

Oracle ME

Oracle ME is an extension of Oracle's Cloud Human Capital Management (HCM) offering focused on employee experience (EX), to help organizations better engage employees through targeted and managed communications.

- Touchpoints is a new employee listening solution for capturing, tracking, and acting on employee sentiment.
- HCM Communicate is a new bespoke marketing tool that enables human resources (HR) to send personalized communications to groups with specific characteristics based on their HR data.
- Connections is an expansion of existing capabilities to help employees search for and connect with others, including the ability to search and connect based on skills and endorsements, import LinkedIn profiles, and receive artificial-intelligence (AI)-driven connection recommendations.
- Enhancements to Journeys in ME include more contextual guidance based on HR data.



FROM THE SUMMIT

Oracle ME adds to Oracle's EX capabilities (*Valoir View #2107*) with a focus on targeted communications and enhanced collaboration capabilities, with HCM-record based personalization, data privacy, and security as key differentiators. HR teams can customize, configure, and adapt ME without IT support for faster time to value.



DEEP DIVE

The focus with ME is on communication and connection. Communicate brings marketing automation sophistication to the HR space, enabling not just broadcast but targeted communications with A-B testing, response rate metrics, and campaign management capabilities.



LONG VIEW

As HR departments and managers seek to build long-term strategies for hybrid work, ME enables a secure means for targeted HR-to-employee communication and employee-to-employee connections, which are critical for engagement when in-person experiences may be lacking.



MONEY: ME is available as part of Oracle Cloud HCM at no additional charge to customers, with the exception of Communicate and Touchpoints, which require an additional subscription.



MARKET: ME's primary focus on communications and collaboration is a clear response to Microsoft Viva with the differentiator - the foundation of an HCM system of record - that Microsoft lacks.



PEOPLE: Valoir's 2022 Future of Work Survey found mentors are the most important learning resource for employees. Connections helps employees find and connect with those potential mentors regardless of location or WFH status.



TECH: The Journeys component of ME is designed to orchestrate employee workflows across the enterprise, and integrates with other Oracle and third-party applications as needed to support cross-departmental journeys.