

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

Human Resources – Recruiting Subject Area

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Human Resources – Recruiting Subject Area

Description

This subject area provides real-time data into a company's quality of hire and the recruitment activities that gives them insight into the make-up of its candidates that are flowing through the recruitment process or in the interview stages. More specifically, organizations can take a deep dive into their recruitment cycle times to better understand inefficiencies that might be occurring from the start of the recruitment process to the actual hire so that they can be more effective in attracting, screening, interviewing, and hiring candidates. Insight into the job requisition and statuses such as requisition aging, openings, and budgeting information can be found in this folder.

Key Business Questions:

- What is the make-up of my applicants? How diverse are my candidate pools?
- Am I meeting EEO guidelines?
- Is there adverse impact occurring in my recruitment and hiring practices?
- What is the demand for new external candidates? How many job requisitions does my Recruiting department need to fill?
- Are job requisitions created in a timely manner?
- What is the Recruitment cycle times to fill a job or for a candidate to start the job? Are there differences across the business?
- Am I making competitive offers? What is the Offer-to-Extended and Offer-to-Accepted Ratios?
- Where is the source of hires coming from? What is the percentage of my hires that have been referred?

The following job roles are used to secure access to this subject area:

- HR VP
- Line Manager
- Recruiting VP

The following BI duty roles are used to secure access to this subject area:

- Recruitment 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 Name	Description	Special Considerations	Fusion Navigation
Time - Gregorian Calendar	Provides information on different hierarchical time components such as Year, Quarter, Month, and Day. Time intervals are based on the standard daily calendar also known as the Gregorian Calendar where one Year consists of 12 months and 365 days. Use this dimension to aggregate information by time or drill down to time intervals.		
Time - Enterprise Calendar	Provides information on different hierarchical time components such as Year, Quarter, Month, and Day. Time intervals are based the Enterprise Calendar.		
Hierarchies - Supervisory Hierarchy	A folder containing Supervisor Name(s), Person ID, and Assignment ID for their respective hierarchies.	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
Hierarchies - Department Hierarchy	A folder containing Hierarchy Structure, ID, Name, Version, Description, and Position Name(s).	When using the hierarchy attribute columns (labeled Department Hierarchy Level number), 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

Hierarchies - Requisition Department Hierarchy	Provides department hierarchy information as it pertains to the Job Requisition.		
Hierarchies - Position Hierarchy	A folder containing Hierarchy Structure, ID, Name, Version, Description, and Position Name(s).		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees
Hierarchies – Generic Hierarchy	Provides information about the Generic Hierarchies' Name, Description, Primary Structure Flag Codes, Version Numbers, Start and End dates, Node Names, Node Levels, and Hierarchy Distance.		
Bands - Applicant Age Band	A folder containing Age Band Name, Age Band Code, Age Band minimum and maximum months.		
Bands - Job Requisition Age Band	A folder containing Job Requisition Age Band Name, Code, Age Band minimum and maximum months.		
Bands - Performance Band	A folder containing Performance Band Name, Code, Band minimum and maximum values.		
Applicant Dimensions - Basic Attributes	A folder containing worker basic information such as Person Number, Full Name, and First and Last Names.		
Assignment Extensible Attributes	Provides attributes on Assignment Extensible Attributes.		
Applicant Dimensions - Personal Attributes	A folder containing worker personal information such as Country of Birth, Date of Birth, and Marital Status.		
Person Extensible Attributes	Provides Person Extensible Attributes.		

Applicant Dimensions - Diversity	A folder containing worker diversity data such as ethnicity, gender, religion, disability status, and veteran information.		
Applicant Dimensions - Citizenship	A folder containing worker citizenship information.		
Applicant Dimensions - Education	A folder containing highest education degree name and code.		
Applicant Dimensions - Employment Information	A folder containing worker employment category name, description, assignment inactivity information, worker status, assignment, salary, and employee category data.		
Applicant Dimensions - Job	A folder containing Job related information such as job code, job name, job description, job family, job function, job flags, FLSA statuses, EEO job category, and source job information.		
Job Extensible Attributes	Provides Job Extensible Attributes.		
Applicant Dimensions - Pay Grade	A folder containing worker pay grade data such as pay grade type, name, description, market averages, local currency code, pay grade minimum, mid, and maximum amounts and their associated legislation code and names.		
Applicant Dimensions - Pay Grade Extensible Attributes	Provides Pay Grade Extensible Attributes.		
Applicant Dimensions - Position	A folder containing Position Name, description, position status, type, hiring status, position flags, security clearance, and source position legislation name(s).		

