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

Human Resources – Workforce Deployment Subject Area

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Contents

Human Resources – Workforce Deployment Subject Area

Description
Workforce Deployment provides trending and analysis for all major areas of the workforce, including worker demographics, performance, contingent labor usage, and compensation. Workforce Deployment supports historical trend analysis for workforce events such as hires, headcount changes, promotions, transfers, and terminations.

Key Business Questions
- What is the composition of the workforce by worker type, salary basis, demographics, geography, and organization? How has the composition changed over time?
- Who are the top performers? Are we aligning employee performance with pay? Are we at risk of losing top performers?
- How are our leaders performing? Are we losing disproportionate numbers of employees in specific organizations? Are we losing key leaders?
- Are employees showing performance improvements? In what organizations?
- What are the most active organizations and geographies for hiring? How well do new hires perform?
- How long are employees remaining in their job?
- For what reasons are employees leaving? How does compensation or time since last pay increase/promotion relate to employee attrition?

Job Roles
- Human Resources VP
- Human Resources Line Manager
- Recruiting VP
- BI Content Administrator

BI duty Roles
- Workforce Deployment 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.		
	Enterprise Calendar	A folder containing enterprise calendar period. Enterprise Calendar is a configurable reporting calendar that can be mapped to either a fiscal calendar or a calendar generated in the warehouse. Enterprise Calendar enables cross functional reporting between HR, Finance, or other analytical subject areas.		
	Fiscal Calendar	A folder containing information about fiscal calendar , for example, fiscal year, fiscal quarter, and fiscal period		
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	Compa-ratio range bands 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
	Performance Band (Previous)	A folder containing the normalized performance band attributes including performance bands and band ranges for the previous performance rating.		
	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 Person; 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

	Job (Previous)	A folder containing job attributes for analyzing previous job information at the time of an assignment change event.		
	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 (Previous)	A folder containing pay grade attributes for analyzing previous pay grade at the time of an assignment change event.		
	Pay Grade Extensible Attributes	A folder containing pay grade flexfields.		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 salaried, and security clearance.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Position (Previous)	A folder containing HR position attributes for analyzing previous position at the time of assignment change event.		
	Position Extensible Attributes	A folder containing information about HR position attributes including position hiring status, full-time status, hourly or salaried, 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
	Department Extensible Attributes	A folder containing department flexfields.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Department (Previous)	A folder containing attributes for the previous department dimension for analyzing the previous department at the time of an assignment event.		

	Supervisor	A folder containing Supervisor attributes.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Supervisor (Previous)	Previous Supervisor is a logical replica of the supervisor dimension. It enables you to analyze previous supervisor at the time of job assignment change.		
	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; Manage Work Relationship
	Location (Previous)	A folder containing work location address attributes that enable you to analyze previous work location at the time of a assignment change event.		
	Employee	A folder containing Employee Number and Name; this is used to join with non-HR subject areas.		
	HR Business Unit	A folder containing HR Business Unit dimension attributes.		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.		
	Cost Center	A folder containing cost center information.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment

	Recruitment Source	A folder containing information about recruitment source and source type.		Not Applicable
Currency				
Workforce Event Type		A folder containing HR Event dimension attributes including Event Group, Sub Group, Source Event Reason and various assignment change flags.	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 - Workforce Deployment	A master folder containing core workforce metrics including headcount, turnover and assignment change events, supervisor span of control, performance, and length of service.	

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

Metric/Measure	Description/Meaning	Calculation – where applicable
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 the number of employees in a certain dimension. You can filter for contractors, part time, or full time through the Employment Category Description Field. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the 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. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the 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. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code ='A' and Worker Type = 'Employee'
Average Employee Headcount	Average employee headcount for the last 12-months.	(Employee Headcount + Employee Headcount YAGO) / 2
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.	Employee Headcount / Active Headcount
Contingent Worker Headcount	Headcount of active contingent workers; contingent workers are modeled in the employment dimension. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the 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

