

Oracle® Fusion Transactional Business Intelligence 11.1.1.8.0

Workforce Goals - Goal Alignments Real Time Subject Area

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Contents

Workforce Goals - Goal Alignments 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 6

Workforce Goals - Goal Alignments Real Time

Description

This subject area provides real-time information on worker goal alignment details. You can report on goals for workers, the organization, the manager, and colleagues using Worker Goal details such as category, status, success criteria, completion percentage, and so on. The Time dimension can be used to report on the goals alignment details across different time periods by workers. Worker details such as job, grade, business unit, location, and so on 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 aligned goals does a worker have?
- Can I list the number of aligned manager goals, organization goals, and colleague goals for a worker?
- Can I list the number of aligned goals by business unit or department?
- Which organization goals have the highest and least number of worker goals aligned with them?
- Can I have a list of all the colleagues with which a worker's goal is aligned?

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
Business Unit	Provides information about worker's Business Unit.		Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Employment	
Colleague Goals	Provides information about colleague goal.		Navigator -> Goals -> Shared Goals -> Colleagues	
Department	Provides information about worker's department.		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	
Goal Alignments - Goal Alignment Details	Provides information about goal alignments.		Navigator -> Goals -> My Goals	
Grade	Provides information about worker's grade.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Grades -> Manage Grades	GradeCustomerFlex (PER_GRADES_DF)
Job	Provides information about worker's job.		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
Location	Provides information about worker's location.		Navigator -> Workforce Management -> Workforce Structures -> Tasks -> Locations -> Manage Locations	PER_LOCATION_INFORMATION_EFF PER_LOCATION_LEG_EFF PER_LOCATIONS_DF (LocationCustomerFlex)
Manager Goals	Provides information about manager goal.		Navigator -> Goals -> Shared Goals -> Managers	
Organization Goals	Provides information about organization goal.		Navigator -> Goals -> Organization Goals	
Organization Goals - Additional Attributes	Provides information about organization goal.		Navigator -> Goals -> My Organization Goals -> (click on a specific goal)	
Time	Provides information on different hierarchical time			

	<p>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.</p> <p>Use this dimension to aggregate information by time or drill down to time intervals.</p>			
Worker	<p>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.</p>		<p>Navigator -> Workforce Management -> Person Management -> Tasks -> Personal and Employment -> Manage Person; Manage Employment; Manage Work Relationship</p>	

Facts

Fact Name	Description	Special Considerations	Fusion Navigation
Goal Alignments - Goal Alignment	Provides information about the measures related to Goal Alignments. The granularity of this fact is at the individual goal assigned to a worker.		Navigator -> Goals -> My Goals

Metric/Measure	Description/Meaning	Calculation – where applicable
Aligned Performance Goals with Goal plans	Number of aligned worker goals that are within a goal plan.	
Aligned Performance goals without Goal Plan	Number of aligned worker goals that are without a goal plan.	
Count of Aligned Assignments	Number of worker assignments that have aligned goals.	
Count of Aligned Goals	Number of goals that are aligned with any goal.	
Count of Aligned Workers	Number of workers that have goals aligned.	

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