



ORACLE

GenAI in HR

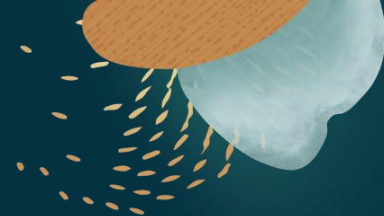
New global survey results and insights

May 2025

AI Value, Oracle EMEA Applications



Presenters today



John Menhinick

AI Value
Oracle, EMEA Applications
Senior Director



Egé Edi Siva

AI Value
Oracle, EMEA Applications
Senior Director



Sarah Horne

HR Transformation
Oracle, EMEA Applications
Executive Director

Safe harbour

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

Agenda

- 1 About the Survey
- 2 Survey Key Results
- 3 Driving Value
- 4 AI Applied, Now

About the Survey

The background features a dark blue field on the left. On the right, there are large, overlapping organic shapes in orange and purple. The orange shape has a fine dotted pattern, and the purple shape has a pattern of small, light-colored dots. A pinkish-red shape is partially visible at the bottom right.

Participant Profile



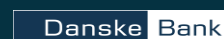
The Independent European Banking Community for Senior HR Leaders

An independent community for senior HR leaders from Tier 1 European Banks where they **connect with each other, access thought leaders, and develop innovative solutions** for the changing needs of their workforce, workplace and the future of work.

LinkedIn Page



Founding Members



Santander



Powered by



About the Survey | Deep insights into GenAI adoption in HR in EMEA

100+

**Survey
respondents**

Perspectives from HR leaders and practitioners, capturing global attitudes and emerging trends in Generative AI

>30

**Countries
represented**

Diverse geographical representation, offering insights into regional priorities, challenges & adoption patterns

10+

**Industries
surveyed**

Cross-industry participation ensures relevant sector-specific use cases, challenges, and actionable insights

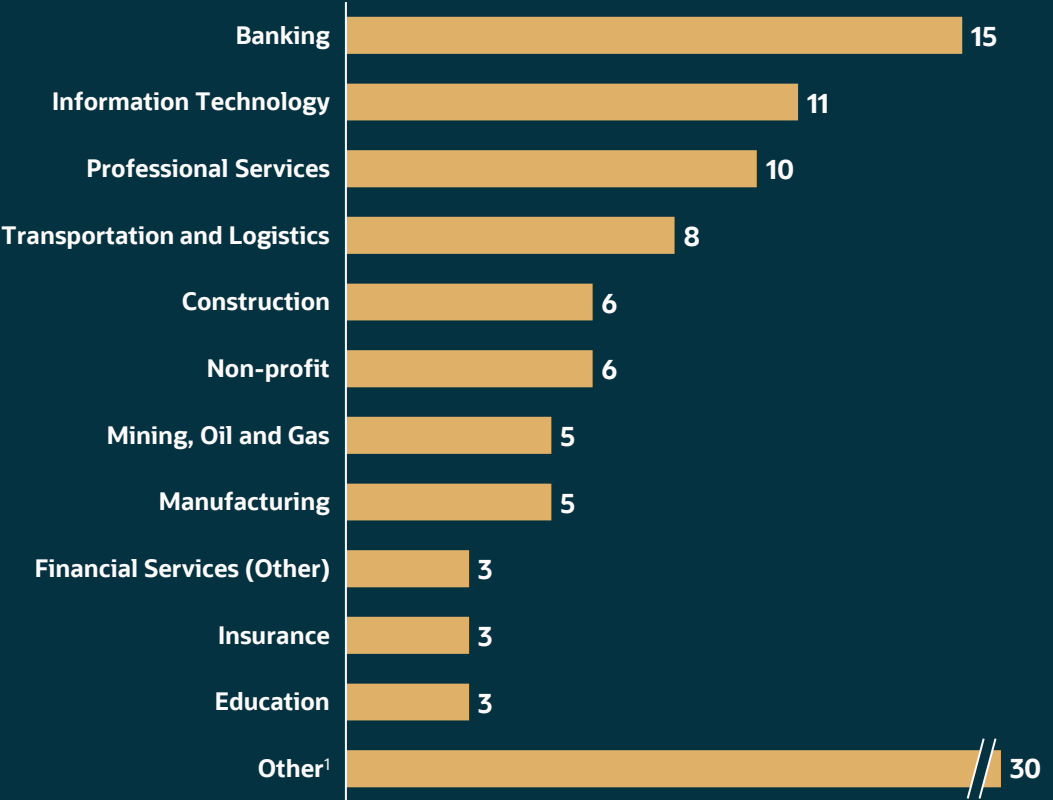
>80

**Companies
participated**

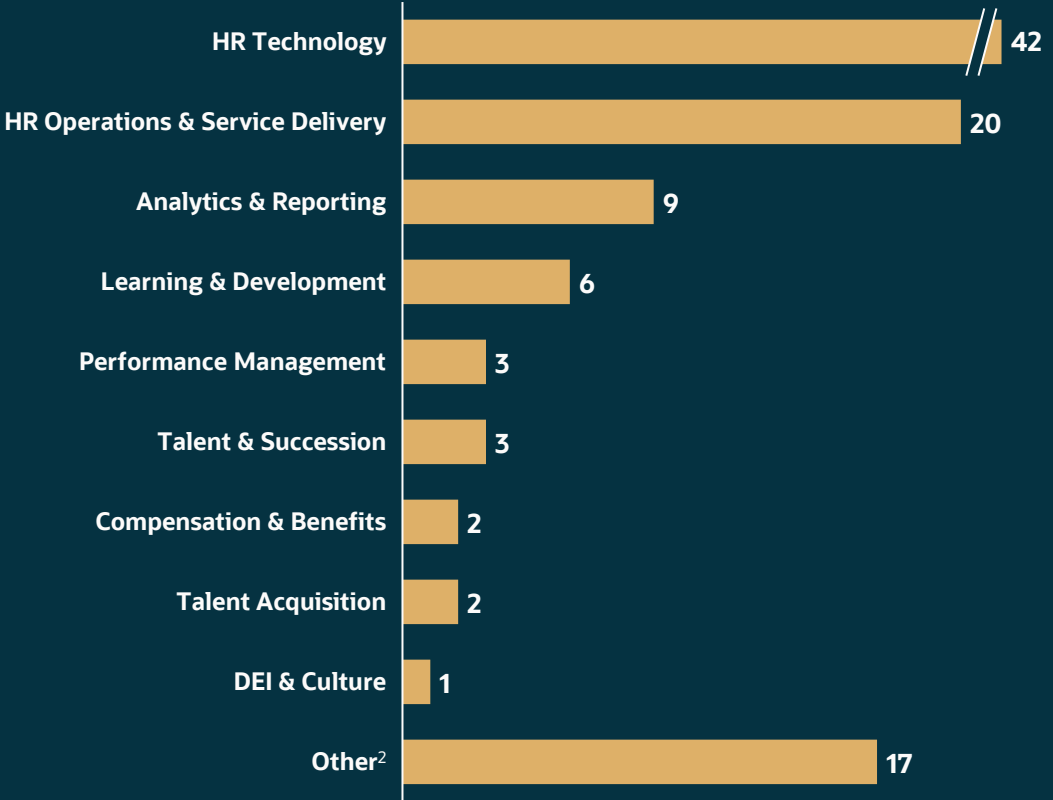
Responses from a range of companies, from multinational corporations to specialized organizations, enrich findings

