Oracle® Transactional Business Intelligence Enterprise for Human Capital Management Cloud Service 11.1.1.10

Human Resources – Compensation Subject Area

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Human Resources - Compensation Subject Area

Description

Compensation subject area analyzes employee salary distribution, salary compression, and compa-ratio banding to monitor internal pay equity and ensure employee compensation practices are aligned with the organization's compensation philosophy. It alerts HR and managers regarding compensation outliers. It also correlates compensation with other HR metrics, such as employee performance, tenure, turnover and promotion to better assess pay-for-performance practices.

Key Business Questions

- How is employees' compa-ratio distributed?
- Are there compa-ratio outliers?
- How are salary quartiles distributed? What is salary spread between quartiles?
- Are we paying workers fairly based on their performance?
- How has employee salary changed over the past *n*-years? How has the average base salary per worker changed?
- Do we have a risk of salary compression for specific locations, jobs, grades, or worker experience profiles?
- Does compensation history have a factor in worker performance and retention?

Job Roles

- Human Resources VP
- Human Resources Line Manager
- BI Content Administrator

BI Duty Roles

Compensation Analysis Duty

BI Product Offering

Oracle® Transactional Business Intelligence Enterprise for Human Capital Management Cloud Service

BI Product Release

Release 10

Dimensions

Dimension Folder	Sub-folder	Description	Special	Fusion Navigation
Name	Name		Considerations	
Time				
	Gregorian Calendar	A folder containing time dimensional attributes, for example, Year, Quarter, Month, Day and a Time hierarchy.		
Hierarchies		A folder that organizes the major hierarchies available for inclusion in analyses.		
	Supervisor Hierarchy	The hierarchy of supervisors within the organization. Use this hierarchy for management chain reporting and analysis. Top Level Supervisor Name is the top level of the supervisor hierarchy whereas Level 16 is the bottom level.	Supervisor hierarchy levels display only employees who have direct reports. Supervisor hierarchy does not display the name of non-manager direct reports. The node Direct Report includes the total number of direct reports regardless if the direct reports.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Position Hierarchy	The hierarchy of positions within the organization. Top Level Position Name is the top level of the hierarchy whereas Level 16 is the bottom level.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees
	Department Hierarchy	The hierarchy of departments within the organization. Use this hierarchy for organization structure reporting and analysis. Department Top Hierarchy Name is the top of the hierarchy whereas Department Hierarchy 1 Name is the bottom level.	When using the hierarchy attribute columns (labeled Department Hierarchy Level #), you must filter the analysis by Hierarchy Name and Hierarchy Version to ensure accurate results.	Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Department Trees
Bands		Contains folders that segment key dimensions into bands for simplified analysis.		
	Age Band	A folder containing information about a worker's age band.		Not applicable (derived information)
	Compa-ratio Band	A folder containing the compa-ratio range bands to analyze employee comparatio distribution.		Not applicable (derived information)

	Performance Band	A folder containing the normalized performance band attributes including	Navigator -> Workforce Management -> Person Management -> Tasks ->
		performance bands and band ranges.	Career -> Manager Talent Profile
	Length of Service Band	A folder containing Length of Service Band dimension attributes including bands and band range.	Not applicable (derived information)
	Period of Placement Band	A folder containing Period of Placement Band for contingent workers including bands and band range.	Not applicable (derived information)
Worker Dimensions		A folder containing attributes about workers' personal information, assignment, diversity, citizenship, location, position, job, and pay grade.	
	Basic Information	A folder containing workers' basic information including identification number, names, and assignment types.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship
	Assignment Extensible Attributes	A folder containing assignment flexfields.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Personal Information	A folder containing workers' personal information such as marital status, birth date, and birth country.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person
	Personal Extensible Attributes	A folder containing person flexfields.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person
	Employment Information	A folder containing workers' employment information including hire, service dates, contract start/end dates, and performance rating.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment; Manage Work Relationship
	Diversity	A folder containing worker's diversity information including ethnicity, gender, religion, and disability status.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person

