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Getting HR right, regardless of size

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. HR leaders and management alike 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.

Mid-Enterprise is hardest hit by challenges

These challenges have a more significant impact on growing mid-enterprise organisations as they are dealing with more limited budgets and are vulnerable to other pains that come with an expanding business, such as mergers and acquisitions as an example. Competing for the best employees, they need to keep up with enterprise companies, and this typically results in stitched-together HR solutions that can quickly become a messy, complex-to-manager 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 inconsistent experiences that erode 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.

Mid-Enterprise organizations are falling behind
Unique hurdles to address today's challenges

Cost-effective HR tools
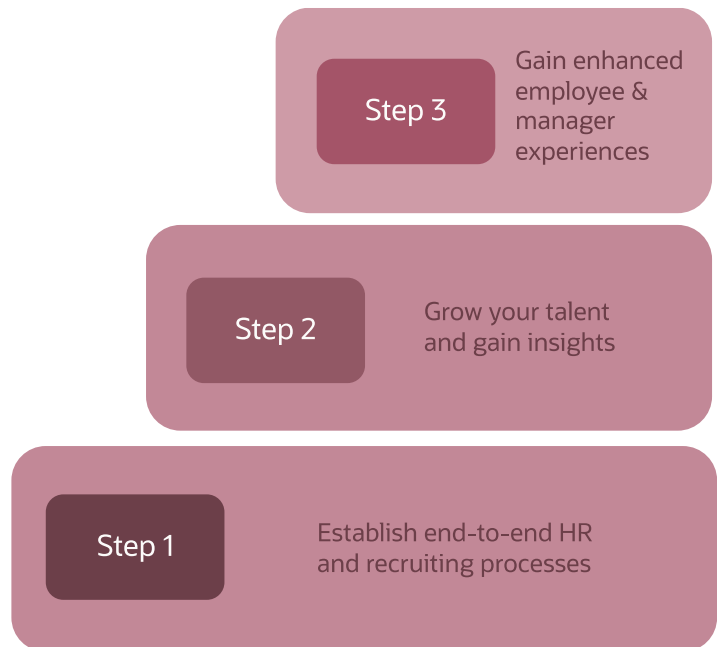
Unified global solutions

Paced Implementation

Even at the right price points, mid-enterprise companies can't afford the cost of lengthy implementation times, requiring multiple, complex integrations and a return on investment too far in the future.

Gain a fast, easy start to exponential value

Oracle HCM Now empowers mid-enterprise organisations to connect every HR process and person across the business with a complete suite of solutions you can conveniently adopt in stages as you grow.

Oracle HCM Now

A *prescriptive path*
to rapid value and success
for mid-enterprise

Step 3 — Gain enhanced employee & manager experiences

Step 2 — Grow your talent and gain insights

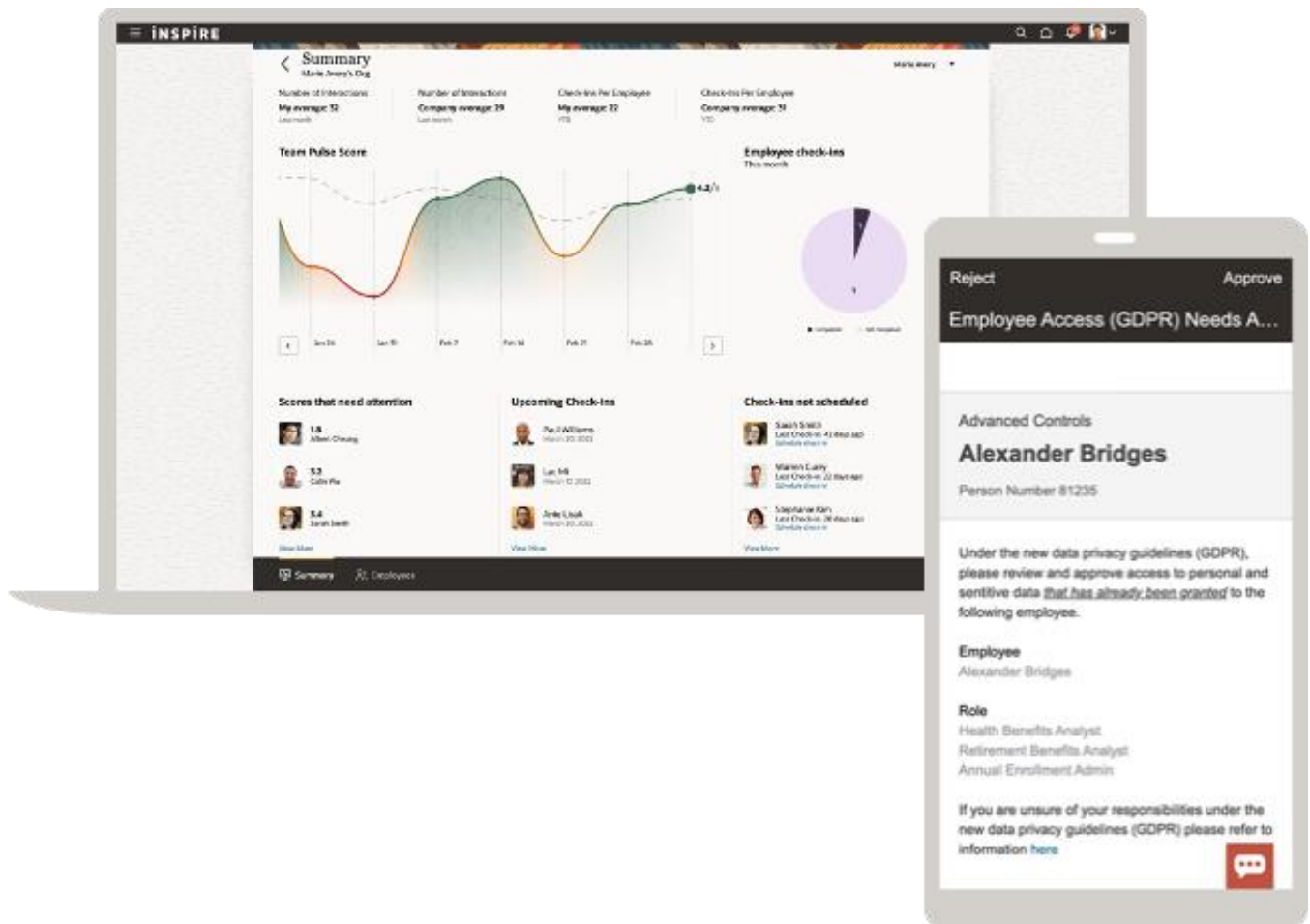**Step 1** — Establish end-to-end HR and recruiting processes

