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

Human Resources – Workforce Deployment Subject Area

July 2015

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#### **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		
	Enterprise Calendar	hierarchy.  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		
	Fiscal Calendar	areas.  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. <b>Top Level Position Name</b> is the top level of the hierarchy whereas <b>Level 16</b> is the bottom level.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees

	D : :	The late we well to	14/h	Navianta a NAC 16
	Department	The hierarchy of	When using the	Navigator -> Workforce
	Hierarchy	departments within the	hierarchy attribute	Management -> Workforce
		organization. Use this	columns (labeled	Structures -> Tasks ->
		hierarchy for organization	Department	Department -> Manage
		structure reporting and	Hierarchy Level #),	Department Trees
		analysis. Department Top	you must filter the	
		Hierarchy Name is the top	analysis by	
		of the hierarchy whereas	Hierarchy Name	
		Department Hierarchy 1	and Hierarchy	
		Name is the bottom level	Version to ensure	
			accurate results.	
Bands		Contains folders that		
		segment key dimensions		
		into bands for simplified		
	A D d	analysis.		Nick continuing for the street
	Age Band	A folder containing		Not applicable (derived
		information about a		information)
		worker's age band.		Not conficeble ( )
	Compa-ratio	Compa-ratio range bands		Not applicable (derived
	Band	analyze employee compa-		information)
	Df-	ratio distribution.		
	Performance	A folder containing the		Navigator -> Workforce
	Band	normalized performance		Management -> Person
		band attributes including		Management -> Tasks ->
		performance bands and		Career -> Manager Talent
		band ranges.		Profile
	Performance	A folder containing the		
		A folder containing the		
	Band	normalized performance		
	(Previous)	band attributes including		
		performance bands and		
		band ranges for the previous performance rating.		
	Length of			Not applicable (derived
	Service Band	A folder containing Length of Service Band dimension		information)
	Service Bariu	attributes including bands		Information
		_		
	Period of	and band range.  A folder containing Period of		Not applicable (derived
	Placement	Placement Band for		information)
	Band	contingent workers		
	Dallu	including bands and band		
		range.		
Worker	+	A folder containing		
Dimensions		attributes about workers'		
PILITETISIONS		personal information,		
		assignment, diversity,		
		citizenship, location,		
	Basic	position, job, and pay grade.  A folder containing workers'		Navigator -> Workforce
				_
	Information	basic information including		Management -> Person
		identification number,		Management -> Tasks ->
		names, and assignment		Personal and Employment ->
		types.		Manage Person; Manage
				Employment; Manage Work
				Relationship