Citizenship	A folder containing workers'		Navigator -> Workforce
G. C. E. C. 151111	citizenship information.		Management -> Person
			Management -> Tasks ->
			Personal and Employment ->
			Manage Person
Education	A folder containing		Navigator -> Workforce
Eddedtion	information on workers'		Management -> Person
	highest education level.		Management -> Tasks ->
	ingrest cadeation revei.		Personal and Employment ->
			Manage Person
Employment	A folder containing		Navigator -> Workforce
Limpioyment	information on workers'		Management -> Person
	employment attributes.		Management -> Tasks ->
	employment attributes.		Personal and Employment ->
			Manage Employment;
Job	A folder containing job		Manage Work Relationship
100	A folder containing job dimension attributes		Navigator -> Workforce Management -> Person
	including job, job family, job		Management -> Tasks ->
	function, and EEO job		_
	category for US regulatory		Personal and Employment -> Manage Employment
	reporting.		ivianage Linpioyinent
Job Extensible	A folder containing job		Navigator -> Workforce
Attributes	flexfields.		Management -> Person
rtttributes	Trextretas:		Management -> Tasks ->
			Personal and Employment ->
			Manage Employment
Pay Grade	A folder containing pay		Navigator -> Workforce
	grade attributes including		Management -> Person
	pay grade range in both local		Management -> Tasks ->
	and reporting currency.		Personal and Employment ->
			Manage Employment
Pay Grade	A folder containing pay		Navigator -> Workforce
, , , , , , , ,	grade attributes including		Management -> Person
	pay grade range in both local		Management -> Tasks ->
	and reporting currency.		Personal and Employment ->
			Manage Employment
Position	A folder containing		Navigator -> Workforce
	information about HR		Management -> Person
	position attributes including		Management -> Tasks ->
	position hiring status, full-		Personal and Employment ->
	time status, hourly or salary,		Manage Employment
	and security clearance.		
Position	A folder containing		Navigator -> Workforce
Extensible	information about HR		Management -> Person
Attributes	position attributes including		Management -> Tasks ->
	position hiring status, full-		Personal and Employment ->
	time status, hourly or salary,		Manage Employment
	and security clearance.		, , , , ,
Department	A folder containing		Navigator -> Workforce
	attributes for the		Management -> Person
	department to which the		Management -> Tasks ->
	employee is assigned.		Personal and Employment ->
	j ,		Manage Employment
		J	

	Cupomicon	A folder containing	Novigot	or > Morleforce
	Supervisor	A folder containing		or -> Workforce
		Supervisor attributes.	_	ement -> Person
				ement -> Tasks ->
				al and Employment ->
				e Employment
	Supervisor	A folder containing	Navigat	or -> Workforce
	Extensible	Supervisor flexfields.	Manage	ement -> Person
	Attributes		Manage	ement -> Tasks ->
			Persona	al and Employment ->
			Manage	e Employment
	Location	A folder containing work	Navigat	or -> Workforce
		location address attributes.	Manage	ement -> Person
			Manage	ement -> Tasks ->
				al and Employment ->
				Employment
	HR Business	A folder containing HR		or -> Workforce
	Unit	Business Unit dimension	_	ement -> Person
	Offic	attributes.		ement -> Tasks ->
		attributes.		al and Employment ->
	Cook Combon	A folder containing cost		Employment
	Cost Center	A folder containing cost	· ·	or -> Workforce
		center information.		ement -> Person
				ement -> Tasks ->
				al and Employment ->
				e Employment
	Legal Entity	A folder containing Legal		or -> Workforce
		Entity name and identifier.	Manage	ement -> Person
			Manage	ement -> Tasks ->
			Persona	al and Employment ->
			Manage	e Employment
	Reporting	A folder containing	Navigat	or -> Workforce
	Establishment	Reporting Establishment	_	ement -> Person
		attributes.		ement -> Tasks ->
				al and Employment ->
				Employment
	International	A folder containing the		F - 1 2
	Assignment	Compensation Owner for		
		international assignments.		
Currency		A folder containing Currency		
32		attributes including the		
		transactional currency code		
		and BI common currency		
		code used for currency		
		conversion.		

Workforce Event	A folder containing HR Event	Use the Event	Navigator -> Workforce
Туре	dimension attributes	Group, Event Sub	Management -> Person
"	including Event Group, Sub	Group, and Source	Management -> Tasks ->
	Group, Source Event Reason,	Event Types to	Personal and Employment ->
	and various assignment	report on	Manage Employment;
	change flags that are	individual	Manage Work Relationship
	identified in the data	workforce events.	
	warehouse.	Use the Change	
		Flags within the	
		folder to identify	
		additional	
		attributes for a	
		given event.	
		For example, you	
		might set Event	
		Type to	
		Assignment Start	
		to report on	
		events that	
		included a	
		supervisor change.	

Facts

Fact Folder	Description	Special Considerations
Name		
Facts - Human	A folder containing metrics necessary for salary-	
Resources -	based compensation analysis including base salary,	
Compensation	compa-ratio, headcount, employee turnover, and	
	time in service. This folder does not contain payroll	
	information.	

