# Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0

Workforce Performance - Performance Task Status Real Time Subject Area

August 2014

# Contents

# Workforce Performance - Performance Task Status Real Time

## Description

This subject area provides real-time information on worker's performance tasks and their statuses based on performance documents. The performance tasks associated with the performance template can be reported using this subject area, as well as completed and pending tasks for the worker or manager. Task details such as due date, completion date, task sequence, evaluation participant, completed by, and so on can be used for reporting. This subject area doesn't include workers who have not created performance documents.

Time dimension can be used to report performance task history. Worker details such as Job, Grade, Business Unit, Position, Location etc display the current data. However, details such as performance document name, tasks, task details, and so on are dependent on the time dimension.

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

- What are the various tasks associated with the performance template/performance document period?
- What is the total number of tasks for a worker?
- Can the performance tasks for a worker reported by status?
- What are the counts of performance tasks by statuses for a performance document period name?
- Can the percentage of completed versus pending tasks reported by Business Unit, Department, Manager?


## 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:

- Performance 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. 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<br><br>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 | |
| Document Type | Provides information about performance document type details. | | Navigator -> Career -> Performance -> Tasks -> Manage Performance Templates -> (click search -> click on the template name) | DocumentType (HRA_DOC_TYPES_B) |
| 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) PER_JOBS_DFF |

| | | | Tasks -> Jobs -> Manage Jobs | (JobCustomerFlex) PER_JOBS_EIT_EFF PER_JOBS_LEG_EFF |
|---|---|---|---|---|
| | | | Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Jobs -> Manage Job Families | |
| 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 Document | Provides information about performance document details. | | Navigator -> Career -> Performance ->  My Evaluations -> (click on document period) | |
| Performance Task Status - Performance Task | Provides information about performance task details. | | Navigator -> Career -> Performance ->  Tasks -> Manage Performance Templates -> (click search -> click on the template name) -> Process

Navigator -> Career -> Performance ->  Tasks -> Manage Performance Templates -> (click search -> click on the template name) -> Document Periods | |
| Performance Task Status - Performance Task Status Details | Provides information about performance task status and relevant details. | | Navigator -> Career -> Performance -> My Evaluations

Navigator -> Career -> Performance ->  Tasks -> Manage Performance Templates -> (click search -> click on the template name) -> Process

Navigator -> Career -> Performance -> Tasks -> Monitor Late Tasks in Performance Documents | |
| Performance Template | Provides information about performance template details. | | Navigator -> Career -> Performance ->  Tasks -> Manage Performance Templates -> (click search -> click on the template name) | |
| Position | Provides information about worker's position details. | | Navigator -> Workforce Management -> | PER_POSITIONS_DFF (PositionCustomerFlex) |

| | | | Workforce Structures -> Tasks -> Positions -> Manage Position | PER_POSITIONS_EIT_EFF PER_POSITIONS_LEG_EF F |
|---|---|---|---|---|
| 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 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 |
|---|---|---|---|
| Performance Task Status | Provides information about the measures associated with worker's performance Tasks.<br><br>The Granularity of this fact is at the performance task of the worker for each performance document. | | Navigator -> Career -> Performance -> My Evaluations |

| Metric/Measure | Description/Meaning | Calculation – where applicable |
|---|---|---|
| Performance Tasks | Number of performance tasks for a worker. | |
| Performance Tasks Completed | Number of tasks that are completed. | |
| Performance Tasks In Progress | Number of tasks that are in progress. | |
| Performance Tasks Not Started | Number of tasks that are not yet started. | |
| Performance Tasks Submitted | Number of tasks that are submitted. | |
| Percentage of Performance Tasks by Status | Percentage of performance tasks by task status. | (Count of Performance Task by Status/Count of All Performance Tasks) * 100 |

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