

Oracle AI for HCM

Solution Overview



AI is changing work and HR is leading the way

AI is fundamentally transforming the fabric of work, reshaping how jobs are defined, the skills required to perform them, and the way organizations deliver value to their customers. It's HR's responsibility to guide their workforce through these rapid changes, redefine their people strategy, and determine how humans and AI can work together to achieve the best outcomes. But AI isn't just a disruptor; it's perhaps the single greatest enabler for HR teams, helping them deliver supportive, intuitive employee experiences, build future-ready skills and leadership, and drive measurable outcomes in hiring, retention, and productivity. As these capabilities mature, they increasingly influence how work is coordinated across roles, systems, and the broader enterprise.

Oracle empowers HR to adopt AI securely and at scale

HR leaders are under pressure to turn this disruption into value by adopting AI responsibly, securely, and at enterprise scale. Oracle has been innovating with this goal in mind for years, building not just AI features but a unified AI foundation that can serve the entire enterprise. Unlike competitors that bolt on external tools, Oracle has embedded AI from the infrastructure layer through every enterprise application, including the HCM platform, and it runs on one unified cloud. This cohesive architecture means you have a single data model, a single security model, and a consistent user experience across HR, finance, supply chain, and CX, so insights and actions are not only informed by shared context and trust, but can be coordinated more effectively across systems.

Equip your workforce with built-in AI for greater success

As business priorities and workplace expectations shift, employees need support to adapt and thrive. Oracle AI is seamlessly and securely embedded into HR processes within our unified cloud HCM platform to help your organization enhance agility, drive business transformation, strengthen decision-making, and attract, develop, and retain top talent by delivering personalized, meaningful experiences throughout the employee lifecycle.

How Oracle sets a new standard for AI in HR

Oracle Fusion Cloud HCM delivers AI that is built in, not bolted on, unlike other solutions that require extra integrations or send data outside your core platform. With unified security, context-aware intelligence, and transparent pricing, Oracle makes it easy to adopt, customize, and scale AI across every HR process to help drive better outcomes, increase productivity, and provide a seamless experience for your workforce.

