# ORACLE

The Top 10 Reasons Customers Choose Oracle Cloud HCM

Organizations around the world are experiencing seismic changes in how they operate. Customers expect more, demanding fast, convenient, and personalized products and services. Employees expect more, seeking employers that share their values, offer flexible work options, and equip staff with the latest technology. From retail to financial services to healthcare, organizations across all industries are redefining what best means for their business models, strategies, and the technology they use.

HR is no exception. Your team needs a solution to give you visibility into your workforce so you can attract, engage, grow, and retain your talent. For some organizations, this may mean moving on-premises systems to the cloud; for others, it could mean a move to an all-in-one, unified cloud solution. Here are the top 10 reasons organizations choose **Oracle Fusion Cloud Human Capital Management**.
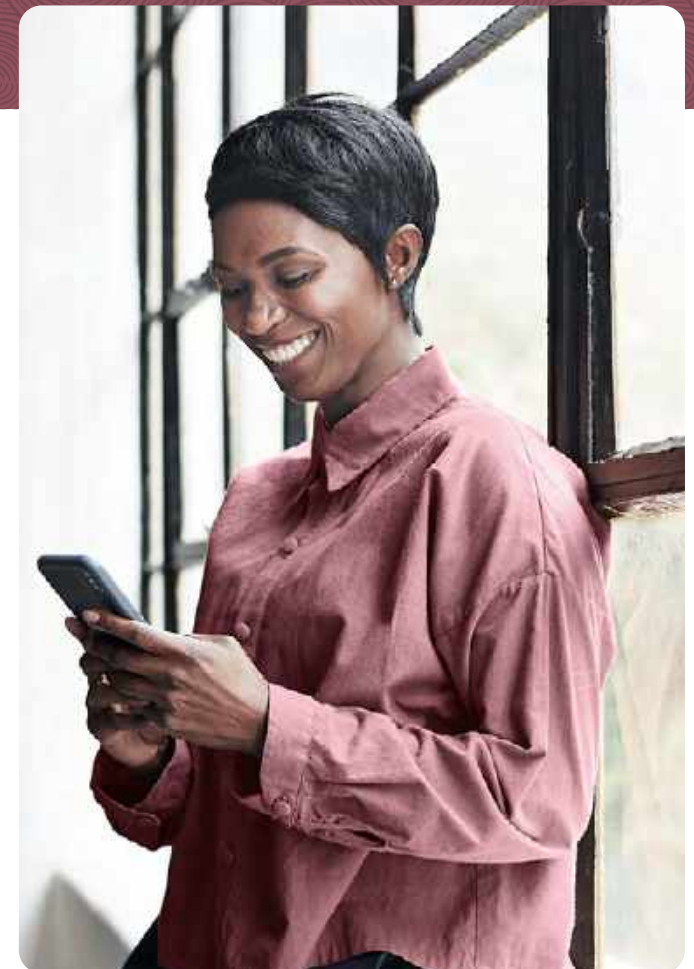
1 Tailored user experience

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Employees expect tailored experiences from their work technology and want to feel supported by their organization regardless of where, when, and how they work. Providing employees with a tailored user experience is now a necessity—one that many HR teams are striving for as they evaluate their technology. That's why Oracle Cloud HCM offers the only complete employee experience platform that empowers your people to connect, grow, and thrive. **Oracle ME** provides personalized guidance and creates meaningful connections by bringing together employee communications, workflows, listening, networking, and support on an open platform. It uses your workforce data to deliver a unique experience to every employee.

"Oracle Cloud HCM provides a single HR platform that allows us to better manage our teams and keep up with their evolving expectations."

Jacely Voon
Chief People Officer
People, Culture, and CSR
Fujifilm Business Innovation Singapore

2 Adaptable and extensible

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If there's one thing we've learned from the global pandemic, it's that your business can drastically change in the blink of an eye. HR is at the forefront of navigating change and needs to be able to adapt quickly as new challenges arise. Wouldn't it be nice if your system offered fast, accurate data and could be easily configured to meet your evolving needs? Our customers think so. They tell us the fact that Oracle Cloud HCM delivers an adaptable and flexible solution to meet changing business practices, regulations, and environments is a big win. You can easily configure your organizational chart, model your workforce using compensation data, and set up processes with little to no IT involvement. Embedded analytics provide a personalized dashboard with the complete visibility you need to quickly make informed decisions that benefit your organization. In addition, customers are using Oracle Platform as a Service to extend the system to fit the needs of their business.

3

Complete HCM cloud solution

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Organizations that want to manage the entire employee lifecycle select Oracle Cloud HCM because it's the most complete HR cloud solution on the market. Built as a single cloud solution for all HR functionalities, it connects every HR process from hire to retire. Our solution delivers full, end-to-end workforce visibility, spanning talent management, learning, talent acquisition, employee experience, HR help desk, payroll, benefits, workforce planning, analytics, health and safety, and time and labor. This provides a consistent experience for your HR department and employees and establishes one source of truth for HR data to improve decision-making.

