**ORACLE®** | **FUJITSU**

Straight forward
Transforming HR solutions – it's more than just IT

The HR system you need, with Oracle Cloud Applications and Fujitsu

Expert insights and opinions for HR professionals, helping you get the most from your move to the cloud.

shaping tomorrow with you

Your perfect employees are out there. They just don't know it yet.
Mainly because they haven't heard of your company – let alone knowing
if you're recruiting. So, what can you do? You can up your game.
You can catch up with other companies who are finding and hiring the best talent.
How? With more sophisticated recruitment tools.
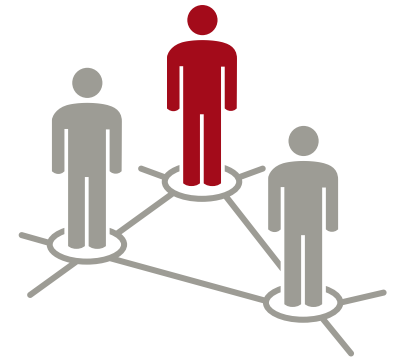
If your HR department isn't going digital, you could be missing out on a lot more than just new employees. If your business isn't beginning to change, you could be struggling with a lot more than just waiting ages for an application to launch. People in your company could be losing productivity, due to slow, inaccurate reporting. They could be alienated by hard-to-use applications
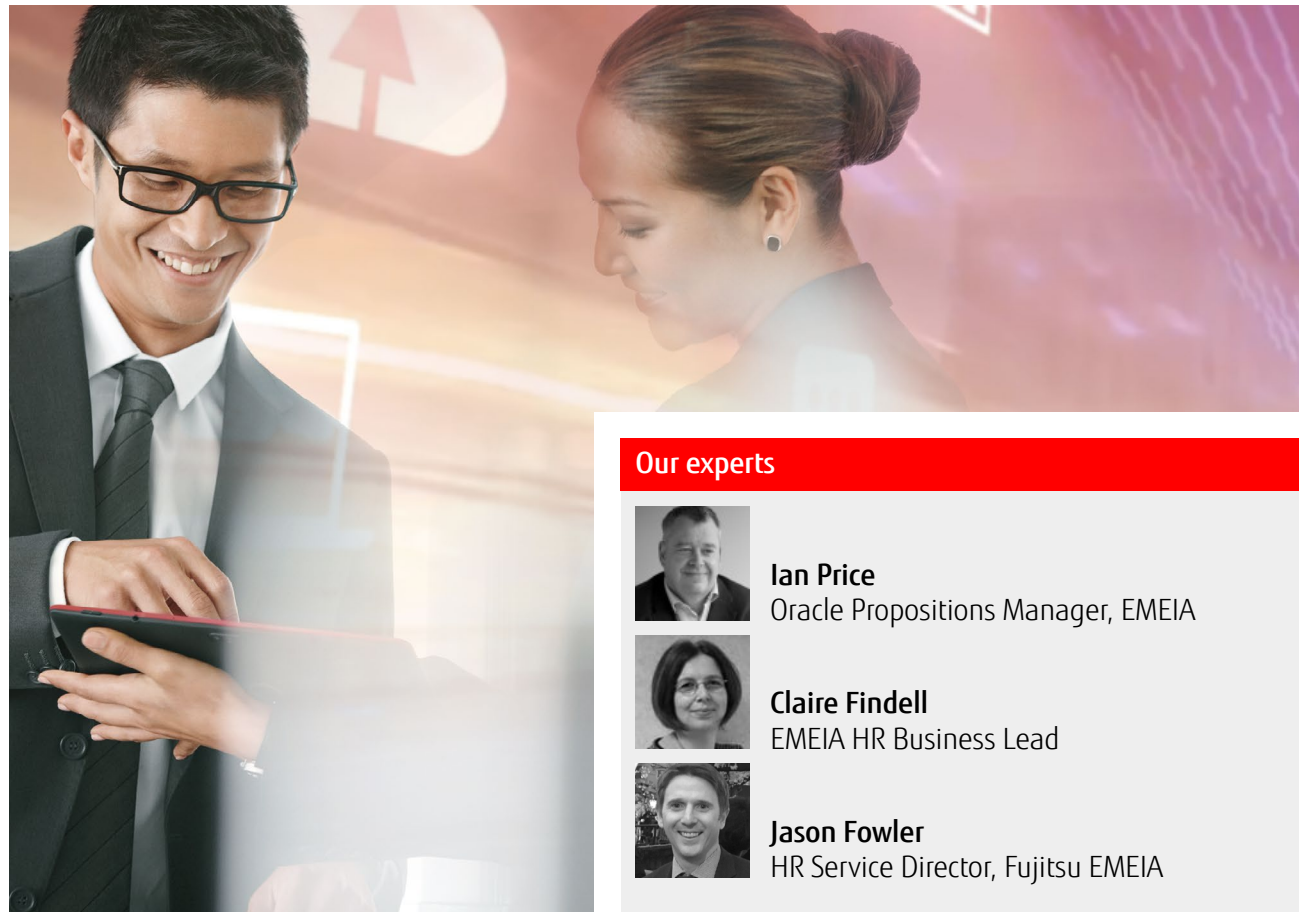
It's pretty obvious who we can point the finger at – ageing Enterprise Resource Planning (ERP) and HR systems. Organisations all over the world are changing: from how they recruit, to how they manage employees. For example, 54% of business leaders said their current ERP environment will limit their growth strategy[1].

