

Oracle AI for HCM

Solution Overview





AI is changing work and HR is leading the way

AI is fundamentally transforming the fabric of work, reshaping how jobs are defined, the skills required to perform them, and the way organizations deliver value to their customers. It's HR's responsibility to guide their workforce through these rapid changes, redefine their people strategy, and determine how humans and AI can work together to achieve the best outcomes. But AI isn't just a disruptor; it's perhaps the single greatest enabler for HR teams, helping them deliver supportive, intuitive employee experiences, build future-ready skills and leadership, and drive measurable outcomes in hiring, retention, and productivity. As these capabilities mature, including the emergence of agentic applications, they increasingly influence how work is coordinated across roles, systems, and the broader enterprise.

Oracle empowers HR to adopt AI securely and at scale

HR leaders are under pressure to turn this disruption into value by adopting AI responsibly, securely, and at enterprise scale. Oracle has been innovating with this goal in mind for years, building not just AI features but a unified AI foundation that can serve the entire enterprise. Unlike competitors that bolt on external tools, Oracle has embedded AI from the infrastructure layer through every enterprise application, including the HCM platform, and it runs on one unified cloud. This cohesive architecture means you have a single data model, a single security model, and a consistent user experience across HR, finance, supply chain, and CX. As a result, insights and actions are not only informed by shared context and trust, but can be coordinated and executed more effectively across systems through AI agents and agentic applications to achieve desired business outcomes.

Equip your workforce with built-in AI for greater success

As business priorities and workplace expectations shift, employees need support to adapt and thrive. Oracle AI is seamlessly and securely embedded into HR processes within our unified cloud HCM platform to help your organization enhance agility, drive business transformation, strengthen decision-making, and attract, develop, and retain top talent by delivering personalized, meaningful experiences throughout the employee lifecycle. With agentic applications, organizations can go further by not only generating content and recommendations, but also helping guide actions and move work forward across processes.

How Oracle sets a new standard for AI in HR

Oracle Fusion Cloud HCM delivers AI that is built in, not bolted on, unlike other solutions that require extra integrations or send data outside your core platform. With unified security, context-aware intelligence, and transparent pricing, Oracle makes it easy to adopt, customize, and scale AI across every HR process, including agentic applications that can help coordinate work, support decisions, and help drive better outcomes, increase productivity, and provide a seamless experience for your workforce.

