



# CREATE TOMORROW, TODAY

17-Apr-2018

# Safe Harbor Statement

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# Role of AI in enabling Strategic HR

Hussain Shaikh | HCM Strategy Leader - ECEMEA

17-Apr-2018



Artificial  
Intelligence



Autonomous  
Vehicles

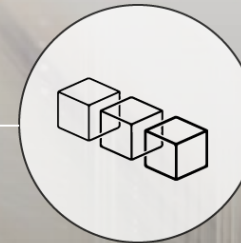


Robots and  
Chatbots

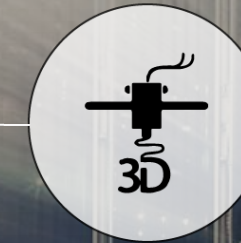


## 8 Technologies that drive new value

Blockchain



3D Printing



Cloud



IoT



Internet of Things

Big Data Analytics







# BUSINESS IS CHANGING

## BUSINESS MODEL

Disruptive business models. Customer obsession.

## INNOVATION

Digital transformation. Emerging technologies – AI, IoT, Chatbot.

## AGILITY

Intelligence-driven enterprise. Connected outcomes.

**47%**

of jobs will  
disappear as new  
ones emerge.

Source: Oxford University

# ORGANIZATION IS CHANGING

## STRUCTURE

Flatter organization. Network of teams.  
“Gig economy.”

## LEADERSHIP

Digitally savvy. Forward-looking.  
Human. Collaborative. Authentic.

## FOCUS

Employer brand. Customer engagement.



40%

the total workforce will be  
contingent workers  
in 2020.

Source: Intuit Global Study



# WORKFORCE IS CHANGING

**75%**

of total workforce  
in 2025 will be  
millennials.