But it's not just employers who are shaking things up. Employees – both existing and potential – expect more. But many HR systems are lagging behind. They don't meet business requirements anymore. They aren't ready for the future.

We don't need to tell you how to fix this. You already know that a cloud-based system could ease your problems. But you might need a hand working out how best to implement one.

So, we've enlisted the help of **Claire Findell**, **Jason Fowler** and **Ian Price** from Fujitsu. With years of experience helping companies move to the cloud, they're here to talk you through what moving your HR applications to the cloud entails.

Our experts

Ian Price
Oracle Propositions Manager, EMEIA

Claire Findell
EMEIA HR Business Lead

Jason Fowler
HR Service Director, Fujitsu EMEIA

Leaving the past in the past

Where's the focus?

> »In the past when organisations changed their HR systems, while there's been business involvement, it's been a case of changing the systems and software to match requirements. The focus tended to be on systems changes and integration – and it could take two years or more.«

Claire Findell
EMEIA HR Business Lead

64% of HR leaders see legacy technology as a barrier to digital transformation[2]

Digital leaders are 20-30% more profitable than their competitors[3]

But cloud applications are different. This mindset, and this IT-centred approach isn't good enough. In fact, it just wouldn't work. Cloud targets new and standard ways of working, based on best practice. It's all about how a business can adopt new ways of working. And that demands a focus on change management, business culture and user adoption.

The best it's going to get

Many HR systems are already on a downward slide when it comes to performance.

> »When companies use old methods, the day that the system goes live is probably the best it's going to be, in terms of business fit. Why? A lot of effort goes into defining new processes and configuring systems to support them. But if you don't keep your systems up to date, which is expensive, the requirements for the system change – and the system doesn't change with it.«

Ian Price, Oracle Propositions Manager, EMEIA

With cloud, you can accelerate the time to implement, as well as reducing costs. And as your business changes and new capabilities become available on the cloud, you're able to easily change and adopt. So, as your business changes – your HR system can keep up.

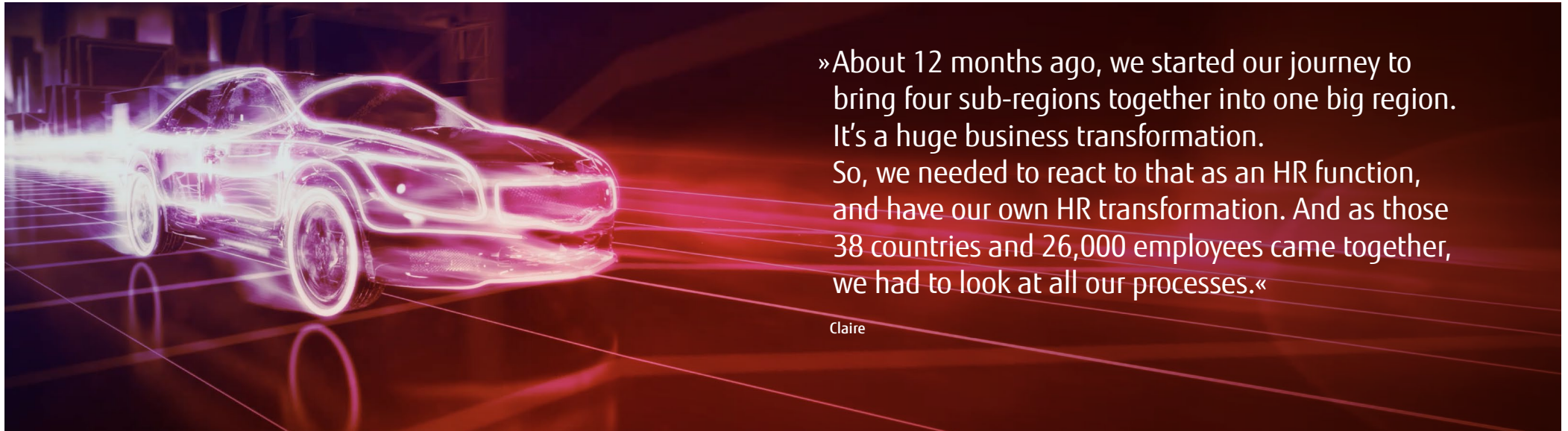| In 2014	In 2015
23% of companies used SaaS (Cloud Software-as-a-Service) for core HR.	**44%** are using SaaS for core HR.
26% planned to move within three years.	**30%** are planning to move in the next one to three years.[4]

