



ORACLE

Why Oracle Cloud HCM is the Right Choice

**Meet customers who have chosen Oracle Cloud HCM
over the competition**

Executive summary

With the rapid pace of change in technology, companies are finding it imperative to find the right cloud partner to protect and grow their business. To support this growth, organizations need seamless connections and real-time data to be shared within the enterprise. According to a survey, 35 percent of organizations plan to create a shared finance and HR function within a year, motivated by improvements in productivity and performance. Many human capital management (HCM) and enterprise resource planning (ERP) cloud solutions on the market were created before 2007, before the adoption of the smartphone and other emerging technologies. We call these vendors “Cloud 1.0 providers,” which is also referred to as the “first-generation cloud.”

While it's impressive to be first to market, it's also important to ensure your solution is built on a foundation that's future-ready, adaptable, hyper-personalized, and intelligent enough to support new business strategies. These Cloud 1.0 solutions were usually built by the acquisition of existing technologies and later rolled into the product portfolio of larger companies. This resulted in a business solution that shared a common name but shared no underlying code or data structures. If your Cloud 1.0 provider is on an outdated platform and cannot easily integrate with other parts of your business, how can you be sure they are the right partner to help manage your business in a rapidly changing world?

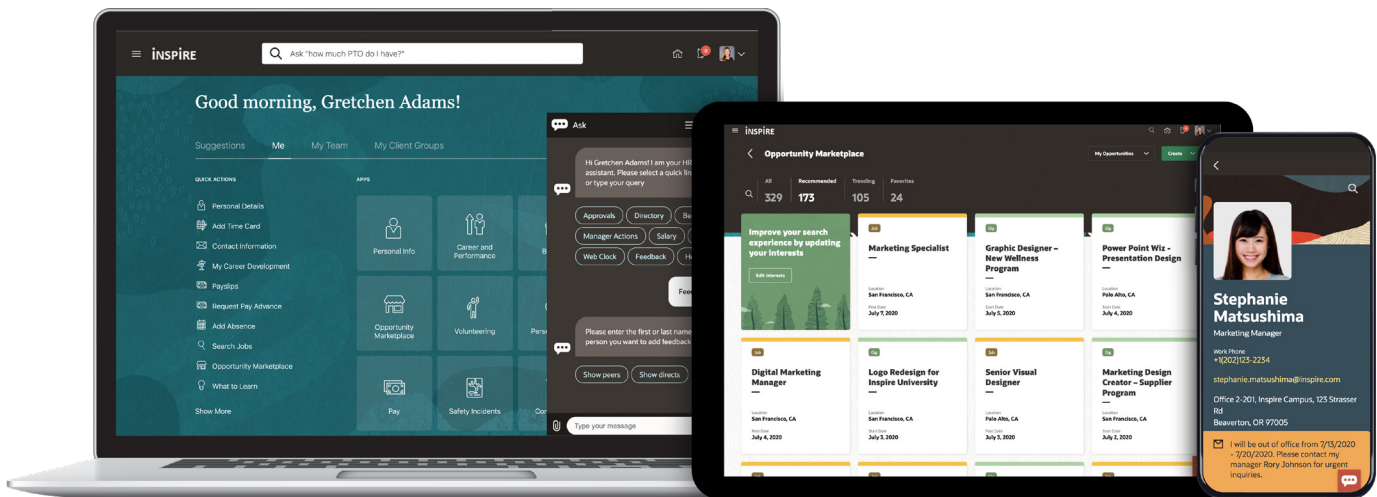
“The ERP-HCM Cloud integration gives greater visibility into how organizational changes impact budgets, travel and expenditures, forecasts, and approvals, among other things”

- Joyce Westerdahl, EVP & CHRO, Oracle

Many companies have boldly chosen to go with Oracle Cloud HCM as it offers a modern, native, and complete HCM cloud solution and is part of a broader, unified suite of business applications across finance, supply chain, and customer experience. Additionally, Oracle solutions are embedded with AI/ML such as digital assistants to quickly access data and simplify tasks all while being purpose-built on Oracle's state-of-the-art cloud infrastructure. With an investment of US\$6 billion annually in R&D, our customers can focus on transforming their business while we transform their technology.

1 MIT Technology Review, Finance and HR: The Cloud's New Power Partnership

Oracle Cloud HCM is a complete solution, natively built on a single platform that connect all HR processes, including recruiting, global HR, compensation, benefits, talent management, learning, workforce planning, work life solutions, time tracking, and payroll. 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 assistants to automate workflows and improve efficiency. Oracle Cloud HCM is enabling our customers to future-proof their organization.



In this brochure, you'll learn the top five reasons customers selected Oracle as their cloud solution. You'll then meet five of our customers, who made the choice to skip the integration complexity, solution gaps, and lack of innovation, and adopt the most complete and unified HCM solution to help run their business.

Top five reasons to switch to Oracle Cloud

Legacy SaaS providers make promises of a simple, intuitive, cost-efficient solution for your business. However, what you're left with is a complex mess of acquired products stitched together and third-party integrations. At Oracle, we deliver a truly, unified solution for HR and the entire back-office so you can focus on running your business. Oracle Cloud was natively built for the cloud with the broadest, deepest functionality on the market and delivers a more human experience. Accelerate your organization's digital transformation, be future-ready, and lower your total cost of ownership with Oracle Cloud, today.