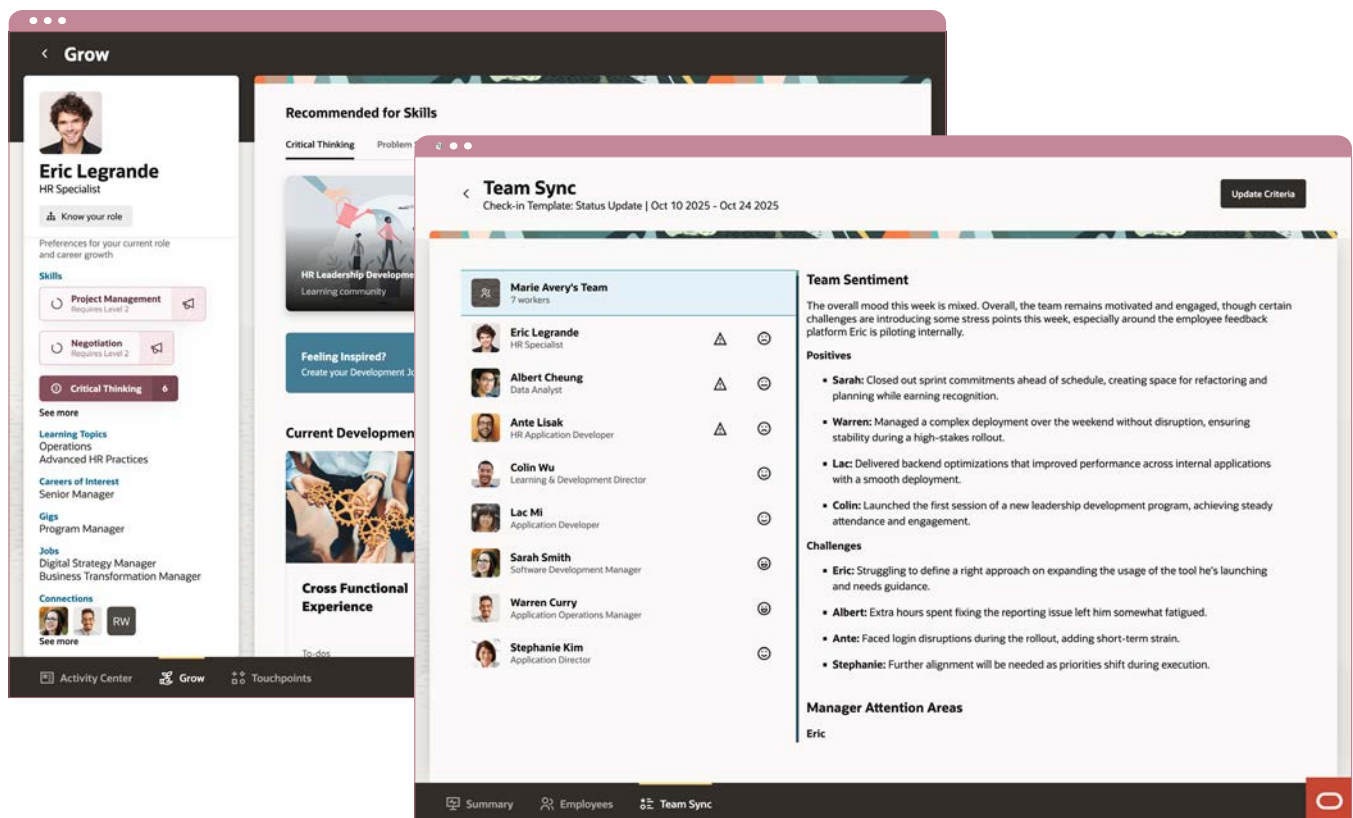


Embedded AI that delivers immediate value to HR

Unlike competitors that add AI as a separate layer, requiring extra integrations, security changes, and long lead times, Oracle has built AI into every part of Oracle Cloud HCM. That means no delays, no disconnected tools, and no added IT support or costs. AI is fully connected to your data and processes, delivering real-time, richly contextual insights, actions, and automation directly within the flow of work to help your organization make faster decisions, personalize experiences, and drive business value without added complexity.

Reduce risk with built-in AI

Oracle AI runs within the same secure infrastructure as Oracle Cloud HCM, unlike competitor offerings that bolt on AI and rely on external data flows that introduce risk. With unified role-based access, built-in privacy controls, and no separate tools to protect information, teams can confidently address security requirements, protect employee data, and reduce exposure to audits, breaches, and costly errors, all without added IT burden.

