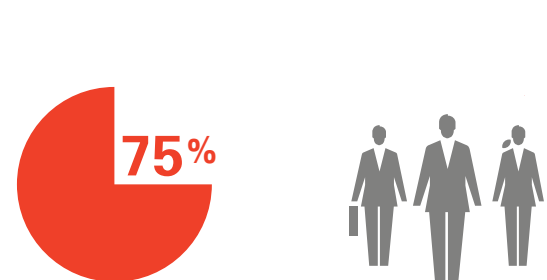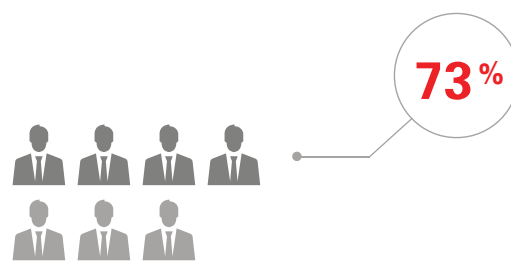Modern HR in the Cloud

Get Ready for a New Era of HR

Competition for talent is increasing, skills shortages are worsening and social recruiting tools are making it easier than ever for workers to change jobs. HR leaders must align their human capital management, data and talent strategies around these trends in order to create great employee experiences that serve its customers and business best.

IT'S A TRANSITIONAL TIME FOR HUMAN RESOURCES

What challenges do HR leaders face in 2015 and beyond?

75%

75% of the global workforce will be millennial by 2025.[1]

73%

73% of CEOs believe the availability of key skills is a threat.[2]

87%

87% of HR leaders state employee engagement and culture is the No. 1 challenge around the world.[3]

74% Managers   **20%** Managers

Top performing organizations put HR analytics into the hands of 74% of managers, while lower performing ones only put it in 20%.[4]

29% HR   **38%** non-HR

29% of HR Leaders believe they are under-performing or simply getting by while 38% of their non-hr counterparts share the same sentiment.[3]

56%

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

PREPARE FOR THE FUTURE

Take these steps to build a foundation for Modern HR

1 Rethink **talent management**: Focus on the end user

74%

74% of HR leaders believe **mobile recruiting tools** result in better candidates.[4]

31% in next 12 months

Mobile-enabled recruiting adoption will nearly double in the next 12 months to **31%**.[5]
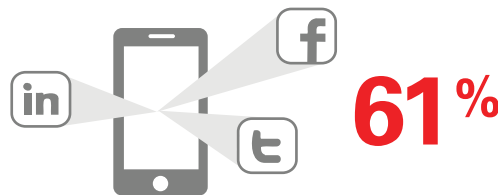
Social-sourcing provided 28% of company hires in 2014.[5]
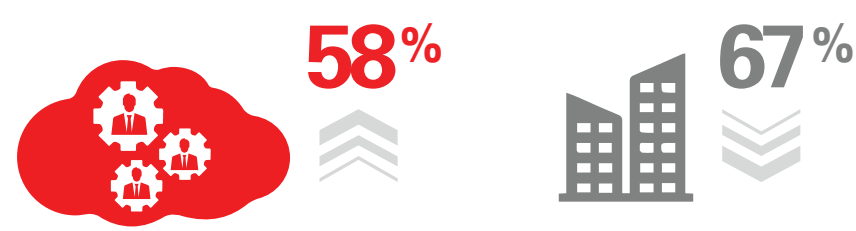
28%

2 Leverage mobile in your enterprise

81%

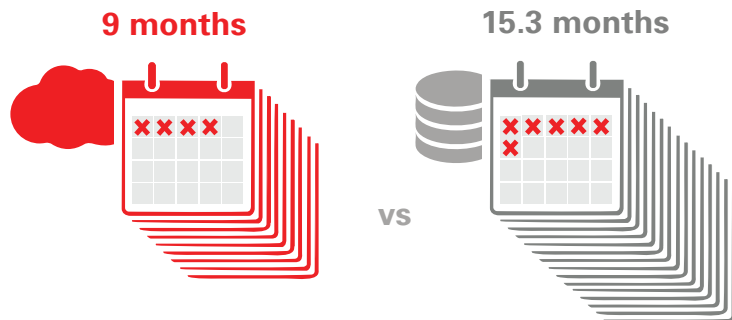81% of CEOs believe **mobile technology** is strategic for their business.[6]

Get **social**

61%

61% of CEOs believe **socially-enabled business process** are strategic for their business.[6]

3 Accept the reality of the **cloud**

58%   **67%**

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

9 months   **15.3 months**

vs

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.

Modern HR in the cloud has arrived. It gives employees access to HR apps that are relevant, personalized, social and accessible on the device of their choice. And it provides the insight executives and managers need to make the right decisions and provide the optimal employee experience.

[1] Deloitte Global Human Capital Trends 2014
[2] 2013 McKinsey E2E Europe Youth Survey
[3] Deloitte Global HR Trends 2015
[4] Cedar Crestone 2014-2015 HR Systems Survey
[5] LinkedIn Global Recruiting Trends, 2015
[6] PWC – 18th annual global CEO survey

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