

Resource Management

Resource Management is part of the Oracle Fusion Cloud Project Management solution and enables organizations to optimize the allocation and utilization of their most precious resource: their people. Resource managers and project managers can ensure that the best-fit resource is identified and placed on each and every project assignment, to the benefit of the organization, the project resource, and the end customer, whether it be for internal or external billable projects. Resource managers and executives can monitor resource-related metrics at every level of the organization and take action to maximize utilization by ensuring unassigned resources are allocated promptly and effectively, using visual interactive resource planning and scheduling capabilities.

Use the Right Resources on the Right Projects

Resource management is critical to the project-centric enterprise and successful project delivery relies on it. Limited project-focused resources and specialized skill sets must be optimized against a backdrop of competing business needs, to ensure an intelligent deployment of resources for the best project outcomes.

To help resource managers staff each project assignment with exactly the right resource, Resource Management delivers powerful search tools to match resource demand against the skill profiles, resumes and calendars of project resources, drawing from resource pools which can extend beyond the employee workforce to include contingent labor from outside the organization.

Evaluate Scored Candidates and Choose the Best-Fit Resource

Suitable candidates are evaluated and scored automatically based on their fit for each project assignment and presented to the resource manager with easy-to-understand visual indicators. Users can browse and explore project resources using familiar web search capabilities such as filters and match thresholds to narrow or expand the range of resources in focus.

Search scores factor in a candidate's skills and qualifications, including desired proficiency levels, and their available capacity, which considers absences and non-project time such as vacation or training as well as existing project commitments. With the ability to track resource billable availability resource managers can manage project resource assignments to maximize billable hours and thus profitability.



Oracle Fusion Cloud Project Management is a single, intelligent, enterprise solution that works with finance, HR and operations to improve project delivery and profitability.

Key Features

- Find the right resources for project work based on skills and availability
- Actionable dashboards to monitor performance and meet utilization targets
- Easy-to-use search capabilities including keyword matches
- Resume-based searches
- Gantt view of availability includes project assignments, absences, and other commitments
- Shortlist preferred candidates and compare them side-by-side
- Quickly mass-assign resources without resource requests or searches
- Adjust or cancel multiple resource assignments at once
- Common source of truth for resource cost and bill planning rates
- Flexible resource pool hierarchy with dynamic data visualization
- Schedule labor resources with variable hours for multiple assignments
- Real-time self-service reporting on project resource management information
- Unified with Oracle Cloud HCM for talent profiles and absence management

Searches may comprise both structured and unstructured data such as keyword matches, and resources can be filtered based on role, location, competencies, and matching score ranges. Users can fine-tune the requested dates and qualifications to investigate alternative staffing scenarios and use shortlists to track their preferred candidates as they explore different options.

Candidates are evaluated and compared using side-by-side views which highlight under- or over-qualified resources, matching keyword hits, and availability details, which immediately focus the resource manager's attention on the top five candidates.