Sub-folder	Description	Special Considerations
Name		
Workforce	A folder containing salary metrics including	
Salary Facts	annualized base salary, FTE annual salary, and	
	aggregated salary data (average, min, and max).	

Metric/Measure	Description/Meaning	Calculation – where applicable
Compa-ratio	Ratio of the employee's annual base salary to	Pay Grade Mid Yearly Amount / Total
	the pay grade mid-range amount. Use this	Annual Base Salary Year * 100
	metric to determine how competitive the	
	compensation is for the employee compared to	
	the mid-range defined for the employee's job. A	
	value of 1 will indicate the employee's salary is	
	equal to the pay grade mid-range.	
Pay Grade Mid Yearly	Pay Grade Yearly Mid-Value Amount.	
Amount		
Average Annual Base	Average base salary of employees at time of	Total Annual Base Salary / Employee
Salary	inquiry. The Average Annual Base Salary metric	Headcount
	provides information used in Employee Reward	
	Planning initiatives by the Human Resource	
	department. Use this metric when looking at	
	average compensation across employees.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Total Annual Base	Total of all base salaries for all employees in	
Salary	specific time period. Use this metric when	INDEXCOL(CASE
	looking at total compensation.	VALUEOF(NQ_SESSION."PREFERRED_C
		URRENCY") WHEN 'Document Currency'
		THEN 0 WHEN 'Local Currency' THEN 1
		WHEN 'Project Currency' THEN 2 WHEN
		'Global Currency 1' THEN 3 WHEN
		'Global Currency 2' THEN 4 WHEN
		'Global Currency 3' THEN 5 ELSE 6 END , CAST (NULL AS DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL, CAST (NULL AS
		DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL1_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL2_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.GLOBAL3_EXCHANGE_RATE, CAST (
		NULL AS DOUBLE PRECISION))
		END
Employee Hourly Rate	Hourly rate for an employee. This metric	
	provides a snapshot of an employee's pay rate	INDEXCOL(CASE
	that is used in employee information listings.	VALUEOF(NQ_SESSION."PREFERRED_C
	Also, you can analyze hourly rates by jobs, job	URRENCY") WHEN 'Document Currency'
	families, positions, and pay grades to analyze	THEN 0 WHEN 'Local Currency' THEN 1
	your pay rate structure.	WHEN 'Project Currency' THEN 2 WHEN
		'Global Currency 1' THEN 3 WHEN
		'Global Currency 2' THEN 4 WHEN
		'Global Currency 3' THEN 5 ELSE 6 END ,
		CAST (NULL AS DOUBLE PRECISION), Fact W WRKFC EVT MONTH F Snaps
		hot.SALARY_HOUR, CAST (NULL AS
		DOUBLE PRECISION),
		Fact W WRKFC EVT MONTH F Snaps
		hot.SALARY_HOUR *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL1_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_HOUR *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL2_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_HOUR *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.GLOBAL3_EXCHANGE_RATE, CAST (
		NULL AS DOUBLE PRECISION))
		NOLL AS DOUBLE FRECISION II

Metric/Measure	Description/Meaning	Calculation – where applicable
Time Since Last Salary	Time since last salary increase (does not reflect	CASE WHEN
Increase (Days)	decreases), in days, relative to the selected time	VALUEOF(NQ_SESSION."HR_WRKFC_M
	period end date.	AX_EFFECTIVE_DT") <
		Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF(SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.LAST_SAL_INCR_DT,
		VALUEOF(NQ_SESSION."HR_WRKFC_M
		AX_EFFECTIVE_DT")) ELSE
		TIMESTAMPDIFF(SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.LAST_SAL_INCR_DT,
		Dim_W_YEAR_D.CAL_YEAR_END_DT)
		END
Max Annual Base	Maximum annual base salary for employees.	INDEXCOL(CASE
Salary Range	This is a snapshot value of the maximum annual	VALUEOF(NQ SESSION."PREFERRED C
Salary Marige	base salary, as of a particular date. This metric	URRENCY") WHEN 'Document Currency'
	can be compared against the midpoint and	THEN 0 WHEN 'Local Currency' THEN 1
	minimum values to obtain a relative comparison	WHEN 'Project Currency' THEN 2 WHEN
	for a group of employees. Base compensation is	'Global Currency 1' THEN 3 WHEN
	used in employee listings.	'Global Currency 2' THEN 4 WHEN
	area area pro year area age.	'Global Currency 3' THEN 5 ELSE 6 END ,
		CAST (NULL AS DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL, CAST (NULL AS
		DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact W WRKFC EVT MONTH F Snaps
		hot.GLOBAL1_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL2_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL3_EXCHANGE_RATE, CAST (
		NULL AS DOUBLE PRECISION))

