ORACLE

Upgrading from E-Business Suite to Oracle Cloud HCM

Empowering HR to make bold moves

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Executive summary

Today's work environment is experiencing unprecedented disruption. Technology is a major driver of workplace change and has transformed human expectations both inside and outside of the office. As technology continues to accelerate, employee expectations for a modern work experience are evolving at a rate many organizations are struggling to match. Companies with yesterday's legacy on-premise HR systems are simply unable to adapt to today's changing business and workforce needs. As a result, HR has become a driver of digital transformation within organizations, playing a strategic role in the alignment of people, technology, and business priorities.

Today, customers are upgrading from their on-premises HR systems to Oracle Fusion Cloud Human Capital Management to support their transformation, and provide substantial benefits, including:

More agility	Configure, rather than customize, business requirements so you can rely less on IT, and easily navigate business changes.
Faster innovation	Take advantage of automatic updates to keep up with the pace of change and free IT resources.
Transformative technologies	Get the innovations you need to compete and attract the best talent with adaptive intelligence, machine learning, a digital assistant, and blockchain embedded in your solution.
New functionality	Evolve HR with predictive analytics, next-generation recruiting, complete workforce management, talent review, and contextual learning.
Increased productivity	Prioritize tasks with a personalized homepage, run analytics and reports from visually intuitive dashboards, and complete transactions in only a few clicks – all from any device.
Improved data security	Protect your data and simplify compliance with security at every level, data encryption at-rest and in-transit, and enterprise grade cloud data centers.
Easier integration	All-in-one solution for the entire enterprise, across finance, HR, supply chain, sales, and marketing, while easily integrating with other applications.

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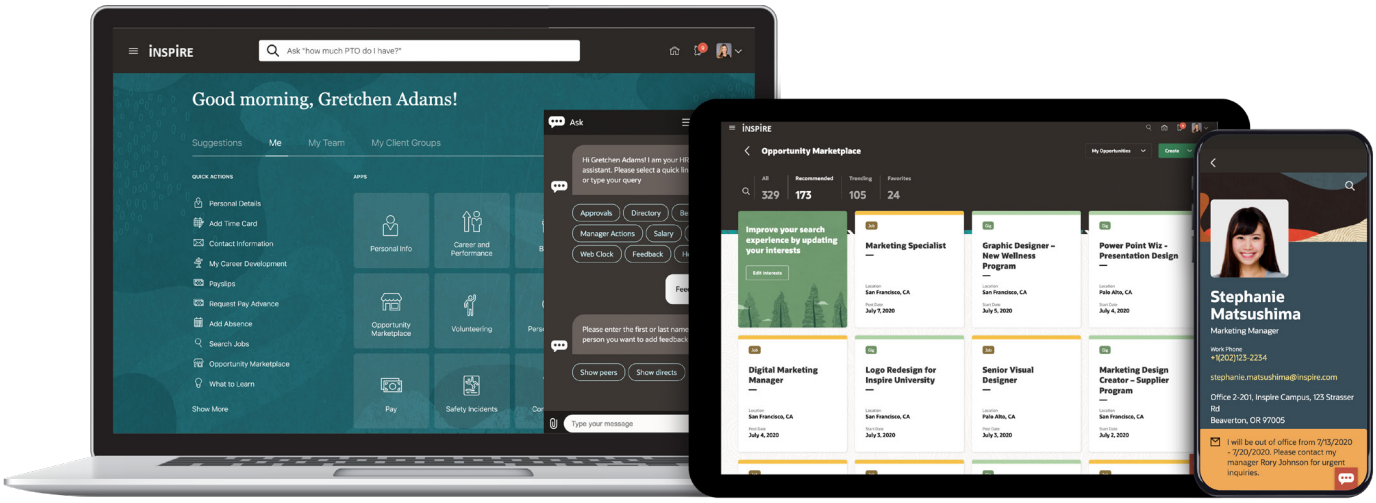
Oracle Cloud HCM is a complete solution, natively built on a single platform across all HR processes, including recruiting, core HR, compensation, benefits, talent management, learning, workforce planning, work life solutions, time tracking, and payroll. It empowers organizations to drive agility, improve productivity, and innovate faster with continuous, automatic updates. Customers are able to make smarter and faster decisions, deliver a best-in-class employee experience, and leverage technologies such as artificial intelligence (AI), machine learning, and a digital assistant. Moving to Oracle Cloud HCM is enabling our customers to future-proof their business.