Source: Governance Studies,  
The Brookings Institution

**WHO** Global. Mobile. Diverse. Robots.

**WHY** Purpose. Meaning. Work/life  
integration. Continuous learning.

**HOW** Flexibility. Mobility. Social Connection.

# HR'S ROLE IS CHANGING



**FROM**

EMPLOYEES

USABILITY

COST CENTERS

ACTIONABLE

CENTERS OF EXCELLENCE

**TO**

CUSTOMERS

PRODUCTIVITY

VALUE GENERATORS

IMPACTFUL

EXPERTISE NETWORKS

Source: Deloitte Global Human Capital Research



# Many Trends for HR

## Employee Engagement



## Diversity & Inclusion



## 4 Key Trends

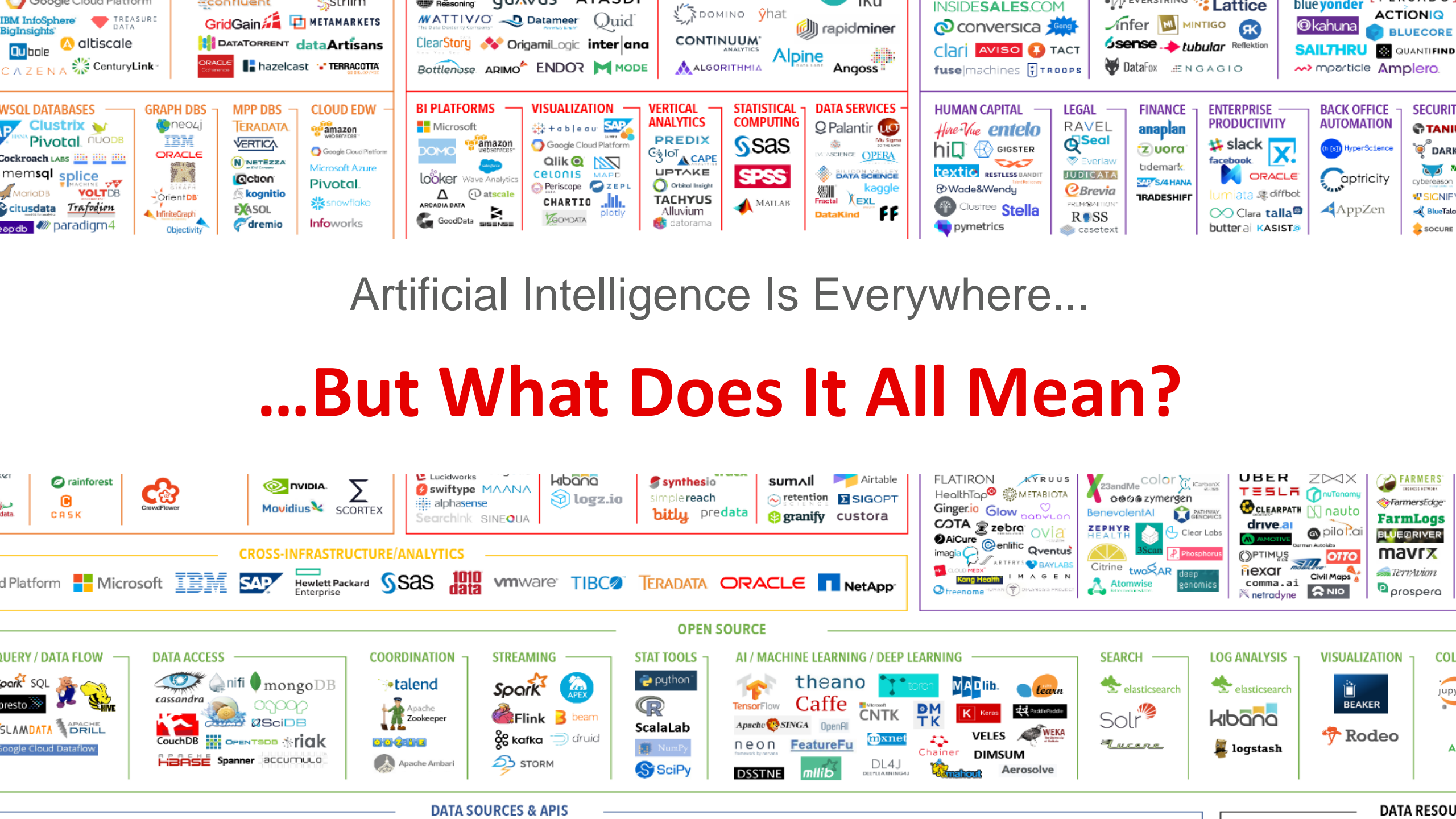


**HAPPY, HEALTHY  
PEOPLE EQUALS  
HAPPY, HEALTHY  
PROFITS**

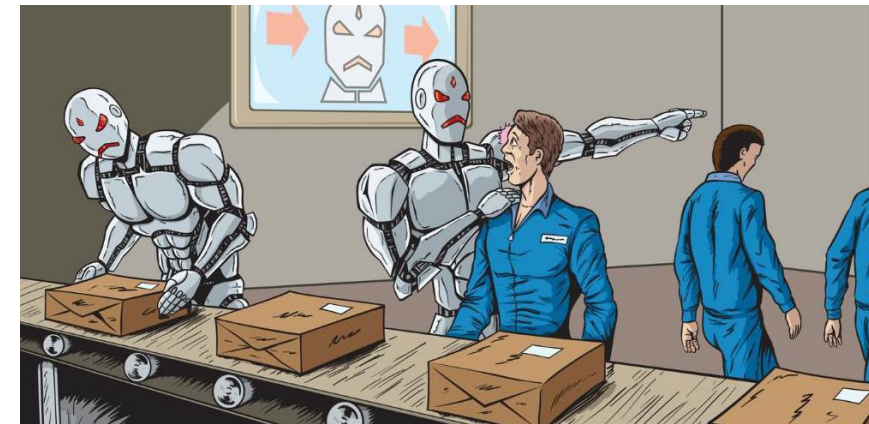
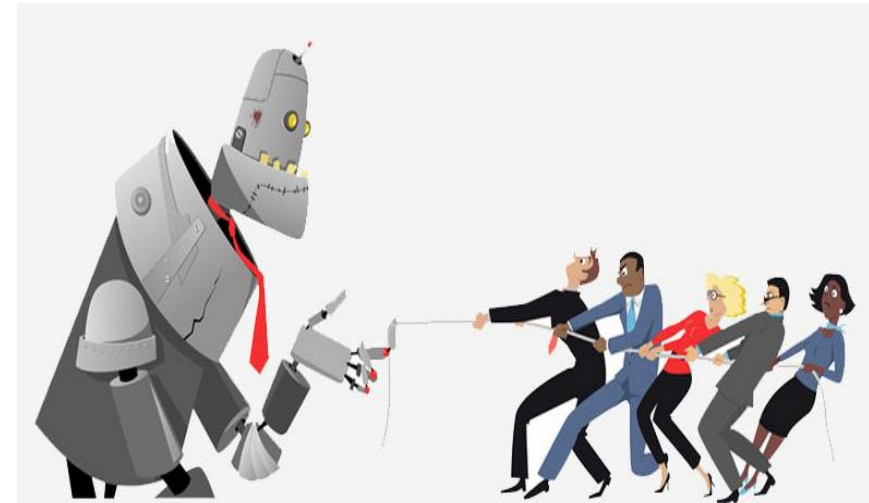
## Wellness & Wellbeing