Participant Profile | Diverse industries and functional representation in HR

Industries



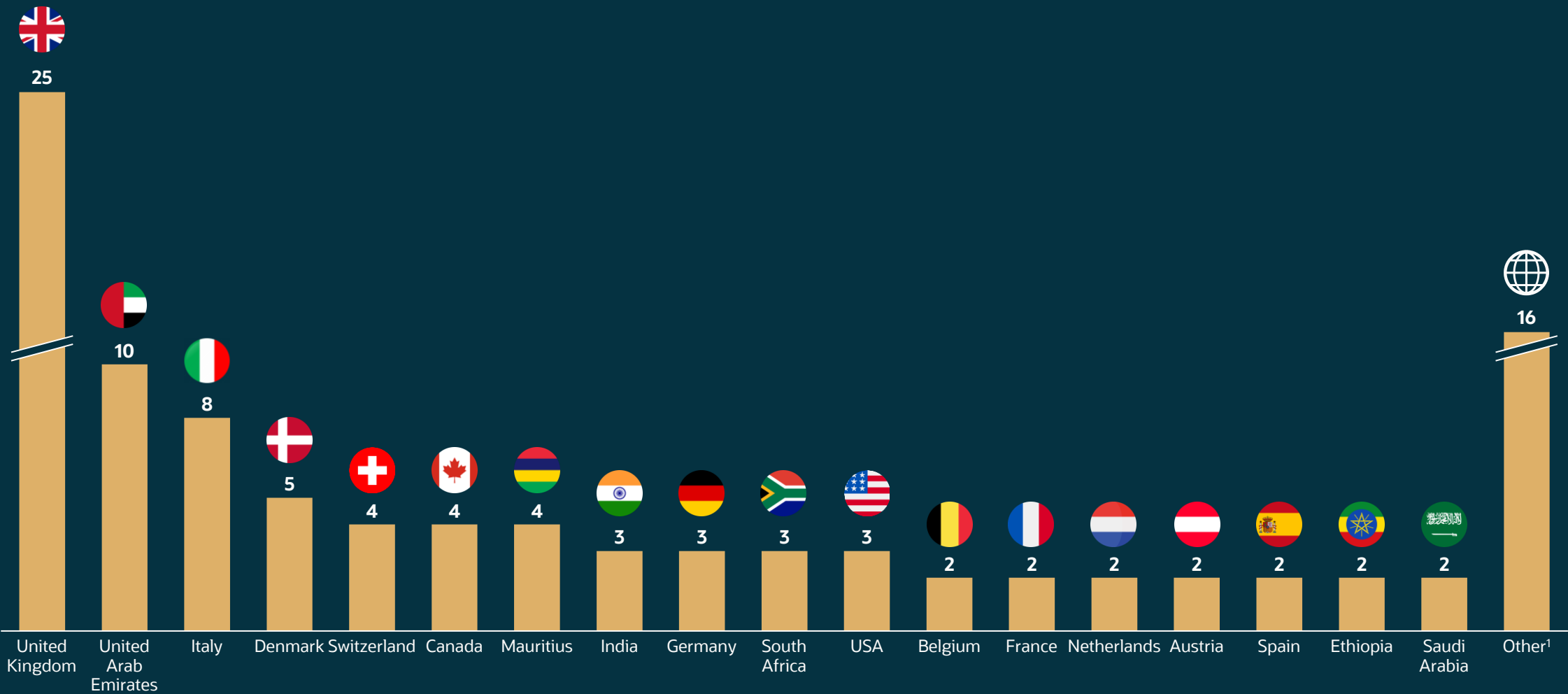
Functions



1. Includes respondents from 30 “Other” industries. | 2. Includes respondents from 17 “Other” functions.



Geography | Diverse and balanced representation across countries



1. Includes respondents from 16 additional countries



Survey Key Results

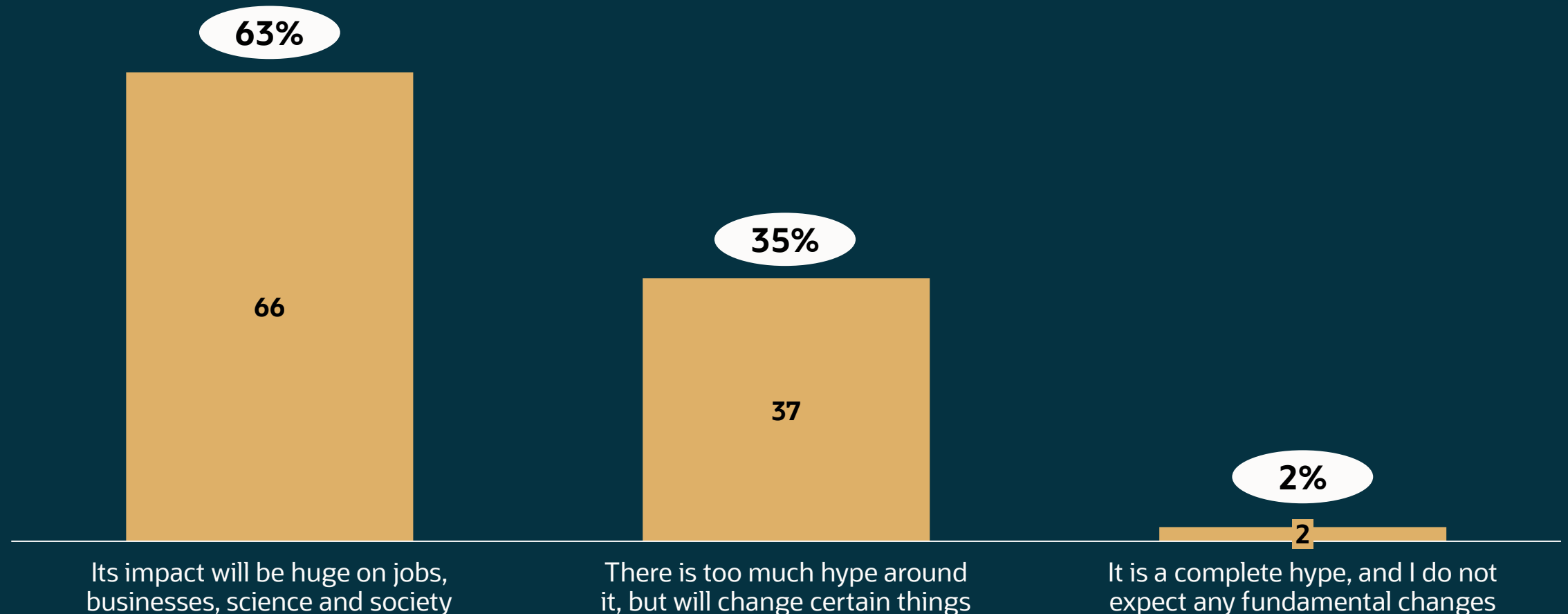
The background features a dark blue field on the left. On the right, there are large, overlapping organic shapes in orange and purple. The orange shape has a fine dotted pattern, and the purple shape has a pattern of small, light-colored dots. A series of small, light-colored dots are scattered across the orange shape, suggesting a flow or distribution.

