

Oracle® Hyperion Workforce Planning, Fusion Edition

Administrator's Guide

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Workforce Planning Administrator's Guide, 11.1.2.1

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Contents

Documentation Accessibility	7
Chapter 1. Setting Up Workforce Planning	9
About Workforce Planning	9
Prerequisites	10
Business Model	10
Creating and Initializing a Workforce Planning Application	11
Using Performance Management Architect Application Administration	12
Using Classic Application Administration	13
Loading Information into Workforce Planning	14
About Loading Information Using DIM Adapter for Planning	15
Logging On and Accessing Workforce Planning	15
Chapter 2. Working with Workforce Planning	17
Working with Employees	17
Transferring Employees	17
Reconciling Transfers	18
Increasing the Maximum Number of TBHs	19
Converting TBHs to Hires	19
Changing Employee Status	20
Terminating Employees	20
Planning Department Expenses	20
Working with Accounts	20
Spreading Data Using System Members	20
About Salary Accounts	21
Working with Data Forms	22
Working with Smart Lists and Menus	22
Working with Member Formulas	23
Working with Business Rules	23
Using Business Rules to Roll Up Higher Level Entities	24
Working with UDAs	24
Managing Access Permissions	25

What's Next?	25
Chapter 3. Customizing Workforce Planning	27
About Customizing Your Application	27
Adding a Performance Rating	27
With Performance Management Architect Applications	28
With Classic Applications	29
Changing the Pay Rate for Maternity Status	30
With Performance Management Architect Applications	31
With Classic Applications	31
Changing Bonus Frequency	32
With Performance Management Architect Applications	32
With Classic Applications	33
Adding a Salary Adjustment Type	34
With Performance Management Architect Applications	34
With Classic Applications	40
Appendix A. Workforce Planning Structure	45
Predefined Data Forms	45
Predefined Accounts	47
Predefined Member Formulas	53
Adjusted Annual Salary	53
Adjusted Annual Salary (Prior)	53
Annual Overtime	54
Annual Salary	54
Bonus	54
Bonus %	55
Bonus Basis	55
Cal TP-Index	55
Contractor FTE	56
Contractor Headcount	56
CYTD Sign On Bonus	57
CYTD Total Salary	57
CYTD Total Salary (Prior)	57
Departed Headcount	58
Differential %	58
Fiscal TP-Index	58
FT/PT	59
FUTA	59
FUTA Cap	60

FUTA Rate	60
FYTD Total Salary	61
FYTD Total Salary (Prior)	61
Health Care Costs	61
LOA Headcount	62
Maternity Headcount	62
Medicare	63
Medicare Rate	63
Merit	63
Merit Adjustment %	64
Merit Adjustment % Cum	64
NumPeriods	65
On Sabbatical Headcount	65
Other FTE	66
Other Headcount	66
Overtime	67
Rec. Bonus %	68
Rec. Merit %	69
Regular FTE	70
Regular Headcount	70
Salary	70
Social Security Tax	72
Spread_445	72
Spread_454	73
Spread_544	73
Spread_Actual_365	73
Spread_Actual_Actual	73
Spread_Average	74
Spread_Balance	74
Spread_First	74
Spread_Flow	74
SSTax Cap	75
SSTax Rate1	75
SSTax Rate2	75
Status	75
SUI	76
SUI Cap	77
SUI Rate	77
Target Rate	77

Temporary FTE	78
Temporary Headcount	79
Turnover Adjustment	79
Turnover Headcount Adjustment	80
Predefined Smart Lists	80
Predefined Smart List Entries	81
Predefined Menus	83
Predefined Business Rules	84
Add TBH Hourly	84
Add TBH Salary	85
Change Employee Status	86
CopyProps	87
Plan Departure	87
Reconcile TBH	87
Remove TBH	88
Rollup	88
Transfer	89
Transfer In	89
Transfer Out	91
Unreconciled Transfers	91
Index	93

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1

Setting Up Workforce Planning

In This Chapter

About Workforce Planning.....	9
Prerequisites.....	10
Business Model	10
Creating and Initializing a Workforce Planning Application	11
Loading Information into Workforce Planning	14
About Loading Information Using DIM Adapter for Planning.....	15
Logging On and Accessing Workforce Planning	15

About Workforce Planning

Oracle Hyperion Workforce Planning, Fusion Edition is a Web-based workforce planning and budgeting solution. It gives corporations a tool to model future headcount and related expenses, and provides a reliable source of up-to-date information about workforce expenses. By planning salary expense in direct correlation to headcount, planners can effectively manage one of their largest variable expenses.

With Workforce Planning, all decision-makers and front-line managers can communicate which course of action to take and ensure budget holders collaborate, which optimizes and streamlines the headcount process. When a material event occurs that causes a change in direction, planners have the flexibility to adapt rapidly, ensuring that plans are relevant and useful.

More specifically, Workforce Planning:

- Calculates workforce-related expenses, including headcount, payroll, salary, taxes, and health care benefits
- Includes employee transfer functionality, facilitating headcount management across dynamic organizations
- Provides a framework for customizing planning, meeting the needs of global enterprises
- Provides drill-through from summary values to underlying detailed data
- Includes event-based activities, such as new hires, that trigger expenses for space allocation, equipment, and hiring bonuses
- Integrates with Oracle Hyperion Planning, Fusion Edition data for reconciliation, forecasting, and reporting

- Integrates with other systems to load information: with flat files for Oracle Hyperion EPM Architect, Fusion Edition applications, and typically with Oracle's Hyperion® Data Integration Management Adapter for Planning for Classic applications
- Supports working with Workforce Planning data forms using Oracle Hyperion Smart View for Office, Fusion Edition, both online and offline

Prerequisites

This section describes prerequisites for setting up and managing Workforce Planning. You should understand:

- Planning functionality (see the *Oracle Hyperion Planning Administrator's Guide*, the *Oracle Hyperion Planning User's Guide*, and their online help)
- The Workforce Planning business model (see [“Business Model” on page 10](#))
- If you use Performance Management Architect, see the *Oracle Hyperion Enterprise Performance Management Architect Administrator's Guide* and online help.

Business Model

All companies create plans to help prepare for the future, aligning their limited corporate resources—people and dollars—against the strategies that they believe best leverage their competitive market advantage. Through collaborative planning, departments coordinate and allocate the company's finite resources. Companies that can best detect market opportunities and quickly realign their resources gain a competitive advantage. A company's workforce represents its most critical resource.

Using Workforce Planning, companies determine the employee resources needed to achieve their targets, assign existing employees to various positions, and plan for adding new employees. Companies must also gauge the various direct and indirect costs incurred by employees, such as health care, equipment, and taxes. Workforce Planning calculates these expenses—both simple and complex—based on certain drivers. Driver-based planning runs key business assumptions through models, providing the insight to proactively manage the volatility of future financial performance. For example, performance drives bonus and merit increases, primary factors in determining total compensation.

Workforce Planning allows actions such as transferring employees to another department, planning for their departure, and placing them on maternity leave or leave of absence.

Corporate planners, operational managers, or department managers prepare the workforce plans, sometimes including multiple scenarios. They submit them to senior financial and Human Resource managers for review and approval. A corporate planner typically consolidates the plan and prepares reports about the workforce. Companies can iterate plans, when necessary, to respond to changing conditions.

Creating and Initializing a Workforce Planning Application

This section describes how to create and initialize a new Workforce Planning application, using either Performance Management Architect application administration (see [“Using Performance Management Architect Application Administration” on page 12](#)) or Classic application administration (see [“Using Classic Application Administration” on page 13](#)).

Note: Oracle Hyperion Public Sector Planning and Budgeting, Fusion Edition does not support Workforce Planning, so if you use both modules, set them up as separate applications.

Initializing Workforce Planning loads predefined:

- Workforce Planning Account, Entity, Employee, Scenario, and Version members
- Data forms
- Smart Lists
- Member formulas
- Business rules
- Menus
- UDAs

Before you initialize Workforce Planning:

- Study [Appendix A, “Workforce Planning Structure.”](#) Review the predefined elements, identifying which elements you can use and which elements you need to customize. The better you understand the model and plan your application, the easier it is for planners to use Workforce Planning.
- Update your dimension outlines to resolve differences between Workforce Planning member names and names in other applications.
- Plan the Entity dimension structure if you will use both Workforce Planning and Oracle Hyperion Capital Asset Planning, Fusion Edition.

Initializing Workforce Planning produces one No Entity member; initializing Oracle Hyperion Capital Asset Planning, Fusion Edition produces a few Entity members. You can change the Entity members after you initialize the applications.

Note: The Workforce Planning model is based on a 12-month calendar, and the default calculations in Workforce Planning support a single year. However, you can modify the calculations to support multiple years. Also, some member formulas, such as spreading, rely on a monthly calendar. If your application uses custom time periods, you must modify these formulas to support those time periods.

Using Performance Management Architect Application Administration

Follow the steps in this section to use Performance Management Architect application administration.

Creating a Workforce Planning Application

To add the Workforce Planning plan type to an existing Planning application, skip to the next section.

► To create a Workforce Planning application:

- 1 For instructions, see “Building Applications” in the *Oracle Hyperion Enterprise Performance Management Architect Edition Administrator's Guide*.
- 2 For **Plan Type**, select **Wrkforce** or **Wrkforce** and **Capex** if the application will use both modules.

Adding the Workforce Planning Plan Type to an Existing Planning Application

If you have an existing Planning application, follow these steps to add the Workforce Planning plan type to an existing Planning application.

► To add the Workforce Planning plan type to a Planning application:

- 1 In Performance Management Architect, select **Navigate**, then **Administer**, and then **Application Library**.
- 2 In the **Application Library**, right-click the application to which you want to add the Workforce Planning plan type, select **Initialize**, then select **Wrkforce**, or **Wrkforce** and **Capex** if the application will use both modules.
- 3 Click **Yes** to confirm.

Deploying Workforce Planning Applications to Planning

After you create a Workforce Planning application, it is validated and deployed to Planning immediately. The deployment process creates a Planning application automatically.

If the application does not initialize successfully, validation fails and error messages display. Correct any errors and redeploy the application. Your Workforce Planning application is initialized when you successfully deploy an application with **Wrkforce** selected as the plan type.

If you need to redeploy a Workforce Planning application to Planning, for instructions, see “Validating and Deploying” in the *Oracle Hyperion Enterprise Performance Management Architect Administrator's Guide*.

After you deploy the application from Performance Management Architect to Planning, communicate the URL for logging on, the logon instructions, and information about the planning process.

Tip: You can put the URL on your company's intranet.

Using Classic Application Administration

To create a new Workforce Planning application using Classic application administration, see the *Oracle Hyperion Planning Administrator's Guide*. When using the Classic Application Wizard to create a Classic application, select the **Wrkforce** plan type.

After creating a Workforce Planning Classic application, you must initialize it.

Note: When you create a Classic Planning application, if you select Hyperion Calculation Manager instead of Oracle's Hyperion® Business Rules as the calculation module, you must manually load the predefined business rules if you select the Capex or Wrkforce plan type. To load the predefined business rules into your application, use the instructions in “Loading Predefined Business Rules for Workforce Planning and Capital Asset Planning” in the *Hyperion Calculation Manager Designer's Guide*.

Note: If you upgrade a Classic Planning application to Performance Management Architect, and then add the Capex or Wrkforce plan type to the application, the predefined business rules are automatically loaded.

Note: After you select Calculation Manager as the calculation module for a Classic Planning application, or migrate the application's business rules to Hyperion Calculation Manager, you cannot use Oracle's Hyperion® Business Rules with that application.

➤ To initialize a Workforce Planning application:

- 1 Start and log on to Planning.
- 2 In Planning, select **Administration**, then **Initialization**, and then **Workforce**.

A message confirms successful initialization, and the menu no longer displays **Initialize Workforce**.

- 3 **Optional:** If the application also uses the Capex plan type, select **Administration**, then **Initialization**, and then **Capital Asset**.

- 4 Ensure that the Workforce Planning model suits your company's needs.

See [Chapter 2, “Working with Workforce Planning,”](#) and [Appendix A, “Workforce Planning Structure.”](#) Validate the model if you change your application.

- 5 Refresh the application.

See “[Loading Information into Workforce Planning](#)” on page 14, and [Chapter 2, “Working with Workforce Planning.”](#)

Caution! To prevent overwriting your Actual data, tag your Actual scenarios with the UDA named ACTUAL before running any calculations.

Loading Information into Workforce Planning

If your Workforce Planning application is new, you may want to load information, such as the existing employee structure, employee properties, and payroll data, from enterprise systems:

- If you use Performance Management Architect application administration, load information using a flat file (see the *Oracle Hyperion Enterprise Performance Management Architect Administrator's Guide*).
- If you use Classic application administration, you can use DIM Adapter for Planning (see [“About Loading Information Using DIM Adapter for Planning” on page 15](#)).

You can also:

- Manually enter information into Workforce Planning.
 - Load metadata and data that generates data and rules files for loading metadata and data through Oracle Essbase Administration Services. See the *Oracle Hyperion Enterprise Performance Management Architect Administrator's Guide*.
- To load workforce information—data and metadata—using DIM Adapter for Planning into a Classic application:

1 Load metadata (for example, employees and departments) into Workforce Planning.

Load Account, Entity, Employee, and user-defined dimensions from any flat file or ODBC-compliant database. Load members, shared members, and attribute values into dimensions. Oracle recommends that you first load a small sample of employees. Verify the results, make any needed changes, then load the entire dimension.

See [Appendix A, “Workforce Planning Structure,”](#) for a list of Workforce Planning accounts and their properties.

2 Refresh the application to update the Oracle Essbase outline.

3 Set up the data load dimension and dimension driver members.

The data load dimension is the dimension to which you are loading data, and corresponds to the target table in the DIM Adapter for Planning. The driver dimension is the dimension to which you are loading data in an Essbase database. See “Loading Data” in the *Oracle Hyperion Planning Administrator's Guide*.

4 Load data and employee properties into the Essbase database for the Workforce Planning application.

The outlines must match; you can specify only the members and parent member names.

5 Refresh the application to update the data.

Each time you modify the application structure, reload the data.

Note: Load fixed accounts only into the BegBalance member and load varying accounts into all time periods. You set the effective POV for each record using the POV port.

