



Next-Gen HCM Solution

Move beyond HR transformation
into a world of continuous innovation

When you invest in a new HCM solution, it's natural to spend much of your time focused on the implementation.

Every HR leader understands the importance of creating a strong foundation, and there's a huge amount to do—from ensuring the quality of historic and transactional HR data, to effecting a seamless transition between payroll systems.

But once this high-pressure phase is complete, it's common to find yourself with a lot of questions: Have we really met our initial transformation objectives? Are we making the most of our new technology? How can we further elevate our employee experience?

It's in this post-implementation phase that the true value of new investments are unlocked—and how you answer these questions really matters.

You could address them one at a time, based on their urgency and your HR function's bandwidth. Or you could adopt a unified approach; one that's aligned with your organization's digital objectives and builds on your current momentum.

This is the path towards successful, continuous innovation, and optimized outcomes.

It's a path that's well worth taking, whether you're looking to build your employer brand or your competitive edge.

At present, just 23% of workers worldwide report feeling engaged—but teams that do report high levels of engagement are also likely to report much higher wellbeing, productivity, and profitability than their disengaged peers.¹



Unlock the full value of your HCM investments

Cognizant is a recognized leader in consulting and advisory services, implementation and integration services, and managed services in the Oracle Cloud ecosystem.²

We help organizations transform HR quickly and easily, providing the guidance, tools, accelerators and support needed to make the most of Oracle Cloud HCM.

Cognizant's next-gen HCM solution is a comprehensive, modular approach that helps organizations thrive post-implementation and unlock the true value of their Oracle investments.

¹"State of the Global Workplace: 2024 Report", Gallup, Inc., 2024

²ISG Provider Lens™ Report: ORACLE CLOUD AND TECHNOLOGY ECOSYSTEM, Information Service Group, Inc., December 2023.

We tailor the solution to your needs, whether you're focused on:



Increasing employee engagement, productivity, and retention



Identifying and strategically developing your workforce's skills



Attracting, winning, and onboarding the right talent



Improving the adoption of new HR tools and reducing training costs

Post-implementation support and solutions



HCM advisory services

Our HCM Center of Excellence provides services to help you measure and drive success, while streamlining the adoption of new functionality.

These include:

- Quarterly health assessments
- KPI and metrics reviews
- Feature adoption roadmaps
- Security, risk and technology advisory services



AI-enablement services

Successfully harness AI within your HR operations:

- Enable AI use cases for specific Oracle Cloud HCM modules
- Effectively test AI and Gen AI features
- Improve the quality of data inputs for your AI services



Process automation and shift-left services

Strategically automate, streamline and strengthen HR workflows:

- Enhance staff development services with Robotic Process Automation (RPA), interface automation, and AI
- Review your operating model to improve Standard Operating Procedure (SOP) uptake
- Upskill HR IT teams with targeted training on reporting, mass transactions and fast formulas



Employee engagement solutions

Build a next-generation employee experience (EX) with a strategic roadmap, enhanced mobility solutions, and employee journeys that map to your business processes.

We'll help you to harness:

- Oracle Redwood and its Visual Builder Studio (VBS) for Oracle HCM
- Oracle ME for key Oracle HCM modules, Core HR and Talent Management

Oracle ME, a complete employee experience platform, helps organizations understand the needs and aspirations of individual workers, strengthen communication and relationships, and deliver responsive HR support. Part of Oracle Cloud HCM, it allows you to draw on your people and work data to create truly personalized employee experiences.



What do you want to achieve?

○ Boost your ROI.

Never miss an opportunity for quick wins, with easy-to-enable features.

○ Harness AI with confidence.

Rapidly realize the potential of AI and Gen AI with prebuilt use cases.

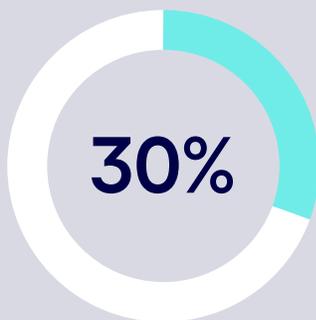
○ Continue your transformation journey.

Stay aligned with the Oracle HCM product roadmap.