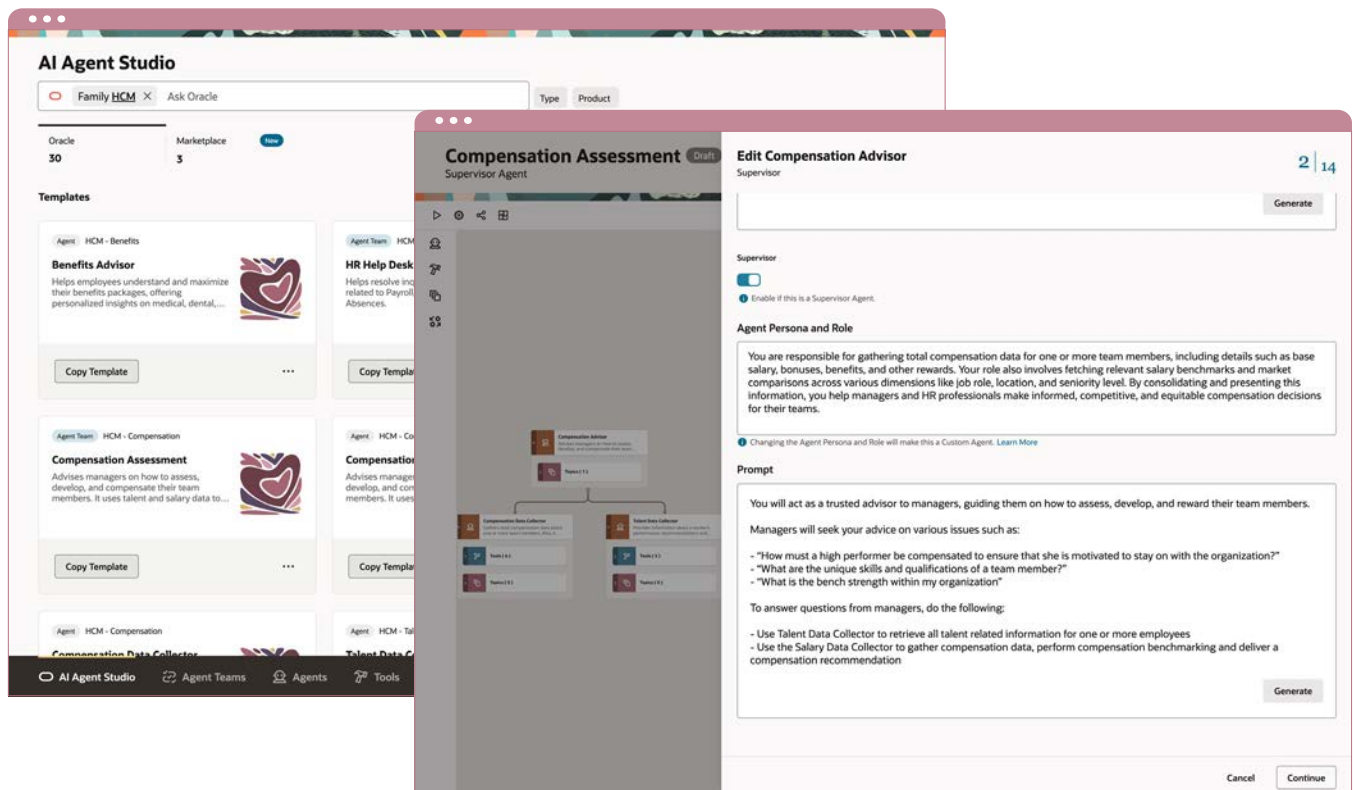


Empower HR to lead AI innovation

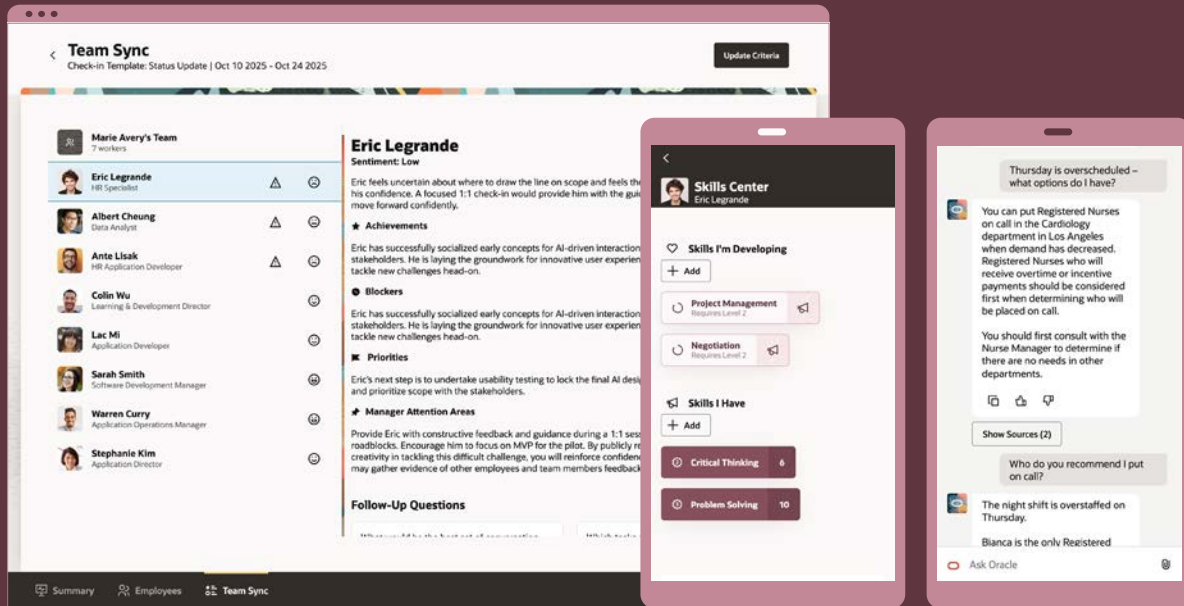
Other solutions make you rely on IT or external tools to experiment and innovate with AI. Oracle AI Agent Studio for Fusion Applications empowers HR to build and deploy custom AI agents directly within Oracle Cloud HCM, without extra vendors, data transfers, or disconnected workflows. With built-in tools and access to a growing marketplace of prebuilt agents, HR can adapt faster to change, personalize experiences at scale, and continuously evolve, all while maintaining speed, control, and data integrity.