Applicant Dimensions - Position Extensible Attributes	Provides Position Extensible Attributes.		
Applicant Dimensions - Department	A folder containing department name and number.		
Applicant Dimensions - Supervisor	A folder containing supervisor name and number.		
Applicant Dimensions - Supervisor Extensible Attributes	Provides Supervisor Extensible Attributes.		
Applicant Dimensions - Location	A folder containing location name, number, parent location, country, postal code, and location contact name and number.		
Applicant Dimensions - Cost Center	A folder containing Cost Center Code and Name.		
Applicant Dimensions - HR Business Unit	A folder containing HR Business Unit Name and Number.		
Applicant Dimensions - Legal Entity	A folder containing Legal Entity Name and Number.		
Applicant Dimensions - Referrer	Provides contact details about the Referrer.		
Requisition Dimensions - Requisition Attributes	Provides Job Requisition attributes pertaining to the requisition status, ID, code, minimum and maximum age ranges, current openings and target numbers.		
Requisition Dimensions - Requisition Job	Provides Job Requisition information pertaining to the description of the job, job level, job name, job family, and job family.		
Requisition Dimensions - Requisition Pay Grade	Provides Pay Grade details for the Job Requisition.		
Requisition Dimensions - Requisition Position	Provides Requisition details about the Position.		
Requisition Dimensions - Requisition Department	Provides Department details pertaining to the requisition.		

Requisition Dimensions - Requisition Location	Provides Location details pertaining to the requisition.		
Requisition Dimensions - Job Requisition Status	Provides Job Requisition Status Name and Code.		
Requisition Dimensions - Hiring Manager	Provides Hiring Manager contact information in addition to assignments.		
Requisition Dimensions - Recruiter	Provides Recruiter contact information details.		
Recruiting Dimensions - Recruitment Event Type	Provides details about the recruitment process event status details and Candidate Selection Workflow (CSW) details.		
Requisition Dimensions - Recruitment Source	Provides Source Type details.		
Requisition Dimensions - Recruitment Pipeline Dates	Provides dates that pertain to various stages throughout the recruitment pipeline.		

Facts

Fact Folder Name	Description	Special Considerations
Applicant Facts	This fact folder contains metrics that looks at the applicant makeup and attributes.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Applicant Age	The age of an applicant (in years). The aggregation rule is the average age of all applicants.	Applicant Age (Months) / 12
Applicant Count	The number of applicants who have submitted an application for a job opening. This doesn't include direct hires who are hired without an applicant record or job seekers who have submitted a resume but have not applied for a job opening.	
Applicant Count (Period Begin)	The number of applicants at the beginning of a reporting period.	
Applicant Count (Period End)	The number of applicants at the end of a reporting period.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Applicant Contingent Worker Count	The number of applicants who are currently employed as a contingent worker in the organization.	
Applicant Contingent Worker Count (Period Begin)	The number of applicants who are contingent workers at the beginning of a reporting period.	
Applicant Contingent Worker Count (Period End)	The number of applicants who are contingent workers at the end of a reporting period.	
Applicant Employee Count	The number of applicants who are employees. This is commonly known as "Internal Applicant".	
Applicant Employee Count (Period Begin)	The number of internal employee applicants at the beginning of a reporting period.	
Applicant Employee Count (Period End)	The number of internal employee applicants at the end of a reporting period.	
Applicant Ex Employee Count	The number of applicants who are former employees.	
Applicant Ex Employee Count (Period Begin)	The number of applicants who are former employees at the beginning of a reporting period.	
Applicant Ex Employee Count (Period End)	The number of applicants who are former employees at the end of a reporting period.	
Applicant New Count	The number of first-time applicants. The metric is useful in assessing how effective an organization is at attracting new candidates in specific demographic or job areas.	
Applicant New Count (Period Begin)	The number of first-time applicants at the beginning of a reporting period.	
Applicant New Count (Period End)	The number of first-time applicants at the end of a reporting period.	
Interview Score	Interview scores for each applicant interview. The aggregation rule is SUM().	
Screening Score	The applicant score from the initial screening.	

