ORACLE

HCM 25C Release Update

ORACLE FUSION CLOUD HCM

Yvette Cameron

SENIOR VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY

Hi, I'm Yvette Cameron, Senior Vice President of Oracle Cloud HCM Product Strategy. Welcome to the Oracle Cloud HCM 25C Spotlight — your front-row seat to the innovation shaping the future of work.

Over the next several minutes, you will hear directly from our global product leaders as we explore how AI is redefining HR — from streamlined approvals and career growth to powerful analytics and more.

Each speaker is proudly tossing their hat into the spotlight — bringing unique perspectives and unveiling what's new in their product areas for the 25C release.

This update reflects how our product vision continues to evolve — delivering enhancements grounded in our principles of exceptional employee experience, built-in intelligence, and modern usability.

You are going to see how we are expanding embedded AI across the suite to help your teams work smarter and faster. You will also see us continue to drive additional Redwood experiences that simplify, personalize, and elevate every interaction.

We are going deeper in key focus areas — giving you the agility, insights, and tools you need to succeed today and prepare for tomorrow. And to reduce your total cost of ownership.

But don't just take it from me — it's time to toss the hat to our next expert, who will delve further into the Oracle Cloud HCM 25C spotlight.

Nancy Estell-Zoder

GROUP VICE PRESIDENT, ORACLE CLOUD HCM

Thanks Yvette.

Hello everyone, and welcome! I am Nancy Estell Zoder and I am the Group Vice President for Oracle Cloud HCM. And I'm thrilled to be walking you through some of the most exciting updates we've made to our Core HR, Employee Experience and Service Delivery, Workforce Management, and Payroll solutions in the latest 25C update.

These enhancements have been specifically designed to not only elevate the overall experience but to also optimize productivity and efficiencies.

Core HR

Let's start with Core HR—this is your system of record for all work and worker data so the backbone of your organization's workforce processes and experiences.

With our latest updates, we've streamlined the administrator's experience with updates to our Transaction Admin Console. This includes the introduction of an AI based Rule Composition Assistant, Comments Assistant, Rule summarizer, Advanced Rule Compositions and Notification Manager. This investment enhances efficiencies with the use of AI agents.

Approval Rules

Search by process name

▸ Project Expenditure Batch Approval		☐	⚖
▸ Project Financial Plan Approval		☐	⚖
▸ Project Labor Schedule Version Status Change Approval		☐	⚖
▸ Project Status Change Approval		☐	⚖
▸ Project Time Card Approval		☐	⚖
▸ Project Time Card Approval ELA		☐	⚖
▸ Promote	☐	☐	⚖
▸ Promote and Change Position	☑	☐	⚖
▸ Purchasing Document Approval		☑	⚖
▸ Reprocessing Composite		☐	⚖
▸ Request New Position	☑	☐	⚖
▸ Request Position Change	☑	☐	⚖
▸ Requisition Approval		☐	⚖
▸ Resign from Employment	☑	☐	☐ ⚖

▤ Transaction Summary   ᴇ↳ Approval Rules   🗃 Archived Transaction Summary   📈 Transaction Analytics

Rules summary: Promote ✕

Promote Process: A Comprehensive Overview

The Promote process encompasses three distinct rulesets: SalaryChangeRuleSet, AssignmentChangeRuleSet, and DepartmentChangeRuleSet. Each ruleset is designed to manage and route approvals based on specific conditions and criteria.

SalaryChangeRuleSet focuses on salary-related changes. When a worker's salary details indicate a significant change percentage (greater than 20%), the approval process is initiated. Approvals are routed through a job-level-based line manager hierarchy, ensuring a thorough review.

AssignmentChangeRuleSet, on the other hand, handles assignment changes. If a worker's proposed assignment involves an "AssignmentChange" action, the process simplifies with a self-auto-approve node, streamlining the approval process for such changes.

DepartmentChangeRuleSet is configured in a parallel configuration, with first responder wins enabled. This ruleset manages department-related changes. When a worker's current assignment is in a specific department (e.g., FinanceDepartment, SalesAndMarketingDepartment, HRDepartment, or CustomerSupportDepartment), approvals are routed through a management hierarchy and representative, ensuring the appropriate level of review and representation.

These rulesets, when combined, provide a comprehensive and efficient approval process for various scenarios, ensuring that the right approvals are obtained for salary, assignment, and department changes. The process is designed to be flexible and adaptable, catering to the unique needs of each situation.

What does this mean to your administrators?

Artificial Intelligence (AI) is simplifying the life of Transaction Admin Console Administrators with AI assisted Approval Rules Configuration.

The administrative users can now enter rule details in text format in the AI Agent and the application will reflect those changes in the Rules displayed in diagram.
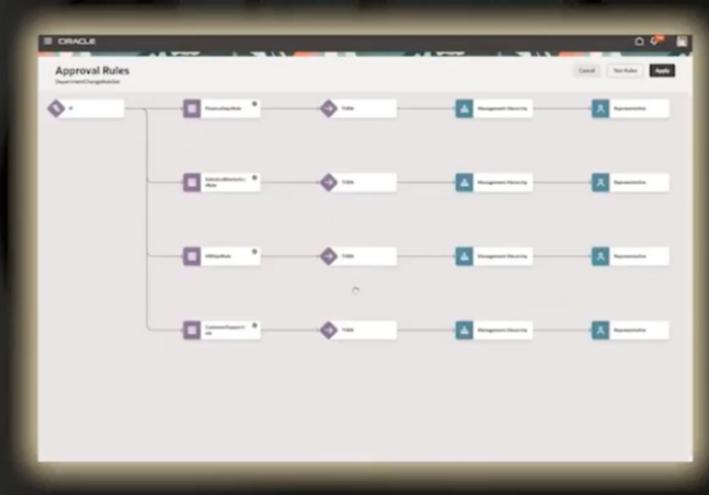
We now provide support of an AI generated Approval Rules Summary.

