



Oracle HCM Now



+ 2024

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Expertise in
Oracle HCM Cloud
in LAD-Mexico

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Expertise in
Oracle HCM Cloud
in EMEA-BENELUX

ORACLE | Service Partner

Expertise in
Oracle HCM Global Human Resources Cloud
in LAD-Mexico

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Expertise in
Human Resources (Core)
in EMEA-Western Europe

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ORACLE HCM NOW

1. Oracle HCM Now.

Oracle HCM Now is an implementation program for midsize organizations that delivers rapid time to value by delivering critical HR capabilities in as little as 4 months.

Our program enables your company to quickly implement the Oracle HCM Cloud solution to help you attract, retain and train top talent.

Our unique Oracle Cloud HCM adoption offering provides a cost-effective approach with short implementation timelines designed to eliminate complexity and maximize technology adoption.

ABTIO's Oracle HCM Now program consists of three steps:

1. The Foundation
2. The Expansion
3. The Value-Adds

2. Benefits of adopting Oracle HCM Now with ABTIO Get the most value in the shortest time and at the lowest cost

Our phased, fixed-price implementation strategy facilitates rapid technology adoption in key HR processes, ensuring control of the investment required at each stage.

Complete and unique solution

Implementing Oracle Cloud HCM eliminates the need for third-party solutions and minimizes tedious and error-prone integration processes, while ensuring a 360° view of all HR processes.

Work Class Processes

With our Oracle HCM Now program you can adopt the HR best practices employed by the most successful organizations worldwide, adapting them to the unique particularities of your own organization.

Access to the latest technology today

Oracle HCM Cloud's comprehensive HR solution will enable your organization to access the latest technology innovations. Business Intelligence, Digital Assistants and Generative Artificial Intelligence can be incorporated into your business processes today.



1

Step 1: The foundation

- HCM Base
 - Journey / onboarding
 - Company Directory
 - Self services
- Absence Management
- Work life
- Connections
- Dashboard and Reports- OTBI Oracle Transactional Business Intelligence
- Recruiting and Payroll integration



2

Step 2: The Expansion

- Goal and Performance Management
- Career Development
- Succession Management
- Talent Review and Succession Plan.
- Reports and Analytics - OTBI - Oracle Transactional Business Intelligence



Step 2: The Expansion- Optional

- Compensation Management and Benefits
- Recruiting

3

Step 3: The Value-adds

- Learning Management
- Oracle Grow
- Touchpoints
- Oracle Fusion Data Intelligence Platform
- Reports and Analytics - OTBI - Oracle Transactional Business Intelligence



