

Meet the Changing Needs of Your Workforce

Why HR must move to a unified cloud



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“88% view cloud as a cornerstone of their digital strategy and believe it is vital to driving revenue and maintaining a strong position in the marketplace.”

Deloitte US Future of Cloud Survey Report, 2022

Navigating a world of constant change

Every facet of work is undergoing massive change, from employee expectations to job responsibilities to the way businesses find and retain talent. Expectations on HR leaders are higher than ever. You must balance constantly changing business demands with employees' expectations in order to build a resilient workforce that drives profitability and unlocks greater business success.

To do this successfully you need greater agility, reliable data and real-time insights, advanced technology to automate processes and deliver intuitive, personalized experiences, all while ensuring compliance and mitigating risk.

On-premises systems have served a critical purpose for organizations for many years and continue to do so. However, as times change it becomes increasingly hard for those systems to provide the technology and capabilities you need to successfully meet today's employee and business needs.

To succeed in a world of constant change, HR leaders need a comprehensive, agile, and intelligent solution that can connect every person and process across the enterprise, scale with you, keep your data safe, and deliver continuous innovation on your behalf.

Five ways on-premises systems are failing HR today

1

OUTDATED TECHNOLOGY

Legacy systems often can't support the latest technologies like generative AI and machine learning, which means productivity and employee experience suffer, putting your business at risk of falling behind the competition.

2

DISJOINTED EXPERIENCES

As organizations realize the inadequacies of their current systems, some opt for 3rd party add-ons rather than fully migrating to the cloud. Moving from one system to another to accomplish even the most basic tasks slows you down, results in a lack of employee adoption, and bogs down HR with help requests.

3

DISCONNECTED DATA

With data stuck in siloes, visibility is limited and prevents you from making fast, accurate decisions and achieving cross-functional alignment. Getting a clear picture of workforce status requires time-consuming, manual efforts which are expensive and error prone.

4

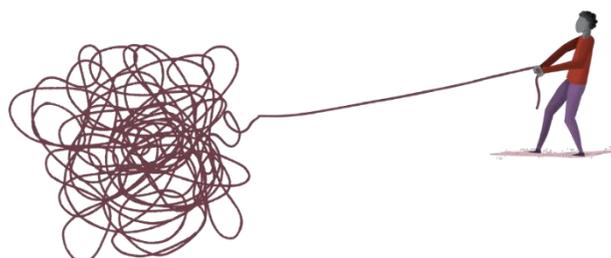
SLOW TO ADAPT

Maintaining your legacy system and complex 3rd party integrations often requires heavy reliance on IT for fixes and patches, customization, or to support a major upgrade, resulting in extensive time and costs. In the end, these efforts don't deliver new innovation, but rather help to preserve the status quo.

5

INCREASED SECURITY RISK

On-premises systems aren't able to automatically update to comply with changing regulations. Since they require your organization to manage security and house data across multiple 3rd party apps, they pose greater risks than a modern cloud platform managed by a single, trusted vendor.



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Top 10 signs that it's time to move to the cloud

- 1. You need an on-premises upgrade.** Customizations are a very real issue with legacy applications. Many customizations aren't "upgrade safe," and every customization or upgrade in your incurs extra costs and involves extra time to test.
- 2. Your data security is out of date.** You're unable to keep up with the latest security threats.
- 3. Taking advantage of new technologies is increasingly challenging.** You struggle to apply emerging technologies, such as AI, to your business processes.
- 4. Your on-premises systems require new hardware.** Your company's physical infrastructure is past due for an expensive capital replacement.
- 5. Your on-premises maintenance costs are increasing.** Your system fees and services costs are increasing annually.
- 6. The number of disconnected systems and data silos is increasing.** Growth in disconnected systems and data silos results in conflicting answers to key questions, added costs, and increased security risks.
- 7. You're experiencing rapid and global company growth.** International expansion, mergers, acquisitions, and divestitures are hampered by your applications.
- 8. You're faced with new compliance requirements.** Increasing financial and compliance requirements impact your business.
- 9. Your business demands are increasing.** Your business cannot keep up with increasing demands from customers, partners, and employees.
- 10. Your business is facing economic uncertainty.** Your existing business model and processes aren't fast or agile enough to address remote work, virtual connections, or volatile labor markets.

