

Oracle PeopleSoft Resource Management

Success in delivering projects with a limited pool of resources depends on finding the right resources for the job, balancing resource supply with demand, and empowering employees. Oracle's PeopleSoft Resource Management helps you identify and deploy resources in the most effective way. Data analysis capabilities provide insight into resource supply and demand. And resource skills-tracking functions ensure that you make sourcing decisions that fit your needs and those of your employees.

Optimize Your Resources

PeopleSoft Resource Management provides complete visibility into your most important resource—your people—from workforce profiling to resource scheduling and usage analysis. PeopleSoft Resource Management takes matching resources to a new level by going beyond traditional sourcing models that only fulfill one resource request at a time. The functionality provided in PeopleSoft Resource Management enables you to quickly assess supply and demand across your organization and build a resource plan that supports your corporate objectives. This helps you maximize resource usage, minimize cost, and maximize profitability.

- Score resources for each engagement based on competencies, preferences and availability to get a list of qualified candidates. This scoring takes into account days when resources are ineligible due to leave, and also allows the assigning of these resources for future dated assignments when they will have returned from leave.
- Use Express Search to search and assign resources quickly for targeted resource needs.
- Analyze the scheduled utilization of resources using the utilization analysis tools to achieve optimal resource utilization.
- Create and maintain resource pools with their corresponding pool managers for efficient resource management and analysis.
- Reserve resource pool capacity without specifying a specific resource to highlight need and assure availability.
- Link your system to that of contingent workforce suppliers to locate, assign, and manage external talent-just as you would internal employees.

Key Benefits

- Match the right resources to the right projects
- Anticipate demand and plan for it
- Better serve your customers at lower costs

Related Products

The following PeopleSoft products integrate with Oracle PeopleSoft Resource Management:

- Project Costing
- Contracts
- Program Management
- Expenses
- PeopleSoft HCM

- Perform ad hoc skills searches by using resumes and job histories.
- Track service orders to specify key requirements for a particular role on a project, including start and end date, required skills, required experience, and customer or department.
- Combine similar service requests into one multiple service order for more efficient scheduling.

The screenshot displays the 'Express Search' interface. At the top, there are fields for 'Start Date', 'End Date', and 'Hours per Day', along with a 'Use Multiple Date Ranges' link. Below this is a 'Qualifications' section with a 'Keywords' input field and buttons for 'Profile', 'List', and 'Competency Tree'. The 'Search Options' section includes a radio button for 'Resource Group' (selected) and 'Resource Pool', a dropdown for 'Resource Group ID', a search field for 'Pool ID', a dropdown for 'Personnel Status' (set to 'All'), a 'Maximum Distance' field with a unit dropdown (set to 'hr') and a 'From' search field, and a 'Minimum Qualification Score' field (set to '0'). The 'Search Settings' section contains a descriptive paragraph, dropdowns for 'Availability' (set to '3 - Important') and 'Preferences' (set to '2 - Less important'), a dropdown for 'Qualifications' (set to '4 - More important'), and a 'Max Candidates' field (set to '5'). At the bottom, there are buttons for 'Search for Resources', 'Business Unit' (set to 'US003'), and 'Create Service Order'.

Figure 1. Use Express Search to assign resources quickly for targeted resource needs. Quickly see candidates who meet multiple service order needs with scoring on qualification and availability matches, and search for resources within a definable distance radius of the assignment.

Anticipate Supply and Demand

Good customer service requires that you meet an instant demand for resources with the right people. PeopleSoft Resource Management supports resource capacity planning by providing insight into anticipated demand and current supply. Armed with this knowledge you can plan for engagement peaks and valleys, improve execution, reduce labor costs, and align your corporate strategy with demand.

- Assure you have resource capacity and your resources are committed to the highest priority projects.
- Perform and store "what-if" scenarios to find the optimal resource allocation set between resource supply and demand.
- Predict resource usage for future efforts with forecasting tools that track project and activity level data.
- Create and manage several resource supply forecasts to support different utilization and headcount assumptions.
- Gain a complete picture of your intellectual capital to analyze your in-house skills and monitor gaps, growth, and trends.
- Maintain a comprehensive profile of your employees' competencies, accomplishments, interests, preferences, and project and work experience.

- Manage your multinational workforce and more easily deploy resources to projects and engagements around the world.
- Maintain a detailed resource schedule and view the schedule in a monthly, weekly, or daily format.
- Automatically generate projects and resource requests once work is approved.
- Request and schedule resources for a project on a part-time basis.
- Automatically cancel all assignments for a resource from the date that the resource's status becomes inactive.

