

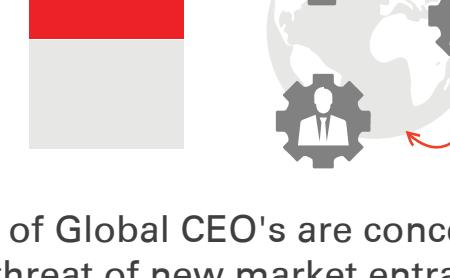
Modern HR in the Cloud

Get Ready for a New Era of Growth

As midsize organizations look to grow and expand into new markets the competition for the necessary resources and the ability to dynamically respond to regulatory changes in order to achieve this strategic growth couldn't be greater. Digital technologies are rapidly transforming all aspects of business including Human Capital Management and more business leaders are recognizing that they can't build the business of tomorrow without the competitive advantage of a Modern HCM solution.

TO MEET THE CHALLENGES OF GROWTH, YOU NEED TO MODERNIZE HR

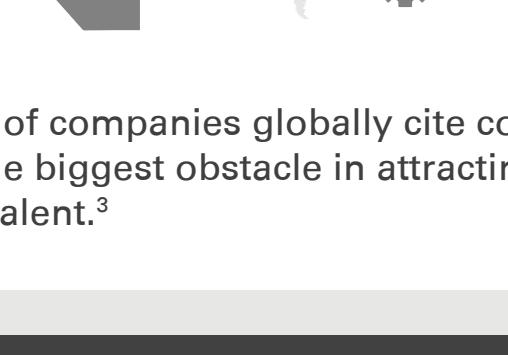
What challenges can you expect as you look to grow in 2015 and beyond?



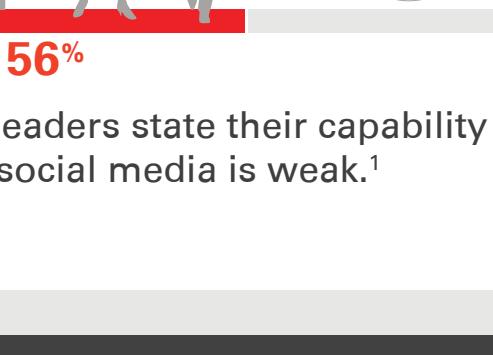
75% of the global workforce will be millennial by 2025.¹



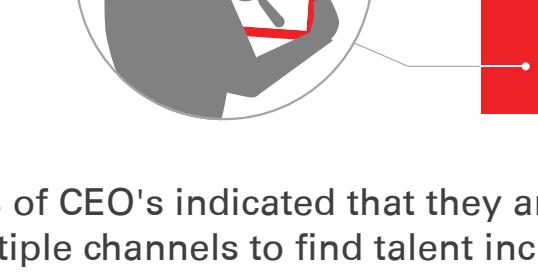
73% of business leaders are concerned about the availability of key skills.²



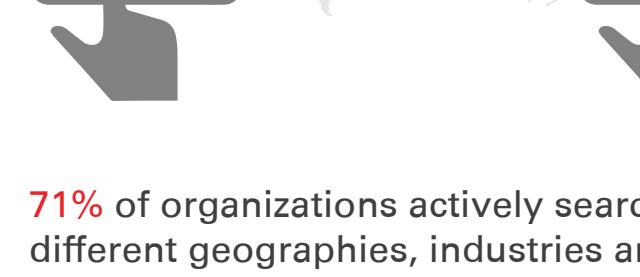
54% of Global CEO's are concerned about the threat of new market entrants.²



78% of CEO's are concerned about how over-regulation will impact their growth strategy.²



46% of companies globally cite competition as the biggest obstacle in attracting top talent.³



