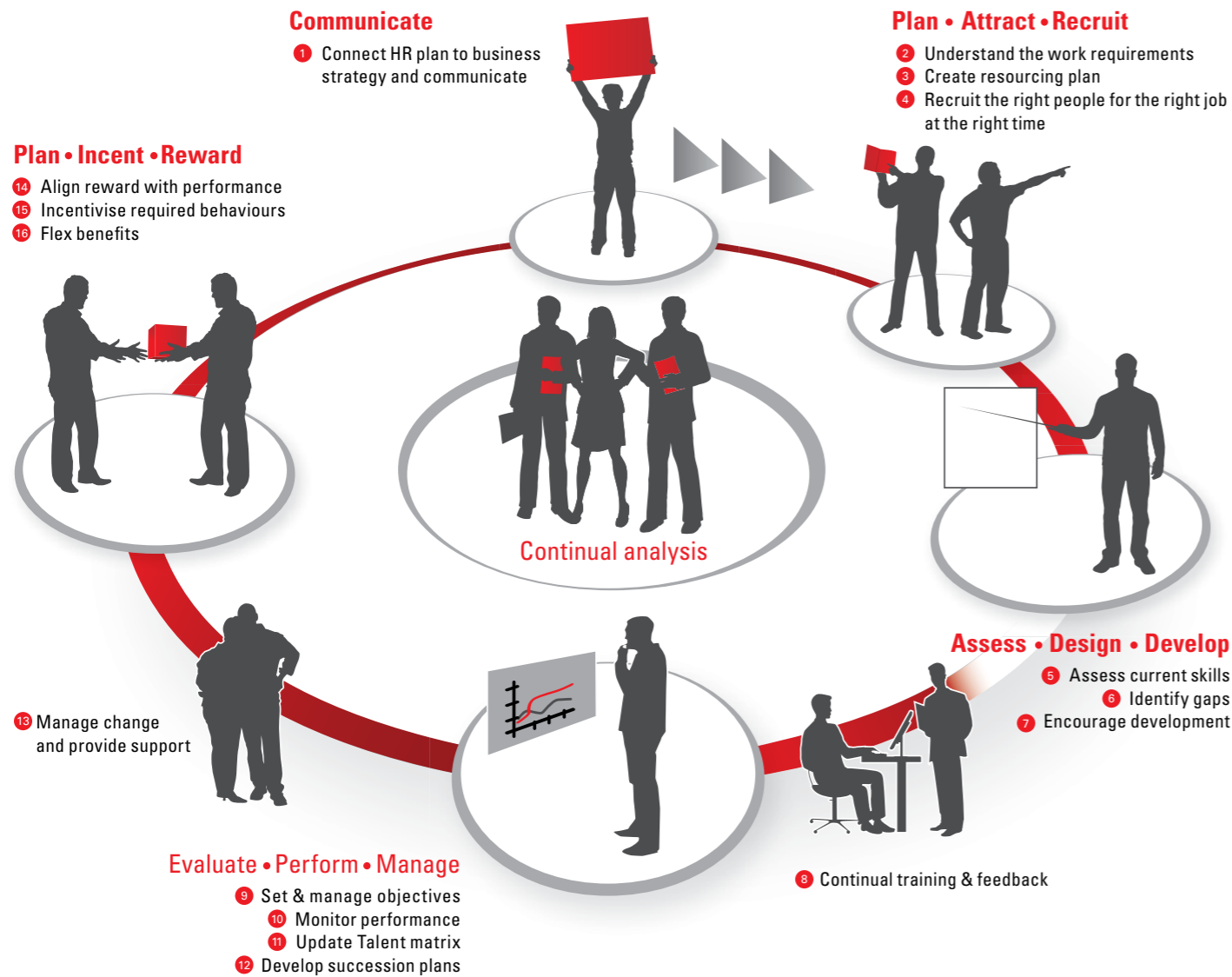


JOURNEY THROUGH HUMAN CAPITAL MANAGEMENT TRANSFORMATION

Find out how you can reduce cycle times by 50%, reduce costs by 1/3 and reduce paperwork by 90%



END TO END SOLUTIONS SUPPORTING THE CONTINUOUS EMPLOYEE LIFECYCLE



THE HR TRANSFORMATION JOURNEY: ADDED VALUE WITH ORACLE

VALUE »

1. Stabilise

- Replace core HR systems
- Integrate payroll
- Go Live
- User adoption & deployment

2. Streamline

- Integrate and connect business processes
- Portal & employee self service
- Phase one of self service to employees and managers
- Reporting KPIs for managers
- Introduce HR Helpdesk for case management

3. Re-engineer

- Complete manager self service
- Deploy online recruitment & learning processes
- Introduce talent & performance management
- Dashboards for Executives
- Web 2.0 Capabilities

