

ORACLE

# ORACLE WORKFORCE MANAGEMENT

Part of Oracle Cloud HCM

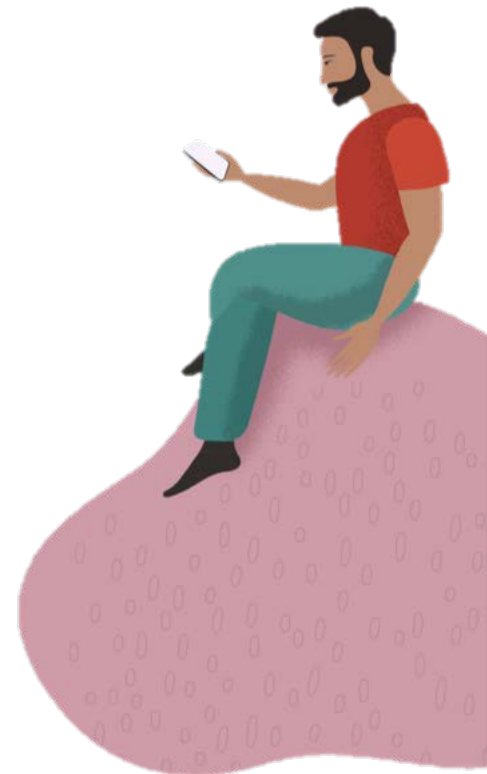


Economic restructuring, the gig economy, and the most impactful pandemic in recent history are causing businesses to reimagine their workforce strategies to remain competitive and compliant. To adapt, organizations are offering more-gracious absence plans, flexible and predictable work schedules, better health and safety measures, and hybrid work arrangements, such as opportunities to work in different locations or roles.



Oracle Workforce Management, part of Oracle Fusion Cloud Human Capital Management, is a complete workforce management solution that links time, absence, and safety management with HR, payroll, and financial data to reduce compliance risk, provide employees with a personalized experience, and help you deploy your workforce with greater control.

Oracle Workforce Management gives your employees tools that are easy to use and available when and where they need them, promoting better productivity and engagement. For example, employees can use Oracle Digital Assistant to enter their hours for a project, submit sick leave hours if they need to pick up their sick child from school, or clock in to a shift from a worksite—even if they lose cellular service. In addition, embedded AI helps you continue to pay your employees accurately when regulations and policies change by identifying security risks or changes to an employee's work assignment and automatically sending adjustments to payroll. Most importantly, you can keep your people safe and promote a culture of safety with tools to screen, report, manage, and mitigate current or future incidents.



# Oracle Workforce Management modules

## **Oracle Workforce Scheduling** ▶

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.

## **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.

## **Oracle Time and Labor** ▶

Gain visibility into your most valuable and costly resource—your people—with a global, rules-based time recording and management system.

## **Oracle Absence Management** ▶

Manage workforce absences and analyze trends to adapt to shifting, complex policies and improve employee wellness and productivity.

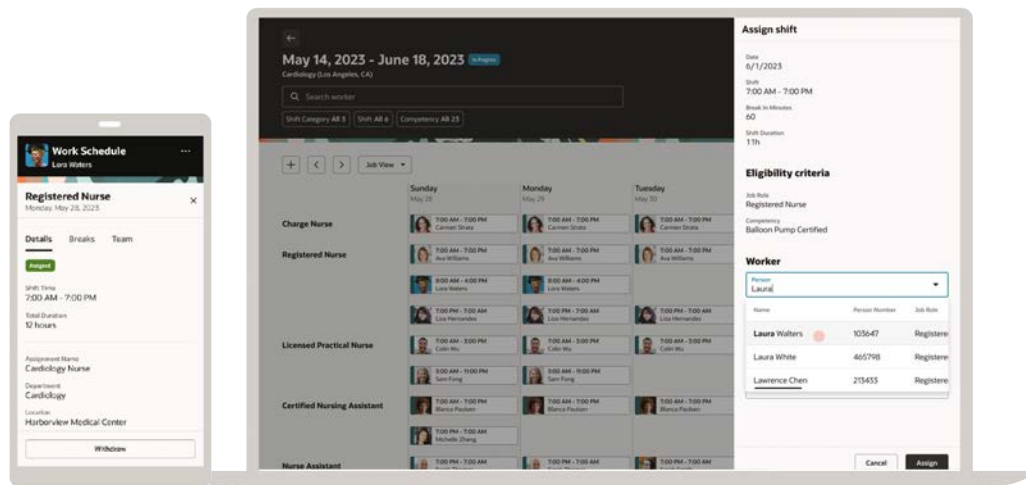
## **Oracle Workforce Health and Safety** ▶

Report current and potential health and safety incidents easily, privately, and securely, and prompt timely follow-up actions with automated alerts.