City of
MEMPHIS
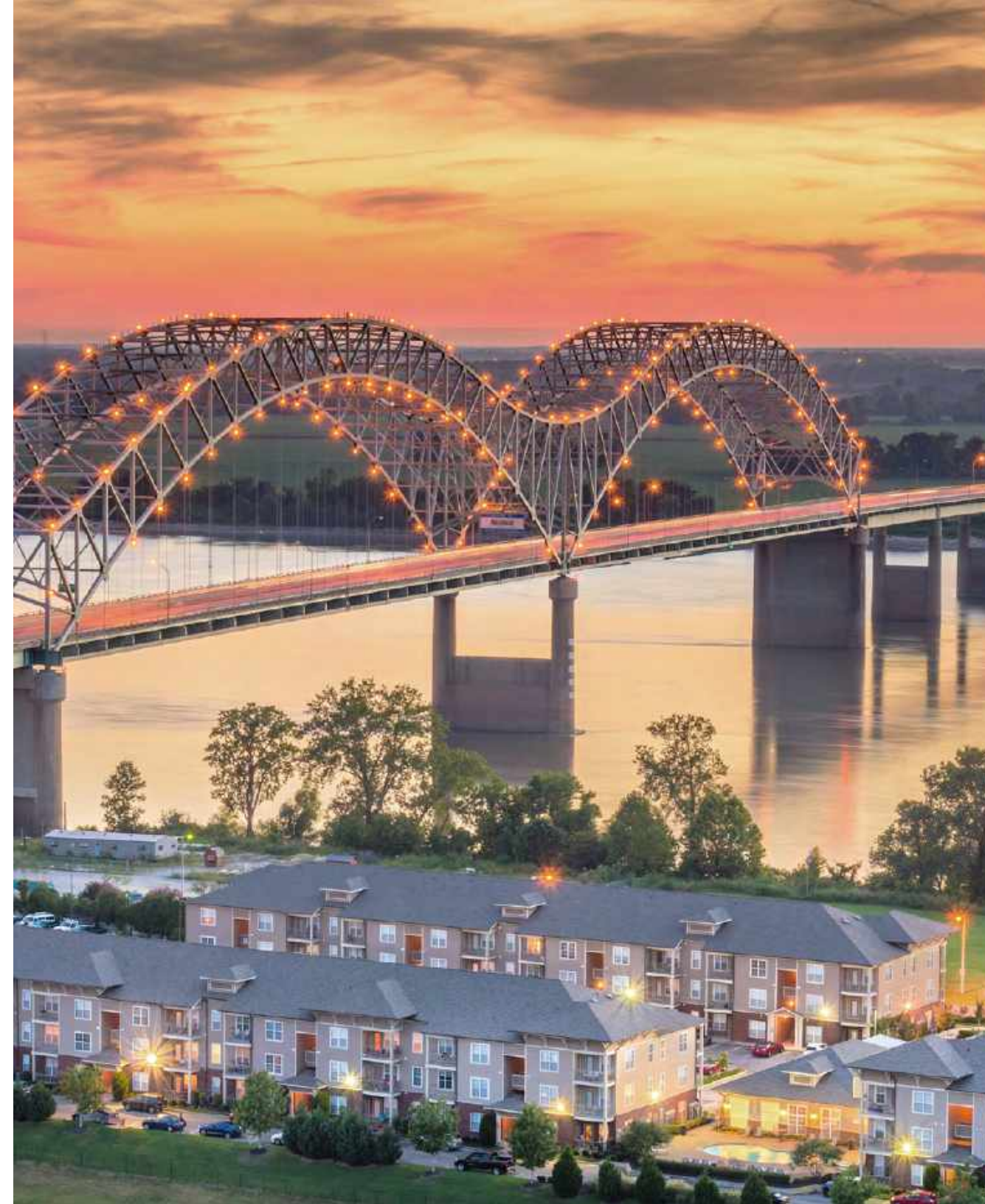
"Our ability to attract and retain top talent makes a huge difference in our ability to deliver emergency services. Essentially, our HR team is taking care of the employees who take care of our citizens."