About Loading Information Using DIM Adapter for Planning

After you install and configure DIM Adapter for Planning, you must configure an application connection in Workflow Manager before you can extract data from sources or write data into targets. See the *Oracle Hyperion Planning Administrator's Guide*, "Loading Members and Data" chapter. For specifics on loading workforce-related information into Planning, see *DIM Adapter for Planning Online Help*.

Note: You can load information using Oracle's Hyperion® Data Integration Management Adapter for Planning only into Classic applications.

Logging On and Accessing Workforce Planning

You set up Workforce Planning in the Oracle Enterprise Performance Management Workspace, Fusion Edition environment. The default EPM Workspace URL is `http://web_server:port/workspace/`, where *web_server* is the Web server machine hostname and *port* is the Web server listen port. For information about installing and configuring EPM Workspace, see the *Oracle Hyperion Enterprise Performance Management System Installation and Configuration Guide* and the *Oracle Enterprise Performance Management Workspace Administrator's Guide*.

➤ To log on to EPM Workspace and access Performance Management Architect (for Performance Management Architect application administration), Planning, and Workforce Planning:

- 1 Ensure that the Web server is started and the Web application server is running in the Services panel.
- 2 In the Web browser, enter the URL for the EPM Workspace **Log On** page.
- 3 Enter your system user name.
- 4 Enter your system password.
- 5 Click **Log On**.
- 6 **For Performance Management Architect applications:** To access Performance Management Architect, select an option from the **Navigate** menu.

For example, select **Navigate**, then **Administer**, and then select **Dimension Library** or **Application Library**. For information about Performance Management Architect, see the *Oracle Hyperion Enterprise Performance Management Architect Administrator's Guide* or online help.

- 7 Select **Navigate**, then **Applications**, then **Planning**, and then select an application.

2

Working with Workforce Planning

In This Chapter

Working with Employees	17
Planning Department Expenses.....	20
Working with Accounts	20
Working with Data Forms.....	22
Working with Smart Lists and Menus	22
Working with Member Formulas	23
Working with Business Rules	23
Using Business Rules to Roll Up Higher Level Entities	24
Working with UDAs.....	24
Managing Access Permissions.....	25
What's Next?	25

Working with Employees

This section explains Workforce Planning employee tasks. To change employee status, planners click cells in data forms and select items from Smart Lists or menus. They can also run business rules to modify employee records (for example, to transfer an employee to a different department).

Employee properties are account members such as Position, Grade, or Salary. Employee members can have associated Smart Lists, and they may depend on another employee property. For example, the value in the FT/PT (full time/part time) Account member depends on the value entered in the FTE (full-time equivalent) account. You can customize the employee properties as described in [Chapter 3, “Customizing Workforce Planning.”](#) For example, you can change the employee type, grade, FTE, status, and performance that drive calculations.

Transferring Employees

Planners transfer employees using business rules. Depending on your business needs, employees can either be transferred in two steps, using the Transfer Out and Transfer In business rules, or in one step, using the Transfer business rule.

The two-step transfer process provides security; it ensures that a manager in Department A cannot see member data for Department B, without the appropriate access permissions. The

owner of Department A should transfer out an employee during the same month that the owner of Department B transfers in the employee.

► To use the two-step employee-transfer process:

1 Run the Transfer Out business rule to transfer the employee out of the current department.

The Transfer Out business rule clears the Action account after the transfer out month.

2 Run the Transfer In business rule to transfer the employee into the new department.

The Transfer In business rule clears the Action account before the transfer in month.

To undo the action for Transfer Out or Transfer In, planners change the Action value in the data form back to the desired value. In most cases, the desired value is #missing.

Planners can use a one-step transfer process if security is not an issue. The Transfer business rule transfers employees out of one department and into another.

To undo the Transfer business rule, planners can launch the **rule again, using the same settings but reversing the order of the departments for transfer.**

After an employee is transferred out, employee data stays in the old department, but salary for that employee is not calculated within that department. When the employee is transferred to the new department, the status is set to Active for that department and the employee's salary is calculated in the new department.

While no other information is changed or cleared, other accounts are based on the Action account, so transfers can cause a ripple effect when other accounts are calculated. For example, Action drives Status, which drives Salary, which drives Total Salary, which drives Taxes and Total Compensation. Total Compensation + Taxes drives Expenses, and so on.

Note: Planners can transfer an employee into a department even if the employee is already in the department. This is useful when planners want to move the transfer-in date.

Tip: Oracle recommends that planners review the Reconcile Transfer Report before approving a plan. See [“Reconciling Transfers” on page 18](#).

You can create task lists to add workflow to the transfer process to suit your business needs. For example, tasks can send e-mail reminders to department managers in the old and new departments. For information about managing task lists, see *Oracle Hyperion Planning Administrator's Online Help*.

Reconciling Transfers

Employees are typically transferred out of one department and into another in the same month. To ensure that the timing of transfers correctly reflects your intentions, Workforce Planning includes two reports that compare employee Transfer Out and In months, enabling you to make corrections, if necessary.

Before approving plans, open the Reconcile Transfer Report data form and launch the Unreconciled Transfers business rule, which validates that transferred employees' Transfer In and Transfer Out months match. When Transfer Out and In months are not identical, discrepancies display for employees to which you have access. (If there are no discrepancies, no rows display). Review displayed rows:

Table 1 Discrepancies When Reconciling Transfers

Displayed Value	Description
#missing	No errors (Transfers In equal Transfers Out) for the month
-1	Transfers Out exceed Transfers In for the month
0	Too many transfers in the month (Transfers In equal Transfers Out but the number of transfers is not 1)
1	Transfers In exceed Transfers Out in the month

Note: You cannot transfer an employee into and out of the same department in the same month.

For example, if two employees are transferred out of Department A in January, but are not transferred to any department until March, their row's January cells display -1 and their March cells display 1.

Tip: Create a Smart List to display meaningful text instead of numerical values. See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

To make corrections, right-click on an individual's name, and select the menu item to launch the Reconcile Employee Transfer report, where you can change transfer months.

Increasing the Maximum Number of TBHs

Workforce Planning includes 30 TBH (To be Hired) employee members for each department, so departments can add 30 new hires during the current plan year, 30 more for the next year, and so on for all subsequent years. You can determine the number of TBHs to allow for each department. To add TBHs, add them on the **Dimensions** tab.

Converting TBHs to Hires

After TBHs are hired, planners convert the TBH members to the names of newly-hired employees. They create a member for the new employee's name and run the Reconcile TBH business rule. This reconciles the data for the TBH member for the department to the actual new hire.

Changing Employee Status

To change an employee's status, planners use a data form to select a new value for Status, such as Maternity Leave or Departed. They can also use the Change Employee Status business rule.

Terminating Employees

To terminate an employee, planners can:

- Run the Plan Departure business rule
- Change the employee's Status in the data form to Departed or Resigned

Note: If necessary, bonus payments can be made after employees are terminated.

To correct an employee termination error, planners click the data form cell containing the Departed value, then press Delete to remove the value. If an employee was on a non-active status such as Sabbatical when they were terminated, planners must manually change the status after undoing a termination.

Planning Department Expenses

You can plan expenses by individuals or departments. Department expenses are not associated with specific employees, and include items such as printers, telephone, and furniture. You can use the Department General employee member to plan for expenses charged to departments. If you use this member, pay special attention to taxes.

Tip: You can plan turnover with the Turnover data form.

Working with Accounts

You can add new accounts that roll up into aggregates. You can also associate accounts with calculations by adding member formulas or business rules for them. See [“Predefined Accounts” on page 47](#).

Spreading Data Using System Members

You can use System Members account members to spread data for calculations in Workforce Planning. You can spread driver members across time (including annual accounts such as yearly salary) or member values based on another member.

To spread data, you can use:

- A predefined spread type, such as `Spread_Average`, `Spread_Balance`, `Spread_First`, `Spread_Flow`, `Spread_445`, `Spread_454`, `Spread_544`, `Spread_Actual_365`, and

Spread_Actual_Actual. If you delete the spread type members, calculations based on them do not work.

Example: Salary = "Annual Salary" * Spread_445

- The time balance spread formula expression, [TimeBalanceSpread]. This formula expression returns the spread type member based on the account's Time Balance spreading property. It relies on the predefined System Members, which are only available to Workforce Planning applications.

Example: Salary = "Annual Salary" * [TimeBalanceSpread]

Note: Oracle recommends using the time balance spread formula expression so that changes to your outline do not affect Workforce Planning calculations.

About Salary Accounts

Salary accounts include members that indicate how much employees make, how much they are paid, and modifying factors such as Status (Departed, for example), Salary Basis (Hourly, for example), or Pay Type (Exempt, for example).

Annual Salary is calculated:

Table 2 Annual Salary Calculation

Salary Basis	Pay Type	Salary Rate	Annual Salary
Hourly	Exempt	Amount the employee makes per hour	Multiply Salary Rate by the Number of hours worked per week, then multiply the result by 52
Hourly	NonExempt	Amount the employee makes per hour	Multiply Salary Rate by the lesser of Number of hours worked per week or 40 hours, then multiply the result by 52 weeks
Annual	NA (Pay Type is considered only for Hourly employees)	Amount the employee makes per year	Multiply Salary Rate by FTE

Conceptually, the Employee Expenses member is calculated thus, using hypothetical rounded numbers:

Table 3 Model of Salary Calculations

Type of Value	Member Name	Example Amount
Input	Salary Rate	100,000
Input	FTE	0.75
Calculated	Annual Salary Note: See Table 2, "Annual Salary Calculation," on page 21.	75,000
Input	Status	Maternity (65% = 48,000)

Type of Value	Member Name	Example Amount
Calculated	Salary	4,000 (48,000 / 12)
Input or Calculated	Merit Adjustment %	5%
Calculated	Merit	200 (4,000 * 5%)
Calculated	Adjusted Salary	4,200 (4,000 + 200)
Input or Calculated	Bonus %	10%
Calculated	Bonus (annual total, based on two 6-month bonuses)	4,800
Calculated	Total Salary	9,000 (4,200 + 4,800)
Input	Health Plan	Family Plan
Calculated	Health Care Cost	300
Calculated	Total Compensation	9,300 (9,000 + 300)
Calculated	Taxes	2,000
Calculated	Employee Expenses	11,300

Planners input some of the values, and others Workforce Planning calculates. For values listed as Input or Calculated in the table, planners can accept the default value or override it. For example, planners can override the calculated Bonus % to reflect company policy.

Essbase calculates members in the order of the outline. If you move accounts in the outline, you must be careful about dependencies. Likewise, if you rewrite the logic for the Salary calculations, you may need to reorder the outline. For a list of expense members and the outline hierarchy, see [“Predefined Accounts” on page 47](#).

Working with Data Forms

When you make changes to data forms in your model, be sure that changes are synchronized with business logic such as business rules, member formulas, and outline structure. Whenever you modify your business logic, you should check your data forms.

Working with Smart Lists and Menus

For Smart Lists and menus, Workforce Planning provides predefined labels that are set as resource strings in the `HspCustomMsgs` template file. For a list of predefined Smart Lists and menus, see [“Predefined Smart Lists” on page 80](#) and [“Predefined Menus” on page 83](#).

If you add Smart Lists and menus to your application, you should add corresponding labels to the `HspCustomMsgs` file. You should also update the file whenever you modify the predefined Smart Lists or menus.

You can localize the labels in your application by updating the localized versions of the `HspCustomMsgs` file. For instructions on modifying labels or preparing files for localization, see “Customizing Planning Web Client” in *Oracle Hyperion Planning Administrator’s Online Help*.

Note: Modifying the `HspCustomMsgs` file overrides default values installed with Workforce Planning or creates new values.

After you enter data based on Smart List values, any calculations based on the Smart Lists may not be correct if the lists change. You may need to adjust data in the database to reflect the new values. To understand the implications of changing Smart Lists, see the examples in [Chapter 3, “Customizing Workforce Planning.”](#) However, you can delete predefined menus without impacting predefined calculations.

Working with Member Formulas

Workforce Planning member formulas include formula expressions, such as `[TimeBalanceSpread]`. Oracle recommends that you include formula expressions when you write new formulas. Making formulas independent of the outline, enables calculations to work if you change the outline. See “[Predefined Member Formulas](#)” on page 53.

See *Oracle Hyperion Enterprise Performance Management Architect Administrator’s Online Help* or help system.

Working with Business Rules

Planners use business rules to perform calculations on employee data, such as:

- Adding new employees to departments. For example, planners use the Add TBH Hourly or Add TBH Salary business rule to add new hires to departments.
- Changing employee status. For example, when employees take a leave of absence, planners use the Change Employee Status business rule to change the employee’s status from Active to Leave of Absence.
- Transferring employees in and out of departments. For example, when employees change departments, planners use the Transfer business rule to move employees out of the old departments and into the new departments.

See “[Predefined Business Rules](#)” on page 84.

Administrators work with business rules in the Administration Services Console (Administration Console). You can use the Administration Console to create, validate, launch, and manage business rules. You can also view the content of predefined Workforce Planning business rules (see *Hyperion Business Rules Administrator’s Online Help*). In Planning, you associate business rules with menus and data forms, and set properties for business rules (see *Oracle Hyperion Planning Administrator’s Online Help*). Planners and other users launch business

rules to set and calculate employee data on data forms (see *Oracle Hyperion Planning User's Online Help*).

Using Business Rules to Roll Up Higher Level Entities

To roll up upper-level entities (for example, Division on the page drop-down of the data form 8. Headcount and FTE), create a new business rule similar to the predefined Rollup business rule and associate it with the data form. In the new business rule, include an additional rollup of the Entity dimension. If your application is multicurrency, create a new rule in Oracle Essbase Administration Services, copy and paste the following text, then save the new business rule:

```
SET AGGMISSG ON;  
  
FIX ([Scenario], [Version], [Year], "Local", "HSP_InputValue")  
  
CALC DIM ("Account", "Period", "Employee", "Entity");  
  
ENDFIX
```

Note: If your application uses a single currency, remove “Local” from the FIX statement. If you renamed dimensions, the CALC DIM statement should list those dimension names instead.

Run the Rollup business rule instead of the Calc Data on Form calc script on Workforce Planning data forms that contain accounts with member formulas (such as 7. Employee Expenses Summary form, or 8. Headcount and FTE form). These data forms already have the Rollup business rule associated with them. For customized data forms, you may need to associate this rule with the data form during data form design.