In this brochure, you'll learn the top ten reasons customers selected Oracle as their cloud solution. You'll then meet four of our customers, who boldly chose innovation over familiarity, and successfully moved their human capital management to the cloud.

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Top ten reasons customers select Oracle Cloud HCM

1

PERSONAL AND MODERN UX

Oracle Cloud HCM combines simplicity and intelligence to make work more personal—learning about your interests to tailor areas like your profile, learning, mentors, and roles over time. Our conversational user interface can be accessed across multiple devices for a seamless user experience.

2

ADAPTABLE AND EXTENSIBLE

Your business is changing—fast. Wouldn't it be nice if your systems were agile, up-to-date, and easily configurable as your needs change? Our customers value that Oracle Cloud HCM delivers an adaptable and flexible solution through self-driving transactions to meet changing business practices, regulations, and environments.

3

INTELLIGENT APPLICATIONS

Oracle Cloud HCM uses an AI-first approach. This means data and advanced machine learning are combined to help improve talent management, provide complete workforce insights, and increase operational efficiency. For example, the system can highlight employees at risk of leaving and empower you to retain them.

4

COMPLETE HCM CLOUD

Run your business with a single technology partner. On our complete Oracle Cloud you can: manage the entire employee lifecycle, add other line-of-business applications like finance, supply chain, and sales, and gain speed and innovation from Oracle's infrastructure and platform-as-a-service foundation.

5

BUSINESS VALUE

Oracle customers leverage our Oracle Cloud HCM platform to deliver business value through better user engagement, simplified processes, improved productivity, and lower total cost of ownership. One example is Swedbank, a global banking group with more than 18,000 employees who reduced their TCO by 80% in their first year of implementation.

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6 INNOVATION POWERHOUSE

Innovation is the biggest benefit of moving your systems to the cloud. Our customers love that they can create tomorrow, today with technologies such as artificial intelligence, digital assistant, and IoT that are a result of Oracle's $6 billion investment in research and development.

7 DATA SECURITY AND PRIVACY

With Oracle Cloud HCM, you get multi-layered security, data encryption, and state of-the-art data centers. Our platform offers security, scalability, and performance by running on best-in-class cloud infrastructure and providing unified identity and security management.

8 A VIBRANT HR COMMUNITY

The Oracle customer community meets online and face-to-face to share best practices, troubleshoot problems, and advance their HR careers. With Oracle Cloud Customer Connect, you can interact with our online network of 45,000+ HCM members.

9 CUSTOMER SUCCESS

At each step of the cloud journey, we partner with you to ensure your project is a success. New Oracle customers have access to an implementation success manager, on-demand education, as well as success planning tools. Finally, we offer 24/7 customer service across 145 countries worldwide to help you maximize the value of your investment.

10 GLOBAL CAPABILITIES

Most companies and organizations today operate in multiple countries and jurisdictions. Our customers are able to leverage our global capabilities to meet their unique needs for 200+ jurisdictions and 25+ languages.

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Meet our customers

Emerson chooses Oracle Cloud HCM for best-in-class security

INDUSTRY: MANUFACTURING LOCATION: NORTH AMERICA EMPLOYEES: 130,000

EMERSON

Before

- Multiple acquisitions led to disparate systems, including E-Business Suite
- No single, global view across talent
- Disconnected finance and HR processes
- Lack of self-service capabilities drove excessive HR transactions and inefficiency
- Disengaged workforce

After

- Enabled a unified, secure cloud solution for HCM and ERP
- Went live in 44 countries, in just six months
- Reduced IT costs, lowering total cost of ownership (TCO)
- Improved manager and employee engagement
- Consolidated into one learning platform

"The security that Oracle has in place with the cloud was far superior to what we had, and Oracle has a vested interest to stay ahead of the bad actors out there. Oracle will be 10,000 times better (than us) at keeping our environment secure"

