

# The Next Frontier in HR Analytics

Enterprise Analytics for  
HCM Cloud



# Introduction

Analytics are changing how every company department does business. However, most HR departments are struggling to fully take advantage of analytics to unlock the true potential of their workforce. According to Deloitte's recent High-Impact Talent Analytics: Building a World-Class HR Measurement and Analytics Function study, only 14% of HR organizations surveyed are utilizing advanced or predictive analytics today — the other 86% are still focused on creating basic reports and dashboards of talent metrics.

## Winning Through Analytics

According to research by MIT and IBM, top-performing companies are three times more likely than lower performers to be sophisticated users of analytics. These early adopters of workforce analytics simply outperform. Organizations at the highest levels of talent analytics practice, including the adoption of workforce analytics, have 8% higher sales growth, 24% higher net operating income growth, and 58% higher sales per employee. How can you achieve similar business results? Oracle's Enterprise Analytics for HCM Cloud has been built from the ground up to help HR executives answer the tough questions they face every day, questions that require a combination of HR, recruiting, and additional data sources to drive effective business strategy.

### Highest Levels of Talent Analytics Practices

↑ **8%** Higher Sales Growth

↑ **24%** Higher Net Operating Income Growth

↑ **58%** Higher Sales Per Employee

Source: MIT and IBM Research Study



# Content

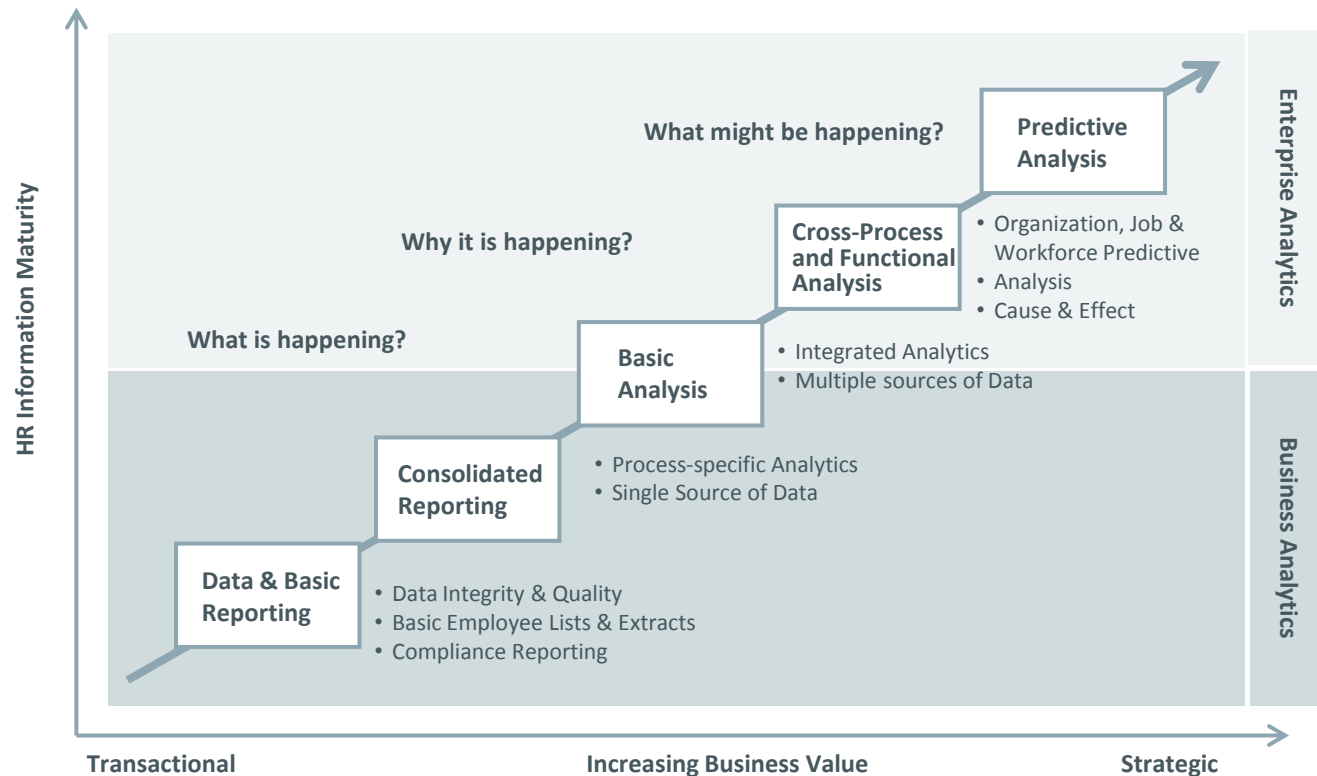
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# More Value

Enterprise Analytics enhances Oracle's Business Analytics functionality included in Oracle HCM Cloud by delivering advanced analytics designed for strategy problem solving and cross-source and functional analysis. The combined solution delivers more rapid answers to hundreds of business questions through the most secure, integrated, and complete spectrum of analytics capabilities – all via the simplicity of the cloud – on any device.