Metric/Measure	Description/Meaning	Calculation – where applicable
Min Annual Base	Minimum annual base salary for employees. This	INDEXCOL(CASE
Salary Range	is a snapshot value of the minimum annual base	VALUEOF(NQ SESSION."PREFERRED C
, ,	salary, as of a particular date. This metric can be	URRENCY") WHEN 'Document Currency'
	compared against the midpoint and maximum	THEN 0 WHEN 'Local Currency' THEN 1
	values to obtain a relative comparison for a	WHEN 'Project Currency' THEN 2 WHEN
	group of employees. Base compensation is used	'Global Currency 1' THEN 3 WHEN
	in employee listings.	'Global Currency 2' THEN 4 WHEN
		'Global Currency 3' THEN 5 ELSE 6 END ,
		CAST (NULL AS DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL, CAST (NULL AS
		DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL1_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL2_EXCHANGE_RATE,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL3_EXCHANGE_RATE, CAST (
NAC A A Second Desc	Mid with a well-base adam for any	NULL AS DOUBLE PRECISION))
Mid Annual Base	Mid-point annual base salary for employees.	(Min Annual Base Salary Range + Max
Salary Range	This is a snapshot value of the mid-point annual	Annual Base Salary Range) / 2
	base salary, as of a particular date. This metric	
	can be compared against the maximum and	
	minimum values to obtain a relative comparison	
	for a group of employees. Base compensation is	
	used in employee listings.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Full-time Annualized	Employee's annualized full-time salary.	INDEXCOL(CASE
Salary	,	VALUEOF(NQ SESSION."PREFERRED C
,		URRENCY") WHEN 'Document Currency'
		THEN 0 WHEN 'Local Currency' THEN 1
		WHEN 'Project Currency' THEN 2 WHEN
		'Global Currency 1' THEN 3 WHEN
		'Global Currency 2' THEN 4 WHEN
		'Global Currency 3' THEN 5 ELSE 6 END,
		CAST (NULL AS DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND), CAST (NULL AS
		DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL1_EXCHANGE_RATE /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap
		shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL2_EXCHANGE_RATE /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap
		shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND), Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact W WRKFC EVT MONTH F Snaps
		hot.GLOBAL3 EXCHANGE RATE /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap
		shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND), CAST (NULL AS
		DOUBLE PRECISION))

Metric/Measure	Description/Meaning	Calculation – where applicable
Full-time Annualized	Employee's annualized full-time salary. Use this	INDEXCOL(CASE
Salary (Non-	metric when analyzing individual employee	VALUEOF(NQ_SESSION."PREFERRED_C
Aggregated)	compensation.	URRENCY") WHEN 'Document Currency'
		THEN 0 WHEN 'Local Currency' THEN 1
		WHEN 'Project Currency' THEN 2 WHEN
		'Global Currency 1' THEN 3 WHEN
		'Global Currency 2' THEN 4 WHEN
		'Global Currency 3' THEN 5 ELSE 6 END ,
		CAST (NULL AS DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND), CAST (NULL AS
		DOUBLE PRECISION),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL1_EXCHANGE_RATE /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL2_EXCHANGE_RATE /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap
		shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND),
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.SALARY_ANNL *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.GLOBAL3_EXCHANGE_RATE /
		(Fact_W_WRKFC_EVT_MONTH_F_Snap shot.FTE *
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.EMP_IND), CAST (NULL AS
		DOUBLE PRECISION))

Sub-folder	Description	Special Considerations
Name		
Workforce	A folder containing annual base salary year-ago	
Salary Facts	metrics.	
YAGO		

Metric/Measure	Description/Meaning	Calculation – where applicable
Average Annual Base	Average base salary of employees at time of	"Total Annual Base Salary YAGO"
Salary YAGO	inquiry. The Average Annual Base Salary metric provides information used in Employee Reward Planning initiatives by the Human Resources department. Use this metrics when looking at average compensation across employees.	/"Employee Headcount YAGO"
Total Annual Base Salary YAGO	Total Annual Base Salary for a Year Ago.	AGO("Total Annual Base Salary", Core."Date"."Year", 1)
% Change Total Annual Base Salary YAGO	Percentage Change Total Annual Base Salary for a Year Ago.	(Total Annual Base Salary - Total Annual Base Salary YAGO) / Total Annual Base Salary YAGO

Fact Folder	Description	Special Considerations
Name		
Facts - Human	A master folder containing core workforce metrics	
Resources -	including headcount, turnover and assignment	
Workforce	change events, and managerial span of control and	
Deployment	length of services.	