Scale at your own pace with flexible AI pricing

Oracle's transparent, scalable pricing lets you drive innovation without unpredictable costs. With more than 100 AI capabilities and leading language models included at no additional cost, Oracle helps your organization realize immediate value. Your HR team can put AI agents to work on day one, without budget approvals or added fees. When ready, they can experiment, personalize, and scale AI at their own pace, paying only when custom agents are deployed. Unlike competitors with opaque, consumption-based fees that complicate budgeting and limit experimentation, Oracle eliminates financial guesswork, allowing you to align your AI investments directly with your workforce strategy and business impact.



Oracle AI for HCM



Oracle Cloud HCM offers classic AI, generative AI, and AI agents to help HR teams predict trends, generate content, deliver personalized guidance, and automate actions across the workforce. AI Agent Studio gives you the flexibility to adapt, create, and customize agents to address your unique needs, with support for multiple language models. These AI capabilities can speed up tasks, deliver smarter insights, and make HR processes more impactful.

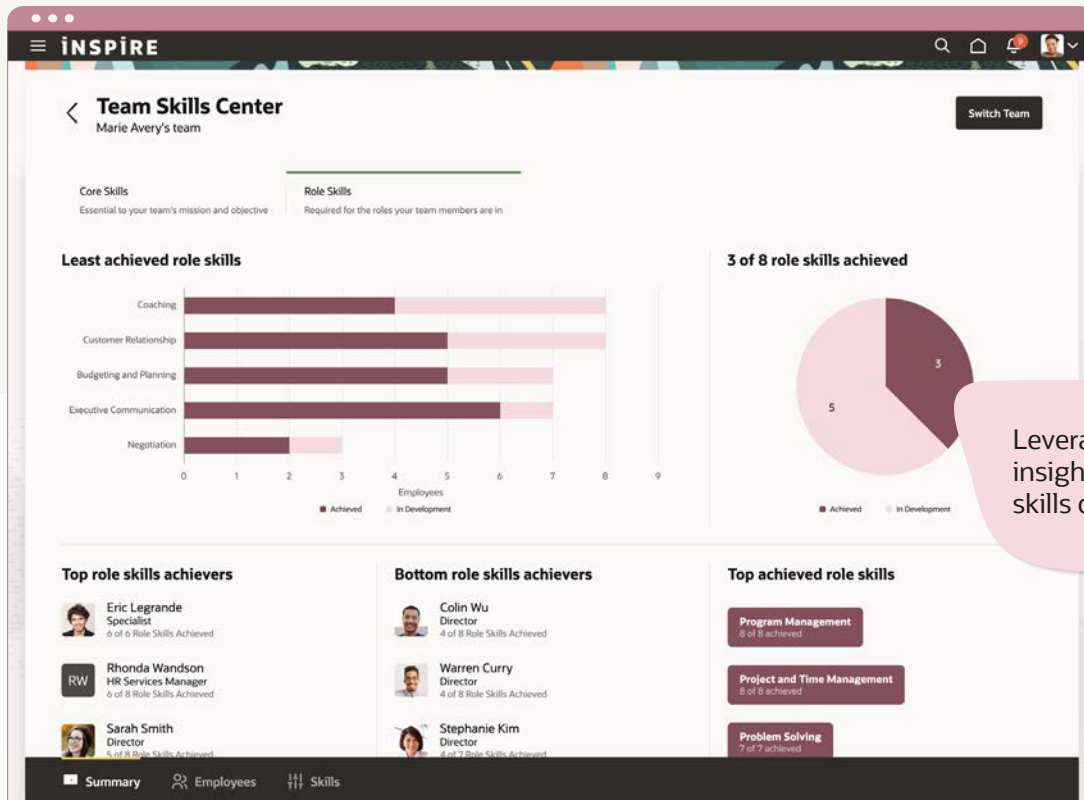
The platform consists of five Oracle Cloud AI on HCM solutions:

[Classic AI](#)
[Generative AI](#)
[AI agents](#)

[AI Agent Studio](#)
[AI Agent Marketplace](#)

Oracle AI for HCM | Classic AI

Classic AI in Oracle Cloud HCM uses data to help recruiters identify strong-fit candidates for open roles, and empower employee learning and career moves, helping HR teams make timely, confident decisions at every stage.



