

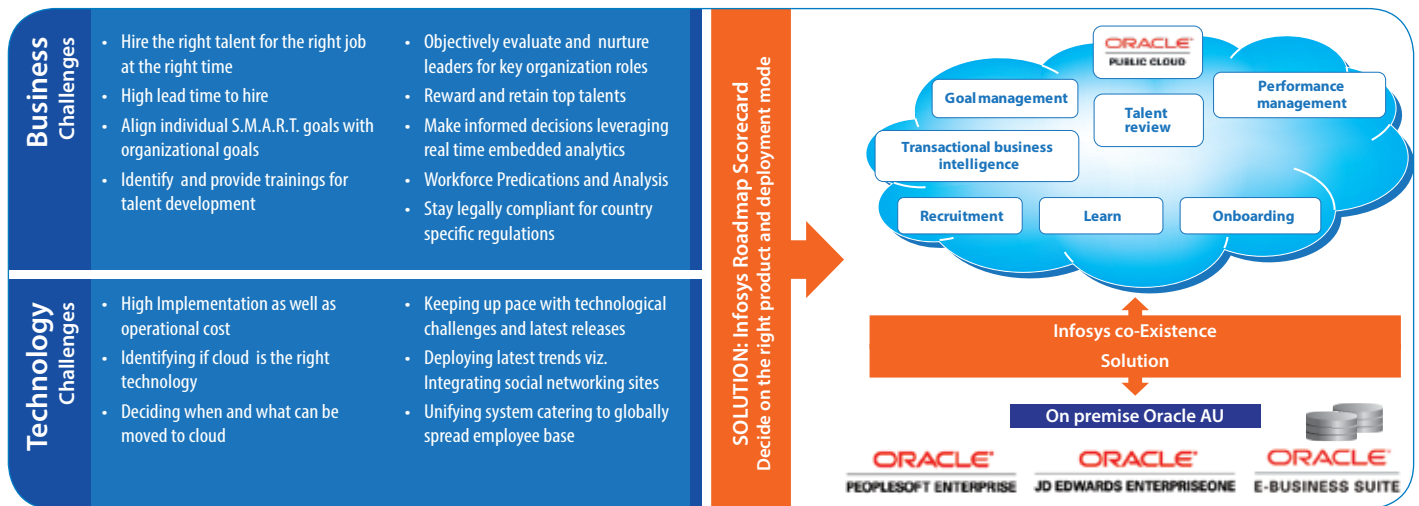
## Oracle Talent Cloud - Be Fast and Sure with Infosys!

Global organizations constantly work towards below aspects of Human Capital Management (HCM) to leverage their workforce effectively and efficiently:

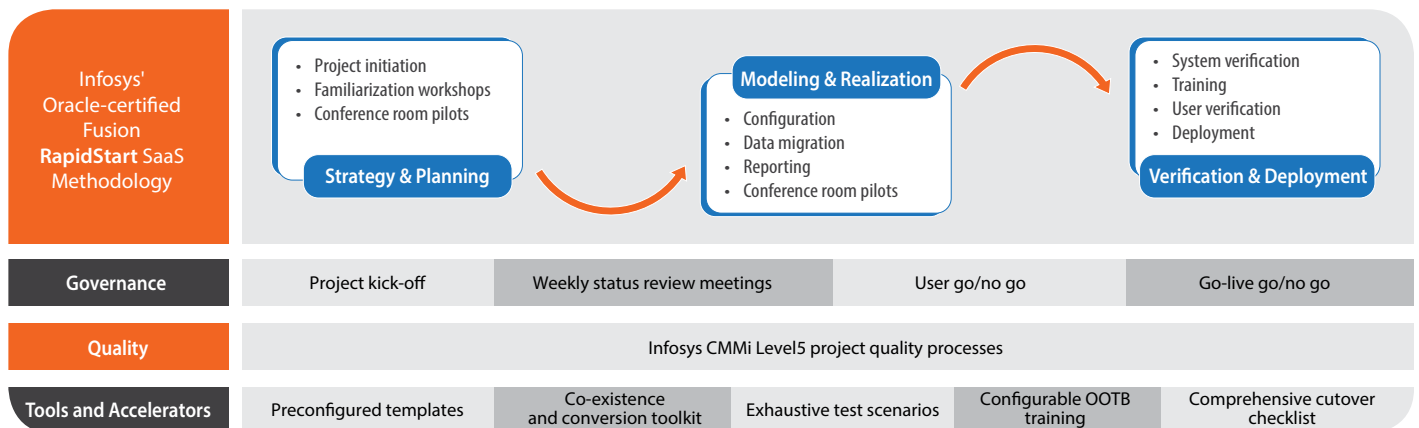
- Enable employees to perform and excel
- Nurture and identify top performers
- Retain employees
- Recruit new talent

