# Ten Reasons Customers Select Oracle Cloud HCM

As we approach 2021, technology is both distinguishing and disrupting businesses in every industry across the globe. From retail to financial services to healthcare—organizations are rethinking their entire business models, their strategy, and the technology they use to remain competitive.
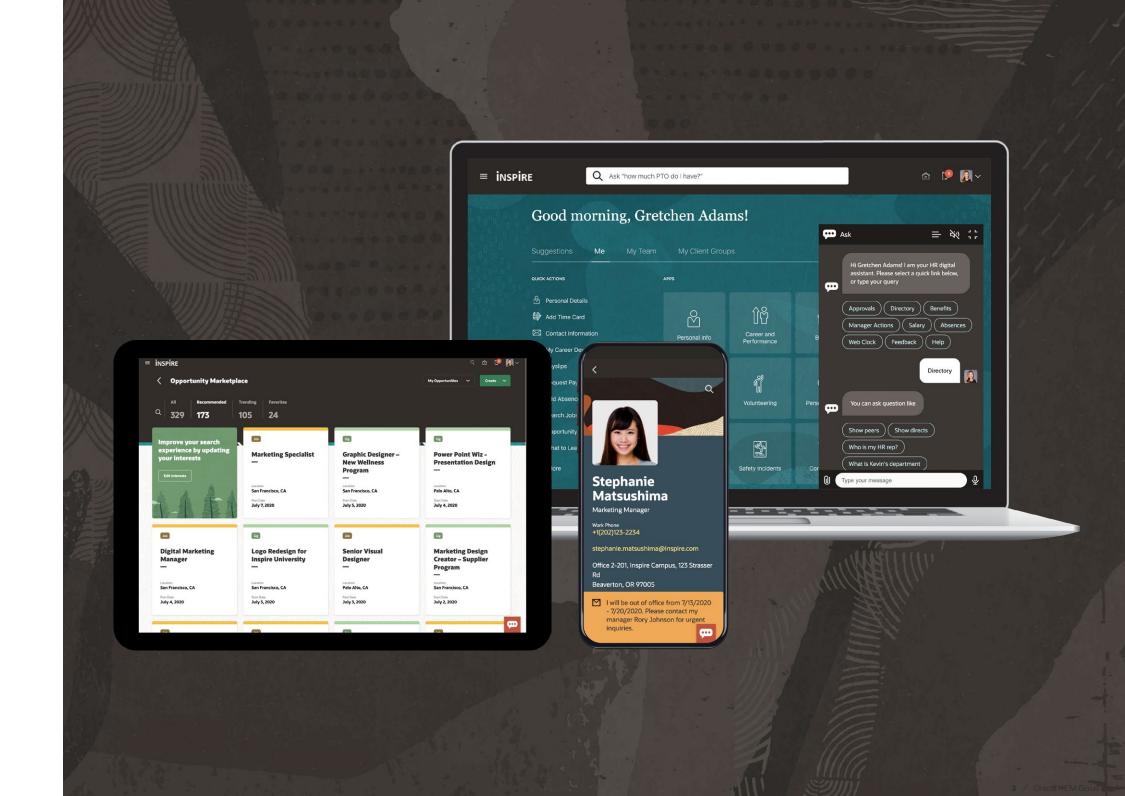
Human Resources (HR) is no exception. According to a recent study by PwC, seventy-two percent of companies already have core HR applications in the cloud or are in the process of moving them.[1] Proactive business leaders are relying on the cloud to help elevate HR's role and align strategies across businesses to be ready for the future. Here are the top 10 reasons organizations are selecting Oracle Cloud Human Capital Management.
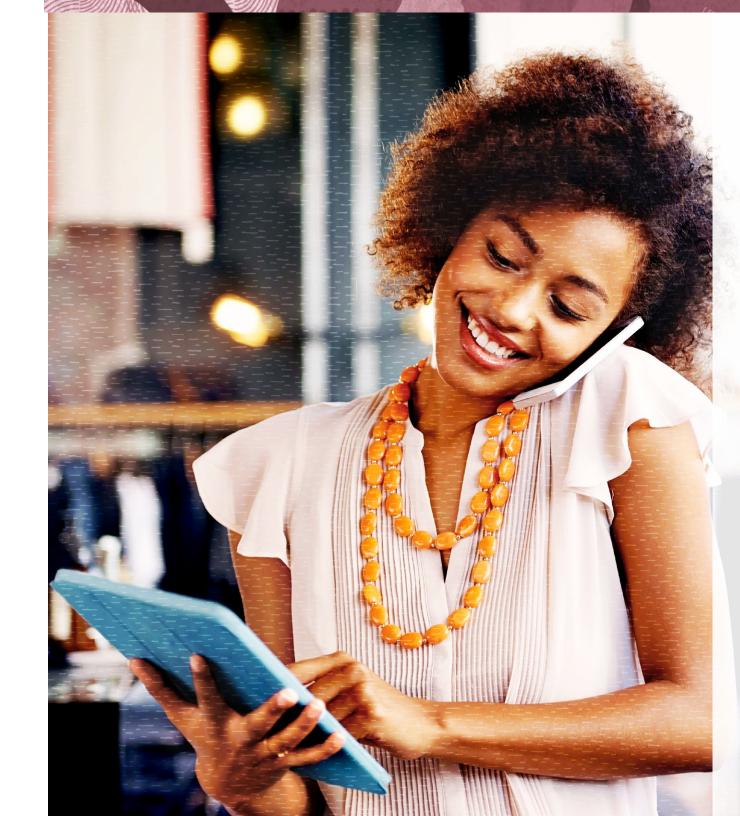
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# Personal and modern user experience

