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Upgrading from PeopleSoft to Oracle Cloud HCM

**Empowering HR to make bold moves**

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 Cloud HCM 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, digital assistants, and blockchain embedding in your solution.
New functionality	Evolve HR with predicative 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 entry level, data encryption at-rest and in-transit, and enterprise grade cloud data centers.
Easier integration	All in one with ERP, EPM, SCM, and CX, while easily integrating to 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, global 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 assistants. Moving to Oracle Cloud HCM is enabling our customers to future-proof their business.
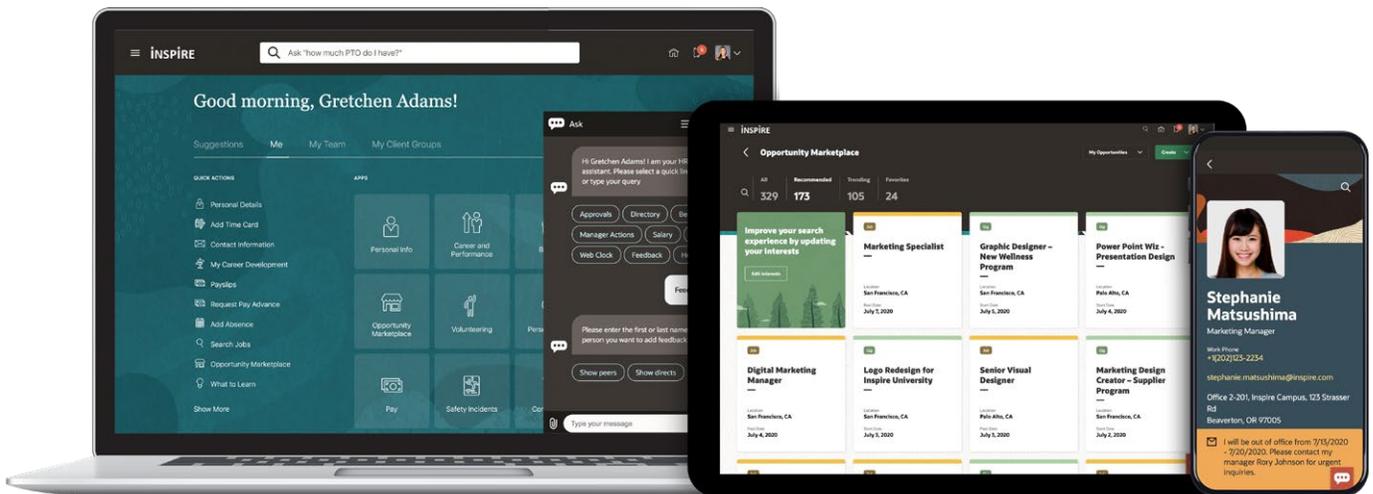
In this brochure, you'll learn the top ten reasons customers selected Oracle as their cloud solution. You'll then meet five of our customers, who boldly chose innovation over familiarity, and successfully moved their human capital management to the cloud.

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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

★ macy's

Macy's goes bold, modernizes HR team in the Cloud

INDUSTRY: RETAIL   **LOCATION: NORTH AMERICA**   **EMPLOYEES: 130,000**

"Our guiding principle was to use Oracle's delivered functionality to the greatest extent possible, rather than customizing features that would require additional maintenance. As a result, we are better positioned to grow with the Oracle product as new features become available."

VP HR Business Processes and Solutions, Macy's Inc

Before

- Busy maintaining expensive on-premise PeopleSoft system

- Bogged down by manual processes

- Hard-to-scale talent strategy

- Lack of global people analytics

- No self-service capabilities

After

- 63 disparate HR systems upgraded to 1 cloud platform

- 142%+ decrease in benefits plans

- 97,000 transactions, now self-service

- 1M Lines of payroll data processed per hour

- PaaS + SaaS integration

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Citizens Bank unleashes mobile-responsive experience for employees

INDUSTRY: FINANCIAL SERVICES   **LOCATION: NORTH AMERICA**   **EMPLOYEES: 17,594**

"Upgrades to our Oracle cloud apps have been great. We have gone away from those million-dollar upgrades with an insane amount of time and resources committed to an end we weren't sure of. It's been a lot easier—and it's really been agile."

HR Delivery Manager, Citizens Bank

Before

- Efficiency constrained by a heavily customized PeopleSoft system

- Lacked an adaptable solution to manage an IPO and 25 strategic acquisitions

- Unable to meet mobile and modern requirements of a new workforce

- No access to real-time analytics

- Slow compensation reviews

After

- More than US$1 million in on-premise savings

- 38% improvement in application fulfillment

- 9% reduction in time-to-hire

- 20% increase in application volume

- Chose Oracle Cloud Cloud over SAP and Workday

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Schneider Electric leverages Cloud to support global business strategy

INDUSTRY: ENERGY   **LOCATION: EUROPE**   **EMPLOYEES: 144,000**

"It's a digital world and we knew we belonged in the cloud. On top of this, we need to go fast, so it's good to have a big company like Oracle with a lot of people who can deliver their own products for our benefit."

Global HR Services Director, Schneider Electric

Before

- Major redundancies, expenses, and conflicts with the PeopleSoft system

- Arduous recruiting processes

- Low employee engagement due to no mobile, learning, or social capabilities

- No synergy between employee engagement, client services, and business processes

After

- 10% increase in internal hires

- 100% automation in social recruiting

- Chose Oracle Cloud HCM over Workday for scalability

- Reduced hardware maintenance costs

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AXA partners with Oracle Cloud HCM to lead company-wide digital upgrade

INDUSTRY: FINANCIAL SERVICES   **LOCATION: EUROPE**   **EMPLOYEES: 160,000**

"We can upgrade and make changes in one place without having to repeat changes everywhere [in each country]. The flexibility and configurability of Oracle was a key decision in why we went with Oracle Cloud HCM."

Regional Director of Compensation and Benefits, AXA

Before

- Disconnected legacy systems from multiple vendors, including PeopleSoft

- Large gap between employee's technology expectations and internal tools

- Inability to make global, real-time updates

- Lacked data accuracy

- Slow time-to-hire

After

- 28% improvement in data accuracy

- 100% mobile and digital workforce

- Reduced time-to-hire from 3 weeks to 2 days

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![ANZ]

ANZ achieves digital aspirations in the Cloud

INDUSTRY: FINANCIAL SERVICES   **LOCATION: ASIA**   **EMPLOYEES: 50,000**

"Having lifecycle management, capacity management, and performance all being taken care of as part of the subscription allows us to move our people to more value-added services rather than patching, which is not a very stimulating activity…"

General Manager, Technology Corporate Center, ANZ

Before

- Low employee adoption within PeopleSoft

- Lack of performance management and end-to-end talent management

- On-premise system unsupportive of multiple acquisitions and new bank branches

- Inability to seamlessly move from one device to another, anytime, anywhere

After

- Lowered TCO by eliminating legacy systems

- Gained consistent end-to-end talent solution

- 14 in-country data centers help complete global security and compliance checks

- Dynamic mobile HR experience achieved

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