Approval rule files are now processed using AI and translated to English text and displayed in the configuration page so the administrators can now more easily read the rule summary and understand the rule details.
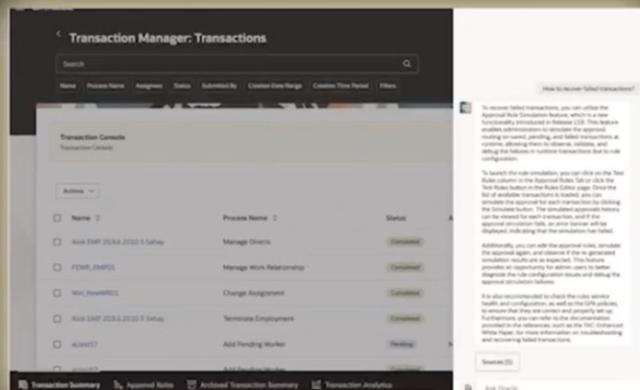
And we now have AI Agents integrated in the Transaction Admin console with options to use Guided Journeys. AI will retrieve the relevant information from the uploaded documents and summarize the output in the chat window to expedite configuration.

Now that wraps up our Core HR and Experience highlights.

Benefits

Let's move on to the Benefits investments.

Benefits Activity Center

Search by name, person number, business title, or primary work email

Worker Type | Assignment Status | Effective As-of Date | Life Event Status | Filters

| NW | Nancy:: Nancy Weaver
Process Engineer | Assignment Number
EWK-TRSM-DEV_43 | Assignment Status
Active - Payroll Eligible | Person Number
WK-TRSM-DEV_43 |
| KH | Kevin:: Kevin Hopkins
Process Engineer | Assignment Number
EWK-T | Assignment Status | Person Number |
| BN | Brad:: Brad Nankivell
Instrumentation Engineer | Assignm
EWK-T | | |

Beyond the flexible rules' configuration, we have invested in the Benefits Administrators experience with enhancements to the Benefits Activity Center Search - providing a simplified way for the Benefits Administrator to easily locate people with unique benefits statuses, such as individuals with pending actions, suspended coverage, interim coverage applied, paid bills, and many more.

Absence Management

Now let's take a look at the key investment in Absence Management.

As part of Absence Management (included with Core HR), we have continued to focus on the Administrator's optimized experience, with the new support for Absences and Entitlements providing one page to view all absences and statuses.

Workforce Management

Next up is Workforce Management – our complete solution to support all workforce management needs natively built with Core HR to ensure data integrity and security.
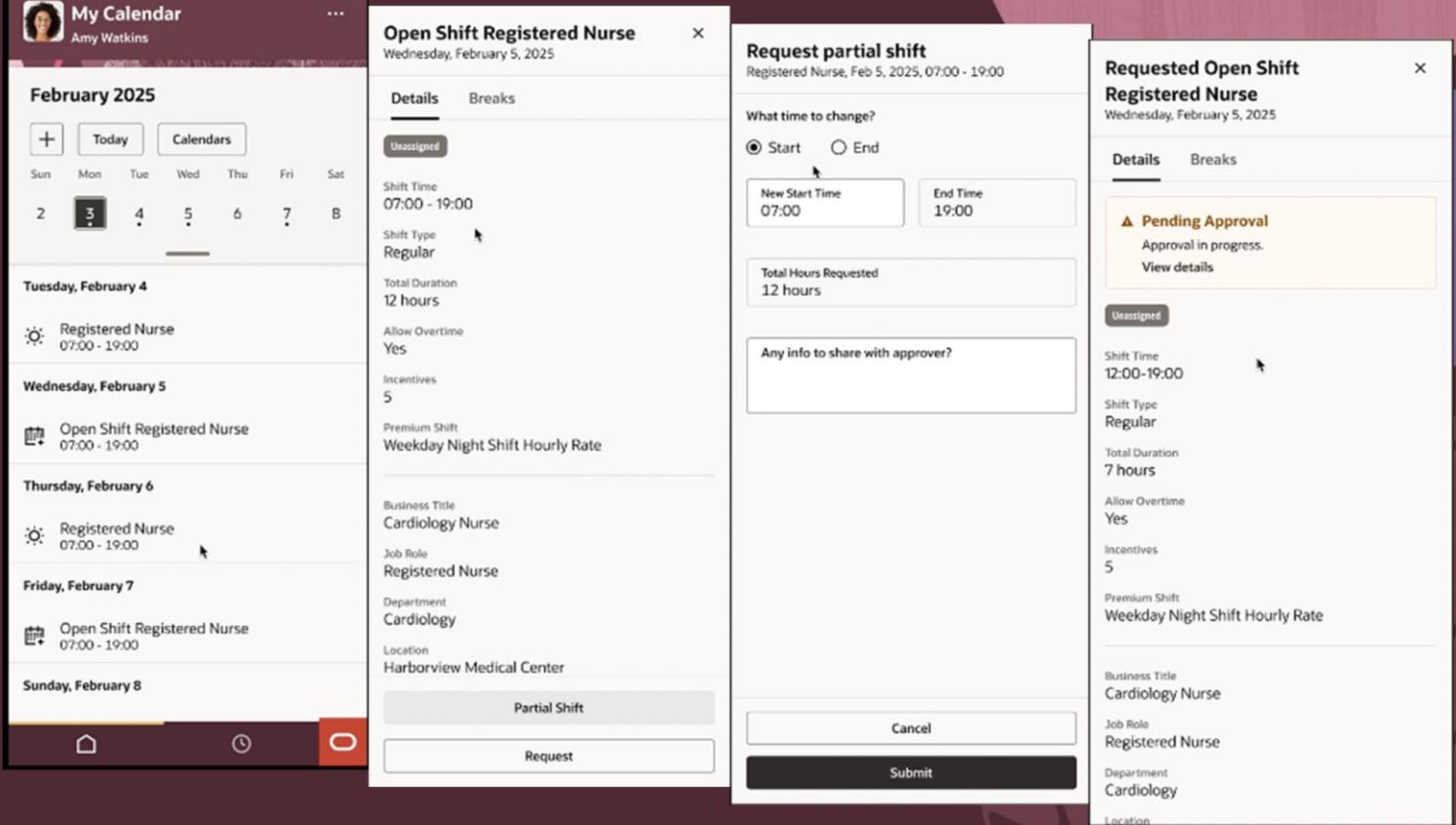
With this, we continue to provide optimized solutions to support the complex time needs. So in 25C, we provide Partial Shift coverage - allowing workers to partially claim open shifts which provides visibility to Schedule Managers of the partially claimed/assigned shifts.

Ex: If a shift is not covered 3 hours or more, the uncovered portion should be split into a separate shift and posted as an opportunity to be claimed.

