

## FUTURE TRENDS IN ORACLE HCM CLOUD

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### ABSTRACT

*The Oracle Human Capital Management (HCM) Cloud has emerged as an indispensable instrument for businesses that are looking to modernise their human resource (HR) operations and bolster their efficiency via the use of technology. Oracle HCM Cloud is at the vanguard of this revolution, combining cutting-edge technology and new techniques to meet the ever-changing demands of contemporary workplaces. This transformation is taking place while the human capital management (HCM) environment continues to undergo change. In this paper, we investigate the future trends in Oracle HCM Cloud, with a particular emphasis on the ways in which new technologies and trends will influence the growth of the cloud and the HR strategies used by organisations.*

*Artificial intelligence (AI) and machine learning (ML) are being incorporated into Oracle HCM Cloud, which is a trend that is becoming more relevant. Through the automation of conventional HR operations, the provision of predictive analytics for talent management, and the provision of personalised employee experiences, it is anticipated that these technologies will strengthen the capabilities of the platform. Artificial intelligence-driven insights have the potential to assist organisations in making choices about recruiting, employee engagement, and performance management based on data, which will eventually result in more strategic human resource practices.*

*The rising focus on the employee experience and engagement is another trend that has been seen. The Oracle Human Capital Management Cloud is anticipated to continue its evolution in order to provide a more holistic approach to the employee experience. This approach will likely include the incorporation of technologies that improve collaboration, feedback, and possibilities for growth. This involves developments in user interface design as well as the use of social and mobile technologies in order to provide an employee experience that is more seamless and engaging.*

*The increasing prevalence of remote and hybrid work modes is also having an impact on the future of Oracle Human Capital Management Cloud. It is anticipated that the platform would have features that facilitate the administration of distant workforces. These features will include virtual collaboration tools, performance monitoring for remote workers, and increased security measures to protect sensitive HR data. Oracle Human Capital Management Cloud will need to adapt to the new work settings that are becoming more widespread, such as remote and hybrid work, and deliver solutions that are tailored to a workforce that is geographically scattered around the world.*

*It is projected that Oracle HCM Cloud will improve its capabilities in the areas of data protection and compliance, both of which are becoming more crucial. It is expected that the platform will have sophisticated compliance*

capabilities, such as real-time monitoring and reporting tools, in order to guarantee compliance with global data protection rules. This is because compliance requirements are becoming more stringent and standards are always improving. By placing such an emphasis on compliance, organisations will be able to assist manage risks and preserve confidence with their stakeholders and workers.

Additional important developments include the integration of Oracle HCM Cloud with several other corporate platforms. The ability to combine human capital management (HCM) cloud with finance systems, customer relationship management (CRM) platforms, and other corporate applications will be essential for businesses that are working towards the creation of a single technological ecosystem. Through the implementation of this integration, the organisation will be able to adopt a more unified strategy for the management of data and the making of decisions.

In conclusion, it is quite probable that Oracle HCM Cloud will continue to place an emphasis on adaptation and innovation in the years to come. Oracle will be required to keep ahead of new trends and technologies as the HR environment continues to grow. In order to comply with the ever-evolving requirements of its customers, Oracle will need to continually update its platform. The incorporation of new functionality, the enhancement of current features, and the guarantee that the platform will continue to be adaptable and expandable in order to meet the needs of a wide variety of organisations are all included in this.

The integration of artificial intelligence and machine learning, the enhancement of employee experience, the adaptation to remote work modes, the strengthening of data privacy and compliance, the facilitation of system integration, and the promotion of continuous innovation are the future trends that will be seen in Oracle Human Capital Management Cloud. The development of the platform and its role in contributing to the transformation of HR practices for organisations all over the globe will be influenced by these trends.

**KEYWORDS:** Oracle HCM Cloud, AI, Machine Learning, Employee Experience, Remote Work, Data Privacy, Compliance, System Integration, Innovation

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### **Article History**

**Received: 20 Aug 2022 | Revised: 22 Sep 2022 | Accepted: 30 Sep 2022**

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