

Resource Management

Resource Management is part of the Oracle Fusion Cloud Project Management solution and helps organizations optimize the deployment and utilization of their most precious resource: their people. Highly skilled and motivated talent is the lifeblood of a project-based organization, whether delivering internal or client-facing billable projects. The solution places best-fit resources on each and every project assignment, to the advantage of the organization, the team member, and the customer. Interactive resource scheduling capabilities maximize utilization and minimize unassigned resources, and actionable resource-related metrics monitor performance at every level of the organization. Organizations benefit from a unified global project workforce and an agile project staffing business process, which improves resource and pool performance, increases profitability, and grows and retains project talent.

Guarantee Success with the Right People on the Right Projects

Resource management is critical to project-centric enterprises and successful project delivery relies on it. Limited resources and specialized skill sets must be weighed against a backdrop of competing business needs, to optimize resource deployment for the best project outcomes. To find the best person for each assignment, Resource Management delivers powerful search tools to match the requirement with the skills and availability of project-based resources, drawing from pools which extend beyond the employee workforce to include contingent labor from outside the organization.

Candidates are scored for their fit to an assignment based on available capacity, and mandatory or desired skill proficiency levels, with the option to narrow or expand the search focus through filters and match thresholds. Capacity scores consider absences, training, and other non-project time, as well as existing project commitments. Billable availability and target cost/bill rate matching helps resource managers maximize billable hours and profitability. Searches include unstructured data to support keyword and resume matches, and parameters can be fine-tuned to investigate alternative staffing options, while shortlists track preferred candidates as different scenarios are explored.

Resource managers are empowered with visual resource planning and scheduling capabilities, in the form of an interactive Gantt chart, to manage resource schedules across projects. With a full picture of confirmed and reserved assignments, nominations for resources under evaluation for upcoming work, date adjustments pending approval, and any other events, gaps in the schedule are easily pinpointed. Users can drag and drop existing assignments and events to extend, shorten or reschedule them, approve adjustments, or fill any gaps with new assignments, and immediately see the impact on the schedule. The ability to view and edit assignment hours by day provides enhanced clarity where more granular insight is desired, so utilization is maximized, and over-booking minimized, through data-driven decisions.

Resource managers can manage the staffing needs of flexible project schedules with a specified number of hours per week, or a variable number of hours each day repeated as a weekly pattern for the entire assignment, or assign resources to multiple part-time requests, and avoid over-allocation based on the specific days and hours requested. Some projects may need resources that can accommodate a varying capacity demand over a given time frame, in which case precise weekly allocations need to be secured. Resource managers can define precise variable weekly allocations based on real-time project demands as they assign resources to projects in the interactive Gantt chart, find a match for a variable weekly resource schedule in a formal resource request from a project manager, and switch between variable weekly hours and other scheduling methods to reflect the latest schedule demand.