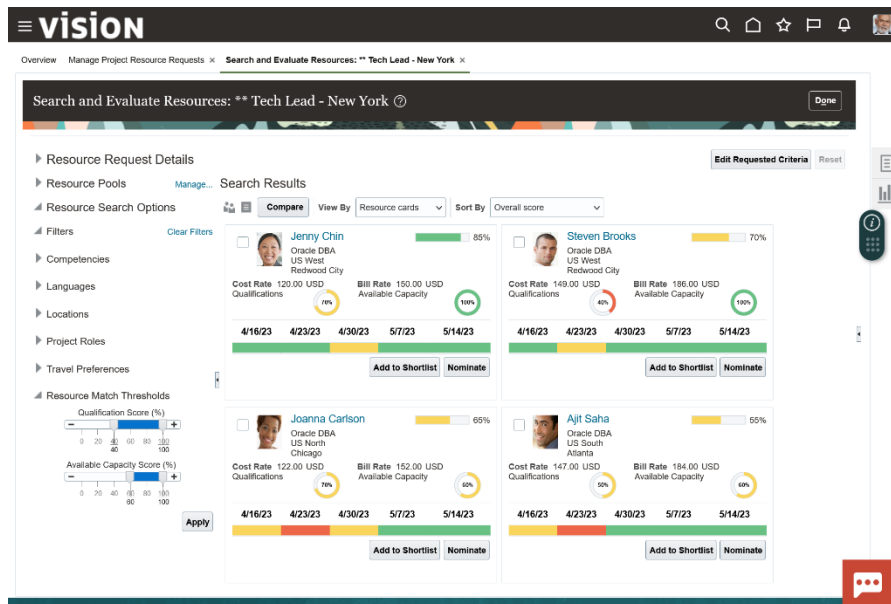


Figure 1. Match your project talent to the right assignments

Key Business Benefits

- Single source of truth with global repository of resource profiles and skills
- Optimize deployment of project resources
- Improve project delivery success
- Increase employee and customer satisfaction
- Maximize resource utilization for reduced costs and increased revenue
- Increase productivity with streamlined project staffing flow and communications
- Know, grow, and retain your project talent

Optimize Project Staffing Processes

The workflow-enabled staffing lifecycle ensures that assignments are quick and streamlined, to let resource and project managers deploy the right people on the right projects at the right time. Project managers can efficiently manage the staffing of larger projects by creating multi-resource requests and approve or reject candidates as they are proposed by resource managers.

Resources may be proposed for assignments where a quick turnaround is needed or nominated for a more detailed evaluation process, depending on the unique demands of the organization, with streamlined communications ensuring that project and resource managers are kept fully informed of the latest evaluation status. As resource managers nominate and assign resources a visual representation of the resource's schedule identifies potential conflicts, helping them make informed decisions and avoid over-booking. Project managers can request replacement resources to accommodate staffing changes which occur as project planning progresses or when there is a change in the qualifications needed to do the work; once approved, the new person will be assigned all the tasks of the original resource.

Project managers can flexibly schedule resources on projects to accommodate cases where the resource needs to be planned for a specified number of hours per week, or for a variable number of hours each day, repeating the weekly pattern for the entire assignment. Similarly, resource managers can assign resources to multiple part-time requests, in a way that

maximizes utilization and avoids over-allocation based on the specific days and hours requested. Resource managers can create multiple assignments for labor resources on a project and specify a repeating weekly variable hours pattern, efficiently assigning resources to meet the unique needs of complex project schedules.

Resource managers can efficiently manage their resources outside the context of requests with visual resource planning and scheduling capabilities, using an interactive Gantt chart to review and manage multiple resource schedules across projects. As well as creating new assignments and events they can adjust resource schedules with the ability to drag and drop the scheduled assignments and events - extending, shortening, or rescheduling them.

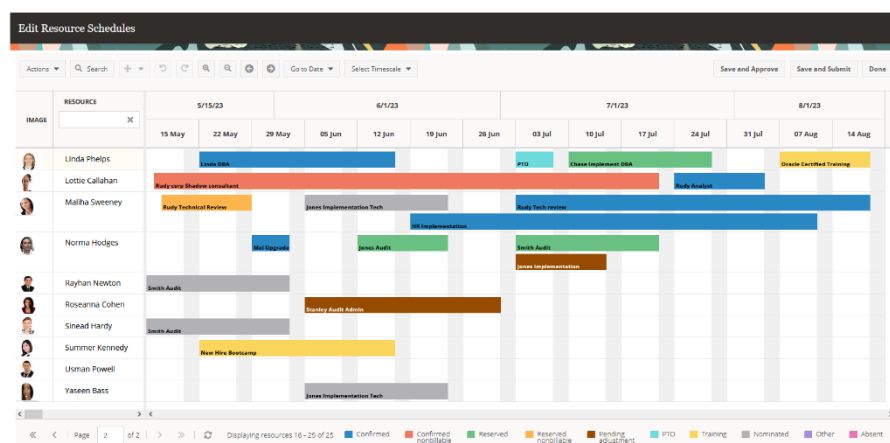


Figure 2. Pinpoint and fill gaps in resource schedules with visual resource planning and scheduling

Project resources can be reserved early in the project planning lifecycle to soft book them on projects. When the time is right to fully commit a resource, they are confirmed. Employees and contingent workers with hire dates set in the future can also be selected from the search results and lined up ahead of time on upcoming project assignments that start on or after their hire date. Mass-creation, mass-adjustment and mass-cancellation capabilities ensure assignments are easily maintained to respond to evolving project needs.

