ORACLE

Oracle Cloud Human Capital Management
Work Made Human

During this time of incredible disruption, HR is at the forefront, taking on an even bigger role to lead their organizations through change. This experience is challenging, even painful, without the flexibility to react quickly to business and employee needs. At the same time, five generations in the workforce are readjusting, preparing to work harder. They expect you to deliver new ways to achieve productivity, balance, and a sense of purpose. They want work made human.

At Oracle, we believe making work more human means:

- Putting empathy at the forefront of your employee experience
- Improving your ability to say yes to organizational needs and adapt to change
- Relying on a strong partner focused on innovation, so you can focus on your business

"Our managers and executives are raving over the simplicity. It's better than we ever imagined. Hiring and onboarding that used to take over 3 weeks, now takes 2 days"

— Head of Group HRIS Development
   AXA

## Empathy
Put your people first

To create stability, organizations are focusing on compassion, learning, and better decision making through agile and efficient teams and processes. To make this real, it's up to HR to work with leadership and create a human experience that is memorable for candidates and gives employees support, meaning, and collaboration.

Why it matters

We are all expected to do more than ever before, and now do it in an uncertain environment. By creating an employee experience focused on ease of use and getting work done fast, your teams can do more and be more impactful.

With Oracle Cloud HCM you can:

- Improve service delivery and safety through Oracle Digital Assistant, Oracle HR Helpdesk, and Oracle Workforce Health and Safety.
- Establish trust and collaboration with our interactive directory, Oracle Connections; and support employee wellness and volunteering with Oracle Work Life.
- Upskill and reskill in alignment with both organizational and career goals with Oracle Learning.
- Boost career mobility with Oracle Opportunity Marketplace, providing gigs and jobs for employees to expand their skills and networks within the organization.
- Create memorable candidate experiences through AI matching and personalized CRM campaigns with Oracle Recruiting.
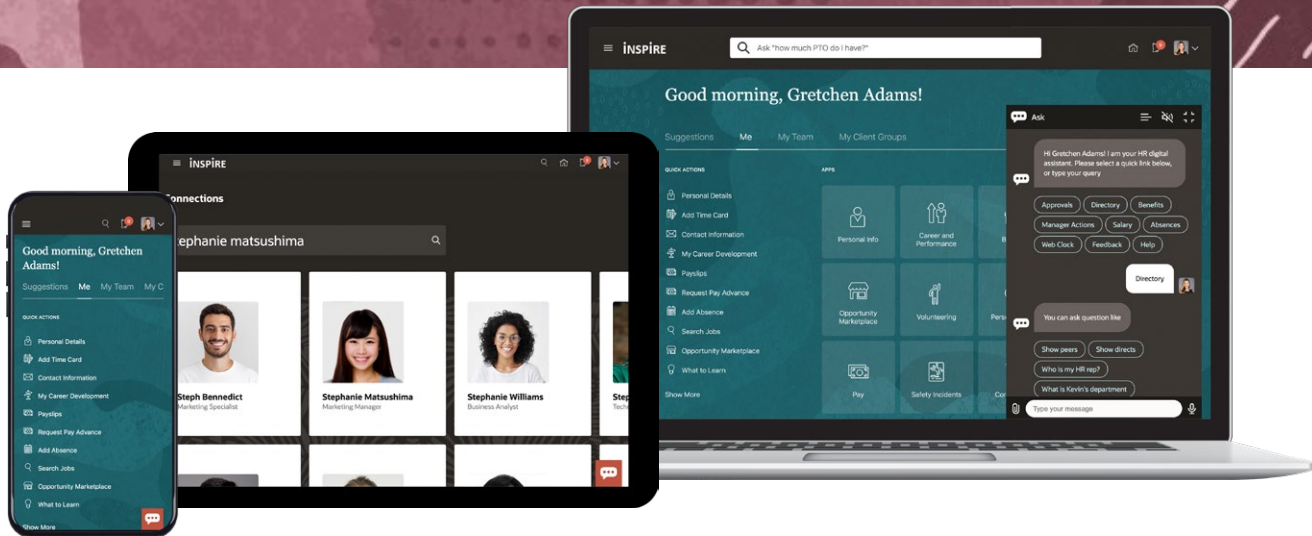
Resilience
Live in the land of yes

Many companies were caught off guard trying to communicate, support, and even protect their employees when COVID-19 hit. As a result, it has become an opportunity as Deloitte says, "to develop a new perspective and a strong foundation for the longer term."[1] Having agile systems in place to support your organization and employees helps build resilience for the future.

Why it matters

According to a study cited by Harvard Business Review, organizations with strength in agility and resilience can achieve 150% greater ROI and 500% return on equity.[2] Oracle believes in using technology to make work more human and enable resilience—and our customers see the difference.

With Oracle you can:

- Adapt and deliver with a complete HR solution from hire to retire.

- Get more done and support security with a complete cloud that connects the enterprise across HR, finance, and operations.

- Plan ahead and gain insight with Oracle Strategic Workforce Planning.

Partnership
Rely on a strong partner

In this uncertain time—Oracle's strength and security is something you can trust. Part of our strength as a partner is the fact that we aim for resilience ourselves—having thrived in the highly competitive tech space for over 40 years.

Why it matters

Oracle runs mission-critical applications for companies, hospital systems, educational institutions, and research organizations around the world, and we take this responsibility seriously.

Oracle's unique value:

- See continuous innovation, delivered on a quarterly basis simply by using Oracle Cloud HCM.

- Access our global community of 45,000+ HCM members sharing insights and advice.

- Lower TCO and see business value in less than twelve months.

- Work with a stable, innovative partner recognized as a leader in the cloud HCM space by Gartner and Forrester.

[1] Deloitte, Leading beyond the crisis: has the virus beaten the corporate immune system?, April 2020

[2] American Psychological Association, What leads to organizational agility: It's not what you think. 2019/ Harvard Business Review, 2020

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