

# Oracle Analytics for HR

## People Centric Analytics within HR:

- HR analytics is the systematic identification and quantification of the people drivers of business outcomes.
- Placing people at the center of your organization.
- Analysing the data to understand and improve the business.



- Enables HR professionals to predict the future of the workforce.
- Helps HR in aligning talent with business need and potential growth areas
- 70% of the companies see people analytics as a high priority.

## Steps Included in Vertice People Centric Analytics

### Oracle Autonomous Datawarehouse:

- Creating governed, centralised data on the people within your organization.
- Integrating any third-party data such as Twitter, LinkedIn, Job Adverts.
- Can connect and upload load any size of data from OCI to ADW.

### Oracle Data Science on OCI:

- Applying the OCI Auto ML feature in the dataset to solve business problems such as portion, churn etc.
- Auto ML predicts and derive the best & efficient algorithm on the dataset.
- Apply the suggested algorithm and produce predictions for the future.

### Oracle Analytics (OAC or OAS):

- Connect Oracle Analytics to ADW to provide a secure environment for visualising the data.
- Citizen data scientists can apply clustering, classification, linear regression algorithms to explore the data further.



**OAC / OAS**



## Features

### Oracle Data Science

- Oracle's Data science platform enables you to build high quality models faster and easier.
- Automated machine learning rapidly examines the data and recommends the best algorithm.

### Oracle Autonomous Data Warehouse

- Provides built-in support for multi model data such as analytical SQL, ML, graph and spatial.
- Very easy to load any type and size of data. Run complex queries across multiple data types.



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