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Perceptions, Usage and Adoption

Hype | GenAI is seen as transformational, but some skepticism remains

Question: How are you feeling about GenAI, is it here to stay or hype?

xx % of total respondents

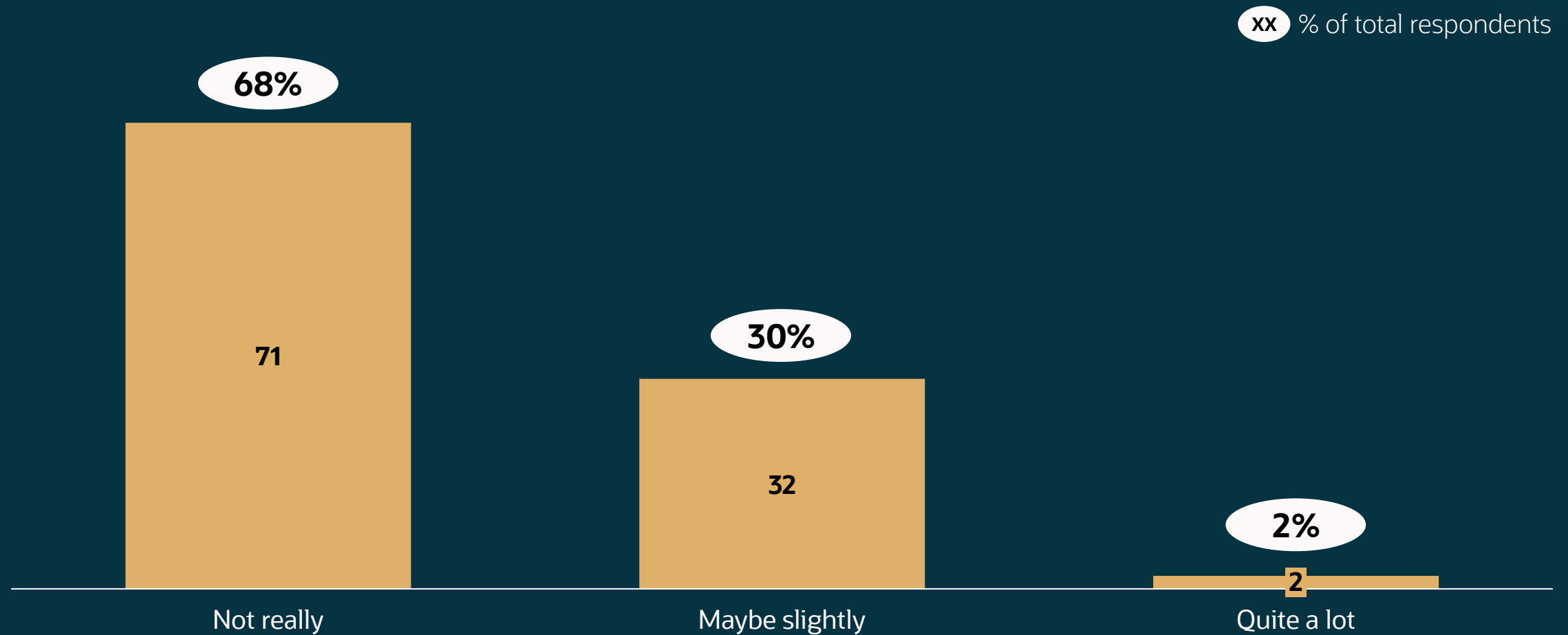


Note: N = 105



Fear | Low concerns about job displacement from GenAI

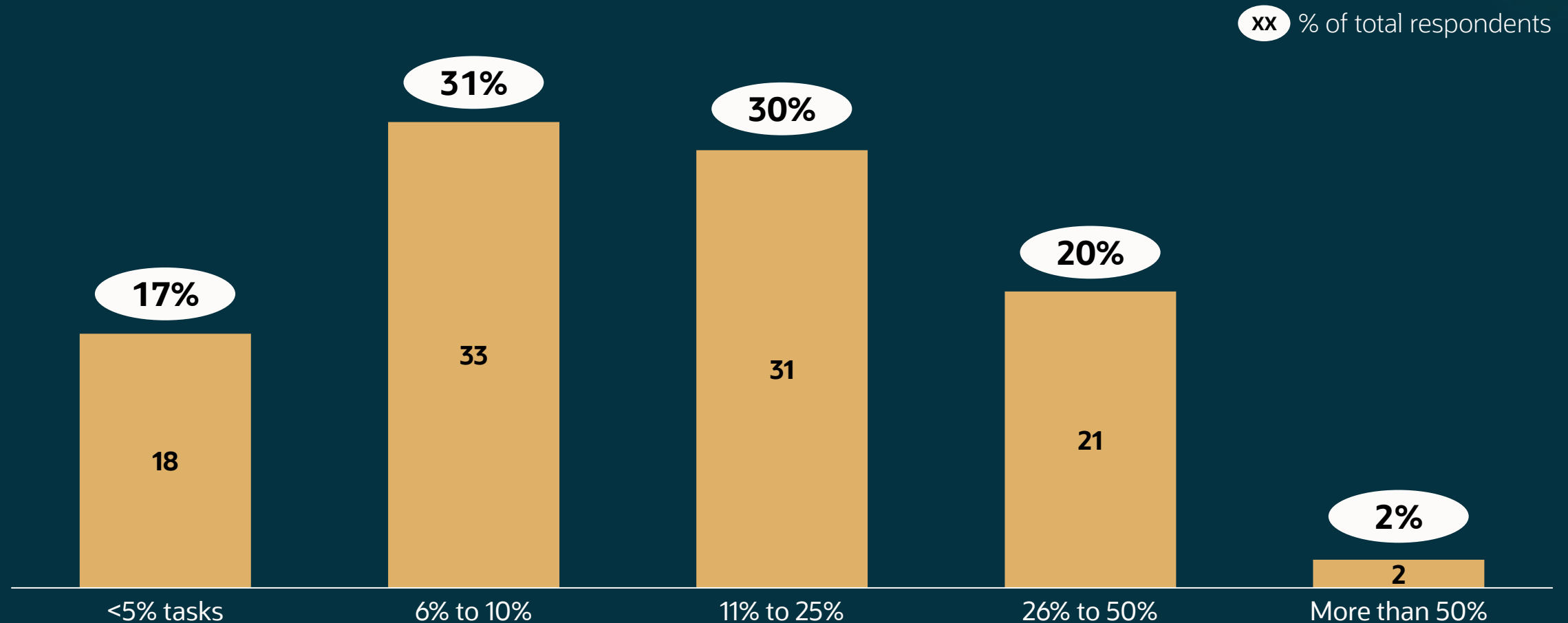
Question: Are you concerned about AI displacing your job?



Note: N = 105

Productivity | GenAI is already boosting productivity significantly

Question: To what extent can GenAI free-up your time for day-to-day tasks?

