



## Oracle Cloud Platform Service for Human Resources



Did you know that companies using cloud-based HR systems consistently outperform their competitors?<sup>1</sup> Human resources (HR) leaders at these firms are strategically focused on engagement and recruitment by developing new (and often customized) ways to make their extended workforce more effective. They look beyond the traditional boundaries of administrative functions. Many of these innovative leaders are turning to Oracle, which offers a complete line of cloud-based platform-as-a-service (PaaS) solutions for developing a more engaged workforce that is digital, connected, and adaptive. Oracle also offers software-as-a-service (SaaS) solutions such as Oracle Global Human Resources Cloud, which encompasses all the activities needed to build a diverse, flexible, and productive workforce that delivers strategic business value. In addition, Oracle Talent Management Cloud helps HR leaders attract and motivate top talent and build a lasting culture of performance.

### A Need for Transforming HR Performance

Human capital is a primary differentiator for most organizations. In order to locate, onboard, and retain top employees, fast-moving organizations need flexible information systems that allow HR professionals to easily track and retrieve workforce performance information and regulatory information—and provide forward-looking analytics to support strategic initiatives. Unfortunately, many HR organizations must contend with a broad set of disparate, redundant information systems that don't accommodate modern computing practices. Lack of standardization and difficulty aligning workforce skills and capacity with corporate goals prohibit these organizations from attaining a competitive edge.

To improve the situation, HR leaders need companywide visibility into how business strategy aligns with individual and team performance. Without such visibility, it is difficult to stay abreast of worker and team trends and address attrition risks—let alone model workforce changes. A solid talent management strategy is a key to ensuring a high-performing workforce. But how do you know what talent to acquire, develop, and retain? What skill sets, head count, and other attributes are necessary to meet the business objectives at hand or on the horizon? How can you pinpoint deficiencies in your current workforce?

### Mobilizing the Workforce with Cloud Technology

Cloud-based workforce management applications track critical information to reveal gaps in the workforce and drive a successful talent management strategy. Market-leading companies

*"We are leveraging Oracle cloud technology for a global project that will make our systems simpler and our people smarter."*

—ALESSANDRO PROTASONI,  
HEAD OF GROUP STRATEGY  
WORKFORCE PLANNING AND HR IS,  
ASSICURAZIONI GENERALI

*"We started adopting SaaS and we realized we needed a little more flexibility. Thanks to PaaS, our senior managers have a single system and a standardized process that runs in a safe and secure way."*

—FEDERICO MOROSI, GROUP HEAD OF  
WORKFORCE PLANNING AND HR IS,  
GENERALI GROUP

*Global companies have invested US\$14 billion in HR systems and software, and yet 65 percent of those companies still have trouble finding employees with the skills they need, and only 18 percent of business leaders trust the talent insights coming out of HR.*

—JOSH BERSIN, "THE DATIFICATION OF HR," DELOITTE UNIVERSITY PRESS

rely on the cloud to establish a single source of truth for employee data, streamlining data analysis and making the entire HR team more efficient. Having integrated data means HR pros trust the insights and don't have to juggle multiple applications and spreadsheets.

The best cloud solutions include analytic tools that allow business leaders to predict attrition, take corrective action, and make knowledgeable changes to the workforce. For example, a top-performing employee who has worked too many hours, not taken enough vacation time, and received a low pay increase may be at risk of leaving. By continually analyzing key performance indicators such as these, HR leaders can stay abreast of pressing developments and send automatic alerts to departmental managers—with an eye to nurturing the workforce and keeping the organization intact.

## Extending HR Functionality with Oracle PaaS Capabilities

Oracle PaaS and SaaS technologies anchor a cloud-based human capital management (HCM) strategy that provides complete workforce insights on the full employee lifecycle for every HR stakeholder. To enhance Oracle SaaS applications such as Oracle HCM Cloud and Oracle Talent Management Cloud, Oracle offers a wide variety of scalable and secure platform services for a single, trusted system for performance management.

This SaaS/PaaS combination was particularly useful to Generali Group, one of the world's leading insurers. Generali used Oracle PaaS technology to interface its Oracle HCM Cloud system with several on-premises information systems and to gain more flexibility. The company chose Oracle Database Cloud Service, Oracle Java Cloud Service, and Oracle Integration Cloud Service to standardize and streamline the integration process.

Today Generali is simplifying the administration of a global workforce of 77,000 employees by moving key HR processes to the cloud to transform HR performance. The company adopted Oracle technology to better engage its global workforce, leading to streamlined procedures for performance management, talent attraction, and retention. "Moving to the cloud is a central component of our *simpler, smarter* strategy as we simplify the HR landscape across the company," says Bruce Hodges, group head of information systems at Assicurazioni Generali. "The Oracle platform is a critical component of that cloud strategy."

Generali now has more-cohesive HR systems that enable enterprisewide employee collaboration, along with a more flexible platform for resource management. More than 600 Generali employees are live on the Oracle HCM Cloud platform, and HR stakeholders believe that number will soon grow to include all 77,000 employees.

## Get Started Today

Cloud-based solutions improve the employee and manager experience and lessen the administrative burden on your HR staff. Advanced technology gives the HR team more power to deliver relevant information and gain insight into what is happening within the workforce. By integrating core transactions with Oracle's cloud-based workforce and talent management systems, and layering a powerful analytics solution on top, business leaders can be more agile to execute corporate strategy. Contact Oracle to learn more about these advanced cloud platform solutions, or visit [oracle.com/cloud](http://oracle.com/cloud).

*On average, global companies collect 200 data points per employee, yet 30 percent of HR execs have trouble seeing which data is useful and only 14 percent can perform analyses on their staff.*

—JOSH BERSIN, "THE DATIFICATION OF HR," DELOITTE UNIVERSITY PRESS

### THE POWER OF CLOUD-DRIVEN HR PRACTICES

- Improve reporting and decision-making with fast, dynamic, intuitive HR analytics
- Gather cross-functional insights to understand, develop, and maintain a productive workforce
- Predict and plan talent and departmental performance
- Provide a collaborative, insightful, engaging, and mobile HR experience for employees, managers, and executives
- Create a diverse, high-performance culture that adapts to provide skills that are in demand
- Develop and deliver actionable workforce insights for every department and employee
- Simplify complex HR practices, policies, and compliance initiatives
- Leverage social media to streamline collaboration, workforce engagement, and internal communications

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#### FOR MORE INFORMATION

Contact: 1.800.ORACLE1

<sup>1</sup> Josh Bersin, "The Datafication of HR," Deloitte University Press, [dupress.com/articles/dr14-datafication-of-hr](http://dupress.com/articles/dr14-datafication-of-hr).