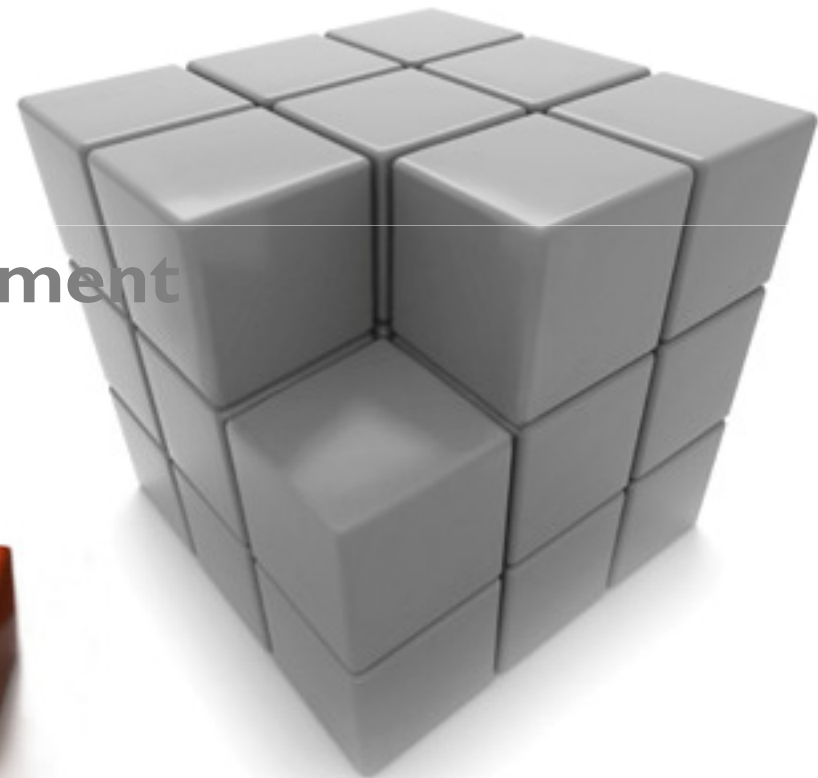


**in2**

## Oracle Fusion Human Capital Management

Jelena Giljanović, IN2  
Csaba Fehér, Oracle



# Kratak pregled IN2



- ❑ godine iskustva: 20+
- ❑ zaposlenici: 400+
- ❑ projekti: 250+
- ❑ klijenti: 150+

Dobitnici Zlatne kune za 2010. godinu u kategoriji srednjih poduzeća



# Prisutnost



- ❑ jedna od najvećih softverskih kompanija u jugoistočnoj Europi i vodeći isporučitelj IT usluga za javni i privatni sektor u Hrvatskoj
- ❑ prisutni u 5 zemalja regije kroz 9 tvrtki



# Oracle Fusion Applications I I g

- ❑ Najbolje funkcionalnosti Siebel-a, PeopleSoft-a, E-Business Suite-a, J.D. Edwards-a
- ❑ Arhitektura zasnovana na Oracle Fusion Middleware komponentama:
  - Oracle WebCenter, Oracle BI, Oracle SOA, Oracle WebLogic Server, Oracle JDeveloper, Oracle Identity Management , ...
  - Integracija sa postojećim aplikacijama klijenta (Co-existence)
- ❑ Sučelje prilagođeno korisničkim ulogama
- ❑ Implementacija na lokaciji ili u oblaku



# Oracle Fusion Applications | Ig

- Financial Management
- Human Capital Management
- Customer Relationship Management
- Supply Chain Management
- Project Portfolio Management
- Procurement