3. Oracle HCM Now Scope.

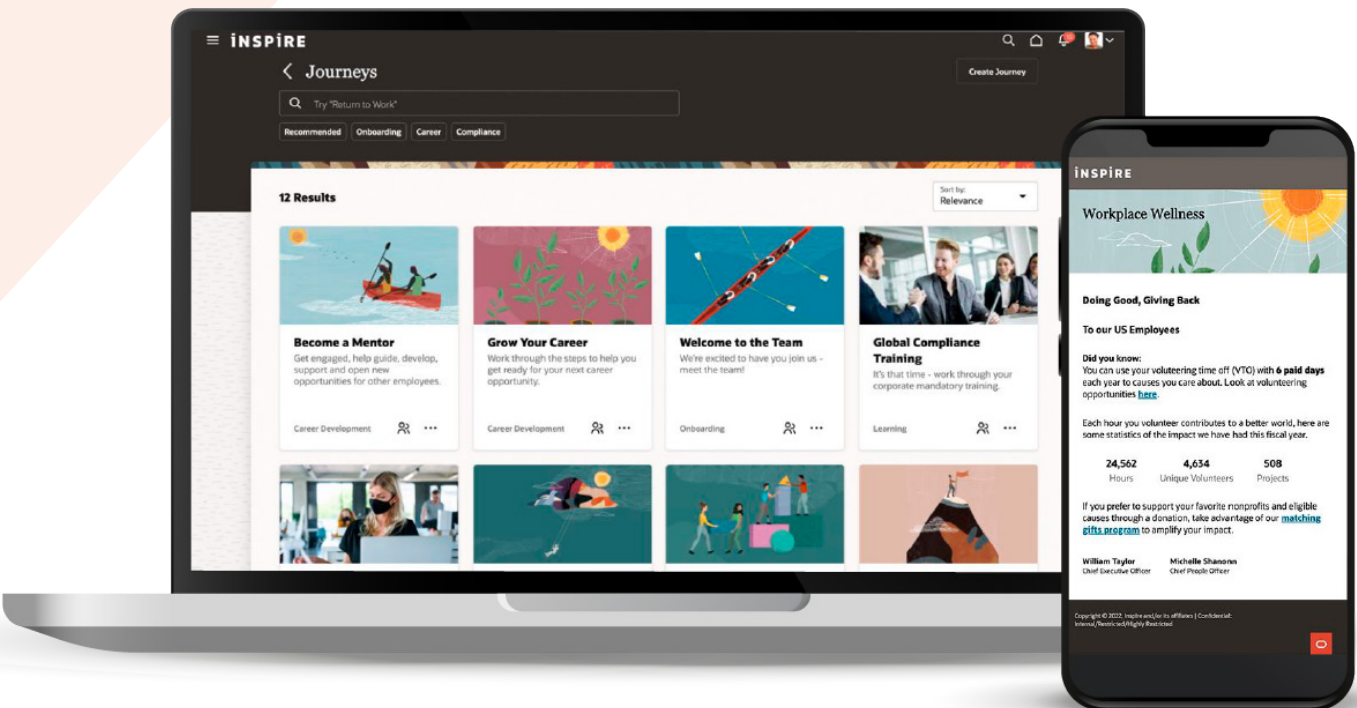
ABTIO 's Oracle HCM Now implementation program will be executed in three steps:

3.1. Step 1 - The foundation

Create a solid HR foundation that drives elevated experiences and eliminates complex implementations by focusing on the most crucial capabilities for your business. A typical implementation starts with core HR capabilities to unify your workforce data, simplify compliance and streamline processes. You can offer employees a unique, personalized experience, with paths to guide and support their success, tailored communications to keep them informed, and an award-winning user interface designed to increase productivity. Get the basics in as little as four months and then start adding additional HR capabilities as you need them, all within the same unified Oracle HCM Cloud suite.

This initial stage includes implementing the following processes:

- HCM Base
 - Journey / onboarding
 - Company Directory
 - Employee and Managers Self Service
- Absence Management
- Work life
- Connections
- Reporting and Analytics - OTBI - Oracle Transactional Business Intelligence
- Recruiting and Payroll integration
- Digital Assistant for Oracle HCM
- Mobile access for iPhone, iPad and Android



