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Upgrading from JD Edwards to Oracle Cloud HCM

Empowering HR to make bold moves

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Executive summary

Today's work environment is experiencing unprecedented disruption. Technology is a major driver of workplace change and has transformed human expectations both inside and outside of the office. As technology continues to accelerate, employee expectations for a modern work experience are evolving at a rate many organizations are struggling to match. Companies with yesterday's legacy on-premise HR systems are simply unable to adapt to today's changing business and workforce needs. As a result, HR has become a driver of digital transformation within organizations, playing a strategic role in the alignment of people, technology, and business priorities.

Today, customers are upgrading from their on-premises HR systems to Oracle Fusion Cloud Human Capital Management to support their transformation, and provide substantial benefits, including:

More agility
Configure, rather than customize, business requirements so you can rely less on IT, and easily navigate business changes.

Faster innovation
Take advantage of automatic updates to keep up with the pace of change and free IT resources.

Transformative technologies
Get the innovations you need to compete and attract the best talent with adaptive intelligence, machine learning, a digital assistant, and blockchain embedded in your solution.

New functionality
Evolve HR with predictive analytics, next-generation recruiting, complete workforce management, talent review, and contextual learning.

Increased productivity
Prioritize tasks with a personalized homepage, run analytics and reports from visually intuitive dashboards, and complete transactions in only a few clicks – all from any device.

Improved data security
Protect your data and simplify compliance with security at every level, data encryption at-rest and in-transit, and enterprise grade cloud data centers.

Easier integration
All-in-one solution for the entire enterprise, across finance, HR, supply chain, sales, and marketing, while easily integrating with other applications.

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Oracle Cloud 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 are able to 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.
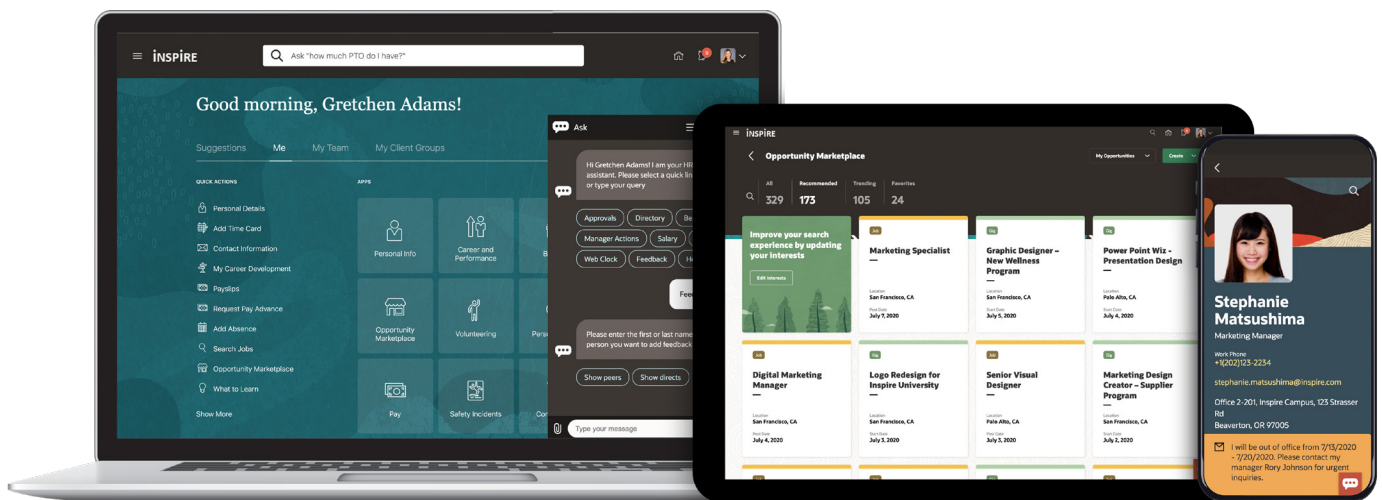
In this brochure, you'll learn the top ten reasons customers selected Oracle as their cloud solution. You'll then meet four of our customers, who boldly chose innovation over familiarity, and successfully moved their human capital management to the cloud.

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Top ten reasons customers select Oracle Cloud HCM

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1   **PERSONAL AND MODERN UX**
Oracle Cloud HCM combines simplicity and intelligence to make work more personal—learning about your interests to tailor areas like your profile, learning, mentors, and roles over time. Our conversational user interface can be accessed across multiple devices for a seamless user experience.

2   **ADAPTABLE AND EXTENSIBLE**
Your business is changing—fast. Wouldn't it be nice if your systems were agile, up-to-date, and easily configurable as your needs change? Our customers value that Oracle Cloud HCM delivers an adaptable and flexible solution through self-driving transactions to meet changing business practices, regulations, and environments.

3   **INTELLIGENT APPLICATIONS**
Oracle Cloud HCM uses an AI-first approach. This means data and advanced machine learning are combined to help improve talent management, provide complete workforce insights, and increase operational efficiency. For example, the system can highlight employees at risk of leaving and empower you to retain them.