Assignment	A folder containing	Navigator -> Workforce
Extensible	assignment flexfields.	Management -> Person
Attributes		Management -> Tasks ->
		Personal and Employment ->
		Manage Employment
Personal	A folder containing workers'	Navigator -> Workforce
Information	personal information such as	Management -> Person
	marital status, birth date,	Management -> Tasks ->
	and birth country.	Personal and Employment ->
	-	Manage Person
Personal	A folder containing person	Navigator -> Workforce
Extensible	flexfields.	Management -> Person
Attributes		Management -> Tasks ->
		Personal and Employment ->
		Manage Person
Employment	A folder containing workers'	Navigator -> Workforce
Information	employment information	Management -> Person
inionnation		Management -> Tasks ->
	including hire, service dates,	
	contract start/end dates,	Personal and Employment ->
	and performance rating.	Manage Employment;
		Manage Work Relationship
Diversity	A folder containing worker's	Navigator -> Workforce
	diversity information	Management -> Person
	including ethnicity, gender,	Management -> Tasks ->
	religion, and disability	Personal and Employment ->
	status.	Manage Person
Citizenship	A folder containing workers'	Navigator -> Workforce
	citizenship information.	Management -> Person
		Management -> Tasks ->
		Personal and Employment ->
		Manage Person
Education	A folder containing	Navigator -> Workforce
	information on workers'	Management -> Person
	highest education level.	Management -> Tasks ->
		Personal and Employment ->
		Manage Person
Employment	A folder containing	Navigator -> Workforce
,,	information on workers'	Management -> Person
	employment attributes.	Management -> Tasks ->
	cpioyinene attributes.	Personal and Employment ->
		Manage Person; Manage
		Employment; Manage Work
		Relationship
Job	A folder containing job	Navigator -> Workforce
100	dimension attributes	_
		Management -> Person
	including job, job family, job	Management -> Tasks ->
	function, and EEO job	Personal and Employment ->
	category for US regulatory	Manage Employment
	reporting.	
Job Extensible	A folder containing job	Navigator -> Workforce
Attributes	flexfields.	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	Navigator -> Workforce
', ' ' ' '	grade attributes including	Management -> Person
	pay grade range in both local	Management -> Tasks ->
	and reporting currency.	Personal and Employment ->
	and reporting currency.	Manage Employment
Pay Grade	A folder centaining nav	ivianage Employment
	A folder containing pay	
(Previous)	grade attributes for	
	analyzing previous pay grade	
	at the time of an assignment	
	change event.	
Pay Grade	A folder containing pay	Navigator -> Workforce
Extensible	grade flexfields.	Management -> Person
Attributes		Management -> Tasks ->
		Personal and Employment ->
		Manage Employment
Position	A folder containing	Navigator -> Workforce
	information about HR	Management -> Person
	position attributes including	Management -> Tasks ->
	position hiring status, full-	Personal and Employment ->
	time status, hourly or	Manage Employment
	salaried, and security	ivianage Employment
	clearance.	
Desition		
Position	A folder containing HR	
(Previous)	position attributes for	
	analyzing previous position	
	at the time of assignment	
	change event.	
Position	A folder containing	Navigator -> Workforce
Extensible	information about HR	Management -> Person
Attributes	position attributes including	Management -> Tasks ->
	position hiring status, full-	Personal and Employment ->
	time status, hourly or	Manage Employment
	salaried, and security	
	clearance.	
Department	A folder containing	Navigator -> Workforce
,	attributes for the	Management -> Person
	department to which the	Management -> Tasks ->
	employee is assigned.	Personal and Employment ->
		Manage Employment
Department	A folder containing	Navigator -> Workforce
Extensible	department flexfields.	Management -> Person
Attributes	department nexiteras.	Management -> Tasks ->
Attibutes		_
		Personal and Employment -> Manage Employment
Department	A folder containing	ivianage Linpioyinent
(Previous)	attributes for the previous	
(FIEVIOUS)	-	
	department dimension for	
	analyzing the previous	
	department at the time of	
	an assignment event.	

Supervisor	A folder containing	Navigator -> Workforco
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		A folder containing HR Event	Use the Event	Navigator -> Workforce
Туре		dimension attributes	Group, Event Sub	Management -> Person
		including Event Group, Sub	Group, and Source	Management -> Tasks ->
		Group, Source Event Reason	Event Types to	Personal and Employment ->
		and various assignment	report on	Manage Employment;
		change flags.	individual	Manage Work Relationship
			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.	

## **Facts**

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

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

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	Headcount where Active_Inactive_Code
	workforce (includes contractors and temporary	='A'
	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.	
Employee Headcount	Headcount of active employees (excludes	Headcount where Active_Inactive_Code
	contingent and temporary employees);	='A' and Worker Type = 'Employee'
	employees are modeled in the employment	
	dimension. With the Time dimension, the	
	Aggregation Rule is the last value. With all other	
	dimensions, the Aggregation Rule is sum.	
Average Employee	Average employee headcount for the last 12-	(Employee Headcount + Employee
Headcount	months.	Headcount YAGO) / 2
Employee Headcount	Ratio of employee headcount to all active	Employee Headcount / Active
Ratio	workforce headcount. The employee ratio	Headcount
	indicates the number of salaried employees to	
	the total workforce in the company.	
Contingent Worker	Headcount of active contingent workers;	Headcount where Active_Inactive_code
Headcount	contingent workers are modeled in the	='A' and Worker Type ='Contingent'
	employment dimension. With the Time	
	dimension, the Aggregation Rule is the last	
	value. With all other dimensions, the	
	Aggregation Rule is sum.	
Contingent Worker	Ratio of active contingent workers to active	Contingent Worker headcount / Active
Headcount Ratio	workforce.	headcount

