

Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0

Human Resources Workforce Management - Work Relationship Real Time Subject Area

July 2014

Contents

Workforce Management - Work Relationship 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 Management - Work Relationship Real Time

Description

This subject area provides information on employees' primary work relationship in the organization. Employment information associated with an employee's primary work relationship such as the employee's start date, adjusted service date, original date of hire, last working date, termination date, etc are available for reporting along with the other common dimensions like Business Unit, Job, Department, Location, Position, Grade, etc. You can also report employee length of service by days, months or years in this subject area.

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

- What are the primary Assignment details of the worker?
- When did the worker join the organization?
- When was the worker's original hire date?
- Which is the Business Unit, location, department etc of a worker in his primary assignment?
- How long is the worker employed in the organization, can I get the details by number of days, months, and years?
- What is the projected termination date for a worker?
- What is the rehire recommendation for a worker before the worker got terminated?

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

- Human Resource Analyst
- Line Manager

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

- Workforce 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 restricted to Line Managers who have direct reports. When a non-supervisor user includes information from this dimension, no data will return. Non-supervisor users can use Manager in Worker folder to retrieve a worker's manager.	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	
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		Navigator -> Workforce	PER_JOB_FAMILY_DFF

	worker's job details.		Management -> Workforce Structures -> Tasks -> Jobs -> Manage Jobs Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Jobs -> Manage Job Families	(JobFamilyCustomerFlex) PER_JOBS_DFF (JobCustomerFlex) PER_JOBS_EIT_EFF PER_JOBS_LEG_EFF PER_EVALUATION_CRITERIA_DFF (EvaluationCustomerFlex)
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			Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Positions -> Manage Position Trees	
Work Relationship Details	Provides additional details about measures associated with a worker's period of service with an organization, or their work relationship.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Work Relationship	PER_PPS_LEG_DDF (Work Relationship Legislative)
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 that can reduce 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	
Worker Payroll	Payroll Definition Information like frequency, starting date, etc.		Navigator -> Workforce Management -> Person Management -> Tasks -> Payroll -> Manage Payroll Relationships	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Work Relationship	Provides information about measures associated with a worker's period of service with an organization, or their work relationship. The Granularity of this fact is at the primary assignment of the worker.	This subject area can be used to get the metric details related to the primary assignment of the worker.	Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship

Metric/Measure	Description/Meaning	Calculation – where applicable
# Of Days Service	Number of days since the worker has been last hired.	Number of days between Current Date and Termination Date
# Of Months Service	Number of Months since the worker has been last hired.	Number of Months between Current Date and Termination Date
# Of Years Service	Number of years since the worker has been last hired.	Number of Years between Current Date and Termination Date

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