Sub-folder	Description	Special Considerations
Name		
Workforce	A folder containing headcount, FTE, and basic	
Deployment	compensation metrics.	
Facts		

Metric/Measure	Description/Meaning	Calculation – where applicable
Headcount	Headcount of all workforce including	
	contractors, and part-time and full-time	
	employees (inactive employees are also	
	included). Use this metric with employment	
	category, job, or position dimension to see	
	number of employees in a certain dimension.	
	You can filter for contractors, part-time	
	employees, or full-time employees through the	
	Employment Category Description Field. The	
	Aggregation rule is last value when used with	
	the time dimension. With all other dimensions,	
	aggregation rule is sum.	
Active Headcount	Headcount of full-time and part-time active	Headcount where Active_Inactive_Code
	workforce (includes contractors and temporary	='A'
	employees). This excludes employees on leave.	
	The Aggregation rule is last value when used	
	with the time dimension. With all other	
	dimensions, aggregation rule is sum.	
Employee Headcount	Headcount of active employees (excludes	Headcount where Active_Inactive_Code
	contingent and temporary employees).	='A' and Worker Type = 'Employee'
	Employees are modeled in the employment	
	dimension. The Aggregation rule is last value	
	when used with time dimension. With all other	
	dimensions, aggregation rule is sum.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee Headcount	Ratio of employee headcount to all active	Supervisor Headcount / Employee
Ratio	workforce headcount. The employee ratio	Headcount
	indicates the number of salaried employees to	
	the total workforce in the company.	
Contingent Worker	Headcount of active contingent workers.	Headcount where Active_Inactive_code
Headcount	Contingent workers are modeled in the	='A' and Worker Type ='Contingent'
	employment dimension. The Aggregation rule is	7,000
	last value when used with time dimension. With	
	all other dimensions, aggregation rule is sum.	
Contingent Worker	Ratio of active contingent workers to active	Contingent Worker headcount / active
Headcount Ratio	workforce.	headcount
Full-Time Employee	Number of active full-time employees (excludes	Headcount where
Headcount	part-time employees and contingent workers)	Active_Inactive_Code='A' and
	The Aggregation rule is last value when used	Full_Time_Flag ='Y' and Worker Type =
	with the Time dimension. The Aggregation rule	'Employee'
	is sum when used with any other dimension.	
Full-Time Employee	Ratio of full-time employee active headcount to	Full-Time Employee
Headcount Ratio	all employee active headcount. The number of	Headcount/Employee Headcount
	full-time employees in relation to the total	
	number of employees is a useful metric when	
	staffing short-term and long-term projects.	
Part-Time Employee	Number of active part-time employees (excludes	Headcount where
Headcount	part-time employees and contingent workers,	Active_Inactive_Code='A' and
	etc). The Aggregation rule is last value when	Full_Time_Flag ='N' and Worker Type =
	used with the Time dimension. Aggregation rule	'Employee'
	is sum when used with any other dimension.	Limployee
Part-Time Employee	Ratio of part-time employee active headcount to	Full-Time Employee
Headcount Ratio	all employee active headcount. The number of	Headcount/Employee Headcount
Treaded and tradic	full-time employees in relation to the total	Treadsount, Emproyee Treadsount
	number of employees is a useful metric when	
	staffing short-term and long-term projects.	
Manager Headcount	Number of active employees that are flagged as	Headcount where
	managers in the employment organization code	Active_Inactive_Code='A' and Manager
	(excludes contractors and temporary	Role Indicator =1
	employees.) The Aggregation rule is last value	
	when used with the Time dimension. With all	
	other dimensions, aggregation rule is sum.	
Manager Headcount	Ratio of active headcount who are managers.	Manager Headcount / Active
Ratio		Headcount
Supervisor Headcount	Number of active full-time employees that are	Headcount where
,	flagged as supervisors (excludes contractors and	Active_Inactive_Code='A' and
	temporary employees). The Aggregation rule is	Supervisor Indicator =1
	last value when used with the Time dimension.	
	With all other dimensions, aggregation rule is	
	sum.	
Supervisor Employee	Ratio of supervisors to all employees. This	Supervisor Headcount / Employee
Headcount Ratio	counts is the number of employees with direct	Headcount
	reports divided by all reports. It is also known as	
	manager span of control and approximates the	
	average number of direct reports that each	
	supervisor manages.	
Standard Weekly	Number of hours contracted to work in a week.	STD_HOURS_MONTH * 12 / 52
Hours		
Standard Monthly	Number of hours contracted to work in a month.	
Hours		
	•	l .

