



# Moving to Oracle Fusion Cloud HCM FAQ

Answers to your top questions about moving from  
on-premises applications to Oracle Cloud HCM



# Table of contents

- Do we have to move to the cloud now?..... 3
- What's the best path to the cloud for us? ..... 3
- Will we lose control over the system or processes?..... 4
- Can Oracle Cloud HCM integrate with our existing systems? ..... 4
- Will we have the same functionality that we have now? ..... 4
- How is Oracle AI different? ..... 4
- What happens to our customizations?..... 5
- Is Oracle Cloud HCM right for organizations of our size and industry? ..... 5
- What's required to maintain Oracle Cloud HCM? ..... 5
- Is the cost justified?..... 5
- How do we get started? ..... 6





Transitioning from legacy HR systems to the cloud raises important questions about timing, process, control, and value. Here we address the most common questions about moving from on-premises platforms to Oracle Cloud HCM with clear, practical answers to help you make the shift with minimal risk and the maximum benefit.

## Do we have to move to the cloud now?

No, but every day spent on legacy platforms increases risk, adds technical debt, leaves you more vulnerable to security risks, and makes you less competitive as AI-powered organizations surge ahead. Oracle has committed to supporting PeopleSoft, E-Business Suite, and JD Edwards applications through 2035, but innovation is moving much faster in the cloud.

## What's the best path to the cloud for us?

The best path forward will be unique to each organization. Some organizations migrate their core HR processes first (such as talent management or learning), taking a phased approach, while others move all at once. Oracle offers programs, accelerators, and proven best practices to help you transition rapidly, incrementally, or all at once, with minimal risk and maximum value.

## Will we lose control over the system or processes?

Not at all. Cloud applications are highly configurable. Unlike the old days of rigid, “one-size-fits-all” SaaS, today’s solutions empower HR teams to tailor workflows, user experiences, and policy settings to their organization’s needs, without custom coding or risky workarounds.

## Can Oracle Cloud HCM integrate with our existing systems?

Yes. Oracle Cloud HCM can connect to virtually any other cloud or on-premises solution, supporting incremental migration, data synchronization, and system extensions without disrupting business operations. Prebuilt connectors and APIs automate much of the integration process, and Oracle’s partner network provides support for any custom needs.

## Will we have the same functionality that we have now?

Oracle Cloud HCM delivers capabilities that far surpass those of traditional on-premises HR systems. Its cloud-based architecture provides faster updates, seamless integration, enhanced scalability, and continuous innovation. Embedded AI and robust workforce analytics allow people to act with greater clarity, speed, and confidence. Rather than just comparing feature lists, evaluate Oracle Cloud HCM in terms of how it addresses current and future business needs and elevates the overall employee, administrator, and manager experience

## How is Oracle AI different?

Unlike many other HR solutions that have extra setup or add-on costs for AI, Oracle’s built-in generative AI and AI agents are available from day one and work seamlessly across all key HR functions, with continual automatic updates. Customers can easily build, customize, and extend AI agents to meet their own needs, all while benefiting from Oracle’s trusted data, security, and cloud infrastructure.



## What happens to our customizations?

Most customizations are replaced by out-of-the-box functionality or are no longer needed once you adopt modern best practices. The Oracle team and partners will work with you to evaluate which customizations deliver unique value and which can be retired. For critical, differentiated needs, Oracle Cloud HCM offers configuration options that don't require heavy custom coding or ongoing maintenance.

## Is Oracle Cloud HCM right for organizations of our size and industry?

Yes. Oracle serves organizations of all sizes, from fast-growing startups to the largest global enterprises, across all industries. The platform supports unique regulatory, localization, and business process needs for more than 200 countries and jurisdictions.

## What's required to maintain Oracle Cloud HCM?

Oracle manages software updates, patches, compliance changes, and security with no business disruption. Your HR and IT teams simply choose when to activate new features and test as appropriate. This allows IT to shift from reactive maintenance to strategic enablement.

## Is the cost justified?

Yes. Oracle Cloud HCM replaces unpredictable upgrade, patching, and support costs with a single subscription covering updates, new features, and support. Most organizations find significant savings in infrastructure, IT staff time, downtime, and compliance. A true TCO analysis must also account for the cost of missed opportunities, such as lagging behind in AI transformation.



## How do we get started?

Start by engaging stakeholders and evaluating current pain points and business priorities. [Reach out to Oracle](#) for an assessment or work with a certified implementation partner to develop your plan and roadmap.

Ready to move beyond legacy systems and lead with confidence in the era of AI?

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