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

Human Resources – Compensation Subject Area

July 2015

Contents

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 Name	Sub-folder Name	Description	Special Considerations	Fusion Navigation
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 report has 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 compa-ratio distribution.		Not applicable (derived information)

	Performance Band	A folder containing the normalized performance band attributes including performance bands and band ranges.		Navigator -> Workforce Management -> Person Management -> Tasks -> 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' citizenship information.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person
	Education	A folder containing information on workers' highest education level.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person
	Employment	A folder containing information on workers' employment attributes.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment; Manage Work Relationship
	Job	A folder containing job dimension attributes including job, job family, job function, and EEO job category for US regulatory reporting.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Job Extensible Attributes	A folder containing job flexfields.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Pay Grade	A folder containing pay grade attributes including pay grade range in both local and reporting currency.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Pay Grade	A folder containing pay grade attributes including pay grade range in both local and reporting currency.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Position	A folder containing information about HR position attributes including position hiring status, full-time status, hourly or salary, and security clearance.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Position Extensible Attributes	A folder containing information about HR position attributes including position hiring status, full-time status, hourly or salary, and security clearance.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Department	A folder containing attributes for the department to which the employee is assigned.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment

	Supervisor	A folder containing Supervisor attributes.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Supervisor Extensible Attributes	A folder containing Supervisor flexfields.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Location	A folder containing work location address attributes.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	HR Business Unit	A folder containing HR Business Unit dimension attributes.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Cost Center	A folder containing cost center information.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Legal Entity	A folder containing Legal Entity name and identifier.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Reporting Establishment	A folder containing Reporting Establishment attributes.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	International Assignment	A folder containing the Compensation Owner for international assignments.		
Currency		A folder containing Currency attributes including the transactional currency code and BI common currency code used for currency conversion.		

Workforce Event Type		A folder containing HR Event dimension attributes including Event Group, Sub Group, Source Event Reason, and various assignment change flags that are identified in the data warehouse.	Use the Event Group, Event Sub Group, and Source Event Types to report on individual workforce events. 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.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment; Manage Work Relationship

Facts

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

Sub-folder Name	Description	Special Considerations
Workforce Salary Facts	A folder containing salary metrics including 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 the pay grade mid-range amount. Use this 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 Amount / Total Annual Base Salary Year * 100
Pay Grade Mid Yearly Amount	Pay Grade Yearly Mid-Value Amount.	
Average Annual Base Salary	Average base salary of employees at time of inquiry. The Average Annual Base Salary metric provides information used in Employee Reward Planning initiatives by the Human Resource department. Use this metric when looking at average compensation across employees.	Total Annual Base Salary / Employee Headcount

Metric/Measure	Description/Meaning	Calculation – where applicable
Total Annual Base Salary	Total of all base salaries for all employees in specific time period. Use this metric when looking at total compensation.	INDEXCOL(CASE VALUEOF(NQ_SESSION."PREFERRED_CURRENCY") 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_Snapshot.SALARY_ANNL, CAST (NULL AS DOUBLE PRECISION), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL1_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL2_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.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 that is used in employee information listings. Also, you can analyze hourly rates by jobs, job families, positions, and pay grades to analyze your pay rate structure.	INDEXCOL(CASE VALUEOF(NQ_SESSION."PREFERRED_CURRENCY") 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_Snapshot.SALARY_HOUR, CAST (NULL AS DOUBLE PRECISION), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_HOUR * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL1_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_HOUR * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL2_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_HOUR * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL3_EXCHANGE_RATE, CAST (NULL AS DOUBLE PRECISION))

Metric/Measure	Description/Meaning	Calculation – where applicable
Time Since Last Salary Increase (Days)	Time since last salary increase (does not reflect decreases), in days, relative to the selected time period end date.	CASE WHEN VALUEOF(NQ_SESSION."HR_WRKFC_MAX_EFFECTIVE_DT") < Dim_W_YEAR_D.CAL_YEAR_END_DT THEN TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.LAST_SAL_INCR_DT, VALUEOF(NQ_SESSION."HR_WRKFC_MAX_EFFECTIVE_DT")) ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.LAST_SAL_INCR_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT) END
Max Annual Base Salary Range	Maximum annual base salary for employees. This is a snapshot value of the maximum annual base salary, as of a particular date. This metric can be compared against the midpoint and minimum values to obtain a relative comparison for a group of employees. Base compensation is used in employee listings.	INDEXCOL(CASE VALUEOF(NQ_SESSION."PREFERRED_CURRENCY") 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_Snapshot.SALARY_ANNL, CAST (NULL AS DOUBLE PRECISION), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL1_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL2_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL3_EXCHANGE_RATE, CAST (NULL AS DOUBLE PRECISION))