This flexibility allows for better coverage of workload demand when workers' availability is limited and reduces the steps – simplifying the experience for scheduling managers.

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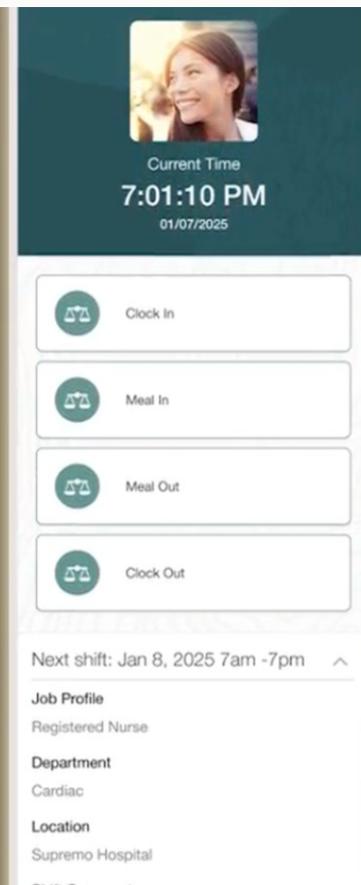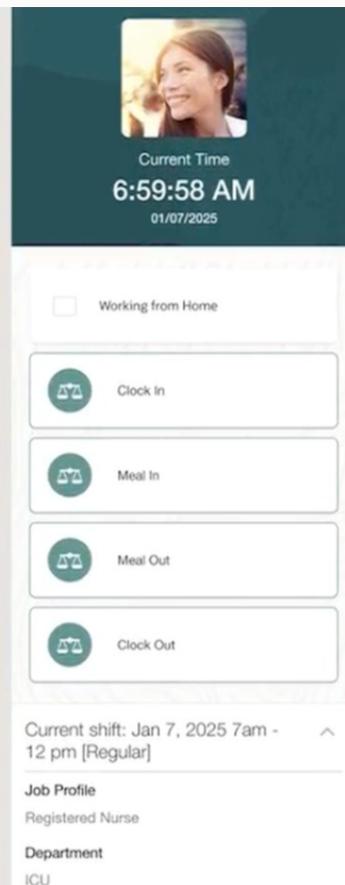
We also know you may have workers across multiple locations and workers need to be allowed to clock in for work in scheduled work locations. With this, in 25C, we now support Hybrid and multi-location support in our web clock geofencing. This provides the flexibility needed to leverage your workforce from across multiple work locations and allow other options like hybrid work from home situations while still maintaining the integrity of the allowable clock in location.
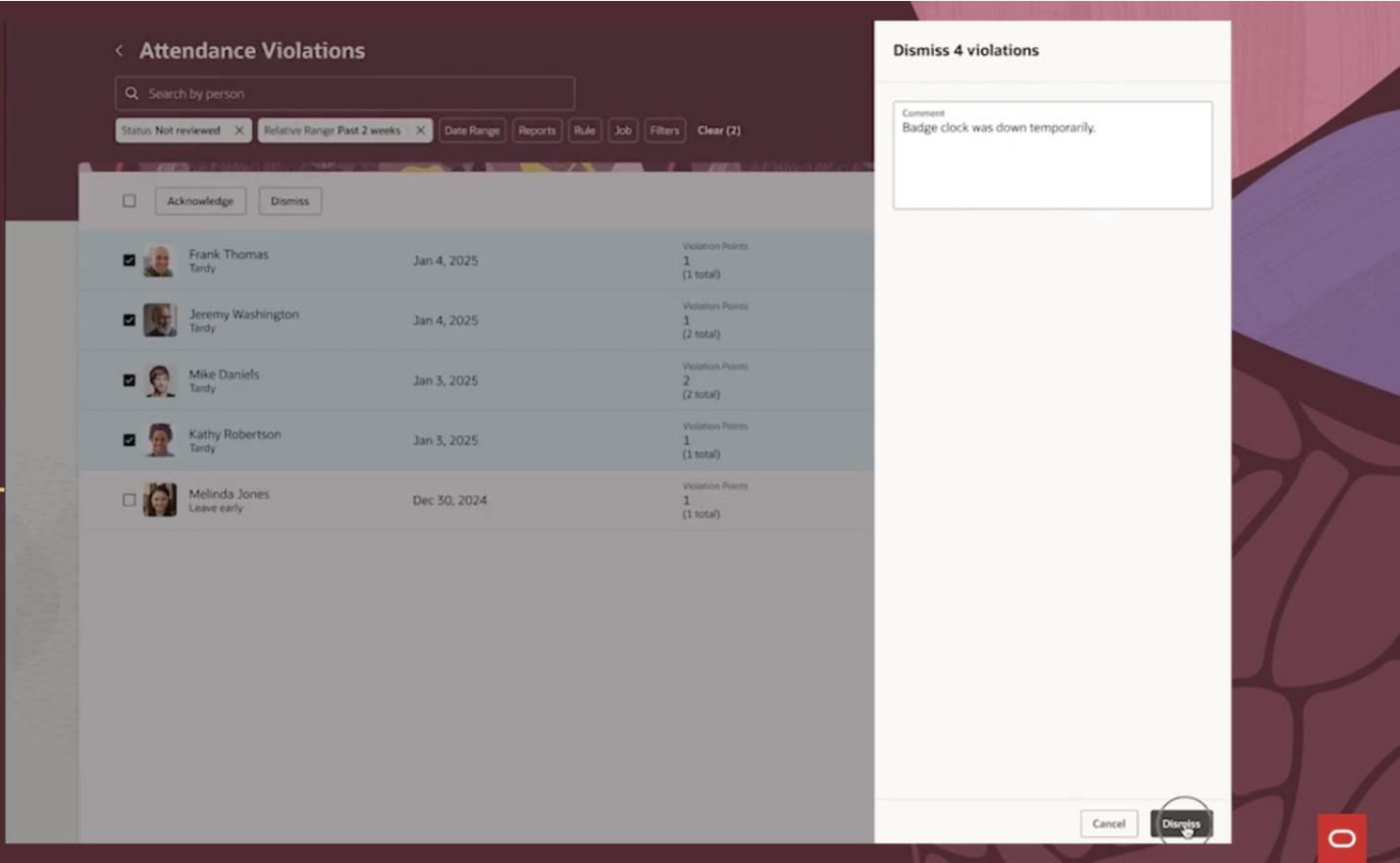
We also know that managers may have challenges with managing attendance so with Oracle Time and Labor, we delivered a manager landing page to support Attendance tracking. This will enable managers to monitor and manage all attendance violations to ensure fairness in disciplinary actions for attendance violations in order to provide better service and ensure productivity.