Leverage AI-driven insights to drive skills development

With classic AI in Oracle Cloud HCM, you can

- Help recruiters identify strong-fit candidates for open roles based on their experience and skills
- Recommend learning, career paths, and skills development using real time data
- Forecast the time needed to fill open roles for better workforce planning

Oracle AI for HCM | **Generative AI**

Generative AI in Oracle Cloud HCM helps HR teams accelerate work and deliver enhanced, people-centric HR experiences by instantly preparing first drafts or summaries of job descriptions, performance reviews, goal suggestions, surveys, employee feedback, and other personalized content.

New Goal
Eric Legrande

Cancel View Suggested Goals Add

Goal Details Generate

Improve collaboration across project teams

How will you describe your goal?

To improve my cross-functional collaboration skills and work more effectively with colleagues from different departments and functions in the product development org at Inspire Company. This will involve developing better communication strategies, building relationships with key stakeholders, and collaborating effectively to achieve common goals.

Generate

How will you know you have achieved your goal?

Specific: To achieve this goal, I will work with my manager to identify the key stakeholders I need to collaborate with and the specific goals that we need to achieve together. I will schedule regular meetings with each stakeholder to ensure effective communication and collaboration.

Measurable: I will measure my progress by tracking the number of cross-functional projects I participate in, the quality of my collaborations, and the feedback I receive from stakeholders. I will also assess my success in building long-term relationships with key stakeholders and whether we are meeting our shared goals.

Relevant: Cross-functional collaboration is relevant to my role as a product manager as it will enable me to work more effectively with colleagues from different departments to drive innovation, achieve our goals, and deliver value to our customers.

Time-bound: I aim to achieve this goal within the next six months. By the end of this period, I should have strong relationships with key stakeholders, be able to collaborate effectively on cross-functional projects, and receive positive feedback from colleagues and stakeholders.

Generate

Suggested goals

Use a library goal to quickly create your own goals or align to a shared goal and contribute to your team.

Performance Jan 1, 2025 - Jun 30, 2025

Foster a culture of change

Build a culture where change is embraced for growth and improvement.

Shared by Jennifer Smith

Performance Jan 1, 2025 - Jun 30, 2025

Reduce time to hire

Ensure that the organization is able to fill critical positions quickly, work to reduce time-to-hire.

Shared by HR

Performance Jan 1, 2025 - Jun 30, 2025

Manage Risks

Identify potential risks that may impact the success of key initiatives, and develop contingency plans to address them.

With generative AI in Oracle Cloud HCM, you can

- Equip employees with generative AI tools to draft “About Me” profile content, peer recognition posts, and personal goals
- Enable managers to quickly generate performance review summaries, development tips, and discussion topics for check-ins
- Help HR teams save time by automatically drafting job postings, career site content, learning descriptions, and knowledgebase articles in your company’s style
- Summarize survey and feedback results to identify trends and areas for improvement
- Leverage your Oracle Cloud HCM data to generate relevant, helpful content and summaries

Oracle AI for HCM | AI agents

AI agents work alongside your teams to answer questions, automate tasks, offer personalized guidance, and deliver recommendations across all areas of the Oracle Cloud HCM suite, supporting work not just in individual moments, but as it unfolds across related steps and decisions.