Working with UDAs

You can use user-defined attributes (UDAs)—words or phrases describing a particular characteristic of members—within calc scripts and reports so they return lists of members associated with the specified UDA. Workforce Planning includes one predefined UDA called ACTUAL. This UDA flags the Actual scenario and ignores member formulas. This prevents actual data from being overwritten.

Note: Member formulas do not calculate data in any scenario that has the ACTUAL UDA assigned. Before or after initializing Workforce Planning, assign the ACTUAL UDA to the scenario that is used to store actuals data.

See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help* and *Oracle Essbase Database Administrator's Online Help*.

Managing Access Permissions

You control access to Workforce Planning—who can view, add, delete, and change information, and to which departments they have access. See how to:

- Set up users and groups in the *Oracle Hyperion Enterprise Performance Management System User and Role Security Guide*
- Assign access in *Oracle Hyperion Planning Administrator's Online Help*

Before planners can add and modify information for a department, they must have access to the department and the Department General entity member.

If you give planners access to a member, they also have access to that member's data. Salary information is sensitive. You can hide it from viewing and reporting by denying users or groups access to members or to their parents (assign the access type None). You can also screen information by withholding access to certain data forms.

What's Next?

After setting up your application and loading employee data, you can:

- Set up task lists for planners. To help guide users in the planning process, administrators can set up task lists. The task list shows the activities for which users are responsible and task due dates. It might also include instructions for completing the tasks (see *Oracle Hyperion Planning Administrator's Online Help*).
- Assess rolling forecasts by loading prior payroll actual data (typically from the General Ledger and HR system) into the history time periods of the Forecast scenario. Historical information such as prior month actuals remains intact, enabling managers to compare actual results to the same month's forecast, the same month's budget, and the prior month's actuals.
- Customize your Workforce Planning application to accommodate any of your company's special requirements. See [Chapter 3, "Customizing Workforce Planning."](#)

3

Customizing Workforce Planning

In This Chapter

About Customizing Your Application	27
Adding a Performance Rating.....	27
Changing the Pay Rate for Maternity Status.....	30
Changing Bonus Frequency	32
Adding a Salary Adjustment Type	34

About Customizing Your Application

This chapter provides examples for customizing Workforce Planning applications. Before customizing a Workforce Planning application, evaluate the predefined Workforce Planning model—described in [Appendix A, “Workforce Planning Structure”](#)—to identify which elements you can use and which you need to customize. Study the logic, formulas, and interrelationships of the predefined members.

Whenever you change the Workforce Planning model, validate the model to test modifications and refresh the application.

Adding a Performance Rating

This example:

- Adds a new Performance rating called Star Performer to the Performance Smart List.
- Updates its associated member formulas to calculate a merit increase and bonus of 20% each.

You can customize other Smart Lists and member formulas similarly. This example does not affect any business rules.

Tip: Smart Lists are used in predefined member formulas, and drive the calculations of the Workforce Planning model. Review how Smart List entries affect member formulas so that you understand the effects of changing or adding a Smart List.

With Performance Management Architect Applications

► To add Star Performer as a member of the Performance Smart List:

- 1 **Select *Navigate*, then *Administer*, and then *Dimension Library*.**
- 2 **In *Shared Library*, right-click the *Performance Smart List*, then select *Create Member*, and then *As Child*.**
- 3 **Enter the name *Star Performer*, and then click *OK*.**

Star Performer is displayed as a Performance Smart List member.

- 4 **In *Star Performer* properties, in the *Value* column, enter *Star Performer* as the *Label*. Leave all other default values.**

See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

Tip: Labels are displayed in the user interface. Labels can be text or they can reference a resource variable by name. For example, to set a label to `Star Performer`, either set it to `Star Performer` directly or set it to the name of a resource—such as `LABEL_STAR_PERFORMER`—which may be localized. For information about localizing labels, see *Oracle Hyperion Planning Administrator's Online Help*.


- 5 **Click *Save*.**

The Performance Smart List dimension now includes the new performance rating member for use in other calculations.

- 6 **Redeploy the application after this change.**

See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

► Add a 20% merit increase calculation and 20% bonus calculation based on Star Performer performance ratings by extending existing member formulas:

- 1 **Select *Navigate*, then *Administer*, and then *Dimension Library*.**
- 2 **In *Shared Library*, select *WFP-Accounts*, and then click  until you see *Compensation Assumptions*.**
- 3 **Select *Rec. Merit %* to display its properties.**
- 4 **In *Property*, double-click *Member Formula*, and then click the ellipsis to display the Memo Editor dialog box.**
- 5 **In the Memo Editor dialog box, add the following calculation to the member formula to assign a 20% merit increase to employees with a Star Performer rating:**

```
ELSEIF ("Performance" == [Performance.StarPerformer]) 0.20;
```

The revised member formula is:

```
[OpenInputValueBlock]  
IF (@ISMBR("BegBalance"))
```

```

IF ("Performance" == [Performance.FailsToMeetExpectations]) 0.00;
ELSEIF ("Performance" == [Performance.NeedsImprovement]) 0.02;
ELSEIF ("Performance" == [Performance.MeetsExpectations]) 0.04;
ELSEIF ("Performance" == [Performance.ExceedsExpectations]) 0.06;
ELSEIF ("Performance" == [Performance.FarExceedsExpectations]) 0.10;
ELSEIF ("Performance" == [Performance.StarPerformer]) 0.20;
ENDIF
ELSE
    #MISSING;
ENDIF
[CloseInputValueBlock]

```

6 Validate the change.

See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

Note: You can only validate a member formula after you deploy the Workforce Planning application to Planning.

7 Click **OK**.

8 Make similar changes to the **Rec. Bonus %** member formula.

9 Click **OK**.

10 Redeploy the application after this change. See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

With Classic Applications

➤ To add Star Performer as a member of the Performance Smart List:

1 Select **Administration**, then **Manage**, and then **Smart Lists**.

2 Select the **Performance Smart List**, and then click **Edit**.

3 Select **Entries**, and then click **Add**.

4 Enter the following:

In the **Name** column, enter Star Performer

In the **Label** column, enter Star Performer

Tip: Labels are displayed in the user interface. Labels can be text or they can reference a resource variable by name. For example, to set a label to `Star Performer`, either set it to `Star Performer` directly or set it to the name of a resource—such as `LABEL_STAR_PERFORMER`—which may be localized. For information about localizing labels, see *Oracle Hyperion Planning Administrator's Online Help*.

5 Click **Save**.

The Performance Smart List dimension now includes the new performance rating member for use in other calculations.

- Now add a 20% merit increase calculation and 20% bonus calculation based on Star Performer performance ratings by extending existing member formulas:
- 1 Select **Administration**, then **Manage**, and then **Dimensions**.
 - 2 Select the **Account** dimension, and then, under **Compensation Assumptions**, select **Rec. Merit %**.
 - 3 Select **Rec. Merit %**, click **Edit**, and then select **Member Formula**.
 - 4 In **Enter Member Formula**, add the following calculation to the member formula to assign a 20% merit increase to employees with a Star Performer rating:

```
ELSEIF ("Performance" == [Performance.StarPerformer]) 0.20;
```

The revised member formula is:

```
[OpenInputValueBlock]
IF (@ISMBR("BegBalance"))
IF ("Performance" == [Performance.FailsToMeetExpectations]) 0.00;
ELSEIF ("Performance" == [Performance.NeedsImprovement]) 0.02;
ELSEIF ("Performance" == [Performance.MeetsExpectations]) 0.04;
ELSEIF ("Performance" == [Performance.ExceedsExpectations]) 0.06;
ELSEIF ("Performance" == [Performance.FarExceedsExpectations]) 0.10;
ELSEIF ("Performance" == [Performance.StarPerformer]) 0.20;
ENDIF
ELSE
    #MISSING;
ENDIF
[CloseInputValueBlock]
```

- 5 Click **Validate Member Formula** to validate the change.

Note: You can validate a member formula only after you deploy the Workforce Planning application to Planning (see *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*).


- 6 Click **Save**.
- 7 Make similar changes to the **Rec. Bonus %** member formula.
- 8 Click **Save**.

Changing the Pay Rate for Maternity Status

This example changes the salary percentage that employees on Maternity status receive. The current model pays 65%; the example changes it to 80%. To do this, you modify the member formula for the Salary account member.

With Performance Management Architect Applications

- To change the Maternity status pay rate from 65% to 80% in Performance Management Architect applications:

- 1 In Performance Management Architect, select **Navigate**, then **Administer**, and then **Dimension Library**.
- 2 In **Shared Library**, select WFP-Accounts, and then click  until you see Adjusted Salary.
- 3 Select **Salary** from Adjusted Salary, then in **Property**, double-click **Member Formula**, and then click the ellipsis button to display and edit its value.
- 4 In **Memo Editor**, change .65 to .80 in this statement:

```
ELSEIF ("Status" == [Status.Maternity])  
0.80 * "Annual Salary" * [TimeBalanceSpread];
```

- 5 Click **Validate** to validate the member formula.

Note: You can validate a member formula only after you deploy the Workforce Planning application to Planning.

- 6 Click **OK**.

Now employees whose Status is Maternity are paid 80% of their salary each month, until their status changes. You must calculate employee data before the data reflects this change.

- 7 Redeploy the application after this change.

See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

Note: The **Redeploy** option is available only after an application is successfully deployed.

With Classic Applications

- To change the Maternity status pay rate from 65% to 80% in Classic applications:

- 1 Select **Administration**, then **Manage**, then **Dimensions**, and then **Account**.
- 2 Select the member **Salary**.
- 3 Click **Edit** and then select **Member Formula**.
- 4 Change .65 to .80 in this code:

```
ELSEIF ("Status" == [Status.Maternity])  
0.80 * "Annual Salary" * [TimeBalanceSpread];
```

- 5 Click **Save**.


Now employees whose Status is Maternity are paid 80% of their salary each month, until their status changes.

- 6 Refresh the application to update the outline in Essbase.

Note: You must calculate employee data before the data reflects this change.

Changing Bonus Frequency

This example changes bonuses from twice a year (March and September) to quarterly (March, June, September, and December). To make the change:

- Add the June and December members to the Compensation Adjustment data form.
 - Extend the member formula for the Bonus Basis member to include June and December.
- Change the Compensation Adjustments data form to reflect the new bonus months:
- 1 In **Planning**, select **Administration**, then **Manage**, then **Data Forms**, and then select the **Compensation Adjustments** data form.
 - 2 Click **Edit** and then select **Layout**.
 - 3 To the right of **Column Definition 2**, click  for the **Period** dimension.
 - 4 Expand **YearTotal**, **Q2** and **Q4**, and then select **Jun** and **Dec**.
 - 5 Reorder the members so they display in this order: March, June, September, December.
 - 6 Click **Submit** and then **Finish**.

The Compensation Adjustments data form now reflects the new bonus months.

Next you change the member formula for the Bonus Basis member to include calculations for the new bonus months.

With Performance Management Architect Applications

- To change the member formula for the **Bonus Basis** member in Performance Management Architect applications:
- 1 In **EPM Workspace**, select **Navigate**, then **Administer**, and then **Dimension Library**.
 - 2 In **Shared Library**, expand **WFP-Accounts**, **WFP-Assumptions**, **Compensation Assumptions**, and **Bonus Basis** to select the member **Bonus Basis**.
 - 3 In the **Value** column of the **Bonus Basis** properties, double-click **Member Formula**, and then click the ellipsis button to display and edit its value.

The member formula currently allows first and third Quarter bonuses for employees whose type is Regular (set using the Smart List Employee Type):

- 4 In the **Memo Editor** dialog box, extend the member formula to review bonuses every three months instead of six, and then save it:

```
[OpenInputValueBlock]
```

```

IF ("Employee Type" == [EmployeeType.Regular] AND (@ISMBR ("Mar") OR
@ISMBR("Jun") OR @ISMBR("Sep") OR @ISMBR("Dec")))
3;
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]

```

Notice that the 6 is now 3, indicating that the formula looks to the last three months instead of six.

5 Click **Validate to validate the member formula.**

Note: You can validate a member formula only after you deploy the Workforce Planning application to Planning (see *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*).

6 Click **OK.**

Planners can now input bonus values into the Compensation Adjustments data form quarterly instead of semiannually. You must calculate employee data before the data reflects this change.

7 Redeploy the application after this change. See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

Note: The Redeploy option is available only after an application is successfully deployed.

With Classic Applications

► To change the member formula for the **Bonus Basis** member in Classic applications:

- 1** In Planning, select **Administration**, then **Manage**, then **Dimensions** and select the **Account** dimension.
- 2** Select the **Bonus Basis** member, click **Edit**, and then select **Member Formula**.
- 3** The member formula currently allows first and third Quarter bonuses for employees whose type is **Regular** (set using the Smart List Employee Type).
- 4** Extend the member formula to review bonuses every three months instead of six, and then save it:

```

[OpenInputValueBlock]
IF ("Employee Type" == [EmployeeType.Regular] AND (@ISMBR ("Mar") OR
@ISMBR("Jun") OR @ISMBR("Sep") OR @ISMBR("Dec")))
3;
ELSE
#MISSING;

```

ENDIF

[CloseInputValueBlock]

Notice that the 6 is now 3, indicating that the formula looks to the last three months instead of six.

5 Refresh the application to update the outline in Essbase.

Planners can now input bonus values into the Compensation Adjustments data form quarterly instead of semiannually.

Note: You must calculate employee data before the data reflects this change.

Adding a Salary Adjustment Type

This example adds a new salary adjustment type: an equity adjustment, which enables managers to adjust employee salaries by a specified percent to correct their being significantly underpaid. To make the change:

- Create input members for equity month and adjustment percent.
- Add the input members to the Compensation Adjustments data form, in which planners select the effective month (using a Smart List) then enter the equity percent change (usually an increase).
- Add members that calculate the adjusted salary as of the effective month.

With Performance Management Architect Applications

► To add the Equity Month and Equity Adjustment % input members to Performance Management Architect applications:

- 1 In Oracle Hyperion EPM Architect, Fusion Edition, select **Navigate**, then **Administer**, and then **Dimension Library**.
- 2 In **Shared Library**, expand **WFP-Accounts**, **WFP-Assumptions**, and **Employee Properties** to select the member **Merit Month**.
- 3 Right-click **Merit Month**, then select **Create Member**, and then select **As Sibling**.
- 4 Enter the name, *Equity Month*, for the new member, and click **OK**.

