

ORACLE

# ORACLE HCM NOW

## SOLUTION BROCHURE

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Public



# Getting HR right in a changing world of work

Recent years have made a lasting impact on the world of work, and every facet of it—including workforce models, employee expectations, job responsibilities, and hiring and retention strategies—continues to evolve rapidly. HR leaders and management alike are struggling to keep up with the pace of change but are still expected to drive business outcomes and support employees in a volatile world.

“

[HR and business leaders'] greatest barrier to **achieving organizational outcomes** is being overwhelmed by **too many changes** at once.<sup>1</sup>

”

Today's business leaders recognize that success depends on their people. Low employee morale directly correlates to low productivity. HR must balance changing business demands with employee expectations to build a resilient workforce that drives profitability and the desired business outcomes.

## Mid-enterprise companies are hardest hit by challenges

HR challenges have an even more significant impact on growing mid-enterprise organizations as they must often deal with tighter budgets and are vulnerable to the additional obstacles that come with an expanding business, such as mergers and acquisitions, adapting to new compliance requirements, and more. And the competition with big brands to attract and retain the best employees with the skills needed to power the business forward is always on.

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<sup>1</sup>“Global Human Capital Management Trends,” Deloitte, 2023

Turning to technology to help solve these challenges typically results in stitched-together HR solutions that can quickly become a messy, complex-to-manage web of applications that are too expensive to integrate and build on, leading to a downward spiral of siloed data, disjointed processes, and inconsistent experiences that erode workplace quality. While niche vendors cater to mid-enterprise needs, they don't offer comprehensive, unified solutions that enable companies to quickly respond to change and adopt additional capabilities as they grow.

HR leaders are frustrated with  
**disconnected HR systems**

“ Ensuring that the right technologies are in place guarantees that employees remain connected.<sup>2</sup> ”

Even when solutions are at the right price points, mid-enterprise companies can't afford the cost of lengthy implementations that require multiple complex integrations and don't deliver a timely return on investment.

## Get a fast, easy start to HR success

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

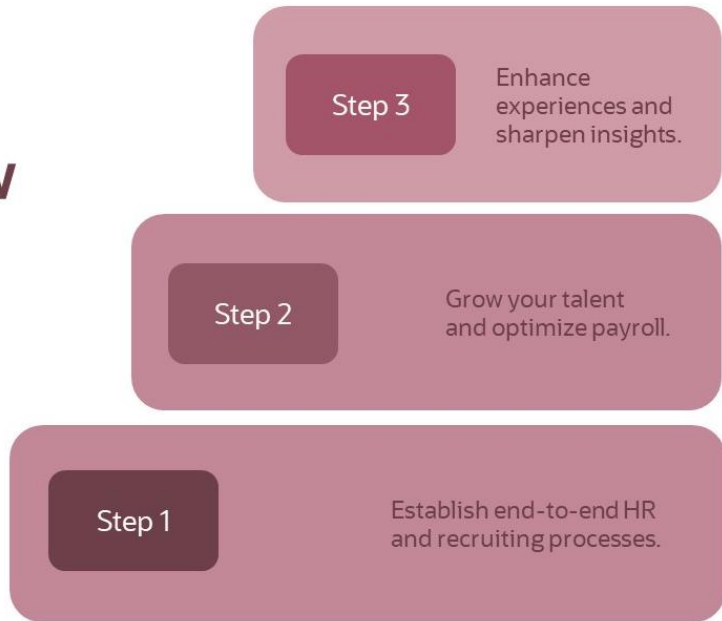
This unique offering of the Oracle Fusion Cloud HCM suite accelerates time to value, quickly delivering the solutions you need to drive success. It provides a cost-effective approach with short implementation timelines designed to eliminate complexity and minimize disruption for your teams.