This unique offering of the Oracle Cloud HCM suite provides accelerated time to value for gaining the solutions you need to drive success through an affordable program with short implementation timelines designed to eliminate complexity and minimise disruption for your teams.
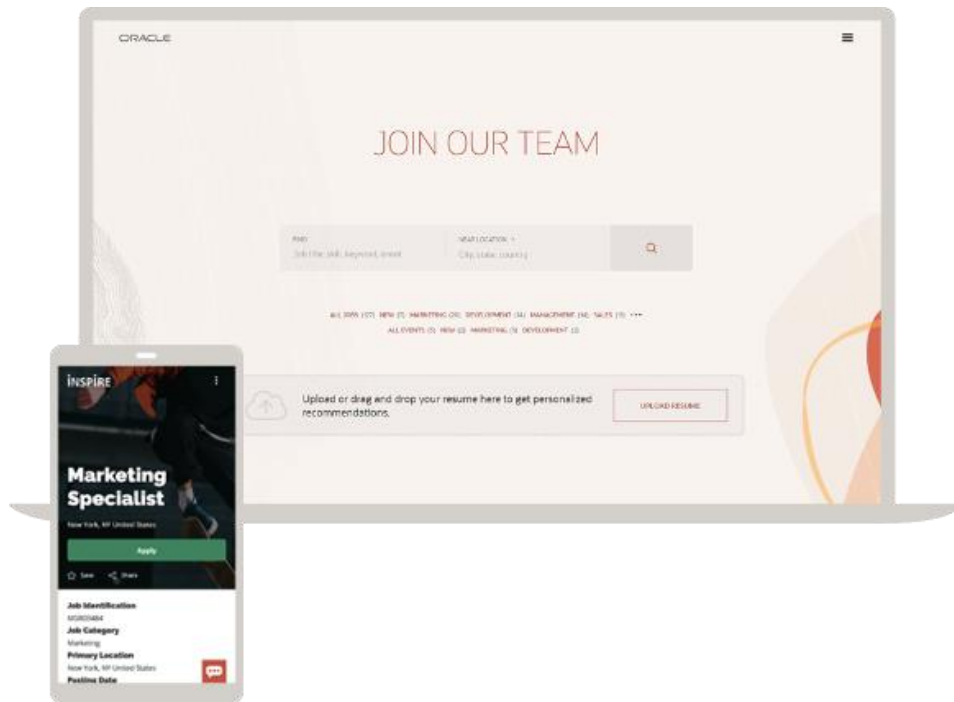
With Oracle HCM Now, you can

☑ 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, and confidence that the flexibility gained will enable you to address ever-shifting business challenges.

