

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

Human Resources – Talent Profile Subject Area

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Human Resources – Talent Profile Subject Area

Description

This subject area provides real-time data into number of seeded content types (competencies, work requirements, degrees, licenses and certifications, memberships and awards, and so on), and custom content types about workers. Additional counts about workers' achievements, experiences, and background can be found in this folder. Job and position data can be extracted from this subject area to assess the workers' performance to specific jobs or positions and whether they are a good skill set match.

Key worker information found in the Talent Profile Subject Area helps line managers and HR business partners have insight into organizational skill strength and weakness, analyze skill gaps, and identify potential risk to the business. They can use the skill gap to drive employee development, succession planning, and recruiting needs.

Key Business Questions:

- Does my workforce have the right competencies and skills needed to excel the business?
- What are my workers' competency and skills strengths and opportunities?
- Do workers' skill sets match their job or position? What are the overall matches across the business?
- Do my workers' have Job Profiles defined?

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

- HR VP
- Line Manager

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

- Talent Profile Management 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	A folder containing calendar dimensional attributes for Year, Quarter, Month, and Day.		
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 - Position Hierarchy	A folder containing Hierarchy Structure, ID, Name, Version, Description, and Position Name(s).		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position
Hierarchies - Department Hierarchy	A folder containing Hierarchy Structure, ID, Name, Version, Description, and Position Name(s).		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Department Trees
Bands - Age Band	A folder containing Age Band Name, Age Band Code, and Age Band Min and Max months.		
Bands - Length of Service Band	A folder containing Length of Service Name(s), Code, and Min and Max month values.		Not applicable (derived information)
Bands - Performance Band	A folder containing Performance Band Name, Code, and Band Min and Max values.		Navigator -> Workforce Management -> Person Management -> Tasks -> Career -> Manager Talent Profile
Bands - Potential Band	A folder containing Potential Band information pertaining to Band Code, Name, and Min and Max values.		
Bands - Performance Band (Nine Box)	A folder containing Performance Band (Nine Box) information pertaining to Band Code, Name, and Min and Max values.		

Worker Dimensions - Basic Information	A folder containing worker basic information such as Person Number, Full Name, and First and Last Names.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship
Worker Dimensions - Personal Information	A folder containing worker personal information such as Country of Birth, Date of Birth, Estimated Remaining Months, Impact of Loss data, Risk of Loss data, willingness to relocate, and expected departure reasons.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person
Worker Dimensions - Employment Information	A folder containing worker employment information such as Hire Date(s), Adjusted Service Date(s), Employee Contract Date(s), and Employee Last Worked Date(s).		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment; Manage Work Relationship
Worker Dimensions - Diversity	A folder containing worker diversity data such as ethnicity, gender, religion, disability, and veteran information.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person
Worker Dimensions - Citizenship	A folder containing worker citizenship information.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person
Worker Dimensions - Employment	A folder containing worker employment category name, description, assignment inactivity information, worker status, assignment, salary, and employee category data.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship
Worker 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.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
Worker Dimensions - Pay Grade	A folder containing worker pay grade data such as pay grade type, name, description, market averages, local currency code, pay grade min, mid, and max amounts, and their associated legislation code and names.		

Worker Dimensions - Position	A folder containing Position Name, description, position status, type, hiring status, position flags, security clearance, and source position legislation name(s).		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
Worker Dimensions - Department	A folder containing department name and number.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
Worker Dimensions - Supervisor	A folder containing supervisor name and number.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
Worker Dimensions - Location	A folder containing location name, number, parent location, country, postal code, and location contact name and number.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment; Manage Work Relationship
Worker Dimensions - HR Business Unit	A folder containing HR Business Unit Name and Number.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
Worker Dimensions - Legal Entity	A folder containing Legal Entity Name and Number.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
Talent Profile Dimensions - Talent Content	A folder containing Talent Content Item Code and Name.		
Talent Profile Dimensions - Required Talent Profile Type	A folder containing required and achieved Profile Type Code, Usage, and Name information.		
Talent Profile Dimensions - Talent Profile Employee Job	A folder containing Employee Job Name, Code, and Level information.		
Talent Profile Dimensions - Talent Profile Employee Position	A folder containing Talent Profile Employee Position Name, Code, and Number.		
Bands - Talent Band	A folder containing Age Bands, Length of Service Bands, Performance Bands, Potential Bands, and Performance Bands (Nine Box).		

