Human Capital Management
Vision and Roadmap

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HCM Solutions Consulting Manager
Safe Harbor Statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decision. The development, release, and timing of any features or functionality described for Oracle’s products remains at the sole discretion of Oracle.
Agenda

• HCM Strategy
• PeopleSoft HCM
• E-Business Suite HCM
• Summary
HCM Strategy
Oracle’s Applications Strategy

Applications Unlimited

Latest Release

Version 9.0 → Version 9.1 → Unlimited

Version 12 → Version 12.1 → Unlimited

Next Release
Oracle’s Application Strategy

Complete
Comprehensive Industry Portfolio
More Value
Less Complexity

Open
Standards-Based Architecture
More Choice
Less Risk

Integrated
Designed to Work Together
More Flexibility
Less Cost
PeopleSoft Enterprise 9.1
PeopleSoft HCM 9.1

Release Summary

HCM Investment Strategy

- Demonstrated Thought Leadership
  - Succession Planning
  - Career Planning
  - Expansion of Talent Management
- Commitment to Customer Satisfaction
  - Manager Self Service Compensation
  - Greater Usability
- Expansion in Industry & Global Markets
  - Contract Pay
  - ELM Localizations
- Legal and Regulatory Updates
- Integration to Other Oracle Solutions
- Ongoing Adoption of Fusion Technology Components
PeopleSoft Talent Management
Improving The Talent Management Lifecycle

Ensure business continuity through workforce planning with succession planning using real-time visualization.

Integrated compensation and performance enables "pay-for-performance" and motivates and retains workers.

Dashboards personalize a user's widgets and streamline processes.

Talent Pools to facilitate collaboration for managing your talent.

Operationalize business plans faster through goal alignment.

Integration to Microsoft Outlook to streamline recruiting processes.
PeopleSoft HCM 9.1

Compensation Summary - Manager

Compensation Task

Update Compensation

Below are the Direct Reports for Operations. You may enter your proposals here or click the link to view the employee's comparative data and enter proposals.

Edward Heall

Cycle: 2007 Year End Merit Cycle
Cycle Period: 01/01/2007 - 12/31/2007
Group: Operations - In Progress

Display Currency:
Display Individual's Data In: Display Currency |
Chart: Salary Funding Comparison

<table>
<thead>
<tr>
<th>Compensation Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funded Plan</td>
</tr>
<tr>
<td>--------------</td>
</tr>
<tr>
<td>Merit</td>
</tr>
<tr>
<td>Promotion</td>
</tr>
<tr>
<td>Bonus</td>
</tr>
<tr>
<td>SAR</td>
</tr>
<tr>
<td>ISO Stock</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Direct Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
</tr>
<tr>
<td>----------------</td>
</tr>
<tr>
<td>Ana Rodriguez</td>
</tr>
<tr>
<td>Aisha Williams</td>
</tr>
<tr>
<td>Michael Brown</td>
</tr>
<tr>
<td>Joel Hermanson</td>
</tr>
<tr>
<td>Michael Rhodes</td>
</tr>
</tbody>
</table>

Submit All    Save    Clear All

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Compensation Allocation Decision Making Tools

Plan Compensation Based on Performance

Leverage a Grid-Like User Interface
PeopleSoft HCM 9.1
Succession Planning Using Real-Time Visualization

- Employee Search
- Collapse Sub-Screens As Needed
- Flag Key Persons
- View Organizational Hierarchy
- View Potential Successors in a Configurable “Rating Box” (i.e. 9 Box)
New Look and Feel with PeopleTools 8.50
Navigation Menu Only Appears When Pulled Down
Includes Search
Tagged Objects Show Actionable Information
Type Ahead Searching
Related Content: Analytics in Context
Related Content: Threaded Discussions
Collaboration
Leveraging Web 2.0

Improved Productivity
Expose Actionable Information

**RSS Feeds**

**RSS Feed via Web Browser**

**RSS Feed via Microsoft Outlook**

Access and Act on PeopleSoft Data Outside of PeopleSoft
E-Business Suite 12.1
The Forrester Wave

Figure 3 Forrester Wave™: HR Management Systems, Multinational Enterprises, Q4 2008

Figure 4 Forrester Wave™: HR Management Systems, US Midmarket, Q4 2008

Source: Forrester Research, Inc.