Fact Folder Name	Description	Special Considerations
Quality of Hire Facts	This folder contains metrics pertaining to the Quality of Hire and employee performance in the first year of employment.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee Separations	The number of new hires that were terminated in a time period; this metric gauges new hire retention.	
Employee Transfers	The number of new hires that were transferred in a time period.	
New Hire First Service Band Completed	The number of new hires who have reached the 1st service milestone. This is a quality of hire metric. The First Service milestone is configured during the implementation. It can be 6 or 12 months, or any length of period appropriate to assess new-hire quality.	
Performance Rating (Normalized)	The normalized performance rating assigned to a new hire. The normalized performance band is configurable during implementation. It converts original performance rating into a range of percentage bands.	Performance Rating (Normalized) - Internal / Applicant Count - Internal
Training Score	The training score that a new hire has received in new-hire training.	

Fact Folder Name	Description	Special Considerations
Requisition Facts	This folder contains metrics pertaining to job requisition statuses, job requisition aging, and job opening counts and budgeting.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Job Requisition Drafted to Approved (Days)	The number of days from when a job requisition is drafted to when it is approved. This metric monitors potential bottlenecks in the requisition approval process. The aggregation rule is the average duration time for all associated requisitions. Formula: Requisition Request Date minus Requisition Open Date	Job Requisition Drafted to Approved (Days) - Internal / Job Requisitions Opened
Job Requisition Open To Application Start (Days)	The number of days from when a job requisition is opened to when application is received. The metric measures the speed of applicant sourcing.	Job Requisition Open To Application Start (Days) – Internal / Application Starts

Metric/Measure	Description/Meaning	Calculation – where applicable
Job Requisition Open To Assessment Start (Days)	The number of days from when a job requisition is opened to when the assessment stage is started. Assessment Stage is configurable during implementation. It may include initial screening and interviews. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open To Assessment Start (Days) – Internal / Assessment Starts
Job Requisition Open To Assessment Interview Start (Days)	The number of days from when a job requisition is opened to when the interview stage starts. Interview is a sub stage of Assessment Stage, which is configurable during implementation. The Interview sub stage may include several rounds of interviews. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open To Assessment Interview Start (Days) - Internal / Applicants Interviewed
Job Requisition Open To Assessment End (Days)	The number of days from when a job requisition is opened to when the assessment stage is ended. The Assessment Stage is configurable during implementation. It may include interviews and background checks. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open To Assessment End (Days) - Internal / Assessment Ends
Job Requisition Open To Offer Extended (Days)	The number of days from when a job requisition is opened to when an offer is extended. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open To Offer Extended (Days) – Internal / Offers Extended
Job Requisition Open To Offer Accepted (Days)	The number of days from when a job requisition is opened to when an offer is accepted. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open To Offer Accepted (Days) – Internal / Offers Accepted
Job Requisition Open To Offer Rejected (Days)	The number of days from when a job requisition is opened to when an offer is rejected. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open To Offer Rejected (Days) - Internal / Offers Rejected
Job Requisition Open To Application Terminated (Days)	The number of days from when a job requisition is opened to when the application is terminated. The metric measures the speed of applicant sourcing. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open To Application Terminated (Days) – Internal / Applications Terminated
Job Requisition Open Since (Days)	The number of days that a job requisition has been open. The aggregation rule is the average duration time for all associated requisitions.	Job Requisition Open Since (Days) - Internal / Job Requisitions Count