Payroll

Now, let's talk about Payroll.

We are focused on providing simplified payroll processes to optimize the payroll administrators experience and ensuring that your employees are paid accurately and on time. In 25C, we have delivered new reports available on the Payroll Activity Center. Demonstrating our continued focus on optimizing how the administrator gets their work done.

HelpDesk

And last, but certainly not least, we have continued to invest in our Help Desk to ensure focus on the employee experience and service delivery.

Harassed by my officemate

Case Number
CASE-8001

Primary Contact
John Smith

Status
In progress

Priority
High

Last Updated Date
3/7/25 3:14 PM

Conversations (1)

Your report has been recieved
3/7/25 3:12 PM

Notes (1)

automhrhdadm1
3/7/25 3:14 PM

Contacts (1)

∨ **Details**

Edit

Case Summary (Generated by AI) ⊗

An employee reported being harassed by their officemate, and the Employee Relations Team acknowledged the issue, promising to investigate and resolve the problem.

Summary Generated On 3/7/25 3:14 PM

Title
Harassed by my officemate

Case Number
CASE-8001

Status
In progress

Priority
High

Case Type
Grievance

We are providing optimization solutions for the Service Agent. This starts with the new AI-assisted summarization to expedite case resolution.

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And we are also optimizing the worker's experience when requiring service. So when they are in a chat, the worker can create a service request to capture the context to ensure contractual compliance for complex cases such as employee relations cases.

Nancy Estell-Zoder

GROUP VICE PRESIDENT, ORACLE CLOUD HCM

These updates are all about one thing: simplified, contextual experiences to enable your workforce to enhance their productivity and efficiencies. From smarter workflows and enhanced data intelligence to AI powered interactions, we're helping you transform the way you work. By optimizing these HR processes, you're not only boosting efficiencies, but you're also creating a more responsive, engaged, and future-ready workforce.

So, if you're ready to experience the future of HR, Workforce Management, Payroll, and Employee Experience, check out the What's New documentation for 25c for more details. Thanks for joining me today, and next - here is Chris to share the investments made in Talent Management.

Over to you Chris.

Chris Havrilla

VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY

Thanks Nancy and Hello everyone!

I am indeed Chris Havrilla and I am the Vice President of Product Strategy for Oracle Cloud HCM. I am here to talk to you today about all things Talent Management, Development, and Experience. I'd like to share with you some of the highlights I am most excited about with our 25C updates that we made to Enhanced Dynamic Skills, Career Development, Talent Review, Succession, Goals, Touchpoints, Celebrate, Learning, Grow, and of course Recruiting. As Nancy shared also -- these enhancements have all been specifically designed to optimize productivity and efficiencies, as well as elevate experiences and outcomes.

Talent Profile

Let's start with the heart of the Talent Suite, the Talent Profile itself -- the Source of Truth for Skills, People, and Job and Work data that sits at the center of all our talent solutions.

Talent Profile Search

Search by item name, profile code, or person number

Include Terminated Worker **No** | Business Title **Software Engineer** | Developed Skills **Communication** | Developing Skills | Confirmed Skills | Filters | Clear (2)

Developed Skills

Communication ✕

🔍

Problem Solving
JavaScript
Cloud Computing

Name ⇅			Person Number ⇅	Status ⇅
Val Maya			54123234234	Active
Jennifer Smith			32234234234	Active
Carl Susanto			65123234234	Active
Nikki Bailey	Software Engineer	PERS_30010020028262 23	21123234234	Active
Lucas Dadich	Software Engineer	PERS_30010020028262 34	99123234234	Active
Cynthia Rose	Software Engineer	PERS_30010020028262 56	99123234234	Active
Milan Gotovac	Software Engineer	PERS_30010020028262 78	44123234234	Active
Rob King	Software Engineer	PERS_30010020028262 49	09123234234	Active
Colin Wu	Software Engineer	PERS_30010020028263 32	33123234234	Active

In this release we added the ability to do a Talent Profile Search by attained, developing, and validated skills. In addition to this talent search by skill level, we have added an "ALL" filter for skills in Team Skills Center, and the ability for Administrators to apply GenAI skill description and classifiers to the skill library -- amongst the other 25C updates to Enhanced Dynamic Skills that we released in 24D.

