

Oracle® Cloud

Implementing Fusion HCM Analytics



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Preface

Topics:

- [Audience](#)
- [Documentation Accessibility](#)
- [Diversity and Inclusion](#)
- [Related Documentation](#)
- [Conventions](#)

Audience

This document is intended for Oracle Fusion Analytics Warehouse consumers and authors using the Services to run a business..

Documentation Accessibility

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Oracle is fully committed to diversity and inclusion. Oracle respects and values having a diverse workforce that increases thought leadership and innovation. As part of our initiative to build a more inclusive culture that positively impacts our employees, customers, and partners, we are working to remove insensitive terms from our products and documentation. We are also mindful of the necessity to maintain compatibility with our customers' existing technologies and the need to ensure continuity of service as Oracle's offerings and industry standards evolve. Because of these technical constraints, our effort to remove insensitive terms is ongoing and will take time and external cooperation.

Related Documentation

These related Oracle resources provide more information.

- Oracle Cloud <http://cloud.oracle.com>
- Administering Oracle Fusion Analytics Warehouse
- Using Oracle Fusion Analytics Warehouse
- Visualizing Data and Building Reports in Oracle Analytics Cloud

Conventions

The following text conventions are used in this document:

Convention	Meaning
boldface	Boldface type indicates graphical user interface elements associated with an action, or terms defined in text or the glossary.
<i>italic</i>	Italic type indicates book titles, emphasis, or placeholder variables for which you supply particular values.
<code>monospace</code>	Monospace type indicates commands within a paragraph, URLs, code in examples, text that appears on the screen, or text that you enter.

1

Introduction

Overview

This guide contains information about data warehouse tables and entity relationship details for Oracle Fusion HCM Analytics, which is a warehouse-based analytics solution built on top of the HCM Cloud application.

The guide covers these details for subject areas:

- Job Roles
- Duty Roles
- Associated Business Questions
- Metric Details
- Descriptive Flexfields

The guide also contains information on prebuilt analyses, prebuilt KPIs, and prebuilt decks and cards.

2

Tables

Overview

This chapter provides information about tables within Oracle Fusion HCM Analytics warehouse and their columns, primary keys denoted as key columns, data types, and the referred table and column names.

Tables Details

Common

DW_BAND_CONFIG_D

This table stores all the band parameters and their values from BI Configuration.

Details

Module: Common

Key Columns

BAND_NAME, RANGE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BAND_NAME	VARCHAR2	128		True	Band Name from BI Configuration		
RANGE_ID	NUMBER	38	0	True	Band Range Id from BI Configuration		
RANGE_LABEL	VARCHAR2	128			Band Range Label		
MIN_RANGE	NUMBER	38	0		The lowest value in the range defined		
MAX_RANGE	NUMBER	38	0		The highest value in the range defined		

DW_BUSINESS_UNIT_D

This table stores the Business Units information.

Details

Module: Common

Key Columns

BUSINESS_UNIT_ID

Key Columns

BUSINESS_UNIT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_UNIT_ID	NUMBER	38	0	True	Business Unit Id, Translation in DW_INTERNAL_ORG_D_TL table.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a Business Unit Id		
PRIMARY_LEDGER_ID	NUMBER	38	0		Business unit primary ledger identifier.		
PRIMARY_LEDGER	VARCHAR2	32			Business unit primary ledger name.		
STATUS_CODE	VARCHAR2	32			Indicates if a business unit is active or inactive. For translation, refer table DW_CODE_VALUES_LK_P_TL with CODE_TYPE='ACTIVE_INACTIVE'		

DW_BUSINESS_UNIT_D_TL

This table contains information about the translated names for business units.

Details

Module: Common

Key Columns

LANGUAGE, BUSINESS_UNIT_ID

Key Columns

LANGUAGE, BUSINESS_UNIT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_UNIT_ID	NUMBER	38	0	True	Business unit identifier.		
LANGUAGE	VARCHAR2	16		True	Language code.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a Business Unit, Language code is not included in this identifier.		
BUSINESS_UNIT_NAME	VARCHAR2	256			This is the name of the business unit.		

DW_CODE_VALUES_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TY PE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_CONTENT_PARAM_CONFIG

This table stores all the Config parameters and their values from BI Configuration.

Details

Module: Common

Key Columns

PARAMETER_CODE, PARAMETER_VALUE, DATASOURCE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATASOUR CE_CODE	VARCHAR2	32		True	Datasource code.		
PARAMETE R_CODE	VARCHAR2	128		True	Parameter code.		
PARAMETE R_VALUE	VARCHAR2	1024		True	Parameter code value.		
SOURCE_R ECORD_ID	VARCHAR2	1024			Source record identifier.		

DW_CONTENT_TYPE_D

Content Type Dimension.

Details

Module: Common

Key Columns

BUSINESS_GROUP_ID, CONTENT_TYPE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_TYPE_ID	NUMBER	38	0	True	Content Type Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with CONTENT_TYPE_ID, BUSINESS_GROUP_ID		
CONTEXT_NAME	VARCHAR2	256			Context Name		

DW_CONTENT_TYPE_D_TL

Translation Table for Content Type information.

Details

Module: Common

Key Columns

LANGUAGE, BUSINESS_GROUP_ID, CONTENT_TYPE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_TYPE_ID	NUMBER	38	0	True	Content Type Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier:It is a unique combination of Content Type Identifier, Business Group Identifier and language		
CONTENT_TYPE_NAME	VARCHAR2	256			Content Type Name		

DW_COUNTRY_D_TL

Stores Country Name and Description.

Details

Module: Common

Key Columns

LANGUAGE, COUNTRY

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COUNTRY	VARCHAR2	16		True	Country Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
COUNTRY_NAME	VARCHAR2	128			Name of the Country		
COUNTRY_DESCRIPTION	VARCHAR2	4000			Description of the Country		

DW_CURRENCY_DETAILS_D_TL

This table provides the details of a currency used.

Details

Module: Common

Key Columns

LANGUAGE, CURRENCY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CURRENCY_CODE	VARCHAR2	16		True	The Currency Code		
LANGUAGE	VARCHAR2	16		True	Language code in which the Currency Details are provided		
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier of the table. Combination of Currency_code and Language		
CURRENCY_DESCRIPTION	VARCHAR2	512			The description of the currency code		
CURRENCY_NAME	VARCHAR2	512			The name of the currency code		

DW_DAY_D

This table stores day-level information about the Gregorian calendar.

Details

Module: Common

Key Columns

CAL_DAY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_DAY_ID	NUMBER	38	0	True	Date in YYYYMMDD format.		
SOURCE_RECORD_ID	NUMBER	38	0		Integration identifier generated by formatting the date in YYYYMMDD format.		
CALENDAR_DATE	DATE				Calendar date.		
DAY_OF_WEEK	NUMBER	38	0		Day of the week. Possible values are 1 through 7.		
DAY_OF_MONTH	NUMBER	38	0		Day of the month. Possible values are 1 through 31.		
DAY_OF_YEAR	NUMBER	38	0		Day of the year. Possible values are 1 through 366.		
DAY_AGO_DATE	DATE				Previous day's date.		
DAY_AGO_ID	NUMBER	38	0		Previous date in YYYYMMDD format.		
DAY_CODE	VARCHAR2	16			Name of the day. Possible values are SUN, MON, and so on.		
DAY_LOCAL_NAME	VARCHAR2	32			Full Name of the day. Possible values are Sunday, Monday..etc		
JULIAN_DATE_NUMBER	NUMBER	38	0		Date in Julian format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_WEEK_ID	NUMBER	38	0		Week identifier in YYYYW format. For example, 197949.		
CAL_MONT_H_ID	NUMBER	38	0		Month identifier in YYYYQMM format. For example, 1979412.		
CAL_QUAR_TER_ID	NUMBER	38	0		Quarter identifier in YYYYQ format. For example, 19794.		
CAL_YEAR_ID	NUMBER	38	0		Year identifier in YYYY format. For example, 1979.		
CAL_MONT_H_CODE	VARCHAR2	32			Calendar month period. For example, 1979/12.		
CAL_QUAR_TER_CODE	VARCHAR2	32			Calendar quarter period. For example, 1979 Q4.		
CAL_WEEK_CODE	VARCHAR2	32			Calendar week period. For example, 1979 Week53.		
CAL_WEEK_START_DATE	DATE				Start date of the week.		
CAL_WEEK_END_DATE	DATE				End date of the week.		
CAL_MONT_H_START_DATE	DATE				Start date of the month.		
CAL_MONT_H_END_DATE	DATE				End date of the month.		
CAL_QUAR_TER_START_DATE	DATE				Start date of the quarter.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_QUARTER_END_DATE	DATE				End date of the quarter.		
CAL_YEAR_START_DATE	DATE				Start date of the year.		
CAL_YEAR_END_DATE	DATE				End date of the year.		
CAL_MONTH_NUMBER	NUMBER	38	0		Calendar month of this day. Possible values are 1 through 12.		
CAL_HALF_YEAR_NUMBER	NUMBER	38	0		Calendar half-year of this day. Possible values are 1 and 2.		
CAL_MONTH_LOCALE_NAME	VARCHAR2	32			Calendar month name of this day. Possible values are January, February		
CAL_QUARTER_NUMBER	NUMBER	38	0		Calendar quarter of this day. Possible values are 1, 2, 3, and 4.		
CAL_TRIMESTER_NUMBER	NUMBER	38	0		Calendar trimester of this day. Possible values are 1, 2 and 3.		
CAL_WEEK_NUMBER	NUMBER	38	0		Calendar week identifier. Possible values are 1 through 53.		
CAL_MONTH_END_DATE_ID	NUMBER	38	0		Last day of month in YYYYMMDD format.		
CAL_MONTH_START_DATE_ID	NUMBER	38	0		First day of month in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_WEEK _END_DATE _ID	NUMBER	38	0		Last day of week in YYYYMMDD format.		
CAL_WEEK _START_DATE_ID	NUMBER	38	0		First day of week in YYYYMMDD format.		
CAL_QUAR TER_START_DATE_ID	NUMBER	38	0		First day of quarter in YYYYMMDD format.		
CAL_QUAR TER_END_DATE_ID	NUMBER	38	0		Last day of quarter in YYYYMMDD format.		
CAL_YEAR END_DATE_ID	NUMBER	38	0		Last day of year in YYYYMMDD format.		
CAL_YEAR START_DATE_ID	NUMBER	38	0		First day of year in YYYYMMDD format.		
FIRST_DAY _CAL_WEEK K_FLAG	VARCHAR2	16			Indicates that this day is the first day of the calendar week.		
LAST_DAY _CAL_WEEK _FLAG	VARCHAR2	16			Indicates that this day is the last day of the calendar week.		
FIRST_DAY _CAL_MONTH_FLAG	VARCHAR2	16			Indicates that this day is the first day of the calendar month.		
LAST_DAY _CAL_MONTH_FLAG	VARCHAR2	16			Indicates that this day is the last day of the calendar month.		
FIRST_DAY _CAL_QUARTER_FLAG	VARCHAR2	16			Indicates that this day is the first day of the calendar quarter.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LAST_DAY_ CAL_QTR_ LAG	VARCHAR2	16			Indicates that this day is the last day of the calendar quarter.		
FIRST_DAY_ _CAL_YEAR_ _FLAG	VARCHAR2	16			Indicates that this day is the first day of the calendar year.		
LAST_DAY_ CAL_YEAR_ FLAG	VARCHAR2	16			Indicates that this day is the last day of the calendar year.		
CURRENT_ CAL_DAY_ CODE	VARCHAR2	16			Indicates current day. Possible value is Current.		
CURRENT_ CAL_WEEK_ _CODE	VARCHAR2	16			Indicates that this day belongs to current week. Possible value is Current.		
CURRENT_ CAL_MONT H_CODE	VARCHAR2	16			Indicates that this day belongs to current month. Possible value is Current.		
CURRENT_ CAL_QTR_ CODE	VARCHAR2	16			Indicates that this day belongs to current quarter. Possible value is Current.		
CURRENT_ CAL_YEAR_ CODE	VARCHAR2	16			Indicates that this day belongs to current year. Possible value is Current.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MONTH_END_OR_PRIV_CRNT_DATE	DATE				For current month, day before current date else Month end date		
QUARTER_END_OR_PRIV_CRNT_DATE	DATE				For current quarter, day before current date else quarter end date		
YEAR_END_OR_PRIV_CRNT_DATE	DATE				For current year, day before current date else year end date		
TRAILING_MONTH_NUMBER	NUMBER	38	0		Indicate trailing month number		
TRAILING_QUARTER_NUMBER	NUMBER	38	0		Indicate trailing quarter number		
TRAILING_YEAR_NUMBER	NUMBER	38	0		Indicate trailing year number		

DW_DAYS_OF_WEEK_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

LANGUAGE, DAYS_OF_WEEK_LKP_CODE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
DAYS_OF_WEEK_LKP_CODE	VARCHAR2	128		True	Code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTION	VARCHAR2	4000			Code description.		

DW_DEPARTMENT_CF_DH

It stores department hierarchy information in column flattened format.

Details

Module: Common

Key Columns

TREE_VERSION_ID, DEPARTMENT_ID, TREE_CODE, TREE_STRUCTURE_CODE, ENTERPRISE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENTERPRISE_ID	NUMBER	38	0	True	Enterprise Identifier		
TREE_STRUCTURE_CODE	VARCHAR2	32		True	Code for the Department Tree Structure #1		
TREE_CODE	VARCHAR2	32		True	Code for the Department Tree		
TREE_VERSION_ID	VARCHAR2	64		True	Tree version Identifier	DW_TREE_VERSION_D	TREE_VERSION_ID
DEPARTMENT_ID	NUMBER	38	0	True	Department Id of the hierarchy node.	_TL	

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Source record identifier		
TREE_VERSION_END_DATE	DATE				indicates the date at the beginning of the date range within which the tree version is effective.		
TREE_VERSION_START_DATE	DATE				indicates the date at the end of the date range within which the tree version is effective.		
TREE_VERSION_STATUS	VARCHAR2	32			Tree Version Status, Possible Value is ACTIVE, as only Active Trees are stored in this table.		
LEVEL0_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 0, this is the bottom most level.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL1_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 1.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL2_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 2.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL3_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 3.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL4_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 4.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL5_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 5.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL6_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 6.	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL7_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 7.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL8_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 8.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL9_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 9.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL10_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 10.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL11_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 11.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL12_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 12.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL13_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 13.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL14_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 14.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL15_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 15.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL16_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 16.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL17_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 17.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL18_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 18.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL19_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 19.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL20_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 20.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL21_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 21.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL22_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 22.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL23_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 23.	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL24_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 24.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL25_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 25.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL26_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 26.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL27_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 27.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL28_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 28.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL29_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 29.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL30_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 30.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL31_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 31.	DW_DEPARTMENT_D	DEPARTMENT_ID
NODE_DISTANCE	NUMBER	38	0		Distance between the Node and its Ancestor.		

Key Columns

DEPARTMENT_ID, ENTERPRISE_ID, TREE_STRUCTURE_CODE, TREE_VERSION_ID, TREE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENTERPRISE_ID	NUMBER	38	0	True	Enterprise Identifier		
TREE_STRUCTURE_CODE	VARCHAR2	32		True	Code for the Department Tree Structure #1		
TREE_CODE	VARCHAR2	32		True	Code for the Department Tree		
TREE_VERSION_ID	VARCHAR2	64		True	Tree version Identifier	DW_TREE_VERSION_D	TREE_VERSION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DEPARTME NT_ID	NUMBER	38	0	True	Department Id of the hierarchy node.		
SOURCE_R ECORD_ID	VARCHAR2	256			Source record identifier		
TREE_VER SION_END_ DATE	DATE				indicates the date at the beginning of the date range within which the tree version is effective.		
TREE_VER SION_STAR T_DATE	DATE				indicates the date at the end of the date range within which the tree version is effective.		
TREE_VER SION_STAT US	VARCHAR2	32			Tree Version Status, Possible Value is ACTIVE, as only Active Trees are stored in this table.		
LEVEL0_DE PARTMENT _ID	NUMBER	38	0		Department Identifier at the level 0, this is the bottom most level.	DW_DEPAR TMENT_D	DEPARTME NT_ID
LEVEL1_DE PARTMENT _ID	NUMBER	38	0		Department Identifier at the level 1.	DW_DEPAR TMENT_D	DEPARTME NT_ID
LEVEL2_DE PARTMENT _ID	NUMBER	38	0		Department Identifier at the level 2.	DW_DEPAR TMENT_D	DEPARTME NT_ID
LEVEL3_DE PARTMENT _ID	NUMBER	38	0		Department Identifier at the level 3.	DW_DEPAR TMENT_D	DEPARTME NT_ID
LEVEL4_DE PARTMENT _ID	NUMBER	38	0		Department Identifier at the level 4.	DW_DEPAR TMENT_D	DEPARTME NT_ID
LEVEL5_DE PARTMENT _ID	NUMBER	38	0		Department Identifier at the level 5.	DW_DEPAR TMENT_D	DEPARTME NT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL6_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 6.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL7_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 7.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL8_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 8.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL9_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 9.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL10_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 10.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL11_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 11.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL12_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 12.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL13_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 13.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL14_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 14.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL15_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 15.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL16_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 16.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL17_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 17.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL18_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 18.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL19_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 19.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL20_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 20.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL21_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 21.	DW_DEPARTMENT_D	DEPARTMENT_ID
LEVEL22_DEPARTMENT_ID	NUMBER	38	0		Department Identifier at the level 22.	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL23_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 23.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL24_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 24.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL25_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 25.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL26_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 26.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL27_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 27.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL28_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 28.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL29_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 29.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL30_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 30.	DW_DEPART TMENT_D	DEPARTME NT_ID
LEVEL31_D EPARTMEN T_ID	NUMBER	38	0		Department Identifier at the level 31.	DW_DEPART TMENT_D	DEPARTME NT_ID
NODE_DIST ANCE	NUMBER	38	0		Distance between the Node and its Ancestor.		

Notes

#1 Translated tree version name, tree version description and tree version comments are present in DW_TREE_VERSION_D_TL table. Join using TREE_CODE, TREE_STRUCTURE_CODE, TREE_VERSION_ID, TREE_NODE_ID ENTERPRISE_ID.

DW_DEPARTMENT_D

This table stores the Departments information.

Details

Module: Common

Key Columns

DEPARTMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DEPARTMENT_ID	NUMBER	38	0	True	Department Id, Translation in DW_INTERNAL_ORG_ D_TL table.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a Department		
MANAGER_NAME	VARCHAR2	2048			This is the name of the manager of the department		
MANAGER_PERSON_NUMBER	VARCHAR2	32			This is the person number of the manager of the department		
LOCATION_ID	NUMBER	38	0		Department Location Id		
PHONE_NUMBER	VARCHAR2	256			Department Location Phone Number		
FAX_NUMBER	VARCHAR2	256			Department Location Fax Number		
EMAIL_ADDRESS	VARCHAR2	256			Department Location Email Address		
ADDRESS_LINE_1	VARCHAR2	256			Department Location Address Line 1		
ADDRESS_LINE_2	VARCHAR2	256			Department Location Address Line 2		
CITY_CODE	VARCHAR2	128			Department Location City or Town		
POSTAL_CODE	VARCHAR2	32			Department Location Postal Code		
COUNTY_CODE	VARCHAR2	128			Department Location County		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATE_PRO V_CODE	VARCHAR2	128			Department Location State Or Province		
COUNTRY_ CODE	VARCHAR2	64			Department Location Country		
STATUS_CO DE	VARCHAR2	32			Indicates if an department is active or inactive. For translation, refer table DW_CODE_ VALUES_LK P_TL with CODE_TYP E='ACTIVE_I NACTIVE'		
EFFECTIVE _START_DA TE	DATE				Organization effective start date, date range within which the row is effective.		
EFFECTIVE _END_DATE	DATE				Organization effective end date, date range within which the row is effective.		

DW_DEPARTMENT_D_TL

This table contains information about the translated names for departments.

Details

Module: Common

Key Columns

LANGUAGE, DEPARTMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DEPARTME NT_ID	NUMBER	38	0	True	Department identifier.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	16		True	Language code.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a Department, Language code is not included in this identifier.		
DEPARTMENT_NAME	VARCHAR2	256			This is the name of the department.		

DW_DISABILITY_ORG_D

This table stores the Disability Organizations information.

Details

Module: Common

Key Columns

DISABILITY_ORG_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY_ORG_ID	NUMBER	38	0	True	Disability Organization Id, Translation in DW_INTERNAL_ORG_D_TL table.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a Disability Organization		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATUS_CODE	VARCHAR2	32			Indicates if an Disability Organization is active or inactive. For translation, refer table DW_CODE_VALUES_LKP_TL with CODE_TYPE='ACTIVE_INACTIVE'		

DW_DISABILITY_ORG_D_TL

This table contains information about the translated names for disability organizations.

Details

Module: Common

Key Columns

LANGUAGE, DISABILITY_ORG_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY_ORG_ID	NUMBER	38	0	True	Disability Organization identifier.		
LANGUAGE	VARCHAR2	16		True	Language code.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a disability organization, Language code is not included in this identifier.		
DISABILITY_ORG_NAME	VARCHAR2	256			This is the name of the disability organization.		

DW_DMD_EXT_TABLES

Contains data enrichment table information.

Details

Module: Common

Key Columns

DATASOURCE_CODE, TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATASOURCE_CODE	VARCHAR2	32		True	Datasource code.		
TABLE_NAME	VARCHAR2	128		True	Table name		
SOURCE_RECORD_ID	VARCHAR2	256			Source record identifier.		
TABLE_DESCRIPTION	VARCHAR2	1024			Table description		
TABLE_TYPE	VARCHAR2	64			Table type		
TABLE_ROLE	VARCHAR2	64			Table role		
AUGMENTATION_NAME	VARCHAR2	512			Table augmentation name		
ENRICHMENT_ACTION_TYPE	VARCHAR2	128			Enrichment action type		
ENRICHMENT_OBJECT_TYPE	VARCHAR2	128			Enrichment object type		
ENRICHMENT_OBJECT_SOURCE	VARCHAR2	128			Enrichment object source		
EXTENDED_DOMAIN	VARCHAR2	128			Extending Domain		

DW_DMD_EXT_TABLE_COLUMNS

Contains Enrichment Table Column Information.

Details

Module: Common

Key Columns

COLUMN_NAME, DATASOURCE_CODE, TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATASOURCE_CODE	VARCHAR2	32		True	Datasource code.		
TABLE_NAME	VARCHAR2	128		True	Table name		
COLUMN_NAME	VARCHAR2	128		True	Column name		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier		
COLUMN_TYPE	VARCHAR2	64			Column type		
CONTAINER_DOMAIN_CODE	VARCHAR2	64			Set of columns explaining the given domain		
COLUMN_DOMAIN_CODE	VARCHAR2	64			Container domain code which this column refers to		
AGGREGATION_LOGIC	VARCHAR2	1024			Column aggregation logic Default NULL if there is no aggregation logic		

DW_DMD_EXT_TABLE_DOMAINS

Contains Enrichment Table Key To Domain Key Relationship.

Details

Module: Common

Key Columns

DOMAIN_CODE, DATASOURCE_CODE, DOMAIN_KEY, TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATASOURCE_CODE	VARCHAR2	32		True	Datasource code.		
TABLE_NAME	VARCHAR2	128		True	Table name		
DOMAIN_CODE	VARCHAR2	64		True	Domain Code		
DOMAIN_KEY	VARCHAR2	64		True	Domain key		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier.		
DOMAIN_KEY_COLUMN	VARCHAR2	64			Domain key column of table corresponding to actual domain Key		

DW_DMD_EXT_TABLE_JOIN_INFO

Contains info on join conditions between fact and dimension of enrichment tables.

Details

Module: Common

Key Columns

LEFT_TABLE, RIGHT_TABLE, DATASOURCE_CODE, LEFT_COLUMN, RIGHT_COLUMN

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATASOURCE_CODE	VARCHAR2	32		True	Datasource code.		
LEFT_TABLE	VARCHAR2	128		True	Left side table of join condition		
RIGHT_TABLE	VARCHAR2	128		True	Right side table of join condition		
LEFT_COLUMN	VARCHAR2	128		True	Left table join column		
RIGHT_COLUMN	VARCHAR2	128		True	Right table join column		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_D ATASOURC E_CODE	VARCHAR2	128			Datasource code for the source object used in the join condition.		
SOURCE_E NTITY_TYP E	VARCHAR2	128			Entity type for the source object used in the join condition, Possible values are System and Enrichment.		

DW_DMD_EXT_TABLE_SUBJECT_AREA_MAP

Contains enrichment tables and subject area relationship.

Details

Module: Common

Key Columns

DATASOURCE_CODE, SUBJECT_AREA_NAME, TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATASOUR CE_CODE	VARCHAR2	32		True	Datasource code.		
TABLE_NAM E	VARCHAR2	128		True	Table name		
SUBJECT_A REA_NAME	VARCHAR2	256		True	Subject Area name		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier.		

DW_DMD_TABLE_DOMAINS

Contains Warehouse Table Key To Domain Key Relationship.

Details

Module: Common

Key Columns

DOMAIN_CODE, DOMAIN_KEY, TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TABLE_NAME	VARCHAR2	128		True	Table name		
DOMAIN_CODE	VARCHAR2	64		True	Domain Code		
DOMAIN_KEY	VARCHAR2	64		True	Domain key		
SOURCE_RECORD_ID	VARCHAR2	256			Source record identifier.		
DOMAIN_KEY_COLUMN	VARCHAR2	64			Domain key column of table corresponding to actual domain Key		

DW_ENRICHMENT_TABLE_DETAILS

Stores information of the latest job that updated the DFF table.

Details

Module: Common

Key Columns

ENRICHMENT_TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENRICHMENT_TABLE_NAME	VARCHAR2	128		True	DFF Target table name		
CREATED_BY_JOB	VARCHAR2	32			Job ID that created mapping		

DW_ERR_RECORDS

This table contains information about the loading error conditions.

Details

Module: Common

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	VARCHAR2	512			Job identifier. It can be used to identify all the errors or rejected records during a DW refresh.		
PROCESS_NAME	VARCHAR2	128			Process which caused the error.		
FUNCTIONAL_AREA_CODE	VARCHAR2	4000			Functional area name.		
TABLE_NAME	VARCHAR2	512			Table name where loading error occurred.		
TABLE_TYPE	VARCHAR2	32			Table type where loading error occurred. Possible values are WAREHOUSE or INTERNAL.		
ERROR_TIMESTAMP	TIMESTAMP				Date and time when the error occurred.		
ERROR_CODE	VARCHAR2	256			Error type. Possible values are DUPLICATE, TRIM, or OTHER.		
RESERVED1	VARCHAR2	32767			For oracle internal use only.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ERROR_RECORD_ID	VARCHAR2	4000			Error record identifier. Value is derived from concatenation of primary key value in the defined sequence with vertical bar as delimiter.		
ERROR_STATUS	VARCHAR2	256			Placeholder column for future usage.		
ERROR_STATUS	VARCHAR2	256			Placeholder column for future usage.		
SOURCE_TYPE_CODE	VARCHAR2	32			Source Code of OAX		

DW_ERR_RECORD_STRUCTURE

It will maintain the primary keys of the warehouse tables, to facilitate tabular reporting of ERROR_RECORD_ID columns from ERROR_RECORDS table.

Details

Module: Common

Key Columns

TARGET_TABLE_NAME , COLUMN_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TARGET_TABLE_NAME	VARCHAR2	512		True	Table name where loading error occurred.		
COLUMN_NAME	VARCHAR2	512		True	Column name added to the error record ID structure.		
COLUMN_ORDER	NUMBER	38	0		Order of column in the error record ID structure.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_T YPE_CODE	VARCHAR2	32			Source Code of OAX		

DW_FISCAL_CONTEXT_G

This table contains information about the relationship between organization or ledger with a fiscal calendar.

Details

Module: Common

Key Columns

FISCAL_PERIOD_TYPE, LEDGER_ID, ORGANIZATION_ID,
FISCAL_PERIOD_SET_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ORGANIZAT ION_ID	NUMBER	38	0	True	Organization identifier.		
LEDGER_ID	NUMBER	38	0	True	Ledger identifier.		
FISCAL_PE RIOD_SET_ NAME	VARCHAR2	16		True	Accounting calendar name.		
FISCAL_PE RIOD_TYPE	VARCHAR2	16		True	Accounting period type.		
SOURCE_R ECORD_ID	VARCHAR2	128			Source record identifier. Value is derived from a combination of organization identifier, accounting calendar name, accounting period type, ledger identifier.		
LEDGER_N AME	VARCHAR2	128			Ledger name		

DW_FISCAL_DAY_D

This table contains day-level information of the fiscal calendars.

Join can be done on one of these combinations (Fiscal Period Set Name - Fiscal Period Type - Fiscal Day Date Id, Fiscal Period Set Name - Fiscal Period Type - Fiscal Day Date, Fiscal Period Set Name - Fiscal Period Name - Fiscal Day Date Id, Fiscal Period Set Name - Fiscal Period Name - Fiscal Day Date).

Details

Module: Common

Key Columns

FISCAL_PERIOD_TYPE, FISCAL_DAY_DATE_ID, FISCAL_PERIOD_NAME,
FISCAL_PERIOD_SET_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_PERIOD_NAME	VARCHAR2	64		True	Accounting period name.		
FISCAL_PERIOD_SET_NAME	VARCHAR2	16		True	Accounting calendar name. #1		
FISCAL_PERIOD_TYPE	VARCHAR2	16		True	Accounting period type.		
FISCAL_DAY_DATE_ID	NUMBER	38	0	True	Fiscal day in YYYYMMDD format.		
SOURCE_RECORD_ID	VARCHAR2	64			Source record identifier. Value is derived from a combination of accounting calendar name, accounting period type, accounting period name and fiscal day in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_PE RIOD_SORT _KEY	VARCHAR2	256			Enables sorting by fiscal calendar and fiscal period.		
FISCAL_DA Y_DATE	DATE				Date of the fiscal day.		
FISCAL_DA Y_CODE	VARCHAR2	64			Name of the fiscal day. Values are from the table DW_CODE_ VALUES_LK P_TL with CODE_TYP E=DAYS_OF _WEEK.		
ADJUSTME NT_PERIOD _FLAG	VARCHAR2	16			Indicates an adjustment period for the fiscal year.		
FISCAL_PE RIOD_NUM BER	NUMBER	38	0		Accounting period number.		
FISCAL_PE RIOD_STAR T_DATE	DATE				Start date of the fiscal period.		
FISCAL_PE RIOD_STAR T_DATE_ID	NUMBER	38	0		First day of fiscal day in YYYYMMDD format.		
FISCAL_PE RIOD_END_ DATE	DATE				End date of the fiscal period.		
FISCAL_PE RIOD_END_ DATE_ID	NUMBER	38	0		Last day of fiscal period in YYYYMMDD format.		
FISCAL_QU ARTER_NU MBER	NUMBER	38	0		Fiscal quarter. Possible values are 1, 2, 3, and 4.		
FISCAL_QU ARTER_CO DE	VARCHAR2	16			Fiscal quarter . For example, 1999Q2.		
FISCAL_QU ARTER_STA RT_DATE	DATE				Start date of the fiscal quarter.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_QUARTER_START_DATE	NUMBER	38	0		First day of fiscal quarter in YYYYMMDD format.		
FISCAL_QUARTER_END_DATE	DATE				End date of the fiscal quarter.		
FISCAL_QUARTER_END_DATE_ID	NUMBER	38	0		Last day of fiscal quarter in YYYYMMDD format.		
FISCAL_HALF_YEAR	NUMBER	38	0		Fiscal half year. Possible values are 1 and 2.		
FISCAL_YEAR_NUMBER	NUMBER	38	0		Fiscal Year in YYYY format.		
FISCAL_YEAR_START_DATE	DATE				Start date of the fiscal year.		
FISCAL_YEAR_START_DATE_ID	NUMBER	38	0		First day of fiscal year in YYYYMMDD format.		
FISCAL_YEAR_END_DATE	DATE				End date of the fiscal year.		
FISCAL_YEAR_END_DATE_ID	NUMBER	38	0		Last day of fiscal year in YYYYMMDD format.		
FISCAL_YEAR_TOTAL_WEEKS	NUMBER	38	0		Number of weeks in this fiscal year.		
FISCAL_YEAR_TOTAL_DAYS	NUMBER	38	0		Number of days in this fiscal year.		
FISCAL_DAY_OF_YEAR	NUMBER	38	0		Day number in the fiscal year.		
FISCAL_DAY_OF_QUARTER	NUMBER	38	0		Day number in the fiscal quarter.		
FISCAL_DAY_OF_PERIOD	NUMBER	38	0		Day number in the fiscal period.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FIRST_DAY_FISCAL_PERIOD_FLAG	VARCHAR2	16			Indicates that this day is the first day of fiscal period.		
FIRST_DAY_FISCAL_QUARTER_FLAG	VARCHAR2	16			Indicates that this day is the first day of fiscal quarter.		
FIRST_DAY_FISCAL_YEAR_FLAG	VARCHAR2	16			Indicates that this day is the first day of fiscal year.		
LAST_DAY_FISCAL_PERIOD_FLAG	VARCHAR2	16			Indicates that this day is the last day of fiscal period.		
LAST_DAY_FISCAL_QUARTER_FLAG	VARCHAR2	16			Indicates that this day is the last day of fiscal quarter.		
LAST_DAY_FISCAL_YEAR_FLAG	VARCHAR2	16			Indicates that this day is the last day of fiscal year.		
FISCAL_WEEK_NUMBER	NUMBER	38	0		Week number in the fiscal year. Possible values are 1, 2, and so on.		
FISCAL_WEEK_START_DATE	DATE				Start date of the fiscal week.		
FISCAL_WEEK_START_DATE_ID	NUMBER	38	0		First day of fiscal week in YYYYMMDD format.		
FISCAL_WEEK_END_DATE	DATE				End date of the fiscal week.		
FISCAL_WEEK_END_DATE_ID	NUMBER	38	0		Last day of fiscal week in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FIRST_DAY_FISCAL_WEEK_FLAG	VARCHAR2	16			Indicates that this day is the first day of fiscal week.		
LAST_DAY_FISCAL_WEEK_FLAG	VARCHAR2	16			Indicates that this day is the last day of fiscal week.		
FISCAL_DAY_OF_WEEK	NUMBER	38	0		Day number in the fiscal week.		
CURRENT_FISCAL_DAY_CODE	VARCHAR2	16			Indicates the current fiscal day. Possible value is Current.		
CURRENT_FISCAL_WEEK_CODE	VARCHAR2	16			Indicates that this day belongs to current fiscal week. Possible value is Current.		
CURRENT_FISCAL_PERIOD_CODE	VARCHAR2	16			Indicates that this day belongs to current fiscal period. Possible value is Current.		
CURRENT_FISCAL_QUARTER_CODE	VARCHAR2	16			Indicates that this day belongs to current fiscal quarter. Possible value is Current.		
CURRENT_FISCAL_YEAR_CODE	VARCHAR2	16			Indicates that this day belongs to current fiscal year. Possible value is Current.		
FISCAL_TRAILING_PERIOD_NUMBER	NUMBER	38	0		Indicates the trailing fiscal period number		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_TRAILING_QUARTER_NUMBER	NUMBER	38	0		Indicates the trailing fiscal quarter number		
FISCAL_TRAILING_YEAR_NUMBER	NUMBER	38	0		Indicates the trailing fiscal year number		

Notes

#1: DW_FISCAL_DAY_D can be joined to DW_FISCAL_PERIOD_D using FISCAL_PERIOD_SET_NAME, FISCAL_PERIOD_NAME

DW_FISCAL_DAY_D can be joined to DW_FISCAL_QUARTER_D using FISCAL_PERIOD_SET_NAME, FISCAL_PERIOD_TYPE, FISCAL_YEAR_NUMBER, FISCAL_QUARTER_NUMBER

DW_FISCAL_DAY_D can be joined to DW_FISCAL_YEAR_D using FISCAL_PERIOD_SET_NAME, FISCAL_PERIOD_TYPE, FISCAL_YEAR_NUMBER

DW_FISCAL_PERIOD_D

This table contains period-level information of fiscal calendars.

Details

Module: Common

Key Columns

FISCAL_PERIOD_NAME, FISCAL_PERIOD_SET_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_PERIOD_SET_NAME	VARCHAR2	16		True	Accounting calendar name.		
FISCAL_PERIOD_NAME	VARCHAR2	256		True	Accounting period name.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Source record identifier. Value is derived from a combination of accounting calendar name and accounting period name.		
FISCAL_PERIOD_SORT_KEY	VARCHAR2	256			Enables sorting by fiscal calendar and fiscal period.		
FISCAL_PERIOD_TYPE	VARCHAR2	16			Accounting period type.		
ADJUSTMENT_PERIOD_FLAG	VARCHAR2	16			Indicates an adjustment period for the fiscal year.		
FISCAL_PERIOD_NUMBER	NUMBER	38	0		Accounting period number.		
FISCAL_PERIOD_START_DATE	DATE				Start date of the fiscal period.		
FISCAL_PERIOD_START_DATE_ID	NUMBER	38	0		First day of fiscal day in YYYYMMDD format.		
FISCAL_PERIOD_END_DATE	DATE				End date of the fiscal period.		
FISCAL_PERIOD_END_DATE_ID	NUMBER	38	0		Last day of fiscal period in YYYYMMDD format.		
FISCAL_YEAR_NUMBER	NUMBER	38	0		Fiscal Year in YYYY format.		
FISCAL_QUARTER_NUMBER	NUMBER	38	0		Fiscal quarter. Possible values are 1, 2, 3, and 4.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_QUARTER_CODE	VARCHAR2	16			Fiscal quarter period. For example, 1999Q2.		
FISCAL_HALF_NUMBER	NUMBER	38	0		Fiscal half. Possible values are 1 and 2.		
FISCAL_PERIOD_TOTAL_WEEKS	NUMBER	38	0		Number of weeks in the fiscal period.		
FISCAL_PERIOD_TOTAL_DAYS	NUMBER	38	0		Number of days in the fiscal period.		
FISCAL_YEAR_TOTAL_WEEKS	NUMBER	38	0		Number of weeks in this fiscal year.		
FISCAL_YEAR_TOTAL_DAYS	NUMBER	38	0		Number of days in this fiscal year.		
FISCAL_QUARTER_START_DATE	DATE				Start date of the fiscal quarter.		
FISCAL_QUARTER_START_DATE_ID	NUMBER	38	0		First day of fiscal quarter in YYYYMMDD format.		
FISCAL_QUARTER_END_DATE	DATE				End date of the fiscal quarter.		
FISCAL_QUARTER_END_DATE_ID	NUMBER	38	0		Last day of fiscal quarter in YYYYMMDD format.		
FISCAL_YEAR_START_DATE	DATE				Start date of the fiscal year.		
FISCAL_YEAR_START_DATE_ID	NUMBER	38	0		First day of fiscal year in YYYYMMDD format.		
FISCAL_YEAR_END_DATE	DATE				End date of the fiscal year.		
FISCAL_YEAR_END_DATE_ID	NUMBER	38	0		Last day of fiscal year in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FIRST_PERI OD_FISCAL _QTR_FLAG	VARCHAR2	16			Indicates the first fiscal period of the fiscal quarter.		
LAST_PERI OD_FISCAL _QTR_FLAG	VARCHAR2	16			Indicates the last fiscal period of the fiscal quarter.		
FIRST_PERI OD_FISCAL _YEAR_FL AG	VARCHAR2	16			Indicates the first fiscal period of the fiscal year.		
LAST_PERI OD_FISCAL _YEAR_FL AG	VARCHAR2	16			Indicates the last fiscal period of the fiscal year.		
CURRENT_ FISCAL_PE RIOD_COD E	VARCHAR2	16			Indicates that this day belongs to current fiscal period. Possible value is Current.		
CURRENT_ FISCAL_QU ARTER_CO DE	VARCHAR2	16			Indicates that this day belongs to current fiscal quarter. Possible value is Current.		
CURRENT_ FISCAL_YE AR_CODE	VARCHAR2	16			Indicates that this day belongs to current fiscal year. Possible value is Current.		
PERIOD_EN D_OR_PRV _CRNT_DAT E	DATE				For current fiscal period, day before current date else fiscal period end date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
QUARTER_END_OR_P RV_CRNT_DATE	DATE				For current fiscal quarter, day before current date else fiscal quarter end date		
YEAR_END_OR_PRV_CRNT_DATE	DATE				For current fiscal year, day before current date else fiscal year end date		
FISCAL_TRAILING_PERIOD_NUMBER	NUMBER	38	0		Indicates the trailing fiscal period number		
FISCAL_TRAILING_QUARTER_NUMBER	NUMBER	38	0		Indicates the trailing fiscal quarter number		
FISCAL_TRAILING_YEAR_NUMBER	NUMBER	38	0		Indicates the trailing fiscal year number		

DW_FISCAL_QUARTER_D

This table contains quarter-level information of fiscal calendars.

Details

Module: Common

Key Columns

FISCAL_PERIOD_TYPE, FISCAL_QUARTER_NUMBER, FISCAL_YEAR_NUMBER, FISCAL_PERIOD_SET_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_PERIOD_SET_NAME	VARCHAR2	16		True	Accounting calendar name.		
FISCAL_PERIOD_TYPE	VARCHAR2	16		True	Accounting period type.		
FISCAL_YEAR_NUMBER	NUMBER	38	0	True	Fiscal Year in YYYY format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_QUARTER_NUMBER	NUMBER	38	0	True	Fiscal quarter. Possible values are 1, 2, 3, and 4.		
SOURCE_RECORD_ID	VARCHAR2	64			Source record identifier. Value is derived from a combination of accounting calendar name, accounting period type, fiscal year in YYYY format, and fiscal quarter.		
FISCAL_HALF_NUMBER	NUMBER	38	0		Fiscal half. Possible values are 1 and 2.		
FISCAL_QUARTER_CODE	VARCHAR2	16			Fiscal quarter period. For example, 1999Q2.		
FISCAL_QUARTER_START_DATE	DATE				Start date of the fiscal quarter.		
FISCAL_QUARTER_START_DATE_ID	NUMBER	38	0		First day of fiscal quarter in YYYYMMDD format.		
FISCAL_QUARTER_END_DATE	DATE				End date of the fiscal quarter.		
FISCAL_QUARTER_END_DATE_ID	NUMBER	38	0		Last day of fiscal quarter in YYYYMMDD format.		
FISCAL_YEAR_START_DATE	DATE				Start date of the fiscal year.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_YE AR_START_ DATE_ID	NUMBER	38	0		First day of fiscal year in YYYYMMDD format.		
FISCAL_YE AR_END_D ATE	DATE				End date of the fiscal year.		
FISCAL_YE AR_END_D ATE_ID	NUMBER	38	0		Last day of fiscal year in YYYYMMDD format.		
FISCAL_YE AR_TOTAL_ WEEKS	NUMBER	38	0		Number of weeks in this fiscal year.		
FISCAL_YE AR_TOTAL_ DAYS	NUMBER	38	0		Number of days in this fiscal year.		
FIRST_QUA RTER_FISC AL_YEAR_F LG	VARCHAR2	16			Indicates that this quarter is the first quarter of fiscal year.		
LAST_QUA RTER_FISC AL_YEAR_F LAG	VARCHAR2	16			Indicates that this quarter is the last quarter of fiscal year.		
CURRENT_ FISCAL_QU ARTER_CO DE	VARCHAR2	16			Indicates that this day belongs to current fiscal quarter. Possible value is Current.		
CURRENT_ FISCAL_YE AR_CODE	VARCHAR2	16			Indicates that this day belongs to current fiscal year. Possible value is Current.		
FISCAL_TR AILING_QU ARTER_NU MBER	NUMBER	38	0		Indicates the trailing fiscal quarter number		
FISCAL_TR AILING_YEA R_NUMBER	NUMBER	38	0		Indicates the trailing fiscal year number		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
QUARTER_END_OR_P RV_CRNT_DATE	DATE				For current fiscal quarter, day before current date else fiscal quarter end date		

DW_FISCAL_YEAR_D

This table contains year-level information of fiscal calendars.

Details

Module: Common

Key Columns

FISCAL_PERIOD_TYPE, FISCAL_QUARTER_NUMBER, FISCAL_YEAR_NUMBER, FISCAL_PERIOD_SET_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_PERIOD_SET_NAME	VARCHAR2	16		True	Accounting calendar name.		
FISCAL_PERIOD_TYPE	VARCHAR2	16		True	Accounting period type.		
FISCAL_YEAR_NUMBER	NUMBER	38	0	True	Fiscal Year in YYYY format.		
SOURCE_RECORD_ID	VARCHAR2	64			Source record identifier of a fiscal year.		
FISCAL_YEAR_START_DATE	DATE				Start date of the fiscal year.		
FISCAL_YEAR_START_DATE_ID	NUMBER	38	0		First day of fiscal year in YYYYMMDD format.		
FISCAL_YEAR_END_DATE	DATE				End date of the fiscal year.		
FISCAL_YEAR_END_DATE_ID	NUMBER	38	0		Last day of fiscal year in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FISCAL_YE AR_TOTAL_ WEEKS	NUMBER	38	0		Number of weeks in this fiscal year.		
FISCAL_YE AR_TOTAL_ DAYS	NUMBER	38	0		Number of days in this fiscal year.		
CURRENT_ FISCAL_YE AR_CODE	VARCHAR2	16			Indicates that this day belongs to current fiscal year. Possible value is Current.		
FISCAL_TR AILING_YEA R_NUMBER	NUMBER	38	0		Indicates the trailing fiscal year number		
YEAR_END _OR_PRV_ CRNT_DATE	DATE				For current fiscal year, day before current date else fiscal year end date		

DW_GLOBAL_EXCH_RATE_CG

This table contains information about the global exchange rate.

Details

Module: Common

Key Columns

CONVERSION_DATE, FROM_CURRENCY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FROM_CUR RENCY_CO DE	VARCHAR2	16		True	From currency code.		
CONVERSI ON_DATE	DATE			True	Exchange date.		
SOURCE_R ECORD_ID	VARCHAR2	128			Source record identifier.		
GLOBAL_C URRENCY_ CODE	VARCHAR2	16			Global currency code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GLOBAL_C URR_CONV ERSION_TY PE	VARCHAR2	32			Global currency conversion type.		
GLOBAL_E XCHANGE_ RATE	NUMBER				Global currency conversion rate.		

DW_HCM_CODE_VALUES_LKP_TL

This table contains information about code, name, and description for the HCM related codes.

Details

Module: Common

Key Columns

CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_HRT_EDUCATION_LEVEL_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

HRT_EDUCATION_LEVEL_CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TY E	VARCHAR2	128		True	Code type. It is specific to functionality.		
HRT_EDUC ATION_LEV EL_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_HRX_VETS_SELFID_STAT_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

LANGUAGE, HRX_VETS_SELFID_STAT_CODE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
HRX_VETS_ SELFID_ST AT_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_INDICATOR_Y_N_TL

DW_INDICATOR_Y_N_TL

Details

Module: Common

Key Columns

LANGUAGE, YES_NO_IND_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
YES_NO_IN D_CODE	VARCHAR2	32		True	Indicator Code - Y or N		
LANGUAGE	VARCHAR2	32		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Indicator Code and language		
YES_NO_IND_NAME	VARCHAR2	128			Indicator code Name		
YES_NO_IND_DESCRIPTION	VARCHAR2	256			Indicator Code description		

DW_INSERT_COUNTRY_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

LANGUAGE, INSERT_COUNTRY_LKP_CODE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
INSERT_COUNTRY_LKP_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_INTERNAL_ORG_CLASS_D

This table stores the Organizations classifications and related information.

Details

Module: Common

Key Columns

ORGANIZATION_ID, CLASSIFICATION_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ORGANIZAT ION_ID	NUMBER	38	0	True	Organization Identifier, Translation in DW_INTER NAL_ORG_ D_TL table.		
CLASSIFICA TION_CODE	VARCHAR2	64		True	Seeded classification s code for organization s.		
SOURCE_R ECORD_ID	VARCHAR2	128			Uniquely identifies Organization Identifier and its Classificatio n		
EFFECTIVE _START_DA TE	DATE				Classificatio n effective start date		
EFFECTIVE _END_DATE	DATE				Classificatio n effective end date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATUS_CODE	VARCHAR2	32			Indicates if an organization is active or inactive. For translation, refer table DW_CODE_VALUES_LKP_TL with CODE_TYPE='ACTIVE_INACTIVE'		
SET_ID	NUMBER	38	0		Identifies a set of reference data shared across business units and other entities. Also known as Reference Data Sets, they are used to filter reference data in transactional UIs.		
LEGISLATION_CODE	VARCHAR2	32			Legislation code derived from Legal Entity, Translation in DW_LEGISLATION_DIM table.		

DW_INTERNAL_ORG_D

This table contains information about organizations and business units.

Details

Module: Common

Key Columns

ORGANIZATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ORGANIZATION_ID	NUMBER	38	0	True	Business unit or organization identifier. Value is derived from the table DW_INTERNAL_ORG_D_TL.		
SOURCE_RECORD_ID	NUMBER	38	0		Source record identifier of the business unit or organization.		
EFFECTIVE_START_DATE	DATE				Organization effective start date, date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE				Organization effective end date, date range within which the row is effective.		
ORGANIZATION_MANAGER_NAME	VARCHAR2	2048			Organization manager name.		
ORG_MANAGER_PERSON_NUMBER	VARCHAR2	32			Organization manager person number.		
ORG_LEGAL_ENTITY_ID	NUMBER	38	0		Organization legal entity identifier.		
BUSINESS_UNIT_MANAGER_NAME	VARCHAR2	2048			Business unit manager name.		
ORGANIZATION_LOCATION_ID	NUMBER	38	0		Organization location identifier.		
CURRENCY_CODE	VARCHAR2	256			Business unit default currency code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGAL_ENT ITY_ID	NUMBER	38	0		Business unit legal entity identifier.		
BUSINESS_ UNIT_DATE _TO	DATE				Business unit end date.		
BUSINESS_ UNIT_STAR T_FROM	DATE				Business unit start date.		
ORGANIZAT ION_STATU S_CODE	VARCHAR2	32			Business unit status.		
ORGANIZAT ION_CODE	VARCHAR2	32			Organization code.		
ORGANIZAT ION_TYPE	VARCHAR2	32			Organization type. This is a user defined type for differentiatin g between organization s. For example you many want to differentiate between different kinds of Departments , say as Health and Safety , Service Departments , Training.		
PRIMARY_L EDGER_ID	NUMBER	38	0		Business unit primary ledger identifier.		
PRIMARY_L EDGER	VARCHAR2	32			Business unit primary ledger name.		
SET_ID	NUMBER	38	0		Business unit set identifier.		
PHONE_NU MBER	VARCHAR2	256			Organization location phone number.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FAX_NUMB ER	VARCHAR2	256			Organization location fax number.		
EMAIL_ADD RESS	VARCHAR2	256			Organization location email.		
ADDRESS_ LINE_1	VARCHAR2	256			Organization location address line 1.		
ADDRESS_ LINE_2	VARCHAR2	256			Organization location address line 2.		
CITY_CODE	VARCHAR2	128			Organization location city or town.		
POSTAL_C ODE	VARCHAR2	32			Organization location postal code.		
COUNTY_C ODE	VARCHAR2	128			Organization location county.		
STATE_PRO V_CODE	VARCHAR2	128			Organization location state or province.		
COUNTRY_ CODE	VARCHAR2	64			Organization location country.		
INV_LEGAL _ENTITY_ID	NUMBER	38	0		Inventory organization legal entity identifier		
INV_BUSIN ESS_UNIT_I D	NUMBER	38	0		Inventory organization business unit identifier		
INV_SUPPLI ER_ID	NUMBER	38	0		Inventory organization supplier identifier		
INV_SUPPLI ER_SITE_ID	NUMBER	38	0		Inventory organization supplier site identifier		
INV_MASTE R_ORGANIZ ATION_ID	NUMBER	38	0		Inventory organization master organization identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_ UNIT_FLAG	VARCHAR2	16			Indicates whether organization is a business unit.		
BILLING_RE VENUE_MN G_BU_FLAG	VARCHAR2	16			Indicates whether business unit performs billing and revenue management business function.		
COLLECTIO NS_MNGMN T_BU_FLAG	VARCHAR2	16			Indicates whether business unit performs collections management business function.		
CUST_CON TRACT_MN GMNT_BU_ FLAG	VARCHAR2	16			Indicates whether business unit performs customer contract management business function.		
CUSTOMER _PAYMENTS _BU_FLAG	VARCHAR2	16			Indicates whether business unit performs customer payments business function.		
EXPENSE_ MNGMNT_B U_FLAG	VARCHAR2	16			Indicates whether business unit performs expense management business function.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FINANCIAL_ BU_FLAG	VARCHAR2	16			Indicates a financial BU. Includes business units that perform collections management , customer payments, expense management , payables invoicing, payables payment, or billing and revenue management business function.		
MATERIALS_ _MNGMNT_ BU_FLAG	VARCHAR2	16			Indicates whether business unit performs materials management business function.		
PAYABLES_I NVOICING_ BU_FLAG	VARCHAR2	16			Indicates whether business unit performs payables invoicing business function.		
PAYABLES_ PAYMENT_B U_FLAG	VARCHAR2	16			Indicates whether business unit performs payables payment business function.		
PRC_CONT RACT_MNG MNT_BU_FL AG	VARCHAR2	16			Indicates whether business unit performs procurement contract management business function.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROCUREMENT_BU_FLAG	VARCHAR2	16			Indicates whether business unit performs procurement business function.		
PROJECT_ACCOUNTING_BU_FLAG	VARCHAR2	16			Indicates whether business unit performs project accounting business function.		
RECEIVING_BU_FLAG	VARCHAR2	16			Indicates whether business unit performs receiving business function.		
REQUISITIONING_BU_FLAG	VARCHAR2	16			Indicates whether business unit performs requisitioning business function.		
COST_ORGANIZATION_FLAG	VARCHAR2	16			Indicates a cost organization.		
DEPARTMENT_OR_HUMAN_RESOURCE_ORGANIZATION_FLAG	VARCHAR2	16			Indicates a department or human resource organization.		
ENTERPRISE_FLAG	VARCHAR2	16			Indicates an enterprise.		
EXPENDITURE_ORGANIZATION_FLAG	VARCHAR2	16			Indicates an expenditure organization.		
INTERNAL_ORGANIZATION_FLAG	VARCHAR2	16			Indicates an internal organization.		
INVENTORY_ORGANIZATION_FLAG	VARCHAR2	16			Indicates an inventory organization.		
PAYROLL_STATUTORY_UNIT_FLAG	VARCHAR2	16			Indicates a payroll statutory unit.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROJECT_ORGANIZATION_FLAG	VARCHAR2	16			Indicates a project organization.		
PROJECT_UNIT_FLAG	VARCHAR2	16			Indicates a project unit.		
REPORTING_ESTABLISHMENT_FLAG	VARCHAR2	16			Indicates a reporting establishment.		
SALES_GROUP_FLAG	VARCHAR2	16			Indicates a marketing resource, sales resource, partner resource, or resource organization.		
LEGAL_EMPLOYER_FLAG	VARCHAR2	16			Indicates a legal employer.		
DISABILITY_ORGANIZATION_FLAG	VARCHAR2	16			Indicates a disability organization.		
INV_INVENTORY_FLAG	VARCHAR2	16			Indicates the use of Organization	DW_INV_ORG_USAGE_LKP_TL	INV_ORG_UNIT_SAGE_CODE
TAX_REPORTING_UNIT_FLAG	VARCHAR2	16			Indicates whether organization is a tax reporting unit organization.		

DW_INTERNAL_ORG_D_TL

This table contains information about the translated names for organizations and business units.

Details

Module: Common

Key Columns

LANGUAGE, ORGANIZATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ORGANIZATION_ID	NUMBER	38	0	True	Business unit or organization identifier.		
LANGUAGE	VARCHAR2	16		True	Language code.		
SOURCE_RECORD_ID	NUMBER	38	0		Source record identifier. Value is derived from BU or organization identifier.		
ORGANIZATION_NAME	VARCHAR2	256			Business unit or organization name.		

DW_INV_ORGANIZATION_D

This table stores the inventory organization information.

Details

Module: Common

Key Columns

INV_ORGANIZATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
INV_ORGANIZATION_ID	NUMBER	38	0	True	Inventory organization Id, Translation in DW_INTERNAL_ORG_D_TL table.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a inventory organization.		
INV_ORGANIZATION_CODE	VARCHAR2	32			Organization code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
INV_LEGAL_ENTITY_ID	NUMBER	38	0		Inventory organization legal entity identifier		
INV_BUSINESS_UNIT_ID	NUMBER	38	0		Inventory organization business unit identifier		
INV_SUPPLIER_ID	NUMBER	38	0		Inventory organization supplier identifier		
INV_SUPPLIER_SITE_ID	NUMBER	38	0		Inventory organization supplier site identifier		
INV_ORGANIZATION_MASTER_ID	NUMBER	38	0		Inventory organization master organization identifier		
LOCATION_ID	NUMBER	38	0		Inventory organization location identifier.		
PHONE_NUMBER	VARCHAR2	256			Inventory organization location phone number.		
FAX_NUMBER	VARCHAR2	256			Inventory organization location fax number.		
EMAIL_ADDRESS	VARCHAR2	256			Inventory organization location email.		
ADDRESS_LINE_1	VARCHAR2	256			Inventory organization location address line 1.		
ADDRESS_LINE_2	VARCHAR2	256			Inventory organization location address line 2.		
CITY_CODE	VARCHAR2	128			Inventory organization location city or town.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSTAL_C ODE	VARCHAR2	32			Inventory organization location postal code.		
COUNTY_C ODE	VARCHAR2	128			Inventory organization location county.		
STATE_PRO V_CODE	VARCHAR2	128			Inventory organization location state or province.		
COUNTRY_ CODE	VARCHAR2	64			Inventory organization location country.		
STATUS_CO DE	VARCHAR2	32			Indicates if an organization is active or inactive.	DW_ACTIVE _INACTIVE_ LKP_TL	ACTIVE_INA CTIVE_LKP _CODE
INV_INVEN TORY_FLAG	VARCHAR2	16			Indicates the usage of Organization	DW_INV_O RG_USAGE _LKP_TL	INV_ORG_U SAGE_COD E

DW_INV_ORGANIZATION_D_TL

This table contains information about the translated names for inventory organization.

Details

Module: Common

Key Columns

INV_ORGANIZATION_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
INV_ORGA NIZATION_I D	NUMBER	38	0	True	Inventory organization identifier.		
LANGUAGE	VARCHAR2	16		True	Language code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a inventory organization Language code is not included in this identifier.		
INV_ORGANIZATION_NAME	VARCHAR2	256			This is the name of the inventory organization.		

DW_LEDGER_D

This table contains information about ledgers. Each row stores the ledger name, short name, description, ledger currency, calendar, period type, chart of accounts, and other information. Clients can maintain multiple ledgers. Each ledger can have different values for major attributes such as value sets, currency, and set of books.

Details

Module: Common

Key Columns

LEDGER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEDGER_ID	NUMBER	38	0	True	Ledger identifier. It is used as the primary key.		
SOURCE_RECORD_ID	NUMBER	38	0		Source record identifier.		
LEDGER_NAME	VARCHAR2	32			Ledger name.		
LEDGER_SHORT_NAME	VARCHAR2	32			Ledger short name.		
LEDGER_DESCRIPTION	VARCHAR2	256			Ledger description.		
LEDGER_CHART_OF_ACCOUNTS_ID	NUMBER	38	0		Chart of accounts.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEDGER_CURRENCY_CODE	VARCHAR2	16			Currency code.		
LEDGER_CALENDAR_NAME	VARCHAR2	16			Accounting calendar name.		
SLA_ACCOUNTING_METHOD_TYPE	VARCHAR2	16			Subledger accounting method type code. Values are from the table DW_CODE_VALUES_LK P_TL with CODE_TYPE=SLA_ACCOUNTING_METHOD.	DW_CODE_VALUES_LK P_TL	CODE
SLA_ACCOUNTING_METHOD_CODE	VARCHAR2	128			Subledger accounting method code. Values are from the table DW_CODE_VALUES_LK P_TL with CODE_TYPE=SLA_ACCOUNTING_METHOD.	DW_CODE_VALUES_LK P_TL	CODE
PERIOD_TYPE	VARCHAR2	16			Accounting period type.		
LEDGER_CATEGORY_CODE	VARCHAR2	128			Ledger category. Values are from the table DW_CODE_VALUES_LK P_TL with CODE_TYPE=GL_ASF_LEDGER_CATEGORY. Possible values are PRIMARY, SECONDARY, ALC, and so on.	DW_CODE_VALUES_LK P_TL	CODE

Notes

#1: To get the translation for SLA Accounting method, Use the combination SLA_ACCOUNTING_METHOD_TYPE||'~'||SLA_ACCOUNTING_METHOD_CODE, when joining to column 'CODE' of table DW_CODE_VALUES_LKP_TL.

DW_LEGAL_EMPLOYER_D

This table stores the Legal Employers information.

Details

Module: Common

Key Columns

LEGAL_EMPLOYER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGAL_EMPLOYER_ID	NUMBER	38	0	True	Legal Employer Id, Translation in DW_INTERNAL_ORG_D_TL table.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a Legal Employer		
STATUS_CODE	VARCHAR2	32			Indicates if a Legal Employer is active or inactive. For translation, refer table DW_CODE_VALUES_LKP_TL with CODE_TYPE='ACTIVE_INACTIVE'		
LEGISLATION_CODE	VARCHAR2	32			Legislation code derived from Legal Entity, Translation in DW_LEGISLATION_D_TL table.		

DW_LEGAL_EMPLOYER_D_TL

This table contains information about the translated names for legal employers.

Details

Module: Common

Key Columns

LANGUAGE, LEGAL_EMPLOYER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGAL_EMPLOYER_ID	NUMBER	38	0	True	Legal Employer identifier.		
LANGUAGE	VARCHAR2	16		True	Language code.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a legal employer, Language code is not included in this identifier.		
LEGAL_EMPLOYER_NAME	VARCHAR2	256			This is the name of the legal employer.		

DW_MONTH_D

This table contains month-level information about the Gregorian calendar.

Details

Module: Common

Key Columns

CAL_MONTH_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_MONT H_ID	NUMBER	38	0	True	Month identifier in YYYYQMM format. For example, 1979412.		
SOURCE_R ECORD_ID	NUMBER	38	0		Integration identifier generated by formatting the date in YYYYMMDD format.		
CAL_QUAR TER_ID	NUMBER	38	0		Quarter identifier in YYYYQ format. For example, 19794.		
CAL_YEAR_ ID	NUMBER	38	0		Year identifier in YYYY format. For example, 1979.		
CAL_MONT H_CODE	VARCHAR2	32			Calendar month period. For example, 1979/12.		
CAL_QUAR TER_CODE	VARCHAR2	32			Calendar quarter period. For example, Q4 in 1979 Q4.		
CAL_MONT H_START_D ATE	DATE				Start date of the month.		
CAL_MONT H_END_D ATE	DATE				End date of the month.		
CAL_QUAR TER_START _DATE	DATE				Start date of the quarter.		
CAL_QUAR TER_END_ DATE	DATE				End date of the quarter.		
CAL_YEAR_ START_D ATE	DATE				Start date of the year.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_YEAR_ END_DATE	DATE				End date of the year.		
CAL_MONT H_NUMBER	NUMBER	38	0		Calendar month of this day. Possible values are 1 through 12.		
CAL_MONT H_LOCALE_ NAME	VARCHAR2	32			Calendar month name of this day. Possible values are January, February		
CAL_HALF_ NUMBER	NUMBER	38	0		Calendar half-year of this day. Possible values are 1 and 2.		
CAL_QUAR TER_NUMB ER	NUMBER	38	0		Calendar quarter of this day. Possible values are 1, 2, 3, and 4.		
CAL_TRIME STER_NUM BER	NUMBER	38	0		Calendar trimester of this day. Possible values are 1, 2 and 3.		
CAL_MONT H_END_DAT E_ID	NUMBER	38	0		Last day of month in YYYYMMDD format.		
CAL_MONT H_START_D ATE_ID	NUMBER	38	0		First day of month in YYYYMMDD format.		
CAL_QUAR TER_START _DATE_ID	NUMBER	38	0		First day of quarter in YYYYMMDD format.		
CAL_QUAR TER_END_ DATE_ID	NUMBER	38	0		Last day of quarter in YYYYMMDD format.		
CAL_YEAR_ END_DATE_ ID	NUMBER	38	0		Last day of year in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_YEAR_ START_DAT E_ID	NUMBER	38	0		First day of year in YYYYMMDD format.		
FIRST_MON TH_CAL_QT R_FLAG	VARCHAR2	16			Indicates that this month is the first month of calendar quarter.		
LAST_MON TH_CAL_QT R_FLAG	VARCHAR2	16			Indicates that this month is the last month of calendar quarter.		
FIRST_MON TH_CAL_YE AR_FLAG	VARCHAR2	16			Indicates that this month is the first month of calendar year.		
LAST_MON TH_CAL_YE AR_FLAG	VARCHAR2	16			Indicates that this month is the last month of calendar year.		
CURRENT_ CAL_MONT H_CODE	VARCHAR2	16			Indicates that this day belongs to current month. Possible value is Current.		
CURRENT_ CAL_QTR_ CODE	VARCHAR2	16			Indicates that this day belongs to current quarter. Possible value is Current.		
CURRENT_ CAL_YEAR_ CODE	VARCHAR2	16			Indicates that this day belongs to current year. Possible value is Current.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MONTH_END_OR_PRV_CRNT_DATE	DATE				For current month, day before current date else Month end date		
TRAILING_MONTH_NUMBER	NUMBER	38	0		Indicate trailing month number		
TRAILING_QUARTER_NUMBER	NUMBER	38	0		Indicate trailing quarter number		
TRAILING_YEAR_NUMBER	NUMBER	38	0		Indicate trailing year number		

DW_OAX_VERSION

This table will contain a single record of the current version of OAX.

Details

Module: Common

Key Columns

RELEASE_VERSION

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELEASE_VERSION	VARCHAR2	32		True	Release Version		
RELEASE_VERSION_SEQUENCE	NUMBER	38	0		Release Version Sequence Number		

DW_ORA_IRC_PERSON_TYPE_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

LANGUAGE, ORA_IRC_PERSON_TYPE_CODE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
ORA_IRC_P ERSON_TY PE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_ORA_IRC_PROCESS_TYPE_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

ORA_IRC_PROCESS_TYPE_CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
ORA_IRC_P ROCESS_T YPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_REC ORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ORA_IRC_REC_TYPE_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

ORA_IRC_REC_TYPE_CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
ORA_IRC_REC_TYPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_REC ORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_ORGANIZATION_CF_DH

It stores organization hierarchy information in column flattened format.

Details

Module: Common

Key Columns

ENTERPRISE_ID, TREE_STRUCTURE_CODE, TREE_VERSION_ID, ORGANIZATION_ID, TREE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENTERPRIS E_ID	NUMBER	38	0	True	Enterprise Identifier		
TREE_STR UCTURE_C ODE	VARCHAR2	32		True	Code for the Organization Tree Structure #1		
TREE_COD E	VARCHAR2	32		True	Code for the Organization Tree		
TREE_VER SION_ID	VARCHAR2	64		True	Tree version Identifier	DW_TREE_ VERSION_D _TL	TREE_VER SION_ID
ORGANIZAT ION_ID	NUMBER	38	0	True	Organization Id of the hierarchy node.		
SOURCE_R ECORD_ID	VARCHAR2	256			Source record identifier		
TREE_VER SION_END_ DATE	DATE				indicates the date at the beginning of the date range within which the tree version is effective.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TREE_VERSION_START_DATE	DATE				indicates the date at the end of the date range within which the tree version is effective.		
TREE_VERSION_STATUS	VARCHAR2	32			Tree Version Status, Possible Value is ACTIVE, as only Active Trees are stored in this table.		
LEVEL0_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 0, this is the bottom most level.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL1_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 1.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL2_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 2.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL3_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 3.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL4_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 4.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL5_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 5.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL6_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 6.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL7_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 7.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL8_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 8.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL9_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 9.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL10_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 10.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL11_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 11.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL12_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 12.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL13_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 13.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL14_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 14.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL15_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 15.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL16_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 16.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL17_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 17.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL18_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 18.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL19_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 19.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL20_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 20.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL21_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 21.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL22_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 22.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL23_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 23.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL24_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 24.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL25_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 25.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL26_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 26.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
LEVEL27_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 27.	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL28_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 28.	DW_INTER_NAL_ORG_D	ORGANIZATION_ID
LEVEL29_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 29.	DW_INTER_NAL_ORG_D	ORGANIZATION_ID
LEVEL30_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 30.	DW_INTER_NAL_ORG_D	ORGANIZATION_ID
LEVEL31_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier at the level 31.	DW_INTER_NAL_ORG_D	ORGANIZATION_ID
NODE_DISTANCE	NUMBER	38	0		Distance between the Node and its Ancestor.		

Notes

#1 Translated tree version name, tree version description and tree version comments are present in DW_TREE_VERSION_D_TL table. Join using TREE_CODE, TREE_STRUCTURE_CODE, TREE_VERSION_ID, TREE_NODE_ID ENTERPRISE_ID.

DW_PART_FULL_TIME_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

PART_FULL_TIME_CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
PART_FULL_TIME_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTION	VARCHAR2	4000			Code description.		

DW_POSITION_CF_DH

It stores position hierarchy information in column flattened format.

Details

Module: Common

Key Columns

ENTERPRISE_ID, TREE_STRUCTURE_CODE, TREE_VERSION_ID, TREE_CODE, POSITION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENTERPRISE_ID	NUMBER	38	0	True	Enterprise Identifier		
TREE_STRUCTURE_CODE	VARCHAR2	32		True	Code for the Position Tree Structure #1		
TREE_CODE	VARCHAR2	32		True	Code for the Position Tree		
TREE_VERSION_ID	VARCHAR2	64		True	Tree version Identifier	DW_TREE_VERSION_D	TREE_VERSION_ID
POSITION_ID	NUMBER	38	0	True	Position Id of the hierarchy node.		
SOURCE_RECORD_ID	VARCHAR2	256			Source record identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TREE_VERSION_END_DATE	DATE				indicates the date at the beginning of the date range within which the tree version is effective.		
TREE_VERSION_START_DATE	DATE				indicates the date at the end of the date range within which the tree version is effective.		
TREE_VERSION_STATUS	VARCHAR2	32			Tree Version Status, Possible Value is ACTIVE, as only Active Trees are stored in this table.		
LEVEL0_POSITION_ID	NUMBER	38	0		Position Identifier at the level 0, this is the bottom most level. #2	DW_POSITION_D	POSITION_ID
LEVEL1_POSITION_ID	NUMBER	38	0		Position Identifier at the level 1.	DW_POSITION_D	POSITION_ID
LEVEL2_POSITION_ID	NUMBER	38	0		Position Identifier at the level 2.	DW_POSITION_D	POSITION_ID
LEVEL3_POSITION_ID	NUMBER	38	0		Position Identifier at the level 3.	DW_POSITION_D	POSITION_ID
LEVEL4_POSITION_ID	NUMBER	38	0		Position Identifier at the level 4.	DW_POSITION_D	POSITION_ID
LEVEL5_POSITION_ID	NUMBER	38	0		Position Identifier at the level 5.	DW_POSITION_D	POSITION_ID
LEVEL6_POSITION_ID	NUMBER	38	0		Position Identifier at the level 6.	DW_POSITION_D	POSITION_ID
LEVEL7_POSITION_ID	NUMBER	38	0		Position Identifier at the level 7.	DW_POSITION_D	POSITION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL8_POSITION_ID	NUMBER	38	0		Position Identifier at the level 8.	DW_POSITION_D	POSITION_ID
LEVEL9_POSITION_ID	NUMBER	38	0		Position Identifier at the level 9.	DW_POSITION_D	POSITION_ID
LEVEL10_POSITION_ID	NUMBER	38	0		Position Identifier at the level 10.	DW_POSITION_D	POSITION_ID
LEVEL11_POSITION_ID	NUMBER	38	0		Position Identifier at the level 11.	DW_POSITION_D	POSITION_ID
LEVEL12_POSITION_ID	NUMBER	38	0		Position Identifier at the level 12.	DW_POSITION_D	POSITION_ID
LEVEL13_POSITION_ID	NUMBER	38	0		Position Identifier at the level 13.	DW_POSITION_D	POSITION_ID
LEVEL14_POSITION_ID	NUMBER	38	0		Position Identifier at the level 14.	DW_POSITION_D	POSITION_ID
LEVEL15_POSITION_ID	NUMBER	38	0		Position Identifier at the level 15.	DW_POSITION_D	POSITION_ID
LEVEL16_POSITION_ID	NUMBER	38	0		Position Identifier at the level 16.	DW_POSITION_D	POSITION_ID
LEVEL17_POSITION_ID	NUMBER	38	0		Position Identifier at the level 17.	DW_POSITION_D	POSITION_ID
LEVEL18_POSITION_ID	NUMBER	38	0		Position Identifier at the level 18.	DW_POSITION_D	POSITION_ID
LEVEL19_POSITION_ID	NUMBER	38	0		Position Identifier at the level 19.	DW_POSITION_D	POSITION_ID
LEVEL20_POSITION_ID	NUMBER	38	0		Position Identifier at the level 20.	DW_POSITION_D	POSITION_ID
LEVEL21_POSITION_ID	NUMBER	38	0		Position Identifier at the level 21.	DW_POSITION_D	POSITION_ID
LEVEL22_POSITION_ID	NUMBER	38	0		Position Identifier at the level 22.	DW_POSITION_D	POSITION_ID
LEVEL23_POSITION_ID	NUMBER	38	0		Position Identifier at the level 23.	DW_POSITION_D	POSITION_ID
LEVEL24_POSITION_ID	NUMBER	38	0		Position Identifier at the level 24.	DW_POSITION_D	POSITION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL25_POSITION_ID	NUMBER	38	0		Position Identifier at the level 25.	DW_POSITION_D	POSITION_ID
LEVEL26_POSITION_ID	NUMBER	38	0		Position Identifier at the level 26.	DW_POSITION_D	POSITION_ID
LEVEL27_POSITION_ID	NUMBER	38	0		Position Identifier at the level 27.	DW_POSITION_D	POSITION_ID
LEVEL28_POSITION_ID	NUMBER	38	0		Position Identifier at the level 28.	DW_POSITION_D	POSITION_ID
LEVEL29_POSITION_ID	NUMBER	38	0		Position Identifier at the level 29.	DW_POSITION_D	POSITION_ID
LEVEL30_POSITION_ID	NUMBER	38	0		Position Identifier at the level 30.	DW_POSITION_D	POSITION_ID
LEVEL31_POSITION_ID	NUMBER	38	0		Position Identifier at the level 31.	DW_POSITION_D	POSITION_ID
NODE_DISTANCE	NUMBER	38	0		Distance between the Node and its Ancestor.		

Notes

#1 Translated tree version name, tree version description and tree version comments are present in DW_TREE_VERSION_D_TL table. Join using TREE_CODE, TREE_STRUCTURE_CODE, TREE_VERSION_ID, TREE_NODE_ID ENTERPRISE_ID.

#2 Position Dimension (DW_POSITION_D) is a effective dated table. While joining with Position Dimension, Join on Effective dates along with POSITION_ID

DW_QUARTER_D

This table contains quarter-level information about the Gregorian calendar.

Details

Module: Common

Key Columns

CAL_QUARTER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_QUARTER_ID	NUMBER	38	0	True	Quarter identifier in YYYYQ format. For example, 19794.		
SOURCE_RECORD_ID	NUMBER	38	0		Integration identifier generated by formatting the date in YYYYMMDD format.		
CAL_YEAR_ID	NUMBER	38	0		Year identifier in YYYY format. For example, 1979.		
CAL_QUARTER_CODE	VARCHAR2	32			Calendar quarter period. For example, 1979 Q4.		
CAL_QUARTER_START_DATE	DATE				Start date of the quarter.		
CAL_QUARTER_END_DATE	DATE				End date of the quarter.		
CAL_YEAR_START_DATE	DATE				Start date of the year.		
CAL_YEAR_END_DATE	DATE				End date of the year.		
CAL_HALF_YEAR_NUMBER	NUMBER	38	0		Calendar half-year of this quarter. Possible values are 1 and 2.		
CAL_QUARTER_NUMBER	NUMBER	38	0		Calendar quarter. Possible values are 1, 2, 3, and 4.		
CAL_QUARTER_START_DATE_ID	NUMBER	38	0		First day of quarter in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_QUARTER_END_DATE_ID	NUMBER	38	0		Last day of quarter in YYYYMMDD format.		
CAL_YEAR_END_DATE_ID	NUMBER	38	0		Last day of year in YYYYMMDD format.		
CAL_YEAR_START_DATE_ID	NUMBER	38	0		First day of year in YYYYMMDD format.		
FIRST_QUARTER_YEAR_FLAG	VARCHAR2	16			Indicates that this quarter is the first quarter of calendar year.		
LAST_QUARTER_YEAR_FLAG	VARCHAR2	16			Indicates that this quarter is the last quarter of calendar year.		
CURRENT_CALENDAR_QUARTER_CODE	VARCHAR2	16			Indicates that this day belongs to current quarter. Possible value is Current.		
CURRENT_CALENDAR_YEAR_CODE	VARCHAR2	16			Indicates that this day belongs to current year. Possible value is Current.		
QUARTER_END_OR_PREVIOUS_CURRENT_DATE	DATE				For current quarter, day before current date else quarter end date		
TRAILING_QUARTER_NUMBER	NUMBER	38	0		Indicate trailing quarter number		
TRAILING_YEAR_NUMBER	NUMBER	38	0		Indicate trailing year number		

DW_REGULAR_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

REGULAR_TEMPORARY_CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TY E	VARCHAR2	128		True	Code type. It is specific to functionality.		
REGULAR_ TEMPORAR Y_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_REPORTING_EST_D

This table stores the Reporting Establishments information.

Details

Module: Common

Key Columns

REPORTING_EST_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REPORTING_EST_ID	NUMBER	38	0	True	Reporting Establishment Id, Translation in DW_INTERNAL_ORG_D_TL table.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a Reporting Establishment		
LOCATION_ID	NUMBER	38	0		Reporting Establishment Location Id		
CITY_CODE	VARCHAR2	128			Reporting Establishment Location City or Town		
POSTAL_CODE	VARCHAR2	32			Reporting Establishment Location Postal Code		
COUNTY_CODE	VARCHAR2	128			Reporting Establishment Location County		
STATE_PROV_CODE	VARCHAR2	128			Reporting Establishment Location State Or Province		
COUNTRY_CODE	VARCHAR2	64			Reporting Establishment Location Country		
STATUS_CODE	VARCHAR2	32			Indicates if an reporting establishment is active or inactive. For translation, refer table DW_CODE_VALUES_LKP_TL with CODE_TYPE='ACTIVE_INACTIVE'		

DW_REPORTING_EST_D_TL

This table contains information about the translated names for reporting establishments.

Details

Module: Common

Key Columns

LANGUAGE, REPORTING_EST_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REPORTING_EST_ID	NUMBER	38	0	True	Reporting establishments identifier.		
LANGUAGE	VARCHAR2	16		True	Language code.		
SOURCE_RECORD_ID	NUMBER	38	0		Uniquely identifies a reporting establishments, Language code is not included in this identifier.		
REPORTING_EST_NAME	VARCHAR2	256			This is the name of the reporting establishments.		

DW_REVIEW_PERIOD_D

This dimension captures the Review Period Details.

Details

Module: Common

Key Columns

REVIEW_PERIOD_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REVIEW_PERIOD_ID	NUMBER	38	0	True	Review Period Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		unique key		
BUSINESS_GROUP_ID	NUMBER	38	0		Reference to Business Group		
START_DATE	DATE				Review period begin date		
END_DATE	DATE				Review period end date		
STATUS_CODE	VARCHAR2	32			Review period status code	DW_ACTIVE _INACTIVE_ D_TL	STATUS_CODE DE

DW_REVIEW_PERIOD_D_TL

This table holds information about translation of Review Periods.

Details

Module: Common

Key Columns

LANGUAGE, REVIEW_PERIOD_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REVIEW_PERIOD_ID	NUMBER	38	0	True	Review Period Identifier		
LANGUAGE	VARCHAR2	16		True	Language Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of event identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Foreign key to Business Groups		
REVIEW_PERIOD_NAME	VARCHAR2	512			Name of the review period		

DW_TARGET_EXTENSION_MAPPINGS_DFG

Stores information about the extended DFF Attributes. This table Contains all the Extended DFF tables and its corresponding attributes and labels.

Details

Module: Common

Key Columns

DW_COLUMN_NAME, DW_TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_TABLE_NAME	VARCHAR2	128		True	DFF Target table name		
DW_COLUMN_NAME	VARCHAR2	128		True	DFF Attribute Name		
DW_DATA_TYPE	VARCHAR2	32			DFF Data Type		
DW_DATA_LENGTH	VARCHAR2	16			DFF Data Length		
DW_DATA_SCALE	VARCHAR2	16			DFF Data scale		
DW_IS_PRIMARY	VARCHAR2	16			DFF IS Primary Column		
DISPLAY_LABEL	VARCHAR2	2048			DFF Prompt Value		
COLUMN_ORDER	VARCHAR2	16			DFF column position		

DW_TREE_VERSION_D_TL

This table holds translatable attributes of Tree Versions.

Details

Module: Common

Key Columns

TREE_CODE, TREE_STRUCTURE_CODE, ENTERPRISE_ID, TREE_VERSION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TREE_CODE	VARCHAR2	32		True	Code for the Department Tree		
TREE_STRUCTURE_CODE	VARCHAR2	32		True	Code for the Department Tree Structure #1		
TREE_VERSION_ID	VARCHAR2	64		True	Tree version Identifier		
ENTERPRISE_ID	NUMBER	38	0	True	Enterprise Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Source record identifier		
LANGUAGE	VARCHAR2	16			Translation language.		
TREE_VERSION_DESCRIPTION	VARCHAR2	256			Tree version description.		
TREE_VERSION_NAME	VARCHAR2	128			Tree version name.		
TREE_VERSION_COMMENT	VARCHAR2	4000			Tree version comment.		

DW_WEEK_D

This table contains week-level information about the Gregorian calendar.

Details

Module: Common

Key Columns

CAL_WEEK_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_WEEK_ID	NUMBER	38	0	True	Week identifier in YYYYW format. For example, 197949.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	NUMBER	38	0		Integration identifier generated by formatting the week in YYYYMMDD format.		
CAL_YEAR_ID	NUMBER	38	0		Year identifier in YYYY format. For example, 1979.		
CAL_WEEK_CODE	VARCHAR2	32			Calendar week period Name. For example, 1979 Week53.		
CAL_WEEK_START_DATE	DATE				Start date of the week.		
CAL_WEEK_END_DATE	DATE				End date of the week.		
CAL_YEAR_START_DATE	DATE				Start date of the year.		
CAL_YEAR_END_DATE	DATE				End date of the year.		
CAL_WEEK_NUMBER	NUMBER	38	0		Calendar week identifier. Possible values are 1 through 53.		
CAL_WEEK_END_DATE_ID	NUMBER	38	0		Last day of week in YYYYMMDD format.		
CAL_WEEK_START_DATE_ID	NUMBER	38	0		First day of week in YYYYMMDD format.		
CAL_YEAR_END_DATE_ID	NUMBER	38	0		Last day of year in YYYYMMDD format.		
CAL_YEAR_START_DATE_ID	NUMBER	38	0		First day of year in YYYYMMDD format.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FIRST_WEE K_CAL_YEA R_FLAG	VARCHAR2	16			Indicates that this week is the first week of calendar year.		
LAST_WEE K_CAL_YEA R_FLAG	VARCHAR2	16			Indicates that this week is the last week of calendar year.		
CURRENT_ CAL_WEEK _CODE	VARCHAR2	16			Indicates that this day belongs to current week. Possible value is Current.		
CURRENT_ CAL_YEAR_ CODE	VARCHAR2	16			Indicates that this day belongs to current year. Possible value is Current.		

DW_WH_REFRESH_DETAILS

This table contains the list of the warehouse views that was updated to facilitate BI server cache refresh.

Details

Module: Common

Key Columns

TABLE_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TABLE_NAM E	VARCHAR2	256		True	Name of the warehouse view that was updated.		
JOB_ID	VARCHAR2	256			Load plan run job identifier.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_T YPE_CODE	VARCHAR2	32			Source Code of OAX		

DW_WH_REFRESH_SUMMARY

This table contains warehouse refresh summary information.