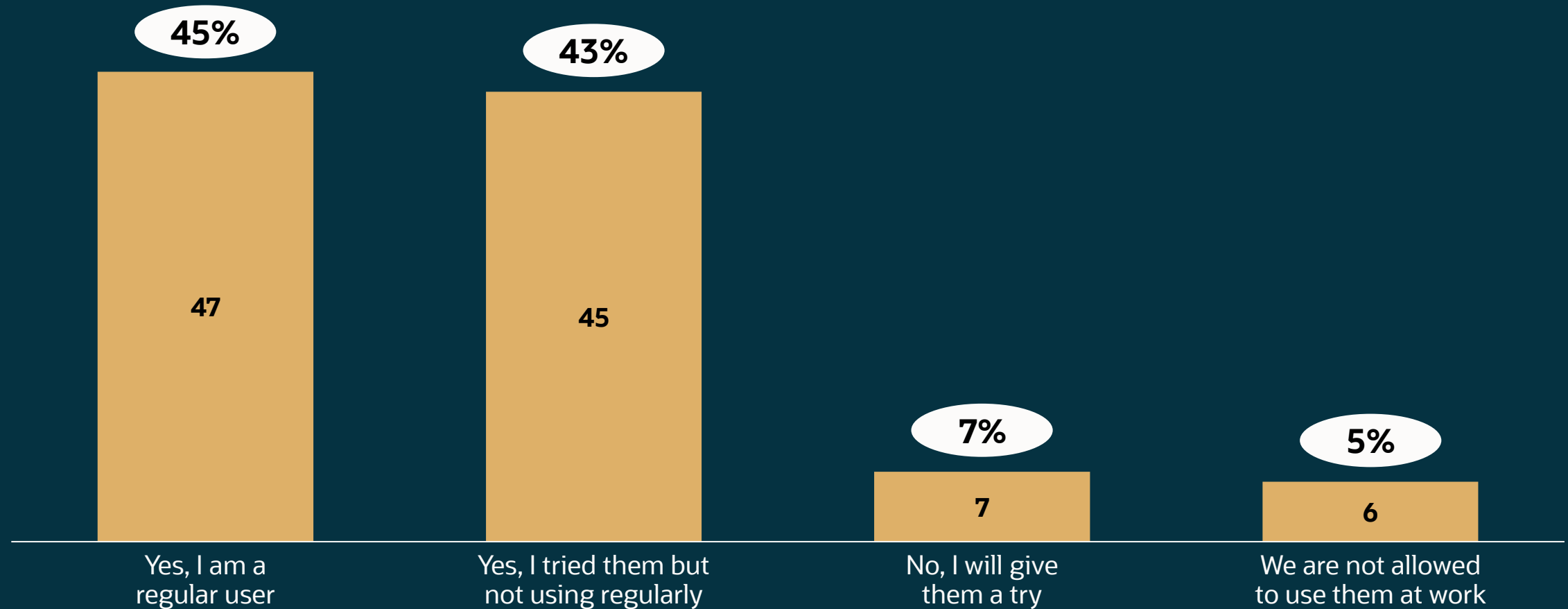


Note: N = 105

Usage | Strong adoption of GenAI, but regular usage varies

Question: Are you already using GenAI tools (e.g., ChatGPT, Cohere, Gemini, Perplexity) at work to support your day-to-day tasks?

xx % of total respondents

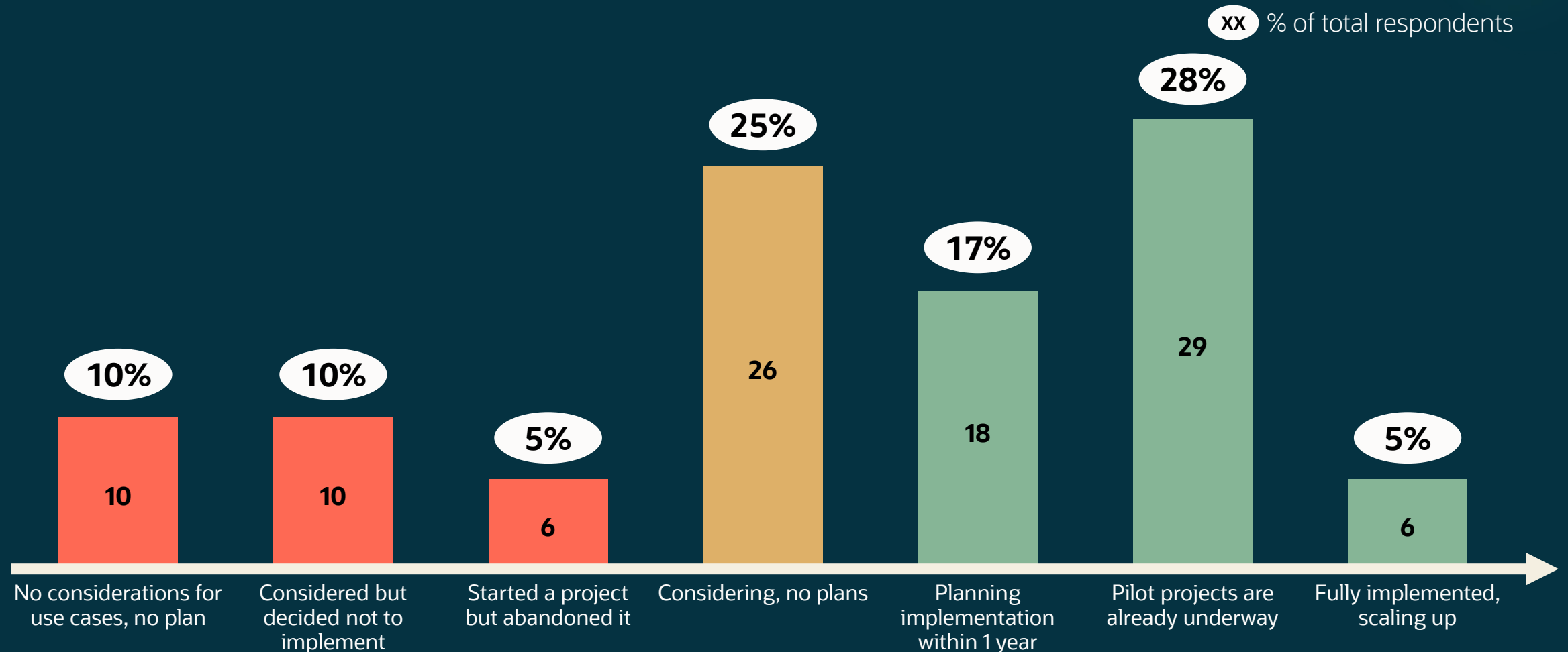


Note: N = 105



Adoption | Half of the organisations are moving forward

Question: Where is your organisation in terms of GenAI adoption in HR?