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

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

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

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

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

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	Description	Special Considerations
Name		
Workforce	A folder containing workforce event metrics such as	
Event Facts	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	Count of Termination Events
	worker placement ends.	
Employee Termination	Count of employee terminations (excludes	Termination Event Count where Worker
Count	contingent worker placement endings); use with	Type = 'Employee'
	the Time dimension to restrict the reporting	
	period.	
Employee Voluntary	Number of employees who terminated	Termination Event Count where Worker
Termination Count	voluntarily. This metric allows management to	Type = 'Employee' and Event Sub Group
	determine how many of its employees	= 'TERM_VOLUNTARY'
	terminated for voluntary reasons, such as	
	marriage, relocation, or dissatisfaction. Use	
	Event Reason and Event Category with this to	
	see termination reason.	
Employee Involuntary	Number of involuntary terminations for all	Termination Event Count where Worker
Termination Count	employees. The Aggregation Rule is sum with all	Type = 'Employee' and Event Sub Group
	dimensions.	= 'TERM_INVOLUNTARY'
Dissatisfied	Number of employees who were dissatisfied	Termination Event Count where Worker
Termination Count	with the organization when they voluntarily	Type = 'Employee' and Event Sub Group
	terminated.	= 'TERM_VOLUNTARY' and Event Code
		=' TERM_VOLUNTARY_DISSATISFIED'
Dissatisfied	Ratio of the number of employees that were	Dissatisfied Termination Count /
Termination Ratio	dissatisfied with the organization when they	Employee Voluntary Termination Count
	voluntarily terminated to the number of	
	employees who voluntarily terminated.	
Contingent Worker	Count of contingent worker placement ends.	Termination Event Count where Worker
Placement End Count		Type = 'Contingent'
Employee Turnover	Employee turnover rate for the period.	Employee Termination Count/ Average
Rate %		Employee Headcount
Employee Voluntary	Ratio of voluntary employee terminations to	Total Voluntary Employee Terminations
Turnover Rate %	average employee headcount.	/ Average Employee Headcount
Employee Involuntary	Ratio of involuntary employee terminations to	Employee Voluntary Termination
Turnover Rate %	average employee headcount.	Count/ Average Employee Headcount