56% of HR leaders state their capability in leveraging social media is weak.¹

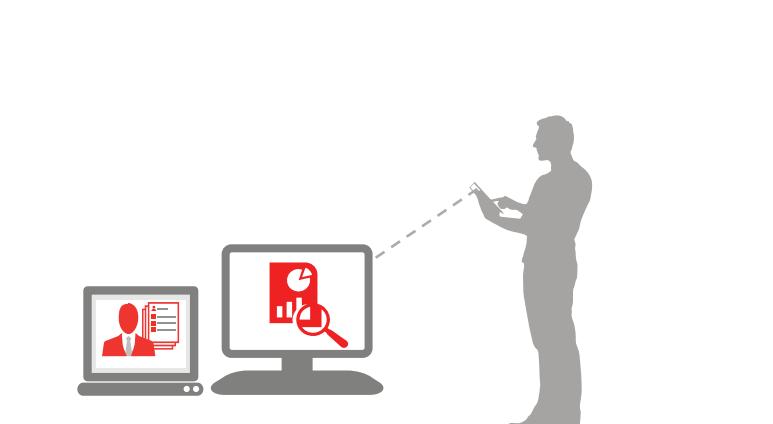
PREPARE FOR THE DIGITAL TRANSFORMATION OF HR

What to expect with Modern HCM Cloud Solutions

1 Social recruiting tools are helping find and attract the best talent faster

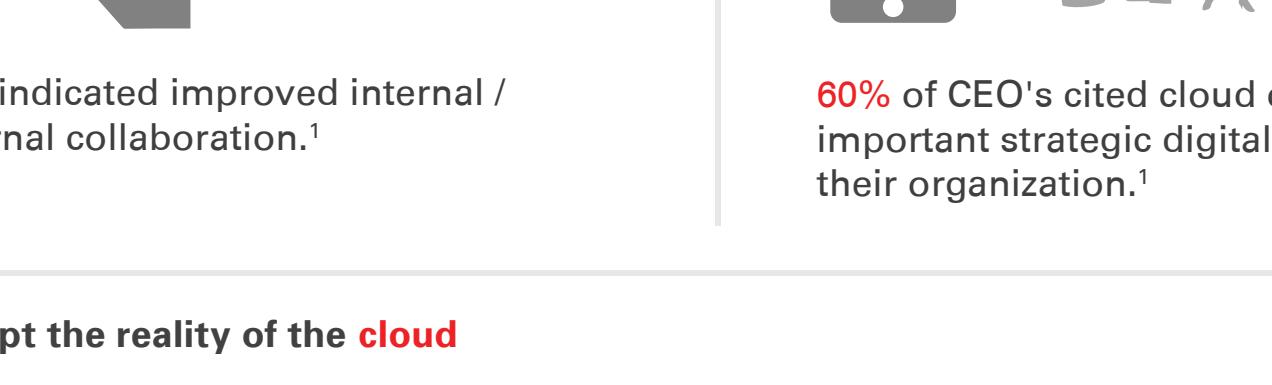


78% of CEO's indicated that they are using multiple channels to find talent including online platforms and social networks.²

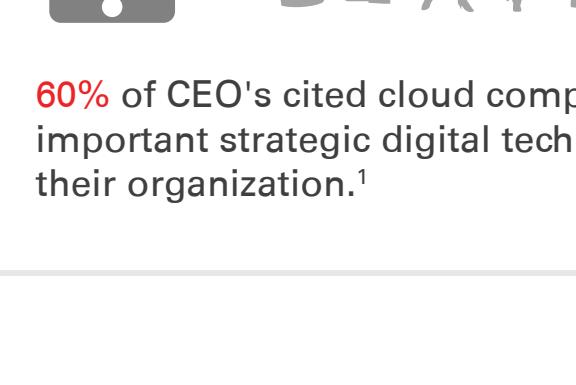


71% of organizations actively search for talent in different geographies, industries and / or demographic segments.²

2 Social-sourcing provided 28% of company hires in 2014.³



77% indicated improved internal / external collaboration.¹

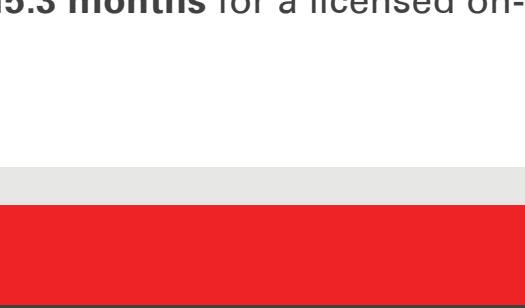


60% of CEO's cited cloud computing as an important strategic digital technology for their organization.¹

3 Automation of manual HR Processes are improving productivity and helping organizations scale for growth

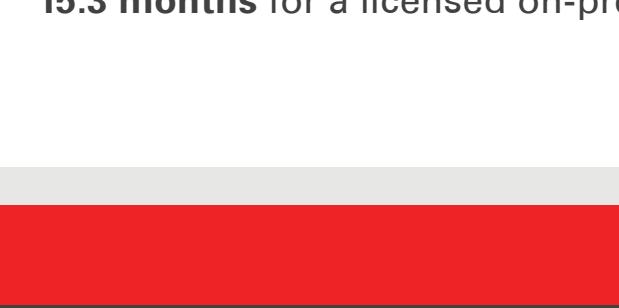


Organizations are seeing benefits such as:



88% reported increased operational efficiency.¹

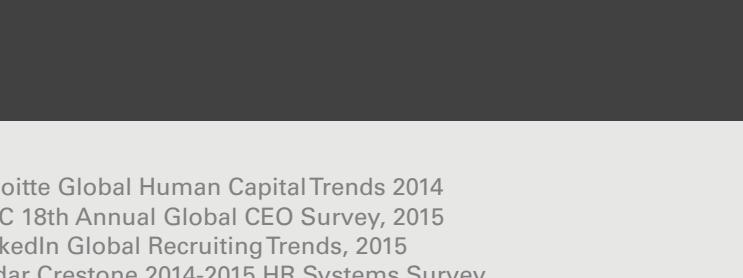
85% better data and data analytics.¹



77% indicated improved internal / external collaboration.¹

60% of CEO's cited cloud computing as an important strategic digital technology for their organization.¹

4 Accept the reality of the cloud



Cloud-based SaaS HCM system adoption will grow 58% over the next 12 months, while new on-premise implementations will decline by 67%.⁴



The average length of time for a Cloud HRMS implementation is 9 months, compared to 15.3 months for a licensed on-premise HRMS.⁴

THE BENEFITS OF MODERN HR

For more information, go to oracle.com/hcm.

Meet the challenges of growth and expand and grow your organization with Oracle's HCM for Midsize Solution. Automate HR processes, simplify talent management, improve decision-making, create a great employee experience, stay compliant and scale as you grow.

[1] Deloitte Global Human Capital Trends 2014

[2] PwC 18th Annual Global CEO Survey, 2015

[3] LinkedIn Global Recruiting Trends, 2015

[4] Cedar Crestone 2014-2015 HR Systems Survey

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