Equity Month is inserted below Merit Month in the Master View. Note that we are associating this member with the Smart List named Month.

Note: Whenever you create members, consider assigning access permissions to them based on functions or department.

5 Under the **Value** column, set these Equity Month properties:

Table 4 Equity Month Properties

Property	Value
Account Type	Saved Assumption
Variance Reporting	Non-Expense
Time Balance	Balance
Skip	None
Exchange Rate Type	None
Data Type	Smart List
Data Storage	Store
Plan Type	Wrkforce
Source Plan Type	Wrkforce
Smart Lists	Month

6 In **Shared Library**, expand **WFP-Accounts**, **WFP-Assumptions**, and **Compensation Assumptions** to select the member **Merit Adjustment %**.

7 Right-click **Merit Adjustment %**, then select **Create Member**, and then select **As Sibling**.

8 Enter the name, *Equity Adjustment %*, for the new member, and then click **OK**.

Equity Adjustment % is inserted below Merit Adjustment % in the Master View.

9 Under the **Value** column, set the **Equity Adjustment %** properties:

Table 5 Equity Adjustment % Properties and Values

Property	Value
Account Type	Saved Assumption
Variance Reporting	Non-Expense
Time Balance	Balance
Skip	None
Exchange Rate Type	None
Data Type	Percentage
Data Storage	Store
Plan Type	Wrkforce
Source Plan Type	Wrkforce
Smart Lists	None

10 Click **Save**.

11 Redeploy the application after this change.

See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

Note: The Redeploy option is available only after an application is successfully deployed.

➤ To add the new input members—Equity Month and Equity Adjustment %—to the Compensation Adjustments data form:

1 In **Planning**, select **Administration**, then **Manage**, then **Data Forms**, and then select the **Compensation Adjustments** data form.

2 In **Layout**, under **Column**, to the right of the Account members, select .

3 Select the **Equity Month** and **Equity Adjustment %** members, and then add them to the end of the list:

- Annual Salary
- Pay Type
- Salary Basis
- Hours per week
- Differential %
- Performance
- Merit Month
- Rec. Merit %
- Override Merit %
- Merit Adjustment %
- Equity Month
- Equity Adjustment %

4 Save the data form.

➤ Add the calculated members Equity Adjustment % Cum and Equity:

1 In **Oracle Enterprise Performance Management Workspace, Fusion Edition**, select **Navigate**, then **Administer**, and then **Dimension Library**.

2 In **Shared Library**, expand **WFP-Accounts**, **WFP-Assumptions**, and **Compensation Assumptions** to select the member **Equity Adjustment %**.

3 Right-click **Equity Adjustment %**, then select **Create Member**, and then **As Sibling**.

4 Enter the name, *Equity Adjustment % Cum*, for the new member, and click **OK**.

Equity Adjustment % Cum is inserted below Equity Adjustment % .

5 Set **Equity Adjustment % Cum** properties:

Table 6 Equity Adjustment % Cum Properties

Property	Value
Account Type	Saved Assumption
Variance Reporting	Non-Expense
Time Balance	Balance
Skip	None
Exchange Rate Type	None
Data Type	Percentage
Data Storage	Dynamic Calc
Plan Type	Wrkforce
Source Plan Type	Wrkforce
Smart Lists	None

- 6 Save the properties.
- 7 Double-click **Member Formula**, and then click the ellipsis button to display and edit its value.
- 8 In the **Memo Editor**, define and save the formula for Equity Adjustment % Cum:

```
[OpenInputValueBlock]
IF ("Cal TP-Index" == 1 AND "BegBalance"->"Equity Month"<=
[Month.Jan])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 2 AND "BegBalance"->"Equity Month"<=
[Month.Feb])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 3 AND "BegBalance"->"Equity Month"<=
[Month.Mar])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 4 AND "BegBalance"->"Equity Month"<=
[Month.Apr])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 5 AND "BegBalance"->"Equity Month"<=
[Month.May])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 6 AND "BegBalance"->"Equity Month"<=
[Month.Jun])
"BegBalance"->"Equity Adjustment %";
```

```

ELSEIF ("Cal TP-Index" == 7 AND "BegBalance"->"Equity Month"<=
[Month.Jul])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 8 AND "BegBalance"->"Equity Month"<=
[Month.Aug])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 9 AND "BegBalance"->"Equity Month"<=
[Month.Sep])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 10 AND "BegBalance"->"Equity Month"<=
[Month.Oct])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 11 AND "BegBalance"->"Equity Month"<=
[Month.Nov])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 12 AND "BegBalance"->"Equity Month"<=
[Month.Dec])
"BegBalance"->"Equity Adjustment %";
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]

```

9 Click Validate to validate the member formula.

Note: You can validate a member formula only after you deploy the Workforce Planning application to Planning (see the *Oracle Hyperion Enterprise Performance Management Architect Administrator's Guide*).

10 Click OK.

11 In Shared Library, expand WFP-Accounts, Employee Expenses, Total Compensation, Total Salary, and Adjusted Salary to select the member Merit.

12 Right-click Merit, then select Create Member, and then select As Sibling.

13 Enter the name, Equity, for the new member, and then click OK.

Equity is inserted below Merit in the Shared Library.

14 Set Equity properties:

Table 7 Equity Properties

Property	Value
Account Type	Expense
Variance Reporting	Expense
Time Balance	Flow
Skip	None
Exchange Rate Type	Average
Data Type	Currency
Data Storage	Store
Plan Type	Wrkforce
Source Plan Type	Wrkforce
Smart Lists	None

15 Double-click **Member Formula**, and then click the ellipsis button to display and edit its value.

16 In the **Memo Editor**, enter and save the following formula for **Equity**:

```
[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
"Salary" * "Equity Adjustment % Cum";
ENDIF
[CloseInputValueBlock]
```

Note: If you add an equity adjustment account, you must modify the Salary member formula to reflect the equity adjustment.

17 Click **Validate** to validate the member formula.

Note: You can validate a member formula only after you deploy the Workforce Planning application to Planning.

18 Click **OK**.

19 Redeploy the application after this change.

See *Oracle Hyperion Enterprise Performance Management Architect Administrator's Online Help*.

Note: The Redeploy option is available only after an application is successfully deployed.

Now planners can input salary adjustments into the Equity Adjustment % member on the Compensation Assumptions data form, and select the effective month for the adjustment from

a Smart List. The calculated equity value is added to employee's adjusted salary, starting from the effective month.

With Classic Applications

- To add the Equity Month and Equity Adjustment % input members in Classic applications:
 - 1 In Planning, select **Administration**, then **Manage**, then **Dimensions** and then select the **Account** dimension.
 - 2 After **Merit Month**, add the **Equity Month** input member. See *Oracle Hyperion Planning Administrator's Online Help*.
 - 3 Set properties for **Equity Month**:

Table 8 Equity Month Member Properties

Property	Value
Account Type	Saved Assumption
Variance Reporting	Non-Expense
Time Balance	Balance
Skip	None
Data Type	Non-Currency
Data Storage	Store
Plan Type: Wrkforce	Ignore
Smart Lists	Month

Note that we are associating this member with the Smart List called Month.

Note: Whenever you create members, consider assigning access permissions to them based on functions or department.

- 4 Now add the **Equity Adjustment %** input member after **Merit Adjustment %** and then set its properties:

Table 9 Equity Adjustment % Member Properties

Property	Value
Account Type	Saved Assumption
Variance Reporting	Non-Expense
Time Balance	Balance
Skip	None

Property	Value
Data Type	Percentage
Data Storage	Store
Plan Type: Wrkforce	Ignore
Smart Lists	None

➤ To add the new input members—Equity Month and Equity Adjustment %—to the Compensation Adjustments data form:

1 In Oracle Hyperion Planning, Fusion Edition, select **Administration**, then **Manage**, then **Data Forms**, and then select the **Compensation Adjustments** data form.

2 Click **Edit**, and then **Layout**.

3 To the right of **Account**, select , then select the **Equity Month** and **Equity Adjustment %** members, and then order them like this:

- Annual Salary
- Pay Type
- Salary Basis
- Hours per week
- Differential %
- Performance
- Merit Month
- Rec. Merit %
- Override Merit %
- Merit Adjustment %
- Equity Month
- Equity Adjustment %

4 Save the data form.

➤ To add the calculated members Equity Adjustment % Cum and Equity:

1 After the **Equity Adjustment %** member, create the **Equity Adjustment % Cum** member and set its properties:

Table 10 Equity Adjustment % Cum Member Properties

Property	Value
Account Type	Saved Assumption
Variance Reporting	Non-Expense

Property	Value
Time Balance	Balance
Skip	None
Data Type	Percentage
Data Storage	Dynamic Calc
Plan Type Wrkforce	Ignore
Smart Lists	None

2 Save the properties and, in Member Formula, define and save the formula for Equity Adjustment % Cum:

[OpenInputValueBlock]

IF ("Cal TP-Index" == 1 AND "BegBalance"->"Equity Month"<=[Month.Jan])

"BegBalance"->"Equity Adjustment %";

ELSEIF ("Cal TP-Index" == 2 AND "BegBalance"->"Equity Month"<=[Month.Feb])

"BegBalance"->"Equity Adjustment %";

ELSEIF ("Cal TP-Index" == 3 AND "BegBalance"->"Equity Month"<=[Month.Mar])

"BegBalance"->"Equity Adjustment %";

ELSEIF ("Cal TP-Index" == 4 AND "BegBalance"->"Equity Month"<=[Month.Apr])

"BegBalance"->"Equity Adjustment %";

ELSEIF ("Cal TP-Index" == 5 AND "BegBalance"->"Equity Month"<=[Month.May])

"BegBalance"->"Equity Adjustment %";

ELSEIF ("Cal TP-Index" == 6 AND "BegBalance"->"Equity Month"<=[Month.Jun])

"BegBalance"->"Equity Adjustment %";

ELSEIF ("Cal TP-Index" == 7 AND "BegBalance"->"Equity Month"<=[Month.Jul])

"BegBalance"->"Equity Adjustment %";

ELSEIF ("Cal TP-Index" == 8 AND "BegBalance"->"Equity Month"<=[Month.Aug])

"BegBalance"->"Equity Adjustment %";

```

ELSEIF ("Cal TP-Index" == 9 AND "BegBalance"->"Equity Month"<=
[Month.Sep])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 10 AND "BegBalance"->"Equity Month"<=
[Month.Oct])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 11 AND "BegBalance"->"Equity Month"<=
[Month.Nov])
"BegBalance"->"Equity Adjustment %";
ELSEIF ("Cal TP-Index" == 12 AND "BegBalance"->"Equity Month"<=
[Month.Dec])
"BegBalance"->"Equity Adjustment %";
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]

```

3 Add the Equity member after the Merit member, and then set and save its properties:

Table 11 Equity Member Properties

Property	Value
Account Type	Expense
Variance Reporting	Expense
Time Balance	Flow
Exchange Rate Type	Average
Data Type	Currency
Data Storage	Store
Plan Type: Wrkforce	Addition
Smart Lists	None

4 In Member Formula, enter and save the following formula for Equity:

```

[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
"Salary" * "Equity Adjustment % Cum";
ENDIF
[CloseInputValueBlock]

```

Note: If you add an equity adjustment account, to reflect the equity adjustment, you must modify the Salary member formula.

5 Refresh the application to update the outline in Oracle Essbase.

Now planners can input salary adjustments into the Equity Adjustment % member on the Compensation Assumptions data form and select the effective month for the adjustment from a Smart List. The calculated equity value is added to the employee's adjusted salary, starting from the effective month.



Workforce Planning Structure

In This Appendix

Predefined Data Forms	45
Predefined Accounts	47
Predefined Member Formulas	53
Predefined Smart Lists	80
Predefined Smart List Entries	81
Predefined Menus	83
Predefined Business Rules	84

This appendix lists the predefined Workforce Planning elements, helping you determine how elements affect each other.

Predefined Data Forms

Planners use data forms to work with employee information.

Table 12 Predefined Data Forms

Data Form Name	Axis Definitions
1. Manage Existing Employees Status	Row: Employee, Account Column: Period Page: Entity POV: Currency, Scenario, Version, Year
2. Manage Existing Employees	Row: Employee Column: Period Page: Entity, Account POV: Currency, Scenario, Version, Year
3. Existing Employee Related Expenses	Row: Account Column: Period Page: Entity, Employee POV: Currency, Scenario, Version, Year

Data Form Name	Axis Definitions
4. New Hires	Row: Employee Column: Account Page: Entity POV: Currency, Period, Scenario, Version, Year
5. New Hire Expenses	Row: Account Column: Period Page: Entity, Employee POV: Currency, Scenario, Version, Year
6. Compensation Adjustments	Row: Employee Column: Period, Account Page: Entity POV: Currency, Scenario, Version, Year
7. Employee Expenses Summary	Row: Account Column: Period Page: Entity, Employee POV: Currency, Scenario, Version, Year
8. Headcount and FTE	Row: Account Column: Period Page: Entity, Employee POV: Currency, Scenario, Version, Year
9. Employee Information	Row: Employee Column: Account Page: Entity POV: Currency, Period, Scenario, Version, Year
Begin vs End	Row: Employee Column: Account, Period Page: Entity POV: Currency, Scenario, Version, Year
Budget vs Target	Row: Account Column: Version Page: Entity POV: Currency, Employee, Period, Scenario, Year

Data Form Name	Axis Definitions
Department Level Expenses	Row: Account Column: Period Page: Entity POV: Currency, Employee, Scenario, Version, Year
Department Level Headcount	Row: Account Column: Period Page: Entity POV: Currency, Employee, Scenario, Version, Year
Reconcile Employee Transfer	Row: Entity Column: Period Page: Employee POV: Account, Currency, Scenario, Version, Year
Reconcile Transfer Report	Row: Employee Column: Period Page: N/A POV: Account, Currency, Entity, Period, Scenario, Version, Year
Tax Rates	Row: Account Column: Year Page: N/A POV: Currency, Employee, Entity, Period, Scenario, Version
Turnover	Row: Employee, Account Column: Period Page: Entity POV: Currency, Scenario, Version, Year

Predefined Accounts

Keep in mind the fixed and varying nature of accounts when working with member formulas and loading data. Some accounts store data that may change during the year (for example, an employee's status, position, and salary), whereas other account data does not usually change during the year (for example, an employee's health care plan). Varying accounts store their data in the descendants of Year Total. Fixed accounts store their data in the BegBalance member.