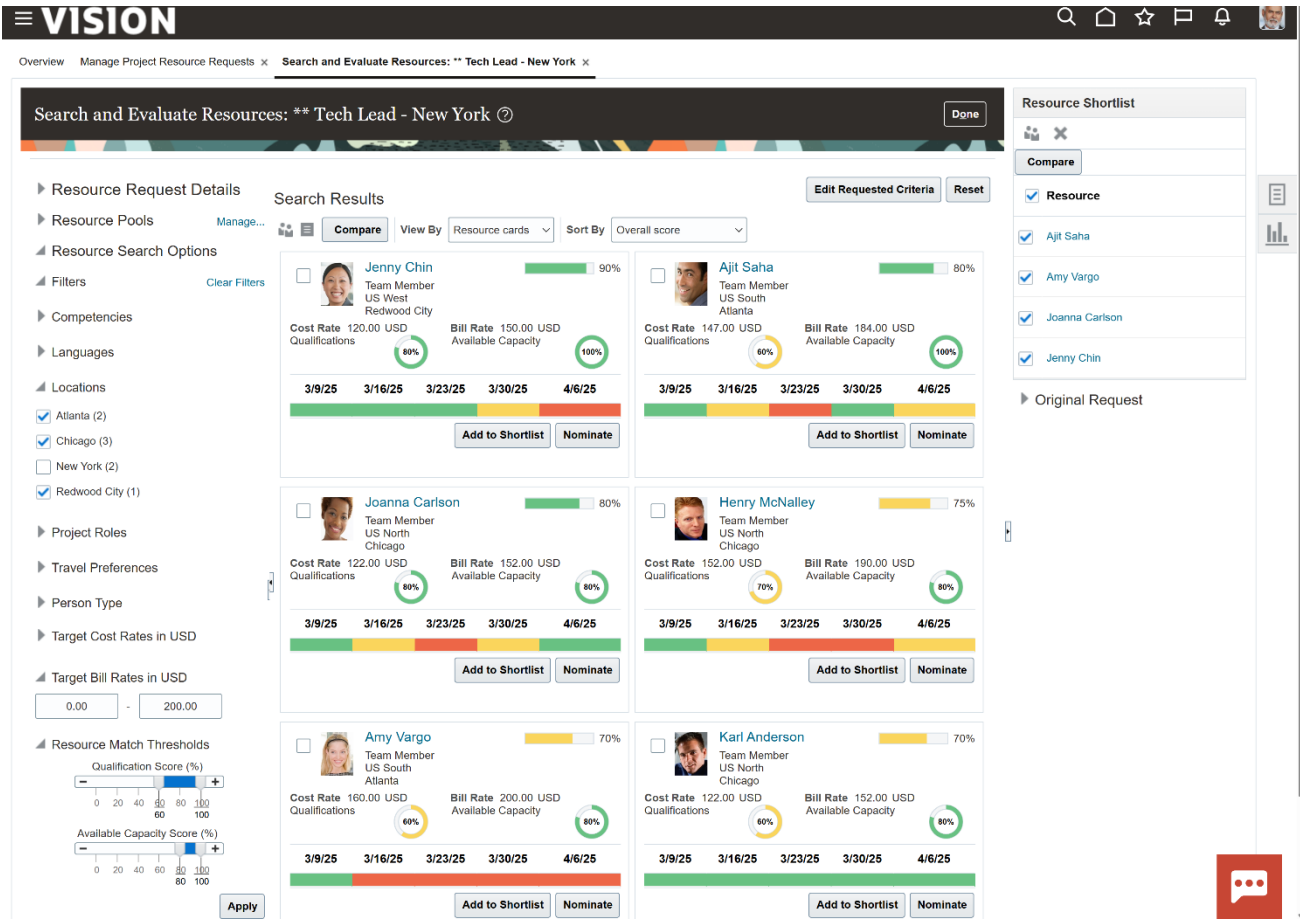


Figure 1. Qualification and availability scores highlight the top candidates to match the best resource with each assignment.

Streamlining project staffing flows and communications between resource managers and project managers is key for productivity, project execution, and business performance. A simplified experience lets resource and project managers adapt to changing project needs, whether confirming a resource replacement for multiple projects, or approving resources for multiple requests as a group, where a mutually beneficial agreement has been reached. Mass-creation, mass-adjustment and mass-cancellation capabilities all improve resource allocation efficiency which in turn optimizes team dynamics and boosts project success rates.

Project-based organizations strive to achieve higher levels of utilization, generating higher revenue and key to their success. Resource Management tracks and manages to utilization targets at all levels of the organization, from individual resources upwards, whether by region, line of business or practice, through flexible resource pool hierarchies. Industry metrics such as projected and actual utilization provide valuable and immediate visibility into resource pool performance and utilization trends. With any issues proactively brought to their attention through actionable analytics, resource managers take corrective steps to allocate under-utilized resources, matching resource supply and demand to realign with utilization targets.

Single Source of Truth for Project Talent

The combination of Oracle Fusion Cloud HCM and Project Management delivers 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 improves the management of resources that are delivering project work, empowering the workforce to improve delivery success and drive customer satisfaction, and provides visibility into employees and contingent workers with future hire dates, to be lined up ahead of time on upcoming project assignments. Project resources can manage their talent profiles, skills and qualifications, proficiency levels and travel preferences as they roll on and off projects, and a seamless source of absence information ensures that upcoming non-project time is considered when calculating the available capacity for project-based work.

Complete, Modern Enterprise Project Management

Resource Management is part of the Oracle Project Management solution which works seamlessly with the Oracle Fusion Cloud Applications Suite to deliver an end-to-end global project management business process. Organizations can innovate with AI-powered project management that reshapes project team interactions, transform their project management processes to take projects to the next level, and deliver improved profitability, productivity, and growth for a broad spectrum of projects. Oracle Project Management helps you eliminate integration costs, close the books faster, boost customer satisfaction, drive up project margins, and deliver more project value.

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