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<sup>2</sup> “Global Human Capital Management Trends,” Deloitte, 2023

# Oracle HCM Now

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

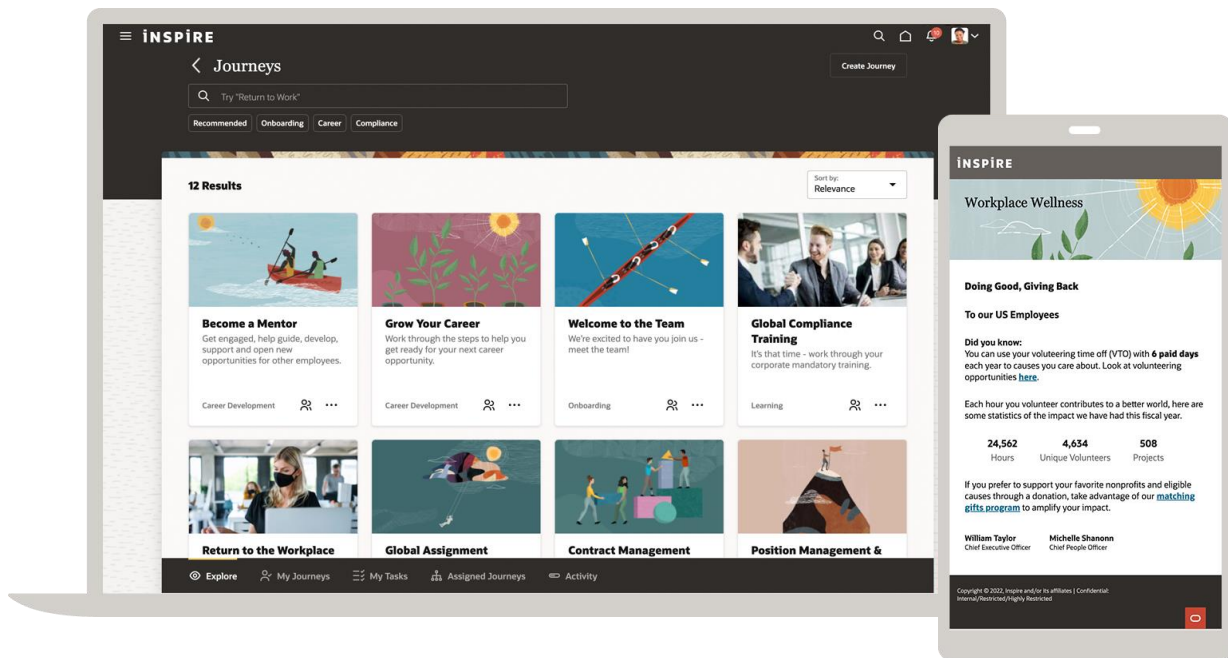


With Oracle HCM Now, you can

- ✓ Accelerate your time to value with fixed-fee implementations, supported by our specialized ecosystem of partners who view your experience as a measure of their success
- ✓ Easily adopt what you need with a complete solution you'll never outgrow, and be confident you have the flexibility to address ever-shifting business challenges
- ✓ Cut costs, reduce complexity, and save time by eliminating the mishmash of solutions and integrations that can lead to poor performance and experiences and ultimately make it challenging to adopt new capabilities

## Step 1: The 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 capabilities to unify your people data, simplify compliance, and streamline processes. You can offer employees a single hyperpersonalized experience, with journeys to guide and support their success, tailored communications to keep them in the know, and an award-winning UX designed to boost productivity. You can source, engage, and recruit the people you need, inside or outside your organization, with a comprehensive recruiting solution. Get the essentials in place in as little as six months, then start adding additional HR capabilities as you need them, all within the same unified HCM suite.