When a formula for a fixed member references a varying member, or when a formula for a varying member references a fixed member, you may need to use the CrossDim operator (->, a dash followed by a right-angle bracket with no spaces in between) with the appropriate time period, based on where its data is stored. This calculation provides an example of a varying

component (Status) that references a fixed component (Start Month) for determining Status using the CrossDim operator:

```
[OpenInputValueBlock]

IF (@ISDESC("New Employees"))

IF ("BegBalance"->"Start Month" != #MISSING AND "Cal TP-Index">= "BegBalance"->"Start Month") "Status" = [Status.Active];

ENDIF

ELSE

IF ("Action" == [Status.TransferIn]) "Status" = [Status.Active];

ELSE "Status" = "Action";

ENDIF

IF("Status" == #MISSING) "Status" = @PRIORS(SKIPMISSING, "Status");

ENDIF

ENDIF

[CloseInputValueBlock]
```

For information about the CrossDim operator, see the *Oracle Essbase Database Administrator's Guide*.

The table shows how Workforce Planning sets up the predefined account members. These accounts are fixed: Merit Month, Start Month, Health Plan, Performance, and Merit Adjustment %. All the other accounts are varying.

Table 13 Predefined Accounts

Account
System Members
Cal TP-Index
Fiscal TP-Index
NumPeriods
Spread_Average
Spread_Balance
Spread_First
Spread_Flow
Spread_445
Spread_454
Spread_544

Account
Spread_Actual_365
Spread_Actual_Actual
Unreconciled Transfers
TransferInCount
TransferOutCount
WFP-Accounts
Assumption Input
SSTax Rate1 Input
SSTax Rate2 Input
SSTax Cap Input
SUI Rate Input
SUI Cap Input
FUTA Rate Input
FUTA Cap Input
Medicare Rate Input
WFP-Assumptions
Employee Properties
Employee Type
Pay Type
FT/PT
FTE
Merit Month
Start Month
Position
Grade
Tax Region
Health Plan
Action

Account
Status
Performance
Salary Basis
Compensation Assumptions
Target Rate
Market Adjustment
Salary Rate
Hours per week
Annual Salary
Annual Overtime
Differential %
Merit Target %
Rec. Merit %
Override Merit %
Bonus Basis Input
Bonus Basis
Rec. Bonus %
Override Bonus %
Bonus %
Bonus Adjustment \$
Merit Adjustment %
Merit Adjustment % Cum
Adjusted Annual Salary
Adjusted Annual Salary (Prior)
Turnover %
Tax Rate Assumptions
SSTax Rate1
SSTax Rate2

Account
SSTax Cap
SUI Rate
SUI Cap
FUTA Rate
FUTA Cap
Medicare Rate
Total Headcount
Department Headcount
Total Regular Headcount
Regular Headcount
Departed Headcount
LOA Headcount
Maternity Headcount
On Sabbatical Headcount
Turnover Headcount Adjustment
Contractor Headcount
Temporary Headcount
Other Headcount
Total FTE
Regular FTE
Contractor FTE
Temporary FTE
Other FTE
Employee Expenses
Total Compensation
Total Salary
Adjusted Salary
Salary

Account
Merit
Overtime
Bonus
Sign On Bonus
Commissions
Health Care Costs
Severance
Other Compensation
Turnover Adjustment
Taxes
Social Security Tax
Medicare
SUI
FUTA
Employee Related Expenses
Training
Travel
Telephone
Office Supplies
Departure Costs
Miscellaneous
Total Employee Capital Purchases
Hardware
Software
Furniture
New Hire Related Expenses
Recruiting
Relocation

Account
YTD Accounts
FYTD Total Salary
FYTD Total Salary (Prior)
CYTD Total Salary
CYTD Total Salary (Prior)
CYTD Sign On Bonus
No Account

Predefined Member Formulas

Member formulas are used for employee calculations.

Adjusted Annual Salary

Formula

```
[OpenInputValueBlock]"Annual Salary" * (1+ "Merit Adjustment % Cum");
[CloseInputValueBlock]
```

Description

Calculates the adjusted annual salary for the period.

Adjusted Annual Salary (Prior)

Formula

```
[OpenInputValueBlock]
IF (@ISLEV ( [Dimension ("DIM_NAME_PERIOD" ) ] , 0 )
@PRIOR ("Adjusted Annual Salary" );
ELSE "Adjusted Annual Salary" ;
ENDIF
[CloseInputValueBlock]
```

Description

Calculates the adjusted annual salary for the prior period.

Annual Overtime

Formula

```
[OpenInputValueBlock]
IF ("Salary Basis" == [SalaryBasis.Annual] OR "Salary Basis" == #MISSING OR "Hours per
week"<= 40)
    #MISSING;
ELSEIF ("Salary Basis" == [SalaryBasis.Hourly])
    IF ("Pay Type" == [PayType.Exempt] OR "Pay Type" == #MISSING)
        #MISSING;
    ELSEIF ("Pay Type" == [PayType.NonExempt] AND "Hours per week"> 40)
        ("Hours per week" - 40) * "Salary Rate" * 52;
    ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates the annual overtime for hourly employees.

Annual Salary

Formula

```
[OpenInputValueBlock]
IF ("Salary Basis" == [SalaryBasis.Annual] OR "Salary Basis" ==
#MISSING)
    "Salary Rate" * "FTE";
ELSEIF ("Salary Basis" == [SalaryBasis.Hourly])
    IF ("Pay Type" == [PayType.Exempt] OR "Pay Type" == #MISSING)
        "Hours per week" * "Salary Rate" * 52;
    ELSEIF ("Pay Type" == [PayType.NonExempt])
        @MIN("Hours per week", 40) * "Salary Rate" * 52;
    ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates the annual salary. Considers FTE factor.

Bonus

Formula

```
[OpenInputValueBlock]
```

```

IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL")) "Bonus %" *
"Adjusted Salary" * "Bonus Basis";
ENDIF
[CloseInputValueBlock]

```

Description

Calculates bonuses based on a bonus percentage and basis.

Bonus %

Formula

```

[OpenInputValueBlock]
IF("Override Bonus %" == #MISSING) "Rec. Bonus %";
ELSE"Override Bonus %";
ENDIF
[CloseInputValueBlock]

```

Description

Calculates the bonus percentage based on a recommended percentage. Allows bonus percentage overrides.

Bonus Basis

Formula

```

[OpenInputValueBlock]
IF ("Employee Type" == [EmployeeType.Regular] AND
(@ISMBR([Period("FIRST_QTR_PERIOD")]) OR
@ISMBR([Period("THIRD_QTR_PERIOD")])))
6;
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]

```

Description

Calculates the bonus basis used to determine bonuses.

Cal TP-Index

Formula

```
[OpenInputValueBlock]
[CalendarTPIndex]
[CloseInputValueBlock]
```

Description

System member that returns the time period index based on a calendar year, regardless of the fiscal year start month. Example: Fiscal year starting in July: Jan=1, Feb=2, Mar=3, and so on.

Contractor FTE

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Contractor] AND "Status" !=
[Status.Deported] AND "Status" != [Status.Resigned] AND "Status" !=
[Status.TransferOut] AND "Status" != #MISSING) "FTE";
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates Full Time Equivalent (FTE) for Contractor employee types.

Contractor Headcount

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Contractor] AND "Status" !=
[Status.Deported] AND "Status" != [Status.Resigned] AND "Status" !=
[Status.TransferOut] AND "Status" != #MISSING)
1;
ELSE
#MISSING;
ENDIF
```

```
ENDIF
```

```
[CloseInputValueBlock]
```

Description

Calculates Headcount for Contractor employee types.

CYTD Sign On Bonus

Formula

```
[OpenInputValueBlock]
```

```
[CYTD("Sign On Bonus")]
```

```
[CloseInputValueBlock]
```

Description

Calculates the calendar year-to-date total for Sign On Bonus.

CYTD Total Salary

Formula

```
[OpenInputValueBlock]
```

```
[CYTD("Total Salary")]
```

```
[CloseInputValueBlock]
```

Description

Calculates the calendar year-to-date for Total Salary.

CYTD Total Salary (Prior)

Formula

```
[OpenInputValueBlock]
```

```
IF ("CYTD Total Salary"<= "Total Salary")
```

```
#MISSING;
```

```
ELSE "CYTD Total Salary" - "Total Salary";
```

```
ENDIF
```

```
[CloseInputValueBlock]
```

Description

Calculates the calendar year-to-date total for prior period's Total Salary.

Departed Headcount

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Regular] AND ("Status" ==
[Status.Departed] OR "Status" == [Status.Resigned]))
1;
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates Headcount for Regular employee type with a Status of Departed.

Differential %

Formula

```
[OpenInputValueBlock]
IF (@ISLEV("Employee", 0))
IF ("Salary Basis" == [SalaryBasis.Annual])
("Annual Salary" - "Target Rate") / "Target Rate";
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates the differential percentage between Target Base Annual salary and the actual Annual salary.

Fiscal TP-Index

Formula

```
[OpenInputValueBlock]
[FiscalTPIndex]
[CloseInputValueBlock]
```

Description

System member that returns the time period index based on a fiscal year. Example: Fiscal year starting in July: Jul=1, Aug=2, Sep=3, and so on.

FT/PT

Formula

```
[OpenInputValueBlock]
IF ("Salary Basis" == [SalaryBasis.Annual])
IF ("FTE" == #MISSING)
#MISSING;
ELSEIF ("FTE"< 1)
[FT_PT.PT];
ELSE
[FT_PT.FT];
ENDIF
ELSEIF ("Salary Basis" == [SalaryBasis.Hourly])
IF ("Hours per week"< 40)
[FT_PT.PT];
ELSE
[FT_PT.FT];
ENDIF
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]
```

Description

Defines whether an employee is a full-time or part-time employee.

FUTA

Formula

```

[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
IF ("Tax Region" == [TaxRegion.USA])
IF ("CYTD Total Salary"<= "FUTA Cap")"FUTA Rate" * "Total Salary";
ELSEIF("CYTD Total Salary (Prior)"<= "FUTA Cap")"FUTA Rate" * ("FUTA
Cap" - "CYTD Total Salary (Prior)");
ELSE
#MISSING;
ENDIF
ENDIF
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates simple Federal Unemployment Taxes based on a tax region, rate and cap.

FUTA Cap

Formula

```

[OpenInputValueBlock]
[CrossRef("FUTA Cap Input")]
[CloseInputValueBlock]

```

Description

Returns a reference to Federal Unemployment Tax (FUTA) cap at a predefined location. This member shields other calculations from knowing where the value is actually stored.

FUTA Rate

Formula

```

[OpenInputValueBlock]
[CrossRef("FUTA Rate Input")]
[CloseInputValueBlock]

```

Description

Returns a reference to Federal Unemployment Tax (FUTA) rate at a predefined location. This member shields other calculations from knowing where the value is actually stored.

FYTD Total Salary

Formula

```
[OpenInputValueBlock]
@SUMRANGE("Total Salary", @CURRMBRRANGE([Dimension("DIM_NAME_PERIOD")],
LEV, 0, ,0));
[CloseInputValueBlock]
```

Description

Calculates the fiscal year-to-date for Total Salary.

FYTD Total Salary (Prior)

Formula

```
[OpenInputValueBlock]
@SUMRANGE("Total Salary", @CURRMBRRANGE([Dimension("DIM_NAME_PERIOD")],
LEV, 0, , -1));
[CloseInputValueBlock]
```

Description

Calculates the fiscal year-to-date for prior period's Total Salary.

Health Care Costs

Formula

```
[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
IF (("Salary"<> #MISSING) AND ("Employee Type" ==
[EmployeeType.Regular]))
IF("BegBalance"->"Health Plan" == [HealthPlan.IndividualPlan])
100;
ELSEIF("BegBalance"->"Health Plan" == [HealthPlan.IndividualPlus1])
175;
ELSEIF("BegBalance"->"Health Plan" == [HealthPlan.FamilyPlan])
300;
ELSE
#MISSING;
ENDIF
```

```
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates health care costs based on selected health plan.

LOA Headcount

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Regular] AND "Status" ==
[Status.LeaveOfAbsence])
1;
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates Headcount for Regular employee type with a Status of Leave Of Absence.