Metric/Measure	Description/Meaning	Calculation – where applicable
Full-Time Employee Headcount	Number of active full time employees (excludes part time employees and contingent workers). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	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, and so on). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	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
Contractors Headcount	Number of active contractors; contactors are a sub-category of contingent workers and are modeled in the employment dimension. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code='A' and Full_Time_Flag ='Y' and Worker Type = 'Contingent Contractor'
Contractor Ratio	Ratio of active contractors to active workforce.	Contractor Headcount / Active Headcount
Contingent Agency/Temp Headcount	Total headcount of Contingent Agency/Temporary staff. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code='A' and Full_Time_Flag ='Y' and Worker Type = 'Contingent Temp'
Contingent College Intern Headcount	Total headcount of Contingent College Intern staff. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code='A' and Full_Time_Flag ='Y' and Worker Type = 'Contingent Intern'
Manager Headcount	Number of active employees that are flagged as managers in employment organization code (excludes contractors and temporary employees). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code='A' and Manager Role Indicator =1
Supervisor Headcount	Number of active full-time employees that are flagged as supervisors (excludes contractors and temporary employees). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code='A' and Supervisor Indicator =1
Non-Supervisor Headcount	Number of active full-time employees that are NOT flagged as supervisors (excludes contractors and temporary employees). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code='A' and Supervisor Indicator =0

Metric/Measure	Description/Meaning	Calculation – where applicable
Supervisor Employee Headcount Ratio	Ratio of supervisors to all employees. This provides a total of 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
FTE	Full-time equivalent of active employees (includes contractors and temporary employees). This excludes employees on leave. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Full-time equivalent where Active_Inactive_Code ='A'
FTE (Employee)	Full-time equivalent of active employees, employees are modeled in the employment dimension. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Full-time equivalent where Active_Inactive_Code ='A' and Worker Type = 'Employee'
FTE (Contingent)	Full-time equivalent of active contingent workers, contingent workers are modeled in the employment dimension. With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is sum.	Headcount where Active_Inactive_Code ='A' and Worker Type = 'Contingent'
Compa-ratio	Employee compa-ratio based on pay grade mid-range amount and worker annual base salary.	Pay Grade Mid Yearly Amount / Total Annual Base Salary Year * 100
Pay Grade Mid Yearly Amount	Pay grade mid-range amount (annualized).	
Age (Years)	Worker age in years as of the selected Time parameter. Aggregation rule is sum.	Age In Months / 12

Sub-folder Name	Description	Special Considerations
Workforce Deployment YAGO Facts	A folder containing metrics on headcount a year ago and percentage change compared to a year ago.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Headcount YAGO	Headcount a year ago.	AGO(Headcount, Core."Date"."Year", 1)
% Change Headcount YAGO	Percent change in headcount from the current period to a year ago.	(Headcount – Headcount YAGO)/ Headcount YAGO
Active Headcount YAGO	Active Headcount a year ago.	AGO(Active Headcount, Core."Date"."Year", 1)
% Change Active Headcount YAGO	Percent change in active headcount from the current period to a year ago.	(Active Headcount – Active Headcount YAGO)/ Active Headcount YAGO
Employee Headcount YAGO	Employee Headcount a year ago.	AGO(Employee Headcount, Core."Date"."Year", 1)
% Change Employee Headcount YAGO	Percent change in employee headcount from the current period to a year ago.	(Employee Headcount – Employee Headcount YAGO)/ Employee Headcount YAGO
Contingent Worker Headcount YAGO	Contingent Worker Headcount a year ago.	AGO(Contingent Worker Headcount, Core."Date"."Year", 1)
% Change Contingent Worker Headcount YAGO	Percent change in contingent headcount from the current period to a year ago.	(Contingent Worker Headcount – Contingent Worker Headcount YAGO)/ Contingent Worker Headcount YAGO

Sub-folder Name	Description	Special Considerations
Workforce Deployment Fact Indicators	A folder containing supervisor and manager role indicators to use with assignment event facts.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Supervisor Indicator	Flag indicating whether the fact record is a supervisor (0/1) as of the fact record snapshot date.	
Manager Role Indicator	Flag indicating whether an employee is a manager; a manager may or may not supervise employees.	