# Oracle Workforce Scheduling and Oracle Workforce Labor Optimization

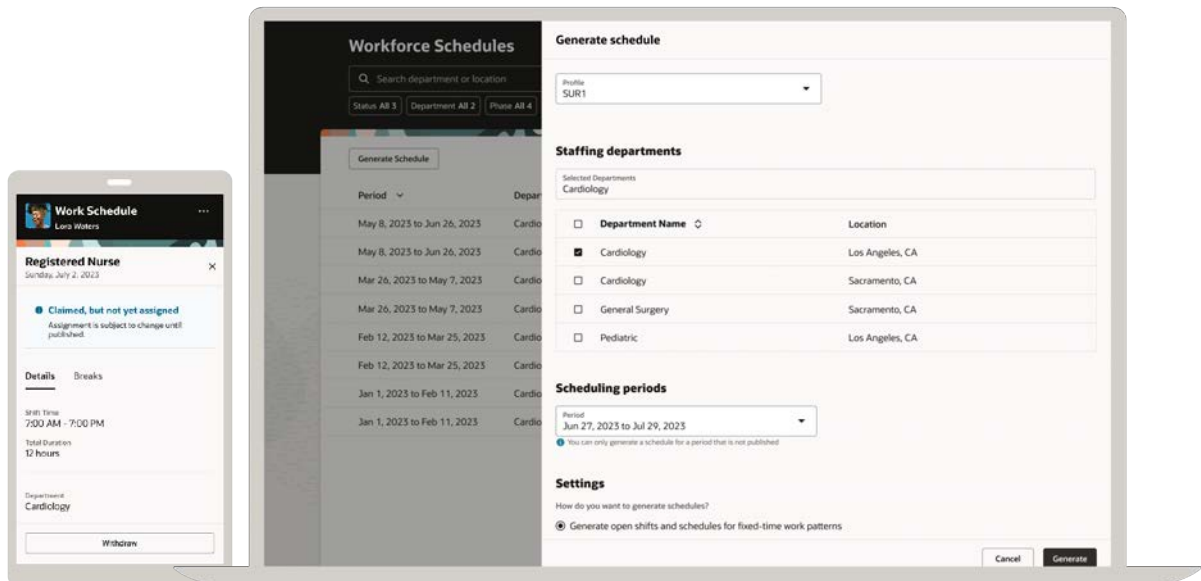
Design the frontline worker experience

To meet the evolving demands of customers, adapt to shifting rules and regulations, and design an engaging deskless worker experience, organizations need holistic workforce, finance, supply chain, and customer information. With Oracle Workforce Labor Optimization, organizations can generate schedules that minimize cost and risk while adhering to labor laws and worker preferences. Oracle Workforce Scheduling provides all types of employees with the flexibility they expect by giving them the tools to choose where and when they want to work and empowering them to get the additional support they need with ongoing check-ins. By leveraging connected business insights from a single cloud platform, managers can easily schedule the right people with a couple clicks, helping them fill shifts quickly and accurately.