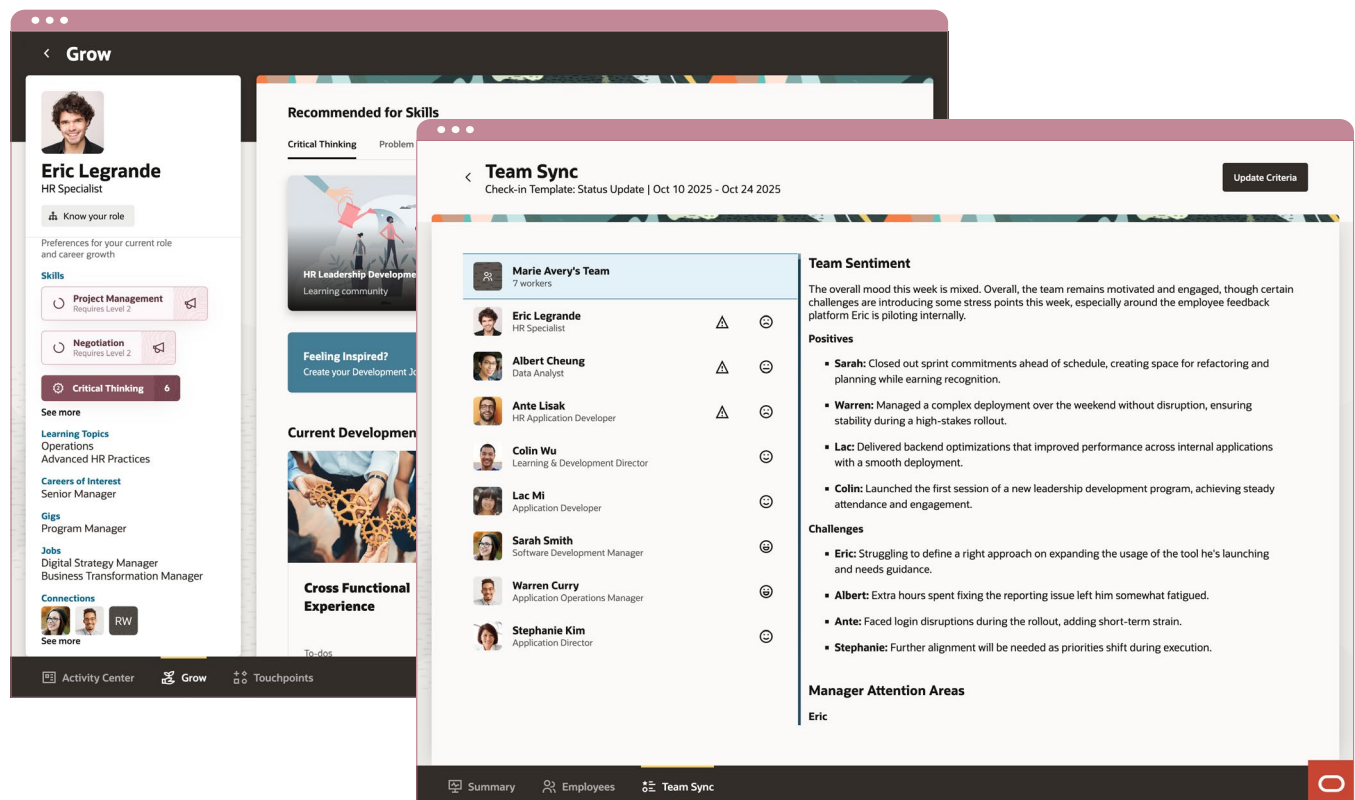


AI embedded across HR to connect data, decisions, and execution

Unlike competitors that add AI as a separate layer, requiring extra integrations, security changes, and long lead times, Oracle has built AI into every part of Oracle Cloud HCM. That means no delays, no disconnected tools, and no added IT support or costs. AI is fully connected to your data and processes, delivering real-time, richly contextual insights, actions, and automation directly within the flow of work to help your organization make faster decisions, personalize experiences, and drive business value without added complexity. Agentic applications extend this by orchestrating teams of agents that are pervasively embedded across HCM processes and workflows to coordinate work, execute multistep processes, and deliver business outcomes within your existing system and controls.

Reduce risk with built-in AI

Oracle AI runs within the same secure infrastructure as Oracle Cloud HCM, unlike competitor offerings that bolt on AI and rely on external data flows that introduce risk. With unified role-based access, built-in privacy controls, and no separate tools to protect information, teams can confidently address security requirements, protect employee data, and reduce exposure to audits, breaches, and costly errors, all without added IT burden.

