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

Human Resources – Workforce Effectiveness Subject Area

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Human Resources – Workforce Effectiveness Subject Area

Description

Workforce Effectiveness combines key metrics from General Ledger (GL) and Human Resources (to allow HR and senior executives to measure employee productivity and labor costs for industry benchmark. It measures employee contribution to revenue, gross margin, and labor cost structure for the enterprise. This subject area also correlates workforce financial metrics with key headcount and employee attrition metrics to show the workforce as the leading indicator to financial performance

This subject area expects revenue and workforce from General Ledger fact tables in Financial Analytics.

Key Business Questions

This subject area can be used to answer business questions such as:

- What is the revenue per employee?
- What is the gross margin contribution per employee?
- What is the total workforce cost? What is the average cost per employee?
- What is the contractor labor cost? What is the average cost per contingent worker?
- What is the employee benefit cost? What is the support cost?
- What is the supervisor percentage?
- What is the headcount and turnover trend?

Job Roles

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

- Human Resources VP
- BI Content Administrator

Duty Roles

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

- Workforce Effectiveness 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.		
	Legal Entity	A folder containing Legal Entity name and identifier.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment
	Cost Center	A folder containing Cost Center attributes.		

Facts

Fact Folder Name	Description	Special Considerations
Facts – Workforce Financial Facts	This folder contains total and average labor cost metrics commonly used in industry benchmark.	Revenue and cost measures are amounts posted to GL.

Metric	Description	Calculation
Average Cost per Active Workforce Headcount	Average labor cost per headcount including all worker types, for example, employees or contingent workers. This metric measures the average labor cost for the company. It provides a means of comparing company employee costs against industry benchmarks or previous fiscal periods.	Total Employee Cost / Active Headcount
Average Cost per Contingent Worker Active Headcount	Average contingent worker cost. This metric is often used as a benchmark to compare contingent labor cost with that of employee costs to assess labor cost savings and flexibility of labor structure.	Contingent Worker Cost / Contingent Worker Headcount

Metric	Description	Calculation
Average Cost per Employee Active Headcount	Average employee cost per employee. Total employee costs include employee benefit cost, payroll amount, and employee support cost posted to GL. This metric provides a comparative picture of the average per-employee employment cost when calculated against company geographical locations, business units, or any other organizational entity. This metric is often used in conjunction with headcount to provide a more accurate employee cost analysis.	Employee Cost/Employee Headcount
Contingent Worker Cost	Sum total of costs for all contract worker expenses including Contracting Expenses and Contractor Worker Support Costs posted to GL. This metric measures the total cost of contract workers NOT compensated by the company's own payroll.	Contracting Expenses + Employee Support Expenses * (Contingent Worker Headcount / Employee Headcount)
Contracting Expenses	This metric tracks all Contracting Expenses by rolling up appropriate GL Accounts.	GL Journals Posted Transaction Amount where Group Account Number ='CONT EXP'
Contribution per Workforce Headcount	This metric calculates contribution to gross margin per employee. This is a workforce productivity metric used in industry benchmark.	(Revenue - Cost of Goods Sold)/ Headcount
Cost of Goods Sold	This metric tracks all Cost of Goods Sold by rolling up appropriate GL Accounts.	GL Journals Posted Transaction Amount where Group Account Number = 'COGS'
Employee Benefits Related Expenses	This metric tracks all Employee Benefit Expenses posted to GL Accounts.	GL Journals Posted Transaction Amount where Group Account Number = 'EMP BENFT'
Employee Cost	Sum total of costs for all direct employees, including employee benefit cost, payroll amount, and employee support cost. This metric provides a comparative picture of direct employee costs when calculated against company geographical locations, business units, or any other organizational entity. This metric is often used in conjunction with headcount to provide a more accurate employee cost analysis.	Employee Benefits Related Expenses + Payroll Expenses + Employee Support Expenses * (Employee Headcount" / Active Headcount)
Employee Overtime Expenses	All Employee Overtime Expenses posted to GL.	GL Journals Posted Transaction Amount where Group Account Number = 'EMP OVERTIME'
Employee Support Expenses	All Employee Support Expenses posted to GL.	GL Journals Posted Transaction Amount where Group Account Number = 'EMP SUPP'

Metric	Description	Calculation
Other Operating Expenses	GL operating expenses for all activities except sales, marketing, and research and development.	General Admin and Other Payroll+ Employee Benefits Related Expenses + Employee Support Expenses + Contracting Expenses + Employee Overtime Expenses + Product Variance Expenses + + Depreciation Expenses + Miscellaneous Operating Expenses
Payroll Expenses	Sum total of all employee-related payroll expenses posted to GL including general payroll expenses, payroll expenses in sales, marketing, and research and development.	GL Journals Posted Transaction Amount" Where Group Account Number IN ('MKTG PAYROLL', 'SLS PAYROLL', 'R&D PAYROLL', 'GEN PAYROLL'))
Revenue	Total revenue posted to GL.	Revenue
Revenue Per Employee Headcount	Revenue amount divided by number of personnel at the end period date gives the revenue amount per employee. A key measure of employee productivity especially in industries such as software and professional services where employee headcount makes up the majority of costs.	Revenue/Employee Headcount
Total Employee Cost	Sum total of employee-related costs from GL including costs in benefits, payroll, employee support cost, and contracting expenses.	Employee Benefits Related Expenses + Payroll Expenses+ Employee Support Expenses + Contracting Expenses

Fact Folder Name	Description	Special Considerations
Facts – Headcount Facts	This folder contains headcount and attrition metrics from the Workforce Deployment subject. Metrics in this folder can be presented in combination with workforce financial metrics to show the correlation of workforce trends with financial performance.	