Career Development

And speaking of Skills, let's talk about Career Development.
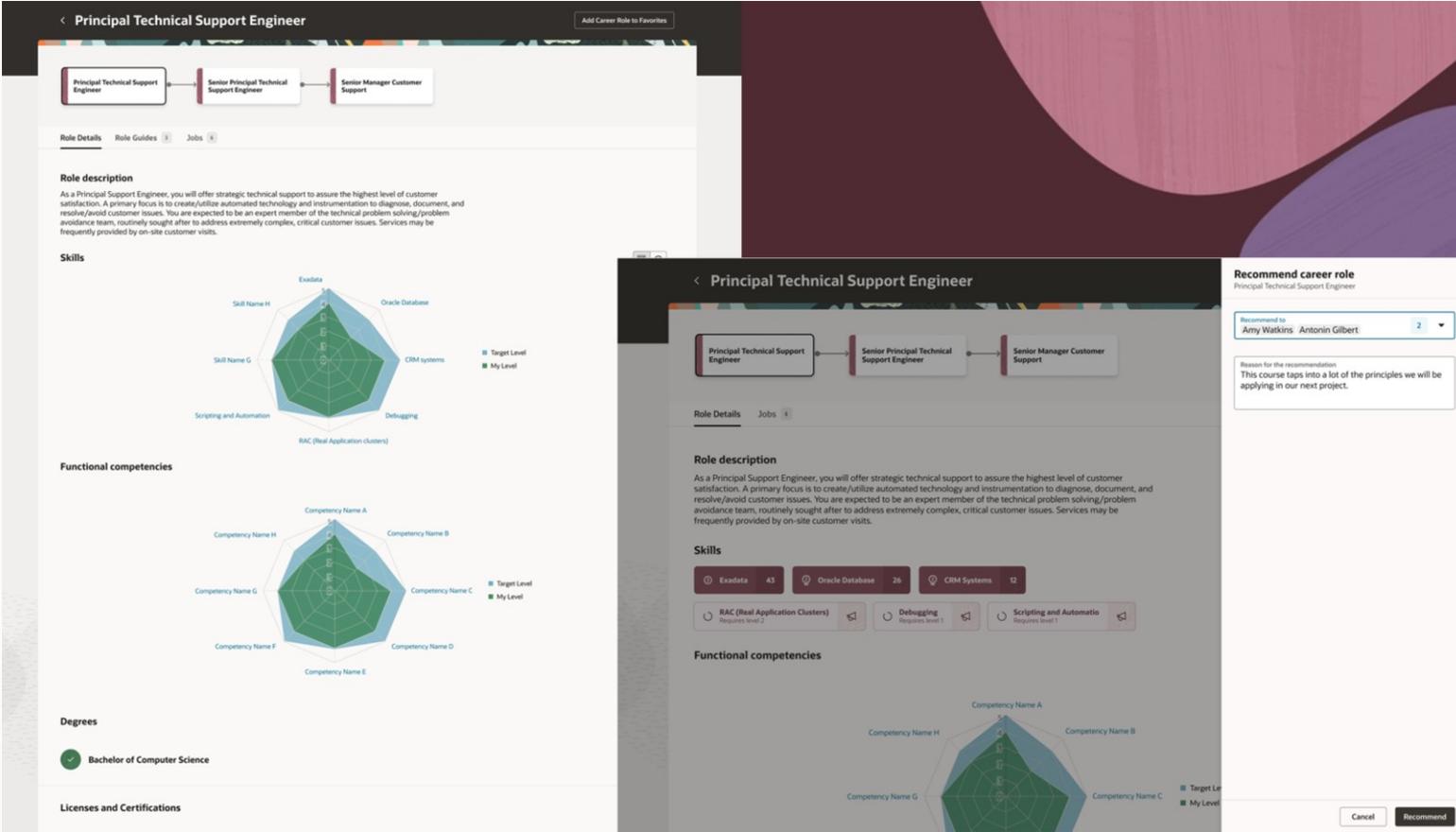
And because everybody loves the spider chart, we now have a radar chart for Skills within the Role guide – and with the same user experience as the Competency radar chart people already know and love. We have also now added the ability for individuals to recommend Career Roles to others as well.

Talent Review & Succession Planning

We have been busy with enhancements to Talent Review and Succession Planning also.

I am pleased to share is the ability to show ALL candidates in a succession plan --including candidates outside of the actual Talent Review population -- from other departments or areas, and external candidates -- expanding options -- by bringing in people with broader experiences and backgrounds.

I am very excited to also highlight Oracle's new Talent Review Advisor from AI Agent Studio that offers invaluable support to managers by providing on-demand, targeted answers to their questions, significantly streamlining the often complex and time-consuming process of preparing for talent review meetings.

Harnessing agentic AI, the Advisor accesses data such as performance, goals, feedback, and recognitions, as well as employment history and compensation data for applicable employees.

Goals

Next let's take a look at Goals with the Suggested Goals drawer enhancements.

The drawer now has tabs for each type of suggested goal – whether it's by organization level, shared, previous, or evaluation goals. I love this!

Touchpoints

Lastly from an overall talent and performance management perspective, I do want to shine a light on how we are continuing to evolve Touchpoints as a differentiating solution -- purpose built for continuous performance management.

I love it because we are really evolving Checkin's into gamechangers.

The template now has several sets of options, where administrators can pick and choose what type of topics can be discussed, by whom, in what context. This provides a lot more flexibility while still keeping it simple for end-users.

And now nudge plans can have specific targeted populations AND dispatch to target populations.

Finally, scheduling distribution plans and views of which nudges were actually executed upon! I love touchpoints – it's all about Better Conversations. Better Managers. And Better Results.

Celebrate

And for Celebrate – which comes bundled with Touchpoints.
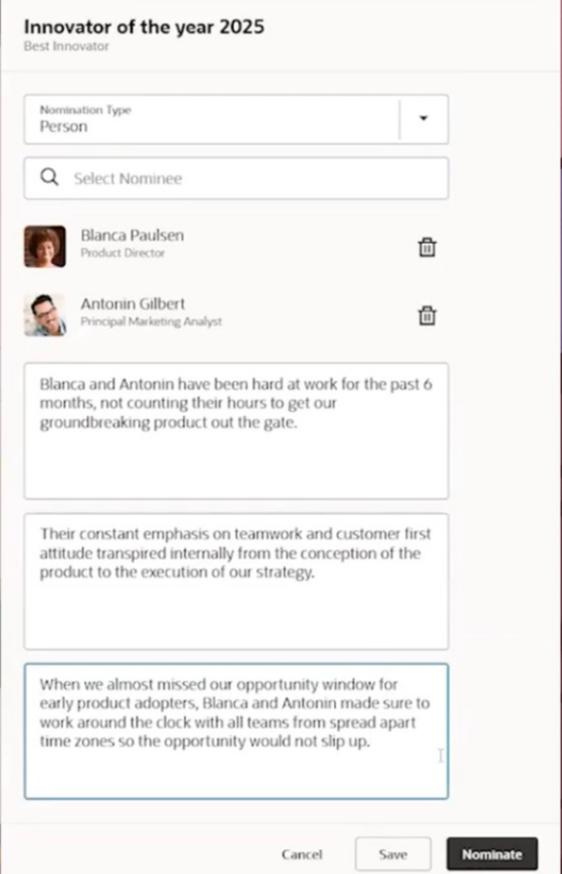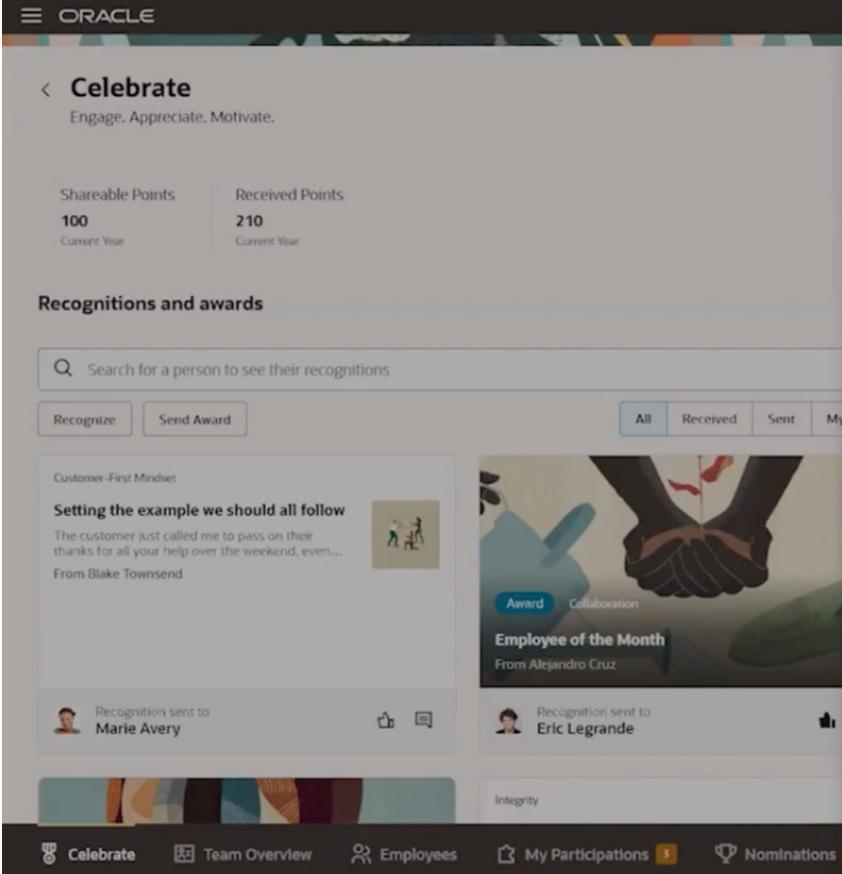
Managers can now nominate inside and outside of their team, expanding potential use cases that organizations want to implement -- and have a more official procedure and decision process for award distribution. We Provided an additional layer of Nomination and Committee approval for award decision making. Admins can configure new types of programs that will make any awards go through a nomination and winner selection process -- with a dedicated UI.

