



ORACLE

One Cloud for HR and Finance

Maximize your Oracle Cloud investment

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Oracle Fusion Cloud Human Capital Management (HCM) is a complete solution, natively built on a single platform across all HR processes, including recruiting, core HR, compensation, benefits, talent management, learning, workforce planning, work life solutions, time tracking, and payroll. It empowers organizations to drive agility, improve productivity, and innovate faster with continuous, automatic updates. Customers can make smarter and faster decisions, deliver a best-in-class employee experience, and leverage technologies such as artificial intelligence (AI), machine learning, and a digital assistant. Moving to Oracle Cloud HCM is enabling our customers to future-proof their business.

In this brochure, you'll learn the top six reasons customers chose to add Oracle Cloud HCM to their Oracle Fusion Cloud Enterprise Resource Planning (ERP). We also added stories from six customers who are using both products together. They found new and easier ways to manage their people - including how they access information, collaborate, and use data to create a better employee experience. This is something we call work made human.

Executive summary

Organizations are facing massive changes in how and where work happens and all the impacts that has on business operations and the workforce. With Oracle Cloud ERP, your finance team is already on a path to having streamlined processes, better productivity, and new ways to control costs. But your people are your most valued asset, and if you haven't looked at how Oracle Cloud HCM can engage your talent and deliver similar cost and productivity gains, you're missing the chance for HR to drive growth too. Oracle Cloud brings all your enterprise apps onto one platform with the latest AI and machine learning, giving HR leaders an advantage as they try to tackle their top priority of building critical skills and competencies¹. It also makes it possible to work cross-functionally so that you can solve workforce challenges and drive growth as a team.

¹ Gartner 2021 HR Priorities Study

When your systems are designed from the outset to work together, business processes are smarter and you get the data you need to make good decisions. Complex ideas like tying employee and organizational performance to profitability become actionable. You can start to look at productivity improvements in expense and benefits administration because all your employee data is in one place. That gives HR and finance leaders the agility to focus on putting their people first, creating resilient business practices, and making investments that reduce total costs of ownership.

Having a partner, like Oracle, with a second-generation cloud solution gives you applications that are designed to work together without clunky integrations. Be wary of vendors who claim to have every feature as “one” for finance and HR but have acquired smaller software products to add onto theirs. We built our applications for ERP and HCM together and what makes our solution even stronger is that the infrastructure and platform are also part of one Oracle Cloud—giving you the latest innovations such as blockchain and built-in threat detection in addition to the broadest and deepest set of features for finance, HR, supply chain, planning, and operations. With an investment of US \$6B annually in R&D, you can focus on your people and adapting your business - while we release new capabilities.

Customers, like the City of Atlanta, need to modernize its business processes and keep employees engaged wherever they are. These customers like Oracle Cloud because it has the end-to-end solutions they need, and that can grow with them over time. City of Atlanta selected Oracle Cloud HCM, ERP, and EPM, to gain greater security while offering comprehensive mobile capabilities to its workforce. Other organizations like TrueBlue, have replaced over 20 different disparate systems, and created one common data model across HR and finance with Oracle Cloud. When Adventist Health increased its size by 50 percent through acquisitions, they chose Oracle Cloud HCM, ERP, and Oracle Autonomous Database to change their approach from running like a collection of clinics to a unified healthcare system. Continue reading to understand the other reasons why organizations choose Oracle over the competition and see some of our customers’ transformational results.



6 Reasons to add HCM to your Oracle Cloud solution

It just makes sense to bring your back-office applications together when there is a solution that can offer all the capabilities you need. But it doesn't always feel easy to do. Often, the systems and communities you join become part of your career, and it's hard to envision a change. At Oracle, we've worked hard to build a community of over 55,000 Cloud HCM members around the world that value sharing ideas and tackling challenges together. And by joining your ERP colleagues as part of Oracle Cloud, you can make strides to **focus on your people, be resilient, and maximize the value of your investment**. There are many reasons customers choose Oracle today, however a common theme is partnership. By choosing Oracle as your technology partner, you can avoid a complex mess of systems, products you don't utilize, and a lack of ROI. We deliver on our promises, so that you can deliver on yours as demonstrated by our market-leading position with top analysts, like Gartner and Forrester.

6 reasons Oracle Cloud customers choose ERP and HCM together:

- 1 Provide one conversational user experience for hr, finance, and operations**

Oracle Digital Assistant offers your employees a conversational user experience with AI-guided processes that take the burden out of completing tasks and getting answers to important questions. Support for popular messaging platforms gives employees the ability to communicate with their device of choice.
- 2 Monitor the entire business easily and efficiently as you adapt to change**

As HR and finance work to navigate change, Oracle Fusion Analytics provides a single analytical model for HCM, ERP, and external data sources—and a consistent view of business performance metrics to drive effective cross-functional planning. Pre-built KPIs offer visibility into corporate, departmental, and employee performance with clarity and speed.
- 3 Identify, plan, and budget for the workforce you need to pivot forward**

68%² of HR leaders cite building critical skills and competencies as their number one priority. Whether it is optimizing the workforce for today or preparing the organization for tomorrow, Oracle Strategic Workforce Planning gives HR and finance the visibility and capabilities to efficiently align people strategy to business strategy.
- 4 Better manage enterprise projects through one people data repository**