Metric	Description	Calculation
Employee Voluntary Termination Count	This metric determines the number of employees who terminated voluntarily. This metric allows management to determine how many of their employees terminated for voluntary reasons, such as marriage, relocation, or dissatisfaction. Use Event Reason and Event Category with this to see termination reason.	Total Termination Count where Event Sub Group= 'TERM_VOLUNTARY' AND Worker Type = 'EMPLOYEE'

Metric	Description	Calculation
Employee Involuntary Termination Count	Number of involuntary terminations for all employees. Aggregation rule is sum with all dimensions.	Total Termination Count where Event Sub Group= 'TERM_INVOLUNTARY' AND Worker Type = 'EMPLOYEE'
Dissatisfied Termination Count	This metric tracks the number of employees who were dissatisfied with the organization when they voluntarily terminated.	Total Termination Count where Event Sub Group= 'TERM_VOLUNTARY' and Event Code = 'TERM_VOLUNTARY_DISSATISFIED' and Worker Type = 'EMPLOYEE'
Hire Count	The number of hire (including re-hire) events of all workforce assignments (includes employee hires and contingent worker placement starts).	Total count of Hire events
Employee Hire Count	The number of employee hires.	Total count of Hire events where Worker Type = 'EMPLOYEE'
Contingent Worker Placement Start Count	The number of Contingent Worker Placement Starts.	Total count of Hire events where Worker Type = 'CONTINGENT'
Promotion Count	The number of the promotion events in the selected time period.	Total count of Promotion events
Active Headcount	The number of full time and part time active workforce (includes contractors and temporary employees). This excludes employees on leave. Aggregation rule is last value when used with Time dimension. With all other dimensions, aggregation rule is sum.	Total Headcount where Active Status ='Active'
Employee Headcount	The number of active employees; employees are modeled in the employment dimension. The Aggregation rule is the last value when used with Time dimension. With all other dimensions, aggregation rule is sum.	Total Headcount where Active Status ='Active' and Worker Type ='EMPLOYEE'
Contingent Worker Headcount	The number of active contingent workers; contingent workers are modeled in the employment dimension. Aggregation rule is last value when used with Time dimension. With all other dimensions, aggregation rule is sum.	Total Headcount where Active Status ='Active' and Worker Type ='CONTINGENT'
Manager Headcount	Number of active employees that are flagged as managers in the employment organization code (excludes contractors and temporary employees.) The Aggregation rule is last value when used with Time dimension. With all other dimensions, aggregation rule is sum.	Total Headcount where Active Status ='Active' and Manager Role Indicator = 1
Male Employee Headcount	Number of active male employees (excludes contractors and temporary employees.) The Aggregation rule is the last value when used with Time dimension. With all other dimensions, aggregation rule is sum. This can be used with EEO-1 Reports.	Total Headcount where Active Status ='Active' and Gender = 'Male'

Metric	Description	Calculation
Female Employee Headcount	Number of active female employees (excludes contractors and temporary employees.) The Aggregation rule is last value when used with Time dimension. With all other dimensions, aggregation rule is sum. This can be used with EEO-1 Reports.	Total Headcount where Active Status ='Active' and Gender = 'Female'
Temporary Employee Headcount	Temporary Employee Headcount; defined as part of the domain Value configuration.	Total Headcount where Active Status ='Active' Worker Sub-Category = 'EMPLOYEE_TEMP'
High Performance Employee Active Headcount	Employees with a normalized performance rating of 90 or above.	Total Employee Headcount where Normalized Performance Rating >90
Active Headcount of Employees Eligible for Bonus	Number of employees hired within last 365 days.	Total Employee Headcount where Employee Hire Date >= 365 days
Full-Time Employee Headcount	Number of active full time employees (excludes part time employees and contractors, and so on). The Aggregation rule is last value when used with Time dimension. Aggregation rule is sum when used with any other dimension.	Total Headcount where Active Status ='Active' and Worker Type ='EMPLOYEE' and Full-Time Flag = 'Y'
Full-Time Employee Headcount Ratio	This ratio is the 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
Supervisor Headcount	Number of active full-time employees that are flagged as supervisors (excludes contractors and temporary employees.) The Aggregation rule is last value when used with Time dimension. With all other dimensions, aggregation rule is sum.	Total Headcount where Active Status ='Active' and Supervisor Indicator = 1
Non-Supervisor Headcount	Number of active full-time employees that are NOT flagged as supervisors (excludes contractors and temporary employees.) The Aggregation rule is last value when used with Time dimension. With all other dimensions, aggregation rule is sum.	Total Headcount where Active Status ='Active' and Supervisor Indicator = 0
Supervisor Employee Headcount Ratio	Ratio of supervisors to all employees. 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
Average Service (Days)	All workforce service (in days) / Active Headcount.	Total Length of Work (Days)/Active Headcount
Average Employee Served Time (Days)	Average Employee tenure in days. This metric is only calculated for Employees	Monthly Snapshot Date – Employee Hire Date

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