



ORACLE FUSION CLOUD HCM EXTENDED PROFILE

ORACLE®

OVERVIEW

Oracle Fusion Cloud HCM is Oracle's cloud-native human capital management suite that covers core HR, talent, workforce management, payroll, analytics, and an employee experience layer called Oracle ME. It aims to provide a single data model and unified user experience across HR and adjacent enterprise systems.

KEY FEATURES

- Core Human Resources: global employee lifecycle, position/assignment management, compliance support across jurisdictions.
- Talent Management: recruiting, onboarding, learning, performance, compensation, succession, career development, and dynamic skills.
- Workforce Management: time & labor, absence, scheduling, health & safety, labor optimization.
- Payroll: configurable, integrated global payroll options.
- Analytics: prebuilt KPIs and dashboards plus the ability to extend with custom KPIs and third-party data.
- Employee experience (Oracle ME): an employee experience platform that bundles communications, journeys, recognition, coaching, and service tools.
- AI and automation: Oracle documents AI agents and an AI-enabled digital assistant to support transactions, recommendations, and guided workflows.



SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Oracle Fusion Cloud HCM
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✓
COBRA	✗
COMPENSATION	✓
COMPLIANCE	✓
DISCIPLINARY ACTION	✓
EMPLOYEE SELF SERVICE	✓
FMLA	✗
HEALTH & SAFETY	✓
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✓
PAYROLL	✓
PERFORMANCE MANAGEMENT	✓
RECRUITMENT	✓
REVIEWS	✓
SOCIAL NETWORKING	✓
SUCCESSION MANAGEMENT	✓
TIME & ATTENDANCE	✓

TRAINING & SKILLS	✓
VACATION & SICK LEAVE	✓
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
ORGANIZATION SIZE	
ENTERPRISE (1000+ EMPLOYEES)	✓
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✗
PLATFORM	
CLOUD	✓
INSTALLED	✗
PRODUCT INFO	
MODULAR	✗
MULTI LANGUAGE	✓
MULTI CURRENCY	✓
CUSTOMIZABLE	✗
FURTHER INFORMATION	

SOFTWARE SCREENSHOTS

The screenshot shows the Oracle Vision 'Evaluate Performance' interface. The top navigation bar includes a search bar and filter buttons for 'Document Status In progress', 'Current Task Owner Me', and 'Assignment Status Active'. Below this is a 'Performance and Goals Assistant' section with a 'Topics Performance and Goals Assistant' button. The main content area displays a card for '2024 Annual 360 Development Evaluation' by Markus Salzner, showing a progress bar for '1 of 5 tasks' and a 'Current Task Manager Evaluation of Workers | Due by 20/03/25'. A sidebar on the right contains tips for maximizing performance reviews, such as 'First, ensure you are well-prepared by reviewing their job description...' and 'During the meeting, encourage your employee to share their specific achievements...'. The bottom navigation bar shows 'My Performance', 'Evaluate Performance', and 'All-in-One Evaluations'. A bottom bar also contains 'Topics Performance and Goals Assistant' and 'Ask Oracle'.

INSPIRE

Benefits Package

Medical

Required

\$475.00
Total Cost

Who do you want to cover?
 Erin Lagarde Joanne Lagarde Danny Lagarde (Child)

Compare Plans

Out of pocket
 I choose not to participate in these benefits.

Decide plans

Baseline Plan
 \$380.00
 Employee Plus One

Plus Service
 \$415.00
 Employee Plus One
 Erin, Lagarde, Danny Lagarde

View Details

Plus Service High Deductible (HDHP)
 \$524.00
 Employee Plus One

Cancel Continue

Global coverage—urgent care, Emergency care, 24/7 travel support—help for healthy tips, facility locations, and hassle-free reimbursements, just a call or click away.

Show Sources (2)

Source 1
 Health Revenues - Plus Service

Source 2
 Health & Wellness - Plus Service

Source 1

Get care outside Plus Service areas
 You're covered for 24/7 virtual care anywhere in the U.S. And outside Plus Service states, you may be able to pay your usual copay or coinsurance for on-demand urgent care at other providers—no need to file a claim for reimbursement later.

Emergency care in the U.S.
 You're covered for emergency care when and where you need it. If you believe you or a family member has an emergency medical condition, call 911 or go to the nearest hospital.

International care
 If you ever need immediate care when traveling internationally, go to the nearest medical facility. You'll have to pay upfront for your care and submit a claim for reimbursement later.

See more information

Tap to Ask Oracle

Audience Manage

Predefined Audience
 Full-time employees, M4 grade, working for the legal employer Inspire Health Services

Audience Breakdown

2,790 Audience Members

Show Metrics for Top Worker Location

Location	Count
New York NY	1,478
London UK	516
Paris FR	375
Sydney AZ	220
Beijing CN	201