

Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0

Workforce Goals - Goal Status Overview Subject Area

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Workforce Goals - Goal Status Overview Real Time

Description

This subject area provides real-time overview information on the status of workers' performance and development goals. You can report on Goal Plans assigned to the workers, the goals within the goal plans, their statuses, the source of the goals such as HR, Manager etc, and the categories of goals such as Career and Customer Satisfaction. In addition, you can report on the details of individual goals, such as completion percentage, start and end dates, priority of the goal, and goal measurement value.

The Time dimension can be used to report on the goals created by workers across different time periods. Worker details such as Job, Grade, Business Unit, Position, Location etc display the current data. Goals data is based on the Time dimension.

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

- How many goal plans are there?
- Which are the goals within a goal plan?
- How many goals do workers have?
- Can I report on all the performance and development goals assigned to a worker with their current status?
- How many workers have no goals created grouped by the assignment manager?
- Which goals plans have been assigned to a worker?
- How many goals have no goal plan?

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:

- Goal 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
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	
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 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	
Development Goal Plan	Provides information about development goal plan details.		Navigator -> Career -> Goals -> Tasks -> Manage Goal Plans	
Development Goals	Provides information about development goal details.		Navigator -> Career -> Goals -> My Goals Navigator -> Career -> Goals -> My Workers'	

			Goals	
Goal Management Process > Goal Management Process Details	Provides information about goal status and relevant details.		Navigator -> Career -> Goals -> My Goals -> (click on performance or development goal)	
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)
Performance Goal Plan	Provides information about performance goal plan details.		Navigator -> Career -> Goals -> Tasks -> Manage Goal Plans	HRG_GOAL_PLANS_B (Flex_BI_GoalPlan_VI)
Performance Goals	Provides information about performance goal details.		Navigator -> Career -> Goals -> My Goals Navigator -> Career -> Goals -> My Workers' Goals	HRG_GOALS (Flex_BI_Goal_VI)
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	Provides information about position hierarchy.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees	
Time	Provides information on different hierarchical time components like 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 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	
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
Goal Management Process	Provides information about the measures associated with worker's performance and development goals. The Granularity of this fact is at each worker goal.		

Metric/Measure	Description/Meaning	Calculation – where applicable
Count of Goals in Different Status within a Goal Plan	Number of Goals in Different Status with the goal plan ID as not null for the individual goals.	
Count of Goals in Different Status without a Goal Plan	Number of Goals in Different Status with the goal plan ID as null for the individual goals.	

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