Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0

Human Resources Compensation – Workforce Compensation Real Time Subject Area

July 2014

Contents

Compensation – Workforce Compensation Real Time

Description

This subject area provides real-time reporting on compensation data awarded during Workforce Compensation cycles. This subject area includes only data available during the plan cycle as of the HR data extraction date or last refresh date, such as worker assignment and salary details. Key information includes compensation amounts, eligible salary, target amounts and worker budget amounts for all components; custom columns, promotions and performance rating details available or given during a plan cycle. A single report can be created for one or multiple compensation plans, cycles and budget pools. Reports can be created in the plan corporate currency or in a user-preferred currency. Worker level data can be reported on in worker local currency.

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

- What is the Count of Eligible Workers in the Compensation Plan?
- What is the Average Worker Level Budget Amount?
- What is the average amount allocated by each manager?
- Which workers were not allocated compensation?
- What are the Target and Actual Compensation Amounts for Workers?
- How does the amount budgeted for each worker compare to the amount allocated?
- What is the average allocation amount or change percentage by performance rating?
- How much was allocated for each component?
- Which workers received promotion during the compensation cycle?

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

- Compensation Analyst
- Compensation Manager

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

- Compensation Transaction Analysis Duty

BI Product Offering

Oracle® Fusion Transactional Business Intelligence

BI Product Release

Release 8

Dimensions

Dimension Folder Name	Description	Special Considerations	Fusion Navigation	Flex fields
Business Unit	Provides information about worker's Business Unit.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment	
Compensation Budget Pools	Provides information about budget pools available within a plan cycle.		Navigator -> Manager Resources -> Workforce Compensation -> Tasks -> Manage Budgets	
Compensation Components	Provides information about compensation components defined for a compensation plan.		Navigator -> Compensation -> Tasks -> Workforce Compensation -> Manage Active Plans -> (choose Plan to see the components)	
Compensation Manager	Provides Details of the Manager hierarchy starting from the Top most manager based on the logged in user to a maximum of total 15 levels below.		Navigator -> Compensation -> Workforce Compensation -> Administer Workers -> Compensation Plan -> Status and Hierarchy -> Approval Chain	
Compensation Performance Rating	Provides Information about the Worker's Compensation Performance Ratings.		Navigator -> Manager Resources -> Workforce Compensation -> Reports -> Pay for Performance -> Compensation by Rating -> Overview	
Compensation Person Assignment Details	Provides Information on the Compensation Assignment to the Worker.		Navigator -> Compensation -> Administer Workers -> (enter worker name, select plan) -> Worker Information -> Employment Details	
Compensation Person Details	Provides Details about the Worker available during the compensation cycle.		Navigator -> Compensation -> Administer Workers -> (enter worker name, select plan) -> Worker Information -> Worker Details	
Compensation Person Salary Details	Provides Details of the various attributes related to a Worker Salary like Change Date, Salary Quartile, Salary Quintile etc.		Navigator -> Compensation -> Administer Workers -> (enter worker name, select plan) -> Compensation	
Compensation Person Worksheet Details	Provides the Worksheet Details for a Worker.		Navigator -> Manager Resources -> Workforce Compensation -> Tasks -> Compensate Workforce -> (select Plan)	
Compensation Plan Cycles	Provides Information about the Workforce Compensation Plan Cycles.		Navigator -> Compensation -> Workforce Compensation -> Manage Active Plans	
Compensation Plan Details	Provides Information about the Workforce		Navigator -> Compensation -> Workforce Compensation ->	

