cognizant | ORACLE | Partner

Acquire, train and retain best-in-class talent

with Cognizant and Oracle Fusion Cloud HCM

Employees expect more

How, when and where people choose to work has been upended by the digital-first era. Now, employees expect hybrid workplaces, tailored skills development and personalized support.

But **not all employees** are **getting the treatment they expect.**

40%

In recent years, **40%** of workers surveyed said they're considering **leaving their positions** in the next three to six months.[1]

20-40%

...and in 2024, research revealed that as many as **20-40%** of employees are **"quiet quitters"** who put minimum effort into their roles.[2]

So what are employers missing?

50% To start with, only **50%** of leaders say their organizations are prepared to react to future shocks.

5% and when it comes to implementing new technologies, **only 5% of organizations** say they have the capabilities they need.[3]

40% There's a major talent management issue, too. **40%** of employees point to **complex organizational structures** as a cause of inefficiency and a similar proportion cite unclear roles and responsibilities.[4]

It's time to rethink talent management

In response, many organizations are shifting to **skills-based talent acquisition** that focuses on candidates' practical skills and abilities, not just what it says on their resume.

They also want to **streamline and automate the recruitment process** to drive efficiency and accelerate hiring, and **unify talent management** to enable strategic collaboration and enhance the employee experience.

But that's easier said than done when dealing with:

Inflexible
legacy HR systems

Fragmented
workforce visibility

Inefficient
candidate matching

Error-prone
manual processes

Limited
onboarding capabilities

Discover Cognizant and Oracle Cloud HCM

Powered by Oracle, our HCM cloud solution **unifies HR processes** and **talent management** in a single connected system.

Harness the power of **data, automation and innovation** to:

Unlock
a 360-degree view of the talent lifecycle

Predict
and identify attrition risks and skill gaps

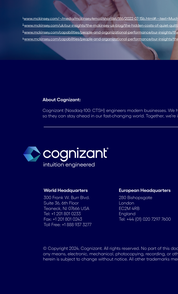
Automate
routine tasks to save time and cost

Optimize
employee training and onboarding

Enhance
skill-matching with AI-boosted profiling

Deliver
engaging candidate experiences

Increase
internal mobility for better talent retention



What does this mean for employees?

The most successful talent strategies offer **compelling experiences** from hire to retire.

With Cognizant and Oracle Cloud HCM, you can access data-driven insights and AI-driven capabilities to:

- Develop talent with skills-based training and support
- Personalize candidate interactions and onboarding
- Offer flexible working to improve employee satisfaction
- Drive productivity with intuitive collaboration tools
- Accommodate organizational changes even faster
- Engage employees with timely communication

Why Cognizant for Oracle Cloud HCM?

Cognizant's Oracle Cloud HCM services deliver end-to-end managed support, from advisory to post-implementation, **tailored to your unique business needs.**

Together, we can build a **bespoke roadmap** to help you attract and retain the right talent...

...and achieve...

30% payroll cycle time reduction

60% increase in employee self-service capabilities

30% savings in HR technology costs

50% faster employee inquiry resolution time

15% improved employee experience

Modernize human capital management

Cognizant is a leading systems integration partner for global HR transformation, completing more than **400** successful HCM transformation projects.

We are uniquely positioned to help migrate your legacy HR applications to Oracle Cloud HCM for a more connected and engaging employee experience.

Plus, our Cloud Central Tools and Accelerators can help fast-track your Oracle Cloud HCM transformation with zero downtime and up to **35%** automation of manual efforts.

Learn more about what Cognizant's Oracle Cloud HCM services can do for your organization.

Get in touch

[1] www.hcltech.com/...#:~:text=Nearly%20two%2Dthirds%20(62%25),to%20be%20more%20flexible%20in%20the%20future.

[2] www.hrchronos.com/us-blog/...#:~:text=The%20rise%20of%20the%20quiet%20quitter%20is%20a%20symptom%20of%20a%20deeper%20problem.

[3] www.hrchronos.com/us-blog/...#:~:text=Only%20five%20percent%20of%20organizations%20say%20they%20have%20the%20capabilities%20they%20need.

[4] www.mckinsey.com/...#:~:text=Nearly%20all%20respondents%20say%20their%20organization%20has%20a%20clear%20purpose%20and%20that%20they%20understand%20how%20their%20work%20contributes%20to%20it.

About Cognizant

Cognizant (Nasdaq-100: CTSH) engineers modern businesses. We help our clients modernize technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. Together, we're improving everyday life. See how at www.cognizant.com or @cognizant.

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