## Artificial Intelligence



# How do you see AI?

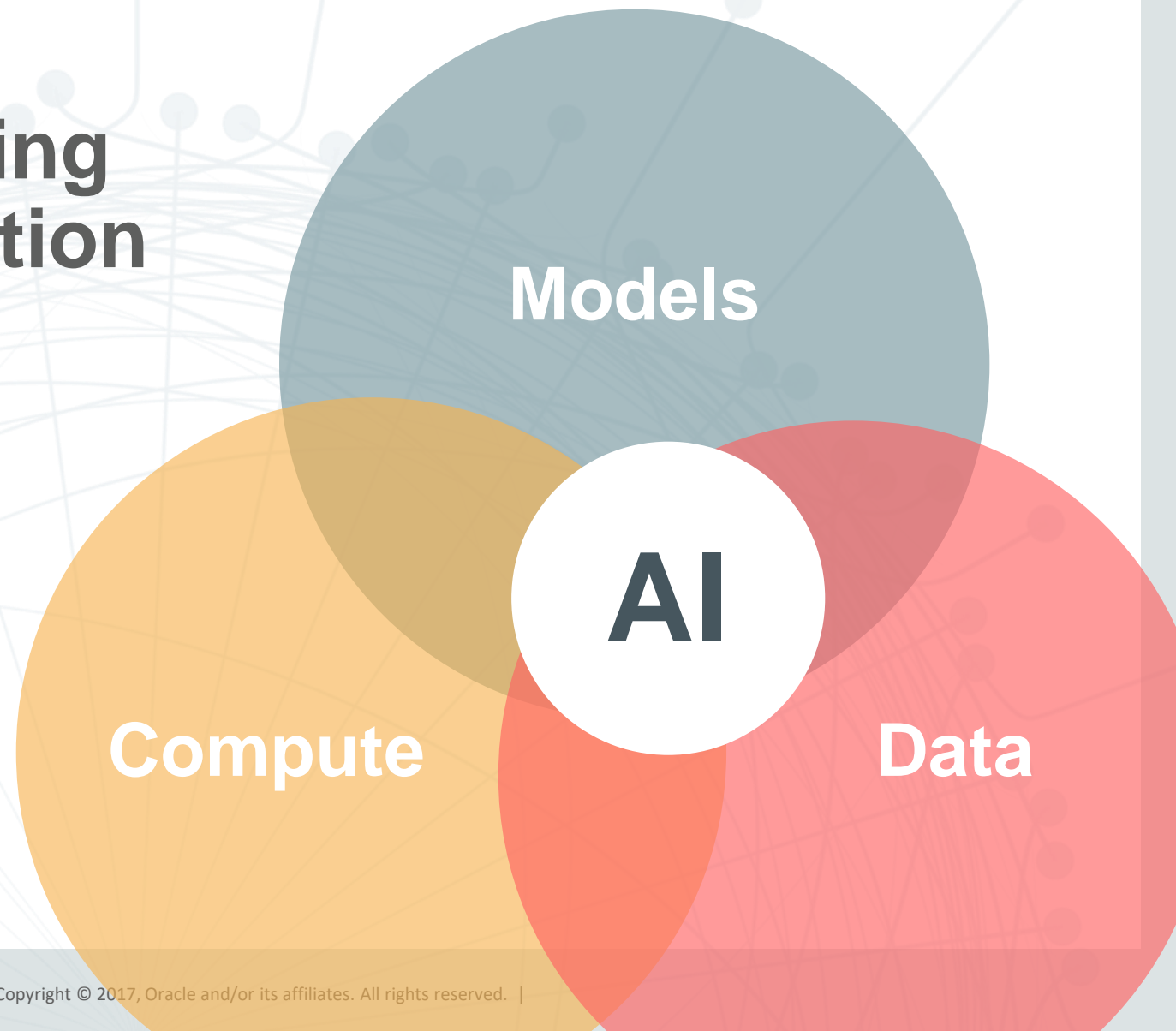






# We Are At The Beginning Of A Huge Transformation For Applications.

- Data is more plentiful than ever
- Models can run and decipher massive amounts of web-scale data
- Processing power is lightning fast



# And what is the **Goal of AI in HCM?**



*To optimize business and financial performance by acquiring, managing and retaining a world-class workforce...*