## With Oracle Workforce Scheduling and Oracle Workforce Labor Optimization, you can

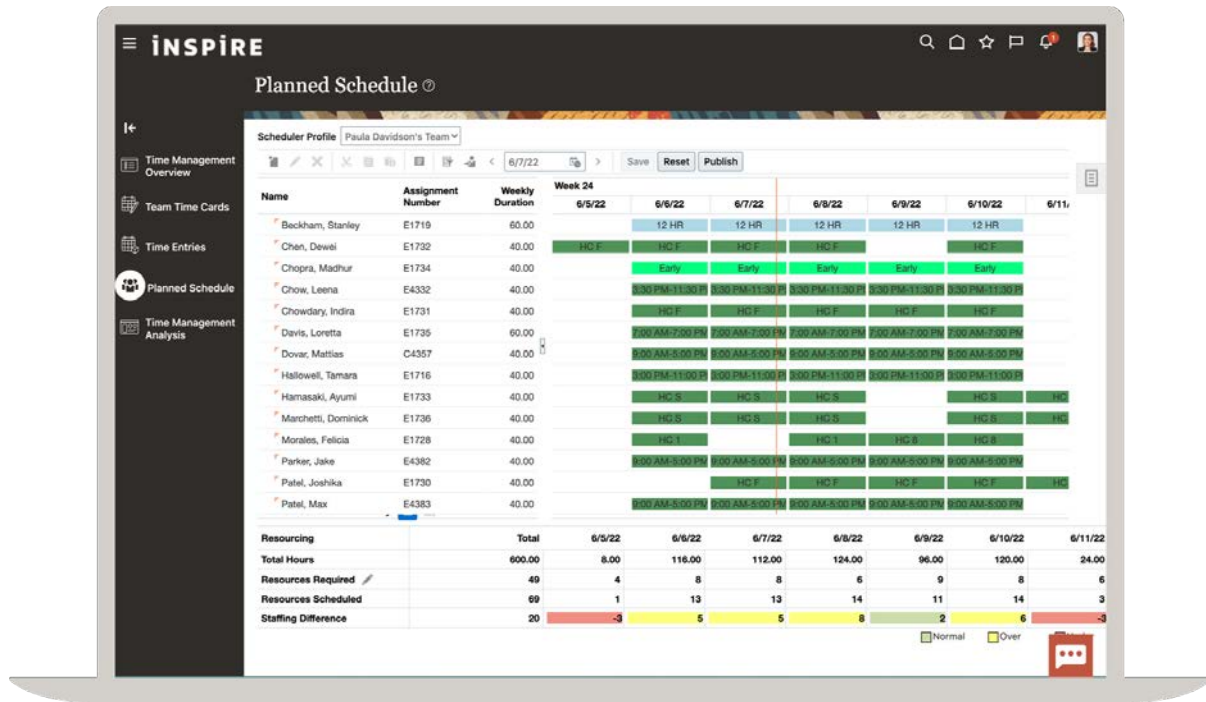
- ☑ Optimize schedules to reflect business priorities using rules based on competencies, skills, certifications, FTE hours, overtime, fatigue levels, and other parameters
- ☑ Quickly and accurately fill shifts by reviewing the best-fit workers based on their availability and skills
- ☑ Make it easy for managers to adapt to changes and fill open shifts with holistic HCM, ERP, and SCM insights
- ☑ Increase employee satisfaction by empowering individuals with tools to make their own schedules and specify preferences
- ☑ Help employees deliver better customer service by simplifying scheduling and shift swapping with a consistent experience across all devices



# Oracle Time and Labor

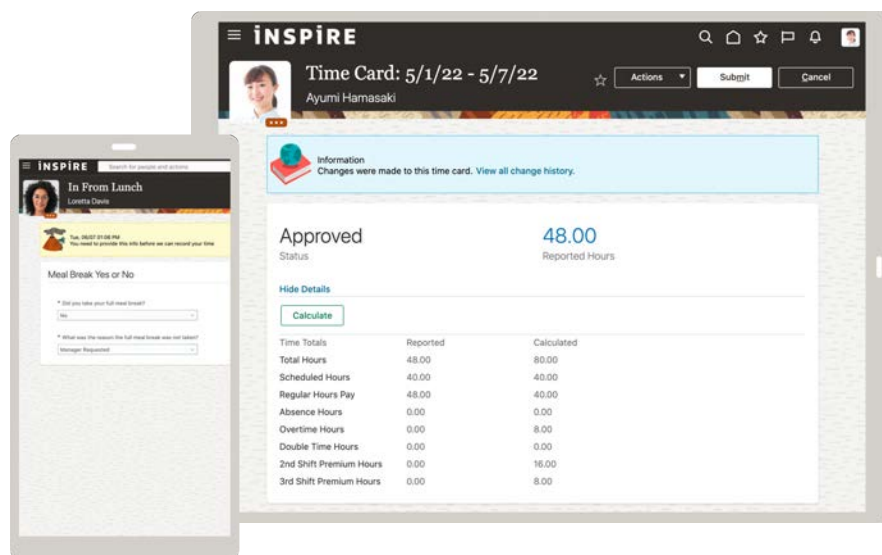
Track time accurately for all workers

The ability to track, report, and manage time correctly for all types of workers with connected, real-time HR data is crucial to mitigate the risk of violating serious laws and regulations. Oracle Time and Labor is an easy-to-use, rules-based time tracking and management solution that gives you more visibility into and control over your people. Your employees can easily track their time from any device using Oracle Digital Assistant, whether they're an offline field worker or an employee tracking time against a project. Alerts and attestations can help you avoid costly violations and monitor schedule adherence by requiring an individual to provide further details for irregular situations, such as if they haven't taken a break as planned or are late for their shift.