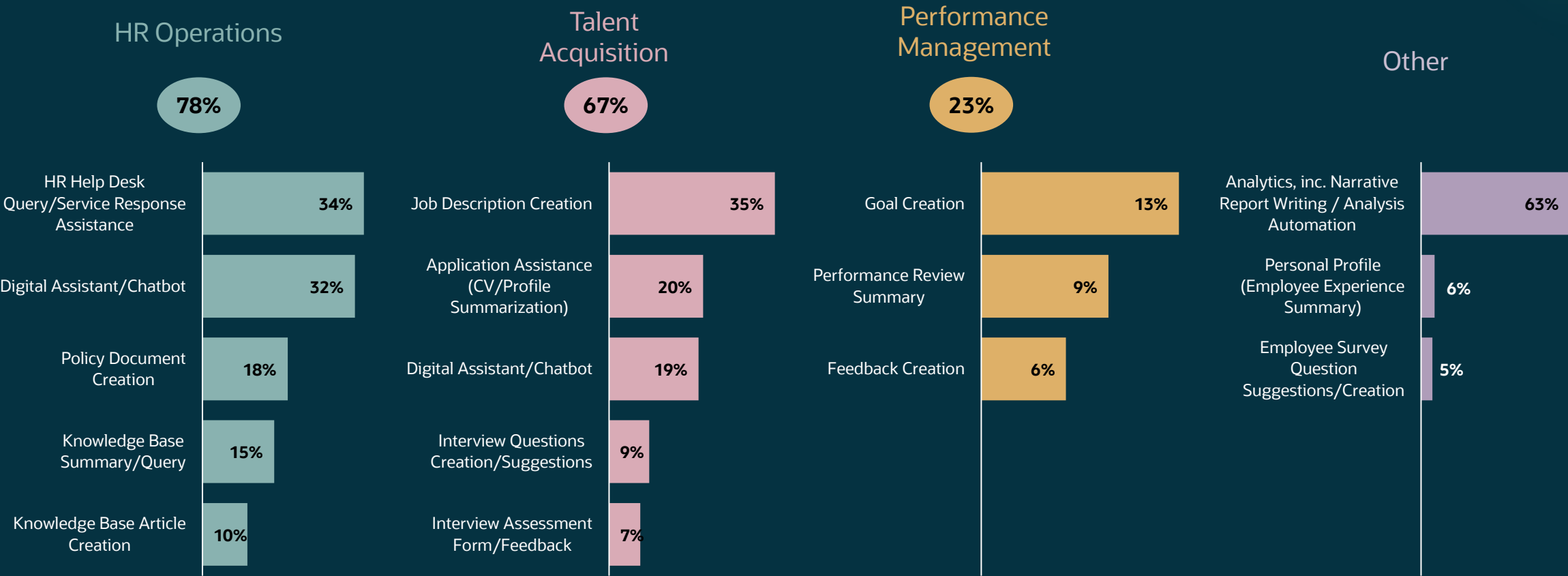


Note: N = 105



HR ROI | Greatest value expected in HR operations and talent acquisition

Question: Which top three GenAI capabilities in HR do you believe will yield the highest return on investment (ROI)? (Pick your top three)



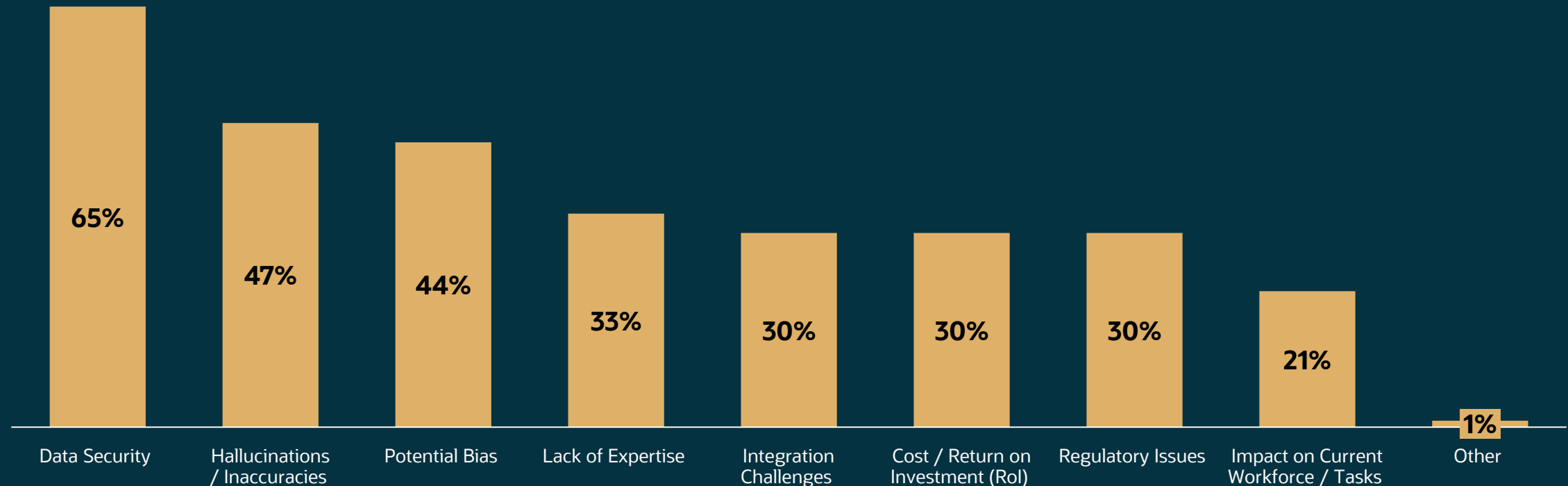
All statistics represent % of the total sample.

Note: N = 105



Concerns | Data security is the biggest single concern for GenAI in HR

Question: What are your top three concerns related to GenAI? (Pick your top three)



Note: N = 105





Embedded AI is secure and simple to use

Data is always
secure and is not
shared

Your data and the
models we use are
hosted and
managed all within
the same
infrastructure (OCI)

Guardrails protect
your business and
mitigate risk

We engineer
prompts, test results
for accuracy and
provide outcomes to
SaaS users for
human approval

AI is embedded within
workflows to support
human decisions

We design AI solutions
for specific business
problems, surfacing
results in the SaaS
applications customers
use everyday

We monitor
legislation and
regulatory changes

Oracle is committed
to complying with
data protection laws
and collaborates with
data and AI standards
organizations



“We are **sensitive about data**, and we like how everything is kept all in Oracle HCM. The data created in the Oracle environment doesn’t go to external AI generative solutions – and **this is more sustainable from a data privacy point of view.**”

Annalisa Silvestri

Head of HRIS & Global Payroll Lead

Electrolux Professional Group

on-demand [here](#)

Driving Value



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Making Impact on Business Outcomes

What set organisations Apart?