☑ 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 – Foundation

Create a strong HR foundation that drives elevated experiences and eliminate complex implementations by focusing on the capabilities most crucial for your business. A typical implementation begins with Core HR tools where you can activate essential onboarding and recruiting modules while offering employees a single experience to connect with other global employees and access crucial self-service features, including journeys, connection to your payroll system, and more. Get the essentials in place to establish a base for adding more advanced HR capabilities, all within the same unified HCM suite, in as little as six months.
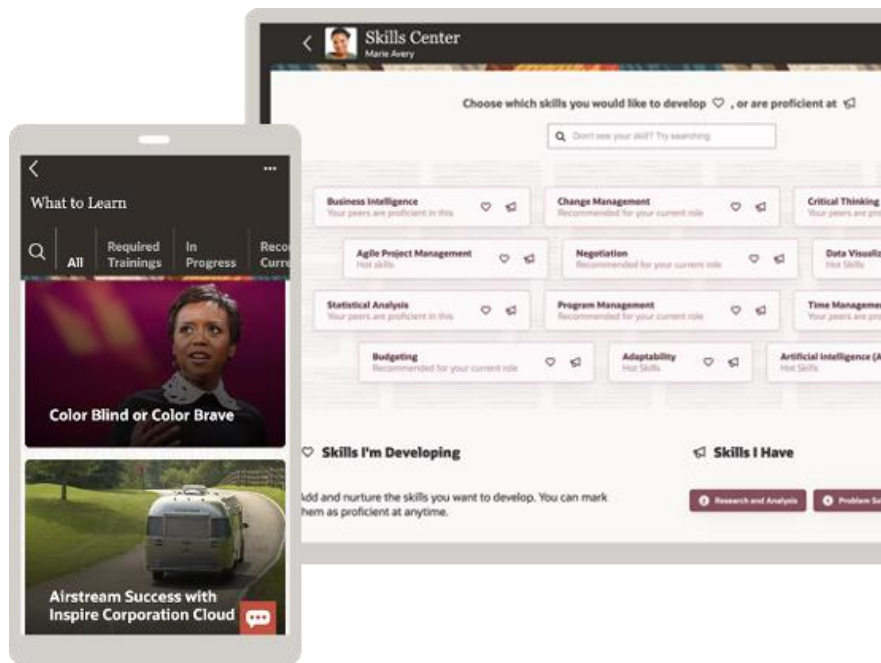

With Oracle Now, you start with the tools to

☑ 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

Step 2 – The Expansion

Unlock more powerful automation and performance in your next implementation phase. Now that you're ready to add the power of analytics, this is a typical time when you'll add talent management capabilities that give employees and managers control to make completing crucial tasks efficient and easy, from the commons tasks of goals, signing up for benefits or managing absences, to employees using a single experience to gain an actual path from skills to their next role with a clear career pathway both company planned and employee aspiration-lead.

With Oracle HCM Now you can wait until you are ready to take on capabilities that

☑ Simplify how you engage your workforce

☑ Provide employees with agency and growth

☑ Optimise labor resources as demand shifts

Step 3 – The Value-Adds

Take your HR to the next level with greater business visibility and control. When you choose Oracle, you're 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 solutions needed to create a community where people feel valued and a sense of belonging, making the lives of HR teams easier through innovative tools, advanced controls, one easy-to-use experience, and a single, scalable platform.

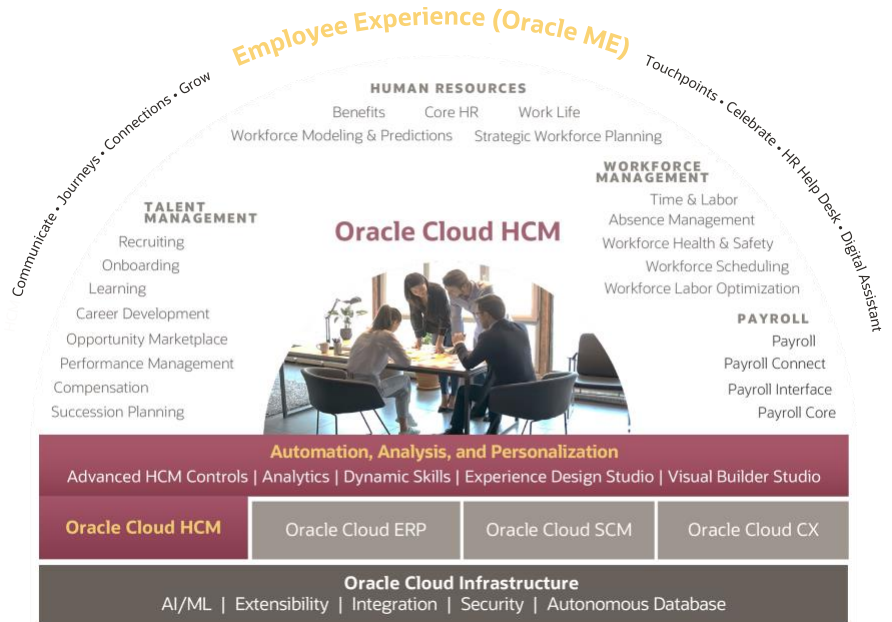With Oracle HCM Now you can scale at the speed of your growth to

☑ Give employees space to feel heard and valued

☑ Minimise risk with greater controls

☑ Optimse budget spending and safety

Oracle HCM Now is a prescriptive path to rapid value and success for mid-enterprise. Oracle delivers all the capabilities you need, when you need them, at your own pace, with a full HCM suite

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 a single experience for managers across devices and an elevated employee experience platform that lets them feel heard, valued, and supported. Oracle supports global requirements in North American, EMEA, JAPAC (Including Australia and New Zealand) 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

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See how Oracle ME compares with Workday in employee experience

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

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