Metric/Measure	Description/Meaning	Calculation – where applicable
Mean Performance	Average performance rating of all employees. A	
Rating	performance rating is typically given at the end	
	of period as part of a performance review	
	process.	
FTE	Full-time equivalent of active employees	FTE where Active_Inactive_Code = 'A'
	(includes contractors and temporary	
	employees). This excludes employees on leave.	
	The Aggregation rule is last value when used	
	with the Time dimension. With all other	
	dimensions, aggregation rule is sum.	
FTE (Contingent)	Full-time equivalent of active contingent	Headcount where Active_Inactive_Code
	workers. Contingent workers are modeled in the	='A' and Worker Type = 'Contingent'
	employment dimension. The Aggregation rule is	
	last value when used with the Time dimension.	
	With all other dimensions, aggregation rule is	
	sum.	
FTE (Employee)	Full-time equivalent of active employees.	FTE where Active_Inactive_Code ='A'
	Employees are modeled in the employment	and Worker Type = 'Employee'
	dimension. The Aggregation rule is last value	
	when used with the Time dimension. With all	
	other dimensions, aggregation rule is sum.	

Sub-folder	Description	Special Considerations
Name		
Workforce	A folder containing workforce event metrics such as	
Event Facts	new hires, terminations, promotions, contingent	
	placement starts and ends, and various types of	
	assignment changes.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Termination Count	Number of employee terminations and	Count of Termination Events
	contingent worker placement ends.	
Employee Termination	Number of employee terminations (excludes	Termination Event Count where Worker
Count	contingent worker placement endings); use with	Type = 'Employee'
	the Time dimension to restrict the reporting	
	period.	
Employee Voluntary	Number of employees who terminated	Termination Event Count where Worker
Termination Count	voluntarily. This metric allows management to	Type = 'Employee' and Event Sub Group
	determine how many of its employees	= 'TERM_VOLUNTARY'
	terminated for voluntary reasons, such as	
	marriage, relocation, or dissatisfaction. Use	
	Event Reason and Event Category with this to	
	see termination reason.	
Employee Involuntary	Number of involuntary terminations for all	Termination Event Count where Worker
Termination Count	employees. The Aggregation rule is sum with all	Type = 'Employee' and Event Sub Group
	dimensions.	= 'TERM_INVOLUNTARY'
Contingent Worker	Number of contingent worker placement ends.	Termination Event Count where Worker
Placement End Count		Type = 'Contingent'
Employee Turnover	Total Employee Terminations / Average	Total Employee Terminations / Average
Rate %	Employee Headcount.	Employee Headcount
Employee Voluntary	Total Voluntary Employee Terminations /	Total Voluntary Employee Terminations
Turnover Rate %	Average Employee Headcount.	/ Average Employee Headcount
Employee Involuntary	Total Involuntary Employee Terminations /	Total Involuntary Employee
Turnover Rate %	Average Employee Headcount.	Terminations / Average Employee
		Headcount