"HR leaders are more than **two times as likely** to view cloud solutions as very effective when compared to on-premises products."

- *Gartner Says Cloud Will Be the Centerpiece of New Digital Experiences*
Gartner, 2021

Five benefits of a unified cloud solution

A complete suite of unified cloud applications brings consistent processes and a single source of truth across your most important business functions. Some vendors claim to have a unified cloud solution but have added innovation primarily through acquisition and continue to operate on an outdated core system. The result is multiple disparate solutions that require complex integrations. Teams thrive when they share a common data source, common workflow engine, and a consistent user interface.

1

MODERN EXPERIENCE

The cloud supports a modern, intuitive user experience. By drawing from a single source of people and work data, you can create personalized experiences that meet unique needs and support employee success across all applications in your enterprise.

2

BUSINESS AGILITY

The cloud provides flexibility and adaptability as your needs change—whether due to workforce shifts, reorganization, mergers and acquisitions, divestitures, or regulatory compliance. HR can react to change faster than ever before by quickly and easily configuring experiences without relying on IT.

3

OPERATIONAL EFFICIENCY

A fully integrated cloud suite enables teams to operate from a single source of truth. With an all-in-one experience, you'll spend less time analyzing requirements and integrating, managing, and upgrading hardware and software, and more time on tasks that directly affect your business outcomes.

4

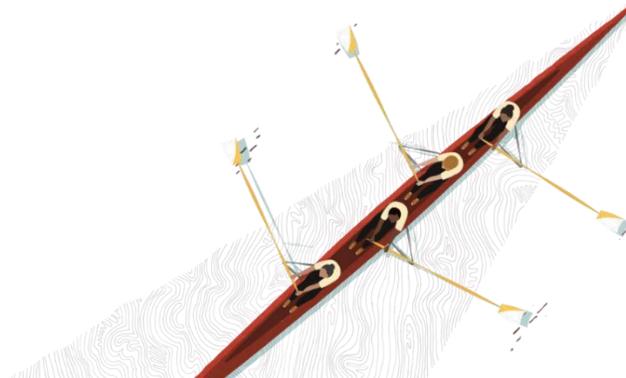
RAPID INNOVATION

From digital assistants to predictive analytics to artificial intelligence, the cloud unlocks a new world of possibilities for data-driven organizations. Updates are delivered automatically, providing new capabilities without undergoing a major upgrade.

5

AUTOMATED SECURITY

Cloud-based security is highly automated and designed to provide better data protection, scalability, and performance. Data is protected using encryption and continuous automated monitoring of user access and activity to mitigate risk.



Oracle Cloud HCM: A comprehensive HR solution



Oracle Fusion Cloud HCM is a complete cloud solution that connects every **human resource process**—and every **person**—across your enterprise.

- ☑ One natively designed, comprehensive suite
- ☑ One experience, accessible where and how employees work
- ☑ Consistent processes and a single source of truth
- ☑ One scalable technology platform with a single data and security model
- ☑ AI-embedded infrastructure
- ☑ Easy for HR to configure, minimizing reliance on IT

By moving to Oracle Cloud HCM, our customers can benefit from the only complete employee experience platform that empowers talent to connect, grow, and thrive. Automatic updates ensure our customers are always leveraging the latest innovations like generative AI and predictive analytics. These innovations are realized throughout the application suite in products like Oracle Recruiting and Oracle Grow that deliver personalized recommendations driven by machine learning. Our voice-enabled Oracle Digital Assistant provides AI-powered guided workflows for employees whether they're at their desk or on the go.

Oracle is committed to continuous innovation, as proven by our record of 98% delivery on our roadmap. We know that organizations like yours drive our success, which is why we source 80% of product updates from customer feedback. Begin your journey to the cloud with Oracle Cloud HCM and provide your organization with the power to succeed in the changing world of work.

“We replaced 20+ legacy systems with Oracle’s ERP, EPM, and HCM Cloud. A turning point for our organization was accepting that this was not an IT problem but an overall business problem. We realized what the cost of not acting was.”

- Derrek Gafford, Executive Vice President, TrueBlue

Get started with Oracle Cloud HCM

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