Generative AI for Oracle HCM Cloud

Oracle has announced generative artificial intelligence (AI) capabilities for Oracle Fusion Cloud Human Capital Management (HCM), scheduled for general availability by the end of 2023. They are supported by Oracle Cloud Infrastructure (OCI) generative AI services

— Performance management capabilities include assisted authoring for areas including goal creation, manager feedback, and performance reviews with summarization of employee performance based on feedback gathered from others across the evaluation period.

— Talent acquisition capabilities include assisted authoring for job descriptions and requisitions and employee profile authoring.

— General HR capabilities include automated recommendations for survey questions and HR knowledge base articles.

Oracle's approach enables users to decide whether to invoke AI to support HR tasks, and when they do, to view and vet its recommendations to ensure a human is always "in the loop."

FROM THE SUMMIT

Oracle's new generative AI capabilities for Oracle Cloud HCM focus on assisted authoring, suggestions, and summarization to help employees, managers, and HR leaders quickly complete HR functions across recruiting, performance management, and HR-related knowledge and content development.

DEEP DIVE

Valoir's recent AI and automation study found that 40% of the average work day is ripe for automation, and more than 2/3 of HR professionals have experimented with AI. Oracle's generative AI capabilities will accelerate the completion of HR tasks for employees and HR leaders, enabling them to focus more time on higher-value work.

LONG VIEW

As AI continues to evolve, HR leaders, in particular, are seeking trusted partners to help them harness AI's value while mitigating its risks. Engineering generative AI into Cloud HCM enables Oracle to deliver its AI capabilities with prescribed guardrails and leverage its AI and data expertise to guide best practices while masking complexity.

MONEY: The new AI capabilities will be integrated in Oracle Cloud HCM and available to customers at no additional charge.

MARKET: The market for AI-support HR capabilities is evolving very rapidly. All vendors will need to be able to build products flexibly and pivot quickly as new opportunities for AI-driven value develop.

PEOPLE: With Oracle Cloud HCM, customers use their own data to refine models and each customer's dedicated generative AI models are only tuned on their own data, helping keep sensitive and proprietary information safe.

TECH: Oracle uses its OCI APIs to build products, but has not disclosed what large language models (LLMs) it uses. Many customers will want more transparency (and support for "bring your own model" options) as Oracle's offering develops.