Alexandria Smith
Chief Human Resources Officer
City of Memphis

4

Complete enterprise solution

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One of the many things that sets Oracle apart from other vendors is that we natively built our software-as-a-service (SaaS) applications on our own cloud platform and infrastructure. With applications and data all on one platform, you can gain unobstructed visibility across your organization and increased data security. By connecting departments across HR, finance, supply chain, sales, and marketing, you can use configurable dashboards to manage people costs and drive growth. You could connect all these functions with APIs and integrations, but that would result in data lags, inaccuracy, and ongoing maintenance that would hamper your ability to move fast and be confident in your decisions. We give you one cloud to align your organization, which means greater business agility and a faster response to business needs.
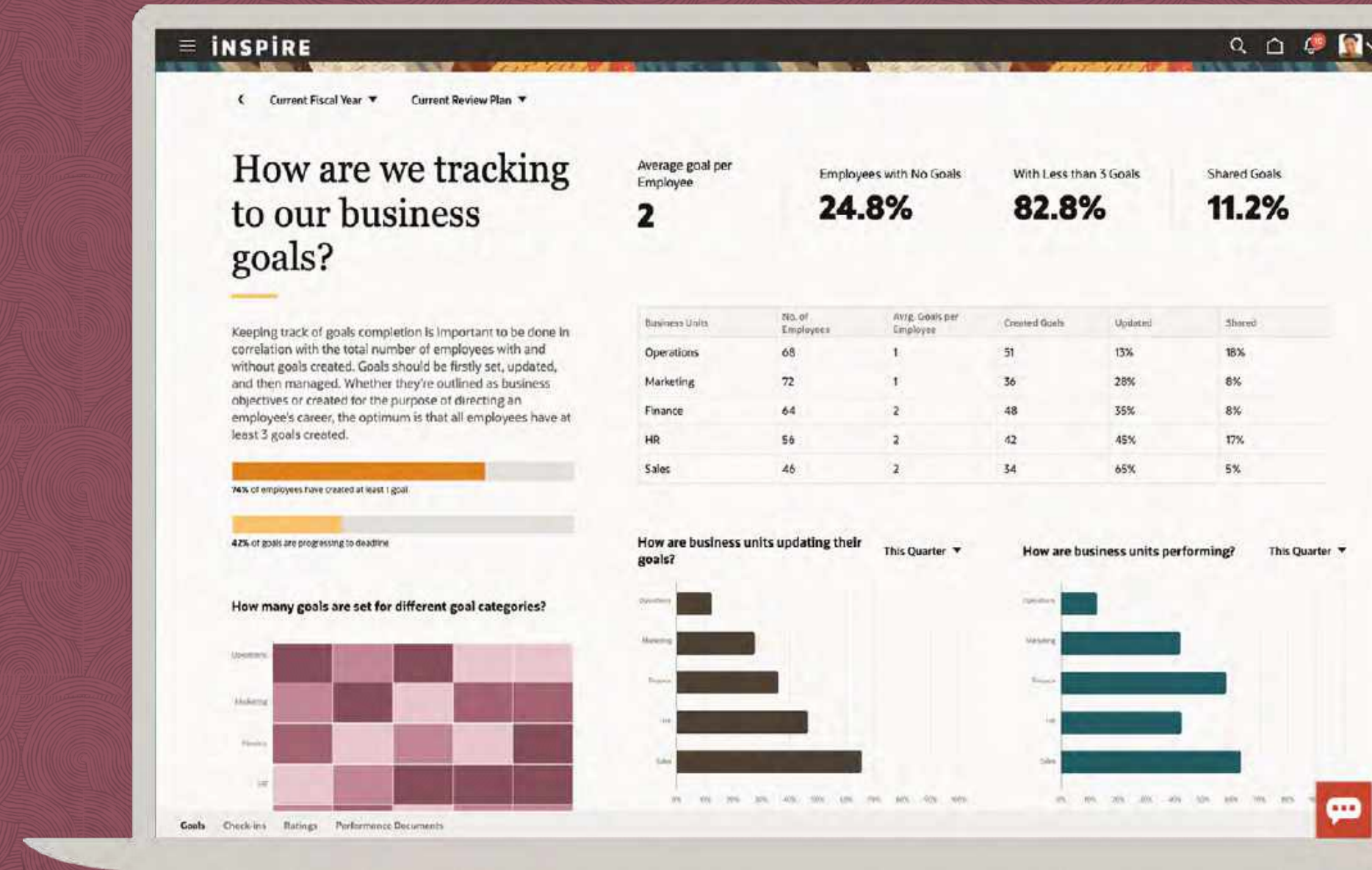
5

Improved business value

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Oracle customers leverage our HCM cloud application to drive business value through better user engagement and adoption, streamlined processes, improved productivity, and lower total cost of ownership. Using Oracle Cloud HCM, Stolt-Nielsen, a transportation company, reduced their average HR processing time by **50**% and external IT support staff by **80**%. Arizona Federal Credit Union improved productivity and saved 60 hours of work each month by automating onboarding processes. Co-op, a grocer, now has an offer acceptance rate of **98**% after adopting Oracle Cloud HCM to identify and target the best-fit candidates. Results like this illustrate why it's important to partner with Oracle as you make a business case for Oracle Cloud HCM.