[2] Business application services study, PAC
[3] http://pwc.blogs.com/the_people_agenda/2016/03/hr-in-a-digital-world-five-myths-and-what-to-do-about-them.html
[4] https://www.pwc.com/us/en/hr-management/technology/global-hr-technology-survey/key-themes.html

So, what should you be doing?

»About 12 months ago, we started our journey to bring four sub-regions together into one big region. It's a huge business transformation.
So, we needed to react to that as an HR function, and have our own HR transformation. And as those 38 countries and 26,000 employees came together, we had to look at all our processes.«

Claire

»You need to take a business perspective. Look at what benefits you want, and what areas you want to change. Look to adopt best practice wherever you can. And rather than trying to change your whole business in one go, you should look at where you could benefit the most, in the shortest amount of time. For example, you could look at how you recruit, then focus on that first.«

Ian

If your business doesn't have an HR system in place yet, you could move your business to the cloud in one go. You're a greenfield site: you don't have to think about legacy IT. But if you're already using a HR system, it may be too challenging to change everything at once.

So, you don't have to do everything at once. If you pick certain processes to focus on, you break the journey down into manageable steps.

When it comes to making this move, it's vital to pick a partner who can support you during digital transformation, and take an approach that works for your business.

And why is it so important for HR?

84%

As you know, digital has dramatically changed HR: from the way you employ people, to the services your employees expect.

» Rather than just putting out job adverts and getting CVs, now you have to network and promote your organisation via social media. And once you've employed someone, you need to look after them.«

Ian

»All our sub-regions operated independently and separately. And this had a big impact on HR and its technology. There was a huge number of different core HR systems and applications – around 30 to 40. And few were connected.

This made it impossible to have a single source of truth of data of all people on our system. Which meant it was hard to support people across borders or on different systems.«

Jason Fowler
HR Service Director, Fujitsu EMEIA
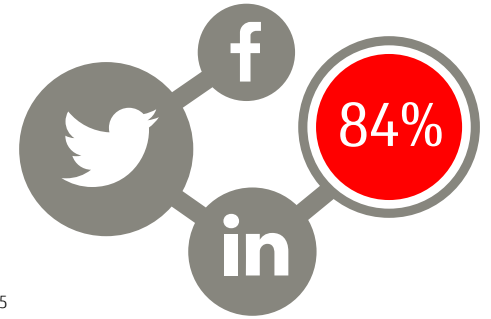
In 2015, 84% of organisations were using social media to recruit, up from 56% in 2011.[5]

Having a system that people can easily interact with is vital in HR. If you can give employees this, they can manage their own career and training. They can work more productively and efficiently. And they can self-manage everything from requesting holiday to changing personal details. This self-service can reduce costs too, as HR won't have to spend as much time doing administrative tasks. The way employers view and manage their employees has changed. So, the systems you support employees with must change too.

You need to get this right

» Every single employee needs HR. Everyone has been through the recruitment process and has to book leave. This is a whole business transformation. You might think it's a small part of your day – doing leave, expenses, travel – but the fact is, it affects everyone. It's a fundamental foundation to get right.«

Ian

When you move your HR applications to the cloud, there's one vital thing to remember: **your employees must be able to easily find and use what they need and want.** The way that people interact with each other and with technology has changed. It's all much faster now – look at contactless payment, for example. By moving to the cloud, your systems speed up, employees get what they expect, and productivity increases.

» We changed the operating model of HR for the better. As a business, we will be able to become one organisation. A single source of truth about people's data is fundamental for any business. We have trust and confidence in that data, so we can manage and work effectively across borders. We're mobile-enabled as a result of implementation, so we can work anywhere and at any time.«

Jason

[5] https://www.shrm.org/research/surveyfindings/pages/social-media-recruiting-screening-2015.aspx

Be mobile. Be efficient.

