

ORACLE

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Reasons Customers Choose
Oracle Fusion Cloud HCM

Introduction

Organizations around the world are experiencing seismic changes in how they operate. Customers expect more, demanding fast, convenient, and personalized products and services. Employees expect more, seeking employers that share their values, offer flexible work options, and equip staff with the latest technology. Across retail, financial services, healthcare, and other industries, organizations are redefining their business models, their strategies, and the technology they use to help them achieve their goals and easily pivot as those goals change.

HR is no exception. Your team needs an effective solution to attract, engage, grow, and retain your talent. You also need clarity on the impact your people have on your bottom line. Nothing can help meet the needs of the modern workforce better than an all-in-one, unified cloud solution.

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Reasons organizations choose Oracle Cloud Human Capital Management

01

Personalized
experience

02

Adjustable
and extensive

03

Complete HCM
cloud solution

04

Vibrant HR
community

05

Complete
enterprise solution

06

Improved
business value

07

Customer
success

08

Dedicated
to innovation

09

Data security
and privacy

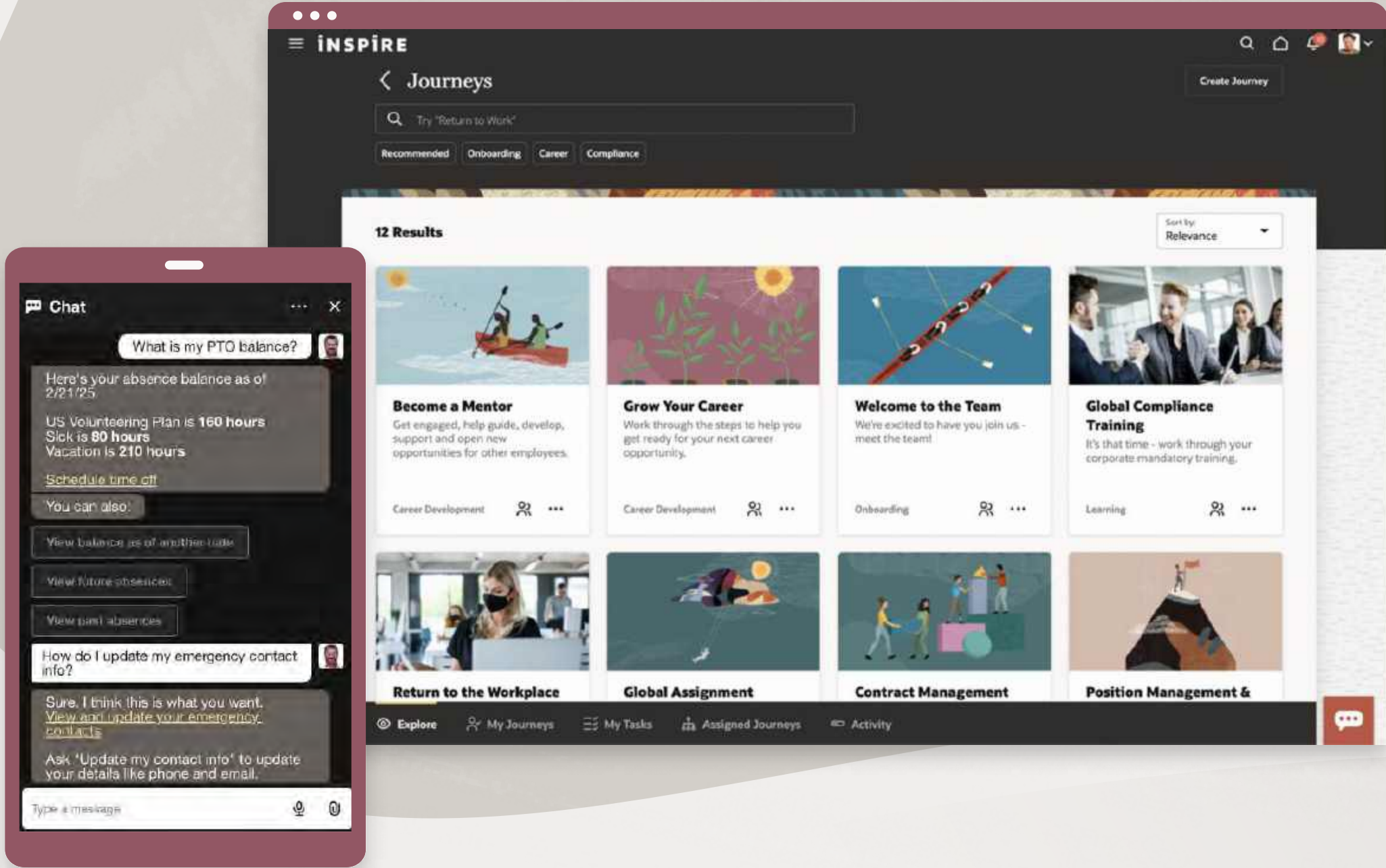
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Global
capabilities