VP HRIS
Emerson

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ORACLE

India's fourth-largest financial institution increases productivity by 90%

INDUSTRY: FINANCIAL SERVICES LOCATION: ASIA PACIFIC EMPLOYEES: 33,013

Before

- Outdated E-Business Suite system drove inefficiency
- Employee reviews unsupported by technology
- Manual processes led to low productivity
- Lack of alignment across a disengaged workforce
- Lack of visibility with data living in disparate spreadsheets

After

- 51% reduction in manual processes
- 93% of employees completed competencies and goals
- 85% adoption of performance reviews
- 39% improvement in organizational effectiveness
- Cloud solution helped nearly double productivity

"Instead of 95% of my resources being focused on HR (operations), I can now have around 56% working toward organizational effectiveness. They work on areas of building competencies of people around selection, performance management, human leadership, etc. Today (our productivity) is 90% up."

EVP HR

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National Instruments gains complete visibility

INDUSTRY: TECHNOLOGY LOCATION: NORTH AMERICA EMPLOYEES: 7,552

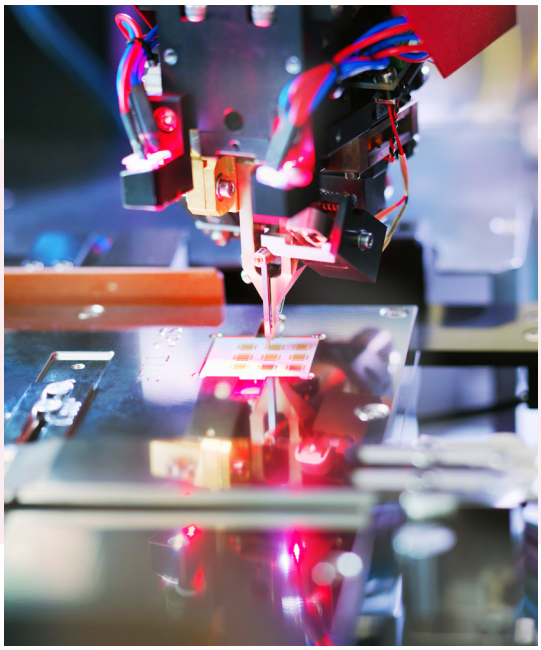
NATIONAL INSTRUMENTS™

Before

- Three disjointed HCM systems, including E-Business Suite
- Disconnected processes hampered global scalability
- Lack of visibility into headcount and competencies
- No access to real-time analytics hindered decision making
- Paper-based, manual recruiting processes

After

- Accelerated headcount reporting from 6 weeks to 2 hours
- Improved visibility with a global view of talent
- Gained access to real-time, global employee dashboards, accelerating decisions
- Executed data-driven employee recognition and promotions
- Standardized on one multilingual, multicurrency HCM platform



"The solution is robust and the functionality that we needed was already in place. We like where Oracle is going with its cloud HCM platform and the speed at which it is progressing. Our ongoing partnership with Oracle was also an important consideration. We can easily say that Oracle has fulfilled its promise."

Head of Global HRIS
National Instruments

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ORACLE

Supermarket powerhouse improves innovation and execution

INDUSTRY: RETAIL LOCATION: EUROPE EMPLOYEES: 186,900

Sainsbury's

Before

- Highly customized, 10-year-old E-Business Suite system
- Changing retail landscape required modern technology
- On-premises system unable to support new store openings
- Unintuitive, outdated HR technology misaligned with employee expectations
- Inability to rapidly attract and onboard talent

After

- Projected savings of £16M (GBP) in HRIT costs
- Standardized on one automated cloud solution to better process 57,000 annual hires
- Improved user experience, employee productivity, and HR execution
- Modernized recruiting and onboarding solution to improve efficiency
- Leveraged robust configurability and Oracle PaaS to meet complex, unique requirements

"The world is changing rapidly. Our vision is for Sainsbury's to have a world-class digital and technology function to ensure that we can deliver great services for our customers whenever and wherever they want to shop with us."

Technology and Data Director
Sainsbury's

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