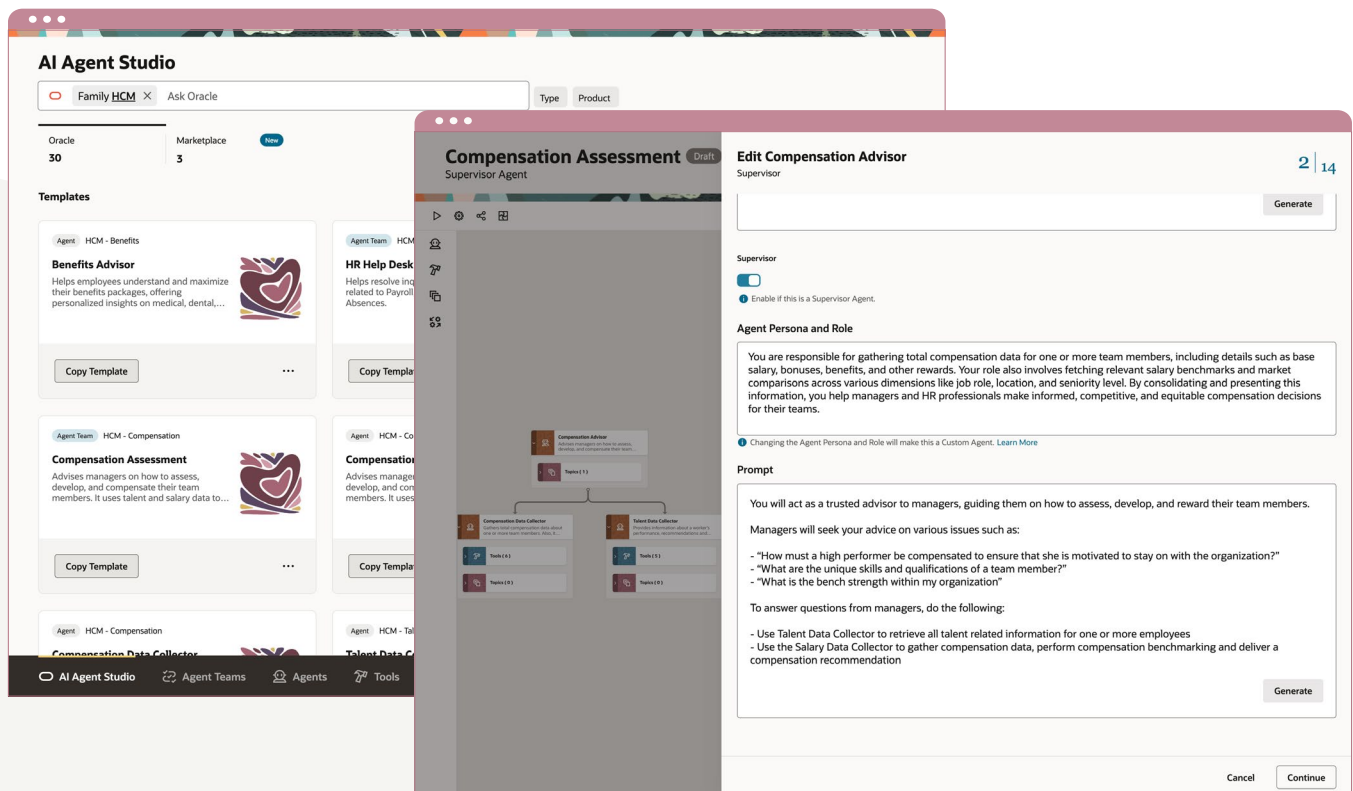


Empower HR to lead AI innovation

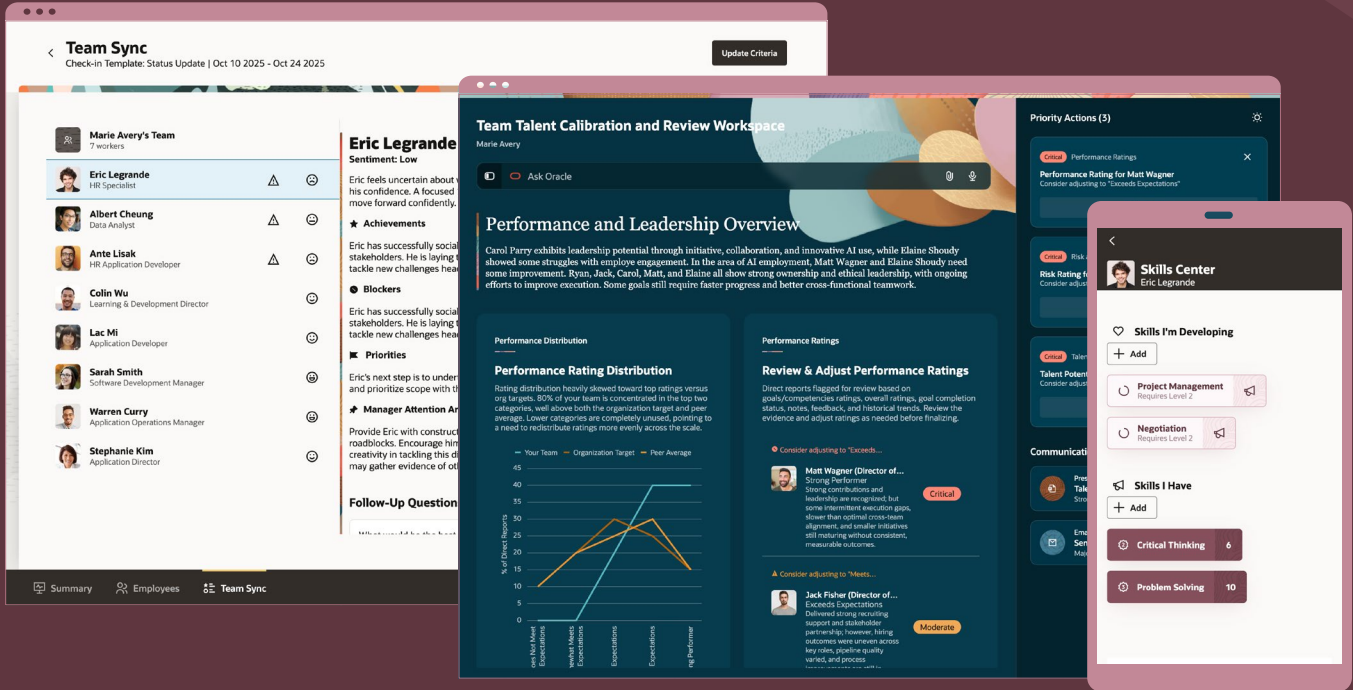
Other solutions make you rely on IT or external tools to experiment and innovate with AI. Oracle AI Agent Studio for Fusion Applications empowers HR to build and deploy custom AI agents and agentic applications directly within Oracle Cloud HCM, without extra vendors, data transfers, or disconnected workflows. With built-in tools and access to a growing marketplace of prebuilt agents, and agentic applications, HR can adapt faster to change, personalize experiences at scale, and continuously evolve, all while maintaining speed, control, and data integrity.

