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ORACLE HCM NOW

SOLUTION BROCHURE UKI

Getting HR right, no matter what!

The past three years have made a lasting impact on the world of work. Every facet of work is undergoing massive change, from the workforce and employee expectations to job responsibilities and the way businesses find and retain the right talent. Senior business and HR leaders, as well as middle-managers are struggling to keep up with the fast-paced change while still being expected to drive business outcomes and support their employees in a world of volatility.

> " (HR and business leaders') greatest barrier to **achieving organizational outcomes** is being overwhelmed by **too many changes** at once. [1] "

In the face of this new normal, business leaders recognise that success depends on their people. Low employee morale directly correlates to low productivity.

HR must balance changing business demands with employees' expectations to build a resilient workforce that drives profitability and unlocks tremendous business success.

HR leaders are expected to connect Employee Success to Business Growth

We know it's hard to find cost-effective HR tools that allow HR to quickly respond to change, minimise complexity, provide the right employee experience while scaling as the company grows.

As a result, some of these challenges have a significant impact on medium-sized businesses, that are dealing with limited budgets and internal resources and/or knowledge. They are also vulnerable to additional complexity that comes with an expanding business, such as mergers and acquisitions.

To compete for the best employees, they need to keep up with technology, data and insights, typically resulting in stitching-together HR solutions that quickly becomes a complex web of applications that are too expensive to integrate and build on.

HR leaders are frustrated with
disconnected HR systems

"Ensuring that the right technologies are in place guarantees that employees remain connected. [2]"

These point solutions can quickly turn into a downward spiral of siloed data, disjointed processes, and an inconsistent employee experience that erodes workplace quality. While smaller vendors cater to mid-enterprise needs, they don't offer unified, cost-effective solutions that enable companies to quickly respond to change and scale into more considerable capabilities as they grow.

Unique hurdles to address today's challenges

Cost-effective HR projects and tools	All people data in one place	Accelerate time to value

Even at the right price point, medium size businesses can't afford the cost of lengthy implementation times, requiring multiple, complex integrations and a return on investment too far in the future.
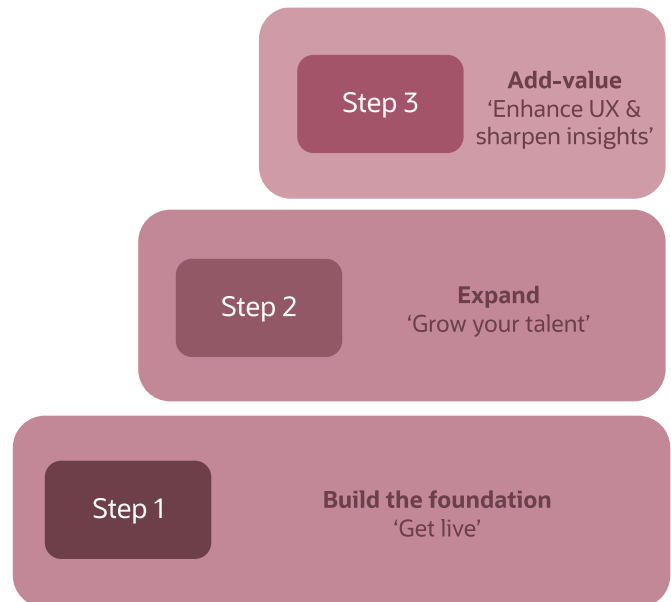
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What if you could **afford** a **future-proof** top tier **HR solution**?

Oracle has done it for you!

Oracle HCM Now empowers medium-size businesses to connect every HR process and person across the organisation with a complete suite of HR solutions that can conveniently be adopted in stages of growth.

Oracle HCM Now

A ***prescriptive path***
to rapid value and success

|	
Step 3	**Add-value** 'Enhance UX & sharpen insights'
Step 2	**Expand** 'Grow your talent'
Step 1	**Build the foundation** 'Get live'

This unique offering of the Oracle Cloud HCM suite provides accelerated time to value to drive success through an affordable programme with shorter implementation sprints designed to eliminate complexity and minimise disruption for internal teams.

Gain a fast, easy start to exponential value

With Oracle HCM Now, our approach will quickly allow you to:

☑ **Accelerate** your **time-to-value** with **fixed-fee implementations** supported by our trusted, hand-selected partners that view your experience as a measure of their success.

☑ **Easily adopt** what you need with a complete solution you'll never outgrow. The **flexibility** gained will enable you to address **ever-shifting business challenges** and **re-pivot HR** quickly based on the overall business strategy.