Details

Module: Common

Key Columns

FUNCTIONAL_AREA_CODE, JOB_ID, PROCESS_NAME

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	VARCHAR2	256		True	Load plan job identifier.		
PROCESS_ NAME	VARCHAR2	128		True	Process name.		
FUNCTIONA L_AREA_C ODE	VARCHAR2	1024		True	Functional area code.		
SOURCE_R ECORD_ID	VARCHAR2	2048			Source record identifier. Value is derived from a combination of load plan job identifier, process name, and functional area code.		
FUNCTIONA L_AREA_NA ME	VARCHAR2	1024			Functional area name.		
SOURCE_T YPE_CODE	VARCHAR2	32			Source Code of OAX		
WAREHOUS E_REFRES H_DATETIM E	TIMESTAMP				Warehouse refresh completion time stamp.		
SOURCE_E XTRACT_D ATETIME	TIMESTAMP				Source extract completion time stamp.		

DW_WORKER_LOCATION_D

Business location Dimension.

Details

Module: Common

Key Columns

LOCATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ID	NUMBER	38	0	True	Business Location ID	DW_WORKER_LOCATION_D	LOCATION_ID
SOURCE_RECORD_ID	NUMBER	38	0		Unique record Identifier.Business location ID as Primary Key		
LOCATION_CODE	VARCHAR2	256			Internal Location Code		
ADDRESS_LINE_1	VARCHAR2	256			First line of address		
ADDRESS_LINE_2	VARCHAR2	256			Second line of address		
ADDRESS_LINE_3	VARCHAR2	256			Third line of address		
ADDRESS_LINE_4	VARCHAR2	256			Fourth line of address		
TOWN_OR_CITY	VARCHAR2	32			Name of the Town or City for the address		
POSTAL_CODE	VARCHAR2	32			Postal code of the address		
REGION1	VARCHAR2	128			Primary region in which the address is located.		
REGION2	VARCHAR2	128			Sub-region of Region 1.		
REGION3	VARCHAR2	128			Sub-region of Region 2.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COUNTRY	VARCHAR2	64			Country of the address. For translation refer table DW_COUNT RY_D_TL.	DW_COUNT RY_D_TL	COUNTRY
MAIN_PHONE_NUMBER	VARCHAR2	256			Main Phone Number		
MAIN_PHONE_EXTENSION	VARCHAR2	64			Main Phone Extension		
FAX_NUMBER	VARCHAR2	256			Fax Number		
FAX_NUMBER_EXTENSION	VARCHAR2	64			Fax Extension		
OTHER_PHONE_NUMBER	VARCHAR2	256			Other Phone Number		
OTHER_PHONE_EXTENSION	VARCHAR2	64			Pther pPhone extension		
EMAIL_ADDRESS	VARCHAR2	256			Email Address		
ACTIVE	VARCHAR2	32			Active		
INVENTORY_ORGANIZATION_NAME	VARCHAR2	256			Represents the inventory organization id the location is attached. This attribute is not supported.		

DW_WORKER_LOCATION_D_TL

Business location Dimension Translation.

Details

Module: Common

Key Columns

LOCATION_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ID	NUMBER	38	0	True	Location Id		
LANGUAGE	VARCHAR2	16		True	Language code		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier		
LOCATION_NAME	VARCHAR2	256			Location Name		
LOCATION_DESCRIPTION	VARCHAR2	256			Location Description		

DW_YEAR_D

This table contains year-level information about the Gregorian calendar.

Details

Module: Common

Key Columns

CAL_YEAR_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_YEAR_ID	NUMBER	38	0	True	Year identifier in YYYY format. For example, 1979.		
SOURCE_RECORD_ID	NUMBER	38	0		Integration identifier generated by formatting the date in YYYYMMDD format.		
CAL_YEAR_START_DATE	DATE				Start date of the year.		
CAL_YEAR_END_DATE	DATE				End date of the year.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAL_YEAR_END_DATE_ID	NUMBER	38	0		Last day of year in YYYYMMDD format.		
CAL_YEAR_START_DATE_ID	NUMBER	38	0		First day of year in YYYYMMDD format.		
CURRENT_CALENDAR_CODE	VARCHAR2	16			Indicates that this day belongs to current year. Possible value is Current.		
YEAR_END_OR_PRIV_CRNT_DATE	DATE				For current year, day before current date else year end date		
TRAILING_YEAR_NUMBER	NUMBER	38	0		Indicate trailing year number		

DW_YESNO_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

YESNO_LKP_CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
YESNO_LKP_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTION	VARCHAR2	4000			Code description.		

DW_YESNONEVER_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

LANGUAGE, YESNONEVER_LKP_CODE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
YESNONEVER_LKP_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_YN_LKP_TL

This table contains information about code, name, and description.

Details

Module: Common

Key Columns

LANGUAGE, YN_LKP_CODE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
YN_LKP_C ODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

Absence Management

DW_ABS_ACRL_ENTRY_D

Stores Accrual header information

Details

Module: Absence Management

Key Columns

ACCRUAL_ENTRY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACCRUAL_ENTRY_ID	NUMBER	38	0	True	Accrual Entry Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Per Accrual Entry Id		
WORK_TERM_ASSIGNMENT_ID	NUMBER	38	0		Work Term Assignment Identifier		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
ACCRUAL_PERIOD	DATE				Accrual Period		
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_ABS_PLAN_D_TL	ABSENCE_PLAN_ID
BEGIN_BAL	NUMBER				Begin Balance		
ACCRUED_VALUE	NUMBER				Accrued Value		
USED_VALUE	NUMBER				Used Value		
END_BAL	NUMBER				End Balance		
PERSON_ID	NUMBER	38	0		Person Identifier		
PLAN_ENROLLMENT_ID	NUMBER	38	0		Plan Enrollment Identifier		

DW_ABS_ACRL_ENTRY_DETAIL_EF

Stores Accrual Details and Assignment Information

Details

Module: Absence Management

Key Columns

ACCRUAL_ENTRY_DTL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACCRUAL_ENTRY_DTL_ID	NUMBER	38	0	True	Accrual Entry Detail Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Per Accrual Entry Detail Id		
ACCRUAL_ENTRY_ID	NUMBER	38	0		Accrual Entry Identifier	DW_ABS_A CRL_ENTR Y_D	ACCRUAL_ENTRY_ID
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
VALUE	NUMBER				Value		
TYPE	VARCHAR2	32			Type		
ADJUSTMENT_REASON	VARCHAR2	32			Adjustment Reason		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_ABS_PLAN_D	ABSENCE_PLAN_ID
PROCD_DATE	DATE				Processed Date		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence Entry Identifier	DW_ABS_ENTR_D	ABSENCE_ENTRY_ID
PLAN_ENRT_ID	NUMBER	38	0		Plan Enrollment Identifier	DW_ABS_PLAN_ENRLLMENT_D	PLAN_ENRT_ID
WORK_TERM_ASSIGNMENT_ID	NUMBER	38	0		Work Term Assignment Identifier		
EVENT_SOURCE	VARCHAR2	16			Accrual Event Source		
EXPIRATION_DT	DATE				Expiration Date		
ADJ_EXP_DT	DATE				Adjustment Expiration Date		
ADJ_EXP_DT_REASON_CD	VARCHAR2	32			Adjustment Expiration Reason Code		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REFERENC E_DATE	DATE				Reference Date		
COMP_ADJ _REASON_ CD	VARCHAR2	2048			Compensato ry Adjustment Reason Code		
APPROVAL_ STATUS_CD	VARCHAR2	32			Approval Status Code		
RECIPIENT _PLAN_ENR T_ID	NUMBER	38	0		Recipient Plan Enrollment Identifier	DW_ABS_P LAN_ENRO LLMENT_D	PLAN_ENRT _ID
PROC_STAT US_CODE	VARCHAR2	32			Process Status Code		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_H OURS	NUMBER				Normal working hours		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
DEPARTME NT_ID	NUMBER	38	0		Department Identifier	DW_DEPAR TMENT_D	DEPARTME NT_ID
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Reporting Establishme nt Identifier	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
LOCATION_I D	NUMBER	38	0		Location Identifier	DW_WORK ER_LOCATI ON_D	LOCATION_I D
POSITION_I D	NUMBER	38	0		Position Identifier	DW_POSITI ON_D	POSITION_I D
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_G RADE_D	GRADE_ID
BUSINESS_ UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSIN ESS_UNIT_ D	BUSINESS_ UNIT_ID
PERIOD_OF _SERVICE_I D	NUMBER	38	0		Period of Service Identifier	DW_SERVIC E_PERIOD_ D	PERIOD_OF _SERVICE_I D

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_T YPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_T YPE_ID
ASSIGNME NT_STATUS _TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNME NT_STATUS _TYPE_ID
MANAGER_ ASSIGNME NT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_I D	NUMBER	38	0		Manager Person Identifier	DW_PERSON_N_D	PERSON_ID
PERFORMA NCE_RATIN G_LEVEL_I D	NUMBER	38	0		Performance rating level identifier	DW_RATING_LEVEL_D	RATING_LE VEL_ID
POTENTIAL _RATING_L EVEL_ID	NUMBER	38	0		Potential rating level identifier	DW_RATING_LEVEL_D	RATING_LE VEL_ID
LEGAL_EM PLOYER_ID	NUMBER	38	0		Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EM PLOYER_ID
ASSIGNME NT_NUMBE R	VARCHAR2	32			Assignment Number		
ASSIGNME NT_NAME	VARCHAR2	128			Assignment Name		
WORKER_T YPE	VARCHAR2	32			Indicates type of records-assignment , employment terms	DW_WORKER_TYPE_D_TL	WORKER_T YPE
WORKER_C ATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Legislation of Assignment		
ETHNICITY	VARCHAR2	32			Person Ethnicity		
SEX	VARCHAR2	32			Person Sex		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
AGE_IN_YE ARS	NUMBER	38	0		Person Age as of Event Date in Years		
AGE_IN_MO NTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN _YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
TENURE_IN _MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		
HEADCOUN T	NUMBER				Headcount Value		
FTE	NUMBER				FTE Value		
FULL_PART _TIME_FL AG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		

DW_ABS_ACRL_ENTRY_DETAIL_F

Stores Accrual Details information

Details

Module: Absence Management

Key Columns

ACCRUAL_ENTRY_DTL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACCRUAL_ENTRY_DTL_ID	NUMBER	38	0	True	Accrual Entry Detail Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Per Accrual Entry Detail Id		
ACCRUAL_ENTRY_ID	NUMBER	38	0		Accrual Entry Identifier	DW_ABS_ACRL_ENTR_Y_D	ACCRUAL_ENTRY_ID
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
VALUE	NUMBER				Value		
TYPE	VARCHAR2	32			Type		
ADJUSTMENT_REASON	VARCHAR2	32			Adjustment Reason		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_ABS_PLAN_D	ABSENCE_PLAN_ID
PROCDATE	DATE				Processed Date		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence Entry Identifier	DW_ABS_ENTRY_D	ABSENCE_ENTRY_ID
PLAN_ENROLLMENT_ID	NUMBER	38	0		Plan Enrollment Identifier	DW_ABS_PLAN_ENROLLMENT_D	PLAN_ENROLLMENT_ID
WORK_TERM_ASSIGNMENT_ID	NUMBER	38	0		Work Term Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVENT_SO URCE	VARCHAR2	16			Accrual Event Source		
EXPIRATIO N_DT	DATE				Expiration Date		
ADJ_EXP_D T	DATE				Adjustment Expiration Date		
ADJ_EXP_D T_REASON _CD	VARCHAR2	32			Adjustment Expiration Reason Code		
REFERENC E_DATE	DATE				Reference Date		
COMP_ADJ _REASON_ CD	VARCHAR2	2048			Compensato ry Adjustment Reason Code		
APPROVAL_ STATUS_CD	VARCHAR2	32			Approval Status Code		
RECIPIENT _PLAN_ENR T_ID	NUMBER	38	0		Recipient Plan Enrollment Identifier	DW_ABS_P LAN_ENRO LLMENT_D	PLAN_ENRT _ID
PROC_STAT US_CODE	VARCHAR2	32			Process Status Code		

DW_ABS_ACRL_ENTRY_EF

Stores Accrual header and assignment information.

Details

Module: Absence Management

Key Columns

ACCRUAL_ENTRY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACCRUAL_ ENTRY_ID	NUMBER	38	0	True	Accrual Entry Identifier		
SOURCE_R ECORD_ID	VARCHAR2	512			Functional key of records. Per Accrual Entry Id		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORK_TERM_ASG_ID	NUMBER	38	0		Work Term Assignment Identifier		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
ACCRUAL_PERIOD	DATE				Accrual Period		
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_ABS_PLAN_D	ABSENCE_PLAN_ID
BEGIN_BAL	NUMBER				Begin Balance		
ACCRUED_VALUE	NUMBER				Accrued Value		
USED_VALUE	NUMBER				Used Value		
END_BAL	NUMBER				End Balance		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
PLAN_ENRT_ID	NUMBER	38	0		Plan Enrollment Identifier	DW_ABS_PLAN_ENROLLMENT_D	PLAN_ENRT_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_ESTABLISHMENT_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_ID	PERSON_ID
PERFORMANCE_RATING_LEVEL_ID	NUMBER	38	0		Performance rating level identifier	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level identifier	DW_RATING_LEVEL_D	RATING_LEVEL_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records-assignment , employment terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_DL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment		
ETHNICITY	VARCHAR2	32			Person Ethnicity		
SEX	VARCHAR2	32			Person Sex		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
AGE_IN_YEARS	NUMBER	38	0		Person Age as of Event Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
HEADCOUN T	NUMBER				Headcount Value		
FTE	NUMBER				FTE Value		
FULL_PART _TIME_FL A G	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		

DW_ABS_ACRL_ENTRY_TYPE_D_TL

This stores translation of absence entry type code.

Details

Module: Absence Management

Key Columns

LANGUAGE, TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TYPE_COD E	VARCHAR2	128		True	Absence Entry Type Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record idenifier. Value is derived from a combination of type code and language		
TYPE_NAM E	VARCHAR2	2048			Absence Entry Type Name		
TYPE_DES CRIPTION	VARCHAR2	4000			Absence Entry Type Description		

DW_ABS_ACRL_METHOD_D_TL

This stores translation of absence accrual method code.

Details

Module: Absence Management

Key Columns

LANGUAGE, ACCRUAL_METHOD_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACCRUAL_METHOD_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
ACCRUAL_METHOD_NAME	VARCHAR2	2048			Business name or value of the code.		
ACCRUAL_METHOD_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_ACRL_VESTING_D_TL

Stores Accrual Vesting Code Translation

Details

Module: Absence Management

Key Columns

LANGUAGE, ACCRUAL_VESTING_CODE_TYPE, ACCRUAL_VESTING_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACCRUAL_VESTING_CODE_TYPE	VARCHAR2	128		True	Accrual Vesting Code Type		
ACCRUAL_VESTING_CODE	VARCHAR2	32		True	Accrual Vesting Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ACCRUAL_VESTING_NAME	VARCHAR2	128			Accrual Vesting Name		
ACCRUAL_VESTING_DESCRIPTION	VARCHAR2	256			Accrual Vesting Description		

DW_ABS_ADJ_EXP_REASON_D_TL

Stores Absence Adjustment Expired Reason Code Translation

Details

Module: Absence Management

Key Columns

LANGUAGE, ABS_ADJ_EXP_REASON_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABS_ADJ_EXP_REASON_CODE	VARCHAR2	32		True	Absence Adjustment Expired Reason Code		
LANGUAGE	VARCHAR2	32		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ADJUSTMENT_REASON_NAME	VARCHAR2	128			Adjustment Reason Name		
ADJUSTMENT_REASON_DESCRIPTION	VARCHAR2	256			Adjustment Reason Description		

DW_ABS_ADJ_REASON_D_TL

This stores translation of Adjustment reason code

Details

Module: Absence Management

Key Columns

ADJUSTMENT_REASON_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ADJUSTMENT_REASON_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
ADJUSTMENT_REASON_NAME	VARCHAR2	2048			Business name or value of the code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ADJUSTMENT_REASON_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_APPROVAL_STATUS_D_TL

This stores translation of absence approval status

Details

Module: Absence Management

Key Columns

LANGUAGE, APPROVAL_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
APPROVAL_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
APPROVAL_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
APPROVAL_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_BLOCKED_LEAVE_D_TL

This stores translation of blocked leave candidate column.

Details

Module: Absence Management

Key Columns

LANGUAGE, BLOCKED_LEAVE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BLOCKED_LEAVE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
BLOCKED_LEAVE_NAME	VARCHAR2	2048			Business name or value of the code.		
BLOCKED_LEAVE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_CATEGORY_D

This table stores the categories created for absence classification.

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, EFFECTIVE_END_DATE, ABSENCE_CATEGORY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_CATEGORY_ID	NUMBER	38	0	True	Category Identifier	DW_ABS_CATEGORY_D_TL	ABSENCE_CATEGORY_ID
EFFECTIVE_START_DATE	DATE			True	Effective start date		
EFFECTIVE_END_DATE	DATE			True	Effective end date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier consisting of absence_category_id effective_start_date and effective_end_date		
ENTERPRISE_ID	NUMBER	38	0		Enterprise identifier		
LEGISLATION_CODE	VARCHAR2	32			Legislation Code		
STATUS_CODE	VARCHAR2	32			Category Status		

DW_ABS_CATEGORY_D_TL

Stores Absence Category Translation Details

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, LANGUAGE, EFFECTIVE_END_DATE, ABSENCE_CATEGORY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_CATEGORY_ID	NUMBER	38	0	True	Absence Category Identifier		
LANGUAGE	VARCHAR2	16		True	Code of the Language to which contents are translated		
EFFECTIVE_START_DATE	DATE			True	Effective Start Date		
EFFECTIVE_END_DATE	DATE			True	Effective End Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Combination of Absence Category ID , Language, Effective Start Date and Effective End Date		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
ABSENCE_CATEGORY_NAME	VARCHAR2	256			Name of the Absence Category		
ABSENCE_CATEGORY_DESCRIPTION	VARCHAR2	2048			Description of Absence Category		

DW_ABS_COMP_ADJ_REASON_D_TL

Stores Absence Compensatory Adjustment Reason Code Translation

Details

Module: Absence Management

Key Columns

LANGUAGE, COMP_ADJ_REASON_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COMP_ADJ_REASON_CODE	VARCHAR2	32		True	Compensatory Adjustment Reason Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ADJUSTMENT_REASON_NAME	VARCHAR2	128			Compensatory Adjustment Reason Name		
ADJUSTMENT_REASON_DESCRIPTION	VARCHAR2	256			Compensatory Adjustment Reason Description		

DW_ABS_DAILY_DETAIL_EF

Enriched fact for absence daily detail fact table

Details

Module: Absence Management

Key Columns

ENTERPRISE_ID, ABSENCE_DETAIL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_DETAIL_ID	NUMBER	38	0	True	Primary key of Absence detail		
ENTERPRISE_ID	NUMBER	38	0	True	Enterprise identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of absenc_detail_id and enterprise_id		
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence header identifier	DW_ABS_ENTRY_D	ABSENCE_ENTRY_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
ABSENCE_TYPE_ID	NUMBER	38	0		Absence type identifier	DW_ABS_TYPE_D	ABSENCE_TYPE_ID
PERSON_ID	NUMBER	38	0		Person identifier	DW_PERSON_D	PERSON_ID
ABSENCE_PLAN_ID	NUMBER	38	0		Plan Identifier	DW_ABS_PLAN_D	ABSENCE_PLAN_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ TYPE_REA SON_ID	NUMBER	38	0		Absence type reason identifier	DW_ABS_T YPE_REAS ON_D	ABSENCE_ TYPE_REA SON_ID
ABSENCE_ REASON_ID	NUMBER	38	0		Absence reason identifier	DW_ABS_R EASON_D	ABSENCE_ REASON_ID
ABSENCE_ DATE	DATE				Date of absence		
ABSENCE_ HOURS	NUMBER				Hours of absence		
ABSENCE_ DAYS	NUMBER				Days of absence		
SCHEDULE D_UNITS	NUMBER				Scheduled units		
UOM_CODE	VARCHAR2	32			Unit of measuremen t code		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_H OURS	NUMBER				Normal working hours		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Workers Reporting Establishme nt Identifier	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID
DEPARTME NT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPAR TMENT_D	DEPARTME NT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_I D	NUMBER	38	0		Workers Location Identifier	DW_WORK ER_LOCATI ON_D	LOCATION_I D
POSITION_I D	NUMBER	38	0		Workers Position Identifier	DW_POSITI ON_D	POSITION_I D

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker like assignment or employment terms	DW_WORKER_TYPE_D	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category like Blue collar or Civil Servant etc	DW_WORKER_CATEGORY_D	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_F LAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
MANAGER_ ASSIGNME NT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_D	PERSON_ID
MANAGER_I D	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_D	PERSON_ID
PERFORMA NCE_RATIN G_LEVEL_I D	NUMBER	38	0		Performance rating level identifier	DW_RATING_LEVEL_D	RATING_LE VEL_ID
POTENTIAL _RATING_L EVEL_ID	NUMBER	38	0		Potential rating level identifier	DW_RATING_LEVEL_D	RATING_LE VEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
HEADCOUN T	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YE ARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MO NTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN _YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN _MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		

DW_ABS_DAILY_DETAIL_F

This table stores the day wise details of the absence transactions

Details

Module: Absence Management

Key Columns

ENTERPRISE_ID, ABSENCE_DETAIL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ DETAIL_ID	NUMBER	38	0	True	Primary key of Absence detail		
ENTERPRIS E_ID	NUMBER	38	0	True	Enterprise identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of absenec_det ail_id and enterprise_id		
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence header identifier	DW_ABS_ENTRY_D	ABSENCE_ENTRY_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
ABSENCE_TYPE_ID	NUMBER	38	0		Absence type identifier	DW_ABS_TYPE_D	ABSENCE_TYPE_ID
PERSON_ID	NUMBER	38	0		Person identifier	DW_PERSON_D	PERSON_ID
ABSENCE_PLAN_ID	NUMBER	38	0		Absence plan identifier, it is not populated if concurrent plans are enabled	DW_ABS_PLAN_D	ABSENCE_PLAN_ID
ABSENCE_TYPE_REASON_ID	NUMBER	38	0		Absence reason identifier	DW_ABS_TYPE_REASON_D	ABSENCE_TYPE_REASON_ID
ABSENCE_DATE	DATE				Date of absence		
ABSENCE_HOURS	NUMBER				Hours of absence		
ABSENCE_DAYS	NUMBER				Days of absence		
SCHEDULED_UNITS	NUMBER				Scheduled units		
UOM_CODE	VARCHAR2	32			Unit of measurement code		

DW_ABS_DURATION_UOM_D_TL

This stores translation of absence Unit Of Measurement code

Details

Module: Absence Management

Key Columns

LANGUAGE, UOM_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
UOM_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
UOM_NAME	VARCHAR2	2048			Business name or value of the code.		
UOM_DESC RIPTION	VARCHAR2	4000			Code description.		

DW_ABS_ENTRY_D

This table stores the header details of the absence transactions

Details

Module: Absence Management

Key Columns

ABSENCE_ENTRY_ID , ENTERPRISE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ ENTRY_ID	NUMBER	38	0	True	Primary key of Absence header		
ENTERPRIS E_ID	NUMBER	38	0	True	Enterprise identifier		
SOURCE_R ECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of absnec_entr_y_id and enterprise_id		
LEGAL_EM PLOYER_ID	NUMBER	38	0		Legal Entity identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATIV E_DATA_GR OUP_ID	NUMBER	38	0		Legislative data group identifier		
PERSON_ID	NUMBER	38	0		Person identifier		
ASSIGNME NT_ID	NUMBER	38	0		Assignment identifier		
ABSENCE_ TYPE_ID	NUMBER	38	0		Absence type identifier		
ABSENCE_ TYPE_REA SON_ID	NUMBER	38	0		Absence reason identifier		
START_DAT E_DURATION	NUMBER				Duration on the start date		
END_DATE_ DURATION	NUMBER				Duration on the end date		
UOM_CODE	VARCHAR2	32			Unit of measuremen t code		
DURATION	NUMBER				Total Duration		
ABSENCE_ PATTERN_C D	VARCHAR2	32			Code for absence pattern		
ABSENCE_ STATUS_CD	VARCHAR2	32			Code for Absence status		
APPROVAL_ STATUS_CD	VARCHAR2	32			Code for approval status		
SINGLE_DA Y_FLAG	VARCHAR2	16			Determines whether the absence applied is for single day		
START_TIM E	VARCHAR2	32			Absence Starting time		
END_TIME	VARCHAR2	32			Absence Ending time		
OPEN_END ED_FLAG	VARCHAR2	16			Determines if the absence is open ended		
COMMENTS	VARCHAR2	2048			Comments		
LATE_NOTI FY_FLAG	VARCHAR2	32			Determines whther the notification for absence was late		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_SOURCE	VARCHAR2	16			Source		
START_DATE_TIME	TIMESTAMP				Absence Start Date time and start time		
END_DATE_TIME	TIMESTAMP				Absence End date and end time		
START_DATE	DATE				Absence start date		
END_DATE	DATE				Absence End date		
PLANNED_END_DATE	DATE				For open absence planned end date		
SUBMITTED_DATE	DATE				Absence submitted date		
CONDITION_START_DATE	DATE				Condition start date		
NOTIFICATION_DATE	DATE				Notification date		
ABSENCE_ENTRY_BASIC_FLAG	VARCHAR2	32			Determines whether absence was entered in basic or advanced mode		
BLOCKED_LEAVE_CANCEL_DATE	VARCHAR2	32			Determines whether it is a mandatory absence		

DW_ABS_ENTRY_DETAIL_F

Stores Absence Entry Details

Details

Module: Absence Management

Key Columns

ABS_ENTRY_DTL_ID, ENTERPRISE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABS_ENTR Y_DTL_ID	NUMBER	38	0	True	Absence Entry Detail Identifier		
ENTERPRIS E_ID	NUMBER	38	0	True	Enterprise Identifier		
SOURCE_R ECORD_ID	VARCHAR2	512			Functional key of records. Combination of Absence Entry Detail Identifier and Enterprise Identifier		
ABSENCE_ ENTRY_ID	NUMBER	38	0		Absence Entry Identifier	DW_ABS_E NTRY_D	ABSENCE_ ENTRY_ID
ASSIGNME NT_ID	NUMBER	38	0		Assignment Identifier		
ABSENCE_ DATE	DATE				Absence Date		
ABSENCE_ DATETIME	TIMESTAMP				Absence Date Time		
ABSENCE_ END_DATET IME	TIMESTAMP				Absence End Date Time		
ABSENCE_ START_TIM E	VARCHAR2	32			Absence Start Time		
ABSENCE_ END_TIME	VARCHAR2	32			Absence End Time		
ABSENCE_ DURATION	NUMBER				Absence Duration		

DW_ABS_ENTRY_EVENT_EF

Enriched fact for absence entry event, it will contain absence entry and related assignment information as on absence start date.

Details

Module: Absence Management

Key Columns

ENTERPRISE_ID, ASSIGNMENT_ID, ABSENCE_ENTRY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ENTRY_ID	NUMBER	38	0	True	Primary key of Absence header		
ENTERPRIS E_ID	NUMBER	38	0	True	Enterprise identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of absnec_entry_id and enterprise_id		
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Entity identifier		
LEGISLATIVE_DATA_GROUP_ID	NUMBER	38	0		Legislative data group identifier		
PERSON_ID	NUMBER	38	0		Person identifier		
ASSIGNMENT_ID	NUMBER	38	0		Assignment identifier		
ABSENCE_TYPE_ID	NUMBER	38	0		Absence type identifier		
ABSENCE_TYPE_REASON_ID	NUMBER	38	0		Absence reason identifier		
START_DATE_DURATION	NUMBER				Duration on the start date		
END_DATE_DURATION	NUMBER				Duration on the end date		
UOM_CODE	VARCHAR2	32			Unit of measurement code		
DURATION	NUMBER				Total Duration		
ABSENCE_PATTERN_CD	VARCHAR2	32			Code for absence pattern		
ABSENCE_STATUS_CD	VARCHAR2	32			Code for Absence status		
APPROVAL_STATUS_CD	VARCHAR2	32			Code for approval status		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SINGLE_DAY_FLAG	VARCHAR2	16			Determines whether the absence applied is for single day		
START_TIME	VARCHAR2	32			Absence Starting time		
END_TIME	VARCHAR2	32			Absence Ending time		
OPEN_END_FLAG	VARCHAR2	16			Determines if the absence is open ended		
COMMENTS	VARCHAR2	2048			Comments		
LATE_NOTIFICATION_FLAG	VARCHAR2	32			Determines whether the notification for absence was late		
ABSENCE_SOURCE	VARCHAR2	16			Source		
START_DATE_TIME	TIMESTAMP				Absence Start Date time and start time		
END_DATE_TIME	TIMESTAMP				Absence End date and end time		
START_DATE	DATE				Absence start date		
END_DATE	DATE				Absence End date		
PLANNED_END_DATE	DATE				For open absence planned end date		
SUBMITTED_DATE	DATE				Absence submitted date		
CONDITION_START_DATE	DATE				Condition start date		
NOTIFICATION_DATE	DATE				Notification date		
ABSENCE_ENTRY_BASIC_FLAG	VARCHAR2	32			Determines whether absence was entered in basic or advanced mode		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BLOCKED_LEAVE_CAN DIDATE	VARCHAR2	32			Determines whether it is a mandatory absence		

DW_ABS_MANAGEMENT_TYPE_D_TL

This stores translation of absence management type code.

Details

Module: Absence Management

Key Columns

LANGUAGE, MANAGEMENT_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGEMENT_TYPE_CODE	VARCHAR2	128		True	Management Type Code		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of Management Type code and Language		
MANAGEMENT_TYPE_NAME	VARCHAR2	2048			Management Type Name		
MANAGEMENT_TYPE_DESCRIPTION	VARCHAR2	4000			Management Type Description		

DW_ABS_MATERNITY_D

This table stores the maternity absence details.

Details

Module: Absence Management

Key Columns

ABSENCE_MATERNITY_ID, ENTERPRISE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_MATERNITY_ID	NUMBER	38	0	True	Maternity Absence Identifier		
ENTERPRISE_ID	NUMBER	38	0	True	Enterprise identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of absence_category_id effective_start_date and effective_end_date		
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence header identifier		
EXPECTED_CHILD_BIRTH_DATE	DATE				Expected date of child birth		
PLANNED_START_DATE	DATE				Planned Absence start date		
PLANNED_RETURN_DATE	DATE				Planned return date		
ACTUAL_CHILD_BIRTH_DATE	DATE				Actual date of child birth		
ACTUAL_START_DATE	DATE				Actual absence start date		
ACTUAL_RETURN_DATE	DATE				Actual return date		
EXPECTED_END_DATE	DATE				Expected end date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEAVE_DURATION	NUMBER				Duration of leave		
ACTUAL_DURATION	NUMBER				Actual Duration		
INTEND_TO_WORK_FLAG	VARCHAR2	32			Intention to work flag		
OPEN_ENDED_FLAG	VARCHAR2	32			Open ended flag		

DW_ABS_OVERRIDE_REASON_D_TL

This stores translation of qualification override reason code

Details

Module: Absence Management

Key Columns

OVERRIDE_REASON_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
OVERRIDE_REASON_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
OVERRIDE_REASON_NAME	VARCHAR2	2048			Business name or value of the code.		
OVERRIDE_REASON_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_PATTERN_D_TL

This stores translation of absence pattern code.

Details

Module: Absence Management

Key Columns

LANGUAGE, ABSENCE_PATTERN_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_PATTERN_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
ABSENCE_PATTERN_NAME	VARCHAR2	2048			Business name or value of the code.		
ABSENCE_PATTERN_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_PLAN_D

This table stores absence plan information.

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, ABSENCE_PLAN_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ PLAN_ID	NUMBER	38	0	True	Absence Plan Identifier	DW_ABS_P LAN_D_TL	ABSENCE_ PLAN_ID
EFFECTIVE _START_DA TE	DATE			True	Start date of Absence Plan		
EFFECTIVE _END_DATE	DATE			True	End date of Absence Plan		
SOURCE_R ECORD_ID	VARCHAR2	64			Unique Identifier		
LEGISLATIV E_DATA_GR OUP_ID	NUMBER	38	0		Legislative data group identifier		
PLAN_TYPE	VARCHAR2	32			Type of Plan		
PLAN_UOM	VARCHAR2	32			Plan Unit of Measuremen t		
PLAN_PERI OD_TYPE	VARCHAR2	32			Type of Plan period		
PERIOD_U OM	VARCHAR2	32			Plan period unit of measuremen t		
PLAN_STAT US	VARCHAR2	32			Plan Status		
VESTING_P ERIOD_DU RATION	NUMBER				Vesting period duration		
VESTING_P ERIOD_UO M	VARCHAR2	32			Vesting period unit of measuremen t		
ACCRUAL_ VESTING_C D	VARCHAR2	32					
ACCRUAL_ METHOD_C D	VARCHAR2	32					
WAIT_PERI OD_DUR_U NITS	NUMBER						
WAIT_PERI OD_DUR_U OM	VARCHAR2	32					
CARRY_OV ER_FLAT_A MT	NUMBER						

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CARRY_OV ER_EXPIRE D_UOM	VARCHAR2	32					
CEIL_LIMIT _FLAT_AMT	NUMBER						
LEGISLATIO N_CODE	VARCHAR2	32			Legislation code		
ENTERPRIS E_ID	NUMBER	38	0		Enterprise Identifier		
CARRY_OV ER_EXPIRE D_UNITS	NUMBER				Carry Over Expired Units		

DW_ABS_PLAN_D_TL

DW_ABS_PLAN_D_TL

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, ABSENCE_PLAN_ID, LANGUAGE, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ PLAN_ID	NUMBER	38	0	True	Absnece plan identifier		
EFFECTIVE _START_DA TE	DATE			True	Effective start date		
EFFECTIVE _END_DATE	DATE			True	Effective end date		
LANGUAGE	VARCHAR2	16		True	language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains ABSENCE_PLAN_ID, LANGUAGE, EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
NAME	VARCHAR2	256			Name of Absence plan		
DESCRIPTION	VARCHAR2	4000			Description of Absence plan		

DW_ABS_PLAN_ENROLL_STATUS_D_TL

Stores Absence enrollment status Code Translation

Details

Module: Absence Management

Key Columns

ENROLL_STATUS_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENROLL_STATUS_CODE	VARCHAR2	32		True	Absence Plan Unit of Measure Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENROLL_ST ATUS_NAME	VARCHAR2	128			Absence Plan Unit of Measure Name		
ENROLL_ST ATUS_DESCRIPTION	VARCHAR2	256			Absence Plan Unit of Measure Description		

DW_ABS_PLAN_ENROLLMENT_D

Stores Absence Plan Enrollment Details

Details

Module: Absence Management

Key Columns

PLAN_ENRT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ENRT_ID	NUMBER	38	0	True	Plan Enrollment Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Plan Enrollment Id		
WORK_TERM_ASSIGNMENT_ID	NUMBER	38	0		Work Term Assignment Identifier		
LAST_ACCRUAL_RUN_DATE	DATE				Last Accrual Run Date		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier		
PERIOD_OF_SERVICE_IDENTIFIER	NUMBER	38	0		Period of Service Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier		
ENRT_START_DATE	DATE				Enrollment Start Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENRT_END_DT	DATE				Enrollment End Date		
WAIT_PERIOD_DURATION_UNIT	VARCHAR2	32			Wait Period Duration Unit of Measure		
WAIT_PERIOD_DURATION_UNITS	NUMBER				Wait Period Duration Units		
STATUS_CODE	VARCHAR2	32			Status		

DW_ABS_PLAN_ENTRY_D

Stores Absence Plan and Type Mapping Details

Details

Module: Absence Management

Key Columns

ABS_PLAN_ENTRY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABS_PLAN_ENTRY_ID	NUMBER	38	0	True	Absence Plan Entry Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Absence Plan Entry Identifier		
START_DATE_TIME	DATE				Start Date		
END_DATE_TIME	DATE				End Date		
ABS_TYPE_ENTRY_ID	NUMBER	38	0		Absence Type Entry Identifier		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
ABSENCE_PLAN_ID	NUMBER	38	0		Absence Plan Identifier	DW_ABS_PLAN_D_TL	ABSENCE_PLAN_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
START_DATE	DATE				Start Date		
END_DATE	DATE				End Date		
UOM_CODE	VARCHAR2	32			Unit of Measure		
SCHEDULED_UNITS	NUMBER				Scheduled Units		
ABS_UNITS	NUMBER				Absence Units		
PERSON_ID	NUMBER	38	0		Person Identifier		
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence Entry Identifier		
ABSENCE_PLAN_SUMMARY_ENTRY_ID	NUMBER	38	0		Plan summary Identifier		
QUALIFICATION_DATE	DATE				Qualification Date		
ENTITLEMENT_DATE	DATE				Entitlement Date		
ABSENCE_PAY_FACTOR	NUMBER	38	0		Absence Pay Factor		

DW_ABS_PLAN_PERIOD_TYPE_D_TL

Stores Absence Plan Period Type Code Translation

Details

Module: Absence Management

Key Columns

LANGUAGE, ABSENCE_PLAN_PERIOD_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_PLAN_PERIOD_TYPE_CODE	VARCHAR2	32		True	Absence Plan Period Type Code		
LANGUAGE	VARCHAR2	32		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
PLAN_PERIOD_TYPE_NAME	VARCHAR2	128			Absence Plan Period Type Name		
PLAN_PERIOD_TYPE_DESCRIPTION	VARCHAR2	256			Absence Plan Period Type Description		

DW_ABS_PLAN_SUMMARY_D

This table stores the absence plan summary details.

Details

Module: Absence Management

Key Columns

ABSENCE_PLAN_SUMMARY_ENTRY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_PLAN_SUMMARY_ENTRY_ID	NUMBER	38	0	True	Plan summary Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of ABSENCE_PLAN_SUMMARY_ENTRY_ID		
ENTERPRISE_ID	NUMBER	38	0		Enterprise identifier		
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence header identifier		
PERSON_ID	NUMBER	38	0		Person Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ID	NUMBER	38	0		Plan identifier		
ABSENCE_END_DATE TIME	DATE				Absence end date		
ABSENCE_START_DATE TIME	DATE				Absence start date		
CALCULATION_DATE	DATE				Date of calculation		
ENTITLEMENT_DATE	DATE				Date of entitlement		
PLAN_PERIOD_START_DATE	DATE				plan period start date		
QUALIFICATION_DATE	DATE				date of qualification		
PAY_FACTOR	NUMBER				Pay factor		
UNITS	NUMBER				Units qualified		
UOM_CODE	VARCHAR2	32			Unit of measurement code		
ACTIVITY_CODE	VARCHAR2	256			Activity code		
OVERRIDE_REASON_CODE	VARCHAR2	256			Override reason code		
SOURCE	VARCHAR2	256			Source		

DW_ABS_PLAN_TYPE_D_TL

This stores translation of absence plans table.

Details

Module: Absence Management

Key Columns

LANGUAGE, PLAN_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_TYPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PLAN_TYPE_NAME	VARCHAR2	2048			Business name or value of the code.		
PLAN_TYPE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_PROCESSING_STATUS_D_TL

Stores Absence Processing status Code Translation

Details

Module: Absence Management

Key Columns

LANGUAGE, PROCESSING_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROCESSING_STATUS_CODE	VARCHAR2	32		True	Absence Plan Unit of Measure Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
PROCESSING_STATUS_NAME	VARCHAR2	128			Absence Plan Unit of Measure Name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROCESSING_STATUS_DESCRIPTION	VARCHAR2	256			Absence Plan Unit of Measure Description		

DW_ABS_QUAL_ACTIVITY_D_TL

This stores translation of qualification activity code.

Details

Module: Absence Management

Key Columns

LANGUAGE, ACTIVITY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTIVITY_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
ACTIVITY_NAME	VARCHAR2	2048			Business name or value of the code.		
ACTIVITY_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_REASON_D

Stores Absence Reason Details

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, ABSENCE_REASON_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_REASON_ID	NUMBER	38	0	True	Absence Reason Identifier		
EFFECTIVE_START_DATE	DATE			True	Effective Start Date		
EFFECTIVE_END_DATE	DATE			True	Effective End Date		
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Combination of Absence Reason Id, Effective Start Date and Effective End Date		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
LEGISLATION_CODE	VARCHAR2	32			Legislation Code		
STATUS_CODE	VARCHAR2	32			Status Code		

DW_ABS_REASON_D_TL

Stores Absence Reason Translation Details

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, LANGUAGE, ABSENCE_REASON_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_REASON_ID	NUMBER	38	0	True	Absence Reason Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	16		True	Code of the Language to which contents are translated		
EFFECTIVE_START_DATE	DATE			True	Effective Start Date		
EFFECTIVE_END_DATE	DATE			True	Effective End Date		
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Combination of Absence Reason ID , Language, Effective Start Date and Effective End Date		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
ABSENCE_REASON_NAME	VARCHAR2	256			Name of the Absence Reason		
ABSENCE_REASON_DESCRIPTION	VARCHAR2	2048			Description		

DW_ABS_REASON_STATUS_D_TL

Stores Absence Reason Status Code Translation

Details

Module: Absence Management

Key Columns

LANGUAGE, ABSENCE_REASON_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_REASON_STATUS_CODE	VARCHAR2	32		True	Absence Reason Status Code		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ABS_REASON_STATUS_NAME	VARCHAR2	128			Absence Reason Status Name		
ABS_REASON_STATUS_DESCRIPTION	VARCHAR2	256			Absence Reason Status Description		

DW_ABS_SETUP_OBJ_MGMT_D_TL

This stores translation of absence Management type code.

Details

Module: Absence Management

Key Columns

LANGUAGE, MANAGEMENT_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGEMENT_TYPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
MANAGEMENT_NAME	VARCHAR2	2048			Business name or value of the code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGEMENT_TYPE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_SETUP_OBJ_STATUS_D_TL

This stores translation of Status code.

Details

Module: Absence Management

Key Columns

LANGUAGE, STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_STATUS_D_TL

This stores translation of absence status code.

Details

Module: Absence Management

Key Columns

LANGUAGE, ABSENCE_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ STATUS_CO DE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
ABSENCE_ STATUS_NA ME	VARCHAR2	2048			Business name or value of the code.		
ABSENCE_ STATUS_DE SCRIPTION	VARCHAR2	4000			Code description.		

DW_ABS_TYPE_CATEGORY_D

Stores Absence Type and Category Mapping Details

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, ABSENCE_TYPE_CATE_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ TYPE_CATE _ID	NUMBER	38	0	True	Absence Type Category Identifier		
EFFECTIVE _START_DA TE	DATE			True	Effective Start Date		
EFFECTIVE _END_DATE	DATE			True	Effective End Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Functional key of records. Combination of Absence Type Category Identifier, Effective Start Date and Effective End Date		
ENTERPRISE_ID	NUMBER	38	0		Enterprise Identifier		
ABSENCE_TYPE_ID	NUMBER	38	0		Absence Type Identifier	DW_ABS_TYPE_D_TL	ABSENCE_TYPE_ID
ABSENCE_CATEGORY_ID	NUMBER	38	0		Absence Category Identifier	DW_ABS_CATEGORY_D_TL	ABSENCE_CATEGORY_ID
STATUS_CODE	VARCHAR2	32			Status Code		

DW_ABS_TYPE_D

This table stores absence type information.

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, EFFECTIVE_END_DATE, ABSENCE_TYPE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_TYPE_ID	NUMBER	38	0	True	Absence Type Identifier	DW_ABS_TYPE_D_TL	ABSENCE_TYPE_ID
EFFECTIVE_START_DATE	DATE			True	Start date of Absence type		
EFFECTIVE_END_DATE	DATE			True	End date of Absence type		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATIV E_DATA_GR OUP_ID	NUMBER	38	0		Legislative data group identifier		
ENTERPRIS E_ID	NUMBER	38	0		Enterprise identifier		
PATTERN_C D	VARCHAR2	256			Absence Type Pattern		
MANAGEME NT_TYPE_C D	VARCHAR2	256			Management type code		
LEGISLATIO N_CODE	VARCHAR2	32			Legislation Code		
STATUS_CO DE	VARCHAR2	256			Status		
DURATION_ UOM_CD	VARCHAR2	32			Durataion Unit of measuremen t		
MIN_DURAT ION	NUMBER				Minimum Duration		
MAX_DURA TION	NUMBER				Maximum Duration		
PARTIAL_D AY	VARCHAR2	32			Partial day flag		

DW_ABS_TYPE_D_TL

This table stores absence type translation information.

Details

Module: Absence Management

Key Columns

LANGUAGE, EFFECTIVE_END_DATE , EFFECTIVE_START_DATE ,
ABSENCE_TYPE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ TYPE_ID	NUMBER	38	0	True	Absence type identifier		
EFFECTIVE _START_DA TE	DATE			True	Effective Start Date		
EFFECTIVE _END_DATE	DATE			True	effective end date		
LANGUAGE	VARCHAR2	16		True	Language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains ABSENCE_TYPE_ID, LANGUAGE, EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
NAME	VARCHAR2	256			Name of Absence Type		
DESCRIPTION	VARCHAR2	2048			Description of Absence Type		

DW_ABS_TYPE_ENTRY_D

This table stores the header details of absences which have not been rejected or withdrawn.

Details

Module: Absence Management

Key Columns

ABSENCE_TYPE_ENTRY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_TYPE_ENTRY_ID	NUMBER	38	0	True	Absence type entry identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of ABSENCE_TYPE_ENTRY_ID		
ABSENCE_TYPE_ID	NUMBER	38	0		Absence type identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ENTRY_ID	NUMBER	38	0		Absence header identifier		
ENTERPRIS E_ID	NUMBER	38	0		Enterprise Identifier		
ASSIGNME NT_ID	NUMBER	38	0		Assignment Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier		
START_DATE	DATE				Absence start date		
END_DATE	DATE				Absence end date		
LEAVE_DURATION	NUMBER				duration of leaves		
UOM_CODE	VARCHAR2	32			unit of measurement code		
START_DATE_DURATION	NUMBER				start date duration		
END_DATE_DURATION	NUMBER				end date duration		
END_DATE_TIME	TIMESTAMP				end date time		
START_DATE_TIME	TIMESTAMP				start date time		
ABSENCE_STATUS_CD	VARCHAR2	32			status of absence		
COMMENTS	VARCHAR2	2048			comments		

DW_ABS_TYPE_REASON_D

Stores Absence Type Reason Mapping Details

Details

Module: Absence Management

Key Columns

EFFECTIVE_START_DATE, EFFECTIVE_END_DATE,
ABSENCE_TYPE_REASON_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ TYPE_ REASON_ID	NUMBER	38	0	True	Absence Type Reason Identifier		
EFFECTIVE_ _START_ DATE	DATE			True	Effective Start Date		
EFFECTIVE_ _END_ DATE	DATE			True	Effective End Date		
SOURCE_ RECORD_ID	VARCHAR2	512			Functional key of records. Combination of Absence Type Reason Identifier, Effective Start Date and Effective End Date		
ENTERPRIS E_ID	NUMBER	38	0		Enterprise Identifier		
ABSENCE_ TYPE_ID	NUMBER	38	0		Absence Type Identifier	DW_ABS_T YPE_D_TL	ABSENCE_ TYPE_ID
ABSENCE_ REASON_ID	NUMBER	38	0		Absence Reason Identifier	DW_ABS_R EASON_D_ TL	ABSENCE_ REASON_ID

DW_ABS_UOM_D_TL

Stores Absence specific Measure Code Translation

Details

Module: Absence Management

Key Columns

LANGUAGE, ABSENCE_UOM_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ABSENCE_ UOM_CODE	VARCHAR2	32		True	Absence Plan Unit of Measure Code		
LANGUAGE	VARCHAR2	32		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ABSENCE_UOM_NAME	VARCHAR2	128			Absence Plan Unit of Measure Name		
ABSENCE_UOM_DESCRIPTION	VARCHAR2	256			Absence Plan Unit of Measure Description		

Compensation

DW_CMP_APPROVAL_D_TL

This table contains information about code, name, and description for the CMP_CWB_APPROVAL related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, APPROVAL_CODE, APPROVAL_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
APPROVAL_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
APPROVAL_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
APPROVAL_ NAME	VARCHAR2	2048			Business name or value of the code.		
APPROVAL_ DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_CMP_APPROVAL_MODE_D_TL

This table contains information about code, name, and description for the CMP_CWB_APPROVAL_MODE related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, APPROVAL_MODE_CODE, APPROVAL_MODE_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
APPROVAL_ MODE_COD E_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
APPROVAL_ MODE_COD E	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
APPROVAL_ MODE_NAM E	VARCHAR2	2048			Business name or value of the code.		
APPROVAL_ MODE_DES CRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_BUDGET_ACCESS_D_TL

This table contains information about code, name, and description for the CMP_ACCESS related codes.

Details

Module: Compensation

Key Columns

BUDGET_ACCESS_CODE_TYPE, LANGUAGE, BUDGET_ACCESS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUDGET_ACCESS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
BUDGET_ACCESS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
BUDGET_ACCESS_NAME	VARCHAR2	2048			Business name or value of the code.		
BUDGET_ACCESS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_BUDGET_POOL_D

This table has information for budget pools dimension.

Details

Module: Compensation

Key Columns

BUDGET_POOL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUDGET_POOL_ID	NUMBER	38	0	True	Budget Pool Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Primary Key consisting of Budget Pool identifier		
PLAN_ID	NUMBER	38	0				
PRIMARY_COMPONENT_ID	NUMBER	38	0				
BUDGETING_STYLE	VARCHAR2	32					
AUTO_ISSUE_FLAG	VARCHAR2	16					
NON_MONETARY_UOM	VARCHAR2	16					

DW_CMP_BUDGET_POOL_D_TL

This table holds translation of budget pools dimension.

Details

Module: Compensation

Key Columns

BUDGET_POOL_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUDGET_POOL_ID	NUMBER	38	0	True	Budget Pool Identifier		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	128			Primary Key consisting of Budget Pool identifier		
BUDGET_POOL_NAME	VARCHAR2	2048			Business name or value of the code.		
PLAN_ID	NUMBER	38	0				

DW_CMP_BUDGETING_STYLE_D_TL

This table contains information about code, name, and description for the CMP_SETUP_STORE_BDGT_AS related codes.

Details

Module: Compensation

Key Columns

BUDGETING_STYLE_CODE, LANGUAGE, BUDGETING_STYLE_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUDGETING_STYLE_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
BUDGETING_STYLE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
BUDGETING_STYLE_NAME	VARCHAR2	2048			Business name or value of the code.		
BUDGETING_STYLE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_COMP_TYPE_D_TL

This table contains information about code, name, and description for the CMP_COMP_TYPE related codes.

Details

Module: Compensation

Key Columns

COMP_TYPE_CODE, LANGUAGE, COMP_TYPE_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COMP_TYP E_CODE_T YPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
COMP_TYP E_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
COMP_TYP E_NAME	VARCHAR2	2048			Business name or value of the code.		
COMP_TYP E_DESCRIP TION	VARCHAR2	4000			Code description.		

DW_CMP_CURR_DETERMINATION_D_TL

This table contains information about code, name, and description for the CMP_CURR_DETERMINATION related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, CURR_DETERMINATION_CODE_TYPE, CURR_DETERMINATION_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CURR_DET ERMINATIO N_CODE_T YPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CURR_DET ERMINATIO N_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
CURRENT_TERMINATION_NAME	VARCHAR2	2048			Business name or value of the code.		
CURRENT_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_CUSTOM_SEGMENT_46_D_TL

This table contains information about code, name, and description for the CMP_CUSTOM_SEGMENT_46 related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, CUSTOM_SEGMENT_46_CODE, CUSTOM_SEGMENT_46_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_SEGMENT_46_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CUSTOM_SEGMENT_46_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
CUSTOM_SEGMENT_46_NAME	VARCHAR2	2048			Business name or value of the code.		
CUSTOM_SEGMENT_46_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_CUSTOM_SEGMENT_47_D_TL

This table contains information about code, name, and description for the CMP_CUSTOM_SEGMENT_46 related codes.

Details

Module: Compensation

Key Columns

CUSTOM_SEGMENT_47_CODE, LANGUAGE, CUSTOM_SEGMENT_47_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_SEGMENT_47_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CUSTOM_SEGMENT_47_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_SEGMENT_47_NAME	VARCHAR2	2048			Business name or value of the code.		
CUSTOM_SEGMENT_47_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_CUSTOM_SEGMENT_48_D_TL

This table contains information about code, name, and description for the CMP_CUSTOM_SEGMENT_46 related codes.

Details

Module: Compensation

Key Columns

CUSTOM_SEGMENT_48_CODE, LANGUAGE, CUSTOM_SEGMENT_48_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_SEGMENT_48_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CUSTOM_SEGMENT_48_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
CUSTOM_SEGMENT_48_NAME	VARCHAR2	2048			Business name or value of the code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_SEGMENT_48_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_CUSTOM_SEGMENT_49_D_TL

This table contains information about code, name, and description for the CMP_CUSTOM_SEGMENT_49 related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, CUSTOM_SEGMENT_49_CODE, CUSTOM_SEGMENT_49_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_SEGMENT_49_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CUSTOM_SEGMENT_49_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
CUSTOM_SEGMENT_49_NAME	VARCHAR2	2048			Business name or value of the code.		
CUSTOM_SEGMENT_49_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_CUSTOM_SEGMENT_50_D_TL

This table contains information about code, name, and description for the CMP_CUSTOM_SEGMENT_50 related codes.

Details

Module: Compensation

Key Columns

CUSTOM_SEGMENT_50_CODE_TYPE, LANGUAGE,
CUSTOM_SEGMENT_50_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_SEGMENT_50_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CUSTOM_SEGMENT_50_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
CUSTOM_SEGMENT_50_NAME	VARCHAR2	2048			Business name or value of the code.		
CUSTOM_SEGMENT_50_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_CWB_APPROVAL_HISTORY_D

This dimension captures Worksheet Approval Details.

Details

Module: Compensation

Key Columns

APPROVAL_HISTORY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
APPROVAL_HISTORY_ID	NUMBER	38	0	True	Approval History Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Unit Identifier		
MGR_PERSON_EVENT_ID	NUMBER	38	0		Manager Person Event Identifier	DW_CMP_CWB_PERSON_EVENT_ID	PERSON_EVENT_ID
EMP_PERSON_EVENT_ID	NUMBER	38	0		Employee Person Event Identifier	DW_CMP_CWB_PERSON_EVENT_ID	PERSON_EVENT_ID
MGR_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
POOL_ID	NUMBER	38	0		Pool Identifier	DW_CMP_CWB_BUDGET_POOL_ID	BUDGET_POOL_ID
ACTION_CODE	VARCHAR2	32			Action Code	DW_CMP_CWB_WORKSHEET_STATUS_CODE	WORKSHEET_STATUS_CODE
ACTION_DATE	TIMESTAMP				Action Date		

DW_CMP_CWB_HRCHY_CF_DN

This dimension captures the flattened Compensation Hierarchy details.

Details

Module: Compensation

Key ColumnsLEVEL15_PERSON_EVENT_ID, TOP_PLAN_ID, TOP_PERIOD_ID,
TOP_MGR_PERSON_EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TOP_MGR_PERSON_EV VENT_ID	NUMBER	38	0	True	Top Manager Person Event Id	DW_CMP_C WB_PERSON N_INFO_D	PERSON_EV VENT_ID
TOP_PLAN_ID	NUMBER	38	0	True	Top Manager Plan Id	DW_CMP_P LAN_D	PLAN_ID
TOP_PERIOD_ID	NUMBER	38	0	True	Top Manager Period Id	DW_CMP_P LAN_PERIOD D_D	PERIOD_ID
LEVEL15_PERSON_EV EVENT_ID	NUMBER	38	0	True	Identifies Level 15 Manager's Person Event Identifier	DW_CMP_C WB_PERSON N_INFO_D	PERSON_EV VENT_ID
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier		
TOP_MGR_PERSON_ID	NUMBER	38	0		Top Manager Person Id	DW_PERSON N_NAME_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
LEVEL1_PERSON_EV EVENT_ID	NUMBER	38	0		Identifies Level 1 Manager's Person Event Identifier	DW_CMP_C WB_PERSON N_INFO_D	PERSON_EV VENT_ID
LEVEL1_MANAGER_PERSON_ID	NUMBER	38	0		Identifies Level 1 Manager's Person Identifier	DW_PERSON N_NAME_D	PERSON_ID
LEVEL2_PERSON_EV EVENT_ID	NUMBER	38	0		Identifies Level 2 Manager's Person Event Identifier	DW_CMP_C WB_PERSON N_INFO_D	PERSON_EV VENT_ID
LEVEL2_MANAGER_PERSON_ID	NUMBER	38	0		Identifies Level 2 Manager's Person Identifier	DW_PERSON N_NAME_D	PERSON_ID
LEVEL3_PERSON_EV EVENT_ID	NUMBER	38	0		Identifies Level 3 Manager's Person Event Identifier	DW_CMP_C WB_PERSON N_INFO_D	PERSON_EV VENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL3_MGR_PERSON_ID	NUMBER	38	0		Identifies Level 3 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL4_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 4 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL4_MGR_PERSON_ID	NUMBER	38	0		Identifies Level 4 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL5_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 5 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL5_MGR_PERSON_ID	NUMBER	38	0		Identifies Level 5 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL6_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 6 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL6_MGR_PERSON_ID	NUMBER	38	0		Identifies Level 6 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL7_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 7 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL7_MGR_PERSON_ID	NUMBER	38	0		Identifies Level 7 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL8_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 8 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL8_PERSON_ID	NUMBER	38	0		Identifies Level 8 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL9_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 9 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL9_PERSON_ID	NUMBER	38	0		Identifies Level 9 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL10_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 10 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL10_PERSON_ID	NUMBER	38	0		Identifies Level 10 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL11_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 11 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
LEVEL11_PERSON_ID	NUMBER	38	0		Identifies Level 11 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL12_PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 12 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL12_M GR_PERSON_ID	NUMBER	38	0		Identifies Level 12 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL13_P PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 13 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_EVENT_INFO_D	PERSON_EVENT_ID
LEVEL13_M GR_PERSON_ID	NUMBER	38	0		Identifies Level 13 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL14_P PERSON_EVENT_ID	NUMBER	38	0		Identifies Level 14 Manager's Person Event Identifier	DW_CMP_CWB_PERSON_EVENT_INFO_D	PERSON_EVENT_ID
LEVEL14_M GR_PERSON_ID	NUMBER	38	0		Identifies Level 14 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL15_M GR_PERSON_ID	NUMBER	38	0		Identifies Level 15 Manager's Person Identifier	DW_PERSON_NAME_D	PERSON_ID

DW_CMP_CWB_HRCHY_DH

This dimension captures the Compensation Hierarchy details.

Details

Module: Compensation

Key Columns

LVL_NUM, EMP_PERSON_EVENT_ID, MGR_PERSON_EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MGR_PERSON_EVENT_ID	NUMBER	38	0	True	Manager Person Event Id	DW_CMP_CWB_PERSON_EVENT_INFO_D	PERSON_EVENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EMP_PERS ON_EVENT _ID	NUMBER	38	0	True	Employee Person Event Id	DW_CMP_C WB_PERSO N_INFO_D	PERSON_E VENT_ID
LVL_NUM	NUMBER	38	0	True	Hierarchy Level Number		
SOURCE_R ECORD_ID	VARCHAR2	128			Source Record Identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group Identifier		
MGR_PERS ON_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
MGR_ASSI GNMENT_I D	NUMBER	38	0		Manager Assignment Identifier		
EMP_PERS ON_ID	NUMBER	38	0		Employee Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
EMP_ASSIG NMENT_ID	NUMBER	38	0		Employee Assignment Identifier		
HRCHY_PL AN_ID	NUMBER	38	0		Hierarchy Plan Identifier		
HRCHY_PE RIOD_ID	NUMBER	38	0		Hierarchy Period Identifier	DW_CMP_P LAN_PERIO D_D	PERIOD_ID

DW_CMP_CWB_PERF_RATING_D

This dimension captures the Plan Performance Rating Details.

Details

Module: Compensation

Key Columns

PERF_RATING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERF_RATI NG_ID	NUMBER	38	0	True	Performance Rating Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_NAME_D	PERSON_ID
PERF_DATE	DATE				Performance Rating Date		
PERF_RATING_LEVEL_ID	NUMBER	38	0		Performance Rating Level Id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
PERF_UPDATE_DATE	DATE				Performance Rating Update Date		

DW_CMP_CWB_PERSON_INFO_D

This dimension captures the Compensation Worksheet Person Info Details.

Details

Module: Compensation

Key Columns

PERSON_EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_EVENT_ID	NUMBER	38	0	True	Person Event Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier		
PERIOD_ID	NUMBER	38	0		Period Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
WS_MANAGER_PERSON_ID	NUMBER	38	0		Worksheet Manager Person Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WS_MGR_A SSIGNMEN T_ID	NUMBER	38	0		Worksheet Manager Assignment Identifier		
WS_MGR_P ERSON_EV ENT_ID	NUMBER	38	0		Worksheet Manager Person Event Identifier		
SUPERVISO R_ID	NUMBER	38	0		Supervisor Identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group Identifier		
BUSINESS_ UNIT_ID	NUMBER	38	0		Business Unit Identifier		
LEGAL_ENT ITY_ID	NUMBER	38	0		Legal Entity Identifier		
ORGANIZAT ION_ID	NUMBER	38	0		Organization Identifier		
LOCATION_I D	NUMBER	38	0		Location Identifier		
JOB_ID	NUMBER	38	0		Job Identifier		
POSITION_I D	NUMBER	38	0		Position Identifier		
GRADE_ID	NUMBER	38	0		Grade Identifier		
SALARY_BA SIS_ID	NUMBER	38	0		Salary Basis Identifier		
PAYROLL_I D	NUMBER	38	0		Payroll Identifier		
DUE_DATE	DATE				Due Date		
ACCESS_C ODE	VARCHAR2	32			Access Code		
EMP_STATU S_CODE	VARCHAR2	32			Employee Status Code		
MGR_STAT US_CODE	VARCHAR2	32			Manager Status Code		
APPROVAL_ CODE	VARCHAR2	32			Approval Code		
APPROVAL_ DATE	DATE				Approval Date		
SUBMIT_DA TE	DATE				Submit Date		
DATE_OF_B IRTH	DATE				Date of Birth of the person		
SEX	VARCHAR2	32			Gender of the person		
ETHNICITY	VARCHAR2	32			Ethnicity of the person		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELIGION	VARCHAR2	32			Religion of the person		
DISABILITY_STATUS	VARCHAR2	32			Disability Status of the person		
VETERAN_STATUS	VARCHAR2	32			Veteran Status of the person		
NATIONALITY	VARCHAR2	32			Nationality of the person		
LEGISLATION_CODE	VARCHAR2	32			Legislation Code		
START_DATE	DATE				Start Date		
EMPLOYMENT_CATEGORY	VARCHAR2	32			Employment Category		
YEARS_EMPLOYED	NUMBER				Years Employed		
YEARS_IN_GRADE	NUMBER				Years in Grade		
YEARS_IN_JOB	NUMBER				Years in Job		
YEARS_IN_POSITION	NUMBER				Years in Position		
ASSIGNMENT_POSTING_DATE	DATE				Assignment Posting Date		
ASSIGNMENT_POSTED_DATE	DATE				Assignment Posted Date		
ASSIGNMENT_CHANGE_DATE	DATE				Assignment Change Date		
ADJUSTED_CHANGE_AMOUNT	NUMBER				Adjusted Change Amount		
ADJUSTED_SALARY_CURRENT	NUMBER				Adjusted Salary Current		
ADJUSTED_SALARY_NEW	NUMBER				Adjusted Salary New		
BASE_SALARY	NUMBER				Base Salary		
BASE_SALARY_CURRENCY	VARCHAR2	32			Base Salary Currency		
BASE_SALARY_FREQUENCY	VARCHAR2	32			Base Salary Frequency		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BASE_SALARY_CHANGE_DATE	DATE				Base Salary Change Date		
BASE_SALARY_CHANGE_VALUE	NUMBER				Base Salary Change Value		
PAY_ANNUALIZATION_FACTOR	NUMBER				Pay Annualization Factor		
FREQUENCY	VARCHAR2	32			Frequency		
NEW_BASE_SALARY	NUMBER				New Base Salary		
PRIOR_SALARY	NUMBER				Prior Salary		
GRADE_COMPARATIO	NUMBER				Grade Comparatio		
NEW_GRADE_COMPARATIO	NUMBER				New Grade Comparatio		
CUSTOM_SEGMENT1	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT2	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT3	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT4	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT5	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT6	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT7	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT8	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT9	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT10	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT11	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT12	VARCHAR2	4000			Custom Segment		
CUSTOM_SEGMENT13	VARCHAR2	4000			Custom Segment		
CUSTOM_SEGMENT14	VARCHAR2	4000			Custom Segment		
CUSTOM_SEGMENT15	VARCHAR2	4000			Custom Segment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_S EGMENT16	NUMBER				Custom Segment		
CUSTOM_S EGMENT17	NUMBER				Custom Segment		
CUSTOM_S EGMENT18	NUMBER				Custom Segment		
CUSTOM_S EGMENT19	NUMBER				Custom Segment		
CUSTOM_S EGMENT20	NUMBER				Custom Segment		
CUSTOM_S EGMENT21	NUMBER				Custom Segment		
CUSTOM_S EGMENT22	NUMBER				Custom Segment		
CUSTOM_S EGMENT23	NUMBER				Custom Segment		
CUSTOM_S EGMENT24	NUMBER				Custom Segment		
CUSTOM_S EGMENT25	NUMBER				Custom Segment		
CUSTOM_S EGMENT26	NUMBER				Custom Segment		
CUSTOM_S EGMENT27	NUMBER				Custom Segment		
CUSTOM_S EGMENT28	NUMBER				Custom Segment		
CUSTOM_S EGMENT29	NUMBER				Custom Segment		
CUSTOM_S EGMENT30	NUMBER				Custom Segment		
CUSTOM_S EGMENT31	NUMBER				Custom Segment		
CUSTOM_S EGMENT32	NUMBER				Custom Segment		
CUSTOM_S EGMENT33	NUMBER				Custom Segment		
CUSTOM_S EGMENT34	NUMBER				Custom Segment		
CUSTOM_S EGMENT35	NUMBER				Custom Segment		
CUSTOM_S EGMENT36	NUMBER				Custom Segment		
CUSTOM_S EGMENT37	NUMBER				Custom Segment		
CUSTOM_S EGMENT38	NUMBER				Custom Segment		
CUSTOM_S EGMENT39	NUMBER				Custom Segment		
CUSTOM_S EGMENT40	NUMBER				Custom Segment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_S EGMEN41	NUMBER				Custom Segment		
CUSTOM_S EGMEN42	NUMBER				Custom Segment		
CUSTOM_S EGMEN43	NUMBER				Custom Segment		
CUSTOM_S EGMEN44	NUMBER				Custom Segment		
CUSTOM_S EGMEN45	NUMBER				Custom Segment		
CUSTOM_S EGMEN46	NUMBER				Custom Segment		
CUSTOM_S EGMEN47	NUMBER				Custom Segment		
CUSTOM_S EGMEN48	NUMBER				Custom Segment		
CUSTOM_S EGMEN49	NUMBER				Custom Segment		
CUSTOM_S EGMEN50	NUMBER				Custom Segment		

DW_CMP_CWB_PERSON_INFO_EF

This extended fact captures the Compensation Worksheet Person Info Details.

Details

Module: Compensation

Key Columns

PERSON_EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_EVENT_ID	NUMBER	38	0	True	Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_CMP_PERSON_PLAN_D	PLAN_ID
PERIOD_ID	NUMBER	38	0		Period Identifier	DW_CMP_PERSON_PERIOD_D	PERIOD_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_ID	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
CMP_WS_MGR_PERSON_ID	NUMBER	38	0		Worksheet Manager Person Identifier	DW_PERSON_D	PERSON_ID
CMP_WS_MGR_ASSIGNMENT_ID	NUMBER	38	0		Worksheet Manager Assignment Identifier		
CMP_WS_MGR_PERSON_EVENT_ID	NUMBER	38	0		Worksheet Manager Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
CMP_SUPERVISOR_ID	NUMBER	38	0		Supervisor Identifier	DW_PERSON_D	PERSON_ID
CMP_BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
CMP_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
CMP_LEGAL_ENTITY_ID	NUMBER	38	0		Legal Entity Identifier		
CMP_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier		
CMP_LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
CMP_JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
CMP_POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
CMP_GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
CMP_SALARY_BASIS_ID	NUMBER	38	0		Salary Basis Identifier	DW_SALARY_BASIS_D	SALARY_BASIS_ID
CMP_PAYROLL_ID	NUMBER	38	0		Payroll Identifier		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
SUPERVISOR_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_ID_D	PERSON_ID
PERFORMANCE_RATING_LEVEL_ID	NUMBER	38	0		Performance rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_T YPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORK ER_TYPE_D _TL	WORKER_T YPE
WORKER_C ATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORK ER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIG NMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISL ATION_D_T L	LEGISLATIO N_CODE
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
DUE_DATE	DATE				Due Date		
ACCESS_C ODE	VARCHAR2	32			Access Code	DW_CMP_B UDGET_AC CESS_D_TL	BUDGET_A CCESS_CO DE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EMP_STATU S_CODE	VARCHAR2	32			Employee Status Code	DW_CMP_E MPLOYEE_ STATUS_D_ TL	EMPLOYEE_ _STATUS_C ODE
MGR_STAT US_CODE	VARCHAR2	32			Manager Status Code	DW_CMP_M ANAGER_S TATUS_D_T L	MANAGER_ STATUS_CO DE
APPROVAL_ CODE	VARCHAR2	32			Approval Code	DW_CMP_A PPROVAL_D _TL	APPROVAL_ CODE
APPROVAL_ DATE	DATE				Approval Date		
SUBMIT_DA TE	DATE				Submit Date		
DATE_OF_B IRTH	DATE				Date of Birth of the person		
SEX	VARCHAR2	32			Gender of the person		
ETHNICITY	VARCHAR2	32			Ethnicity of the person		
RELIGION	VARCHAR2	32			Religion of the person		
DISABILITY _STATUS	VARCHAR2	32			Disability Status of the person		
VETERAN_ STATUS	VARCHAR2	32			Veteran Status of the person		
NATIONALIT Y	VARCHAR2	32			Nationality of the person		
START_DAT E	DATE				Start Date		
EMPLOYME NT_CATEG ORY	VARCHAR2	32			Employment Category		
YEARS_EM PLOYED	NUMBER				Years Employed		
YEARS_IN_ GRADE	NUMBER				Years in Grade		
YEARS_IN_ JOB	NUMBER				Years in Job		
YEARS_IN_ POSITION	NUMBER				Years in Position		
ASSIGNME NT_POSTIN G_DATE	DATE				Assignment Posting Date		
ASSIGNME NT_POSTE D_DATE	DATE				Assignment Posted Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ANCHOR_DATE	DATE				Anchor Date		
PERFORMANCE_DATE	DATE				Performance Rating Date		
ASSIGNMENT_CHANGE_DATE	DATE				Assignment Change Date		
ADJUSTED_CHANGE_AMOUNT	NUMBER				Adjusted Change Amount		
ADJUSTED_SALARY_CURRENT	NUMBER				Adjusted Salary Current		
ADJUSTED_SALARY_NEW	NUMBER				Adjusted Salary New		
BASE_SALARY	NUMBER				Base Salary		
BASE_SALARY_CURRENCY	VARCHAR2	32			Base Salary Currency		
BASE_SALARY_FREQUENCY	VARCHAR2	32			Base Salary Frequency		
BASE_SALARY_CHANGE_DATE	DATE				Base Salary Change Date		
BASE_SALARY_CHANGE_VALUE	NUMBER				Base Salary Change Value		
PAY_ANNUALIZATION_FACTOR	NUMBER				Pay Annualization Factor		
FREQUENCY	VARCHAR2	32			Pay Frequency	DW_PAY_FREQUENCY_D_TL	PAY_FREQUENCY_CODE
NEW_BASE_SALARY	NUMBER				New Base Salary		
PRIOR_SALARY	NUMBER				Prior Salary		
GRADE_COMPARATIO	NUMBER				Grade Comparatio		
NEW_GRADE_COMPARATIO	NUMBER				New Grade Comparatio		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
NORMAL_HOURS_FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
GLOBAL_CURRENCY_CODE	VARCHAR2	16			Global Currency Code		
GLOBAL_CURRENCY_EXCHANGE_RATE	NUMBER				Global currency conversion rate.		
CUSTOM_SEGMENT1	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT2	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT3	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT4	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT5	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT6	VARCHAR2	256			Custom Segment		
CUSTOM_SEGMENT7	VARCHAR2	256			Custom Segment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_S EGMEN T8	VARCHAR2	256			Custom Segment		
CUSTOM_S EGMEN T9	VARCHAR2	256			Custom Segment		
CUSTOM_S EGMEN T10	VARCHAR2	256			Custom Segment		
CUSTOM_S EGMEN T11	VARCHAR2	256			Custom Segment		
CUSTOM_S EGMEN T12	VARCHAR2	4000			Custom Segment		
CUSTOM_S EGMEN T13	VARCHAR2	4000			Custom Segment		
CUSTOM_S EGMEN T14	VARCHAR2	4000			Custom Segment		
CUSTOM_S EGMEN T15	VARCHAR2	4000			Custom Segment		
CUSTOM_S EGMEN T16	NUMBER				Custom Segment		
CUSTOM_S EGMEN T17	NUMBER				Custom Segment		
CUSTOM_S EGMEN T18	NUMBER				Custom Segment		
CUSTOM_S EGMEN T19	NUMBER				Custom Segment		
CUSTOM_S EGMEN T20	NUMBER				Custom Segment		
CUSTOM_S EGMEN T21	NUMBER				Custom Segment		
CUSTOM_S EGMEN T22	NUMBER				Custom Segment		
CUSTOM_S EGMEN T23	NUMBER				Custom Segment		
CUSTOM_S EGMEN T24	NUMBER				Custom Segment		
CUSTOM_S EGMEN T25	NUMBER				Custom Segment		
CUSTOM_S EGMEN T26	NUMBER				Custom Segment		
CUSTOM_S EGMEN T27	NUMBER				Custom Segment		
CUSTOM_S EGMEN T28	NUMBER				Custom Segment		
CUSTOM_S EGMEN T29	NUMBER				Custom Segment		
CUSTOM_S EGMEN T30	NUMBER				Custom Segment		
CUSTOM_S EGMEN T31	NUMBER				Custom Segment		
CUSTOM_S EGMEN T32	NUMBER				Custom Segment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CUSTOM_S EGMENT33	NUMBER				Custom Segment		
CUSTOM_S EGMENT34	NUMBER				Custom Segment		
CUSTOM_S EGMENT35	NUMBER				Custom Segment		
CUSTOM_S EGMENT36	NUMBER				Custom Segment		
CUSTOM_S EGMENT37	NUMBER				Custom Segment		
CUSTOM_S EGMENT38	NUMBER				Custom Segment		
CUSTOM_S EGMENT39	NUMBER				Custom Segment		
CUSTOM_S EGMENT40	NUMBER				Custom Segment		
CUSTOM_S EGMENT41	NUMBER				Custom Segment		
CUSTOM_S EGMENT42	NUMBER				Custom Segment		
CUSTOM_S EGMENT43	NUMBER				Custom Segment		
CUSTOM_S EGMENT44	NUMBER				Custom Segment		
CUSTOM_S EGMENT45	NUMBER				Custom Segment		
CUSTOM_S EGMENT46	VARCHAR2	128			Custom Segment	DW_CMP_C USTOM_SE GMENT_46_ D_TL	CUSTOM_S EGMENT_4 6_CODE
CUSTOM_S EGMENT47	VARCHAR2	128			Custom Segment	DW_CMP_C USTOM_SE GMENT_47_ D_TL	CUSTOM_S EGMENT_4 7_CODE
CUSTOM_S EGMENT48	VARCHAR2	128			Custom Segment	DW_CMP_C USTOM_SE GMENT_48_ D_TL	CUSTOM_S EGMENT_4 8_CODE
CUSTOM_S EGMENT49	VARCHAR2	128			Custom Segment	DW_CMP_C USTOM_SE GMENT_49_ D_TL	CUSTOM_S EGMENT_4 9_CODE
CUSTOM_S EGMENT50	VARCHAR2	128			Custom Segment	DW_CMP_C USTOM_SE GMENT_50_ D_TL	CUSTOM_S EGMENT_5 0_CODE

DW_CMP_CWB_PERSON_RATE_EF

Extended Fact with Information about the various Compensation Rates for a person.

Details

Module: Compensation

Key Columns

PERSON_EVENT_ID, COMPONENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_EVENT_ID	NUMBER	38	0	True	Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
COMPONENT_ID	NUMBER	38	0	True	Component Identifier	DW_CMP_PERSON_COMPONENT_D	COMPONENT_ID
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_CMP_PERSON_PLAN_D	PLAN_ID
PERIOD_ID	NUMBER	38	0		Plan Period Identifier	DW_CMP_PERSON_PERIOD_D	PERIOD_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_ID	PERSON_ID
CMP_WS_MANAGER_PERSON_ID	NUMBER	38	0		Worksheet Manager Person identifier	DW_PERSON_ID	PERSON_ID
CMP_WS_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Worksheet Manager Assignment identifier		
CMP_WS_MANAGER_PERSON_EVENT_ID	NUMBER	38	0		Worksheet Manager Person Event identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
CMP_SUPERVISOR_ID	NUMBER	38	0		Supervisor Identifier stamped on Person info	DW_PERSON_ID	PERSON_ID
CMP_BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier stamped on Person info		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CMP_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier stamped on Person info	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
CMP_LEGAL_ENTITY_ID	NUMBER	38	0		Legal Entity Identifier stamped on Person info		
CMP_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier stamped on Person info		
CMP_LOCATION_ID	NUMBER	38	0		Location Identifier stamped on Person info	DW_WORKER_LOCATION_D	LOCATION_ID
CMP_JOB_ID	NUMBER	38	0		Job Identifier stamped on Person info	DW_JOB_D	JOB_ID
CMP_POSITION_ID	NUMBER	38	0		Position Identifier stamped on Person info	DW_POSITION_D	POSITION_ID
CMP_GRADE_ID	NUMBER	38	0		Grade Identifier stamped on Person info	DW_PAY_GRADE_D	GRADE_ID
CMP_SALARY_BASIS_ID	NUMBER	38	0		Salary Basis Identifier stamped on Person info	DW_SALARY_BASIS_D	SALARY_BASIS_ID
CMP_PAYROLL_ID	NUMBER	38	0		Payroll Identifier stamped on Person info. For future Use		
ELIG_OVERRIDE_PERSON_ID	NUMBER	38	0		Person identifier who overrode eligibility	DW_PERSON_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
SUPERVISOR_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
PERFORMANCE_RATING_LEVEL_ID	NUMBER	38	0		Performance rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_T YPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORKER_TYPE_D _TL	WORKER_T YPE
WORKER_C ATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_T L	LEGISLATIO N_CODE
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
ANCHOR_D ATE	DATE				Anchor Date		
PERFORMA NCE_DATE	DATE				Performance Rating Date		
ASSIGNME NT_CHANG E_DATE	DATE				Assignment Change Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
HEADCOUN T	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
ELIG_FLAG	VARCHAR2	16			Eligibility Flag		
INELIG_RE ASON_COD E	VARCHAR2	32			Ineligibility Reason	DW_CMP_I NELIG_REA SON_D_TL	INELIG_RE ASON_COD E
CURRENCY	VARCHAR2	32			Currency of person rates		
WS_VAL	NUMBER				Worksheet Compensati on Amount		
WS_MIN_VA L	NUMBER				Worksheet Compensati on Amount Minimum Value		
WS_MAX_V AL	NUMBER				Worksheet Compensati on Amount Maximum Value		
ELIG_SAL_ VAL	NUMBER				Eligible Salary Value		
MISC1_VAL	NUMBER				Miscellaneous Values		
MISC2_VAL	NUMBER				Miscellaneous Values		
MISC3_VAL	NUMBER				Miscellaneous Values		
MISC4_VAL	NUMBER				Miscellaneous Values		
MISC5_VAL	NUMBER				Miscellaneous Values		
MISC6_VAL	NUMBER				Miscellaneous Values		
REC_VAL	NUMBER				Target Compensati on Value		
REC_MIN_V AL	NUMBER				Target Compensati on Minimum Value		
REC_MAX_ VAL	NUMBER				Target Compensati on Maximum Value		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIOR_WS_VAL	NUMBER				Prior Worksheet Compensation Amount		
PRIOR_ELIG_SAL_VAL	NUMBER				Prior Eligible Salary Value		
EMP_BDGT_VAL	NUMBER				Employee Budget Value		
EMP_BDGT_MIN_VAL	NUMBER				Employee Budget Value Minimum		
EMP_BDGT_MAX_VAL	NUMBER				Employee Budget Value Maximum		
PRIOR_WS_VAL_DATE	DATE				Prior Worksheet Value Date		
COMP_POSTED_DATE	DATE				Compensation Posted Date		
COMP_POSTING_DATE	DATE				Compensation Posting Date		
ELIG_OVERRIDE_DATE	DATE				Date when Eligibility is overridden		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
NORMAL_HOURS_FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
GLOBAL_CURRENCY_CODE	VARCHAR2	16			Global Currency Code		
GLOBAL_CURRENCY_EXCHANGE_RATE	NUMBER				Global currency conversion rate.		

DW_CMP_CWB_PERSON_RATE_F

Information about the various Compensation Rates for a person.

Details

Module: Compensation

Key Columns

PERSON_EVENT_ID, COMPONENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_EVENT_ID	NUMBER	38	0	True	Person Event Identifier		
COMPONENT_ID	NUMBER	38	0	True	Component Identifier	DW_CMP_PLAN_COMPONENT_ID	COMPONENT_ID
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_CMP_PLAN_ID	PLAN_ID
PERIOD_ID	NUMBER	38	0		Plan Period Identifier	DW_CMP_PLAN_PERIOD_ID	PERIOD_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
ELIG_FLAG	VARCHAR2	16			Eligibility Flag		
INELIG_REASON_CODE	VARCHAR2	32			Ineligibility Reason		
CURRENCY	VARCHAR2	32			Currency of person rates		
WS_VAL	NUMBER				Worksheet Compensation Amount		
WS_MIN_VAL	NUMBER				Worksheet Compensation Minimum Value		
WS_MAX_VAL	NUMBER				Worksheet Compensation Maximum Value		
ELIG_SAL_VAL	NUMBER				Eligible Salary Value		
MISC1_VAL	NUMBER				Miscellaneous Values		
MISC2_VAL	NUMBER				Miscellaneous Values		
MISC3_VAL	NUMBER				Miscellaneous Values		
MISC4_VAL	NUMBER				Miscellaneous Values		
MISC5_VAL	NUMBER				Miscellaneous Values		
MISC6_VAL	NUMBER				Miscellaneous Values		
REC_VAL	NUMBER				Target Compensation Value		
REC_MIN_VAL	NUMBER				Target Compensation Minimum Value		
REC_MAX_VAL	NUMBER				Target Compensation Maximum Value		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIOR_WS_VAL	NUMBER				Prior Worksheet Compensation Amount		
PRIOR_ELIG_SAL_VAL	NUMBER				Prior Eligible Salary Value		
EMP_BDGT_VAL	NUMBER				Employee Budget Value		
EMP_BDGT_MIN_VAL	NUMBER				Employee Budget Value Minimum		
EMP_BDGT_MAX_VAL	NUMBER				Employee Budget Value Maximum		
PRIOR_WS_VAL_DATE	DATE				Prior Worksheet Value Date		
COMP_POSTED_DATE	DATE				Compensation Posted Date		
COMP_POSTING_DATE	DATE				Compensation Posting Date		
ELIG_OVERRIDE_DATE	DATE				Date when Eligibility is overridden		
ELIG_OVERRIDE_PERSON_ID	NUMBER	38	0		Person identifier who overridden eligibility	DW_PERSON_ID	PERSON_ID
WS_VAL_LAST_UPDATED_DATE	DATE				Worksheet Value Last Updated Date		

DW_CMP_CWB_PROMOTION_D

Stores promotions given to employees through compensation workbench.

Details

Module: Compensation

Key Columns

PROMOTION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROMOTION_ID	NUMBER	38	0	True	Primary Key sequence for Workbench Promotion		
SOURCE_RECORD_ID	NUMBER	38	0		Unique Source Record Identifier This column contains PROMOTION_ID		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_ID	PERSON_ID
ASG_CHANGE_DATE	DATE				Assignment Change Date		
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_ID	JOB_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_ID	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_ID	GRADE_ID

DW_CMP_EMPLOYEE_STATUS_D_TL

This table contains information about code, name, and description for the CMP_EMPLOYEE_STATUS_D_TL related codes.