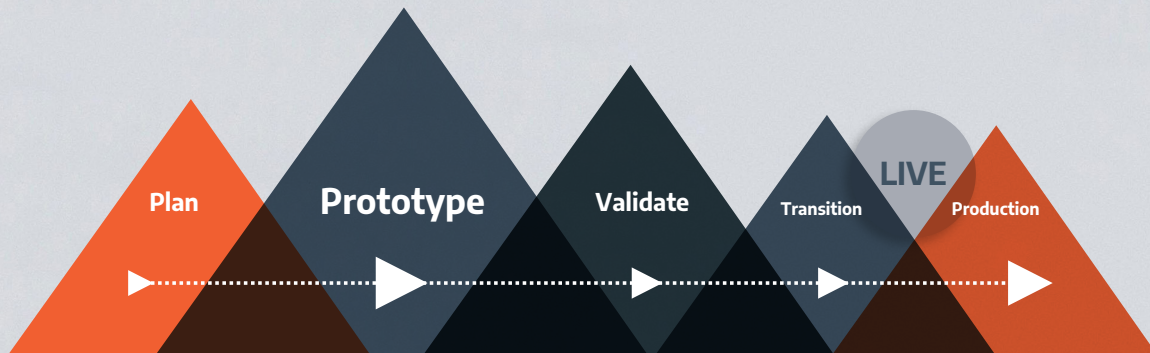
Assumptions and considerations

- Implementation services are performed remotely. If onsite services are necessary, travel, air transportation, and lodging expenses are the responsibility of the client.
- Full-time participation of key users is necessary.
- Adapting the graphical section to the client's branding (adjustments to logos, wallpaper, and icons for the implemented processes).
- An initial load of structure and employee data is planned.
- The migration of historical data (personal, work, and structure data) is not included.
- For fields on screens, only legal fields that impact the settlement are considered.
- 4 journeys (checklists) consisting of between 5 and 10 tasks each.
- The definition of 15 types of absences.

- A single vacation calculation.
- 3 volunteer projects, and the generation of 3 well-being activities is included.
- Extract for structure, personal, work, and absence data.
- HDL for uploading labour and personal data from the external recruitment system.
- Workflows (no more than 3 levels), reports, and security are 100% standard.
- A workshop for the work team and "train the trainers" session for a maximum of 10 people.
- Maximum of employees is 3,000, for one country and with one language.

Project time

- 15 weeks (1 week postproduction support included).



3.2. Step 2 - The expansion

Unlock more powerful automation and performance in your next phase of implementation. Now that you have a solid foundation, you can expand to unify your critical processes. Manage the growth and development of your people with comprehensive talent management and a dynamic skills engine. Give employees and managers control to make completing crucial tasks efficient and easy.

This expansion stage includes the implementation of the following processes:

- Goal and Performance Management
- Career Development
- Talent Review and Succession Plan.
- Reporting and Analytics - OTBI - Oracle Transactional Business Intelligence
- Digital Assistant for Oracle HCM
- Mobile Access for iPhone, iPad and Android

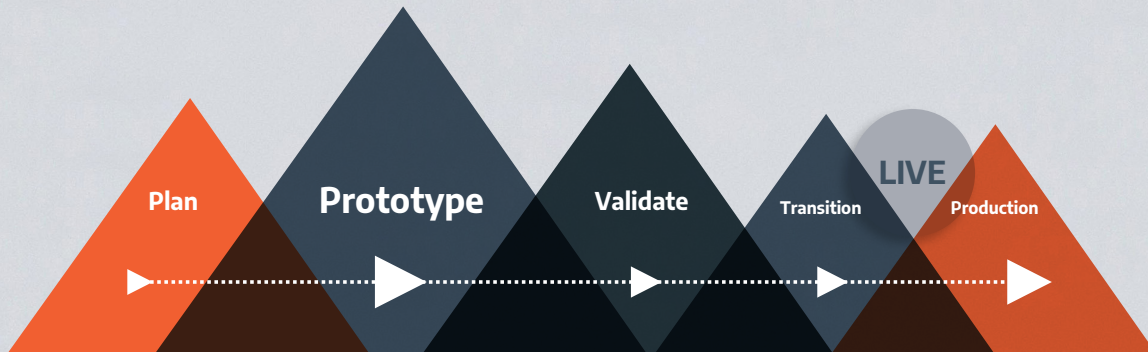
Assumptions and considerations

- It is assumed that Oracle HCM Core is already implemented.
- Implementation services are performed remotely. If onsite services are necessary, travel, air transportation, and lodging expenses are the responsibility of the client.
- Full-time participation of key users is necessary.
- Adapting the graphical section to the client's branding (adjustments to logos, wallpaper, and icons for the implemented processes).
- The massive loading of performance and development objectives and competencies.
- The burden of historical or ongoing performance evaluations.
- 2 performance evaluation templates.
- 2 process flows.
- Configuration of a single potential and calibration meeting.
- Potential evaluation matrix will be of single dimensions (9 boxes).
- The massive loading of succession plans is contemplated.
- Workflows (no more than 3 levels), reports, and security are 100% standard.
- A workshop for the work team and "train the trainers" session for a maximum of 10 people.
- Maximum of employees is 3,000, for one country and with one language.



