

Add value with analytics, experience, quality and good management

# Irresistible Organization

The stress, anxiety, and changing priorities of the past 18 months has led to a tidal wave of resignations and job changes around the world.

By Charles Homs, Oracle

**M**ore than half (55 percent) of people currently in the workforce say they're likely to look for a new job in the next 12 months, according to a survey from Bankrate. Companies need to act quickly to create "the irresistible organization" (Bersin, *The Definitive Guide 2021*) to attract and retain top talent. Let's look at three key factors to creating the elusive "irresistible organization".

## People analytics

Companies need to quickly and easily understand their workforce needs if they want to attract and retain top talent. But only 11 percent of organizations (Deloitte, *Global Human Capital Trends survey*) can produce information on the state of their workforce in real-time. It's hard to collect, clean, and draw insights from data, but it's even harder when you have to integrate data from multiple systems – which is usually the case.

With Oracle Fusion HCM Analytics, it's easy to bring that data to life in a cohesive story, helping you improve the employee experience and retain top talent. Voice-driven and predictive analytics let HR and people managers ask any question and get answers in a visually compelling way, no matter where they are. Consequently, the end user doesn't need to know where the data resides, whether in Oracle or in SAP. As employees work from different locations and work flexibility grows, HCM Analytics make it simpler to gather data and insights across the organization, helping HR leaders better recruit, retain, and forecast talent needs.

## Employee experience

Now more than ever, employee experience is paramount. Communicating with, connecting to, and supporting employees is vital not only during a crisis, but also during their everyday lives. Employers need tools to better engage and support employees while making work more personal and productive.

Oracle Journeys can help you enhance the employee experience by creating and delivering personalized support for your

people. It provides access to all the resources employees need to tackle their biggest challenges: personal, professional, administrative, or operational. For example, HR managers can create "journeys" or step-by-step guides to walk employees through major events including onboarding, growing their career, launching a new product, working from home policies, or even taking medical leave.

## Skills management

Companies need to plan for long-term growth while building the agility to quickly pivot when necessary. To do that, they need to know at any point in time what skills they have on hand and where they need to invest, train, or acquire.

Oracle Dynamic Skills can help you continuously detect, manage, and grow the skills that fuel your talent supply chain. It helps you answer a critical capability question: Do we have the right talent now and for the future?

Oracle Cloud HCM also lets employees build personal profiles, network with one another, and even compete in wellness and volunteering challenges to improve employee engagement and better align with their personal lives. Successful organizations like Kraft Heinz, Deutsche Telekom, and Unilever have collaborated with Oracle to create irresistible experiences to attract and support employees – including modern, mobile user experiences across every one of their devices.

## Supplier intelligence and AI

Periodic assessments aren't enough anymore. Bad things can happen to good suppliers. That's why you need an extra level of risk assessment - one that provides up-to-date information about events that could adversely affect suppliers' delivery times - so you can take action to avoid disruption.

Oracle recently integrated supplier intelligence into Oracle Cloud Procurement. The solution uses natural language to help scour the internet for information on suppliers, process it using AI, filter and score the information with user-defined parameters, and

alert procurement professionals in real time. And if you're in the final phases of supplier selection, supplier intelligence can collect and validate information on millions of companies, which you can use to help ensure you're doing business with a legitimate company.

## Cloud Procurement

We also launched several other updates to Oracle Cloud Procurement that can help you reduce costs, including spend and procurement analytics. This feature provides a holistic view of procurement and supplier performance across the entire organization. You can see key spend metrics within a single dashboard, helping you drive cost savings and efficiency. Spend classification helps you better understand your company's spending patterns and gain an accurate overview of buying activity. It can remove manual effort and reduce human error by using machine learning to organize spend data into logical categories. We've also added supplier qualification management. When a potential supplier responds to a screening questionnaire, internal stakeholders can now provide feedback about those responses, helping you make more complete and accurate assessments of supplier capabilities, environmental compliance, and risk. A project-driven supply chain helps customers in asset-intensive industries control project risk with start-to-finish planning, execution, and visibility. You can also consolidate, capture, invoice, and capitalize project-driven costs.



*Charles Homs,  
Vice President Global  
Competitive Strategies,  
Oracle*

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