Embrace the Future of Work
Why HR Must Move to the Cloud
Think about the last time you had to navigate an unfamiliar city. Once upon a time, you used a map, asked a stranger for directions, or even found your way through sheer luck. Today, you simply pull out your smartphone and have your favorite maps app lead the way.

Smartphones and mobile apps help us easily navigate unfamiliar territory. But when we get to work, many things aren’t that easy—especially in the largest global organizations.

**Shouldn’t it be easy, though?**

Unfortunately many organizations still rely on legacy on-premises systems to manage their business. These systems were designed for desk-bound HR and finance professionals a generation ago, not for the fast-paced world we live in today. Managing a modern business requires empowering your workforce with the latest technologies and accessing real-time information across the world—from a laptop in a home office to a smartphone at an airport in Beijing—to make decisions then and there, on the spot.

On-premises systems of the past may have been cutting edge when they were released, but they’re now holding organizations back. Of course, organizations could continue to get by—the same way you could still use a paper map to get around today. But could and should are two different things.

For organizations to succeed today and tomorrow, they need fast, intelligent, and intuitive solutions that on-premises systems can’t deliver.

**Something has to change. It’s time to move to the cloud.**
The technology we depend on to run our business has to be as good as the technology we use in our everyday lives. Changing this starts at the core, with cloud-based platforms that enable continuous innovation across your business.
On-Premises Solutions Hold You Back

**Disjointed experience**
Jumping from one system to another to accomplish even the most basic tasks slows you down. The experience is complicated, unintuitive, and inconsistent across devices, resulting in a lack of employee adoption and constant requests to HR for assistance.

**Cumbersome and manual**
Even if you can accomplish most major tasks with your current solution, it’s incredibly cumbersome. Siloed on-premises systems result in disconnected processes that drive inefficiency, and manual efforts to assimilate data that prevent you from making fast, accurate decisions.

**Expensive to maintain**
Solving issues often means heavy reliance on IT for customization and continued maintenance, requiring extensive time and costs. In the end, these efforts don’t deliver new innovation but simply help preserve the status quo. HR leaders can’t afford the resources to keep their outdated system running, but may feel they have no choice.

**Pose a security risk**
Security expectations are another mission-critical area where outdated solutions are a liability. They simply can’t keep up with the pace of change or give your organization the level of security it can get from a modern cloud platform.
The Needs of Modern HR Leaders Are Evolving

Today, the expectations for HR leaders are higher than ever.

They need to be more agile and keep up with the pace of change. They have to be more efficient, ensuring that every dollar spent on employees is properly allocated. They need reliable data sooner to make better, faster decisions. They need deeper analytics to make connections between HR initiatives and the rest of the business. They also need to deliver continuous innovation to compete today and tomorrow.

Forward-thinking HR leaders know they can’t do any of this with yesterday’s on-premises systems. That’s why they’re now moving to the cloud.
Embrace the Future of Work: Why HCM Must Move to the Cloud

Four Ways the Cloud Delivers Results for Your Organization

**Modern experience**

The cloud offers a modern user experience that’s intuitive, hyper-personalized, and consistent across any device. With a mobile-responsive design and self-driving transactions, leaders and employees can easily navigate the platform and find the information they need anytime, anywhere.

**Hyper-personalization**

The cloud provides flexibility and adaptability as your needs change—whether due to reorganization, mergers and acquisitions, divestitures, or regulatory compliance. HR can quickly and easily configure business requirements without relying on IT, enabling greater business agility.

**Operational efficiency**

True insight is possible when people and business data are unified in a single source of the truth. While legacy systems take care of your basic HR needs, they are often disconnected from the rest of your business. Cloud HR, Finance, Payroll, and Planning can give you an all-in-one experience that drives better visibility, agility, and business outcomes.

**Continuous innovation**

From digital assistants to predictive analytics to artificial intelligence, the cloud unlocks a new world of possibilities for data-driven organizations. In addition, an open-cloud platform ensures a future-proof solution that stays ahead of your needs.
Oracle HCM Cloud
The Future of Innovative HCM

To navigate the changing business landscape, your organization needs modern, innovative tools. Yesterday’s systems hold leaders back from the most effective and flexible approaches to solving their greatest business challenges.

Oracle HCM Cloud is the answer, by empowering organizations with an innovative solution that helps make work more human. It’s modern, personal, intelligent, and complete—the product of many years and billions of dollars in research and development.

Oracle HCM Cloud is part of Oracle’s all-in-one solution that works with the rest of your business systems, as well as any future technologies. It meets the needs of HR, IT, and the entirety of the business today, and tomorrow. Because it’s natively developed in the cloud, you benefit from continuous innovation that helps you adapt more easily and distinguish yourself from your competitors.

Learn more about Oracle HCM Cloud at oracle.com/hcm.