Project time

- 10 weeks (1 week postproduction support included).



3.3. Step 2 - The Expansion – Option 1

This expansion stage includes the implementation of the following processes:

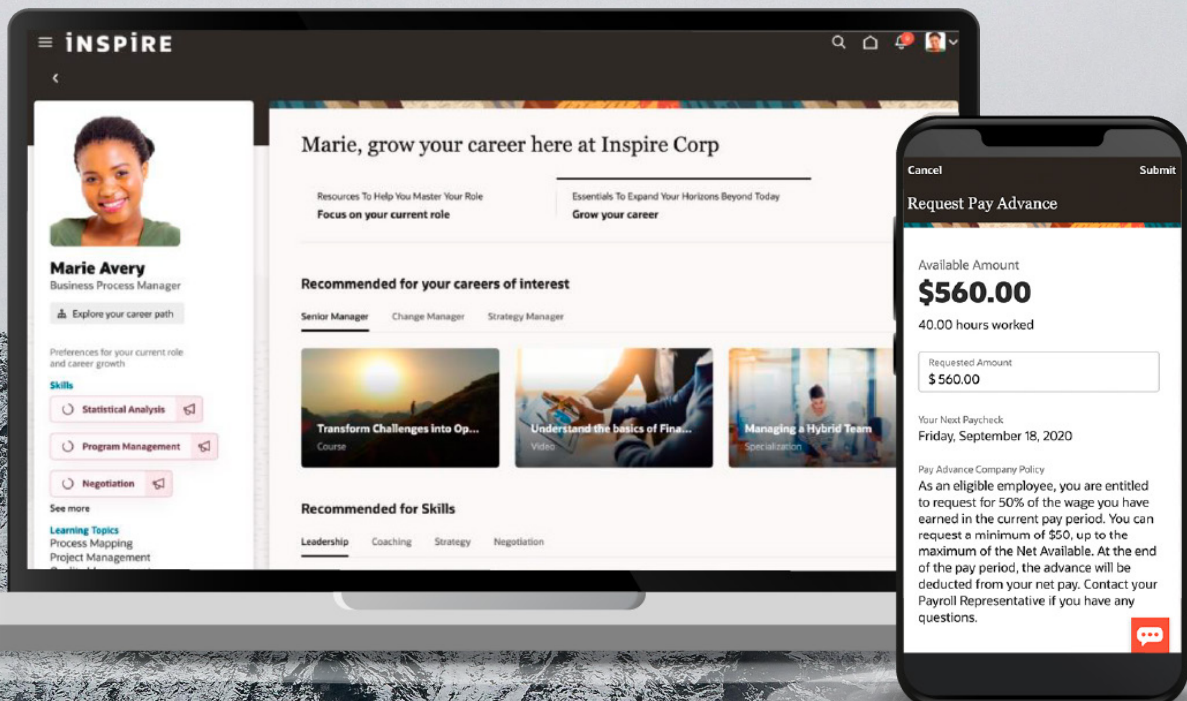
- Compensation managements and Benefits
- Reports and Analytics - OTBI – Oracle Transactional Business Intelligence
- Oracle Digital Assistant for HCM
- Mobile access for iPhone, iPad y Android

Assumptions and considerations

- It is assumed that Oracle HCM Core is already implemented.
- Implementation services are performed remotely. If onsite services are necessary, travel, air transportation, and lodging expenses are the responsibility of the client.
- Full-time participation of key users is necessary.
- Adapting the graphical section to the client's branding