Today, as organizations invest in these, they are also exploring the option of moving to cloud for lowering their total cost of ownership (TCO). Infosys leverages its global expertise of working with clients across industries to help organizations in evaluating and adopting cloud HCM solutions which enables organizations to help their talent to collaborate and learn faster. In this journey, Infosys offers end-to-end services - strategy, roadmap guidance, talent process transformation, consulting, pre-packaged best-of-breed solutions and technology services, based on Oracle.

### Typical talent administration challenges and Infosys solution



### INFOSYS IMPLEMENTATION APPROACH



## Solution Benefits

SOLUTION	BUSINESS VALUE
<ul style="list-style-type: none"> <li>• Easy integration with agencies and social networks to find best talent with paperless on boarding process</li> </ul>	<ul style="list-style-type: none"> <li>• Reduces sourcing and recruiting costs with faster hiring process and shorter on boarding window</li> </ul>
<ul style="list-style-type: none"> <li>• Highly configurable and scalable performance processes with multi-rater feedback and flexible workflow</li> </ul>	<ul style="list-style-type: none"> <li>• Process transparency using industry best Performance Management system</li> </ul>
<ul style="list-style-type: none"> <li>• Very configurable learning portal with social, traditional, online and blended learning features</li> </ul>	<ul style="list-style-type: none"> <li>• A cohesive and adaptive system to enable comprehensive employee development</li> </ul>
<ul style="list-style-type: none"> <li>• Interactive talent review dashboard, comprehensive succession plans and context-based guidance</li> </ul>	<ul style="list-style-type: none"> <li>• Build and nurture talent pools for business growth and create backfill strategies</li> </ul>
<ul style="list-style-type: none"> <li>• Deploying the application on cloud and adapting to industry best practices on terms of talent business processes</li> </ul>	<ul style="list-style-type: none"> <li>• Lower IT cost for regular maintenance &amp; upgrade and keep in pace with latest technologies and trends</li> </ul>
<ul style="list-style-type: none"> <li>• Provides simple, integrated, easily adaptable and intelligent system</li> </ul>	<ul style="list-style-type: none"> <li>• Rich user experience, productivity gains, improved predictability and monitoring current progress</li> </ul>

## Value Proposition

Provides simple, integrated, easily adaptable and intelligent system	Extensive talent management implementation and integration experience	Dedicated and strong Talent Center of Excellence (CoE) working jointly with Oracle on migration toolkits for next-gen based applications
Industry specific requirement, configuration and data conversion templates	Strong and proven Oracle certified 'Infosys RapidStart methodology'	Pre-built tools for co-existence with Oracle application unlimited
First company to achieve Specialization and Advanced Specialization in Fusion HCM	One of first two Diamond Partners of Oracle	Joint Oracle and Infosys Innovation centers at Shanghai and Redwood Shores provide the unique advantage of global collaboration

## Success Story

### Oracle Talent Cloud (Performance) live in 6 weeks!

Infosys leveraged its RapidStart methodology (Oracle certified) to achieve the worldwide first Fusion Performance Management (Release 5) implementation in just 32 working days for a premier Middle Eastern lifestyle retailer with 650+ stores and 3500+ employees across 6 countries. As a result, the retailer now uses a unified online Performance Management system with minimal IT and administrative costs, high process transparency, and, the required organizational visibility to its management

For more information, contact [askus@infosys.com](mailto:askus@infosys.com)



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