

A Peloton Consulting Group Perspective on Digital Transformation Realized for HCM

For organizations already invested in Oracle Cloud ERP, the question isn't whether to modernize HR technology. It's why they haven't chosen Oracle Cloud HCM yet. This paper examines the strategic and operational advantages of completing your Oracle cloud transformation with Oracle Cloud HCM, particularly for organizations currently running Workday or considering HR technology modernization.

As a Top Strategic Oracle Partner, Peloton Consulting Group, has guided hundreds of organizations through complex digital transformations by connecting people, processes, and technology. Our experience consistently reveals a fundamental truth: fragmented technology stacks create unnecessary complexity, cost, and risk. When you've already standardized on Oracle for finance, supply chain, and operations, extending that investment to include Oracle Cloud HCM isn't just logical. It's strategic.

The Hidden Cost of HR Technology Fragmentation

Most organizations don't set out to create fragmented technology ecosystems. They evolve over time through acquisitions, departmental decisions, and well-intentioned best-of-breed strategies. But the result is the same: disjointed systems that increase costs, complicate operations, and limit agility.

Consider the typical Oracle Cloud ERP customer running a separate HR platform. The disconnection between people, processes, and technology creates visible problems across the organization.

- **Infrastructure Complexity:** Multiple cloud platforms require separate security protocols, compliance frameworks, and vendor management processes. Your IT team maintains different update cycles, user authentication systems, and disaster recovery procedures. This isn't just inconvenient. It's expensive and introduces unnecessary risks.
- **Integration Nightmares:** Real-time data synchronization between HR and financial systems requires middleware, custom APIs, and ongoing maintenance. Workforce cost data that should flow seamlessly from HR to financial reporting instead requires complex integration layers that break with updates and consume valuable IT resources.
- **User Experience Fragmentation:** Employees and managers navigate different interfaces for expense reports, time tracking, benefits enrollment, and performance reviews. Each system requires separate training, different workflows, and distinct user credentials. Cognitive load and friction reduce adoption and productivity.
- **Vendor Management Overhead:** Managing multiple vendor relationships means coordinating separate support contracts, negotiating different pricing models, and aligning disparate upgrade schedules. When issues that span systems arise, finger-pointing between vendors delays resolution.



The Oracle Ecosystem Advantage: One Cloud, One Strategy

Oracle Cloud HCM delivers something fundamentally different for organizations already running Oracle ERP: a unified platform architecture that eliminates the complexity, cost, and risk of multi-vendor HR solutions by truly connecting people, processes, and technology across your enterprise.

Next-Generation Cloud Infrastructure

Oracle Cloud Infrastructure represents a best-in-class, second-generation cloud platform designed specifically to run mission-critical enterprise applications. Unlike first-generation cloud solutions built on multiple public cloud partners, Oracle provides autonomous services that automatically secure, tune, and scale applications while delivering integrated security and superior performance.

For organizations already trusting Oracle to run their financial operations, this architecture extends seamlessly to HR. The benefit isn't just consistency. It's the confidence that comes from autonomous services managing security, performance, and availability across your entire business platform.

	<p>Workday is built on first-generation cloud infrastructure and relies on multiple public cloud partners for innovation and resilience.</p>
	<p>Oracle's purpose-built infrastructure delivers autonomous operations with integrated security across your entire Oracle ecosystem.</p>

What does this mean to you? You benefit from autonomous services that automatically secure, tune, and scale applications. You receive integrated security and superior performance.

True Unified HCM Solution



When we talk about unified solutions, we mean something specific: all HCM modules operating on a single data source with native integration across finance, operations, and workforce management.

Oracle Cloud HCM delivers this through its unified data model. Workforce costs, organizational structures, and employee data exist in one place and flow seamlessly to financial reporting, supply chain planning, and customer experience systems. There's no data synchronization, no integration delays, no reconciliation issues.

Compare this to solutions where HCM data may reside on multiple platforms due to acquisitions and architectural limitations. The complexity isn't just technical. It's operational. Finance teams struggle to close books quickly when workforce data requires synchronization. HR leaders lack real-time visibility into how organizational changes impact operational capacity. The connection between people, processes, and technology breaks down at the most critical moments.