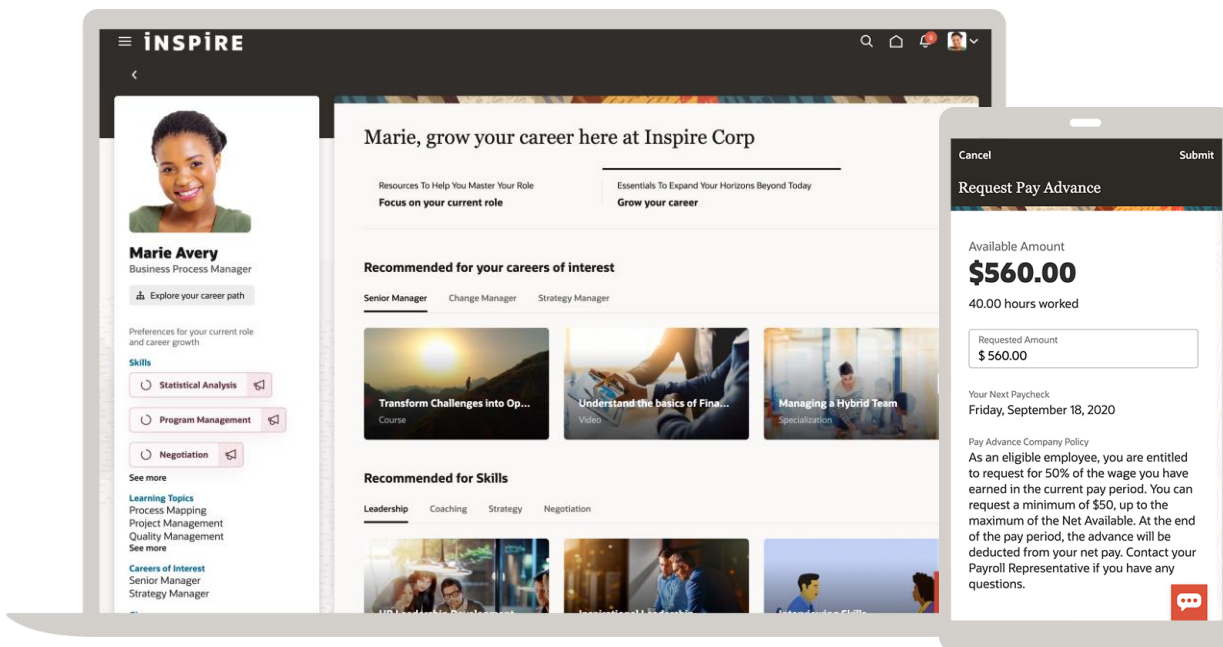
With Oracle HCM Now, you start with the tools to

- ✓ Find, engage, and hire talent quickly
- ✓ 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've got a solid foundation in place, you can expand to unify your critical processes. Deliver efficient, compliant, configurable payroll across your global workforce. Manage the growth and development of your people with end-to-end talent management and a dynamic skills engine. Give employees and managers control to make completing crucial tasks efficient and easy, whether they're scheduling shifts and managing absences, signing up for benefits, or identifying a path to their next role.

