

# Oracle Fusion HCM Roadmap Services

Oracle Fusion HCM is Oracle Corporation's latest state of the art 'cloud' based HR offering bringing together all of the best-in-class features from Oracle eBusiness, Peoplesoft, Taleo and many others of its acquisitions.

One of a number of 'cloud' based Oracle Fusion Application offerings, Oracle Fusion HCM is technologically advanced in its selection, use and presentation of your people data. Whether these people are inside or outside of your organization this next generation Web2.0 based solution builds on the best-in-class social media and marketing tools to make sure that the dialogue you have is 'real-time', actionable and analyzable.

## THE CHALLENGES

- Your organization has a large portfolio of **existing solutions** and processes for providing information about your Human Capital but this is **neither timely nor accurate** impacting strategic decisions, staff retention and attrition.
- Your organization has no single technology solution but a disparate set of software some of which requires **upgrading or replacing**.
- The current financial climate and the growth of the 'cloud' has resulted in your business **corporate technology strategy** moving new technologies in to a 'cloud' environment reducing the amount of CAPEX spend.

## OUR ANSWERS

Our Oracle Fusion HCM Roadmap brings together **proven business strategy**, **technology awareness** and certified **Oracle eBusiness** and **Fusion HCM** skills to address each of your challenges.

- Using Oracle Applications Unlimited commitment, CGI can **enhance or upgrade** your current Oracle eBusiness / PeopleSoft or JD Edwards solution.
- Using the **co-existence** opportunities provided via Oracle Fusion HCM, CGI can help you implement additional functionality alongside the current enabling you to enjoy some of the features of the new technology without having to full immerse yourselves
- Whether a co-existence or a completely **new implementation**, CGI have the experience, flexibility and depth to meet your needs.



## FACT SHEET

### ORACLE FUSION

Next generation 'cloud' based offering built on Oracle's Fusion Middleware platform and using open standards and best business processes, Can be delivered via:

- Public Cloud
- Private Cloud
- On-Premise
- Hybrid

*CGI can deliver ALL of these via its existing infrastructure and SLA's.*

### APPLICATIONS UNLIMITED

Oracle's commitment to enhance and develop its existing stable of applications.

*CGI has proven experience in implementing and supporting many of the AU applications*

### ORACLE FUSION HCM

Next generation 'cloud' based offering.

*CGI is here to support you on your journey.*

Whatever your plan, we would like to help make sure your business is getting the most value from your technology investments.

### SO WHAT IS ORACLE FUSION HCM?

A set of highly optimized people management tools that enable you to successfully **create**, **maintain** and **interact** with your people. Leveraging the power of the internet, social media and the widespread use of mobile devices, Oracle Fusion HCM provides you with the information when and where you need it.



#### Global HR

- **Single Record System**  
Comply with local laws and regulations
- **Rules-Based Global Payroll**  
Pay employees according to local compensation rules
- **Flexible Benefits**  
Offer a complete compensation package



#### Talent Management

- **Goal Alignment**  
Track goals across various organization levels
- **Performance**  
Timely evaluation of employee performance
- **Review**  
Identify and assess top talent
- **Compensation**  
Strategically plan, allocate, and communicate compensation



#### Service Delivery

- **Self-Service**  
Easily access information based on your role, language, and experience
- **Collaboration**  
Build your own internal social network and connect with other domain experts
- **Organizational Charts**  
Access a 360-degree view of employee and professional details



#### HR Analytics

- **Embedded**  
Analyse historical trends and compare performance metrics
- **Interactive Dashboards**  
Have real-time visibility into key metrics and measurements
- **Real-Time Reporting**  
Drill down on predefined hierarchies, enable action links, and schedule reports
- **Workforce Predictions**  
Predict performance or determine corrective action through "what if" scenario modeling

### WHY CGI

CGI has a wealth of experience in Oracle Applications from R11 and R12 to Fusion. This complimented with our *outsourced Payroll, Oracle Fusion Middleware, Shared Service and Data Centre Services* as well as our specific *business* focused *knowledge* make us the perfect partner to accompany you on your journey in to the cloud and beyond.

### ABOUT CGI

With over 68,000 professionals in 40 countries, CGI fosters local accountability for client success while bringing global delivery capabilities to clients' front doors. Founded in 1976, CGI applies a disciplined delivery approach that has achieved an industry-leading track record of on-time, on-budget projects. Our high-quality business consulting, systems integration and outsourcing services help clients leverage current investments while adopting new technology and business strategies that achieve top and bottom line results. As a demonstration of our commitment, our average client satisfaction score for the past 10 years has measured consistently higher than 9 out of 10.

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