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Workforce Management - Accrual Real Time Subject Area

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Workforce Management - Accrual Real Time

Description

This subject area provides real-time information on workers' absence accrual information. Administrators, line managers, and workers can all report on the absence plan balances for their population, directs, and themselves. The accrual details related to both 'Incremental' and 'Front Loaded' plans can be reported. In addition to accruals, the other details related to accrual balance such as adjustments, carryovers, time taken, and so on can be used in reporting.

You can use Time dimension to report on accruals history data. The worker data related to Business Unit, Location, Grade, Department etc always displays the latest data.

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

- What are the various Accrual Methods employed in the organization?
- Which are the various accrual plans and the total number of accruals against them?
- Can I report on details of accrual plans such as carryover limit, accrual rate, accrual ceiling?
- Can I get a breakup of accruals of workers by accrual methods, and plans?
- Can I get a trend report on the summary of accruals by years, and accrual methods?

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

- Line Manager
- Human Resource Analyst

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

- Absence 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
Accrual Plan	Provides information about Accrual Plans.		Navigator -> Person Management -> (enter worker name and search) -> Tasks -> Manage Absence Records -> Plan Participation	
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. If 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	
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 details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Departments	
Department – Hierarchy	The active department hierarchy as of the current date.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Department -> Manage Department Trees Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment	
Employee Plan Participation Details	Provides details related to absence such as start, and end dates, last accrual run.		Navigator -> Person Management -> (enter worker name and search) -> Tasks -> Manage Absence Records -> Plan Participation	

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
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 (LocationCustomerFlex)
Position	Provides information about worker's position details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position	PER_POSITIONS_DFF (PositionCustomerFlex) PER_POSITIONS_EIT_EFF PER_POSITIONS_LEG_EFF
Position – Hierarchy	The active position hierarchy as of the current date.		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 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		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship	

	common dimension is available in all subject areas, which reduces the need for cross subject area to Person and Assignment subject areas.			
Worker Legislation	Provides information about Worker's Legislation details.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person -> Legislative Information	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Employee Plan Participation	<p>Provides information about the measures related to Absence Accruals.</p> <p>The Granularity of this fact is at the each occurrence of Worker Accrual Plan.</p>		<p>Navigator -> Person Management -> (enter worker name and search) -> Tasks -> Manage Absence Records -> Plan Participation</p> <p>Navigator -> Absence Administration -> Manage Absence Plans -> (choose plan type) -> Accrual Attributes</p>

Metric/Measure	Description/Meaning	Calculation – where applicable
Front- Loaded Plan – Annual Accrual	The front-loaded calculated accrual for the entire plan year.	
Front -Loaded Plan – Carryover	Amount that is brought in from the previous plan year into the new plan year.	
Front- Loaded Plan – Carryover Expiration	Amount of the carryover that will expire during the plan year.	
Front Loaded Plan – Carryover Forfeiture	Amount of forfeiture of accrual balance due to carryover limits.	
Front-Loaded Plan- Discretionary Disbursements	Disbursement of plan units to payroll for payment on demand.	
Front-Loaded Plan- Final Disbursement	Amount of plan units disbursed to payroll for payment at the end of the employee's participation in the accrual plan.	
Front-Loaded Plan- Initialized Balance	These are balances that are brought over from other systems during conversion.	
Front-Loaded Plan- Other Adjustments	Other balance transactions.	
Front-Loaded Plan- Previous Employment Entitlement	Accrual Balance brought in from previous employment.	
Front-Loaded Plan- Previous Employment Use	Accrual Balance used up in previous employment.	
Front-Loaded Plan- Scheduled Absences	Units of plan use by absences scheduled.	
Front-Loaded Plan- Taken Absences	Units of plan use by absences taken prior to or on the As of Date within the plan year.	
Front-Loaded Plan- Transferred Balance	Amount of accrued entitlement transferred to or from other accrual plans.	
Front-Loaded Plan- Unvested Accrual	Initially accrued but subject to a waiting period.	
Front-Loaded Plan- Vested Accrual	Initially accrued but subject to a waiting period that has subsequently passed.	
Incremental Plan- Carryover Expiration	Amount of the carryover that will expire during the plan year.	
Incremental Plan- Carryover Forefeiture	Amount of forfeiture of accrual balance due to carryover limits.	
Incremental Plan-	Amount that is brought in from the previous	

Carryover	plan year into the new plan year.	
Incremental Plan-Discretionary Disbursements	Disbursement of plan units to payroll for payment on demand.	
Incremental Plan-Final Disbursement	Amount of plan units disbursed to payroll for payment at the end of the employee's participation in the accrual plan.	
Incremental Plan-Initialized Balance	These are balances that are brought over from other systems during conversion.	
Incremental Plan-Other Adjustments	Other balance transactions.	
Incremental Plan-Periodic Accrual	The calculated, incremental accruals through the last accrual run.	
Incremental Plan-Previous Employment Entitlement	Accrual Balance brought in from previous employment only if processed by the accrual process.	
Incremental Plan-Previous Employment Use	Accrual Balance used up in previous employment only if processed by the accrual process.	
Incremental Plan-Processed Absences	Units of plan use already included in balance records.	
Incremental Plan-Transferred Balance	Amount of accrued entitlement transferred to or from other accrual plans.	
Incremental Plan-Unprocessed Absences	Units of plan use already included in balance records.	
Incremental Plan-Unprocessed Adjustments	The net sum of items Transfers, Discretionary disbursements, Final disbursements, and other adjustments that have not been processed by the accrual process.	
Incremental Plan-Unvested Accrual	Initially accrued but subject to a waiting period.	
Incremental Plan-Vested Accrual	Initially accrued but subject to a waiting period that has subsequently passed.	

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