Here are 5 reasons why customers have switched from a competitor to Oracle Cloud:

- 1** **A COMPLETE HCM SOLUTION**
Oracle gives you one comprehensive solution for Human Resources, Talent Management, Workforce Management, and Payroll. This includes native, robust products like Time and Labor to deploy the workforce with greater efficiency, Benefits to provide role-based offerings to your employees, and Workforce Health and Safety to mitigate spread of illness and incidents.
- 2** **ENTERPRISE-WIDE VISIBILITY**
Oracle provides one cloud that unifies the entire enterprise across HR, finance, supply chain, and customer experience. All products have the same intuitive experience and share a common data model, giving you a single source of truth and real-time visibility into the rest of the business, without having to pay for expensive middleware and consultants.
- 3** **A MORE HUMAN EXPERIENCE**
Oracle Cloud HCM provides ease of use, exceptional support, and personalization of your workforce demands, today. AI-driven recommendations suggest next actions to take, improving decision-making and productivity. A digital assistant provides fast answers and lets users complete tasks in a conversational way—with over 35 manager and employee self-service transactions available out of the box. This experience is mobile responsive and consistent across every device, without the hassle and risk of maintaining separate mobile apps. These are not roadmaps or future promises. This, more human experience, is available to all Oracle Cloud HCM customers, out of the box, today.
- 4** **TRUSTED PARTNERS**
Our partners are trusted advisors and experts in building, selling, and providing value-added services for Oracle technology. Customer success is the core tenet of our enhanced partner program. You can rest assured Oracle partners are equipped with the demonstrated expertise and tools they need to help you achieve innovative results, save you money, grow your top line, and reduce risk. No matter where you are on your journey, Oracle partners will meet you there.
- 5** **CONTINUOUS INNOVATION**
Oracle customers benefit from continuous innovation and a US \$6 billion annual investment in R&D. Our focus on AI and machine learning has led to predictive analytics, digital assistants, and automation—driving efficiency, ease of use, and productivity.

Five customers who made the right choice with Oracle Cloud



ENGIE reveals why smarter energy starts with smarter working

INDUSTRY: ENERGY LOCATION: EMEA EMPLOYEES: 150,000



“We chose a unique HRIS. An HRIS that helps us to roll out our policies and processes at the group’s 24 business units, but also lets us be more agile. This HRIS is Oracle HCM Cloud.”

Henri Ducre
VP of HR
Engie

Challenges

- Decentralized and poorly-integrated systems delivered an incomplete view of HR information
- Employees lacked mobility, self-service, and talent-centric features
- Every HR process was managed by paper or spreadsheets

Outcomes

- Digitized and centralized processes and data
- Improved employee reward and development programs
- Easier internal role discovery, along with skillset evaluation and focused development for new positions



ArcelorMittal

ArcelorMittal adds steel to its HR practices with Oracle Cloud

INDUSTRY: MANUFACTURING LOCATION: EMEA, APAC EMPLOYEES: 191,000



“The basics, like those built into Oracle Cloud HCM, were much stronger than those of the competition. Oracle clearly understood how things should work.”

Koen Mols
HR Excellence Program
ArcelorMittal

Challenges

- A patchwork of outdated recruiting and training solutions
- Limited functionality within performance-review, training and recruiting tools. Low employee engagement due to no mobile, learning, or social capabilities
- Restricted visibility into HR competencies

Outcomes

- Single, branded career site for all open global positions worldwide 100% automation in social recruiting
- Increased competitiveness for talent
- Consolidation of five performance review and three training systems into one unified suite – Oracle Cloud HCM



Oracle Cloud HCM kicks off digital transformation at industrial manufacturer

INDUSTRY: MANUFACTURING LOCATION: EMEA EMPLOYEES: 9,350



“We started our cloud journey with Oracle HCM Cloud, aiming to have a complete view of our 20 production units and 30 design centers within the 20 countries we operate. Easy and real-time access to our global and local data enables us to make decisions more rapidly, creating a more efficient global HR process.”

HR Director
Danieli & C. Officine Meccaniche S.p.A

Challenges

- Aging on-premise HR system
- Inability to scale HR processes for growth
- Poor integration with acquisition

Outcomes

- A holistic view of 9,000 employees in 20 countries
- Easy, real-time data access for better decisions
- New HR reputation as talent-centric, as opposed to accounting-centric



Generali consolidates global HR data and streamlines workforce planning for 76,000 staff globally

INDUSTRY: INSURANCE LOCATION: EMEA EMPLOYEES: 76,300



“With Oracle HCM Cloud we moved from a decentralized HR model with non-standardized data and processes to a global and standardized HR function. This enabled us to significantly enhance strategic workforce planning and talent management across all our insurance businesses.”

Alessandro Protasoni
Head of Group Strategic Workforce Planning
Assicurazioni Generali

Challenges

- Maintaining 50 siloed systems across 40 countries
- Outdated and inaccurate headcount data across the business
- Inconsistent organizational classifications

Outcomes

- Improved HR service delivery
- Global process standardization across key HR functions including performance management, talent development, compensation and benefits, and talent acquisition
- Smooth integration between corporate and branch offices



AXA transforms HR by moving to Cloud HCM

INDUSTRY: INSURANCE, FINANCE

LOCATIONS: EMEA, NORTH AMERICA, AFRICA, ASIA

EMPLOYEES:

157,000



Challenges


- Multiple, unconsolidated global HR systems
- Extensive system customizations
- Stringent legal and operating requirements

Outcomes

- Standardized, future-proof HR system
- Data can be shared, aggregated, analyzed locally, regionally or globally
- 24/7 HR function availability on all devices – fixed and mobile

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