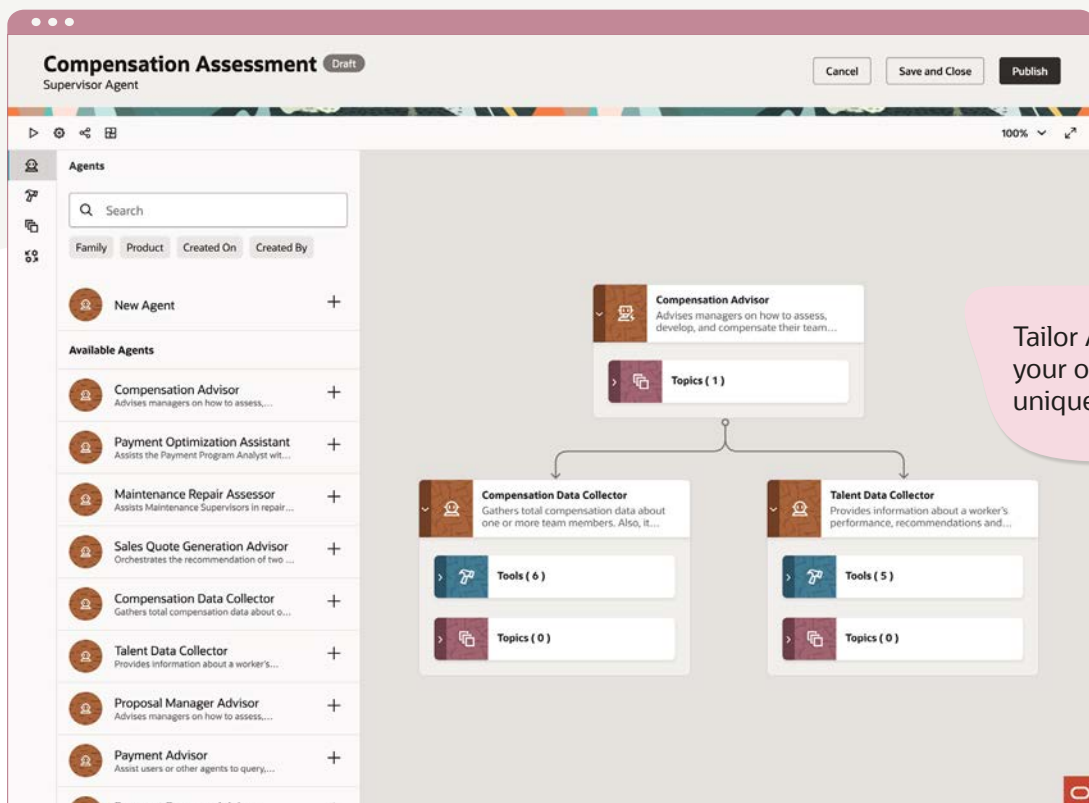
The screenshot displays the Oracle Cloud HCM Workforce Schedules interface. The main window shows a calendar view for the period from November 30, 2025, to January 10, 2026, for the Cardiology department in Los Angeles, CA. The interface includes a header with the date range and a 'Published' status. Below the header, there is a section titled 'Get help with your Workforce Schedules' with a prompt 'Ask me a question, I'm here to help'. The main content area shows a grid of scheduled shifts for various employees, including Jennifer Smith, Bianca, Eric Legrande, Albert Cheung, Liza, Ayumi, and Loretta Davis. Each shift is color-coded and includes details like '36h Scheduled', '36h Required', and '7:00 PM - 7:00 AM'. A pink callout bubble on the left side of the interface contains the text: 'Automate tasks and personalize HR support with AI agents'. On the right side, there is a chat window titled 'Today, 8:58 AM' with a conversation between a user and an AI agent. The chat history shows a user asking 'Hello! Need help? I'm here to assist.' and the AI agent responding with 'Thursday is overscheduled - what options do I have?'. The AI agent then provides a detailed response: 'You can put Registered Nurses on call in the Cardiology department in Los Angeles when demand has decreased. Registered Nurses who will receive overtime or incentive payments should be considered first when determining who will be placed on call. You should first consult with the Nurse Manager to determine if there are no needs in other departments.' Below this, the AI agent asks 'Who do you recommend I put on call?'. The user responds: 'The night shift is overstaffed on Thursday. Bianca is the only Registered Nurse who has an incentive payment. Therefore she should be prioritized to be on-call to optimize labor costs efficiently.' The chat window also shows a profile card for Bianca Paulsen with her email address 'bianca.paulsen@inspire.com' and a profile picture. At the bottom of the chat window, there is a button labeled 'Ask Oracle'.

With AI agents in Oracle Cloud HCM, you can

- Enable employees to get immediate support and answers to questions about pay, benefits, time off, and employment policies
- Assist managers with their hiring, compensation, and performance considerations to guide team decisions
- Help HR teams handle case management more effectively, resolve transaction issues, and identify potential payroll anomalies
- Manage workforce schedules and timecards with automated assistance
- Support employees in navigating career development, learning, and internal mobility with real-time insights and guidance

Oracle AI for HCM | Oracle AI Agent Studio

Accelerate HR automation with Oracle AI Agent Studio by designing, deploying, and customizing intelligent agents to optimize support and automate workflows across Oracle Cloud HCM, reflecting how your organization chooses to operate while maintaining enterprise-grade governance and control.