To help managers assign each project with the right resource, Oracle Cloud ERP Project Resource Management, leveraging Oracle Cloud HCM, offers a single global repository of project-based resource skills and profiles. A central source of truth ensures consistent decision-making and enables more effective project management.
- 5 Simplify time and labor reporting with a human experience**

Make time entry easy and intuitive for team members with a simple conversational interface that integrates fully with Oracle HR, absence management, payroll, and project costing. Oracle Time and Labor is a complete offering, supporting all types of time entry for employees and your contingent workforce. This helps ensure a single source of truth for time related data throughout the enterprise.
- 6 Reduce risk and improve security by automating internal controls**

Oracle Advanced HCM Controls protects sensitive HR data, prevents fraud and error, and automates security through AI-driven algorithms. An intuitive, seamless user experience supports enterprise-wide security, compliance and risk management activities, helping HR and finance teams to collaborate with speed and confidence.

² Gartner 2021 HR Priorities Study

6 Customers Using Oracle Cloud for HR and Finance

TrueBlue brings finance and HR together in the cloud



Before

- Disparate systems due to acquisitions
- Costly integrations across HR and finance
- No mobile capabilities

After

- Replaced 20+ different systems with one common data model for HR and finance
- Eliminated more than 300 redundant integrations
- Improved back-office efficiency while reducing spend and risk



Oracle Cloud for HR and finance has been transformational, helping us align our people strategy to support key business priorities. It's something that our previous systems [Workday and Infor] couldn't do.

Randy Rothschiller,
CHRO, TrueBlue

Adventist Health automates financial planning across its hospitals and clinics



Before

- Rapid growth through acquisition led to 37,000 employees, 20 hospitals, and 250 clinics
- Disjointed technology solutions led to a collection of clinics instead of a unified healthcare system
- Reporting and planning tools limited in scope, scale and flexibility

After

- One standard operating model for HR and finance
- Can quickly integrate new acquisitions and accelerate growth
- Gained a complete cloud solution for HCM, ERP, EPM, Autonomous Database, and Analytics applications

“It is really a benefit to us to be able to move away from where we were before, with individual vendor solutions, to a single shared platform with Oracle—planning, cost accounting, ERP, HR, accounts payable—all in a single solution platform. It’s really key to our overall strategy.”

Matthew Savard,
Director of analytics for Adventist Health’s
financial planning and analytics team



London Borough of Lambeth gains real-time visibility and reduces costs



Before

- Multiple disparate and disconnected processes for managing finance, procurement, payroll, and HR systems
- On-premise systems required dedicated real-estate and dedicated IT personnel
- No single source of truth for finance and people data

After

- One cloud platform for finance, HR and payroll data
- Reduction of office space from 14 buildings to just 2
- Rapid transition to remote working in response to the COVID pandemic



“Oracle Cloud HCM has been a game-changer because it gives us a single workforce data set across our employee lifecycle and connects to ERP and EPM. This lets departments share information much more efficiently, particularly for things like securely managing roles and responsibilities. Most importantly, we can now make better decisions, control costs and free up strategic resources.”

Hamant Bharadia,
Assistant Director of Finance,
London Borough of Lambeth

Baylor University improves user experience with digital transformation



Before

- Difficulty balancing the need for cost controls with the student experience
- Constrained by outdated systems and inconsistent business processes
- Used 17 systems from different vendors for financials, HR and student information

After

- 66% reduction in processing time in key business areas
- Reduced payroll cycles from 11 down to two each month
- Reviewed and shortened every recruiting and hiring process

“With our new systems and the transformation that’s underway, our existing staff will be able to accommodate a doubling of research activity. We have the ability to manage twice the load of research scholarships and externally funded grants than we previously could.”

Brett Dalton,
CBO and VP of finance,
Baylor University



Hearst Communications transforms HR and finance with Oracle Cloud

HEARST

Before

- Diversification left them with disparate processes and inconsistent data
- Difficulty adapting to business changes and delivering new digital capabilities
- Needed ERP and EPM systems that are fully integrated with its HCM systems

After

- One common cloud platform for HR and finance
- Reduced its number of job codes from 7,000 to 1,700.
- Reduced attrition by analyzing turnover data and streamlining internal job application processes



“One of the things that we realized early on was that this is a different type of relationship with a software company. It wasn’t just selling software to us. It was about developing a long-term relationship.”

Debra Robinson,
Hearst Senior Vice President and CIO,
Oracle Technology and Operation

City of Atlanta moves 100% of its finance and HR operations to Oracle Cloud



Before

- Productivity slowed by manual procurement and invoicing workflows
- Concern for data security, fraud monitoring, access controls, and disaster recovery
- Needed to reduce costs and establish better cost controls

After

- Achieved 95% electronic processing of invoices and reduced paper usage by 80%
- Enhanced data security by moving to Oracle Cloud and implementing stronger fraud and access controls
- Achieved \$17.5M (over 10 years estimated) in cost savings by moving to Oracle Cloud

“Move to the cloud as soon as possible.
Don’t delay. Don’t procrastinate.”

Alfonso Pinan,
Director of Financial Services Systems,
City of Atlanta



In good company



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