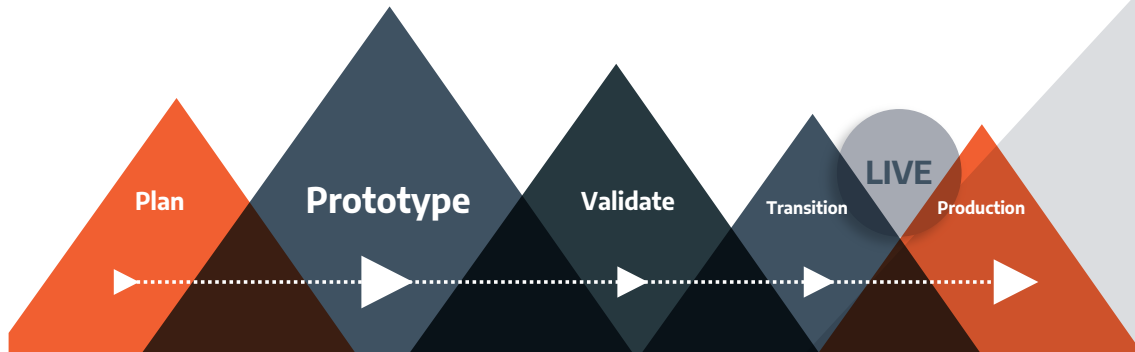
(adjustments to logos, wallpaper, and icons for the implemented processes).

- The massive loading of benefits and compensation.
- Migration of historical data is not included.
- 8 benefit plans are considered, of which only 2 can be highly complex (include fast formula).
- 3 compensation plans are contemplated.
- 1 extract is included to send compensation and benefits data to third-party systems.
- Workflows (no more than 3 levels), reports, and security are 100% standard.
- A workshop for the work team and “train the trainers” session for a maximum of 10 people.
- Maximum of employees is 3,000, for one country and with one language.



Project Time

- 14 weeks (1 week postproduction support included).



3.4. Step 2 - The Expansion – Option 2

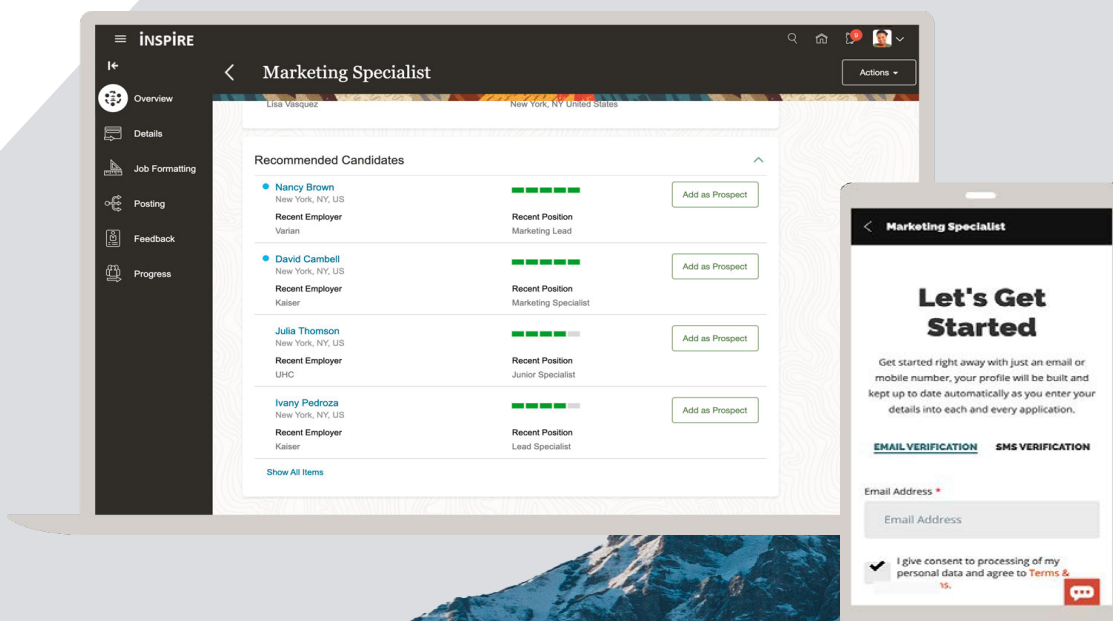
This expansion stage includes the implementation of the following processes:

- Recruiting
- Opportunity Marketplace
- Reports and Analytics - OTBI – Oracle Transactional Business Intelligence
- Oracle Digital Assistant for HCM
- Mobile access for iPhone, iPad y Android