Learning and Grow

Next up is Learning and Grow.

I am so excited to share our newest out of the box connector with Udemy. The Udemy catalog is automatically sync'd with Oracle Learning – and Learners can search, browse, be recommended, and of course, consume Udemy courses via Oracle Learning --or directly via Udemy -- and yes -- the enrollment and completion is always recorded in Oracle.
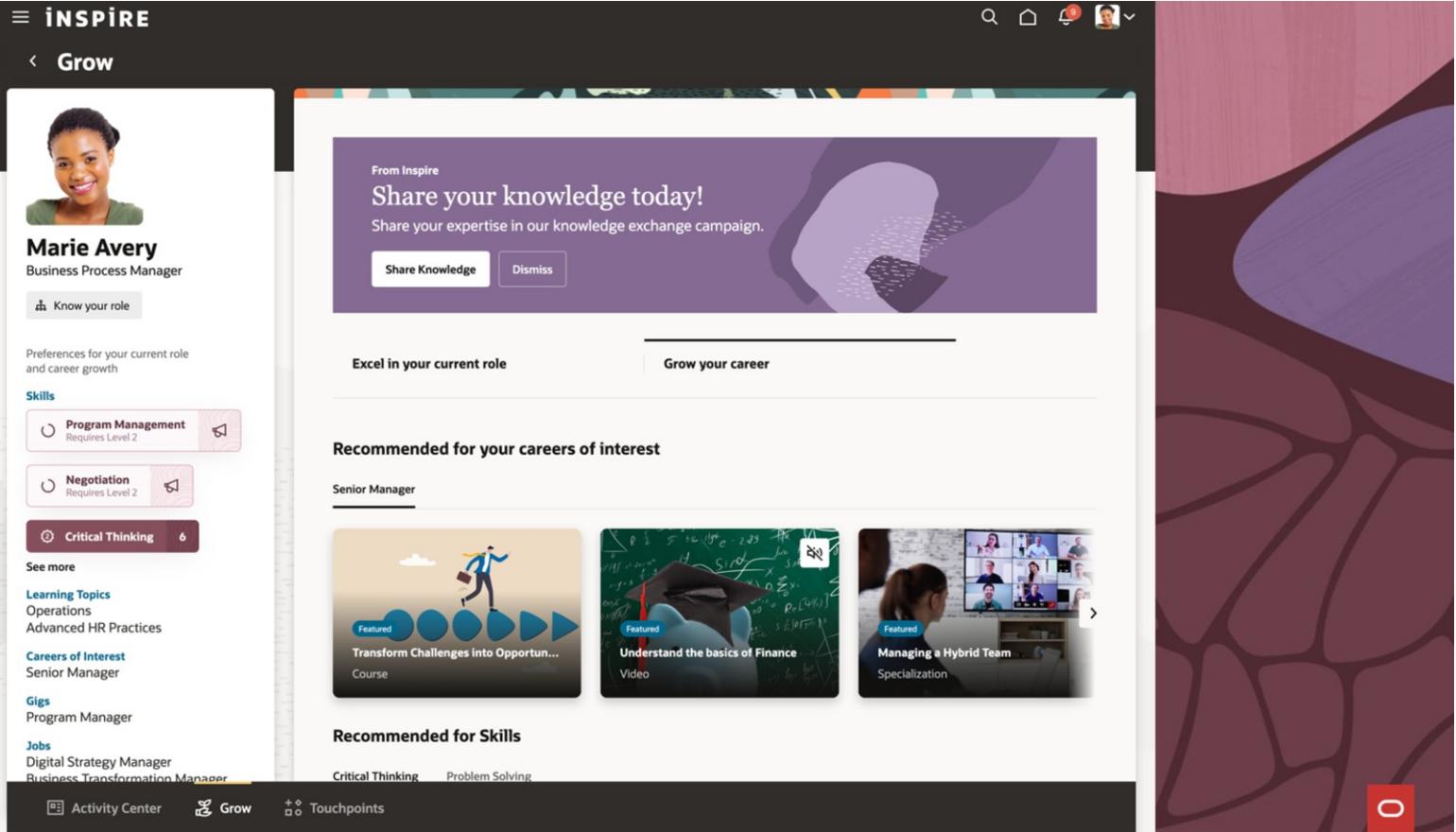
My favorite new feature for Grow in 25C is that each worker's recommendations for Next best career role can now be surfaced in their Grow Your Career section. These Recommendations are generated using GenAI -- by leveraging GenAI-created synthetic summaries for people and jobs. AND remember those Career Role Recommendations from other users that I mentioned earlier? They will show up in this same swim lane now as well. Love it!

