Top Five Reasons Customers Choose Oracle Recruiting

Five best practices for a global organization
With today’s increasing speed of business, getting the right skills on board is more important, yet more challenging, than ever. Evolving customer expectations, new business requirements, and ongoing change require the right people to drive success. Additionally, the workforce is evolving; millennials and Generation Z are now becoming the majority and with them come new career expectations and technological preferences compared to previous generations.

In response, HR leaders have needed to rapidly adapt—brainstorming new ways to appeal to candidates, identify talent, and drive hiring efficiency.

With Oracle Recruiting, part of Oracle Cloud HCM, we’ve taken these trends into consideration to reimagine hiring and propel it into the modern era. As more and more organizations continue to make our recruiting solution their preferred platform of choice, here are the top five reasons why we see customers selecting Oracle Recruiting:
Hyper-personalized experiences— Through embedded sourcing tools, proactive candidate outreach, and tailored career sites, candidates receive relevant experiences that resonate, translating into better engagement and larger applicant pools with the skills you need. This personalization also extends into onboarding, ensuring new-hires have the right training to deliver an immediate impact.

SMS enabling tools— Given the prevalence of texting and its preferred method of interaction for many, Oracle Recruiting ensures organizations have access to a multitude of capabilities for supporting text-based interview scheduling, offer invitations, acceptances, and regular updates and communications.

Frictionless apply— A cumbersome application process discourages candidates. We’ve reimagined the candidate experience to remove obstacles that traditionally are causes of drop-off and frustration, like the extra step of account creation. By allowing candidates to enter their email address or phone number to get started, the entire process becomes simplified and streamlined.
Candidate recommendations— Recruiting teams can more efficiently identify top talent by leveraging AI-driven recommendations to uncover high-quality candidates for open requisitions. With embedded machine learning, these recommendation results continually improve as the technology learns from your business processes, expediting candidate selection and helping recruiters ensure great job-fits. And similar recommendations can also be pushed to candidates currently applying, encouraging them to explore additional opportunities that meet their qualifications and interests.

Time-to-fill predictions—Predictive analytics are quickly becoming essential tools for companies looking to outpace their competition. Oracle Recruiting’s AI-based platform uses predictive modeling to provide recruiting teams with an accurate estimation of exactly how long it takes to hire for a specific position and identifies where bottlenecks lie. This allows companies to quickly recognize problematic areas so they can rectify processes to see improvement.

Digital assistant—Top candidates have questions but it’s nearly impossible for organizations to always respond in a timely manner. Our self-learning Digital Assistant, with AI at the core, delivers immediate responses to candidates to get them the information they need to confidently apply, lessening that burden for recruiters and HR.

“Hire the right people, and if they’re happy, you’ve got a better chance of keeping your customers happy. If you keep your customers happy, you’ve got more opportunity to drive revenue per employee.”

— Derrek Gafford, CFO, TrueBlue
Internal awareness— Sometimes the best talent comes from within. Since Oracle Recruiting is a native module of Oracle Cloud HCM, employees are automatically considered potential candidates. This boost to applicant pools not only helps organizations uncover new talent, but promotes internal mobility and career development for personnel—key for maximizing retention and employee engagement.

Greater external visibility— Oracle has a multitude of capabilities that deliver a seamless experience with LinkedIn, such as importing prospective candidates, viewing live up-to-date LinkedIn profile data, and providing users with a consolidated view of interactions all within one, single application. In the future, these LinkedIn features will continue to expand to cover embedded search capabilities, recommended job matches, and more.

Actionable insight— Using one platform for HR and recruiting data allows organizations to derive new insights, for example, by leveraging compensation information to make competitive offers, identifying which sourcing channels were the origin of top performers, and delivering relevant learning opportunities during onboarding.
4 Easy to use

Leverage intuitive and streamlined tools

Mobile responsive—We recognize employees today are constantly on-the-go. With Oracle Recruiting, hiring managers and recruiters don’t need to feel tethered to desktops and dedicated applications. Users receive the same great functionality, regardless of their device choice, allowing them to get things done from anywhere, ensuring critical tasks are accomplished immediately and easily.

One experience—In the past, users had to familiarize themselves with a variety of different tools in order to proficiently drive hiring. By leveraging a single platform, organizations view one consistent and intuitive experience across all HR and recruiting processes, reducing complexity and training requirements while helping you scale your business.

“We designed Oracle Recruiting to deliver an exceptional candidate experience, enable recruitment marketing, drive internal mobility, and leverage the latest technologies, all natively within Oracle Cloud HCM.”

— Nagaraj Nadendla, SVP, Product Development, Oracle
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Unified and complete
Drive productivity and minimize complexity

No integration—Cumbersome integration configurations and routine maintenance tasks have been eliminated with Oracle Recruiting’s deep functional capabilities, developed as part of the Oracle Cloud HCM suite, removing common integration delays for candidates while delivering time and financial savings for your business.

Native candidate relationship management (CRM)—While typically an add-on for other solutions, CRM is naturally part of Oracle Recruiting Cloud. This grants organizations the ability to run campaigns and leverage a variety of other tools to efficiently target active and passive candidates automatically, alleviating the manual effort normally required while streamlining productivity.

Now more than ever, businesses have the opportunity to transform their recruiting organizations into efficient and empowered teams with the help of Oracle Recruiting.

To learn more, visit oracle.com/hcm