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Rethink recruiting for the new workplace with Oracle Cloud HCM

Introduction

As the world continues to change, organizations across the globe have adapted to new ways of doing business. The widespread economic and health concerns brought on by the pandemic, protests against inequality, and labor and skills shortages, have made employers establish new standards for business operations, safety, and inclusion– all of which have shifted hiring strategies and forced organizations to put more thought into recruiting. In fact, **recruiting is HR's #1 priority this year,** but what's being done has changed drastically.

Recruiting is
HR's #1 priority
this year.[1]

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[1] McLean and Company's HR Trends Report for 2021

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New Paradigms for External Searches, Internal Mobility, and Diversity

With competition for in-demand skills being fierce, many businesses, especially those facing resource constraints, are repurposing skilled internal talent for new opportunities. LinkedIn recently reported a 20% year-over-year increase in internal mobility, since the start of COVID-19[2] and it's no surprise as to why. Internal mobility has proven effective in helping businesses quickly and cost-effectively fill job vacancies and improve employee retention. While looking inwards has its benefits, it's important to recognize that certain roles require experiences and skills current employees don't possess and can't easily learn, leading many organizations to continue talent searches externally. To help drive hiring, businesses that have the luxury of offering remote work are positioning it as a benefit to attract more candidates, many of whom are eager for working flexibility.

Remote work is also enabling businesses to expand candidate searches beyond office proximities to target more talent across the globe. For essential, in-person hires, employers are having to get creative with branding, recruitment marketing, and their candidate experience to persuade applicants, as many are hesitant to work in face-to-face roles. Additionally, elevating diversity and inclusion efforts has become front and center for business leaders. Many organizations have made conscientious efforts to foster a more diverse workforce and mitigate hiring bias – not just for profitability's sake, but as a means of making their company a respected, appealing place to work. Monster.com, in fact, noted that 62% of people would go as far as turning down a job offer if came from a culture that didn't support diversity.[3]

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[2] LinkedIn, 6 Recruiting Trends that will Shape 2021

[3] Monster, Diversity & Inclusion in the Workplace

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Internal mobility and external hiring are more important than ever.

52% of employees are intending to looking for a new job in 2021.[4]

Candidates want competitive compensation, remote flexibility, opportunities for growth, and commitments to social responsibility.

Can you deliver?

[4] Achievers, Achievers Report Finds More Than Half of Employees Will Look for a New Job in 2021

The keys to success

Analyze, Engage, and Optimize

To help you get started, we have highlighted relevant products within Oracle Cloud HCM that give you the ability to rapidly source, recruit, and onboard internal and external candidates through improved insight, experiences, and efficiency—all of which help businesses get the talent necessary to achieve better outcomes.

Analyze

Gain insight into your business and talent to drive recruiting

Obtaining visibility into your company's goals, the qualifications of internal and external talent, your workforce diversity, and the hiring process is the first step. Analyzing guides your organization in determining which employment types are needed, the skillsets possessed by talent, the progress of diversity and inclusion initiatives, and which recruiting KPIs require improvement.
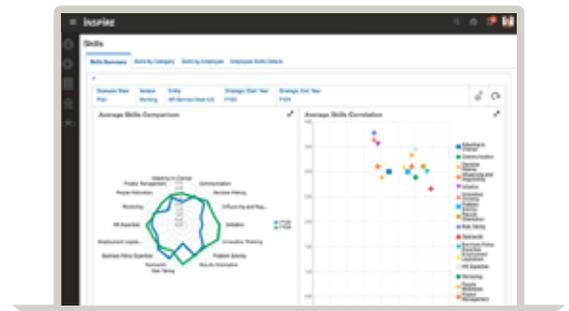
Oracle Recruiting

- Automatically examine applications to understand the qualifications possessed by candidates.

- Gain insight into the experiences, skills, performance, learnings, and career aspirations of existing employees.

- Accurately predict the time it will take to fill open opportunities with AI.
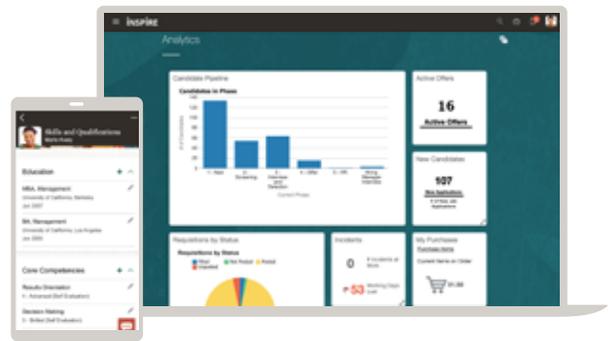
Oracle Strategic Workforce Planning

- Better plan for future headcount needs, required hiring types, and skills gaps.

- Leverage data across finance and HR for better collaboration.