# Oracle Fusion Human Capital Management

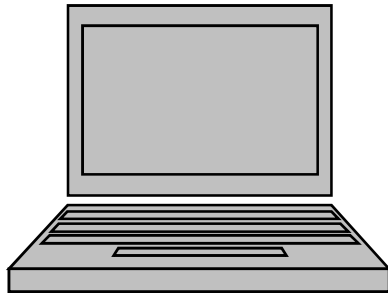


- ❑ Donosi novu vrijednost klasičnom upravljanju ljudskim potencijalima:
  - Proaktivno upravljanje talentima (*Talent Review*)
  - Upravljanje ciljevima i učinkovitosti zaposlenika (*Goal & Performance Management*)
  - Pravovremeno donošenje odluka - na temelju sustava upozorenja zasnovanog na 120 ključnih faktora (*Workforce Prediction*)
    - npr. analiza potencijala zaposlenika i rizik od mogućeg odlaska
  - Društvena mreža na poslu (*Network at Work*)
  - Intuitivno sučelje prilagođeno korisničkoj ulozi i poslovnim procesima
  - Integrirana analitika nad transakcijskim sustavom (*Oracle Transactional Business Intelligence*)
- ❑ Prilagođeno za rad na mobilnim uređajima

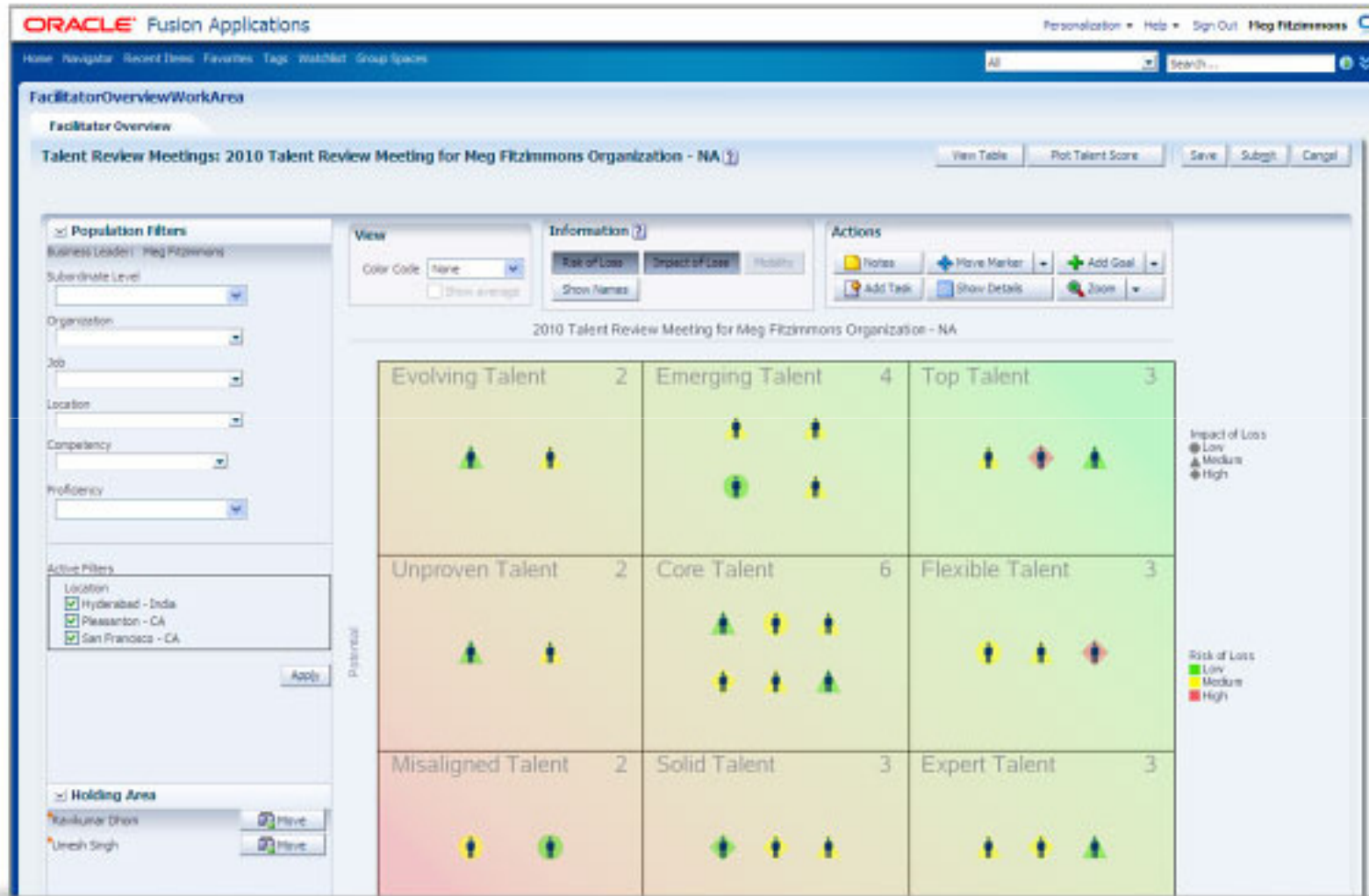


# Oracle Fusion Human Capital Management **in2**

## Live Demo



# Fusion Talent Review





# Fusion Workforce Prediction



The screenshot shows the Oracle Fusion Applications interface for a manager named Sammie Morales. The main view displays a 'Predicted Worker Performance and Attrition' chart with a grid of predicted performance (High, Medium, Low) versus predicted attrition (High, Medium, Low). A 'Prediction Details' pop-up window is open for Hargot North, showing a predicted performance of 92% and a predicted attrition of 99% with a high risk of loss. Below the details is a table of contributing factors.

**Prediction Details: Hargot North**

Name: Hargot North  
Manager: Morales, Sammie  
Current Performance Rating: 5-Outstanding  
Predicted Performance: 92%  
Predicted Attrition: 99%  
Risk of Loss: High


Contribution	Contributing Factor	Current Value
Contributes against attrition	Current grade	Administrative Grade Level 3
Contributes against attrition	Number of managers in last 5 years	1
Contributes against attrition	Time since last address	8.2 Months
Contributes against attrition	Length of service	37.46 Years
Contributes against attrition	Time in current grade	37.46 Years
Contributes against attrition	Most recent salary change	%
Contributes against attrition	Time spent with the current manager	37.46 Years
Contributes against attrition	Current manager	Morales, Sammie
