Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0

Human Resources Workforce Profiles - Person Profile Real Time Subject Area

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Contents

Workforce Profiles - Person Profile Real Time

Description

This subject area contains Worker profile details related to potential, educational degrees, competencies, career preferences, membership, certifications, languages, potential and risk of loss. This subject area also contains custom profile content. You can use this subject area to analyze worker skill inventory, education level, potential and risk of loss by common dimensions such as business unit, job, location, legal employer, etc.

This subject area also includes worker profile history. The Time dimension can be used to report on the various profile items that may have changed or added over a time period. At a summary level, you can analyze worker skill and certification change over time.

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

- What are the workers' competencies by business unit, job function and location?
- Who are the workers who have a particular competency, language skill or certification?
- What are the competency strengths and weakness in the organization?
- How many workers have high, medium, or low potential for a particular manager, department, grade, or position?
- Who are the high-potential workers who have a high risk of loss by department?
- What are the career preferences of the workers?

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:

- Workforce Profile 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, 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			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 worker's job details.		Navigator -> Workforce Management -> Workforce Structures ->	PER_JOB_FAMILY_DFF (JobFamilyCustomerFlex)

			Tasks -> Jobs -> Manage Jobs	PER_JOBS_DFF (JobCustomerFlex)
			Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Jobs -> Manage Job Families	PER_JOBS_EIT_EFF
				PER_JOBS_LEG_EFF
				PER_EVALUATION_CRITERIA_DFF (EvaluationCustomerFlex)
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)
Person Profile	Provides information about person profile.			
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	
Time	Provides information on 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 Legislation	Provides information about Worker's Legislation details.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person -> Legislative Information	
Worker	This dimension includes worker assignment and personal information that are commonly used for reporting including assignments, assignment		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment;	

	status, work address, manager, birth date, gender, ethnicity, and hire date etc. This common dimension is available in all subject areas, which can reduce the need for cross subject area to Person and Assignment subject areas.		Manage Work Relationship	
Person Profile -> Advancement Readiness	Provides information about person advancement readiness details.		Navigator -> Career -> Profiles ->(search worker) -> Career Planning	
Person Profile -> All Profile Content	This dimension includes all profile content types including custom profile content.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile -> Career Preferences	Provides information about person career preference details.		Navigator -> Career -> Profiles ->(search worker) -> Career Planning	
Person Profile -> Competencies	Provides information about person competency details.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile -> Degrees	Provides information about person degree details.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile -> Languages	Provides information about person language competency details.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile -> Licenses and Certifications	Provides information about person license and certification details.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile -> Memberships	Provides information about person membership details.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile -> Person Profile Details	Provides information about person profile details.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile -> Potential	Provides information about person potential details.		Navigator -> Career -> Profiles ->(search worker) -> Career Planning	
Person Profile -> Risk of Loss	Provides information about person risk of loss details.		Navigator -> Career -> Profiles ->(search worker) -> Career Planning	
Person Profile -> Special Projects	Provides information about person special project details.		Navigator -> Career -> Profiles ->(search worker) -> Profile details	
Person Profile ->	Provides information about		Navigator -> Career ->	

Work Requirements	person work requirement details.		Profiles ->(search worker) -> Profile details	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Person Profile	Provides information about the measures associated with the Person Profile. The Granularity of this fact is at each worker profile item.		

Metric/Measure	Description/Meaning	Calculation – where applicable
Count of Profiles	Total number of Worker Profiles.	Count of worker profile items

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