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Payroll – Payroll Run Costing Real Time Subject Area

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Payroll – Payroll Run Costing Real Time

Description

This subject area provides real-time information on payroll running costs. You can report on the various processes in a payroll flow, and their running costs. You can also report on the amounts debited and credited in the payroll process, the process mode, payment type, currency, payroll relationship details, payroll flows, and payroll process information.

You use the Time dimension to report on the payroll costs and their values across different time periods.

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

- What are the various costs and their amounts in a payroll process?
- What is the trend of costs incurred in payroll over a particular year?
- What is the variation between payroll costs for workers by departments and countries?

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	
Costing Segments	Segment information that defines the costing hierarchy in an organization.		Navigator -> Workforce Management -> Person Management -> Tasks -> Payroll -> Manage Costing for a Person	
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 stores both monetary and non monetary information.		Navigator -> Workforce Management -> Person Management -> Tasks -> Payroll -> Manage Element Entries	
Input Value	Parts of Element that can have different types of values, for example, hour, money.		Navigator -> Workforce Management -> Person Management -> Tasks -> 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
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
Payroll Flows	Payroll flows are a means of submitting various payroll processes such as payroll run, pre payments, in a specific sequence.		Navigator -> Payroll -> Payment Distribution -> Overview -> (payroll process flow name)	
Payroll Process	Defines payroll action types, such as payroll run, payroll costing.		Navigator -> Payroll -> Payment Distribution -> 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 Run Costing Details	Action details of costing results of current payroll run.		Navigator -> Payroll -> Payroll Calculation -> 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	
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		Navigator -> Workforce	

	assignment and personal information that are commonly used for reporting including assignments, assignment status, work address, manager, birth date, gender, ethnicity and hire date etc. This common dimension is available in all subject areas, which reduces the need for cross subject area to Person and Assignment subject areas.		Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Payroll Run Costing	Provides information on the payroll run costs. The granularity of this fact is at each payroll run cost.		Navigator -> Workforce Management -> Person Management -> Tasks -> Payroll -> Manage Element Entries

Metric/Measure	Description/Meaning	Calculation – where applicable
Credit Value	Amount credited to a specific payroll activity.	
Debit Value	Amount debited from a particular payroll activity.	

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