

Oracle Workforce Scheduling

Volatile markets, labor shortages, and elevated employee expectations have made it difficult for organizations to adapt to unexpected labor changes, meet customer demands, and attract and retain workers. Oracle Workforce Scheduling skillfully balances 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 skills needs in 15-, 30-, or 60-minute increments. Easily make changes with 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 areas such as minimum and maximum hours, fatigue management, and seniority fairness.

Best-fit workers: Reduce the burden on managers to ensure coverage by presenting best-fit workers and incentives to fill open shifts.

Complete workforce and customer insights: Make it easy for managers to adapt to changes and fill open shifts with holistic, connected HCM, talent, skills, payroll, and costing insights.

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 and optimize labor schedules.

A consistent experience: The mobile-responsive user interface is accessible via a browser from any device and the Oracle Fusion Cloud HCM mobile app, offering the same experience across multiple devices and 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.

Key features

- Worker self-scheduling
- Worker shift swaps
- Worker open shift opportunities
- Manager scheduling
- Daily staffing

Key benefits

- Plan and manage schedules to meet demand, FTE hours, labor budget, and skills needs in 15-, 30-, or 60-minute increments.
- Reduce labor costs by not overstaffing, and meet service levels by not understaffing.
- Stay compliant with labor laws and union regulations covering areas such as min/max hours, fatigue management, and seniority fairness.
- Present best-fit workers to fill 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, budgeted hours, and demand.
- Deliver a mobile-responsive user interface that's accessible via a browser from any device, offering a consistent experience.

Scheduling for complex 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 experience with one native cloud scheduling solution that connects business, workforce, and point-of-sale data.

Disclaimer: The preceding is intended to outline our general product direction. It is intended for information purposes only and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

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