

# Oracle Workforce Scheduling

Volatile business demand, labor shortages, and elevated employee expectations have made it difficult for organizations to 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 demands and schedule the right people

**Shift scheduling:** Plan and manage schedules in 15-, 30-, or 60-minute increments to satisfy demand, FTE hours, labor budget, and skills needs. Make changes simply with drag-and-drop scheduling and visibility into FTE hours and demand variances.

**Scheduling compliance:** Facilitate compliance with labor laws and union regulations, including required certifications, minimum and maximum hours, fatigue management, and seniority fairness.

**Best-fit workers:** Reduce the burden on managers to ensure coverage with a tool that presents the best-fit workers for open shifts, with the option to offer them incentives to cover shifts at the touch of a button.

**Oracle AI:** Reduce labor costs with an AI scheduling assistant that helps manage compliance, demand, and worker preferences.

## Let workers choose when they work

**Employee self-scheduling:** Give workers autonomy to participate in schedule planning by letting them select the shifts they want, resulting in better schedule adherence. Allow workers to pick up extra hours, release shifts to qualified team members, and swap shifts with a qualified coworker. Let workers specify their preferred work times and locations for consideration when assigning schedules.

**Consistent user experience:** Give workers everything they need to manage their schedules with the same mobile-responsive user interface they can access in the Oracle Fusion Cloud HCM app and in a web browser on any device.

**Task management:** Help ensure that when workers show up for a shift, they know what tasks they need to complete and in what priority. Provide guided, contextual help for each task and track completion live during the shift.

**Employee scheduling sentiment:** Help reduce burnout and drive engagement by reviewing and responding to worker scheduling sentiment collected in Oracle Fusion Cloud Time and Labor.

### Key features

- Worker self-scheduling
- Worker shift swapping
- Worker shift claiming
- Worker shift bidding
- Manager scheduling with embedded AI
- Daily staffing and demand coverage adherence
- Task management

### Key benefits

- Plan schedules in 15-, 30-, or 60-minute increments to satisfy demand, FTE hours, labor budget, and skills needs.
- Help reduce labor costs by avoiding overstaffing and meet service levels by avoiding understaffing.
- Facilitate compliance with labor laws and union regulations.
- Help reduce worker fatigue and promote fairness.
- Get best-fit worker recommendations for open shifts or post open shift opportunities with incentives to reduce the burden on managers.
- Let managers make easy drag-and-drop scheduling changes with visibility into variances for FTE hours and demand.
- Provide workers with a consistent, mobile-responsive user interface for schedule management that's accessible via a browser on any device.
- Leverage generative AI to obtain specific, contextualized, rapid responses to scheduling questions.

## Optimize scheduling for all industries

**Healthcare:** Deliver high-quality, low-cost patient care with one cloud native scheduling solution that connects workforce and electronic health record data.

**Manufacturing:** Drive operational efficiency and meet evolving customer demand with one cloud native scheduling solution that connects workforce and supply chain data.

**Retail:** Provide the best customer and retail associate experience with one cloud native scheduling solution that connects workforce, customer, and point-of-sale data.



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