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Cognizant® SwiftCloud HCM Services

Innovative HR solutions for future

Today's businesses operate in a highly competitive and complex environment. There are uncertainties and disruptions everywhere. Organizations need to understand their global workforce to make swifter and more meaningful business decisions and stay ahead of the competition. To move ahead, they need "More with Less" – fewer solutions that solve most problems and overcome difficult business challenges.

As the workforce and work demands change fast, an organization's HR technology may not help it to keep abreast of the changes needed to scale up teams
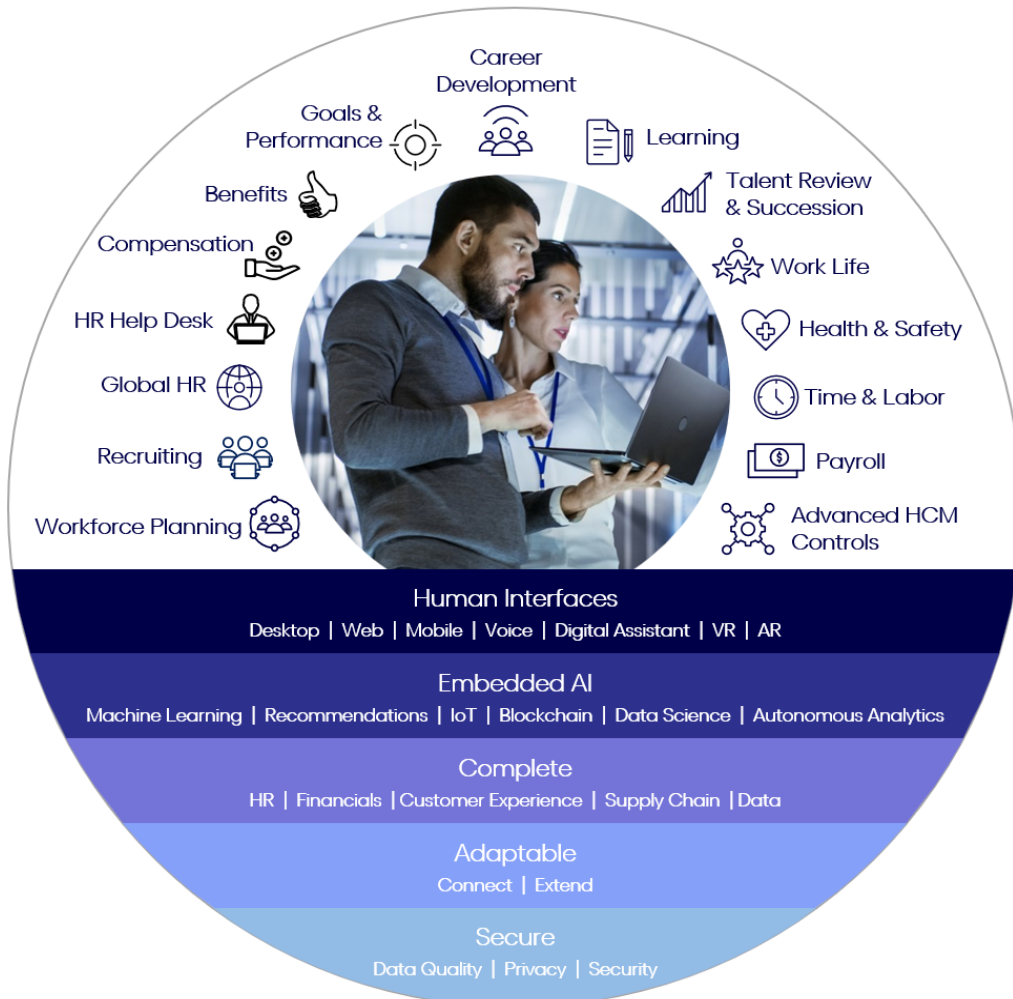
quickly and avoid delays due to business priorities. This adds an enormous burden on HR teams, leading to a drop in productivity and company culture suffering. Today, organizations need a 360-degree solution covering every touchpoint a prospective employee can interact with. With the right HCM cloud implementation, HR leaders can realize the benefits like creating human experiences in the workplace, aligning people and business strategy to catch up with evolving business needs, and bringing in a culture of innovation where employees can focus on business transformation without having to worry about challenges in technology.

Embrace the people driven change

Organizations with fragmented HR landscapes face constant challenges for executives to have a global view of their workforce and drill down on deeper metrics. Cognizant's SwiftCloud HCM services help organizations adapt to people strategy at every turn in their businesses. We help customers drive HR operational efficiency, support the entire employee lifecycle, provide futuristic insights into workforce trends to increase performance, avoid attrition and accommodate organizational changes even faster. With Oracle HCM Cloud capabilities, HR teams have the power in their hands to transform the organization.