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee Voluntary	Ratio of employees who were terminated	Employee Voluntary Termination Count
Termination Ratio	voluntarily to total employee terminations. This	/ Employee Termination Count
	metric allows management to determine how	
	many of its employees terminated for voluntary	
	reasons, such as marriage, relocation, or	
	dissatisfaction. Use Event Reason and Event	
	Category with this to see termination reason.	
Employee Involuntary	Ratio of employees who were terminated	Employee Involuntary Termination
Termination Ratio	involuntarily to total Employee terminations.	Count / Employee Termination Count
Hire Count	Number of hire (including re-hire) events of all	Hire Event Count
	workforce assignments, which includes	
	employee hires and contingent worker	
	placement starts.	
Employee Hire Count	Number of employee hires.	Hire Event Count where Worker Type =
		'Employee'
Contingent Worker	Number of Contingent Worker Placement Starts.	Count of Hire Event where Worker Type
Placement Start Count		= 'Contingent'
Promotion Count	Number of the promotion events in the selected	Count of Promotion Event
	time period.	
Promotion Ratio	Ratio of employees who received a promotion	Promotion Count / Employee Count
	against total headcount during the chosen	
	period. The Promotions Ratio metric can be used	
	to identify where in the organization the most	
	promotional opportunities exist, and where they	
	need to be developed to retain skilled workers.	
Event Count	Number of job assignment or personnel action	
	events.	
Employee Event Count	Number of Employee events. It is there for	Count of Employee Events (EMP_IND)
	consistency as a sub-grouping of Event Count.	
Contingent Worker	Number of Contingent Worker events; in parallel	Count of Contingent Events (CWK_IND)
Event Count	to "Employee Event Count", this is there for	
	consistency as a sub-grouping of Event Count.	
Department Change	Number of organization or dept change events.	Count of Org Change
Count		Events(ORG_CHANGE_IND)
Job Change Count	Number of job change events.	Count of Job Change Events
		(JOB_CHANGE_IND)
HR Position Change	Number of position change events.	Count of Position Change Events
Count		(POS_CHANGE_IND)
Grade Change Count	Number of pay grade change events.	Count of Grade Change Events
		(GRD_CHANGE_IND)
Location Change	Number of location change events.	Count of Location Change Events
Count		(LOC_CHANGE_IND)
Supervisor Change	Number of supervisor change events.	Count of Supervisor Change Events
Count		(SUP_CHANGE_IND)
Performance Rating	Number of performance rating change events.	Count of Performance Rating Change
Change Count		Events (PFRT_CHANGE_IND)
Salary Change Count	Number of salary change events	Count of Salary Change Events
		(SAL_CHANGE_IND)
Event Headcount	Workforce Headcount for the selected HR Event	
	Type. Use with the HR Event Type and Time	
	dimension to obtain clear results.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee Event -	Number of headcount associated with a	TERM_EVENT_IND * HEADCOUNT
Termination	termination event, which can be either an	where Worker Type = 'Employee'
Headcount	employee termination or the end of a	
	contingent worker placement. This is the	
	Termination Indicator multiplied by the	
	Terminated Persons headcount.	
Contingent Worker	Number of contingent workers whose	TERM_EVENT_IND * HEADCOUNT
Event - Placement End	placement ended in a time period. The number	where Worker Type = 'Contingent'
Headcount	of contingent worker placement ends in the	
	period multiplied by the Headcount of the	
	worker ended.	
Employee Event -	Person's performance rating as of the	
Performance Rating	Event/Date being reported. This metric is used	
	when employees' performance ratings need to	
	be reported along with event.	
Retiree Count	Number of employees who retired from the	Termination Count where Event Code =
	company.	'TERM_VOLUNTARY_RETIR'
Event Total Annual	Worker's annual salary at the time of the event.	
Base Salary	Use this metric along with "Event"-related	
	metrics, for example, what was the employee's	
	annual salary when he/she was terminated?	

Sub-folder	Description	Special Considerations
Name		
Workforce	A folder containing hire, promotion and termination	
Event YAGO	event year-ago metrics that can be used in salary	
Facts	analysis.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Promotion Count	YAGO count of the promotion events in the	AGO(Promotion Count,
YAGO	selected time period.	Core."Date"."Year", 1)
Event Headcount	Workforce Headcount (YAGO) for the selected	AGO(Event Headcount,
YAGO	HR Event Type. Use with the HR Event Type and	Core."Date"."Year", 1)
	Time dimension to obtain clear results.	
Hire Count YAGO	YAGO count of hires (including re-hire) events of	AGO(Hire Count, Core."Date"."Year", 1)
	all workforce assignments (includes employee	
	hires and contingent worker placement starts).	
Employee Termination	Count of employee terminations (YAGO).	AGO(Employee Termination Count,
Count YAGO		Core."Date"."Year", 1)
Employee Voluntary	Number of employees who terminated	AGO(Employee Voluntary Termination
Termination Count	voluntarily (YAGO). This metric allows	Count, Core."Date"."Year", 1)
YAGO	management to determine how many of its	
	employees terminated for voluntary reasons,	
	such as marriage, relocation, or dissatisfaction.	
	Use Event Reason and Event Category with this	
	to see termination reason.	
Employee Involuntary	Number of involuntary terminations (YAGO) for	AGO(Employee Involuntary Termination
Termination Count	all employees. The Aggregation rule is sum with	Count, Core."Date"."Year", 1)
YAGO	all dimensions.	
Employee Event -	Person's Performance rating (YAGO). This metric	AGO(Employee Event - Performance
Performance Rating	is used when employees' performance ratings	Rating, Core."Date"."Year", 1)
YAGO	need to be reported along with event.	

