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Oracle Time and Labor

Oracle Time and Labor is a complete and easy-to-use rule-based time tracking and management solution designed to give you more visibility and control when managing your most valuable resource—your people. This control helps you improve compliance, costing, and pay accuracy, providing you with a sense of security in managing your workforce.

Support fast and simple time entry and submission

Time card layouts, templates, and extensibility: Improve the employee experience with time card layouts, default allocation templates, and schedule data integration that can be personalized to suit the specific needs of your diverse workforce. Provide access to time tracking and management anywhere, anytime, and from any device.

Web clock: With the configurable web clock, location-based access through geofencing and/or IP allowlisting can help ensure the authenticity of time capture, and rules can be applied to incoming time events received from the clock to validate compliance. Automated attestations help manage meal and break compliance. Intelligent alerts and time change requests help workers manage missing punches, reducing the burden on managers. The entire process, from time entry to payroll, can be fully automated, allowing managers to only monitor and manage exceptions with the help of an AI assistant.

Compliance alerts, attestations, and attendance violation tracking: Determine if people are complying with time policies and regulations by leveraging artificial intelligence to listen for expected behavior and send out alerts when the unexpected happens to minimize violations and improve behavior. Attestations can be configured to appear when specified events occur, such as missed or incomplete meals and breaks. Attendance violation point tracking for tardies, early leaves, and late notice absences indicates whether manager action is needed, according to policies.

Key features

- Support for all types of time entry (punch, duration, exception, positive) for employees and contingent workers

- Time clock integration and web clock (via web browser or in the Oracle Fusion Applications mobile app, with geofencing and/or IP allowlisting)

- Automated approval rules to help ensure accountability

- Flexible time card layouts to meet different user needs

- Accurate timekeeping for workers with multiple assignments, jobs, work locations, and more

- Configurable business-driven rules for overtime, premium calculations, and time entry validations

- Compliance alerts, attestations, and attendance violation tracking

- Unified time entry with Oracle Absence Management, Workforce Scheduling, Projects, and General Ledger

- Automated time card creation, default time population, and approvals at scale

- Unified with Oracle Global Payroll, with the flexibility to connect to any payroll solution

- Generative AI agents embedded in the flow of work to provide specific, contextualized, rapid responses

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Automate and improve adherence to complex compliance and pay policies

Leverage Oracle generative AI agents in the flow of work: Give managers an assistant to help them make better-informed decisions as they review and approve workers' time cards and exceptions. Give employees an assistant to answer their questions about how their premium and overtime hours are calculated and align with policies, providing transparency and reducing the burden on managers, HR, payroll, and labor relations.

Overtime and premium hours: Calculate overtime and premium hours in real time and review them on-screen before submitting a time card. Efficiently manage the enforcement of complex union rules, global rules, and unique policies.

Flexible time entry approvals: Time and Labor uses standard mechanisms for managing time card approvals and allows for multiple approvers who work across different assignments, projects, or cost centers. Handle complex routing and designate employees in the approval process. Create rules so only exceptions require approvals. Manage time card approval at scale by reviewing groups of time cards at the summary level and approving them with one click.

Analyze and control labor costs

Role-specific business analytics and intelligence: Oracle Transactional Business Intelligence makes it easy for different users to assemble and consume data tailored to their unique requirements. With Oracle Fusion AI Data Platform, organizations can further monitor labor costs, identify trends and compliance issues, and make data-driven decisions by combining Time and Labor data with enterprise business data. The platform gives HR, payroll, and business managers access to real-time dashboards to help them better optimize workforce management, improve operational efficiency, and support strategic planning across the enterprise.

Key benefits

- Support compliance with company and external time-related policies
- Decrease payroll preparation time
- Reduce pay errors and adjustments by applying pay rules accurately
- Leverage a single source of truth for time-related data throughout the enterprise
- Enhance the employee and manager experience with flexible, personalized time entry and management options

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