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Organizations have always struggled with low user adoption. Why? As Cloud 1.0 vendors released shiny mobile apps and a user-friendly interface—rigid and complex workflows, data quality, and poor integration remained barriers to high adoption rates. At Oracle, we took a different path with a new suite of Cloud 2.0 apps built on the premise of simplicity and intelligence together. The ability to match your brand and your organization's culture in a delightful and intuitive online and mobile experience is just the beginning. The Oracle Cloud HCM interface can be easily personalized to fit your natural working style with a home space configured to make your day more productive. As a next-generation cloud vendor, Oracle will also learn about interests and preferences through your actions and make areas like your profile, learning, volunteering, mentors, and recommended roles personalized for you over time.

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# Adaptable and extensible

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Your business is changing, fast. Wouldn't it be nice if your systems were agile, up-to-date and easily configurable as your needs change—whether due to reorganization, mergers and acquisitions, divestitures, or regulatory compliance changes? Our customers think so, too. They tell us the fact that Oracle Cloud HCM delivers an adaptable and flexible solution to meet changing business practices, regulations, and environments is a big win. You can easily configure your organizational chart, model your workforce with compensation data, and set up processes without IT's involvement. Embedded analytics provide a personalized dashboard with the information you need to make informed decisions and be successful. In addition, customers are using Oracle Platform as a Service (PaaS) to extend the system to fit their needs.
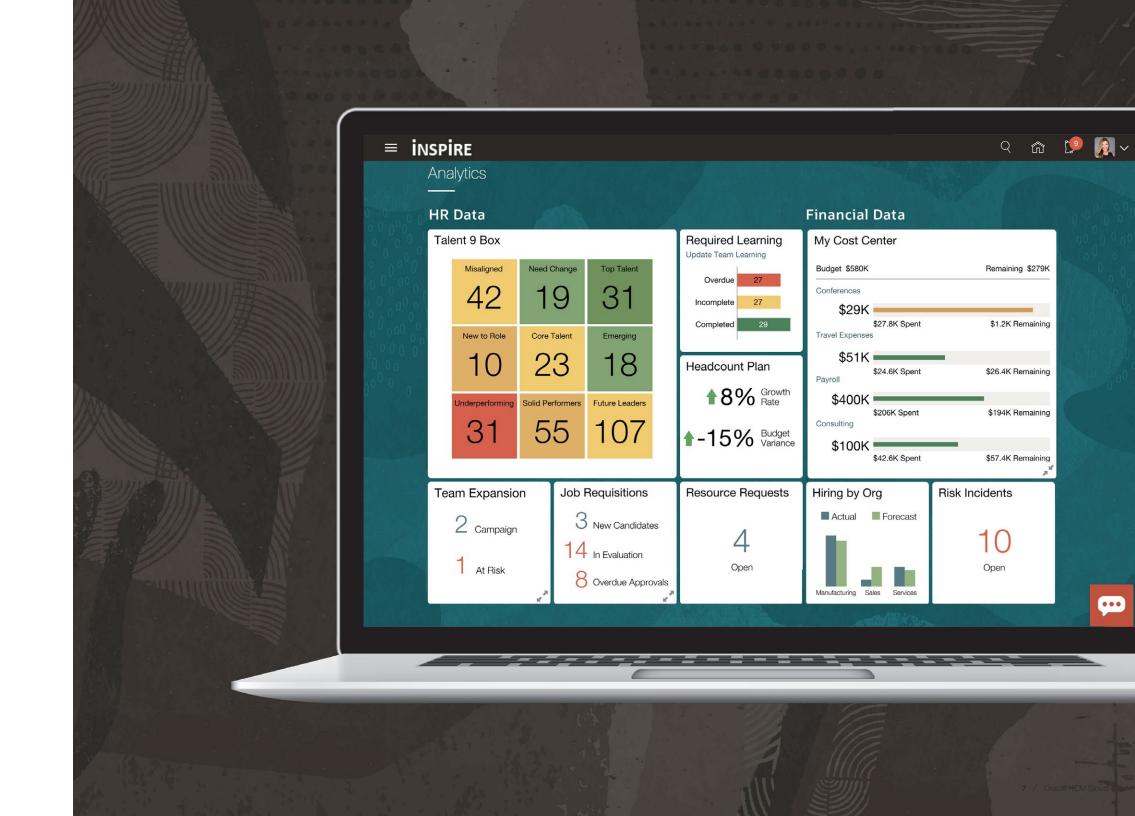
"We've reduced our labor turnover by 11%, which is fantastic, and we have an offer acceptance rate of 98%. We are actually performing above industry benchmarks now."

**Yvonne Foster,**
Head of Resourcing Services,
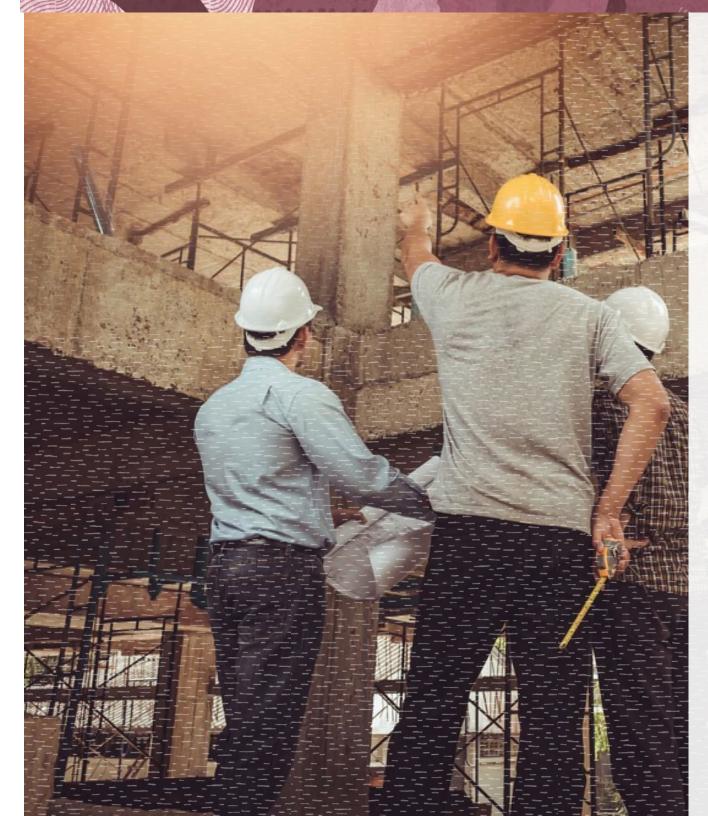The Co-op

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**3** **Intelligent applications**

