

Modern HR in the Cloud

Top 5 Reasons Midsize Companies Switch to Oracle HCM Cloud

As a midsize organization choosing the right HCM system is not a simple or easy task. Quite often enough companies will select systems based on the need to solve their current HCM challenges. However, as their business grows and changes over time, many organizations find themselves quickly outgrowing these solutions that were once the right fit.

Learn from existing midsize organizations that have made the switch from their first generation HR systems to Oracle's Modern HCM Cloud designed to attract, retain, and develop top talent. With multiple options available and added flexibility, a switch may be just what you need.

Here are the top 5 reasons they cited as to why they switched.



1. MISSING TALENT MANAGEMENT CAPABILITIES

HCM vendors are quick to check the box that they provide talent management capabilities, but be sure to do your due diligence as feature and functionality gaps will quickly become visible once you have implemented their solution.

<p>Does the HCM provider offer complete hire to retire talent management capabilities?</p>	<p>Are the solutions really integrated or simply acquisitions that are made to look that way?</p>
<p>Is there flexibility to add on talent modules as you grow versus paying for the full HR suite immediately?</p>	<p>Are mobile and social capabilities integrated throughout?</p>

2. LIMITED BUSINESS INSIGHTS

As a midsize company you have fewer resources and limited budget, so complete insight into your talent, HR and business operations is critical to ensuring you are operating efficiently across the organization in real time. Watch out for HCM vendors that don't offer integrated hire to retire talent management capabilities because they will only be able to provide you with limited insights into what's happening across your organization.

Here are the top real-time dashboard insights that every HCM vendor should be able to provide:

<p>How easy is it to get to data from your system? Is it an additional cost?</p>	<p>What are your turnover trends and retention hotspots?</p>	<p>What's your best source of hires?</p>
<p>What roles have skills and competency gaps?</p>	<p>Who are your top and bottom performers?</p>	<p>How does your compensation compare to the market?</p>

3. LACK OF GLOBAL CAPABILITIES

Most HCM vendors understand the legislative and regulatory complexities of operating in America. However, the instant your midsize organization is ready to expand into new global markets these solutions fall apart fast.

It's critical to understand a vendors Global HCM capabilities early on, so be sure to ask these questions:

<p>Does the HCM vendor support localization & compliance globally with one solution?</p>	<p>Is the solution designed to help you find, attract and hire talent globally?</p>	<p>Is my organization able to dynamically respond to any legislative, organizational, and business changes in order to stay compliant?</p>
<p>How many languages and currencies do they support?</p>	<p>Does the vendor have global data centers and 24/7 global support?</p>	

4. NEEDED MODERN HCM (AND ERP WHEN READY)

As a technology partner your HCM vendor should clearly understand your business priorities, goals, and help you get the most value out of your modern HCM solution.

A best-in-class HCM vendor can help you impact the HR bottom line by:

<p>Providing mobile and social capabilities to better engage employees across generations</p>	<p>Standardizing on a set of modern best practices across the organization</p>
<p>Automating HR processes to move from tactical to strategic to better manage talent</p>	<p>Expanding beyond HCM to add ERP when ready with one unified cloud suite</p>

5. SUPPORT ISSUES AND BEING "NICKEL AND DIMED"

Cloud solutions do not deploy themselves, so you want a cloud partner capable of supporting your HCM needs and any ongoing issues that may occur.

Be sure to check if your HCM Vendors' resources are stretched too thin and what types of requests require "extra" dollars.

<p>How long do you wait on the phone to talk to a support person?</p>	<p>When issues come up, what is the process to resolution?</p>
<p>What types of requests cost extra?</p>	<p>For any ongoing post implementation support issues do you have a dedicated resource you can work with?</p>



MODERN HR FOR MIDSIZE COMPANIES

If any of this sounds all too familiar, then we would love to connect and show you what is possible with Oracle HCM Cloud.

- ✓ Integrated talent management from hire to retire
- ✓ Complete HR, talent & business insights
- ✓ Global HCM & 24/7 support for multi-national companies
- ✓ Modern best practices to help you maximize the value of your investment
- ✓ Dedicated resources to get you to cloud faster and achieve success

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