

# Oracle Workforce Scheduling

Volatile markets, labor shortages, and elevated employee expectations have made it difficult for organizations to adapt to unexpected market changes, meet customer demands, and attract and retain workers. Oracle Workforce Scheduling, part of Oracle Fusion Cloud HCM, lets you skillfully and intelligently balance business needs, compliance, and the employee experience by connecting data from across the organization in one native cloud scheduling solution designed to meet the needs of every industry.

## Meet customer demand

**Shift scheduling:** Plan and manage schedules to meet demand, FTE hours, labor budget, and skill needs in 15-, 30-, or 60-minute increments. Make changes with simple drag-and-drop scheduling and visibility into variances for FTE hours, budgeted hours, and demand.

**Scheduling compliance:** Stay compliant with labor laws and union regulations covering minimum/maximum hours, fatigue management, seniority fairness, and more.

**AI-powered best-fit recommendations:** Reduce the burden on managers to ensure coverage with recommendations for best-fit and available workers.

**Complete workforce and customer AI insights:** Make it easy for managers to adapt to changes and fill open shifts with holistic, connected HCM, talent, skill, payroll, and costing insights and an intelligent assistant to guide them.

## Let all types of workers choose when and where they want to work

**Employee self-scheduling:** Give workers the autonomy to self-schedule, pick up extra hours, release hours, or swap shifts with a qualified coworker. Let workers specify their preferred times to work and locations to inform scheduling.

**Consistent experience:** Access a mobile-responsive user interface in the Oracle Fusion Applications mobile app, which offers a consistent experience across devices, requiring less user training.

**Employee scheduling sentiment:** Reduce burnout and drive engagement by reviewing and responding to worker scheduling sentiment collected in Oracle Time and Labor or Oracle Touchpoints.

## Key features

- Worker self-scheduling and availability preferences
- Worker shift swaps
- Worker open shift claims and bids
- AI-assisted manager scheduling
- On-call scheduling
- Float resourcing
- Schedule balancing
- Daily staffing
- Shift task assignments
- Worker view of shift team and tasks

## Key benefits

- Plan and manage schedules to meet demand in hours or headcount, FTE hours, labor budget, and skill needs in 15-, 30-, or 60-minute increments.
- Reduce labor costs by not overstaffing, and meet service and productivity levels by not understaffing.
- Stay compliant with labor laws and union regulations covering min/max hours, fatigue management, and seniority fairness.
- Get AI recommendations for best-fit workers for open shifts or post open shift opportunities with incentives to reduce the burden on managers.
- Make changes with drag-and-drop scheduling and visibility into variances for FTE hours and budgeted hours.
- Enhance the employee experience with autonomy

## Scheduling for all industries

**Healthcare:** Deliver high-quality, low-cost care for patients with one native cloud scheduling solution that connects business and electronic health record data.

**Manufacturing:** Drive operational efficiency to meet evolving customer demand with one native cloud scheduling solution that connects business, workforce, and supply chain data.

**Retail:** Provide the best customer and retail associate experiences with one native cloud scheduling solution that connects business, workforce, and point-of-sale data.

and predictability in work scheduling.

- Deliver a consistent user experience with a mobile-responsive user interface that's accessible via a browser from any device.

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