01 Personalized experience

Employees want to feel supported by their organization regardless of where, when, and how they work, and that includes being provided with work technologies that tailor experiences to meet their needs. Many HR teams recognize the current and future impact of AI on personalizing the employee experience, but many add-on solutions and other cloud providers are lagging. Oracle, however, is at the forefront of AI innovation. We embed AI tools throughout the HCM suite at no additional cost. For example, predictive AI can recommend jobs and new skills for workers to learn, agentic AI can help them understand internal mobility options and plan their careers, and generative AI can help draft goals to get them where they want to be.

Further, Oracle Cloud HCM offers the only complete employee experience platform that empowers your people to connect, grow, and thrive. [Oracle ME](#) provides personalized guidance and creates meaningful connections by bringing together employee communications, workflows, listening, networking, and support on an open platform. It uses your workforce data and AI tools to deliver a unique experience to every employee and individualized guidance to boost productivity.



“Oracle Cloud HCM allows us to invest in our team members by providing modern, flexible technology and streamlined workflows that make interacting with HR easier than ever. With improved access to information using Digital Assistant, team members can quickly find the answers they need, allowing us to personalize the experience and support everyone's individual goals.”

Elina Petrillo
Vice President, Head of HR Technology, Northwell Health

02 Adjustable and extensive

Your business needs can drastically shift in the blink of an eye. HR is at the forefront of navigating change and needs to be able to adapt quickly as new challenges arise. Wouldn't it be nice if your system offered fast, accurate data and could be easily configured to meet your evolving needs?

Our customers think so. They tell us the fact that Oracle Cloud HCM can deliver adaptable and flexible solutions to address changing business practices, regulations, and environments is a big win. You can easily configure your organizational chart, model your workforce using compensation data, and set up processes with little to no IT involvement. Embedded analytics provide a personalized dashboard with the complete visibility you need to quickly make informed decisions and understand the impact your people strategy has on the organization and vice versa. In addition, customers are using Oracle Platform as a Service to extend the system to fit the needs of their business.

“The global HR function now has access to data from numerous applications. This provides visibility into the end-to-end employee lifecycle and supports business with data-driven decisions. Oracle Analytics and Autonomous Data Warehouse on OCI has enhanced access to our data, while ensuring a continuous focus on privacy and security with far fewer administrative tasks. This equipped us to better empower our people.”

Emilio Soriano
HR Systems and Employee Experience Solution Architect,
Sr. Manager, Schneider Electric

03

Complete HCM cloud solution



Organizations that want to manage the entire employee lifecycle select Oracle Cloud HCM because it’s the most complete HR cloud solution on the market. Built as a single cloud solution for all HR functionalities, with AI embedded in its infrastructure, it connects every HR process from hire to retire.

Our solution delivers full, end-to-end workforce visibility spanning talent management, learning, talent acquisition, employee experience, HR help desk, payroll, benefits, workforce planning, analytics, health and safety, and time and labor. This connectivity provides a consistent experience for your HR department and employees and establishes one source of truth for HR data to improve decision-making.

“We had disconnects between our HR data and scheduling processes and scheduling data and timekeeping data. Oracle allowed us to unify the entire process, handle our unique pay structure, and simplify our weekly payroll cycle.”

Rebecca Galbraith
Ph.D., Director of Human Resources American Furniture Warehouse

04

Vibrant HR community

Oracle Cloud Customer Connect is a vibrant online community of more than 59,000 HCM users and a great place to crowdsource information, discuss the latest releases, register for in-person and virtual events, and submit product suggestions. This online community allows our customers to network and learn with leading technology experts and stay up to date on the latest HR trends. You can participate in active forums where you can share best practices, troubleshoot issues, and advance your HR career.