Recruiting

And last but certainly not least is Recruiting – where the list is long, so I had to limit even my highlight reel to my top 5!
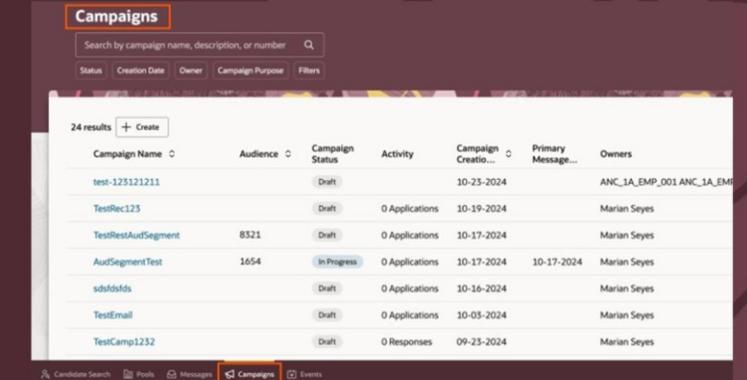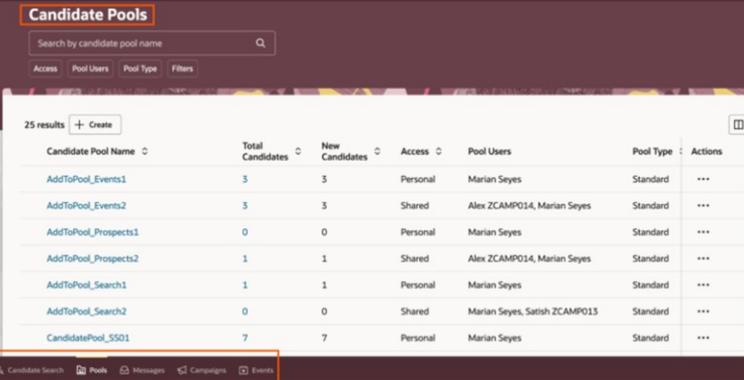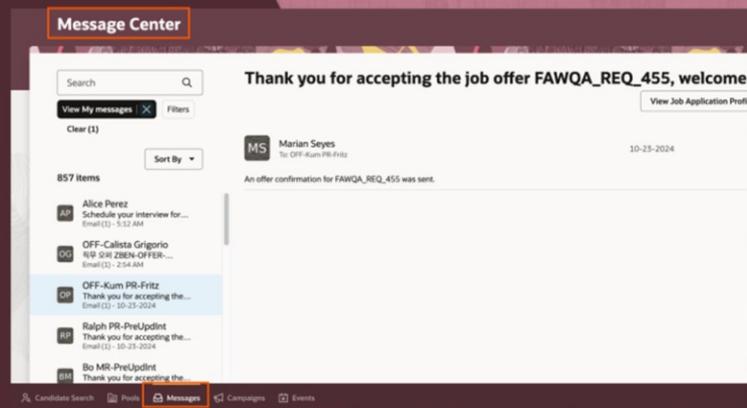
Candidate Sourcing Navigation – delivering New Sourcing Redwood navigation which actually groups Sourcing into its own functional area.
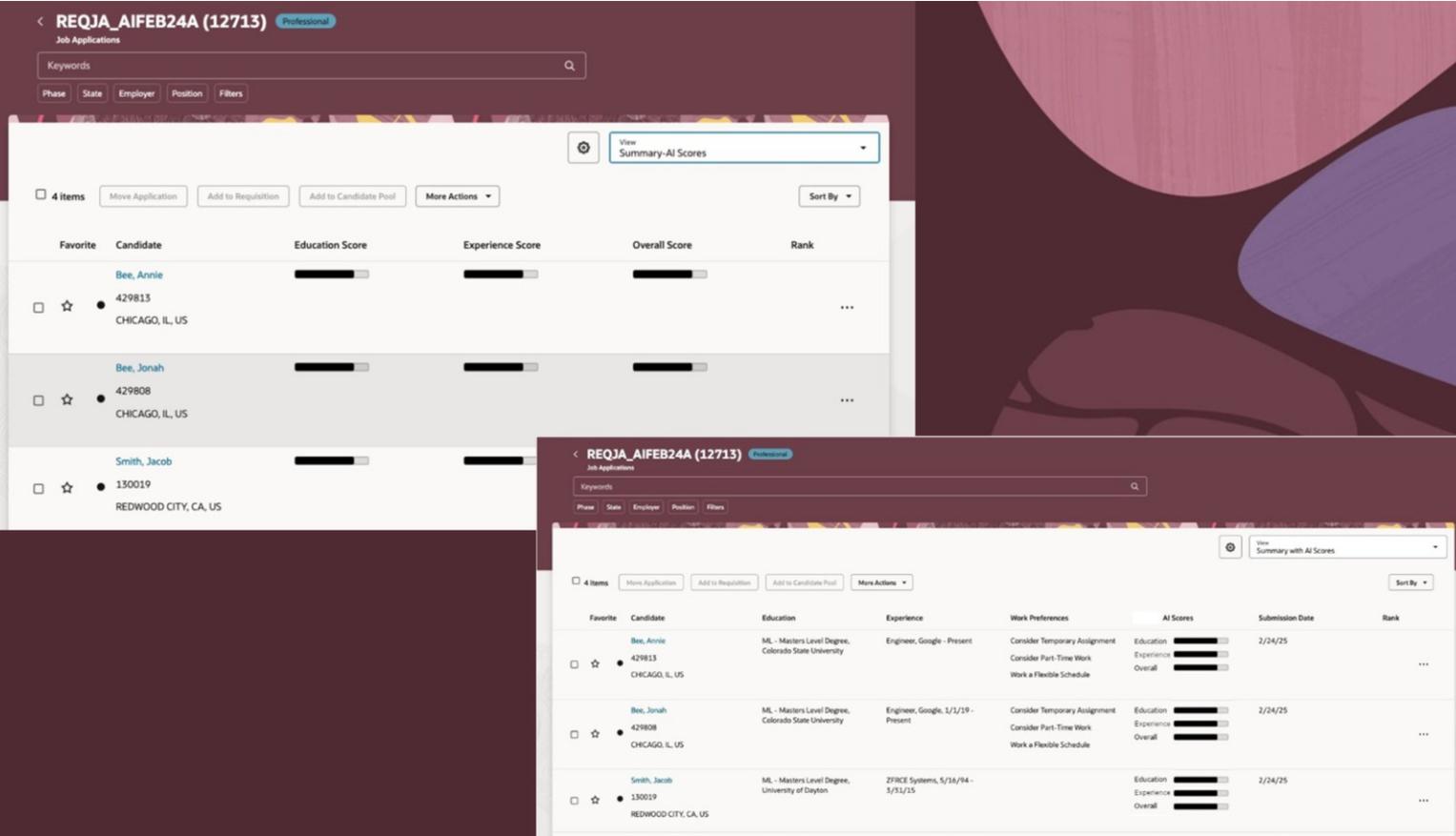
And, #2, AI match scores and, really, the new Compact view – As of 25B, You can View AI match scores for applicants, education, experience, skills and overall. But in 25C we deliver a compact view of scores -- as well as adjusting weights to compute overall scoring