Oracle Fusion HCM Analytics

- Effectively track diversity, equity, and inclusion status and its impact on business outcomes.

- Tune the hiring process with unified business analytics for recruiting KPIs.

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Engage

Promote your organization and build strong candidate relationships

Given the lack of face-to-face candidate interaction, ensuring talent feels valued and can easily find and apply to opportunities of interest is critical for attraction. Personalized and consistent communications, easy-to-find opportunities, and smooth recruiting and onboarding experiences go a long way in enhancing engagement and making a good impression.

Oracle Recruiting

- Target and communicate with unique candidate groups using personalized career sites, native CRM campaigns, and talent communities aligned with their interests.

- Deliver candidates with a mobile-friendly application process that requires no account creation and leverages digital assistants for quick answers to questions and guidance.

- Provide personalized job recommendations to candidates based on their past applications or viewed opportunities.

- Recommend skills for candidates to add to applications to enhance their likelihood of being hired.
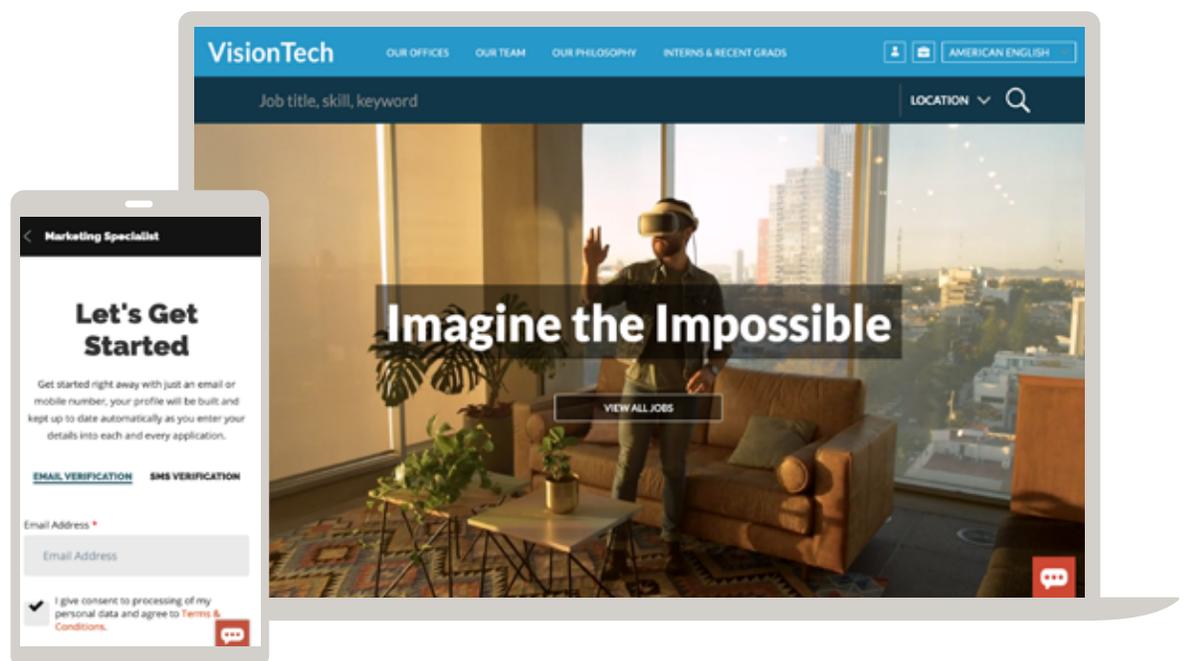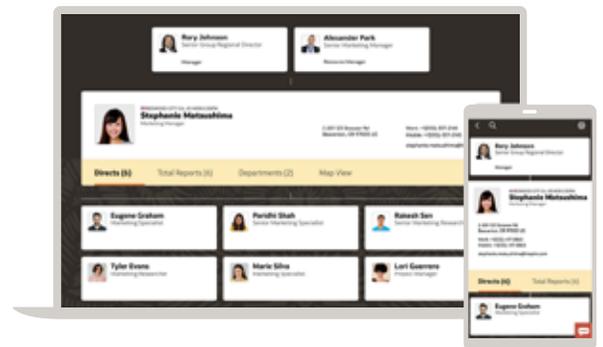
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Oracle Opportunity Marketplace

• Provide employees with new opportunities to grow through internal job boards.

• Fill short-term gaps with internal gigs and volunteering.
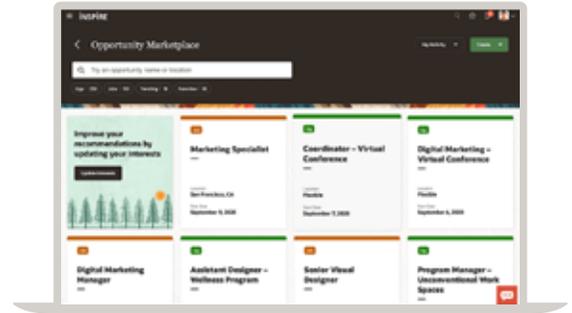
Oracle Connections

• Provide employees with new opportunities to grow through one centralized location for new roles and projects.