"Our [legacy] app needed a lot of customizing and special coding, and it took a lot of time away from our IT team. Our new cloud-based HR system is much more efficient, and Oracle provides all the updates and maintenance required."

Theresa LeDoux
Senior IT Manager
AutoZone

6

Dedication to innovation

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Innovation is the biggest benefit of moving your systems to the cloud. Our quarterly updates allow us to continuously deliver new and exciting features. With a team of more than 20,000 engineers, Oracle delivers more than 1,000 innovation updates annually—**80%** of which are based on customer feedback. Our customers love that they can offer their team tailored experiences that leverage advanced technologies, including artificial intelligence, machine learning, and digital assistants—a result of Oracle's US$6 billion annual investment in research and development. These technologies make work easier by recommending learning opportunities, future roles, and company connections based on employees' actions and preferences.

"Besides offering a fusion cloud environment, where cloud systems are well integrated, Oracle is committed to continuously updating its technologies. We now get quarterly upgrades for every application, which lets us take advantage of new efficiencies and ensure our systems are as secure as they need to be."

Mark Vaupel
VP of IT
Hormel Foods

7 Data security and privacy

Oracle has a strong security culture and is trusted by organizations worldwide with strict security requirements. Stored in state-of-the-art data centers, Oracle Cloud HCM and our infrastructure have advanced multilayered security measures that can help customers meet both local and international regulations. Your business's data is protected using encryption and continuous monitoring to mitigate risk. With companies now moving to a more distributed workforce, it's critical to ensure employee data is only accessed as intended. **Oracle Advanced HCM Controls** helps keep HR data secure with ongoing automated monitoring of user access and activity.

- Autonomous capabilities
- Reengineered at every layer
- Backup, redundancy, high availability; global cloud regions for data residency
- Global role-based access
- 24x7 Oracle security experts
- Malware resistant hardware root of trust, perimeter control computers

Application
Platform
Storage
Database
OS
Server
Network
Physical
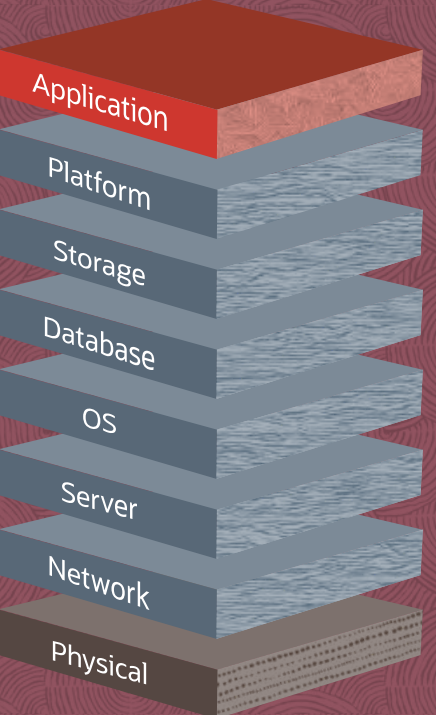
8   Vibrant HR community

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Oracle Cloud Customer Connect is a vibrant online community of more than 40,000 HCM users and a great place to crowdsource information, discuss the latest releases, register for in-person or virtual events, and submit product suggestions. This online community allows our customers to network and learn with leading technology experts and stay up to date on the latest HR trends. You can participate in daily active forums where you can share best practices, troubleshoot issues, and advance your HR career.

9

Customer success

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At each step of the journey to the cloud, we partner with you to ensure your project is a success. We take the time to understand your business challenges, goals, and long-term objectives and then align them to the right solution. Oracle customers have access to an implementation success manager, on-demand education, and success planning tools. We offer 24/7 customer service in 145 countries worldwide to help you maximize the value of your investment.

"With Oracle Cloud, we have the ability to keep the platform updated with continuous innovation."

Luca Tiepolo
Chief HR and Innovation Officer
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10 Global capabilities

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Most enterprises today operate at both the global and local levels, so our customers appreciate that Oracle Cloud HCM is designed to meet both international and regional needs for more than 200 jurisdictions and 27 languages. In addition, Oracle Cloud HCM offers payroll localizations in Bahrain, Canada, China, France, India (expected 2023), Kuwait, Mexico, Oman (expected 2023), Qatar, Saudi Arabia, the United Arab Emirates, the United Kingdom, and the United States. Additionally, we offer Oracle Payroll Core, a configurable solution for IGOs and NGOs, and with strategic partners, we enable pay to employees in more than 150 countries.

Learn more about Oracle Cloud HCM.

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Call **+1.800.ORACLE1** or visit **oracle.com**. Outside North America, find your local office at: **oracle.com/contact**.