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee Voluntary	Ratio of employees who were terminated	Employee Voluntary Termination Count
Termination Ratio	voluntarily to total employee terminations. This	/ Employee Termination Count
	metric allows management to determine how	
	many of its employees terminated for voluntary	
	reasons, such as marriage, relocation, or	
	dissatisfaction. Use Event Reason and Event	
	Category with this to see termination reason.	
Employee Involuntary	Ratio of employees who were terminated	Employee Involuntary Termination
Termination Ratio	involuntarily to total employee terminations.	Count / Employee Termination Count
Employee Quick	Termination within 365 days of being hired; the	Termination Count where
Termination Count	days variable can be customer configured.	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
Him Count	Number of black (to death of all	Termination Days') (default = 365 days)
Hire Count	Number of hires (including re-hire) events of all	Hire Event Count
	workforce assignments (includes employee hires	
Hire No Show Count	and contingent worker placement starts).  Termination date is the same as the last hire	Tormination Count whore
nire No Show Count	date, for a Termination Event.	Termination Count where TIMESTAMPDIFF( SQL_TSI_DAY
	date, for a reminiation Event.	,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 =
2p.o,co	Trainiser or employee miles.	'Employee'
Employee Quick	Number of employees whose most recent hire	HIRE_EVENT_IND = 1 AND EMP_IND = 1
Rehire Count	date is within 12 months of the last termination	AND TIMESTAMPDIFF( SQL_TSI_DAY ,
	date, also known as employees rehired within 12	Fact_W_WRKFC_EVT_MONTH_F_Event
	months of termination.	.LAST_TERM_DT, LAST_HIRE_DT) <
		VALUEOF("HR Quick Rehire Days")
Contingent Worker	Number of Contingent Worker Placement Starts.	Count of Hire Event where Worker Type
Placement Start Count		= 'Contingent'
Promotion Count	Number of the promotion events in the selected	Count of Promotion Event
	time period.	2 1 2 1 2
Promotion Ratio	Ratio of employees who received a promotion	Promotion Count / Employee Count
	against total headcount during the chosen	
	period. The Promotions Ratio metric can be used	
	to identify where in the organization the most	
	promotional opportunities exist, and where they	
Event Count	need to be developed to retain skilled workers.  Number of job assignment or personnel action	
LVEIIL COUIIL	events.	
Transfer Count	Number of Transfer Events (configured during	Event Count where Transfer Flag ='Y'
and count	the implementation process against the	2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2
	Workforce Event dimension).	
Employee Event Count	Number of Employee events (for consistency as	Count of Employee Events (EMP_IND)
p.0,00 270110 000110	a sub-grouping of Event Count).	
Contingent Worker	Number of Contingent Worker events; parallel	Count of Contingent Events (CWK_IND)
Event Count	to Employee Event Count (for consistency as a	] , _ , ,
	sub-grouping of Event Count).	
Department Change	Number of organization or dept change events.	Count of Org Change
Count		Events(ORG_CHANGE_IND)
Job Change Count	Number of job change events.	Count of Job Change Events
		(JOB_CHANGE_IND)

Metric/Measure	Description/Meaning	Calculation – where applicable
HR Position Change	Number of position change events.	Count of Position Change Events
Count		(POS_CHANGE_IND)
Grade Change Count	Number of pay grade change events.	Count of Grade Change Events
_		(GRD_CHANGE_IND)
Location Change	Number of location change events.	Count of Location Change Events
Count		(LOC_CHANGE_IND)
Supervisor Change	Number of supervisor change events.	Count of Supervisor Change Events
Count		(SUP CHANGE IND)
Supervisor Hire Count	Number people who are hired and are	SUPERVISOR_IND* HIRE_EVENT_IND
	supervisors of others on hire date.	
Supervisor	Number of supervisor - employee terminations	SUPERVISOR IND * TERM EVENT IND
Termination Count	or contingent worker placement ends .	
Performance Rating	Number of performance rating change events.	Count of Performance Rating Change
Change Count		Events (PFRT_CHANGE_IND)
Salary Change Count	Number of salary change events.	Count of Salary Change Events
, 0	,	(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 -	Number of headcount associated with a	TERM EVENT IND * HEADCOUNT
Termination	termination event, which can be either an	where Worker Type = 'Employee'
Headcount	employee termination or the end of a	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	contingent worker placement. This is the	
	Termination Indicator multiple by the	
	Terminated Persons headcount.	
Contingent Worker	Number of contingent workers whose	TERM EVENT IND * HEADCOUNT
Event - Placement End	placement have ended in a time period. The	where Worker Type = 'Contingent'
Headcount	number of contingent worker placement ends in	,,
	the period multiplied by the Headcount of the	
	worker ended.	
Employee Event -	Person's Performance rating as of the	
Performance Rating	Event/Date being reported. This metric is used	
ŭ	when employees' performance ratings need to	
	be reported along with event.	
Employee Event -	Number of years (decimal) that the employee	
Length of Service	has been active at the enterprise (also known as	
(Years)	the employee's tenure measured in years).	
Retiree Count	Number of employees who retired from the	Termination Count where Event Code =
	company.	'TERM VOLUNTARY RETIR'
Event Compa-ratio		Pay Grade Mid Yearly Amount / Total
F		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	Description	Special Considerations
Name		
Workforce	A folder containing a selected group of year-ago	
Event YAGO	event-based metrics such as promotions, hires, and	
Facts	terminations from a year ago.	

