

Enterprise Analytics for Human Resources

HR Professionals and Business Leaders Face Pressure Competing in a Global Landscape

CHALLENGES



THE ANALYTICS ADVANTAGE

ORGANIZATIONS WITH THE **STRONGEST** WORKFORCE ANALYTICS PERFORM BETTER



boost to employee performance²



boost to employee engagement²

\$18.9M



IN SAVINGS

for every **\$1 Billion** in revenue²

WHAT YOU NEED TO GET THERE

Advanced and Predictive Analytics

55%

of executives at top performers report predictive analytics is most critical³

Cross-Source Analytics

76%

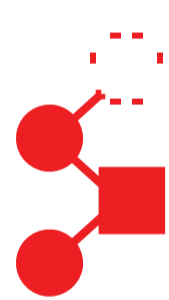
of C-level executives need cross-department input to apply data³

Best Practice Analytics

65%

of CEOs don't mention the CHRO as being significantly involved in formulating the company's business strategy⁴

ENTERPRISE ANALYTICS FOR HCM CLOUD SERVICE DELIVERS



Workforce Trends and Benchmarks

Enable leaders with predictive analytics to identify potential problems before they impact the business



Internal Mobility Analytics

Inform deep workforce insights with HR best practices, dashboards, reports, and rich metrics to gain competitive advantage



Cross-Functional Visibility

Get a complete picture with cross-functional visibility into HR, recruiting, and additional data sources

MAKE IT WORK FOR YOU



CHIEF HR OFFICER

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



FINANCE & BUSINESS LEADER

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



HR MANAGER

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

LEARN MORE AT WWW.ORACLE.COM/HCM

[1] "Global Human Capital Trends 2014: Engaging the 21st Century Workforce," Deloitte, 2014

[2] CEB, 2013

[3] "In Search of Insight and Foresight: Getting More out of Big Data," The Economist Intelligence Unit, 2013

[4] 2013 C-Suite Study, IBM