Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0

Workforce Performance - Performance Rating Distribution Real Time Subject Area

August 2014

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Workforce Performance - Performance Rating Distribution Real Time

Description

This subject area provides real-time information on workers' performance ratings and their distributions based on performance documents and the ratings. The minimum, maximum, and the actual distribution of the performance ratings for a performance document period can be reported using this subject area, as well as the performance ratings of workers.

Time dimension can be used to report performance ratings distribution history details. The worker details such as Job, Grade, Business Unit, Position, Location etc display current data.

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

- What is the minimum and maximum performance ratings distribution for a performance document?
- What is the actual distribution of the performance rating for a performance document period?
- Can I report on the performance rating distribution for workers in a specific job by Business Unit, Location, and Manager?
- Which performance document periods have their actual rating distributions fall within their minimum and maximum rating distributions?

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 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 worker's job details.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Jobs -> Manage Jobs Navigator -> Workforce Management -> Workforce Structures ->	PER_JOB_FAMILY_DFF (JobFamilyCustomerFlex) PER_JOBS_DFF (JobCustomerFlex) PER_JOBS_EIT_EFF PER_JOBS_LEG_EFF

			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 Rating Distribution – Performance Rating Level	Provides information about rating level details.		Navigator -> Career -> Performance -> Tasks -> Manage Performance Templates -> (click search -> click on the template name)	
Performance Rating Distribution – Performance Rating Distribution Details	Provides information about rating distribution details.		Navigator -> Career -> Performance -> Tasks -> Manage Target Ratings Distribution -> (click search -> click on the template name)	
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 common dimension is available in all subject areas, which reduces		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship	

	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
Performance Rating Distribution	Provides information about the measures associated with worker's performance rating. The Granularity of this fact is at the overall ratings of the worker for each performance document assigned to the worker.		Navigator -> Career -> Performance -> (search worker> -> (choose document period) -> Performance Management

Metric/Measure	Description/Meaning	Calculation – where applicable
Percentage of Actual Rating Distribution	The percentage of actual documents at the target rating level for a performance document.	(Count of Performance Docs by Rating Level/ Count of Performance Docs) * 100

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