ORACLE PROJECT RESOURCE MANAGEMENT

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E-BUSINESS SUITE

SHARED RESOURCE REPOSITORY, SCHEDULES AND AVAILABILITY

- Access a complete repository of resources and their profiles
- Shared calendar with Oracle E-Business Suite, offering flexible shift patterns and non-work definitions
- Portal orientation for key roles and a personal staffing home page
- Secure functions based on project role or organization

CONCISE REQUIREMENTS, TARGETED SEARCHES AND ADVERTISEMENTS

- Define requirements for resources including competencies, availability, job levels, and location
- Advertise open requirements
- Find the right people for the right project at the right time

CANDIDATE NOMINATION

- Schedule automatic nomination of candidates, or nominate yourself or your staff for open requirements
- Rank candidates based on score and automatically notify qualified or available resources of requirements

SUPPORT FOR CONTINGENT WORKERS

- Define and utilize contingent workers in the same manner as employees

GLOBAL RESOURCE DEPLOYMENT

- Streamline assignment process through automated approvals
- Borrow, lend and manage global resources

Oracle® Project Resource Management enables companies to manage human resource deployment and capacity for project work. Built using Oracle's proven self-service model, Oracle Project Resource Management empowers key project stakeholders, such as project managers, resource managers, and staffing managers, to make optimal use of their single most critical asset: their people. With this application, you can manage project resource needs, profitability and organization utilization by searching for, and locating and deploying most qualified people to your projects across your enterprise. As a result, you can improve customer and employee satisfaction, maximize resource utilization and profitability, and increase your competitive advantage. Oracle Project Resource Management is part of the E-Business Suite, an integrated set of applications engineered to work together.

Complete, Shared Resource Repository

Oracle Project Resource Management leverages the foundation of Oracle Human Resources, a shared component of the Oracle E-Business Suite. This foundation provides a self-service means for resources to maintain their own profiles of professional details. These profiles include competencies, resumes, education, and qualifications, and more. Since the resource information is centralized, you have a single repository shared across Oracle E-Business Suite applications, which simplifies deployment across your enterprise.

Shared Schedules and Availability

Each resource has a schedule reflecting confirmed assignments, provisional assignments (awaiting manager approval), and remaining availability against capacity. Oracle Project Resource Management generates schedules for each resource and project team role based on user-defined work patterns (for example, 8 hours, 5 days a week) and specific calendar exceptions, such as holidays.

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Figure 1: Manage schedules for your requirements and assignments graphically by project or person

INTEGRATED FORECASTING AND UTILIZATION

• View planned and actual utilization information by individual or organization

• Generate budgets or forecasts in Oracle Project Management based on staffing plans

INTEGRATION

• Integrated with Oracle Time & Labor and Oracle Internet Expense to collect all project-related time and expenses
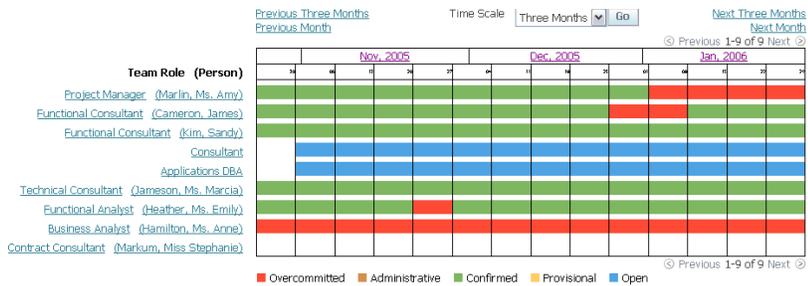
Concise Requirements Definition

Using Oracle Project Resource Management, you can easily define and fill your project resource requirements through a self- service interface that provides access to real-time, shared resource information. Requirement definition may be streamlined by using default competencies by role and standard templates of team roles. You can define key criteria used to identify suitable resources, such as mandatory and optional competencies with proficiency levels, minimum availability, job levels, and location. You can then advertise that requirement for resources and staffing managers to view and nominate themselves or their resources as candidates.

Targeted Decisions

Resource management is all about finding the right people for the right projects at the right time. Oracle Project Resource Management enables you to conduct specific searches against the resource repository to find the best possible candidates for open resource requirements. The flexible search enables you to target your resource pools to a particular geography, organization, division, region, service line and person type. You can also schedule the search process to run offline and automatically nominate matching candidates, thereby saving valuable time from running searches manually.

Automated Approval Processing

Throughout the staffing process, Oracle Project Resource Management uses Oracle Workflow to eliminate the inefficiencies and inevitable delays inherent to manual approval procedures, streamlining key parts of the staffing process. For example, the system automatically notifies candidates when an open requirement for which they have applied is filled. Staffing managers automatically receive approval requests for resource assignments and updates to competence profiles.

Self-Service Staffing Functions Grouped by Role

The self-service user interface provides support for all the key roles involved in the staffing process -- from the Project Manager creating resource demand, to the Staffing Manager filling that demand, to the Resource Manager approving the resource assignment, and to the Resource (team member) performing the work on the project, and finally to the Organization Manager viewing utilization and financial forecast for the project. Each role has self-service access that provides the specific information and functions that the role requires.

