



Harnessing the Power of Employee Sentiment

With the proliferation of new sources of digital information, organizations are leaving a wealth of rich employee information untapped. If harnessed, these insights could provide an unfiltered glimpse into the pulse of your workforce, the simple ideas employees have to improve the work environment, or even the motivation behind why your top performers may be leaving the company. Unlocking the knowledge from these sources of information requires expanding the boundaries of traditional business intelligence (BI) systems.

Leverage Oracle Endeca Information Discovery to Unlock Insights from Any Source

HIGHLIGHTS

- Understand “why”. Investigate and understand cause from any source, including performance review comments, job websites, and social media
- Extract employee sentiment, topics, and themes from all relevant data
- Perform faster analytics in a consumer-friendly user interface
- Leverage and extend investment in existing workforce analytics and HCM applications
- Deliver analytics in weeks (vs. months or years)

The Unexplored Frontier of Information

Most human resource organizations have implemented some form of BI to enable decision-makers to monitor, understand, and improve business performance. Yet more than 80 percent of enterprise information exists as data beyond the reach of traditional BI environments—in job websites, social media, voice of the employee surveys, and even resume text—and this diverse and changing data is growing exponentially. Organizations that cannot understand the insights buried within big data are at a critical competitive disadvantage.

Finding the Secret to Workforce Success

Oracle Endeca Information Discovery helps human resource organizations address the critical challenges facing the field:

- **Retaining and Rewarding the Best Employees.** In today’s competitive workforce environment, the keys to retaining the best employees go beyond offering the highest total compensation package. Those secrets for keeping your stellar employees happy and productive reside in workforce surveys and performance reviews, but must currently be manually processed to derive insights.
- **Developing the Next Generation of Corporate Leaders.** What is it that makes your superstars so good at what they do, and can they be tapped to share these practices for the betterment of the organization? Who are those unsung heroes that are critical to their peer’s success, and how can you ensure that you provide them the right opportunities for development before your competitors do?
- **Creating a Corporate Culture that Attracts the Best Talent.** A flexible work environment. Offering the latest technology to maximize work effectiveness and efficiency. Opportunities to advance skills and abilities. Free pizza and beer on Fridays. Onsite daycare, laundry, dog walking, and haircuts. Job boards and 3rd party websites abound with ideas on how to make your corporate culture more productive and fun, to create an environment that can’t be duplicated elsewhere.



KEY BENEFITS

- Exploration and analysis of structured, semistructured, and unstructured data
- Text enrichment using theme and entity extraction as well as sentiment analysis
- Interactive visualizations
- Intelligent, state-of-the-art search capabilities and contextual navigation built into the product
- Drag-and-drop application composition, enabling fast configuration of new discovery applications
- In-memory architecture designed for performance

Unlock Insights from Every Source

Oracle Endeca Information Discovery unites the worlds of structured, semi-structured, and unstructured data to provide business users with complete visibility into their business processes, creating new insights and enabling better business decisions. Only Oracle provides superior analysis of data from any source, optimized for performance on engineered systems, delivering lower total cost of ownership.

Oracle Endeca Information Discovery helps human resource organizations to improve the relationship between companies and their employees, get to the real root causes behind issues, and creating new best practices through a better understanding of the workforce by solving the problems associated with analyzing unstructured data. Oracle Endeca Information Discovery creates transformative opportunities for the business, and enables IT to cost-effectively support them in

- **Understanding the voice and sentiment of the workforce.** By providing the ability to use natural-language queries to derive insights from information from all sources, Oracle Endeca Information Discovery provides insight into the effectiveness of strategic and tactical HR decisions such as career changes, organizational realignment, compensation adjustments, training and a host of other significant HR events
- **Identifying the root causes behind events and exceptions.** By combining structured and unstructured data about the workforce from internal and external sources, HR organizations are empowered to determine the reasons why things happen and respond to findings without direct IT involvement, saving time and cost
- **Supercharging existing business analytics investments.** With the unscripted exploration of workforce data and full-featured search, navigation & interactive analytics, HR organizations can leverage, improve, and extend existing investments in workforce analytics and HCM applications

Unburden Your Overloaded IT Team

For HR IT teams under particular pressure to manage costs while still being responsive to the business, Oracle Endeca Information Discovery combines the simplicity of search and the power of business intelligence with agile delivery. The hybrid search-analytical database at its core allows IT to load diverse datasources, configure easy-to-use applications, and iteratively expand them in a fraction of the time typically required to conform complex and ever-changing unstructured data. Unburden IT from the constant chasing of new requirements and nontraditional datasources for incorporation into the data warehouse, enabling them to deliver fast access to relevant data and self-service to business users while maintaining security, governance, and quality.

CONTACT US

For more information about Oracle Endeca Information Discovery, visit oracle.com/endeca.

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