Metric/Measure	Description/Meaning	Calculation – where applicable
Time To Fill (Days)	Number of days from when a requisition is opened to when it is filled. This is the key metric that measures the recruitment cycle time and assess recruitment process efficiency. Formula: Days between Requisition Open Date to Requisition Close Date. The aggregation rule is the average of Time to Fill for all associated requisitions.	Time To Fill (Days) - Internal / Job Requisitions Closed
Time to Hire (Days)	Number of days from when a requisition is opened to when an applicant is hired. This is the key metric that measures the recruitment cycle time and process efficiency. Formula: Days between Requisition Open Date and Applicant Hire Date. The aggregation rule is the average of Time to Hire for all associated requisitions.	Time to Hire (Days) - Internal/ Applicant Hires
Job Requisition Age (Months)	The age of a requisition in months. This is a key metric that analyzes the aging of vacancies. The aggregation rule is the average age of all associated requisitions.	Job Requisition Age (Months) - Internal / Job Requisitions Count
Job Requisitions Requested	The number of job requisitions that have been submitted for approval.	
Job Requisition Requests Denied	The number of job requisitions that have been rejected.	
Job Requisitions Drafted	The number of job requisitions that have been drafted in a time period.	
Job Requisitions Opened	The number of job requisitions that have been opened in a time period.	
Job Requisitions Held	The number of job requisitions that have been put on hold in a time period. These requisitions may or may no longer be on hold currently.	
Job Requisitions Cancelled	The number of job requisitions that have been cancelled without being filled in a time period.	
Job Requisitions Closed	The number of job requisitions that have been filled or closed.	
Job Requisitions Being Requested	The number of job requisitions that have been submitted and are waiting for approval.	
Job Requisitions Being Drafted	The number of job requisitions that in the Draft status.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Job Requisitions Pending Approval	The number of job requisitions that are in pending approval status.	
Job Requisitions Open	The number of job requisitions that are in open status at the end of a time period.	
Job Requisitions Open (Period Begin)	The number of job requisitions that are open at the beginning of a period.	
Job Requisitions On Hold	The number of job requisitions that are on hold.	
Job Requisitions Count	The number of job requisitions.	
Total Openings	The number of total openings specified for a job requisition when it is opened.	
Openings	The number of openings that remain to be filled. If a requisition has multiple openings, the Remaining Openings decreases as the requisition is filled. This is the metric used to calculate vacancy rate.	
Openings (Period Begin)	The number of openings at the beginning of a reporting period.	
Budgeted Headcount	The number of headcount budgeted for a job requisition.	
FTE	Full-time Equivalency.	
Budgeted FTE	The number of full-time equivalent budgeted for a job requisition.	
Remaining FTE	The full-time equivalent that remains to be filled for a job requisition.	
Openings - Enterprise Calendar	The number of openings that remain to be filled for a Job Requisition. This metric should be used along Job Requisition and Enterprise Calendar dimensions.	
Openings - Enterprise Calendar (Period Begin)	The number of openings that remain to be filled for a Job Requisition. This metric should be used along Job Requisition and Enterprise Calendar dimensions.	

Fact Folder Name	Description	Special Considerations
Recruitment Cycle Time Facts	This folder contains metrics pertaining to the length in time that it takes for an applicant from recruitment to offer to hire.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Application Start To Assessment Start (Days)	The number of days from when an application is initiated to when the assessment stage starts. The Assessment Stage is configurable during implementation. It may include interviews and/or background checks.	Application Start To Assessment Start (Days) - Internal / Assessment Starts
Application Start To Assessment Interview Start (Days)	The number of days from when an application is initiated to when the applicant interview starts. This helps monitoring potential bottlenecks in scheduling candidate interviews. The aggregation rule is the average duration time of requisitions.	Application Start To Assessment Interview Start (Days) – Internal / Applicants Interviewed
Application Start To Offer Extended (Days)	The number of days from when an application is initiated to when an offer is extended. The aggregation rule is the average duration time of the associated requisitions.	Application Start To Offer Extended (Days) – Internal / Offers Extended
Application Start To Offer Accepted (Days)	The number of days from when an application is initiated to when an offer is accepted. The aggregation rule is the average duration time of the associated requisitions.	Application Start To Offer Accepted (Days) – Internal / Offers Accepted
Application Start To Offer Rejected (Days)	The number of days from when an application is initiated to when an offer is rejected. The aggregation rule is the average duration time of the associated requisitions.	Application Start To Offer Rejected (Days) - Internal / Offers Rejected
Application Start To Hire (Days)	The number of days from when an application is initiated to when the applicant is hired. The aggregation rule is the average duration time of the associated requisitions.	Application Start To Hire (Days) – Internal / Applicant Hires
Application Start To Application Terminated (Days)	The number of days from when an application is initiated to when an application is terminated by either the application or the organization. The aggregation rule is the average duration time of requisitions.	Application Start To Application Terminated (Days) - Internal / Applications Terminated
Application Start Since (Days)	The number of days since an applicant submitted an application. This metric monitor how long an application has been outstanding. Formula: Days between Application Start Date and the latest Data Warehouse refresh date.	Application Start Since (Days) - Internal / Job Requisitions Count

Metric/Measure	Description/Meaning	Calculation – where applicable
Time In Initial Stage (Days)	The duration time in days that an application remains in the initial screening stage. The aggregation rule is the average of duration time for all associated requisitions.	Time In Initial Stage (Days) - Internal / Assessment Starts
Time In Assessment Stage (Days)	The duration time in days that an application remains in the assessment stage. The aggregation rule is the average of duration time for all associated requisitions.	Time In Assessment Stage (Days) - Internal / Offers Extended
Time In Offer Stage (Days)	The duration time in days that an application remains in the offer stage. The aggregation rule is the average of duration time for all associated requisitions.	Time In Offer Stage (Days) - Internal / Offers Accepted
Time In Start Pending Stage (Days)	The duration time in days that an application remains in the start pending stage. The aggregation rule is the average of duration time for all associated requisitions.	Time In Start Pending Stage (Days) - Internal / Applicant Hires