Details

Module: Compensation

Key Columns

EMPLOYEE_STATUS_CODE_TYPE, LANGUAGE, EMPLOYEE_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EMPLOYEE_STATUS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
EMPLOYEE_STATUS_CODE	VARCHAR2	128		True	Code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
EMPLOYEE_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
EMPLOYEE_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_INELIG_REASON_D_TL

This table contains information about code, name, and description for the CMP_CWB_INELIG_REASON related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, INELIG_REASON_CODE_TYPE, INELIG_REASON_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
INELIG_REASON_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
INELIG_REASON_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
INELIGIBLE_ASON_NAME	VARCHAR2	2048			Business name or value of the code.		
INELIGIBLE_ASON_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_MANAGER_STATUS_D_TL

This table contains information about code, name, and description for the CMP_CWB_STATUS related codes.

Details

Module: Compensation

Key Columns

MANAGER_STATUS_CODE, LANGUAGE, MANAGER_STATUS_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_STATUS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
MANAGER_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
MANAGER_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_NONMONETARY_UOM_D_TL

This table contains information about code, name, and description for the ORA_CMP_SAL_BASIS_DET_METHOD related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, NONMONETARY_UOM_CODE_TYPE, NONMONETARY_UOM_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
NONMONETARY_UOM_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
NONMONETARY_UOM_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NONMONETARY_UOM_NAME	VARCHAR2	2048			Business name or value of the code.		
NONMONETARY_UOM_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_PERSON_BUDGET_EF

This extended fact holds budget amounts

Details

Module: Compensation

Key Columns

BUDGET_POOL_ID, PERSON_EVENT_ID, PERIOD_ID, PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUDGET_POOL_ID	NUMBER	38	0	True	Budget Pool Identifier	DW_CMP_BUDGET_POOL_ID	BUDGET_POOL_ID
PERSON_EVENT_ID	NUMBER	38	0	True	Person Event Id	DW_CMP_CWB_PERSON_INFO_ID	PERSON_EVENT_ID
PERIOD_ID	NUMBER	38	0	True	Period Id	DW_CMP_PLAN_PERIOD_ID	PERIOD_ID
PLAN_ID	NUMBER	38	0	True	Plan Id	DW_CMP_PLAN_ID	PLAN_ID
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Budget Pool, Person Event, Period Id, and PlanId identifier		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_ID	PERSON_ID
CMP_WS_MGR_PERSON_ID	NUMBER	38	0		Worksheet Manager Person identifier	DW_PERSON_ID	PERSON_ID
CMP_WS_MGR_ASSIGNMENT_ID	NUMBER	38	0		Worksheet Manager Assignment identifier		
CMP_WS_MGR_PERSON_EVENT_ID	NUMBER	38	0		Worksheet Manager Person Event identifier	DW_CMP_CWB_PERSON_INFO_ID	PERSON_EVENT_ID
CMP_SUPERVISOR_ID	NUMBER	38	0		Supervisor Identifier stamped on Person info	DW_PERSON_ID	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CMP_BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier stamped on Person info		
CMP_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier stamped on Person info	DW_BUSINESS_UNIT_ID	BUSINESS_UNIT_ID
CMP_LEGAL_ENTITY_ID	NUMBER	38	0		Legal Entity Identifier stamped on Person info		
CMP_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier stamped on Person info		
CMP_LOCATION_ID	NUMBER	38	0		Location Identifier stamped on Person info	DW_WORKER_LOCATION_ID	LOCATION_ID
CMP_JOB_ID	NUMBER	38	0		Job Identifier stamped on Person info	DW_JOB_ID	JOB_ID
CMP_POSITION_ID	NUMBER	38	0		Position Identifier stamped on Person info	DW_POSITION_ID	POSITION_ID
CMP_GRADE_ID	NUMBER	38	0		Grade Identifier stamped on Person info	DW_PAYGRADE_ID	GRADE_ID
CMP_SALARY_BASIS_ID	NUMBER	38	0		Salary Basis Identifier stamped on Person info	DW_SALARY_BASIS_ID	SALARY_BASIS_ID
CMP_PAYROLL_ID	NUMBER	38	0		Payroll Identifier stamped on Person info. For future Use		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_ID	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier	DW_REPORTING_EST_ID	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_ID	JOB_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
SUPERVISOR_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
PERFORMANCE_RATING_LEVEL_ID	NUMBER	38	0		Performance rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_T YPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORKER_TYPE_D _TL	WORKER_T YPE
WORKER_C ATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_T L	LEGISLATIO N_CODE
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
ANCHOR_D ATE	DATE				Anchor Date		
PERFORMA NCE_DATE	DATE				Performance Rating Date		
ASSIGNME NT_CHANG E_DATE	DATE				Assignment Change Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
HEADCOUN T	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
CORPORAT E_CURREN CY	VARCHAR2	32			Currency of person rates		
OVERALL_B UDGET_AM OUNT	NUMBER				Overall Budget Amount		
OVERALL_B UDGET_AM OUNT_USE D	NUMBER				Overall Budget Amount Used		
OVERALL_B UDGET_AM OUNT_AVAI LABLE	NUMBER				Overall Budget Amount Available		
TOTAL_ELIG IBLE_SALA RY	NUMBER				Total Eligible Salaries		
AGE_IN_YE ARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MO NTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN _YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN _MONTHS	NUMBER	38	0		Person Tenure in Months		
NORMAL_H OUR_FREQ UENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_H OURS	NUMBER				Normal working hours		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
GLOBAL_C URRENCY_ CODE	VARCHAR2	16			Global Currency Code		
GLOBAL_C URRENCY_ EXCH_RAT E	NUMBER				Global currency conversion rate.		

Notes

Notes

DW_CMP_PERSON_BUDGET_F

This table holds budget amounts.

Details

Module: Compensation

Key Columns

BUDGET_POOL_ID, PERSON_EVENT_ID, PERIOD_ID, PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUDGET_P OOL_ID	NUMBER	38	0	True	Budget Pool Identifier	DW_CMP_B UDGET_PO OL_D	BUDGET_P OOL_ID
PERSON_E VENT_ID	NUMBER	38	0	True	Persion Event Id	DW_CMP_C WB_PERSO N_INFO_D	PERSON_E VENT_ID
PERIOD_ID	NUMBER	38	0	True	Period Id	DW_CMP_P LAN_PERIO D_D	PERIOD_ID
PLAN_ID	NUMBER	38	0	True	Plan Id	DW_CMP_P LAN_D	PLAN_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Budget Pool, Person Event, Period Id, and PlanId identifier		
OVERALL_BUDGET_AMOUNT	NUMBER				Overall Budget Amount		
OVERALL_BUDGET_AMOUNT_USED	NUMBER				Overall Budget Amount Used		
OVERALL_BUDGET_AMOUNT_AVAILABLE	NUMBER				Overall Budget Amount Available		
TOTAL_ELIGIBLE_SALARIES	NUMBER				Total Eligible Salaries		

Notes

Notes

DW_CMP_PLAN_COMPONENT_D

This dimension captures the Compensation Plan Component Information.

Details

Module: Compensation

Key Columns

COMPONENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COMPONENT_ID	NUMBER	38	0	True	Component Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_CMP_PLAN	PLAN_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERIOD_ID	NUMBER	38	0		Plan Period Identifier	DW_CMP_PLAN_PERIOD_D	PERIOD_ID
POOL_ID	NUMBER	38	0		Budget Pool Identifier	DW_CMP_BUDGET_POOL_D	BUDGET_POOL_ID
CURRENCY_DETERMINATION_CODE	VARCHAR2	32			Currency Determination Code	DW_CMP_CURRENCY_DETERMINATION_CODE	CURRENCY_DETERMINATION_CODE
POST_AS_SALARY_FLAG	VARCHAR2	16			Indicates whether the component is to be posted as salary		
SALARY_COMPONENT	VARCHAR2	32			Salary Component		
COMP_TYPE	VARCHAR2	32			Compensation Type		
NON_MONETARY_UOM	VARCHAR2	32			Non Monetary Unit of Measure	DW_CMP_NONMONETARY_UOM_CODE	NONMONETARY_UOM_CODE

DW_CMP_PLAN_COMPONENT_D_TL

This dimension captures the Compensation Plan Components translation information.

Details

Module: Compensation

Key Columns

COMPONENT_ID, LANGUAGE, PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COMPONENT_ID	NUMBER	38	0	True	Compensation Identifier	DW_CMP_PLAN_COMPONENT_D	COMPONENT_ID
PLAN_ID	NUMBER	38	0	True	Plan Identifier	DW_CMP_PLAN_D	PLAN_ID
LANGUAGE	VARCHAR2	16		True	Language Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COMPONENT_NAME	VARCHAR2	128			Name of the Component		

DW_CMP_PLAN_D

This dimension captures the Plan Details.

Details

Module: Compensation

Key Columns

PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ID	NUMBER	38	0	True	Plan Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier		
STATUS_CODE	VARCHAR2	32			Plan Status Code	DW_CMP_PLAN_STATUS_CODE	PLAN_STATUS_CODE
ANNUALIZATION_FACTOR	NUMBER				Plan Annualization Factor		
CORPORATE_CURRENCY	VARCHAR2	16			Corporate Currency of the Plan		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
APPROVAL_MODE	VARCHAR2	32			Approval Mode of the Plan	DW_CMP_APPROVAL_MODE	APPROVAL_MODE_CODE
SUBMIT_MODE	VARCHAR2	32			Submit Mode of the Plan	DW_CMP_SUBMIT_MODE	SUBMIT_MODE_CODE
COMPONENT	VARCHAR2	32			Component Type of the Plan	DW_CMP_COMPONENT_TYPE	COMPONENT_CODE
FREQUENCY	VARCHAR2	32			Frequency of the Plan	DW_CMP_PLAN_FREQUENCY	PLAN_FREQUENCY_CODE

DW_CMP_PLAN_D_TL

This dimension captures the Compensation Plan translation information.

Details

Module: Compensation

Key Columns

LANGUAGE, BUSINESS_GROUP_ID, PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ID	NUMBER	38	0	True	Plan Identifier	DW_CMP_P LAN_D	PLAN_ID
LANGUAGE	VARCHAR2	16		True	Translation language		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier		
PLAN_NAME	VARCHAR2	128			Name of the Plan		
PLAN_DESCRIPTION	VARCHAR2	512			Description of the Plan		

DW_CMP_PLAN_DEFINITION_D

This dimension captures the Plan Definition Details.

Details

Module: Compensation

Key Columns

PLAN_DEFINITION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_DEFINITION_ID	NUMBER	38	0	True	Plan Definition Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_CMP_P LAN_D	PLAN_ID
PERIOD_ID	NUMBER	38	0		Period Identifier	DW_CMP_P LAN_PERIO D_D	PERIOD_ID
DEFINITION _TYPE	VARCHAR2	32			Definition Type		
BUSINESS_ GROUP_ID	NUMBER	38	0		Business_Group Identifier		
STATUS_CO DE	VARCHAR2	32			Status Code	DW_CMP_P LAN_PERIO D_STATUS_ D_TL	PLAN_PERI OD_STATUS _CODE
CORPORAT E_CURREN CY	VARCHAR2	32			Corporate Currency		
PLAN_COM PONENT_C OUNT	NUMBER				Plan_Component Count		
APPROVAL_ MODE	VARCHAR2	32			Approval Mode		
SUBMIT_M ODE	VARCHAR2	32			Submit Mode		
BUDGETIN G_STYLE	VARCHAR2	32			Budgeting Style		
POST_AS_S ALARY_FL AG	VARCHAR2	16			Post_As_Salary Flag		

DW_CMP_PLAN_FREQUENCY_D_TL

This table contains information about code, name, and description for the CMP_FREQUENCY related codes.

Details

Module: Compensation

Key Columns

PLAN_FREQUENCY_CODE_TYPE, LANGUAGE, PLAN_FREQUENCY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_FRE QUENCY_C ODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_FRE QUENCY_C ODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PLAN_FRE QUENCY_N AME	VARCHAR2	2048			Business name or value of the code.		
PLAN_FRE QUENCY_D ESCRPTION	VARCHAR2	4000			Code description.		

DW_CMP_PLAN_PERIOD_D

This dimension captures the Plan period Information.

Details

Module: Compensation

Key Columns

PERIOD_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERIOD_ID	NUMBER	38	0	True	Period Identifier		
SOURCE_R ECORD_ID	NUMBER	38	0		Source Record Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_CMP_P LAN_D	PLAN_ID
START_DATE	DATE				Plan Period Start Date		
END_DATE	DATE				Plan Period End Date		
PERIOD_NAME	VARCHAR2	128			Period Name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISPLAY_NAME	VARCHAR2	32			Display Name		
AVAIL_START_DATE	DATE				Plan Access Avail Start Date		
AVAIL_END_DATE	DATE				Plan Access Avail End Date		
DEFAULT_DUE_DATE	DATE				Default Due Date		
ELIGIBILITY_DATE	DATE				Eligibility Determination Date		
FREEZE_DATE	DATE				Freeze Date. HR Data Extraction		
PERFORMANCE_DATE	DATE				Performance Rating Date		
EXCHANGE_RATE_DATE	DATE				Currency Conversion Date		
ASSIGNMENT_CHANGE_DATE	DATE				Assignment Change Date		
UPDATE_START_DATE	DATE				Worksheet Update Start Date		
UPDATE_END_DATE	DATE				Worksheet Update End Date		

DW_CMP_PLAN_PERIOD_STATUS_D_TL

This table contains information about code, name, and description for the CMP_CYCLE_STATUS related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, PLAN_PERIOD_STATUS_CODE,
PLAN_PERIOD_STATUS_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_PERIOD_STATUS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
PLAN_PERIOD_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PLAN_PERIOD_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
PLAN_PERIOD_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_PLAN_STATUS_D_TL

This table contains information about code, name, and description for the CMP_PLAN_STATUS related codes.

Details

Module: Compensation

Key Columns

PLAN_STATUS_CODE, LANGUAGE, PLAN_STATUS_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_STATUS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
PLAN_STATUS_CODE	VARCHAR2	128		True	Code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PLAN_STAT_US_NAME	VARCHAR2	2048			Business name or value of the code.		
PLAN_STAT_US_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_SALARY_COMPONENTS_D_TL

This table contains information about code, name, and description for the CMP_SALARY_COMPONENTS related codes.

Details

Module: Compensation

Key Columns

LANGUAGE, SALARY_COMPONENTS_CODE_TYPE, SALARY_COMPONENTS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SALARY_COMPONENTS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
SALARY_COMPONENTS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
SALARY_COMPONENTS_NAME	VARCHAR2	2048			Business name or value of the code.		
SALARY_COMPONENTS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_CMP_STOCK_DETAIL_EF

This extended fact holds information about stock details.

Details

Module: Compensation

Key Columns

STOCK_DETAILS_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STOCK_DETAILS_ID	NUMBER	38	0	True	Stock Detail Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Primary Key consisting of Stock Details identifier		
GRANT_ID	VARCHAR2	32			Grant Identifier		
PERSON_EVENT_ID	NUMBER	38	0		Person Event Identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
CMP_WS_MANAGER_PERSON_ID	NUMBER	38	0		Worksheet Manager Person identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CMP_WS_MGR_ASSIGNMENT_ID	NUMBER	38	0		Worksheet Manager Assignment identifier		
CMP_WS_MGR_PERSON_EVENT_ID	NUMBER	38	0		Worksheet Manager Person Event identifier	DW_CMP_CWB_PERSON_INFO_D	PERSON_EVENT_ID
CMP_SUPERVISOR_ID	NUMBER	38	0		Supervisor Identifier stamped on Person info	DW_PERSON_D	PERSON_ID
CMP_BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier stamped on Person info		
CMP_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier stamped on Person info	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
CMP_LEGAL_ENTITY_ID	NUMBER	38	0		Legal Entity Identifier stamped on Person info		
CMP_ORGANIZATION_ID	NUMBER	38	0		Organization Identifier stamped on Person info		
CMP_LOCATION_ID	NUMBER	38	0		Location Identifier stamped on Person info	DW_WORKER_LOCATION_D	LOCATION_ID
CMP_JOB_ID	NUMBER	38	0		Job Identifier stamped on Person info	DW_JOB_D	JOB_ID
CMP_POSITION_ID	NUMBER	38	0		Position Identifier stamped on Person info	DW_POSITION_D	POSITION_ID
CMP_GRADE_ID	NUMBER	38	0		Grade Identifier stamped on Person info	DW_PAY_GRADE_D	GRADE_ID
CMP_SALARY_BASIS_ID	NUMBER	38	0		Salary Basis Identifier stamped on Person info	DW_SALARY_BASIS_D	SALARY_BASIS_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CMP_PAYR OLL_ID	NUMBER	38	0		Payroll Identifier stamped on Person info. For future Use		
ASSIGNME NT_ID	NUMBER	38	0		Assignment Identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group Identifier		
LEGAL_ENT ITY_ID	NUMBER	38	0		Legal Entity	DW_ORGAN IZATION_CF _DH	ORGANIZAT ION_ID
DEPARTME NT_ID	NUMBER	38	0		Department Identifier	DW_DEPAR TMENT_D	DEPARTME NT_ID
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Reporting Establishme nt Identifier	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
LOCATION_I D	NUMBER	38	0		Location Identifier	DW_WORK ER_LOCATI ON_D	LOCATION_I D
POSITION_I D	NUMBER	38	0		Position Identifier	DW_POSITI ON_D	POSITION_I D
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_G RADE_D	GRADE_ID
LEGAL_EM PLOYER_ID	NUMBER	38	0		Legal Employer	DW_LEGAL _EMPLOYE R_D	LEGAL_EM PLOYER_ID
BUSINESS_ UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSIN ESS_UNIT_ D	BUSINESS_ UNIT_ID
PERIOD_OF _SERVICE_I D	NUMBER	38	0		Period of Service Identifier	DW_SERVIC E_PERIOD_ D	PERIOD_OF _SERVICE_I D
PERSON_T YPE_ID	NUMBER	38	0		Person Type	DW_PERSO N_TYPE_D_ TL	PERSON_T YPE_ID
ASSIGNME NT_STATUS _TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIG NMENT_ST ATUS_D_TL	ASSIGNME NT_STATUS _TYPE_ID
SUPERVISO R_ASSIGN MENT_ID	NUMBER	38	0		Manager Assignment Identifier		
SUPERVISO R_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSO N_D	PERSON_ID
PERFORMA NCE_RATIN G_LEVEL_I D	NUMBER	38	0		Performance rating level id	DW_RATING _LEVEL_D	RATING_LE VEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORKER_TYPE_D	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D	LEGISLATION_CODE
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
ANCHOR_D ATE	DATE				Anchor Date		
PERFORMA NCE_DATE	DATE				Performance Rating Date		
ASSIGNME NT_CHANG E_DATE	DATE				Assignment Change Date		
HEADCOUN T	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
REASON_C ODE	VARCHAR2	32			REASON_C ODE		
CLASS_TYP E	VARCHAR2	32			CLASS_TYP E		
MISC	VARCHAR2	128			CLASS_TYP E		
WORKER_N UMBER	VARCHAR2	64			WORKER_N UMBER		
TRADING_S YMBOL	VARCHAR2	32			TRADING_S YMBOL		
GRANT_NU MBER	VARCHAR2	32			GRANT_NU MBER		
GRANT_NA ME	VARCHAR2	128			GRANT_NA ME		
GRANT_TY PE	VARCHAR2	32			GRANT_TY PE		
ORIGINAL_ GRANT_DA TE	DATE				ORIGINAL_ GRANT_DA TE		
STOCK_PRI CE_CURRE NCY_CD	VARCHAR2	32			STOCK_PRI CE_CURRE NCY_CD		
ORIGINAL_ SHARES_G RANTED	NUMBER				ORIGINAL_ SHARES_G RANTED		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ORIGINAL_GRANT_PRICE	NUMBER				ORIGINAL_GRANT_PRICE		
ORIGINAL_VALUE_AT_GRANT	NUMBER				ORIGINAL_VALUE_AT_GRANT		
EXERCISE_PRICE	NUMBER				EXERCISE_PRICE		
TOTAL_SHARES	NUMBER				TOTAL_SHARES		
VESTED_SHARES	NUMBER				VESTED_SHARES		
UNVESTED_SHARES	NUMBER				UNVESTED_SHARES		
EXERCISABLE_SHARES	NUMBER				EXERCISABLE_SHARES		
EXERCISED_SHARES	NUMBER				EXERCISED_SHARES		
CANCELLED_SHARES	NUMBER				CANCELLED_SHARES		
EXPIRATION_DATE	DATE				EXPIRATION_DATE		
ESTIMATED_STOCK_PRICE	NUMBER				ESTIMATED_STOCK_PRICE		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
NORMAL_HOURS_FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
GLOBAL_CURRENCY_CODE	VARCHAR2	16			Global Currency Code		
GLOBAL_CURRENCY_EXCHANGE_RATE	NUMBER				Global currency conversion rate.		

DW_CMP_STOCK_DETAIL_F

This table holds information about stock details.

Details

Module: Compensation

Key Columns

STOCK_DETAILS_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STOCK_DETAILS_ID	NUMBER	38	0	True	Stock Detail Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Primary Key consisting of Stock Details identifier		
GRANT_ID	VARCHAR2	32			GRANT_ID		
PERSON_EVENT_ID	NUMBER	38	0		PERSON_EVENT_ID	DW_CMP_PERSON_EVENT_INFO	PERSON_EVENT_ID
PERSON_ID	NUMBER	38	0		PERSON_ID	DW_PERSON_ID	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		ASSIGNMENT_ID		
BUSINESS_GROUP_ID	NUMBER	38	0		BUSINESS_GROUP_ID		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGAL_EMPLOYER_ID	NUMBER	38	0		LEGAL_EMPLOYER_ID	DW_ORGANIZATION_CF_DH	ORGANIZATION_ID
REASON_CODE	VARCHAR2	32			REASON_CODE		
CLASS_TYPE	VARCHAR2	32			CLASS_TYPE		
MISC	VARCHAR2	128			CLASS_TYPE		
WORKER_NUMBER	VARCHAR2	64			WORKER_NUMBER		
TRADING_SYMBOL	VARCHAR2	32			TRADING_SYMBOL		
GRANT_NUMBER	VARCHAR2	32			GRANT_NUMBER		
GRANT_NAME	VARCHAR2	128			GRANT_NAME		
GRANT_TYPE	VARCHAR2	32			GRANT_TYPE		
ORIGINAL_GRANT_DATE	DATE				ORIGINAL_GRANT_DATE		
ORIGINAL_SHARES_GRANTED	NUMBER				ORIGINAL_SHARES_GRANTED		
ORIGINAL_GRANT_PRICE	NUMBER				ORIGINAL_GRANT_PRICE		
ORIGINAL_VALUE_AT_GRANT	NUMBER				ORIGINAL_VALUE_AT_GRANT		
EXERCISE_PRICE	NUMBER				EXERCISE_PRICE		
TOTAL_SHARES	NUMBER				TOTAL_SHARES		
VESTED_SHARES	NUMBER				VESTED_SHARES		
UNVESTED_SHARES	NUMBER				UNVESTED_SHARES		
EXERCISABLE_SHARES	NUMBER				EXERCISABLE_SHARES		
EXERCISED_SHARES	NUMBER				EXERCISED_SHARES		
CANCELLED_SHARES	NUMBER				CANCELLED_SHARES		
EXPIRATION_DATE	DATE				EXPIRATION_DATE		
ESTIMATED_STOCK_PRICE	NUMBER				ESTIMATED_STOCK_PRICE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STOCK_PRI CE_CURRE NCY_CD	VARCHAR2	32			STOCK_PRI CE_CURRE NCY_CD		

DW_CMP_SUBMIT_MODE_D_TL

This table contains information about code, name, and description for the CMP_CWB_SUBMIT_MODE related codes.

Details

Module: Compensation

Key Columns

SUBMIT_MODE_CODE, LANGUAGE, SUBMIT_MODE_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUBMIT_M ODE_CODE _TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
SUBMIT_M ODE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
SUBMIT_M ODE_NAME	VARCHAR2	2048			Business name or value of the code.		
SUBMIT_M ODE_DESC RIPTION	VARCHAR2	4000			Code description.		

DW_CMP_WORKSHEET_STATUS_D_TL

This table contains information about code, name, and description for the CMP_CWB_WORKSHEET_STATUS related codes.

Details

Module: Compensation

Key Columns

WORKSHEET_STATUS_CODE_TYPE, LANGUAGE, WORKSHEET_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKSHEET_STATUS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
WORKSHEET_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
WORKSHEET_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
WORKSHEET_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

Global Human Resources

DW_ACTION_D

Action Dimensio

Details

Module: Global Human Resources

Key Columns

ACTION_ID

Key Columns

ACTION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTION_ID	NUMBER	38	0	True	Action Identifier	DW_ACTIO N_D_TL	ACTION_ID
SOURCE_R ECORD_ID	VARCHAR2	64			unique key		
ACTION_CO DE	VARCHAR2	32			Action Code		
ACTION_TY PE_ID	NUMBER	38	0		Action Type Identifier		
ACTION_TY PE_CODE	VARCHAR2	32			Action Type Code		
TERMINATI ON_TYPE	VARCHAR2	256			Termination Category		
REORGANI ZATION_FL AG	VARCHAR2	256			Flag to indicate if action is reorganization related		

DW_ACTION_D_TL

Stores Action Name

Details

Module: Global Human Resources

Key Columns

ACTION_ID, LANGUAGE

Key Columns

ACTION_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTION_ID	NUMBER	38	0	True	Action Identifier		
LANGUAGE	VARCHAR2	16		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ACTION_NAME	VARCHAR2	128			Name of the Action		
ACTION_DESCRIPTION	VARCHAR2	2048			Description of the Action		

DW_ACTION_REASON_D

Action Reason Dimension

Details

Module: Global Human Resources

Key Columns

ACTION_REASON_ID

Key Columns

ACTION_REASON_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTION_REASON_ID	NUMBER	38	0	True	Action reason identifier	DW_ACTION_REASON_D_TL	ACTION_REASON_ID
SOURCE_RECORD_ID	VARCHAR2	64			unique key		
ACTION_REASON_CODE	VARCHAR2	32			Action reason code		

DW_ACTION_REASON_D_TL

Stores Action Reason Name

Details

Module: Global Human Resources

Key Columns

LANGUAGE, ACTION_REASON_ID

Key Columns

LANGUAGE, ACTION_REASON_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTION_REASON_ID	NUMBER	38	0	True	Action Reason Identifier		
LANGUAGE	VARCHAR2	16		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ACTION_REASON_NAME	VARCHAR2	128			Name of the Action Reason		

DW_ACTION_TYPE_D_TL

Stores Action Type Name

Details

Module: Global Human Resources

Key Columns

ACTION_TYPE_ID, LANGUAGE

Key Columns

LANGUAGE, ACTION_TYPE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTION_TYPE_ID	NUMBER	38	0	True	Action Type Identifier		
LANGUAGE	VARCHAR2	16		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ACTION_TYPE_NAME	VARCHAR2	64			Name of the Action Type		

DW_ASSIGNMENT_CATEGORY_D_TL

Stores Assignment Category Name

Details

Module: Global Human Resources

Key Columns

ASSIGNMENT_CATEGORY, LANGUAGE

Key Columns

LANGUAGE, ASSIGNMENT_CATEGORY

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_CATEGORY	VARCHAR2	32		True	Assignment Category		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ASSIGNMENT_CATEGORY_NAME	VARCHAR2	128			Name of the Assignment Category		
ASSIGNMENT_CATEGORY_DESCRIPTION	VARCHAR2	256			Description of the Assignment Category		

DW_ASSIGNMENT_STATUS_D_TL

Stores Assignment Status Name

Details

Module: Global Human Resources

Key Columns

LANGUAGE, ASSIGNMENT_STATUS_TYPE_ID

Key Columns

LANGUAGE, ASSIGNMENT_STATUS_TYPE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0	True	Assignment Status Identifier		
LANGUAGE	VARCHAR2	16		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ASSIGNMENT_STATUS_NAME	VARCHAR2	128			Name of the Assignment Status		

DW_ASG_MANAGER_STATUS_D

Workforce Assignment manager status; this table stores time range when the manager assignment was present.

Details

Module: Global Human Resources

Key Columns

DATE_FROM, MANAGER_ASSIGNMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Supervisors Assignment Identifier		
DATE_FROM	DATE			True	Supervisor from date		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier, It is a unique combination of manager supervisor ID and supervisor from date		
DATE_TO	DATE				Supervisor to date		
PRIMARY_FLAG	VARCHAR2	32			Flag to indicate if this is the main supervisor. Y indicates main supervisor.		
MANAGER_TYPE	VARCHAR2	32			Identifies the role this supervisor has with regards to the overall organization structure.		
MANAGER_ID	NUMBER	38	0		Supervisors Person Identifier	DW_PERSON	PERSON_ID
MANAGER_FLAG	VARCHAR2	16			Flag to indicate if for given period manager assignment is present or not		

DW_BARGAINING_UNIT_D_TL

This table captures the Bargaining Unit Code lookup translation details.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, BARGAINING_UNIT_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BARGAINING_UNIT_CODE	VARCHAR2	32		True	Bargaining Unit Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
BARGAINING_UNIT_NAME	VARCHAR2	128			Name of the Bargaining Unit		
BARGAINING_UNIT_DESCRIPTION	VARCHAR2	256			Description of the Bargaining Unit		

DW_CITIZENSHIP_STATUS_D_TL

This dimension captures the Citizenship Status translation information

Details

Module: Global Human Resources

Key Columns

LANGUAGE, CITIZENSHIP_STATUS

Key Columns

LANGUAGE, CITIZENSHIP_STATUS

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CITIZENSHIP_STATUS	VARCHAR2	32		True	Citizenship Status		
LANGUAGE	VARCHAR2	32		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
CITIZENSHIP_STATUS_NAME	VARCHAR2	128			Name of the Citizenship Status		
CITIZENSHIP_DESCRIPTION	VARCHAR2	256			Description of the Citizenship Status		

DW_CMP_ASG_SALARY_F

Salary holds details of salary proposals for Employee or Contingent worker assignments.

Details

Module: Global Human Resources

Key Columns

SALARY_ID

Key Columns

SALARY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SALARY_ID	NUMBER	38	0	True	Primary Key sequence for Salary in Fusion Source.		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier This column contains SALARY_ID.		
ASSIGNMENT_ID	NUMBER	38	0		Person's Work term assignment ID		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SALARY_BA SIS_ID	NUMBER	38	0		Salary Basis ID, it is the entity that establishes the period of time for which an employee's salary is quoted, typically either Monthly, Hourly or Annually.	DW_SALAR Y_BASIS_D	SALARY_BA SIS_ID
EFFECTIVE _START_DA TE	DATE				Salary Start Date.		
EFFECTIVE _END_DATE	DATE				Salary End Date.		
SALARY_AP PROVED	VARCHAR2	32			Yes or No flag if the Salary is approved or not		
ACTION_OC CURRENCE _ID	NUMBER	38	0		It defines the action occurrences for an action		
ACTION_ID	NUMBER	38	0		Actions Identifier	DW_ACTIO N_D	ACTION_ID
ACTION_RE ASON_ID	NUMBER	38	0		Actions reason identifier	DW_ACTIO N_REASON _D	ACTION_RE ASON_ID
SALARY_A MOUNT	NUMBER				Salary Amount entered based on the Salary Basis		
CURRENCY _CODE	VARCHAR2	16			Currency of salary amount		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Salary Event. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Salary Event. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL _RECORD_I ND	NUMBER	38	0		This indicates whether the record is the first event for the salary to be brought into the warehouse based on initial extract date set by user.		

DW_DISABILITY_CATEGORY_D_TL

This dimension captures the Disability Category translation information.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, DISABILITY_CATEGORY

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY _CATEGOR Y	VARCHAR2	32		True	Disability Category		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		
DISABILITY _CATEGOR Y_NAME	VARCHAR2	128			Name of the Disability Category		
DISABILITY _CATEGOR Y_DESCRIP TION	VARCHAR2	256			Description of the Disability Category		

DW_DISABILITY_REASON_D_TL

This dimension captures the Disability Reason translation information

Details

Module: Global Human Resources

Key Columns

LANGUAGE, DISABILITY_REASON

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY _REASON	VARCHAR2	32		True	Disability Reason		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY _REASON_ NAME	VARCHAR2	128			Name of the Disability Reason		
DISABILITY _REASON_ DESCRIPTI ON	VARCHAR2	256			Description of the Disability Reason		

DW_DISABILITY_STATUS_D_TL

This dimension captures the Disability Status translation information

Details

Module: Global Human Resources

Key Columns

DISABILITY_STATUS, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY _STATUS	VARCHAR2	32		True	Disability Status		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		
DISABILITY _STATUS_N AME	VARCHAR2	128			Name of the Disability Status		
DISABILITY _STATUS_D ESCRPTIO N	VARCHAR2	256			Description of the Disability Status		

DW_EEO1_JOB_CATEGORY_D_TL

Stores HRX US EEO1 Job Category translated Name.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, EEO1_JOB_CATEGORY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EEO1_JOB_CATEGORY_CODE	VARCHAR2	128		True	EEO1 Job Category Code Identifier		
LANGUAGE	VARCHAR2	64		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
EEO1_JOB_CATEGORY_NAME	VARCHAR2	2048			Name of EEO1 Job Category		
EEO1_JOB_CATEGORY_DESCRIPTION	VARCHAR2	4000			Description of EEO1 Job Category		

DW_ETHNICITY_D_TL

This dimension captures the Ethnicity translation information

Details

Module: Global Human Resources

Key Columns

ETHNICITY, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32		True	Ethnicity		
LANGUAGE	VARCHAR2	32		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
ETHNICITY_NAME	VARCHAR2	128			Name of the Ethnicity		
ETHNICITY_DESCRIPTION	VARCHAR2	256			Description of the Ethnicity		

DW_FREQUENCY_D_TL

This table capture Frequency lookup translation details.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, FREQUENCY

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FREQUENCY	VARCHAR2	32		True	Frequency Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
FREQUENCY_NAME	VARCHAR2	128			Name of the Frequency		
FREQUENCY_DESCRIPTION	VARCHAR2	256			Description of the Frequency		

DW_GRADE_RATE_CURRENT_D

It stores current records for Rate definitions.

Details

Module: Global Human Resources

Key Columns

RATE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATE_ID	NUMBER	38	0	True	System generated primary key column		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains RATE_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
RATE_TYPE	VARCHAR2	64			Stores rate type, whether it's Salary/Bonus		
RATE_OBJECT_TYPE	VARCHAR2	64			Stores type "GRADE"		
RATE_UOM	VARCHAR2	64			Unit of Measure for the rate. Defaulting with M(Money)		
RATE_FREQUENCY	VARCHAR2	64			Frequency of the rate : Annual/Monthly/Hourly		
CURRENCY_CODE	VARCHAR2	16			Currency Code for the rate		
LEGISLATION_CODE	VARCHAR2	64			Legislation code		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTIVE_STATUS	VARCHAR2	64			Status of the rate : Active/ InActive		
ANNUALIZATION_FACTOR	NUMBER				Annualization Factor value Eg : 1 for Annual, 12 for monthly, 2080 for hourly, manually provided value in the UI for Payroll period		

DW_GRADE_RATE_D

It stores the Rate definitions for a specific Grade.

Details

Module: Global Human Resources

Key Columns

RATE_ID, EFFECTIVE_START_DATE, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATE_ID	NUMBER	38	0	True	System generated primary key column	DW_GRADE_RATE_D	RATE_ID
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE _END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains RATE_ID,EF FECTIVE_S TART_DATE and EFFECTIVE _END_DATE .		
RATE_TYPE	VARCHAR2	64			Stores rate type, whether it's Salary/ Bonus		
RATE_OBJE CT_TYPE	VARCHAR2	64			Stores type "GRADE"		
RATE_UOM	VARCHAR2	64			Unit of Measure for the rate. Defaulting with M(Money)		
RATE_FRE QUENCY	VARCHAR2	64			Frequency of the rate : Annual/ Monthly/ Hourly		
CURRENCY _CODE	VARCHAR2	16			Currency Code for the rate		
LEGISLATIO N_CODE	VARCHAR2	64			Legislation code		
ACTIVE_ST ATUS	VARCHAR2	64			Status of the rate : Active/ InActive		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ANNUALIZATION_FACTOR	NUMBER				Annualization Factor value Eg : 1 for Annual, 12 for monthly, 2080 for hourly, manually provided value in the UI for Payroll period		

DW_GRADE_RATE_D_TL

Stores Grade Rate translated Name

Details

Module: Global Human Resources

Key Columns

RATE_ID, LANGUAGE, EFFECTIVE_START_DATE, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATE_ID	NUMBER	38	0	True	Grade Rate Identifier		
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective		
EFFECTIVE_END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	16		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	256			Unique Source Record Identifier		
NAME	VARCHAR2	256			Name of the Grade Rate		

DW_GRADE_RATE_VALUE_CURRENT_D

It stores current records for Grade Rate values.

Details

Module: Global Human Resources

Key Columns

RATE_VALUE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATE_VALUE_ID	NUMBER	38	0	True	System generated primary key column		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains RATE_VALUE_ID, EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
RATE_ID	NUMBER	38	0		Rate definition identifier		
RATE_OBJECT_TYPE	VARCHAR2	32			Stores type "GRADE"		
RATE_OBJECT_ID	NUMBER	38	0		Stores grade_id for grade rate value.	DW_PAY_GRADE_CUR RENT_D	GRADE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MINIMUM	VARCHAR2	32			Stores minimum value for a grade rate		
MAXIMUM	VARCHAR2	32			Stores maximum value for a grade rate		
MID_VALUE	VARCHAR2	32			Stores mid value(a value between minimum and maximum) for a grade rate		
LEGISLATION_CODE	VARCHAR2	64			Legislation code		

DW_GRADE_RATE_VALUE_D

It stores the Grade Rate values for a specific Grade.

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, RATE_VALUE_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATE_VALUE_ID	NUMBER	38	0	True	System generated primary key column		
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE _END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains RATE_VALU E_ID,EFFEC TIVE_STAR T_DATE and EFFECTIVE _END_DATE .		
RATE_ID	NUMBER	38	0		Rate definition identifier		
RATE_OBJE CT_TYPE	VARCHAR2	32			Stores type "GRADE"		
RATE_OBJE CT_ID	NUMBER	38	0		Stores grade_id for grade rate value.#1	DW_PAY_G RADE_D	GRADE_ID
MINIMUM	VARCHAR2	32			Stores minimum value for a grade rate		
MAXIMUM	VARCHAR2	32			Stores maximum value for a grade rate		
MID_VALUE	VARCHAR2	32			Stores mid value(a value between minimum and maximum) for a grade rate		
LEGISLATIO N_CODE	VARCHAR2	64			Legislation code		

Notes

#1 DW_PAY_GRADE_D is date effective. Along with GRADE_ID join on dates.

DW_HIGHEST_EDUCATION_LEVEL_D_TL

This dimension captures the Highest Education Level translation information

Details

Module: Global Human Resources

Key Columns

LANGUAGE, HIGHEST_EDUCATION_LEVEL

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32		True	Highest Education Level		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
HIGHEST_EDUCATION_LEVEL_NAME	VARCHAR2	128			Name of the Highest Education Level		
HIGHEST_EDUCATION_LEVEL_DESCRIPTION	VARCHAR2	256			Description of the Highest Education Level		

DW_IND_YES_NO_TL

Stores YES NO Indicator Translation

Details

Module: Global Human Resources

Key Columns

INDICATOR_VALUE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
INDICATOR_VALUE	NUMBER	38	0	True	Indicator Value		
LANGUAGE	VARCHAR2	16		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
YES_NO_CODE	VARCHAR2	128			Indicator Code		
YES_NO_NAME	VARCHAR2	2048			Indicator Name		

DW_JOB_CURRENT_D

This stores jobs current record.

Details

Module: Global Human Resources

Key Columns

JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0	True	Transaction system generated primary key column.For translation refer table DW_JOB_CURRENT_TL and join with this field.	DW_JOB_CURRENT_TL	JOB_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE from base table.		
JOB_CODE	VARCHAR2	32			Code of the job		
JOB_FAMILY_ID	NUMBER	38	0		Identifier of the job family. #2	DW_JOB_FAMILY_CUR RENT_D	JOB_FAMILY_ID
ACTIVE_STATUS	VARCHAR2	32			Indicates if a job is active or inactive.		
MANAGER_LEVEL	VARCHAR2	32			Indicates the management level of the job.For translation refer table DW_JOB_MANAGER_LEVEL_D_TL and join with this field.	DW_JOB_MANAGER_L EVEL_D_TL	MANAGER_LEVEL
MEDICAL_CHECKUP_REQ	VARCHAR2	32			Indicates if the job requires medical checkup.		
JOB_FUNCTION_CODE	VARCHAR2	32			Code of the job function. For translation refer table DW_JOB_FUNCTION_D_TL and join with this field.	DW_JOB_FUNCTION_D _TL	JOB_FUNCTION_CODE
PROGRESSION_JOB_ID	NUMBER	38	0		Next possible job during promotion		

DW_JOB_D

DW_JOB_D stores jobs that have been defined for an Enterprise defining role an employee can perform in the enterprise.

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, JOB_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0	True	Transaction system generated primary key column.For translation refer table DW_JOB_D_TL and join with this field.#1	DW_JOB_D_TL	JOB_ID
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
JOB_CODE	VARCHAR2	32			Code of the job		
JOB_FAMILY_ID	NUMBER	38	0		Identifier of the job family. #2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
ACTIVE_STATUS	VARCHAR2	32			Indicates if a job is active or inactive.		
MANAGER_LEVEL	VARCHAR2	32			Indicates the management level of the job.For translation refer table DW_JOB_MANAGER_LEVEL_D_TL and join with this field.	DW_JOB_MANAGER_D_TL	MANAGER_LEVEL
MEDICAL_CHECKUP_REQ	VARCHAR2	32			Indicates if the job requires medical checkup.		
JOB_FUNCTION_CODE	VARCHAR2	32			Code of the job function. For translation refer table DW_JOB_FUNCTION_D_TL and join with this field.	DW_JOB_FUNCTION_D_TL	JOB_FUNCTION_CODE
PROGRESSION_JOB_ID	NUMBER	38	0		Next possible job during promotion		

Notes

#1 DW_JOB_D_TL is date effective. Along with JOB_ID join on dates.

#2 DW_JOB_FAMILY_D is date effective. Along with JOB_FAMILY_ID join on dates.

DW_JOB_D_CURRENT_TL

It contains translation of JOB ID of DW_JOB_CURRENT_D

Details

Module: Global Human Resources

Key Columns

JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0	True	Job ID of Job generated in transaction system.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
JOB_NAME	VARCHAR2	256			Name for the Job		

DW_JOB_D_TL

DW_JOB_D_TL contains translation of JOB ID of DW_JOB_D

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, LANGUAGE, JOB_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0	True	Job ID of Job generated in transaction system.		
EFFECTIVE_DATE _START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.		
EFFECTIVE_DATE _END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		
LANGUAGE	VARCHAR2	16		True	Indicates the code of the language into which the contents of the translatable columns are translated.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
JOB_NAME	VARCHAR2	256			Name for the Job		

DW_JOB_FAMILY_CURRENT_D

It holds Job Families. Job Families enable identification of related jobs that may not reflect the same attributes as other jobs in the same grouping. It holds only current records.

Details

Module: Global Human Resources

Key Columns

JOB_FAMILY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_FAMILY_ID	NUMBER	38	0	True	Transaction system generated primary key column.For translation refer table DW_JOB_FAMILY_CURRENT_L joining this ID.	DW_JOB_FAMILY_CURRENT_L	JOB_FAMILY_ID
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_FAMILY_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
BUSINESS_GROUP_ID	NUMBER	38	0		Identifier of Enterprise, used for multi-tenancy partitioning.		
ACTIVE_STATUS	VARCHAR2	32			Indicates if a job family is active or inactive.		
JOB_FAMILY_CODE	VARCHAR2	256			Code for Job Family		

DW_JOB_FAMILY_D

DW_JOB_FAMILY_D holds Job Families. Job Families enable identification of related jobs that may not reflect the same attributes as other jobs in the same grouping

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, EFFECTIVE_END_DATE, JOB_FAMILY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_FAMILY_ID	NUMBER	38	0	True	Transaction system generated primary key column.For translation refer table DW_JOB_FAMILY_D_TL joining this ID.#1	DW_JOB_FAMILY_D_TL	JOB_FAMILY_ID
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_FAMILY_ID, EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
BUSINESS_GROUP_ID	NUMBER	38	0		Identifier of Enterprise, used for multi-tenancy partitioning.		
ACTIVE_STATUS	VARCHAR2	32			Indicates if a job family is active or inactive.		
JOB_FAMILY_CODE	VARCHAR2	256			Code for Job Family		

Notes

#1 DW_JOB_FAMILY_D_TL is date effective. Along with JOB_FAMILY_ID join on dates.

DW_JOB_FAMILY_D_CURRENT_TL

It contains current records of translations for JOB FAMILY ID of DW_JOB_FAMILY_CURRENT_D

Details

Module: Global Human Resources

Key Columns

JOB_FAMILY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_FAMILY_ID	NUMBER	38	0	True	Job Family ID of Job generated in transaction system.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_FAMILY_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
JOB_FAMILY_NAME	VARCHAR2	256			Name for the Job family		

DW_JOB_FAMILY_D_TL

DW_JOB_FAMILY_D_TL contains translation of JOB FAMILY ID of DW_JOB_FAMILY_D

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, LANGUAGE, EFFECTIVE_END_DATE, JOB_FAMILY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_FAMILY_ID	NUMBER	38	0	True	Job Family ID of Job generated in transaction system.		
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE _END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		
LANGUAGE	VARCHAR2	16		True	Indicates the code of the language into which the contents of the translatable columns are translated.		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_FAMIL Y_ID,EFFEC TIVE_STAR T_DATE and EFFECTIVE _END_DATE .		
JOB_FAMIL Y_NAME	VARCHAR2	256			Name for the Job family		

DW_JOB_FUNCTION_D_TL

Stores Job Function Name

Details

Module: Global Human Resources

Key Columns

JOB_FUNCTION_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_FUNC TION_CODE	VARCHAR2	32		True	Job Function Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
JOB_FUNCTION_NAME	VARCHAR2	128			Name of the Job Function		
JOB_FUNCTION_DESCRIPTION	VARCHAR2	256			Description of the Job Function		

DW_JOB_LEGISLATION_D

DW_JOB_LEGISLATION_D stores legislative attributes of jobs.

Details

Module: Global Human Resources

Key Columns

JOB_LEG_ID, EFFECTIVE_START_DATE, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_LEG_ID	NUMBER	38	0	True	Job legislative ID - unique identifier		
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE _END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective		
SOURCE_R ECORD_ID	VARCHAR2	256			System generated - unique identifier		
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
LEGISLATIO N_CODE	VARCHAR2	32			Legislation code derived from legal entity		
INFORMATI ON_CATEG ORY	VARCHAR2	32			Developer Descriptive Flexfield: structure definition of the user descriptive flexfield		
INFORMATI ON1	VARCHAR2	256			Developer Descriptive Flexfield: segment of the developer descriptive flexfield		
INFORMATI ON2	VARCHAR2	256			Developer Descriptive Flexfield: segment of the developer descriptive flexfield		
INFORMATI ON3	VARCHAR2	256			Developer Descriptive Flexfield: segment of the developer descriptive flexfield		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
INFORMATI ON4	VARCHAR2	256			Developer Descriptive Flexfield: segment of the developer descriptive flexfield		
INFORMATI ON5	VARCHAR2	256			Developer Descriptive Flexfield: segment of the developer descriptive flexfield		

Notes

#1 DW_JOB_D_TL is date effective. Along with JOB_ID join on dates.

#2 DW_JOB_FAMILY_D is date effective. Along with JOB_FAMILY_ID join on dates.

DW_LEGISLATIVE_DATA_GROUP_D

A means of partitioning payroll and related data, At least one legislative data group is required for each country where the enterprise operates.

Details

Module: Global Human Resources

Key Columns

LEGISLATIVE_DATA_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATIV E_DATA_GR OUP_ID	NUMBER	38	0	True	Primary Key sequence for Legislative Data group in Fusion Source.For translation refer table DW_LEGISL ATIVE_DATA _GROUP_D _TL joining with this id.	DW_LEGISL ATIVE_DATA _GROUP_D _TL	LEGISLATIV E_DATA_GR OUP_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group id		
LEGISLATION_CODE	VARCHAR2	32			Legislation code (Country Code)		
DEFAULT_CURRENCY_CODE	VARCHAR2	32			Currency code for the Legislation		

DW_LEGISLATIVE_DATA_GROUP_D_TL

Stores Legislative Data group translated Name.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, LEGISLATIVE_DATA_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATIVE_DATA_GROUP_ID	NUMBER	38	0	True	Legislative Data group Identifier		
LANGUAGE	VARCHAR2	16		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier		
NAME	VARCHAR2	256			Name of Legislative Data group		

DW_JOB_MANAGER_LEVEL_D_TL

It stores Job Manager Level Name

Details

Module: Global Human Resources

Key Columns

MANAGER_LEVEL, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_LEVEL	VARCHAR2	32		True	Manager Level Identifier		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
MANAGER_LEVEL_NAME	VARCHAR2	128			Name of the Manager Level		
MANAGER_LEVEL_DESCRIPTION	VARCHAR2	256			Description of the Manager Level		

DW_LEGISLATION_D_TL

This dimension captures the legislation translation information

Details

Module: Global Human Resources

Key Columns

LEGISLATION_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATION_CODE	VARCHAR2	16		True	legislation Code		
LANGUAGE	VARCHAR2	32		True	Translation language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
LEGISLATION_NAME	VARCHAR2	128			Name of the legislation Code		
LEGISLATION_DESCRIPTION	VARCHAR2	4000			Description of the legislation Code		

DW_MANAGER_CF_TD_CURRENT_DH

Manager Top Down Column Flattened Hierarchy

Details

Module: Global Human Resources

Key Columns

ENTERPRISE_ID , PERSON_ID , ASSIGNMENT_ID , MANAGER_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier	DW_PERSON_NAME_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
MANAGER_TYPE	VARCHAR2	32		True	Type of Manager		
ENTERPRISE_ID	NUMBER	38	0	True	Manager Person's Enterprise		
SOURCE_RECORD_ID	VARCHAR2	256			Unique Identifier		
LEVEL1_MANAGER_ID	NUMBER	38	0		Level1 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL1_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level1 Manager Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL2_MA NAGER_ID	NUMBER	38	0		Level2 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL2_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level2 Manager Assignment Identifier		
LEVEL3_MA NAGER_ID	NUMBER	38	0		Level3 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL3_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level3 Manager Assignment Identifier		
LEVEL4_MA NAGER_ID	NUMBER	38	0		Level4 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL4_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level4 Manager Assignment Identifier		
LEVEL5_MA NAGER_ID	NUMBER	38	0		Level5 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL5_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level5 Manager Assignment Identifier		
LEVEL6_MA NAGER_ID	NUMBER	38	0		Level6 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL6_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level6 Manager Assignment Identifier		
LEVEL7_MA NAGER_ID	NUMBER	38	0		Level7 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL7_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level7 Manager Assignment Identifier		
LEVEL8_MA NAGER_ID	NUMBER	38	0		Level8 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL8_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level8 Manager Assignment Identifier		
LEVEL9_MANAGER_ID	NUMBER	38	0		Level9 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL9_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level9 Manager Assignment Identifier		
LEVEL10_MANAGER_ID	NUMBER	38	0		Level10 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL10_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level10 Manager Assignment Identifier		
LEVEL11_MANAGER_ID	NUMBER	38	0		Level11 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL11_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level11 Manager Assignment Identifier		
LEVEL12_MANAGER_ID	NUMBER	38	0		Level12 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL12_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level12 Manager Assignment Identifier		
LEVEL13_MANAGER_ID	NUMBER	38	0		Level13 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL13_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level13 Manager Assignment Identifier		
LEVEL14_MANAGER_ID	NUMBER	38	0		Level14 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL14_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level14 Manager Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL15_M ANAGER_ID	NUMBER	38	0		Level15 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL15_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level15 Manager Assignment Identifier		
LEVEL16_M ANAGER_ID	NUMBER	38	0		Level16 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL16_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level16 Manager Assignment Identifier		
LEVEL17_M ANAGER_ID	NUMBER	38	0		Level17 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL17_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level17 Manager Assignment Identifier		
LEVEL18_M ANAGER_ID	NUMBER	38	0		Level18 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL18_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level18 Manager Assignment Identifier		
LEVEL19_M ANAGER_ID	NUMBER	38	0		Level19 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL19_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level19 Manager Assignment Identifier		
LEVEL20_M ANAGER_ID	NUMBER	38	0		Level20 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL20_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level20 Manager Assignment Identifier		

DW_MANAGER_CF_TD_DH

Manager Top Down Column Flattened Hierarchy

Details

Module: Global Human Resources

Key ColumnsDATE_TO , PERSON_ID , DATE_FROM , MANAGER_TYPE , ENTERPRISE_ID ,
ASSIGNMENT_ID**Columns**

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier	DW_PERSON_NAME_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
DATE_FROM	DATE			True	Hierarchy Start Date		
DATE_TO	DATE			True	Hierarchy End Date		
MANAGER_TYPE	VARCHAR2	32		True	Type of Manager		
ENTERPRISE_ID	NUMBER	38	0	True	Manager Person's Enterprise		
SOURCE_RECORD_ID	VARCHAR2	256			Unique Identifier		
LEVEL1_MANAGER_ID	NUMBER	38	0		Level1 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL1_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level1 Manager Assignment Identifier		
LEVEL2_MANAGER_ID	NUMBER	38	0		Level2 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID
LEVEL2_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Level2 Manager Assignment Identifier		
LEVEL3_MANAGER_ID	NUMBER	38	0		Level3 Manager Person Identifier	DW_PERSON_NAME_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL3_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level3 Manager Assignment Identifier		
LEVEL4_MA NAGER_ID	NUMBER	38	0		Level4 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL4_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level4 Manager Assignment Identifier		
LEVEL5_MA NAGER_ID	NUMBER	38	0		Level5 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL5_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level5 Manager Assignment Identifier		
LEVEL6_MA NAGER_ID	NUMBER	38	0		Level6 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL6_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level6 Manager Assignment Identifier		
LEVEL7_MA NAGER_ID	NUMBER	38	0		Level7 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL7_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level7 Manager Assignment Identifier		
LEVEL8_MA NAGER_ID	NUMBER	38	0		Level8 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL8_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level8 Manager Assignment Identifier		
LEVEL9_MA NAGER_ID	NUMBER	38	0		Level9 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL9_MA NAGER_AS SIGNMENT_ ID	NUMBER	38	0		Level9 Manager Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL10_M ANAGER_ID	NUMBER	38	0		Level10 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL10_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level10 Manager Assignment Identifier		
LEVEL11_M ANAGER_ID	NUMBER	38	0		Level11 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL11_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level11 Manager Assignment Identifier		
LEVEL12_M ANAGER_ID	NUMBER	38	0		Level12 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL12_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level12 Manager Assignment Identifier		
LEVEL13_M ANAGER_ID	NUMBER	38	0		Level13 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL13_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level13 Manager Assignment Identifier		
LEVEL14_M ANAGER_ID	NUMBER	38	0		Level14 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL14_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level14 Manager Assignment Identifier		
LEVEL15_M ANAGER_ID	NUMBER	38	0		Level15 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL15_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level15 Manager Assignment Identifier		
LEVEL16_M ANAGER_ID	NUMBER	38	0		Level16 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL16_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level16 Manager Assignment Identifier		
LEVEL17_M ANAGER_ID	NUMBER	38	0		Level17 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL17_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level17 Manager Assignment Identifier		
LEVEL18_M ANAGER_ID	NUMBER	38	0		Level18 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL18_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level18 Manager Assignment Identifier		
LEVEL19_M ANAGER_ID	NUMBER	38	0		Level19 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL19_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level19 Manager Assignment Identifier		
LEVEL20_M ANAGER_ID	NUMBER	38	0		Level20 Manager Person Identifier	DW_PERSO N_NAME_D	PERSON_ID
LEVEL20_M ANAGER_A SSIGNMEN T_ID	NUMBER	38	0		Level20 Manager Assignment Identifier		
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE _FROM_DA TE then Initial extract date is used.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_DATE_T O	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL _RECORD_I ND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_MANAGER_DN_CURRENT_DH

Manager Hierarchy Flattened denormalized Dimension

Details

Module: Global Human Resources

Key Columns

MANAGER_DISTANCE, BUSINESS_GROUP_ID, PERSON_ID, MANAGER_TYPE, ASSIGNMENT_ID, MANAGER_ASSIGNMENT_ID, MANAGER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier#1	DW_PERSON_NAME_D	PERSON_ID
ASSIGNME NT_ID	NUMBER	38	0	True	Assignment identifier		
MANAGER_ TYPE	VARCHAR2	32		True	Determines the type of manager		
MANAGER_I D	NUMBER	38	0	True	Identifies Manager's Person record#1	DW_PERSON_NAME_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Identifies Manager's Assignment record		
MANAGER_DISTANCE	NUMBER	38	0	True	Manager Hierarchy level		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Identifier of Enterprise		
SOURCE_RECORD_ID	VARCHAR2	512			Functional Unique key		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Identifies whether the assignment is the primary		
PRIMARY_MANAGER_FLAG	VARCHAR2	32			identifies LINE_MANAGER manager type		

Notes

#1 DW_PERSON_NAME_D may contain multiple records for a person. Join should also consider a date to get the dimension values.

DW_MANAGER_DN_DH

Manager Hierarchy Flattened denormalized Dimension

Details

Module: Global Human Resources

Key Columns

MANAGER_DISTANCE, BUSINESS_GROUP_ID, PERSON_ID, EFFECTIVE_START_DATE, MANAGER_TYPE, ASSIGNMENT_ID, MANAGER_ASSIGNMENT_ID, EFFECTIVE_END_DATE, MANAGER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier#1	DW_PERSON_NAME_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment identifier		
EFFECTIVE_START_DATE	DATE			True	Start date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE_END_DATE	DATE			True	End date		
MANAGER_TYPE	VARCHAR2	32		True	Determines the type of manager		
MANAGER_ID	NUMBER	38	0	True	Identifies Manager's Person record#1	DW_PERSON_NAME_D	PERSON_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Identifies Manager's Assignment record		
MANAGER_DISTANCE	NUMBER	38	0	True	Manager Hierarchy level		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Identifier of Enterprise		
SOURCE_RECORD_ID	VARCHAR2	512			Functional Unique key		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Identifies whether the assignment is the primary		
PRIMARY_MANAGER_FLAG	VARCHAR2	32			identifies LINE_MANAGER manager type		
DW_DATE_FROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_TO	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE_END_DATE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_INITIAL_RECORD_IND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

Notes

#1 DW_PERSON_NAME_D may contain multiple records for a person. Join should also consider a date to get the dimension values.

DW_MANAGER_REPORTEES_ALL_CF_DN_DH

Manager Reportees Hierarchy Column Flattened Denormalized Dimension

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, MANAGER_TYPE, MANAGER_ASSIGNMENT_ID, LEVEL20_REPORTEE_ASSIGNMENT_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Manager Assignment identifier		
LEVEL20_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0	True	Identifies Level 20 Reportee's Assignment record		
EFFECTIVE_START_DATE	DATE			True	Start date		
EFFECTIVE_END_DATE	DATE			True	End date		
MANAGER_TYPE	VARCHAR2	32		True	Type of Manager		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Functional key of records		
MANAGER_ID	NUMBER	38	0		Manager person identifier	DW_PERSON_D	PERSON_ID
LEVEL20_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 20 Reportee's Person record	DW_PERSON_D	PERSON_ID
MANAGER_DISTANCE	NUMBER	38	0		Distance of manager from reportee		
LEVEL1_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 1 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL1_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 1 Reportee's Assignment record		
LEVEL2_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 2 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL2_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 2 Reportee's Assignment record		
LEVEL3_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 3 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL3_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 3 Reportee's Assignment record		
LEVEL4_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 4 Reportee's Person record	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL4_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 4 Reportee's Assignment record		
LEVEL5_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 5 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL5_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 5 Reportee's Assignment record		
LEVEL6_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 6 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL6_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 6 Reportee's Assignment record		
LEVEL7_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 7 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL7_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 7 Reportee's Assignment record		
LEVEL8_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 8 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL8_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 8 Reportee's Assignment record		
LEVEL9_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 9 Reportee's Person record	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL9_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 9 Reportee's Assignment record		
LEVEL10_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 10 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL10_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 10 Reportee's Assignment record		
LEVEL11_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 11 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL11_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 11 Reportee's Assignment record		
LEVEL12_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 12 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL12_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 12 Reportee's Assignment record		
LEVEL13_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 13 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL13_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 13 Reportee's Assignment record		
LEVEL14_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 14 Reportee's Person record	DW_PERSON_N_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL14_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 14 Reportee's Assignment record		
LEVEL15_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 15 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL15_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 15 Reportee's Assignment record		
LEVEL16_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 16 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL16_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 16 Reportee's Assignment record		
LEVEL17_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 17 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL17_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 17 Reportee's Assignment record		
LEVEL18_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 18 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL18_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 18 Reportee's Assignment record		
LEVEL19_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 19 Reportee's Person record	DW_PERSO N_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL19_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 19 Reportee's Assignment record		
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE _FROM_DA TE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE _END_DATE		
DW_INITIAL _RECORD_I ND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_MANAGER_REPORTEES_CF_DN_CURRENT_DH

Current Manager Reportees Hierarchy Column Flattened Denormalized Dimension

Details

Module: Global Human Resources

Key Columns

LEVEL20_REPORTEE_ASSIGNMENT_ID, MANAGER_TYPE,
MANAGER_ASSIGNMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Manager Assignment identifier		
LEVEL20_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0	True	Identifies Level 20 Reportee's Assignment record		
MANAGER_TYPE	VARCHAR2	32		True	Type of Manager		
SOURCE_RECORD_ID	VARCHAR2	256			Functional key of records		
MANAGER_ID	NUMBER	38	0		Manager person identifier	DW_PERSON_D	PERSON_ID
LEVEL20_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 20 Reportee's Person record	DW_PERSON_D	PERSON_ID
MANAGER_DISTANCE	NUMBER	38	0		Distance of manager from reportee		
LEVEL1_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 1 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL1_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 1 Reportee's Assignment record		
LEVEL2_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 2 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL2_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 2 Reportee's Assignment record		
LEVEL3_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 3 Reportee's Person record	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL3_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 3 Reportee's Assignment record		
LEVEL4_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 4 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL4_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 4 Reportee's Assignment record		
LEVEL5_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 5 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL5_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 5 Reportee's Assignment record		
LEVEL6_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 6 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL6_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 6 Reportee's Assignment record		
LEVEL7_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 7 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL7_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 7 Reportee's Assignment record		
LEVEL8_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 8 Reportee's Person record	DW_PERSON_N_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL8_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 8 Reportee's Assignment record		
LEVEL9_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 9 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL9_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 9 Reportee's Assignment record		
LEVEL10_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 10 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL10_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 10 Reportee's Assignment record		
LEVEL11_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 11 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL11_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 11 Reportee's Assignment record		
LEVEL12_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 12 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL12_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 12 Reportee's Assignment record		
LEVEL13_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 13 Reportee's Person record	DW_PERSON_N_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL13_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 13 Reportee's Assignment record		
LEVEL14_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 14 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL14_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 14 Reportee's Assignment record		
LEVEL15_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 15 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL15_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 15 Reportee's Assignment record		
LEVEL16_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 16 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL16_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 16 Reportee's Assignment record		
LEVEL17_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 17 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL17_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 17 Reportee's Assignment record		
LEVEL18_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 18 Reportee's Person record	DW_PERSO N_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL18_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 18 Reportee's Assignment record		
LEVEL19_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 19 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL19_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 19 Reportee's Assignment record		

DW_MANAGER_REPORTTEES_CF_DN_DH

Manager Reportees Hierarchy Column Flattened Denormalized Dimension

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, MANAGER_TYPE, MANAGER_ASSIGNMENT_ID,
LEVEL20_REPORTTEE_ASSIGNMENT_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ ASSIGNME NT_ID	NUMBER	38	0	True	Manager Assignment identifier		
LEVEL20_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0	True	Identifies Level 20 Reportee's Assignment record		
EFFECTIVE _START_DA TE	DATE			True	Start date		
EFFECTIVE _END_DATE	DATE			True	End date		
MANAGER_ TYPE	VARCHAR2	32		True	Type of Manager		
SOURCE_R ECORD_ID	VARCHAR2	256			Functional key of records		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ID	NUMBER	38	0		Manager person identifier	DW_PERSON_D	PERSON_ID
LEVEL20_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 20 Reportee's Person record	DW_PERSON_D	PERSON_ID
MANAGER_DISTANCE	NUMBER	38	0		Distance of manager from reportee		
LEVEL1_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 1 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL1_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 1 Reportee's Assignment record		
LEVEL2_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 2 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL2_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 2 Reportee's Assignment record		
LEVEL3_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 3 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL3_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 3 Reportee's Assignment record		
LEVEL4_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 4 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL4_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 4 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL5_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 5 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL5_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 5 Reportee's Assignment record		
LEVEL6_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 6 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL6_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 6 Reportee's Assignment record		
LEVEL7_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 7 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL7_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 7 Reportee's Assignment record		
LEVEL8_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 8 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL8_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 8 Reportee's Assignment record		
LEVEL9_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 9 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL9_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 9 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL10_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 10 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL10_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 10 Reportee's Assignment record		
LEVEL11_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 11 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL11_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 11 Reportee's Assignment record		
LEVEL12_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 12 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL12_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 12 Reportee's Assignment record		
LEVEL13_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 13 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL13_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 13 Reportee's Assignment record		
LEVEL14_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 14 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL14_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 14 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL15_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 15 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL15_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 15 Reportee's Assignment record		
LEVEL16_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 16 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL16_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 16 Reportee's Assignment record		
LEVEL17_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 17 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL17_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 17 Reportee's Assignment record		
LEVEL18_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 18 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL18_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 18 Reportee's Assignment record		
LEVEL19_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 19 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL19_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 19 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_DATE_FROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_TO	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL_RECORD_IND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_MANAGER_REPORTEES_CF_DN_NSR_DH

Manager Reportees Hierarchy Column Flattened Denormalized Dimension

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, MANAGER_TYPE, MANAGER_ASSIGNMENT_ID, LEVEL20_REPORTEE_ASSIGNMENT_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Manager Assignment identifier		
LEVEL20_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0	True	Identifies Level 20 Reportee's Assignment record		
EFFECTIVE_START_DATE	DATE			True	Start date		
EFFECTIVE_END_DATE	DATE			True	End date		
MANAGER_TYPE	VARCHAR2	32		True	Type of Manager		
SOURCE_RECORD_ID	VARCHAR2	256			Functional key of records		
MANAGER_ID	NUMBER	38	0		Manager person identifier	DW_PERSON_N_D	PERSON_ID
LEVEL20_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 20 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
MANAGER_DISTANCE	NUMBER	38	0		Distance of manager from reportee		
LEVEL1_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 1 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL1_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 1 Reportee's Assignment record		
LEVEL2_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 2 Reportee's Person record	DW_PERSON_N_D	PERSON_ID
LEVEL2_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 2 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL3_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 3 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL3_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 3 Reportee's Assignment record		
LEVEL4_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 4 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL4_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 4 Reportee's Assignment record		
LEVEL5_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 5 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL5_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 5 Reportee's Assignment record		
LEVEL6_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 6 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL6_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 6 Reportee's Assignment record		
LEVEL7_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 7 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL7_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 7 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL8_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 8 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL8_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 8 Reportee's Assignment record		
LEVEL9_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 9 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL9_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 9 Reportee's Assignment record		
LEVEL10_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 10 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL10_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 10 Reportee's Assignment record		
LEVEL11_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 11 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL11_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 11 Reportee's Assignment record		
LEVEL12_REPORTEE_PERSON_ID	NUMBER	38	0		Identifies Level 12 Reportee's Person record	DW_PERSON_D	PERSON_ID
LEVEL12_REPORTEE_ASSIGNMENT_ID	NUMBER	38	0		Identifies Level 12 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL13_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 13 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL13_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 13 Reportee's Assignment record		
LEVEL14_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 14 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL14_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 14 Reportee's Assignment record		
LEVEL15_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 15 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL15_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 15 Reportee's Assignment record		
LEVEL16_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 16 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL16_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 16 Reportee's Assignment record		
LEVEL17_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 17 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL17_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 17 Reportee's Assignment record		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEVEL18_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 18 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL18_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 18 Reportee's Assignment record		
LEVEL19_R EPORTEE_ PERSON_ID	NUMBER	38	0		Identifies Level 19 Reportee's Person record	DW_PERSO N_D	PERSON_ID
LEVEL19_R EPORTEE_ ASSIGNME NT_ID	NUMBER	38	0		Identifies Level 19 Reportee's Assignment record		
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE _FROM_DA TE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE _END_DATE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_INITIAL_RECORD_ID	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_MARITAL_STATUS_D_TL

This dimension captures the Marital Status translation information

Details

Module: Global Human Resources

Key Columns

LANGUAGE, MARITAL_STATUS

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MARITAL_STATUS	VARCHAR2	32		True	Marital Status		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
MARITAL_STATUS_NAME	VARCHAR2	128			Name of the Marital Status		
MARITAL_STATUS_DESCRIPTION	VARCHAR2	256			Description of the Marital Status		

DW_PAY_FREQUENCY_D_TL

This table contains information about code, name, and description for the HRT_PAY_FREQUENCY related codes.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, PAY_FREQUENCY_CODE, PAY_FREQUENCY_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_FREQU ENCY_COD E_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
PAY_FREQU ENCY_COD E	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PAY_FREQU ENCY_NAM E	VARCHAR2	2048			Business name or value of the code.		
PAY_FREQU ENCY_DES CRPTION	VARCHAR2	4000			Code description.		

DW_PAY_GRADE_CURRENT_D

It stores current records of pay grade dimension.

Details

Module: Global Human Resources

Key Columns

GRADE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GRADE_ID	NUMBER	38	0	True	System generated primary key column, For translation refer DW_PAY_GRADE_D_CURRENT_TL and join with this ID.	DW_PAY_GRADE_D_CURRENT_TL	GRADE_ID
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains GRADE_ID, EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
ACTIVE_STATUS	VARCHAR2	32			Indicates if a grade is active or inactive		
GRADE_CODE	VARCHAR2	32			Code of grade		
GRADE_TYPE	VARCHAR2	32			Type of the grade.		

DW_PAY_GRADE_D

Pay Grade dimension stores the Grade definitions to identify the level or rank of an employee in an organization.

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_END_DATE , EFFECTIVE_START_DATE , GRADE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GRADE_ID	NUMBER	38	0	True	System generated primary key column, For translation refer DW_PAY_G RADE_D_TL and join with this ID. #1	DW_PAY_G RADE_D_TL	GRADE_ID
EFFECTIVE _START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective		
EFFECTIVE _END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains GRADE_ID, EFFECTIVE _START_DATE and EFFECTIVE _END_DATE		
ACTIVE_ST ATUS	VARCHAR2	32			Indicates if a grade is active or inactive		
GRADE_CO DE	VARCHAR2	32			Code of grade		
GRADE_TY PE	VARCHAR2	32			Type of the grade.		

Notes

#1 DW_PAY_GRADE_D_TL is date effective. Along with GRADE_ID, join on dates.

DW_PAY_GRADE_D_CURRENT_TL

It contains current row translations for Grade ID of DW_PAY_GRADE_CURRENT_D

Details

Module: Global Human Resources

Key Columns

GRADE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GRADE_ID	NUMBER	38	0	True	Grade ID generated in transaction system.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
PAY_GRADE_NAME	VARCHAR2	256			Name for the Grade		

DW_PAY_GRADE_D_TL

DW_PAY_GRADE_D_TL contains translation of Grade ID of DW_PAY_GRADE_D

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, LANGUAGE, GRADE_ID , EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GRADE_ID	NUMBER	38	0	True	Grade ID generated in transaction system.		
EFFECTIVE_DATE _START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.		
EFFECTIVE_DATE _END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		
LANGUAGE	VARCHAR2	16		True	Indicates the code of the language into which the contents of the translatable columns are translated.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
PAY_GRADE_NAME	VARCHAR2	256			Name for the Grade		

DW_PERSON_CITIZENSHIP_D

This dimension captures the Person citizenship Information

Details

Module: Global Human Resources

Key Columns

CITIZENSHIP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CITIZENSHIP_ID	NUMBER	38	0	True	Person Citizenship Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier Uniquely identifies the person citizenships and used as the primary key		
DATE_FROM	DATE				Start date of citizenship		
DATE_TO	DATE				End date of citizenship		
PERSON_ID	NUMBER	38	0		Person Identifier		
LEGISLATION_CODE	VARCHAR2	32			Legislation code of the citizenship	DW_LEGISLATION_D_TL	LEGISLATION_CODE
CITIZENSHIP_STATUS	VARCHAR2	32			Status of citizenship	DW_CITIZENSHIP_STATUS_D_TL	CITIZENSHIP_STATUS

DW_PERSON_D

This dimension captures the Person Information

Details

Module: Global Human Resources

Key Columns

PERSON_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier Uniquely identifies the person and used as the primary key		
PERSON_NUMBER	VARCHAR2	32			Person Number		
START_DATE	DATE				Start date of person record on system		
CORRESPONDENCE_LANGUAGE	VARCHAR2	32			language to use for this communication		
DATE_OF_BIRTH	DATE				Date of birth of the person		
DATE_OF_DEATH	DATE				Date of death of the person		
COUNTRY_OF_BIRTH	VARCHAR2	256			Identifies the country where the person was born		
REGION_OF_BIRTH	VARCHAR2	256			Region of birth, within the country of birth		
TOWN_OF_BIRTH	VARCHAR2	256			Town of birth, within the region of birth		
BLOOD_TYPE	VARCHAR2	32			Identified the blood group of the person		

DW_PERSON_DISABILITY_D

This dimension captures the Person Disability Information

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, PERSON_DISABILITY_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_DISABILITY_ID	NUMBER	38	0	True	Person Legislation Identifier		
EFFECTIVE_START_DATE	DATE			True	Date at the beginning of the date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE			True	Date at the end of the date range within which the row is effective.		
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier Uniquely identifies the Person Disability and used as the primary key		
PERSON_ID	NUMBER	38	0		Identifier of the Person	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	16			Legislation code derived from Legal Entity.	DW_LEGISLATION_D_TL	LEGISLATION_CODE
DISABILITY_ORGANIZATION_ID	NUMBER	38	0		Disability Organization		
REGISTRATION_ID	VARCHAR2	32			ID given to person following registration with disability organization		
REGISTRATION_DATE	DATE				Date of registration with organization for the disabled		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REGISTRATION_EXP_DATE	DATE				Expiry date of registration with organization for the disabled.		
DISABILITY_CATEGORY	VARCHAR2	32			Person Disability Category Name	DW_DISABILITY_CATEGORY_D_TL	DISABILITY_CATEGORY
DISABILITY_DESCRIPTION	VARCHAR2	2048			Person Disability description text		
DISABILITY_DEGREE	NUMBER	38	0		Person Disability degree		
DISABILITY_REASON	VARCHAR2	32			Person Disability Reason name	DW_DISABILITY_REASON_D_TL	DISABILITY_REASON
WORK_RESTRICTION	VARCHAR2	2048			Person Disability work restriction details		
DISABILITY_STATUS	VARCHAR2	32			Denotes the status for the person's disability like Temporary	DW_DISABILITY_STATUS_D_TL	DISABILITY_STATUS
SELF_DISCLOSED_TYPE	VARCHAR2	32			Self Disclosed Disability	DW_SELF_DISCLOSED_TYPE_D_TL	SELF_DISCLOSED_TYPE
DISCLOSURE_DATE	DATE				Disability Disclosure Date		
ACCOMMODATION_REQUEST	VARCHAR2	2048			Accommodation Request		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Person Disability record. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Person Disability record. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL _RECORD_I ND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_PERSON_ETHNICITY_ALL_D

This dimension captures information containing all ethnicities of a person.

Details

Module: Global Human Resources

Key Columns

ETHNICITY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY_ID	NUMBER	38	0	True	Person Ethnicity Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier Uniquely identifies the Person Ethnicity and used as the primary key		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	32			Legislation code derived from Legal Entity.	DW_LEGISLATION_D_TL	LEGISLATION_CODE
ETHNICITY	VARCHAR2	32			Ethnicity Valid for the legislation code	DW_ETHNICITY_D_TL	ETHNICITY

DW_PERSON_ETHNICITY_D

This dimension captures the Person Ethnicity Information

Details

Module: Global Human Resources

Key Columns

ETHNICITY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY_ID	NUMBER	38	0	True	Person Ethnicity Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier Uniquely identifies the Person Ethnicity and used as the primary key		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	32			Legislation code derived from Legal Entity.	DW_LEGISLATION_D_TL	LEGISLATION_CODE
ETHNICITY	VARCHAR2	32			Ethnicity. Valid for the legislation code	DW_ETHNICITY_D_TL	ETHNICITY

DW_PERSON_LEGISLATION_ALL_CURRENT_D

This dimension captures the Person latest information

Details

Module: Global Human Resources

Key Columns

PERSON_ID, LEGISLATION_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier		
LEGISLATION_CODE	VARCHAR2	16		True	Legislation code derived from Legal Entity.	DW_LEGISLATION_D_TL	LEGISLATION_CODE
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier Uniquely identifies the Person and uses as the primary key		
PERSON_NUMBER	VARCHAR2	32			Person Number		
START_DATE	DATE				Start date of person record on system		
CORRESPONDENCE_LANGUAGE	VARCHAR2	32			language to use for this communication		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_OF_BIRTH	DATE				Date of birth of the person		
DATE_OF_DEATH	DATE				Date of death of the person		
COUNTRY_OF_BIRTH	VARCHAR2	256			Identifies the country where the person was born		
REGION_OF_BIRTH	VARCHAR2	256			Region of birth, within the country of birth		
TOWN_OF_BIRTH	VARCHAR2	256			Town of birth, within the region of birth		
BLOOD_TYPE	VARCHAR2	32			Identified the blood group of the person		
SEX	VARCHAR2	32			Sex and valid for the legislation code	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Marital Status and valid for the legislation code	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
MARITAL_STATUS_DATE	DATE				Date the Marital Status came into effect		
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Legislation-specific value that indicates the highest level of education of the person	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
DISABILITY_FLAG	VARCHAR2	16			Flag to indicate if the person is disabled or not		
ETHNICITY	VARCHAR2	32			Ethnicity. Valid for the legislation code	DW_ETHNICITY_D_TL	ETHNICITY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELIGION	VARCHAR2	32			Religion.Valid for the legislation code	DW_RELIGI ON_D_TL	RELIGION

DW_PERSON_LEGISLATION_ALL_D

This dimension captures the Person history information

Details

Module: Global Human Resources

Key Columns

PERSON_ID, LEGISLATION_CODE, DATE_FROM

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier		
LEGISLATION_CODE	VARCHAR2	16		True	Legislation code derived from Legal Entity.	DW_LEGISL ATION_D_T L	LEGISLATIO N_CODE
DATE_FROM	DATE			True	Date at the beginning of the date range within which the row is effective.		
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier Uniquely identifies the Person and uses as the primary key		
DATE_TO	DATE				Date at the end of the date range within which the row is effective.		
PERSON_NUMBER	VARCHAR2	32			Person Number		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
START_DATE	DATE				Start date of person record on system		
CORRESPONDENCE_LANGUAGE	VARCHAR2	32			language to use for this communication		
DATE_OF_BIRTH	DATE				Date of birth of the person		
DATE_OF_DEATH	DATE				Date of death of the person		
COUNTRY_OF_BIRTH	VARCHAR2	256			Identifies the country where the person was born		
REGION_OF_BIRTH	VARCHAR2	256			Region of birth, within the country of birth		
TOWN_OF_BIRTH	VARCHAR2	256			Town of birth, within the region of birth		
BLOOD_TYPE	VARCHAR2	32			Identified the blood group of the person		
SEX	VARCHAR2	32			Sex and valid for the legislation code	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Marital Status and valid for the legislation code	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
MARITAL_STATUS_DATE	DATE				Date the Marital Status came into effect		
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Legislation-specific value that indicates the highest level of education of the person	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY_FLAG	VARCHAR2	16			Flag to indicate if the person is disabled or not		
ETHNICITY	VARCHAR2	32			Ethnicity.Valid for the legislation code	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Religion.Valid for the legislation code	DW_RELIGION_D_TL	RELIGION

DW_PERSON_LEGISLATION_DAILY_EVENT_F

This fact captures the Person daily event information

Details

Module: Global Human Resources

Key Columns

PERSON_ID, LEGISLATION_CODE, EVENT_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Person Identifier	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	16		True	Legislation code derived from Legal Entity.		
EVENT_DATE	DATE			True	Date at the beginning of the date range within which the row is effective.		
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier Uniquely identifies the Person and uses as the primary key		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SEX	VARCHAR2	32			Sex and valid for the legislation code	DW_SEX_D_TL	SEX
MARITAL_S TATUS	VARCHAR2	32			Marital Status and valid for the legislation code	DW_MARITAL_STATUS_D_TL	MARITAL_S TATUS
HIGHEST_E DUCATION_ LEVEL	VARCHAR2	32			Legislation-specific value that indicates the highest level of education of the person	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_E DUCATION_ LEVEL
DISABILITY _FLAG	VARCHAR2	16			Flag to indicate if the person is disabled or not		
ETHNICITY	VARCHAR2	32			Ethnicity.Valid for the legislation code	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Religion.Valid for the legislation code	DW_RELIGION_D_TL	RELIGION
DATE_OF_B IRTH	DATE				Date of birth of the person		
AGE_IN_YE ARS	NUMBER	38	0		Person Age as of Event Date		
SEX_CHAN GE_IND	NUMBER	38	0		Change Indicator for sex		
MARITAL_S TATUS_CHA NGE_IND	NUMBER	38	0		Change Indicator for marital status		
HIGHEST_E DUCATION_ CHANGE_IN D	NUMBER	38	0		Change Indicator for Highest education		
DISABILITY _FLAG_CHA NGE_IND	NUMBER	38	0		Change Indicator for Disability flag		

DW_PERSON_LEGISLATIVE_D

This dimension captures the Person Legislative Information

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, PERSON_LEGISLATIVE_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_LEGISLATIVE_ID	NUMBER	38	0	True	Person Legislation Identifier		
EFFECTIVE_START_DATE	DATE			True	Date at the beginning of the date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE			True	Date at the end of the date range within which the row is effective.		
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier Uniquely identifies the person legislation and used as the primary key		
PERSON_ID	NUMBER	38	0		Identifier of the Person	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	16			Legislation code derived from Legal Entity.	DW_LEGISLATION_D_TL	LEGISLATION_CODE
SEX	VARCHAR2	32			Sex and valid for the legislation code	DW_SEX_D_TL	SEX

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MARITAL_S TATUS	VARCHAR2	32			Marital Status and valid for the legislation code	DW_MARITAL_STATUS_D_TL	MARITAL_S TATUS
MARITAL_S TATUS_DATE	DATE				Date the Marital Status came into effect		
HIGHEST_E DUCATION_ LEVEL	VARCHAR2	32			Legislation-specific value that indicates the highest level of education of the person	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_E DUCATION_ LEVEL
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Person Disability record. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Person Disability record. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL _RECORD_ IND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_PERSON_NAME_CURRENT_D

This dimension captures the Person latest names

Details

Module: Global Human Resources

Key Columns

PERSON_NAME_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_NAME_ID	NUMBER	38	0	True	Person Name Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier Uniquely identifies the person Name and used as the primary key		
PERSON_ID	NUMBER	38	0		Identifier of the Person to whom this name belongs	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	16			Country context for the Name data	DW_LEGISLATION_D_TL	LEGISLATION_CODE
NAME_TYPE	VARCHAR2	32			This column tells us whether the name is Global or Local.		
DISPLAY_NAME	VARCHAR2	256			Derived denormalized name formatted for on-screen display. Formatting depends on the Legislation Code		
FIRST_NAME	VARCHAR2	256			Person's First name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LAST_NAME	VARCHAR2	256			Person's Last Name		
MIDDLE_NAME	VARCHAR2	128			Person's middle name		
TITLE	VARCHAR2	32			Person's title, means of addressing person.		
PRE_NAME_ADJUNCT	VARCHAR2	256			Prefix to a person's last name		
SUFFIX	VARCHAR2	128			Part of name appended to the last name		
KNOWN_AS	VARCHAR2	128			Preferred first name for the user.		
PREVIOUS_LAST_NAME	VARCHAR2	256			Previous Last Name of the person if any		
FULL_NAME	VARCHAR2	2048			System constructed version of name, used in more formal display purposes		
LIST_NAME	VARCHAR2	256			Constructed version of a person's name, intended for use in an alphabetically-ordered list. The value may naturally differ depending on the Legislation Code.Expect the Last Name as the first component in this format in most cases.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ORDER_NAME	VARCHAR2	256			System-constructed version of name used for sorting		

DW_PERSON_NAME_D

This dimension captures the Global Person Name Information

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, EFFECTIVE_END_DATE, PERSON_NAME_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_NAME_ID	NUMBER	38	0	True	Person Name Identifier		
EFFECTIVE_START_DATE	DATE			True	Date at the beginning of the date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE			True	Date at the end of the date range within which the row is effective.		
SOURCE_RECORD_ID	VARCHAR2	256			Source Record Identifier Uniquely identifies the person Name and used as the primary key		
PERSON_ID	NUMBER	38	0		Identifier of the Person to whom this name belongs	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATION_CODE	VARCHAR2	16			Country context for the Name data	DW_LEGISLATION_DETAIL	LEGISLATION_CODE
NAME_TYPE	VARCHAR2	32			This column tells us whether the name is Global or Local.		
DISPLAY_NAME	VARCHAR2	256			Derived denormalized name formatted for on-screen display. Formatting depends on the Legislation Code		
FIRST_NAME	VARCHAR2	256			Person's First name		
LAST_NAME	VARCHAR2	256			Person's Last Name		
MIDDLE_NAMES	VARCHAR2	128			Person's middle name		
TITLE	VARCHAR2	32			Person's title, means of addressing person.		
PRE_NAME_ADJUNCT	VARCHAR2	256			Prefix to a person's last name		
SUFFIX	VARCHAR2	128			Part of name appended to the last name		
KNOWN_AS	VARCHAR2	128			Preferred first name for the user.		
PREVIOUS_LAST_NAME	VARCHAR2	256			Previous Last Name of the person if any		
FULL_NAME	VARCHAR2	2048			System constructed version of name, used in more formal display purposes		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LIST_NAME	VARCHAR2	256			Constructed version of a person's name, intended for use in an alphabetically-ordered list. The value may naturally differ depending on the Legislation Code. Expect the Last Name as the first component in this format in most cases.		
ORDER_NAME	VARCHAR2	256			System-constructed version of name used for sorting		
DW_DATE_FROM	DATE				Warehouse Effective From Date for the Person Name record. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_TO	DATE				Warehouse Effective To Date for the Person Name record. This is equal to EFFECTIVE_END_DATE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_INITIAL_RECORD_ID	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_PERSON_PERFORMANCE_F

This table contains profile items that make up a Profile with Performance rating level.

