ORACLE

5 Ways Your On-Premises System is Holding You Back

Why HR must move to the cloud

On-Premises HCM — **vs** — **Oracle Cloud HCM**

1

YESTERDAY'S UX, DATED

Created a generation ago, on-premises systems were built for IT and back-office HR and finance professionals. They weren't built for end users or mobile devices. This means the user experience is complicated and unintuitive—creating inconsistent, disjointed experiences that are misaligned with what employees expect today.

MODERN UX, REIMAGINED

Oracle Cloud HCM offers a consumer-grade user experience that's modern, intuitive, and hyper-personalized for today's workforce. With a mobile-responsive design, the navigation is seamless across all devices making it easy to understand for any user — just like consumer technologies.

2

RIGID AND COMPLEX

With an on-premises system, you are responsible for managing the complexity of customizations, integrations, and the maintenance of hardware and middleware. This hampers your ability to quickly make changes and adapt to support new business needs or requirements—while also driving up costs.

FLEXIBLE AND AGILE

Oracle Cloud HCM provides flexibility as your needs change—whether due to reorganization, mergers and acquisitions, divestitures, or regulatory compliance. It's natively built for the cloud on a single line of code, enabling HR to easily configure the system and make changes, without depending on IT resources.

SILOED DATA, SLOW DECISIONS

3

On-premises systems are disconnected and keep data stored in disparate sources. The time required to pull scattered data and find relevant information slows decision making and keeps insights out of the hands of people who need them.

ACTIONABLE INSIGHTS MADE EASY

True insight is possible when your people data is unified in a single source of truth. Oracle Cloud HCM enables accurate, real-time information—connecting employees and leaders with the insights they need at the point of decision.

BUSINESS BLIND SPOTS

4

It's impossible to drive business outcomes with HR systems alone. Yet on-premises solutions fail to truly connect HR solutions with talent management, recruiting, payroll, financials, expenses, procurement, supply chain, and customer experience. This creates a disjointed experience and inconsistent data which can add compounded risk for your business.

BUSINESS OUTCOMES

Oracle Cloud delivers one solution for your enterprise across HR, finance, supply chain, sales and marketing. By bringing business processes together, you gain complete visibility, enabling you to align and achieve your company goals while lowering your total cost of ownership.

A STEP BEHIND

5

With on-premises legacy systems, organizations have limited access to modern technologies like artificial intelligence (AI), machine learning (ML), and digital assistants. This prevents you from supporting the continuous innovation needed to power the next generation of business progress.

FUTURE READY

Oracle Cloud HCM delivers automatic access to innovative technologies through updates four times per year—eliminating lengthy and expensive upgrades. From a voice-enabled digital assistant to predictive analytics to artificial intelligence, it unlocks a new world of possibilities for data-driven organizations.
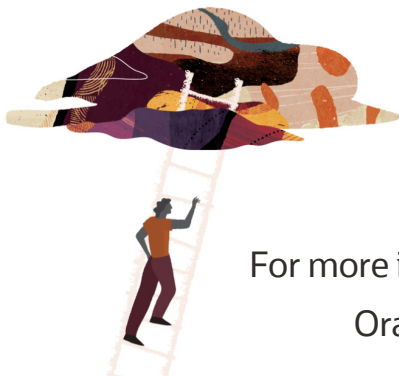
For more information on how you can take advantage of Oracle Cloud HCM, **visit oracle.com/hcm**