Metric/Measure	Description/Meaning	Calculation – where applicable
Min Annual Base Salary Range	Minimum annual base salary for employees. This is a snapshot value of the minimum annual base salary, as of a particular date. This metric can be compared against the midpoint and maximum values to obtain a relative comparison for a group of employees. Base compensation is used in employee listings.	INDEXCOL(CASE VALUEOF(NQ_SESSION."PREFERRED_CURRENCY") 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_Snapshot.SALARY_ANNL, CAST (NULL AS DOUBLE PRECISION), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL1_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL2_EXCHANGE_RATE, Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL3_EXCHANGE_RATE, CAST (NULL AS DOUBLE PRECISION))
Mid Annual Base Salary Range	Mid-point annual base salary for employees. This is a snapshot value of the mid-point annual 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.	(Min Annual Base Salary Range + Max Annual Base Salary Range) / 2

Metric/Measure	Description/Meaning	Calculation – where applicable
Full-time Annualized Salary	Employee's annualized full-time salary.	INDEXCOL(CASE VALUEOF(NQ_SESSION."PREFERRED_CURRENCY") 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_Snapshot.SALARY_ANNL / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), CAST (NULL AS DOUBLE PRECISION), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL1_EXCHANGE_RATE / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL2_EXCHANGE_RATE / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL3_EXCHANGE_RATE / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), CAST (NULL AS DOUBLE PRECISION))

Metric/Measure	Description/Meaning	Calculation – where applicable
Full-time Annualized Salary (Non-Aggregated)	Employee's annualized full-time salary. Use this metric when analyzing individual employee compensation.	INDEXCOL(CASE VALUEOF(NQ_SESSION."PREFERRED_CURRENCY") 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_Snapshot.SALARY_ANNL / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), CAST (NULL AS DOUBLE PRECISION), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL1_EXCHANGE_RATE / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL2_EXCHANGE_RATE / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), Fact_W_WRKFC_EVT_MONTH_F_Snapshot.SALARY_ANNL * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.GLOBAL3_EXCHANGE_RATE / (Fact_W_WRKFC_EVT_MONTH_F_Snapshot.FTE * Fact_W_WRKFC_EVT_MONTH_F_Snapshot.EMP_IND), CAST (NULL AS DOUBLE PRECISION))

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

Metric/Measure	Description/Meaning	Calculation – where applicable
Average Annual Base Salary YAGO	Average base salary of employees at time of 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.	"Total Annual Base Salary YAGO" /"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 Name	Description	Special Considerations
Facts - Human Resources - Workforce Deployment	A master folder containing core workforce metrics including headcount, turnover and assignment change events, and managerial span of control and length of services.	

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

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 workforce (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.	Headcount where Active_Inactive_Code ='A'
Employee Headcount	Headcount of active employees (excludes contingent and temporary employees). 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.	Headcount where Active_Inactive_Code ='A' and Worker Type = 'Employee'

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

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

Sub-folder Name	Description	Special Considerations
Workforce Event Facts	A folder containing workforce event metrics such as 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 contingent worker placement ends.	Count of Termination Events
Employee Termination Count	Number of employee terminations (excludes contingent worker placement endings); use with the Time dimension to restrict the reporting period.	Termination Event Count where Worker Type = 'Employee'
Employee Voluntary Termination Count	Number of employees who terminated voluntarily. This 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.	Termination Event Count where Worker Type = 'Employee' and Event Sub Group = 'TERM_VOLUNTARY'
Employee Involuntary Termination Count	Number of involuntary terminations for all employees. The Aggregation rule is sum with all dimensions.	Termination Event Count where Worker Type = 'Employee' and Event Sub Group = 'TERM_INVOLUNTARY'
Contingent Worker Placement End Count	Number of contingent worker placement ends.	Termination Event Count where Worker Type = 'Contingent'
Employee Turnover Rate %	Total Employee Terminations / Average Employee Headcount.	Total Employee Terminations / Average Employee Headcount
Employee Voluntary Turnover Rate %	Total Voluntary Employee Terminations / Average Employee Headcount.	Total Voluntary Employee Terminations / Average Employee Headcount
Employee Involuntary Turnover Rate %	Total Involuntary Employee Terminations / Average Employee Headcount.	Total Involuntary Employee Terminations / Average Employee Headcount