“ One of the most powerful moments in our Phase 0 assessments is when CFOs realize how much time their teams spend reconciling workforce data between systems. When Oracle Cloud HCM connects natively to Oracle ERP, that reconciliation effort essentially disappears. Finance gets real-time visibility into workforce costs. HR gets immediate insight into how organizational changes impact operational capacity, and IT stops maintaining expensive integration layers. That's what we mean by connected capabilities. Everything works together because it was designed to work together.”

– Jessica Kane, SVP and HCM Practice Leader
Peloton Consulting Group

	<p>Workday HCM data may exist on multiple platforms due to acquisitions. This requires synchronization and creates potential consistency issues.</p>
	<p>Oracle's HCM modules are all unified by a single data source.</p>



What does this mean to you? Disjointed and disparate applications can be expensive, complex to maintain, and more difficult for employees to use. These issues don't exist with Oracle.

Minimal Planned Downtime, Maximum Operational Continuity

Planned downtime disrupts operations. Training sessions are rescheduled. Month-end close activities face delays. Employee self-service requests depend on systems coming back online. The connection between people and the processes they depend on gets severed, even if temporarily.

Oracle Cloud HCM delivers quarterly updates with planned downtime windows of less than 2 hours. For organizations already managing Oracle ERP update cycles, this approach feels familiar and predictable. More importantly, it aligns with your existing maintenance windows and business processes.





	<p>Workday has weekly, monthly, and quarterly planned downtime windows for updates. Maintenance windows total 95 hours annually for HiredScore and additional hours for the rest of Workday.</p>
	<p>Oracle's has quarterly updates with a planned downtime window of less than 2 hours.</p>

What does this mean to you? Simply put: You save time! Planned downtime can be disruptive to operations. New updates should happen with minimal disruption to the application's users.

Enterprise-Grade SaaS Reliability

When your HCM provider also owns the entire technology stack, reliability improves dramatically. Oracle's architecture provides resilience and scalability that comes from complete control over infrastructure, platform, and application layers.

Oracle commits to 99.9% SaaS service-level availability across all products, all the time. This isn't a limited-time commitment or restricted to specific products. It's a comprehensive guarantee backed by the architectural advantages of owning the full stack.

	<p>Workday isn't available for all products. HiredScore has a 99.5% commitment and only during limited hours.</p>
	<p>Oracle's advantage, which becomes your advantage, is owning the full technology stack.</p>

What does this mean to you? Reliability, resilience, and scalability. When the cloud HCM suite provider also owns the entire technology stack, you benefit greatly.



Global Business Complexity Requires Global Solutions

Compliant Global Payroll

Organizations operating across multiple countries face complex payroll requirements. Data sovereignty regulations, local tax codes, and regional compliance mandates create challenges that inadequate global coverage can't solve. Global payroll represents a critical connection point between people, processes, and technology across geographies.

Oracle delivers Payroll natively in 60 countries, Local Payroll in 14 countries, and International Payroll Core in 46 countries. This comprehensive coverage ensures compliance with regional requirements while maintaining global consistency. When natively linked with workforce management tools, the solution helps reduce risk and operational complexity across all territories.

For global organizations already managing international operations on Oracle Cloud ERP, extending this approach to payroll creates powerful advantages. Financial reporting across countries has become seamless. Compliance frameworks stay consistent. Operational complexity decreases.



	<p>Workday has only six built-in global payroll countries: US, Canada, UK, Ireland, Australia, and France. The company cancelled its commitment to Germany.</p>
	<p>Oracle's is truly global, delivering Payroll natively in 60 countries, Local Payroll in 14 countries, and International Payroll Core in 46 countries.</p>

What does this mean to you? A global payroll solution should be equipped to help meet data sovereignty requirements, updated regularly to address regulatory requirements, aligned with business strategy, and able to help reduce risk when natively linked with workforce management tools in as many territories as possible. Oracle checks all these boxes.