Details

Module: Global Human Resources

Key Columns

PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Primary Key sequence for Salary in Fusion Source.		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with profile item id This column contains SALARY_ID.		
PERSON_ID	NUMBER	38	0		Persons ID	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATING_LEVEL_ID	NUMBER	38	0		The rating value. The values depend on the rating model selected	DW_RATING_LEVEL_D	RATING_LEVEL_ID
DATE_FROM	DATE				Date From		
DATE_TO	DATE				Date To		
DW_DATE_FROM	DATE				Warehouse Effective From Date for the Performance . If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_TO	DATE				Warehouse Effective To Date for Performance . This is equal to EFFECTIVE_END_DATE		
DW_INITIAL_RECORD_IND	NUMBER	38	0		This indicates whether the record is the first event for performance to be brought into the warehouse based on initial extract date set by user.		

DW_PERSON_POTENTIAL_F

This table contains profile items that make up a Profile with Potential rating level.

Details

Module: Global Human Resources

Key Columns

PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Primary Key sequence for Salary in Fusion Source.		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with profile item id This column contains SALARY_ID.		
PERSON_ID	NUMBER	38	0		Persons ID	DW_PERSON_ID	PERSON_ID
RATING_LEVEL_ID	NUMBER	38	0		The rating value. The values depend on the rating model selected	DW_RATING_LEVEL_ID	RATING_LEVEL_ID
DATE_FROM	DATE				Date From		
DATE_TO	DATE				Date To		
DW_DATE_FROM	DATE				Warehouse Effective From Date for the Potential. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_TO	DATE				Warehouse Effective To Date for Potential. This is equal to EFFECTIVE_END_DATE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_INITIAL_RECORD_ID	NUMBER	38	0		This indicates whether the record is the first event for Potential to be brought into the warehouse based on initial extract date set by user.		

DW_PERSON_RELIGION_D

This dimension captures the Person Religion Information

Details

Module: Global Human Resources

Key Columns

RELIGION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELIGION_ID	NUMBER	38	0	True	Person Ethnicity Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Source Record Identifier Uniquely identifies the person religions and used as the primary key		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	32			Legislation code derived from Legal Entity.	DW_LEGISLATION_D_TL	LEGISLATION_CODE
RELIGION	VARCHAR2	32			Religion.Valid for the legislation code	DW_RELIGION_D_TL	RELIGION

DW_PERSON_TYPE_D_TL

Stores Person Type Name

Details

Module: Global Human Resources

Key Columns

PERSON_TYPE_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_TYPE_ID	NUMBER	38	0	True	Person Type Identifier		
LANGUAGE	VARCHAR2	16		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
PERSON_TYPE_NAME	VARCHAR2	128			Name of the Person Type		

DW_POSITION_CURRENT_D

It stores records for all the current positions.

Details

Module: Global Human Resources

Key Columns

POSITION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_ID	NUMBER	38	0	True	Transaction system generated primary key column.For translation refer table DW_POSITION_D_CUR_RENT_TL joining this ID.	DW_POSITION_D_CUR_RENT_TL	POSITION_ID
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
POSITION_CODE	VARCHAR2	32			Code of the position		
ACTIVE_STATUS	VARCHAR2	32			Indicates if a position is active or inactive.		
POSITION_TYPE	VARCHAR2	32			Indicates the type of the position for example pooled or single.		
MAX_PERSONS	NUMBER	38	0		Position headcount		
SECURITY_CLEARANCE	VARCHAR2	32			Indicates the security clearance of a position.		
OVERLAP_ALLOWED	VARCHAR2	32			Indicates if overlap is allowed.		
SEASONAL_FLAG	VARCHAR2	32			Indicates if a position is seasonal.		
SEASONAL_START_DATE	DATE				Seasonal start date.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SEASONAL_END_DATE	DATE				Seasonal end date.		

DW_POSITION_D

DW_POSITION_D stores all the positions with their attributes.

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, POSITION_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_ID	NUMBER	38	0	True	Transaction system generated primary key column. For translation refer table DW_POSITION_D_TL joining this ID.#1	DW_POSITION_D_TL	POSITION_ID
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains JOB_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
POSITION_CODE	VARCHAR2	32			Code of the position		
ACTIVE_STATUS	VARCHAR2	32			Indicates if a position is active or inactive.		
POSITION_TYPE	VARCHAR2	32			Indicates the type of the position for example pooled or single.		
MAX_PERSONS	NUMBER	38	0		Position headcount		
SECURITY_CLEARANCE	VARCHAR2	32			Indicates the security clearance of a position.		
OVERLAP_ALLOWED	VARCHAR2	32			Indicates if overlap is allowed.		
SEASONAL_FLAG	VARCHAR2	32			Indicates if a position is seasonal.		
SEASONAL_START_DATE	DATE				Seasonal start date.		
SEASONAL_END_DATE	DATE				Seasonal end date.		

Notes

#1 DW_POSITION_D_TL is date effective. Along with POSITION_ID join on dates.

DW_POSITION_D_CURRENT_TL

It stores current records for translation of DW_POSITION_CURRENT_D

Details

Module: Global Human Resources

Key Columns

POSITION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_ID	NUMBER	38	0	True	Position ID generated in transaction system.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains POSITION_ID, EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
POSITION_NAME	VARCHAR2	256			Denotes the translated name of the position		

DW_POSITION_D_TL

DW_POSITION_D_TL contains translation of DW_POSITION_D

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, LANGUAGE, POSITION_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_ID	NUMBER	38	0	True	Position ID generated in transaction system.		
EFFECTIVE_START_DATE	DATE			True	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.		
EFFECTIVE_END_DATE	DATE			True	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.		
LANGUAGE	VARCHAR2	16		True	Indicates the code of the language into which the contents of the translatable columns are translated.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains POSITION_ID,EFFECTIVE_START_DATE and EFFECTIVE_END_DATE		
POSITION_NAME	VARCHAR2	256			Denotes the translated name of the position		

DW_PROBATION_UNIT_D_TL

This table capture Probation Unit Code lookup translation details.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, PROBATION_UNIT

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROBATION_UNIT	VARCHAR2	32		True	Probation Unit Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
PROBATION_UNIT_NAME	VARCHAR2	128			Name of the Probation Unit		
PROBATION_UNIT_DESCRIPTION	VARCHAR2	256			Description of the Probation Unit		

DW_RATING_LEVEL_D

It holds Rating scale, Rating categories and boundaries grouped under models for person.

Details

Module: Global Human Resources

Key Columns

RATING_LEVEL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATING_LE VEL_ID	NUMBER	38	0	True	Transaction system generated primary key column.For translation refer table DW_RATING_LEVEL_D_TL for Level name and description and join with RATING_LE VEL_ID.	DW_RATING_LEVEL_D_TL	RATING_LE VEL_ID
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier.This column contains RATING_LE VEL_ID, RATING_MO DEL_ID and CATEGORY_ID .		
RATING_MO DEL_ID	NUMBER	38	0		Transaction system generated primary key column.For translation refer table DW_RATING_LEVEL_D_TL for Model name and description and join with RATING_LE VEL_ID.	DW_RATING_LEVEL_D_TL	RATING_LE VEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CATEGORY_ID	NUMBER	38	0		Transaction system generated primary key column.For translation refer table DW_RATING_LEVEL_D_TL for Category name and description and join with RATING_LEVEL_ID.	DW_RATING_LEVEL_D_TL	RATING_LEVEL_ID
RATING_LEVEL_CODE	VARCHAR2	32			Code of the job		
RATING_MODEL_CODE	VARCHAR2	32			Identifier of the job family. #2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
NUMERIC_RATING	NUMBER				Indicates if a job is active or inactive.		

DW_RATING_LEVEL_D_TL

It stores translation of rating level, model and its categories.

Details

Module: Global Human Resources

Key Columns

LANGUAGE, RATING_LEVEL_ID, RATING_MODEL_ID, CATEGORY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RATING_LEVEL_ID	NUMBER	38	0	True	ID of rating level generated in transaction system.		
RATING_MODEL_ID	NUMBER	38	0	True	ID of Model generated in transaction system.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CATEGORY_ID	NUMBER	38	0	True	ID of category generated in transaction system.		
LANGUAGE	VARCHAR2	16		True	Indicates the code of the language into which the contents of the translatable columns are translated.		
SOURCE_RECORD_ID	VARCHAR2	256			Unique Source Record Identifier. This column contains RATING_LEVEL_ID, RATING_MODEL_ID and CATEGORY_ID.		
RATING_LEVEL_NAME	VARCHAR2	2048			Name for Rating level		
RATING_LEVEL_DESCRIPTION	VARCHAR2	4000			Description of Rating level		
RATING_LEVEL_SHORT_DESCRIPTION	VARCHAR2	256			Short description of Rating level		
RATING_MODEL_NAME	VARCHAR2	256			Name for Rating Model		
RATING_MODEL_DESCRIPTION	VARCHAR2	4000			Description of Rating Model		
RATING_CATEGORY_NAME	VARCHAR2	256			Name for Rating Category		
RATING_CATEGORY_DESCRIPTION	VARCHAR2	2048			Description of Rating Category		

DW_RELIGION_D_TL

This dimension captures the Religion translation information

Details

Module: Global Human Resources

Key Columns

LANGUAGE, RELIGION

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELIGION	VARCHAR2	32		True	Religion		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
RELIGION_NAME	VARCHAR2	128			Name of the Religion		
RELIGION_DESCRIPTION	VARCHAR2	256			Description of the Religion		

DW_SALARY_BASIS_D

It establishes the period of time for which an employee's salary is quoted.

Details

Module: Global Human Resources

Key Columns

SALARY_BASIS_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SALARY_BA SIS_ID	NUMBER	38	0	True	Primary Key sequence for Salary basis in Fusion Source.For translation refer table DW_SALAR Y_BASIS_D _TL joining with this id.	DW_SALAR Y_BASIS_D _TL	SALARY_BA SIS_ID
SOURCE_R ECORD_ID	VARCHAR2	64			Unique Source Record Identifier This column contains SALARY_BA SIS_ID.		
ANNUALIZE D_HOURS	NUMBER				Annualized Hours		
ELEMENT_ TYPE_ID	NUMBER	38	0		Element Type		
GRADE_RA TE_ID	NUMBER	38	0		Grade Rate Identifier. #1	DW_GRADE _RATE_D	RATE_ID
SALARY_BA SIS_CODE	VARCHAR2	32			Salary Basis Code	DW_CMP_S ALARY_FRE QUENCY_D _TL	SALARY_BA SIS_CODE
SALARY_AN NUALIZATIO N_FACTOR	NUMBER				Salary Annualizatio n factor		
SALARY_BA SIS_TYPE	VARCHAR2	32			Type of Salary Basis	DW_CMP_S AL_BASIS_ DET_METH OD_D_TL	SAL_BASIS _DET_COD E
SALARY_BA SIS_OBJEC T_CODE	VARCHAR2	128			Salary basis Object Code		
COMPONE NT_USAGE	VARCHAR2	32			Components Display behavior	DW_CMP_C OMPONENT _USAGE_D_ TL	COMPONE NT_USAGE _CODE
STATUS	VARCHAR2	32			Active/ Inactive		
LEGISLATIV E_DATA_GR OUP_ID	NUMBER	38	0		Legislative data Group	DW_LEGISL ATIVE_DATA _GROUP_D	LEGISLATIV E_DATA_GR OUP_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RANGE_DIF_F_ID	NUMBER	38	0		Salary Range Differential identifier	DW_CMP_RANGE_DIFF_D	RANGE_DIF_F_ID

Notes

#1 DW_GRADE_RATE_VALUE_D is date effective.

DW_SALARY_BASIS_D_TL

Stores Salary Bases translated Name

Details

Module: Global Human Resources

Key Columns

SALARY_BASIS_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SALARY_BASIS_ID	NUMBER	38	0	True	Salary Basis Identifier		
LANGUAGE	VARCHAR2	16		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
SALARY_BASIS_NAME	VARCHAR2	128			Name of Salary Basis		
SALARY_BASIS_DESCRIPTION	VARCHAR2	2048			Description of Salary Basis		

DW_SELF_DISCLOSED_TYPE_D_TL

This dimension captures the Self Disclosed Type translation information

Details

Module: Global Human Resources

Key Columns

SELF_DISCLOSED_TYPE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SELF_DISCLOSED_TYPE	VARCHAR2	32		True	Self Disclosed Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
SELF_DISCLOSED_TYPE_NAME	VARCHAR2	128			Name of the Self Disclosed Type		
SELF_DISCLOSED_TYPE_DESCRIPTION	VARCHAR2	256			Description of the Self Disclosed Type		

DW_SERVICE_PERIOD_D

This table stores the work relationship details between person and their legal employer for the period of service

Details

Module: Global Human Resources

Key Columns

PERIOD_OF_SERVICE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERIOD_OF_SERVICE_ID	NUMBER	38	0	True	Period of Service identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	32			Source Record Identifier Consists of Period of Service Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier		
LEGISLATION_CODE	VARCHAR2	256			Legislation Code		
DATE_START	DATE				Start date of the period of employment		
ACTUAL_TERMINATION_DATE	DATE				Actual date of termination of employment.		
NOTIFIED_TERMINATION_DATE	DATE				Date when the termination of employment was noted.		
PROJECTED_TERMINATION_DATE	DATE				Projected employment termination date.		
LAST_WORKING_DATE	DATE				Last Date Worked (for terminated workers).		
PRIMARY_FLAG	VARCHAR2	32			If Yes, this employment period is considered the primary for the Legal Entity.		

DW_SEX_D_TL

This dimension captures the Sex translation information

Details

Module: Global Human Resources

Key Columns

LANGUAGE, SEX

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SEX	VARCHAR2	32		True	Sex		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
SEX_NAME	VARCHAR2	128			Name of the Sex		
SEX_DESCRIPTION	VARCHAR2	256			Description of the Sex		

DW_SYSTEM_PERSON_TYPE_D_TL

This table contains information about code, name, and description for the SYSTEM_PERSON_TYPE related codes.

Details

Module: Global Human Resources

Key Columns

CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_USER_PERSON_D

It stores one record per fusion system user.

Details

Module: Global Human Resources

Key Columns

USER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
USER_ID	NUMBER	38	0	True	System generated primary key column		
SOURCE_R ECORD_ID	VARCHAR2	64			Unique Source Record Identifier This column contains USER_ID.		
USER_GUID	VARCHAR2	128			The latest user Guid of the user.		
USERNAME	VARCHAR2	128			The latest principal username of the user		
PERSON_ID	NUMBER	38	0		Person ID in HCM for this user (if available)		

DW_WORKER_CATEGORY_D_TL

Stores Worker Category Name

Details

Module: Global Human Resources

Key Columns

LANGUAGE, WORKER_CATEGORY

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_C ATEGORY	VARCHAR2	32		True	Worker Category		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		
WORKER_C ATEGORY_ NAME	VARCHAR2	128			Name of the Worker Category		
WORKER_C ATEGORY_ DESCRIPTI ON	VARCHAR2	256			Description of the Worker Category		

DW_WORKER_TYPE_D_TL

Stores Worker Type Name

Details

Module: Global Human Resources

Key Columns

WORKER_TYPE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_T YPE	VARCHAR2	32		True	Worker Type		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
WORKER_TYPE_NAME	VARCHAR2	128			Name of the Worker Type		
WORKER_TYPE_DESCRIPTION	VARCHAR2	256			Description of the Worker Type		

DW_WRKFRM_ACTIVE_SPAN_D

Dimension with Assignment Start and End date.

Details

Module: Global Human Resources

Key Columns

ASSIGNMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier.It is a unique combination of Assignment Identifier and Start Date		
EFFECTIVE_START_DATE	DATE				Start date for Assignment Identifier		
EFFECTIVE_END_DATE	DATE				End date for Assignment		
PERSON_ID	NUMBER	38	0		person identifier		
WORKER_TYPE	VARCHAR2	32			Worker type identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_GROUP_ID	NUMBER	38	0		Busines Unit identifier		

DW_WRKFRFC_ASG_DAILY_EVENT_F

Workforce Assignment Event Fact

Details

Module: Global Human Resources

Key Columns

ASSIGNMENT_ID, EVENT_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
EVENT_DATE	DATE			True	Assignment Event Date		
SOURCE_RECORD_ID	VARCHAR2	64			Primary Key consisting of Assignment Identifier and Event Date		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#4	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#5	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
RATE_VALUE_ID	NUMBER	38	0		Grade Rate Value Identifier	DW_GRADE_RATE_VALUE_D	RATE_VALUE_ID
RATE_ID	NUMBER	38	0		Grade Rate Identifier	DW_GRADE_RATE_D	RATE_ID
SALARY_ID	NUMBER	38	0		Salary Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SALARY_BASIS_ID	NUMBER	38	0		Salary Basis Identifier	DW_SALARY_BASIS_D	SALARY_BASIS_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#6	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
PERFORMANCE_RATING_LEVEL_ID	NUMBER	38	0		Performance rating level identifier	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level identifier	DW_RATING_LEVEL_D	RATING_LEVEL_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier	DW_PERSON_D	PERSON_ID
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records-assignment , employment terms	DW_WORKER_TYPE_D	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D	WORKER_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment		
COUNTRY	VARCHAR2	256			Person Country		
SEX	VARCHAR2	32			Person Sex		
MARITAL_STATUS	VARCHAR2	32			Person Marital Status		
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Person Highest Educational Level		
ETHNICITY	VARCHAR2	32			Person Ethnicity		
RELIGION	VARCHAR2	32			Person Religion		
DISABILITY_FLAG	VARCHAR2	32			Person Disability Indicator Flag		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_OF_BIRTH	DATE				Person Date of Birth		
DATE_START	DATE				Start date for Assignment		
ACTUAL_TERMINATION_DATE	DATE				Termination Date for Assignment		
MANAGER_IND	NUMBER	38	0		Manager Indicator		
AGE_IN_YEARS	NUMBER	38	0		Person Age as of Event Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		
DAYS_SINCE_LAST_PROMOTION	NUMBER	38	0		Days since last promotion as of Event Date		
COMPUTED_COMPARATIO	NUMBER				Warehouse Computed Comp Ratio. Formula used is (Salary/Grade Rate Mid Value)		
ANNUALIZED_SALARY	NUMBER				For future use		
COMPUTED_ANNUALIZED_SALARY	NUMBER				Calculated Annual Salary based in the formula Salary*Annualization factor		
CURRENCY_CODE	VARCHAR2	16			Currency Code for Salary		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GLOBAL_C URRENCY_ CODE	VARCHAR2	16			Global Currency Code		
GLOBAL_C URRENCY_ EXCH_RAT E	NUMBER				Global currency conversion rate.		
HEADCOUN T	NUMBER				Headcount Value		
FTE	NUMBER				FTE Value		
HIRE_EVEN T_IND	NUMBER	38	0		Hire Event Indicator		
REHIRE_EV ENT_IND	NUMBER	38	0		Rehire Event Indicator		
PROMOTIO N_EVENT_I ND	NUMBER	38	0		Promotion Event Indicator		
TRANSFER _EVENT_IN D	NUMBER	38	0		Transfer Event Indicator		
TERM_EVE NT_IND	NUMBER	38	0		Termination Event Indicator		
VOL_TERM _EVENT_IN D	NUMBER	38	0		Voluntary Termination Event Indicator		
INVOL_TER M_EVENT_I ND	NUMBER	38	0		Involuntary Termination Event Indicator		
ASG_CATE GORY_CHA NGE_IND	NUMBER	38	0		Assignment Category Change Indicator		
PER_SYST EM_STATUS _CHANGE_I ND	NUMBER	38	0		Assignment Status Change Indicator		
ASG_STATU S_TYPE_CH ANGE_IND	NUMBER	38	0		Assignment Status Type Change Indicator		
JOB_CHAN GE_IND	NUMBER	38	0		Job Change Indicator		
GRADE_CH ANGE_IND	NUMBER	38	0		Grade Change Indicator		
LOCATION_ CHANGE_IN D	NUMBER	38	0		Location Change Indicator		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_CHANGE_IND	NUMBER	38	0		Position Change Indicator		
DEPARTMENT_CHANGE_IND	NUMBER	38	0		Department Change Indicator		
HEADCOUNT_CHANGE_IND	NUMBER	38	0		Headcount Change Indicator		
FTE_CHANGE_IND	NUMBER	38	0		FTE Change Indicator		
MANAGER_CHANGE_IND	NUMBER	38	0		Manager Change Indicator		
SALARY_CHANGE_IND	NUMBER	38	0		Salary Change Indicator		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
MGR_HIER_ANCHOR_DATE	DATE				Anchor Date for Resolving Manager Hierarchy for Terminated Employees		
GLOBAL_TRANSFER_SOURCE_ASSIGNMENT_ID	NUMBER	38	0		Global Transfer Source Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GLOBAL_TRANSFER_IN_IND	NUMBER	38	0		Global Transfer IN Indicator		
GLOBAL_TRANSFER_OUT_IND	NUMBER	38	0		Global Transfer OUT Indicator		

Notes

#1 DW_JOB_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#2 DW_POSITION_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#3 DW_PAY_GRADE_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#4 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#5 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_WRKFRG_ASG_F

Workforce Assignment Fact stores the assignment event along with effective dates

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_LATEST_CHANGE, EFFECTIVE_START_DATE, ASSIGNMENT_ID, EFFECTIVE_SEQUENCE, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment identifier		
EFFECTIVE_START_DATE	DATE			True	Start date of event		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE_END_DATE	DATE			True	End date of event		
EFFECTIVE_SEQUENCE	NUMBER	38	0	True	Sequence to track multiple changes on same effective start date		
EFFECTIVE_LATEST_CHANGE	VARCHAR2	32		True	Flag to indicate last transaction of a day		
SOURCE_RECORD_ID	VARCHAR2	256			Functional key of records. Combination of Assignment Id , Effective Start Date and effective Sequence		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#5	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#6	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier #1	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#2	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#3	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer#7	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#8	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#4	DW_PERSON_D	PERSON_ID
ACTION_OCCURRENCE_ID	NUMBER	38	0		Event Action Occurrence Identifier		
ACTION_ID	NUMBER	38	0		Event Action Identifier	DW_ACTION_D	ACTION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTION_REASON_ID	NUMBER	38	0		Event Action reason Identifier	DW_ACTION_REASON_ID	ACTION_REASON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type	DW_PERSON_TYPE_ID	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment status type identifier	DW_ASSIGNMENT_STATUS_ID	ASSIGNMENT_STATUS_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group identifier		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
MANAGER_FLAG	VARCHAR2	32			Manager Flag, indicates if employee in this assignment is designated a manager.		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
LABOUR_UNION_MEMBER_FLAG	VARCHAR2	32			Labour Union flag		
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORKER_TYPE_ID	WORKER_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_C ATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORK ER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIG NMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISL ATION_D_T L	LEGISLATIO N_CODE
HOURLY_S ALARIED_C ODE	VARCHAR2	32			Identifies if the assignment is paid by the hour or by a salary		
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_H OURS	NUMBER				Normal working hours		
RETIREME NT_AGE	NUMBER				Retirement Age		
RETIREME NT_DATE	DATE				Retirement Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_DATE_FROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_TO	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL_RECORD_IND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORK_TER MS_ASSIGN MENT_ID	NUMBER	38	0		Work Terms Assignment Identifier		
SOURCE_A SSIGNMEN T_ID	NUMBER	38	0		Source Assignment Identifier		

Notes

#1 DW_JOB_D may contain multiple records for a job. Join should also consider fact calendar date to get the dimension values.

#2 DW_POSITION_D may contain multiple records for a position. Join should also consider fact calendar date to get the dimension values.

#3 DW_PAY_GRADE_D may contain multiple records for a grade. Join should also consider fact calendar date to get the dimension values.

#4 DW_PERSON_LEGISLATION_D may contain multiple records for a person. The person information is also legislation specific. Join should also consider fact calendar date and legislation to get the dimension values.

#5 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#6 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#8 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_WRKFRM_ASG_FTE_F

Workforce Assignment FTE Fact

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, ASSIGN_WORK_MEASURE_ID,
EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGN_WORK_MEASURE_ID	NUMBER	38	0	True	Assignment Work Measure Identifier		
EFFECTIVE_START_DATE	DATE			True	Start date for Assignment Work measure		
EFFECTIVE_END_DATE	DATE			True	End date for Assignment Work measure		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of Assignment Supervisor ID Start Date and End Date		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
ACTION_OCCURRENCE_ID	NUMBER	38	0		HR Assignment Occurrence Identifier		
ACTION_ID	NUMBER	38	0		HR Assignment Action Identifier	DW_ACTION_N_D	ACTION_ID
ACTION_REASON_ID	NUMBER	38	0		HR Assignment Action Reason Identifier	DW_ACTION_REASON_D	ACTION_REASON_ID
FTE	NUMBER				Assignment Work measure value for FTE (Full Time Equivalent)		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL _RECORD_I ND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_WRKFRC_ASG_HEADCOUNT_F

Workforce Assignment Headcount Fact

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, ASSIGN_WORK_MEASURE_ID,
EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGN_WORK_MEASURE_ID	NUMBER	38	0	True	Assignment Work Measure Identifier		
EFFECTIVE_START_DATE	DATE			True	Start date for Assignment Work measure		
EFFECTIVE_END_DATE	DATE			True	End date for Assignment Work measure		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of Assignment Supervisor ID, Start Date and End Date		
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
ACTION_OCCURRENCE_ID	NUMBER	38	0		HR Assignment Occurrence Identifier		
ACTION_ID	NUMBER	38	0		HR Assignment Action Identifier	DW_ACTION_D	ACTION_ID
ACTION_REASON_ID	NUMBER	38	0		HR Assignment Action Reason Identifier	DW_ACTION_REASON_D	ACTION_REASON_ID
HEADCOUN_T	NUMBER				Assignment Work measure value for Headcount		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE_FROM_DATE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE_END_DATE		
DW_INITIAL _RECORD_I ND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_WRKFRC_ASG_NO_SUP_D

Workforce Assignments having no Supervisor

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, ASSIGNMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
EFFECTIVE_START_DATE	DATE			True	Start date for Assignment Work measure		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of Assignment Identifier, Start Date		
EFFECTIVE_END_DATE	DATE				End date for Assignment Work measure		
WORKER_TYPE	VARCHAR2	32			Indicates type of records-assignment , employment terms	DW_WORKER_TYPE_TL	WORKER_TYPE
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_ID	PERSON_ID

DW_WRKFRG_ASG_SNAPSHOT_F

Workforce Assignment Snapshot Fact

Details

Module: Global Human Resources

Key Columns

CALENDAR_DATE, ASSIGNMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
CALENDAR_DATE	DATE			True	Calendar Date	DW_DAY_D	CALENDAR_DATE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
RATE_VALUE_ID	NUMBER	38	0		Rate Value Identifier#5	DW_PAY_GRADE_RATE_VALUE_D	RATE_VALUE_ID
RATE_ID	NUMBER	38	0		Rate Identifier#6	DW_PAY_GRADE_RATE_D	RATE_ID
SALARY_ID	NUMBER	38	0		Salary Identifier		
SALARY_BASIS_ID	NUMBER	38	0		Salary Basis Identifier	DW_SALARY_BASIS_D	SALARY_BASIS_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
PERFORMANCE_RATING_LEVEL_ID	NUMBER	38	0		Performance rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level id	DW_RATING_LEVEL_D	RATING_LEVEL_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MARITAL_S TATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_S TATUS
HIGHEST_E DUCATION_ LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_E DUCATION_ LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY _FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNME NT_NUMBE R	VARCHAR2	32			Assignment Number		
ASSIGNME NT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Person Type in System		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	DATE				Date of Birth of the Worker associated with the Assignment		
DATE_START	DATE				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	DATE				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DAYS_SINCE_LATEST_PROMOTION	NUMBER	38	0		Number of Days since the last Promotion for the Worker in the Assignment		
COMPUTED_RATIO	NUMBER				Computed Compa-Ratio of the Worker in the Assignment		
ANNUALIZED_SALARY	NUMBER				For future use		
COMPUTED_ANNUALIZED_SALARY	NUMBER				Calculated Annual Salary based in the formula $Salary * Annualization\ factor$		
CURRENCY_CODE	VARCHAR2	16			Currency of Annualized Salary Amount		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
GLOBAL_CURRENCY_CODE	VARCHAR2	16			Global Currency Code		
GLOBAL_CURRENCY_EXCHANGE_RATE	NUMBER				Global currency conversion rate.		
WORK_TERMS_ASSIGNMENT_ID	NUMBER	38	0		Work Terms Assignment Identifier		

Notes

#1 DW_JOB_D may contain multiple records for a job. Join should also consider fact calendar date to get the dimension values.

#2 DW_JOB_FAMILY_D may contain multiple records for a job family.

#3 DW_POSITION_D may contain multiple records for a position. Join should also consider fact calendar date to get the dimension values.

#4 DW_PAY_GRADE_D may contain multiple records for a grade. Join should also consider fact calendar date to get the dimension values.

#5 DW_GRADE_RATE_VALUE_D may contain multiple records for a grade rate value. Join should also consider fact calendar date to get the dimension values.

#6 DW_GRADE_RATE_D may contain multiple records for a grade rate. Join should also consider fact calendar date to get the dimension values.

#7 DW_PERSON_LEGISLATION_D may contain multiple records for a person. The person information is also legislation specific. Join should also consider fact calendar date and legislation to get the dimension values.

#8 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#9 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#10 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#11 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_WRFRC_ASG_SUPERVISOR_F

Workforce Assignment Supervisor Fact

Details

Module: Global Human Resources

Key Columns

EFFECTIVE_START_DATE, ASSIGNMENT_SUPERVISOR_ID,
EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_SUPERVISOR_ID	NUMBER	38	0	True	Supervisor identifier for the Assignment		
EFFECTIVE_START_DATE	DATE			True	Start date of supervisor for the assignment		
EFFECTIVE_END_DATE	DATE			True	End date of supervisor for the assignment		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of Assignment Supervisor ID, Start Date and End Date		
ASSIGNMENT_ID	NUMBER	38	0		Worker Assignment Identifier		
PERSON_ID	NUMBER	38	0		Worker Person Identifier	DW_PERSON_D	PERSON_ID
PRIMARY_FLAG	VARCHAR2	32			Flag to indicate if this is the main supervisor. Y indicates main supervisor.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ TYPE	VARCHAR2	32			Identifies the role this supervisor has with regards to the overall organization structure.		
MANAGER_ ASSIGNME NT_ID	NUMBER	38	0		Supervisors Assignment Identifier		
MANAGER_I D	NUMBER	38	0		Supervisors Person Identifier	DW_PERSO N_D	PERSON_ID
ACTION_OC CURRENCE _ID	NUMBER	38	0		HR Assignment Occurence Identifier		
ACTION_ID	NUMBER	38	0		HR Assignment Action Identifier	DW_ACTIO N_D	ACTION_ID
ACTION_RE ASON_ID	NUMBER	38	0		HR Assignment Action Reason Identifier	DW_ACTIO N_REASON _D	ACTION_RE ASON_ID
DW_DATE_F ROM	DATE				Warehouse Effective From Date for the Assignment Event. If Initial extract date is greater than EFFECTIVE _FROM_DA TE then Initial extract date is used.		
DW_DATE_T O	DATE				Warehouse Effective To Date for the Assignment Event. This is equal to EFFECTIVE _END_DATE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_INITIAL_RECORD_IND	NUMBER	38	0		This indicates whether the record is the first event for the assignment to be brought into the warehouse based on initial extract date set by user.		

DW_WRKFRG_GAIN_LOSS_ASG_F

Stores information about the Gain-Loss Events as happened in transaction system. The information is stored at the assignment level.

Details

Module: Global Human Resources

Key Columns

EVENT_ID, ASSIGNMENT_ID, EVENT_DATE, NET_GAIN_LOSS_IND

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
EVENT_DATE	DATE			True	Event Date		
EVENT_ID	NUMBER	38	0	True	Event Identifier		
NET_GAIN_LOSS_IND	NUMBER	38	0	True	1 for Gain, -1 for Loss		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier, Event Date, Event ID and net gain loss indicator		
GAIN_IND	NUMBER	38	0		1 for Gain Event else 0		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOSS_IND	NUMBER	38	0		1 for Loss Event else 0		
GAIN_LOSS _DATE	DATE				Event Date for Gain Events, Event Date - 1 for Loss Events		
ACTION_TY PE_CODE	VARCHAR2	32			Action type code		
ACTION_ID	NUMBER	38	0		Event Action Identifier	DW_ACTIO N_D	ACTION_ID
ACTION_RE ASON_ID	NUMBER	38	0		Event Action reason Identifier	DW_ACTIO N_REASON _D	ACTION_RE ASON_ID
ACTION_ME TA_REASO N_CODE	VARCHAR2	128			Action Meta Reason Code		
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
DEPARTME NT_ID	NUMBER	38	0		Department Identifier#4	DW_DEPAR TMENT_D	DEPARTME NT_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSO N_D	PERSON_ID
LOCATION_I D	NUMBER	38	0		Location Identifier	DW_WORK ER_LOCATI ON_D	LOCATION_I D
POSITION_I D	NUMBER	38	0		Position Identifier	DW_POSITI ON_D	POSITION_I D
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_G RADE_D	GRADE_ID
SUPERVISO R_ID	NUMBER	38	0		Person ID of the Immediate Line Manager	DW_PERSO N_D	PERSON_ID
SUPERVISO R_ASSIGN MENT_ID	NUMBER	38	0		Assignment ID of the Immediate Line Manager		
LEGAL_EM PLOYER_ID	NUMBER	38	0		Legal Employer Identifier#6	DW_LEGAL _EMPLOYE R_D	LEGAL_EM PLOYER_ID
BUSINESS_ UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSIN ESS_UNIT_ D	BUSINESS_ UNIT_ID
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Reporting Establishme nt Identifier#5	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_ID	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_ID	PERSON_TYPE_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
WORKER_TYPE	VARCHAR2	32			Indicates type of records-assignment, employment terms	DW_WORKER_TYPE_ID	WORKER_TYPE
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment		
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_ID	ASSIGNMENT_CATEGORY
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_ID	ASSIGNMENT_STATUS_TYPE_ID
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_ID	WORKER_CATEGORY
FULL_PART_TIME_FLAG	VARCHAR2	32			Full/Part Time Flag associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
AGE_IN_YEARS	NUMBER	38	0		Person Age as of Event Date in Years		
TENURE_IN_YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
AGE_IN_MONTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment flag		
HEADCOUNT	NUMBER				Headcount at the time of Event		
FTE	NUMBER				FTE at the time of Event		
EVENT_ASSIGNED_COUNT	NUMBER	38	0		1		
JOB_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the job else 0		
FROM_JOB_ID	NUMBER	38	0		Identifier of the Job where there is a loss	DW_JOB_D	JOB_ID
TO_JOB_ID	NUMBER	38	0		Identifier of the Job where there is a gain	DW_JOB_D	JOB_ID
GRADE_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the grade else 0		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FROM_GRADE_ID	NUMBER	38	0		Identifier of the grade where there is a loss	DW_PAY_GRADE_D	GRADE_ID
TO_GRADE_ID	NUMBER	38	0		Identifier of the grade where there is a gain	DW_PAY_GRADE_D	GRADE_ID
LOCATION_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the location else 0		
FROM_LOCATION_ID	NUMBER	38	0		Identifier of the location where there is a loss	DW_WORKER_LOCATION_D	LOCATION_ID
TO_LOCATION_ID	NUMBER	38	0		Identifier of the location where there is a gain	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the position else 0		
FROM_POSITION_ID	NUMBER	38	0		Identifier of the position where there is a loss	DW_POSITION_D	POSITION_ID
TO_POSITION_ID	NUMBER	38	0		Identifier of the position where there is a gain	DW_POSITION_D	POSITION_ID
DEPARTMENT_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the department else 0		
FROM_DEPARTMENT_ID	NUMBER	38	0		Identifier of the department where there is a loss	DW_DEPARTMENT_D	DEPARTMENT_ID
TO_DEPARTMENT_ID	NUMBER	38	0		Identifier of the department where there is a gain	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUPERVISOR_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the immediate manager else 0		
FROM_SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier of the Manager (Immediate) who has a loss		
TO_SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier of the Manager(Immediate) who has a gain		
FROM_SUPERVISOR_PERSON_ID	NUMBER	38	0		Person Identifier of the Manager(Immediate) who has a loss	DW_PERSON_D	PERSON_ID
TO_SUPERVISOR_PERSON_ID	NUMBER	38	0		Person Identifier of the Manager(Immediate) who has a gain	DW_PERSON_D	PERSON_ID
BUSINESS_UNIT_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the business unit else 0		
FROM_BUSINESS_UNIT_ID	NUMBER	38	0		Identifier of the business unit where there is a loss	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
TO_BUSINESS_UNIT_ID	NUMBER	38	0		Identifier of the business unit where there is a gain	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
FULL_PART_TIME_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the full or part time status else 0		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FROM_FULL_PART_TIME_FLAG	VARCHAR2	32			Full/Part time flag where there is a loss		
TO_FULL_PART_TIME_FLAG	VARCHAR2	32			Full/Part time flag where there is a gain		
HIRE_EVENT_IND	NUMBER	38	0		1 for hire event else 0 (based on action type)		
REHIRE_EVENT_IND	NUMBER	38	0		1 for rehire event else 0 (based on action type)		
TERM_EVENT_IND	NUMBER	38	0		1 for termination event else 0 (based on action type)		
GLB_TRANSFER_IN_IND	NUMBER	38	0		1 when there is a gain due to global transfer event else 0 (based on action type and active/inactive status)		
GLB_TRANSFER_OUT_IND	NUMBER	38	0		1 when there is a loss due to global transfer event else 0 (based on action type and active/inactive status)		
GLB_TEMP_TRANSFER_IN_IND	NUMBER	38	0		1 when there is a gain due to global temporary transfer event else 0 (based on action type)		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GLB_TEMP_TRANSFER_OUT_IND	NUMBER	38	0		1 when there is a loss due to global temporary transfer event else 0 (based on action type)		
TRANSFER_EVENT_IND	NUMBER	38	0		1 for transfer event else 0 (based on action type)		
PROMOTION_EVENT_IND	NUMBER	38	0		1 for promotion event else 0 (based on action type)		
REORG_EVENT_IND	NUMBER	38	0		1 for reorganization event else 0 (based on action attribute)		
OTHER_EVENT_IND	NUMBER	38	0		1 for events not captured with the above indicators else 0		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		

Notes

#1 DW_JOB_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#2 DW_POSITION_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#3 DW_PAY_GRADE_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#4 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#5 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_WRKFRM_GAIN_LOSS_ASG_MGRH_F

Stores information about Gain & Loss Events for Managers (All Levels). The table stores information at the assignment level.

Details

Module: Global Human Resources

Key Columns

ASSIGNMENT_ID, EVENT_DATE, MANAGER_ASSIGNMENT_ID, EVENT_ID, NET_GAIN_LOSS_IND

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier of the Manager (All Levels) under whom there is a gain or loss event		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
EVENT_DATE	DATE			True	Event Date		
EVENT_ID	NUMBER	38	0	True	Event Identifier		
NET_GAIN_LOSS_IND	NUMBER	38	0	True	1 for Gain, -1 for Loss		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Manager assignment id, Assignment Id, Event Date, Event ID and net gain loss indicator		
MANAGER_ID	NUMBER	38	0		Person ID of the Manager	DW_PERSON_D	PERSON_ID
GAIN_IND	NUMBER	38	0		1 for Gain Event else 0		
LOSS_IND	NUMBER	38	0		1 for Loss Event else 0		
HRCHY_IN_OUT_IND	NUMBER	38	0		1 when there is a Gain or Loss to the Manager else 0		
HRCHY_CHNG_WTHN_IND	NUMBER	38	0		1 when there is no net Gain or Loss to the Manager else 0		
GAIN_LOSS_DATE	DATE				Event Date for Gain Events, Event Date - 1 for Loss Events		
ACTION_TYPE_CODE	VARCHAR2	32			Action type code		
ACTION_ID	NUMBER	38	0		Event Action Identifier	DW_ACTION_D	ACTION_ID
ACTION_REASON_ID	NUMBER	38	0		Event Action reason Identifier	DW_ACTION_REASON_D	ACTION_REASON_ID
ACTION_META_REASON_CODE	VARCHAR2	128			Action Meta Reason Code		
SUPERVISOR_ID	NUMBER	38	0		Person ID of the Immediate Line Manager	DW_PERSON_D	PERSON_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#4	DW_DEPARTMENT_D	DEPARTMENT_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Person ID of the Immediate Line Manager	DW_PERSON_D	PERSON_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#6	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#5	DW_REPORTING_ESTABLISHMENT_D	REPORTING_ESTABLISHMENT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
WORKER_TYPE	VARCHAR2	32			Indicates type of records-assignment , employment terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment		
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_DL	WORKER_CATEGORY
FULL_PART_TIME_FLAG	VARCHAR2	32			Full/Part Time Flag associated with the Assignment		
AGE_IN_YEARS	NUMBER	38	0		Person Age as of Event Date in Years		
TENURE_IN_YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
AGE_IN_MONTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment flag		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVENT_HEADCOUNT	NUMBER				Headcount at the time of Event		
EVENT_FTE	NUMBER				FTE at the time of Event		
EVENT_ASG_COUNT	NUMBER	38	0		1		
JOB_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the grade else 0		
GRADE_GAIN_LOSS_IND	NUMBER	38	0		Identifier of the grade where there is a loss		
LOCATION_GAIN_LOSS_IND	NUMBER	38	0		Identifier of the grade where there is a gain		
POSITION_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the location else 0		
DEPARTMENT_GAIN_LOSS_IND	NUMBER	38	0		Identifier of the location where there is a loss		
SUPERVISOR_GAIN_LOSS_IND	NUMBER	38	0		Identifier of the location where there is a gain		
BUSINESS_UNIT_GAIN_LOSS_IND	NUMBER	38	0		1 when there is a gain or loss to the position else 0		
FULL_PART_TIME_GAIN_LOSS_IND	NUMBER	38	0		Identifier of the position where there is a loss		
HIRE_EVENT_IND	NUMBER	38	0		Identifier of the position where there is a gain		
REHIRE_EVENT_IND	NUMBER	38	0		1 when there is a gain or loss to the department else 0		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TERM_EVE NT_IND	NUMBER	38	0		Identifier of the department where there is a loss		
GLB_TRAN SFER_IN_IN D	NUMBER	38	0		Identifier of the department where there is a gain		
GLB_TRAN SFER_OUT _IND	NUMBER	38	0		1 when there is a gain or loss to the immediate manager else 0		
GLB_TEMP _TRANSFE R_IN_IND	NUMBER	38	0		Assignment Identifier of the Manager (Immediate) who has a loss		
GLB_TEMP _TRANSFE R_OUT_IND	NUMBER	38	0		Assignment Identifier of the Manager(Im mediate) who has a gain		
TRANSFER _EVENT_IN D	NUMBER	38	0		Person Identifier of the Manager(Im mediate) who has a loss		
PROMOTIO N_EVENT_I ND	NUMBER	38	0		Person Identifier of the Manager(Im mediate) who has a gain		
REORG_EV ENT_IND	NUMBER	38	0		1 when there is a gain or loss to the business unit else 0		
OTHER_EV ENT_IND	NUMBER	38	0		Identifier of the business unit where there is a loss		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DRVD_MGR _GAIN_LOS S_IND	NUMBER	38	0		Identifier of the business unit where there is a gain		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_H OURS	NUMBER				Normal working hours		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		

Notes

#1 DW_JOB_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#2 DW_POSITION_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#3DW_PAY_GRADE_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#4 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#5 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_WRKFRM_GAIN_LOSS_MGRH_F

Stores Aggregate information about Gain & Loss Events for Managers (All levels)

Details

Module: Global Human Resources

Key Columns

ASSIGNMENT_STATUS_TYPE_ID, HRCHY_IN_OUT_IND,
 ACTION_META_REASON_CODE, LEGISLATION_CODE, GRADE_ID,
 ACTION_REASON_ID, FULL_PART_TIME_FLAG, MANAGER_ASSIGNMENT_ID,
 WORKER_TYPE, JOB_ID, ASSIGNMENT_CATEGORY, MANAGER_ID,
 BUSINESS_UNIT_ID, ACTION_ID, HRCHY_CHNG_WTHN_IND, PER_SYSTEM_STATUS,
 WORKER_CATEGORY, SYSTEM_PERSON_TYPE, LEGAL_EMPLOYER_ID,
 DEPARTMENT_ID, PERSON_TYPE_ID, EVENT_DATE, LOCATION_ID,
 ACTION_TYPE_CODE, REPORTING_ESTABLISHMENT_ID, PAY_SYSTEM_STATUS,
 POSITION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier of the Manager (All Levels) under whom there is a gain or loss event		
EVENT_DATE	DATE			True	Event Date		
HRCHY_IN_OUT_IND	NUMBER	38	0	True	1 when there is a Gain or Loss to the Manager else 0		
HRCHY_CHNG_WTHN_IND	NUMBER	38	0	True	1 when there is no net Gain or Loss to the Manager else 0		
ACTION_TYPE_CODE	VARCHAR2	32		True	Action type code		
ACTION_ID	NUMBER	38	0	True	Event Action Identifier	DW_ACTION_ID	ACTION_ID
ACTION_REASON_ID	NUMBER	38	0	True	Event Action reason Identifier	DW_ACTION_REASON_ID	ACTION_REASON_ID
ACTION_META_REASON_CODE	VARCHAR2	128		True	Action Meta Reason Code		
MANAGER_ID	NUMBER	38	0	True	Person Identifier of the Manager (All Levels) under whom there is a gain or loss event	DW_PERSON_ID	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
DEPARTMENT_ID	NUMBER	38	0	True	Department Identifier#4	DW_DEPARTMENT_D	DEPARTMENT_ID
LOCATION_ID	NUMBER	38	0	True	Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0	True	Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0	True	Legal Employer Identifier#6	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0	True	Business Unit Identifier#7	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0	True	Reporting Establishment Identifier#5	DW_REPORTING_ESTABLISHMENT_D	REPORTING_ESTABLISHMENT_ID
PERSON_TYPE_ID	NUMBER	38	0	True	Person Type Identifier	DW_PERSON_TYPE_ID	PERSON_TYPE_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32		True	Person Type in System		
WORKER_TYPE	VARCHAR2	32		True	Indicates type of records-assignment , employment terms	DW_WORKER_TYPE_ID	WORKER_TYPE
LEGISLATION_CODE	VARCHAR2	256		True	Legislation of Assignment		
ASSIGNMENT_CATEGORY	VARCHAR2	32		True	User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_ID	ASSIGNMENT_CATEGORY
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0	True	Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_ID	ASSIGNMENT_STATUS_TYPE_ID
PAYROLL_SYSTEM_STATUS	VARCHAR2	32		True	Payroll status indicating whether the assignment is processed in payroll runs.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PER_SYSTEM_STATUS	VARCHAR2	32		True	HR status used to determine how the assignment is processed		
WORKER_CATEGORY	VARCHAR2	32		True	Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
FULL_PART_TIME_FLAG	VARCHAR2	32		True	Full/Part Time Flag associated with the Assignment		
HIRE_HDC	NUMBER				Hire Headcount	DW_WORKER_TYPE_D_TL	WORKER_TYPE
HIRE_FTE	NUMBER				Hire FTE		
HIRE_ASG_CNT	NUMBER				Hire Assignment Count	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
REHIRE_HDC	NUMBER				Rehire Headcount	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
REHIRE_FTE	NUMBER				Rehire FTE		
REHIRE_ASG_CNT	NUMBER				Rehire Assignment Count		
TERM_HDC	NUMBER				Termination Headcount	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
TERM_FTE	NUMBER				Termination Headcount		
TERM_ASG_CNT	NUMBER				Termination Headcount		
GLB_TRANSFER_IN_HDC	NUMBER				Headcount moved in due to Global Transfer		
GLB_TRANSFER_IN_FTE	NUMBER				FTE moved in due to Global Transfer		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GLB_TRAN SFER_IN_A SG_CNT	NUMBER				Assignment Count of people moved in due to Global Transfer		
GLB_TRAN SFER_OUT _HDC	NUMBER				Headcount moved out due to Global Transfer		
GLB_TRAN SFER_OUT _FTE	NUMBER				FTE moved out due to Global Transfer		
GLB_TRAN SFER_OUT _ASG_CNT	NUMBER				Assignment Count of people moved out due to Global Transfer		
GLB_TEMP _TRANSFE R_IN_HDC	NUMBER				Headcount moved in due to Temporary Global Transfer		
GLB_TEMP _TRANSFE R_IN_FTE	NUMBER				FTE moved in due to Temporary Global Transfer		
GLB_TEMP _TRANSFE R_IN_ASG_ CNT	NUMBER				Assignment Count of people moved in due to Temporary Global Transfer		
GLB_TEMP _TRANSFE R_OUT_HD C	NUMBER				Headcount moved out due to Temporary Global Transfer		
GLB__TEM P_TRANSF ER_OUT_FT E	NUMBER				FTE moved out due to Temporary Global Transfer		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GLB_TEMP _TRANSFE R_OUT_AS G_CNT	NUMBER				Assignment Count of people moved out due to Temporary Global Transfer		
TRANSFER _HDC	NUMBER				Headcount of people transferred		
TRANSFER _FTE	NUMBER				FTE of people transferred		
TRANSFER _ASG_CNT	NUMBER				Assignment count of people transferred		
PROMOTIO N_HDC	NUMBER				Headcount of people promoted		
PROMOTIO N_FTE	NUMBER				FTE of people promoted		
PROMOTIO N_ASG_CN T	NUMBER				Assignment count of people promoted		
REORG_HD C	NUMBER				Headcount of people who have undergone Reorganizati on		
REORG_FT E	NUMBER				FTE of people who have undergone Reorganizati on		
REORG_AS G_CNT	NUMBER				Assignment count of people who have undergone Reorganizati on		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
OTHER_EV ENTS_HDC	NUMBER				Headcount of people with Other Events (i.e. events not mentioned in the above measures)		
OTHER_EV ENTS_FTE	NUMBER				FTE of people with Other Events (i.e. events not mentioned in the above measures)		
OTHER_EV ENTS_ASG _CNT	NUMBER				Assignment Count of people with Other Events (i.e. events not mentioned in the above measures)		
JOB_GAIN_ HDC	NUMBER				Headcount Gain for the Job		
JOB_LOSS_ HDC	NUMBER				Headcount Loss for the Job		
JOB_NET_H DC	NUMBER				Net Headcount Change for the Job		
JOB_GAIN_ FTE	NUMBER				FTE Gain for the Job		
JOB_LOSS_ FTE	NUMBER				FTE Loss for the Job		
JOB_NET_F TE	NUMBER				Net FTE Change for the Job		
JOB_GAIN_ ASG_CNT	NUMBER				Number of Assignment Gain for the Job		
JOB_LOSS_ ASG_CNT	NUMBER				Number of Assignment Loss for the Job		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_NET_A SG_CNT	NUMBER				Net Number of Assignment Change for the Job		
GRADE_GAI N_HDC	NUMBER				Headcount Gain for the Grade		
GRADE_LO SS_HDC	NUMBER				Headcount Loss for the Grade		
GRADE_NE T_HDC	NUMBER				Net Headcount Change for the Grade		
GRADE_GAI N_FTE	NUMBER				FTE Gain for the Grade		
GRADE_LO SS_FTE	NUMBER				FTE Loss for the Grade		
GRADE_NE T_FTE	NUMBER				Net FTE Change for the Grade		
GRADE_GAI N_ASG_CN T	NUMBER				Number of Assignment Gain for the Grade		
GRADE_LO SS_ASG_C NT	NUMBER				Number of Assignment Loss for the Grade		
GRADE_NE T_ASG_CN T	NUMBER				Net Number of Assignment Change for the Grade		
LOCATION_ GAIN_HDC	NUMBER				Headcount Gain for the Location		
LOCATION_ LOSS_HDC	NUMBER				Headcount Loss for the Location		
LOCATION_ NET_HDC	NUMBER				Net Headcount Change for the Location		
LOCATION_ GAIN_FTE	NUMBER				FTE Gain for the Location		
LOCATION_ LOSS_FTE	NUMBER				FTE Loss for the Location		
LOCATION_ NET_FTE	NUMBER				Net FTE Change for the Location		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ GAIN_ASG_ CNT	NUMBER				Number of Assignment Gain for the Location		
LOCATION_ LOSS_ASG _CNT	NUMBER				Number of Assignment Loss for the Location		
LOCATION_ NET_ASG_ CNT	NUMBER				Net Number of Assignment Change for the Location		
POSITION_ GAIN_HDC	NUMBER				Headcount Gain for the Position		
POSITION_ LOSS_HDC	NUMBER				Headcount Loss for the Position		
POSITION_ NET_HDC	NUMBER				Net Headcount Change for the Position		
POSITION_ GAIN_FTE	NUMBER				FTE Gain for the Position		
POSITION_ LOSS_FTE	NUMBER				FTE Loss for the Position		
POSITION_ NET_FTE	NUMBER				Net FTE Change for the Position		
POSITION_ GAIN_ASG_ CNT	NUMBER				Number of Assignment Gain for the Position		
POSITION_ LOSS_ASG _CNT	NUMBER				Number of Assignment Loss for the Position		
POSITION_ NET_ASG_ CNT	NUMBER				Net Number of Assignment Change for the Position		
DEPARTME NT_GAIN_H DC	NUMBER				Headcount Gain for the Department		
DEPARTME NT_LOSS_H DC	NUMBER				Headcount Loss for the Department		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DEPARTME NT_NET_H DC	NUMBER				Net Headcount Change for the Department		
DEPARTME NT_GAIN_F TE	NUMBER				FTE Gain for the Department		
DEPARTME NT_LOSS_F TE	NUMBER				FTE Loss for the Department		
DEPARTME NT_NET_FT E	NUMBER				Net FTE Change for the Department		
DEPARTME NT_GAIN_A SG_CNT	NUMBER				Number of Assignment Gain for the Department		
DEPARTME NT_LOSS_A SG_CNT	NUMBER				Number of Assignment Loss for the Department		
DEPARTME NT_NET_AS G_CNT	NUMBER				Net Number of Assignment Change for the Department		
BUSINESS_ UNIT_GAIN _HDC	NUMBER				Headcount Gain for the Business Unit		
BUSINESS_ UNIT_LOSS _HDC	NUMBER				Headcount Loss for the Business Unit		
BUSINESS_ UNIT_NET_ HDC	NUMBER				Net Headcount Change for the Business Unit		
BUSINESS_ UNIT_GAIN _FTE	NUMBER				FTE Gain for the Business Unit		
BUSINESS_ UNIT_LOSS _FTE	NUMBER				FTE Loss for the Business Unit		
BUSINESS_ UNIT_NET_ FTE	NUMBER				Net FTE Change for the Business Unit		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_UNIT_GAIN_ASG_CNT	NUMBER				Number of Assignment Gain for the Business Unit		
BUSINESS_UNIT_LOSS_ASG_CNT	NUMBER				Number of Assignment Loss for the Business Unit		
BUSINESS_UNIT_NET_ASG_CNT	NUMBER				Net Number of Assignngment Change for the Business Unit		
FULL_TIME_GAIN_HDC	NUMBER				Full Time Worker Headcount Gain		
FULL_TIME_LOSS_HDC	NUMBER				Full Time Worker Headcount Loss		
FULL_TIME_NET_HDC	NUMBER				Net Change of Headcount for Full Time Worker Status		
FULL_TIME_GAIN_FTE	NUMBER				Full Time Worker FTE Gain		
FULL_TIME_LOSS_FTE	NUMBER				Full Time Worker FTE Loss		
FULL_TIME_NET_FTE	NUMBER				Net Change of FTE for Full Time Worker Status		
FULL_TIME_GAIN_ASG_CNT	NUMBER				Assignment Count of Full Time Worker Gain		
FULL_TIME_LOSS_ASG_CNT	NUMBER				Assignment Count of Full Time Worker Loss		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FULL_TIME _NET_ASG_ CNT	NUMBER				Net Assignment Count Change for Full Time Worker Status		
PART_TIME _GAIN_HDC	NUMBER				Part Time Worker Headcount Gain		
PART_TIME _LOSS_HD C	NUMBER				Part Time Worker Headcount Loss		
PART_TIME _NET_HDC	NUMBER				Net Change of Headcount for Part Time Worker Status		
PART_TIME _GAIN_FTE	NUMBER				Part Time Worker FTE Gain		
PART_TIME _LOSS_FTE	NUMBER				Part Time Worker FTE Loss		
PART_TIME _NET_FTE	NUMBER				Net Change of FTE for Part Time Worker Status		
PART_TIME _GAIN_ASG _CNT	NUMBER				Assignment Count of Part Time Worker Gain		
PART_TIME _LOSS_AS G_CNT	NUMBER				Assignment Count of Part Time Worker Loss		
PART_TIME _NET_ASG_ CNT	NUMBER				Net Assignment Count Change for Part Time Worker Status		

Notes

#1 DW_JOB_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#2 DW_POSITION_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#3DW_PAY_GRADE_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#4 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#5 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

Goal Management

DW_GOAL_ACCESS_LEVEL_D_TL

DW_GOAL_ACCESS_LEVEL_D_TL

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_ACCESS_LEVEL_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ACCESS_LEVEL_CODE	VARCHAR2	32		True	Goal Access Level		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of Access level and language		
ACCESS_LEVEL_NAME	VARCHAR2	128			Name of the Goal Access Level		
ACCESS_LEVEL_DESCRIPTION	VARCHAR2	256			Description of the Goal Access Level Description		

DW_GOAL_ACTION_TYPE_D_TL

DW_GOAL_ACTION_TYPE_D_TL

Details

Module: Goal Management

Key Columns

LANGUAGE, ACTION_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTION_TY PE_CODE	VARCHAR2	32		True	Goal Action Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Action Type and language		
ACTION_TY PE_NAME	VARCHAR2	128			Name of the Goal Action Type		
ACTION_TY PE_DESCRI PTION	VARCHAR2	256			Description of the Goal Action Type		

DW_GOAL_ALIGNMENT_D

Provides Mapping between a Goal and the Goal it is aligned to

Details

Module: Goal Management

Key Columns

GOAL_ALIGNMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ALIG NMENT_ID	NUMBER	38	0	True	Primary Key		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Unique Identifier Source Record ID		
GOAL_ID	NUMBER	38	0		Goal Identifier		
ALIGNED_GOAL_ID	NUMBER	38	0		Goal ID of the Goal to which the goal is aligned to	DW_GOAL_F	GOAL_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group ID		

DW_GOAL_DEVELOPMENT_EF

Goals Fact stores all worker development goals

Details

Module: Goal Management

Key Columns

GOAL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ID	NUMBER	38	0	True	Goals identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Functional key of records. Goal Id		
GOAL_NAME	VARCHAR2	512			Name of goal.		
REFERENCE_GOAL_ID	NUMBER	38	0		Reference Goal Identifier		
REFERENCE_GOAL_NAME	VARCHAR2	512			Name of Reference goal		
ORGANIZATION_ID	NUMBER	38	0		Reference to the organization to which goal is being created.	DW_INTER_NAL_ORG_D	ORGANIZATION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier holds assignment of worker.		
PERSON_ID	NUMBER	38	0		Person Id of the person to whom the goal is assigned to.	DW_PERSON_D	PERSON_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business group Identifier		
ANCHOR_DATE	DATE				Anchor Date to get assignment related information		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#1	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#2	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier #3	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#4	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#5	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer#6	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
GOAL_TYPE_CODE	VARCHAR2	32			Type of goal		
GOAL_SUB_TYPE_CODE	VARCHAR2	256			Goal Sub Type Code		
GOAL_CATEGORY_CODE	VARCHAR2	32			Contains category for a goal.		
GOAL_STATUS_CODE	VARCHAR2	32			Status of goal		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_SOUR CE_CODE	VARCHAR2	32			Source of assignment goals.		
PRIORITY_ CODE	VARCHAR2	32			Priority of goal. Possible values are High, Medium and Low.		
PERCENT_ COMPLETE _CODE	VARCHAR2	32			Goal completion percentage code.		
LEGISLATIO N_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISL ATION_D_T L	LEGISLATIO N_CODE
ETHNICITY	VARCHAR2	32			Person Ethnicity		
SEX	VARCHAR2	32			Person Sex		
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PRIVATE_FL AG	VARCHAR2	32			Flag to indicate whether this goal is accessible to others or not		
ACTIVE_FL AG	VARCHAR2	32			Active flag of goals		
PUBLISHED _FLAG	VARCHAR2	32			Flag to indicate if Organization goal is published		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
START_DATE	DATE				Start date of goal.		
TARGET_COMPLETION_DATE	DATE				Target completion date of goal.		
ACTUAL_COMPLETION_DATE	DATE				Actual completion date of goal.		
GOAL_VISION_TYPE_CODE	VARCHAR2	32			Contains codes to indentify worker goals		
AGE_IN_YEARS	NUMBER	38	0		Person Age as of Event Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		
HEADCOUNT	NUMBER				Headcount Value		
FTE	NUMBER				FTE Value		
CURRENT_INDICATOR	NUMBER	38	0		current goals indicator		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

Notes

#1 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#2 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#3 DW_JOB_D may contain multiple records for a job. Join should also consider fact calendar date to get the dimension values.

#4 DW_POSITION_D may contain multiple records for a position. Join should also consider fact calendar date to get the dimension values.

#5 DW_PAY_GRADE_D may contain multiple records for a grade. Join should also consider fact calendar date to get the dimension values.

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_GOAL_DEV_CATEGORY_D_TL

DW_GOAL_DEV_CATEGORY_D_TL

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_CATEGORY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_CATEGORY_CODE	VARCHAR2	32		True	Goal Category Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Goal Category and language		
GOAL_CATEGORY_NAME	VARCHAR2	128			Name of the Goal Category Type		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_CATEGORY_DESCRIPTION	VARCHAR2	256			Description of the Goal Category Type		

DW_GOAL_F

Goals Fact stores all worker goals

Details

Module: Goal Management

Key Columns

GOAL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ID	NUMBER	38	0	True	Goals identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Functional key of records. Goal Id		
REFERENCE_GOAL_ID	NUMBER	38	0		Reference Goal Identifier		
ORGANIZATION_ID	NUMBER	38	0		Reference to the organization to which goal is being created.	DW_INTER_NAL_ORG_D	ORGANIZATION_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier holds assignment of worker.		
PERSON_ID	NUMBER	38	0		Person Id of the person to whom the goal is assigned to.	DW_PERSON_D	PERSON_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business group Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIVATE_FL AG	VARCHAR2	32			Flag to indicate whether this goal is accessible to others or not		
ACTIVE_FL AG	VARCHAR2	32			Active flag of goals		
PUBLISHED _FLAG	VARCHAR2	32			Flag to indicate if Organization goal is published		
START_DATE	DATE				Start date of goal.		
TARGET_COMPLETION_DATE	DATE				Target completion date of goal.		
ACTUAL_COMPLETION_DATE	DATE				Actual completion date of goal.		
GOAL_VERIFICATION_CODE	VARCHAR2	32			Contains codes to indentify worker goals		
GOAL_TYPE_CODE	VARCHAR2	32			Type of goal		
GOAL_SUBTYPE_CODE	VARCHAR2	256			Goal Sub Type Code		
GOAL_CATEGORY_CODE	VARCHAR2	32			Contains category for a goal.		
GOAL_STATUS_CODE	VARCHAR2	32			Status of goal		
GOAL_SOURCE_CODE	VARCHAR2	32			Source of assignment goals.		
PRIORITY_CODE	VARCHAR2	32			Priority of goal. Possible values are High, Medium and Low.		
PERCENT_COMPLETE_CODE	VARCHAR2	32			Goal completion percentage code.		
GOAL_NAME	VARCHAR2	512			Name of goal.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_INITIAL_RECORD_ID	NUMBER	38	0		This indicates whether the goal is created after the Initial Extract Date		

DW_GOAL_MEASUREMENT_D

Goal Measurement Dimension

Details

Module: Goal Management

Key Columns

MEASUREMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEASUREMENT_ID	NUMBER	38	0	True	Measurement Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Unique Key		
GOAL_ID	NUMBER	38	0		Goal Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
MEASUREMENT_NAME	VARCHAR2	512			Measurement Name		
ACHIEVED_WEIGHT	NUMBER				Achieved Weight		
START_DATE	DATE				Start Date		
END_DATE	DATE				End Date		
MEASUREMENT_TYPE_CODE	VARCHAR2	32			Measurement Type	DW_GOAL_MEASUREMENT_TL	MEASUREMENT_TYPE_CODE
TARGET_TYPE	VARCHAR2	32			Target Type	DW_GOAL_TARGET_TL	TARGET_TYPE
TARGET_PERCENTAGE	NUMBER				Target Percentage		
TARGET_VALUE	NUMBER				Target Value		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTUAL_VALUE	NUMBER				Actual Value		
MAX_TARGET	NUMBER				Max Target		
MIN_TARGET	NUMBER				Min Target		
UOM_CODE	VARCHAR2	32			Uom Code	DW_GOAL_UOM_CODE_D_TL	UOM_CODE
DISPLAY_SEQUENCE	NUMBER	38	0		Display Sequence		

DW_GOAL_MEASUREMENT_TYPE_D_TL

DW_GOAL_MEASUREMENT_TYPE_D_TL

Details

Module: Goal Management

Key Columns

LANGUAGE, MEASUREMENT_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEASUREMENT_TYPE_CODE	VARCHAR2	32		True	Goal Measurement Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Measurement Type and language		
MEASUREMENT_TYPE_NAME	VARCHAR2	128			Name of the Goal Measurement Type		
MEASUREMENT_TYPE_DESCRIPTION	VARCHAR2	256			Description of the Goal Measurement Type		

DW_GOAL_ORGANIZATION_EF

Organization Goals Derived Fact stores all the organization goals information.

Details

Module: Goal Management

Key Columns

GOAL_PLAN_SET_ID, REVIEW_PERIOD_ID, GOAL_ID, GOAL_PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ID	NUMBER	38	0	True	Goals identifier		
GOAL_PLA N_ID	NUMBER	38	0	True	Goal Plan Identifier	DW_GOAL_ PLAN_D	GOAL_PLA N_ID
GOAL_PLA N_SET_ID	NUMBER	38	0	True	Goal Plan Set Identifier	DW_GOAL_ PLAN_SET_ D	GOAL_PLA N_SET_ID
REVIEW_PE RIOD_ID	NUMBER	38	0	True	Review Period Identifier of the goal plan	DW_REVIEW_ PERIOD _D	REVIEW_PE RIOD_ID
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier. A unique Identifier for the records		
GOAL_NAM E	VARCHAR2	512			Name of goal.		
REFERENC E_GOAL_ID	NUMBER	38	0		Reference Goals identifier		
REFERENC E_GOAL_N AME	VARCHAR2	512			Name of Reference goal		
GOAL_ALIG NMENT_ID	NUMBER	38	0		Goal Alignment Identifier	DW_GOAL_ ALIGNMENT _D	GOAL_ALIG NMENT_ID
GOAL_PLA N_GOAL_ID	NUMBER	38	0		Goal Plan Goal Identifier	DW_GOAL_ PLAN_GOA L_D	GOAL_PLA N_GOAL_ID
ORGANIZAT ION_ID	NUMBER	38	0		Reference to the organization to which goal is being created.	DW_DEPAR TMENT_D	DEPARTME NT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0		Holds assignment of worker.		
PERSON_ID	NUMBER	38	0		Person Id of the person to whom the goal is assigned to.	DW_PERSON_ID	PERSON_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business group Identifier		
PRIVATE_FLAG	VARCHAR2	32			Flag to indicate whether this goal is accessible to others or not		
PUBLISHED_FLAG	VARCHAR2	32			Flag to indicate if Organization goal is published		
START_DATE	DATE				Start date of goal.		
TARGET_COMPLETION_DATE	DATE				Target completion date of goal.		
ACTUAL_COMPLETION_DATE	DATE				Actual completion date of goal.		
ANCHOR_DATE	DATE				Derived Goal Anchor Date		
GOAL_VERSION_TYPE_CODE	VARCHAR2	32			Contains codes to identify worker goals	DW_GOAL_VERSION_TYPE_CODE	GOAL_VERSION_TYPE_CODE
GOAL_TYPE_CODE	VARCHAR2	32			Type of goal	DW_GOAL_TYPE_CODE	GOAL_TYPE_CODE
GOAL_SUBTYPE_CODE	VARCHAR2	256			Goal Sub Type Code	DW_GOAL_SUBTYPE_CODE	GOAL_SUBTYPE_CODE
GOAL_CATEGORY_CODE	VARCHAR2	32			Contains category for a goal.	DW_GOAL_PERF_CATEGORY_CODE	GOAL_CATEGORY_CODE
GOAL_STATUS_CODE	VARCHAR2	32			Status of goal	DW_GOAL_STATUS_CODE	GOAL_STATUS_CODE
GOAL_SOURCE_CODE	VARCHAR2	32			Source of assignment goals.	DW_GOAL_SOURCE_CODE	GOAL_SOURCE_CODE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIORITY_CODE	VARCHAR2	32			Priority of goal. Possible values are High, Medium and Low.	DW_GOAL_PRIORITY_D_TL	PRIORITY_CODE
PERCENT_COMPLETE_CODE	VARCHAR2	32			Goal completion percentage code.	DW_GOAL_PERCENT_COMPLETE_D_TL	PERCENT_COMPLETE_CODE
GOAL_WEIGHT	NUMBER	38	0		Weight or importance of a goal relative to other goals expressed in percentage		
GOAL_COMPLETED_IND	NUMBER	38	0		Identifies if the goal is completed or not		
GOAL_ALIGNED_IND	NUMBER	38	0		Identifies if the goal is aligned to any other goal or not		
CURRENT_PERIOD	NUMBER	38	0		Identifies if the review period is completed or not		

DW_GOAL_PERCENT_COMPLETE_D_TL

DW_GOAL_PERCENT_COMPLETE_D_TL

Details

Module: Goal Management

Key Columns

PERCENT_COMPLETE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERCENT_COMPLETE_CODE	VARCHAR2	32		True	Goal Percent Complete Code		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Percent Complete code and language		
PERCENT_COMPLETE_NAME	VARCHAR2	128			Name of the Goal Percent Complete Code		
PERCENT_COMPLETE_DESCRIPTION	VARCHAR2	256			Description of the Goal Percent Complete Code		

DW_GOAL_PERFORMANCE_A

Performance Goals Aggregate Fact

Details

Module: Goal Management

Key Columns

GOAL_PLAN_SET_ID, REVIEW_PERIOD_ID, ASSIGNMENT_ID, GOAL_PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier of worker.		
GOAL_PLAN_ID	NUMBER	38	0	True	Goal Plan Identifier	DW_GOAL_PLAN_D	GOAL_PLAN_ID
GOAL_PLAN_SET_ID	NUMBER	38	0	True	Goal Plan Set Identifier	DW_GOAL_PLAN_SET_D	GOAL_PLAN_SET_ID
REVIEW_PERIOD_ID	NUMBER	38	0	True	Review Period Identifier of the goal plan	DW_REVIEW_PERIOD_D	REVIEW_PERIOD_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ANCHOR_DATE	DATE				Anchor Date to get assignmnet related information		
PERSON_ID	NUMBER	38	0		Person Id of the person to whom the goal is assigned to.	DW_PERSON_D	PERSON_ID
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#1	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#2	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier #3	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#4	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#5	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer#6	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier	DW_PERSON_D	PERSON_ID
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNME NT_NUMBE R	VARCHAR2	32			Assignment Number		
ASSIGNME NT_NAME	VARCHAR2	128			Assignment Name		
WORKER_T YPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORK ER_TYPE_D _TL	WORKER_T YPE
WORKER_C ATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORK ER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIG NMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISL ATION_D_T L	LEGISLATIO N_CODE
ETHNICITY	VARCHAR2	32			Person Ethnicity		
SEX	VARCHAR2	32			Person Sex		
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
AGE_IN_YEARS	NUMBER	38	0		Person Age as of Event Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		
HEADCOUNT	NUMBER				Headcount Value		
FTE	NUMBER				FTE Value		
TOTAL_GOALS	NUMBER	38	0		count of goals		
COMPLETED_GOALS	NUMBER	38	0		count of goals completed		
INCOMPLETE_GOALS	NUMBER	38	0		count of goals not completed		
TOTAL_GOALS_COMPLETED_IND	NUMBER	38	0		Indicator field if all goals are completed		
ALIGNED_GOALS	NUMBER	38	0		count of goals that are aligned		

Notes

#1 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#2 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#3 DW_JOB_D may contain multiple records for a job. Join should also consider fact calendar date to get the dimension values.

#4 DW_POSITION_D may contain multiple records for a position. Join should also consider fact calendar date to get the dimension values.

#5 DW_PAY_GRADE_D may contain multiple records for a grade. Join should also consider fact calendar date to get the dimension values.

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_GOAL_PERFORMANCE_EF

Stores information of the performance goals except that are published organization goals.

Details

Module: Goal Management

Key Columns

GOAL_PLAN_SET_ID, REVIEW_PERIOD_ID, GOAL_ID, GOAL_PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ID	NUMBER	38	0	True	Goals identifier		
GOAL_PLA N_ID	NUMBER	38	0	True	Goal Plan Identifier	DW_GOAL_ PLAN_D	GOAL_PLA N_ID
GOAL_PLA N_SET_ID	NUMBER	38	0	True	Goal Plan Set Identifier	DW_GOAL_ PLAN_SET_ D	GOAL_PLA N_SET_ID
REVIEW_PE RIOD_ID	NUMBER	38	0	True	Review Period Identifier of the goal plan	DW_REVIEW_ PERIOD_ _D	REVIEW_PE RIOD_ID
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier. A unique Identifier for the records		
GOAL_NAM E	VARCHAR2	512			Name of goal.		
REFERENC E_GOAL_ID	NUMBER	38	0		Reference Goals identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REFERENC E_GOAL_N AME	VARCHAR2	512			Name of Reference goal		
GOAL_ALIG NMENT_ID	NUMBER	38	0		Goal Alignment Identifier	DW_GOAL_ ALIGNMENT _D	GOAL_ALIG NMENT_ID
GOAL_PLA N_GOAL_ID	NUMBER	38	0		Goal Plan Goal Identifier	DW_GOAL_ PLAN_GOA L_D	GOAL_PLA N_GOAL_ID
ORGANIZAT ION_ID	NUMBER	38	0		Reference to the organization to which goal is being created.	DW_DEPAR TMENT_D	DEPARTME NT_ID
ASSIGNME NT_ID	NUMBER	38	0		Holds assignment of worker.		
PERSON_ID	NUMBER	38	0		Person Id of the person to whom the goal is assigned to.	DW_PERSO N_D	PERSON_ID
BUSINESS_ GROUP_ID	NUMBER	38	0		Business group Identifier		
PRIVATE_FL AG	VARCHAR2	32			Flag to indicate whether this goal is accessible to others or not		
PUBLISHED _FLAG	VARCHAR2	32			Flag to indicate if Organization goal is published		
START_DAT E	DATE				Start date of goal.		
TARGET_C OMPLETIO N_DATE	DATE				Target completion date of gaol.		
ACTUAL_C OMPLETIO N_DATE	DATE				Actual completion date of goal.		
ANCHOR_D ATE	DATE				Derived Goal Anchor Date		
GOAL_VER SION_TYPE _CODE	VARCHAR2	32			Contains codes to indentify worker goals	DW_GOAL_ VERSION_T YPE_D_TL	GOAL_VER SION_TYPE
GOAL_TYP E_CODE	VARCHAR2	32			Type of goal	DW_GOAL_ TYPE_D_TL	GOAL_TYP E

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_SUB _TYPE_CODE	VARCHAR2	256			Goal Sub Type Code	DW_GOAL_ SUB_TYPE_ D_TL	GOAL_SUB _TYPE
GOAL_CAT EGORY_CODE	VARCHAR2	32			Contains category for a goal.	DW_GOAL_ PERF_CATE GORY_D_T L	GOAL_CAT EGORY_CO DE
GOAL_STAT US_CODE	VARCHAR2	32			Status of goal	DW_GOAL_ STATUS_D_ TL	GOAL_STAT US
GOAL_SOU RCE_CODE	VARCHAR2	32			Source of assignment goals.	DW_GOAL_ SOURCE_D _TL	GOAL_SOU RCE
PRIORITY_ CODE	VARCHAR2	32			Priority of goal. Possible values are High, Medium and Low.	DW_GOAL_ PRIORITY_ D_TL	PRIORITY_ CODE
PERCENT_ COMPLETE _CODE	VARCHAR2	32			Goal completion percentage code.	DW_GOAL_ PERCENT_ COMPLETE _D_TL	PERCENT_ COMPLETE _CODE
GOAL_WEI GHT	NUMBER	38	0		Weight or importance of a goal relative to other goals expressed in percentage		
GOAL_COM PLETED_IN D	NUMBER	38	0		Identifies if the goal is completed or not		
GOAL_ALIG NED_IND	NUMBER	38	0		Identifies if the goal is aligned to any other goal or not		
CURRENT_I ND	NUMBER	38	0		Identifies if the review period is completed or not		
DEPARTME NT_ID	NUMBER	38	0		Department Identifier#4	DW_DEPAR TMENT_D	DEPARTME NT_ID
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Reporting Establishme nt Identifier#5	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#6	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records-assignment , employment terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment		
ETHNICITY	VARCHAR2	32			Person Ethnicity		
SEX	VARCHAR2	32			Person Sex		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
AGE_IN_YEARS	NUMBER	38	0		Person Age as of Event Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Person Age as of Event Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Person Tenure as of Event Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure as of Event Date in Months		
HEADCOUNT	NUMBER				Headcount Value		
FTE	NUMBER				FTE Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_GOAL_PERF_CATEGORY_D_TL

DW_GOAL_PERF_CATEGORY_D_TL

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_CATEGORY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_CATEGORY_CODE	VARCHAR2	32		True	Goal Category Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Goal Category and language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_CATEGORY_NAME	VARCHAR2	128			Name of the Goal Category Type		
GOAL_CATEGORY_DESCRIPTION	VARCHAR2	256			Description of the Goal Category Type		

DW_GOAL_PLAN_D

Goal Plan Dimension

Details

Module: Goal Management

Key Columns

GOAL_PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_PLAN_ID	NUMBER	38	0	True	Goal Plan Identifier	DW_GOAL_PLAN_D_TL	GOAL_PLAN_ID
SOURCE_RECORD_ID	VARCHAR2	512			unique key		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
GOAL_PLAN_TYPE_CODE	VARCHAR2	32			Goal Plan Type Code	DW_GOAL_PLAN_D_TL	GOAL_PLAN_TYPE_CODE
GOAL_PLAN_START_DATE	DATE				Goal Plan Start Date		
GOAL_PLAN_END_DATE	DATE				Goal Plan End Date		
PREV_GOAL_PLAN_ID	NUMBER	38	0		Previous Goal Plan Identifier		
ENFORCE_GOAL_WEIGHT_FLAG	VARCHAR2	32			This is to enforce the summation of goal weight to 100 at goal plan level if set to yes		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ACCESS_LEVEL_CODE	VARCHAR2	32			Goal Access Level	DW_GOAL_ACCESS_LEVEL_D_TL	GOAL_ACCESS_LEVEL_CODE
GOAL_PLAN_ACTIVE_FLAG	VARCHAR2	32			to decide whether plan is active or not		
GOAL_SUBTYPE_CODE	VARCHAR2	32			Goal Sub type to support customer specific requirements	DW_GOAL_SUBTYPE_D_TL	GOAL_SUBTYPE_CODE
INCLUDE_IN_PERFORMANCE_DOCUMENT_FLAG	VARCHAR2	32			If this flag is set, the goals in the goal plan would be added to Performance Document		
ENABLE_WEIGHTING_FLAG	VARCHAR2	32			Flag to indicate whether weighting can be specified with goal.		
REVIEW_PERIOD_ID	NUMBER	38	0		Review Period Identifier of the goal plan	DW_REVIEW_PERIOD_D_TL	REVIEW_PERIOD_ID
PRIMARY_GOAL_PLAN_FLAG	VARCHAR2	32			Identifies if the goal plan is primary or not		

DW_GOAL_PLAN_D_TL

Goal Plan Translation

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_PLAN_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_PLA N_ID	NUMBER	38	0	True	Goal Plan Identifier		
LANGUAGE	VARCHAR2	16		True	Lanaguage		
SOURCE_R ECORD_ID	VARCHAR2	512			Unique Key		
GOAL_PLA N_NAME	VARCHAR2	512			Goal Plan Name		
BUSINESS_ GROUP_ID	NUMBER	38	0		Busniess Group Identifier		

DW_GOAL_PLAN_GOAL_D

Bridge Dimension which is for Goal ID and Goal Plan ID mapping.

Details

Module: Goal Management

Key Columns

GOAL_PLAN_GOAL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_PLA N_GOAL_ID	NUMBER	38	0	True	Goal Plan Goal Identifier		
SOURCE_R ECORD_ID	VARCHAR2	512			unique key		
GOAL_PLA N_ID	NUMBER	38	0		Goal Plan Identifier	DW_GOAL_ PLAN_D_TL	GOAL_PLA N_ID
GOAL_ID	NUMBER	38	0		Goal Identifier		
GOAL_WEI GHT	NUMBER	38	0		Weight or importance of a goal relative to other goals expressed in percentage		
PRIORITY_ CODE	VARCHAR2	64			Priority of the goal	DW_GOAL_ PRIORITY_ D_TL	PRIORITY_ CODE
GOAL_PLA N_SET_ID	NUMBER	38	0		Goal Plan Set Identifier	DW_GOAL_ PLAN_SET_ D_TL	GOAL_PLA N_SET_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE_START_DATE	DATE				Effective Start Date		
EFFECTIVE_END_DATE	DATE				Effective End Date		
REVIEW_PERIOD_ID	NUMBER	38	0		Review Period Identifier	DW_REVIEW_PERIOD_ID_TL	REVIEW_PERIOD_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		

DW_GOAL_PLAN_SET_D

Provides the details on the Goal Sets.

