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Workforce Succession Management – Job Plans Real Time Subject Area

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Workforce Succession Management – Job Plans Real Time

Description

This subject area provides real-time information on succession plans based on Job. Succession Plans created for key jobs can be reported using this subject area. You can report on the incumbents of the jobs for which the succession plans are created. You can also report on other incumbent details such as department, 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:

- How many plans do not have any incumbents?
- How many incumbents are in critical Jobs?
- What is the percentage of distinct critical jobs with no succession plans?
- List the incumbents of a job plan that are in high risk of loss or high impact of loss.
- List the details of incumbents that are in multiple succession plans.

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 - Assignment Manager	Provides information about worker's manager hierarchy.	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, 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 - 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	PER_LOCATION_INFORMATION_EFF

			Structures -> Tasks -> Locations -> Manage Locations	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 - 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 succession plans created.		Navigator -> career -> Succession Plans	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Job Plan Measures	Provides information about the measures related to the succession plans created based on job incumbents. The granularity of this fact is at the succession plan.		Navigator -> career -> Succession Plans

Metric/Measure	Description/Meaning	Calculation – where applicable
Count of Job incumbents	Total number of incumbents across all succession plans based on job.	

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