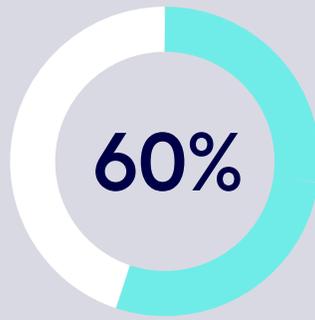
○ Optimize your year-on-year cost of ownership.

Shift left and improve automation while driving uplifts in employee engagement.

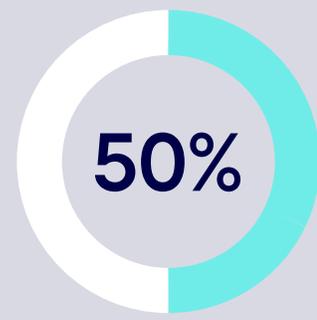
The results seen by Cognizant and Oracle Cloud HCM customers



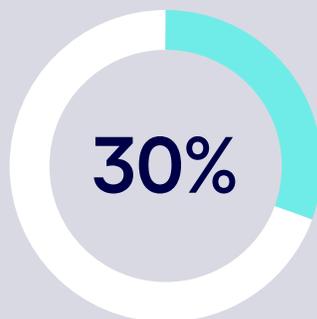
reduction in payroll cycle time



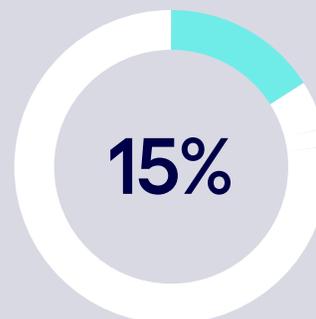
increase in employee self-service capabilities



faster employee inquiry resolution time



savings in HR technology costs



improvement in employee experience

One organization's highly tailored transformation

A global credit union wanted to modernize its HR operations, replacing highly customized, disparate systems with a scalable solution that would deliver digital capabilities and new efficiencies.

We worked closely with the organization to harness every aspect of Oracle Cloud HCM. The new, completely integrated system was implemented in phases, and comprehensively tested.

The result is a flexible cloud environment that can scale with the credit union's operations, and will stay current without costly upgrades. The organization is able to offer its employees a more modern HR experience, with an easy-to-use browser interface, and an improved mobile platform that supports common transactions. It's also able to take advantage of powerful applications like Oracle Recruiting Cloud and Oracle Learning, while experiencing best-in-class security.

Replacing multiple legacy systems with Oracle Cloud HCM has not only reduced the organization's overall IT license, support, and maintenance costs, but is forecasted to deliver a **25%** overall increase in HR user efficiency.

The new solution is already helping credit union to save significant effort across its operations:

50%

effort savings in running payroll cycles

30%

effort savings in timecard processing

20%

effort savings in open enrollment

The simple way to harness AI

Cognizant's next-gen HCM solution also includes Oracle's embedded AI for Human Capital Management features, featuring a mix of traditional and generative AI tools that automate tasks and enhance decision making across recruitment, talent management, and career development.



AI-boosted talent acquisition

Rapidly create engaging job descriptions, tailored career pages, concise company summaries, and candidate synopses and scores based on their suitability for the role.



Smart skills growth and career development

Use AI to analyze skills gaps, make skill recommendations, and help employees discover new career paths and growth opportunities.



Assisted performance management for everyone

Deploy AI assistants to help set goals for employees, summarize performance, and draft feedback comments that boost performance and engagement.



Engaging employee experiences

Deliver conversational AI support to employees when and where they need it, including guided journeys, personalized guidance, and intuitive knowledgebases.

Why Cognizant and Oracle

A leading partner for global HR transformation, Cognizant has completed more than **400** successful HCM transformation projects.

Our Oracle Cloud HCM consultants have an average of over **15 years'** experience and we have a proven record of fast-tracking Oracle Cloud HCM transformations, eliminating downtime and automating up to **35%** of manual effort.

Cognizant's Oracle Cloud HCM services help you to harness innovations in AI, ML and automation to achieve your goals – from boosting employee engagement and productivity, to reimagining the employee experience and ushering in the future of HR.

To learn more visit [here](#)



Cognizant (Nasdaq-100: CTSI) 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](https://twitter.com/cognizant).

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