ORACLE

Oracle Workforce Labor Optimization

Oracle Workforce Labor Optimization, part of Oracle Fusion Cloud HCM, connects business data in one cloud native solution, allowing you to forecast labor demand and automatically generate compliant, timely, and flexible schedules with the help of AI so you can use your workforce to its full potential.

Forecast expected labor demand

Define and manage staffing plans: Define your labor standards for various types of intensity levels (for example, acuity levels in healthcare) and create a staffing matrix to specify the required staff for a particular location, department, date, day interval, task, skill, and more.

Target staffing ratios: Establish a ratio configuration and use ongoing tracking to help ensure that staffing plans align with specific staffing ratios for your organization.

Import business demand: Bring in expected business volume data (for example, patient counts and acuity from Oracle Health or other electronic medical record systems, customer counts, sales dollars, or other drivers from other systems) to forecast labor demand.

Connect budget data: Determine a baseline workload requirement and compare the baseline with expected workload needs to inform long-term planning.

Forecast labor demand: Calculate labor demand in alignment with staffing plans, labor standards, and required ratios by day in 15-, 30-, or 60-minute intervals.

Create shifts and deploy people to optimally meet service needs at scale

AI-powered labor optimization: Automate shift creation and the assignment of available staff with the right skills to meet expected demand.

Labor compliance: Facilitate compliance with labor laws and union regulations, including requirements for minimum and maximum hours, fatigue management, and seniority fairness.

Complete workforce and customer insights: Drive more accurate and compliant outcomes with holistic, connected HCM insights about talent, skills, budget, and cost.

Key features

- Staffing plans and labor standards
- Ability to import expected business demand data
- Labor demand forecasting
- Automatic assignment of workers to shifts based on skills, availability, business priorities, and policies
- Schedules update automatically when demand changes

Key benefits

- Automate shift creation and the assignment of available staff with the right skills to meet expected demand at scale.
- Prioritize multiple business and employee needs, including budgeted hours, FTE hours, and employee preferences.
- Adhere to labor laws, union regulations, and other constraints.

Prioritize multiple business needs

Balance service, compliance, and the employee experience: Prioritize multiple business and employee needs, including demand for the best skill fit, budgeted hours, FTE hours, fairness, and employee preferences.

Labor optimization for all industries

Healthcare: Automatically generate labor demand and optimize schedules based on acuity and patient census while adhering to complex union rules.

Manufacturing: Drive operational efficiency and make sure you have the right resources on hand to meet fluctuating production demand with connected business, workforce, and supply chain data.

Retail: Create optimized schedules to deliver superior customer and retail associate experiences by leveraging unified business, workforce, and customer data.

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