Maternity Headcount

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Regular] AND "Status" ==
[Status.Maternity])
1;
ELSE #MISSING;
ENDIF
```

```
ENDIF
```

```
[CloseInputValueBlock]
```

Description

Calculates Headcount for Regular employee type with a Status of Maternity.

Medicare

Formula

```
[OpenInputValueBlock]
```

```
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
```

```
IF ("Tax Region" == [TaxRegion.USA])"Total Salary" * "Medicare Rate";
```

```
ENDIF
```

```
ENDIF
```

```
[CloseInputValueBlock]
```

Description

Calculates simple Medicare costs based on a tax region, rate and cap.

Medicare Rate

Formula

```
[OpenInputValueBlock]
```

```
[CrossRef("Medicare Rate Input")]
```

```
[CloseInputValueBlock]
```

Description

Returns a reference to Medicare rate at a predefined location. This member shields other calculations from knowing where the value is actually stored.

Merit

Formula

```
[OpenInputValueBlock]
```

```
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))"Salary" *  
"Merit Adjustment % Cum";
```

```
ENDIF
```

```
[CloseInputValueBlock]
```

Description

Calculates merit increases based on a merit percentage.

Merit Adjustment %

Formula

```
[OpenInputValueBlock]
IF (@ISMBR("BegBalance"))
IF("Override Merit %" == #MISSING)"Rec. Merit %";
ELSE"Override Merit %";
ENDIF
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]
```

Description

Calculates the merit adjustment percentage based on a recommended percentage. Allows merit percentage overrides.

Merit Adjustment % Cum

Formula

```
[OpenInputValueBlock]
IF ("Cal TP-Index" == 1 AND "BegBalance"->"Merit Month"<= [Month.Jan])
"BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 2 AND "BegBalance"->"Merit Month"<=
[Month.Feb]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 3 AND "BegBalance"->"Merit Month"<=
[Month.Mar]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 4 AND "BegBalance"->"Merit Month"<=
[Month.Apr]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 5 AND "BegBalance"->"Merit Month"<=
[Month.May]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 6 AND "BegBalance"->"Merit Month"<=
[Month.Jun]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 7 AND "BegBalance"->"Merit Month"<=
[Month.Jul]) "BegBalance"->"Merit Adjustment %";
```

```

ELSEIF ("Cal TP-Index" == 8 AND "BegBalance"->"Merit Month"<=
[Month.Aug]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 9 AND "BegBalance"->"Merit Month"<=
[Month.Sep]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 10 AND "BegBalance"->"Merit Month"<=
[Month.Oct]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 11 AND "BegBalance"->"Merit Month"<=
[Month.Nov]) "BegBalance"->"Merit Adjustment %";
ELSEIF ("Cal TP-Index" == 12 AND "BegBalance"->"Merit Month"<=
[Month.Dec]) "BegBalance"->"Merit Adjustment %";

ENDIF

[CloseInputValueBlock]

```

Description

Calculates the cumulative merit adjustment percentages. Use for calculating merit.

NumPeriods

Formula

```

[OpenInputValueBlock]

[NumberOfPeriodsInYear];

[CloseInputValueBlock]

```

Description

System member that returns the number of periods in a year.

On Sabbatical Headcount

Formula

```

[OpenInputValueBlock]

IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))

IF("Employee Type" == [EmployeeType.Regular] AND "Status" ==
[Status.OnSabbatical])

1;

ELSE

#MISSING;

ENDIF

ENDIF

```

[CloseInputValueBlock]

Description

Calculates Headcount for Regular employee type with a Status of On Sabbatical.

Other FTE

Formula

[OpenInputValueBlock]

```
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))

IF(@ISLEV("Employee",0) AND "Employee Type"> [EmployeeType.Temporary]
AND "Status" != [Status.Departed] AND "Status" != [Status.Resigned] AND
"Status" != [Status.TransferOut] AND "Status" != #MISSING)"FTE";

ELSE

#MISSING;

ENDIF

ENDIF
```

[CloseInputValueBlock]

Description

Calculates Full Time Equivalent (FTE) for Other employee types.

Other Headcount

Formula

[OpenInputValueBlock]

```
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))

IF(@ISLEV("Employee",0) AND "Employee Type"> [EmployeeType.Temporary]
AND "Status" != [Status.Departed] AND "Status" != [Status.Resigned] AND
"Status" != [Status.TransferOut] AND "Status" != #MISSING)

1;

ELSE #MISSING;

ENDIF

ENDIF
```

[CloseInputValueBlock]

Description

Calculates Headcount for Other employee types.

Overtime

Formula

```
[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
IF (@ISDESC("New Employees"))
IF ("BegBalance"->"Start Month" != #MISSING)
IF ([FiscalOffset] == 0)
IF ("Cal TP-Index">= "BegBalance"->"Start Month")"Annual Overtime" *
[TimeBalanceSpread];
ELSE
#MISSING;
ENDIF
ELSEIF (("BegBalance"->"Start Month" - [FiscalOffset]) > 0)
IF ("Fiscal TP-Index">= ("BegBalance"->"Start Month" -
[FiscalOffset]))"Annual Overtime" * [TimeBalanceSpread];
ELSE
#MISSING;
ENDIF
ELSEIF ("Fiscal TP-Index">= ("BegBalance"->"Start Month" +
[NumberOfPeriodsInYear] - [FiscalOffset]))"Annual Overtime" *
[TimeBalanceSpread];
ELSE
#MISSING;
ENDIF;
ELSE
#MISSING;
ENDIF;
ELSE
IF (@ISMBR("BegBalance"))
#MISSING;
ELSE
```

```

IF ("Annual Overtime" == #MISSING) OR ("Status" == [Status.Departed])
OR ("Status" == [Status.Resigned]) OR ("Status" ==
[Status.TransferOut]) OR ("Status" == #MISSING)
#MISSING;
ELSEIF ("Status" == [Status.LeaveOfAbsence])
0;
ELSEIF ("Status" == [Status.Maternity])
0.65 * "Annual Overtime" * [TimeBalanceSpread];
ELSE "Annual Overtime" * [TimeBalanceSpread];
ENDIF
ENDIF;
ENDIF;
ENDIF;
[CloseInputValueBlock]

```

Description

Calculates overtime for new and existing employees. Existing employees' overtime takes employee status into account.

Rec. Bonus %

Formula

```

[OpenInputValueBlock]
IF ("Grade"<= 2) "Rec. Bonus %" = 0.10;
ELSEIF ("Grade"<= 4) "Rec. Bonus %" = 0.15;
ELSE "Rec. Bonus %" = 0.20;
ENDIF
IF ("Employee Type" == [EmployeeType.Regular])
IF ("BegBalance"->"Performance" ==
[Performance.FailsToMeetExpectations])
0;
ELSEIF ("BegBalance"->"Performance" ==
[Performance.NeedsImprovement]) "Rec. Bonus %" * 0.50;
ELSEIF ("BegBalance"->"Performance" ==
[Performance.MeetsExpectations]) "Rec. Bonus %";
ELSEIF ("BegBalance"->"Performance" ==
[Performance.ExceedsExpectations]) "Rec. Bonus %" * 1.1;

```

```

ELSEIF ("BegBalance"->"Performance" ==
[Performance.FarExceedsExpectations])"Rec. Bonus %" * 1.25;
ELSE
#MISSING;
ENDIF
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]

```

Description

Calculates a predefined bonus percentage based on performance.

Rec. Merit %

Formula

```

[OpenInputValueBlock]
IF (@ISMBR("BegBalance"))
IF ("Performance" == [Performance.FailsToMeetExpectations])
0.00;
ELSEIF ("Performance" == [Performance.NeedsImprovement])
0.02;
ELSEIF ("Performance" == [Performance.MeetsExpectations])
0.04;
ELSEIF ("Performance" == [Performance.ExceedsExpectations])
0.06;
ELSEIF ("Performance" == [Performance.FarExceedsExpectations])
0.10;
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates a predefined merit percentage based on performance.

Regular FTE

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Regular] AND "Status" !=
[Status.Departed] AND "Status" != [Status.Resigned] AND "Status" !=
[Status.TransferOut] AND "Status" != #MISSING) "FTE";
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates Full Time Equivalent (FTE) for Regular employee types.

Regular Headcount

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Regular] AND "Status" ==
[Status.Active])
1;
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates Headcount for Regular employee type with a Status of Active.

Salary

Formula

```

[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
IF (@ISDESC("New Employees"))
IF ("BegBalance"->"Start Month" != #MISSING)
IF ([FiscalOffset] == 0)
IF ("Cal TP-Index">= "BegBalance"->"Start Month")"Annual Salary" *
[TimeBalanceSpread];
ELSE
#MISSING;
ENDIF
ELSEIF (("BegBalance"->"Start Month" - [FiscalOffset]) > 0)
IF ("Fiscal TP-Index">= ("BegBalance"->"Start Month" -
[FiscalOffset]))"Annual Salary" * [TimeBalanceSpread];
ELSE
#MISSING;
ENDIF
ELSEIF ("Fiscal TP-Index">= ("BegBalance"->"Start Month" +
[NumberOfPeriodsInYear] - [FiscalOffset]))"Annual Salary" *
[TimeBalanceSpread];
ELSE
#MISSING;
ENDIF
ELSE
#MISSING;
ENDIF
ELSE
#MISSING;
ENDIF
ELSE
IF (@ISMBR("BegBalance"))
#MISSING;
ELSE
IF (("Annual Salary" == #MISSING) OR ("Status" == [Status.Deported]) OR
("Status" == [Status.Resigned]) OR ("Status" == [Status.TransferOut])
OR ("Status" == #MISSING))
#MISSING;
ELSEIF ("Status" == [Status.LeaveOfAbsence])
0;

```

```

ELSEIF ("Status" == [Status.Maternity])
0.65 * "Annual Salary" * [TimeBalanceSpread];
ELSE "Annual Salary" * [TimeBalanceSpread];
ENDIF
ENDIF
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates salary for new and existing employees. Existing employees' salary takes employee status into account.

Social Security Tax

Formula

```

[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
IF ("Tax Region" == [TaxRegion.USA])
IF ("CYTD Total Salary" <= "SSTax Cap") "SSTax Rate1" * "Total Salary";
ELSEIF("CYTD Total Salary (Prior)" <= "SSTax Cap") "SSTax Rate1" *
("SSTax Cap" - "CYTD Total Salary (Prior)") + "SSTax Rate2" * ("CYTD
Total Salary" - "SSTax Cap");
ELSE "SSTax Rate2" * "Total Salary";
ENDIF
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates simple Social Security Taxes (FICA) based on a tax region, rate and cap.

Spread_445

Formula

```

[OpenInputValueBlock]
[TimeBalanceFormula("Spread_445")]

```

[CloseInputValueBlock]

Description

System member that returns a spread factor following 4 week, 4 week, 5 week quarter.

Spread_454

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_454")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following 4 week, 5 week, 4 week quarter.

Spread_544

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_544")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following 5 week, 4 week, 4 week quarter.

Spread_Actual_365

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_Actual_365")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following a 365-day calendar year.

Spread_Actual_Actual

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_Actual_Actual")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following the actual days in a calendar year.

Spread_Average

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_Average")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following the time balance average pattern.

Spread_Balance

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_Balance")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following the time balance last pattern.

Spread_First

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_First")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following the time balance first pattern.

Spread_Flow

Formula

[OpenInputValueBlock]

[TimeBalanceFormula("Spread_Flow")]

[CloseInputValueBlock]

Description

System member that returns a spread factor following the normal flow pattern.

SSTax Cap

Formula

[OpenInputValueBlock]

[CrossRef("SSTax Cap Input")]

[CloseInputValueBlock]

Description

Returns a reference to Social Security Tax (FICA) cap at a predefined location. This member shields other calculations from knowing where the value is actually stored.

SSTax Rate1

Formula

[OpenInputValueBlock]

[CrossRef("SSTax Rate1 Input")]

[CloseInputValueBlock]

Description

Returns a reference to Social Security Tax (FICA) primary rate at a predefined location. This member shields other calculations from knowing where the value is actually stored.

SSTax Rate2

Formula

[OpenInputValueBlock]

[CrossRef("SSTax Rate2 Input")]

[CloseInputValueBlock]

Description

Returns a reference to Social Security Tax (FICA) secondary rate at a predefined location. This member shields other calculations from knowing where the value is actually stored.

Status

Formula

```

[OpenInputValueBlock]
IF (@ISDESC("New Employees"))
IF ("BegBalance"->"Start Month" != #MISSING)
IF ([FiscalOffset] == 0)
IF ("Cal TP-Index">= "BegBalance"->"Start Month")"Status" =
[Status.Active];
ENDIF ELSEIF (("BegBalance"->"Start Month" - [FiscalOffset]) > 0)
IF ("Fiscal TP-Index">= ("BegBalance"->"Start Month" -
[FiscalOffset]))"Status" = [Status.Active];
ENDIF
ELSEIF ("Fiscal TP-Index">= ("BegBalance"->"Start Month" +
[NumberOfPeriodsInYear] - [FiscalOffset]))"Status" = [Status.Active];
ENDIF
ENDIF
ELSE
IF ("Action" == [Status.TransferIn])"Status" = [Status.Active];
ELSE"Status" = "Action";
ENDIF
IF("Status" == #MISSING)"Status" = @PRIORS(SKIPMISSING, "Status");
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates the employee's status based on last action applied. Status determines whether an employee is paid.

SUI

Formula

```

[OpenInputValueBlock]
IF (NOT @ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL"))
IF ("Tax Region" == [TaxRegion.USA])
IF ("CYTD Total Salary"<= "SUI Cap")"SUI Rate" * "Total Salary";
ELSEIF("CYTD Total Salary (Prior)"<= "SUI Cap")"SUI Rate" * ("SUI Cap"
- "CYTD Total Salary (Prior)");

```

```

ELSE
#MISSING;
ENDIF
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates simple State Unemployment Insurance (SUI) based on a tax region, rate and cap.

SUI Cap

Formula

```

[OpenInputValueBlock]
[CrossRef("SUI Cap Input")]
[CloseInputValueBlock]

```

Description

Returns a reference to State Unemployment Insurance (SUI) cap at a predefined location. This member shields other calculations from knowing where the value is actually stored.

SUI Rate

Formula

```

[OpenInputValueBlock]
[CrossRef("SUI Rate Input")]
[CloseInputValueBlock]

```

Description

Returns a reference to State Unemployment Insurance (SUI) rate at a predefined location. This member shields other calculations from knowing where the value is actually stored.