Model Requirements Operational Attributes	A folder containing Model Requirements Attributes pertaining to Importance, Interest level, Min and Max weightings, Normalized Competency and Language Ratings and weightings, and criticality flags.		
Achievement Operational Attributes	A folder containing Achievement Operational Attributes such as completion dates, educators, expiration dates, grades, certification numbers and issue dates, major, positions, minors, competency and language ratings and weightings, school, graduation dates, reviewer data, license information, and so on.		
Achievement Operational Attributes - Achievement Attributes	A folder containing Achievement Attributes such as completion dates, educators, expiration dates, grades, certification numbers and issue dates, major, positions, minors, competency and language ratings and weightings, school, graduation dates, reviewer data, license information, and so on.		
Requirement Achievement Attributes	A folder containing required importance, interest level, min and max weights, normalized ratings and weights for competencies, languages, and criticality flag codes.		

Facts

Fact Folder Name	Description	Special Considerations
Model Requirements Facts	Number of content items, competencies, degrees, honors, languages, certifications, memberships, and other profile content items required for a Job or Position.	

Metric/Measure	Description/Meaning	Calculation – where applicable
# Required Content Items	Number of required content items for a job or position.	
# Required Competencies	Number of competencies required for a job or position.	

Metric/Measure	Description/Meaning	Calculation – where applicable
# Required Degrees	Number of degrees required for a job or position.	
# Required Honors	Number of honors required for a job or position.	
# Required Languages	Number of languages required for a job or position.	
# Required Certifications	Number of certifications required for a job or position.	
# Required Memberships	Number of memberships required for a job or position.	
# Required Other Content Items	Number of other profile content items required for a job or position.	

Fact Folder Name	Description	Special Considerations
Achievement Facts	This folder contains metrics pertaining to the assessment and evaluation of a worker's competencies, achievement attributes, language attributes, and potential rating score matches and gaps.	

Metric/Measure	Description/Meaning	Calculation – where applicable
# Competency Match	Number of employee competencies that match what is required for the employee's job or position.	
# Competency Match (Above Expectation)	Number of employee competencies that exceed the competency rating required for the employee's job or position.	
# Competency Match (As Expected)	Number of employee competencies that match the competency rating required for the employee's job or position.	
# Competency Match (Below Expectation)	Number of worker degrees that match what is required of the employee's job or position.	
# Degree Match	Number of worker degrees that match what is required of the employee's job or position.	
# Honors Match	Number of worker honors that match what is required of the employee's job or position.	
# Language Match	Number of worker languages that match what is required of the employee's job or position.	

Metric/Measure	Description/Meaning	Calculation – where applicable
# Language Match - Reading (Above Expectation)	Number of worker languages that have a reading level above what is required of the job or position.	
# Language Match - Reading (As Expected)	Number of worker languages that have a reading level that matches what is required of the job or position.	
# Language Match - Reading (Below Expected)	Number of worker languages that have reading level below what is required of the job or position.	
# Language Match - Speaking (Above Expectation)	Number of worker languages that have speaking level above what is required of the job or position.	
# Language Match - Speaking (As Expected)	Number of worker languages that have a speaking level that matches what is required of the job or position.	
# Language Match - Speaking (Below Expected)	Number of worker languages that have a speaking level below what is required of the job or position.	
# Language Match - Writing (Above Expectation)	Number of worker languages that have writing level above what is required of the job or position.	
# Language Match - Writing (As Expected)	Number of worker languages that have a writing level that matches what is required of the job or position	
# Language Match - Writing (Below Expected)	Number of worker languages that have writing level below what is required of the job or position.	
# Certifications Match	Number of worker certifications that match what is required of the job or position.	
# Membership Match	Number of worker memberships that match what is required of the job or position.	
# Other Content Items Match	Number of worker's other profile content items that match what is required of the job or position.	
# Competency Gap	Number of competencies that have a gap between what's required of the job or position and employees' competencies.	