Comprehensive Talent Acquisition and Recruiting

Finding and hiring the right talent drives business success. Organizations need recruiting platforms that unify the candidate's experience with the rest of the business, from initial application through onboarding and ongoing development. Talent acquisition represents a crucial connection point between people and processes. Oracle provides a robust recruitment platform that unifies recruiting with the rest of the business. An enhanced candidate CRM and interview self-scheduling tools improve both candidate and recruiter experiences. The solution integrates natively with performance management, learning, and workforce planning systems.

	<p>Workday leans on standard configurable recruiting, often relying on partners to fill gaps in, such as interview scheduling or candidate CRM functionality.</p>
	<p>Oracle's leverages a robust recruitment platform, including an enhanced candidate CRM and interview self-scheduling tools, that unifies recruiting with the rest of the business.</p>



What does this mean to you? Your innovative hiring solution provides better candidate experiences, drives internal mobility, and improves recruiter efficiency.

HR Controls and Total Cost of Ownership

Advanced HCM Controls Designed for HR

Fraud, breaches, and cash leakage represent significant risks in HR operations. Advanced controls help organizations reduce these risks while maintaining operational efficiency. Effective controls connect technology capabilities with business processes to protect the organization.

Oracle Cloud HCM includes deep segregation of duties analysis, secure role design, sensitive access certification, and comprehensive controls built directly into the platform. These capabilities help reduce fraud, breaches, and cash leakage while lowering remediation costs.



	<p>Workday has basic controls available in areas such as audit and fraud prevention but only through Financial Management.</p>
	<p>Oracle's functionality is built into Cloud HCM. It's all yours, from the start.</p>

What does this mean to you? Cost savings. Automated advanced HCM controls can help reduce fraud, breaches, and cash leakage, which can lower remediation costs.

Native Health and Safety Functionality

Workplace health and safety isn't an HR nice-to-have. It's a business imperative that impacts culture, compliance, and costs. Health and safety programs represent a vital connection between people and the processes designed to protect them.

Oracle Cloud HCM includes a full workforce health and safety application native to the platform. This embeds health and safety into daily processes for all employees, promoting a culture of workplace safety while supporting risk mitigation and cost reduction.

	<p>Workday does not include full native functionality. Third-party integrations, such as Intalex, are required.</p>
	<p>Oracle's includes workforce health and safety applications native to HCM.</p>

What does this mean to you? Native health and safety are embedded into the daily processes of all employees, promoting a culture of workplace safety, risk mitigation, and cost reduction.

Value-Driven Total Cost of Ownership



At the core of modern HR technology lies a simple question: Are you driving business value or just managing HR processes?

Oracle Cloud HCM delivers low total cost of ownership while driving business value through better engagement and adoption. For organizations already running Oracle ERP, the economics become even more compelling. You leverage existing infrastructure, maximize current Oracle expertise, and eliminate integration costs that standalone HR solutions require.

The unified licensing model provides predictability. The single vendor relationship streamlines support. The native integration eliminates middleware expenses. When you calculate total cost of ownership, including implementation, integration, ongoing maintenance, and vendor management, Oracle Cloud HCM delivers measurable advantages for Oracle Cloud ERP customers.

“*The total cost of ownership conversation always surprises executives. They see the license cost for their current HR system and think they understand their investment. But when we walk through the middleware costs, the integration maintenance, the separate vendor management overhead, the training expenses for multiple systems, suddenly the picture changes dramatically. Oracle Cloud HCM isn't just competitive on TCO for Oracle Cloud ERP customers. It's transformative. You're leveraging investments you've already made rather than duplicating them.*”

– Jessica Kane, SVP and HCM Practice Leader
Peloton Consulting Group

	<p>Workday can be expensive, particularly at renewal. Consumer Price Index-driven renewal lifts and innovation index fees often increase by 5%.</p>
	<p>Oracle's drives business value through better engagement and adoption.</p>

What does this mean to you? A cloud HCM solution is at the core of modern HR. Beyond better employee engagement, you and your teams are empowered to enhance productivity while increasing revenue and reducing costs.

The Peloton Approach: Digital Transformation Realized Through Phase 0

At Peloton Consulting Group, we've learned that successful transformations don't begin with implementation. They begin with strategic clarity. Digital transformation realized means connecting people, processes, and technology in ways that deliver measurable business outcomes from day one.