Start where AI delivers the most impact

Oracle Cloud HCM provides a range of AI capabilities, including classic AI, generative AI, AI agents, and agentic applications, so organizations can begin where it delivers the most impact. With more than 120 prebuilt AI capabilities available, teams can start with insights or content generation, expand into task automation, and progress to agentic applications that coordinate work and deliver business outcomes. When ready, organizations can experiment, personalize, and scale AI at their own pace. This approach allows organizations to expand adoption based on proven value, without forcing a single starting point or requiring large upfront changes.



Oracle AI for HCM



Oracle Cloud HCM offers classic AI, generative AI, and AI agents, and agentic applications to help HR teams predict trends, generate content, deliver personalized guidance, and automate actions across the workforce. AI Agent Studio gives you the flexibility to adapt, create, and customize agents and agentic applications to address your unique needs, with support for multiple language models. These AI capabilities can speed up tasks, deliver smarter insights, and help execute processes and drive more consistent outcomes across the business.

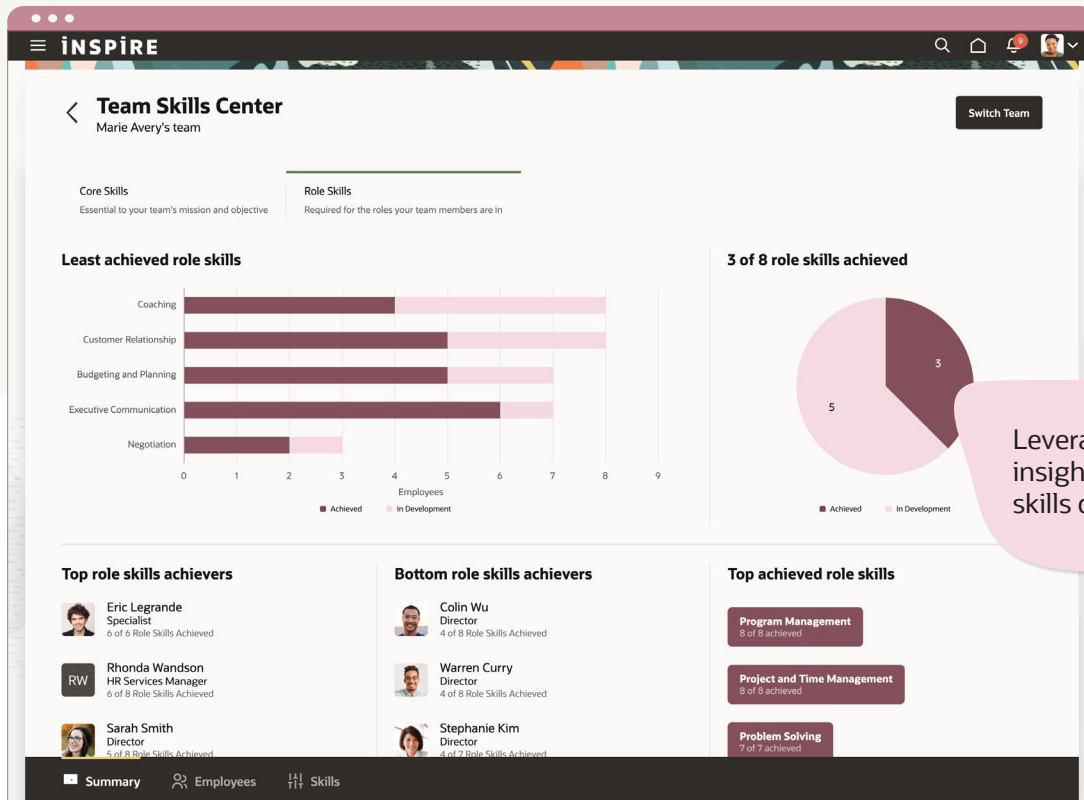
The platform consists of five Oracle Cloud AI on HCM solutions:

[Classic AI](#)
[Generative AI](#)
[AI agents](#)

[Agentic applications](#)
[AI Agent Studio](#)
[AI Agent Marketplace](#)

Oracle AI for HCM | Classic AI

Classic AI in Oracle Cloud HCM uses data to help recruiters identify strong-fit candidates for open roles, and empower employee learning and career moves, helping HR teams make timely, confident decisions at every stage.