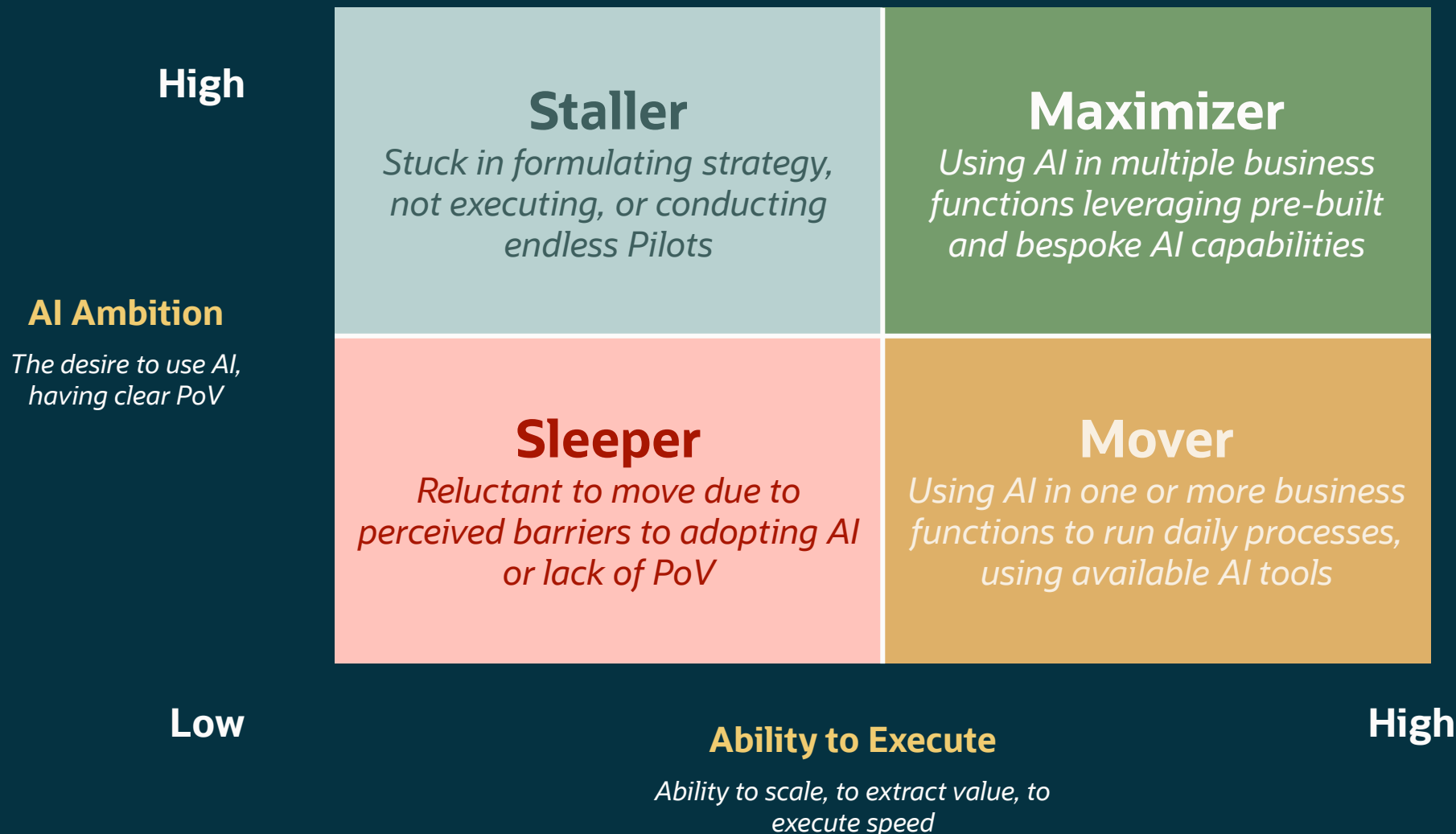
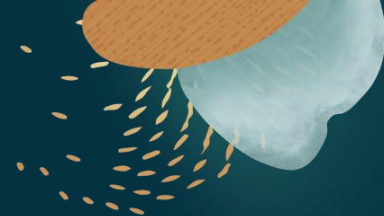
Ambition for AI

How committed is the organization to using AI as a driver of change and competitive advantage?

Ability to Execute

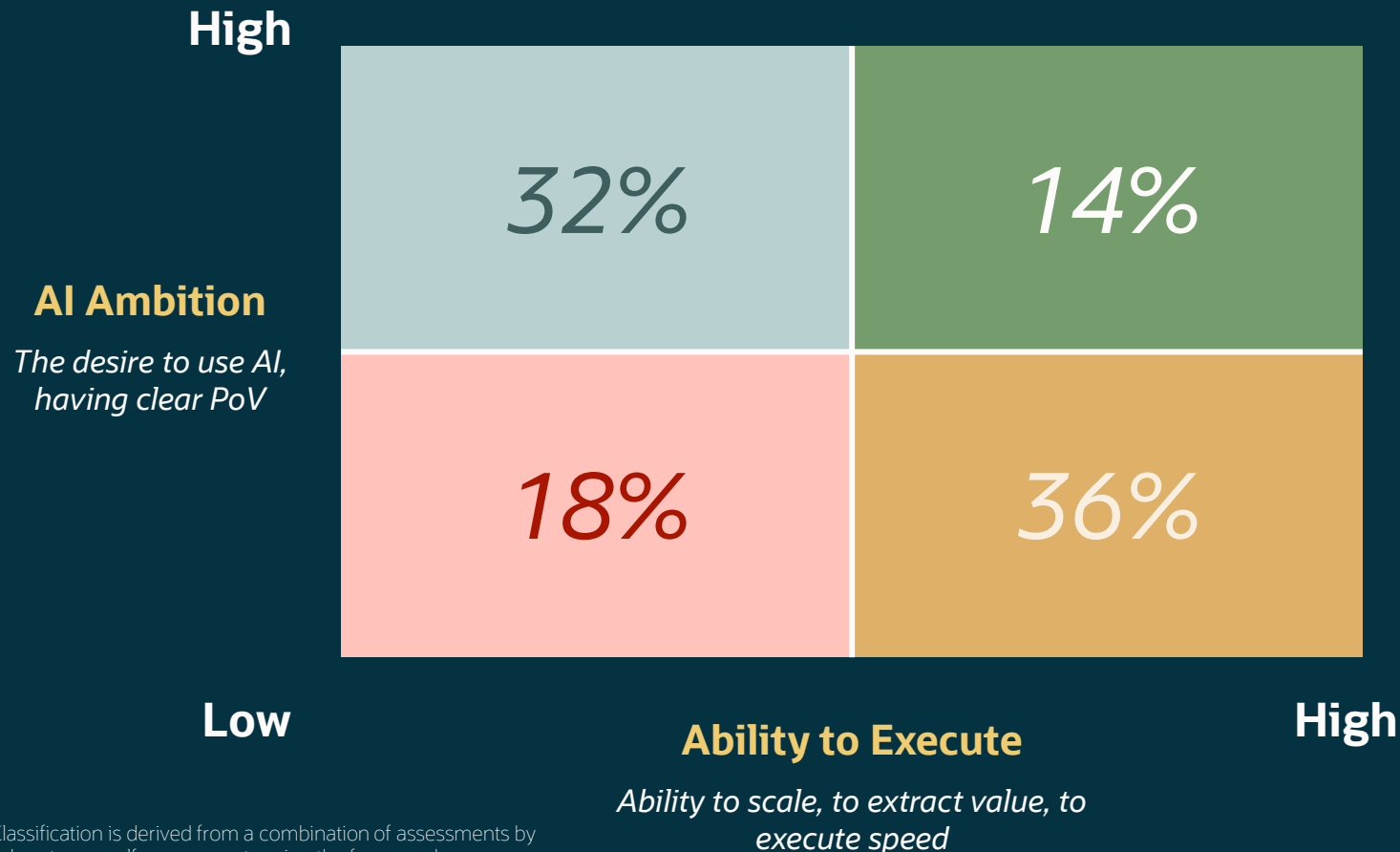
How effectively can the organization deploy, scale, and operationalize AI technologies?

4 Archetypes of AI Adoption



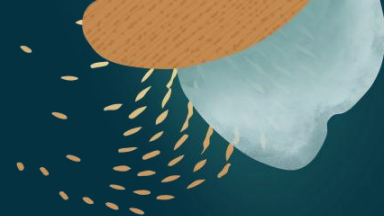
About AI Adoption Today: A Tale of Two Halves

Our initial research reveals a near-even split: while half of organizations have started applying AI and scaling, the other half remain stalled or inactive, yet to unlock meaningful value



* Based on initial research. Classification is derived from a combination of assessments by the Oracle AI Value Team and customer self-assessments using the framework.