Sub-folder	Description	Special Considerations
Name		
Workforce Time	A folder containing length of service metrics that	
in Service Facts	can be used in salary analysis.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Length of Service (Years)	Number of years (decimal) that the employee has been active at the enterprise (also known as the employee's tenure measured in years). The Aggregation rule is last value when used with the Time dimension. With all other dimensions, aggregation rule is average.	Length of Service (Days) * VALUEOF("HR_DAYS_TO_YEARS_FACTO R")
Average Length of Service (Years)	Length of Service (Years) / Employee Headcount.	Length of Service (Days) * VALUEOF("HR_DAYS_TO_MONTHS_FAC TOR")
Period of Placement (Months)	Number of months that the contingent worker has been active at the enterprise (also known as the contingent worker's tenure measured in months). The Aggregation rule is last value when used with the Time dimension. With all other dimensions, aggregation rule is average.	Worker Type = 'CONTINGENT' If Dim_W_YEAR_D.CAL_YEAR_END_DT > VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT") THEN TIMESTAMPDIFF(SQL_TSI_MONTH, Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.POW_START_DT, VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT") ELSE TIMESTAMPDIFF(SQL_TSI_MONTH, Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.POW_START_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)
Average Period of Placement (Months)	Number of months that the contingent worker has been active at the enterprise (also known as the contingent worker's tenure measured in months). The Aggregation rule is last value when used with the Time dimension. With all other dimensions, aggregation rule is average.	Period of Placement (months) / Contingent Worker Headcount
Time in Grade (Days)	Time spent in grade, in days, relative to the selected time period end date.	CASE WHEN VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT") < Dim_W_YEAR_D.CAL_YEAR_END_DT THEN TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.GRD_ENTRY_DT, VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT") ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.GRD_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)

Metric/Measure	Description/Meaning	Calculation – where applicable
Time in Job (Days)	Time spent in job, in days, relative to the	CASE WHEN
	selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		_DT") <
		Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF(SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.JOB ENTRY DT,
		VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		_DT")) ELSE TIMESTAMPDIFF(
		SQL_TSI_DAY,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.JOB_ENTRY_DT,
		Dim_W_YEAR_D.CAL_YEAR_END_DT)
Time in Department	Time spent in organization/department, in days,	CASE WHEN
(Days)	relative to the selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
()	,	_DT") <
		, Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF(SQL_TSI_DAY ,
		Fact W WRKFC EVT MONTH F Snaps
		hot.ORG_ENTRY_DT,
		VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		_DT") ELSE TIMESTAMPDIFF(
		SQL_TSI_DAY,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.ORG ENTRY DT,
		Dim_W_YEAR_D.CAL_YEAR_END_DT)
Time in Position (Days)	Time spent in position, in days, relative to the	CASE WHEN
	selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
	'	_DT") <
		Dim W YEAR D.CAL YEAR END DT
		THEN TIMESTAMPDIFF(SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.POS ENTRY DT,
		VALUEOF(NQ_SESSION."HR_WRKFC_M
		AX_EFFECTIVE_DT") ELSE
		TIMESTAMPDIFF(SQL TSI DAY ,
		Fact W WRKFC EVT MONTH F Snaps
		hot.POS_ENTRY_DT,Dim_W_YEAR_D.C
		AL YEAR END DT)
Time in Location	Time spent in location in days, relative to the	CASE WHEN
(Days)	selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
	·	DT") <
		Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF(SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.LOC ENTRY DT,
		VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		DT")) ELSE TIMESTAMPDIFF(
		SQL_TSI_DAY,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.LOC ENTRY DT,
		Dim_W_YEAR_D.CAL_YEAR_END_DT)

Sub-folder	Description	Special Considerations
Name		
Workforce	This folder displays workforce performance rating	
Performance	facts that can be used to analyze organization and	
Facts	employee-level performance over time.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee	Normalized (percentage) performance rating.	
Performance Rating	The aggregation level is Employee dimension.	
Employee	Normalized (percentage) performance YAGO	AGO(Employee Performance Rating,
Performance Rating	rating. The aggregation level is Employee	Core."Date"."Year", 1)
YAGO	dimension.	
Performance Rating	Normalized (percentage) performance rating for	
	the employee. The default aggregation level is	
	Performance Band dimension.	
Mean Performance	Average performance rating for all employees.	Total Performance Rating / Employee
Rating	Performance rating is typically given at the end	Headcount
	of period as part of a performance review	
	process.	

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