Assumptions and considerations

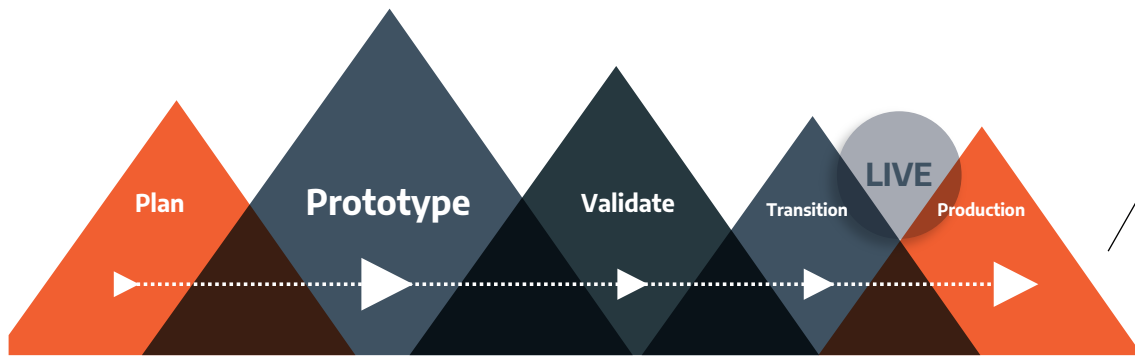
- It is assumed that Oracle HCM Core is already implemented.
- Implementation services are performed remotely. If onsite services are necessary, travel, air transportation, and lodging expenses are the responsibility of the client.
- Full-time participation of key users is necessary.
- Adapting the graphical section to the client's branding (adjustments to logos, wallpaper, and icons for the implemented processes).
- Migration of historical data is not included.
- The massive loading of candidates.

- Standard integration with LinkedIn
- Internal and external candidates.
- A single selection process.
- 2 questionnaires with 5 questions each (initial filtering 1, interview 1)
- A single candidate application flow.
- 2 offer letters.
- Activation of the standard application flow for the selection and offer process.
- The activation of standard notifications.
- Workflows (no more than 3 levels), reports, and security are 100% standard.
- A workshop for the work team and “train the trainers” session for a maximum of 10 people.
- Maximum of employees is 3,000, for one country and with one language.



Project Time

- 11 weeks (1 week postproduction support included).



3.5. Step 3 - The value-adds

Take your human resources to the next level with greater visibility and business control. When you choose Oracle HCM Cloud, you're partnering with a provider that can always meet your needs and help you stand out from the competition. In this phase, we'll provide you with the solutions you need to create a community where people feel valued and a sense of belonging, while making life easier for HR teams through innovative tools, advanced controls, an easy-to-use experience, and a single, scalable platform.

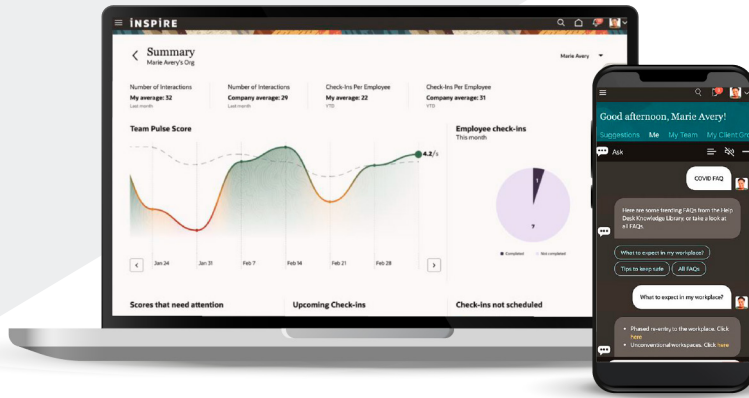
This last stage includes the implementation of the following processes:

- Learning Management
 - Compliance training with videos
 - Mobile access, even offline
 - Personalized recommendations
 - Assignment and tracking of required training
 - Socially accessible videos and tutorials
 - Online training according to SCORM standards
- Oracle Grow
- Touchpoints
- Oracle Fusion Data Intelligence Platform
- Reporting and Analytics - OTBI - Oracle Transactional Business Intelligence
- Digital Assistant for Oracle HCM
- Mobile Access for iPhone, iPad and Android

Assumptions and considerations

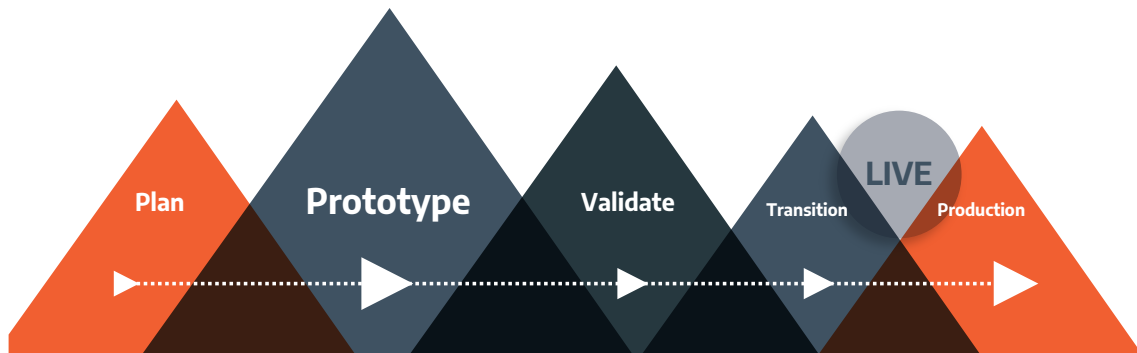
- It is assumed that Oracle HCM Core is already implemented.
- Implementation services are performed remotely. If onsite services are necessary, travel, air transportation, and lodging expenses are the responsibility of the client.
- Full-time participation of key users is necessary.
- Adapting the graphical section to the client's branding (adjustments to logos, wallpaper, and icons for the implemented processes).
- Migration of historical data is not included.
- Mass loading of courses and content.
- Generation of own training content is not considered.
- Configuration of 5 feedback evaluation questionnaires.
- Integration with supported systems (skillsoft, etc.). Interfaces development with custom 3rd party systems is not included.
- Migration of training history of collaborators (only for the courses defined in the system)
- 3 questionnaires and 3 questionnaires templates.
- 3 surveys is considered and 3 surveys templates.
- Activation of FAW and correction of standard reports so that they work with the client's particular configuration are considered.
- Workflows (no more than 3 levels), reports, and security are 100% standard.
- A workshop for the work team and "train the trainers" session for a maximum of 10 people.
- Maximum of employees is 3,000, for one country and with one language.