	Compensation Plan and its details.		Manage Plans -> Configure Plan Details -> (Go To Task)	
Compensation Promotions	Provides Information about the Worker Promotion.		Navigator -> Compensation -> Workforce Compensation -> View Administration Reports -> Compensation Plan -> Promotions and Performance -> Promotion Summary	
Custom Columns	Provides details about custom columns used in a plan.		Navigator -> Compensation -> Workforce Compensation -> Administer Workers -> (enter worker name, choose Compensation Plan) -> Customized data	
Department	Provides information about worker's department details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Departments Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment	Organization Information EFF (PER_ORGANIZATION_INFORMATION_EFF)
Department -> Hierarchy			Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Department Trees	
Grade	Provides information about worker's grade details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Grades -> Manage Grades	GradeCustomerFlex (PER_GRADES_DF)
Job	Provides information about worker's job details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Jobs -> Manage Jobs Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Jobs -> Manage Job Families	PER_JOB_FAMILY_DFF (JobFamilyCustomerFlex) PER_JOBS_DFF (JobCustomerFlex) PER_JOBS_EIT_EFF PER_JOBS_LEG_EFF PER_EVALUATION_CRITERIA_DFF (EvaluationCustomerFlex)
Legal Employer	Provides information about worker's legal employer details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Legal Entity -> Manage Legal Entity HCM Information	
Location	Provides information about worker's location details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Locations -> Manage Locations	PER_LOCATION_INFORMATION_EFF PER_LOCATION_LEG_EFF

				PER_LOCATIONS_DF (LocationCustomer Flex)
Performance Document Section	Provides information about performance document section details.		Navigator -> Career -> Performance	
Performance Document	Provides information about performance document details.		Navigator -> Career -> Performance	
Performance Rating Model	Provides information about Performance Rating Model.		Navigator -> Career -> Performance	
Performance Rating	Provides information about Performance Rating Level.		Navigator -> Career -> Performance	
Performance Template	Provides information about performance template details.		Navigator -> Career -> Performance	
Position	Provides information about worker's position details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position	PER_POSITIONS_DFF (PositionCustomer Flex) PER_POSITIONS_EIT_EFF PER_POSITIONS_LEG_EFF
Position -> Hierarchy			Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees	
Worker Legislation	Provides information about Worker's Legislation details.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person -> Legislative Information	
Worker	Provides information on employee details.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Compensation Components and Rewards	Provides information about the compensation allocated to a worker during a workforce compensation cycle. The grain of this fact is at the component level.		Navigator > Manager Resources > Workforce Compensation

Metric/Measure	Description/Meaning	Calculation – where applicable
Adjusted Change Amount	Amount allocated to the worker expressed in the plan frequency.	Does not apply
Adjusted Salary Current	Worker base pay amount expressed in the plan frequency.	Does not apply
Adjusted Salary New	New base pay amount expressed in the plan frequency.	Adjusted Change Amount + Adjusted Salary Current
Base Salary	Base pay amount expressed in the frequency of the worker's salary basis.	Does not apply
Base Salary Change Val	Salary adjustment amount.	Does not apply
Compensation Amount	Amount allocated to the worker.	Does not apply
Compensation Amount Maximum	Maximum amount that can be allocated to the worker.	Does not apply
Compensation Amount Minimum	Minimum amount that can be allocated to the worker.	Does not apply
Eligible Salary	Salary amount used to determine compensation allocations. May not equal worker's actual salary due to proration or adjustment for service gaps, etc.	Does not apply
FTE Annual Change Amount	Salary change amount as if for a full-time worker for a full work year.	Does not apply
FTE Annual Salary Current	Salary amount expressed as if for a full-time worker for a full work year.	Does not apply
FTE Annual Salary New	Proposed salary amount expressed as if for a full-time worker for a full work year.	Does not apply
Miscellaneous Rate 1		Does not apply
Miscellaneous Rate 2		Does not apply
Miscellaneous Rate 3		Does not apply
Miscellaneous Rate 4		Does not apply
Miscellaneous Rate 5		Does not apply
Miscellaneous Rate 6		Does not apply
New Base Salary	New Base Salary of the Worker.	Does not apply
Number Of Employees	Number of Workers.	Does not apply
Prior Period Amount	Amount Allocated in the previous Period for the Worker.	Does not apply
Prior Period Eligible Salary	Eligible Salary of the Worker in the previous Period.	Does not apply
Prior Salary	Base pay amount in the prior plan cycle.	Does not apply
Target Compensation Amount	Recommended compensation amount.	Does not apply
Target Compensation Amount Maximum	Maximum recommended allocation amount.	Does not apply
Target Compensation Amount Minimum	Minimum recommended allocation amount.	Does not apply
Worker Budget Amount	Amount budgeted for the worker.	Does not apply

Worker Budget Amount Maximum	Maximum amount that can be budgeted for the worker.	Does not apply
Worker Budget Amount Minimum	Minimum amount that can be budgeted for the worker.	Does not apply

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