CONFIDENTIAL: All capabilities and dates are for planning purposes only and may not be used in any contract
E-Business Suite HCM Release 12.1

Application Integration
- Extend enterprise boundaries with enhanced business processes
- Integration to Peoplesoft HR Help Desk
- Integration between OIC and PSFT
- Service Enablement for Employee Onboarding

Superior Ownership Experience
- Implement, manage and upgrade applications at lower cost
- BPO Wrapper for Mid Market BPO Operations
- Investments in AME, Benefits and Core HR
- Secure Enterprise Search, BI Publisher and Analytics
- Knowledge Integration to Enwisen

Product Innovation
- Improve user satisfaction through increased productivity
- Talent Management Enhancements
- OTL UI Improvements (Based on E&C Strategy Council)

ORACLE
iRecruitment: Dashboards
Mass Cascading of Objectives

Select Objectives to Cascade

Select All | Select None

Select Details Manager’s Objectives

- [ ] Show Increase Revenue by 30 Million Dollars
- [ ] Show Increase Customer Satisfaction to 9 on a 10 point scale
- [ ] Show Strive for Number 1 position with business partners

Add New and Align | Duplicate and Align

Mass Cascade Objectives

Choose list of Employees to cascade objectives

Select All | Select None

Select Worker Name | Assignment Number | Department | Job Name | Position Status

- BK, Sridhar Raju | 36 | EBS HCM Development | Software Development Director | Not Yet Started with Manager
- Paul, Lorraine | 33 | EBS HCM Development | Software Development Director | Not Yet Started with Manager

Create objectives to cascade objectives to All Selected Employees

Add Objectives to Cascade

Details Aligned to manager Objective | *Worker Objective Name* | *Start Date* | Update Delete Duplicate

- Show Increase Revenue by 30 Million Dollars | Product Sales by 15 Million | 01-Sep-2007 | [Edit] [Delete] [Duplicate]
Performance Management – Line of Sight

Track Objectives Progress

- Name: Annual Performance Management Plan
- Start Date: 01-Sep-2007
- Full Name: Paul, Lorraine
- Department: EBS HCM Development
- Objective Setting Deadline: 15-Aug-2008
- Assignment Number: 33
- Job Name: Software Development

<table>
<thead>
<tr>
<th>Objective Name</th>
<th>Complete (%)</th>
<th>Achievement Date</th>
<th>Actual</th>
<th>Verified</th>
<th>Line Of Sight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduce Operating Expenses by 10%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase Customer Satisfaction to 9 on a 10 point scale</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase Revenue of Product Sales by 15 Million Dollars</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Line Of Sight

View Upward Alignment of Objectives

- Objective Name: Increase Revenue by 30 Million Dollars
- Hierarchy Level: 1
- Owner: BM, Murals
- Priority: High
- Measurement Style: Quantitative
- Target Value: 300000000
- Target Date: 30-Sep-2008
- Actual Value: 300000000
- Complete (%): 100
- Achievement Date: 30-Sep-2008

View Downward Alignment of Objectives

- Focus Objective Name: Increase Revenue of Product Sales by 15 Million Dollars
- Owner: Paul, Lorraine
- Priority: High
- Measurement Style: Quantitative
- Target Value: 150000000
- Target Date: 30-Sep-2008
- Actual Value: 150000000
- Complete (%): 100
- Achievement Date: 30-Sep-2008

- Increase Revenue of Product Sales by 5 Million Dollars
  - Owner: D Souza, Karen
  - Priority: High
  - Measurement Style: Quantitative
  - Target Value: 50000000
  - Target Date: 30-Sep-2008
  - Actual Value: 50000000
  - Complete (%): 100
  - Achievement Date: 30-Sep-2008