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

Metric/Measure	Description/Meaning	Calculation – where applicable
Termination Count	Count of employee terminations and contingent worker placement ends.	Count of Termination Events
Employee Termination Count	Count 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'
Dissatisfied Termination Count	Number of employees who were dissatisfied with the organization when they voluntarily terminated.	Termination Event Count where Worker Type = 'Employee' and Event Sub Group = 'TERM_VOLUNTARY' and Event Code =' TERM_VOLUNTARY_DISSATISFIED'
Dissatisfied Termination Ratio	Ratio of the number of employees that were dissatisfied with the organization when they voluntarily terminated to the number of employees who voluntarily terminated.	Dissatisfied Termination Count / Employee Voluntary Termination Count
Contingent Worker Placement End Count	Count of contingent worker placement ends.	Termination Event Count where Worker Type = 'Contingent'
Employee Turnover Rate %	Employee turnover rate for the period.	Employee Termination Count/ Average Employee Headcount
Employee Voluntary Turnover Rate %	Ratio of voluntary employee terminations to average employee headcount.	Total Voluntary Employee Terminations / Average Employee Headcount
Employee Involuntary Turnover Rate %	Ratio of involuntary employee terminations to average employee headcount.	Employee Voluntary Termination Count/ 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
Employee Quick Termination Count	Termination within 365 days of being hired; the days variable can be customer configured.	Termination Count where TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Event .LAST_HIRE_DT, Fact_W_WRKFC_EVT_MONTH_F_Event .EVENT_JOIN_DT) < value ('HR Quick Termination Days') (default = 365 days)
Hire Count	Number of hires (including re-hire) events of all workforce assignments (includes employee hires and contingent worker placement starts).	Hire Event Count
Hire No Show Count	Termination date is the same as the last hire date, for a Termination Event.	Termination Count where TIMESTAMPDIFF(SQL_TSI_DAY ,Fact_W_WRKFC_EVT_MONTH_F_Even t.LAST_HIRE_DT, Fact_W_WRKFC_EVT_MONTH_F_Event .EVENT_JOIN_DT) = 0
Employee Hire Count	Number of employee hires.	Hire Event Count where Worker Type = 'Employee'
Employee Quick Rehire Count	Number of employees whose most recent hire date is within 12 months of the last termination date, also known as employees rehired within 12 months of termination.	HIRE_EVENT_IND = 1 AND EMP_IND = 1 AND TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Event .LAST_TERM_DT, LAST_HIRE_DT) < VALUEOF("HR Quick Rehire Days")
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.	
Transfer Count	Number of Transfer Events (configured during the implementation process against the Workforce Event dimension).	Event Count where Transfer Flag ='Y'
Employee Event Count	Number of Employee events (for consistency as a sub-grouping of Event Count).	Count of Employee Events (EMP_IND)
Contingent Worker Event Count	Number of Contingent Worker events; parallel to Employee Event Count (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)

Metric/Measure	Description/Meaning	Calculation – where applicable
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)
Supervisor Hire Count	Number people who are hired and are supervisors of others on hire date.	SUPERVISOR_IND* HIRE_EVENT_IND
Supervisor Termination Count	Number of supervisor - employee terminations or contingent worker placement ends .	SUPERVISOR_IND * TERM_EVENT_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.	
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 multiple 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 have 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.	
Employee Event - 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).	
Retiree Count	Number of employees who retired from the company.	Termination Count where Event Code = 'TERM_VOLUNTARY_RETIR'
Event Compa-ratio		Pay Grade Mid Yearly Amount / Total Annual Base Salary Year * 100
Last Active Day Count	Number of employee terminations and contingent worker placement ends based on last working day.	

Sub-folder Name	Description	Special Considerations
Workforce Event YAGO Facts	A folder containing a selected group of year-ago event-based metrics such as promotions, hires, and terminations from a year ago.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Promotion Count YAGO	Number of the promotion events in the selected time period (a year ago).	AGO(Promotion Count, Core."Date"."Year", 1)
Event Headcount YAGO	Workforce Headcount (year ago) 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	Number of hires (including re-hire) events of all workforce assignments (includes employee hires and contingent worker placement starts) for a year ago.	AGO(Hire Count, Core."Date"."Year", 1)
Employee Termination Count YAGO	Number of employee terminations (year ago).	AGO(Employee Termination Count, Core."Date"."Year", 1)
Employee Voluntary Termination Count YAGO	Number of employees who terminated voluntarily a year ago. 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 (a year ago) 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 (from a year ago). 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
Workface Event Fact Indicators	For expert/advanced users only. These indicators can be used as filters or to build derived measures in Answers. The default Aggregation Rule is SUM.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Event - Supervisor Indicator	Indicates whether the fact record is a supervisor (0/1) as of the fact record event date.	
Event - Manager Role Indicator	Indicates (0/1) whether the person in the event is in a Manager Role at the time of the event.	