59K+

Oracle Cloud Customer
Connect HCM users

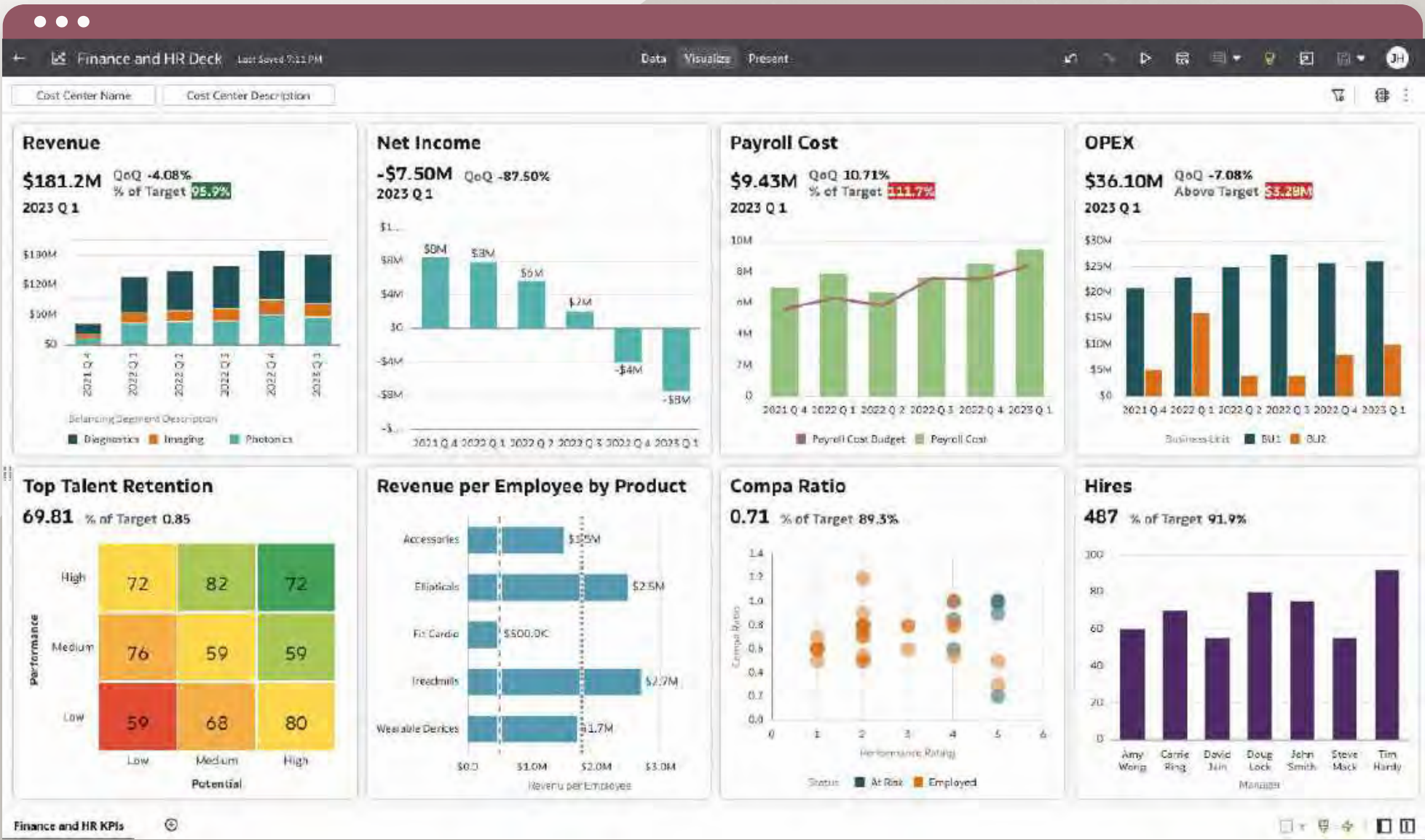


05 Complete enterprise solution

One of the many things that sets us apart from other vendors is that we natively built our software-as-a-service applications on our own cloud platform and infrastructure. With applications and data all on one platform, you can gain unobstructed visibility across your organization and increased data security.

By connecting departments across HR, finance, supply chain, sales, and marketing, you can use configurable dashboards to manage people costs and drive growth. You could connect all these functions with APIs and integrations, but that may result in data lags, inaccuracy, and ongoing maintenance that could hamper your ability to move fast and be confident in your decisions.

We give you one cloud to align your organization, which means greater business agility and a faster response to business needs.