Fact Folder Name	Description	Special Considerations
Recruitment Event Facts	This folder contains metrics pertaining to the length in time that it takes for an applicant from recruitment to offer to hire.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Application Starts	The number of applications that were submitted. When an applicant applies for multiple jobs, each job application is counted separately.	
Assessment Starts	The number of applications that initiated the assessment stage. The type of events that constitute Assessment Stage is configurable during implementation. It may include interviews and/or background checks.	
Assessment Interviews	The number of interviews in a time period. An application can have multiple interviews. This is an indicator of recruitment pipeline and workload.	
Applicants Interviewed	The number of applicants who have been interviewed.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Assessment Ends	The number of assessments that ended in a time period. An application assessment is deemed to have ended when an offer is extended or an application is terminated.	
Hires	The total number of new hires.	
Applicant Hires	The number of applicants that have been hired. Applicant Hires doesn't include direct hires that are hired without an applicant record. This metric differs from Hires because Hires include total hires regardless if the applicant has applied for a job opening or not.	
Applicant New Hires	The number of applicant hires who are not employees or contingent hires. This includes applicant hires who are ex-employees.	
Applicant Employee Hires	The number of internal employee hires. This includes only employee hires that went through an application process.	
Applicant Ex Employee Hires	The number of hires who are former employees.	
Applicant Contingent Worker Hires	The number of hires who are currently employed as a contingent worker in the organization.	
Offers Extended	The number of offers extended in a time period.	
Offers Accepted	The number of offers accepted in a time period.	
Offers Rejected	The number of offers rejected in a time period.	
Applications At Initial Stage	The number of applications at the initial screen stage at the end of a time period. The Initial Stage is configurable during implementation. This may include on-line screening.	
Applications At Initial Stage (Period Begin)	The number of applications at the initial screen stage at the beginning of a time period. The Initial Stage is configurable during implementation. This may include on-line screening.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Applications At Assessment Stage	The number of applications that are currently in the assessment stage at the end of a time period. The Assessment Stage is configurable during implementation. It includes interviews or other forms of candidate assessments. This metric monitors the recruitment pipeline at a point in time.	
Applications At Assessment Stage (Period Begin)	The number of applications that are in the assessment stage at the beginning of a time period. The Assessment Stage is configurable during implementation. It includes interviews or other forms of candidate assessments. This metric monitors the recruitment pipeline at a point in time.	
Applications At Offer Extended Stage	The number of applications at the offer stage at the end of a time period. The Offer Stage is configurable during implementation. An application goes into Offer Stage when an offer is extended.	
Applications At Offer Extended Stage (Period Begin)	The number of applications at the offer stage at the beginning of a time period. The Offer Stage is configurable during implementation. An application goes into Offer Stage when an offer is extended.	
Applications At Start Pending Stage	The number of applications at the Start Pending stage at the end of a time period. The Start Pending stage is configurable during implementation. As delivered, an application goes into the Start Pending stage when an offer is accepted.	
Applications At Start Pending Stage (Period Begin)	The number of applications at the Start Pending stage at the beginning of a time period. The Start Pending stage is configurable during implementation. As delivered, an application goes into the Start Pending stage when an offer is accepted.	
Applications At Hire Stage	The number of applications at the hire stage at the end of a time period. The Hire Stage is configurable during implementation. As delivered, an application goes into the Hire stage when a new hire is recorded.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Applications At Hire Stage (Period Begin)	The number of applications at the hire stage at the beginning of a time period. The Hire Stage is configurable during implementation. As delivered, an application goes into the Hire stage when a new hire is recorded.	
Applications Terminated	The number of applications that were terminated by either the applicant or the hiring organization.	
Applications Terminated At Initial Stage	The number of applications terminated during the initial stage by either the applicant or the hiring organization.	
Applications Terminated At Assessment Stage	The number of applications terminated during the assessment stage by either the applicant or the hiring organization.	
Applications Terminated At Offer Stage	The number of applications terminated during the offer stage by either the applicant or the hiring organization.	
Applications Terminated At Start Pending Stage	The number of applications terminated during the Start Pending stage by either the applicant or the hiring organization.	
Applications Terminated Voluntarily	The number of applications that were terminated during the assessment stage by the applicant.	
Applications Terminated Voluntarily At Initial Stage	The number of applications that were terminated during the initial screening stage by the applicant.	
Applications Terminated Voluntarily At Assessment Stage	The number of applications that were terminated during the assessment stage by the applicant.	
Applications Terminated Voluntarily At Offer Stage	The number of applications that were terminated during the offer stage by the applicant.	
Applications Terminated Voluntarily At Start Pending Stage	The number of applications that were terminated during the start pending stage by the applicant.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Applications Terminated Involuntarily	The number of applications that were terminated by the hiring organization.	
Applications Terminated Involuntarily At Initial Stage	The number of applications that were terminated during the initial (screening) stage by the hiring organization.	
Applications Terminated Involuntarily At Assessment Stage	The number of applications that were terminated during the assessment stage by the hiring organization.	
Applications Terminated Involuntarily At Offer Stage	The number of applications that were terminated during the offer stage by the hiring organization.	
Applications Terminated Involuntarily At Start Pending Stage	The number of applications that were terminated during the start pending stage by the hiring organization.	
Recruitment Event Count	The number of recruitment events.	