One of the things that sets Oracle apart from other vendors is that we are building our software-as-a-service (SaaS) applications on our own cloud platform and infrastructure. This foundation of artificial intelligence (AI), analytics, and digital assistants enable employees to work faster and smarter. Oracle Cloud HCM combines data with advanced machine learning to help improve talent management, provide complete workforce insights, and increase operational efficiency. For example, the system can highlight employees at risk of leaving and empower you to retain them. It also provides easy-to-configure dashboards with data across HR, finance, and sales so that you can manage people costs and drive growth.

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## Complete HCM cloud

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Organizations that want to manage the entire employee lifecycle select Oracle Cloud HCM because it is built as a single cloud solution across human resources, talent management, learning, talent acquisition, work life, HR help desk, payroll, benefits, workforce planning, health and safety, and time and labor. Plus, it connects your organization with applications across finance, supply chain, sales, and marketing. We've reimagined all aspects of HR and talent processes for the next generation of candidates, employees, managers, HR professionals, and even contingent workers.
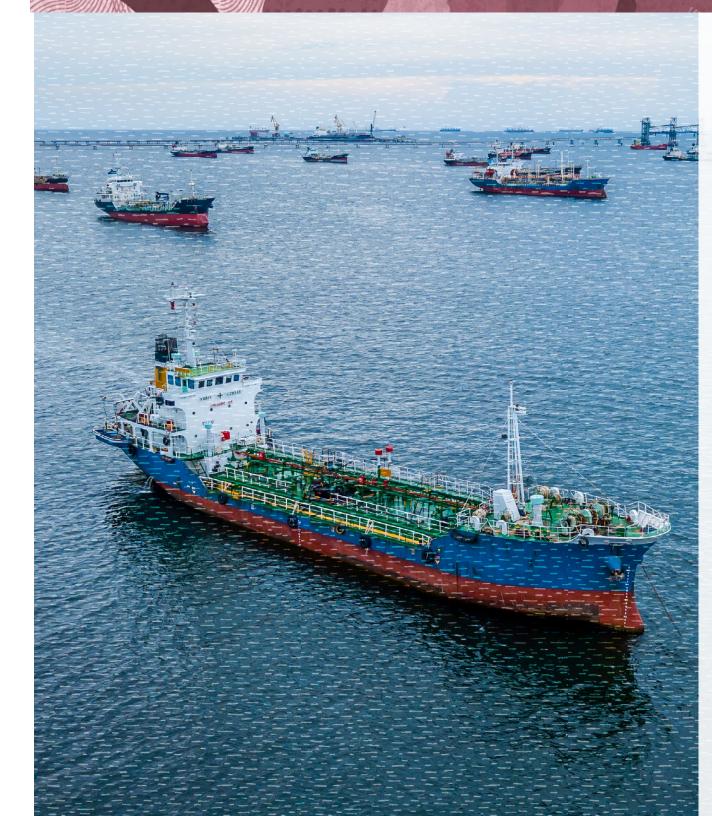
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**SRACO**

"We required a complete and cost-effective solution. The beauty of Oracle Human Capital Management Cloud is that it is user friendly and integrates seamlessly with our systems."