06

Improved business value

Our customers leverage our HCM cloud application to drive business value through better user engagement and adoption, streamlined processes, improved productivity, and a lower total cost of ownership. After deploying Oracle Cloud HCM, Nokia consolidated 14 different human resources tools in the cloud, streamlining more than 100 HR processes in one system for its 80,000 workers.

Westfield Insurance says Oracle Cloud HCM helped improve employee and manager experiences and gave the organization better access to data and information, allowing it to make more strategic decisions. Looking ahead, the company is excited about how our built-in genAI capabilities will continue to improve workforce planning, skill matching, and recruiting.

Results like this illustrate why it’s important to partner with us as you make a business case for Oracle Cloud HCM.



“My objective is to expand the business, not to just let it stay as it is. Before moving to Oracle Cloud, I was always in firefighting mode. Today when I meet with our business unit leaders, I’m not talking about excuses and limitations. Rather, I’m asking them how I can help them grow their business.”

Mohamed Sadawy
CIO, Bukhatir Group

07

Customer success

At each step of the journey to the cloud, we partner with you to help facilitate the success of your project. We take the time to understand your business challenges, goals, and long-term objectives and then identify the right solution. Our customers have access to an implementation success manager, on-demand education, and success planning tools. And we offer 24/7 customer service in 145 countries worldwide to help you maximize the value of your investment.

24/7 customer service
in 145 countries



08

Dedication to innovation

Innovation is critical to staying agile amid change. Our customers love that they can offer their teams tailored experiences that leverage advanced technologies, including AI, machine learning, and conversational experiences. These innovations are just some of the results of our US\$8.9 billion annual investment in research and development.

These technologies make work easier and improve the employee experience. For instance, take our AI agents. Our Leave and Absence Analyst helps the workforce navigate leave and absence policies, request time off, and understand their individual rights. Our Benefits Analyst is an advisor that helps employees understand and get the most out of their benefits package, offering personalized insights and answering questions on medical, dental, and vision coverage. AI—predictive, generative, and agentic—is embedded through the Oracle Cloud HCM suite, and we’re continually adding more capabilities.

80% of our quarterly updates
come from customer feedback,
and we’re reliable, with minimal
downtime and a record of hitting
98% of our roadmap commitments

09

Data security and privacy

We have a strong security culture and are trusted by organizations worldwide with strict security requirements. Stored in state-of-the-art data centers, Oracle Cloud HCM and our infrastructure have advanced multilayered security measures that can help customers address both local and international regulations.

Your business’s data is protected using encryption and continuous monitoring to mitigate risk. With companies now moving to a more distributed workforce, it’s critical to safeguard employee data so it’s only accessed as intended.

[Oracle Advanced HCM Controls](#) helps keep HR data secure with ongoing automated monitoring of user access and activity.

“Oracle is committed to continuously updating and enhancing the technology, the business capabilities, functionality, and user experience of its Oracle Fusion products. These are delivered through quarterly updates across our suite of applications which allow us to take advantage of new efficiencies, while also ensuring the security of our system.”

Mark Vaupel
VP of IT, Hormel



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Global capabilities

Most enterprises today operate at both the global and local levels, so our customers appreciate that Oracle Cloud HCM is designed to meet both international and regional needs in more than 200 jurisdictions and 30 languages. In addition, Oracle Payroll is natively available in 60 countries using multiple delivery methods as part of a unified HCM and ERP cloud solution that's been trusted by organizations around the world for more than ten years.

Oracle Payroll solutions enable your organization to manage local pay rules and help you meet your unique business requirements with local best practices.

200 jurisdictions
30 languages
60 countries



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How Oracle can help

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Oracle Fusion Cloud HCM is a complete cloud solution that connects every human resource process—and every person—across your enterprise. It helps you create a community where people feel valued, heard, and like they belong. With a single user experience and data model, seamless processes, and AI-embedded infrastructure, Oracle Cloud HCM helps empower your people so they can power your business success.

[Request a demo](#)



Oracle Fusion Cloud Human Capital Management (HCM)

Empower a future-ready workforce to fuel organizational success

[Explore Oracle Cloud HCM](#)

Complete tasks in less time, make better decisions, enhance employee experiences, and streamline HR processes

[Explore Oracle AI for HCM](#)

Uncover actionable insights and get help improving workforce decisions day one with our prebuilt KPIs

[Explore Oracle Fusion HCM Analytics](#)

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