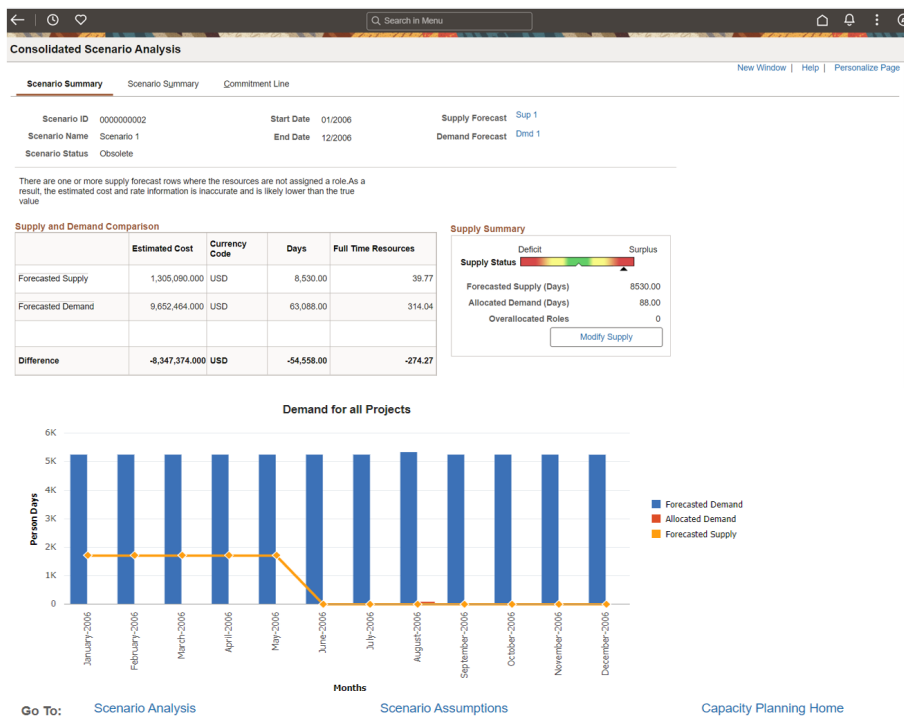


Figure 2. Strategic Capacity Planning – Use Consolidated Scenario Analysis to perform “what-if” scenarios and determine if available resource supply is adequate for the requested project demand. Quickly analyze and commit to the project initiatives that best match corporate objectives.

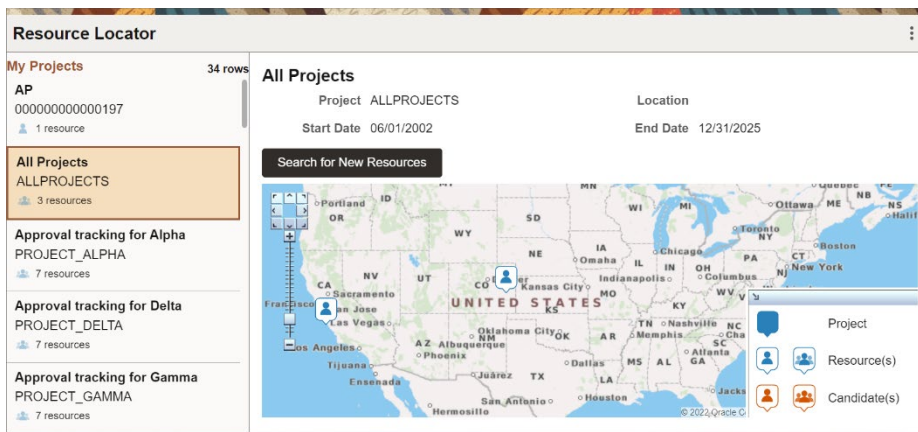


Figure 3. Resource Locator – Provides a map-based view of projects, labor resources, and potential candidates that can be utilized to staff a project.

Empower Employees

PeopleSoft Resource Management enables your employees to maintain their own profile—skills, licenses, location, preferences, and more. They can also influence their own career path, choosing projects they would like to work on or skills they want to acquire. Managers can use this profile data to make better sourcing decisions for the customer and employee.

- Locate engagement opportunities for unassigned resources.
- Allow resources to search for and bid on project work.
- Match assignments to employee preferences to satisfy and challenge employees.
- Let employees update their own calendars to reflect vacation, training, or a project beginning or end so you know who is available when.
- Gain a complete picture of your resources with our resource manager dashboard.
- Track fulfillment, including aging and time to close, of any request.
- Use automatic workflow for approvals and notifications.
- Give resources a complete picture of their schedule, current assignments, bids, recommendations, work history, and work lists.

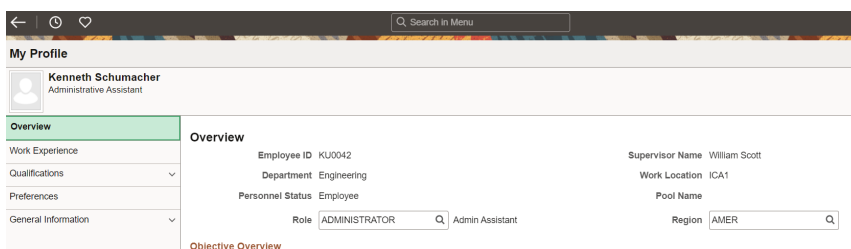


Figure 4. Resource Profile – Use the resource profile in fluid to update work experience, qualifications, job preferences, education and other information for your employees and non-employee resources.

Out-of-the-Box Integration

PeopleSoft Resource Management is designed to leverage the capabilities of other PeopleSoft applications. All our applications are designed to integrate with third-party software for better data and enterprise management.

- Use PeopleSoft Resource Management Web Services to integrate with third party software.
- Integrate with PeopleSoft Human Resources or third-party human resources applications, like competency management, to leverage employee information and skills development functionality.
- Integrate third-party customer management applications to mobilize resources around projects and opportunities.
- Leverage PeopleSoft Program Management to update projects plans with resource needs and usage rates.
- Dynamically update resource schedules as project plans change in PeopleSoft Program Management.
- Integrate with PeopleSoft Project Costing to assign resources to project teams.
- Give resources access to PeopleSoft Expenses to report time and expenses.
- Update PeopleSoft Contracts with resource assignments.
- Integrate demand from both projects' and a third-party interface to create and accurate demand forecast
- Synchronize resource calendars with Microsoft Outlook and Exchange to get a complete view of a resource's project assignments, meetings, and appointments. You'll have a more detailed view of all project-related activities.

Oracle's PeopleSoft Enterprise Service Automation Solutions

Oracle's PeopleSoft Resource Management is part of the PeopleSoft Enterprise Service Automation suite (ESA), an integrated family of project management applications. These products provide a complete solution to help you invest in the right portfolio of projects, standardize project delivery, and optimize your project resources.

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