# and **AI Capabilities** can be **Categorized**



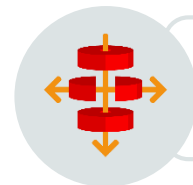
**Personalization**



**Digital Assistant**



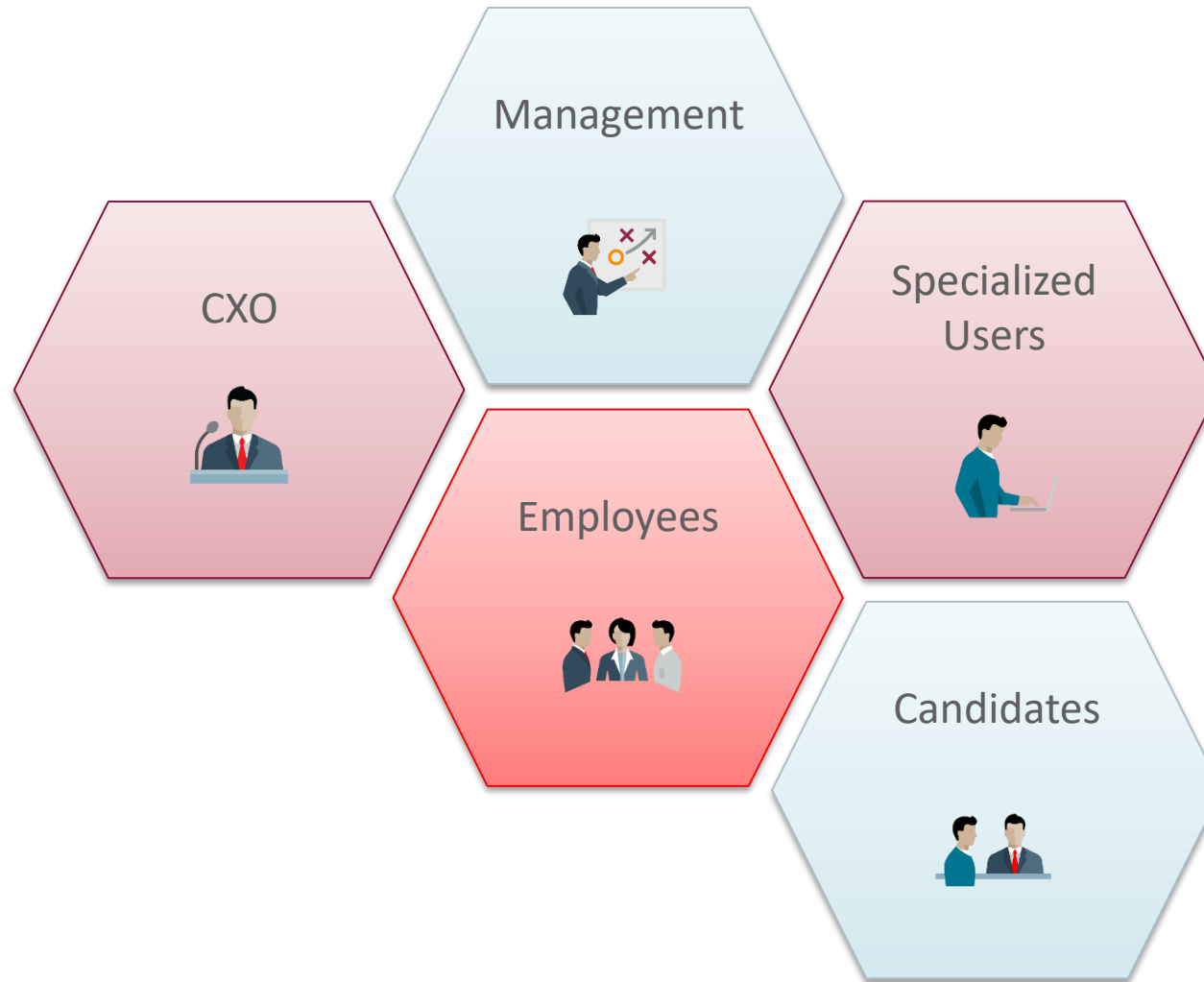
**Decision Support**



**Directional Insight**

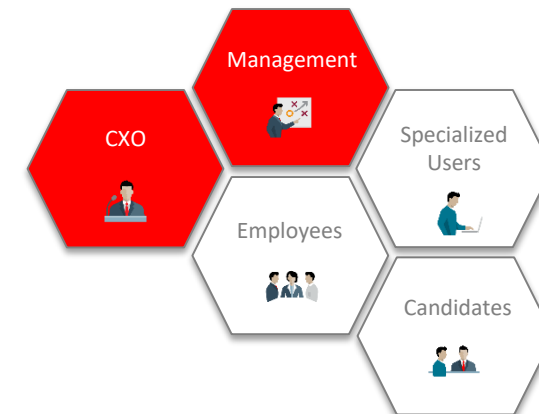


# C-Suite is One of Many Stakeholders Impacted by HCM



# So, how does AI Help Me **Plan?**

- Predict talent gaps, attrition risks
- Surface cost inefficiencies
- Recommend mitigation strategies
- Suggest workforce modeling alternatives



# How does AI Help Me Hire?

- Identify best-fit candidates
- Optimize sourcing strategies
- Drive brand engagement
- Assess talent pipeline readiness





# How does AI Help Me **Manage & Pay?**

- Identify employee assessment bias
- Highlight pay discrepancies
- Discover employee benefit opportunities
- Predict effects of pay/benefit changes



# How does AI Help Me **Develop & Retain?**

- Help employees realize career aspirations
- Minimize attrition of high performers
- Re-skill workforce towards business objectives
- Assess re-skilling v. acquiring outside talent



# How does AI Help Me **Comply?**

- Predict pockets of bias
- Prevent bias in talent acquisition
- Manage diversity