SwiftCloud HCM services deliver a full HR lifecycle solution. We deliver the most complete talent-centric transformation, covering artificial intelligence (AI) and machine learning (ML) powered Intelligent Talent Acquisition, Remote Working, complete Learning Network, and Omnichannel HR Service Delivery Experience. Using AI to source the best-fit candidate instead of candidates finding jobs, organizations are reimagining where jobs would find candidates.

With a complete 360-degree digital HCM, organizations can experience a next-gen Hybrid Workforce Framework, Digital Self Service that is analytics powered, and more. With 1200+ HCM Cloud Business Maps and Industry and Regional Templates, we empower employees to accelerate customer outcomes. Our all-in-one HCM Cloud services are built for the enterprises of tomorrow, enabling every HR process within the organization, and improving the user experience for human interactions across all devices.

HCM services aligned to meet business strategies

Powered by Oracle Cloud HCM, Cognizant's SwiftCloud HCM unifies HR processes, talent and workforce management, employee experience, payroll, and analytics in one system. Our end-to-end services, from advisory to post-implementation support, ensures we deliver the right HCM transformation program that has been tailored to meet unique business needs. Starting from the initial cloud assessment stage where we map customers' business needs, to the implementation of the HCM Cloud solution, we transform an organization to meet its HR goals.

Our next-generation delivery platforms built on modern cloud apps and technology and our best-in-class tools & accelerators, together help maximize efficiencies, improve resource utilization, and achieve faster go-to-market with reduced timeline and effort.

Customer success

A large insurance broker transformed its business using Oracle Cloud HCM to improve human resources operations, cut costs, and standardize processes globally.

The insurance company needed to hire, promote, and incentivize people, but its legacy human resources systems made HR tasks even more difficult. The company wanted to consolidate into a single HCM system, providing a single version of truth. It also aimed to optimize business processes across all operating entities, with standardized workflows and a common, modern user experience. Cognizant implemented Oracle Cloud HCM and helped the company save over 30% on its overall HR tech costs over the next five years. Post this implementation across all operating entities and countries, the company delivered a modern user experience for all employees. It achieved its goals of standardizing, optimizing, and automating business processes worldwide.

Premier provider of railcar products and services in transforms its business to digital with Oracle HCM Cloud leading to a 30% reduction in payroll time processing.

The railcar company was looking to replace their current on-premises PeopleSoft system and modernize by implementing Oracle HCM Cloud. This would also upgrade the Talent Acquisition processes in Taleo along with seamless integration with Oracle HCM Cloud. The legacy HCM application focused only on administrative & operational processes leading to inefficient union calculations, payroll processing inefficiencies and fragmented talent management and compensation. Cognizant as an implementation partner used its proprietary tool – Data Conversion Hub for successfully converting data from PeopleSoft to Oracle, resulting in improved efficiency of administrative tasks through digital workflows and real-time dashboards having Business Intelligence reports.

Accelerators for rapid migration to Oracle HCM Cloud

Our Cloud Central Tools and Accelerators, and ready test script library enable customers to accelerate their Oracle HCM Cloud transformation with zero downtime and up to **35%** automation in efforts.

Cloud Central Integration

Managed integration platform with **300+** pre-built integrations providing **25%** effort savings

Cloud Asset Library

A repository of reusable generic technical assets developed based on learnings from **500+** cloud implementations

Cloud Central Reporting

Pre-built dashboards and reports common to customers that complement Oracle Cloud offering

Why Cognizant?

Leading Oracle Partner: Strategic Oracle Partner with 24+ years of expertise in delivering end-to-end cloud services. Ranked in the top 5 for Oracle Cloud certifications using digital learning for rapid skills advancement. Ranked in the Top 2 SIs in Modern Oracle Partner Network (OPN) for Oracle Cloud Service expertise.

Oracle HCM Cloud Expertise: We help organizations provide the best experience to their employees while bringing an end-to-end modern functionality covering all facets of the employee lifecycle. We have expertise across all modules with rollout across 65+ countries. This is driven by our skilled talent pool of Oracle Cloud HCM consultants with 15+ years of experience.

SwiftCloud Industry Solutions: Combines Cognizant's innovation with Oracle Cloud technologies to offer niche industry solutions that address industry specific business challenges for QSR, Railroad, Payers, and Providers industries. We are one of the leading Oracle Cloud Consulting partners for these industries.

To learn more, visit
www.cognizant.com/us/en/services/enterprise-application-services/oracle.html

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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 at **www.cognizant.com** or follow us **@Cognizant**

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