



Fusion HCM Fixed Scope Offering Key Features

- **RapidStart** – activation and implementation of service
- **Flexible** – fitting different HR business requirements
- **Scalable** – covers varying organization sizes and complexities
- **Modular** – agile incremental model to build on top of delivery
- **Talking Weeks** – Efficient implementation approach in minimizing time to go-live

Key Benefits

- **Faster Deployment** – essentials approach to make the best use of the core features and functions
- **Higher Quality** – guaranteed by proven methodology leveraging continual improvements
- **Lower Costs** – faster time to value
- **More Efficient Investment** – maximum return on investment
- **Get latest and greatest features** – with improved functionalities for security and usability through patches and bug fixes.

Gain Operational Excellence and Increase Agility with Global HR in the Cloud

Oracle's Global Human Resources goes beyond traditional HR tasks with applications that balance people, process and technology to improve workforce efficiency, effectiveness, and productivity. Built from the ground-up on open standards, Oracle's Global HR is developed for the Cloud, on your device of choice, to provide a simple user interface to deliver relevant and secure information to manage your organization. Global processes, interactive organizational charts, collaborative tools, predictive analytics, and productive role defined processes are natively delivered out-of-the-box to enable a rapid deployment of critical HR functionality



Strategic Global Human Resources

Key Features:

- Support for multiple work relationships that employees or contingent workers may have with multiple legal employers, multiple assignments, or individual contract agreements
- Simple, modern, productive and intelligent self-service
- Global organizational support
- Single global person record
- Model your organization and predict potential results
- Automated roles provisioning
- Robust workflow, approvals and delegation engine
- Composite, role based, interactive views of worker information
- Role based dashboards with embedded analytics
- Interactive visual org charting
- Best-fit analysis to identify most qualified workers
- Real-time side by side worker and job comparisons
- New hire monitoring
- Intuitive support for complex global transfers
- Analytics embedded in business processes

[Oracle Payroll](#)

An integral part of the Oracle Fusion Human Capital Management (HCM) solution, Oracle Fusion Payroll solutions (Payroll) address the myriad requirements needed to operate in today's global economy.

[Oracle Time and Labor](#)

Oracle Time and Labor is a comprehensive, easy to use, rules-based time recording and management system designed to give you maximum visibility and control over your most valuable asset, your people.

[Oracle Absence Management](#)

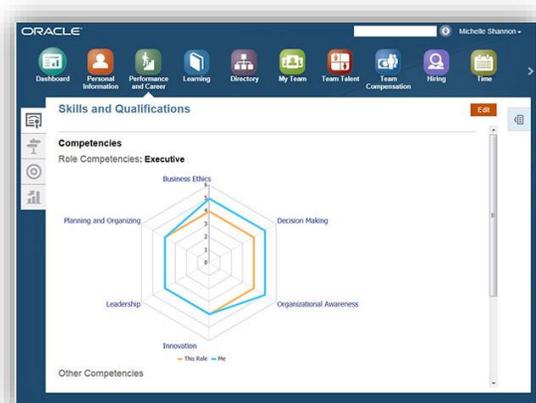
Oracle Absence Management is a highly configurable rules-based application that enables organizations to efficiently manage employee absenteeism globally and locally.

[Oracle Workforce Compensation](#)

Oracle Workforce Compensation delivers the ability to design and deliver pay programs tailored for your organization all in one application, including modelling various scenarios, gathering manager input and final reward communications.

[Oracle Benefits](#)

Oracle Benefits is a global, rules-based benefits application that enables organizations to manage and deliver benefits programs to meet their mission, objectives, and strategic alignment to the organization.



Fusion Talent Management



Key Features:

- Rich role-centric user experience with Enterprise 2.0 functionality to access information, collaborate better and enhance productivity
- Integrated analytics pervasively built into the solution to support informed data-driven decision making including predictive capabilities
- Re-designed business processes with entirely new innovations like Oracle Fusion Talent Review and Oracle Fusion Network at Work
- Track goals on an ongoing basis
- View goal progress for your team at a glance
- Show progression of talent from one cycle to the next
- Built in integration capabilities for coexistence with PeopleSoft, E-Business Suite, JD Edwards, and other HR core systems

Performance Management

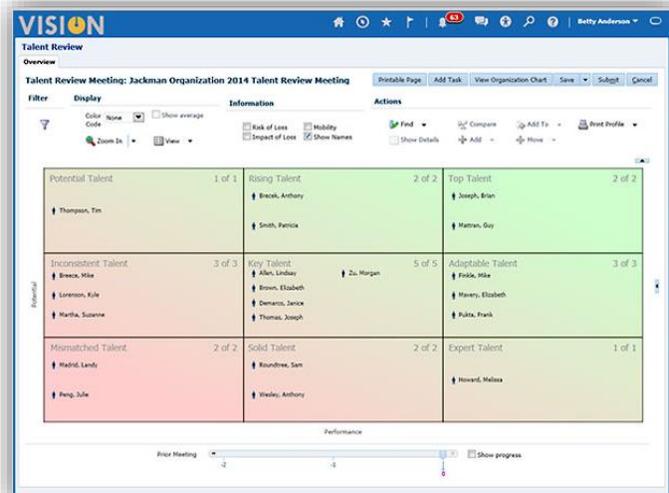
Designed to support workers, managers, and business leaders with point-in-time evaluation of worker performance. Organizations can configure the performance process to match their business practice. An industry-leading user experience enables workers and managers to easily see where they are and move smoothly through the process.

Goal Management

Enables the setting and tracking of goals across the various levels of the organization, supporting an ongoing performance conversation throughout the year. Business leaders communicate high level initiatives and managers and workers can collaborate to set goals that align to the organization's direction.

Talent Review

Automates the manual and labor intensive talent review board preparation phase and takes the talent discussion to the next level through an interactive dashboard. Fusion Talent Review cuts down the manual processes traditionally involved in getting all the documentation and information ready for this process, and makes every decision actionable, assigning tasks to managers and employees for follow-up.



Succession Planning

Succession Management offers flexibility so you can create succession plans the way you need them for your organization. While you may have very specific individuals you want to create incumbent-based plans for, you may also need the flexibility to create job or position based plans.

Oracle Transactional Business Intelligence (OTBI)

Oracle Fusion Transactional Business Intelligence (OTBI) delivers a flexible and easy-to-use analysis tool that helps you to gain real-time insight into transactional data, understand data pattern and to be alerted of key events and data anomalies.



14 weeks

Human Resources

15 weeks

Talent Management

Fusion Fixed Scope Offering

METSCON's Fusion HCM Fixed Scope Offering draws an efficient roadmap for Fusion implementation through the offering of fixed scope core functionalities and early adoption of agile implementation approach that focuses on the most valuable functions to hit customer's top objectives and maximize return on investment.

Why METSCON ?

- 8 Years of presence in Middle East market
- METSCON is an aggressive, goal-focused organization dedicated to providing its customers with solutions designed to address and optimize customer's business needs.
- At METSCON, we believe that in the future, the most vital competitive parameter for businesses will be establishing and maintaining a close relationship with customers.
- Product Expertise: high-pool of Oracle Certified skilled consultants with in-depth experience in Fusion HCM modules

Easy-to-follow framework for activities

- Short, well-structured implementation cycles
- Iterative configuration
- Up to four modules per release cycle
- Multiple releases are possible to accommodate incremental scope and/or timeline decisions



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For more information and Request for Demo, please visit
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