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Vehicles



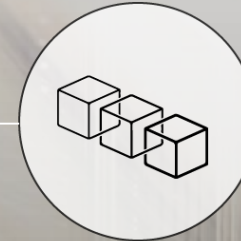
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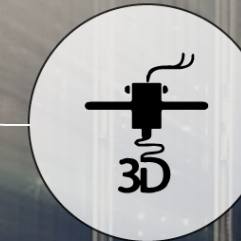
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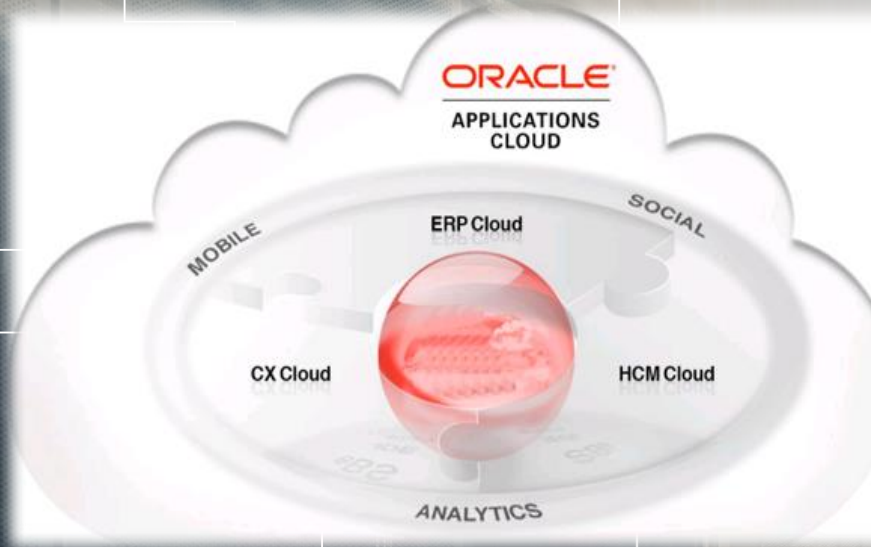