Guiding principles irrespective of where you are today



People

Raise Awareness About What You Already Have

Lead and Inspire with Business Value



Process

Balance Quick Wins with Long-Term Scalability

Tie AI to Business Outcomes



Ecosystem

Bridge Business and IT Early

Build Your AI Center of Excellence (CoE)

Start with embedded AI for quick value

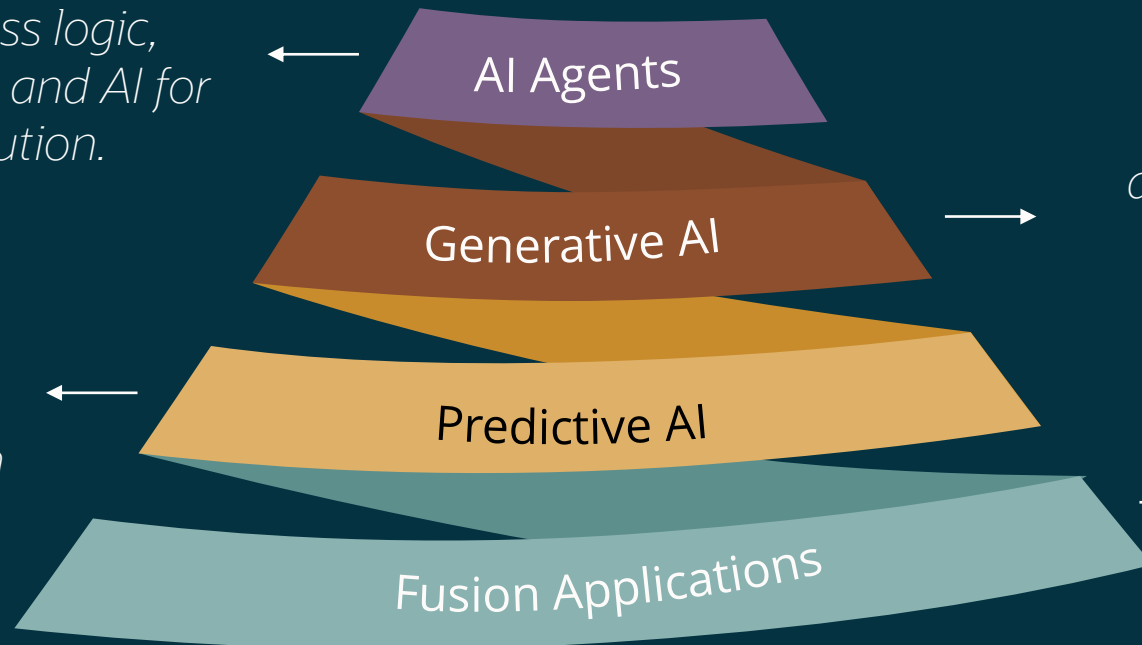


AI Agents

Orchestrates end-to-end processes by integrating business logic, workflows, automation, and AI for autonomous execution.

Predictive AI Value

Learns from your data to make better predictions and drive consistency & quality in business outcomes.



Generative AI Value

Elevates user experience and boosts productivity by automating repetitive tasks.

Baseline Fusion Value

Automates workflows with rule-based logic and technology (e.g. RPA), ensuring efficiency and best-practice execution.

wood.



“**ROI** is very much a **focus area** for any leadership team within the organization.”

Dawn Tittensor

*VP, Digital Transformation
(People Systems)*

Wood plc

on-demand [here](#)

Average time to hire

53% productivity increase

45.1 days → **21.1 days**
Q1 2025 pre-AI Q4 2025 post-AI

** Trade & Craft Workforce*

AI Value extends beyond just productivity gains



Efficiency

"Getting things done right"

AI makes tasks and workflows more efficient



More volume, less errors



Higher speed



Automated processes



Effectiveness

"Doing the right things"

AI finds hidden data patterns to enable new ways of working



Better decisions



Higher quality



Consistency



Experience

"Making things feel right"

AI enhances the user experience and makes the product delightful to use



Intuitive navigation



Personalised interactions



Conversational interface

AI Applied, Now



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The Activate AI Programme

The Value of AI in Oracle Cloud HCM



Find candidates faster and reduce
time-to-hire by ...

10%

26%

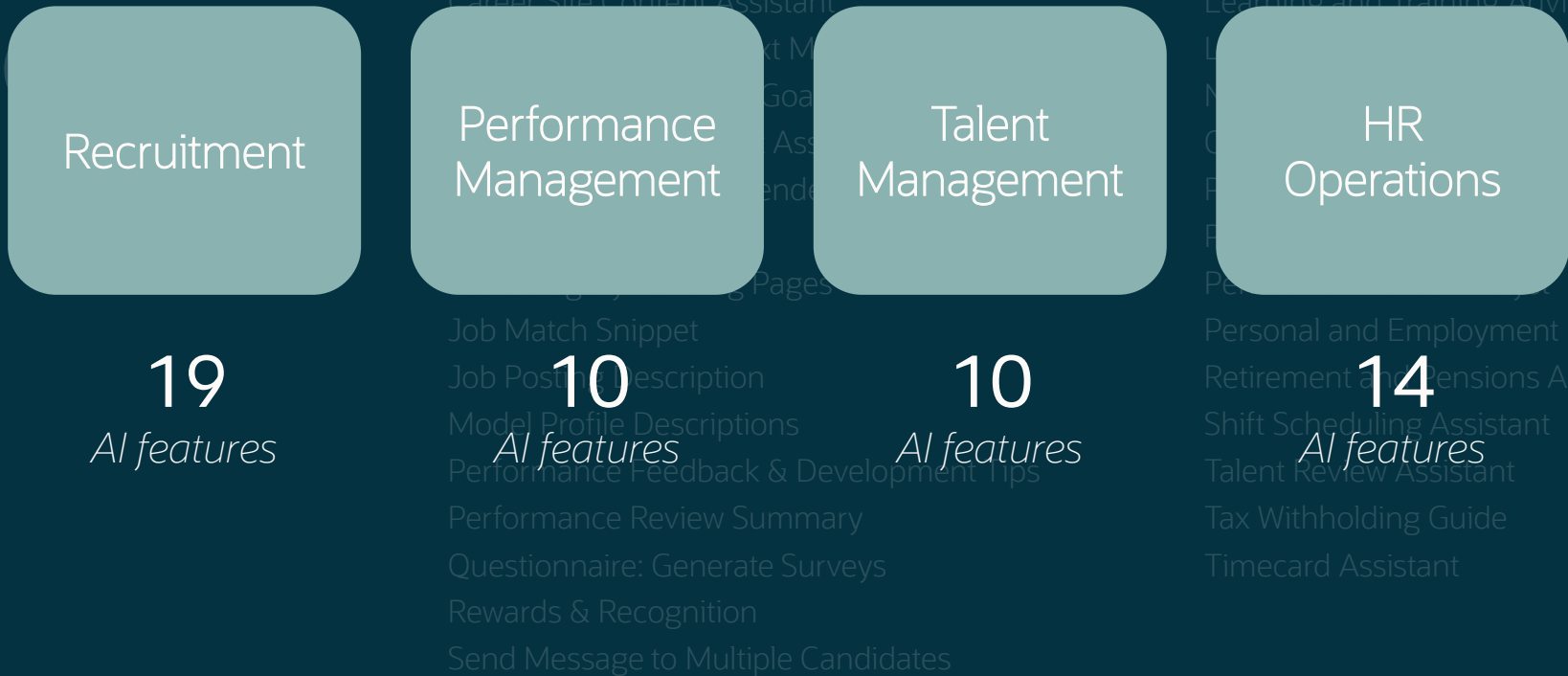
less time on administrative tasks so you
can focus on more value-adding tasks

Boost career growth by more than..

