

# Get Ready for a New Era of HR

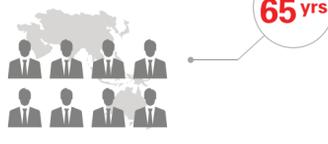
Competition for talent is increasing, skills shortages are worsening and social recruiting tools are making it easier than ever for workers to change jobs. HR leaders must align their human capital management, data and talent strategies around these trends in order to create great employee experiences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

## IT'S A TRANSITIONAL TIME FOR HUMAN RESOURCES

What challenges do HR leaders in APAC face in 2015 and beyond



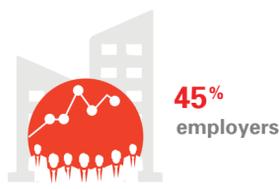
75% of the global workforce will be millennial by 2025.<sup>1</sup>



19k people in the Asia-Pacific workforce turn 65 everyday.<sup>2</sup>



62% of Asia-Pacific CEOs believe a shift in workforce demographics will transform their business in the next 5 years.<sup>3</sup>



45% of employers in Asia-Pacific have difficulty filling job vacancies.<sup>2</sup>



62% of Asia-Pacific CEOs believe that the availability of key skills is the greatest threat to their organisation.<sup>3</sup>



56% of HR leaders state their capability in leveraging social media is weak.<sup>1</sup>

## PREPARE FOR THE FUTURE

Take these steps to build a foundation for Modern HR

### 1 Rethink talent management: Focus on the end user



74% of HR leaders believe mobile recruiting tools result in better candidates.<sup>4</sup>



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

80% of Asia-Pacific CEOs believe that technology will be the biggest transforming trend for their business.<sup>7</sup>



### 2 Leverage mobile in your enterprise



81% of CEOs believe mobile technology is strategic for their business.<sup>6</sup>

### Get social

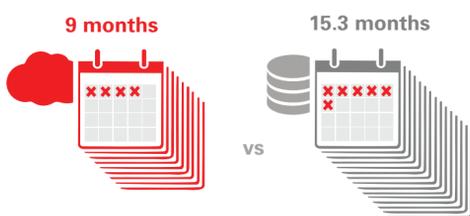


61% of CEOs believe socially-enabled business process are strategic for their business.<sup>6</sup>

### 3 Accept the reality of the cloud



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



The average length of time for a Cloud HRMS implementation is 9 months, compared to 15.3 months for a licensed on-premise HRMS.<sup>4</sup>

## THE BENEFITS OF MODERN HR

For more information, go to [oracle.com/hcm](http://oracle.com/hcm).



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 insight executives and managers need to make the right decisions and provide the optimal employee experience.

[1] Deloitte Global Human Capital Trends 2014  
 [2] Manpower 2013 Global Talent Shortage Survey Results  
 [3] PWC 17th Annual Global CEO Survey (2014)  
 [4] Cedar Crestone 2014-2015 HR Systems Survey  
 [5] Adecco, Global Social Recruiting Report 2014-2015  
 [6] PWC - 18th annual global CEO survey  
 [7] PwC 17th Australian Annual Global CEO Survey