

**Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0**

Workforce Succession Management – Incumbent Plans Real Time Subject Area

September 2014

## Contents

Workforce Succession Management – Incumbent Plans Real Time.....	3
Description.....	3
This subject area can be used to answer business questions such as:.....	3
The following job roles are used to secure access to this subject area:.....	3
The following BI duty roles are used to secure access to this subject area: .....	3
BI Product Offering .....	3
BI Product Release .....	3
Dimensions.....	4
Facts .....	7

# Workforce Succession Management – Incumbent Plans Real Time

## Description

This subject area provides real-time information on the succession plans created for workers. The workers who have succession plans created for them are referred to as ‘incumbents’. An incumbent can have one or multiple succession plans created for them. You can report on incumbent details such as department, job, position, grade, career preferences, and work requirements and so on. In addition, you can report on Succession plan details such as plan name, plan type, owner of the plan, plan status, and so on.

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

- List all Incumbent based succession plans with incumbent details.
- How many incumbent succession plans are there?
- List all incumbents with multiple succession plans created for them.
- How many incumbent succession plans are created in each business unit?

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

- Human Resource Analyst

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

- Succession Management 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
Incumbent - All Profile Content	Provides information about the incumbent's talent profile data.		Navigator -> Workforce Management -> Person Management -> (query for worker) -> Tasks -> Manage Talent Profile	
Incumbent - Assignment Manager	Provides information about worker's manager hierarchy details.	Assignment Manager is a secured dimension that is restricted to Line Managers with direct reports. When a non-supervisor user includes information from this dimension, then no data will return. Instead, non-supervisor users can use Manager in Worker folder.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment	
Incumbent - Business Unit	Provides information about worker's Business Unit.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment	
Incumbent - Career Preferences	Provides information about person career preferences.		Navigator -> Workforce Management -> Person Management -> (query for worker) -> Tasks -> Manage Talent Profile	
Incumbent - 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)
Incumbent - Department Hierarchy	The active department hierarchy as of the current date.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Department Trees	
Incumbent - Grade	Provides information about worker's grade.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Grades -> Manage Grades	GradeCustomerFlex (PER_GRADES_DF)

Incumbent - 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
Incumbent - Location	Provides information about worker's location.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Locations -> Manage Locations	PER_LOCATION_INFORMATION_EFF PER_LOCATION_LEG_EFF PER_LOCATIONS_DF (LocationCustomerFlex)
Incumbent - Position	Provides information about worker's position.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position	PER_POSITIONS_DFF (PositionCustomerFlex) PER_POSITIONS_EIT_EFF PER_POSITIONS_LEG_EFF
Incumbent - Position Hierarchy	The active position hierarchy as of the current date.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees	
Incumbent - Potential	Provides information about person potential.		Navigator -> Workforce Management -> Person Management -> (query for worker) -> Tasks -> Manage Talent Profile	
Incumbent - Risk of Loss			Navigator -> Workforce Management -> Person Management -> (query for worker) -> Tasks -> Manage Talent Profile	
Incumbent - Work Requirements	Provides information about person work requirement.		Navigator -> Workforce Management -> Person Management -> (query for worker) -> Tasks -> Manage Talent Profile	
Incumbent - Worker	This dimension includes worker 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.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship	
Incumbent - Worker Legislation	Provides information about Worker's Legislation.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and	

			Employment -> Manage Person -> Legislative Information	
Owner	Provides information about the plan owner.		Navigator -> career -> Succession Plans	
Succession Plan Details	Provides details of all the Incumbent succession plans created.		Navigator -> career -> Succession Plans	

## Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Incumbent Plan Measures	Provides information about the measures related to the succession plans created for incumbents.  The Granularity of this fact is at the succession plan created for an incumbent.		Navigator -> career -> Succession Plans

Metric/Measure	Description/Meaning	Calculation – where applicable
Count of distinct incumbents	Total number of distinct incumbents across all succession plans.	
Count of incumbents	Total number of incumbents across all succession plans.	
Count of succession plans	Total number of succession plans.	

Copyright © 2014, Oracle and/or its affiliates. All rights reserved.

This software and related documentation are provided under a license agreement containing restrictions on use and disclosure and are protected by intellectual property laws. Except as expressly permitted in your license agreement or allowed by law, you may not use, copy, reproduce, translate, broadcast, modify, license, transmit, distribute, exhibit, perform, publish, or display any part, in any form, or by any means. Reverse engineering, disassembly, or decompilation of this software, unless required by law for interoperability, is prohibited.

The information contained herein is subject to change without notice and is not warranted to be error-free. If you find any errors, please report them to us in writing.

If this is software or related documentation that is delivered to the U.S. Government or anyone licensing it on behalf of the U.S. Government, the following notice is applicable:

U.S. GOVERNMENT END USERS: Oracle programs, including any operating system, integrated software, any programs installed on the hardware, and/or documentation, delivered to U.S. Government end users are "commercial computer software" pursuant to the applicable Federal Acquisition Regulation and agency-specific supplemental regulations. As such, use, duplication, disclosure, modification, and adaptation of the programs, including any operating system, integrated software, any programs installed on the hardware, and/or documentation, shall be subject to license terms and license restrictions applicable to the programs. No other rights are granted to the U.S. Government.

This software or hardware is developed for general use in a variety of information management applications. It is not developed or intended for use in any inherently dangerous applications, including applications that may create a risk of personal injury. If you use this software or hardware in dangerous applications, then you shall be responsible to take all appropriate failsafe, backup, redundancy, and other measures to ensure its safe use. Oracle Corporation and its affiliates disclaim any liability for any damages caused by use of this software or hardware in dangerous applications.

Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

Intel and Intel Xeon are trademarks or registered trademarks of Intel Corporation. All SPARC trademarks are used under license and are trademarks or registered trademarks of SPARC International, Inc. AMD, Opteron, the AMD logo, and the AMD Opteron logo are trademarks or registered trademarks of Advanced Micro Devices. UNIX is a registered trademark of The Open Group.

This software or hardware and documentation may provide access to or information on content, products, and services from third parties.

Oracle Corporation and its affiliates are not responsible for and expressly disclaim all warranties of any kind with respect to third-party content, products, and services. Oracle Corporation and its affiliates will not be responsible for any loss, costs, or damages incurred due to your access to or use of third-party content, products, or services. This documentation is in pre-production status and is intended for demonstration and preliminary use only. It may not be specific to the hardware on which you are using the software. Oracle Corporation and its affiliates are not responsible for and expressly disclaim all warranties of any kind with respect to this documentation and will not be responsible for any loss, costs, or damages incurred due to the use of this documentation.

The information contained in this document is for informational sharing purposes only and should be considered in your capacity as a customer advisory board member or pursuant to your beta trial agreement only. It is not a commitment to deliver any material, code, or functionality,

and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described in this document remains at the sole discretion of Oracle.

This document in any form, software or printed matter, contains proprietary information that is the exclusive property of Oracle. Your access to and use of this confidential material is subject to the terms and conditions of your Oracle Software License and Service Agreement, which has been executed and with which you agree to comply. This document and information contained herein may not be disclosed, copied, reproduced, or distributed to anyone outside Oracle without prior written consent of Oracle. This document is not part of your license agreement nor can it be incorporated into any contractual agreement with Oracle or its subsidiaries or affiliates.