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Available Resources								
The following is a partial list of the earliest resources available within the next 12 days. Click a resource name to view the corresponding schedule and timeline.								Full List
This table shows the resources that are available within the next 12 days.								
Person	Organization	Job Title	Manager	Available From	Available To	Candidate Nominations	Qualified for Requirements	Match Requirements
Reed, Mrs. Carol	Services-West	SCN500.Senior Consultant	Gray, Mr. Donald R	05-Jun-2006	12-Nov-2007	0	0	🔍
Jameson, Ms. Marcia	Services-South	SUP600.Supervisor	Gray, Mr. Donald R	01-Sep-2006		0	0	🔍
Hamilton, Ms. Anne	Services-East	SCN500.Senior Consultant	Gray, Mr. Donald R	06-Sep-2006	10-Sep-2006	0	0	🔍
Heather, Ms. Emily	Vision Project Mfg	CON600.Consultant	Gray, Mr. Donald R	07-Sep-2006		0	0	🔍
Cochran, Mr. Bob	Vision Administration	STA700.Staff Administrator	Gray, Mr. Donald R	07-Sep-2006		2	0	🔍
Kim, Sandy	Services-East	AA900.Administrative Assistant	Gray, Mr. Donald R	08-Sep-2006		0	0	🔍

Figure 2: Staffing Home page highlights to a staffing manager which resources are available, and for how long.

Global Resource Deployment

In many enterprises, resources are borrowed and lent between internal organizations. Oracle Project Resource Management streamlines the resource sharing process by enabling you to specify resource loan agreement information at the individual assignment level. Critical information about financial responsibility, expense limits, assignment extension possibilities, and transfer price rates is immediately available for any borrowed resource. Transfer pricing and other statutory requirements are automated through integration with Oracle Workflow, Oracle Project Costing, and Oracle Project Billing.

Actual and Scheduled Utilization

Oracle Project Resource Management simplifies utilization reporting by providing information from actual hours collected across the enterprise through the Oracle E-Business Suite. Combining actual utilization amounts with project assignments hours, you can view actual and scheduled utilization variances. Oracle Project Resource Management offers clear visibility, at both the individual and the organizational level, into both the type of work and productivity for each project assignment.

Project Financial Forecasts

Maximizing the profitability of a project (or of an organization) requires more than just managing actual costs, revenue, and profit. Project leaders must also be able to forecast the cost and profitability in terms of resources required for future projects. For example, when a new sales opportunity reaches a specified level of maturity, planning for the actual project must begin. Oracle Project Resource Management is fully integrated with Oracle Project Management to enable you to forecast the potential financial impact of the project based on the staffing plan. From this forecast, you can make decisions on how to model your resource requirements and assignments to build a cost-effective project team.

Integrated Part of Oracle Projects Suite

Oracle Project Resource Management is part of the Oracle's Projects family of applications. The common and shared components of the Oracle Projects suite such as project definition, roles, statuses, cost rates, and bill rates form a foundation for all of the Oracle Projects applications. Oracle Project Foundation enables you to implement any module of the Oracle Projects suite independently as a standalone

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Oracle Project Resource Management offers the following benefits:

- Manage resource demand and supply - share resource calendars and schedules to assure availability.
- Efficiently leverage human and intellectual capital - maintain a central repository of competencies.
- Make the best use of resources - utilize concise definitions of requirements with mandatory and optional skills.
- Streamline global operations - support local work patterns, discontinuous assignments, and local holidays.

RELATED PRODUCTS

Oracle Project Resource Management is part of Oracle Projects family of applications

- Oracle Project Management
- Oracle Project Costing
- Oracle Project Billing
- Oracle Project Contracts
- Oracle Daily Business Intelligence for Projects
- Oracle Project Portfolio Analysis
- Oracle Project Collaboration

You can further enhance the capabilities of Project Resource Management with:

- Oracle Time & Labor
- Oracle Internet Expenses

RELATED SERVICES

The following services are available from Oracle Support Services:

- Oracle E-Business Suite Accelerators
- Oracle Application Solution Centers
- Oracle University
- Oracle Consulting

application. You can use Oracle Project Resource Management to manage the resource deployment of your existing projects that you track and manage using Oracle Project Management, Oracle Project Costing, and Oracle Project Billing.

Designed for E-Business

Oracle Project Resource Management is designed for e-business. Comprehensive use of workflows, flexible attributes, and 100% Web-based standards combine to provide organizations with a state-of-the-art collaborative resource management offering. The self-service user interface is designed with wide area and low bandwidth limitations in mind to provide excellent response time and performance, regardless of location.

Oracle E-Business Suite—The Complete Solution

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more — all from applications that are built on a unified information architecture. This architecture provides a single repository of information about your customers, suppliers, employees, products — all aspects of your business. Whether you implement one module or the entire suite, Oracle E-Business Suite enables you to share unified information across the enterprise so that you can make smarter business decisions.

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