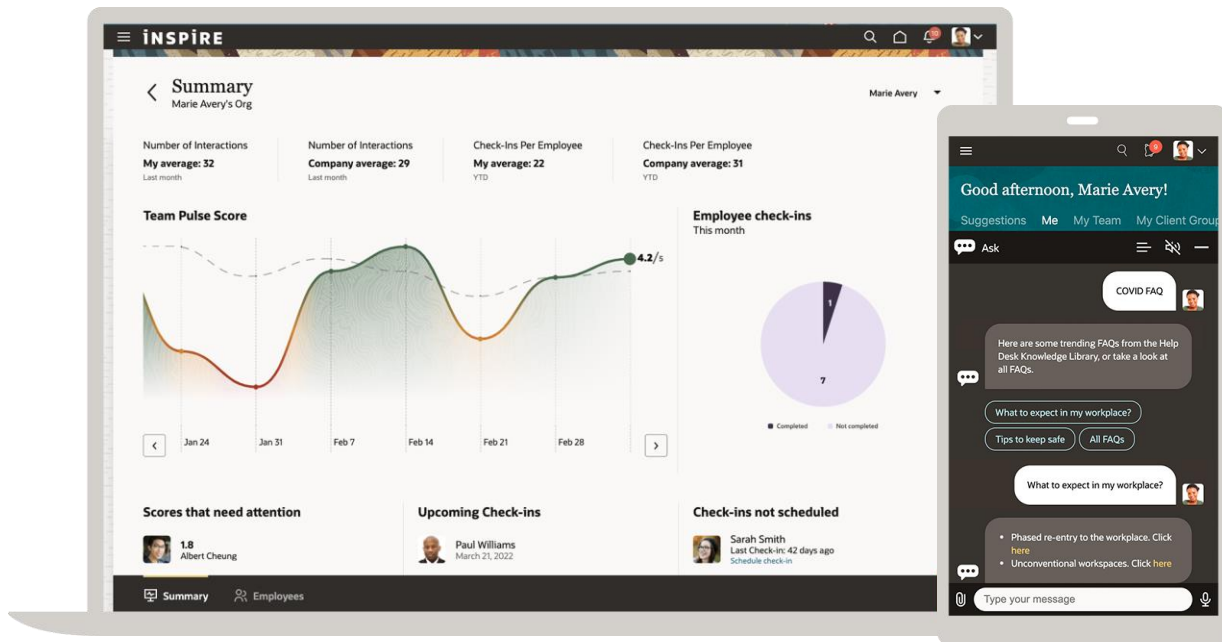


With Oracle HCM Now you can readily expand with capabilities that

- ☑ Simplify how you pay your workforce
- ☑ Provide employees with agency and growth
- ☑ Optimize labor resources as demand shifts

## Step 3: The value-adds

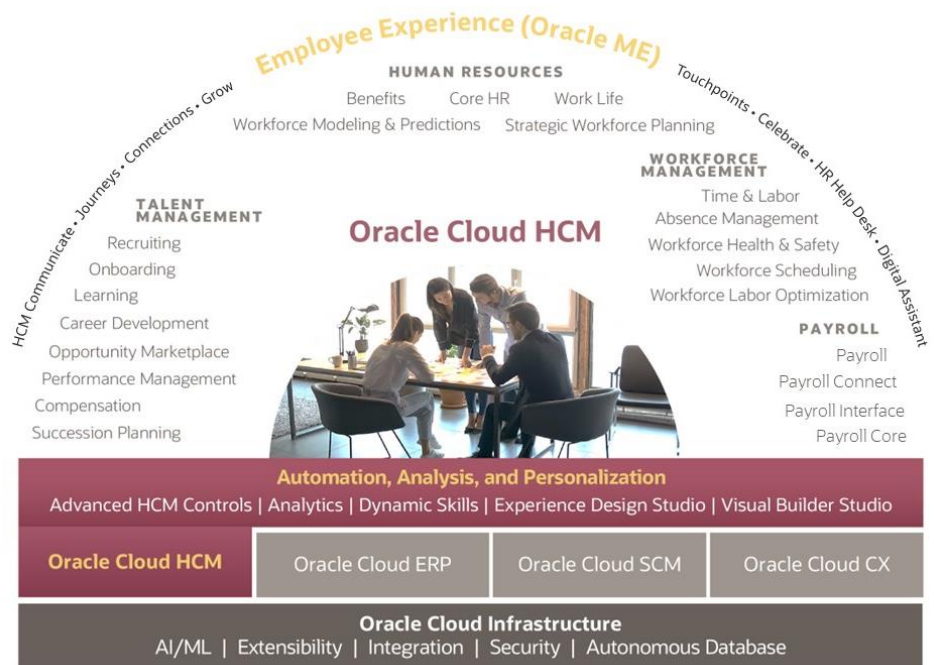
Take your HR to the next level with greater business visibility and control. When you choose Oracle, you're partnering with a vendor you'll never outgrow and who will help you stand out from the competition. In this phase, we'll give you the solutions you need to create a community where people feel valued and a sense of belonging while 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
- ☑ Minimize risk with greater controls
- ☑ Optimize spending and safety

A complete HCM solution, designed for change, built for you



Oracle HCM Now is a prescriptive path to rapid value and success for mid-enterprise companies. Oracle delivers all the capabilities you need, when you need them, with a comprehensive, unified cloud HCM suite that helps you rapidly adapt, grow, and accelerate business success. The suite provides a single user experience across devices and an elevated employee experience platform that lets every individual feel heard, valued, and supported.

Because we built Oracle HCM applications on top of our own Oracle Cloud Infrastructure, customers get data delivered at faster speeds and lower costs, ensuring managers have accurate, real-time information to support decision-making and a 360-degree employee view to help them staff, develop, and engage their workforce to meet business and employee needs. For the first time, midsize customers can implement a complete HCM solution with guidance that controls costs at every stage of adoption.