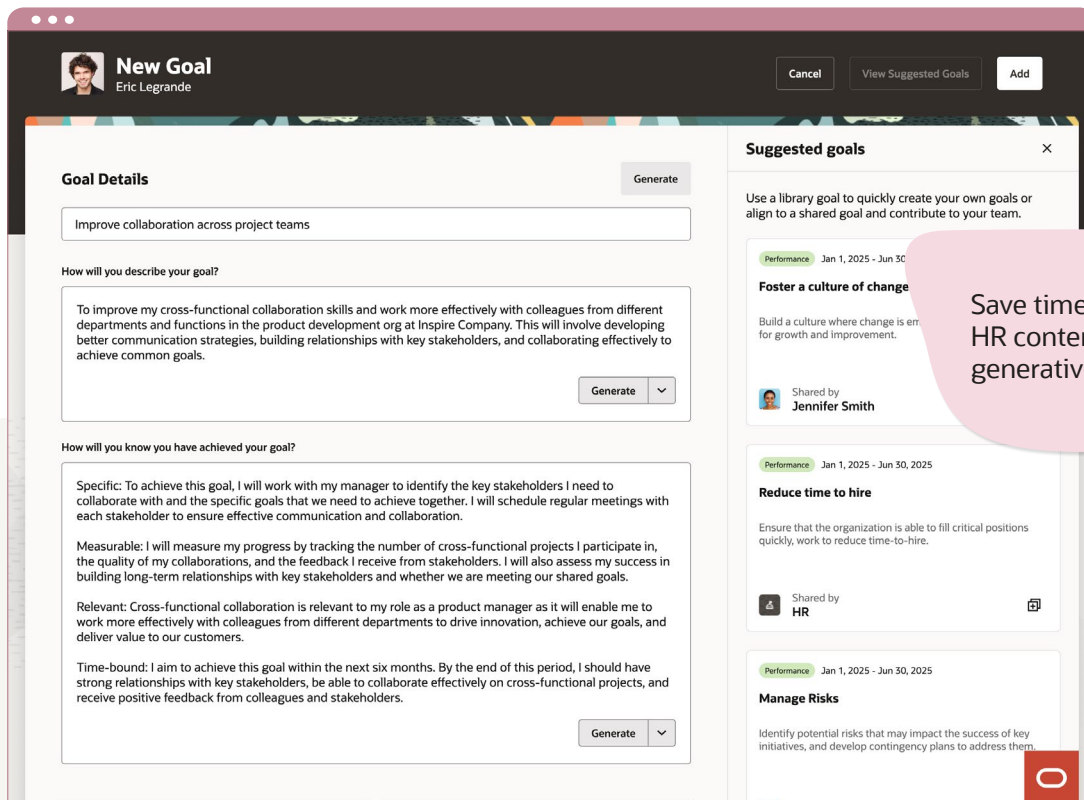


With classic AI in Oracle Cloud HCM, you can

- Help recruiters identify strong-fit candidates for open roles based on their experience and skills
- Recommend learning, career paths, and skills development using real time data
- Forecast the time needed to fill open roles for better workforce planning

Oracle AI for HCM | Generative AI

Generative AI in Oracle Cloud HCM helps HR teams accelerate work and deliver enhanced, people-centric HR experiences by instantly preparing first drafts or summaries of job descriptions, performance reviews, goal suggestions, surveys, employee feedback, and other personalized content.



With generative AI in Oracle Cloud HCM, you can

- Equip employees with generative AI tools to draft “About Me” profile content, peer recognition posts, and personal goals
- Enable managers to quickly generate performance review summaries, development tips, and discussion topics for check-ins
- Help HR teams save time by automatically drafting job postings, career site content, learning descriptions, and knowledgebase articles in your company’s style
- Summarize survey and feedback results to identify trends and areas for improvement
- Leverage your Oracle Cloud HCM data to generate relevant, helpful content and summaries

Oracle AI for HCM | AI agents

AI agents work alongside your teams to answer questions, automate tasks, offer personalized guidance, and deliver recommendations, and support structured workflows across all areas of the Oracle Cloud HCM suite, supporting work not just in individual moments, but as it unfolds across related steps and decisions.

The screenshot shows the Oracle Cloud HCM Workforce Schedules interface for the period Nov 30, 2025 - Jan 10, 2026, published for Cardiology (Los Angeles, CA). The interface displays a grid of schedules for various employees across days from Sunday to Thursday. A chat window on the right is active, showing a conversation with an AI agent. A pink callout bubble on the left contains the text: "Automate tasks and personalize HR support with AI agents".