Sub-folder Name	Description	Special Considerations
Span of Control Facts	A folder containing span of control metrics that can be used to analyze organization depth and structure.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Supervisor Span of Control	Number of active headcount per supervisor.	Active Head Count / Supervisor Count
Supervisor Span of Control (Contingent)	Number of contingent worker headcount per supervisor.	Contingent Worker Count / Supervisor Count
Supervisor Span of Control (Employee)	Number of employee headcount per supervisor.	Employee Count / Supervisor Count

Sub-folder Name	Description	Special Considerations
Workforce Time in Service Facts	A folder containing metrics on length of service, time in job, grade, position, and location.	

Metric/Measure	Description/Meaning	Calculation – where applicable
Length of Service (Years)	Number of years (decimal) the employee has been active at the enterprise (also known as the employee's tenure measured in years). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is average.	Length of Service (Days) * *VALUEOF("HR_DAYS_TO_YEARS_FACTOR")*
Length of Service (Months)	Number of months the employee has been active at the enterprise (also known as the employee's tenure measured in months). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the Aggregation Rule is average.	Length of Service (Days) * *VALUEOF("HR_DAYS_TO_MONTHS_FACTOR")*
Average Length of Service (Years)	Length of Service (Years) / Employee Headcount.	Length of Service (Years) / Employee Headcount
Period of Placement (Months)	Number of months the contingent worker has been active at the enterprise (also known as the contingent worker's tenure measured in months). With the Time dimension, the Aggregation Rule is the last value. With all other dimensions, the 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)	Average contingent worker placement (months) for contingent workers.	Period of Placement (months) / Contingent Worker Headcount
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)

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_Snaps hot.JOB_ENTRY_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT"))* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.JOB_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)
Time in Grade (Days)	Time spent in grade, in days, relative to the selected time period end date.	CASE WHEN *VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT")* < Dim_W_YEAR_D.CAL_YEAR_END_DT THEN TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.GRD_ENTRY_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT")* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.GRD_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)
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_Snaps hot.POS_ENTRY_DT, *VALUEOF(NQ_SESSION."HR_WRKFC_M AX_EFFECTIVE_DT")* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.POS_ENTRY_DT,Dim_W_YEAR_D.C AL_YEAR_END_DT)
Time in Location (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_Snaps hot.LOC_ENTRY_DT, *VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT"))* ELSE TIMESTAMPDIFF(SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.LOC_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)

Sub-folder Name	Description	Special Considerations
Workforce Time in Service YAGO	A folder containing metrics on length of service for a year ago.	

Facts		

Metric/Measure	Description/Meaning	Calculation – where applicable
Length of Service (Years) YAGO	Length of Service (Years) a Year Ago.	If "Length of Service (Years)" > 1 THEN "Length of Service (Years)" - 1 ELSE 0 END
Average Length of Service (Years) YAGO	Average length of service as of one year ago.	If Employee Headcount YAGO >0 then Length of Service (Years) YAGO / Employee Headcount YAGO
% Change Average Length of Service (Years) YAGO	Percent change in average length of service for the current period compared to one year ago.	(Average Length of Service (Years) - Average Length of Service (Years) YAGO) / Average Length of Service (Years) YAGO

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 the Employee dimension.	
Employee Performance Rating (Previous)	Previous normalized (percentage) performance rating; the aggregation level is the Employee dimension. This metric displays the prior performance rating assigned to the employee.	
Employee Performance Rating YAGO	Normalized (percentage) performance rating for a year ago; the aggregation level is the Employee dimension. This metric displays the performance rating assigned to the employee one year ago from the current period.	AGO(Employee Performance Rating, Core."Date"."Year", 1)
Performance Rating	Normalized (percentage) performance rating for the employee. The default aggregation level is the 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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