4. Transform

- Balanced scorecard
- Flexible benefits
- Predictive Reporting
- Strategic Workforce Planning

HR TRANSFORMATION »

YOUR PROCESS ROADMAP

Single global system & workforce management

Workforce service delivery

Enterprise talent management and Business Intelligence

Administrative excellence

- Cut costs, increase user adoption and gain insight
- Ensure global and local compliance
- Easy growth into new regions and markets

Service delivery excellence

- Reduce HR administrative costs
- Increase employee satisfaction
- Boost productivity

Performance excellence

- Ensure organisational success and longevity
- Maintain competitive edge
- Cut costs with lower recruiting overhead
- Increase employee productivity and engagement
- Ensure rewards are linked to performance
- Gain workforce intelligence

FAST ROI, MEASURABLE RESULTS:

- **Major Financial Institution** – Reduced HR to employee ratio from 1:77 to 1:131, Payroll errors reduced by 75%
- **Respected Consulting Firm** – HR & Payroll administration reduced by 50%
- **Major Retailer** – New hire cycle time reduced by 50%, employee transaction paperwork reduced by 90%
- **Global Telco** – Reduced HR transaction costs using Self Service, saving millions annually
- **Major UK Telco** – Over 60% payroll process improvement
- **International Insurance Group** – Running Oracle HR, Payroll, Self Service and LMS as part of an integrated eBusiness strategy to underpin their Shared Service Centre
- **Major Financial Institution** – Reduced HR operating costs by 1/3
- **Global Engineering Firm** – Saved £1m in nine months on Recruitment

For more customer benefit examples, please log onto our website:

WWW.ORACLE.COM/CUSTOMERS/PRODUCTS/HR.HTML

ORACLE® Human Capital Management

complete • modular • open • integrated



Business Insight

Visibility – Analysis – Direction

PLAN	
Challenges	Solution
<ul style="list-style-type: none"> Understand HR and Payroll performance Use information to implement effective controls and manage cost Gain an insight into the workforce assist in better decision making Ability to predict trends 	<ul style="list-style-type: none"> Various levels of reporting capability from employee up to board level Prebuilt dashboards and KPIs Provide exception based reporting to the business Ability to bring together information from various sources



ATTRACT	
Challenges	Solution
<ul style="list-style-type: none"> Reduce costs Attract best talent Maintain a rich talent pool Streamline business process Reduce agency spend Reduce cycle times Build brand Manage suppliers 	<ul style="list-style-type: none"> Online processes for applicant, manager and recruiter Effective controls at each stage of the process Proactively manage talent Monitor key performance indicators One instance of the individual – hire with one click



MANAGE	
Challenges	Solution
<ul style="list-style-type: none"> Provide tools to the business to manage their people Reduce administration Connect business processes Eliminate re-keying and data errors Implement effective controls Reduce cycle times Cater for local and specific country requirements 	<ul style="list-style-type: none"> Online, integrated Self Service processes for the manager and the employee One source of date entry, one version of the truth One single time management solution Workflow driving approvals and controls Global solution



DEVELOP	
Challenges	Solution
<ul style="list-style-type: none"> Understand the work that employees need to do Determine fit between employee and role Identify training and learning interventions appropriate to the individual Manage employees consistently around the world Reduce administration Evaluate results of interventions 	<ul style="list-style-type: none"> One training catalogue available online Online learning delivered where appropriate Self paced and blended options catered for Dashboard on the business ROI in Learning Training budget managed through effective controls

PERFORM	
Challenges	Solution
<ul style="list-style-type: none"> Provide managers with tools to effectively manage performance Set and manage employee objectives Align objectives to the goals of the organisation Monitor progress regularly Identify interventions where necessary Ensure collaboration and feedback 	<ul style="list-style-type: none"> Connected performance management as part of an overall Talent Management Solution Integrated processes with Pay, Learning, Succession and Promotion Workflow driving the process forward Online view of the talent within the organisation

REWARD	
Challenges	Solution
<ul style="list-style-type: none"> Control salary drift Communicate total rewards with employees Drive a pay for performance culture Reduce administration and cycle times Benchmark with competitors and peer groups Manage reward on a global basis 	<ul style="list-style-type: none"> Online process to manage annual pay reviews, bonuses and shares Flexible benefits catered for if required Integrated process with Payroll, Time Management, Absence, Performance Tools to manage incentive plans for sales people

Deployment

In-house – Shared Services – Pay-as-you-go – Outsourced

Oracle applications and technology help you address the challenges you face on a daily basis so you can streamline HR service delivery, manage talent, develop leaders, measure cost and manage risk. Contact us now to discuss the challenges and opportunities for your organisation on +44 (0)1235 433 415 or gill.chippendale@oracle.com.

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