

Unlock the full potential of Oracle Fusion Cloud HCM—and your people

Organizations everywhere are struggling to engage their employees

Today,

77%

of workers worldwide report feeling disengaged¹

52%

say they're looking for new jobs¹

Their disengagement is costing the global economy

\$8.9 trillion

Or **9%** of global GDP¹



Modern HCM solutions can help, but how you deploy them really matters

A seamless implementation is only the first step to boost employee engagement and productivity enhance employee experience and retention and achieve all your other HCM transformation goals

What happens next is key.

Move from HR transformation, to continuous innovation

Cognizant's next-gen HCM is a comprehensive, modular solution that helps organizations to make the most of Oracle Cloud HCM and thrive post-implementation. It includes:



HCM advisory services

We'll help you adopt new functionality, minimize risk, and drive and measure success



Process automation and shift-left services

We'll help you strategically automate, streamline, and strengthen your HR workflows



Employee engagement solutions

We'll help you build strategic roadmaps and employee journeys, and harness Oracle Redwood and Oracle ME



Blaze a trail with our AI-enablement services

We'll help you improve the quality of your data inputs, effectively test AI and Gen AI features, and embrace prebuilt AI use cases in Oracle Cloud HCM modules.



AI-boosted talent acquisition

Harness AI-assisted sourcing, matching and skills gap analysis, and develop a stronger candidate experience.



Bot-assisted time capture

Bring automation, defaulting, and natural language assistance to your timesheets, to empower positive time reporters and projects-based employees.



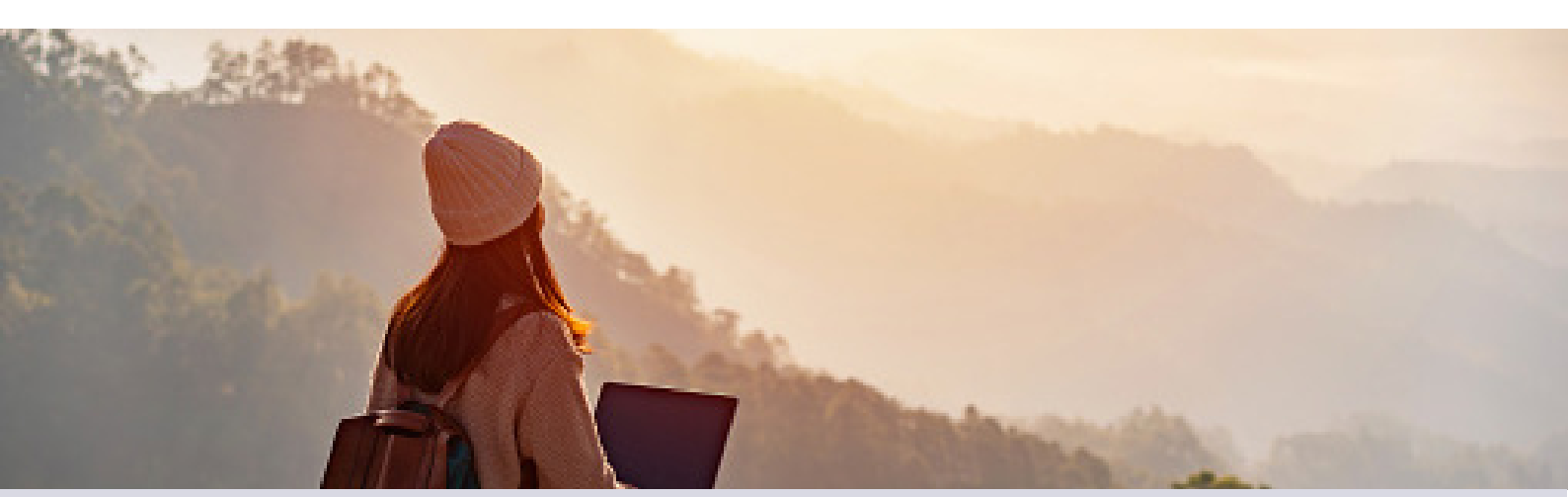
Employment contract parsing

Use AI to help translate complex union agreements, and support agreement ratifications.

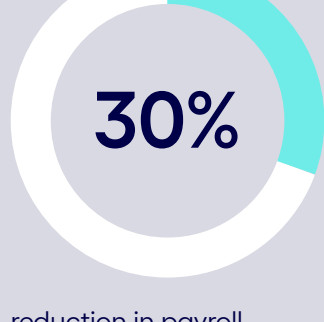


Benefits Buddy

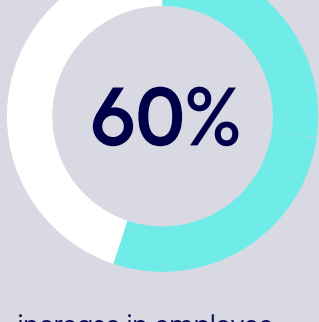
Transform benefits enrolment with Oracle Digital Assistant and Gen AI enabled what-if calculators.



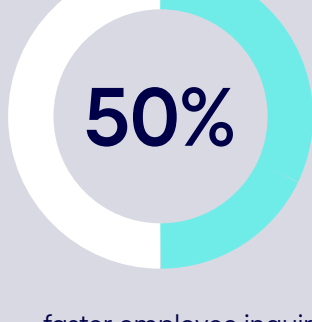
Results seen by Cognizant and Oracle Cloud HCM customers



reduction in payroll cycle time



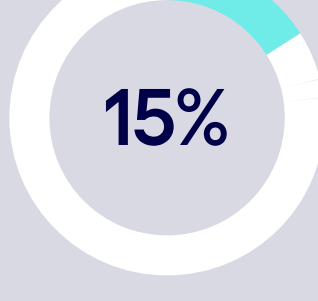
increase in employee self-service capabilities



faster employee inquiry resolution time



savings in HR technology costs



improvement in employee experience

Next-Gen HCM in practice

A global credit union wanted to modernize its HR operations. We helped it implement a new, completely integrated system based on Oracle Cloud HCM.

The outcomes:

25%

overall increase in HR user efficiency

50%

effort savings in running payroll cycles

30%

effort savings in timecard processing

20%

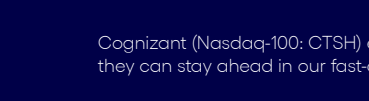
effort savings in open enrollment

Why Cognizant and Oracle

Cognizant's Oracle Cloud HCM consultants have:

- An average of over 15 years' experience
- Delivered over 400 successful HCM transformation projects
- A record of automating up to 35% of manual effort

Discover how you can harness innovations in AI, ML, and automation to continuously enhance employee engagement, experience, and productivity. Visit [Cognizant.com](https://www.cognizant.com)



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