Improve Utilization with Real-Time Performance Monitoring

Project-based organizations strive to achieve higher levels of utilization, key to their success. Resource Management allows organizations to track and manage to utilization targets at all levels of their organization, from individual resources upwards, whether by region, line of business or practice, through sophisticated resource pool hierarchies and dynamic performance insight.

Optimize Resource and Pool Performance with Actionable Analytics

Industry metrics such as projected and actual utilization and bench statistics highlighting unassigned resources provide resource managers with valuable and immediate visibility into pool performance and resource utilization trends.

With utilization issues proactively brought to their attention, resource managers can visually locate gaps in project assignments for under-utilized resources and quickly take corrective steps to get the resources off the bench. The actionable performance dashboards help match up resource demand with supply to quickly realign with utilization targets.

Solution

Oracle Project Management is comprised of the following modules:

- Planning, Scheduling and Forecasting
- Cost Management and Control
- Billing and Revenue Management
- Project Asset Management
- Grant Management
- Resource Management
- Resource Management Self-Service
- Task Management Self-Service

Related Products

- Human Capital Management
- Talent Management
- Workforce Management

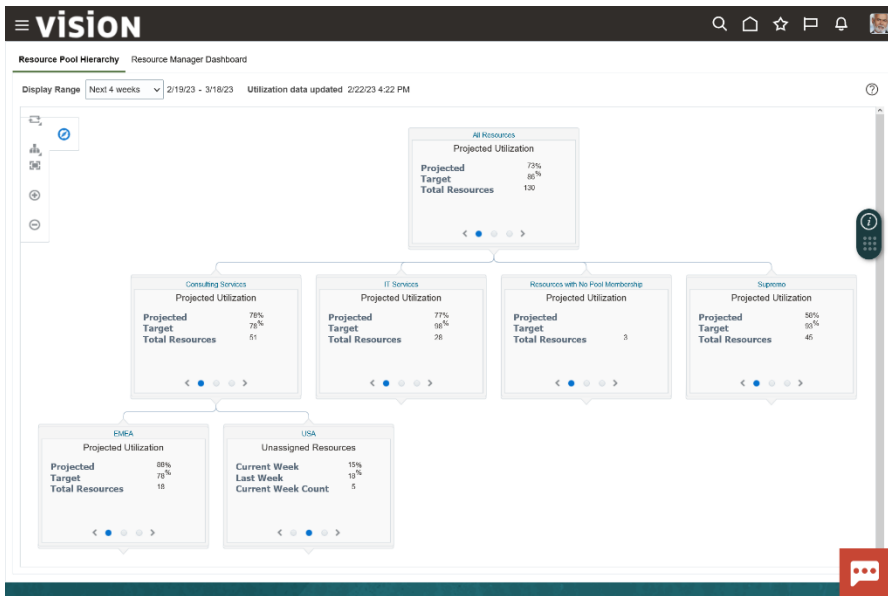


Figure 3. Improve utilization through resource pool performance tracking

Grow and Retain your Project Talent

The unified solution optionally leverages Oracle Cloud HCM to deliver complete insight into project talent, competencies, and availability, through a single global repository of project-based resource skills and profiles. A central source of truth ensures consistent decision-making and better management of the resources in the organization that are delivering project work.