## With Oracle Time and Labor, you can

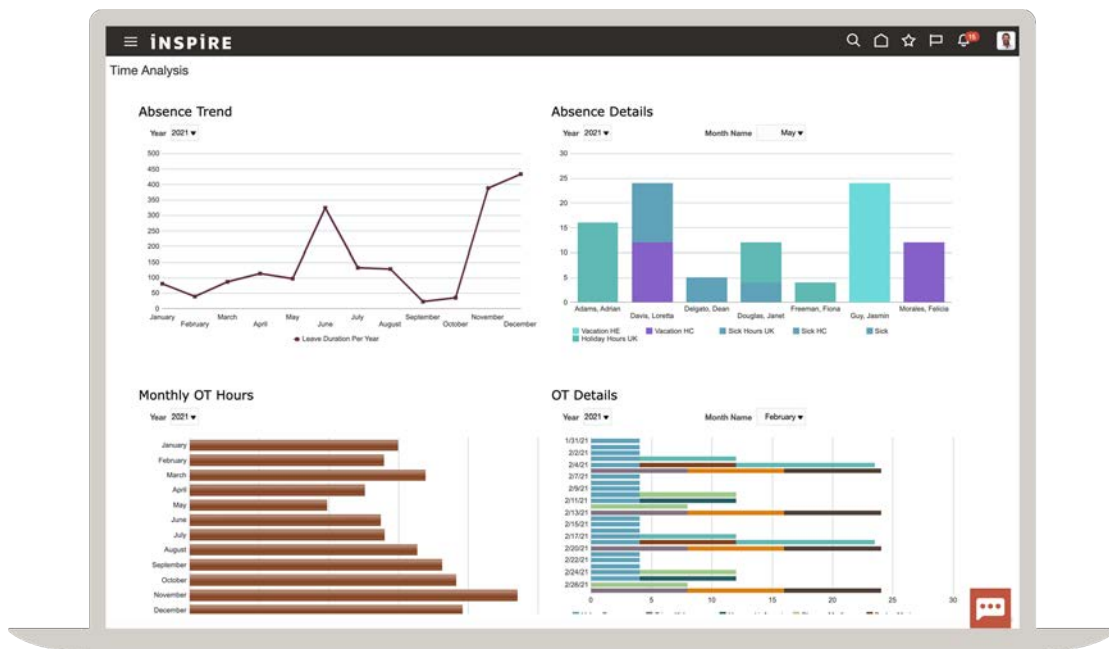
- ☑ Track time worked globally for all types of workers: salaried, hourly, union, project-based, and even contingent workers
- ☑ Support compliance and minimize pay errors with automated enforcement of overtime and premium policies
- ☑ Create attestations to capture additional information as needed when employees are clocking in and out, such as when they return early from a meal or break
- ☑ Configure flexible shift scheduling to view worker availability and public holidays, swap workers' shifts, and identify when shift changes may result in overstaffing or understaffing
- ☑ Align your workforce with business priorities by tracking labor against projects, grants, cost centers, and more
- ☑ Strengthen security and fraud controls with role-based or location-based security to prevent time, absence, and payroll fraud



