Modern HR in the Cloud

Prepare for the Future

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What challenges do HR leaders face in 2015 and beyond?

- Talent management: Focus on the end user
- 75% of the global workforce will be millennial by 2025.¹

- 72% of CEOs believe the availability of key skills is a threat.²

- 87% of HR leaders state employee engagement and culture is the No. 1 challenge around the world.³

- 56% of HR leaders state their capability in leveraging social media is weak.⁴

- 29% of HR leaders believe they are under-performing or simply getting by while 38% of their non-hr counterparts share the same sentiment.³

- 74% of HR leaders believe mobile recruiting tools result in better candidates.⁴

- 81% of CEOs believe mobile technology is strategic for their business.⁶

- 56% of CEOs believe socially-enabled business processes are strategic for their business.⁶

- Social-sourcing provided 28% of company hires in 2014.⁵

- Mobile-enabled recruiting adoption will nearly double in the next 12 months to 31%.⁵

- 34% of HR leaders believe mobile recruiting tools result in better candidates.⁷

- 81% of CEOs believe mobile technology is strategic for their business.⁸

- 61% of CEOs believe socially-enabled business processes are strategic for their business.⁸

- Cloud-based SaaS HCM system adoption will grow 58% over the next 12 months, while new on-premise implementations will decline by 67%.⁴

- The average length of time for a Cloud HRMS implementation is 9 months, compared to 15.3 months for a licensed on-premise HRMS.⁹

The Benefits of Modern HR

Modern HR in the cloud has arrived. It gives employees access to HR apps that are relevant, personalized, social and accessible on the device of their choice. And it provides the insights executives and managers need to make the right decisions and provide the optimal employee experience.

Modern for a New Era of HR

Competition for talent is increasing, skills shortages are worsening and social recruiting tools are making it easier than ever for workers to change jobs. HR leaders must align their human capital management, data and talent strategies around these trends in order to create great employee experiences that serve its customers and business best.

For more information, go to oracle.com/hcm.

IT'S A TRANSITIONAL TIME FOR HUMAN RESOURCES