Metric/Measure	Description/Meaning	Calculation – where applicable
# Degree Gap	Number of degrees that have a gap between what's required of the job or position and employees' degrees.	
# Honors Gap	Number of honors that have a gap between what's required of the job or position and employees' degrees.	
# Language Gap	Number of languages that have a gap between what's required of the job or position and employees' languages.	
# Membership Gap	Number of memberships that have a gap between what's required of the job or position and employees' memberships.	
# Certifications Gap	Number of certifications that have a gap between what's required of the job or position and employees' certifications.	
# Other Content Items Gap	Number of other profile content items that have a gap between what's required of the job or position and employees.	
# Mandatory Competency Match	Number of employee mandatory competencies that match what's required of the job or position.	
# Mandatory Degree Match	Number of employee mandatory degrees that match what's required of the job or position.	
# Mandatory Honors Match	Number of employee mandatory honors that match what's required of the job or position	
# Mandatory Language Match	Number of employee mandatory languages that match what's required of the job or position.	
# Mandatory Certifications Match	Number of employee mandatory certifications that match what's required of the job or position.	
# Mandatory Membership Match	Number of employee mandatory memberships that match what's required of the job or position.	
# Mandatory Other Content Items Match	Number of mandatory other profile content items that match what's required of the job or position.	
# Critical Competency Match	Number of employee critical competencies that match what's required of the job or position.	

Metric/Measure	Description/Meaning	Calculation – where applicable
# Critical Degree Match	Number of employee critical degrees that match what's required of the job or position.	
# Critical Honors Match	Number of employee critical honors that match what's required of the job or position.	
# Critical Language Match	Number of employee critical languages that match what's required of the job or position.	
# Critical Certifications Match	Number of employee critical certifications that match what's required of the job or position.	
# Critical Membership Match	Number of employee critical memberships that match what's required of the job or position.	
# Critical Other Content Items Match	Number of critical other profile content items that match what's required of the job or position.	
# Critical Competency Gap	Number of critical competencies that have a gap between what's required of the job or position and employees' competencies.	
# Critical Degree Gap	Number of critical degrees that have a gap between what's required of the job or position and employees.	
# Critical Honors Gap	Number of critical honors that have a gap between what's required of the job or position and employees.	
# Critical Language Gap	Number of critical languages that have a gap between what's required of the job or position and employees.	
# Critical Certifications Gap	Number of critical certifications that have a gap between what's required of the job or position and employees.	
# Critical Membership Gap	Number of critical memberships that have a gap between what's required of the job or position and employees.	
# Critical Other Content Items Gap	Number of critical other profile content items that have a gap between what's required of the job or position and employees.	
% Competency Matches	Percentage of worker competencies that match what is required of the job or position.	$\% \text{ Competency Match} = \text{Base Input} / (\# \text{ Competency Requirements} * 100) * 100$