☑ **Cut costs** and **save time** by eliminating the mishmash of solutions and integrations, which create poor performance and experiences, and ultimately locks you into complexity during implementation and as you adapt more capabilities.
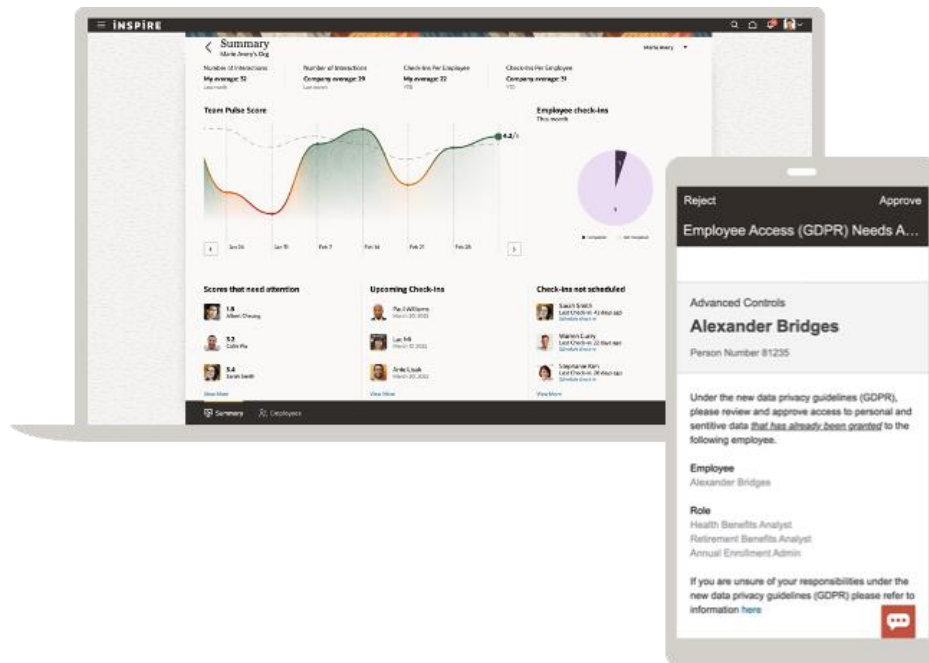
Step 1 – The Foundation: 'Get Live'

Create strong HR foundations to:

- Accelerate the delivery of operational excellence by having all people data driving your business in one place;
- Drive elevated experiences;
- Focus on the most crucial capabilities for your business at each stage of your deployment.

A typical implementation begins with the most fundamental elements of Core HR and Recruitment to unify your people data, simplify compliance, and streamline processes. You can offer employees a single hyper-personalised experience, with journeys to guide and support their success, tailored communications to keep them in the know, and an award-winning user-experience (UX) designed to boost productivity. You can source, engage, and recruit the people you need, inside or outside your organization, with a comprehensive recruiting solution.

Get the essentials in place in as little as **four months**, then start adding (in phase 2) more-advanced HR capabilities as you need them, all within the same unified HCM suite.
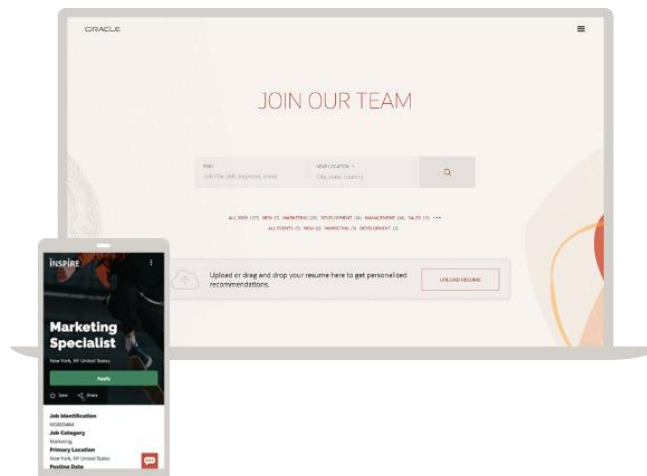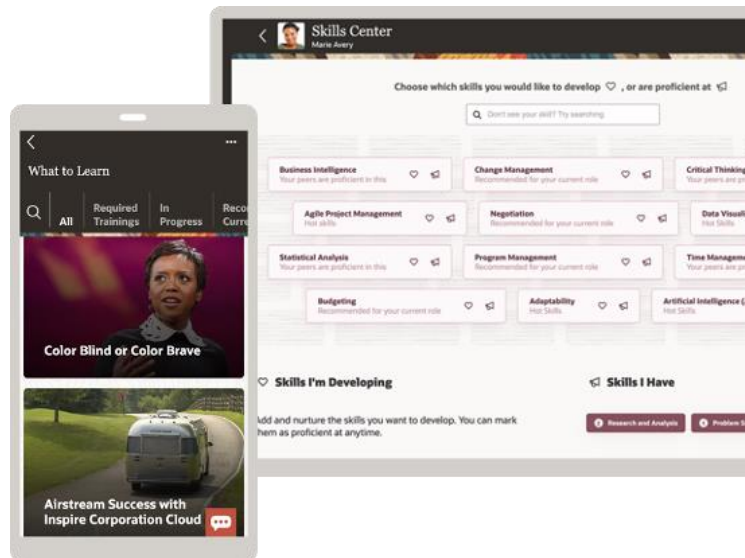
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With Oracle Now, you start with the tools to:

☑ Find, engage, and hire talent with speed

☑ Help new hires feel welcomed and productive from day one

☑ Go beyond engagement and build a better employee experience.