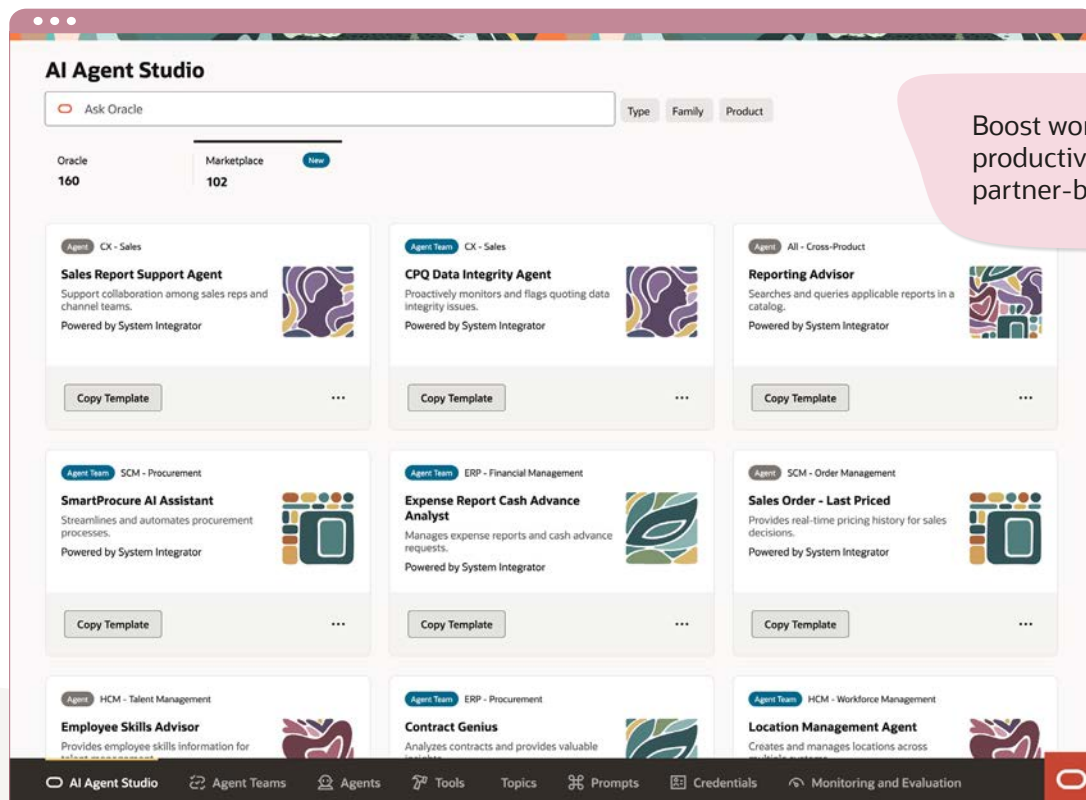


With Oracle AI Agent Studio, you can

- Customize agents using prebuilt templates, create your own, or use third-party AI agents to address evolving workforce needs
- Extend agent capabilities with new tools, industry-leading AI models, external system integration, and additional outputs
- Automate workflows with AI-driven, modular, rule-based, and repeatable processes defined up front
- Monitor agent performance with real-time analytics and actionable insights
- Observe interactions and fine-tune responses to continuously enhance results

Oracle AI for HCM | Oracle Fusion Applications AI Agent Marketplace

Discover, deploy, and manage prebuilt, certified AI agents from trusted Oracle partners in one marketplace to accelerate HR innovation and improve your Oracle Cloud HCM workflows.



Boost workforce productivity with partner-built AI agents

With Oracle AI Agent Marketplace, you can

- Access a diverse catalog of partner-created agents to address a range of HR needs
- Scale innovation quickly without building custom agents from scratch
- Leverage agents vetted by Oracle's rigorous 21-point inspection for enterprise-grade security and performance
- Operate natively within Oracle Cloud HCM and connect to third-party systems to drive HR efficiency



“It took just minutes to turn on Oracle AI agents and connect them to our HR data. The native integration made everything simple, without complex setup or extra work.”

Hubert Winter
Senior Director, HR Tech and Systems, Quest Diagnostics

How Oracle can help

Oracle Cloud HCM gives you the combined power of classic AI, generative AI, and AI agents to help your organization work smarter and deliver a better employee experience. With AI Agent Studio, you can tailor and build custom agents to address your unique needs, while AI Agent Marketplace offers ready-to-use solutions to help you accelerate results. Oracle makes it easy to harness trusted AI and adapt as your workforce evolves, all within a secure and unified platform.

Learn more

Connect with us

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