Internet of Things

Cloud



ORACLE<sup>®</sup>  
APPLICATIONS  
CLOUD



ORACLE<sup>®</sup>

# One Cloud Suite of Apps to Unify Them

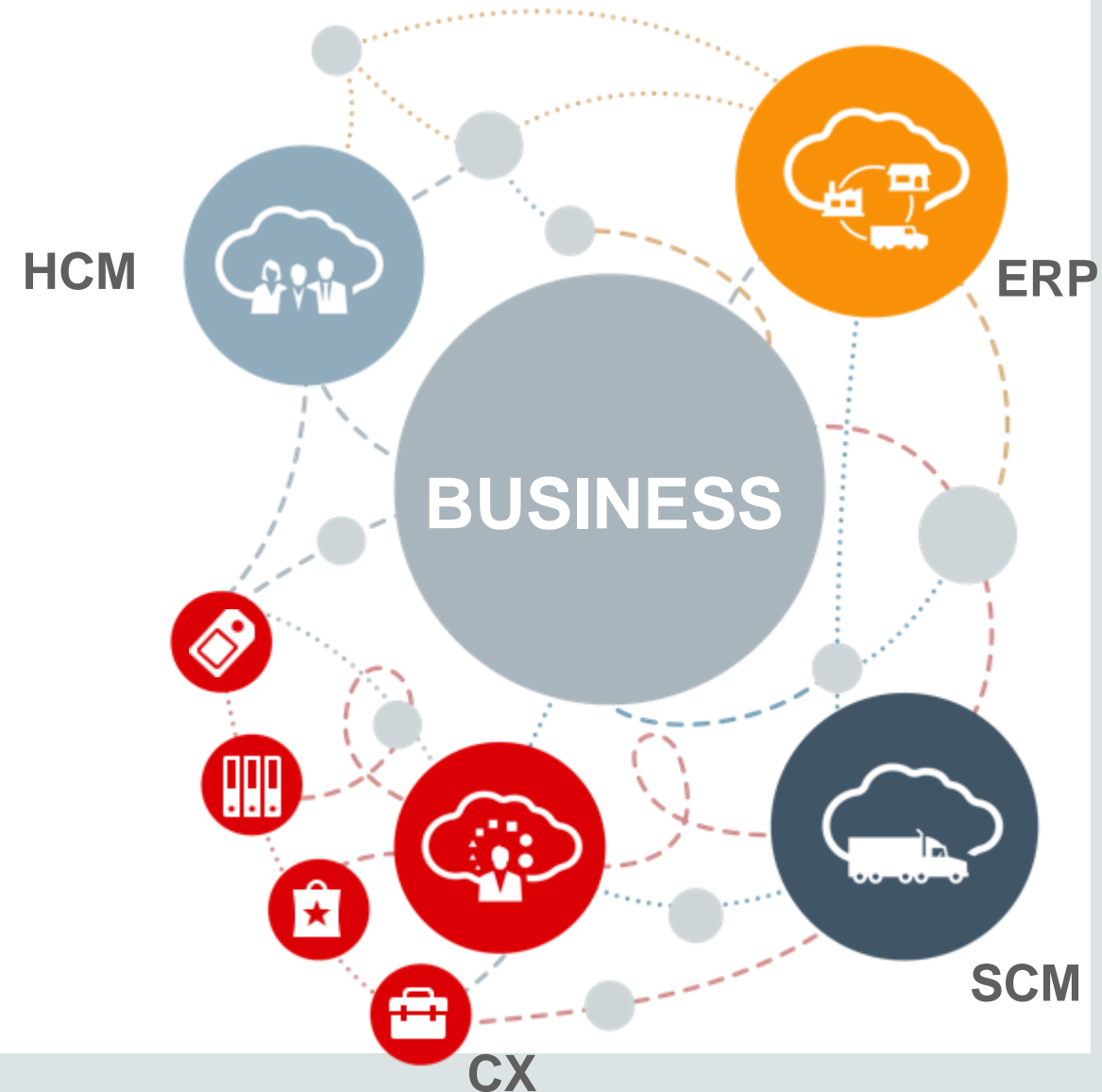
# Oracle All In One HCM



# Oracle's Differentiated Position – Connected Intelligence

- Coordinated and Surfaced Outcomes
- Derived Insight Not Humanly Possible
- Smart Outputs >> Smart Inputs
- Built on a Data Foundation

Only Oracle has the Breadth and Depth Across Pillars and the Data Foundation to Deliver Connected Intelligence





# AI Transforms HCM

In-Progress



## Predictions & Modeling

- Predicts performance & attrition
- Dozens of factors
- Evaluates plan effectiveness prior to execution of plan



## Sourcing

- Source best quantity of candidates
- Source best quality of candidates
- What-if scenarios



## Optimized Navigation

- In context recommendations
- Likely activities listed
- Streamlines user experience



## Learning

- Automated recommendations
- Personal recommendations
- Improve compliance



## Mentors & Careers

- Satisfy career aspirations of Employees
- Digitize Employee Engagement
- Minimize high performer attrition
- Re-skill workforce & drive business objectives



# AI Transforms HCM

## Roadmap



### Plan

- Predict talent gaps, attrition risks
- Surface cost inefficiencies
- Recommend mitigation strategies



### Hire

- Identify best-fit candidates
- Convert candidates with Best Offers
- Optimize sourcing strategies
- Drive brand engagement



### Manage & Pay

- Identify employee assessment bias
- Highlight pay discrepancies
- Predict effects of pay/benefit changes



### Develop & Retain

- Best Fit Job/Mentor
- In context recommendations
- Leverages competencies



### Comply

- Prevent pockets of bias
- Prevent bias in talent acquisition
- Manage diversity

# AI: Driving HCM Business Impact



*To optimize business and financial performance by acquiring, managing and retaining a world-class workforce...*



Drive Brand Engagement



Source, Develop & Retain Best-fit Talent



Optimize User Experience



CREATE TOMORROW, TODAY

ORACLE HCM CLOUD  
SIMPLY POWERFUL

ORACLE®