Details

Module: Goal Management

Key Columns

GOAL_PLAN_SET_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_PLAN_SET_ID	NUMBER	38	0	True	Goal Plan Set Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier:It is Goal Plan Set Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
START_DATE	DATE				Goal Plan Set Start Date		
END_DATE	DATE				Goal Plan Set end Date		
GOAL_PLAN_SET_ACTIVE_FLAG	VARCHAR2	32			This column is to decide whether goal plan set is active or not		

DW_GOAL_PLAN_SET_D_TL

Goal Plan Set Dimension Translation Table

Details

Module: Goal Management

Key Columns

GOAL_PLAN_SET_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_PLA N_SET_ID	NUMBER	38	0	True	Goal Plan Set Identifier		
LANGUAGE	VARCHAR2	16		True	Code of the Language to which contents are translated		
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier:It is a unique combination of Goal Plan Set Identifier and Language		
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group ID		
GOAL_PLA N_SET_NA ME	VARCHAR2	512			Name of goal plan set		

DW_GOAL_PLAN_TYPE_D_TL

This dimension captures the Goal Plan Type translation information

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_PLAN_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_PLA N_TYPE	VARCHAR2	32		True	Goal Plan Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		
GOAL_PLA N_TYPE_NA ME	VARCHAR2	128			Name of the Goal Plan Type		
GOAL_PLA N_TYPE_DE SCRIPTION	VARCHAR2	256			Description of the Goal Plan Type		

DW_GOAL_PRIORITY_D_TL

DW_GOAL_PRIORITY_D_TL

Details

Module: Goal Management

Key Columns

PRIORITY_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIORITY_ CODE	VARCHAR2	32		True	Goal Priority Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Priority Code and language		
PRIORITY_ CODE_NAM E	VARCHAR2	128			Name of the Goal Priority Type		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIORITY_CODE_DESCRIPTION	VARCHAR2	256			Description of the Goal Priority Type		

DW_GOAL_SOURCE_D_TL

This dimension captures the Goal Source translation information.

Details

Module: Goal Management

Key Columns

GOAL_SOURCE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_SOURCE	VARCHAR2	32		True	Goal Source		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
GOAL_SOURCE_NAME	VARCHAR2	128			Name of the Goal Source		
GOAL_SOURCE_DESCRIPTION	VARCHAR2	256			Description of the Goal Source		

DW_GOAL_STATUS_D_TL

This dimension captures the Goal Status translation information.

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_STATUS

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_STAT US	VARCHAR2	32		True	Goal Status		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		
GOAL_STAT US_NAME	VARCHAR2	128			Name of the Goal Status		
GOAL_STAT US_DESCRI PTION	VARCHAR2	256			Description of the Goal Status		

DW_GOAL_SUB_TYPE_D_TL

This dimension captures the Goal sub type translation information.

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_SUB_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_SUB _TYPE	VARCHAR2	32		True	Goal Sub Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		
GOAL_SUB _TYPE_NA ME	VARCHAR2	128			Name of the Goal Sub type		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_SUB _TYPE_DES CRPTION	VARCHAR2	256			Description of the Goal Sub Type		

DW_GOAL_TARGET_TYPE_D_TL

DW_GOAL_TARGET_TYPE_D_TL

Details

Module: Goal Management

Key Columns

TARGET_TYPE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TARGET_TY PE	VARCHAR2	32		True	Goal Target Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Target Type and language		
TARGET_TY PE_NAME	VARCHAR2	128			Name of the Goal Target Type		
TARGET_TY PE_DESCRI PTION	VARCHAR2	256			Description of the Goal Target Type		

DW_GOAL_TASK_D

Provides the details on the Goal Tasks (also called Actions).

Details

Module: Goal Management

Key Columns

GOAL_ACTION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_ACTION_ID	NUMBER	38	0	True	Goal action Identifier		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier:It is Goal action Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
GOAL_ID	NUMBER	38	0		Goal Identifier	DW_GOAL_F	GOAL_ID
ACTION_TYPE_CODE	VARCHAR2	32			Type of Action	DW_GOAL_ACTION_TYPE_CODE	ACTION_TYPE_CODE
PRIORITY_CODE	VARCHAR2	32			Priortiy of Action	DW_GOAL_PRIORITY_CODE	PRIORITY_CODE
START_DATE	DATE				Start Date		
TARGET_COMPLETION_DATE	DATE				Target Completion Date		
PERCENT_COMPLETE_CODE	VARCHAR2	32			Percentage complete code		
STATUS_CODE	VARCHAR2	32			Status of the task	DW_GOAL_TASK_STATUS_CODE	STATUS_CODE
ACTION_NAME	VARCHAR2	256			Action/Task Name		

DW_GOAL_TASK_STATUS_D_TL

DW_GOAL_TASK_STATUS_D_TL

Details

Module: Goal Management

Key Columns

LANGUAGE, STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATUS_CODE	VARCHAR2	32		True	Goal Task Status Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of Status Code and language		
STATUS_NAME	VARCHAR2	128			Name of the Goal Task Status Code		
STATUS_DESCRIPTION	VARCHAR2	256			Description of the Goal Task Status Code		

DW_GOAL_TYPE_D_TL

This dimension captures the Goal Type translation information

Details

Module: Goal Management

Key Columns

GOAL_TYPE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_TYPE	VARCHAR2	32		True	Goal Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
GOAL_TYPE_NAME	VARCHAR2	128			Name of the Goal Type		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_TY PE_DESCRIP TION	VARCHAR2	256			Description of the Goal Type		

DW_GOAL_UOM_CODE_D_TL

DW_GOAL_UOM_CODE_D_TL

Details

Module: Goal Management

Key Columns

LANGUAGE, UOM_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
UOM_CODE	VARCHAR2	32		True	Goal UOM Code		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier - It is a unique combination of UOM code and language		
UOM_NAME	VARCHAR2	128			Name of the Goal UOM Code		
UOM_DESC RIPTION	VARCHAR2	256			Description of the Goal UOM Code		

DW_GOAL_VERSION_TYPE_D_TL

This dimension captures the Goal version type translation information

Details

Module: Goal Management

Key Columns

LANGUAGE, GOAL_VERSION_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GOAL_VERSION_TYPE	VARCHAR2	32		True	Goal Version Type		
LANGUAGE	VARCHAR2	32		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	64			Source Record Identifier It is a unique combination of CODE_TYPE, CODE		
GOAL_VERSION_TYPE_NAME	VARCHAR2	128			Name of the Goal Version type		
GOAL_VERSION_TYPE_DESCRIPTION	VARCHAR2	256			Description of the Goal Version Type		

Performance Management

DW_ACTIVE_INACTIVE_D_TL

This stores translation of active and inactive status for checkin template review period.

Details

Module: Performance Management

Key Columns

LANGUAGE, STATUS_CODE

Key Columns

LANGUAGE, STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
STATUS_CODE_NAME	VARCHAR2	2048			Business name or value of the code.		
STATUS_CODE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ACTIVE_INACTIVE_LKP_TL

This table contains information about code, name, and description.

Details

Module: Performance Management

Key Columns

ACTIVE_INACTIVE_LKP_CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
ACTIVE_INACTIVE_LKP_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_CONTENT_ITEM_D

This table stores content item information like individual competency, skill or qualification within a content type.

Details

Module: Performance Management

Key Columns

CONTENT_ITEM_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_I TEM_ID	NUMBER	38	0	True	Content item Identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_R ECORD_ID	VARCHAR2	64			Unique Source Record Identifier with CONTENT_I TEM_ID and BUSINESS_GROUP_ID.		
CONTENT_ TYPE_ID	NUMBER	38	0		Key to Content Type	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_I TEM_CODE	VARCHAR2	32			Content Item code		
DATE_FRO M	DATE				Start date of Content Item		
DATE_TO	DATE				End date of Content Item		

DW_PARTICIPATION_STATUS_D_TL

This stores translation of participation status

Details

Module: Performance Management

Key Columns

LANGUAGE, PARTICIPATION_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PARTICIPATION_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PARTICIPATION_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
PARTICIPATION_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_PERF_CHECKIN_MEETING_EF

This table stores check-in meeting information for a check-in template per assignment.

Details

Module: Performance Management

Key Columns

CHECK_IN_MEETING_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CHECK_IN_MEETING_ID	NUMBER	38	0	True	Primary key of the Performance Rating		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Identifier includes CHECK_IN_MEETING_ID, BUSINESS_GROUP_ID		
MANAGER_PERSON_ID	NUMBER	38	0		Person identifier for the Check in manager	DW_PERSON_D	PERSON_ID
WORKER_ASSIGNMENT_ID	NUMBER	38	0		Assignment ID of the Worker		
WORKER_PERSON_ID	NUMBER	38	0		Person identifier for the Worker	DW_PERSON_D	PERSON_ID
CHECK_IN_TEMPLATE_ID	NUMBER	38	0		Check in Template Identifier	DW_PERF_CHECKIN_TEMPLATE_D	CHECK_IN_TEMPLATE_ID
REVIEW_PERIOD_ID	NUMBER	38	0		Review Period Identifier	DW_REVIEW_PERIOD_D	REVIEW_PERIOD_ID
CHECKIN_CREATEDBY_PERSON_ID	NUMBER	38	0		Person ID identifier - for the person who created the checkin	DW_PERSON_D	PERSON_ID
CHECKIN_MEETING_NAME	VARCHAR2	256			CheckIn Meeting Name		
CHECK_IN_DATE	DATE				Date of the Check in Meeting		
VALID_FROM_DATE	DATE				Indicates the start date of the review period		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
VALID_TO_DATE	DATE				Indicates the end date of the review period for closed else the current date. Anchor date for other dimensions		
ANCHOR_DATE	DATE				Anchor date for other dimensions. End date of the performance period.		
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_EST_ID
DEPARTMENT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker-assignment or employment terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category like Blue collar or Civil Servant etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_FLAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Workers Person Type in System		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_SYSTEM_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART_TIME_FLAG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_ID	PERSON_ID
SUPERVISOR_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_ID	PERSON_ID
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PERF_CHECKIN_MEETING_F

This table stores Check-in Meetings for a Check-in template per Assignment.

Details

Module: Performance Management

Key Columns

CHECK_IN_MEETING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CHECK_IN_MEETING_ID	NUMBER	38	0	True	Identifier for Checkin meetings		
SOURCE_RECORD_ID	VARCHAR2	64			Unique key consisting of Check_in_meeting_id		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
MANAGER_PERSON_ID	NUMBER	38	0		Person identifier for the Check in manager	DW_PERSON_D	PERSON_ID
WORKER_PERSON_ID	NUMBER	38	0		Person identifier for the Worker	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_ASSIGNMENT_ID	NUMBER	38	0		Assignment ID of the Worker		
CHECK_IN_TEMPLATE_ID	NUMBER	38	0		Check_In_Template identifier	DW_PERF_CHECKIN_TEMPLATE_D	CHECK_IN_TEMPLATE_ID
REVIEW_PERIOD_ID	NUMBER	38	0		Review Period identifier		
CHECKIN_CREATEDBY_PERSON_ID	NUMBER	38	0		Person ID identifier - for the person who created the checkin	DW_PERSON_D	PERSON_ID
CHECKIN_MEETING_NAME	VARCHAR2	256			CheckIn Meeting Name		
CHECK_IN_DATE	DATE				Date of the Check in Meeting		

DW_PERF_CHECKIN_TEMPLATE_D

This dimension captures the CheckIn Template Details

Details

Module: Performance Management

Key Columns

CHECK_IN_TEMPLATE_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CHECK_IN_TEMPLATE_ID	NUMBER	38	0	True	Primary Key for Check in Template		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Reference to Business Group		
SOURCE_RECORD_ID	VARCHAR2	256			unique key		
STATUS_CODE	VARCHAR2	32			Status of the Check-in Template	DW_ACTIVE_INACTIVE_D	STATUS_CODE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERFORMA NCE_GOAL S_FLAG	VARCHAR2	32			Indicator if the template is of type Performance Goals		
DEVELOPM ENT_GOAL S_FLAG	VARCHAR2	32			Indicator if the template is of type Development Goals		
GENERAL_ DISCUSSIO N_TOPIC_F LAG	VARCHAR2	32			Indicator if the template is of type General Discussion Topic		
VALID_FRO M_DATE	DATE				Valid from Date		
VALID_TO_ DATE	DATE				Valid to Date		

DW_PERF_CHECKIN_TEMPLATE_D_TL

This table holds information about translation of Checkin Template

Details

Module: Performance Management

Key Columns

LANGUAGE, CHECK_IN_TEMPLATE_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CHECK_IN_ TEMPLATE_ ID	NUMBER	38	0	True	Checkin Template Identifier		
LANGUAGE	VARCHAR2	16		True	Language Identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0	True	Reference to Business Group		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary Key		
CHECK_IN_ TEMPLATE_ NAME	VARCHAR2	512			Name of the CHECKIN TEMPLATE		

DW_PERF_CONTENT_ITEM_RATING_EF

It stores evaluation ratings for content items for an assignment rated by different roles for different evaluations.

Details

Module: Performance Management

Key Columns

EVAL_RATING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_RATING_ID	NUMBER	38	0	True	Primary key of the Performance Rating		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with eval_rating_id.		
EVALUATION_ID	NUMBER	38	0		Performance Document identifier	DW_PERF_DOC_STATUSES_F	EVALUATION_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
CONTENT_ITEM_ID	NUMBER	38	0		Content item identifier	DW_CONTENT_ITEMS_D	CONTENT_ITEM_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type identifier	DW_CONTENT_TYPES_D	CONTENT_TYPE_ID
PERFORMANCE_RATING_ID	NUMBER	38	0		Indicates the rating level for the performance . Uses performance rating model	DW_RATING_LEVELS_D	RATING_LEVEL_ID
PROFICIENCY_RATING_ID	NUMBER	38	0		Indicates the rating level for the proficiency. Uses proficiency rating model	DW_RATING_LEVELS_D	RATING_LEVEL_ID
EVAL_PARTICIPANT_ID	NUMBER	38	0		Participant identifier	DW_PERF_PARTICIPANTS_D	EVAL_PARTICIPANT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ROLE_TYP E_CODE	VARCHAR2	256			Indicates which role type has given the rating		
CALCULATE D_RATING	NUMBER				Indicates the value of the rating calculated from fast formulas		
PERSON_ID	NUMBER	38	0		worker or person Identifier	DW_PERSO N_D	PERSON_ID
DOC_MANA GER_ID	NUMBER	38	0		Evaluation document manager identifier	DW_PERSO N_D	PERSON_ID
ASSIGNME NT_ID	NUMBER	38	0		ID of the Assignment on which the evaluation is performed		
TEMPLATE_ DEFINITION _ID	NUMBER	38	0		Template Definitions Identifier	DW_PERF_ TEMPLATE_ DEF_D	TEMPLATE_ DEFINITION _ID
TEMPLATE_ PERIOD_ID	NUMBER	38	0		Template Period Identifier	DW_PERF_ TEMPLATE_ PERIOD_D	TEMPLATE_ PERIOD_ID
EVAL_SECT ION_ID	NUMBER	38	0		Section identifier	DW_PERF_ EVAL_SECT ION_DEF_D	EVAL_SECT ION_ID
EVAL_ITEM _ID	NUMBER	38	0		Key to generic Item dimension	DW_PERF_ EVAL_ITEM _D	EVAL_ITEM _ID
SECTION_T YPE_CODE	VARCHAR2	32			Indicates the type of the section		
VALID_FRO M_DATE	DATE				Indicates the start date of the performance period		
VALID_TO_ DATE	DATE				Indicates the end date of the performance period. Anchor date for other dimensions		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ANCHOR_DATE	DATE				Anchor date for other dimensions. End date of the performance period.		
COMPLETE_DOC_PERIOD_IND	VARCHAR2	16			Indicates if the Doc Period end date is already completed		
REVIEW_PERIOD_ID	NUMBER	38	0		Review period identifier	DW_REVIEW_PERIOD_D	REVIEW_PERIOD_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_EST_ID
DEPARTMENT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker-assignment , employment terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_FLAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PER_SYST EM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
SUPERVISO R_ASSIGN MENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSO N_D	PERSON_ID
SUPERVISO R_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSO N_D	PERSON_ID
HEADCOUN T	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YE ARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MO NTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN _YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN _MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC_Y	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PERF_DOCUMENT_TYPE_D_TL

Document Type Translation Dimension

Details

Module: Performance Management

Key Columns

LANGUAGE, DOC_TYPE_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DOC_TYPE_ID	NUMBER	38	0	True	Business Key for Document Type		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group identifier		
LANGUAGE	VARCHAR2	16		True	Language Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of DOC_TYPE_ID, BUSINESS_GROUP_ID, LANGUAGE		
NAME	VARCHAR2	256			Document Name		

DW_PERF_DOC_STATUS_D_TL

This table stores translation of document status

Details

Module: Performance Management

Key Columns

LANGUAGE, STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
STATUS_CODE_NAME	VARCHAR2	2048			Business name or value of the code.		
STATUS_CODE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_PERF_DOC_STATUS_EF

It stores Evaluation Document information per Assignment per Template Period.

Details

Module: Performance Management

Key Columns

EVALUATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVALUATION_ID	NUMBER	38	0	True	Primary key of the performance document.		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of Evaluation_id		
EVALUATION_DATE	DATE				The date on which the evaluation takes place		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
PERSON_ID	NUMBER	38	0		worker/person identifier	DW_PERSON_D	PERSON_ID
DOCUMENT_MANAGER_ID	NUMBER	38	0		Evaluation document manager identifier	DW_PERSON_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		ID of the Assignment on which the evaluation is performed		
TEMPLATE_DEFINITION_ID	NUMBER	38	0		Template Definitions identifier	DW_PERF_TEMPLATE_DEF_D	TEMPLATE_DEFINITION_ID
TEMPLATE_PERIOD_ID	NUMBER	38	0		Template Period identifier	DW_PERF_TEMPLATE_PERIOD_D	TEMPLATE_PERIOD_ID
STATUS_CODE	VARCHAR2	32			The status code of the performance document		
PREV_STATUS_CODE	VARCHAR2	32			The previous status code of the performance document		
START_DATE	DATE				Start Date of performance document		
END_DATE	DATE				End Date of performance document		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
VALID_FRO M_DATE	DATE				Indicates the start date of the performance period		
VALID_TO_ DATE	DATE				Indicates the end date of the performance period. Anchor date for other dimensions		
ANCHOR_D ATE	DATE				Anchor date for other dimensions. End date of the performance period.		
COMPLETE D_DOC_PE RIOD_IND	VARCHAR2	16			Indicates if the Doc Period End Date is a Completed		
REVIEW_PE RIOD_ID	NUMBER	38	0		Review Period identifier		
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID
DEPARTME NT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPAR TMENT_D	DEPARTME NT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_I D	NUMBER	38	0		Workers Location Identifier	DW_WORK ER_LOCATI ON_D	LOCATION_I D
POSITION_I D	NUMBER	38	0		Workers Position Identifier	DW_POSITI ON_D	POSITION_I D
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_G RADE_D	GRADE_ID
LEGAL_EM PLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL _EMPLOYE R_D	LEGAL_EM PLOYER_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_ID	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_ID	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_ID	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_ID	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker-assignment , employment terms	DW_WORKER_TYPE_ID	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_ID	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_ID	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_FLAG	VARCHAR2	32			Represents workers overall Primary assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART_TIME_FLAG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_D	PERSON_ID
SUPERVISOR_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_D	PERSON_ID
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PERF_DOC_STATUS_F

Performance Document Status Fact

Details

Module: Performance Management

Key Columns

EVALUATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVALUATION_ID	NUMBER	38	0	True	Business key of the performance document.		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Key - EVALUATION_ID		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVALUATION_DATE	DATE				The date on which the evaluation takes place		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group identifier		
PERSON_ID	NUMBER	38	0		Worker/person identifier	DW_PERSON_D	PERSON_ID
MANAGER_ID	NUMBER	38	0		Evaluation document manager identifier	DW_PERSON_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment identifier on which the evaluation is performed		
TEMPLATE_DEFINITION_ID	NUMBER	38	0		Template Definitions identifier	DW_PERFORMANCE_TEMPLATE_DEF_D	TEMPLATE_DEFINITION_ID
TEMPLATE_PERIOD_ID	NUMBER	38	0		Template Period identifier	DW_PERFORMANCE_TEMPLATE_PERIOD_D	TEMPLATE_PERIOD_ID
STATUS_CODE	VARCHAR2	32			The status code of the performance document		
PREV_STATUS_CODE	VARCHAR2	32			The previous status code of the performance document		
START_DATE	DATE				Start Date of performance document		
END_DATE	DATE				End Date of performance document		

DW_PERF_EVAL_ITEM_D

This table stores evaluation item details.

Details

Module: Performance Management

Key Columns

EVAL_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_ITEM_ID	NUMBER	38	0	True	Primary key of the Performance Rating		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with eval_rating_id.		
BUSINESS_GROUP_ID	NUMBER	38	0		Business group		
TARGET_PERF_REV_RATING_ID	NUMBER	38	0		This is the target performance rating for the item.	DW_RATING_LEVEL_D	RATING_LEVEL_ID
TARGET_PROF_REV_RATING_ID	NUMBER	38	0		This is the target proficiency rating for the item.	DW_RATING_LEVEL_D	RATING_LEVEL_ID
EVAL_SECTION_ID	NUMBER	38	0		Evaluation Section		
REFERENCE_ITEM_ID	NUMBER	38	0		References to either Goals or Profiles		

DW_PERF_EVAL_OS_COMMENTS_D

Stores comments for each evaluation and for each overall section.

Details

Module: Performance Management

Key Columns

EVAL_SECTION_ID, EVALUATION_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVALUATION_ID	NUMBER	38	0	True	Performance Document identifier	DW_PERF_DOCUMENTS_F	EVALUATION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_SECT ION_ID	NUMBER	38	0	True	Overall section identifier	DW_PERF_ EVAL_SECT ION_D	EVAL_SECT ION_ID
BUSINESS_ GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier with evaluation_id and eval_section _id and business_gr oup_id		
MANAGER_ PARTICIPAN T_ID	NUMBER	38	0		Participant ID of the manager in the evaluation		
WORKER_P ARTICIPANT _ID	NUMBER	38	0		Participant ID of the worker in the evaluation		
MANAGER_ OVERALL_C OMMENTS	VARCHAR2	4000			Manager overall comments		
WORKER_O VERALL_C OMMENTS	VARCHAR2	4000			Worker overall comments		

DW_PERF_EVAL_RATING_F

Stores information of evaluation ratings for item/section for an assignment rated by different roles for different evaluations.

Details

Module: Performance Management

Key Columns

EVAL_RATING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_RATING_ID	NUMBER	38	0	True	Primary key of the Performance Rating		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with eval_rating_id.		
EVALUATION_ID	NUMBER	38	0		Performance Document Key refers to base Evaluation fact.	DW_PERF_DOC_STATU S_F	EVALUATION_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
REFERENCE_TYPE	VARCHAR2	256			Evaluation Type.It can be Item or Section		
REFERENCE_ID	NUMBER	38	0		If Reference type is Item will point to Item. if Section type then points to Section.#1	DW_PERF_EVAL_ITEM _D	EVAL_ITEM_ID
PERFORMANCE_RATING_ID	NUMBER	38	0		Indicates the rating level for the performance . Uses performance rating model	DW_RATING_LEVEL_D	RATING_LEVEL_ID
PROFICIENCY_RATING_ID	NUMBER	38	0		Indicates the rating level for the proficiency. Uses proficiency rating model	DW_RATING_LEVEL_D	RATING_LEVEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_PARTICIPANT_ID	NUMBER	38	0		Any person other than the employee/worker or manager who participates in the performance evaluation business process.	DW_PERF_PARTICIPANT_D	EVAL_PARTICIPANT_ID
ROLE_TYPE_CODE	VARCHAR2	256			Indicates which role type has given the rating. This code refers to common look up.		
CALCULATE_D_RATING	NUMBER				Indicates the value of the rating calculated from fast formulas		

Notes

#1 If it is section type then it will refer to dimension DW_PERF_EVAL_SECTION_DEF_D to column EVAL_SECTION_ID

DW_PERF_EVAL_SECTION_DEF_D

This table contains details about the Sections of an evaluation along with section definitionID given as section_name_id.

Details

Module: Performance Management

Key Columns

EVAL_SECTION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_SECTION_ID	NUMBER	38	0	True	Primary key to Sections		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with EVAL_SECTION_ID.		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
SEQUENCE_NUMBER	NUMBER	38	0		Sequence number		
SECTION_MIN_WEIGHT	NUMBER				Minimum weight for the section		
SECTION_WEIGHT	NUMBER				Section Weight		
SECTION_NAME_ID	NUMBER	38	0		Section definition identifier, identifies section definition name . Refers to "DW_PERF_SECTION_DEFINITION_TL" for name		
SECTION_TYPE_CODE	VARCHAR2	32			Indicates the type of the section		

DW_PERF_GOAL_ITEM_RATING_EF

It stores evaluation ratings for goal items for an assignment rated by different roles for different evaluations.

Details

Module: Performance Management

Key Columns

EVAL_RATING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_RATING_ID	NUMBER	38	0	True	Primary key of the Performance Rating		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with eval_rating_id.		
EVALUATION_ID	NUMBER	38	0		Performance Document identifier	DW_PERFORMANCE_DOC_STATUS_F	EVALUATION_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		
GOAL_ID	NUMBER	38	0		Goal item identifier	DW_GOALS_F	GOAL_ID
PERFORMANCE_RATING_ID	NUMBER	38	0		Indicates rating level for the performance . Uses performance rating model	DW_RATING_LEVEL_D	RATING_LEVEL_ID
EVAL_PARTICIPANT_ID	NUMBER	38	0		Participant identifier	DW_PERFORMANCE_PARTICIPANT_D	EVAL_PARTICIPANT_ID
ROLE_TYPE_CODE	VARCHAR2	256			Indicates which role type has given the rating		
CALCULATE_D_RATING	NUMBER				Indicates the value of the rating calculated from fast formulas		
PERSON_ID	NUMBER	38	0		Worker/ person identifier	DW_PERSON_D	PERSON_ID
DOC_MANAGER_ID	NUMBER	38	0		Evaluation document manager identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0		ID of the Assignment on which the evaluation is performed		
TEMPLATE_DEFINITION_ID	NUMBER	38	0		Template Definitions identifier	DW_PERF_TEMPLATE_DEF_D	TEMPLATE_DEFINITION_ID
TEMPLATE_PERIOD_ID	NUMBER	38	0		Template Period identifier	DW_PERF_TEMPLATE_PERIOD_D	TEMPLATE_PERIOD_ID
EVAL_SECTION_ID	NUMBER	38	0		Section identifier	DW_PERF_EVAL_SECTION_DEF_D	EVAL_SECTION_ID
EVAL_ITEM_ID	NUMBER	38	0		Evaluation Item identifier	DW_PERF_EVAL_ITEM_D	EVAL_ITEM_ID
SECTION_TYPE_CODE	VARCHAR2	32			Indicates the type of the section		
VALID_FROM_DATE	DATE				Indicates the start date of the performance period		
VALID_TO_DATE	DATE				Indicates the end date of the performance period.		
ANCHOR_DATE	DATE				Anchor date for other dimensions. End date of the performance period.		
COMPLETE_DOC_PERIOD_IND	VARCHAR2	16			Indicates if the Doc Period end date is already completed		
REVIEW_PERIOD_ID	NUMBER	38	0		Review period identifier	DW_REVIEW_PERIOD_D	REVIEW_PERIOD_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_ESTABLISHMENT_ID
DEPARTMENT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker-assignment , employment terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_FLAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART_TIME_FLAG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUPERVISOR_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_D	PERSON_ID
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PERF_OTHER_SECT_RATING_EF

It stores ratings for all sections (other than Summary level) per Role Type per Assignment per Template Period.

Details

Module: Performance Management

Key Columns

BUSINESS_GROUP_ID, EVAL_RATING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_RATING_ID	NUMBER	38	0	True	Primary key of the Performance Rating		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique key consisting of EVAL_RATING_ID, BUSINESS_GROUP_ID		
EVALUATION_ID	NUMBER	38	0		Performance Document identifier		
PERFORMANCE_RATING_ID	NUMBER	38	0		Indicates the rating level for the performance . Uses performance rating model	DW_RATING_LEVEL_D	RATING_LEVEL_ID
SECTION_ID	NUMBER	38	0		Section identifier	DW_PERF_EVAL_SECTION_DEF_D	EVAL_SECTION_ID
EVAL_PARTICIPANT_ID	NUMBER	38	0		Any person, other than the employee/ worker or manager, who participates in the performance evaluation business process.	DW_PERF_PARTICIPANT_D	EVAL_PARTICIPANT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ROLE_TYP E_CODE	VARCHAR2	256			Indicates which role type has given the rating		
CALCULATE D_RATING	NUMBER				Indicates the value of the rating calculated from fast formulas		
PERSON_ID	NUMBER	38	0		Worker/ person identifier	DW_PERSON_D	PERSON_ID
DOC_MANA GER_ID	NUMBER	38	0		Evaluation document manager identifier	DW_PERSON_D	PERSON_ID
ASSIGNME NT_ID	NUMBER	38	0		ID of the Assignment on which the evaluation is performed		
TEMPLATE_ DEFINITION _ID	NUMBER	38	0		Template Definitions identifier	DW_PERF_ TEMPLATE_ DEF_D	TEMPLATE_ DEFINITION _ID
TEMPLATE_ PERIOD_ID	NUMBER	38	0		Template Period identifier	DW_PERF_ TEMPLATE_ PERIOD_D	TEMPLATE_ PERIOD_ID
VALID_FRO M_DATE	DATE				Indicates the start date of the performance document period		
VALID_TO_ DATE	DATE				Indicates the end date of the performance period.		
ANCHOR_D ATE	DATE				Anchor date for other dimensions. End date of the performance period.		
COMPLETE D_DOC_PE RIOD_IND	VARCHAR2	16			Indicates if the Doc Period End Date is a Completed		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REVIEW_PERIOD_ID	NUMBER	38	0		Review Period Identifier	DW_REVIEW_PERIOD_D	REVIEW_PERIOD_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPORTING_ESTABLISHMENT_D	REPORTING_ESTABLISHMENT_ID
DEPARTMENT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker-assignment , employment terms	DW_WORKER_TYPE_D	WORKER_TYPE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_C ATEGORY	VARCHAR2	32			Workers category example: Blue collar, Civil Servant, etc	DW_WORK ER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIG NMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_F LAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART _TIME_FLA G	VARCHAR2	32			Workers Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_D	PERSON_ID
SUPERVISOR_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_D	PERSON_ID
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PERF_OVERALL_SECT_RATING_EF

It stores ratings for all sections (other than Summary level) per Role Type per Assignment per Template Period.

Details

Module: Performance Management

Key Columns

BUSINESS_GROUP_ID, EVAL_RATING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_RATING_ID	NUMBER	38	0	True	Primary key of the Performance Rating		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique key consisting of EVAL_RATING_ID, BUSINESS_GROUP_ID		
EVALUATION_ID	NUMBER	38	0		Performance Document identifier		
PERFORMANCE_RATING_ID	NUMBER	38	0		Indicates the rating level for the performance . Uses performance rating model	DW_RATING_LEVEL_D	RATING_LEVEL_ID
SECTION_ID	NUMBER	38	0		Section identifier	DW_PERF_EVAL_SECT_ID	EVAL_SECTION_ID
EVAL_PARTICIPANT_ID	NUMBER	38	0		Any person, other than the employee/ worker or manager, who participates in the performance evaluation business process.	DW_PERF_PARTICIPANT_D	EVAL_PARTICIPANT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ROLE_TYP E_CODE	VARCHAR2	256			Indicates which role type has given the rating		
CALCULATE D_RATING	NUMBER				Indicates the value of the rating calculated from fast formulas		
PERSON_ID	NUMBER	38	0		Worker/ person identifier	DW_PERSO N_D	PERSON_ID
DOC_MANA GER_ID	NUMBER	38	0		Evaluation document manager identifier	DW_PERSO N_D	PERSON_ID
ASSIGNME NT_ID	NUMBER	38	0		ID of the Assignment on which the evaluation is performed		
TEMPLATE_ DEFINITION _ID	NUMBER	38	0		Template Definitions identifier	DW_PERF_ TEMPLATE_ DEF_D	TEMPLATE_ DEFINITION _ID
TEMPLATE_ PERIOD_ID	NUMBER	38	0		Template Period identifier	DW_PERF_ TEMPLATE_ PERIOD_D	TEMPLATE_ PERIOD_ID
VALID_FRO M_DATE	DATE				Indicates the start date of the performance document period		
VALID_TO_ DATE	DATE				Indicates the end date of the performance period.		
ANCHOR_D ATE	DATE				Anchor date for other dimensions. End date of the performance period.		
COMPLETE D_DOC_PE RIOD_IND	VARCHAR2	16			Indicates if the Doc Period End Date is a Completed		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REVIEW_PERIOD_ID	NUMBER	38	0		Review Period Identifier	DW_REVIEW_PERIOD_D	REVIEW_PERIOD_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPORTING_ESTABLISHMENT_D	REPORTING_ESTABLISHMENT_ID
DEPARTMENT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker-assignment , employment terms	DW_WORKER_TYPE_D	WORKER_TYPE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_C ATEGORY	VARCHAR2	32			Workers category example: Blue collar, Civil Servant, etc	DW_WORK ER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIG NMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_F LAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART _TIME_FLA G	VARCHAR2	32			Workers Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_D	PERSON_ID
SUPERVISOR_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_D	PERSON_ID
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PERF_PARTICIPANT_D

This dimension captures the Evaluation Participant details.

Details

Module: Performance Management

Key Columns

EVAL_PARTICIPANT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_PARTICIPANT_ID	NUMBER	38	0	True	Participant Id		
SOURCE_RECORD_ID	VARCHAR2	256			unique key		
EVALUATION_ID	NUMBER	38	0		Reference to Evaluation. Primary key of Evaluation		
PERSON_ID	NUMBER	38	0		The global ID of the person who is nominated as the participant	DW_PERSON_D	PERSON_ID
ROLE_TYPE_CODE	VARCHAR2	32			Indicates the code to identify the type of role (MANAGER, WORKER or PARTICIPANT)	DW_ROLE_TYPE_D_TL	ROLE_TYPE_CODE
PARTICIPATION_STATUS_CODE	VARCHAR2	32			Indicates the status of the participant	DW_PARTICIPATION_STATUS_D_TL	PARTICIPATION_STATUS_CODE

DW_PERF_SECTION_DEF_D_TL

This table stores translation for section definition name.

Details

Module: Performance Management

Key Columns

LANGUAGE, SECTION_NAME_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SECTION_NAME_ID	NUMBER	38	0	True	Section name based on Section definition identifier		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier		
NAME	VARCHAR2	256			section_name_id, business_group_id and language		
					Section Definition Name		

DW_PERF_TASK_ROLE_D

This dimension Stores the task roles involved in the process flow definition.

Details

Module: Performance Management

Key Columns

PROCESS_TASK_ROLE_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROCESS_TASK_ROLE_ID	NUMBER	38	0	True	Unique process flow task role Id. Refer to "DW_PERF_TASK_ROLE_S_D_TL" for task name		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Stores the business group id		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			unique key		
PROCESS_FLOW_ID	NUMBER	38	0		Indicates the Process Flow definition that is used in this template definition		
STEP_CODE	VARCHAR2	32			Task Code this is a lookup value for all the task that can be performed	DW_PROCESSES_TASK_CODE ODE_D_TL	STEP_CODE
SEQUENCE_NUMBER	NUMBER	38	0		Sequence number for the task for this process flow		

DW_PERF_TASK_ROLE_D_TL

Task Role Translation Dimension

Details

Module: Performance Management

Key Columns

LANGUAGE, PROCESS_TASK_ROLE_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROCESS_TASK_ROLE_ID	NUMBER	38	0	True	Business Key for Task Role		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group identifier		
LANGUAGE	VARCHAR2	16		True	Language Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of PROCESS_TASK_ROLE_ID, BUSINESS_GROUP_ID, LANGUAGE		
MANAGER_TASK_NAME	VARCHAR2	256			Manager Task Name		
WORKER_TASK_NAME	VARCHAR2	256			Worker Task Name		

DW_PERF_TASK_STATUS_EF

It stores Parent Evaluation Task information per Evaluation per Role.

Details

Module: Performance Management

Key Columns

EVAL_STEP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_STEP_ID	NUMERIC	38	0	True	Primary key of Steps		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with eval_step_id		
BUSINESS_GROUP_ID	NUMERIC	38	0		Business Group Identifier		
EVALUATION_ID	NUMERIC	38	0		Performance Document Identifier.	DW_PERF_DOCUMENTS_F	EVALUATION_ID
PARENT_STEP_ID	NUMERIC	38	0		Indicatest the parent step ID to the current step		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0		ID of the Assignment on which the evaluation is performed	DW_PERSON_D	PERSON_ID
STEP_CODE	VARCHAR	32			Indicates the step code for the evaluation		
STEP_STATUS	VARCHAR	32			Indicates the step status of the evaluation		
DUE_DATE	DATE				This is the due date of the step code		
STEP_COMPLETION_DATE	DATE				Indicates the date on which this step is completed		
SEQUENCE_NUMBER	NUMERIC	38	0		Indicates the processing sequence for the step		
DOCUMENT_MANAGER_ID	NUMBER	38	0		Evaluation document manager identifier	DW_PERSON_D	PERSON_ID
PROCESS_TASK_ROLE_ID	NUMBER	38	0		Business Key for Task Role	DW_PERF_TASK_ROLE_D	PROCESS_TASK_ROLE_ID
TEMPLATE_DEFINITION_ID	NUMBER	38	0		Template Definition identifier	DW_PERF_TEMPLATE_DEF_D	TEMPLATE_DEFINITION_ID
VALID_FROM_DATE	DATE				Indicates the start date of the performance period		
VALID_TO_DATE	DATE				Indicates the end date of the performance period. Anchor date for other dimensions		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ANCHOR_DATE	DATE				Anchor date for other dimensions. End date of the performance period.		
COMPLETE_D_DOC_PERIOD_IND	VARCHAR2	16			Indicates if the Doc Period End Date is a Completed		
TEMPLATE_PERIOD_ID	NUMBER	38	0		Template Period identifier	DW_PERF_TEMPLATE_PERIOD_D	TEMPLATE_PERIOD_ID
REVIEW_PERIOD_ID	NUMBER	38	0		Review Period identifier		
PERSON_ID	NUMBER	38	0		worker/person identifier	DW_PERSON_D	PERSON_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_EST_ID
DEPARTMENT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Workers Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_DTL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_DTL	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker like assignment or employment terms	DW_WORKER_TYPE_DTL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category like Blue collar or Civil Servant etc	DW_WORKER_CATEGORY_DTL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_DTL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_FLAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Workers Person Type in System		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_SYSTEM_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART_TIME_FLAG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
SUPERVISOR_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_ID	PERSON_ID
SUPERVISOR_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_ID	PERSON_ID
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PERF_TASK_STATUS_F

This table stores Evaluation Tasks per Evaluation per Role.

Details

Module: Performance Management

Key Columns

EVAL_STEP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVAL_STEP_ID	NUMBER	38	0	True	Primary key of Steps		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier consisting of eval_step_id		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group identifier		
EVALUATION_ID	NUMBER	38	0		Evaluation identifier	DW_PERF_DOC_STATUSES_F	EVALUATION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PARENT_STEP_ID	NUMBER	38	0		Parent step identifier to the current step		
EVAL_PARTICIPANT_ID	NUMBER	38	0		Participant identifier in a particular evaluation	DW_PERF_PARTICIPANT_D	EVAL_PARTICIPANT_ID
STEP_CODE	VARCHAR2	32			Indicates the step code for the evaluation		
STEP_STATUS	VARCHAR2	32			Indicates the step status of the evaluation		
DUE_DATE	DATE				This is the due date of the step code		
STEP_COMPLETION_DATE	DATE				Indicates the date on which this step is completed		
SEQUENCE_NUMBER	NUMBER	38	0		Indicates the processing sequence for the step		

DW_PERF_TEMPLATE_DEF_D

This table stores the structure and process for creating performance evaluations.

Details

Module: Performance Management

Key Columns

TEMPLATE_DEFINITION_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEMPLATE_DEFINITION_ID	NUMBER	38	0	True	Business Key for Template Definition		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of TEMPLATE_DEFINITION_ID, BUSINESS_GROUP_ID		
TEMPLATE_TYPE_CODE	VARCHAR2	32			Identifies template type of the performance document.		
VALID_FROM_DATE	DATE				This is the date when the performance template is valid from		
VALID_TO_DATE	DATE				This is the last day that the performance template is valid		
TEMPLATE_STATUS_CODE	VARCHAR2	32			Status of the Performance Template(Active/Inactive)		
DOC_TYPE_ID	NUMBER	38	0		Document Type.	DW_PERF_DOCUMENT_TYPE_DETAIL	DOC_TYPE_ID
PROCESS_FLOW_ID	NUMBER	38	0		Indicates the Process Flow definiton that is used in template definiton for internal processing.		

DW_PERF_TEMPLATE_DEF_D_TL

This table stores translations for Template definition.

Details

Module: Performance Management

Key Columns

LANGUAGE, TEMPLATE_DEFINITION_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEMPLATE_DEFINITION_ID	NUMBER	38	0	True	Business Key for Template Definition		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Key to Business Group identifier		
LANGUAGE	VARCHAR2	16		True	Language Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of TEMPLATE_DEFINITION_ID, BUSINESS_GROUP_ID, LANGUAGE		
TEMPLATE_NAME	VARCHAR2	256			Identifies template type of the performance document.		

DW_PERF_TEMPLATE_PERIOD_D

It stores the time periods for the template.

Details

Module: Performance Management

Key Columns

TEMPLATE_PERIOD_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEMPLATE_PERIOD_ID	NUMBER	38	0	True	Business Key for Template Period		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of TEMPLATE_PERIOD_ID, BUSINESS_GROUP_ID		
TEMPLATE_DEFINITION_ID	NUMBER	38	0		Template Definition identifier	DW_PERF_TEMPLATE_DEF_D	TEMPLATE_DEFINITION_ID
VALID_FROM_DATE	DATE				Indicates the start date of the document period		
VALID_TO_DATE	DATE				Indicates the end date of the document period		

DW_PERF_TEMPLATE_PERIOD_D_TL

This table stores translations for template periods.

Details

Module: Performance Management

Key Columns

TEMPLATE_PERIOD_ID, LANGUAGE, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEMPLATE_PERIOD_ID	NUMBER	38	0	True	Business Key for Template Period		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group identifier		
LANGUAGE	VARCHAR2	16		True	Language Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of TEMPLATE_PERIOD_ID, BUSINESS_GROUP_ID, LANGUAGE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEMPLATE_PERIOD_NAME	VARCHAR2	256			Template Period Name		
TEMPLATE_PERIOD_SHORT_NAME	VARCHAR2	16			Template Period Short Name		

DW_PROCESS_TASK_CODE_D_TL

This stores translation of evaluation task codes.

Details

Module: Performance Management

Key Columns

LANGUAGE, STEP_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STEP_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
STEP_CODE_NAME	VARCHAR2	2048			Business name or value of the code.		
STEP_CODE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_ROLE_TYPE_D_TL

This table stores translation of participant role types.

Details

Module: Performance Management

Key Columns

LANGUAGE, ROLE_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ROLE_TYP E_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
ROLE_TYP E_NAME	VARCHAR2	2048			Business name or value of the code.		
ROLE_TYP E_DESCRIP TION	VARCHAR2	4000			Code description.		

DW_SECTION_TYPE_CODE_D_TL

This table stores translation of section types.

Details

Module: Performance Management

Key Columns

LANGUAGE, SECTION_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SECTION_T YPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
SECTION_TYPE_NAME	VARCHAR2	2048			Business name or value of the code.		
SECTION_TYPE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_TASK_STATUS_D_TL

This stores translation of task status for performance evaluations.

Details

Module: Performance Management

Key Columns

LANGUAGE, STEP_STATUS

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STEP_STATUS	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
STEP_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
STEP_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_TEMPLATE_TYPE_D_TL

This stores translation of template types.

Details

Module: Performance Management

Key Columns

TEMPLATE_TYPE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEMPLATE_ TYPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_ RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
TEMPLATE_ TYPE_NAME	VARCHAR2	2048			Business name or value of the code.		
TEMPLATE_ TYPE_DESCRIPTION	VARCHAR2	4000			Code description.		

Profile Management

DW_PRFL_DURATION_D_TL

This stores career move duration translation.

Details

Module: Profile Management

Key Columns

DURATION_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DURATION_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
DURATION_NAME	VARCHAR2	1024			Business name or value of the code.		
DURATION_DESCRIPTION	VARCHAR2	1024			Code description.		

DW_PRFL_ESTABLISHMENT_D

It stores information about establishments.

Details

Module: Profile Management

Key Columns

ESTABLISHMENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ESTABLISHMENT_ID	NUMBER	38	0	True	Establishment Key		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with establishment id		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SCHOOL_CODE	VARCHAR2	32			School code		

DW_PRFL_ESTABLISHMENT_D_TL

This stores translation of establishments.

Details

Module: Profile Management

Key Columns

ESTABLISHMENT_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ESTABLISHMENT_ID	NUMBER	38	0	True	Establishment Key		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_RECORD_ID	VARCHAR2	64			Source record identifier. Value is derived from a combination of id and language		
BUSINESS_GROUP_ID	NUMBER	38	0		Business group		
ESTABLISHMENT_NAME	VARCHAR2	256			Establishment name		
ESTABLISHMENT_DESCRIPTION	VARCHAR2	256			Establishment Description		

DW_PRFL_GEOGRAPHY_D

It stores Geography information.

Details

Module: Profile Management

Key Columns

GEOGRAPHY_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GEOGRAPHY_ID	NUMBER	38	0	True	Geography Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with GEOGRAPHY_ID		
GEOGRAPHY_NAME	VARCHAR2	512			Geography Name		
GEOGRAPHY_TYPE	VARCHAR2	32			Geography Type		
START_DATE	DATE				Start Date		
END_DATE	DATE				End Date		

DW_PRFL_ITEM_JOB_CRNT_EF

This table holds profile item information for Profile type Job.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_ID	NUMBER	38	0		Source identifier	DW_PRFL_SOURCES_D	SOURCE_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
SOURCE_KEY1	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY2	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY3	NUMBER	38	0		Alternative Source Key		
CALENDAR_DATE	DATE				Calendar Date		
QUALIFIER_ID1	NUMBER	38	0		The instance qualifier to use for the item	DW_PRFL_QUALIFIER_S_D	QUALIFIER_ID
QUALIFIER_ID2	NUMBER	38	0		The instance qualifier to use for the item	DW_PRFL_QUALIFIER_S_D	QUALIFIER_ID
COUNTRY_ID	NUMBER	38	0		Country Identifier	DW_PRFL_GEOGRAPHY_D	GEOGRAPHY_ID
STATE_PROVINCE_ID	NUMBER	38	0		State Province Identifier	DW_PRFL_GEOGRAPHY_D	GEOGRAPHY_ID
RATING_MODEL_DEL_ID1	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_MODEL_DEL_ID2	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_MODEL_DEL_ID3	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_LEVEL_VELOCITY_ID1	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
RATING_LEVEL_VELOCITY_ID2	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
RATING_LEVEL_VELOCITY_ID3	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
INTEREST_LEVEL	VARCHAR2	32			Interest level		
MANDATORY	VARCHAR2	32			A generic mandatory check box specific to Fusion		
IMPORTANCE	NUMBER	38	0		Relative importance		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_1	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_2	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_3	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_4	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_5	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_6	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_7	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_8	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_9	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_10	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_11	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_12	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_13	VARCHAR2	256			A comments field of up to 240 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_14	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_15	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 30_1	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_2	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_3	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_4	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_5	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_6	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_7	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_8	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_9	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_10	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_11	VARCHAR2	32			A comments field of up to 30 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 30_12	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_13	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_14	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_15	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_DATE _1	DATE				A generic date field		
ITEM_DATE _2	DATE				A generic date field		
ITEM_DATE _3	DATE				A generic date field		
ITEM_DATE _4	DATE				A generic date field		
ITEM_DATE _5	DATE				A generic date field		
ITEM_DATE _6	DATE				A generic date field		
ITEM_DATE _7	DATE				A generic date field		
ITEM_DATE _8	DATE				A generic date field		
ITEM_DATE _9	DATE				A generic date field		
ITEM_DATE _10	DATE				A generic date field		
ITEM_NUM BER_1	NUMBER	38	0		A generic number field		
ITEM_NUM BER_2	NUMBER	38	0		A generic number field		
ITEM_NUM BER_3	NUMBER	38	0		A generic number field		
ITEM_NUM BER_4	NUMBER	38	0		A generic number field		
ITEM_NUM BER_5	NUMBER	38	0		A generic number field		
ITEM_NUM BER_6	NUMBER	38	0		A generic number field		
ITEM_NUM BER_7	NUMBER	38	0		A generic number field		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_NUM BER_8	NUMBER	38	0		A generic number field		
ITEM_NUM BER_9	NUMBER	38	0		A generic number field		
ITEM_NUM BER_10	NUMBER	38	0		A generic number field		
ITEM_DECI MAL_1	NUMBER				A generic decimal field		
ITEM_DECI MAL_2	NUMBER				A generic decimal field		
ITEM_DECI MAL_3	NUMBER				A generic decimal field		
ITEM_DECI MAL_4	NUMBER				A generic decimal field		
ITEM_DECI MAL_5	NUMBER				A generic decimal field		

DW_PRFL_ITEM_POSITION_CRNT_EF

This table holds profile item information for Profile type Position.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_ PROFILE_IT EM_D	PROFILE_IT EM_ID
POSITION_I D	NUMBER	38	0	True	Position Identifier	DW_POSITI ON_D	POSITION_I D
SOURCE_R ECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_ PROFILE_D	PROFILE_ID
CONTENT_ TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_I TEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_ID	NUMBER	38	0		Source identifier	DW_PRFL_SOURCES_D	SOURCE_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
SOURCE_KEY1	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY2	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY3	NUMBER	38	0		Alternative Source Key		
CALENDAR_DATE	DATE				Calendar Date		
QUALIFIER_ID1	NUMBER	38	0		The instance qualifier to use for the item	DW_PRFL_QUALIFIER_S_D	QUALIFIER_ID
QUALIFIER_ID2	NUMBER	38	0		The instance qualifier to use for the item	DW_PRFL_QUALIFIER_S_D	QUALIFIER_ID
COUNTRY_ID	NUMBER	38	0		Country Identifier	DW_PRFL_GEOGRAPHY_D	GEOGRAPHY_ID
STATE_PROVINCE_ID	NUMBER	38	0		State Province Identifier	DW_PRFL_GEOGRAPHY_D	GEOGRAPHY_ID
RATING_MODEL_DEL_ID1	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_MODEL_DEL_ID2	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_MODEL_DEL_ID3	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_LEVEL_VELOCITY_ID1	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
RATING_LEVEL_VELOCITY_ID2	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
RATING_LEVEL_VELOCITY_ID3	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
INTEREST_LEVEL	VARCHAR2	32			Interest level		
MANDATORY	VARCHAR2	32			A generic mandatory check box specific to Fusion		
IMPORTANCE	NUMBER	38	0		Relative importance		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_1	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_2	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_3	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_4	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_5	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_6	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_7	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_8	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_9	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_10	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_11	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_12	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_13	VARCHAR2	256			A comments field of up to 240 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_14	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_15	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 30_1	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_2	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_3	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_4	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_5	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_6	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_7	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_8	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_9	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_10	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_11	VARCHAR2	32			A comments field of up to 30 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 30_12	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_13	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_14	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_15	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_DATE _1	DATE				A generic date field		
ITEM_DATE _2	DATE				A generic date field		
ITEM_DATE _3	DATE				A generic date field		
ITEM_DATE _4	DATE				A generic date field		
ITEM_DATE _5	DATE				A generic date field		
ITEM_DATE _6	DATE				A generic date field		
ITEM_DATE _7	DATE				A generic date field		
ITEM_DATE _8	DATE				A generic date field		
ITEM_DATE _9	DATE				A generic date field		
ITEM_DATE _10	DATE				A generic date field		
ITEM_NUM BER_1	NUMBER	38	0		A generic number field		
ITEM_NUM BER_2	NUMBER	38	0		A generic number field		
ITEM_NUM BER_3	NUMBER	38	0		A generic number field		
ITEM_NUM BER_4	NUMBER	38	0		A generic number field		
ITEM_NUM BER_5	NUMBER	38	0		A generic number field		
ITEM_NUM BER_6	NUMBER	38	0		A generic number field		
ITEM_NUM BER_7	NUMBER	38	0		A generic number field		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_NUM BER_8	NUMBER	38	0		A generic number field		
ITEM_NUM BER_9	NUMBER	38	0		A generic number field		
ITEM_NUM BER_10	NUMBER	38	0		A generic number field		
ITEM_DECI MAL_1	NUMBER				A generic decimal field		
ITEM_DECI MAL_2	NUMBER				A generic decimal field		
ITEM_DECI MAL_3	NUMBER				A generic decimal field		
ITEM_DECI MAL_4	NUMBER				A generic decimal field		
ITEM_DECI MAL_5	NUMBER				A generic decimal field		

DW_PRFL_ITEM_PRSN_ASG_CRNT_EF

This Fact is enriched with Person profile items along with workforce attributes.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNME NT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR _DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR _DATE
DEPARTME NT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPAR TMENT_D	DEPARTME NT_ID
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Reporting Establishme nt Identifier#9	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	DATE				Date of Birth of the Worker associated with the Assignment		
DATE_START	DATE				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	DATE				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_ID	NUMBER	38	0		Source identifier	DW_PREFL_SOURCES_D	SOURCE_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
SOURCE_KEY1	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY2	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY3	NUMBER	38	0		Alternative Source Key		
QUALIFIER_ID1	NUMBER	38	0		The instance qualifier to use for the item	DW_PREFL_QUALIFIER_S_D	QUALIFIER_ID
QUALIFIER_ID2	NUMBER	38	0		The instance qualifier to use for the item	DW_PREFL_QUALIFIER_S_D	QUALIFIER_ID
COUNTRY_ID	NUMBER	38	0		Country Identifier	DW_PREFL_GEOGRAPHY_D	GEOGRAPHY_ID
STATE_PROVINCE_ID	NUMBER	38	0		State Province Identifier	DW_PREFL_GEOGRAPHY_D	GEOGRAPHY_ID
RATING_MODEL_DEL_ID1	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_MODEL_DEL_ID2	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_MODEL_DEL_ID3	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_DEL_ID
RATING_LEVEL_VELOCITY_ID1	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
RATING_LEVEL_VELOCITY_ID2	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
RATING_LEVEL_VELOCITY_ID3	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_VELOCITY_ID
INTEREST_LEVEL	VARCHAR2	32			Interest level		
MANDATORY	VARCHAR2	32			A generic mandatory check box specific to Fusion		
IMPORTANCE	NUMBER	38	0		Relative importance		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_1	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_2	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_3	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_4	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_5	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_6	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_7	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_8	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_9	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_10	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_11	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_12	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_13	VARCHAR2	256			A comments field of up to 240 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_14	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_15	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 30_1	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_2	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_3	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_4	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_5	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_6	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_7	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_8	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_9	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_10	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_11	VARCHAR2	32			A comments field of up to 30 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 30_12	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_13	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_14	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_15	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_DATE _1	DATE				A generic date field		
ITEM_DATE _2	DATE				A generic date field		
ITEM_DATE _3	DATE				A generic date field		
ITEM_DATE _4	DATE				A generic date field		
ITEM_DATE _5	DATE				A generic date field		
ITEM_DATE _6	DATE				A generic date field		
ITEM_DATE _7	DATE				A generic date field		
ITEM_DATE _8	DATE				A generic date field		
ITEM_DATE _9	DATE				A generic date field		
ITEM_DATE _10	DATE				A generic date field		
ITEM_NUM BER_1	NUMBER	38	0		A generic number field		
ITEM_NUM BER_2	NUMBER	38	0		A generic number field		
ITEM_NUM BER_3	NUMBER	38	0		A generic number field		
ITEM_NUM BER_4	NUMBER	38	0		A generic number field		
ITEM_NUM BER_5	NUMBER	38	0		A generic number field		
ITEM_NUM BER_6	NUMBER	38	0		A generic number field		
ITEM_NUM BER_7	NUMBER	38	0		A generic number field		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_NUM BER_8	NUMBER	38	0		A generic number field		
ITEM_NUM BER_9	NUMBER	38	0		A generic number field		
ITEM_NUM BER_10	NUMBER	38	0		A generic number field		
ITEM_DECI MAL_1	NUMBER				A generic decimal field		
ITEM_DECI MAL_2	NUMBER				A generic decimal field		
ITEM_DECI MAL_3	NUMBER				A generic decimal field		
ITEM_DECI MAL_4	NUMBER				A generic decimal field		
ITEM_DECI MAL_5	NUMBER				A generic decimal field		

Notes

#1 DW_JOB_D may contain multiple records for a job. Join should also consider fact calendar date to get the dimension values.

#2 DW_JOB_FAMILY_D may contain multiple records for a job family.

#3 DW_POSITION_D may contain multiple records for a position. Join should also consider fact calendar date to get the dimension values.

#4 DW_PAY_GRADE_D may contain multiple records for a grade. Join should also consider fact calendar date to get the dimension values.

#5 DW_GRADE_RATE_VALUE_D may contain multiple records for a grade rate value. Join should also consider fact calendar date to get the dimension values.

#6 DW_GRADE_RATE_D may contain multiple records for a grade rate. Join should also consider fact calendar date to get the dimension values.

#7 DW_PERSON_LEGISLATION_D may contain multiple records for a person. The person information is also legislation specific. Join should also consider fact calendar date and legislation to get the dimension values.

#8 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#9 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#10 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#11 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_PRFL_JOB_CMPTNCY_CRNT_F

This view contains the job profile information for competencies content type.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
MIN_PROF_LEVEL_ID	NUMBER	38	0		Minimum Proficiency Level	DW_RATING_LEVEL_D	RATING_LEVEL_ID
MAX_PROF_LEVEL_ID	NUMBER	38	0		Maximum Proficiency Level	DW_RATING_LEVEL_D	RATING_LEVEL_ID
MIN_PROF_MODEL_ID	NUMBER	38	0		Minimum Proficiency Rating Model	DW_RATING_LEVEL_D	RATING_MODEL_ID
MAX_PROF_MODEL_ID	NUMBER	38	0		Maximum Proficiency Rating Model	DW_RATING_LEVEL_D	RATING_MODEL_ID
IMPORTANCE	NUMBER	38	0		Importance		
REQUIRED_FLAG	VARCHAR2	32			Required		

DW_PRFL_JOB_DEGREES_CRNT_F

This view contains the job profile information for degrees content type.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
MAJOR	VARCHAR2	256			Major		
EDUCATIONAL_ESTABLISHMENT_ID	NUMBER	38	0		School	DW_PRFL_ESTABLISHMENT_D	ESTABLISHMENT_ID
COUNTRY_ID	NUMBER	38	0		Country	DW_PRFL_GEOGRAPHY_D	GEOGRAPHY_ID
GRADUATION_REQUIRED_FLAG	VARCHAR2	32			Graduation Required		
REQUIRED_GPA	NUMBER				Required GPA		
REQUIRED_FLAG	VARCHAR2	32			Required		

DW_PRFL_JOB_FUNCT_CODE_D_TL

This stores job function translation.

Details

Module: Profile Management

Key Columns

LANGUAGE, JOB_FUNCT_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_FUNCT_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
JOB_FUNCT_NAME	VARCHAR2	1024			Business name or value of the code.		
JOB_FUNCT_DESCRIPTION	VARCHAR2	1024			Code description.		

DW_PRFL_JOB_HNR_AWARD_CRNT_F

This view contains the job profile information for honor and award content type.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
REQUIRED_FLAG	VARCHAR2	32					

DW_PRFL_JOB_LANGUAGES_CRNT_F

This view contains the job profile information for languages content type.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
READING_LEVEL_ID	NUMBER	38	0		Reading Level ID	DW_RATING _LEVEL_D	RATING_LE VEL_ID
WRITING_LEVEL_ID	NUMBER	38	0		Writing Level ID	DW_RATING _LEVEL_D	RATING_LE VEL_ID
SPEAKING_LEVEL_ID	NUMBER	38	0		Speaking Level ID	DW_RATING _LEVEL_D	RATING_LE VEL_ID
ABLE_TO_TEACH_FLAG	VARCHAR2	32			Able to Teach Flag		
ABLE_TO_TRANSLATE_FLAG	VARCHAR2	32			Able to Translate Flag		
REQUIRED_FLAG	VARCHAR2	32			Required Flag		

DW_PRFL_JOB_LIC_CERT_CRNT_F

This view contains the job profile information for license and certifications content type.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_ PROFILE_IT EM_D	PROFILE_IT EM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_ PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
REQUIRED_FLAG	VARCHAR2	32			Required Flag		

DW_PRFL_JOB_MEMBERSHIP_CRNT_F

This view contains the job profile information for membership content type.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_ PROFILE_IT EM_D	PROFILE_IT EM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_ PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
REQUIRED_FLAG	VARCHAR2	32					

DW_PRFL_JOB_WRK_REQ_CRNT_F

This view contains the job profile information for work requirement content type.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID, JOB_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
JOB_ID	NUMBER	38	0	True	Job Identifier	DW_JOB_D	JOB_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
NATURAL_REQUIREMENT_FLAG	VARCHAR2	32					
INTERNATIONAL_REQUIREMENT_FLAG	VARCHAR2	32					
RELOCATE_FLAG	VARCHAR2	32					

DW_PRFL_MATCH_IMP_D_TL

This stores readiness translation.

Details

Module: Profile Management

Key Columns

MATCH_IMPORTANCE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MATCH_IMPORTANCE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
MATCH_IMPORTANCE_NAME	VARCHAR2	1024			Business name or value of the code.		
MATCH_IMPORTANCE_DESCRIPTION	VARCHAR2	1024			Code description.		

DW_PRFL_PAY_FREQ_D_TL

This stores pay frequency translation.

Details

Module: Profile Management

Key Columns

LANGUAGE, PAY_FREQUENCY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_FREQUENCY_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PAY_FREQUENCY_NAME	VARCHAR2	1024			Business name or value of the code.		
PAY_FREQUENCY_DESCRIPTION	VARCHAR2	1024			Code description.		

DW_PRFL_POSN_CMPTNCY_CRNT_F

This view holds information about Position Profile type for Competency.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_ID	PROFILE_ITEM_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_ID	POSITION_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique Key		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_ID	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_ID	CONTENT_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_ID	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
MIN_PROF_LEVEL_ID	NUMBER	38	0		Minimum Proficiency Level	DW_RATING_LEVEL_ID	RATING_LEVEL_ID
MAX_PROF_LEVEL_ID	NUMBER	38	0		Maximum Proficiency Level	DW_RATING_LEVEL_ID	RATING_LEVEL_ID
MIN_PROF_MODEL_ID	NUMBER	38	0		Minimum Proficiency Rating Model	DW_RATING_MODEL_ID	RATING_MODEL_ID
MAX_PROF_MODEL_ID	NUMBER	38	0		Maximum Proficiency Rating Model	DW_RATING_MODEL_ID	RATING_MODEL_ID
IMPORTANCE	NUMBER	38	0		Importance		
REQUIRED_FLAG	VARCHAR2	32			Required		

DW_PRFL_POSN_DEGREES_CRNT_F

This view holds information about Position Profile type for Degree.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PROFILE_ITEM_ID	PROFILE_ITEM_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_ID	POSITION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
MAJOR	VARCHAR2	256			Major		
EDUCATIONAL_ESTABLISHMENT_ID	NUMBER	38	0		School	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
COUNTRY_ID	NUMBER	38	0		Country	DW_PRFL_GEOGRAPHY_D	GEOGRAPHY_ID
GRADUATION_REQUIRED_FLAG	VARCHAR2	32			Graduation Required		
REQUIRED_GPA	NUMBER				Required GPA		
REQUIRED_FLAG	VARCHAR2	32			Required		

DW_PRFL_POSN_HNR_AWARD_CRNT_F

This view holds information about Position Profile type for Honors and Awards.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_D	POSITION_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
REQUIRED_FLAG	VARCHAR2	32			Required Flag		

DW_PRFL_POSN_LANGUAGES_CRNT_F

This view holds information about Position Profile type for Languages.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_D	POSITION_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
READING_LEVEL_ID	NUMBER	38	0		Reading Level ID	DW_RATING_LEVEL_D	RATING_LEVEL_ID
WRITING_LEVEL_ID	NUMBER	38	0		Writing Level ID	DW_RATING_LEVEL_D	RATING_LEVEL_ID
SPEAKING_LEVEL_ID	NUMBER	38	0		Speaking Level ID	DW_RATING_LEVEL_D	RATING_LEVEL_ID
ABLE_TO_TEACH_FLAG	VARCHAR2	32			Able to Teach Flag		
ABLE_TO_TRANSLATE_FLAG	VARCHAR2	32			Able to Translate Flag		
REQUIRED_FLAG	VARCHAR2	32			Required Flag		

DW_PRFL_POSN_LIC_CERT_CRNT_F

This view holds information about Position Profile type for Licenses and Certifications.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_D	POSITION_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
REQUIRED_FLAG	VARCHAR2	32			Required Flag		

DW_PRFL_POSN_MEMBERSHIP_CRNT_F

This view holds information about Position Profile type for Membership.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_D	POSITION_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source identifier		
CALENDAR_DATE	DATE				Calendar Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQUIRED_FLAG	VARCHAR2	32			Required		

DW_PRFL_POSN_WRK_REQ_CRNT_F

This view holds information about Position Profile type for Work Requirement.

Details

Module: Profile Management

Key Columns

POSITION_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items	DW_PRFL_PROFILE_ITEM_D	PROFILE_ITEM_ID
POSITION_ID	NUMBER	38	0	True	Position Identifier	DW_POSITION_D	POSITION_ID
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
CALENDAR_DATE	DATE				Calendar Date		
NATURAL_REQUIREMENT_FLAG	VARCHAR2	32			Affiliation or Professional Body Name		
INTERNATIONAL_REQUIREMENT_FLAG	VARCHAR2	32			Required		
RELOCATE_FLAG	VARCHAR2	32					

DW_PRFL_PROFILE_D

This table contains information about the person and model profiles.

Details

Module: Profile Management

Key Columns

PROFILE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ID	NUMBER	38	0	True	Primary key of Profile		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier with profile id		
BUSINESS_GROUP_ID	NUMBER	38	0		Business group for Enterprise		
PROFILE_TYPE_ID	NUMBER	38	0		This is the target profile type for the profile.	DW_PRFL_TYPES_D	PROFILE_TYPE_ID
PROFILE_CODE	VARCHAR2	32			This is the code that identifies the profile.		
PROFILE_STATUS_CODE	VARCHAR2	32			This is the status code that identifies if the profile is active or inactive		
PROFILE_USAGE_CODE	VARCHAR2	32			This is the usage code that identifies if it is used for Person profile or Model profile.		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
PARTY_ID	NUMBER	38	0		Party Identifier	DW_PARTY_D	PARTY_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
OWNER_PERSON_ID	NUMBER	38	0		Owner Person Identifier	DW_PERSON_D	PERSON_ID

DW_PRFL_PROFILE_D_TL

This table stores translation of profiles.

Details

Module: Profile Management

Key Columns

PROFILE_ID, LANGUAGE, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ID	NUMBER	38	0	True	Profile Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Key to Business Group identifier		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of PROFILE_ID , BUSINESS_GROUP_ID, LANGUAGE		
DESCRIPTION	VARCHAR2	4000			Profile Description		
SUMMARY	VARCHAR2	4000			Profile Summary		

DW_PRFL_PROFILE_ITEM_D

This table holds profile item information for Profile type Position.

Details

Module: Profile Management

Key Columns

PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group	DW_PERSON_D	PERSON_ID
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item	DW_PERSON_D	PERSON_ID
PROFILE_ID	NUMBER	38	0		Profile Identifier		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_PERSON_D	PERSON_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier		
SOURCE_ID	NUMBER	38	0		Source identifier		
SOURCE_TYPE	VARCHAR2	32			Source Type. For example, HRTR		
SOURCE_KEY1	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY2	NUMBER	38	0		Alternative Source Key		
SOURCE_KEY3	NUMBER	38	0		Alternative Source Key		
DATE_FROM	DATE				Date From		
DATE_TO	DATE				Date To		
DW_DATE_FROM	DATE				Warehouse from date for the Profiles items. If Initial extract date is greater than Date From then Initial extract date is used.		
DW_DATE_TO	DATE				Warehouse Effective To Date for Performance . This is equal to EFFECTIVE_END_DATE		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DW_INITIAL_RECORD_ID	NUMBER	38	0		This indicates whether the record is the first event for performance to be brought into the warehouse based on initial extract date set by user.		
QUALIFIER_ID1	NUMBER	38	0		The instance qualifier to use for the item		
QUALIFIER_ID2	NUMBER	38	0		The instance qualifier to use for the item		
COUNTRY_ID	NUMBER	38	0		Country Identifier		
STATE_PROVINCE_ID	NUMBER	38	0		State Province Identifier		
RATING_MODEL_ID1	NUMBER	38	0		The rating model		
RATING_MODEL_ID2	NUMBER	38	0		The rating model		
RATING_MODEL_ID3	NUMBER	38	0		The rating model		
RATING_LEVEL_ID1	NUMBER	38	0		Rating Level		
RATING_LEVEL_ID2	NUMBER	38	0		Rating Level		
RATING_LEVEL_ID3	NUMBER	38	0		Rating Level		
INTEREST_LEVEL	VARCHAR2	32			Interest level		
MANDATORY	VARCHAR2	32			A generic mandatory check box specific to Fusion		
IMPORTANCE	NUMBER	38	0		Relative importance		
ITEM_TEXT_240_1	VARCHAR2	256			A comments field of up to 240 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_2	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_3	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_4	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_5	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_6	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_7	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_8	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_9	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_10	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_11	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_12	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_13	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 240_14	VARCHAR2	256			A comments field of up to 240 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 240_15	VARCHAR2	256			A comments field of up to 240 characters		
ITEM_TEXT 2000_1	VARCHAR2	2048			A comments field of up to 2000 characters		
ITEM_TEXT 2000_2	VARCHAR2	2048			A comments field of up to 2000 characters		
ITEM_TEXT 2000_3	VARCHAR2	2048			A comments field of up to 2000 characters		
ITEM_TEXT 2000_4	VARCHAR2	2048			A comments field of up to 2000 characters		
ITEM_TEXT 2000_5	VARCHAR2	2048			A comments field of up to 2000 characters		
ITEM_TEXT 30_1	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_2	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_3	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_4	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_5	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_6	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_7	VARCHAR2	32			A comments field of up to 30 characters		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT 30_8	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_9	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_10	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_11	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_12	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_13	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_14	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_TEXT 30_15	VARCHAR2	32			A comments field of up to 30 characters		
ITEM_DATE _1	DATE				A generic date field		
ITEM_DATE _2	DATE				A generic date field		
ITEM_DATE _3	DATE				A generic date field		
ITEM_DATE _4	DATE				A generic date field		
ITEM_DATE _5	DATE				A generic date field		
ITEM_DATE _6	DATE				A generic date field		
ITEM_DATE _7	DATE				A generic date field		
ITEM_DATE _8	DATE				A generic date field		
ITEM_DATE _9	DATE				A generic date field		
ITEM_DATE _10	DATE				A generic date field		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_NUM BER_1	NUMBER	38	0		A generic number field		
ITEM_NUM BER_2	NUMBER	38	0		A generic number field		
ITEM_NUM BER_3	NUMBER	38	0		A generic number field		
ITEM_NUM BER_4	NUMBER	38	0		A generic number field		
ITEM_NUM BER_5	NUMBER	38	0		A generic number field		
ITEM_NUM BER_6	NUMBER	38	0		A generic number field		
ITEM_NUM BER_7	NUMBER	38	0		A generic number field		
ITEM_NUM BER_8	NUMBER	38	0		A generic number field		
ITEM_NUM BER_9	NUMBER	38	0		A generic number field		
ITEM_NUM BER_10	NUMBER	38	0		A generic number field		
ITEM_DECI MAL_1	NUMBER				A generic decimal field		
ITEM_DECI MAL_2	NUMBER				A generic decimal field		
ITEM_DECI MAL_3	NUMBER				A generic decimal field		
ITEM_DECI MAL_4	NUMBER				A generic decimal field		
ITEM_DECI MAL_5	NUMBER				A generic decimal field		

DW_PRFL_PRSN_ADV_RDYNS_CRNT_F

This view holds information about Person Profile type for Readiness.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
READINESS_LEVEL	VARCHAR2	32			Readiness Level		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
READINESS _ADDED_B Y	NUMBER	38	0		Added By		
READINESS _ADDED_O N	DATE				Added On		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_CAR_PREF_CRNT_F

This view holds information about Person Profile type for Career Preference.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNME NT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
NEXT_MOVE_DURATION	VARCHAR2	32			Next Career Move Timing		
NEXT_MOVE_JOB_FUNCTION	VARCHAR2	32			Preferred Job Function		
NEXT_MOVE_JOB_FAMILY	NUMBER	38	0		Preferred Job Family		
NEXT_MOVE_LOCATION	NUMBER	38	0		Preferred Region		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_CMPTNCY_CRNT_F

This view holds information about Person Profile type for Competency.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROF_RATING_LEVEL_ID	NUMBER	38	0		Proficiency	DW_RATING_LEVEL_D	RATING_LEVEL_ID
INTEREST_LEVEL	VARCHAR	32			Interest		
PERF_RATING_LEVEL_ID	NUMBER	38	0		Performance Rating	DW_RATING_LEVEL_D	RATING_LEVEL_ID
REVIEWER	VARCHAR2	256			Reviewer		
REVIEWER_PERSON_ID	NUMBER	38	0		Qualifier		
YEAR_ACQUIRED	NUMBER	38	0		Year Acquired		
YEARS_OF_EXPERIENCE	NUMBER				Years of Experience		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_DEGREES_CRNT_F

This view holds information about Person Profile type for Degrees.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D	MARITAL_STATUS

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
MAJOR	VARCHAR2	256			Major		
EDUCATIONAL_ESTABLISHMENT_ID	NUMBER	38	0		School Id	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
DEGREE_START_DT	DATE				Degree Start Date		
DEGREE_END_DT	DATE				Degree End Date		
CITY	VARCHAR2	256			City		
STATE_PROVINCE_ID	NUMBER	38	0		State Province Identifier	DW_PROFILE_GEOGRAPHY_D	GEOGRAPHY_ID
COUNTRY_ID	NUMBER	38	0		Country Identifier	DW_PROFILE_GEOGRAPHY_D	GEOGRAPHY_ID
YEAR_ACQUIRED	NUMBER	38	0		Year Acquired		
PROJECTED_COMPLETION_DATE	DATE				Projected Completion Date		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_EDU_LEVEL_CRNT_F

This view holds information about Person Profile type for Education Level.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FULL_PART _TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_ PROFILE_D	PROFILE_ID
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group		
PARENT_P ROFILE_IT E_M_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_ TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_I TEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID
SOURCE_T YPE	NUMBER	38	0		Source identifier		
EDUCATION AL_ESTABLI SHMENT_ID	NUMBER	38	0		School	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID
STATE_PRO VINCE_ID	NUMBER	38	0		State	DW_PRFL_ GEOGRAPH Y_D	GEOGRAPH Y_ID
COUNTRY_I D	NUMBER	38	0		Country	DW_PRFL_ GEOGRAPH Y_D	GEOGRAPH Y_ID
TITLE	VARCHAR2	256			Title		
PROJECTE D_COMP_D ATE	DATE				Projected Completion Date		
COMPLETE D_FLAG	VARCHAR2	32			Completed?		
AVG_GRAD E	VARCHAR2	256			Average Grade		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_HNR_AWARD_CRNT_F

This view holds information about Person Profile type for Honor Award.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_PERSON_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNT RY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D _TL	SEX
MARITAL_S TATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITA L_STATUS_ D_TL	MARITAL_S TATUS
HIGHEST_E DUCATION_ LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHE ST_EDUCAT ION_LEVEL _D_TL	HIGHEST_E DUCATION_ LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNI CITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGI ON_D_TL	RELIGION
DISABILITY _FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAYMENT_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
DATE_AWARDED	DATE				Date Awarded		
EDUCATIONAL_ESTABLISHMENT_ID	NUMBER	38	0		Establishment	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
EXPIRATION_DATE	DATE				Expiration Date		
TITLE	VARCHAR2	256			Title		
GRANTOR	VARCHAR2	256			Grantor		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_IMPC_LOSS_CRNT_F

This view holds information about Person Profile type for Impact Of Loss.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_PERSON_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNT RY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D _TL	SEX
MARITAL_S TATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITA L_STATUS_ D_TL	MARITAL_S TATUS
HIGHEST_E DUCATION_ LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHE ST_EDUCAT ION_LEVEL _D_TL	HIGHEST_E DUCATION_ LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNI CITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGI ON_D_TL	RELIGION
DISABILITY _FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
IMPACT_LEVEL_ID	NUMBER	38	0		Impact of Loss Rating	DW_RATING_LEVEL_D	RATING_LEVEL_ID
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_LANGUAGES_CRNT_F

This view holds information about Person Profile type for Languages.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FULL_PART _TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_ PROFILE_D	PROFILE_ID
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group		
PARENT_P ROFILE_IT EM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_ TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_I TEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID
SOURCE_T YPE	NUMBER	38	0		Source identifier		
READING_L EVEL_ID	NUMBER	38	0		Reading level	DW_RATING _LEVEL_D	RATING_LE VEL_ID
WRITING_L EVEL_ID	NUMBER	38	0		Writing Level	DW_RATING _LEVEL_D	RATING_LE VEL_ID
SPEAKING_ LEVEL_ID	NUMBER	38	0		Speaking Level	DW_RATING _LEVEL_D	RATING_LE VEL_ID
ABLE_TO_T EACH_FLAG	VARCHAR2	32			Able to Teach?		
ABLE_TO_T RANSLATE_ FLAG	VARCHAR2	32			Able to Translate?		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_LIC_CERT_CRNT_F

This view holds information about Person Profile type for License and Certification.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FULL_PART _TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_ PROFILE_D	PROFILE_ID
BUSINESS_ GROUP_ID	NUMBER	38	0		Business Group		
PARENT_P ROFILE_IT EM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_ TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE NT_TYPE_D	CONTENT_ TYPE_ID
CONTENT_I TEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE NT_ITEM_D	CONTENT_I TEM_ID
SOURCE_T YPE	NUMBER	38	0		Source identifier		
STATE_PRO VINCE_ID	NUMBER	38	0		State	DW_PRFL_ GEOGRAPH Y_ID	GEOGRAPH Y_ID
COUNTRY_I D	NUMBER	38	0		Country	DW_PRFL_ GEOGRAPH Y_ID	GEOGRAPH Y_ID
ISSUED_BY ISSUE_DAT E	VARCHAR2 DATE	256			Issued By Issue date		
CERTIFICAT ION_NUMB ER	NUMBER	38	0		Certificate Number		
EXPIRATIO N_DATE	DATE				Expiration Date		
RENEWAL_ DATE	DATE				Renewal Date		
RENEWAL_ REQUIRED_ FLAG	VARCHAR2	32			Renewal Required		
TITLE	VARCHAR2	256			Title		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_MEMBERSHIP_CRNT_F

This view holds information about Person Profile type for Membership.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNME NT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR _DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR _DATE
DEPARTME NT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPAR TMENT_D	DEPARTME NT_ID
REPORTIN G_ESTABLI SHMENT_ID	NUMBER	38	0		Reporting Establishme nt Identifier#9	DW_REPOR TING_EST_ D	REPORTIN G_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMIL Y_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_F AMILY_D	JOB_FAMIL Y_ID
LOCATION_I D	NUMBER	38	0		Location Identifier	DW_WORK ER_LOCATI ON_D	LOCATION_I D

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAYROLL_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
MEMBERSHIP_START_DATE	DATE				Membership Start date		
MEMBERSHIP_END_DATE	DATE				Membership End Date		
MEMBERSHIP_IP_NUMBER	VARCHAR2	256					
TITLE	VARCHAR2	256			Title or Position Held		
MANDATE_POSITION	VARCHAR	256			Mandate Position		
FEE	NUMBER	38	0		Fee		
AWARDING_BODY	VARCHAR2	256			Awarding Body		
SUBSCRIPTION_PAYMENT_METHOD	VARCHAR2	32			Subscription Payment Method		
STATUS	VARCHAR2	32			Status		
EDUCATIONAL_ESTABLISHMENT_ID	NUMBER	38	0		Establishment	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FEE_CURR ENCY	VARCHAR2	32			Fee Currency		
MEMBERSH IP_CATEGO RY	VARCHAR2	256			Membership Category		
MEMBERSH IP_DATE	DATE				Membership Date		
PROFESSIO NAL_BODY_ NAME	VARCHAR2	256			Other Professional Body Name		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_PERF_RTNG_CRNT_F

This view holds information about Person Profile type for Performance Rating.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNME NT_ID	NUMBER	38	0	True	Assignment Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_ID	NUMBER	38	0		Source identifier	DW_PRFL_SOURCES_D	SOURCE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_T YPE	NUMBER	38	0		Source identifier		
PERF_RATI NG_LEVEL_ ID	NUMBER	38	0		Performance Rating Level	DW_RATING _LEVEL_D	RATING_LE VEL_ID
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_POT_RTNG_CRNT_F

This view holds information about Person Profile type for Potential rating.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNME NT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
POTENTIAL_LEVEL_ID	NUMBER	38	0		Potential Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POTENTIAL_SCORE	NUMBER				Numeric Rating		
QUALIFIER_ID1	NUMBER	38	0		Source	DW_PRFL_QUALIFIER_S_D	QUALIFIER_ID
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_PRV_EMPMT_CRNT_F

This view holds information about Person Profile type for Prev Employment.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
EMPLOYER_NAME	VARCHAR2	256			Employer Name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_TITLE	VARCHAR2	32			Job Title		
JOB_FUNC TION	NUMBER	38	0		Job Function		
PRV_EMP_ START_DT	DATE				Date From		
PRV_EMP_ END_DT	DATE				Date To		
EMPLOYER _CITY	VARCHAR2	256			City		
COUNTRY_I D	NUMBER	38	0		Country Identifier	DW_PRFL_ GEOGRAPH Y_D	GEOGRAPH Y_ID
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_RSK_LOSS_CRNT_F

This view holds information about Person Profile type for Risk of Loss.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
RISK_LEVEL_ID	NUMBER	38	0		Risk of Loss Rating	DW_RATING_LEVEL_D	RATING_LEVEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RISK_REAS ON	VARCHAR2	32			Reason		
QUALIFIER_ ID1	NUMBER	38	0		Source	DW_PRFL_ QUALIFIER_ S_D	QUALIFIER_ ID
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_SKILL_CRNT_F

This view holds information about Person Profile type for Skill.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_IT EM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNME NT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGION_D_TL	RELIGION
DISABILITY_FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_BIRTH	Date				Date of Birth of the Worker associated with the Assignment		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_START	Date				Start Date of the Worker		
ACTUAL_TERMINATION_DATE	Date				Termination Date of the Worker		
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
SKILLS	VARCHAR2	256			Skill		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
YEARS_OF_EXPERIENCE	NUMBER	38	0		Years of Experience		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_SPCL_PROJ_CRNT_F

This view holds information about Person Profile type for Special Project.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGI ON_D_TL	RELIGION
DISABILITY _FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNME NT_NUMBE R	VARCHAR2	32			Assignment Number		
ASSIGNME NT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_B IRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_STAR T	Date				Start Date of the Worker		
ACTUAL_TE RMINATION _DATE	Date				Termination Date of the Worker		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
SPC_PROJECT_END_DT	DATE				Special Project Completion date		
EMPLOYER	VARCHAR2	256			Employer		
CONTACT_PERSON_ID	NUMBER	38	0		Contact		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_TLNT_SCOR_CRNT_F

This view holds information about Person Profile type for Talent Score.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGI ON_D_TL	RELIGION
DISABILITY _FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNME NT_NUMBE R	VARCHAR2	32			Assignment Number		
ASSIGNME NT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_B IRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_STAR T	Date				Start Date of the Worker		
ACTUAL_TE RMINATION _DATE	Date				Termination Date of the Worker		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
SCORE_LEVEL_ID	NUMBER	38	0		Rating Level ID	DW_RATING_LEVEL_D	RATING_LEVEL_ID
QUALIFIER_ID1	NUMBER	38	0		Source	DW_PRFL_QUALIFIER_D	QUALIFIER_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_HOURS	NUMBER				Normal working hours		

DW_PRFL_PRSN_WRK_REQ_CRNT_F

This view holds information about Person Profile type for Work Requirement.

