Oracle HCM to AD Integration
for Employee Lifecycle Management

Oracle Human Capital Management (HCM) platform is becoming a popular Human Resource Information System (HRIS) platform of choice for companies globally. Data within Oracle HCM serves, - as the source of employee information that organizations rely on for human resource management, payroll, and employee lifecycle management. However, the employee data and the roles extend beyond the Human Resources department to applications, systems and resources accessed across the enterprise. The IT department typically manages, and controls role based privileged access and ensures security, compliance and enforces "need to know" basis access to critical information systems.

Integration of Oracle HCM with Active Directory for full employee lifecycle management and access control is a critical component which is often managed manually. This leads to costly and error-prone process that results in lost productivity, delays and potential security and reputation risks. As the organizations grow, they use variety of SaaS, on-premise and COTS application leading to increased complexity of access control. A fully automated integration between Oracle HCM and AD makes managing employee lifecycle efficient, safe and reliable leading to cost optimization and effective management of access control.
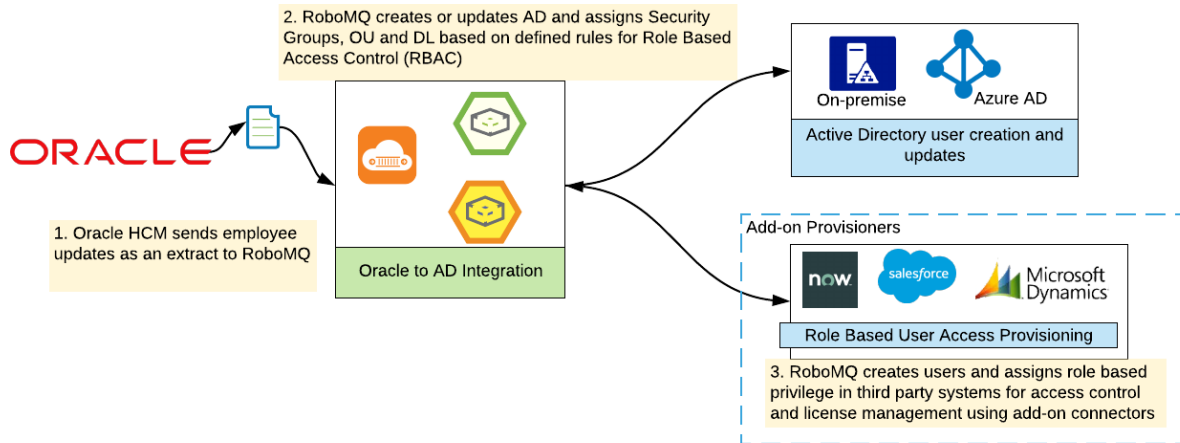
RoboMQ's Oracle HCM to AD Integration

RoboMQ offers pre-built integration as a service for managing employee life cycle from Oracle HCM to Active Directory whether it is on-premise, on-cloud or Azure AD.

With this integration in place, you can:

- Manage new employee hiring and on-boarding from Oracle HCM to AD
- Manage termination, re-hire, long-term leaves, and profile updates
- Rule based assignment of OU, Distribution Lists, and Security Groups implementing RBAC (Role Based Access Control)
- Cost saving through elimination of manual work of sysadmins, HR, and helpdesk

- Access provisioning and license management of SaaS and third-party applications
- Quickly manage terminations making sure terminated employee do not walk away with privileged access and prevent reputation and security risks
- Improved first day at work experience for new hires increasing employee satisfaction and morale

Oracle HCM to AD Integration With Add-On Provisioners

RoboMQ integration creates and updates employee profiles in Active Directory or Azure AD applying user defined organization specific rules to assign security groups or roles. AD profiles are organized under Organization Units (OU) and assigned to Distribution Lists (DL) based on policies defined and implemented via rule engine. Provisioning add-ons create accounts and manage licenses in third party applications in line with job specific access privileges.

Oracle HCM to AD Integration in Combination With Third-Party SSO Tools

In addition to creation, update and management of employee lifecycle and real-time updates of the employee profiles from Oracle HCM, RoboMQ Integration enables SSO and access provisioning using third party tools like Azure SSO, Centrify, OneLogin, Ping Identity and Okta.
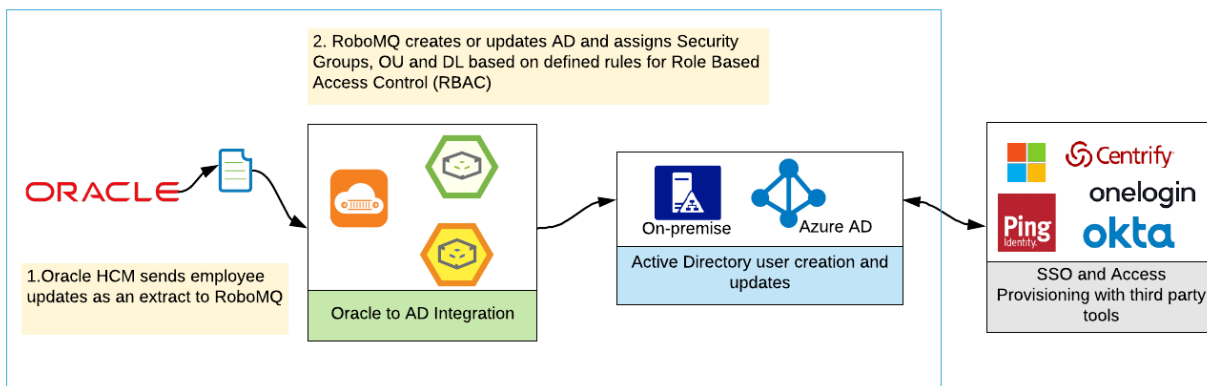
In this model enterprises could use Active Directory as the master system of access control and policy definition and use third party tools for Single Sign On (SSO) without a vendor lock-in.