Oracle Insight
A Talent Acquisition Discussion

Talent Acquisition Has Become The Most Pressing HR Challenge For Organisations Today

TOP HR CHALLENGES FACED BY ORGANISATIONS[1]

63% of CEOs are worried about the finding people with key skills[2]

44% are struggling to improve candidate experience [3]

54% state talent shortages are impacting their ability to serve clients[4]

Source: [1]Human Capital Trends 2014 survey, Deloitte University Press, [2]PwC: 17th Annual Global CEO Survey, 2014, [4]ManpowerGroup: Talent Shortage Survey 2013

Oracle Provides A Complete And Modern Talent Acquisition Cloud Solution

Why with Oracle HCM Talent Acquisition Cloud?

- **A Market Leader:** We are a market leader for cloud recruiting with around 5000 customers and growing
- **A Complete Solution:** While other providers may be strong at one or two components of your talent acquisition process, our solution is complete, end-to-end. Sourcing, recruiting, and onboarding, with embedded social, mobile, and analytics, all from one proven, enterprise grade provider. There's no need for multiple point solutions that don't work together.
- **Highly Configurable:** Our solution is flexible enough to meet even the most complex, global business requirements. Each user can experience a tailored, personalized presentation of information. This improves data security, user adoption, and overall system effectiveness.
- **Partner Ecosystem:** Our customers are also able to add-on and partner with over 100 pre-integrated partner solutions to further extend their capabilities and meet their unique requirements
- **Complete HR Suite:** Whether you are looking for a standalone talent acquisition solution, or want to expand out to other talent management or even global HR functions, now or in the future, you can rest easy knowing all those options are available to you as our solution is part of a complete cloud HR suite.

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Oracle Insight
A Talent Acquisition Discussion With [Company ABC]

Oracle's Talent Acquisition Cloud Solution Provides A Range Of Business Benefits

Find The Best Talent, Faster

- Talent engagement and nurturing builds a pool of warm leads through talent communities, job alerts and recruitment marketing campaigns
- Great candidate experience through the building of content-rich career sites, personalised experiences, and mobile friendly designs

Reduced Manual Processes

- Streamlined processes & flexible workflows for efficiency and consistency
- Productivity boosting features like interview schedule management and online offer letter creation

Improved Reporting & Analytics

- Best-in-class capabilities for ad hoc query and analysis, dashboards, exception alerts, enterprise reporting, and mobile analytics
- Track and report on the effectiveness of social recruiting activities and job advertisements allowing for future optimisation

Oracle Has Helped Customers Achieve Significant Results

Baloise Group

Reduced cost per hire by **92.3%** for corporate functions

acciona

Increased application completion rate **from 70% to 95%** with multi-lingual UI

Schneider Electric

Established a standardised global recruitment platform throughout **130 countries**

Next Step – Get Your FREE Best Practices Assessment

ORACLE TALENT ACQUISITION BEST PRACTICES ASSESSMENT

Talent Reach	Candidate Experience
Are you using the latest techniques to reach as many candidates as possible?	Are you offering a positive online application experience?
• Engaging career site • Multi-lingual career site • Career site optimised for mobile • Talent community sign-up • Job alerts sign-up • Share buttons for job postings • Jobs pushed to social sites (Facebook, Twitter, LinkedIn) • Facebook jobs page • SEO for job pages	• Personalised career site experience based on location and previous site activity • User friendly job search • Search Job pages optimised for mobile • Apply from mobile devices • Auto-populate candidate profile from social networks

How Do You Stack Up Against Industry Peers & Best-In-Class Companies?

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