Details

Module: Profile Management

Key Columns

ASSIGNMENT_ID, PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Key to Profile items		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key consisting of Assignment Identifier and Calendar Date		
CALENDAR_DATE	DATE				Calendar Date	DW_DAY_D	CALENDAR_DATE
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#8	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#9	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier#1	DW_JOB_D	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier#2	DW_JOB_FAMILY_D	JOB_FAMILY_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Position Identifier#3	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier#4	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#10	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#11	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier#7	DW_PERSON_LEGISLATION_ALL_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
MANAGER_ID	NUMBER	38	0		Manager Person Identifier	DW_PERSON_D	PERSON_ID
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms.	DW_WORKER_TYPE_D_TL	WORKER_TYPE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_D_TL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_D_TL	LEGISLATION_CODE
COUNTRY	VARCHAR2	16			Identifies the Country of the Worker associated with the Assignment	DW_COUNTRY_D_TL	COUNTRY
SEX	VARCHAR2	32			Identifies the Sex of Worker associated with the Assignment	DW_SEX_D_TL	SEX
MARITAL_STATUS	VARCHAR2	32			Identifies the Marital Status of the Worker associated with the Assignment	DW_MARITAL_STATUS_D_TL	MARITAL_STATUS
HIGHEST_EDUCATION_LEVEL	VARCHAR2	32			Identifies the Highest Education Level of the Worker associated with the Assignment	DW_HIGHEST_EDUCATION_LEVEL_D_TL	HIGHEST_EDUCATION_LEVEL
ETHNICITY	VARCHAR2	32			Identifies the Ethnicity of the Worker associated with the Assignment	DW_ETHNICITY_D_TL	ETHNICITY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RELIGION	VARCHAR2	32			Identifies the Religion of the Worker associated with the Assignment	DW_RELIGI ON_D_TL	RELIGION
DISABILITY _FLAG	VARCHAR2	16			Identifies if the Worker associated with the assignment has disability		
PRIMARY_F LAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNME NT_NUMBE R	VARCHAR2	32			Assignment Number		
ASSIGNME NT_NAME	VARCHAR2	128			Assignment Name		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
DATE_OF_B IRTH	Date				Date of Birth of the Worker associated with the Assignment		
DATE_STAR T	Date				Start Date of the Worker		
ACTUAL_TE RMINATION _DATE	Date				Termination Date of the Worker		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_IND	NUMBER	38	0		Indicates if the Worker in the Assignment is a Manager		
AGE_IN_YEARS	NUMBER	38	0		Age in Years of the Worker associated with the Assignment		
AGE_IN_MONTHS	NUMBER	38	0		Age in Months of the Worker associated with the Assignment		
TENURE_IN_YEARS	NUMBER	38	0		Service Period of the Worker		
TENURE_IN_MONTHS	NUMBER	38	0		Person Tenure in Months		
FTE	NUMBER				FTE Value		
HEADCOUNT	NUMBER				Headcount Value		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
PROFILE_ID	NUMBER	38	0		Primary key of Profile	DW_PRFL_PROFILE_D	PROFILE_ID
BUSINESS_GROUP_ID	NUMBER	38	0		Business Group		
PARENT_PROFILE_ITEM_ID	NUMBER	38	0		Parent profile Item to this Item		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTE_NT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTE_NT_ITEM_D	CONTENT_ITEM_ID
SOURCE_TYPE	NUMBER	38	0		Source identifier		
NAT_TRAVEL_FLAG	VARCHAR2	32			Domestic Travel		
INTL_TRAVEL_FLAG	VARCHAR2	32			International Travel		
RELOCATE_FLAG	VARCHAR2	32			Willing to Relocate		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MINIMUM_P AY	NUMBER	38	0		Minimum Pay		
PAY_FREQU ENCY	VARCHAR2	32			Pay Frequency		
CURRENCY _CODE	VARCHAR2	32			Currency Code		
EXCLUDED _LOCATION _ID1	VARCHAR2	32			Excluded Location1		
EXCLUDED _LOCATION _ID2	NUMBER	38	0		Excluded Location2		
EXCLUDED _LOCATION _ID3	VARCHAR2	256			Excluded Location3		
EXCLUDED _LOCATION _ID4	NUMBER	38	0		Excluded Location4		
PREFERRE D_LOCATIO N_ID1	NUMBER	38	0		Preferred Location1		
PREFERRE D_LOCATIO N_ID2	NUMBER	38	0		Preferred Location2		
PREFERRE D_LOCATIO N_ID3	NUMBER	38	0		Preferred Location3		
PREFERRE D_LOCATIO N_ID4	NUMBER	38	0		Preferred Location4		
FLEXIBLE_ WORK_FL AG	VARCHAR2	32			Work Flexible Schedule		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours like week month year		
NORMAL_H OURS	NUMBER				Normal working hours		

DW_PRFL_QUALIFIERS_D

Store the data to be used for Qualifier framework.

Details

Module: Profile Management

Key Columns

BUSINESS_GROUP_ID , QUALIFIER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
QUALIFIER_ID	NUMBER	38	0	True	Primary Key		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with QUALIFIER_ID, BUSINESS_GROUP_ID		
QUALIFIER_SET_ID	NUMBER	38	0		Qualifier Set Id		
QUALIFIER_CODE	VARCHAR2	32			Qualifier Code		
QUALIFIER_SEQUENCE_NUMBER	NUMBER				Qualifier Sequence Number		
EMP_VIEW_FLAG	VARCHAR2	32			Employee View Flag		
EMP_DEF_FLAG	VARCHAR2	32			Employee Default Flag		
MGR_VIEW_FLAG	VARCHAR2	32			Manager View Flag		
MGR_DEF_FLAG	VARCHAR2	32			Manager Default Flag		
SEARCH_FLAG	VARCHAR2	32			Search Flag		

DW_PRFL_QUALIFIERS_D_TL

Stores the translation data to be used for Qualifier framework.

Details

Module: Profile Management

Key Columns

LANGUAGE, BUSINESS_GROUP_ID , QUALIFIER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
QUALIFIER_ID	NUMBER	38	0	True	Primary Key		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with QUALIFIER_ID, BUSINESS_GROUP_ID, LANGUAGE		
DESCRIPTION	VARCHAR2	4000			Qualifier Description		

DW_PRFL_READINESS_D_TL

This stores readiness translation.

Details

Module: Profile Management

Key Columns

LANGUAGE, READINESS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
READINESS_CODE	VARCHAR2	128		True	Code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
READINESS_NAME	VARCHAR2	1024			Business name or value of the code.		
READINESS_DESCRIPTION	VARCHAR2	1024			Code description.		

DW_PRFL_RELATION_D

It stores information about profile relations to job or position.

Details

Module: Profile Management

Key Columns

PROFILE_RELATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_RELATION_ID	NUMBER	38	0	True	Profile relation identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with PROFILE_TYPE_ID, BUSINESS_GROUP_ID		
BUSINESS_GROUP_ID	NUMBER	38	0		Business group		
PROFILE_ID	NUMBER	38	0		Profile Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_OR_POS_ID	NUMBER	38	0		Id for job or position. it will also have join with dw_position_id if positionprofile type to position_id.	DW_JOB_D	JOB_ID
OBJECT_EFFECTIVE_START_DATE	DATE				Effective start date		
OBJECT_EFFECTIVE_END_DATE	DATE				Effective end date		

DW_PRFL_RISK_REASON_D_TL

This stores risk reason translation.

Details

Module: Profile Management

Key Columns

LANGUAGE, RISK_REASON_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RISK_REASON_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
RISK_REASON_NAME	VARCHAR2	1024			Business name or value of the code.		
RISK_REASON_DESCRIPTION	VARCHAR2	1024			Code description.		

DW_PRFL_SOURCES_D

Stores the consumers source code that have access to Content Types.

Details

Module: Profile Management

Key Columns

SOURCE_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_ID	NUMBER	38	0	True	Primary Key		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with SOURCE_ID		
SOURCE_CODE	VARCHAR2	32			BUSINESS_GROUP_ID Source Code		

DW_PRFL_SOURCES_D_TL

Stores the consumers source code translation.

Details

Module: Profile Management

Key Columns

SOURCE_ID, LANGUAGE, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_ID	NUMBER	38	0	True	Primary Key		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
LANGUAGE	VARCHAR2	16		True	Language		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with SOURCE_ID		
SOURCE_DESCRIPTION	VARCHAR2	2048			Source Description		

DW_PRFL_SUBJECT_STATUS_D_TL

This stores subject status translation.

Details

Module: Profile Management

Key Columns

LANGUAGE, SUBJ_STATUS_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUBJ_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
SUBJ_STATUS_NAME	VARCHAR2	1024			Business name or value of the code.		
SUBJ_STATUS_DESCRIPTION	VARCHAR2	1024			Code description.		

DW_PRFL_SUBS_PAY_METHOD_D_TL

This stores subscription pay method translation.

Details

Module: Profile Management

Key Columns

LANGUAGE, SUB_PAY_METH_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUB_PAY_M ETH_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
SUB_PAY_M ETH_CODE _NAME	VARCHAR2	1024			Business name or value of the code.		
SUB_PAY_M ETH_CODE _DESCRIPT ION	VARCHAR2	1024			Code description.		

DW_PRFL_TYPE_SECTION_D

It stores information about profile section type.

Details

Module: Profile Management

Key Columns

SECTION_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_T YPE_ID	NUMBER	38	0	True	Profile Type identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier with PROFILE_T YPE_ID, BUSINESS_ GROUP_ID		
DATE_FRO M	DATE				Date From		
DATE_TO	DATE				Date To		
PROFILE_T YPE_CODE	VARCHAR2	32			This is the Profile Type Code.		
PROFILE_S TATUS_COD E	VARCHAR2	32			This is the Profile Status Code.		
PROFILE_U SAGE_COD E	VARCHAR2	32			This is the Profile Usage Code.		

DW_PRFL_TYPE_SECTION_D_TL

This table stores translation of profiles type sections.

Details

Module: Profile Management

Key Columns

SECTION_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SECTION_I D	NUMBER	38	0	True	Profile Identifier		
BUSINESS_ GROUP_ID	NUMBER	38	0	True	Key to Business Group identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Unique Key consisting of SECTION_ID, BUSINESS_GROUP_ID		
NAME	VARCHAR2	256			Section Type Name		

DW_PRFL_TYPES_D

It stores information about profile type.

Details

Module: Profile Management

Key Columns

PROFILE_TYPE_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_TYPE_ID	NUMBER	38	0	True	Profile Type identifier		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier with PROFILE_TYPE_ID, BUSINESS_GROUP_ID		
DATE_FROM	DATE				Date From		
DATE_TO	DATE				Date To		
PROFILE_TYPE_CODE	VARCHAR2	32			This is the Profile Type Code.		
PROFILE_STATUS_CODE	VARCHAR2	32			This is the Profile Status Code.		
PROFILE_USAGE_CODE	VARCHAR2	32			This is the Profile Usage Code.		

DW_PRFL_TYPES_D_TL

This table stores translation of profile types.

Details

Module: Profile Management

Key Columns

PROFILE_TYPE_ID, LANGUAGE, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_T YPE_ID	NUMBER	38	0	True	Profile Type ID		
BUSINESS_ GROUP_ID	NUMBER	38	0	True	Key to Business Group identifier		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Key consisting of PROFILE_T YPE_ID, BUSINESS_ GROUP_ID, LANGUAGE		
PROFILE_T YPE_DESC RIPTION	VARCHAR2	4000			Profile Type Description		
PROFILE_T YPE_SUMM ARY	VARCHAR2	4000			Profile Type Summary		

DW_PRFL_USAGE_D_TL

This stores profile usage code translation.

Details

Module: Profile Management

Key Columns

PROFILE_USAGE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_U SAGE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PROFILE_U SAGE_NAME	VARCHAR2	1024			Business name or value of the code.		
PROFILE_U SAGE_DESCRIPTION	VARCHAR2	1024			Code description.		

Recruiting

DW_CERTIFICATION_D

It stores certification details.

Details

Module: Recruiting

Key Columns

PROFILE_ITEM_ID

Key Columns

PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Profile Item Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Identifier of Enterprise, used for multi-tenancy partitioning.		
PROFILE_ID	NUMBER	38	0		Profile Identifier		
CONTENT_ITEM_ID	NUMBER	38	0		Content Item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
DATE_FROM	DATE				Date From		
DATE_TO	DATE				Date To		
COUNTRY_CODE	VARCHAR2	32			Country Code		
IMPORTANCE	NUMBER	38	0		Importance		
ITEM_TEXT_240_1	VARCHAR2	256			Title		
ITEM_TEXT_240_2	VARCHAR2	256			Certification Number		
ITEM_TEXT_240_3	VARCHAR2	256			Certification Name		
ITEM_TEXT_240_4	VARCHAR2	256			Issued By		
ITEM_TEXT_240_7	VARCHAR2	256			Training Completed Units		
ITEM_TEXT_30_1	VARCHAR2	32			Renewal Required Flag		
ITEM_TEXT_30_4	VARCHAR2	32			ITEM_TEXT_30_4		
ITEM_TEXT_30_5	VARCHAR2	32			Renewal Inprogress Flag		
ITEM_TEXT_30_6	VARCHAR2	32			Verified Flag		
ITEM_TEXT_30_8	VARCHAR2	32			Status		
ITEM_DATE_3	DATE				Expiration Date		
ITEM_DATE_4	DATE				Renewal Date		
ITEM_DATE_6	DATE				Issue Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_DATE_8	DATE				ITEM_DATE_8		
ITEM_DATE_9	DATE				Actual Completion Date		
ITEM_NUM_BER_2	NUMBER	38	0		Completed Amount		
ITEM_NUM_BER_3	NUMBER	38	0		Total Amount		
ITEM_NUM_BER_4	NUMBER	38	0		ITEM_NUM_BER_4		
ITEM_NUM_BER_9	NUMBER	38	0		Education Establishment ID		

DW_CONTENT_ITEM_D_TL

Stores Name Translations

Details

Module: Recruiting

Key Columns

LANGUAGE, CONTENT_ITEM_ID, BUSINESS_GROUP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CONTENT_ITEM_ID	NUMBER	38	0	True	Content Item Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_RECORD_ID	VARCHAR2	128			Source Record Identifier		
NAME	VARCHAR2	1024			Name		

DW_DEGREE_D

It stores profile education details.

Details

Module: Recruiting

Key Columns

PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Profile Item Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0		Identifier of Enterprise, used for multi-tenancy partitioning.		
PROFILE_ID	NUMBER	38	0		Profile Identifier		
CONTENT_ITEM_ID	NUMBER	38	0		Content Item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
DATE_FROM	DATE				Date From		
DATE_TO	DATE				Date To		
COUNTRY_ID	NUMBER	38	0		Country Identifier		
COUNTRY_CODE	VARCHAR2	32			Country Code		
IMPORTANCE	NUMBER	38	0		Importance		
STATE_PROVINCE_ID	NUMBER	38	0		State Province Identifier		
ITEM_TEXT_240_1	VARCHAR2	256			Degree Major		
ITEM_TEXT_240_2	VARCHAR2	256			Area of Study		
ITEM_TEXT_240_3	VARCHAR2	256			Degree Awarded By Body		
ITEM_TEXT_240_4	VARCHAR2	256			Educator		
ITEM_TEXT_240_5	VARCHAR2	256			Degree Minor		
ITEM_TEXT_240_6	VARCHAR2	256			Average Grade		
ITEM_TEXT_240_7	VARCHAR2	256			Training Completed Units		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT _240_8	VARCHAR2	256			Degree Duration		
ITEM_TEXT _240_9	VARCHAR2	256			Department		
ITEM_TEXT _240_10	VARCHAR2	256			Title		
ITEM_TEXT _240_11	VARCHAR2	256			Degree Name		
ITEM_TEXT _30_1	VARCHAR2	32			Graduation Flag		
ITEM_TEXT _30_2	VARCHAR2	32			Terminal Degree for Discipline		
ITEM_TEXT _30_3	VARCHAR2	32			Currency of Fee		
ITEM_TEXT _30_4	VARCHAR2	32			Academic Standing		
ITEM_TEXT _30_6	VARCHAR2	32			Education Duration		
ITEM_TEXT _30_7	VARCHAR2	32			Tuition Method		
ITEM_TEXT _30_8	VARCHAR2	32			Education Level		
ITEM_TEXT _30_10	VARCHAR2	32			City		
ITEM_TEXT _30_11	VARCHAR2	32			Status		
ITEM_TEXT _30_12	VARCHAR2	32			Education Level Flag		
ITEM_TEXT _30_13	VARCHAR2	32			Highest Education Level		
ITEM_TEXT _30_14	VARCHAR2	32			Part-Time Flag		
ITEM_DATE _4	DATE				Degree End Date		
ITEM_DATE _6	DATE				Degree Completion date		
ITEM_DATE _7	DATE				Start Date		
ITEM_DATE _8	DATE				Projected Degree Completion date		
ITEM_NUM BER_1	NUMBER	38	0		Fee		
ITEM_NUM BER_2	NUMBER	38	0		Completed Amount		
ITEM_NUM BER_3	NUMBER	38	0		Total Amount		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_NUM BER_8	NUMBER	38	0		Degree Acquired Year		
ITEM_NUM BER_9	NUMBER	38	0		Education Establishme nt ID		
ITEM_DECI MAL_1	NUMBER				GPA		

DW_IRC_PERSON_TYPE_D_TL

This table contains information about code, name, and description for the IRC_PERSON_TYPE related codes.

Details

Module: Recruiting

Key Columns

CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_IRC_PUBLISHED_JOB_STATUS_D_TL

This table contains information about code, name, and desc for the HCM irc_published_job_status related codes.

Details

Module: Recruiting

Key Columns

CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_IRC_SOURCE_TRACKING_MEDIUM_D_TL

This table contains translation of IRC_SOURCE_TRACKING_MEDIUM related codes.

Details

Module: Recruiting

Key Columns

CODE, LANGUAGE, CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CODE_TYP E	VARCHAR2	128		True	Code type. It is specific to functionality.		
CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
NAME	VARCHAR2	2048			Business name or value of the code.		
DESCRIPTI ON	VARCHAR2	4000			Code description.		

DW_PERSON_TYPE_USAGE_D

This dimension captures the Person Type Usage Details.

Details

Module: Recruiting

Key Columns

EFFECTIVE_LATEST_CHANGE, EFFECTIVE_START_DATE, EFFECTIVE_SEQUENCE, PERSON_TYPE_USAGE_ID, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_T YPE_USAG E_ID	NUMBER	38	0	True	Candidate profile usage identifier		
EFFECTIVE _START_DA TE	DATE			True	Candidate profile effective start date		
EFFECTIVE _END_DATE	DATE			True	Candidate profile effective end date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE_SEQUENCE	NUMBER	38	0	True	Candidate profile effective sequence		
EFFECTIVE_LATEST_CHANGE	VARCHAR2	32		True	Candidate profile effective latest change		
SOURCE_RECORD_ID	VARCHAR2	256			Unique Identifier		
PERSON_ID	NUMBER	38	0		Profile Identifier	DW_PERSON_D	PERSON_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Identifier		

DW_PREVIOUS_EMPLOYMENT_D

This dimension captures the Previous Employment Details.

Details

Module: Recruiting

Key Columns

PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Previous Employment Profile Unique Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		unique key		
BUSINESS_GROUP_ID	NUMBER	38	0		Identifier of Enterprise, used for multi-tenancy partitioning		
PROFILE_ID	NUMBER	38	0		Profile Id		
DATE_FROM	DATE				Previous Employment Date From		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATE_TO	DATE				Previous Employment Date To		
ITEM_TEXT_240_1	VARCHAR2	256			Employer Name		
ITEM_TEXT_240_2	VARCHAR2	256			Other Job Function		
ITEM_TEXT_240_3	VARCHAR2	256			Supervisor Phone Number		
ITEM_TEXT_240_4	VARCHAR2	256			Supervisor Email		
ITEM_TEXT_240_6	VARCHAR2	256			Supervisor Name		
ITEM_TEXT_240_7	VARCHAR2	256			Supervisor Title		
ITEM_TEXT_240_8	VARCHAR2	256			Starting Position		
ITEM_TEXT_240_9	VARCHAR2	256			Job Title		
ITEM_TEXT_240_10	VARCHAR2	256			Department		
ITEM_TEXT_240_11	VARCHAR2	256			Employer Phone		
ITEM_TEXT_240_13	VARCHAR2	256			Business Type		
ITEM_TEXT_240_14	VARCHAR2	256			Other Compensation		
ITEM_TEXT_30_1	VARCHAR2	32			Current Job Flag		
ITEM_TEXT_30_2	VARCHAR2	32			Supervisor contact allowed flag		
ITEM_TEXT_30_3	VARCHAR2	32			Employer City		
ITEM_TEXT_30_7	VARCHAR2	32			Job Function		
ITEM_TEXT_30_8	VARCHAR2	32			Business Type		
ITEM_TEXT_30_9	VARCHAR2	32			Full Time Code		
ITEM_TEXT_30_10	VARCHAR2	32			Internal Flag		
ITEM_DATE_1	DATE				Start Date		
ITEM_DATE_2	DATE				End Date		
ITEM_NUMBER_1	NUMBER	38	0		Direct Reports		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_NUM BER_8	NUMBER	38	0		Job Family ID		
ITEM_DECI MAL_1	NUMBER				Start Compensati on		
ITEM_DECI MAL_2	NUMBER				End Compensati on		

DW_TA_APPLICATION_FLOW_D_TL

Application Flow Translation Dimension

Details

Module: Recruiting

Key Columns

LANGUAGE, APPL_FLOW_VERSION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
APPL_FLO W_VERSION_ID	NUMBER	38	0	True	ApplicationFl ow Identifier		
LANGUAGE	VARCHAR2	32		True	Indicates the code of the language into which the contents of the translatable columns are translated.		
SOURCE_R ECORD_ID	VARCHAR2	128			Primary Key		
APPLY_FLO W_ID	NUMBER	38	0		ID of the correspondin g Application Flow.		
APPLY_FLO W_NAME	VARCHAR2	256			Application Flow Name		
DESCRIPTI ON	VARCHAR2	1024			Application Flow Description		

DW_TA_APPLICATION_FLOW_VERSION_D

Application Flow version Dimension

Details

Module: Recruiting

Key Columns

APPL_FLOW_VERSION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
APPL_FLOW_VERSION_ID	NUMBER	38	0	True	Application Flow version Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Primary Key		
APPL_FLOW_VERSION_NAME	VARCHAR2	256			Application Flow Version Name		
APPL_FLOW_VERSION_STATUS_CODE	VARCHAR2	32			Application Version Status Code		
APPLY_FLOW_ID	NUMBER	38	0		ID of the corresponding Apply Flow.		
APPLY_FLOW_CODE	VARCHAR2	32			Unique code for the Apply Flow.		
APPLY_FLOW_TYPE_CODE	VARCHAR2	32			Apply Flow Type Code.		
APPLY_FLOW_STATUS_CODE	VARCHAR2	32			Indicates the status of the apply flow version.		

DW_TA_CANDIDATE_D

DW_TA_CANDIDATE_D stores candidate details.

Details

Module: Recruiting

Key Columns

PERSON_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PERSON_ID	NUMBER	38	0	True	Primary key of the table and also foreign Key to PER_PERSONS.		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier		
CANDIDATE_NUMBER	VARCHAR2	32			Unique readable number generated for Candidate		

DW_TA_CANDIDATE_PROFILE_D

This dimension captures the Candidate Profile Details.

Details

Module: Recruiting

Key Columns

EFFECTIVE_LATEST_CHANGE, CAND_PROFILE_USAGE_ID, EFFECTIVE_START_DATE, EFFECTIVE_SEQUENCE, EFFECTIVE_END_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAND_PROFILE_USAGE_ID	NUMBER	38	0	True	Candidate profile usage identifier		
EFFECTIVE_START_DATE	DATE			True	Candidate profile effective start date		
EFFECTIVE_END_DATE	DATE			True	Candidate profile effective end date		
EFFECTIVE_SEQUENCE	NUMBER	38	0	True	Candidate profile effective sequence		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EFFECTIVE _LATEST_C HANGE	VARCHAR2	32		True	Candidate profile effective latest change		
SOURCE_R ECORD_ID	VARCHAR2	256			Unique Identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSO N_D	PERSON_ID

DW_TA_CANDIDATE_TYPE_D_TL

This table contains translation information about ORA_IRC_RF_CANDIDATE_TYPE.

Details

Module: Recruiting

Key Columns

LANGUAGE, CANDIDATE_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CANDIDATE _TYPE_CO DE	VARCHAR2	128		True	CandidateTy pe Code Identifier		
LANGUAGE	VARCHAR2	64		True	Translation language		
SOURCE_R ECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYP E, CODE		
CANDIDATE _TYPE_NA ME	VARCHAR2	2048			Name of Candidate Type		
CANDIDATE _TYPE_DES CRIPTION	VARCHAR2	4000			Description of Candidate Type		

DW_TA_CAREER_SITE_D

DW_TA_CAREER_SITE_D stores career sites details.

Details

Module: Recruiting

Key Columns

CAREER_SITE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAREER_SITE_ID	NUMBER	38	0	True	Identifier of the site		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier		
CAREER_SITE_CODE	VARCHAR2	256			Unique code for the site which is used to publish the jobs.		
CAREER_SITE_NUMBER	VARCHAR2	256			Career Site number		
STATUS_CODE	VARCHAR2	32			Status code says whether site is active or inactive		

DW_TA_CAREER_SITE_D_TL

DW_TA_CAREER_SITE_D_TL stores career sites lang details.

Details

Module: Recruiting

Key Columns

CAREER_SITE_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CAREER_SITE_ID	NUMBER	38	0	True	Identifier of the site		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	16		True	Indicates the code of the language into which the contents of the translatable columns are translated.		
SOURCE_RECORD_ID	VARCHAR2	256			Unique Source Record Identifier		
CAREER_SITE_NAME	VARCHAR2	256			Name of the site which is used to publish the jobs.		

DW_TA_GEO_HIERARICHAL_NODES_D

Geo Hierarchy Node dimension

Details

Module: Recruiting

Key Columns

GEOGRAPHY_NODE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GEOGRAPHY_NODE_ID	NUMBER	38	0	True	Unique geography node identifier		
SOURCE_RECORD_ID	VARCHAR2	128			source record identifier		
GEOGRAPHY_TYPE	VARCHAR2	32			geography type attribute		
GEOGRAPHY_NAME	VARCHAR2	512			Primary Name of the geography		
GEOGRAPHY_CODE	VARCHAR2	32			User identifier for this geography		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
COUNTRY_CODE	VARCHAR2	16			Code of the Country to which the Geography belongs		
START_DATE	DATE				Start date from which this geography is valid for use		
END_DATE	DATE				Date from which this geography is no longer valid		
GEOGRAPHY_ELEMENT1	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT1_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT1_CODE	VARCHAR2	32			Code of denormalized parent of the geography		
GEOGRAPHY_ELEMENT2	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT2_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT2_CODE	VARCHAR2	32			Code of denormalized parent of the geography		
GEOGRAPHY_ELEMENT3	VARCHAR2	512			Name of denormalized parent of the geography		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GEOGRAPHY_ELEMENT3_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT3_CODE	VARCHAR2	32			Code of denormalized parent of the geography		
GEOGRAPHY_ELEMENT4	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT4_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT4_CODE	VARCHAR2	32			Code of denormalized parent of the geography		
GEOGRAPHY_ELEMENT5	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT5_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT5_CODE	VARCHAR2	32			Code of denormalized parent of the geography		
GEOGRAPHY_ELEMENT6	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT6_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
GEOGRAPHY_ELEMENT7	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT7_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT8	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT8_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT9	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT9_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		
GEOGRAPHY_ELEMENT10	VARCHAR2	512			Name of denormalized parent of the geography		
GEOGRAPHY_ELEMENT10_ID	NUMBER	38	0		Unique identifier of denormalized parent of the geography		

DW_TA_HISTORY_EVENT_TYPE_D

This table holds information about events.

Details

Module: Recruiting

Key Columns

EVENT_TYPE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVENT_TYP E_ID	NUMBER	38	0	True	Event Identifier		
SOURCE_R ECORD_ID	NUMBER	38	0		Primary Key consisting of event identifier		
EVENT_TYP E_CODE	VARCHAR2	128			Event code Identifier		

DW_TA_HISTORY_EVENT_TYPE_D_TL

This table holds information about translation of events.

Details

Module: Recruiting

Key Columns

EVENT_TYPE_ID, LANGUAGE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVENT_TYP E_ID	NUMBER	38	0	True	Event Identifier		
LANGUAGE _CODE	VARCHAR2	128		True	Language Identifier		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary Key consisting of event identifier		
EVENT_TYP E_NAME	VARCHAR2	128			Event Type Name		

DW_TA_JOB_APPLICATION_D

Job application dimension.

Details

Module: Recruiting

Key Columns

JOB_APPLICATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_APPLICATION_ID	NUMBER	38	0	True	job application identifier		
SOURCE_RECORD_ID	VARCHAR2	128			source record identifier		
APPLICATION_ACTIVE_FLAG	VARCHAR2	16			indicates submission is active or not		
SYSTEM_PERSON_TYPE	VARCHAR2	32			system person type. Values are from the table DW_HCM_CODE_VALUES_LKP_TL with CODE_TYPE=ORA_IRC_PERSON_TYPE.	DW_HCM_CODE_VALUES_LKP_TL	CODE
PROCESS_ID	NUMBER	38	0		process identifier	DW_TALENT_PROCESS_ID	PROCESS_ID
APPLICATION_FLOW_VERSION_ID	NUMBER	38	0		application flow version id	DW_TALENT_APPLICATION_FLOW_VERSION_ID	APPL_FLOW_VERSION_ID
SITE_NUMBER	VARCHAR2	256			site number	DW_TALENT_CAREER_SITE_ID	CAREER_SITE_NUMBER
APPLICATION_CONFIRMED_FLAG	VARCHAR2	16			submission is confirmed or not		
DISQUALIFIED_FLAG	VARCHAR2	16			To track if submission overall was disqualified		
INTERNAL_CANDIDATE_FLAG	VARCHAR2	16			to know if submission was internal application		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
IS_RESTRICTED_FLAG	VARCHAR2	16			Indicates whether the job application is restricted to access based on the user privilege.		
CANDIDATE_JOB_APPLICATION_DATE	DATE				submission date		
CANDIDATE_JOB_APPLICATION_LAST_MODIFIED_DATE	DATE				Stores the last modified date for the Submission		
SUBMISSION_CONFIRMED_DATE	DATE				Submission confirmed date		
PROFILE_ID	NUMBER	38	0		profile identifier #1	DW_CERTIFICATION_D	PROFILE_ID
REQUISITION_ID	NUMBER	38	0		requisition identifier	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
PERSON_ID	NUMBER	38	0		person identifier	DW_PERSON_D	PERSON_ID
CURRENT_PHASE_ID	NUMBER	38	0		phase identifier	DW_TA_PHASE_D	PHASE_ID
CURRENT_STATE_ID	NUMBER	38	0		state identifier	DW_TA_STATE_D	STATE_ID

Notes

#1 This column is also used to join the tables DW_DEGREE_D, DW_PREVIOUS_EMPLOYMENT_D, DW_WORK_REQUIREMENT_D based on the columns PROFILE_ID, PROFILE_ID, PROFILE_ID.

DW_TA_JOB_APP_EVENT_F

This is a derived fact based on DW_TA_JOB_APP_HISTORY_EVENT_F with all dimension references.

Details

Module: Recruiting

Key Columns

JOB_APP_EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_APP_EVENT_ID	NUMBER	38	0	True	Requisition Event Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Primary Key		
JOB_APP_EVENT_DATE	TIMESTAMP				Event creation Date in Timestamp		
JOB_APPLICATION_ID	NUMBER	38	0		The identifier of the Requisition.	DW_TA_JOB_APPLICATION_D	JOB_APPLICATION_ID
JOB_APP_EVENT_TYPE_ID	NUMBER	38	0		The identifier of the event type.	DW_TA_HISTORICAL_EVENT_TYPE_D	EVENT_TYPE_ID
JOB_APP_PHASE_ID	NUMBER	38	0		The identifier of the phase at the time of the event.	DW_TA_PHASE_D	PHASE_ID
JOB_APP_STATE_ID	NUMBER	38	0		The identifier of the state at the time of the event.	DW_TA_STATE_D	STATE_ID
JOB_APP_ROUTING_STEP_ID	NUMBER	38	0		The identifier of the routing step that triggered the event.	DW_TA_ROUTING_STEP_D	ROUTING_STEP_ID
JOB_APP_PROCESS_ID	NUMBER	38	0		process identifier	DW_TA_PROCESS_D	PROCESS_ID
JOB_APP_FLOW_VERSION_ID	NUMBER	38	0		application flow version id	DW_TA_APPLICATION_FLOW_VERSION_D	APPL_FLOW_VERSION_ID
JOB_APP_PROFILE_ID	NUMBER	38	0		profile identifier #1	DW_CERTIFICATION_D	PROFILE_ID
JOB_APP_REQUISITION_ID	NUMBER	38	0		requisition identifier	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
JOB_APP_PERSON_ID	NUMBER	38	0		person identifier	DW_PERSON_D	PERSON_ID
JOB_APP_SOURCE_DIMENSION_ID	NUMBER	38	0		Source dimension identifier	DW_TA_SOURCE_TRACKING_D	DIMENSION_ID
JOB_APP_SOURCE_TRACKING_ID	NUMBER	38	0		Source tracking identifier	DW_TA_SOURCE_TRACKING_D	SOURCE_TRACKING_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_APP_SYSTEM_PERSON_TYPE	VARCHAR2	32			system person type.Values are from the table DW_TA_JOB_APPLICATION_D/ DW_HCM_CODE_VALUES_LKP_TL	DW_TA_JOB_APPLICATION_D	SYSTEM_PERSON_TYPE
JOB_APP_CANDIDATE_JOB_APPLICATION_DATE	DATE				submission date	DW_TA_JOB_APPLICATION_D	CANDIDATE_JOB_APPLICATION_DATE
REQ_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
REQ_ORGANIZATION_ID	NUMBER	38	0		Stores the organization identifier	DW_INTER_NAL_ORG_D	ORGANIZATION_ID
REQ_DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
REQ_LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
REQ_GEOGRAPHY_NODE_ID	NUMBER	38	0		Geography Node Identifier	DW_TA_GEO_HIERARCHY_NODES_D	GEOGRAPHY_NODE_ID
REQ_PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_WORK_REQUIREMENT_D	PROFILE_ID
REQ_JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
REQ_JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier	DW_JOB_FAMILY_D	JOB_FAMILY_ID
REQ_GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
REQ_POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
REQ_LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
REQ_HIRING_MANAGER_ID	NUMBER	38	0		Hiring Manager Identifier	DW_PERSON_D	PERSON_ID
REQ_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
REQ_RECRUITER_ID	NUMBER	38	0		Recruiter Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQ_RECR UITER_ASSI GNMENT_I D	NUMBER	38	0		Recruiter Assignment Identifier		
JOB_APP_P HASE_SEQ UENCE_NU MBER	NUMBER	38	0		Phase Sequence Number		
JOB_APP_S TATE_SEQU ENCE_NUM BER	NUMBER	38	0		State Sequence Number		
JOB_APP_E VENT_COU NT	NUMBER	38	0		Requisition Event Count		
JOB_APP_P HASE_COU NT	NUMBER	38	0		Requisition Phase Count		
JOB_APP_S TATE_COUN T	NUMBER	38	0		Requisition state Count		
JOB_APP_E VENT_CALE NDAR_DATE	DATE				Event creation Date in date format		

Notes

#1 This column is also used to join the tables
DW_DEGREE_D,DW_PREVIOUS_EMPLOYMENT_D,DW_WORK_REQUIREMENT_
D based on the columns PROFILE_ID,PROFILE_ID,PROFILE_ID.

DW_TA_JOB_APP_HISTORY_EVENT_F

Job Application History Event Fact

Details

Module: Recruiting

Key Columns

EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVENT_ID	NUMBER	38	0	True	History Event Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Source Record Identifier		
EVENT_DATE	TIMESTAMP				Date and time of event		
JOB_APPLICATION_ID	NUMBER	38	0		Application identifier	DW_TA_JOB_APPLICATION_D	JOB_APPLICATION_ID
EVENT_TYPE_ID	NUMBER	38	0		Event type identifier	DW_TA_HISTORY_EVENT_TYPE_D	EVENT_TYPE_ID
PHASE_ID	NUMBER	38	0		Phase identifier	DW_TA_PHASE_D	PHASE_ID
STATE_ID	NUMBER	38	0		State identifier	DW_TA_STATE_D	STATE_ID
ROUTING_STEP_ID	NUMBER	38	0		The identifier of the routing step that triggered the event	DW_TA_ROUTING_STEP_D	ROUTING_STEP_ID

DW_TA_JOB_APP_SNAPSHOT_F

Job Application Snapshot Fact

Details

Module: Recruiting

Key Columns

CALENDAR_DATE, JOB_APPLICATION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_APPLICATION_ID	NUMBER	38	0	True	Job Application Identifier	DW_TA_JOB_APPLICATION_D	JOB_APPLICATION_ID
CALENDAR_DATE	DATE			True	Calendar Date	DW_DAY_D	CALENDAR_DATE
SOURCE_RECORD_ID	VARCHAR2	128			Source Record Identifier		
JOB_APP_PHASE_ID	NUMBER	38	0		Job Application Phase Identifier	DW_TA_PHASE_D	PHASE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_APP_STATE_ID	NUMBER	38	0		Job Application State Identifier	DW_TA_STATE_D	STATE_ID
JOB_APP_PHASE_SEQUENCE_NUMBER	NUMBER	38	0		Phase Sequence Number		
JOB_APP_STATE_SEQUENCE_NUMBER	NUMBER	38	0		State Sequence Number		
JOB_APP_PROCESS_ID	NUMBER	38	0		Job Application Process Identifier	DW_TA_PROCESS_D	PROCESS_ID
JOB_APP_FLOW_VERSION_ID	NUMBER	38	0		Job Application Flow Version Identifier	DW_TA_APPLICATION_FLOW_VERSION_D	APPL_FLOW_VERSION_ID
JOB_APP_PROFILE_ID	NUMBER	38	0		Job Application Profile Identifier #1	DW_CERTIFICATION_D	PROFILE_ID
JOB_APP_REQUISITION_ID	NUMBER	38	0		Requisition Identifier	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
JOB_APP_PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
JOB_APP_SOURCE_DIMENSION_ID	NUMBER	38	0		Source dimension identifier	DW_TA_SOURCE_DIMENSION_D	DIMENSION_ID
JOB_APP_SOURCE_TRACKING_ID	NUMBER	38	0		Source tracking identifier	DW_TA_SOURCE_TRACKING_D	SOURCE_TRACKING_ID
JOB_APP_SYSTEM_PERSON_TYPE	VARCHAR2	32			system person type.Values are from the table DW_TA_JOB_APPLICATION_D/ DW_HCM_CODE_VALUES_LKP_TL	DW_TA_JOB_APPLICATION_D	SYSTEM_PERSON_TYPE
REQ_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier of the Requisition	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQ_ORGANIZATION_ID	NUMBER	38	0		Stores the organization identifier	DW_INTER_NAL_ORG_D	ORGANIZATION_ID
REQ_DEPARTMENT_ID	NUMBER	38	0		Department Id of the Requisition	DW_DEPARTMENT_D	DEPARTMENT_ID
REQ_LOCATION_ID	NUMBER	38	0		Location Identifier of the Requisition	DW_WORKER_LOCATION_D	LOCATION_ID
REQ_GEOGRAPHY_NODE_ID	NUMBER	38	0		Geography Node Identifier of the Requisition	DW_TALENT_HIERARCHY_NODES_D	GEOGRAPHY_NODE_ID
REQ_PROFILE_ID	NUMBER	38	0		Profile Identifier of the Requisition	DW_WORK_REQUIREMENTS_D	PROFILE_ID
REQ_JOB_ID	NUMBER	38	0		Job Identifier of the Requisition	DW_JOB_D	JOB_ID
REQ_JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier of the Requisition	DW_JOB_FAMILY_D	JOB_FAMILY_ID
REQ_GRADE_ID	NUMBER	38	0		Grade Identifier of the Requisition	DW_PAY_GRADE_D	GRADE_ID
REQ_POSITION_ID	NUMBER	38	0		Position Identifier of the Requisition	DW_POSITION_D	POSITION_ID
REQ_LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier of the Requisition	DW_LEGAL_EMPLOYERS_D	LEGAL_EMPLOYER_ID
REQ_HIRING_MANAGER_ID	NUMBER	38	0		Hiring Manager Identifier of the Requisition	DW_PERSONNEL_D	PERSON_ID
REQ_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier of the Requisition		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQ_RECR UITER_ID	NUMBER	38	0		Recruiter Identifier of the Requisition	DW_PERSO N_D	PERSON_ID
REQ_RECR UITER_ASSI GNMENT_I D	NUMBER	38	0		Recruiter Assignment Identifier of the Requisition		
JOB_APP_C OUNT	NUMBER	38	0		Metric defaulted to 1		

Notes

#1 This column is also used to join the tables
DW_DEGREE_D,DW_PREVIOUS_EMPLOYMENT_D,DW_WORK_REQUIREMENT_
D based on the columns PROFILE_ID,PROFILE_ID,PROFILE_ID.

DW_TA_JOB_REQUISITION_D

Job Requisition Dimension

Details

Module: Recruiting

Key Columns

REQUISITION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQUISITIO N_ID	NUMBER	38	0	True	Requisition identifier		
SOURCE_R ECORD_ID	VARCHAR2	128			Source record identifier		
REQUISITIO N_NUMBER	VARCHAR2	256			Unique readable number for the Requisition.		
PIPELINE_R EQUISITION _FLAG	VARCHAR2	16			Flag that indicates if the requisition is of type Pipeline		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RECRUITING_TYPE_CODE	VARCHAR2	32			Stores the type of Recruiting as a lookup code. Values are from the table DW_HCM_CODE_VALUES_LKP_TL with CODE_TYPE=ORA_IRC_RECRUITING_TYPE.	DW_HCM_CODE_VALUES_LKP_TL	CODE
NUMBER_TO_HIRE	NUMBER	38	0		Stores the number of people to hire for this Requisition		
UNLIMITED_HIRE_FLAG	VARCHAR2	16			Stores whether this Requisition can hire unlimited number of people		
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_ID	BUSINESS_UNIT_ID
DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_ID	DEPARTMENT_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_ID	LOCATION_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_ID	JOB_ID
JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier	DW_JOB_FAMILY_ID	JOB_FAMILY_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_ID	GRADE_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_ID	POSITION_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		legal employer identifier	DW_LEGAL_EMPLOYER_ID	LEGAL_EMPLOYER_ID
HIRING_MANAGER_ID	NUMBER	38	0		Hiring Manager Identifier	DW_PERSON_ID	PERSON_ID
RECRUITER_ID	NUMBER	38	0		Recruiter identifier	DW_PERSON_ID	PERSON_ID
INTERNAL_PUBLISHED_JOB_START_DATE	DATE				Internal published job start date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
INT_PUBLISHED_DATE	DATE				Internal published job end date		
EXT_PUBLISHED_START_DATE	DATE				External published job start date		
EXT_PUBLISHED_END_DATE	DATE				External published job end date		
INTERNAL_PUBLISHED_STATUS	VARCHAR2	32			Stores the Internal published job status		
EXTERNAL_PUBLISHED_STATUS	VARCHAR2	32			Stores the external published job status		
PROFILE_ID	NUMBER	38	0		Stores the corresponding job profile ID	DW_WORK_REQUIREMENT_D	PROFILE_ID
GEOGRAPHY_NODE_ID	NUMBER	38	0		Stores the corresponding geography node ID	DW_TALENT_O_HIERARCHY_CHALLENGES_D	GEOGRAPHY_NODE_ID
PROCESS_ID	NUMBER	38	0		Stores the Process Identifier	DW_TALENT_PROCESS_D	PROCESS_ID
CURRENT_PHASE_ID	NUMBER	38	0		phase identifier	DW_TALENT_PHASE_D	PHASE_ID
CURRENT_STATE_ID	NUMBER	38	0		state identifier	DW_TALENT_STATE_D	STATE_ID
RECRUITER_ASSIGNMENT_ID	NUMBER	38	0		Stores the ASSIGNMENT_ID of the recruiters assignment for this Requisition		
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Stores the ASSIGNMENT_ID of the hiring manager assignment for this Requisition		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUBS_PROCESS_TEMPLATE_ID	NUMBER	38	0		Stores the process template ID that submissions on this requisition will follow		
ORGANIZATION_ID	NUMBER	38	0		Stores the organization identifier	DW_INTER_NAL_ORG_ID	ORGANIZATION_ID
WORKER_TYPE_CODE	VARCHAR2	32			Stores the worker type as a lookup code	DW_WORKER_TYPE_CODE	WORKER_TYPE_CODE
FULL_PART_TIME	VARCHAR2	32			Stores whether the opening is for a full or part time job. Values are from the table DW_HCM_CODE_VALUES_LKP with CODE_TYPE=PART_TIME.	DW_HCM_CODE_VALUES_LKP	CODE
REGULAR_TEMPORARY	VARCHAR2	32			Stores whether the opening is for a regular or temporary job. Values are from the table DW_HCM_CODE_VALUES_LKP with CODE_TYPE=REGULAR_TEMPORARY.	DW_HCM_CODE_VALUES_LKP	CODE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STUDY_LEV EL_CODE	VARCHAR2	32			Stores the study level for this Requisition as a lookup code.Values are from the table DW_HCM_C ODE_VALU ES_LKP_TL with CODE_TYP E=HRT_ED UCATION_L EVEL.	DW_HCM_C ODE_VALU ES_LKP_TL	CODE
OPEN_DATE	TIMESTAMP				requisition open date		
SRC_RECO RD_CREATE ON_DATE	TIMESTAMP				creation date		
SRC_RECO RD_CREATE ED_BY_ID	VARCHAR2	128			who created this record		

DW_TA_JOB_REQUISITION_D_TL

Translation table for Requisition Job Dimension

Details

Module: Recruiting

Key Columns

REQUISITION_ID, LANGUAGE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQUISITION_ID	NUMBER	38	0	True	Requisition identifier		
LANGUAGE_CODE	VARCHAR2	16		True	Stores language code		
SOURCE_RECORD_ID	VARCHAR2	128			Source record identifier		
REQUISITION_TITLE	VARCHAR2	256			Stores the Title for this Requisition		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_TITLE	VARCHAR2	256			Stores the Manager Title for this Requisition		

DW_TA_JOB_REQ_COLLABORATOR_D

Requisition Collaborator Dimension

Details

Module: Recruiting

Key Columns

TEAM_MEMBER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEAM_MEMBER_ID	NUMBER	38	0	True	Team Member Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Primary Key		
COLLABORATOR_PERSON_ID	NUMBER	38	0		Collaborator Person Identifier	DW_PERSON_D	PERSON_ID
COLLABORATOR_ASSIGNMENT_ID	NUMBER	38	0		Collaborator Assignment Identifier		
REQUISITION_ID	NUMBER	38	0		Requisition Identifier	DW_TA_JOB_REQ_REQUISITION_D	REQUISITION_ID
CREATION_DATE	TIMESTAMP				Creation Date		

DW_TA_JOB_REQ_EVENT_F

This is a derived fact based on DW_TA_JOB_REQ_HISTORY_EVENT_F with all dimension references.

Details

Module: Recruiting

Key Columns

REQ_EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQ_EVENT_ID	NUMBER	38	0	True	Requisition Event Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Primary Key		
REQ_EVENT_DATE	TIMESTAMP				Event creation Date in Timestamp		
REQUISITION_ID	NUMBER	38	0		The identifier of the Requisition.	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
REQ_EVENT_TYPE_ID	NUMBER	38	0		The identifier of the event type.	DW_TA_HISTORY_EVENT_TYPE_D	EVENT_TYPE_ID
REQ_PHASE_ID	NUMBER	38	0		The identifier of the phase at the time of the event.	DW_TA_PHASE_D	PHASE_ID
REQ_STATE_ID	NUMBER	38	0		The identifier of the state at the time of the event.	DW_TA_STATE_D	STATE_ID
REQ_ROUTING_STEP_ID	NUMBER	38	0		The identifier of the routing step that triggered the event.	DW_TA_ROUTING_STEP_D	ROUTING_STEP_ID
REQ_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
REQ_ORGANIZATION_ID	NUMBER	38	0		Stores the organization identifier	DW_ORGANIZATION_D	ORGANIZATION_ID
REQ_DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
REQ_LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
REQ_GEOGRAPHY_NODE_ID	NUMBER	38	0		Geography Node Identifier	DW_GEOGRAPHY_NODE_D	GEOGRAPHY_NODE_ID
REQ_PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_WORK_REQUIREMENT_D	PROFILE_ID
REQ_JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
REQ_JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier	DW_JOB_FAMILY_D	JOB_FAMILY_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQ_GRAD E_ID	NUMBER	38	0		Grade Identifier	DW_PAY_G RADE_D	GRADE_ID
REQ_POSIT ION_ID	NUMBER	38	0		Position Identifier	DW_POSITI ON_D	POSITION_I D
REQ_LEGA L_EMPLOY ER_ID	NUMBER	38	0		Legal Employer Identifier	DW_LEGAL _EMPLOYE R_D	LEGAL_EM PLOYER_ID
REQ_HIRIN G_MANAGE R_ID	NUMBER	38	0		Hiring Manager Identifier	DW_PERSO N_D	PERSON_ID
REQ_MANA GER_ASSIG NMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
REQ_RECR UITER_ID	NUMBER	38	0		Recruiter Identifier	DW_PERSO N_D	PERSON_ID
REQ_RECR UITER_ASSI GNMENT_I D	NUMBER	38	0		Recruiter Assignment Identifier		
REQ_PHAS E_SEQUEN CE_NUMBE R	NUMBER	38	0		Requisition Phase Sequence Number		
REQ_STATE _SEQUENC E_NUMBER	NUMBER	38	0		Requisition State Sequence Number		
REQ_EVEN T_COUNT	NUMBER	38	0		Requisition Event Count		
REQ_PHAS E_COUNT	NUMBER	38	0		Requisition Phase Count		
REQ_STATE _COUNT	NUMBER	38	0		Requisition state Count		
REQ_EVEN T_CALEND A_DATE	DATE				Event creation Date in date format		

DW_TA_JOB_REQ_HISTORY_EVENT_F

Stores Talent Requisition history Event details.

Details

Module: Recruiting

Key Columns

EVENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EVENT_ID	NUMBER	38	0	True	Primary key of the table		
SOURCE_RECORD_ID	VARCHAR2	64			Primary Key		
EVENT_DATE	TIMESTAMP				Event creation Date		
REQUISITION_ID	NUMBER	38	0		The identifier of the Requisition.	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
EVENT_TYPE_ID	NUMBER	38	0		The identifier of the event type.	DW_TA_HISTORY_EVENT_TYPE_D	EVENT_TYPE_ID
PHASE_ID	NUMBER	38	0		The identifier of the phase at the time of the event.	DW_TA_PHASE_D	PHASE_ID
STATE_ID	NUMBER	38	0		The identifier of the state at the time of the event.	DW_TA_STATE_D	STATE_ID
ROUTING_STEP_ID	NUMBER	38	0		The identifier of the routing step that triggered the event.	DW_TA_ROUTING_STEP_D	ROUTING_STEP_ID

DW_TA_JOB_REQ_SNAPSHOT_F

Requisition Snapshot Fact

Details

Module: Recruiting

Key Columns

REQUISITION_ID, CALENDAR_DATE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQUISITION_ID	NUMBER	38	0	True	Requisition Identifier	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
CALENDAR_DATE	DATE			True	Calendar Date	DW_DAY_D	CALENDAR_DATE

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	128			Source Record Identifier		
REQ_PHASE_ID	NUMBER	38	0		Requisition Phase Identifier	DW_TA_PHASE_D	PHASE_ID
REQ_STATE_ID	NUMBER	38	0		Requisition State Identifier	DW_TA_STATE_D	STATE_ID
REQ_BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier of the Requisition	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
REQ_ORGANIZATION_ID	NUMBER	38	0		Stores the organization identifier	DW_INTER_ORG_D	ORGANIZATION_ID
REQ_DEPARTMENT_ID	NUMBER	38	0		Department Id of the Requisition	DW_DEPARTMENT_D	DEPARTMENT_ID
REQ_LOCATION_ID	NUMBER	38	0		Location Identifier of the Requisition	DW_WORKER_LOCATION_D	LOCATION_ID
REQ_GEOGRAPHY_NODE_ID	NUMBER	38	0		Geography Node Identifier of the Requisition	DW_TA_GEOGRAPHY_NODE_D	GEOGRAPHY_NODE_ID
REQ_PROFILE_ID	NUMBER	38	0		Profile Identifier of the Requisition	DW_WORK_REQUIREMENT_D	PROFILE_ID
REQ_JOB_ID	NUMBER	38	0		Job Identifier of the Requisition	DW_JOB_D	JOB_ID
REQ_JOB_FAMILY_ID	NUMBER	38	0		Job Family Identifier of the Requisition	DW_JOB_FAMILY_D	JOB_FAMILY_ID
REQ_GRADE_ID	NUMBER	38	0		Grade Identifier of the Requisition	DW_PAY_GRADE_D	GRADE_ID
REQ_POSITION_ID	NUMBER	38	0		Position Identifier of the Requisition	DW_POSITION_D	POSITION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQ_LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier of the Requisition	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
REQ_HIRING_MANAGER_ID	NUMBER	38	0		Hiring Manager Identifier of the Requisition	DW_PERSON_D	PERSON_ID
REQ_MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier of the Requisition		
REQ_RECRUITER_ID	NUMBER	38	0		Recruiter Identifier of the Requisition	DW_PERSON_D	PERSON_ID
REQ_RECRUITER_ASSIGNMENT_ID	NUMBER	38	0		Recruiter Assignment Identifier of the Requisition		
REQ_PHASE_SEQUENCE_NUMBER	NUMBER	38	0		Requisition Phase Sequence Number		
REQ_STATE_SEQUENCE_NUMBER	NUMBER	38	0		Requisition State Sequence Number		
REQ_COUNT	NUMBER	38	0		Metric defaulted to 1		

DW_TA_OFFER_COLLABORATOR_D

This table holds info on about offer collaboration.

Details

Module: Recruiting

Key Columns

TEAM_MEMBER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEAM_MEMBER_ID	NUMBER	38	0	True	Team member Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Primary Key consisting of Team member Identifier		
COLLABORATOR_PERSON_ID	NUMBER	38	0		person Identifier	DW_PERSON_D	Person_ID
COLLABORATOR_ASSIGNMENT_ID	NUMBER	38	0		assignment identifier		
OFFER_ID	NUMBER	38	0		Offer identifier	DW_TA_OFFER_D	OFFER_ID

DW_TA_OFFER_D

This dimension captures the Offer Details.

Details

Module: Recruiting

Key Columns

OFFER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
OFFER_ID	NUMBER	38	0	True	Offer Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		unique key		
OFFER_NAME	VARCHAR2	256			Name of the offer		
EXPIRATION_DATE	DATE				Offer Expiration Date		
JOB_APPLICATION_ID	NUMBER	38	0		Job Application Identifier	DW_TA_JOB_APPLICATION_D	JOB_APPLICATION_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RECRUITER_ID	NUMBER	38	0		Recruiter Identifier	DW_PERSON_D	PERSON_ID
RECRUITER_ASSIGNMENT_ID	NUMBER	38	0		Recruiter Assignment Identifier		
ASSIGNMENT_OFFER_ID	NUMBER	38	0		Assignment Offer Identifier		
HIRING_MANAGER_ID	NUMBER	38	0		Hiring Manager Identifier	DW_PERSON_D	PERSON_ID
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Manager Assignment Identifier		
ACCEPTED_ON_BEHALF	VARCHAR2	16			Flag whether the offer was accepted on behalf of someone else		
ACCEPTED_ON_BEHALF_BY_ID	NUMBER	38	0		Identifier if the offer was accepted on behalf of someone else		
ACCEPTED_ON_BEHALF_DATE	DATE				Date when offer was accepted on behalf of someone else		

DW_TA_PHASE_D

Phase Dimension

Details

Module: Recruiting

Key Columns

PHASE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PHASE_ID	NUMBER	38	0	True	Phase Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	NUMBER	38	0		Primary Key		
PHASE_CODE	VARCHAR2	32			Phase Code		
SEQUENCE_NUMBER	NUMBER	38	0		Indicates the sequence of the phase in the phase list.		

DW_TA_PHASE_D_TL

Phase Dimension Translation

Details

Module: Recruiting

Key Columns

PHASE_ID, LANGUAGE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PHASE_ID	NUMBER	38	0	True	Phase Identifier		
LANGUAGE_CODE	VARCHAR2	128		True	Language Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary Key		
PHASE_NAME	VARCHAR2	256			Phase name		

DW_TA_PHASE_STATE_DETAILS_D

This dimension captures the Linkage between a Routing Step, Phase ID, and State ID.

Details

Module: Recruiting

Key Columns

PHASE_ID, STATE_ID, ROUTING_STEP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ROUTING_STE TEP_ID	NUMBER	38	0	True	Routing State Identifier	DW_TA_ROUTING_STE PS_D	ROUTING_STE TEP_ID
PHASE_ID	NUMBER	38	0	True	Phase Identifier	DW_TA_PHASE ASE_D	PHASE_ID
STATE_ID	NUMBER	38	0	True	State Identifier	DW_TA_STATE TE_D	STATE_ID
PROCESS_ID	NUMBER	38	0	True	Process Id of the Routing Step		
MASTER_PROCESS_ID	NUMBER	38	0	True	Parent Process Id. Will point to the phase process id		
SOURCE_RECORD_ID	VARCHAR2	256			Unique Key		
PHASE_SEQUENCE_NUMBER	NUMBER	38	0		Sequence Number of the Phase		
STATE_SEQUENCE_NUMBER	NUMBER	38	0		Sequence Number of the State		

DW_TA_PROCESS_D

This table holds information about the TA processes.

Details

Module: Recruiting

Key Columns

PROCESS_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROCESS_ID	NUMBER	38	0	True	Process Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Primary key consisting of process id		
PROCESS_CODE	VARCHAR2	256			process code identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACTIVE_FL AG	VARCHAR2	16			Activity identifier		
PHASE_ID	NUMBER	38	0		Phase identifier	DW_TA_PH ASE_D	PHASE_ID
TYPE_COD E	VARCHAR2	32			Type identifier		
USAGE_CO DE	VARCHAR2	32			Usage identifier		

DW_TA_PROCESS_D_TL

Translation table for TA processes.

Details

Module: Recruiting

Key Columns

PROCESS_ID, LANGUAGE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROCESS_I D	NUMBER	38	0	True	Process Identifier		
LANGUAGE _CODE	VARCHAR2	128		True	Language Identifier		
SOURCE_R ECORD_ID	VARCHAR2	256			Primary key consisting of process id and language code		
PROCESS_ NAME	VARCHAR2	256			Process name identifier		
PROCESS_ DESCRIPTI ON	VARCHAR2	1024			Description identifier		

DW_TA_REFERRAL_TYPE_D_TL

This table contains translation information about ORA_IRC_RF_REFERRAL_TYPE.

Details

Module: Recruiting

Key Columns

LANGUAGE, REFERRAL_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REFERRAL_TYPE_CODE	VARCHAR2	128		True	Referral Type Code Identifier		
LANGUAGE	VARCHAR2	64		True	Translation language		
SOURCE_RECORD_ID	VARCHAR2	512			Source Record Identifier It is a unique combination of CODE_TYPE, CODE, and LANGUAGE		
REFERRAL_TYPE_NAME	VARCHAR2	2048			Name of Referral Type		
REFERRAL_TYPE_DESCRIPTION	VARCHAR2	4000			Description of Referral Type		

DW_TA_REFERRALS_D

This table holds information about referrals.

Details

Module: Recruiting

Key Columns

REFERRAL_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REFERRAL_ID	NUMBER	38	0	True	Referral Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Primary Key consisting of Referral identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
REQUISITION_ID	NUMBER	38	0		Requisition Identifier	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
REFERRER_PERSON_ID	NUMBER	38	0		Dimension Identifier	DW_PERSON_D	PERSON_ID
CANDIDATE_PERSON_ID	NUMBER	38	0		Dimension Identifier	DW_PERSON_D	PERSON_ID
JOB_APPLICATION_ID	NUMBER	38	0		Dimension Identifier	DW_TA_JOB_APPLICATION_D	JOB_APPLICATION_ID
REFERRAL_TYPE_CODE	VARCHAR2	32			Dimension Identifier		
CANDIDATE_TYPE_CODE	VARCHAR2	32			Dimension Identifier		
NOTES_CANDIDATE	VARCHAR2	1024			Attribute		

DW_TA_REGULATORY_RESPONSES_D

This dimension captures the Regulatory Response Details.

Details

Module: Recruiting

Key Columns

RESPONSE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RESPONSE_ID	NUMBER	38	0	True	Stores Response Id		
SOURCE_RECORD_ID	NUMBER	38	0		Unique Key		
JOB_APPLICATION_ID	NUMBER	38	0		Stores Job Application Id	DW_TA_JOB_APPLICATION_D	JOB_APPLICATION_ID
PERSON_ID	NUMBER	38	0		Stores Person Id	DW_PERSON_D	PERSON_ID
LEGISLATION_CODE	VARCHAR2	32			Legislation code derived from Job Requisition Locations.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ATTRIBUTE _1	VARCHAR2	512			Gender		
ATTRIBUTE _2	VARCHAR2	512			Ethnicity		
ATTRIBUTE _3	VARCHAR2	512			Veteran Status		
ATTRIBUTE _4	VARCHAR2	512			Disability Status		
ATTRIBUTE _5	VARCHAR2	512			Marital Status		
ATTRIBUTE _6	VARCHAR2	512			Religion		
ATTRIBUTE _7	VARCHAR2	512			Disability Category		
ATTRIBUTE _8	VARCHAR2	512			Disability Reason		
ATTRIBUTE _DATE_1	DATE				Disclosure Date		
ATTRIBUTE _DATE_2	DATE				Date of Birth		

DW_TA_ROUTING_STEPS_D

This Dimension Stores the Routing details.

Details

Module: Recruiting

Key Columns

ROUTING_STEP_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ROUTING_S TEP_ID	NUMBER	38	0	True	Primary key for the Routing Step.		
SOURCE_R ECORD_ID	NUMBER	38	0		Unique Source Record Identifier		
TYPE_COD E	VARCHAR2	32			Stores the type of the routing		
PROCESS_I D	NUMBER	38	0		Process Identifier	DW_TA_PR OCESS_D	PROCESS_I D

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SEQUENCE_NUMBER	NUMBER	38	0		Determine the sequence number of the step within the immediate parent process		
SUB_PROCESS_ID	NUMBER	38	0		Stores the reference to the sub process within a process.	DW_TA_PROCESS_D	PROCESS_ID
PHASE_ID	NUMBER	38	0		Phase Identifier	DW_TA_PHASE_D	PHASE_ID
STATE_ID	NUMBER	38	0		State Identifier	DW_TA_STATE_D	STATE_ID
LAST_ACTIVATION_DATE	TIMESTAMP				Date when the step has been activated		
LAST_DEACTIVATION_DATE	TIMESTAMP				Date when a step has been deactivated		
STEP_STATUS	VARCHAR2	32			Determines the status of the step		

DW_TA_SOURCE_DIMENSION_D

DW_TA_SOURCE_DIMENSION_D stores source dimension details.

Details

Module: Recruiting

Key Columns

DIMENSION_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DIMENSION_ID	NUMBER	38	0	True	Primary key for the dimension definition.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier		
SOURCE_URL_VALUE	VARCHAR2	1024			Name of the source parameter. The value that will be passed in the URL through the parameters.		
SOURCE_MEDIUM	VARCHAR2	64			The associated source medium lookup value corresponding to lookup type ORA_IRC_SOURCE_TRACKING_MEDIUM.		

DW_TA_SOURCE_DIMENSION_D_TL

Stores Source Dimension Translation Details.

Details

Module: Recruiting

Key Columns

DIMENSION_ID, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DIMENSION_ID	NUMBER	38	0	True	Dimension Identifier		
LANGUAGE	VARCHAR2	16		True	Language		
SOURCE_RECORD_ID	VARCHAR2	128			Source Record Identifier		
SOURCE_NAME	VARCHAR2	2048			Name		

DW_TA_SOURCE_TRACKING_D

Source Tracking Dimension.

Details

Module: Recruiting

Key Columns

SOURCE_TRACKING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_TRACKING_ID	NUMBER	38	0	True	Unique key for the Source tracking table.		
SOURCE_RECORD_ID	NUMBER	38	0		Primary Key		
SOURCE_LEVEL	VARCHAR2	32			will contain the source level value for the given record		
DIMENSION_ID	NUMBER	38	0		Foreign key to the Dimension table	DW_TA_SOURCE_DIMENSION_D	DIMENSION_ID
REQUISITION_ID	NUMBER	38	0		Foreign key to the Requisition table	DW_TA_JOB_REQUISITION_D	REQUISITION_ID
JOB_APPLICATION_ID	NUMBER	38	0		Foreign key to the DW_TA_JOB_APPLICATION_D table	DW_TA_JOB_APPLICATION_D	JOB_APPLICATION_ID
REFERRAL_ID	NUMBER	38	0		Foreign key to the Referrals table	DW_TA_REFERRALS_D	REFERRAL_ID
RECRUITER_ID	NUMBER	38	0		Foreign key to the Person table	DW_PERSON_D	PERSON_ID
CANDIDATE_NUMBER	VARCHAR2	32			The person id related to the internal candidate.		

DW_TA_STATE_D

This table contains details about state.

Details

Module: Recruiting

Key Columns

STATE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATE_ID	NUMBER	38	0	True	Identifies State		
SOURCE_RECORD_ID	NUMBER	38	0		Primary key having State		
STATE_CODE	VARCHAR2	32			Identifies State		

DW_TA_STATE_D_TL

This table contains State translation/

Details

Module: Recruiting

Key Columns

STATE_ID, LANGUAGE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
STATE_ID	NUMBER	38	0	True	Identifies State		
LANGUAGE_CODE	VARCHAR2	128		True	Language Identifier		
SOURCE_RECORD_ID	VARCHAR2	256			Primary key		
STATE_NAME	VARCHAR2	256			State name		

DW_TA_TEAM_MEMBER_D

This dimension captures the Team Member Details.

Details

Module: Recruiting

Key Columns

TEAM_MEMBER_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TEAM_MEMBER_ID	NUMBER	38	0	True	Team Member Identifier		
SOURCE_RECORD_ID	NUMBER	38	0		Unique Key		
PERSON_ID	NUMBER	38	0		Person Identifier. FK to DW_PERSON_ID	DW_PERSON_ID	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
OBJECT_ID	NUMBER	38	0		Object Identifier to which the current team member is related.		
OBJECT_TYPE	VARCHAR2	32			The type of object to which the current team member is related.		
MEMBER_TYPE_CODE	VARCHAR2	32			Stores the owner type		
OBJECT_VERSION_NUMBER	NUMBER	38	0		This number is incremented every time that the row is updated.		

DW_WORK_REQUIREMENT_D

It stores Profile Work requirement Details.

Details

Module: Recruiting

Key Columns

PROFILE_ITEM_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PROFILE_ITEM_ID	NUMBER	38	0	True	Profile Item Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			unique key		
BUSINESS_GROUP_ID	NUMBER	38	0		Identifier of Enterprise, used for multi-tenancy partitioning.		
PROFILE_ID	NUMBER	38	0		Profile Identifier		
DATE_FROM	DATE				Date From		
DATE_TO	DATE				Date To		
IMPORTANCE	NUMBER	38	0		Importance		
ITEM_TEXT_240_1	VARCHAR2	256			Relocation Reason		
ITEM_TEXT_30_1	VARCHAR2	32			National Travel Flag		
ITEM_TEXT_30_2	VARCHAR2	32			National Travel Frequency		
ITEM_TEXT_30_3	VARCHAR2	32			International Travel Flag		
ITEM_TEXT_30_4	VARCHAR2	32			International Travel Frequency		
ITEM_TEXT_30_5	VARCHAR2	32			Relocation Flag		
ITEM_TEXT_30_6	VARCHAR2	32			All Location Flag		
ITEM_TEXT_30_7	VARCHAR2	32			Temporary Assignment Flag		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ITEM_TEXT _30_8	VARCHAR2	32			Part-Time Assignment Flag		
ITEM_TEXT _30_9	VARCHAR2	32			Flexible Work Flag		
ITEM_TEXT _30_10	VARCHAR2	32			Currency Code		
ITEM_TEXT _30_11	VARCHAR2	32			Pay Frequency		
ITEM_NUM BER_1	NUMBER	38	0		First Preferred Location for Person Profile and Work Duration in Months for Model Profile		
ITEM_NUM BER_2	NUMBER	38	0		Second Preferred Location for Person Profile and Work Duration in Years for Model Profile		
ITEM_NUM BER_3	NUMBER	38	0		Preferred Location 3		
ITEM_NUM BER_4	NUMBER	38	0		Preferred Location ID 4		
ITEM_NUM BER_5	NUMBER	38	0		Excluded Location ID1		
ITEM_NUM BER_6	NUMBER	38	0		Excluded Location ID2		
ITEM_NUM BER_7	NUMBER	38	0		Excluded Location ID3		
ITEM_NUM BER_8	NUMBER	38	0		Excluded Location ID4		
ITEM_NUM BER_9	NUMBER	38	0		Minimum Pay		
ITEM_NUM BER_10	NUMBER	38	0		Relocate Duration		

Performance Management

DW_SUCCSSN_CANDIDATE_STATUS_D_TL

This table contains information about code, name, and description for the HRM_SUCC_CAND_STATUS related codes.

Details

Module: Succession Management

Key Columns

CANDIDATE_STATUS_CODE, CANDIDATE_STATUS_CODE_TYPE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CANDIDATE_STATUS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CANDIDATE_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
CANDIDATE_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
CANDIDATE_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_SUCCSSN_CANDIDATE_SUCCSSN_STATUS_D_TL

This table contains information about code, name, and description for the ORA_HRM_CAND_SUCCN_STATUS related codes.

Details

Module: Succession Management

Key Columns

SUCCESSION_STATUS_CODE_TYPE, SUCCESSION_STATUS_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SUCCESSION_STATUS_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
SUCCESSION_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
SUCCESSION_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
SUCCESSION_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_SUCCSSN_CANDIDATE_TYPE_D_TL

This table contains information about code, name, and description for the ORA_HRM_CANDIDATE_TYPE related codes.

Details

Module: Succession Management

Key Columns

CANDIDATE_TYPE_CODE_TYPE, CANDIDATE_TYPE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CANDIDATE _TYPE_CO DE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
CANDIDATE _TYPE_CO DE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
CANDIDATE _TYPE_NA ME	VARCHAR2	2048			Business name or value of the code.		
CANDIDATE _TYPE_DES CRIPTION	VARCHAR2	4000			Code description.		

DW_SUCCSSN_OWNER_TYPE_D_TL

This table contains information about code, name, and description for the HRM_SUCC_OWNER_TYPE related codes.

Details

Module: Succession Management

Key Columns

PLAN_OWNER_TYPE_CODE_TYPE, LANGUAGE, OWNER_TYPE_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_OWN ER_TYPE_C ODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
OWNER_TY PE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
OWNER_TYPE_NAME	VARCHAR2	2048			Business name or value of the code.		
OWNER_TYPE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_SUCCSSN_PLAN_ACCESS_TYPE_D_TL

This table contains information about code, name, and description for the HRM_SUCC_ACCESS_TYPE related codes.

Details

Module: Succession Management

Key Columns

PLAN_ACCESS_TYPE_CODE_TYPE, ACCESS_TYPE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ACCESS_TYPE_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
ACCESS_TYPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ACCESS_T YPE_NAME	VARCHAR2	2048			Business name or value of the code.		
ACCESS_T YPE_DESC RIPTION	VARCHAR2	4000			Code description.		

DW_SUCCSSN_PLAN_CANDIDATE_D

This holds succession plan candidate information.

Details

Module: Succession Management

Key Columns

ENTERPRISE_ID, CANDIDATE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENTERPRIS E_ID	NUMBER	38	0	True	Identifier of Enterprise		
CANDIDATE _ID	NUMBER	38	0	True	Candidate Identifier		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains ENTERPRIS E_ID and CANDIDATE _ID		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSO N_D	PERSON_ID
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_SUCCS SN_PLAN_D	PLAN_ID
CANDIDATE _STATUS	VARCHAR2	32			Candidates current status on the succession plan		
CANDIDATE _RANKING	NUMBER	38	0		Numeric ranking of a candidate		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EMERGENCY_SUCCESOR	VARCHAR2	32			Indicates whether a candidate is an emergency successor		
CANDIDATE_TYPE	VARCHAR2	32			Its is used to identify if the candidate is internal or external.		
EXTERNAL_CANDIDATE_ID	NUMBER	38	0		External Candidate Identifier	DW_SUCCSN_PLAN_EXT_CANDIDATE_D	EXTERNAL_CANDIDATE_ID
READINESS_CODE	VARCHAR2	32			The readiness code that stores the readiness of the person		
SUCCESSION_STATUS	VARCHAR2	32			Succession staus code		
SUCCESSION_STATUS_FLAG	VARCHAR2	16			Succession staus flag		
CREATION_DATE	TIMESTAMP				Creation Date		
LAST_UPDATE_DATE	TIMESTAMP				Last Update Date		

DW_SUCCSN_PLAN_CANDIDATE_EF

Stores information of the plan candidates along with the workforce attributes.

Details

Module: Succession Management

Key Columns

ASSIGNMENT_ID, ENTERPRISE_ID, CANDIDATE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENTERPRISE_ID	NUMBER	38	0	True	Identifier of Enterprise		
CANDIDATE_ID	NUMBER	38	0	True	Candidate Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Source Record Identifier. A unique Identifier for the records		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_SUCCSN_PLAN_D	PLAN_ID
CANDIDATE_STATUS	VARCHAR2	32			Candidates current status on the succession plan		
CANDIDATE_RANKING	NUMBER	38	0		Numeric ranking of a candidate		
EMERGENCY_SUCCESOR	VARCHAR2	32			Indicates whether a candidate is an emergency successor		
CANDIDATE_TYPE	VARCHAR2	32			Its is used to identify if the candidate is internal or external.		
EXTERNAL_CANDIDATE_ID	NUMBER	38	0		External Candidate Identifier	DW_SUCCSN_PLAN_EXT_CANDIDATE_D	EXTERNAL_CANDIDATE_ID
READINESS_CODE	VARCHAR2	32			The readiness code that stores the readiness of the person		
SUCCESSION_STATUS	VARCHAR2	32			Succession staus code		
SUCCESSION_STATUS_FLAG	VARCHAR2	16			Succession staus flag		
CREATION_DATE	TIMESTAMP				Creation Date		
LAST_UPDATE_DATE	TIMESTAMP				Last Update Date		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_CREATION_DATE	DATE				Succession Plan Creation Date		
DEPARTMENT_ID	NUMBER	38	0		Workers Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Workers Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Workers Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
WORKER_T YPE	VARCHAR2	32			Indicates type of records for worker like assignment or employment terms	DW_WORK ER_TYPE_D _TL	WORKER_T YPE
WORKER_C ATEGORY	VARCHAR2	32			Workers category like Blue collar or Civil Servant etc	DW_WORK ER_CATEG ORY_D_TL	WORKER_C ATEGORY
ASSIGNME NT_CATEG ORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIG NMENT_CA TEGORY_D _TL	ASSIGNME NT_CATEG ORY
LEGISLATIO N_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_F LAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
FULL_PART _TIME_FL AG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
MANAGER_ ASSIGNME NT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSO N_D	PERSON_ID
MANAGER_I D	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSO N_D	PERSON_ID
PERFORMA NCE_RATIN G_LEVEL_I D	NUMBER	38	0		Performance rating level identifier	DW_RATING _LEVEL_D	RATING_LE VEL_ID
POTENTIAL _RATING_L EVEL_ID	NUMBER	38	0		Potential rating level identifier	DW_RATING _LEVEL_D	RATING_LE VEL_ID
RISK_OF_L OSS_RATIN G_LEVEL_I D	NUMBER	38	0		Risk of Loss Rating Level Identifier		
IMPACT_OF _LOSS_RAT ING_LEVEL _ID	NUMBER	38	0		Impact of Loss Rating Level Identifier		
BARGAININ G_UNIT_CO DE	VARCHAR2	32			Bargaining Unit Code		
PROBATION _PERIOD	NUMBER				Duration of probation period		
PROBATION _UNIT	VARCHAR2	32			Units of probation period duration		
FREQUENC Y	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_H OURS	NUMBER				Normal working hours		
HEADCOUN T	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
CALENDAR_DATE	DATE				Current Date		

DW_SUCCSSN_PLAN_D

Holds Succession Plan details.

Details

Module: Succession Management

Key Columns

PLAN_ID, ENTERPRISE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ID	NUMBER	38	0	True	Primary Key for Succession Plan in Fusion Source.		
ENTERPRISE_ID	NUMBER	38	0	True	Primary Key for Succession Plan in Fusion Source.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_NAME	VARCHAR2	512			Succession Plan Name		
DESCRIPTION	VARCHAR2	4000			Succession Plan Description		
PLAN_TYPE	VARCHAR2	32			Plan Type (Incumbent/Job/Position)		
STATUS	VARCHAR2	32			Status of succession plan		
ACCESS_TYPE_CODE	VARCHAR2	32			Access type (Public / Private)		
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit identifier	DW_BUSINESS_UNIT_ID	BUSINESS_UNIT_ID
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_ID	POSITION_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_ID	JOB_ID
DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_ID	DEPARTMENT_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_ID	GRADE_ID
INCUMBENT_PERSON_ID	NUMBER	38	0		Incumbent person Identifier	DW_PERSON_ID	PERSON_ID
ENABLE_ALERTS	VARCHAR2	32			Alerts Enabled		
INCUMBENT_ROLE_CHANGE_FLAG	VARCHAR2	16			Incum Role change flag		
CANDIDATE_SAME_ROLE_CHANGE_ALERT	VARCHAR2	256			Candidate move to incum role alert		
CANDIDATE_DIFF_ROLE_CHANGE_ALERT	VARCHAR2	256			Candidate move into different role than incum role alert		
INCUMBENT_JOB_CHANGE_ALERT	VARCHAR2	256			Incum job change alert		
CREATION_DATE	DATE				Creation date of plan		
LAST_UPDATE_DATE	TIMESTAMP				Last updated date of plan		

DW_SUCCSSN_PLAN_EXT_CANDIDATE_D

Holds Succession Plan External Candidate details.

Details

Module: Succession Management

Key Columns

ENTERPRISE_ID, EXTERNAL_CANDIDATE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
EXTERNAL_CANDIDATE_ID	NUMBER	38	0	True	Primary Key for External Candidates in Fusion Source.		
ENTERPRISE_ID	NUMBER	38	0	True	Primary Key for External Candidates in Fusion Source.		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier		
FIRST_NAME	VARCHAR2	256			Candidate First Name		
LAST_NAME	VARCHAR2	256			Candidate Last Name		
DISPLAY_NAME	VARCHAR2	512			Display Name		
ADDRESS_LINE1	VARCHAR2	256			Address line 1		
ADDRESS_LINE2	VARCHAR2	256			Address Line 2		
TOWN_OR_CITY	VARCHAR2	32			Town or City		
STATE	VARCHAR2	128			State		
POSTAL_CODE	VARCHAR2	32			Postal code		
COUNTRY	VARCHAR2	64			Country		
CURRENT_EMPLOYER_NAME	VARCHAR2	128			Current Employer name		
CURRENT_JOB_TITLE	VARCHAR2	128			Current Job title		
EMAIL_ADDRESS	VARCHAR2	256			Email Address		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PHONE_NUMBER	VARCHAR2	64			Phone Number		
CREATION_DATE	TIMESTAMP				Creation date of External Candidate		
LAST_UPDATE_DATE	TIMESTAMP				Last updated date of external Candidate		

DW_SUCCSSN_PLAN_INCUMBENT_D

This holds succession plan's Incumbent information.

Details

Module: Succession Management

Key Columns

PLAN_INCUMBENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_INCUMBENT_ID	NUMBER	38	0	True	Plan incumbent identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique Source Record Identifier. This column contains Plan_Incumbent_id		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_SUCCSSN_PLAN_D	PLAN_ID
INCUMBENT_PERSON_ID	NUMBER	38	0		Incumbent person Identifier	DW_PERSON_D	PERSON_ID
CREATION_DATE	TIMESTAMP				Creation Date		
LAST_UPDATE_DATE	TIMESTAMP				Last Update Date		

DW_SUCCSSN_PLAN_INCUMBENT_EF

Stores information of the plan Incumbents along with the workforce attributes.

Details

Module: Succession Management

Key Columns

ASSIGNMENT_ID, PLAN_INCUMBENT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_INCUMBENT_ID	NUMBER	38	0	True	Plan incumbent identifier		
ASSIGNMENT_ID	NUMBER	38	0	True	Assignment Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier This column contains ENTERPRISE_ID, PLAN_ID and ASSIGNMENT_ID		
PLAN_ID	NUMBER	38	0		Plan Identifier	DW_SUCCSSN_PLAN_D	PLAN_ID
INCUMBENT_PERSON_ID	NUMBER	38	0		Incumbent person Identifier	DW_PERSON_D	PERSON_ID
CREATION_DATE	TIMESTAMP				Creation Date		
LAST_UPDATE_DATE	TIMESTAMP				Last Update Date		
PLAN_CREATION_DATE	DATE				Succession Plan Creation Date		
DEPARTMENT_ID	NUMBER	38	0		Department Identifier	DW_DEPARTMENT_D	DEPARTMENT_ID
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier	DW_REPORTING_EST_D	REPORTING_EST_ID
JOB_ID	NUMBER	38	0		Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
POSITION_ID	NUMBER	38	0		Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
PERSON_TYPE_ID	NUMBER	38	0		Person Type Identifier	DW_PERSON_TYPE_D_TL	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Assignment status type identifier	DW_ASSIGNMENT_STATUS_D_TL	ASSIGNMENT_STATUS_TYPE_ID
SYSTEM_PERSON_TYPE	VARCHAR2	32			Person Type in System		
PRIMARY_FLAG	VARCHAR2	32			Represents overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Primary assignment Flag		
ASSIGNMENT_NUMBER	VARCHAR2	32			Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Assignment Name		
WORKER_TYPE	VARCHAR2	32			Identifies the type of record: either assignment (employee, CWK, applicant, non-workers) or a set of Terms	DW_WORKER_TYPE_D_TL	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Employee category example: Blue collar, Civil Servant, etc	DW_WORKER_CATEGORY_D_TL	WORKER_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_CATEGORY	VARCHAR2	32			User defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_DL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Legislation of Assignment	DW_LEGISLATION_DL	LEGISLATION_CODE
PAY_SYSTEM_STATUS	VARCHAR2	32			Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			HR status used to determine how the assignment is processed		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
FULL_PART_TIME_FLAG	VARCHAR2	32			Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Permanent Temporary Flag		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_D	PERSON_ID
MANAGER_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_D	PERSON_ID
PERFORMANCE_RATING_LEVEL_ID	NUMBER	38	0		Performance rating level identifier	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_RATING_LEVEL_ID	NUMBER	38	0		Potential rating level identifier	DW_RATING_LEVEL_D	RATING_LEVEL_ID
RISK_OF_LOSS_RATING_LEVEL_ID	NUMBER	38	0		Risk of Loss Rating Level Identifier		
IMPACT_OF_LOSS_RATING_LEVEL_ID	NUMBER	38	0		Impact of Loss Rating Level Identifier		
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
CALENDAR_DATE	DATE				Current Date		

DW_SUCCSSN_PLAN_OWNER_D

Holds Succession Plan Owner details.

Details

Module: Succession Management

Key Columns

PLAN_OWNER_ID, ENTERPRISE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_OWNER_ID	NUMBER	38	0	True	Plan Owner Identifier		
ENTERPRISE_ID	NUMBER	38	0	True	Enterprise identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier		
PLAN_ID	NUMBER	38	0		Plan Identifier		
PERSON_ID	NUMBER	38	0		Person Identifier	DW_PERSON_D	PERSON_ID
OWNER_TYPE_CODE	VARCHAR2	32			Owner Type code		
CREATION_DATE	TIMESTAMP				Creation Date of plan owner		
LAST_UPDATED_DATE	TIMESTAMP				Last updated date of plan owner		

DW_SUCCSSN_PLAN_STATUS_D_TL

This table contains information about code, name, and description for the HRM_SUCC_PLAN_STATUS related codes.

Details

Module: Succession Management

Key Columns

STATUS_CODE, LANGUAGE, PLAN_STATUS_CODE_TYPE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_STAT US_CODE_ TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
STATUS_CO DE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
STATUS_NA ME	VARCHAR2	2048			Business name or value of the code.		
STATUS_DE SCRIPTION	VARCHAR2	4000			Code description.		

DW_SUCCSSN_PLAN_SUMMARY_D

This table stores Succession plan summary information.

