

ORACLE

Cloud Perspectives:

Power performance through people analytics

An HR leader's guide to go
from curator to collaborator.





Table of contents

Introduction

Part 1

The backstory:

Connecting all the dots

Part 2

The inside story:

Making decisions faster

Part 3

The bigger story:

Using insights more easily

Part 4

The whole story:

Oracle Autonomous Database and Oracle Analytics Cloud

Introduction

You and your team can focus on what you do best: driving business performance through people.

“I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies.”

- Lawrence Bossidy, CEO of AlliedSignal

Whether you're looking for new recruits, developing your workforce, or digging into trends that affect every employee, data is at the heart of any human resources department. The right data analytics solution can empower you to keep a finger on the pulse of company culture, and also help you identify and nurture insights that can take your business beyond expectations. In fact, companies that use workforce analytics are three times more likely to outperform their competition.¹

So, how do you leverage next-gen tools to drive business performance? Well, to make a long story short—you need to put the power of a data analytics solution to work for you. That way, you and your team can focus on what you do best: driving business performance through people.

Connecting all the dots

In every business, the HR department is the beating heart of the organization. You're on the front line of recruiting and retaining talent as well as discovering insights that affect the bottom line. That's why it's so important for HR leaders to leverage complete sets of data—from third-party, external, and internal sources—for a clear understanding of the workforce. But even though it seems obvious that this information should be available on demand, only 8 percent of companies say they have usable workforce data.²

On a daily basis, you're tracking down data from different sources, navigating multiple forms of information, and using legacy systems—like spreadsheets—to blend and analyze sensitive employee data. And to make an already complex process even more cumbersome, at times you're dependent on IT to gain access to employee information.

To break through the data clutter and broaden your perspective, look for an analytics cloud solution that lets you and your team:

- **Aggregate and blend data** into a single source of truth
- **See a broader picture** of hiring, engagement, and development initiatives
- **Minimize security**, governance, and accuracy risks associated with spreadsheets
- **Uncover hidden patterns in your data** with augmented analytics enabled by machine learning

Workforce analytics
increase revenue per
employee by up to 26%. ³

Making decisions faster

Getting the most out of people and understanding what makes them tick is all in a day's work for you. But that's not all—boosting employee satisfaction, understanding attrition, and optimizing budgets all fall under your watch. Because of this, you need powerful tools that dig into details and reveal the how and why behind employee choices and performance.

Now more than ever, you're also being asked to keep a watchful eye on the future by forecasting workforce needs and aligning them with big-picture goals. This is no small task and requires a robust data and analytics solution that leverages predictive people analytics.

To do all of this—and so much more—keep an eye out for a next-level data and analytics solution that lets you:

- **Get faster insights** into new employee trends, hiring needs, and benefits changes to drive change in the business
- **Use artificial intelligence** to optimize your data and analytics processes and better anticipate workforce needs
- **Scale during busy periods**, so you can respond quickly to new employee trends, hiring needs, and benefits changes

Explore how maturing technologies are turning data into actionable intelligence in this [MIT research report](#).

Using insights more easily

People outside of HR don't always see the connection between people and performance. But you know that the correlation between the two is the driving force behind the business and can make or break your bottom line.

Whether you're in a hiring frenzy or trying to gain insights into what the future holds, there's no time to spare. HR requests can't get lost in a backlog of IT tickets, and the speed to insight must never compromise the quality of information.

For a simpler way to enlightening insights, look for cloud-based data analytics technology that lets you:

- **Run your own analytics initiatives** with connected data with visualizations, interactive reports, and dashboards
- **Access information** on a self-service data analytics platform with minimal IT support
- **Analyze HR data easily and in real time** with visual, interactive reports and dashboards
- **Provide staff with mobile analytics** optimized for any device

Things your team can do with the right data analytics solution

1. Get an objective view to show what recruitment strategies are—and aren't—working
2. Drill down into payroll metrics for insight on things like benefits, overtime, and absenteeism
3. Predict which candidates may—or may not—be successful based on historical patterns
4. Have insight into what training courses would be best for the career development of employees
5. Understand the risk of employee attrition so you can take corrective action

The whole story:

Oracle Autonomous Database and Oracle Analytics Cloud

Oracle Cloud has what you need to make better decisions and see the whole story. Oracle Autonomous Database and Oracle Analytics run on the Oracle Cloud—one of the most secure, reliable, and highest-performing cloud architectures on the market today.

With the analytics functionality and fully autonomous load-and-go system, you and your team have a complete suite of tools needed to power a thriving business with forward-thinking insights. With data insight, HR leaders are able to quantify and predict outcomes, understand recruitment channels, and review employee decisions as a whole.

What makes Oracle Cloud different


The Oracle Cloud footprint is specifically architected to provide industry-leading performance, predictability, and security. What's more, it offers:

- **Elimination of roadblocks**
- **Key data is connected** into a single source of truth
- **Highly actionable insights** can be unlocked faster than ever before

“ We wanted to achieve a balance of enabling deep analytical expertise, and at the same time we wanted to enable broad operational insights. Oracle Analytics helps us create an enterprise view of talent.”

— Joe Knytych, Staff VP of Talent Insights at Anthem

Want to know more? [See how Oracle can help you take control of your data in this one-minute video.](#)



Moving to the cloud is a decision that affects every part of a business in a big way. To find a platform that not only helps you power performance—but helps your peers too—it’s good to get support from those in IT and finance.

Because your colleagues have different goals, ranging from innovation to cost reduction, to forecasting. The good news is moving to the cloud can help everyone.

Oracle Cloud Infrastructure. Do more with data.

Discover how the right cloud solution can work for your entire business in our new Cloud Perspectives series.

[Explore more](#)

¹ Global Leadership Forecast 2018.

² Deloitte, “Global Human Capital Trends,” 2017.

³ Oracle, “Thrive with Better HR Analytics,” 2019.