

Oracle Workforce Labor Optimization

Oracle Workforce Labor Optimization connects business data in one native cloud to generate compliant, timely, and flexible schedules for your organization, managers, and people.

Create shifts and deploy people to optimally meet service needs

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

Labor compliance: Stay compliant with labor laws and union regulations covering areas such as minimum and maximum hours, fatigue management, and seniority fairness.

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.

Prioritize multiple business needs at once

Aligned demand: Prioritize multiple business needs at once, including demand for the best skill fit, budgeted hours, FTE hours, and employee preferences.

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.

Labor optimization for complex industries

Healthcare: Automatically generate schedules that are based on acuity and patient census data and adhere to complex union rules.

Manufacturing: Drive operational efficiency to meet evolving customer demand with a labor optimization solution that connects business, workforce, and supply chain data.

Retail: Use connected business, workforce, and point-of-sale data to create optimized schedules and deliver the best customer and retail associate experience.

Key features

- Generated schedules based on only fixed-time work patterns
- Generated schedules based on open shifts, matching the workload and fixed-time work patterns
- Automatically assigned schedules for all workers in the staffing department
- Filtered schedules by status—such as generated or published—department, and phase, such as current, completed, planning, overdue, or self-scheduling
- A schedule view with shifts organized by job or worker for the day, week, or two weeks

Key benefits

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

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