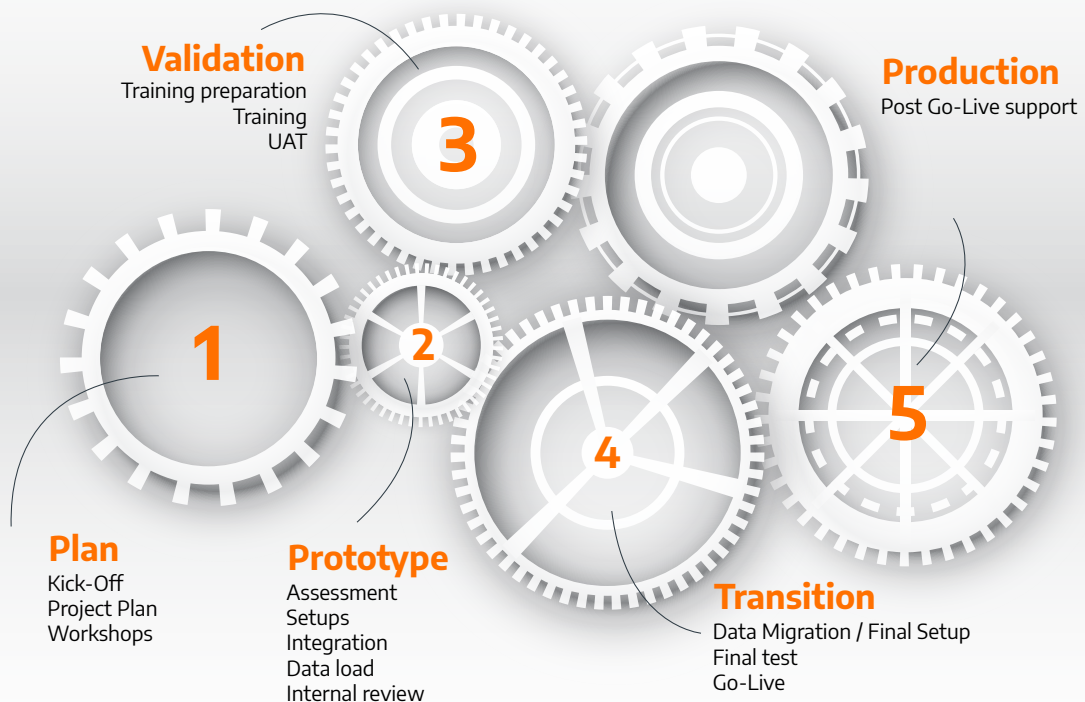
Project Time

• 9 weeks (1 week postproduction support included).



4. Implementation methodology

Our methodology is based on Oracle's own Standard Project Management - OUM (Oracle Unified Method) adapted to the requirements and flexibility needed for ABTIO 's projects.



4.1. Benefits of our methodology

- **Focused Effort:** allows to clearly define the business scope and the need to create architecture models for the enterprise. This planning results in greater control over the application, more accurate understanding of the business and a firmer basis for aligning to customer expectations.
- **Flexibility:** by combining multiple tasks and activities, it can be applied to various types of software development technologies and/or implementation projects.
- **Time Savings:** the most experienced professionals within our organization have contributed their knowledge added to the OUM work methodology to achieve the best results. Project teams can take advantage of this experience that has been poured into the methodology, incorporating best practices.
- **Superior Quality:** incorporates testing and validation throughout the entire life cycle, not just at the end of a project. These controls enable the highest quality standards to be achieved.
- **Cost Effectiveness:** facilitates better cost control during projects by using a work breakdown structure so that only necessary tasks are prioritized and performed.
- **Project Risk Reduction:** the implementation of an iterative process allows the identification of key requirements to reduce budgetary risks during the project life cycle.



5. A complete HCM solution, designed for change, built for you.

Oracle HCM Now is a path to value and rapid success for midsize companies. Oracle delivers all the capabilities you need, when you need them, with a complete, unified cloud HCM suite that helps you adapt, grow, and accelerate business success quickly. The suite provides a single user experience across all devices and an elevated employee experience platform that enables every individual to feel heard, valued and supported.

Because Oracle HCM applications are built on Oracle’s own cloud infrastructure, customers get data at faster speeds and lower costs, ensuring managers have accurate,

real-time information to support decision making, and a 360-degree view of employees to help them manage, develop and engage their workforce to meet business and employee needs. For the first time, mid-sized customers can implement a complete HCM solution with expert guidance from specialized partners such as ABTIO, allowing you to control costs at every stage of adoption.

Feel free to contact us for detailed information on ABTIO’s Oracle HCM Now program.



6. Contact

Founded in 1997, it has a multidisciplinary team in the areas of engineering, systems, administration and architecture, with extensive experience with leading companies in America, Africa, Asia and Europe.

ABTIO is a company dedicated to the provision of consulting services and implementation of IT solutions. ABTIO is a strategic partner of Oracle, a world leader in technology and software solutions.

It is Eptura-Archibus business partner, a software company of American origin and leader in the management of the infrastructure and facilities.

For more information about the products and services offered by ABTIO, please contact our sales office at: (+54 11) 5258-8100 Buenos Aires or (+34) 918 295-265 Madrid or by e-mail at info@abtio.com

To obtain information via Internet, please visit our website: <http://www.abtio.com>



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