Contributes against attrition	Worker's performance compared to peers	88.97

# Fusion Performance Management



Evaluate Employee: FY2010 - Annual Evaluation [?](#) Actions | Printable Page | Save | Submit

**Hide Person Information**



Name: Vinay Hituwall  
 Assignment Number: 8153759  
 Position:  
 Location: Pleasanton - CA

Person Number: 8153759  
 Job: 10750.Applications Developer 5  
 Department: Vision Corporation Enterprise  
 Manager: Ravi Chouhan

Review Period Start Date: 6/1/2009      Performance Document: FY2010 - Annual Evaluation  
 Review Period End Date: 5/31/2010      Evaluated by: Ravi Chouhan  
 Performance Rating:      Attachment: None

---

**Competencies**    **Goals**    **Overall Summary**

**Competencies Summary**

Section Rating from Manager: ★★★★★   
 Section Rating from Worker: ★★★★★ ☆

Competencies	Proficiency Level			Comments	
	Worker	Manager	Difference	Worker	Manager
Communication	★★★★☆	★★★★★	0		
Problem Solving	★★★★☆	★★★★★	0		
Team Work	★★★★★	★★★★★	-1		

---

**Goals Summary**

Section Rating from Manager: ★★★★★   
 Section Rating from Worker: ★★★★★ ☆

Goals	Performance Rating			Comments	
	Worker	Manager	Difference	Worker	Manager
Complete Business Ethics Courses	★★★★★	★★★★★	0		
Conduct internal training on setup and configuration	★★★★☆	★★★★★	+1		
Promote teamwork	★★★★★	★★★★★	-1		

# Fusion Workforce Directory Management



The screenshot displays the Oracle Fusion Applications Workforce Directory Management interface. The user is logged in as Meg Fitzimmons. The main view shows a hierarchical organizational chart under the heading "My Organization". The chart is currently set to "Grid" view, showing 5 nodes per level. The top node is Meg Fitzimmons (10060 Software Development), who is the manager of five subordinates: Elizabeth Mar... (10030 Software Development), Janice Harda... (10030 Software Development), Klaus Becken... (17230 Product Management), Pramesh Som... (10030 Software Development), and Ravi Chouhan (10030 Software Development). Each employee card includes a profile picture, name, ID, department, and contact information (email and phone number). The interface also features a search bar and various navigation options.

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