Get help with your Workforce Schedules
Ask me a question, I'm here to help

Job View | More Actions

Agency	Job Role	Shift Type	Sunday	Monday	Tuesday	Wednesday	Thursday
			36h Scheduled 36h Required	20h Scheduled 32h Required	36h Scheduled 48h Required	36h Scheduled 48h Required	48h Scheduled 36h Required
			7:00 PM - ... Jennifer Smith	7:00 AM - 7:0... 12h Eric Legrande	7:00 AM - ... Jennifer Smith	7:00 AM - ... 12h Lewis Meyers	7:00 AM - ... Liza...
			7:00 PM - ... Liza...	7:00 AM - ... Eric Legrande	7:00 AM - ... Bianca...	7:00 AM - ... Albert Cheung	7:00 AM - ... Liz...
			7:00 AM - ... Eric Legrande	3:00 PM - ... Albert Cheung	7:00 PM - ... Eric Legrande	7:00 PM - ... Albert Cheung	7:00 PM - ... Liza...
			7:00 AM - ... Ayumi...	7:00 PM - ... Ayumi...	3:00 PM - ... Loretta Davis	3:00 PM - ... 8h Loretta Davis	7:00 AM - ... Loretta Davis
	Licensed Practical ...		12h Scheduled 12h Required	12h Scheduled 12h Required	8h Scheduled 8h Required	12h Scheduled 20h Required	20h Scheduled 20h Required

Chat Window:

Today, 8:58 AM

Hello! Need help? I'm here to assist.

Thursday is overscheduled – what options do I have?

You can put Registered Nurses on call in the Cardiology department in Los Angeles when demand has decreased. Registered Nurses who will receive overtime or incentive payments should be considered first when determining who will be placed on call.

You should first consult with the Nurse Manager to determine if there are no needs in other departments.

Show Sources (2)

Who do you recommend I put on call?

The night shift is overstaffed on Thursday.

Bianca is the only Registered Nurse who has an incentive payment. Therefore she should be prioritized to be on-call to optimize labor costs efficiently.

Bianca Paulsen
bianca.paulsen@inspire.com

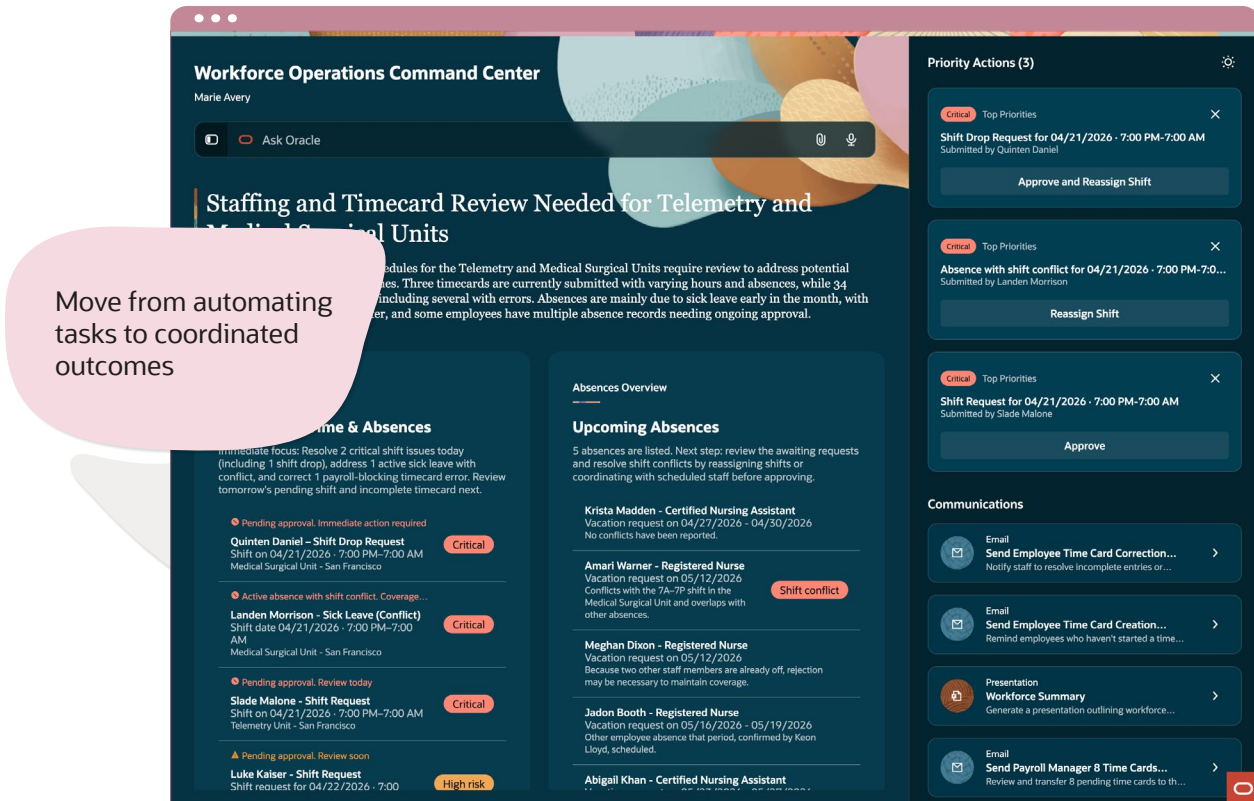
Ask Oracle

With AI agents in Oracle Cloud HCM, you can

- Enable employees to get immediate support and answers to questions about pay, benefits, time off, and employment policies
- Assist managers with their hiring, compensation, and performance considerations to guide team decisions
- Help HR teams handle case management more effectively, resolve transaction issues, and identify potential payroll anomalies
- Automate HR workflows to ensure consistency across processes such as onboarding, approvals, and employee service requests
- Support employees in navigating career development, learning, and internal mobility with real-time insights and guidance