Target Rate

Formula

```

[OpenInputValueBlock]
IF (@ISLEV("Employee", 0))
IF ("Salary Basis" == [SalaryBasis.Annual])
IF("Grade" == 1) "Target Rate" = 80000;

```

```

ELSEIF("Grade" == 2) "Target Rate" = 90000;
ELSEIF("Grade" == 3) "Target Rate" = 100000;
ELSEIF("Grade" == 4) "Target Rate" = 110000;
ELSEIF("Grade" == 5) "Target Rate" = 120000;
ELSEIF("Grade" == 6) "Target Rate" = 130000;
ELSEIF("Grade" == 7) "Target Rate" = 140000;
ELSEIF("Grade" == 8) "Target Rate" = 150000;
ELSEIF("Grade" == 9) "Target Rate" = 160000;
ELSEIF("Grade" == 10) "Target Rate" = 170000;
ELSEIF("Grade" == 11) "Target Rate" = 180000;
ELSEIF("Grade" == 12) "Target Rate" = 190000;
ELSEIF("Grade" == 13) "Target Rate" = 200000;
ELSE "Target Rate" = #MISSING;
ENDIF
ELSEIF ("Salary Basis" == [SalaryBasis.Hourly]) "Target Rate";
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates the predefined Target Rate based on employee grade.

Temporary FTE

Formula

```

[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Temporary] AND "Status" !=
[Status.Departed] AND "Status" != [Status.Resigned] AND "Status" !=
[Status.TransferOut] AND "Status" != #MISSING) "FTE";
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]

```

Description

Calculates Full Time Equivalent (FTE) for Temporary employee types.

Temporary Headcount

Formula

```
[OpenInputValueBlock]
IF (NOT (@ISUDA([Dimension("DIM_NAME_SCENARIO")], "ACTUAL") OR
@ISMBR("Department General")))
IF("Employee Type" == [EmployeeType.Temporary] AND "Status" !=
[Status.Departed] AND "Status" != [Status.Resigned] AND "Status" !=
[Status.TransferOut] AND "Status" != #MISSING)
1;
ELSE
#MISSING;
ENDIF
ENDIF
[CloseInputValueBlock]
```

Description

Calculates Headcount for Temporary employee types.

Turnover Adjustment

Formula

```
[OpenInputValueBlock]
IF (@ISMBR("Department General"))"Turnover Adjustment" = ("Total
Employees"->"Total Compensation" + "Turnover Adjustment") * "Turnover
%";
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]
```

Description

Calculates a turnover adjustment.

Turnover Headcount Adjustment

Formula

```
[OpenInputValueBlock]
IF (@ISMBR("Department General")) "Turnover Headcount Adjustment" =
@ROUND(("Total Employees"->"Total Headcount" + "Turnover Headcount
Adjustment") * "Turnover %", 0);
ELSE
#MISSING;
ENDIF
[CloseInputValueBlock]
```

Description

Calculates a turnover headcount adjustment for employees.

Predefined Smart Lists

Planners use data form Smart Lists to work with employee data.

Table 14 Predefined Smart Lists

Smart List	Associated Account Member	Used in Member Formulas
EmployeeType	Employee Type	Bonus Basis, Rec. Bonus %, Regular FTE, Regular Headcount, Departed Headcount, Contractor FTE, Health Care Costs, Contractor Headcount, LOA Headcount, Temporary FTE, Other FTE, Maternity Headcount, Temporary Headcount, On Sabbatical Headcount, Other Headcount
FT_PT	FT/PT	FT/PT
HealthPlan	Health Plan	Health Care Costs
Month	Start Month	Merit Adjustment % Cum
PayType	Pay Type	Annual Overtime, Annual Salary
Performance	Performance	Rec. Merit %, Rec. Bonus %
Position	Position	Assistant, Manager, Supervisor, Director, VP
SalaryBasis	Salary Basis	Differential %, Annual Overtime, Annual Salary, Target Rate, FT/PT
Status	Status	Salary, Regular FTE, Regular Headcount, Departed Headcount, Contractor FTE, Contractor Headcount, LOA Headcount, Temporary FTE, Other FTE, Maternity Headcount, Temporary Headcount, On Sabbatical Headcount, Other Headcount, Status
TaxRegion	Tax Region	Social Security Tax, Medicare, SUI, FUTA

Predefined Smart List Entries

Review the predefined Smart Lists to determine if you need to change any or add new ones. Smart Lists are used in predefined member formulas and drive the calculations of the Oracle Hyperion Workforce Planning, Fusion Edition mode. Before changing or adding Smart Lists, review how Smart List entries affect member formulas.

Oracle recommends adding new entries to the predefined Smart Lists instead of replacing them. If you change Smart Lists when there is data already in the system, you must update the data to the new values. Consider potential future changes when designing your Smart Lists.

You may want to customize these predefined Smart Lists entries:

- Tax Region—your company’s tax regions, depending on the level of granularity of tax calculations in your application. To support new tax types, add a new Tax Region and add the appropriate member with the business logic under Taxes.
- Performance—the employee performance categories for your company, such as Meets Expectations.
- Position—position titles such as Software Engineer and Director (not used in predefined calculations, so you can easily change the Performance Smart List entries).
- Status—employee status, such as Active, Departed, and Maternity.

Table 15 Predefined Smart List Entries

Smart List	Entries
Employee Type	<ul style="list-style-type: none">○ Regular○ Contractor○ Temporary
FT_PT	<ul style="list-style-type: none">○ PT○ FT
HealthPlan	<ul style="list-style-type: none">○ IndividualPlan○ IndividualPlus1○ FamilyPlan

Smart List	Entries
Month	<ul style="list-style-type: none"> <input type="radio"/> Jan <input type="radio"/> Feb <input type="radio"/> Mar <input type="radio"/> Apr <input type="radio"/> May <input type="radio"/> Jun <input type="radio"/> Jul <input type="radio"/> Aug <input type="radio"/> Sep <input type="radio"/> Oct <input type="radio"/> Nov <input type="radio"/> Dec
PayType	<ul style="list-style-type: none"> <input type="radio"/> Exempt <input type="radio"/> NonExempt
Performance	<ul style="list-style-type: none"> <input type="radio"/> FailsToMeetExpectation <input type="radio"/> NeedsImprovement <input type="radio"/> MeetsExpectations <input type="radio"/> ExceedsExpectations <input type="radio"/> FarExceedsExpectation
Position	<ul style="list-style-type: none"> <input type="radio"/> Assistant <input type="radio"/> Manager <input type="radio"/> Supervisor <input type="radio"/> Director <input type="radio"/> VP
SalaryBasis	<ul style="list-style-type: none"> <input type="radio"/> Annual <input type="radio"/> Hourly
Status	<ul style="list-style-type: none"> <input type="radio"/> Active <input type="radio"/> Departed <input type="radio"/> Disability <input type="radio"/> LeaveOfAbsence <input type="radio"/> Maternity <input type="radio"/> OnSabbatical <input type="radio"/> TransferOut <input type="radio"/> TransferIn <input type="radio"/> Resigned
TaxRegion	<ul style="list-style-type: none"> <input type="radio"/> NoRegion <input type="radio"/> USA

Predefined Menus

Planners use menus to work with employee data in data forms. The information listed in the Label Value column displays when planners click a row member.

Table 16 Predefined Menu: WFPMenu

Label Value	Description
Change Employee Status	Runs the predefined business rule to change the status of selected employees
Transfer In	Runs the predefined business rule to transfer selected employees into a department
Transfer Out	Runs the predefined business rule to transfer selected employees out of a department
Plan Departure	Runs the predefined business rule to plan for employee departures
Edit Related Expenses	Lets planners edit related expenses

Table 17 Predefined Menu: WFPMenuNewHires

Label Value	Description
Add TBH	Menu header for Add Salary TBH and Add Hourly TBH menu items
Add Salary TBH	Adds annual salaried TBH to the selected department
Add Hourly TBH	Adds hourly paid TBH to the selected department
Remove TBH	Runs the predefined business rule to remove new hires
Reconcile TBH	Runs the predefined business rule to reconcile TBHs with actual new hires

Table 18 Predefined Menu: WFPMenuRecXfer

Label Value	Description
Calculate Transfer Report	Runs the predefined business rule to calculate the transferred employees report
Reconcile Employee Transfer	Goes to the Reconcile Employee Transfer Data form

Table 19 Predefined Menu: WFPMenuToMEE

Label Value	Description
To Manage Existing Employees Status	Goes to the Manage Existing Employee Status data form
To Manage Existing Employees	Goes to the Manage Existing Employee data form

Table 20 Predefined Menu: WFPMenuToNewHires

Label Value	Description
To New Hires	Goes to the New Hires data form

Table 21 Predefined Menu: WFPMenuToRecXfer

Label Value	Description
Go To Reconcile Transfer Report	Goes to the Reconcile Transfer Report data form

This table lists the predefined data forms that have associated menus.

Table 22 Predefined Menus in Data Forms

Data Form	Associated Menu
1. Manage Existing Employee Status	WFPMenu
2. Manage Existing Employees	WFPMenu
3. Existing Employee Related Expenses	WFPMenuToMEE
4. New Hires	WFPMenuNewHires
5. New Hire Expenses	WFPMenuToNewHires
Reconcile Employee Transfer	WFPMenuToRecXfer
Reconcile Transfer Report	WFPMenuRecXfer

Predefined Business Rules

Planners use predefined business rules to calculate employee data.

Add TBH Hourly

Description

Adds hourly-paid employees to the selected department.

Formula

```
SET CREATENONMISSINGBLK ON;
VAR numTBH = [NumTBH];
VAR validTBH = 0;
FIX(@CHILDREN("New Employees"), [Scenario], [Version], [Department], [Year], "Local",
"HSP_InputValue")
    FIX(@LEVMBRS("Period", 0))
        "Start Month"
            (
                IF (@ISMBR("BegBalance"))
                    validTBH = 0;
                IF (numTBH > 0 AND @MAXS(SKIPMISSING, @CHILDREN("Employee Properties")) ==
#MISSING )
                    "Start Month" = [StartMonth]->"Cal TP-Index";
                    "Health Plan" = [HealthPlan];
                    numTBH = numTBH - 1;
                    validTBH = 1;
```

```

        ENDIF
    ENDIF
    IF (validTBH == 1)
        "Grade" = [Grade];
        IF ([MarketAdjustment] != 0)
            "Market Adjustment"= [MarketAdjustment];
        ENDIF
        "FTE" = [FTE];
        "Position" = [Position];
        "Tax Region" = [TaxRegion];
        "Employee Type" = [EmployeeType];
        "Pay Type" = [PayTypeNonExempt];
        "Salary Basis" = 2;
        "Hours per week" = [HoursPerWeek];
        "Target Rate" = [SalaryRate];
        "Salary Rate" = [SalaryRate] + [MarketAdjustment];
    ENDIF
)
ENDFIX
CALC DIM ("Account");
ENDFIX

```

Add TBH Salary

Description

Adds salaried employees to the selected department.

Formula

```

SET CREATENONMISSINGBLK ON;
VAR numTBH = [NumTBH];
VAR validTBH = 0;
FIX(@CHILDREN("New Employees"), [Scenario], [Version], [Department], [Year], "Local",
"HSP_InputValue")
    FIX(@LEVMBRS("Period", 0))
        "Start Month"
        (
            IF (@ISMBR("BegBalance"))
                validTBH = 0;
            IF (numTBH > 0 AND @MAXS(SKIPMISSING, @CHILDREN("Employee Properties")) ==
#MISSING )
                "Start Month" = [StartMonth]->"Cal TP-Index";
                "Health Plan" = [HealthPlan];
                numTBH = numTBH - 1;
                validTBH = 1;
            ENDIF
        )
    ENDIF
    IF (validTBH == 1)
        "Grade" = [Grade];
        IF ([MarketAdjustment] != 0)
            "Market Adjustment"= [MarketAdjustment];
        ENDIF
        "FTE" = [FTE];
        "Position" = [Position];
        "Tax Region" = [TaxRegion];
        "Employee Type" = [EmployeeType];
    
```

```

        "Salary Basis" = 1;
        "Pay Type" = [PayTypeExempt];
    ENDIF
)
ENDIFX
CALC DIM ("Account");
FIX(@LEVMBRS("Period", 0))
    "Salary Rate" = "Target Rate" + "Market Adjustment";
ENDIFX
    CALC DIM ("Account");
ENDIFX

```

Change Employee Status

Description

Changes employee status.

Formula

```

SET CREATENONMISSINGBLK ON;
VAR startIndex;
VAR endIndex;
VAR existingAction = #MISSING;
FIX ([Scenario], [Version], [Employees], [Department], [Month], [Year], "Local",
"HSP_InputValue")
"Action"
(
    startIndex = [Month]->"Fiscal TP-Index";
    endIndex = startIndex + [Duration];
    IF (endIndex < startIndex)
        endIndex = startIndex;
    ENDIF
);
ENDIFX
FIX ([Scenario], [Version], [Employees], [Department], [Year], "Local",
"HSP_InputValue")
"Action"
(
    IF ("Fiscal TP-Index" == startIndex)
        "Action" = [Action];
    ELSEIF ("Fiscal TP-Index" > startIndex AND "Fiscal TP-Index" < endIndex)
        existingAction = "Action";
        "Action" = #MISSING;
    ELSEIF ("Fiscal TP-Index" == endIndex AND "Action" == #MISSING)
        IF (existingAction == #MISSING)
            "Action" = 1;
        ELSE
            "Action" = existingAction;
        ENDIF
    ENDIF
);
CALC DIM ("Account");
ENDIFX

```

CopyProps

Description

Copies employee properties from BegBalance into all time periods.

Formula

```
FIX ([Scenario], [Version], [Department], [Year], @CHILDREN("New Employees"),
@LEVMBRS("Period", 0), "Local", "HSP_InputValue")
"Start Month" (
    "Grade" = "BegBalance"->"Grade";
    "FTE" = "BegBalance"->"FTE";
    "Position" = "BegBalance"->"Position";
    "Tax Region" = "BegBalance"->"Tax Region";
    "Employee Type" = "BegBalance"->"Employee Type";
    "Pay Type" = "BegBalance"->"Pay Type";
    "Salary Basis" = "BegBalance"->"Salary Basis";
    "Salary Rate" = "BegBalance"->"Target Rate" + "BegBalance"->"Market Adjustment";
    "Target Rate" = "BegBalance"->"Target Rate";
    "Market Adjustment" = "BegBalance"->"Market Adjustment";
    IF ("Salary Basis" == 2)
        "Hours per week" = "BegBalance"->"Hours per week";
    ENDIF
);
CALC DIM ("Account");
ENDFIX
```

Plan Departure

Description

Lets users plan for an employee's departure.

Formula

```
SET AGGMISSG ON;
FIX ([Scenario], [Version], [Employees], [Department], [Year], @LEVMBRS("Period", 0),
"Local", "HSP_InputValue")
"Action"
(
    IF ("Fiscal TP-Index" > [Month]->"Fiscal TP-Index")
        "Action" = #MISSING;
    ELSEIF ("Fiscal TP-Index" == [Month]->"Fiscal TP-Index")
        "Action" = [Action];
    ENDIF
);
CALC DIM ("Account");
ENDFIX
```

Reconcile TBH

Description

Reconciles TBHs with actual new hires.

Formula

