Oracle Talent Management
Oracle Talent Management Base

Oracle Talent Management Base (TM Base) is the foundation for implementing Oracle Talent Management Applications. TM Base provides you with the ability to synchronize your existing core Human Resources (HR) system with Oracle Talent Management applications in a co-existence environment. The standard graphical organizational chart provides an integrated view of all information related to an employee with an extremely user-friendly interface. Access to a 360-degree view of the employee provides both personal and professional details at a glance.

Deliver Business Value with User Interface Integration

TM Base provides a robust set of functions delivered through an intuitive user interface and the ability to integrate with your Core HR system of record. TM Base provides the Talent Profile and Organizational Chart while acting as a launch pad for strategic processes such as Talent Review, Performance, Goals and Compensation.

Increase ROI While Leveraging Your Existing Investments in Oracle products

By co-existing with your current HR system of record, TM Base leverages the latest in Applications technology, talent processes, business intelligence and predictive analytics. While data is coming from your systems of record to TM Base, some data sets are fed back to your current system, eliminating costly data errors and manual data entry.

Leverage Functionality without Wasting Past Investments

Access the latest Applications Security and the leading edge of user interface (such the Portrait Gallery) through integration using TM Base in a SaaS environment. Investments in Oracle Cloud Applications or non-Oracle core HR can be leveraged through our out of the box integration and deployment model. All past software investments can be linked together, as needed.

If past investments were SAP, legacy systems, or home built systems of record you can integrate them through TM Base in a SaaS environment to our Oracle Talent Management solutions, leveraging your past investments and taking advantage of value without the budget of a new implementation.

STRATEGIC TALENT
MANAGEMENT

KEY FEATURES

- Maximize functionality on talent management arena linking Talent Management with legacy or non-Oracle Applications system of record

- Promotes the transition to Oracle Human Capital Management (HCM) or other Oracle Cloud solutions at a pace dictated by the customer

- Reduce integration costs and leverage the latest on open source

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Best Practice Standards Based Security

Oracle HCM Cloud Applications are built according to the concept of Role Based Access Control (RBAC). The use of RBAC to manage user privileges (computer permissions) within a single system or application is widely accepted as best practice. Security is managed at all levels – function, transaction, field, and data-level. RBAC assigns permissions to specific operations with meaning in the organization, rather than to low level data objects. RBAC not only meets, but exceeds the needs of auditable, segregation of duties (SoD) requirements.

Within an organization, roles are created for various job functions. The permissions to perform certain operations are assigned to specific roles. Users are dynamically assigned roles. Since users are not assigned permissions directly, but only acquire them through their role (or roles), management of individual user rights becomes a matter of simply assigning appropriate roles to the user's account; this simplifies common operations, such as adding a user, or changing a user's department.

Built-in Extensibility

Oracle HCM Cloud Applications are built so that a business user can adapt the application to suit their personal or organizational needs. The key to this 'tailor-ability' lies in the usage of metadata objects and services in the heart of the application architecture. Changes and extensions to the application are stored as new layers over the delivered objects, allowing for flexibility in an 'upgrade-safe' manner.

KEY BENEFITS

- Improve productivity by having a single point of interaction to HR, line managers and employees

- Increase process adoption through a delivered framework and best practices

- Promote business flexibility by providing tools to manage and optimize business processes

- Cut operational costs increasing effectiveness and efficiency

- Ensure compliance through guided tasks while retaining the required approvals

CONTACT US

For more information about Oracle Talent Management, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

Hardware and Software, Engineered to Work Together

ORACLE®