Metric/Measure	Description/Meaning	Calculation – where applicable
% Degree Matches	Percentage of worker degrees that match what is required of the job or position.	$\% \text{ Degree Match} = \text{Base Input} / (\# \text{ Degree Requirement}) * 100$
% Honors Matches	Percentage of worker honors that match what is required of the job or position.	$\% \text{ Honors Match} = \text{Base Input} / (\# \text{ Honors Requirement}) * 100$
% Language Matches	Percentage of worker languages that match what is required of the job or position.	$\% \text{ Language Match} = \text{Base Input} / (\# \text{ Language Requirement}) * 100$
% Certifications Matches	Percentage of worker certifications that match what is required of the job or position.	$\% \text{ Certifications Match} = \text{Base Input} / (\# \text{ Certification Requirement}) * 100$
% Membership Matches	Percentage of worker memberships that match what is required of the job or position.	$\% \text{ Membership Match} = \text{Base Input} / (\# \text{ Membership Requirement}) * 100$
% Other Matches	Percentage of worker other profile content items that match what is required of the job or position.	$\% \text{ Other Content Items Match} = \text{Base Input} / (\# \text{ Other Content Type Requirement}) * 100$
% Competency Match - Weighted	Percentage of weighted worker competency matches.	$\# \text{ Competency Match} - \text{Weighted} / (\# \text{ Competency Requirements} - \text{Weighted}) * 100$
% Degree Match - Weighted	Percentage of weighted Degree matches.	$\# \text{ Degree Match} - \text{Weighted} / (\# \text{ Degree Requirement} - \text{Weighted}) * 100$
% Honors Match - Weighted	Percentage of weighted Honors matches.	$\# \text{ Honors Match} - \text{Weighted} / (\# \text{ Honors Requirement} - \text{Weighted}) * 100$
% Language Match - Weighted	Percentage of weighted Language matches.	$\# \text{ Language Match} - \text{Weighted} / (\# \text{ Language Requirement} - \text{Weighted}) * 100$
% Certifications Match - Weighted	Percentage of weighted Certifications matches.	$\# \text{ Certifications Match} - \text{Weighted} / (\# \text{ Certification Requirement} - \text{Weighted}) * 100$
% Membership Match - Weighted	Percentage of weighted Membership matches.	$\# \text{ Membership Match} - \text{Weighted} / (\# \text{ Membership Requirement} - \text{Weighted}) * 100$
% Others Match - Weighted	Percentage of weighted Others Content Item matches.	$\# \text{ Other Match} - \text{Weighted} / (\# \text{ Other Content Type Requirement} - \text{Weighted}) * 100$
# Talent Content Items Gap	Number of employee profile content items that have a gap to what is required of the job or position. This metric applies to all profile content items.	

Metric/Measure	Description/Meaning	Calculation – where applicable
# Talent Content Item Match	Number of profile content items that match what is required of the job or position. This metric applies to all profile content items.	
Person Normalized Rating		
Model Normalized Rating (Achieved)		
Model Competency Normalized Rating	Competency rating normalized to a common numeric model. If one rating model is used in the source HR system, the normalized rating is the same as the source rating.	
Model Reading Proficiency Normalized Rating	Reading proficiency level normalized to a common numeric model. If one rating model is used in the source HR system, the normalized rating is the same as the source rating.	
Person Competency Normalized Rating	Worker competency rating normalized to a common numeric model. If one rating model is used in the source HR system, the normalized rating is the same as the source rating.	
Person Reading Proficiency Normalized Rating	Person reading proficiency rating normalized to a common numeric model. If one rating model is used in the source HR system, the normalized rating is the same as the source rating.	
% Language Reading Match	Percentage of worker languages that reading level matches what is required of the job or position.	Person Reading Proficiency Normalized Rating / (Model Reading Proficiency Normalized Rating * 100)
Model Speaking Proficiency Normalized Rating	Normalized speaking proficiency required for a job or position.	
Person Speaking Proficiency Normalized Rating	Normalized speaking proficiency of a worker.	
% Language Speaking Match	Percentage of worker languages that speaking level matches what is required of the job or position.	Person Speaking Proficiency Normalized Rating / (Model Speaking Proficiency Normalized Rating * 100)
Model Writing Proficiency Normalized Rating	Normalized writing proficiency required for a job or position.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Person Writing Proficiency Normalized Rating	Normalized writing proficiency required of a worker.	
% Language Writing Match	Percentage of worker languages that writing level matches what is required of the job or position.	Person Writing Proficiency Normalized Rating / (Model Writing Proficiency Normalized Rating" * 100)
Normalized Potential Rating	Worker potential rating that is normalized to a common numeric rating model. If one rating model is used in the source HR system, the normalized rating is the same as the source rating.	
Headcount	Headcount of all workforce including contractors, part time and full time (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 or full time 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.	
Headcount (Talent Profile)	Headcount of workers that have job profiles defined.	
% Overall Match	Percentage of overall employee matches.	(% Competency Matches + % Degree Matches" + % Honors Matches + % Language Matches + % Certifications Matches + % Membership Matches + % Other Matches) / Overall Division Factor - Base Input
% Overall Match - Weighted	Percentage of overall employee matches, which are weighted.	(% Competency Match - Weighted + % Degree Match - Weighted + % Honors Match - Weighted + % Language Match - Weighted" + % Certifications Match - Weighted" + % Membership Match - Weighted" + % Others Match - Weighted") / Overall Division Factor - Base Input

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