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OVERVIEW

Oracle HCM Cloud release documents are delivered in five functional groupings:

Suggested Reading for all HCM Products:

- **HCM Cloud Common Features** (This document pertains to all HCM applications. It is the base human resource information for all products and HCM Tools.)
- **Global Human Resources Cloud** (Global Human Resources contains the base application in which other application use for common data such as workforce structures and person information. Regardless of what products you have implemented you may want to see the new features for Global Human Resources that could impact your products.)

**NOTE:** Not all Global Human Resource features are available for the base Talent and Compensation standalone applications.

Optional Reading for HCM Products (Depending on what products are in your cloud service):

- **Talent Management Cloud** (All Talent applications)
- **Workforce Rewards Cloud** (Compensation, Benefits, Payroll and Global Payroll Interface)
- **Workforce Management Cloud** (Absence Management and Time and Labor)

Additional Optional Reading:

- **Common Technologies and User Experience** (This documents the common features across all Cloud applications and is not specific to HCM)

**NOTE:** All of these documents can be found on the Oracle Help Center at: https://cloud.oracle.com/saasreadiness/hcm under Human Capital Management Release Readiness.
APPLICATIONS SECURITY

Oracle Fusion Applications Security provides a single console where IT Security Managers and Administrators can perform various functions including user lifecycle management, role definition, security policy management (both functional and data), role hierarchy maintenance, user name and password policy administration, and certificate management. The console also enables users to simulate the effect of security changes, to run security reports, and download a connector for integration with Microsoft Active Directory.

DATABASE RESOURCE PERSPECTIVE OF DATA SECURITY POLICIES

Analyze data security policies by database resource. You can view the roles that are authorized to the database resource and the users that are authorized to the database resource. You can export the information displayed in the tables to a spreadsheet.

ENHANCED ROLE COMPARISON

Copy function and data security policies from the first role to the second role during role comparison. You can export the data displayed in the role comparison results table to a spreadsheet.
HCM DATA LOADER

HCM Data Loader (HDL) provides a flexible and efficient method of bulk loading business object data for data-migration and on-going incremental updates to Oracle Human Capital Management Cloud.

AUTOMATIC CALCULATION OF THE OPTIMAL LOAD GROUP SIZE

Simplify data loading with the removal of the Load Group Size parameter from the Schedule Request page. When you load data, HCM Data Loader now calculates the optimal size of the load group based on the number of objects to process and the available concurrent threads.

MESSAGE DISPLAY IN USER’S LANGUAGE

Enhance usability by displaying HCM Data Loader messages on the Import and Load Data page in the session language of the user.
HCM COMMON FEATURES

This section covers features used across all HCM Applications.

ANYTIME FEEDBACK

Increase employee communication by providing quick feedback on any employee at any time in Person Spotlight or the person smart navigation window. Use the visibility option to display the feedback to the appropriate audience. You can make feedback public for everyone, share it only with the manager, or the worker and the manager, or keep it private to yourself.

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Integrated Cloud Applications & Platform Services