Details

Module: Succession Management

Key Columns

PLAN_ID, ENTERPRISE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_ID	NUMBER	38	0	True	Succession Plan Identifier		
ENTERPRIS E_ID	NUMBER	38	0	True	Enterprise Identifier		
SOURCE_R ECORD_ID	VARCHAR2	128			Unique Source Record Identifier		
INCUMBEN T_COUNT	NUMBER	38	0		Incumbent Count		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CANDIDATE_COUNT	NUMBER	38	0		Candidate Count		
SUCCESSOR_STATUS_CANDIDATE_COUNT	NUMBER	38	0		Successor Status Candidate Count		
DIFF_ROLE_STATUS_CANDIDATE_COUNT	NUMBER	38	0		Diff Role Status Candidate Count		
OWNER_COUNT	NUMBER	38	0		Owner Count		
PLAN_COUNT	NUMBER	38	0		Plan Count		
INCUMBENT_PLAN_TYPE_FLAG	VARCHAR2	16			Incumbent Plan Type Flag		
JOB_PLAN_TYPE_FLAG	VARCHAR2	16			Job Plan Type Flag		
POSITION_PLAN_TYPE_FLAG	VARCHAR2	16			Position Plan Type Flag		
ACTIVE_FLAG	VARCHAR2	16			Plan Active Flag		
PLAN_CREATION_DATE	DATE				Succession Plan Creation Date		

DW_SUCCSSN_PLAN_TYPE_D_TL

This table contains information about code, name, and description for the HRM_SUCC_PLAN_TYPE related codes.

Details

Module: Succession Management

Key Columns

PLAN_TYPE_CODE_TYPE, PLAN_TYPE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PLAN_TYPE_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
PLAN_TYPE_CODE	VARCHAR2	128		True	Code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PLAN_TYPE_NAME	VARCHAR2	2048			Business name or value of the code.		
PLAN_TYPE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_SUCCSSN_READINESS_CATEGORY_D_TL

This table contains information about code, name, and description for the HRM_READINESS_CATEGORY related codes.

Details

Module: Succession Management

Key Columns

READINESS_CATEGORY_CODE_TYPE, LANGUAGE, READINESS_CATEGORY_CODE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
READINESS_CATEGORY_CODE_TYPE	VARCHAR2	128		True	Code type. It is specific to functionality.		
READINESS_CATEGORY_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
READINESS_CATEGORY_NAME	VARCHAR2	2048			Business name or value of the code.		
READINESS_CATEGORY_DESCRIPTION	VARCHAR2	4000			Code description.		

Performance Management

DW_TLNTRVW_FACILITATOR_D

This dimension Stores the meeting facilitators information.

Details

Module: Talent Review

Key Columns

ENTERPRISE_ID , MEETING_FACILITATOR_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ENTERPRISE_ID	NUMBER	38	0	True	Stores the enterprise id		
MEETING_FACILITATOR_ID	NUMBER	38	0	True	Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			unique key		
MEETING_ID	NUMBER	38	0		Identifier for the Talent Review meeting		
FACILITATOR_PERSON_ID	NUMBER	38	0		Person Identifier for the facilitator		

DW_TLNTRVW_MEET_STATUS_D_TL

This stores translation of meeting status in talent review meeting.

Details

Module: Talent Review

Key Columns

MEETING_STATUS_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
MEETING_STATUS_NAME	VARCHAR2	2048			Business name or value of the code.		
MEETING_STATUS_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_TLNTRVW_MEET_SUB_STATUS_D_TL

This stores translation of meeting submission status in talent review meeting.

Details

Module: Talent Review

Key Columns

MEETING_SUB_STATUS_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_S UB_STATUS _CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_R ECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
MEETING_S UB_STATUS _NAME	VARCHAR2	2048			Business name or value of the code.		
MEETING_S UB_STATUS _DESCRIPTION	VARCHAR2	4000			Code description.		

DW_TLNTRVW_MEETING_D

This dimension Stores the Talent Review meeting information.

Details

Module: Talent Review

Key Columns

MEETING_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_ID	NUMBER	38	0	True	Primary key to this table.		
SOURCE_R ECORD_ID	VARCHAR2	64					
BUSINESS_ GROUP_ID	NUMBER	38	0		Foreign key to HR_ALL_ORGANIZATION_UNITS.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_PURPOSE	VARCHAR2	4000			A larger text area to capture the facilitators instructions and comments for the meeting participants.		
MEETING_TITLE	VARCHAR2	512			A brief description of the talent review meeting to help distinguish it from other meeting instances.		
MEETING_INSTRUCTIONS	VARCHAR2	2048			An instructions text for the talent review meeting.		
MEETING_DATE	DATE				Date to indicate when the actual meeting will take place.		
MEETING_LEADER_PERSON_ID	NUMBER	38	0		The individual at the top of the organization under review.		
MEETING_STATUS_CODE	VARCHAR2	32			Indicates the status of the meeting	dw_tlntrvw_meet_status_d_tl	MEETING_STATUS_CODE
MEETING_SUBMIT_STATUS_CODE	VARCHAR2	32			MEETING_SUBMIT_STATUS_CODE	dw_tlntrvw_meet_sub_status_d_tl	MEETING_SUB_STATUS_CODE
MEETING_FACILITATOR_NOTES	VARCHAR2	2048			MEETING_FACILITATOR_NOTES		
MEETING_ORGANIZATION_ID	NUMBER	38	0		Organization for the review meeting		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
DATA_SUBMIT_DATE	DATE				The deadline for data used during the talent review meeting to be entered in the various source systems by the meeting participants.		
MEETING_SUBMISSION_DATE	TIMESTAMP				The timestamp when the meeting was actually submitted.		

DW_TLNTRVW_MEETING_EF

Table contains data for the reviewee's calibrated rating and manager accessed rating for content types of any meeting, either submitted or in progress.

Details

Module: Talent Review

Key Columns

RECORD_CODE, MEETING_REVIEWEE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_REVIEWEE_ID	NUMBER	38	0	True	Meeting Reviewee Identifier		
RECORD_CODE	VARCHAR2	128		True	Derived content type for internal purpose		
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PREV_PROFILE_ITEM_ID	NUMBER	38	0		Key to Profile items for manager accessed rating. For internal Purpose	DW_PRFL_PROFILE_IT PROFILE_IT EM_D	PROFILE_IT EM_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
CALIB_PROFILE_ITEM_ID	NUMBER	38	0		Key to Profile items for Caliberated accessed rating.For internal Purpose	DW_PRFL_PROFILE_IT EM_D	PROFILE_IT EM_ID
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
PERSON_ID	NUMBER	38	0		Person identifier	DW_PERSON_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
CONTENT_TYPE_ID	NUMBER	38	0		Content type Identifier	DW_CONTENT_TYPE_D	CONTENT_TYPE_ID
CONTENT_ITEM_ID	NUMBER	38	0		Content item Identifier	DW_CONTENT_ITEM_D	CONTENT_ITEM_ID
PREVIOUS_SOURCE_TYPE	VARCHAR2	32			Source type of the latest rating before the meeting submission		
CALIB_SOURCE_TYPE	VARCHAR2	32			Source type of the caliberated rating		
MEETING_ID	NUMBER	38	0		Alternative Source Key	DW_TLNTR_VW_MEETING_D	MEETING_ID
REVIEWER_PERSON_ID	NUMBER	38	0		Reviewer Person Identifier	DW_PERSON_D	PERSON_ID
MEETING_SUBMISSION_DATE	DATE				Date From		
ANCHOR_DATE	DATE				Meeting submission date or Calendar date		
PREVIOUS_RATING_MODEL_ID	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_ID
PREVIOUS_RATING_LEVEL_ID	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_ID
CALIB_RATING_MODEL_ID	NUMBER	38	0		The rating model	DW_RATING_LEVEL_D	RATING_MODEL_ID
CALIB_RATING_LEVEL_ID	NUMBER	38	0		Rating Level	DW_RATING_LEVEL_D	RATING_LEVEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
RISK_OF_LOSS_IND	NUMBER	38	0		Indicator to determine if the row corresponds to Risk of Loss rating		
IMPACT_OF_LOSS_IND	NUMBER	38	0		Indicator to determine if the row corresponds to Impact of Loss rating		
PRIOR_RATING_EXISTS_IND	NUMBER	38	0		Indicator to determine if the meeting has a prior rating		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#5	DW_REPORTING_EST_D	REPORTING_EST_ID
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#4	DW_DEPARTMENT_D	DEPARTMENT_ID
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#6	DW_LEGAL_EMPLOYER_ID	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSINESS_UNIT_ID	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_ID	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_ID	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_ID	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker like assignment or employment terms	DW_WORKER_TYPE_ID	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category like Blue collar or Civil Servant etc	DW_WORKER_CATEGORY_ID	WORKER_CATEGORY
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_ID	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PRIMARY_F LAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_A SSIGNMEN T_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_P ERSON_TY PE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTE M_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYST EM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART _TIME_FL AG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANEN T_TEMPOR ARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
MANAGER_ ASSIGNME NT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSO N_D	PERSON_ID
MANAGER_I D	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSO N_D	PERSON_ID
HEADCOUN T	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YE ARS	NUMBER	38	0		Workers Age as of doc end Date in Years		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		

Notes

#1 DW_JOB_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#2 DW_POSITION_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#3DW_PAY_GRADE_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#4 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#5 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_TLNTRVW_MEETING_SUMMARY_EF

Table contains data for the rating for all content types per meeting and per person.

Details

Module: Talent Review

Key Columns

MEETING_REVIEWEE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_REVIEWEE_ID	NUMBER	38	0	True	Meeting Reviewee Identifier		
SOURCE_RECORD_ID	VARCHAR2	64			Unique identifier		
PROFILE_ID	NUMBER	38	0		Profile Identifier	DW_PRFL_PROFILE_D	PROFILE_ID
PERSON_ID	NUMBER	38	0		Person identifier	DW_PERSON_D	PERSON_ID
ASSIGNMENT_ID	NUMBER	38	0		Assignment Identifier		
MEETING_ID	NUMBER	38	0		Alternative Source Key	DW_TLNTR_VW_MEETING_D	MEETING_ID
REVIEWER_PERSON_ID	NUMBER	38	0		Reviewer Person Identifier	DW_PERSON_D	PERSON_ID
MEETING_SUBMISSION_DATE	DATE				Date From		
ANCHOR_DATE	DATE				Meeting submission date or Calendar date		
FREQUENCY	VARCHAR2	32			Frequency of normal working hours:week, month,year		
NORMAL_HOURS	NUMBER				Normal working hours		
BARGAINING_UNIT_CODE	VARCHAR2	32			Bargaining Unit Code		
PROBATION_PERIOD	NUMBER				Duration of probation period		
PROBATION_UNIT	VARCHAR2	32			Units of probation period duration		
REPORTING_ESTABLISHMENT_ID	NUMBER	38	0		Reporting Establishment Identifier#5	DW_REPORTING_EST_D	REPORTING_EST_ID
DEPARTMENT_ID	NUMBER	38	0		Department Identifier#4	DW_DEPARTMENT_D	DEPARTMENT_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
JOB_ID	NUMBER	38	0		Workers Job Identifier	DW_JOB_D	JOB_ID
LOCATION_ID	NUMBER	38	0		Workers Location Identifier	DW_WORKER_LOCATION_D	LOCATION_ID
POSITION_ID	NUMBER	38	0		Workers Position Identifier	DW_POSITION_D	POSITION_ID
GRADE_ID	NUMBER	38	0		Workers Grade Identifier	DW_PAY_GRADE_D	GRADE_ID
LEGAL_EMPLOYER_ID	NUMBER	38	0		Legal Employer Identifier#6	DW_LEGAL_EMPLOYER_D	LEGAL_EMPLOYER_ID
BUSINESS_UNIT_ID	NUMBER	38	0		Business Unit Identifier#7	DW_BUSINESS_UNIT_D	BUSINESS_UNIT_ID
PERIOD_OF_SERVICE_ID	NUMBER	38	0		Workers Period of Service Identifier	DW_SERVICE_PERIOD_D	PERIOD_OF_SERVICE_ID
PERSON_TYPE_ID	NUMBER	38	0		Workers Person Type Identifier	DW_PERSON_TYPE_D	PERSON_TYPE_ID
ASSIGNMENT_STATUS_TYPE_ID	NUMBER	38	0		Workers Assignment Status Type Identifier	DW_ASSIGNMENT_STATUS_D	ASSIGNMENT_STATUS_TYPE_ID
ASSIGNMENT_NUMBER	VARCHAR2	32			Workers Assignment Number		
ASSIGNMENT_NAME	VARCHAR2	128			Workers Assignment Name		
WORKER_TYPE	VARCHAR2	32			Indicates type of records for worker like assignment or employment terms	DW_WORKER_TYPE_D	WORKER_TYPE
WORKER_CATEGORY	VARCHAR2	32			Workers category like Blue collar or Civil Servant etc	DW_WORKER_CATEGORY_D	WORKER_CATEGORY

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
ASSIGNMENT_CATEGORY	VARCHAR2	32			Workers assignment defined category. For example Full-Time Permanent or Part-Time Permanent	DW_ASSIGNMENT_CATEGORY_DL	ASSIGNMENT_CATEGORY
LEGISLATION_CODE	VARCHAR2	256			Workers Legislation		
SEX	VARCHAR2	32			Worker Sex		
ETHNICITY	VARCHAR2	32			Worker Ethnicity		
PRIMARY_FLAG	VARCHAR2	32			Represents workers overall Primary assignment		
PRIMARY_ASSIGNMENT_FLAG	VARCHAR2	32			Workers Primary assignment Flag		
SYSTEM_PERSON_TYPE	VARCHAR2	32			Workers Person Type in System		
PAY_SYSTEM_STATUS	VARCHAR2	32			Workers Payroll status indicating whether the assignment is processed in payroll runs.		
PER_SYSTEM_STATUS	VARCHAR2	32			Workers HR status used to determine how the assignment is processed		
FULL_PART_TIME_FLAG	VARCHAR2	32			Workers Full Part Time Flag		
PERMANENT_TEMPORARY_FLAG	VARCHAR2	32			Workers Permanent Temporary Flag		
MANAGER_ASSIGNMENT_ID	NUMBER	38	0		Workers Line Manager Assignment Identifier	DW_PERSON_ID	PERSON_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MANAGER_ID	NUMBER	38	0		Workers Line Manager Person Identifier	DW_PERSON_D	PERSON_ID
HEADCOUNT	NUMBER				Workers Headcount Value		
FTE	NUMBER				Workers FTE Value		
AGE_IN_YEARS	NUMBER	38	0		Workers Age as of doc end Date in Years		
AGE_IN_MONTHS	NUMBER	38	0		Workers Age as of doc end Date in months		
TENURE_IN_YEARS	NUMBER	38	0		Workers Tenure as of doc end Date in years		
TENURE_IN_MONTHS	NUMBER	38	0		Workers Tenure as of doc end Date in Months		
PERFORMANCE_CLB_RTNG_LVL_ID	NUMBER	38	0		calibrated rating level for performance	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_CLB_RTNG_LVL_ID	NUMBER	38	0		calibrated rating level for potential	DW_RATING_LEVEL_D	RATING_LEVEL_ID
TALENT_SCORE_CLB_RTNG_LVL_ID	NUMBER	38	0		calibrated rating level for talent score	DW_RATING_LEVEL_D	RATING_LEVEL_ID
RISK_OF_LOSS_CLB_RTNG_LVL_ID	NUMBER	38	0		calibrated rating level for Risk Of Loss	DW_RATING_LEVEL_D	RATING_LEVEL_ID
IMPACT_OF_LOSS_CLB_RTNG_LVL_ID	NUMBER	38	0		calibrated rating level for Impact of loss	DW_RATING_LEVEL_D	RATING_LEVEL_ID
PERFORMANCE_PREV_RTNG_LVL_ID	NUMBER	38	0		Previous rating level for performance	DW_RATING_LEVEL_D	RATING_LEVEL_ID
POTENTIAL_PREV_RTNG_LVL_ID	NUMBER	38	0		Previous rating level for potential	DW_RATING_LEVEL_D	RATING_LEVEL_ID

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
TALENT_SCORE_PREV_RTNG_LVL_ID	NUMBER	38	0		Previous rating level for talent score	DW_RATING_LEVEL_D	RATING_LEVEL_ID
RISK_OF_LOSS_PREV_RTNG_LVL_ID	NUMBER	38	0		Previous rating level for Risk Of Loss	DW_RATING_LEVEL_D	RATING_LEVEL_ID
IMPACT_OF_LOSS_PREV_RTNG_LVL_ID	NUMBER	38	0		Previous rating level for Impact of loss	DW_RATING_LEVEL_D	RATING_LEVEL_ID

Notes

#1 DW_JOB_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#2 DW_POSITION_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#3 DW_PAY_GRADE_D is date effective. Join should also consider fact EFFECTIVE_START_DATE to get the correct dimension values.

#4 For getting Organization hierarchy, DEPARTMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#5 For getting Organization hierarchy, REPORTING_ESTABLISHMENT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#6 For getting Organization hierarchy, LEGAL_EMPLOYER_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

#7 For getting Organization hierarchy, BUSINESS_UNIT_ID represents DW_ORGANIZATION_CF_DH.ORGANIZATION_ID

DW_TLNTRVW_PARTICIPANT_D

This dimension Stores the meeting participant information.

Details

Module: Talent Review

Key Columns

MEETING_PARTICIPANT_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_PARTICIPANT_ID	NUMBER	38	0	True			
SOURCE_RECORD_ID	VARCHAR2	64					
BUSINESS_GROUP_ID	NUMBER	38	0				
MEETING_ID	NUMBER	38	0				
PARTICIPANT_PERSON_ID	NUMBER	38	0				
DATA_SUBMISSION_STATUS_CODE	VARCHAR2	32				dw_tlntrvw_prtcpt_data_d_tl	PARTICIPANT_DATA_STATUS_CODE
PARTICIPANT_TYPE_CODE	VARCHAR2	32				dw_tlntrvw_prtcpt_type_d_tl	PARTICIPANT_TYPE_CODE

DW_TLNTRVW_PRTCPT_DATA_D_TL

This stores translation of participant data status in talent review meeting.

Details

Module: Talent Review

Key Columns

PARTICIPANT_DATA_STATUS_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PARTICIPANT_DATA_STATUS_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PARTICIPANT_DATA_STATUS	VARCHAR2	2048			Business name or value of the code.		
PARTICIPANT_DATA_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_TLNTRVW_PRTCPNT_TYPE_D_TL

This stores translation of participant type in talent review meeting.

Details

Module: Talent Review

Key Columns

PARTICIPANT_TYPE_CODE, LANGUAGE

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PARTICIPANT_TYPE_CODE	VARCHAR2	128		True	Code.		
LANGUAGE	VARCHAR2	64		True	Translation language.		
SOURCE_RECORD_ID	VARCHAR2	512			Source record identifier. Value is derived from a combination of code type and code.		
PARTICIPANT_TYPE_NAME	VARCHAR2	2048			Business name or value of the code.		

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
PARTICIPANT_TYPE_DESCRIPTION	VARCHAR2	4000			Code description.		

DW_TLNTRVW_REVIEWEE_D

This table stores the information about the workers in a talent review meeting.

Details

Module: Talent Review

Key Columns

BUSINESS_GROUP_ID, MEETING_REVIEWEE_ID

Columns

Name	Datatype	Length	Precision	Not Null	Comments	Referred Table	Referred Column
MEETING_REVIEWEE_ID	NUMBER	38	0	True	Meeting Review Identifier		
BUSINESS_GROUP_ID	NUMBER	38	0	True	Business Group Identifier		
SOURCE_RECORD_ID	VARCHAR2	128			Unique Source Record Identifier		
MEETING_ID	NUMBER	38	0		Meeting Identifier		
REVIEWEE_PERSON_ID	NUMBER	38	0		Reviewee Person Identifier		
REVIEWEE_ASSIGNMENT_ID	NUMBER	38	0		Reviewee Assignment Identifier		
REVIEWER_PERSON_ID	NUMBER	38	0		Reviewer Person Identifier		

Tables Without WHO Columns

All tables have two system date columns which can be used to get the last refresh dates.

These system date columns are:

- W\$_INSERT_DT - the timestamp when that particular record was inserted into that table.
- W\$_UPDATE_DT - the timestamp when that particular row was updated in that table.

Objects that don't have the WHO columns are the views based on the data warehouse tables. Views based on the data warehouse tables won't have any WHO columns because they aren't tables; instead they are views joining two or more underlying data warehouse tables.

The following views based on the data warehouse tables don't have the WHO columns:

- DW_BUSINESS_UNIT_D
- DW_DEPARTMENT_D
- DW_DISABILITY_ORG_D
- DW_INV_ORGANIZATION_D
- DW_LEGAL_EMPLOYER_D
- DW_REPORTING_EST_D
- DW_BUSINESS_UNIT_D_TL
- DW_DEPARTMENT_D_TL
- DW_DISABILITY_ORG_D_TL
- DW_INV_ORGANIZATION_D_TL
- DW_LEGAL_EMPLOYER_D_TL
- DW_REPORTING_EST_D_TL
- DW_REPORTING_EST_D_TL
- DW_PRFL_JOB_CMPTNCY_CRNT_F
- DW_PRFL_JOB_DEGREES_CRNT_F
- DW_PRFL_JOB_HNR_AWARD_CRNT_F
- DW_PRFL_JOB_LANGUAGES_CRNT_F
- DW_PRFL_JOB_LIC_CERT_CRNT_F
- DW_PRFL_JOB_MEMBRSHIP_CRNT_F
- DW_PRFL_JOB_WRK_REQ_CRNT_F
- DW_PRFL_POSN_CMPTNCY_CRNT_F
- DW_PRFL_POSN_DEGREES_CRNT_F
- DW_PRFL_POSN_HNR_AWARD_CRNT_F
- DW_PRFL_POSN_LANGUAGES_CRNT_F
- DW_PRFL_POSN_LIC_CERT_CRNT_F
- DW_PRFL_POSN_MEMBRSHIP_CRNT_F
- DW_PRFL_POSN_WRK_REQ_CRNT_F
- DW_PRFL_PRSN_ADV_RDYNS_CRNT_F
- DW_PRFL_PRSN_CAR_PREF_CRNT_F
- DW_PRFL_PRSN_CMPTNCY_CRNT_F
- DW_PRFL_PRSN_DEGREES_CRNT_F
- DW_PRFL_PRSN_EDU_LEVEL_CRNT_F

- DW_PRFL_PRSN_HNR_AWARD_CRNT_F
- DW_PRFL_PRSN_IMPC_LOSS_CRNT_F
- DW_PRFL_PRSN_LANGUAGES_CRNT_F
- DW_PRFL_PRSN_LIC_CERT_CRNT_F
- DW_PRFL_PRSN_MEMBRSHIP_CRNT_F
- DW_PRFL_PRSN_PERF_RTNG_CRNT_F
- DW_PRFL_PRSN_POT_RTNG_CRNT_F
- DW_PRFL_PRSN_PRV_EMPMT_CRNT_F
- DW_PRFL_PRSN_RSK_LOSS_CRNT_F
- DW_PRFL_PRSN_SKILL_CRNT_F
- DW_PRFL_PRSN_SPCL_PROJ_CRNT_F
- DW_PRFL_PRSN_TLNT_SCOR_CRNT_F
- DW_PRFL_PRSN_WRK_REQ_CRNT_F
- DW_GRADE_RATE_CURRENT_D
- DW_GRADE_RATE_VALUE_CURRENT_D
- DW_JOB_CURRENT_D
- DW_JOB_FAMILY_CURRENT_D
- DW_MANAGER_CF_TD_CURRENT_DH
- DW_MANAGER_DN_CURRENT_DH
- DW_MANAGER_REPORTEES_CF_DN_CURRENT_DH
- DW_MANAGER_REPORTEES_CF_DN_NSR_DH
- DW_PAY_GRADE_CURRENT_D
- DW_PERSON_LEGISLATION_ALL_CURRENT_D
- DW_PERSON_NAME_CURRENT_D
- DW_POSITION_CURRENT_D
- DW_JOB_D_CURRENT_TL
- DW_JOB_FAMILY_D_CURRENT_TL
- DW_PAY_GRADE_D_CURRENT_TL
- DW_POSITION_D_CURRENT_TL

3

Relationship Diagram

Overview

This chapter provides information on all the key transactional tables within Oracle Fusion HCM Analytics and their relationship with the other setup or transactional tables. The information is represented with the main table at the center of the diagram with all the other tables joined to it.

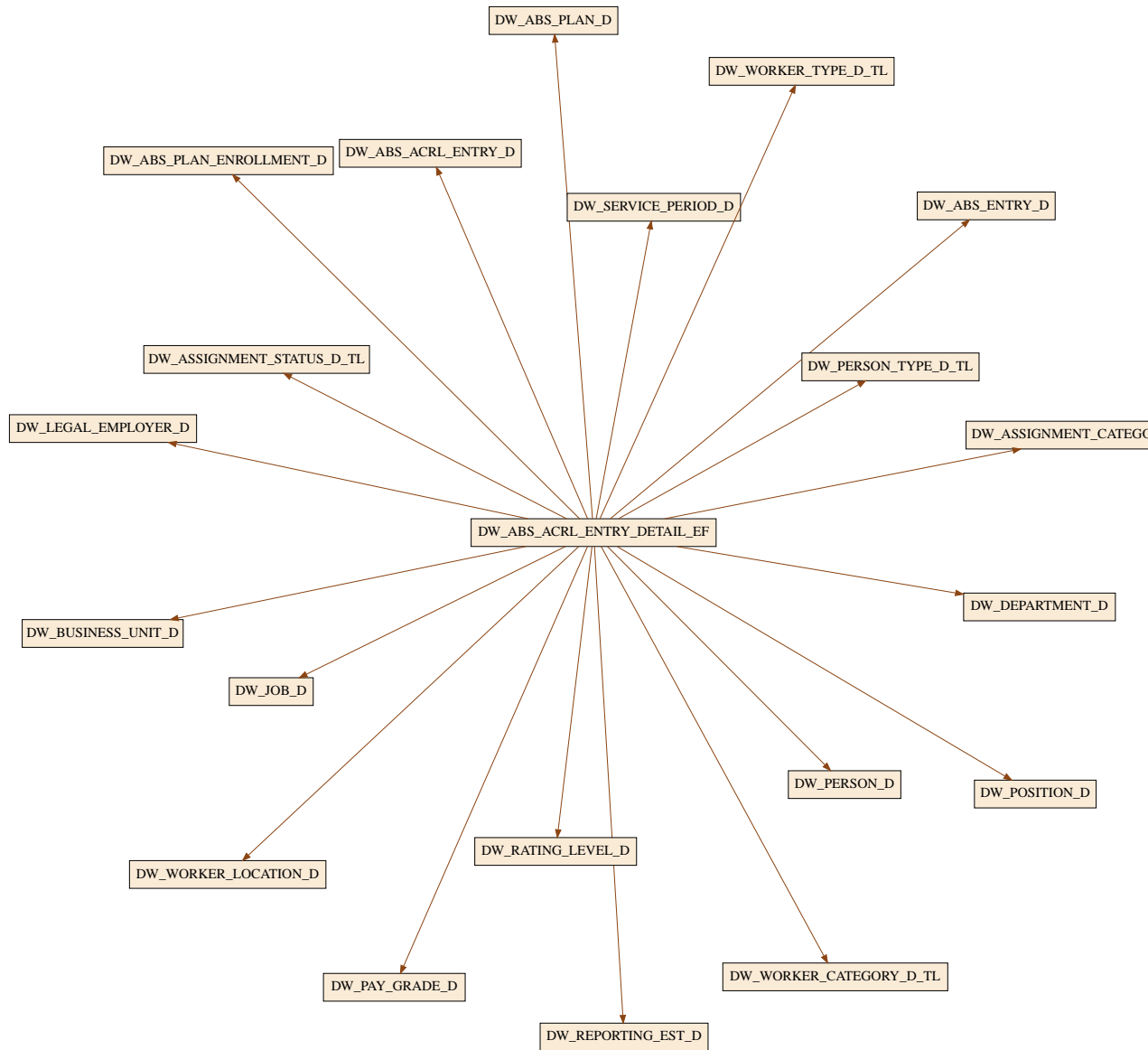
Relationship Diagram Details

Global Human Resources

DW_ABS_ACRL_ENTRY_DETAIL_EF

This data model represents the DW_ABS_ACRL_ENTRY_DETAIL_EF relationships with Dimensions.

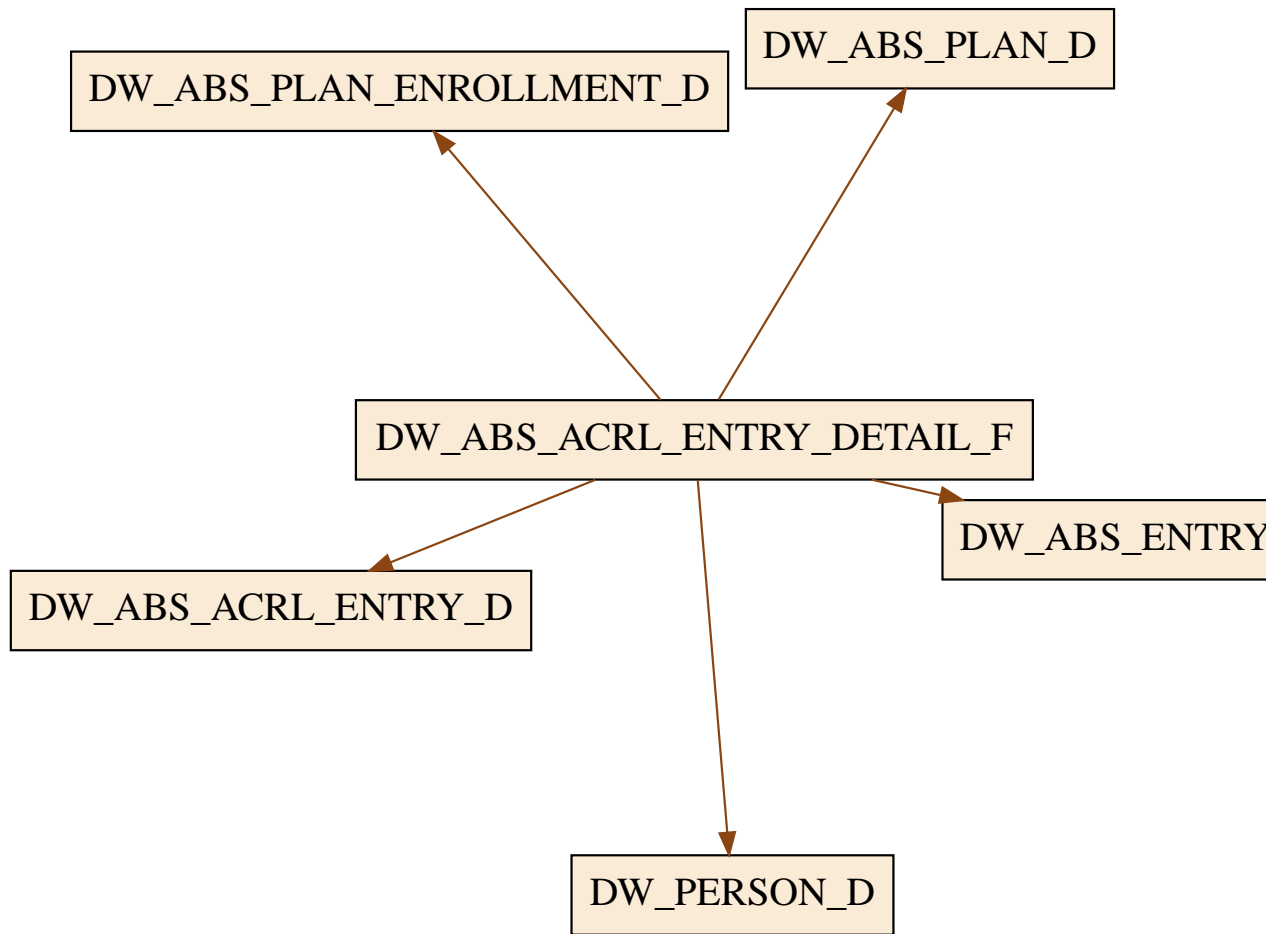
Figure 3-1 DW_ABS_ACRL_ENTRY_DETAIL_EF



DW_ABS_ACRL_ENTRY_DETAIL_F

This data model represents the DW_ABS_ACRL_ENTRY_DETAIL_F relationships with Dimensions.

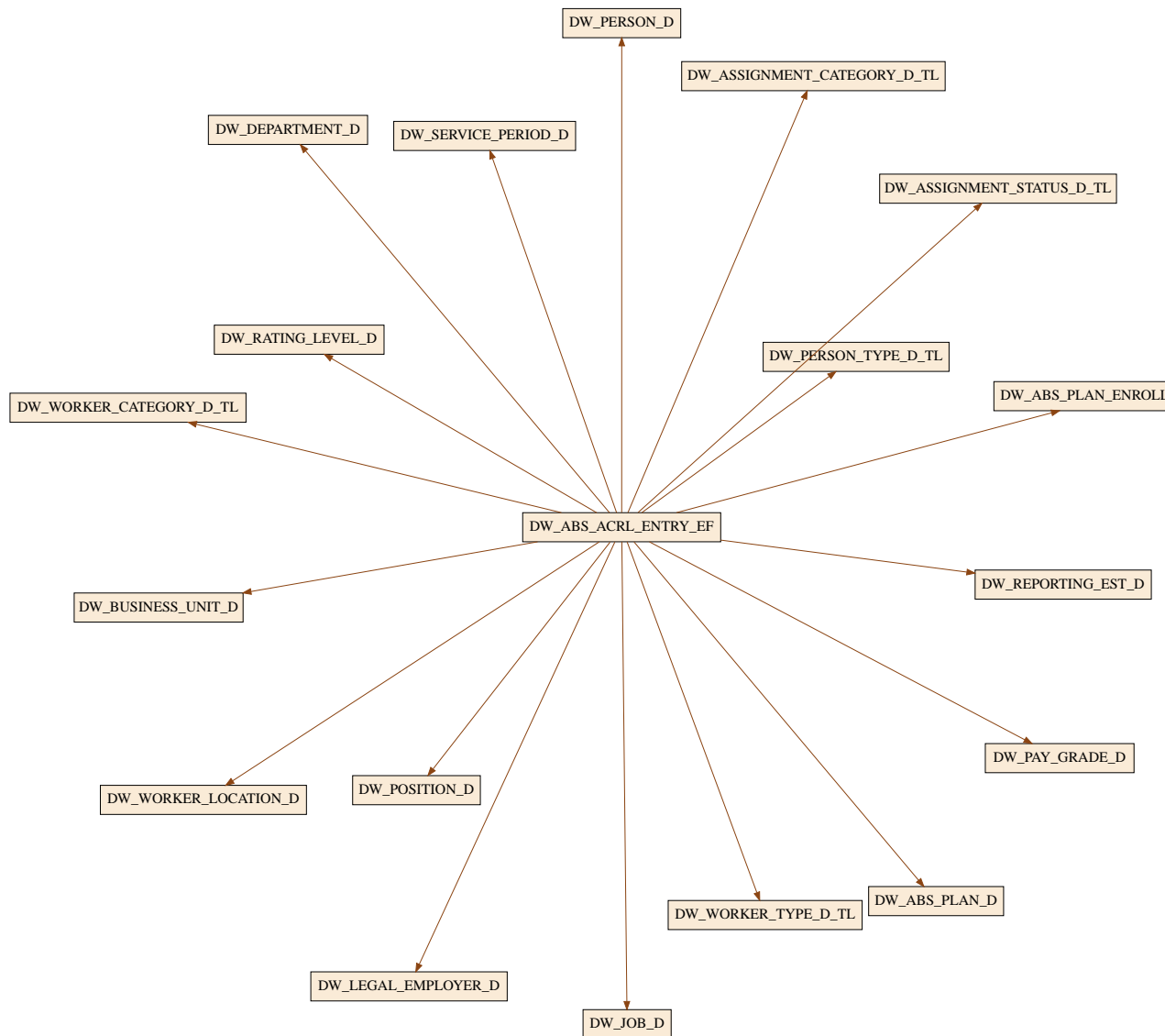
Figure 3-2 DW_ABS_ACRL_ENTRY_DETAIL_F



DW_ABS_ACRL_ENTRY_EF

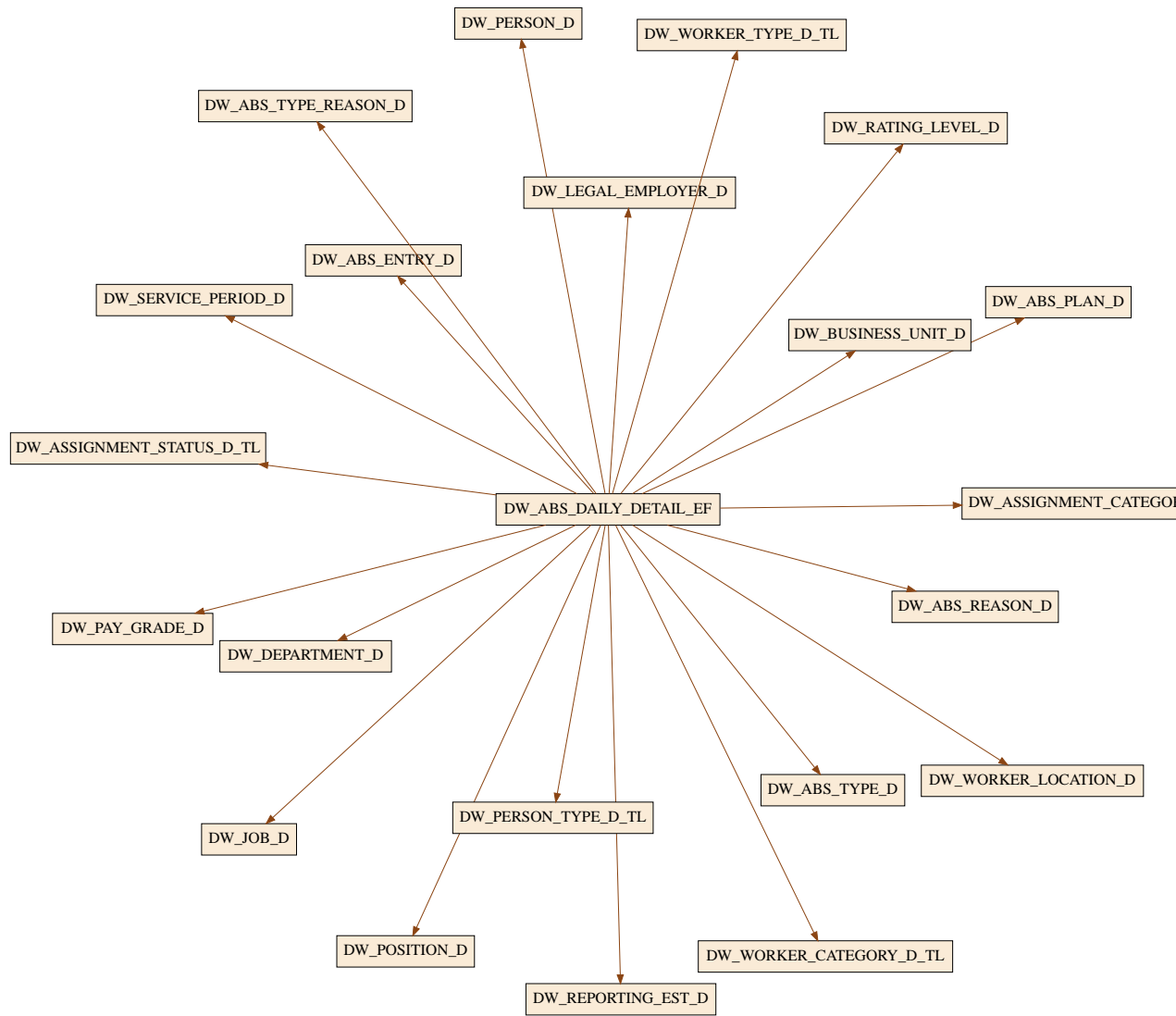
This data model represents the DW_ABS_ACRL_ENTRY_EF relationships with Dimensions.

Figure 3-3 DW_ABS_ACRL_ENTRY_EF



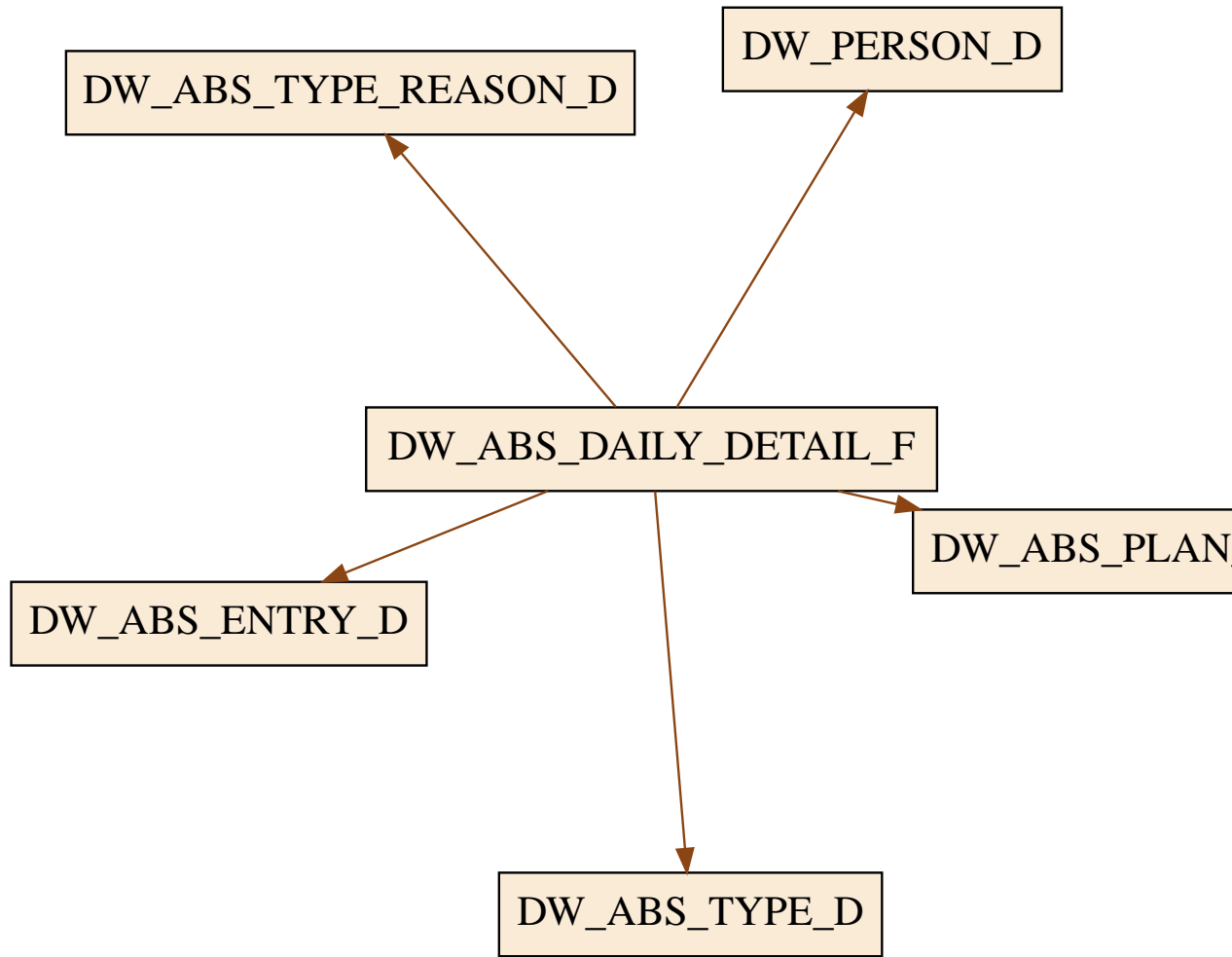
DW_ABS_DAILY_DETAIL_EF

This data model represents the DW_ABS_DAILY_DETAIL_EF relationships with Dimensions.



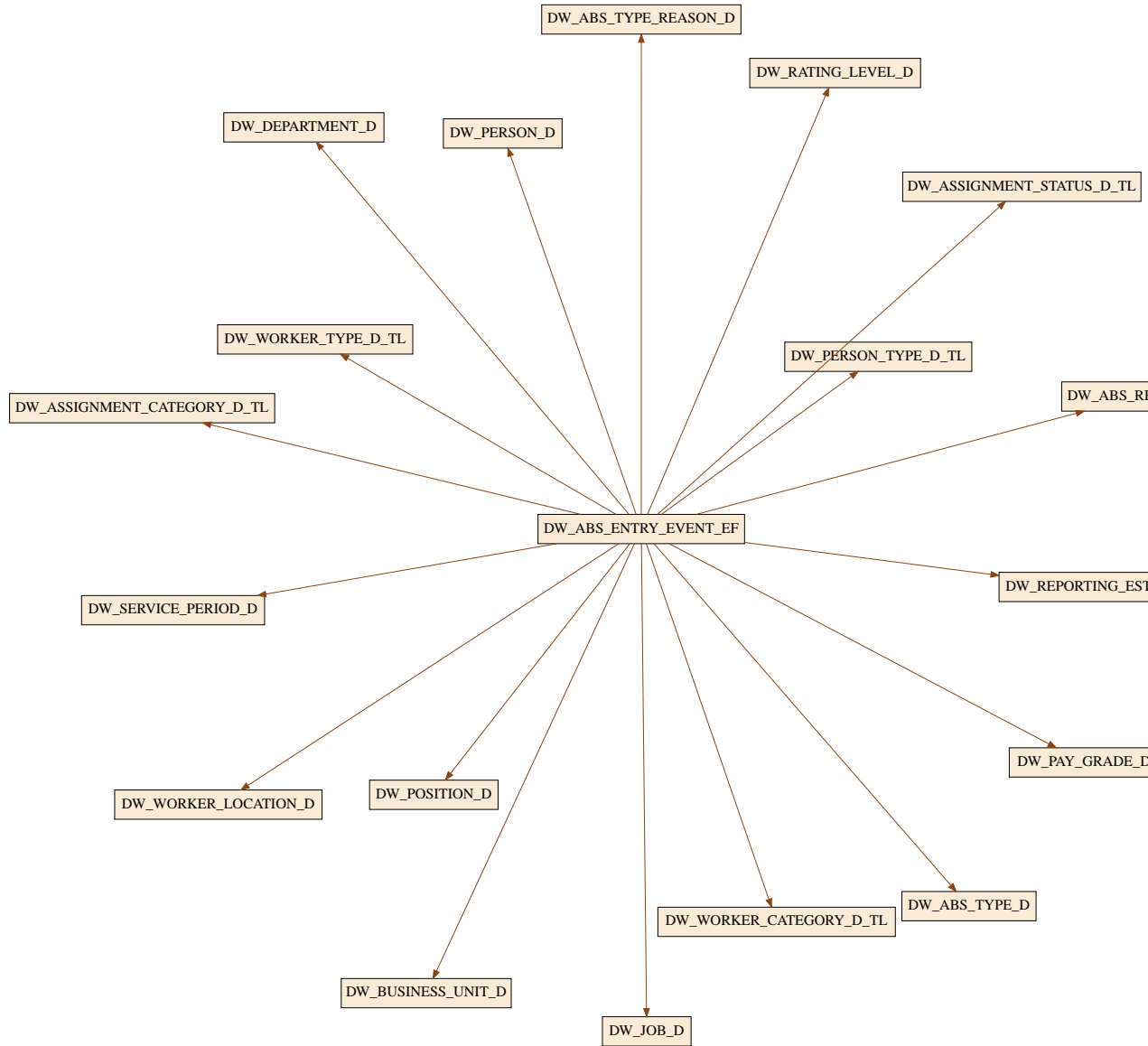
DW_ABS_DAILY_DETAIL_F

This data model represents the DW_ABS_DAILY_DETAIL_F relationships with Dimensions.



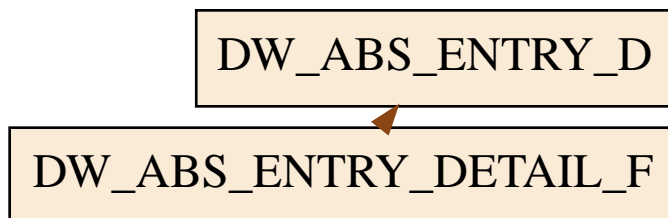
DW_ABS_ENTRY_EVENT_EF

This data model represents the DW_ABS_ENTRY_EVENT_EF relationships with Dimensions.



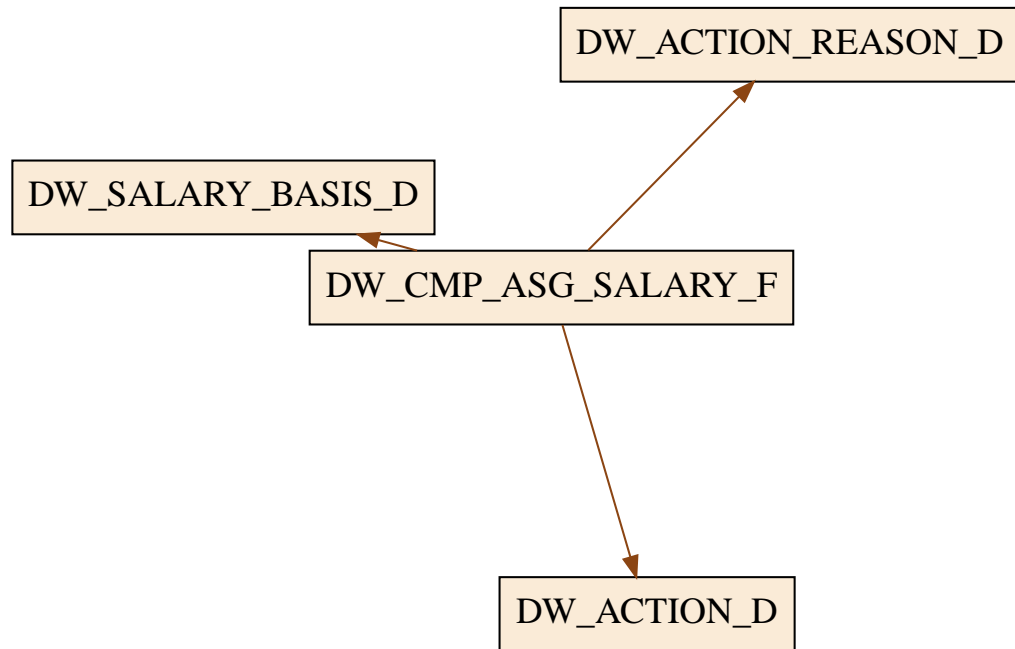
DW_ABS_ENTRY_DETAIL_F

This data model represents the DW_ABS_ENTRY_DETAIL_F relationships with Dimensions.



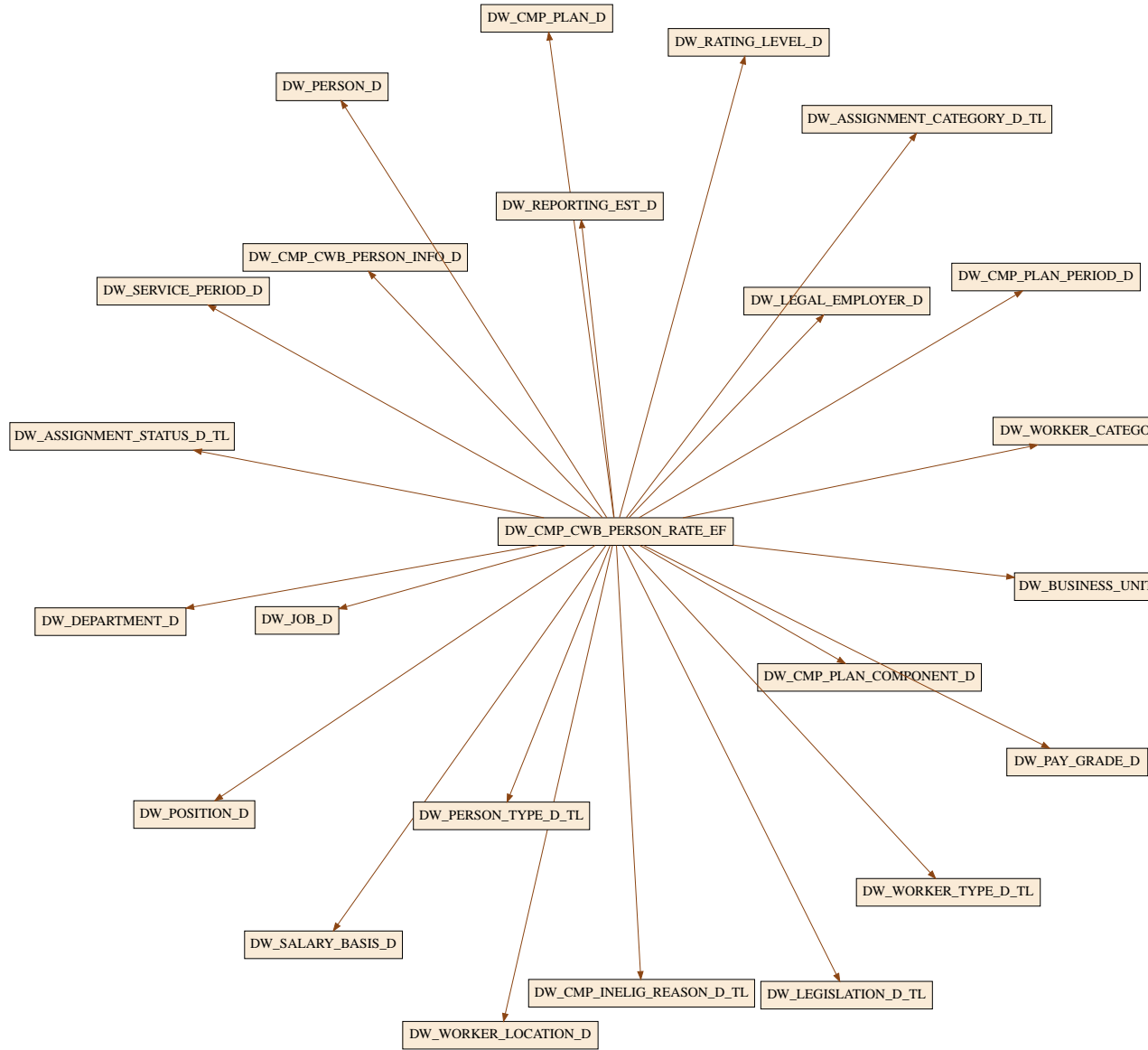
DW_CMP_ASG_SALARY_F

This data model represents the DW_CMP_ASG_SALARY_F relationships with Dimensions.



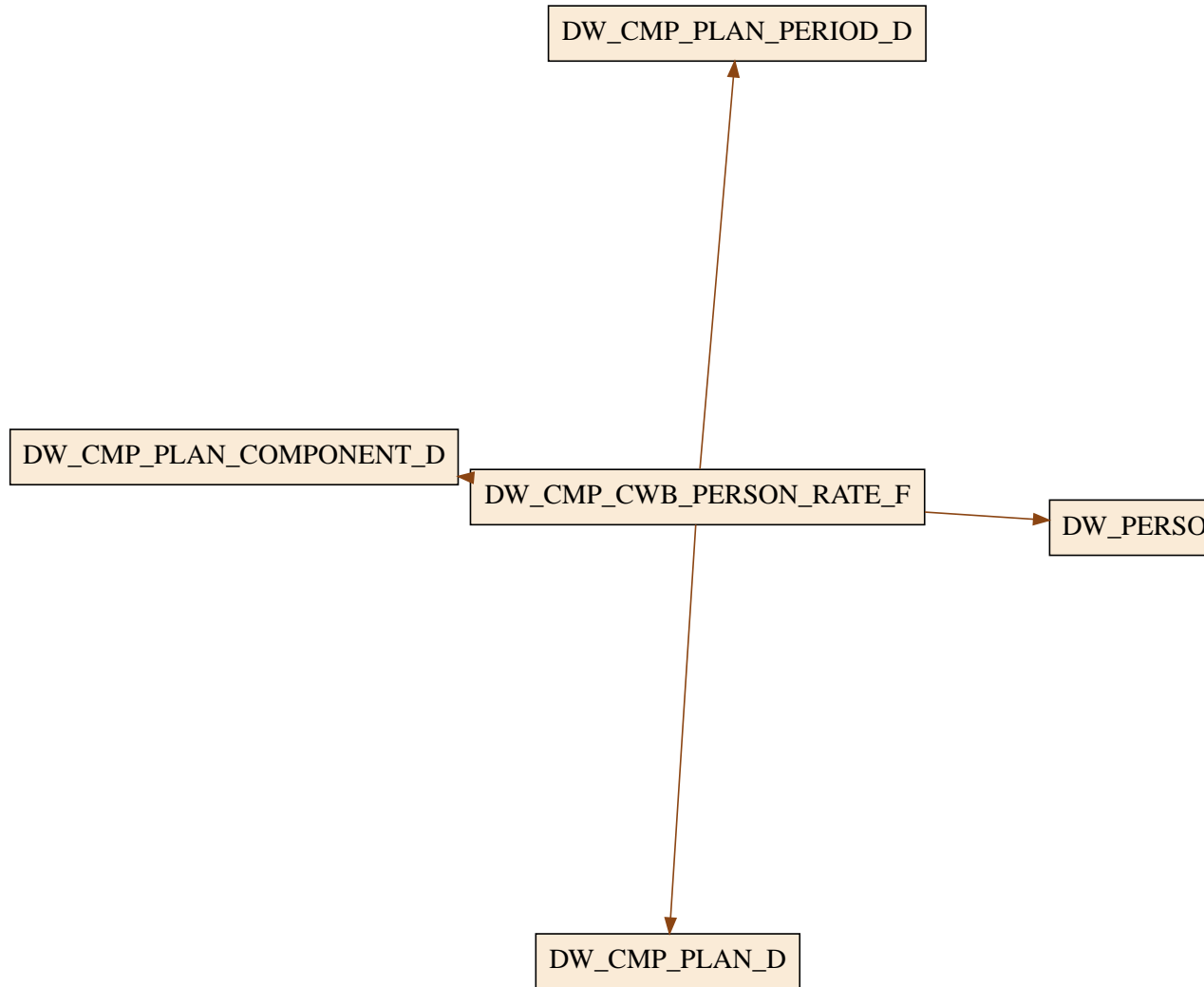
DW_CMP_CWB_PERSON_INFO_EF

This data model represents the DW_CMP_CWB_PERSON_INFO_EF relationships with Dimensions.



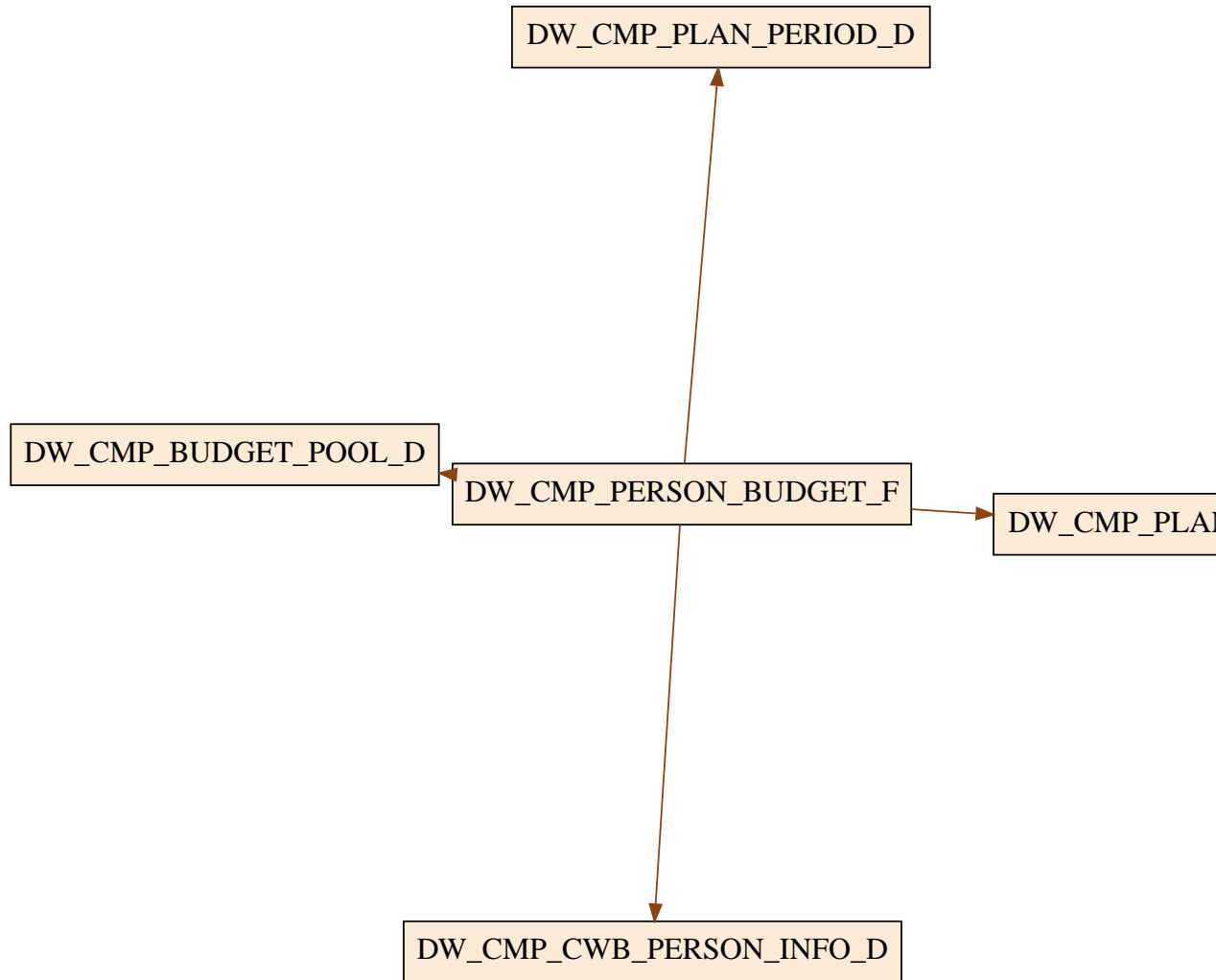
DW_CMP_CWB_PERSON_RATE_F

This data model represents the DW_CMP_CWB_PERSON_RATE_F relationships with Dimensions.



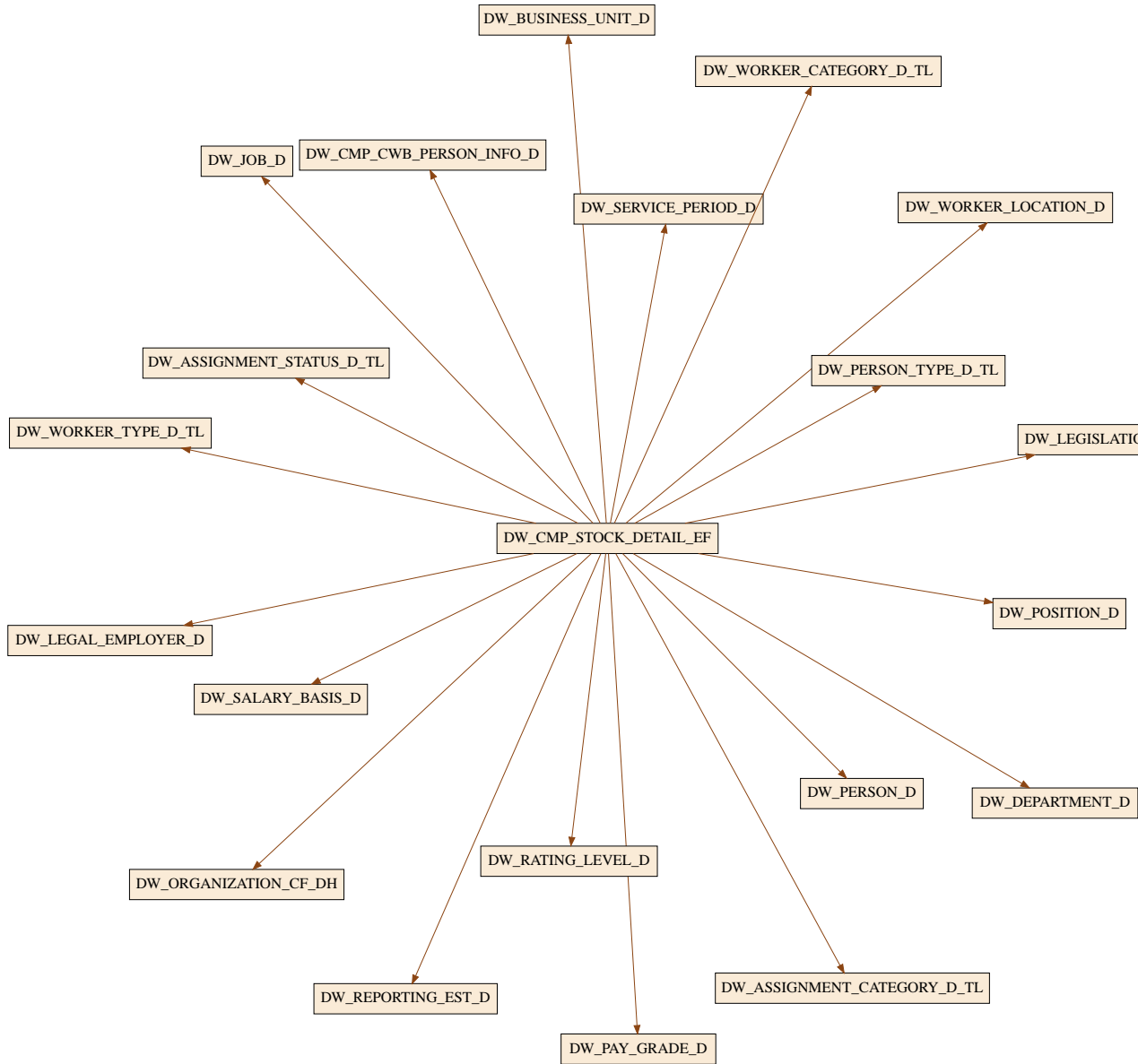
DW_CMP_PERSON_BUDGET_EF

This data model represents the DW_CMP_PERSON_BUDGET_EF relationships with Dimensions.



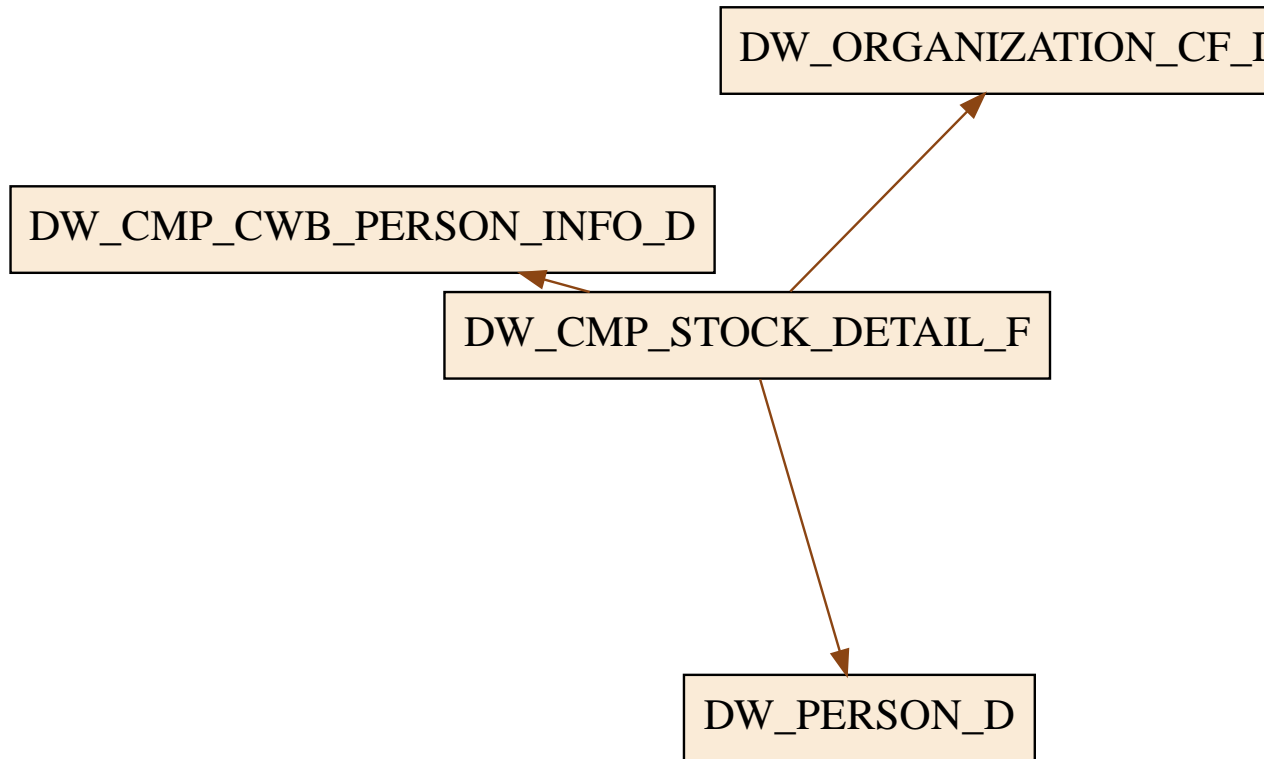
DW_CMP_STOCK_DETAIL_EF

This data model represents the DW_CMP_STOCK_DETAIL_EF relationships with Dimensions.



DW_CMP_STOCK_DETAIL_F

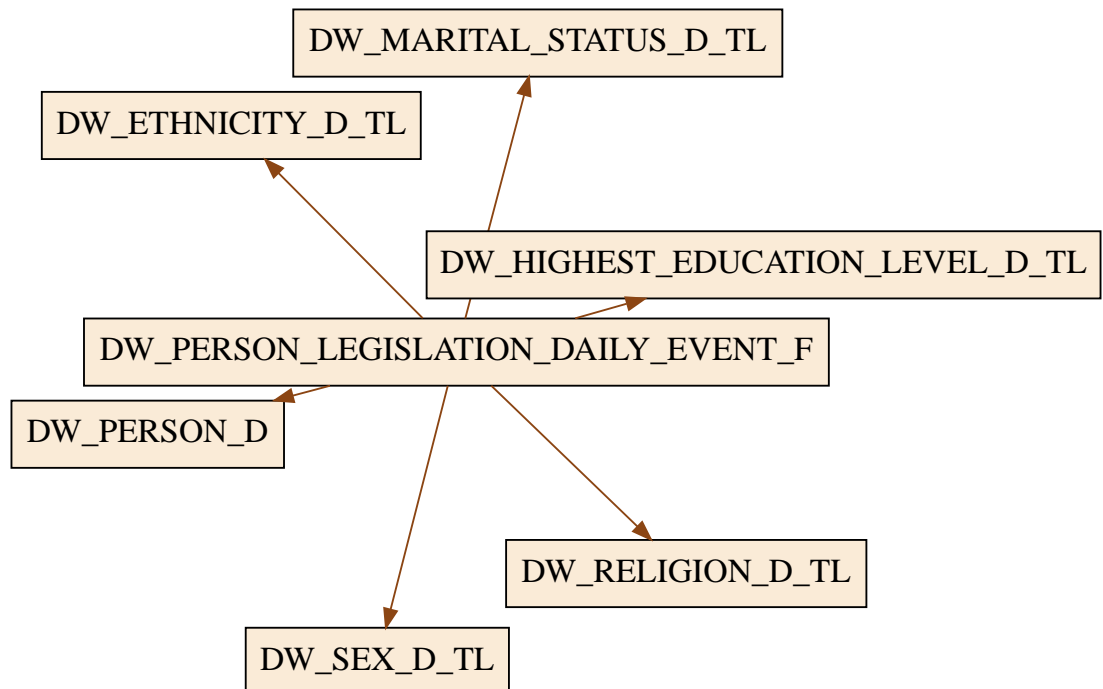
This data model represents the DW_CMP_STOCK_DETAIL_F relationships with Dimensions.



DW_PERSON_LEGISLATION_DAILY_EVENT_F

This data model represents the DW_PERSON_LEGISLATION_DAILY_EVENT_F relationships with Dimensions.

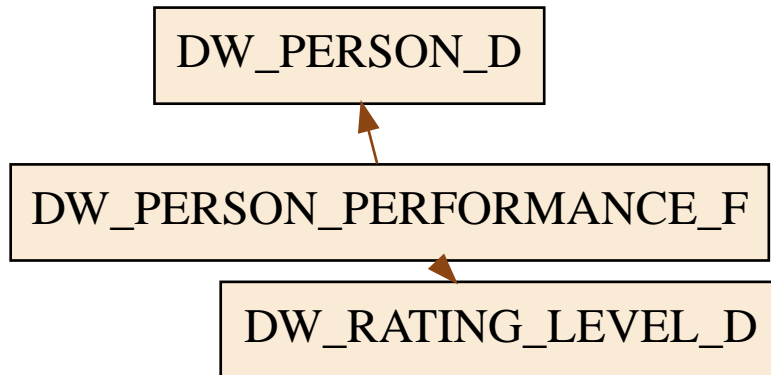
Figure 3-4 DW_PERSON_LEGISLATION_DAILY_EVENT_F



DW_PERSON_PERFORMANCE_F

This data model represents the DW_PERSON_PERFORMANCE_F relationships with Dimensions.

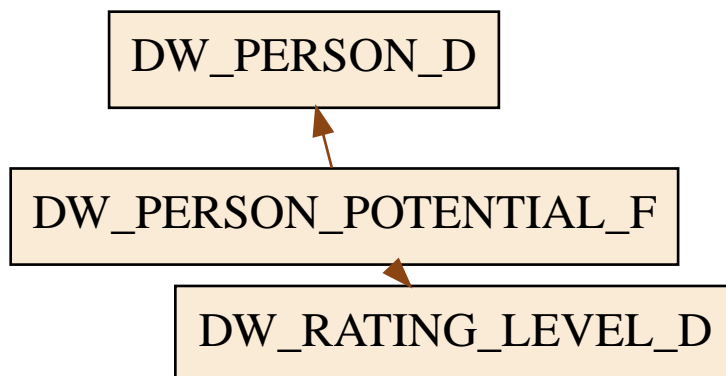
Figure 3-5 DW_PERSON_PERFORMANCE_F



DW_PERSON_POTENTIAL_F

This data model represents the DW_PERSON_POTENTIAL_F relationships with Dimensions.

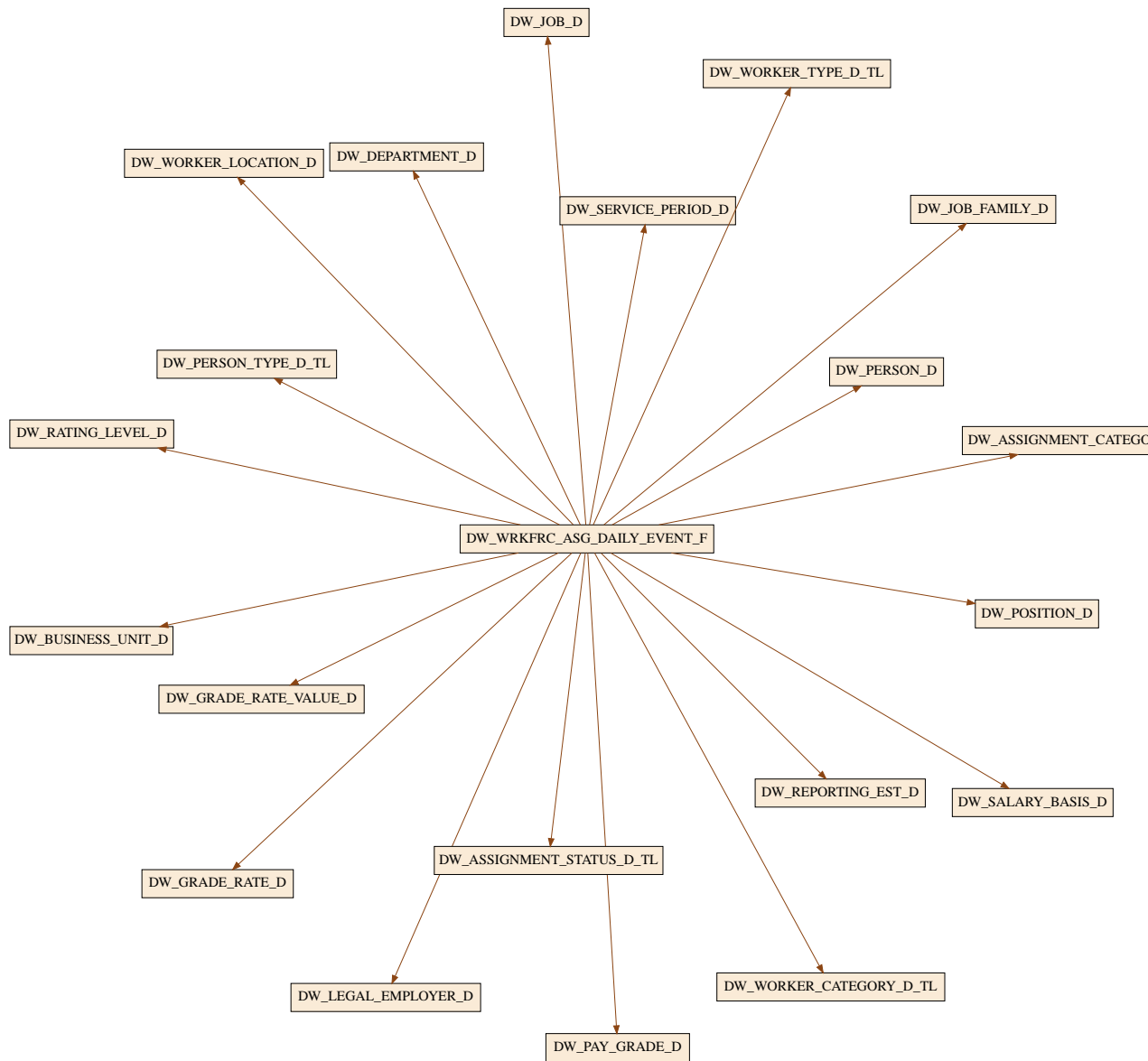
Figure 3-6 DW_PERSON_POTENTIAL_F



DW_WRKFRG_ASG_DAILY_EVENT_F

This data model represents the DW_WRKFRG_ASG_DAILY_EVENT_F relationships with Dimensions.

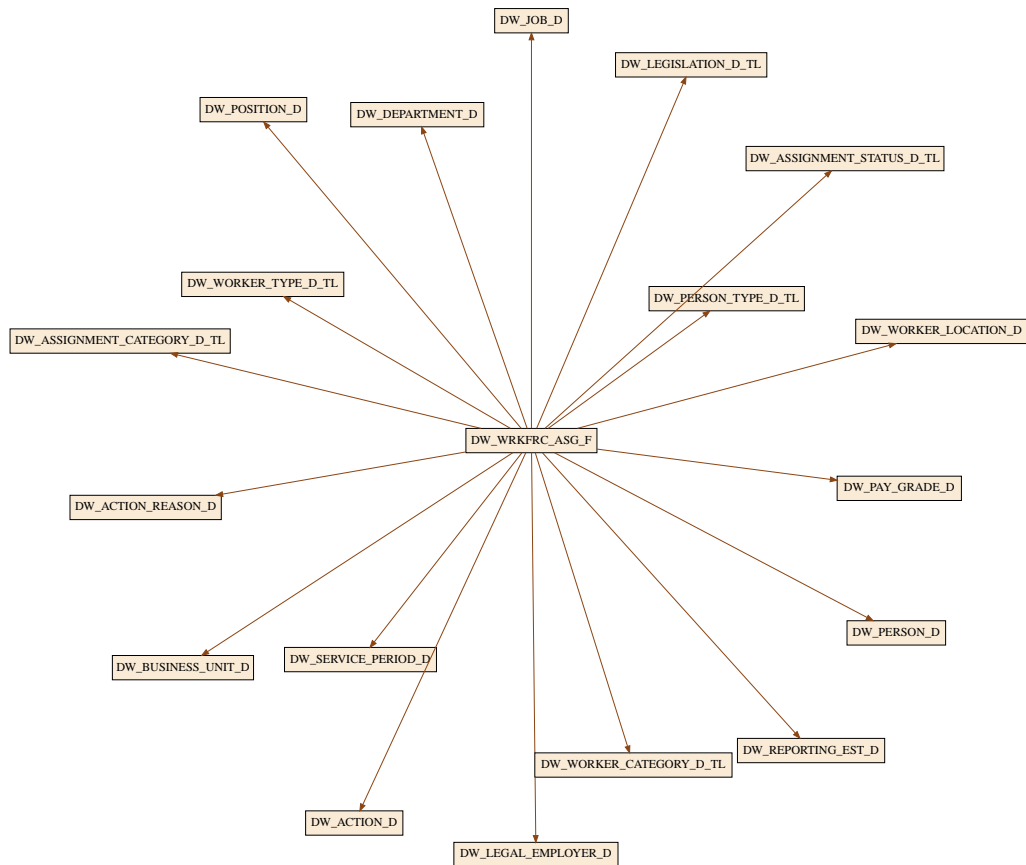
Figure 3-7 DW_WRKFRG_ASG_DAILY_EVENT_F



DW_WRKFRG_ASG_F

This data model represents the DW_WRKFRG_ASG_F relationships with Dimensions.

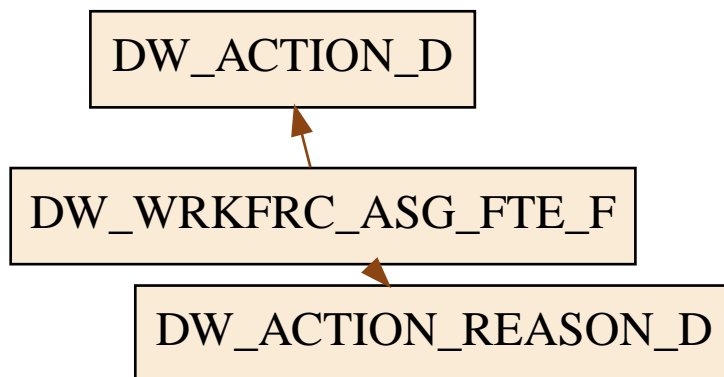
Figure 3-8 DW_WRKFRG_ASG_F



DW_WRKFRG_ASG_FTE_F

This data model represents the DW_WRKFRG_ASG_FTE_F relationships with Dimensions.

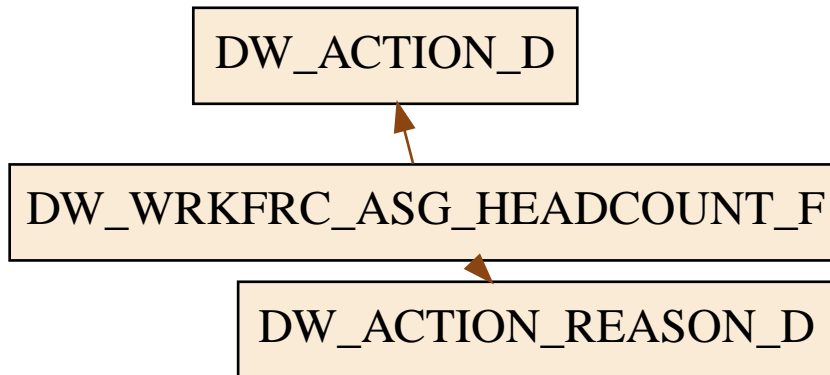
Figure 3-9 DW_WRKFRG_ASG_FTE_F



DW_WRKFRD_ASG_HEADCOUNT_F

This data model represents the DW_WRKFRD_ASG_HEADCOUNT_F relationships with Dimensions.

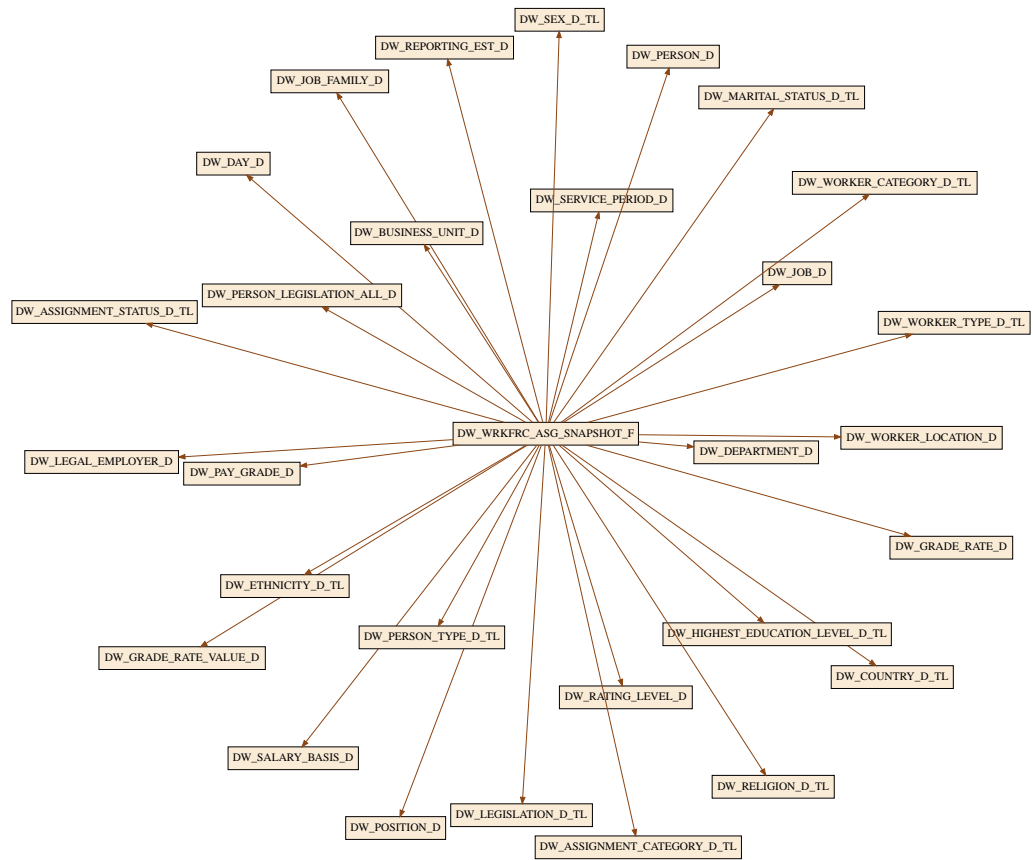
Figure 3-10 DW_WRKFRD_ASG_HEADCOUNT_F



DW_WRKFRD_ASG_SNAPSHOT_F

This data model represents the DW_WRKFRD_ASG_SNAPSHOT_F relationships with Dimensions.