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Step 2 – The Expansion: 'Grow your talent'

Unlock more-powerful automation and performance in your next implementation phase.

Now that you've got a solid foundation in place, you can expand to unify your critical processes. Manage the growth and development of your people with end-to-end talent management and a dynamic skills engine. Give employees and managers control to make completing crucial tasks efficient and easy, whether they're scheduling shifts and managing absences, signing up for benefits, or identifying a path to their next role. If not done yet, deliver efficient, compliant, configurable payroll across your global workforce.

With Oracle HCM Now, you'll be enabled to focus on:

☑ Growing, developing and retaining your talent

☑ Simplifying how you pay your workforce

☑ Empowering employees to drive their career forward and managers to support their teams every step of the way.

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Step 3 – The Value-Adds: 'Enhance user-experience & sharpen insights'

Take your HR function to the next level with greater business visibility and control. When you choose Oracle, you are partnering with a vendor you'll never outgrow and who will help you stand out from the competition.

In this phase, we'll give you the innovative solutions and accelerators needed to create a community where employees feel valued and having a sense of belonging, making the lives of HR teams easier through innovative tools, one easy-to-use experience, and a single, scalable platform.

With Oracle HCM Now, you can scale at the speed of your growth to:

☑ Give employees space to feel heard and valued

☑ Differentiate yourselves with innovative accelerators

☑ Use HR analytics for data-driven decision making

Oracle HCM Now is a **prescriptive path** to **rapid value** and **success for medium-sized businesses.** Oracle delivers all the **capabilities you need**, when you need them, at **your own pace**, with a fully integrated HCM suite.
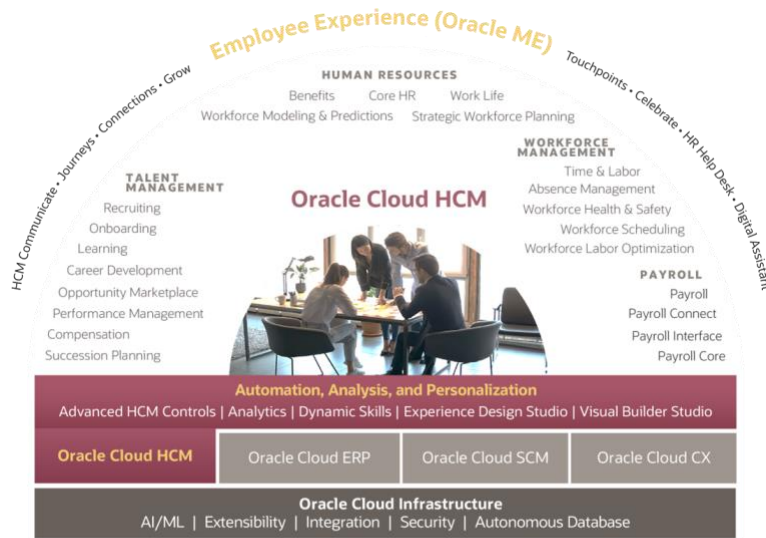
The only programme offering a **complete, unified HR Cloud solution** enabling businesses to **attract, empower, grow and retain the best Talents**.

Think **Big**, Start **Small**, Move **Fast** With Oracle HCM Now

A complete HCM solution, built on your terms

Only Oracle can deliver global HCM solutions that every enterprise needs to start, grow, and accelerate their business success. Oracle's HCM capabilities are part of a complete cloud HCM suite that delivers an elevated employee experience platform that lets them feel heard, valued, and supported at the same time as a single experience for managers across devices. Oracle supports global requirements in North America, EMEA, JAPAC and LAM regions.

By building Oracle HCM applications on top of our own Cloud Services, our customers gain data delivered at faster speeds and lower costs, ensuring managers are decisioning on accurate information in real-time, and that a 360-degree employee view helps to staff, develop, and engage to meet business and employee needs. For the first time, midsized customers can gain a path to implementation of a complete HCM solution with guidance that controls costs of initial, mid-stage and advanced-stage phases of adoption.

Get started with Oracle HCM Now

Explore Oracle HCM   **Compare Vendors**

2023 Top HR
Product of the Year
Oracle Grow
Human Resource Executive

2022 Top HR
Product of the Year
Oracle ME
Human Resource Executive

2022 Overall Winner
Oracle ME
15th Annual Ventana Research
Digital Innovation Awards

See how Oracle ME compares with Workday in employee experience

[1,2] "Global Human Capital Management Trends", Deloitte, 2023,

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