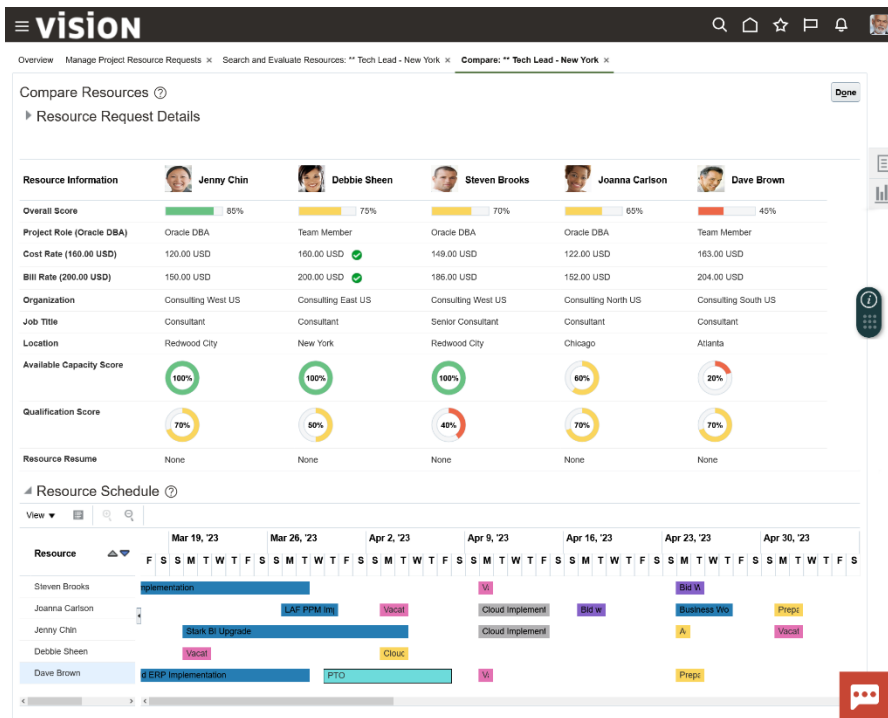


Figure 4. Compare resource qualifications, capacity, and schedules side-by-side

Single Source of Truth for Project Resources

The combination of Oracle Cloud HCM and Project Management helps empower the project workforce for improved project delivery success and increased customer satisfaction. Project resources can manage their own skills and qualifications, proficiency levels and travel preferences as they roll on and

off projects, managing their talent profiles in Oracle Fusion Cloud Talent Management. A single source of absence information is achieved through seamless integration with the absence management solution delivered in Oracle Fusion Cloud Workforce Management, so that upcoming absences entered by employees or contingent workers are also considered when calculating the available capacity of workers for project assignments and may be viewed on the resource schedules.

Oracle Project Management also delivers capabilities for project resources to stay updated as they are reserved and confirmed on project assignments; and lets them perform self-service updates to their calendars for training or other non-project activities, which are also reflected in the search scores as resource managers look for available candidates to perform project work.

Optimize Project Resource Management Processes

Highly skilled and motivated project talent is the lifeblood of a project-based organization, whether the resources are working on internal or client-facing projects. Resource Management helps project-centric organizations optimize utilization and minimize the bench, by staffing project teams with best-fit project resources from a global workforce. Organizations benefit from a powerful and agile project staffing business process across a unified enterprise solution, enabling them to improve resource and pool performance, increase profitability, and grow and retain project talent.

Complete, Modern Enterprise Project Portfolio Management

Resource Management is part of the Oracle Project Management solution which helps organizations refine their project management processes to increase customer satisfaction, expedite delivery, and communicate increased project value. The focus is transitioned from project work status and completion to more efficient execution and better project outcomes.

Project enterprises benefit from innovative project delivery and unparalleled project financial management solutions. Delivery time-to-value is improved, productivity and profitability are increased, while compliance with contractual obligations and financial accounting regulations is ensured. And with conversational, AI-enabled projects, team members are freed up from tactical project activities and better engaged with modern, easy-to-use experiences and solutions.

Eliminate Integration Costs, Expedite Delivery, Close the Books Faster

The Oracle Fusion Cloud Application Suite works seamlessly together to deliver an end-to-end global project management business process, for comprehensive project cost management and accounting, project contract billing and revenue management, project and resource management, and program management. Oracle Project Management helps you reduce processing time, eliminate integration costs, deliver projects sooner and close the books faster.

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