

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



53% of U.S. leaders cite "competition" as their biggest obstacle in attracting the best talent

ROADMAP

As demand and competition intensify organizations must:



Improve acquisition efficiency



Extend sourcing reach to Social Networks

73% of 18-34 year old job seekers found their last job via a Social Network¹



Optimize for mobile apply, screening and approvals



Enhance productivity with tiered screening



Develop global processes with local flexibility



400,000

Monsanto saves \$ millions in talent search costs by having a global database of nearly 400,000 candidates at recruiters' fingertips with Oracle Talent Acquisition Cloud



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 well²



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



73.6% of recruiters say that employee referrals yield the highest quality candidates yet only 5% of companies use a social platform to support recruiting³



Raise the bar on employee engagement



Cultivate a strong hiring brand and workplace culture



Reduce the risk of losing your best people



70% of employees in the U.S. are not engaged with their work⁴



4 years is the new average length of time an employee stays at one company⁵

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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[1] Aberdeen Group Study, 2014
 [2] LinkedIn Global Recruiting Trends 2015
 [3] Recruiting Trends 2014, Career X Roads Source of Hire Report 2014
 [4] State of the Global Workplace Report 2013-2014
 [5] LinkedIn 2014 Global Trends Report.