- Increase Revenue of Product Sales by 5 Million Dollars
  - Owner: Golay, Peter
  - Priority: High
  - Measurement Style: Quantitative
  - Target Value: 50000000
  - Target Date: 30-Sep-2008
  - Actual Value: 20000000
  - Complete (%): 40
  - Achievement Date: 30-Sep-2008

- Increase Revenue of Product Sales by 5 Million Dollars
  - Owner: Smith, Aaron
  - Priority: High
  - Measurement Style: Quantitative
  - Target Value: 50000000
  - Target Date: 30-Sep-2008
  - Actual Value: 50000000
  - Complete (%): 100
  - Achievement Date: 30-Sep-2008
### Succession Planning

**Create Succession Plan**

<table>
<thead>
<tr>
<th><em>Employee Name</em></th>
<th>Succession Potential</th>
<th><em>Readiness Level</em></th>
<th><em>Earliest Succession Date</em></th>
<th>Latest Succession Date</th>
<th>Eligible for Promotion</th>
<th>Additional Succession Details</th>
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</thead>
<tbody>
<tr>
<td>Paul, Lorraine</td>
<td>High</td>
<td>One Year</td>
<td>01-Sep-2009</td>
<td>31-Mar-2010</td>
<td>Yes</td>
<td>Yes</td>
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</table>

**Simple Search**

Note that the search is case insensitive.

- **Succession Plan for**
  - Position: Vice President
  - Successor: Paul, Lorraine

<table>
<thead>
<tr>
<th>Succession Plan for</th>
<th>Key Role / Person</th>
<th>Turnover Rate / Risk of Loss</th>
<th>Successor</th>
<th>Succession Potential</th>
<th><em>Readiness Level</em></th>
<th>Eligible for Promotion</th>
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<tbody>
<tr>
<td>Position</td>
<td>Vice President</td>
<td>Yes</td>
<td>Roju, Sridhar</td>
<td>High</td>
<td>Two Years</td>
<td>No</td>
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<tr>
<td>Position</td>
<td>Vice President</td>
<td>Yes</td>
<td>Paul, Lorraine</td>
<td>Very High</td>
<td>Six Months</td>
<td>Yes</td>
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</table>
### Oracle Time and Labor: UI

#### Timecard Status Summary
- * Indicates required field

#### Timecard Search
- **Recurring Period:** Weekly - Starts Monday
- **Supervisor in Hierarchy Reporting Employees:**
  - Directs
  - All Employees under Directs
- **Timecard Period:** 21-Jan-2008 - 27-Jan-2008
- Location: HR - New York
- **Organization:** Vision Corporation


<table>
<thead>
<tr>
<th>Supervisor Name</th>
<th>Not Entered</th>
<th>Working</th>
<th>Error</th>
<th>Submitted</th>
<th>Rejected</th>
<th>Approved</th>
<th>Total</th>
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<tr>
<td>AnMgr1,</td>
<td>1</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>3</td>
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<tr>
<td>AnMgr1,</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<td>1</td>
<td>5</td>
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#### Timecard Status Details

<table>
<thead>
<tr>
<th>Employee Code</th>
<th>Employee Name</th>
<th>Supervisor</th>
<th>Organization</th>
<th>Location</th>
<th>Status</th>
<th>Last Modified By</th>
<th>Last Modified Date</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>27913</td>
<td>AnEmp1,</td>
<td>AnMgr1,</td>
<td>Vision Corporation</td>
<td>HR - New York</td>
<td>WORKING</td>
<td>ANEMP1</td>
<td>21-Jan-2008</td>
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<tr>
<td>27915</td>
<td>AnMgr4,</td>
<td>AnMgr1,</td>
<td>Vision Corporation</td>
<td>HR - New York</td>
<td>Not Entered</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27914</td>
<td>AnEmp2,</td>
<td>AnMgr1,</td>
<td>Vision Corporation</td>
<td>HR - New York</td>
<td>APPROVED</td>
<td>ANEMP2</td>
<td>23-Jan-2008</td>
<td></td>
</tr>
</tbody>
</table>
Oracle Business Approvals for Apple iPhone