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

Sub-folder	Description	Special Considerations
Name		
Workface Event	For expert/advanced users only. These indicators	
Fact 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	Indicates whether the fact record is a supervisor	
Indicator	(0/1) as of the fact record event date.	
Event - Manager Role	Indicates (0/1) whether the person in the event	
Indicator	is in a Manager Role at the time of the event.	

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

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

Sub-folder	Description	Special Considerations
Name		
Workforce Time	A folder containing metrics on length of service,	
in Service Facts	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_FACTO R")
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_FAC TOR")
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_Snaps hot.POW_START_DT,  VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT") ELSE TIMESTAMPDIFF(  SQL_TSI_MONTH, Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.POW_START_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)
Average Period of Placement (Months)	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_Snaps hot.ORG_ENTRY_DT, VALUEOF("HR_WRKFC_MAX_EFFECTIVE _DT") ELSE TIMESTAMPDIFF( SQL_TSI_DAY , Fact_W_WRKFC_EVT_MONTH_F_Snaps hot.ORG_ENTRY_DT, Dim_W_YEAR_D.CAL_YEAR_END_DT)

Metric/Measure	Description/Meaning	Calculation – where applicable
Time in Job (Days)	Time spent in job, in days, relative to the	CASE WHEN
	selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
	·	_DT") <
		Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF( SQL TSI DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.JOB_ENTRY_DT,
		VALUEOF("HR WRKFC MAX EFFECTIVE
		_DT")) ELSE TIMESTAMPDIFF(
		SQL_TSI_DAY,
		Fact W WRKFC EVT MONTH F Snaps
		hot.JOB ENTRY DT,
		Dim_W_YEAR_D.CAL_YEAR_END_DT)
Time in Grade (Days)	Time spent in grade, in days, relative to the	CASE WHEN
	selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		DT") <
		Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF( SQL_TSI_DAY ,
		Fact W WRKFC EVT MONTH F Snaps
		hot.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	CASE WHEN
	selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		_DT") <
		Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF( SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.POS_ENTRY_DT,
		VALUEOF(NQ_SESSION."HR_WRKFC_M
		AX_EFFECTIVE_DT") ELSE
		TIMESTAMPDIFF( SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.POS_ENTRY_DT,Dim_W_YEAR_D.C
		AL_YEAR_END_DT)
Time in Location	Time spent in location in days, relative to the	CASE WHEN
(Days)	selected time period end date.	VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		_DT") <
		Dim_W_YEAR_D.CAL_YEAR_END_DT
		THEN TIMESTAMPDIFF( SQL_TSI_DAY ,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.LOC_ENTRY_DT,
		VALUEOF("HR_WRKFC_MAX_EFFECTIVE
		_DT")) ELSE TIMESTAMPDIFF(
		SQL_TSI_DAY,
		Fact_W_WRKFC_EVT_MONTH_F_Snaps
		hot.LOC_ENTRY_DT,
		Dim_W_YEAR_D.CAL_YEAR_END_DT)

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

I racis	

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

Metric/Measure	Description/Meaning	Calculation – where applicable
Employee	Normalized (percentage) performance rating;	
Performance Rating	the aggregation level is the Employee	
	dimension.	
Employee	Previous normalized (percentage) performance	
Performance Rating	rating; the aggregation level is the Employee	
(Previous)	dimension. This metric displays the prior	
	performance rating assigned to the employee.	
Employee	Normalized (percentage) performance rating for	AGO(Employee Performance Rating,
Performance Rating	a year ago; the aggregation level is the	Core."Date"."Year", 1)
YAGO	Employee dimension. This metric displays the	
	performance rating assigned to the employee	
	one year ago from the current period.	
Performance Rating	Normalized (percentage) performance rating for	
	the employee. The default aggregation level is	
	the Performance Band dimension.	
Mean Performance	Average performance rating for all employees.	Total Performance Rating / Employee
Rating	Performance rating is typically given at the end	Headcount
	of period as part of a performance review	
	process.	

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