it happens
- Know who will leave before they leave
- Take corrective action on predicted performance or attrition issues
- Create actions based on predicted worker models
- Understand the predicted impact when implementing workforce changes



Figure 1 – Predictive 9-Box

Improve Performance and Reduce Attrition through “What If” Modeling

Determining what motivates your employees is a daunting task. By using “What If” Modeling you can easily model different scenarios to see how changes in policies, vacation, pay, or promotions, will affect your organization. This allows a better understanding of the complete costs and benefits of policy changes on your organization, before you action those changes. Early insight into likely outcomes of policy changes ensures you put the right policies in place to achieve your goals, allows teams to pro-actively manage their employees, ensures changes are communicated effectively and undertake individual corrective action to prevent key losses due to policy changes.



Figure 2 – “What if” Predictive Modeling

Make Decisions and Take Actions Immediately or Over Time

Once a path to improving performance or reducing attrition has been modeled, it can either be implemented immediately or saved as a predicted worker plan to be implemented later or implemented in stages.



Figure 3 – Create a Worker Action Plan

If the decision is to implement immediately, a step-by-step action plan will be generated and link all of your modeled changes to the relevant worker actions in Oracle HCM. As you complete steps, the action plan will be updated with what has been completed, what is to be completed, and reflect real-time changes in the workforce prediction score. Further, it will show the comparison of how much the score will improve if they complete the remaining actions.

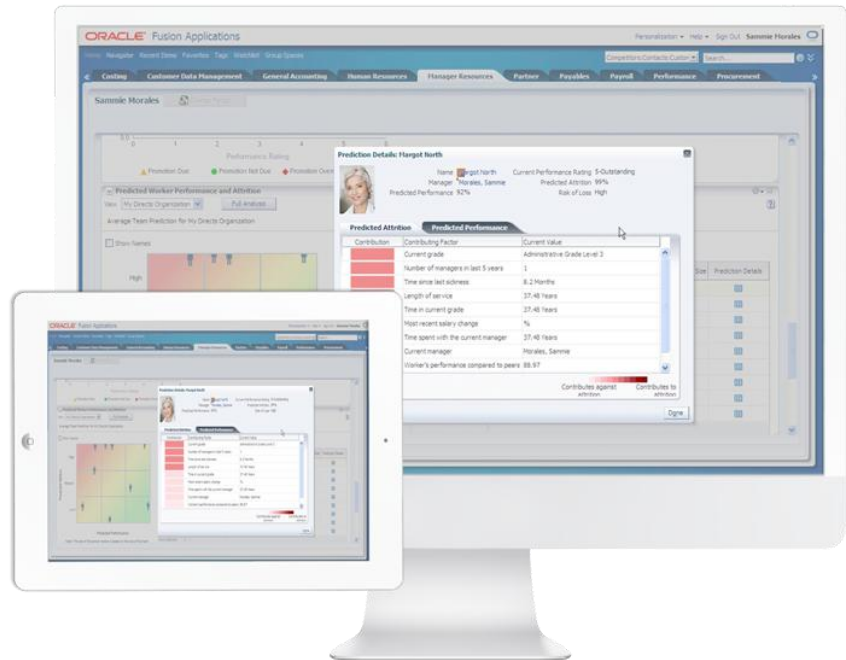


Figure 4 – Drill Directly into Key Workers to See Their Predicted Attrition

If the decision is to implement later, the modeled changes can be saved as a predicted worker plan to be completed at a later time. When the time is right to implement the plan, the predicted worker plan will already be updated with the latest predictive score for the worker and also the predicted improvement if the plan was implemented. If it has changed, the plan can be opened and fine-tuned through “What if” modeling to achieve the improvements in performance and attrition required.



Figure 5 – Identify Problems and Take Action

Accurate and Statistically Valid Predictions

Predictions leverages existing Oracle Data Mining statistical models similar to those used elsewhere in your organization (for example, to make predictions about what customers to sell to or how credit worthy a person's creditworthiness). These statistical models make predictions using multiple years worth of your organization's workforce, business, and operational information, including data such as time in job, composition of a team or how many deals a sales person is currently closing. This internal information is blended with external benchmarks and market indicators to provide the statistical models with a complete and robust picture in which to make highly accurate predictions.

Before and after deploying Predictions, administrators can assess how accurate the model is with its current set of information and fine tune it for better accuracy by adding or removing model attributes. Administrators can use these same capabilities to also create brand new models, such as compliance or leadership.

Best Practice Standards Based Security

Fusion Applications are built according to the concept of Role Based Access Control (RBAC). The use of RBAC to manage user privileges (computer permissions) within a single system or application is widely accepted as best practice. Security is managed at all levels – function, transaction, field, and data-level. RBAC assigns permissions to specific operations with meaning in the organization, rather than to low level data objects. RBAC not only meets, but exceeds the needs of auditable, segregation of duties (SoD) requirements.

Within an organization, roles are created for various job functions. The permissions to perform certain operations are assigned to specific roles. Users are dynamically assigned roles, Since users are not assigned permissions directly, but only acquire them through their role (or roles), management of individual user rights becomes a matter of simply assigning appropriate roles to the user's account; this simplifies common operations, such as adding a user, or changing a user's department.

Built-in Extensibility

Fusion Applications are built so that a business user can adapt the application to suit their personal or organizational needs. The key to this 'tailor-ability' lies in the usage of metadata objects and services in the heart of the application architecture. Changes and extensions to the application are stored as new layers over the delivered objects, allowing for flexibility in an 'upgrade-safe' manner.

Securing the Complete Information Lifecycle

Fusion Applications Security provides standards-based, declarative, transparent, portable function and data security policies across all Fusion Applications, defined independently from application code.

By making use of an external security reference system - Fusion Identity Management - as opposed to referencing security only inside an HCM application, the complete application set and the hardware and services used in the HCM process can be secured. Reporting of data in BI systems is governed by the same single security authority as information on a HCM transaction user page.

CONTACT US

For more information about Oracle Fusion Workforce Predictions, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



Hardware and Software, Engineered to Work Together

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