• A mobile application to enhance productivity via immediate notification of key tasks needing review or action, with relevant analytics provided to support decision-making

• Key Features:
  • Optimized for superior usability on iPhone
  • Oracle EBS & Siebel Approvals:
    ✓ Expense
    ✓ HR Job Offer & Vacancies
    ✓ Purchase Requisition
    ✓ Sales Quotes
  • Oracle BI Apps pre-built Analytics
  • Oracle SOA / BPEL technology

• Target Users: Managers and Executives
Talent Management -- Planned for Delivery CY 2009

- Performance Management
  - Employee Talent 360 Profile
  - Integration with Content Providers (Guided Appraisal and Development Plans)
- Recruiting
  - Mass Hiring
- Compensation
  - Integration with Compensation Surveys etc. such as Payscale
- Web 2.0
  - Employee Dashboards
- Org Charting and Succession Planning – Deeper Integrations with Human Concepts
Incentive Compensation Widgets

Planned Post 12.1

- Quota Achievement
- Recent Transactions
  - RSS feed
- Top Customers
  - Internet content Mashup
- Top Products
- Peer Rankings

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### Top Customers

<table>
<thead>
<tr>
<th>Customer</th>
<th>Earnings</th>
<th>Rate</th>
<th>Credit</th>
<th>Tax Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Muller Industries</td>
<td>$7,000</td>
<td>7.4%</td>
<td>$95,000</td>
<td>$95,000</td>
</tr>
<tr>
<td>ABC Corp</td>
<td>$2,075</td>
<td>7.4%</td>
<td>$28,000</td>
<td>$28,000</td>
</tr>
<tr>
<td>OSoft Corp</td>
<td>$1,400</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peninsula Lollipops</td>
<td>$1,400</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Catlington Equipment</td>
<td>$1,100</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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### Peer Rankings

<table>
<thead>
<tr>
<th>Ranking</th>
<th>YTD Attainment</th>
<th>YTD Payout</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$12,234,123</td>
<td>$123,954</td>
</tr>
<tr>
<td>2</td>
<td>$11,568,000</td>
<td>$109,345</td>
</tr>
<tr>
<td>3</td>
<td>$10,990,230</td>
<td>$102,230</td>
</tr>
<tr>
<td>4</td>
<td>$10,500,436</td>
<td>$99,572</td>
</tr>
<tr>
<td>5</td>
<td>$10,000,000</td>
<td>$99,000</td>
</tr>
<tr>
<td>6</td>
<td>$10,000,000</td>
<td>$99,000</td>
</tr>
<tr>
<td>7</td>
<td>$10,000,000</td>
<td>$99,000</td>
</tr>
<tr>
<td>8</td>
<td>$7,769,385</td>
<td>$94,274</td>
</tr>
<tr>
<td>9</td>
<td>$5,876,389</td>
<td>$41,357</td>
</tr>
<tr>
<td>10</td>
<td>$5,376,261</td>
<td>$39,596</td>
</tr>
</tbody>
</table>

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### Quota Achievement

Quota: $1,000,000
Target: $60,000
Attainment: $12,975

$73,000 from next Rate Tier
Functionally Deep Applications

Talent Pool Management

Carousel Viewing of Library Items

Filter Using Tags

Template Social Data

Key Word Tagging

Overall Template Response Rates
Configurable Dashboards

Drill Down Capability

Multi-Dimensional Analysis of Workforce Performance

Analysis of Recruiting Processes in Action

Easy, Graphical Displays of Information
Oracle Business Intelligence for the iPhone
Summary
Momentum
Q&A