

Sourcing, Hiring and Retaining the Best Talent

Organizations everywhere are finding it harder to get — and keep — the right talent. Individuals have increasing power to choose how, where, and for whom they work. And fast shifts in business strategy quickly create new skills gaps.

CHALLENGE

As demand and competition intensify organizations must:



Understand and develop the talent they have



Anticipate that talent they will need



Share this insight quickly and easily



5 out of the top 10 countries in Latin America regions are facing talent shortages¹

ROADMAP

As demand and competition intensify organizations must:

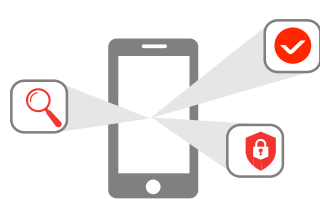


Improve acquisition efficiency

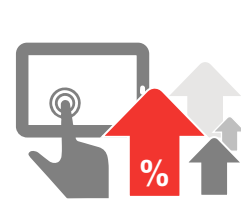


Extend sourcing reach to Social Networks

Central and South America Social Media Usage is higher than the global average of 48%²



Optimize for mobile apply, screening and approvals



Enhance productivity with tiered screening



Develop global processes with local flexibility



80% of Social Media users in the Americas are accessing Social Media via mobile³



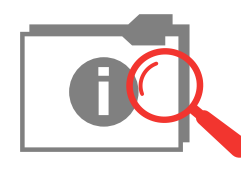
Measure and enhance quality of hire data



Create centralized employee profiles



Integrate acquisition and performance data



Apply smart analysis to find correlations and true cases

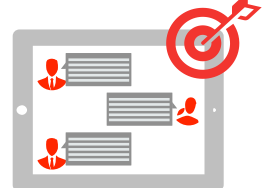
Only a quarter of global recruiting leaders use data very well⁴



With Oracle's Talent Acquisition Cloud, Dell Inc. brings 20,000 new hires onboard each year – boosting HR efficiency by 20%



Promote internal mobility



Gain visibility of talent history and aspirations



Boost internal recruitment



Acquire new talent from referrals



Hitachi Consulting doubled referral rates in one year with Oracle Talent Acquisition Cloud



When organizations successfully engage their customers and their employees, they experience a 240% boost in performance-related business outcomes



Raise the bar on employee engagement



Cultivate a strong hiring brand and workplace culture



Reduce the risk of losing your best people



Only 21% of employees in the Latin America region are engaged with their work⁵



4 years is the new average length of time an employee stays at one company⁶

BUILD TALENT PIPELINES

Reduce Reactive Hiring

Develop Existing Talent

Create & Manage Talent Pools



Oracle delivers the most complete cloud-based Talent Management Suite

Helping you to source, develop and retain the talent that drives your business forward.

To find out more about Oracle HCM

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