

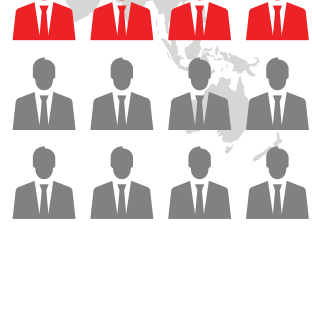
Modern HR in the Cloud

Disrupting Human Capital Management: The New Emerging Digital Standard for HR

The incorporation of the cloud, mobile, social, big data, and digital consumer experiences into human capital management (HCM) technology is disrupting how organizations manage, enable, and engage with their workforce. Modern chief human resources officers (CHROs) are using this new way of managing people to support an agile workplace where people can quickly access knowledge and data to get their jobs done in a purposeful way.

DIGITAL TRANSFORMATION INTO THE CLOUD

How are cloud technologies disrupting human capital management?



42%
of respondents want faster software updates.¹



36%
of respondents are looking for a lower cost of ownership.¹



39%
of respondents plan to consolidate and use fewer software vendors within their HR technology portfolio.¹



76%
of organizations are looking to improve the user experience for employees, managers, and HR.²

What's moving to the cloud first?



Top upgrade priorities to the cloud are¹



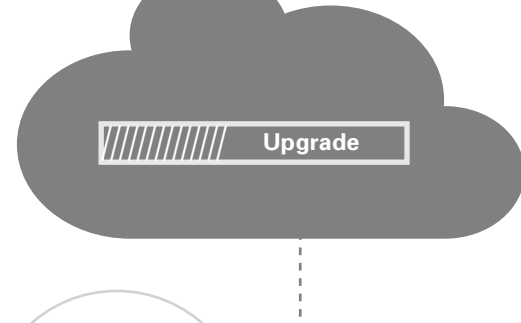
Core HR



Recruiting



Onboarding



What's the ROI of going to the cloud?



88%

cited increased operational efficiency³

84%

cited increased value of data and data analytics³

71%

cited increased innovation³

Reality of the cloud. It's here to stay!

With 60 percent of CEOs indicating that cloud computing is strategically important for their business it's easy to see that the cloud is more than a simple trend and is fundamentally transforming the way organizations will do business well into the future.³

MOBILE

Mobile now exceeds PC internet usage and it has forever changed how we consume content.



81 percent of CEOs think mobile technologies are strategically important for their business.³



In 2014, video accounted for approximately **45 percent** of mobile data traffic.⁵



85 percent of survey respondents with core HR in the cloud use mobile technology to support the HR function.⁶



91 percent of mobile users keep their phones less than a meter away, whether awake or asleep.⁴



90 percent of the world's population more than six years old will have a mobile phone by 2020.⁵

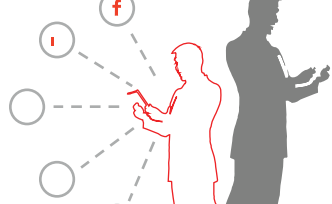


80 percent of mobile data traffic will be from smartphones by the end of 2020.⁵

By the year 2020, an entire generation will have grown up in a primarily digital world. Computers, the internet, mobile phones, texting, social networking—all will be second nature to them. Their familiarity with technology and reliance on mobile communications is transforming how we work and how we consume digital content.⁴

SOCIAL COLLABORATION

Omni-channel collaboration is transforming how the workforce gets tasks done.



61 percent of CEOs think socially enabled business processes are strategically important for their business.³