Oracle AI for HCM | Agentic applications

Agentic applications are designed to help deliver business outcomes by coordinating multiple AI agents and workflows to keep work moving forward. They bring together data, policies, and context to guide actions and complete multistep processes, while surfacing exceptions for human judgment so teams can focus on higher-value work.

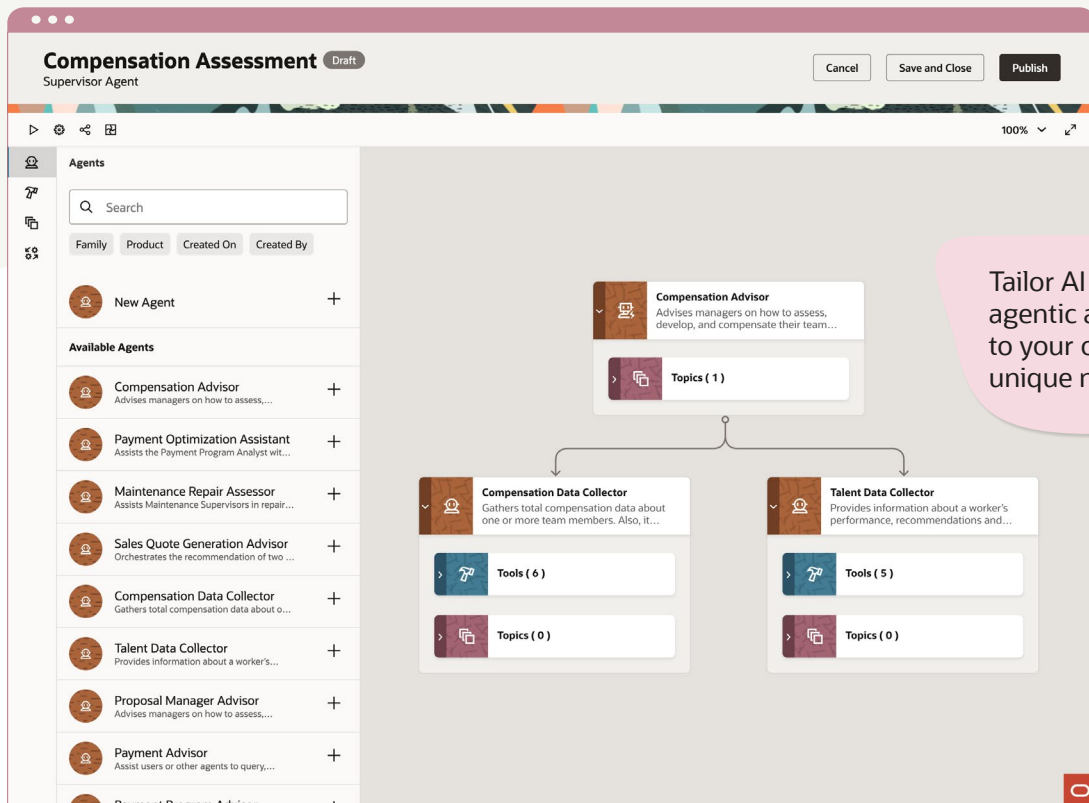


With agentic applications in Oracle Cloud HCM, you can

- Coordinate teams of AI agents and workflows embedded across HCM to manage complex processes
- Connect workforce data, policies, and context to guide decisions and actions
- Automate and carry work forward across multistep HR processes to keep work progressing
- Surface exceptions for human judgment and help shift effort from coordination to higher-value work
- Deliver outcomes across recruiting, talent, and workforce management
- Operate through an agent-driven workspace that brings together insights, recommendations, and actions

Oracle AI for HCM | Oracle AI Agent Studio

Accelerate HR automation with Oracle AI Agent Studio by designing, deploying, and customizing intelligent agents and agentic applications to optimize support and automate workflows across Oracle Cloud HCM, reflecting how your organization chooses to operate while maintaining enterprise-grade governance and control.