# Oracle Absence Management

Adapt to unexpected changes

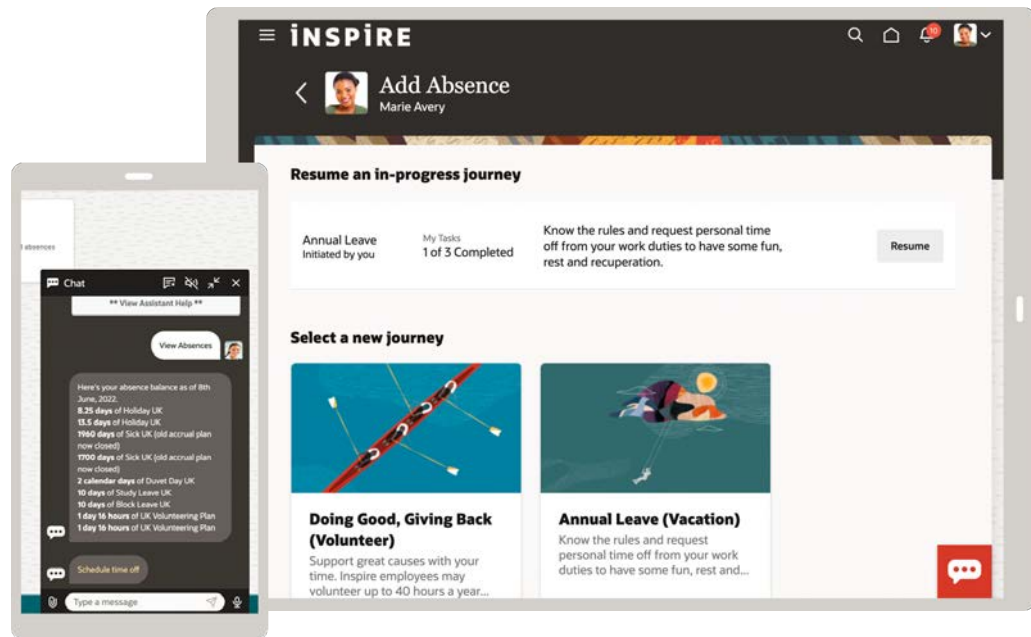
Uncovering and understanding the reasons behind your employees' absences helps you make the right decisions to promote a healthy workplace and minimize the impact of complex, global compliance policies. Oracle Absence Management supports employee wellness by helping you manage absences and analyze and identify absence trends. With visibility into connected HR and absence data, you can reduce costs associated with absenteeism by reviewing unplanned and planned absences and analyzing how they might impact things such as productivity or overtime costs. Because Oracle Absence Management is part of Oracle Cloud HCM, employees can easily log a sick day or vacation or inquire about their remaining vacation balance using Oracle Digital Assistant.





## With Oracle Absence Management, you can

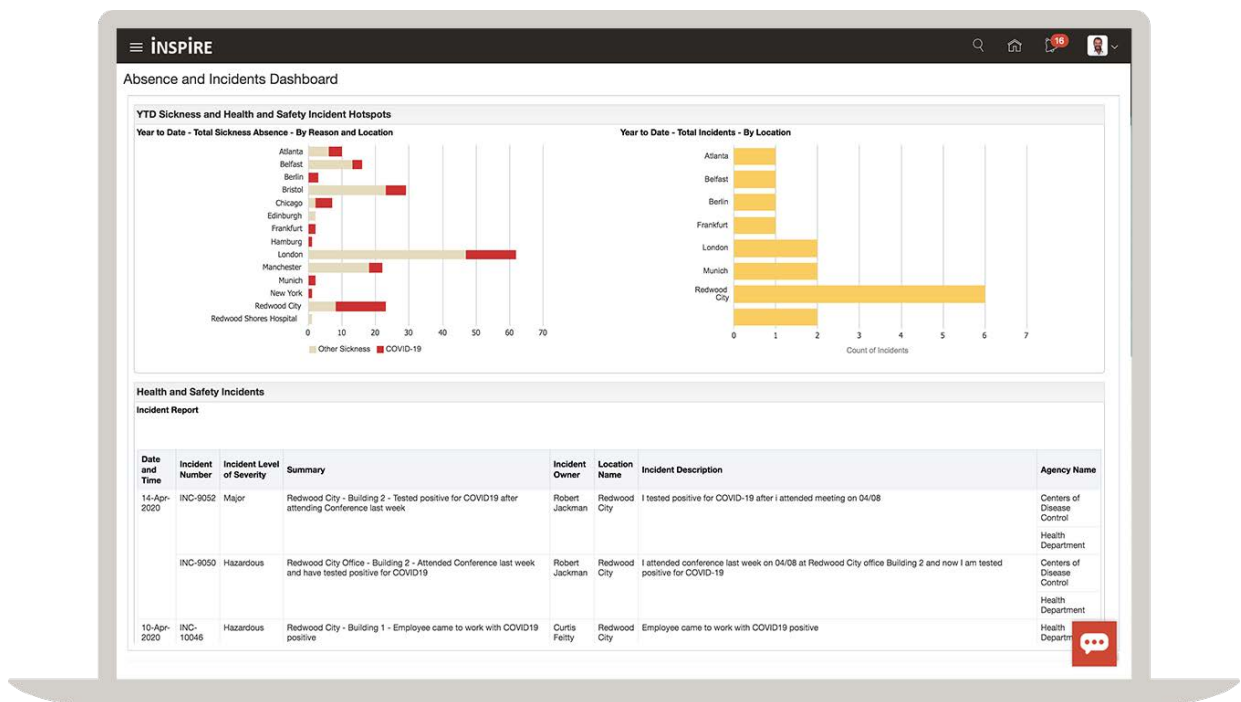
- ☑ Track absences globally for all types of workers: salaried, hourly, union, project-based, and even contingent workers
- ☑ Automate global absence accrual and entitlement policies, and support local requirements, such as sick pay in the UK and the Family and Medical Leave Act in the US
- ☑ Implement policies that promote work-life balance and financial wellness, such as compensatory time-off plans or the ability to cash out absence balances
- ☑ Analyze patterns to help avoid burnout and absenteeism and promote a healthy, productive workplace
- ☑ Empower administrators and managers to manage tasks around leave and certifications, and receive automatic alerts when certain criteria are not met