15 percent of mobile data traffic in 2014 came from social networking.⁵

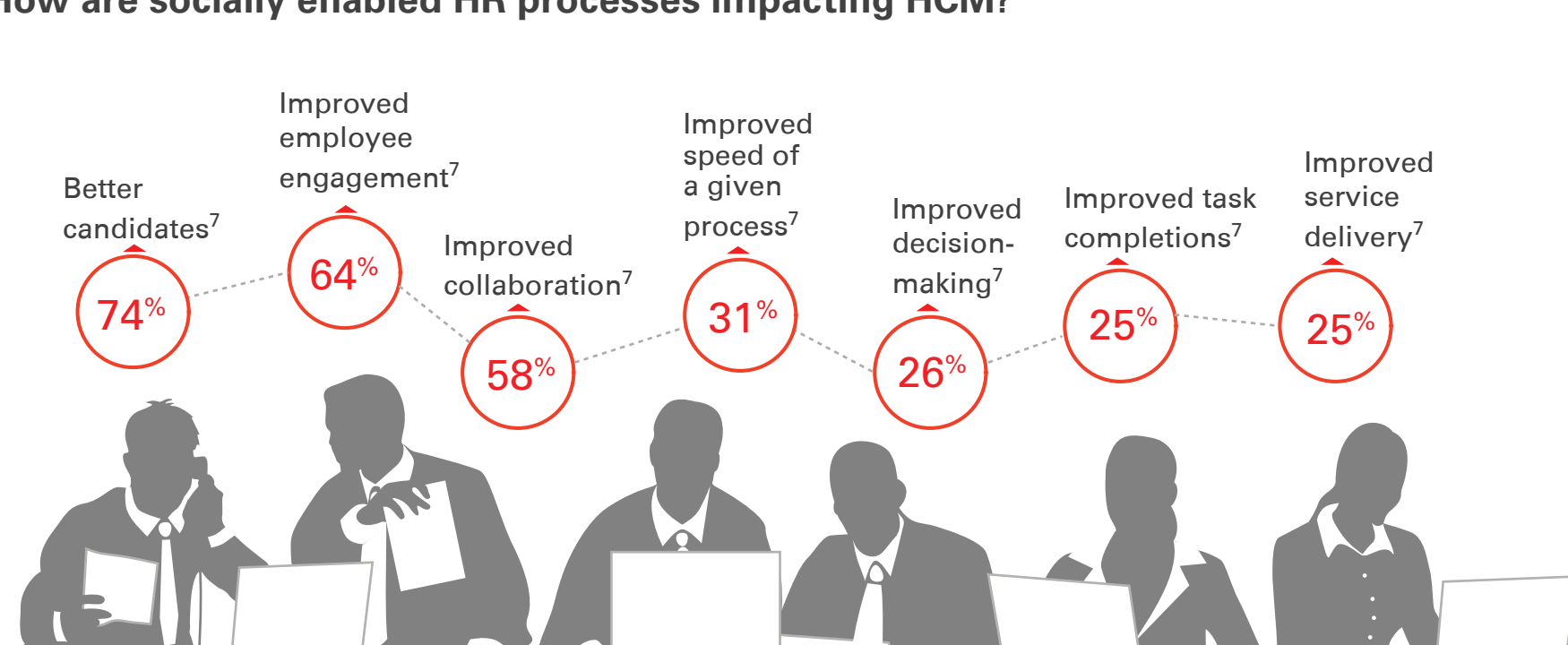


62 percent of organizations use some form of social collaboration tools strategically today.¹⁰



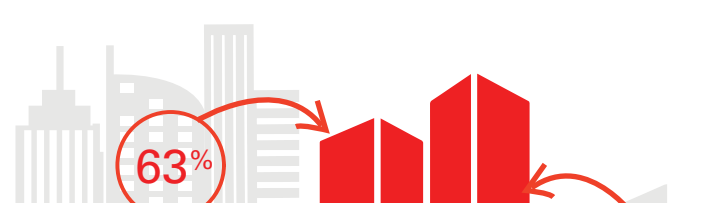
By 2020, more than half of employees at large corporations will work in virtual project groups.⁴

How are socially enabled HR processes impacting HCM?



ANALYTICS AND UNIVERSAL INSIGHT

The rise of predictive analytics will drive new insights about your workforce.



Top three investment areas:



58%
Data analytics¹⁰

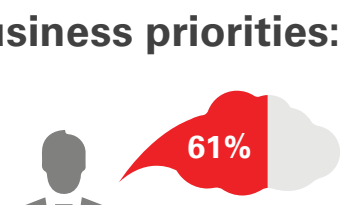


42%
Visual dashboards¹⁰



58%
Data mining¹⁰

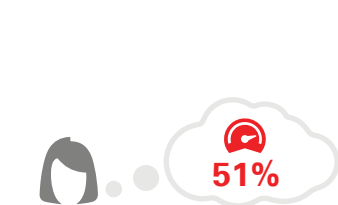
Top business priorities:



61 percent improving the quality of decision-making¹⁰

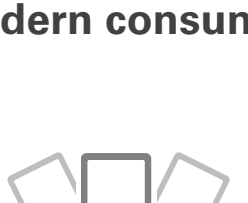


57 percent improving planning and forecasting¹⁰

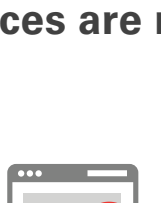


51 percent increasing the speed of decision-making¹⁰

Modern consumer user experiences are now reshaping the future of work:



Rapid upgrades of devices and applications¹¹



Search that works¹¹



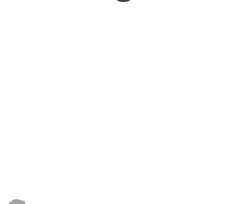
Social, chat, and rich media tools to communicate¹¹



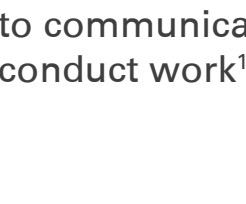
Zero artificial barriers to sharing files or data¹¹



Ability to use the digital channels, apps, and devices of preference to communicate and officially conduct work¹¹



High availability of digital services¹¹



Applications that are easy to use and consumerized¹¹

Discover how Oracle's human capital management solutions are modernizing HR through new, innovative digital technologies.

To find out more about Oracle HCM Solutions

[CLICK HERE](#)

[1] PwC HR Technology Survey, 2014
[2] Sierra-Cedar HR Systems Survey, 2015
[3] PwC 18th Annual Global CEO Survey, 2015
[4] PwC, Strategy and Rise of Generation C, 2010
[5] Ericsson Mobility Report, 2015
[6] PwC HR Technology Survey, 2014
[7] Sierra-Cedar HR Systems Survey 2014
[8] Forbes, 2015
[9] "IDG Enterprise" Big Data and Analytics Survey, 2015
[10] "IDG Enterprise" Big Data and Analytics: The Big Picture, 2015
[11] ZDNet, 2014