

# Agentic AI in the human capital management (HCM) industry

Leverage Oracle's agentic AI technology to strengthen your HR function



# AI agents assisting Chief Human Resources Officers (CHROs)



## Use cases:

- Uses generative AI to quickly generate personalised job descriptions that align with the company culture
- Relies on candidate score AI to compare applicants based on skills and job history
- Uses career planning guide AI to help employees see growth opportunities within the company

# AI agents assisting talent development managers



## Use cases:

- Uses AI-powered goal setting to help employees define clear, measurable objectives
- Relies on generative AI for performance feedback to craft structured reviews
- Uses AI-driven knowledge base to facilitate quick responses to employees' HR policy queries



# AI Agents assisting HR operations leader

01

## Compensation benchmarking AI agent

Helps in making well-informed compensation and benefits decisions – e.g. Benefits Analyst and Timecard Assistant

02

## Predictive insights AI agent

Uses machine learning to refine forecasts and detect anomalies

03

## Compliance and information management AI agent

Helps maintain governance standards by assisting in shift scheduling, policy-related tasks and regulatory compliance tracking

04

## Workforce analytics AI agent

AI-powered workforce insights, predicting talent needs, attrition risks and workforce productivity trends to improve strategic HR decision-making

### Use cases:

- Faster operational decision-making: AI-powered insights allow the HR operations leader to make data-driven decisions that improve the bottom line.
- Better resource allocation and solutions help streamline workforce management and customer interactions, reducing costs and increasing productivity.
- AI systems that work across departments help teams align, ensuring that customer engagement is consistent and seamless. By integrating AI-driven insights from all sectors, the HR Operations Leader can plan for long-term strategic growth with scalable, adaptable solutions.

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