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee Voluntary Termination Ratio	Ratio of employees who were terminated voluntarily to total employee terminations. This 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 Voluntary Termination Count / Employee Termination Count
Employee Involuntary Termination Ratio	Ratio of employees who were terminated involuntarily to total Employee terminations.	Employee Involuntary Termination Count / Employee Termination Count
Hire Count	Number of hire (including re-hire) events of all workforce assignments, which includes employee hires and contingent worker placement starts.	Hire Event Count
Employee Hire Count	Number of employee hires.	Hire Event Count where Worker Type = 'Employee'
Contingent Worker Placement Start Count	Number of Contingent Worker Placement Starts.	Count of Hire Event where Worker Type = 'Contingent'
Promotion Count	Number of the promotion events in the selected time period.	Count of Promotion Event
Promotion Ratio	Ratio of employees who received a promotion 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.	Promotion Count / Employee Count
Event Count	Number of job assignment or personnel action events.	
Employee Event Count	Number of Employee events. It is there for consistency as a sub-grouping of Event Count.	Count of Employee Events (EMP_IND)
Contingent Worker Event Count	Number of Contingent Worker events; in parallel to "Employee Event Count", this is there for consistency as a sub-grouping of Event Count.	Count of Contingent Events (CWK_IND)
Department Change Count	Number of organization or dept change events.	Count of Org Change Events(ORG_CHANGE_IND)
Job Change Count	Number of job change events.	Count of Job Change Events (JOB_CHANGE_IND)
HR Position Change Count	Number of position change events.	Count of Position Change Events (POS_CHANGE_IND)
Grade Change Count	Number of pay grade change events.	Count of Grade Change Events (GRD_CHANGE_IND)
Location Change Count	Number of location change events.	Count of Location Change Events (LOC_CHANGE_IND)
Supervisor Change Count	Number of supervisor change events.	Count of Supervisor Change Events (SUP_CHANGE_IND)
Performance Rating Change Count	Number of performance rating change events.	Count of Performance Rating Change 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 - Termination Headcount	Number of headcount associated with a termination event, which can be either an employee termination or the end of a contingent worker placement. This is the Termination Indicator multiplied by the Terminated Persons headcount.	TERM_EVENT_IND * HEADCOUNT where Worker Type = 'Employee'
Contingent Worker Event - Placement End Headcount	Number of contingent workers whose placement ended in a time period. The number of contingent worker placement ends in the period multiplied by the Headcount of the worker ended.	TERM_EVENT_IND * HEADCOUNT where Worker Type = 'Contingent'
Employee Event - Performance Rating	Person's performance rating as of the 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 company.	Termination Count where Event Code = 'TERM_VOLUNTARY_RETIR'
Event Total Annual Base Salary	Worker's annual salary at the time of the event. Use this metric along with "Event"-related metrics, for example, what was the employee's annual salary when he/she was terminated?	

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

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

Sub-folder Name	Description	Special Considerations
Workforce Time in Service Facts	A folder containing length of service metrics that 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_FACTOR")*
Average Length of Service (Years)	Length of Service (Years) / Employee Headcount.	Length of Service (Days) * *VALUEOF("HR_DAYS_TO_MONTHS_FACTOR")*
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_Snapshot.POW_START_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE_DT")* ELSE TIMESTAMPDIFF(SQL_TSI_MONTH , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.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_Snapshot.GRD_ENTRY_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE_DT")* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.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 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_Snapshot.JOB_ENTRY_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE_DT"))* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.JOB_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)
Time in Department (Days)	Time spent in organization/department, 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_Snapshot.ORG_ENTRY_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE_DT")* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.ORG_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)
Time in Position (Days)	Time spent in position, 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_Snapshot.POS_ENTRY_DT, *VALUEOF(NQ_SESSION."HR_WRKFC_MAX_EFFECTIVE_DT")* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.POS_ENTRY_DT,Dim_W_YEAR_D.CAL_YEAR_END_DT)
Time in Location (Days)	Time spent in location 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_Snapshot.LOC_ENTRY_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE_DT"))* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snapshot.LOC_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)

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

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

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