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Payroll – Retroactive Pay Real Time Subject Area

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Payroll – Retroactive Pay Real Time

Description

This subject area provides real-time information on payroll retroactive processing. You can report on retroactive adjustments to analyze employees' past earnings, deductions, costing based on changes to pay rates, benefit elections, and cost account changes. You can also report on both regular and supplemental payroll details related to earnings and deductions for retroactive periods.

You use the Time dimension to report on the retroactive payroll processing across different time periods by various payrolls and the workers. The worker details such as job, location, business unit, and department and so on display the current data.

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

- What is the total retroactive amount by various payroll elements?
- List the top 5 departments liable for retroactive employer tax credit amount.
- Which employees have not received the retroactive pay in a payroll cycle?
- What are the total taxable benefit hours and the corresponding amounts for employees?

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

- Payroll Analyst

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

- Payroll 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	
Department	Provides information about worker's department.		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	The active department hierarchy as of the current date.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Department Trees	
Element	The basic units of payroll information, which store both monetary and non monetary information.		Navigator -> Person Management -> Payroll -> Manage Element Entries	
Input Value	Parts of Element that can have different types of values (for example, hour, money).		Navigator -> Person Management -> Payroll -> Manage Element Entries	
Job	Provides information about worker's job.		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
Legal Employer	Basic legal entity that employs people in an organization.		Navigator -> Person Management -> Personal and Employment -> Manage Work Relationship	
Legislative Data Group	Organization groupings based on legislation.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Security Profiles -> Manage Legislative Data Group Security	

			Profiles -> (query) -> Legislative Data Groups	
Location	Provides information about worker's location.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Locations -> Manage Locations	Location Legislative EFF Location Information EFF
Originating Element	Originating element for which a retro entry has been created.		Navigator -> Person Management -> Payroll -> Manage Element Entries	
Payroll	Payroll definition information such as frequency, starting date.		Navigator -> Person Management -> Payroll -> Manage Payroll Calculation Information	
Payroll Flows	Payroll flows are a means of submitting various payroll processes such as payroll run, pre payments and so on in a specific sequence.		Navigator -> Payroll -> Payroll Calculations	
Payroll Process	Defines payroll action types such as payroll run, payroll, and costing.		Navigator -> Payroll -> Payroll Calculation -> Process Results -> View Payroll Process Results	
Payroll Relationship	Payroll definition information such as frequency, starting date.		Navigator -> Person Management -> (query person) -> Tasks -> Payroll -> Manage Payroll Relationships	
Payroll Retroactive Process Details	Action details of current calculated retroactive pay adjustment.		Navigator -> Payroll -> Payroll Calculation -> Process Results -> View Payroll Process Results	
Payroll Statutory Unit	Highest level of organization grouping for tax purposes.		Navigator -> Person Management -> (query person) -> Tasks -> Payroll -> Manage Payroll Relationships	
Position	Provides information about worker's position.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position	PositionCustomerFlex
Position-Hierarchy	Provides information about position hierarchy.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees	
Run Type	Run type is a mechanism that allows the setting up of different types of payroll runs.		Navigator -> Payroll -> Payroll Calculation -> Process Results -> View Payroll Process Results	
Tax Reporting Unit	Organization groupings defined for tax grouping purposes.		Navigator -> Payroll -> Regulatory and Tax Reporting	
Time	Provides information on different hierarchical time components such as Year,			

	Quarter, Month and Day. The time intervals are based on the standard daily calendar also known as the Gregorian calendar where one Year consists of 12 months and 365 days. Use this dimension to aggregate information by time or drill down to time intervals.			
Worker	This dimension includes worker assignment and personal information that is commonly used for reporting including assignments, assignment status, work address, manager, birth date, gender, ethnicity, and hire date. This common dimension is available in all subject areas, which reduces the need for cross subject area to Person and Assignment subject areas.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Payroll Retroactive Pay	Current calculated retroactive pay adjustment. The granularity of this fact is at each payroll element entry for a worker.		Navigator -> Workforce Management -> Person Management -> Tasks -> Payroll -> Manage Payroll Calculation Information Navigator -> Workforce Management -> Person Management -> Tasks -> Payroll -> Manage Element Entries

Metric/Measure	Description/Meaning	Calculation – where applicable
Amount	Amount entered for a payroll element.	
Balance Initialization Amount	The initial amount for a payroll element during the payroll balances initialization.	
Balance Initialization Hours	The number of hours initialized for a payroll element during the payroll balances initialization.	
Direct Payment Amount	The amount paid directly to a third party designated by the employee or to another employee account.	
Direct Payment Hours	The number of hours eligible by the employee for direct payment.	
Employee Charges Amount	The payroll expenses related to an employee incurred by the employer.	
Employee Tax Credit Amount	The tax credit obtained by the employee in a payroll due to a legally approved scheme.	
Employer Tax Credit Amount	The tax credit obtained by the employer in a payroll due to a legally approved scheme.	
Employer Taxes Amount	Total tax paid by the employer in a payroll.	
Hours	Total number of hours eligible in a payroll.	
Involuntary Deductions Amount	Amount deducted from an employee's paycheck in a payroll as part of mandatory orders by legal organizations, government etc	
Involuntary Deductions Hours	Payroll hours deducted from an employee's in a payroll as part of mandatory orders by legal organizations, government etc	
Social Insurance Deductions Amount	Amount deducted as part of the contribution towards insurance.	
Standard Earnings Amount	The earnings amount after deducting standard deductions such as taxes, insurance, and so on.	
Standard Earnings Hours	The earnings hours after the standard deduction of the payroll hours.	
Supplemental Earnings Amount	Amount paid to an employee in addition to regular pay. Examples include bonus, award, and overtime.	
Supplemental Earnings Hours	Number of extra hours eligible for payroll processing apart from the regular work hours.	
Tax Deductions Amount	Payroll amount deducted as taxes for an employee.	

Taxable Benefits Amount	Benefit amount provided to an employee by an employer that has to be added to the employee's income each period to determine the total amount that is subject to source deductions.	
Taxable Benefits Hours	Benefit hours provided to an employee by an employer that has to be added to the employee's payroll hours each period subject to source deductions.	
Voluntary Deductions Amount	Amount deducted from employees' paychecks as authorized by the employee.	

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