**Abdullah O. Al Salih,**
SRG IT Director,
SRACO

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## 5 Business value

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Oracle customers leverage our simply powerful HCM cloud application to drive business value through better user engagement and adoption, streamlined processes, improved productivity, and lower total cost of ownership. A few examples include: a financial services company that reduced costs by 50%, a consulting firm that boosted employee engagement by 60% while reducing HR cost by 33%, a manufacturer that saw a three-fold improvement in user adoption, and a healthcare provider that saved their payroll team hundreds of hours per year. Results like this illustrate why it's important to partner with Oracle as you make a business case for Oracle Cloud HCM.

Stolt-Nielsen

"With Oracle Human Capital Management Cloud, we have enhanced our HR efficiency by reducing HR processing time by 50% and external IT support by 80%. This has optimized strategic planning throughout our tanker, terminal, container, and other business units, and boosted our employer brand."

**Michel Bresser,**
Global Business Application Manager Corporate Functions, Stolt-Nielsen Limited

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## Innovation powerhouse

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Innovation is the biggest benefit of moving your systems to the cloud. With frequent updates, we can deliver new and exciting features—80% of our product updates are based on customer feedback, with more than 9,500 innovative updates implemented annually. Our customers love that they can create tomorrow, today with emerging technologies like artificial intelligence, digital assistants, and the Internet of Things (aka smart devices) that are a result of Oracle's $6 billion annual investment in research and development.



## FORRESTER®

"Oracle Cloud HCM proves that long-term strategies and leadership pay off."

**Forrester Research, Inc.**
The Forrester Wave™: Cloud Human Capital Management Suites, Q2 2020

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## 7 Data security and privacy

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Security is a top priority for Oracle Cloud solutions. Oracle has a strong security culture, with products that have been used for mission-critical government and enterprise applications across the world. With Oracle Cloud HCM, you get multilayered security, data encryption, and state-of-the-art data centers. Protect your employee data with Oracle Advanced HCM Controls, as well as detect security access anomalies. Our platform offers security, scalability, and performance by running on best-in-class cloud infrastructure and providing unified identity and security management.



ORACLE Cloud

Applications SaaS

Platform PaaS

Infrastructure IaaS

**Security + Control**

Layered Security Defense

Comprehensive Security Controls

Built-in Integrated Defenses

Preventive Detective Governance

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## 8  A vibrant HR community

Our customer community meets online and face-to-face to share best practices, troubleshoot problems, and advance their HR careers. Through a myriad of events from Oracle MBX, to Oracle HCM Users Group, to product release webinars, you will have the opportunity to network and learn with leading technology experts at your fingertips. In addition, **Oracle Cloud Customer Connect** is a vibrant online community of 55,000+ HCM members ready to help you in your journey. **Customer Connect** is a great place to crowdsource information, discuss latest release information, and submit product suggestions.

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## 9   Customer success

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At each step of the cloud journey, we partner with you to ensure your project is a success. We take the time to understand your business challenges, goals, and long-term objectives and then align it to the right solution. New Oracle customers have access to an implementation success manager, on-demand education, as well as success planning tools. Finally, we offer **24/7 customer service across 145 countries** worldwide to help you maximize the value of your investment.



**NATIONAL INSTRUMENTS**

"Over the past few years, we continue to drive organizational alignment as Oracle Human Capital Management Cloud goes through updates and delivers excellent new features and functionality. The new releases are increasingly easier to deploy as we have grown familiar with the platform and continue to receive great support from Oracle."

**Wendy Cottrell,**
Head of Global HRIS,
National Instruments

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**10** Global capabilities

Most enterprises today operate at both the global and local level, so our customers appreciate that Oracle Cloud HCM is designed globally at the core to meet both corporate and regional needs for 200+ jurisdictions and 25+ languages.

**DNV·GL**

DNV GL uses Oracle Cloud to manage a global workforce.

| 12,000 full-time employees |
| 8,000 contingent workers |
| 80+ countries |

Now more than ever, business leaders are uniquely positioned to add value to their organizations. The 10 reasons above illustrate how Oracle offers the power to transform your organization with Oracle Cloud HCM.

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For more information
visit oracle.com/hcm

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