Fact Folder Name	Description	Special Considerations
Recruitment Ratio Facts	This folder contains metrics pertaining to applicant-to-hire ratios in each of the recruitment phases. Metrics that also look at referrals, rehires, and vacancy fill rates can be found in this folder.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Applicant Hire Ratio	The percentage of applicants that have been hired including internal and external applicants. This measure is an indicator of the quality of the qualified candidate pool.	Applicant Hires/Total Applicants
Applicant Interview Hire Ratio	The number of applicants interviewed per applicant hire including internal and external applicant hires. Similar to Applicant Interview Rate, it provides an indicator of the correct balance of interviewing enough candidates.	Applicant Hires / Applicants Interviewed

Metric/Measure	Description/Meaning	Calculation – where applicable
Applicant Interview Rate	The average number of interviews for each job applicant. This metric is an indicator of the quality of applicant pool and also monitors the right balance of interviewing enough applicants.	Applicant Interviews / Applicant Count
Applicants Per Requisition	The number of applicants for a job requisition. This doesn't include direct hires who are hired without an applicant record or job seekers who have submitted a resume but have not applied for a job opening.	Applicant Count / Job Requisitions Opened
External Hire Ratio	The percentage of new hires that are sourced externally. This excludes internal employee hires and contingent workers who are hired as regular employees.	((Applicant Hires – Applicant Employee Hires) - Applicant Contingent Hires) / Hires
Internal Hire Ratio	The percentage of new hires who are internal employees. This metric is used to gauge internal mobility and promotion from within.	Applicant Employee Hires / Hires
Interview Offer Rate	Offers extended as a percentage of the applicants interviewed during the period.	Offers Extended / Applicants Interviewed
Interviews Per Hire	Average number of interviews for each applicant hired.	Assessment Interviews / Applicant Hires
New Hire Turnover	Percentage of new hires that have been terminated. This is a quality of hire metric to assess the retention of new hires by source.	New Hire Employee Separation / Hires
Offer Acceptance Rate	Offers accepted as a percentage of offers extended during a time period.	Offers Accepted / Offers Extended
Referral Hire Ratio	The percentage of hires that are referred by an internal employee.	Referral Hires / Hires
Referral Hires	The number of hires that the applicant is referred by an internal employee.	Hires where Referral Applicant ='Y'
Referral Success Rate	The percentage of applicant referrals that result in a new hire.	Referral Hires / Total Applicant Referrals
Rehire Rate	Number of rehires as a percentage of total hires.	Hires Who are former employees / Total Hires
Vacancy Fill Rate	The percentage of open requisitions that have been filled in a time period.	Requisitions Filled / (Open Requisition at the Period Begin + Requisitions Opened during the Period)

Fact Folder Name	Description	Special Considerations
Workforce Deployment Facts	This folder contains headcount data for employees and contingent workers.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee Headcount	Total headcount 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.	Total Headcount where Active Status = 'Active' and Worker Type = 'EMPLOYEE'
Average Employee Headcount	Average Employee Headcount.	(Employee Headcount + Employee Headcount YAGO) / 2
Average Employee Headcount	Employee Headcount a Year Ago.	
Contingent Worker Headcount	Total headcount 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.	Total Headcount where Active Status = 'Active' and Worker Type = 'CONTINGENT'

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