• Foster an appealing, open workplace culture through better communication.

Oracle Journeys

• Guide talent with pre-defined steps for applying and onboarding.

• Improve application and onboarding certainty while expediting these processes for candidates and employees.
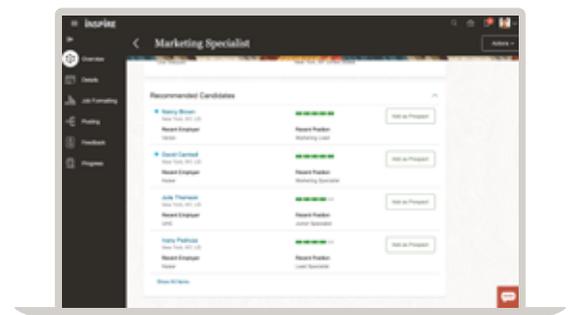
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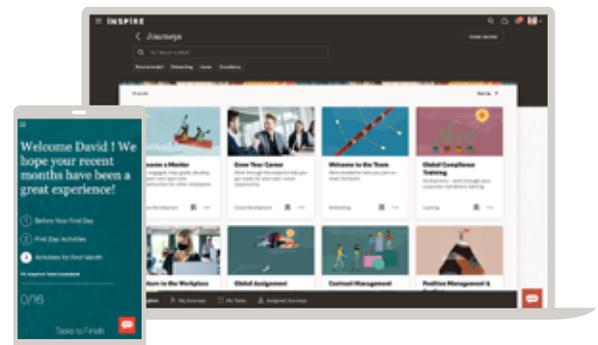
Optimize

Maximize productivity and tailor recruiting to your organization

Businesses are seeking greater recruiting and onboarding efficiency and flexibility. Intelligent tools that eliminate manual processes and identify best-fit candidates without bias drive speed for hiring teams. Additionally, configurable selection processes allow organizations to adapt to a variety of scenarios and employment types – unionized, contingent, internal, regional, and more.

Oracle Recruiting

- Identify best-fit applicants for open opportunities, individuals worth targeting for specific roles, and candidates similar to top-tier talent using AI.

- Provide recruiters with automation and interview self-scheduling tools to quickly create job postings, set tasks, complete workflows, and empower candidates to schedule interviews.

- Understand key skills to include in new requisitions based on past jobs, employees, and business data.

Oracle Experience Design Studio

- Configure flexible hiring processes to hire and onboard talent of various employment types and scenarios.

- Quickly scale and adapt workflows for managers and employees.
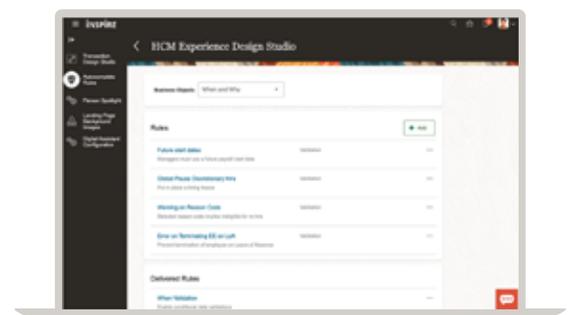
Oracle Cloud HCM

- Deliver personalized and consistent experiences that help teams quickly understand the most important tasks at-hand and intuitively use the solution.

- Minimize integration dependencies with a suite that's designed to work together and natively connected across all of HCM.
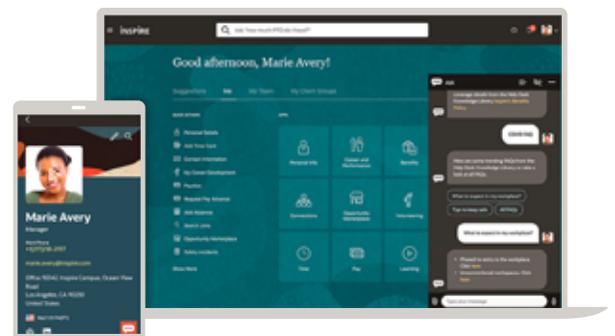
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Work Made Human

We believe in helping HR unlock human possibilities by building cloud applications that let you find and attract the best talent while helping your workforce feel safe and supported. With Oracle Cloud HCM, you gain an employee experience platform that drives your recruiting, internal mobility, and D&I initiatives with the insights and tools to reduce time to hire and help grow and retain talent.
We are here as your partner as you rethink recruiting and look forward to helping you with your talent acquisition technology needs.

To learn more about Oracle Cloud HCM, visit www.oracle.com/HCM

Connect with us

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