30%

* Statistics based on experience from Oracle Fusion Customers and Oracle Playbook on AI Excellence and HR Excellence.

Oracle has created 'AI Packages' - a collection of high value, functionally similar AI features that are organised around customer processes



Predictive AI

- Similar Jobs
- Suggested Jobs
- Similar Candidates
- Suggested Candidates
- Time to Hire
- Suggested Careers
- Suggested Successor

Generative AI

- About Me (Connections)
- AI Assistance Enhancements for Manager Evaluations
- AI Assistance for Marking Composites
- AI Assistance for Requested Feedback
- AI Assistance for Writing Feedback
- AI-Suggested Goals Based on Previous Performance
- AI-Suggested Goals for Self & Others
- Candidate Experience Summary
- Career Site Content Assistant
- Next Move
- Goal Assistant
- Performance Feedback & Development Tips
- Performance Review Summary
- Questionnaire: Generate Surveys
- Rewards & Recognition
- Send Message to Multiple Candidates

Generative AI Agents

- Benefits Analyst
- Career Planning Guide
- Collective Agreements Analyst
- Compensation Guidelines Analyst
- Compensation Guidelines Assistant
- Employee Hiring Advisor
- Employee Time Assistant
- Job Seeker Analyst
- Learning and Training Advisor
- Learning Assistant
- Manager Assistant
- Personal and Employment Details Assistant
- Retirement and Pensions Analyst
- Shift Scheduling Assistant
- Talent Review Assistant
- Tax Withholding Guide
- Timecard Assistant



1A Candidate Experience Summary

How does it work?

Generates a work summary for candidates in Oracle Recruiting Assistant when they apply for a job. Using AI Assist capabilities, the work summary is generated based on the candidate's resume to match the job that they're applying for. Candidates have the option to review the work summary, make changes to it, and then add it to their job application.

Benefit

Provides quick executive summary of candidate resume for better reception by recruiters and hiring managers.

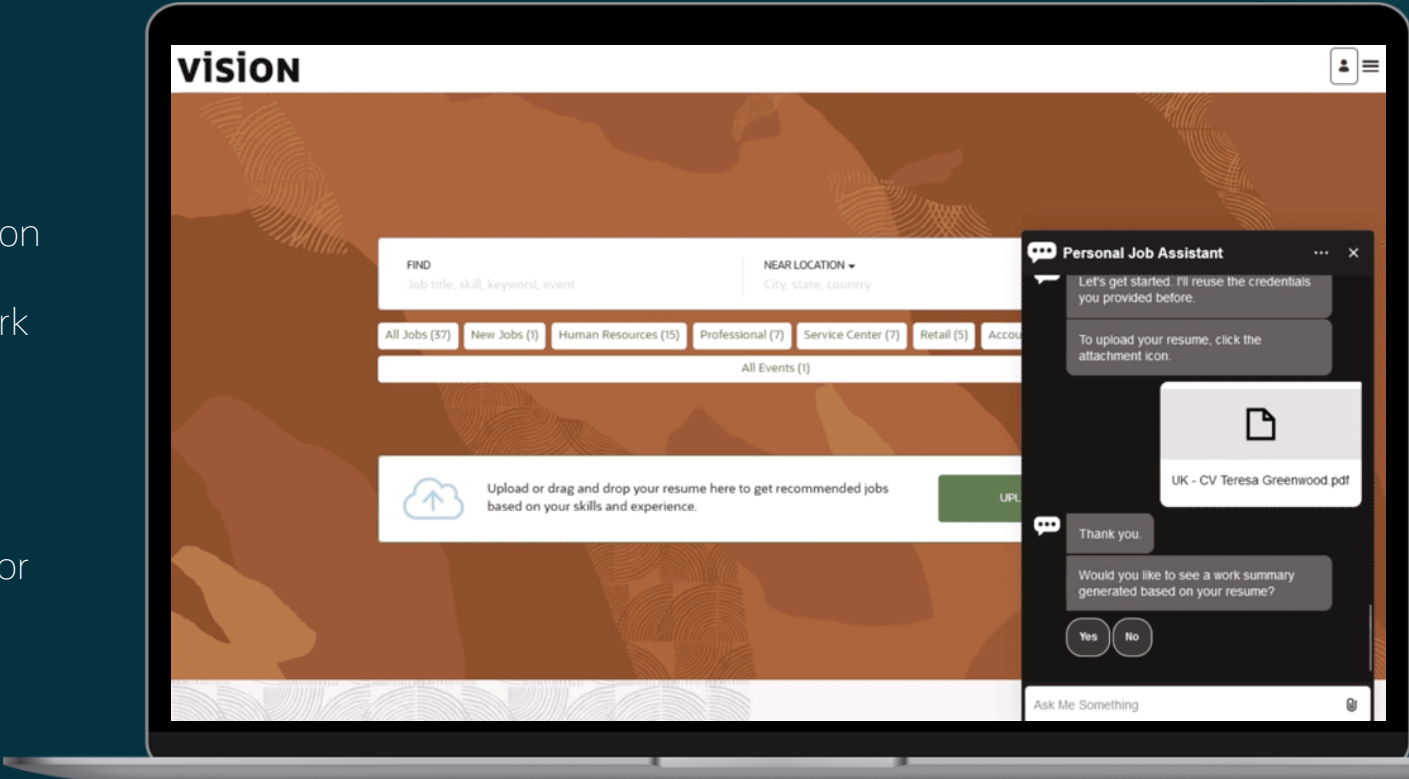
[See it in action](#)

[Activation Guides](#)

Package: Recruitment
Module Required: Recruiting Booster
Technology: Generative AI

Redwood: Not required
Prerequisites: N/A
Primary User: Candidate

available from  24A



The Activate AI Programme

A fast-activation programme designed to enable you experience the benefits of AI fast!

- Our goal is to help you **turn on & use** AI quickly and simply
- There are two routes you can take to get activated:

1

Self Activation

- You/your partner use product documentation and enablement material
- Oracle provides demos, run-books, steps to enable guides etc
- No cost exercise

2

Oracle Supported Activation

- Activation supported by Oracle consulting and delivery teams
- Oracle will partner with you to configure, test & enable AI features quick and easily
- Chargeable (fixed scope, low cost)

Please email enquiries to:
activate-ai_mb@oracle.com



THE
VERY
GROUP



“It was **very, very simple to enable**. Just a straightforward enabling of an option within the visual builder screen and **the AI assisting goals were there.**”

Colin Garside

HR & Finance Systems Manager

The Very Group

on-demand [here](#)

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