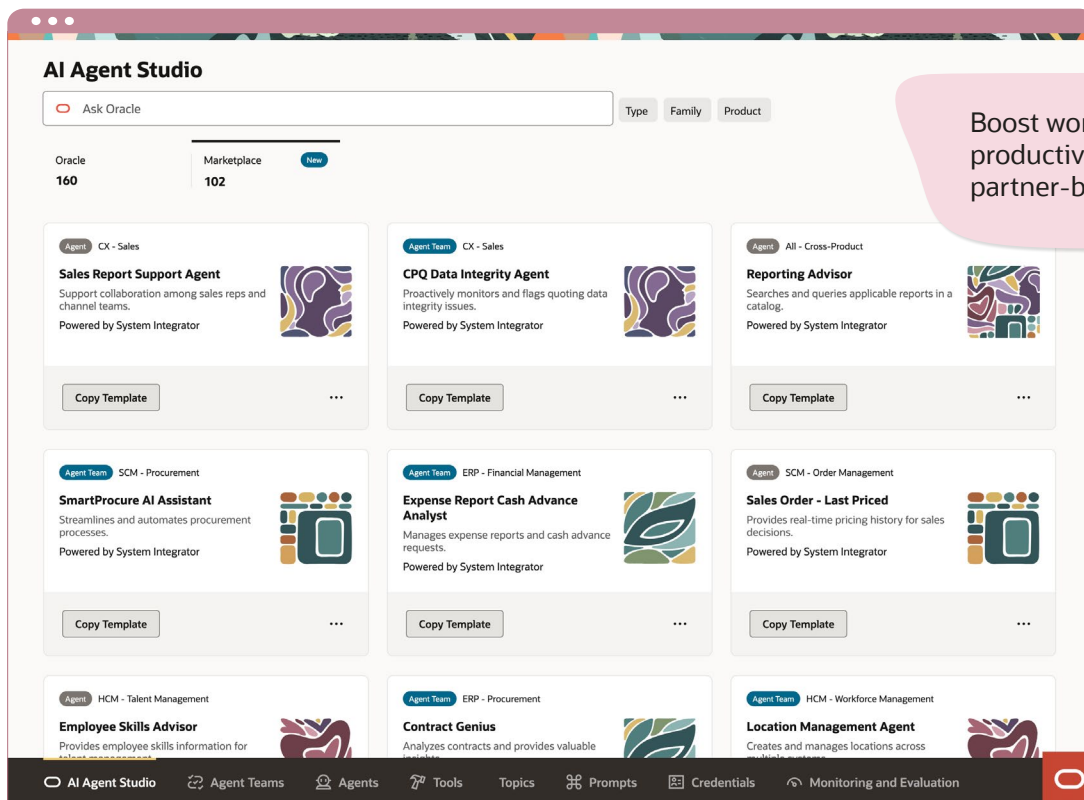


With Oracle AI Agent Studio, you can

- Customize agents using prebuilt templates, create your own, or use third-party AI agents to address evolving workforce needs
- Extend agent capabilities with new tools, industry-leading AI models, external system integration, and additional outputs
- Automate workflows with AI-driven, modular, rule-based, and repeatable processes defined up front
- Build agentic applications that coordinate multiple agents and workflows to help deliver business outcomes
- Monitor agent performance with real-time analytics and actionable insights
- Observe interactions and fine-tune responses to continuously enhance results

Oracle AI for HCM | Oracle Fusion Applications AI Agent Marketplace

Discover, deploy, and manage prebuilt, certified AI agents and agentic applications from trusted Oracle partners in one marketplace to accelerate HR innovation and improve your Oracle Cloud HCM workflows.



Boost workforce productivity with partner-built AI agents

With Oracle AI Agent Marketplace, you can

- Access a diverse catalog of partner-created agents and agentic applications to address a range of HR needs
- Scale innovation quickly without building custom agents or agentic applications from scratch
- Leverage solutions vetted by Oracle's rigorous 21-point inspection for enterprise-grade security and performance
- Operate natively within Oracle Cloud HCM and connect to third-party systems to drive HR efficiency



“It took just minutes to turn on Oracle AI agents and connect them to our HR data. The native integration made everything simple, without complex setup or extra work.”

Hubert Winter
Senior Director, HR Tech and Systems, Quest Diagnostics

How Oracle can help

Oracle Cloud HCM gives you the combined power of classic AI, generative AI, and AI agents and agentic applications to help your organization work smarter and deliver a better employee experience. With AI Agent Studio, you can tailor and build custom agents and agentic applications to address your unique needs, while AI Agent Marketplace offers ready-to-use solutions to help you accelerate results. Oracle makes it easy to harness trusted AI and adapt as your workforce evolves, all within a secure and unified platform.

[Learn more](#)

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