

Taleo vs ORC - A comparative study

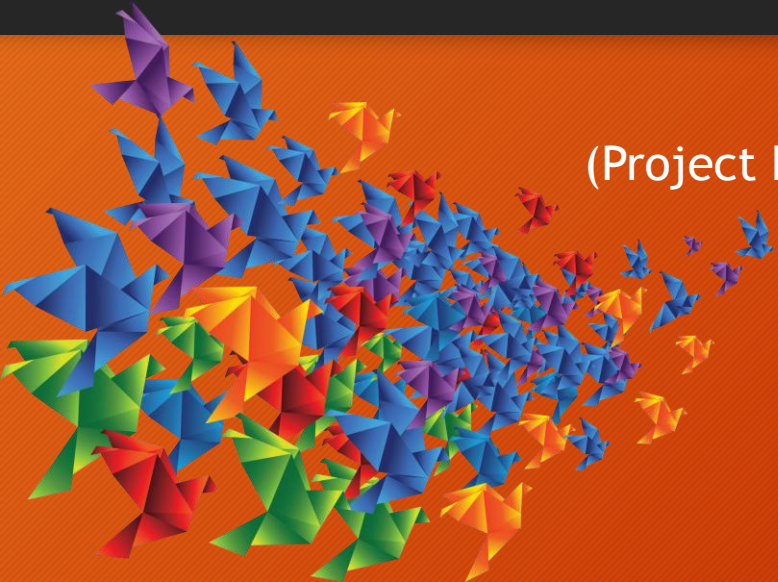
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Your
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SOAIS
Putting Customers First

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Taleo Enterprise Recruiting

USED BY LEADING ORGANIZATIONS WORLDWIDE TO ATTRACT, DEVELOP, MOTIVATE AND RETAIN THEIR WORKFORCE.

- Taleo is a cloud-based talent management software that was acquired by Oracle in February 2012.
- Taleo as a product was introduced as *Recruiter WebTop*, an online hiring management system in 1999 by Recruitsoft and later on Recruitsoft, Inc. changed its name to Taleo Corporation in March 2004.
- Originally a recruitment software vendor, the company gradually expanded into other areas of Performance Management and Compensation Management.

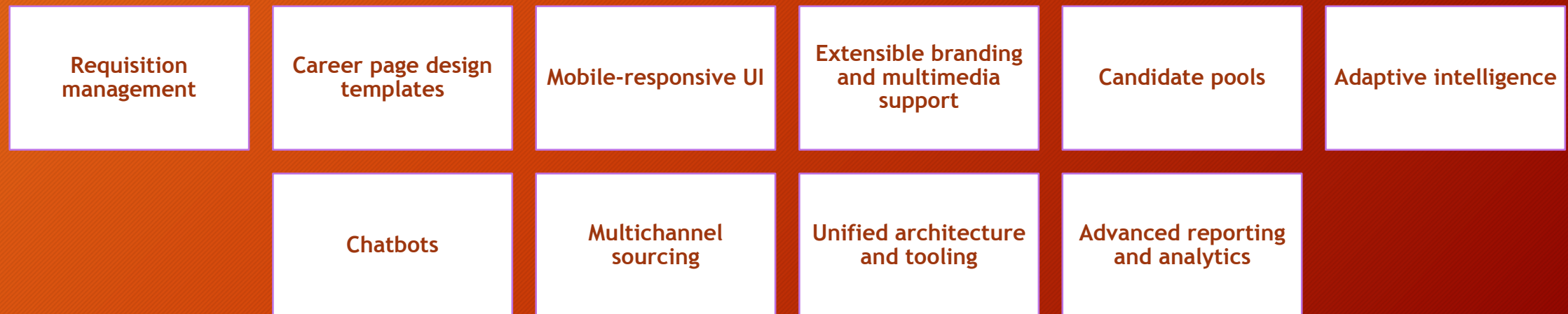


Oracle Recruitment Cloud



INNOVATIVE TECHNOLOGY TO KEEP CANDIDATES AT THE CENTER OF THE RECRUITING PROCESS

- Oracle Recruiting Cloud is a new recruiting solution delivered natively as part of Oracle HCM Cloud suite.
- This is generally available in R13 from update 18B.
- It enables employers to track and measure complete information about their talent across the HR spectrum.



Key Features of Taleo

Anywhere, anytime
recruiting

Social sourcing

Reporting and
analytics

Screening and
assessments

Interview and offer
management

Employment branding
and career site

Precision matching

Applicant tracking and
compliance

Proven integration

Key Features of ORC



Compelling Candidate Experience

Extensible branding and multimedia support

End-to-end sourcing, recruiting, and offers

Robust Sourcing and Candidate Relationship Management

Improves adoption and ease-of-use.

Suite Experience

Reporting and analytics

Chatbot & Mobile-first responsive UI

Integrations with 3rd party Job Portals

- Both Taleo and ORC has a partnership with eQuest for the job distribution in 3rd party Job boards (*Naukri, Monster etc.*)
- Below are the steps required to be performed for this:

Taleo Enterprise

Create eQuest Admin Account (eQuest)

Configure board options in eQuest

Posting accounts to be linked in Taleo

ORC

Create eQuest Admin Account (eQuest)

Import packaged eQuest integration - ORC 18b or higher









Create API User Account in ORC - necessary to obtain Reference Key

Generate Reference Key in ORC

Configure and enable Integration in ORC

Configure board options in eQuest

Comparative Measure

Parameters	Taleo Recruiting	ORC
Conversational Interface -Chatbot		
Choose interview time slot through candidate Self Service		
Customized Job Requisition with videos, images to engage candidate		
Standalone Implementation		
Delivered integration with eQuest for seamless distribution of job opening in 3 rd party job portals		

A conclusion

- Taleo is already positioned as key recruitment application.
- Taleo is already a tightly integrated (most importantly, stable) product that meets the Recruitment needs of almost 150 companies in the Forbes 500 list.
- Though ORC being a new player, it already has the benefit of being part of the Oracle HCM Cloud suite.
- But to use ORC customer need to have Oracle HCM (*Core HR*) implemented
- On the other hand, Taleo can be positioned as a standalone application for the companies already have an HCM application in place.

Hence it is with customers to evaluate their current Recruitment processes and also to evaluate the features offered by Taleo as opposed to Oracle Recruiting Cloud to decide which one is best suited for their business need.

Q/A Session



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WHO WE ARE?



Founded in 2006



Full spectrum technology solutions in PeopleSoft, Oracle Cloud HCM,
Taleo & Worksoft with 170+ Employees



Headquartered in ITPL, Bangalore



50+ satisfied global clients to date



Global offices in Chicago, Dallas, Kolkata