# Oracle Workforce Health and Safety

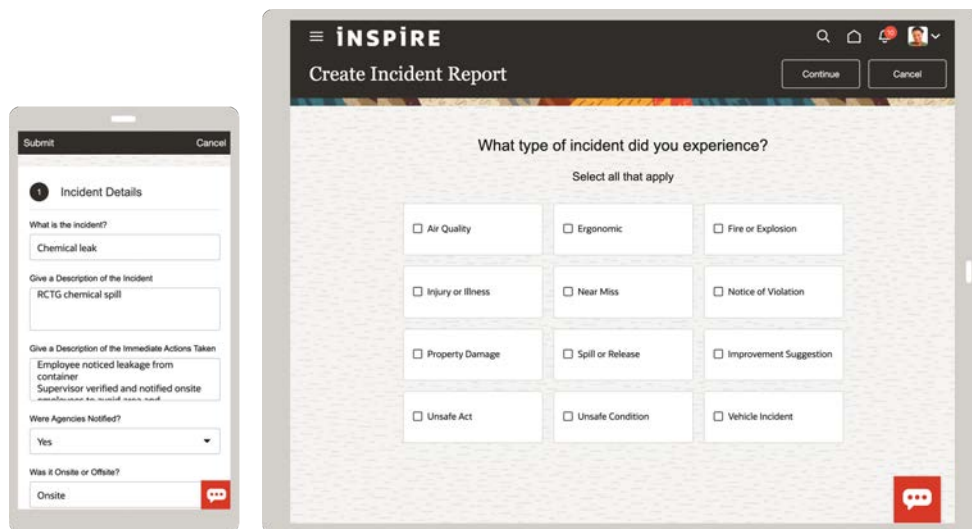
Foster a culture of safety

When workers are unsure of when and how they should report health and safety incidents, such as near misses or unsafe conditions, organizations put themselves at risk of being out of compliance and in costly, dangerous situations. To comply with your regulatory obligations and protect your people, Oracle Workforce Health and Safety delivers an easy, private, and secure way for your employees to report current or potential health and safety incidents. With just a few taps on their device to answer a questionnaire or a quick survey, individuals can report critical information, such as recent exposure to illness or a safety concern. HR or health and safety managers can then review and follow up on automatic notifications of reported incidents or analyze and act on trends to promote a safe work environment.



With **Oracle Workforce Health and Safety**, you can

- ☑ Report incidents from any device, with prebuilt templates and fields that autocomplete based on a worker’s role
- ☑ Capture critical event information in real time with the ability to add documentation and photos based on the type of incident
- ☑ Manage risk by collecting information about incidents, near misses, and unsafe conditions
- ☑ Discover the root causes of incidents through responses to questionnaires so you can act immediately
- ☑ Increase safety awareness through safety dashboards and key performance indicators to help you meet and track safety objectives
- ☑ Broadcast notifications and leverage analytics to prevent future incidents by connecting to IoT employee wearables through Oracle Internet of Things Connected Worker
- ☑ Promote a culture of workplace safety and compliance with a solution unified with Oracle Cloud HCM



## A complete workforce management solution

Oracle Workforce Management helps you reimagine your workforce strategy by giving you the tools to remain competitive and compliant and deliver the high-quality employee experience your people expect. No matter what comes next, real-time data, one common data source, and a complete cloud HCM solution will help you plan, manage, and optimize labor globally. Make better decisions, cultivate a healthy workforce, and protect your people with complete and unified solutions that offer the scalability and flexibility to manage all types of workers.

[Learn more](#)

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