Everyone wants to increase efficiency. And moving to the cloud helps you do exactly that.

»You can move things like performance management and managing data into the organisation, rather than everyone relying on HR for it.«

Claire

With the right system, people can self-serve. They can sort themselves out, and let your HR specialists focus on high value activities.

And if you let people self-serve, your efficiency soars. For example, you could go from having one HR specialist to every 50 people – to one HR specialist to every 500 people. It's not just time in HR being saved either. You'll also be freeing up other people in the business, and letting them get the information they want, in the quickest way. After all, you employ the best talent – so why not use their time more effectively?

Access to information, wherever and whenever

Your employees need access to information in the office – granted. But they need more than that now. With the increase in mobile working, you need to make your HR service available on all devices.

»People want to be able to book leave or file their expenses wherever they are. You need to make sure employees can do this at home, on the road, or in the office. And this is one of the biggest drivers for adopting cloud.«

Ian

Know your organisation

Change happens fast – and in the digital world, sometimes faster than you'd like. And to keep up, everyone in the business needs to have access to important information. From your attrition rates to the number of employees, this data needs to be accessible to all.

»This information shouldn't be limited to HR. Everyone from the chief executive down to line managers should have the information they need.«

Ian

With a single source of HR information and data, people won't have to wait to get hold of information. They can get reports immediately, and in the format they want. And again, if they can self-serve, you can cut down on the number of tasks expected from your team.

← →

Set yourself up for success

When it comes to moving your business to the cloud, what's the most important thing you can do, if you're going to do it well?

It's finding a partner who understands what you need, and how to give you it.

» It requires expert advisers, who aren't just going to look at the project from a systems perspective, but put a heavy emphasis on business best practice – what changes are required to the way people work, and how that drives benefits.«

Ian

This is business transformation.

So, you need a partner that can help you succeed when adopting cloud. A partner that can help you make it work for your employees.

And above all, it's vital to work with a partner that can help you define the benefits and goals you want to achieve.

We asked business leaders what benefits they expected to achieve by transitioning to the cloud[6]:

38%	37%	32%
said greater automation	said real-time access to information	said improved usability

← →

Our journey to cloud – so far

Within the Europe, Middle East, India and Africa (EMEIA) region, we have 26,000 employees and hundreds of offices across 38 countries. We began a large-scale project to establish a common way of working across every region. We chose to implement Oracle Cloud Applications. Why? Because it gives us the benefits we need. And it allows us to create a digital transformation within the business.

What are we trying to achieve?

- Rationalise over 40 core HR systems, applications and processes
- Establish a single source of truth around people data
- Create common policies by integrating different regional organisations
- Improve productivity by mobilising employees
- Increase security and cut admin by automating maintenance

But what about the results of our own transformation? Well, we're still working on it. So, watch out for the second part of this guide. It'll be full of insights, benefits and results.

» It's genuinely transformational. We're uniting different business units who, previously, all had their own ways of doing things. «

Jason

← →

Why Fujitsu?

So, you've heard what some of us think, and you might be interested in taking the next step with us.

You'll have access to our business knowledge and real-world experience. And we'll work together to find the right approach to transforming your business with cloud applications.

And you'll get:

- A partner who focuses more on business transformation and ongoing business operations, rather than IT implementation
- The experience that comes with decades of delivering business improvements in back office systems, and over 600 implementations globally
- To work with the first Oracle partner to deliver cloud back office solutions in the UK
- A low risk of delivery. Our proven and unique approach is based on real-world experience
- End-to-end expertise in cloud and hybrid solutions: from business change to information management. As well as our Oracle specialist skills, we also specialise in business transformation
- A more secure network connection, as our Hybrid Cloud Connect links Oracle Cloud with our data centre
- To work alongside an Oracle Diamond and Cloud Premier partner
- The benefits of our 30-year long partnership with Oracle, bringing product expertise.

If you need help moving your applications to cloud, get in touch with us. We have the business knowledge to take you on a journey to transformation: from the initial planning stage, to implementation, to user adoption.

You can find out more in this video, or in this infographic

FUJITSU

Tel: +44 (0) 1235 79 7711
Email: askfujitsu@uk.fujitsu.com
Web: uk.fujitsu.com

Ref:3683

》 Or, get in touch with us on **01235 797711** or at **AskFujitsu@uk.fujitsu.com**