4   **COMPLETE HCM CLOUD**
Run your business with a single technology partner. On our complete Oracle Cloud you can: manage the entire employee lifecycle, add other line-of-business applications like finance, supply chain, and sales, and gain speed and innovation from Oracle's infrastructure and platform-as-a-service foundation.

5   **BUSINESS VALUE**
Oracle customers leverage our Oracle Cloud HCM platform to deliver business value through better user engagement, simplified processes, improved productivity, and lower total cost of ownership. One example is Swedbank, a global banking group with more than 18,000 employees who reduced their TCO by 80% in their first year of implementation.

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6 INNOVATION POWERHOUSE

Innovation is the biggest benefit of moving your systems to the cloud. Our customers love that they can create tomorrow, today with technologies such as artificial intelligence, digital assistant, and IoT that are a result of Oracle's $6 billion investment in research and development.

7 DATA SECURITY AND PRIVACY

With Oracle Cloud HCM, you get multilayered security, data encryption, and state of-the-art data centers. Our platform offers security, scalability, and performance by running on best-in-class cloud infrastructure and providing unified identity and security management.

8 A VIBRANT HR COMMUNITY

The Oracle customer community meets online and face-to-face to share best practices, troubleshoot problems, and advance their HR careers. With Oracle Cloud Customer Connect, you can interact with our online network of 45,000+ HCM members.

9 CUSTOMER SUCCESS

At each step of the cloud journey, we partner with you to ensure your project is a success. New Oracle customers have access to an implementation success manager, on-demand education, as well as success planning tools. Finally, we offer 24/7 customer service across 145 countries worldwide to help you maximize the value of your investment.

10 GLOBAL CAPABILITIES

Most companies and organizations today operate in multiple countries and jurisdictions. Our customers are able to leverage our global capabilities to meet their unique needs for 200+ jurisdictions and 25+ languages.

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Meet our customers

Skanska future proofs its business with Oracle Cloud HCM

INDUSTRY: CONSTRUCTION & ENGINEERING   LOCATION: NORTH AMERICA   EMPLOYEES: 42,000

SKANSKA

Before

- Multiple acquisitions and disengaged workforce

- No single, global view across talent

- Disconnected finance and HR processes

- Lack of self-service capabilities drove excessive HR transactions and inefficiency

After

- Supports employee evaluation program to find prospective managers

- Ensures retention of skilled employees and ensured development

- Streamlines global learning, including on site construction craftsmanship

- Best-in-class practices, aligned goals and performance in one solution

"Our employees are our main assets, and it's very important for us to develop them. Oracle Cloud HCM is a flexible solution that enables us to future proof our business."

Annika Lindholm
Global HR Systems Owner
Skanska

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Overhead Door sets employee experience apart with Oracle Cloud HCM

INDUSTRY: MANUFACTURING   LOCATION: NORTH AMERICA   EMPLOYEES: 4,000

Before

- Hyper-growth in more than 30 states, two countries, and five unions

- Disconnected data from outdated paper processes for payroll and benefits

- Manual processes for 17 separate benefit plans, 76 pay type combinations

- Lacked the modern HR capabilities employees demanded

After

- A completely automated compensation model

- Eliminates paper, spreadsheets, and the back-and-forth emails

- More accurate visibility into talent requirements and resources

- HR kiosks are deployed throughout factories so employees without computers can feel ownership of their data, submit time-off requests for life events, change benefits status, and request pay slips

"Our HR organization has completely changed, and has moved out of that administrative capacity to be much more of a value-add, strategic component of the organization."

Larry Freed
CIO
Overhead Door

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A manufacturing company saves $1.5 million with Oracle Cloud HCM

INDUSTRY: MANUFACTURING   LOCATION: NORTH AMERICA   EMPLOYEES: 250

Before

- Disparate HR systems that lacked leading practices

- No cohesion between the company's systems

- Lacked on-demand employee self-service capabilities

- Compliance requirement challenges

After

- Streamlines disparate HR processes onto a single platform

- Improves employee experience and engagement

- Scales on-demand industry-specific training, saving more than 500 hours

- Saves 25% of time, translating to $1.5 million on the bottom line

"We had a separate system for every function and spent half our time just figuring out where stuff was and in which system. With Oracle we had a big opportunity to automate and to bring everything under one umbrella. We took on the whole HCM Suite."

CHRO

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A consumer goods organization improves data driven decisions with Oracle Cloud HCM

INDUSTRY: CONSUMER GOODS   LOCATION: NORTH AMERICA   EMPLOYEES: 500

Before

- Many manual processes with extensive customizations

- Inability to coordinate and report information

- Need to upgrade to latest applications due to lack of functionality

- Outdated system hindering the operations to run business effectively

After

- Gain unified, complete system with improved visibility and performance

- Able to make more informed and data driven decisions

- Many ancillary systems eliminated

- No longer behind on upgrades with quarterly updates

"Trying to have a holistic view of what we're doing and make data driven decisions... was very difficult with what we had. The full, connected set of applications will enable us to eliminate and reduce many disparate systems bringing our data together into one cohesive location."

CIO

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Contact us

Call 1.800.ORACLE1 or visit oracle.com/contact to find your local office.

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