Our Phase 0 Framework removes the risk from your Oracle Cloud HCM transformation. We deliver structured assessment, planning, and proof-of-concept phases that build a roadmap from Phase 0 through Go-Live, aligned with your specific goals and timeline.

This framework delivers several critical advantages:

- **Validate Business Case:** We quantify ROI based on your existing Oracle investment, helping you understand the financial impact of completing your Oracle transformation with Cloud HCM.
- **Minimize Risk:** We leverage proven methodologies and deep Oracle ecosystem expertise accumulated across hundreds of implementations. Our connected capabilities approach ensures all aspects of your transformation work together seamlessly, connecting people, processes, and technology across your organization.
- **Accelerate Value:** By developing your existing Oracle infrastructure and user knowledge, we compress implementation timelines and accelerate time-to-value.
- **Ensure Adoption:** We design solutions that integrate seamlessly with current workflows, leveraging the Oracle interfaces and processes your employees already know. This connection between familiar technology and new capabilities drives rapid adoption.

This is digital transformation realized. Not theoretical frameworks, but practical roadmaps that connect your current state to your desired future state with confidence and clarity.

"Phase 0 changes everything about how organizations approach HCM transformation," explains Jessica Kane. "Instead of jumping straight into implementation and discovering challenges along the way, we invest upfront in understanding exactly what success looks like for each client. We map their current Oracle ecosystem, quantify the integration overhead they're managing today, and build a specific business case based on their environment. By the time we reach implementation, there are no surprises. Everyone understands the roadmap, the timeline, and the expected outcomes. That's why our Oracle Cloud HCM implementations consistently deliver on time and on budget."

The Strategic Question: Why Not Oracle Cloud HCM?

For organizations already running Oracle Cloud ERP, the strategic question isn't whether Oracle Cloud HCM can compete with alternatives. It's whether fragmenting your technology stack across multiple vendors makes strategic sense.

Consider what you've already validated through your Oracle Cloud ERP investment:

- Oracle's cloud infrastructure meets your security requirements.
- Oracle's user experience works for your employees.
- Oracle's support model aligns with your operational needs.
- Oracle's upgrade cycles fit your business calendar.
- Oracle's pricing model fits your budget planning.

Why wouldn't these same validated advantages apply to HR technology? The answer for most organizations is simple: they should. Completing your Oracle transformation with Oracle Cloud HCM isn't just a technology decision. It's a strategic choice to reduce complexity, lower costs, and increase agility. Standardizing on a unified platform you already trust truly connects people, processes, and technology across your enterprise rather than managing disconnected systems that create friction at every turn.

At Peloton Consulting Group, we help organizations make this transition with confidence. Our Phase 0 approach ensures you understand exactly what completing your Oracle transformation means for your organization, your employees, and your bottom line.

The question isn't whether you can succeed with Oracle Cloud HCM. It's why you haven't started yet.

Next Steps: Begin With Phase 0

If you're running Oracle Cloud ERP and managing HR on a separate platform, we invite you to explore what completing your Oracle transformation could mean for your organization.

Peloton's Phase 0 engagement provides:

- Comprehensive assessments of your current HR technology landscape
- Quantified business cases based on your specific Oracle ecosystem
- Detailed roadmaps from current state to Oracle Cloud HCM
- Risk mitigation strategies tailored to your organization
- Clear timelines and resource requirements

Contact Peloton Consulting Group to begin your Phase 0 assessment and discover why Oracle Cloud HCM is the logical next step in your digital transformation journey.

About Peloton Consulting Group

Peloton Consulting Group has the vision and connected global capabilities to help organizations envision, implement, and realize the benefits of digital transformation. Our team has the best practices, knowledge, industry expertise, and know-how. We make digital transformation a reality by leveraging AI, Enterprise Performance Management (EPM), Enterprise Resource Planning (ERP), Supply Chain Management (SCM), Human Capital Management (HCM), Customer Experience (CX), Analytics, and Data Management for the cloud. Through connected capabilities, we bring people, processes, and technology together. We help organizations go further, faster. That is the Peloton way!