

Sourcing, Hiring and Retaining the Best Talent

Organisations everywhere are finding it harder to get — and keep — the right talent. Individuals have increasing power to choose how, where, and for whom they work. And fast shifts in business strategy quickly create new skills gaps.

CHALLENGE

As demand and competition intensify organisations must:



Understand and develop the talent they have



Anticipate that talent they will need



Share this insight quickly and easily



46% of global companies feel recruiting and sourcing highly-skilled talent is the most important HR priority

ROADMAP

As demand and competition intensify organisations must:

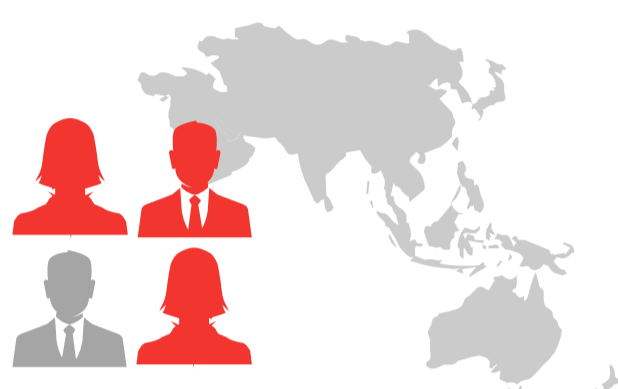


Improve acquisition efficiency

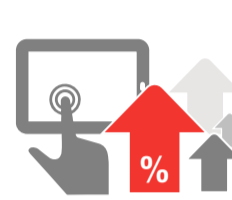


Extend sourcing reach to Social Networks

3 out of every 4 Internet user in Asia-Pacific is an active Social Media user¹



Optimise for mobile apply, screening and approvals



Enhance productivity with tiered screening



Develop global processes with local flexibility



83% of Asia-Pacific Social Media users are on mobile – a 32% increase since last year



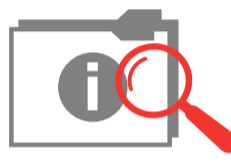
Measure and enhance quality of hire data



Create centralised employee profiles



Integrate acquisition and performance data



Apply smart analysis to find correlations and true cases



Only a quarter of global recruiting leaders use data very well²



Zhejiang Geely Holding Group, in China, slashes recruiters' time spent reviewing resumes by over 30% enabling rapid hiring of hard-to-find technical professionals using Oracle Talent Acquisition Cloud

With Oracle's Talent Acquisition Cloud, Dell Inc. brings 20,000 new hires onboard each year – boosting HR efficiency by 20%



Promote internal mobility



Gain visibility of talent history and aspirations



Boost internal recruitment



Acquire new talent from referrals



Hitachi Consulting doubled referral rates in one year with Oracle Talent Acquisition Cloud



Raise the bar on employee engagement



Cultivate a strong hiring brand and workplace culture



Reduce the risk of losing your best people



- ▶ China 6%
- ▶ Japan 7%
- ▶ Australia 24%
- ▶ Philippines 29%
- ▶ Thailand 14%
- ▶ Singapore 9%
- ▶ India 9%

Only 13 1/2% of employees in Asia-Pacific regions are engaged with their work³



4 years is the new average length of time an employee stays at one company⁴

BUILD TALENT PIPELINES

▶ Reduce Reactive Hiring

▶ Develop Existing Talent

▶ Create & Manage Talent Pools



Oracle delivers the most complete cloud-based Talent Management Suite

Helping you to source, develop and retain the talent that drives your business forward.

To find out more about Oracle HCM

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