```
FIX ([Scenario], [Version], [Department])
    DATACOPY [SrcEmployee] TO [DestEmployee];
ENDFIX
FIX ([Scenario], [Version], [Department], [DestEmployee], [Year], @LEVMBRS("Period", 0),
"Local", "HSP_InputValue")
"Start Month" (
    IF ("Cal TP-Index" == "BegBalance"->"Start Month")
        "Action" = 1;
        "BegBalance"->"Start Month" = #MISSING;
    ENDFIX
    "Grade" = "BegBalance"->"Grade";
    "FTE" = "BegBalance"->"FTE";
    "Position" = "BegBalance"->"Position";
    "Tax Region" = "BegBalance"->"Tax Region";
    "Employee Type" = "BegBalance"->"Employee Type";
    "Pay Type" = "BegBalance"->"Pay Type";
    "Salary Basis" = "BegBalance"->"Salary Basis";
    "Salary Rate" = "BegBalance"->"Target Rate" + "BegBalance"->"Market Adjustment";

    IF ("Salary Basis" == 2)
        "Hours per week" = "BegBalance"->"Hours per week";
    ENDFIX
);
CALC DIM ("Account");
ENDFIX
FIX ([Scenario], [Version], [Department])
    CLEARDATA [SrcEmployee];
    CALC DIM ("Account");
ENDFIX
```

Remove TBH

Description

Removes a TBH.

Formula

```
FIX ([Scenario], [Version], [Department])
    CLEARDATA [LocalEmployee];
    CALC DIM("Account");
ENDFIX
```

Rollup

Description

Rolls up certain dimensions.

Formula

```
SET AGGMISSG ON;
FIX ([Scenario], [Version], [Department], [Year], "Local", "HSP_InputValue")
```

```
    CALC DIM ("Account", "Period", "Employee");
ENDFIX
```

Transfer

Description

Performs a one-step employee transfer.

Formula

```
SET CREATENONMISSINGBLK ON;
VAR savedAction = 0;
FIX ([Scenario], [Version], [Employees], [Year])
    DATACOPY [FromDepartment] TO [ToDepartment];
ENDFIX
FIX ([Scenario], [Version], [Employees], [FromDepartment], [Year], @LEVMBRS("Period",
0), "Local", "HSP_InputValue")
"Action"
(
    IF ("Fiscal TP-Index" == [Month]->"Fiscal TP-Index")
        "Action" = 7;
    ELSEIF ("Fiscal TP-Index" > [Month]->"Fiscal TP-Index")
        "Action" = #MISSING;
    ENDIF
);
CALC DIM ("Account");
ENDFIX
FIX ([Scenario], [Version], [Employees], [ToDepartment], [Year], [Month],
@LEVMBRS("Period", 0), "Local", "HSP_InputValue")
"Action"(
    IF ("Fiscal TP-Index" == [Month]->"Fiscal TP-Index")
        "Action" = 8;
    ELSEIF ("Fiscal TP-Index" < [Month]->"Fiscal TP-Index")
        "Action" = #MISSING;
    ELSE
        IF (savedAction <> 7 AND "Action" == 8)
            "Action" = #MISSING;
        ELSEIF ("Action" == 7)
            savedAction = 7;
        ENDIF
    ENDIF
);
CALC DIM ("Account");
ENDFIX
```

Transfer In

Description

Transfers an employee into a department.

Formula

```
SET CREATENONMISSINGBLK ON;
VAR savedAction = 0;
```

```

FIX ([Scenario], [Version], [Employees], [Department], [Year], @LEVMBRS("Period", 0),
"Local", "HSP_InputValue")
>Action" (
    IF ("Fiscal TP-Index" == [Month]->"Fiscal TP-Index")
        "Action" = 8;
    ELSEIF ("Fiscal TP-Index" < [Month]->"Fiscal TP-Index")
        "Action" = #MISSING;
    ELSE
        IF (savedAction <> 7 AND "Action" == 8)
            "Action" = #MISSING;
        ELSEIF ("Action" == 7)
            savedAction = 7;
        ENDIF
    ENDIF
);
ENDFIX
FIX ([Scenario], [Version], [Employees], [Department], [Year], @LEVMBRS("Period", 0),
"Local", "HSP_InputValue")
>Action"
(
    IF ([FTE] != #MISSING)
        "FTE" = [FTE];
    ENDIF;
    IF ([Position] != #MISSING)
        "Position" = [Position];
    ENDIF;
    IF ([Grade] != #MISSING)
        "Grade" = [Grade];
    ENDIF;
    IF ([TaxRegion] != #MISSING)
        "Tax Region" = [TaxRegion];
    ENDIF;
    IF ([EmployeeType] != #MISSING)
        "Employee Type" = [EmployeeType];
    ENDIF;
    IF ([HealthPlan] != #MISSING)
        "Health Plan" = [HealthPlan];
    ENDIF;
    IF ([MeritMonth] != #MISSING)
        "Merit Month" = [MeritMonth];
    ENDIF;
    IF ([SalaryBasis] != #MISSING)
        "Salary Basis" = [SalaryBasis];
        IF ("Salary Basis" == 2)
            "Hours per week" = [HoursPerWeek];
        ENDIF
    ENDIF;
    IF ([SalaryRate] != #MISSING)
        "Salary Rate" = [SalaryRate];
    ENDIF;
    IF ([PayType] != #MISSING)
        "Pay Type" = [PayType];
    ENDIF;
);
CALC DIM ("Account");
ENDFIX

```

Transfer Out

Description

Transfers an employee out of a department.

Formula

```
FIX ([Scenario], [Version], [Employees], [Department], [Year], @LEVMBRS("Period", 0),
"Local", "HSP_InputValue")
"Action"
(
  IF ("Fiscal TP-Index" == [Month]->"Fiscal TP-Index")
    "Action" = 7;
  ELSEIF ("Fiscal TP-Index" > [Month]->"Fiscal TP-Index")
    "Action" = #MISSING;
  ENDIF
);
CALC DIM ("Account");
ENDFIX
```

Unreconciled Transfers

Description

Compares transfers out against transfers in to produce a reconciliation report.

Formula

```
SET CREATENONMISSINGBLK ON;

FIX ([Scenario], [Version], [Year], @REMOVE(@LEVMBRS("Employee",0), @LIST(@CHILDREN("New
Employees"), "Department General", "No Employee")), @LEVMBRS("Period", 0), "No Entity",
"Local", "HSP_InputValue")

  "TransferOutCount" = #MISSING;
  "TransferInCount" = #MISSING;

ENDFIX

FIX ([Scenario], [Version], [Year], @REMOVE(@LEVMBRS("Employee",0), @LIST(@CHILDREN("New
Employees"), "Department General", "No Employee")), @LEVMBRS("Period", 0), "Local",
"HSP_InputValue")

  FIX(@REMOVE(@LEVMBRS("Entity",0), @LIST("No Entity")))

  "Action" (

    IF ("Action" == 7)

      "No Entity"->"TransferOutCount" = "No Entity"->"TransferOutCount" + 1;

    ELSEIF ("Action" == 8)

      "No Entity"->"TransferInCount" = "No Entity"->"TransferInCount" + 1;

    ENDIF

  );
```

ENDFIX

ENDFIX

```
FIX ([Scenario], [Version], [Year], @REMOVE(@LEVMBS("Employee",0), @LIST(@CHILDREN("New  
Employees"), "Department General", "No Employee")), @LEVMBS("Period", 0), "No Entity",  
"Local", "HSP_InputValue")
```

```
"Unreconciled Transfers" (
```

```
  IF ("TransferInCount" == "TransferOutCount")
```

```
    IF ("TransferInCount" == 1 OR "TransferInCount" == #MISSING)
```

```
      #MISSING;
```

```
    ELSE
```

```
      0;
```

```
    ENDIF
```

```
  ELSEIF ("TransferInCount" > "TransferOutCount")
```

```
    1;
```

```
  ELSE
```

```
    -1;
```

```
  ENDIF
```

```
);
```

ENDFIX

Index

A

access permissions, setting up, [25](#)

accessing

- Performance Management Architect, [15](#)
- Planning, [15](#)
- Workforce Planning, [15](#)
- Workspace, [15](#)

accounts

- adding, [20](#)
- fixed and varying, [48](#)
- fixed and varying, loading data into, [14](#)
- predefined, [47](#)
- salary, [21](#)

ACTUAL UDA, [13](#), [24](#)

Add TBH Hourly business rule, [84](#)

- defined, [84](#)
- using, [23](#)

Add TBH Salary business rule

- defined, [85](#)
- using, [23](#)

annual salary calculation, [21](#)

Application Library, working with, [15](#)

applications

- adding in Performance Management Architect, [12](#)
- creating in Performance Management Architect, [12](#)
- creating, overview, [11](#)
- deploying in Performance Management Architect, [12](#)
- initializing Classic applications, [13](#)
- localizing, [23](#)
- selecting, [15](#)

B

BegBalance member, [47](#)

benefits of Workforce Planning, [9](#)

bonuses, changing the frequency, [32](#)

business model, [10](#)

business rules

- predefined, [84](#)
- working with, [23](#)

C

calc scripts, predefined, [84](#)

calculations, performing, [23](#)

calendar, [11](#)

Change Employee Status business rule, [20](#), [23](#)

Classic applications

- adding a salary adjustment type, example, [40](#)
- adding a Smart List member, [29](#)
- changing a pay rate, example, [31](#)
- changing bonus frequency, example, [33](#)
- creating a Workforce Planning application, [13](#)
- initializing, [13](#)
- loading information into, [14](#)

creating

- Classic applications, [13](#)
- Performance Management Architect applications, [12](#)

CrossDim operator, [48](#)

customizing

- before you start, [27](#)
- business rules and calc scripts, [84](#)
- examples, [27](#)
- menus, [83](#)
- Smart List entries, [81](#)
- Smart Lists, [80](#)
- understanding effects of, [45](#)

D

data

- avoid losing, [13](#)
- loading using Application Link Adapter for Hyperion Planning, [15](#)

- loading, overview, [14](#)
- spreading, [20](#)
- data forms
 - predefined, [45](#)
 - viewing and managing, [15](#)
 - working with, [22](#)
- department expenses, planning, [20](#)
- Department General member, [20](#)
- departments, maximum number of TBHs, [19](#)
- deploying Performance Management Architect applications, [12](#)
- Dimension Library, working with, [15](#)

E

- elements of Workforce Planning, [45](#)
- Employee Type Smart List, [81](#)
- employees
 - changing status, [20](#)
 - converting TBHs to hires, [19](#)
 - terminating, [20](#)
 - transferring, [17](#)
 - working with, [17](#)
- equity adjustment, example of adding, [34](#)
- examples of customizing Workforce Planning, [27](#)

F

- fixed accounts
 - described, [48](#)
 - loading data into, [14](#)
- formula expressions
 - time balance, [21](#)
 - working with, [23](#)
- FT_PT Smart List, [81](#)

H

- HealthPlan Smart List, [81](#)
- Hourly
 - effect on Annual Salary calculation, [21](#)
 - Smart List entry, [82](#)
- HspCustomMsgs template file, [22](#)

I

- importing, [14](#)
- initializing Workforce Planning applications, [11](#)
 - with Classic application administration, [13](#)

- introduction, [9](#)

L

- labels
 - about localizing, [28, 29](#)
 - adding or modifying, [23](#)
- loading data
 - overview, [14](#)
 - using Application Link Adapter for Hyperion Planning, [14](#)
 - using DIM Adapter for Planning, [14](#)
- localizing applications, [23](#)
- logging on
 - to Workforce Planning, [15](#)
 - to Workspace, [15](#)

M

- maternity status, changing pay rate, [30](#)
- member formulas
 - predefined, [53](#)
 - working with, [23](#)
- menus
 - predefined, [83](#)
 - working with, [22](#)
- metadata
 - loading using DIM Adapter for Planning, [15](#)
 - loading, overview, [14](#)

N

- Navigate menu, working with, [15](#)

O

- overview, [9](#)

P

- password, [15](#)
- PayType Smart List, [82](#)
- Performance Management Architect
 - accessing, [15](#)
 - adding a salary adjustment type, example, [34](#)
 - adding a Smart List member, [28](#)
 - changing a pay rate, example, [31](#)
 - changing bonus frequency, example, [32](#)
 - creating an application, [12](#)
 - documentation for, [15](#)

- loading information from enterprise systems, [14](#)
- performance rating, example of adding a new, [27](#)
- Performance Smart List, [81](#)
- Position Smart List, [81](#)
- prerequisites, [10](#)

R

- Reconcile Employee Transfer data form
 - defined, [47](#)
 - using, [19](#)
- Reconcile Transfer Report data form
 - defined, [47](#)
 - using, [19](#)

S

- salary
 - account members described, [21](#)
 - adding an adjustment type, [34](#)
 - calculating annual salary, [21](#)
 - example of changing pay rate, [30](#)
- SalaryBasis Smart List, [82](#)
- scenario, Actual, [24](#)
- security. *See* access permissions
- setting up Workforce Planning, [9](#)
- Smart Lists
 - entries, [81](#)
 - example of changing, [27](#)
 - predefined, [80](#)
 - working with, [22](#)
- spreading data
 - and custom time periods, [11](#)
 - using system members, [20](#)
- Status Smart List, [81](#)
- status, changing for employees, [20](#)
- structure of Workforce Planning, [45](#)
- system members, spreading data with, [20](#)

T

- task lists, using for process management, [25](#)
- Tax Region Smart List, [81](#)
- TBHs
 - adding, [19](#)
 - converting to hires, [19](#)
 - increasing the maximum number, [19](#)
- terminating employees, [20](#)
- time balance spread formula expressions, [21](#)

- time periods, custom, [11](#)
- TimeBalanceSpread, [21](#), [23](#)
- To be Hired members. *See* TBHs
- Transfer business rule
 - defined, [89](#)
 - using, [18](#)
- Transfer In business rule
 - defined, [89](#)
 - using, [18](#)
- Transfer Out business rule
 - defined, [91](#)
 - using, [18](#)
- transferring employees
 - described, [17](#)
 - reconciling transfers, [18](#)

U

- UDAs
 - ACTUAL UDA, [13](#), [24](#)
 - working with, [24](#)
- Unreconciled Transfers business rule
 - defined, [91](#)
 - using, [19](#)
- URL for Workspace, [15](#)
- user name, [15](#)

V

- varying accounts
 - described, [48](#)
 - loading data into, [14](#)

W

- working with
 - Application Library, [15](#)
 - Dimension Library, [15](#)
- Workspace, logging on, [15](#)

Y

- Year Total, [47](#)
- years, supporting multiple, [11](#)

A B C D E F H I L M N O P R S T U V W Y