#3, Creation of a candidate from the resume itself -- with resume parsing capabilities
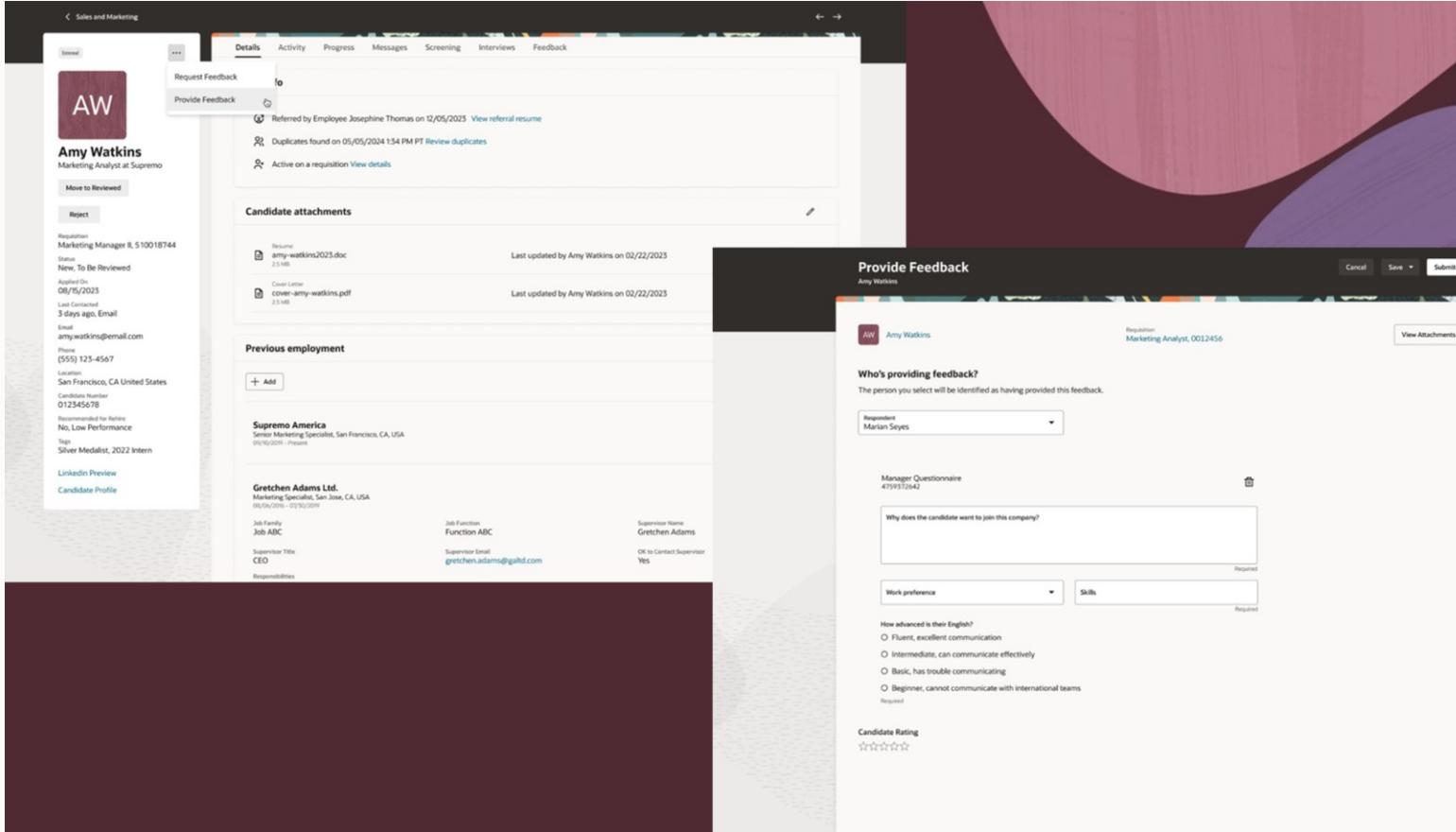
#4 is Ad hoc & Automated Interview Feedback - Candidate feedback is one of ORC's top adopted features – and the combination of features that are delivered here in 25C fulfills many popular enhancement requests that strengthen and streamline this area of the product.

#5, And YES – my favorite for last --The recruiting activity center and dashboard --where the pictures themselves are worth a thousand words.

Chris Havrilla

VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY

So please be sure to check out the What's new documentation for 25c for more details on this -- because it really is big – but also for all that I have highlighted today.

You will also want to check out the many enhancements I did not feature today from this fabulous release. The Future of Talent Management is already here at Oracle --from your ability to access talent -- to how you develop, manage, move, engage, and etain your talent. Thank you so much for joining me today, and with that…. Back to you Yvette.

Yvette Cameron

SENIOR VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY

Thanks. That was amazing! And that's your inside look at Oracle Cloud HCM 25C. From smarter workflows to sharper insights, this release proves that AI isn't just a trend — it's a team player.

To our product leads, partners, and customers around the world — thanks for joining us. Until next time… hats off to 25C!