## HR Analytics Maturity Model

Business Analytics and Enterprise Analytics together cover the Full Spectrum



# Gain Cross - Functional Visibility

As a true business partner, HR must be able to ensure smooth processes, collaborate with other line-of-business managers, and become data-driven to better understand how to best manage people based on real data. However, data silos, both within HR and other functions, prevent many HR teams from achieving their key business goals in a timely manner. Enterprise Analytics breaks down information silos and delivers a unified cloud-based analytic foundation with predefined, industry-proven metrics to drive better decision making and leadership alignment at all levels.

## Chief HR Officer

### Use Enterprise Analytics to:

- Boost leadership alignment at all levels
- Develop competitive talent strategies to enable sustainable growth
- Understand workforce health and composition



## Finance & Business Leader

### Use Enterprise Analytics to:

- Manage headcount cost to budget
- Optimize talent sourcing based on vendor, channel, and candidate performance
- Increase retention of top performers



## HR Manager

### Use Enterprise Analytics to:

- Support strategic planning and problem solving
- Track key metrics in headcount demographics and movement
- Monitor and optimize cost and efficiency of HR programs



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# Identify Workforce Trends & Benchmarks

In a recent study by Deloitte, 67% of organizations say they are weak at using HR data to predict workforce performance. But several innovative, large organizations such as Google have started leveraging these types of analytics for their HR initiatives with great success in recent years. As the demand for top talent continues to rise, HR is looking for new ways to more aggressively and intelligently develop top talent, and source and recruit new talent. In order for that to happen, HR will need to know where the business is heading, what kind of talent is needed, in every region where their organization does business.

## Be One Step Ahead

Enterprise Analytics delivers ready-to-use advanced analytics for historical, trending, and benchmark analysis, as well as data enrichment across HR and other functional areas. It enables you to develop forward-looking strategies for key HR processes such as:

### Talent Management

Correlate Oracle HCM Cloud new hire performance and attrition with Oracle Talent Cloud recruiting source to better assess quality of hires.

### Development

Combine learning with employee skills and performance to assess the impact of learning investments.

### Attrition and Loyalty

Track headcount movement that describes the internal and external flow of headcount from hires, transfers-ins, transfers-outs, terminations, or organizational hierarchy changes.



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# Analyze Internal Mobility

Many business leaders are embracing packaged analytics to start solving business problems right away and HR executives are no exception. Predefined content allows them to spend less time preparing data and debating metrics, and more time strategizing and analyzing information across the business. Enterprise Analytics enables HR to respond to the needs of the business faster by delivering answers to key questions about workforce challenges and providing guidance to solve them.

## Faster Time-to-Value

Leverage prebuilt metrics and best practices in Enterprise Analytics to quickly find answers to tough questions such as:

- Are we maintaining a diverse workforce?
- Are we paying our workers competitively?
- Are we hiring high-performance employees?
- Are we hiring according to plan?
- How do we retain talent? What skills do we need?
- Which recruiting sources provide the highest quality employees?
- Where are staffing risks in the future?
- What's the root cause of the risk?

Enterprise Analytics includes includes six interactive executive dashboard pages, a library of over 150 reports, and over 400 metrics to provide the most comprehensive view of your workforce.



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# Highlights

Delivered in the Oracle Cloud and designed specifically for HR executives, senior management, and analysts who use Oracle HCM Cloud Services, Enterprise Analytics delivers everything they need to gain cross-functional visibility, understand workforce trends and benchmarks, and analyze internal mobility.

## Key Features Include



### Executive Dashboards

Understand your global workforce to drive targeted recruiting, hiring, development, and compensation actions.



### In-Context Analytics

Gain instant insight into key challenges and strategically impact workforce management initiatives.



### Cross-Source Analytics

Generate unified views of the workforce from across multiple business systems.



### Advanced and Predictive Analytics

Deliver historical, comparative, and predictive views that provide snapshots in time, data enrichment, and event interpretation



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# Highlights Cont'd.



## Workforce Deployment Analytics

View a complete picture of workforce demographics, hiring, attrition, promotions, transfers, and compensation



## Talent Management Analytics

Discover deep insights into employee performance, potential, alignment to skill requirements, and succession



## Recruiting Analytics

Understand which recruiting sources and geographies deliver top talent who stay with the organization longer



## Workforce Cost Analytics

Understand global workforce costs and optimize employment strategies to meet workforce demand

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# More Features

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## Fast Time-to-Value

Prebuilt dashboards and analytics immediately deliver strategic insights



## Easy-to-Use

Reduces training costs and increases user productivity with a single Oracle business analytics user experience



## Easy Integration

Combine Oracle HCM and Talent Cloud data with other data sources for broader, enterprise-wide insight and analyses across different functional areas



## Available Anywhere

Available on the web, tablets, and smartphones





# Get Started

**Oracle has supplied the world's top companies with Human Capital Management solutions for decades and with this unparalleled experience, Oracle continues to modernize human capital management with a full set of Oracle Human Capital Management analytics.**

Leveraging the experience of working with the world's top HR teams and understanding their strategic goals and challenges across many different industries, Oracle's Enterprise Analytics have been designed to provide the insights to HR executives and their teams to accomplish their strategic goals and proactively address future challenges.

Only Oracle delivers an integrated set of tools for a complete spectrum of HR needs, including: global workforce planning, compliance operational reporting, talent management, big data discovery, learning management, payroll, time, and labor.

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# Integrated Cloud

## Applications & Platform Services

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