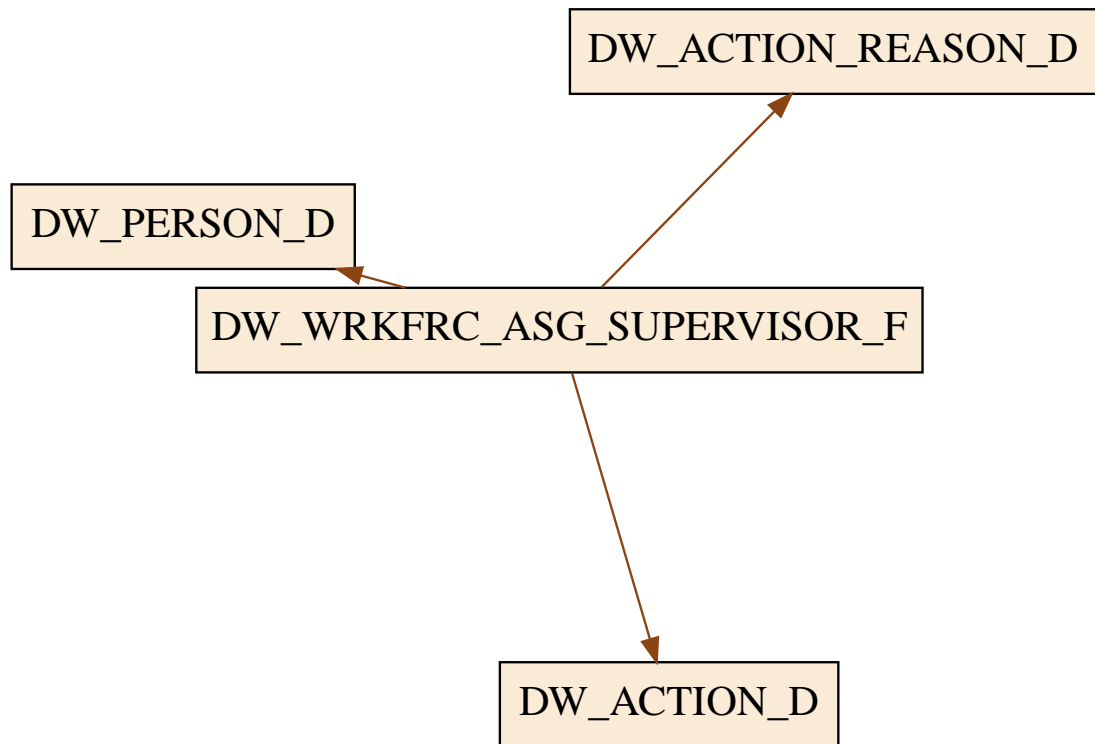
Figure 3-11 DW_WRKFRG_ASG_SNAPSHOT_F



DW_WRKFRG_ASG_SUPERVISOR_F

This data model represents the DW_WRKFRG_ASG_SUPERVISOR_F relationships with Dimensions.

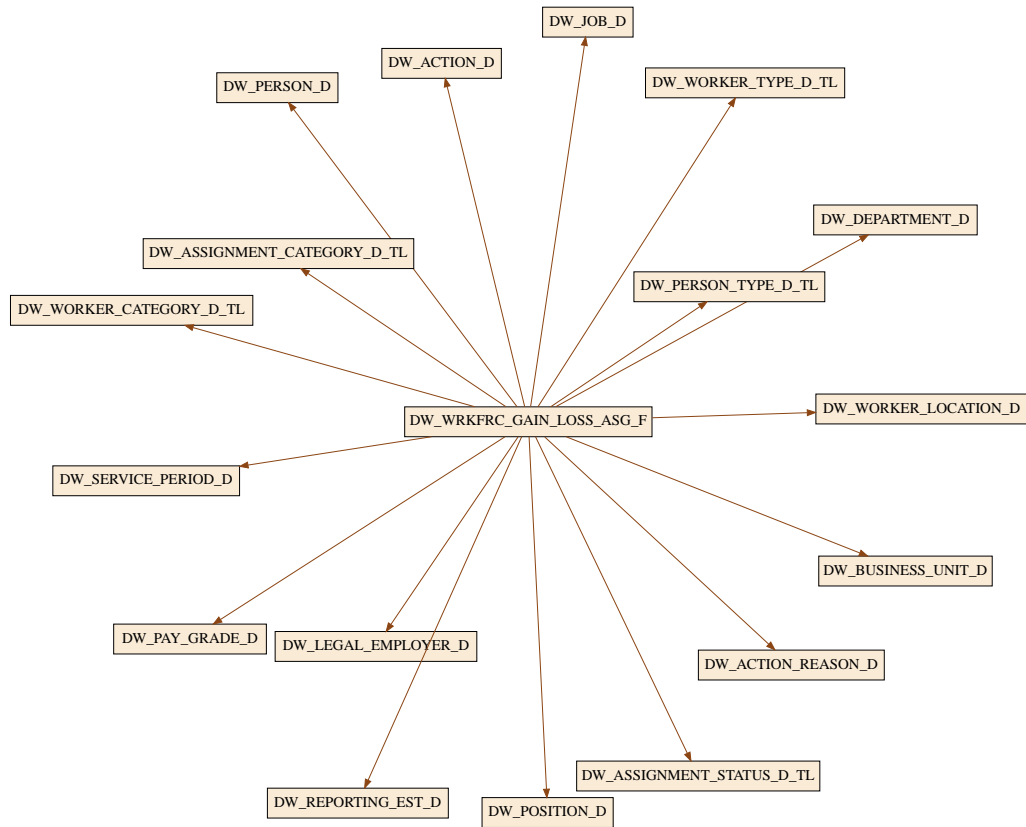
Figure 3-12 DW_WRKFRD_ASG_SUPERVISOR_F



DW_WRKFRD_GAIN_LOSS_ASG_F

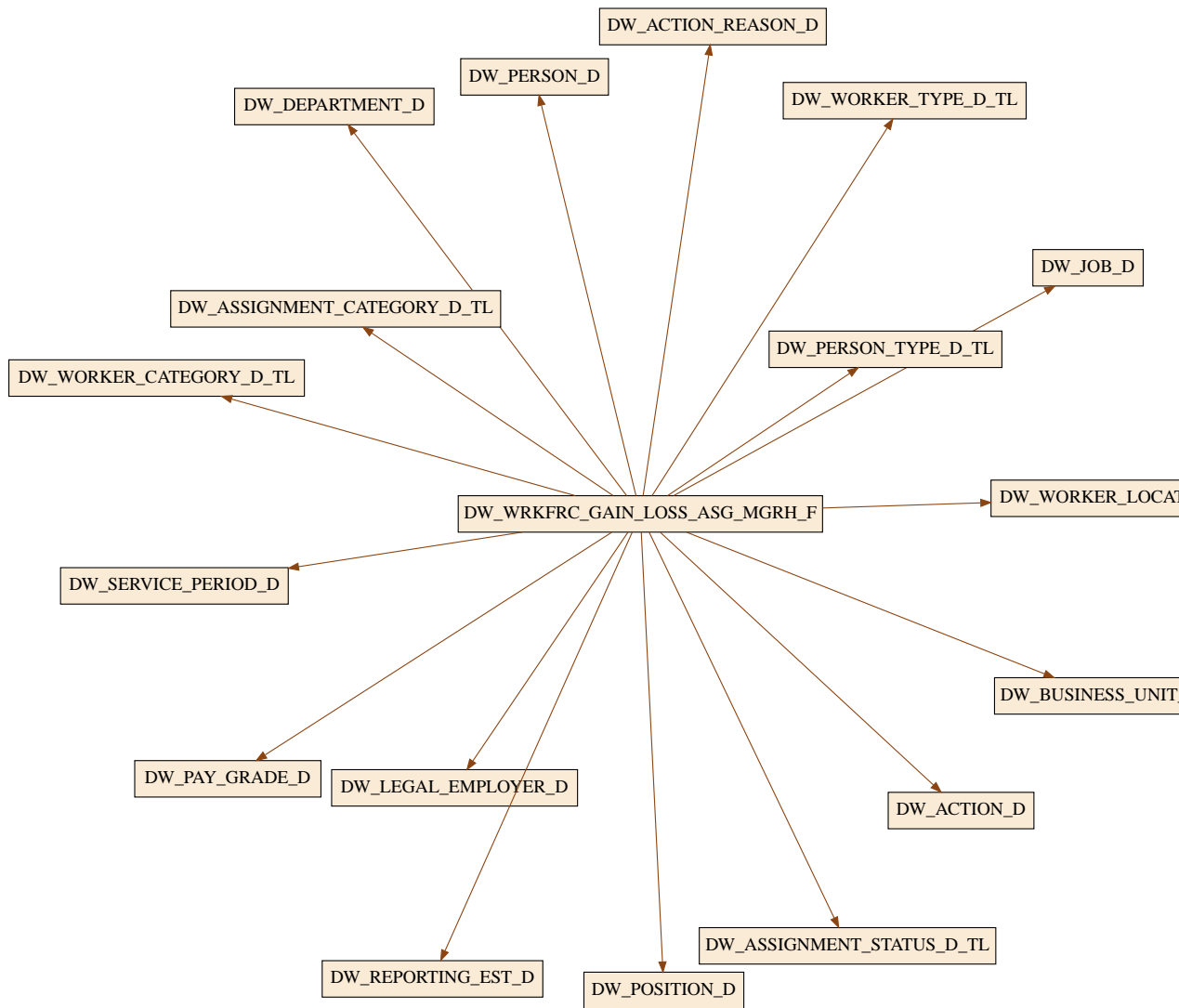
This data model represents the DW_WRKFRD_GAIN_LOSS_ASG_F relationships with Dimensions.

Figure 3-13 DW_WRKFRG_GAIN_LOSS_ASG_F



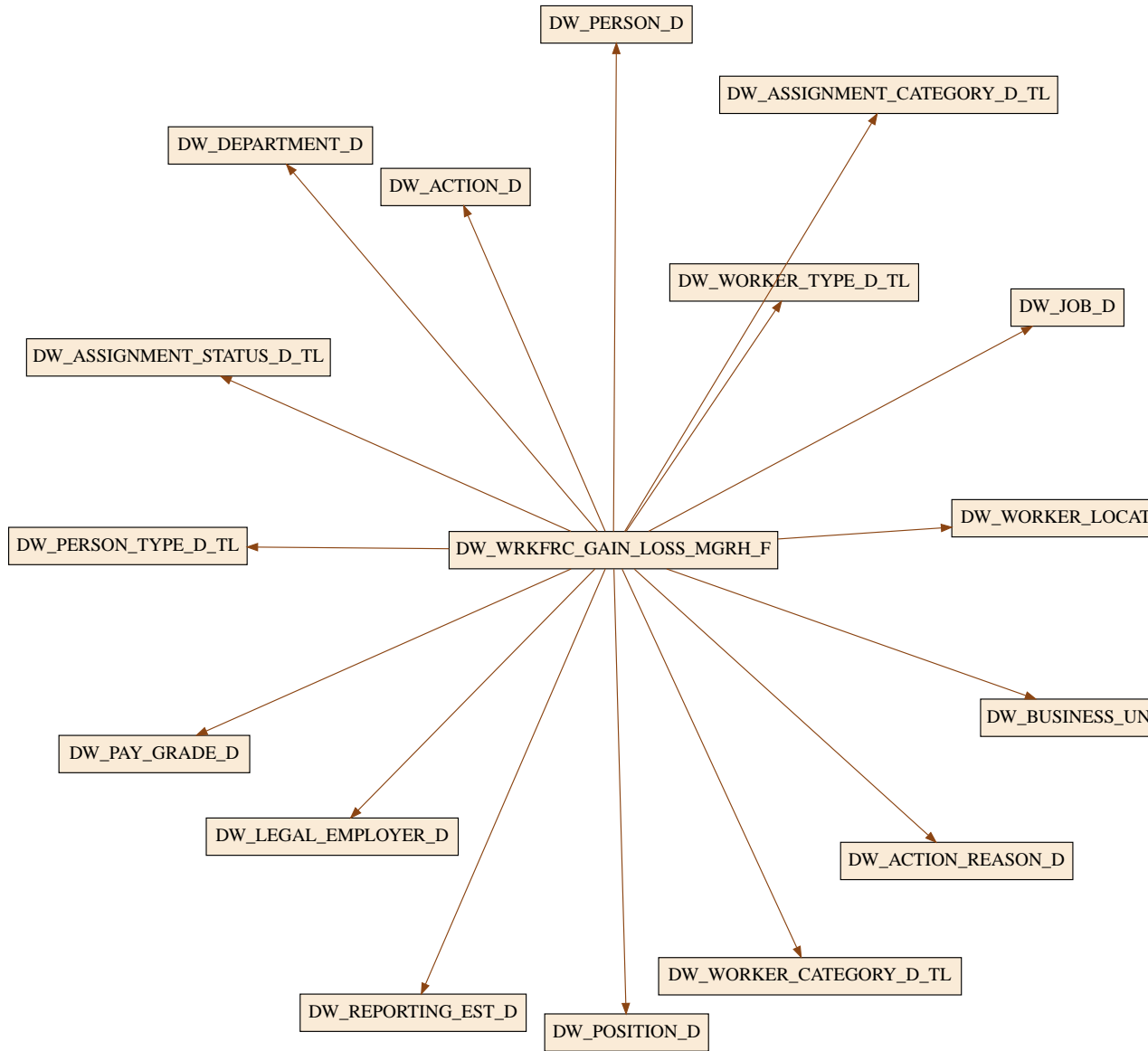
DW_WRKFRG_GAIN_LOSS_ASG_MGRH_F

This data model represents the DW_WRKFRG_GAIN_LOSS_ASG_MGRH_F relationships with Dimensions.



DW_WRKFRG_GAIN_LOSS_MGRH_F

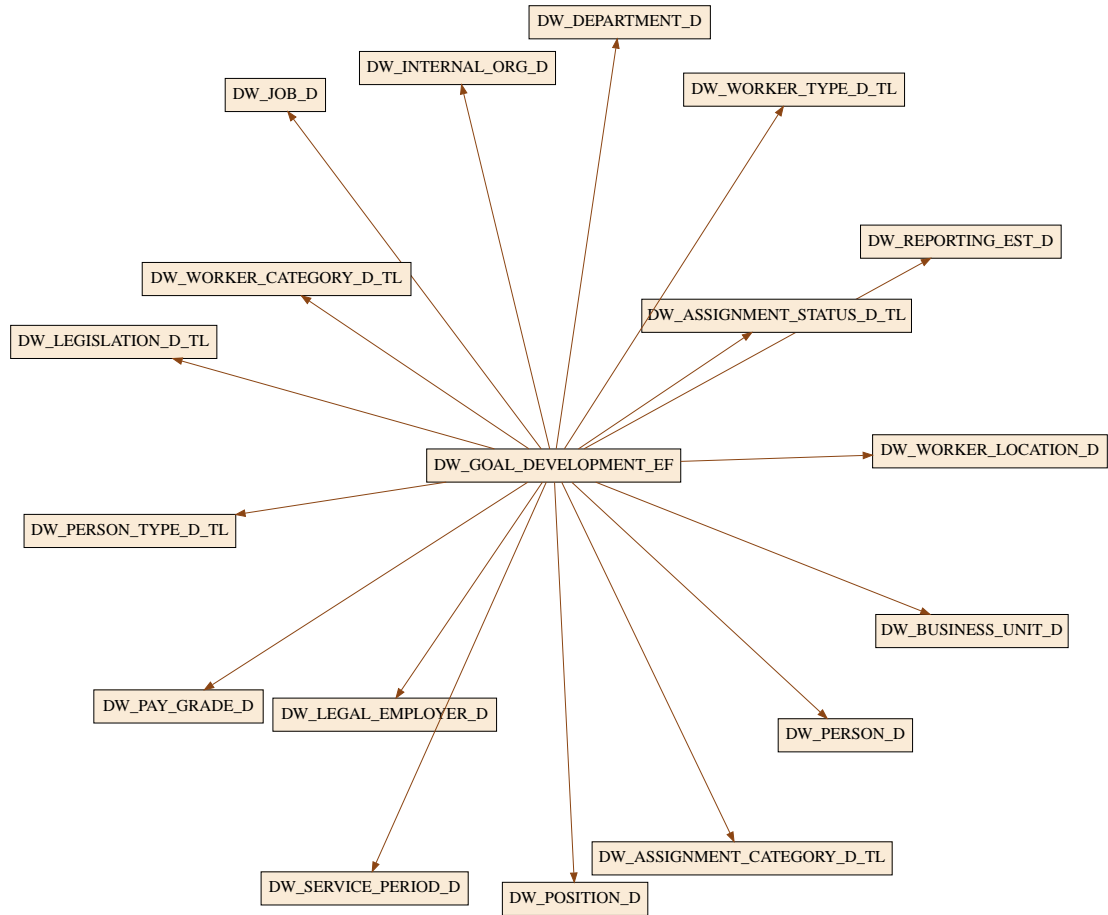
This data model represents the DW_WRKFRG_GAIN_LOSS_MGRH_F relationships with Dimensions.



Goal Management

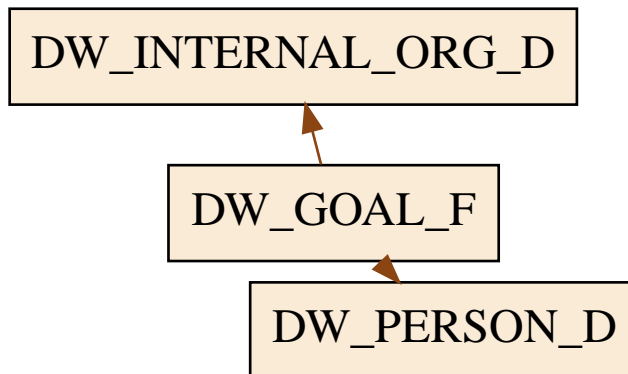
DW_GOAL_DEVELOPMENT_EF

This data model represents the DW_GOAL_DEVELOPMENT_EF relationships with Dimensions.



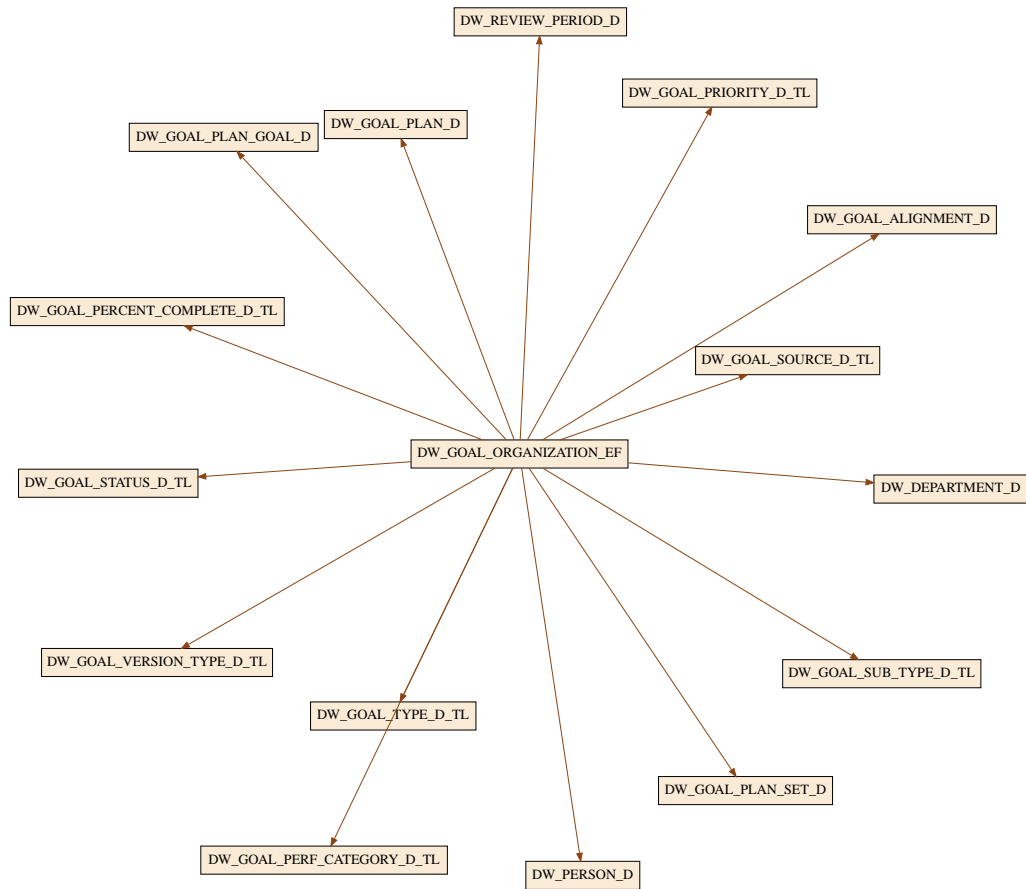
DW_GOAL_F

This data model represents the DW_GOAL_F relationships with Dimensions.



DW_GOAL_ORGANIZATION_EF

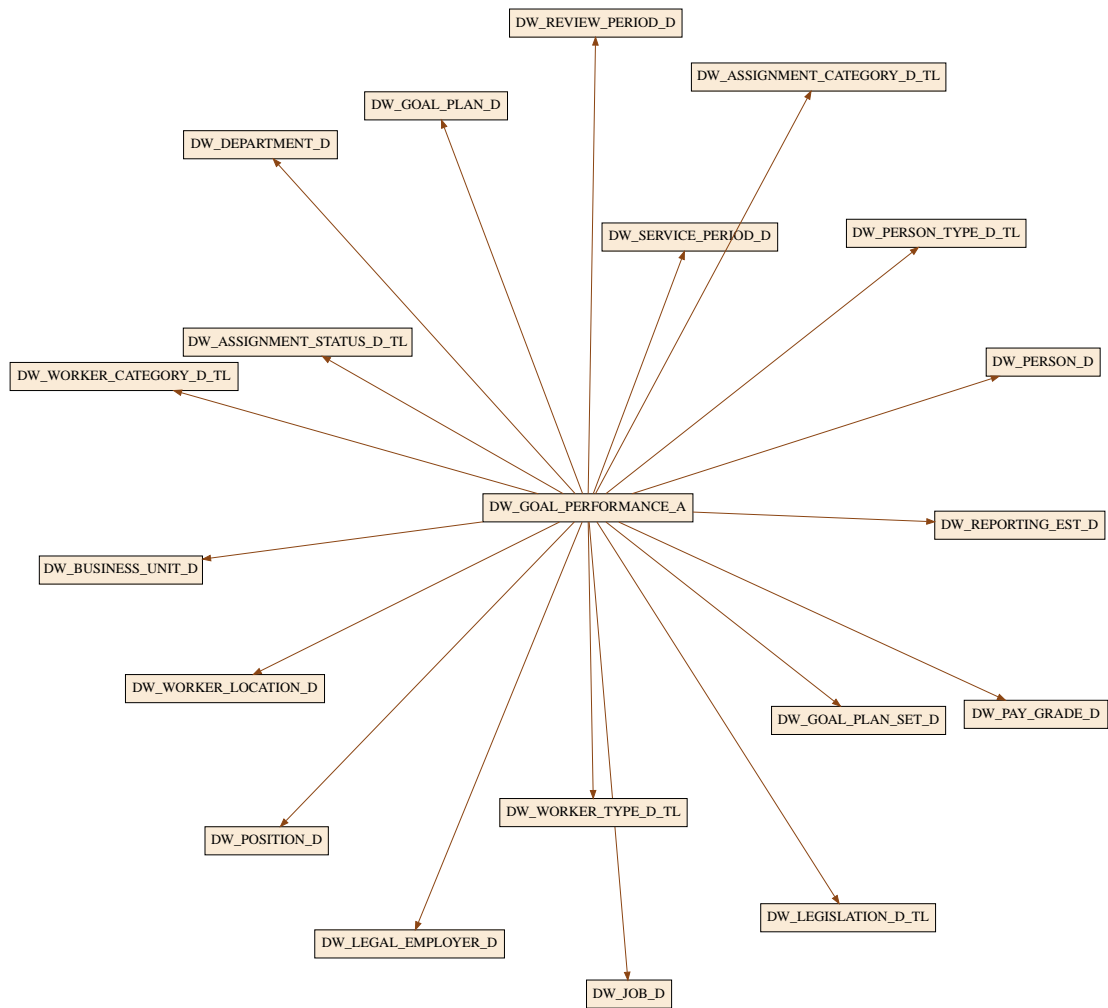
This data model represents the DW_GOAL_ORGANIZATION_EF relationships with Dimensions.



DW_GOAL_PERFORMANCE_A

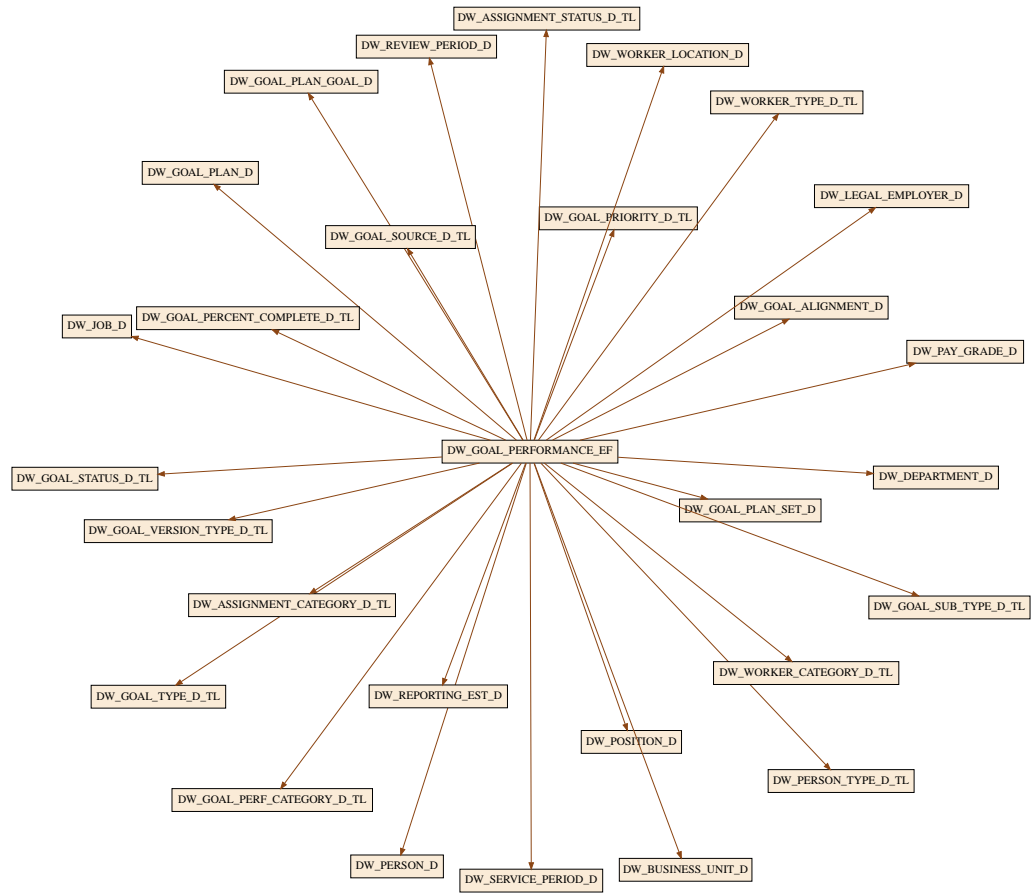
This data model represents the DW_GOAL_PERFORMANCE_A relationships with Dimensions.

Figure 3-14 DW_GOAL_PERFORMANCE_A



DW_GOAL_PERFORMANCE_EF

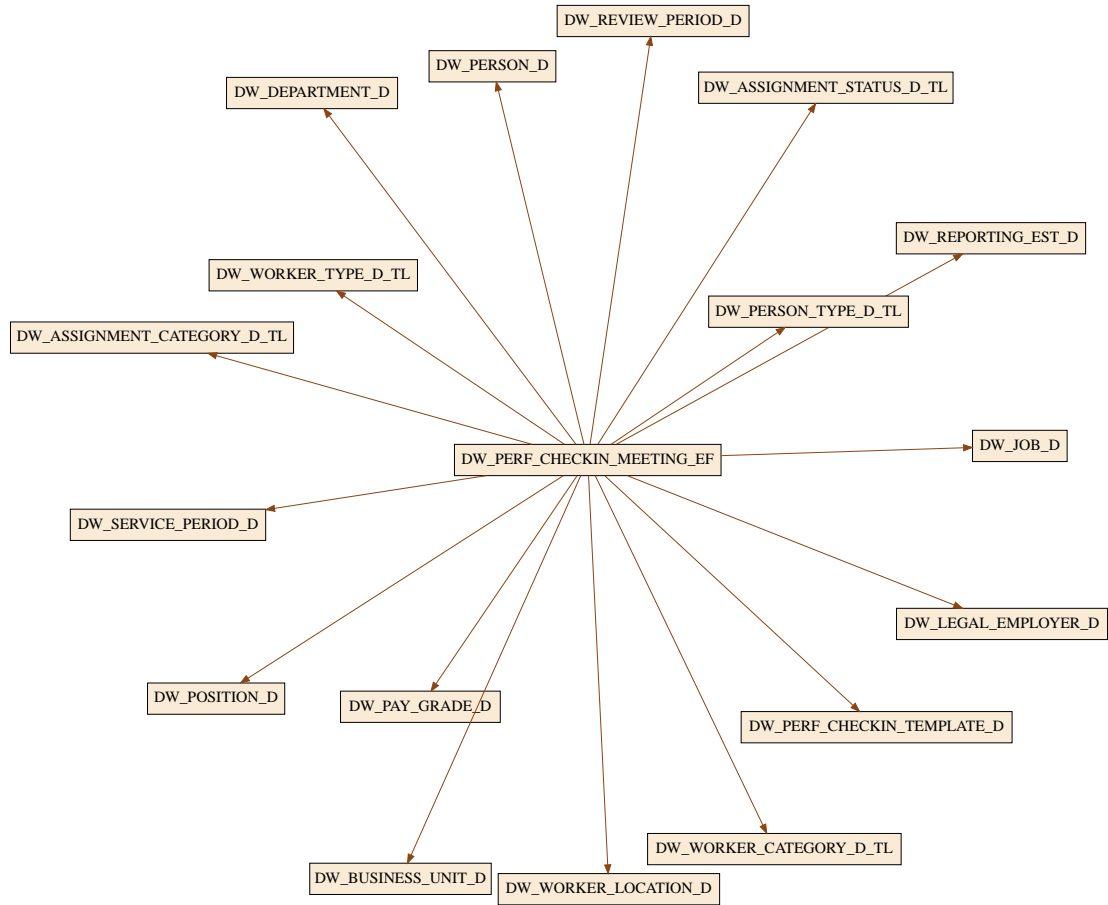
This data model represents the DW_GOAL_PERFORMANCE_EF relationships with Dimensions.



Performance Management

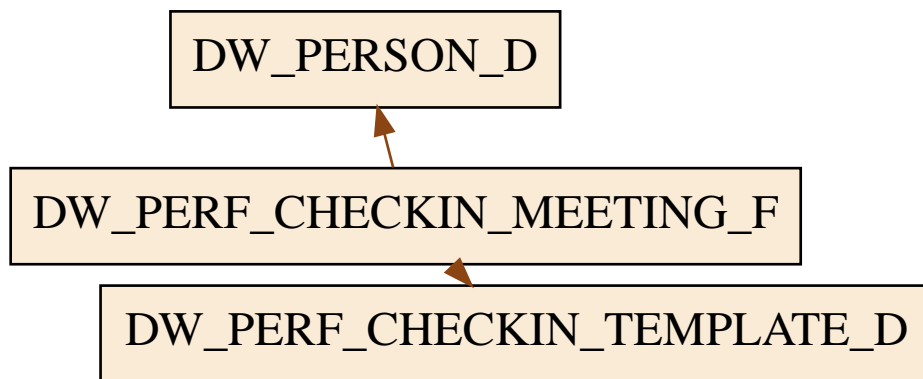
DW_PERF_CHECKIN_MEETING_EF

This data model represents the DW_PERF_CHECKIN_MEETING_EF relationships with Dimensions.



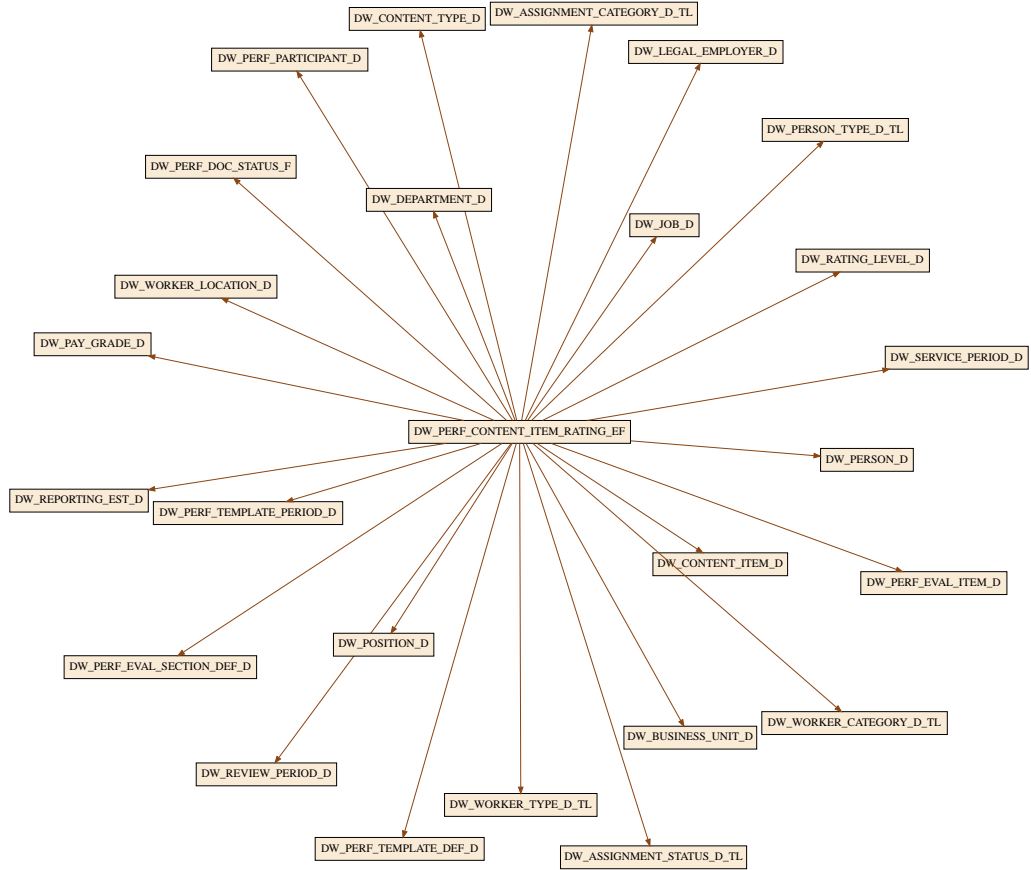
DW_PERF_CHECKIN_MEETING_F

This data model represents the DW_PERF_CHECKIN_MEETING_F relationships with Dimensions.



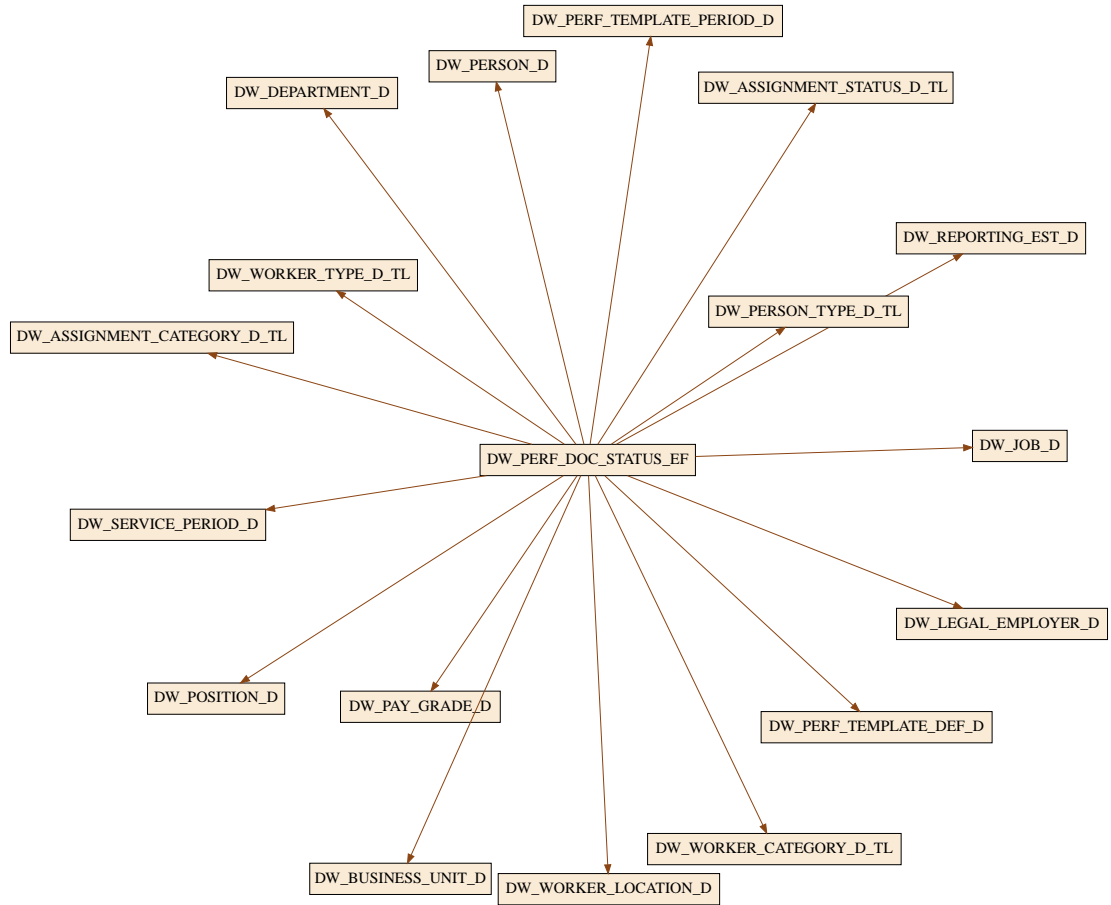
DW_PERF_CONTENT_ITEM_RATING_EF

This data model represents the DW_PERF_CONTENT_ITEM_RATING_EF relationships with Dimensions.



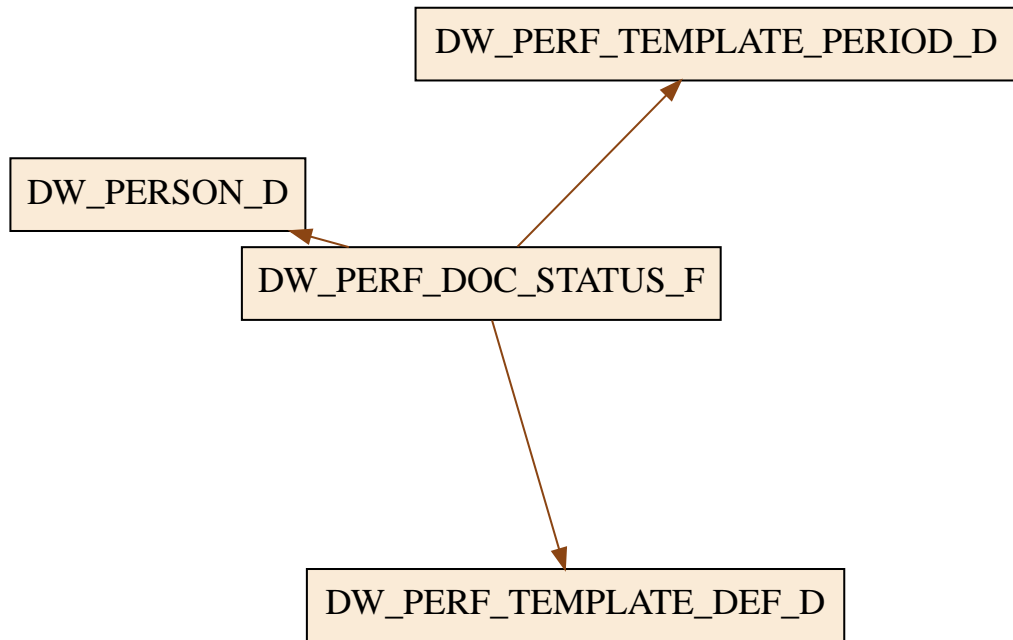
DW_PERF_DOC_STATUS_EF

This data model represents the DW_PERF_DOC_STATUS_EF relationships with Dimensions.



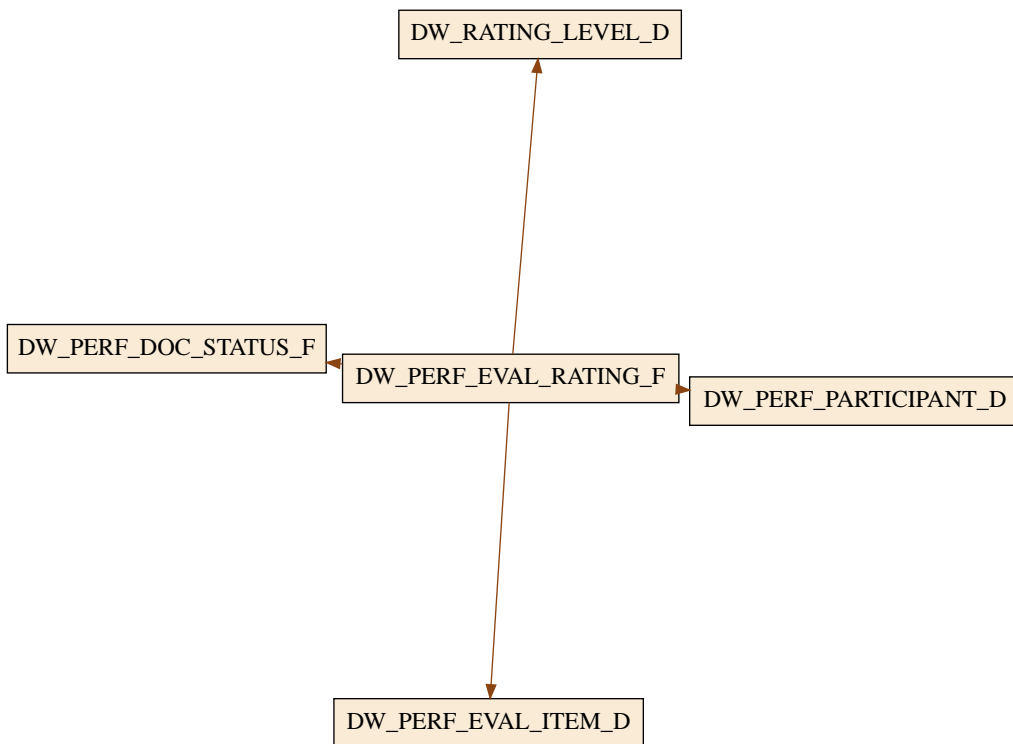
DW_PERF_DOC_STATUS_F

This data model represents the DW_PERF_DOC_STATUS_F relationships with Dimensions.



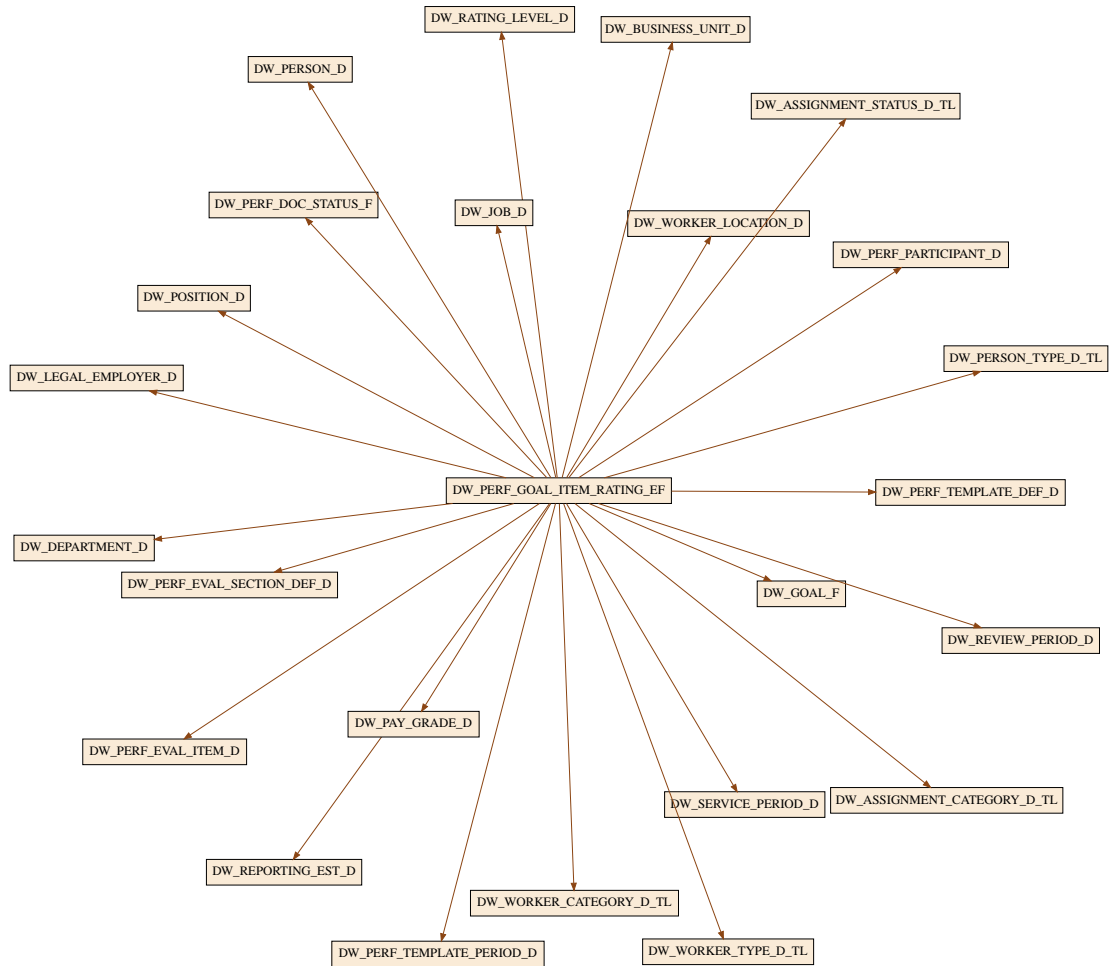
DW_PERF_EVAL_RATING_F

This data model represents the DW_PERF_EVAL_RATING_F relationships with Dimensions.



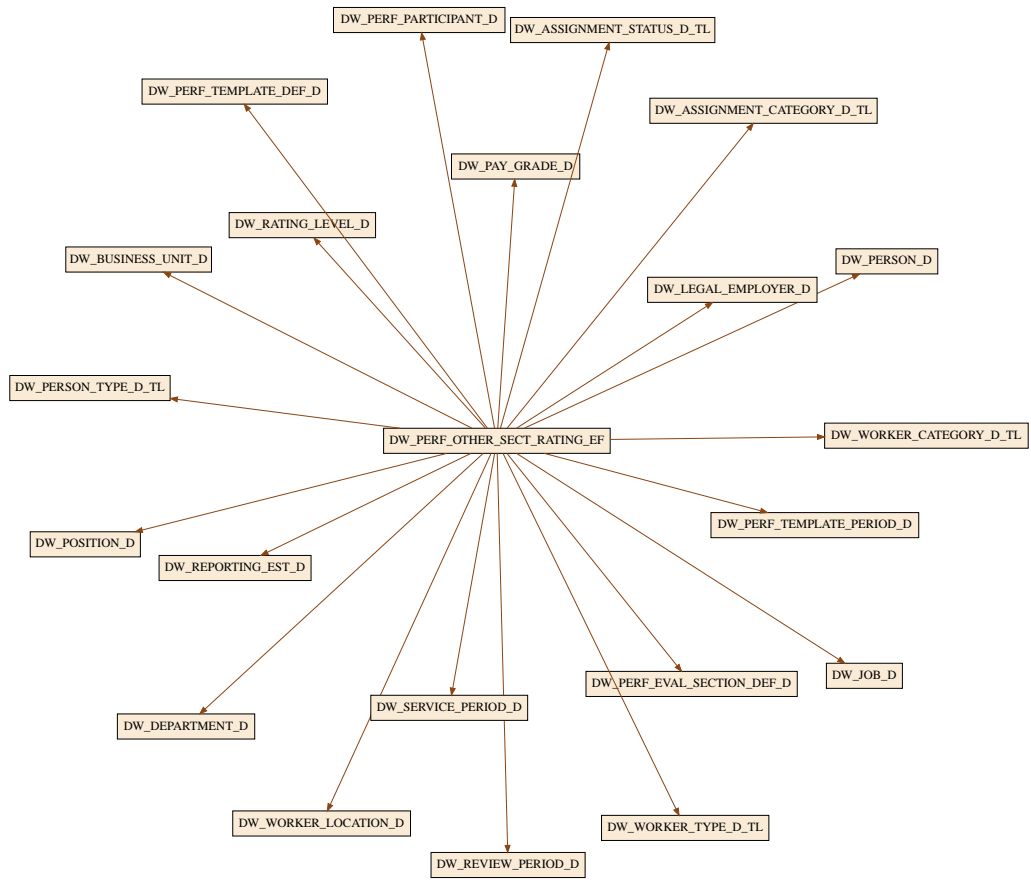
DW_PERF_GOAL_ITEM_RATING_EF

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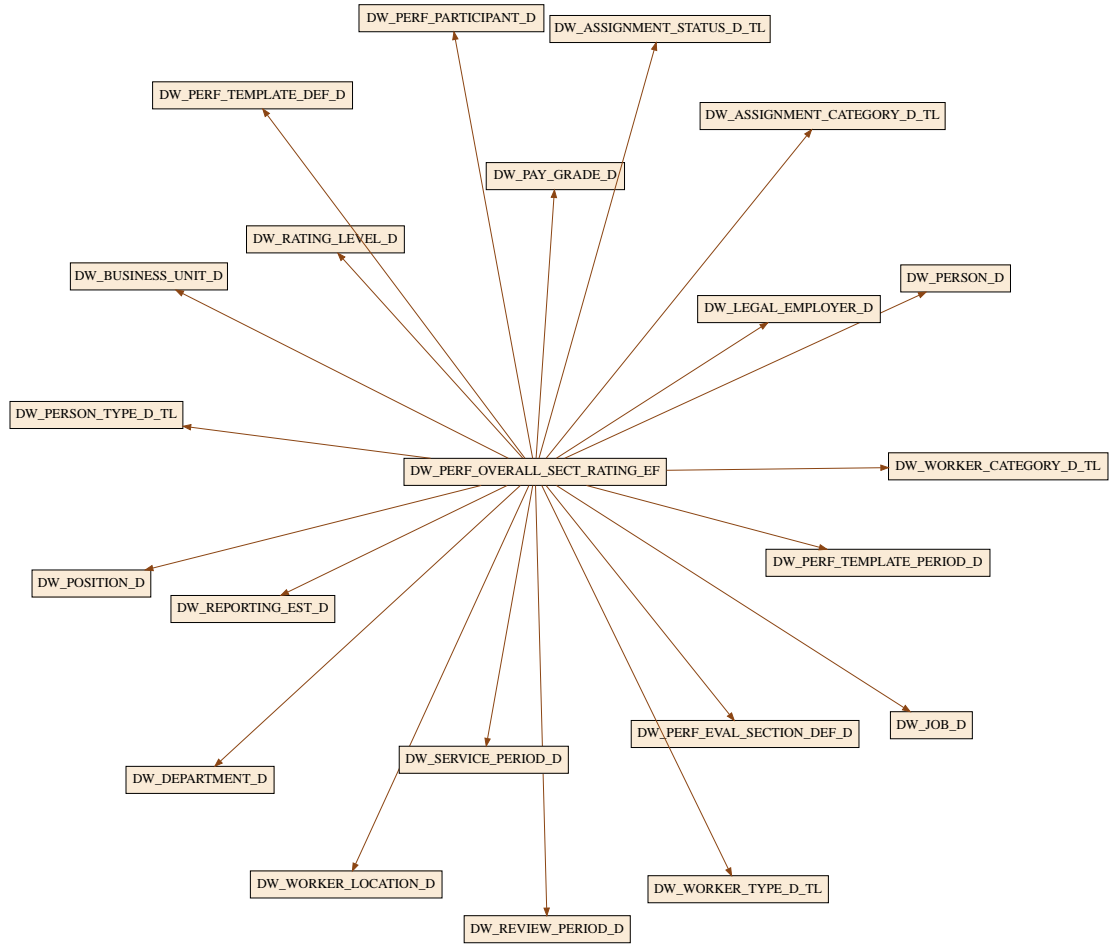
DW_PERF_OTHER_SECT_RATING_EF

This data model represents the DW_PERF_OTHER_SECT_RATING_EF relationships with Dimensions.



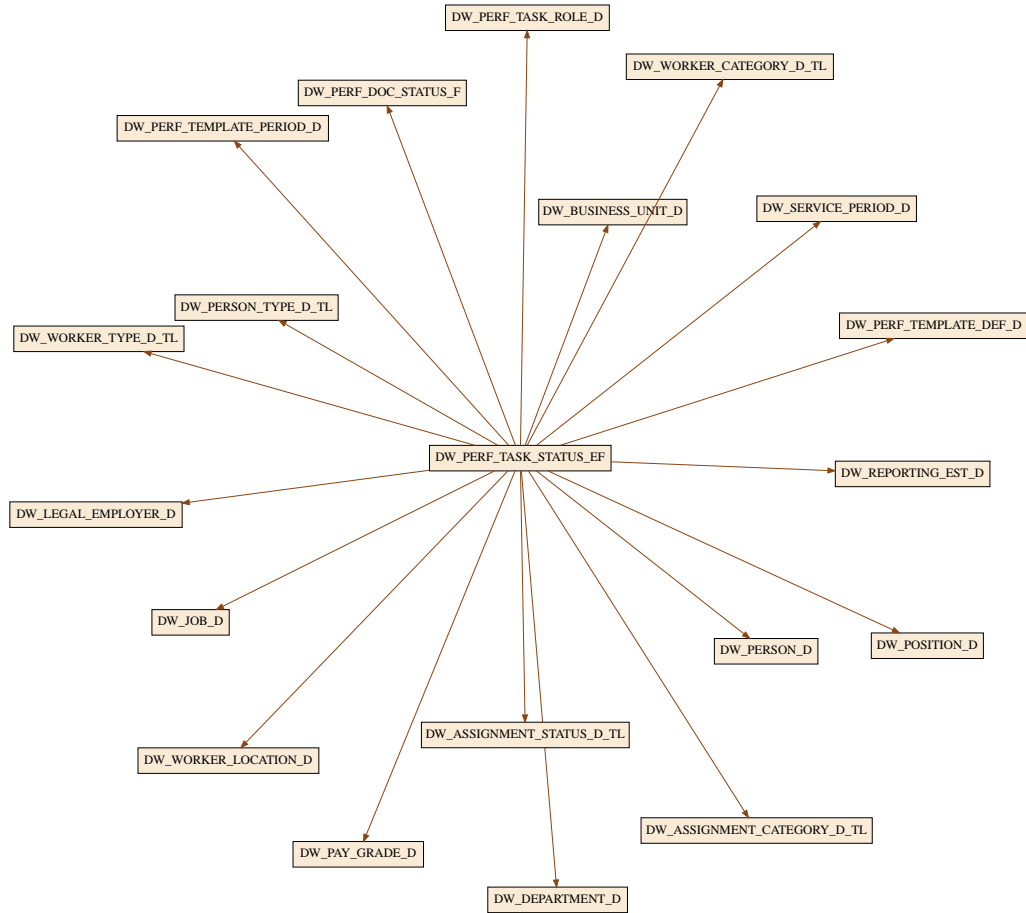
DW_PERF_OVERALL_SECT_RATING_EF

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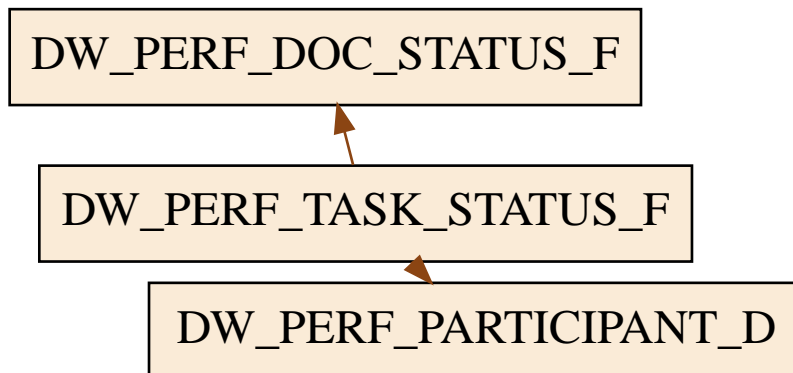
DW_PERF_TASK_STATUS_EF

This data model represents the DW_PERF_TASK_STATUS_EF relationships with Dimensions.



DW_PERF_TASK_STATUS_F

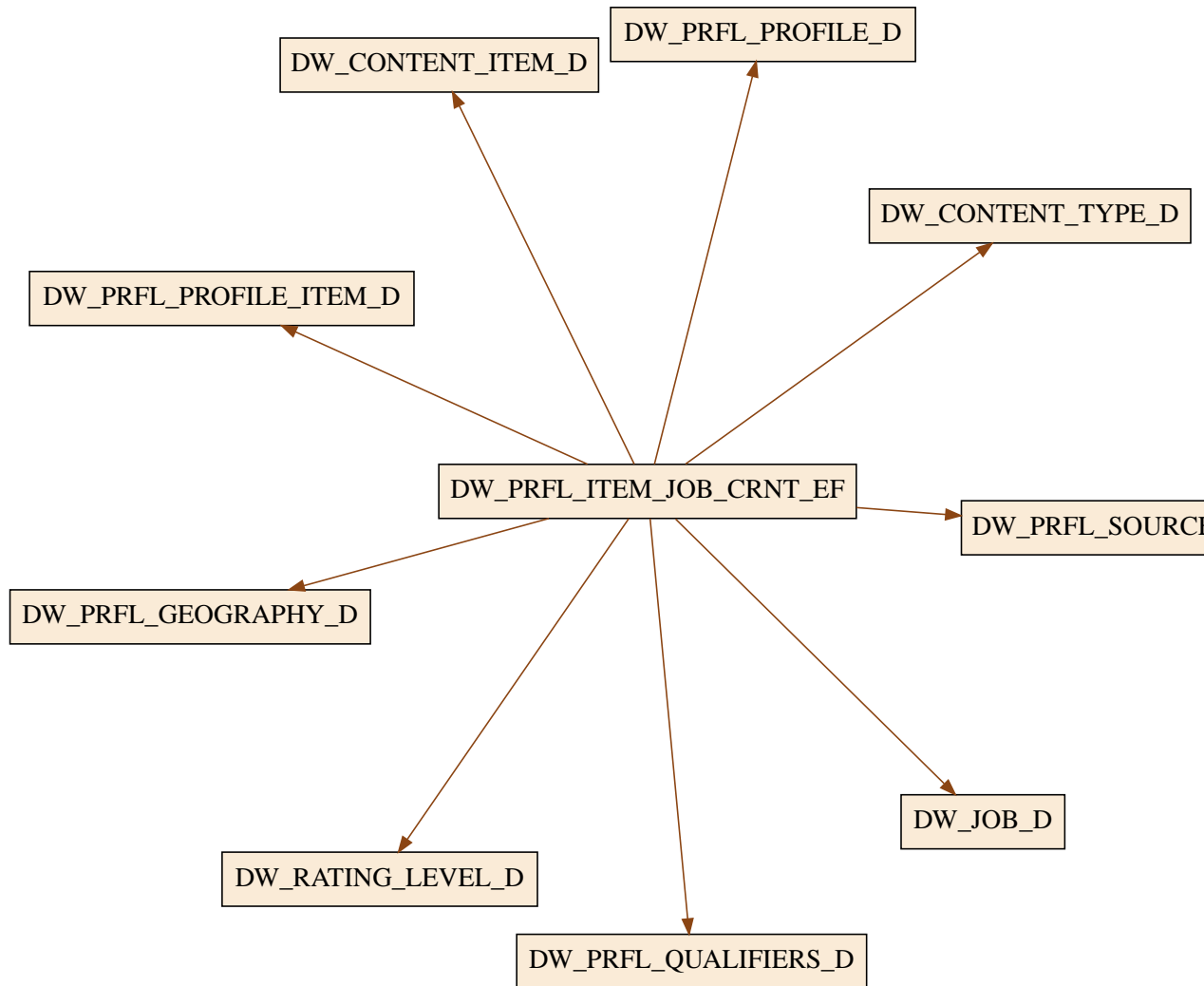
This data model represents the DW_PERF_TASK_STATUS_F relationships with Dimensions.



Profile Management

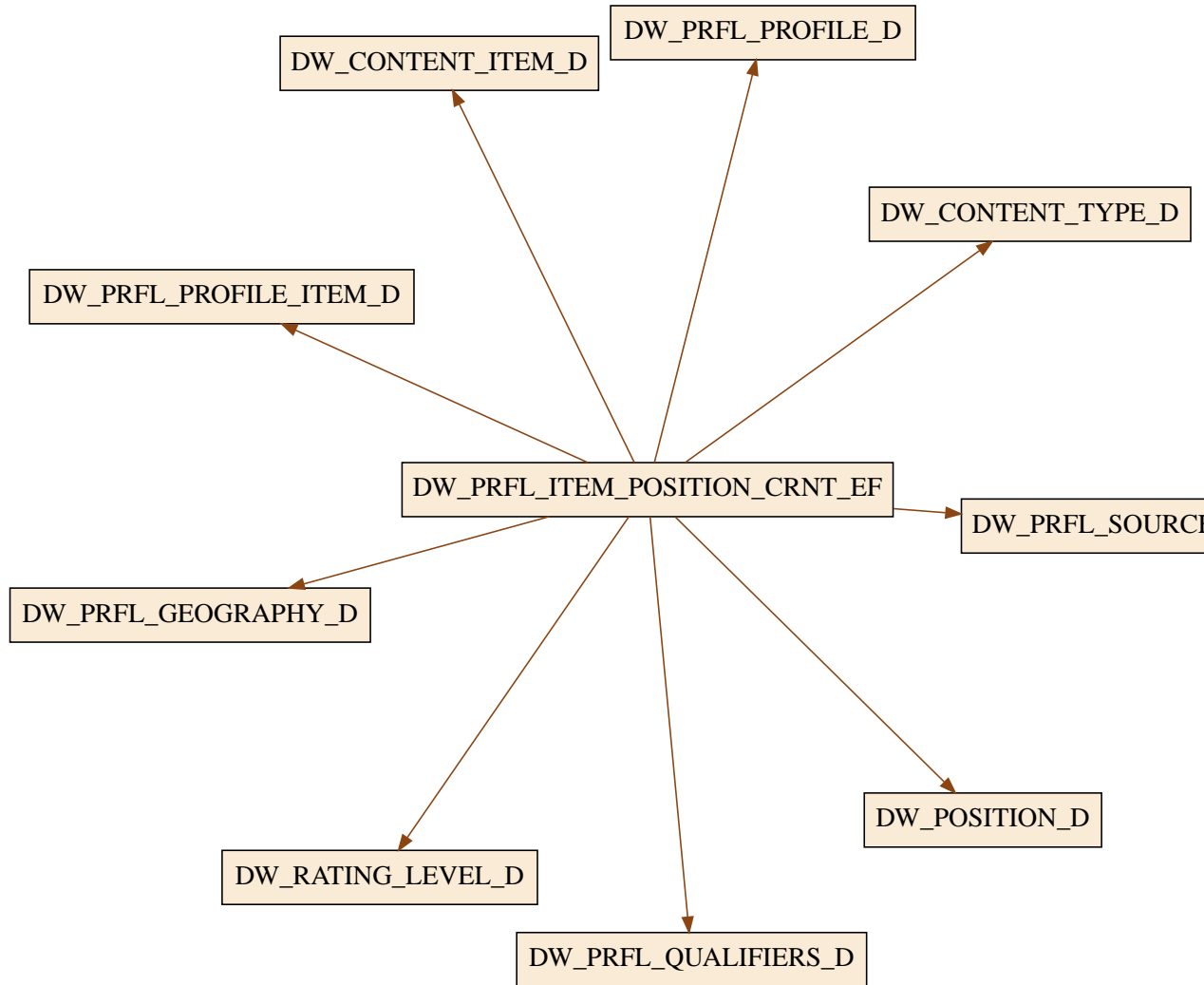
DW_PRFL_ITEM_JOB_CRNT_EF

This data model represents the DW_PRFL_ITEM_JOB_CRNT_EF relationships with Dimensions.



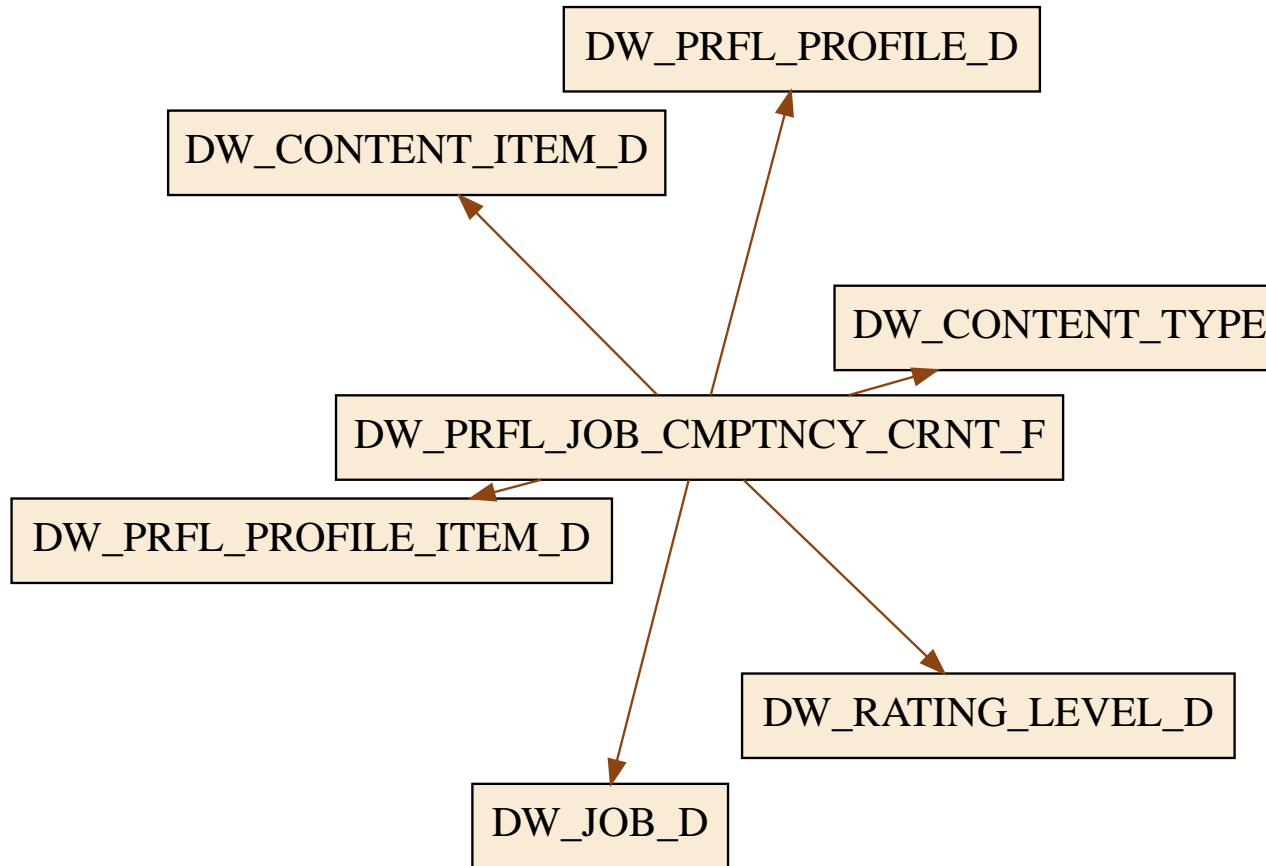
DW_PRFL_ITEM_POSITION_CRNT_EF

This data model represents the DW_PRFL_ITEM_POSITION_CRNT_EF relationships with Dimensions.



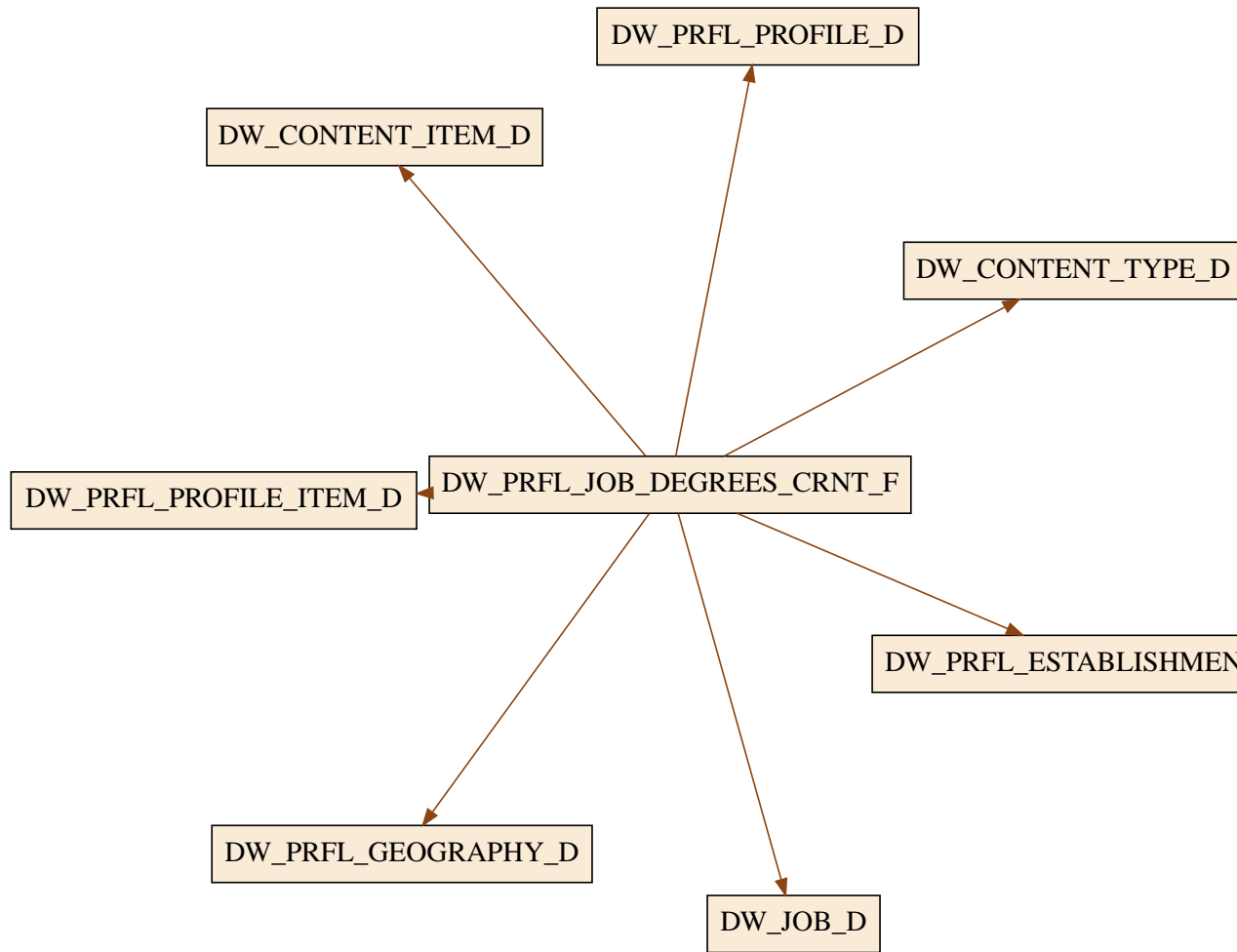
DW_PRFL_ITEM_PRSN_ASG_CRNT_EF

This data model represents the DW_PRFL_ITEM_PRSN_ASG_CRNT_EF relationships with Dimensions.



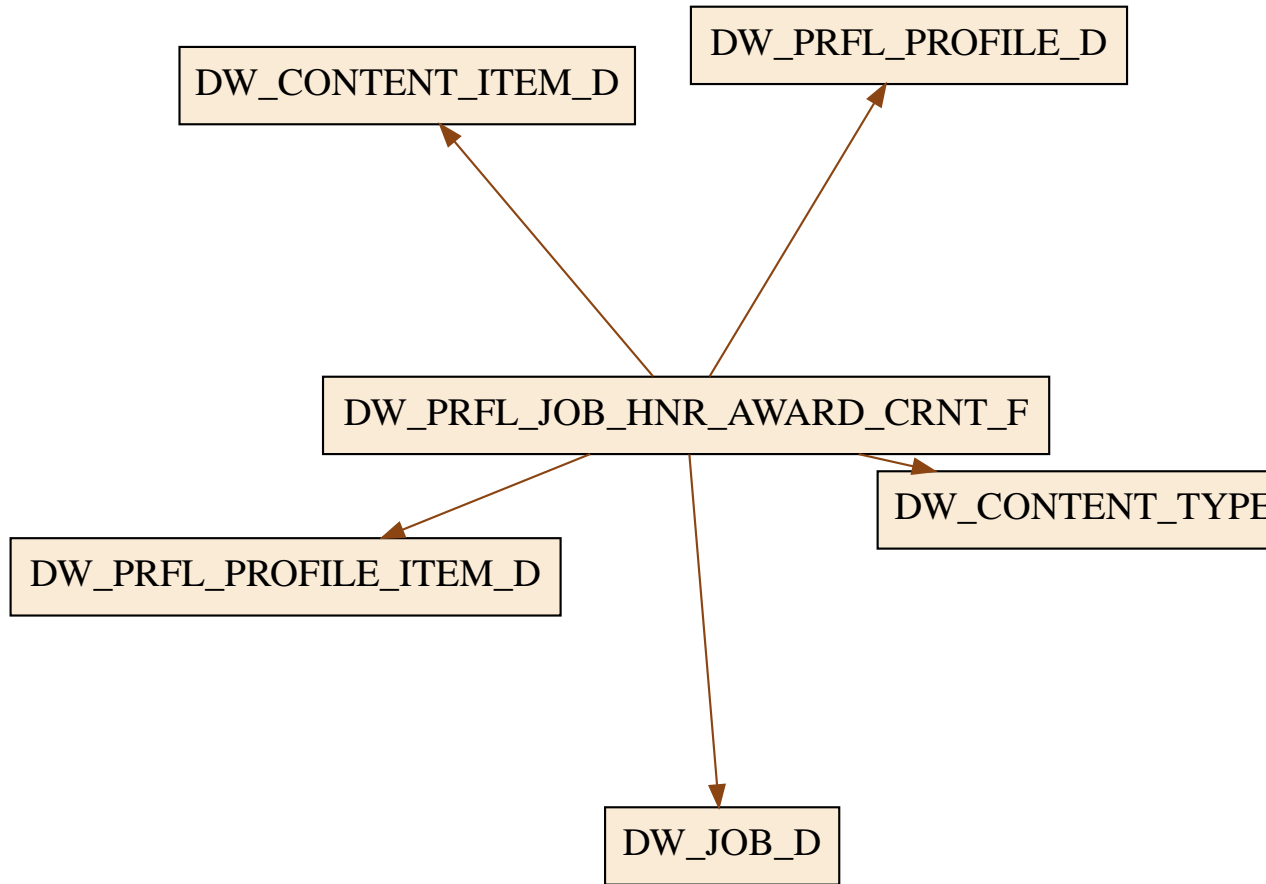
DW_PRFL_JOB_DEGREES_CRNT_F

This data model represents the DW_PRFL_JOB_DEGREES_CRNT_F relationships with Dimensions.



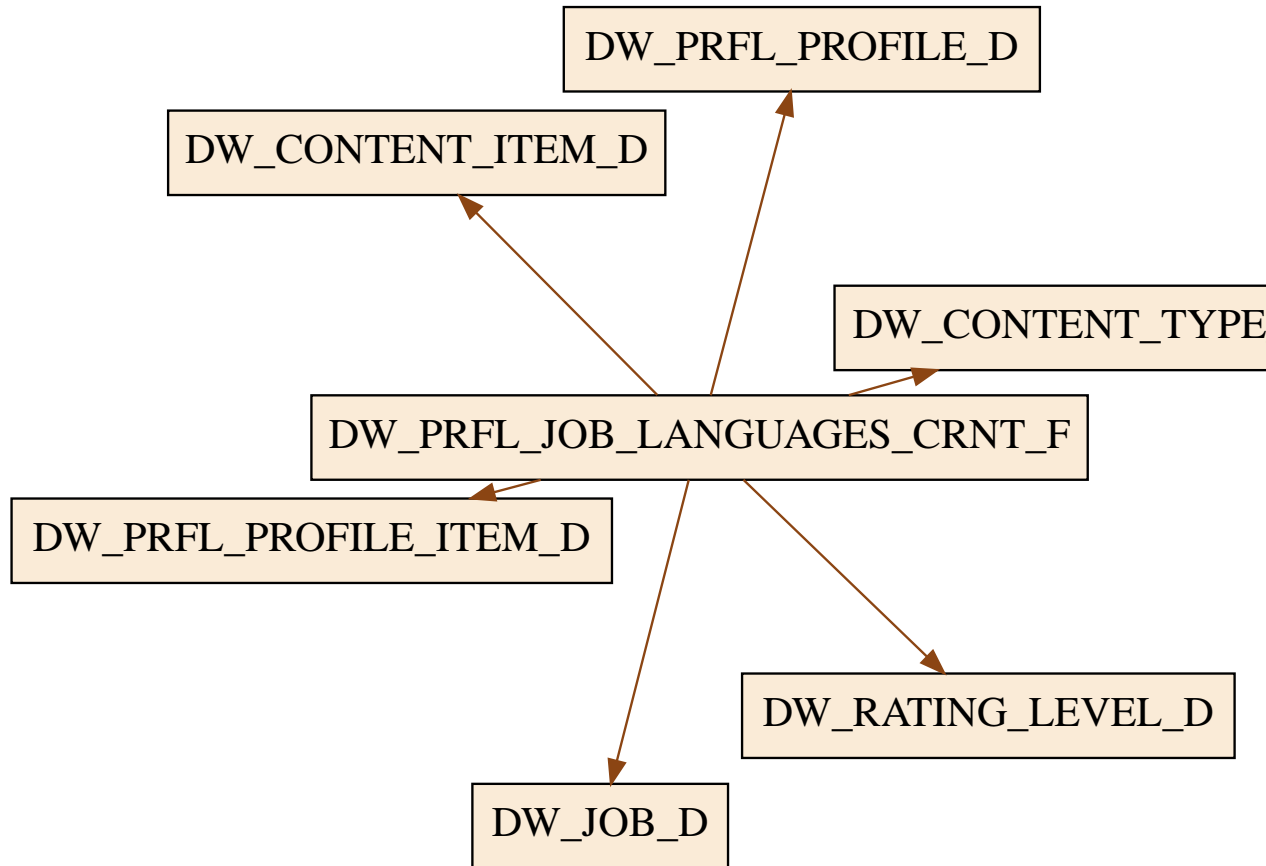
DW_PRFL_JOB_HNR_AWARD_CRNT_F

This data model represents the DW_PRFL_JOB_HNR_AWARD_CRNT_F relationships with Dimensions.



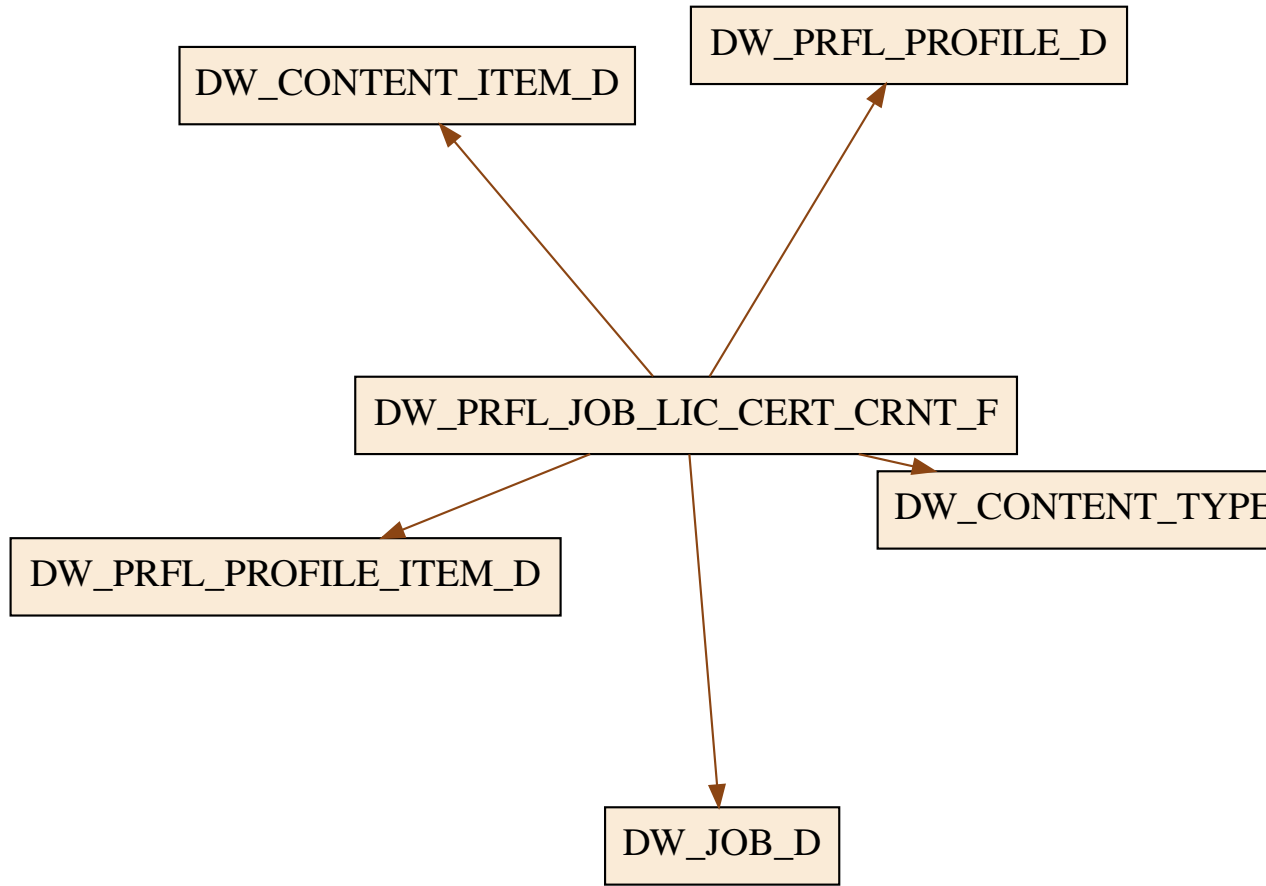
DW_PRFL_JOB_LANGUAGES_CRNT_F

This data model represents the DW_PRFL_JOB_LANGUAGES_CRNT_F relationships with Dimensions.



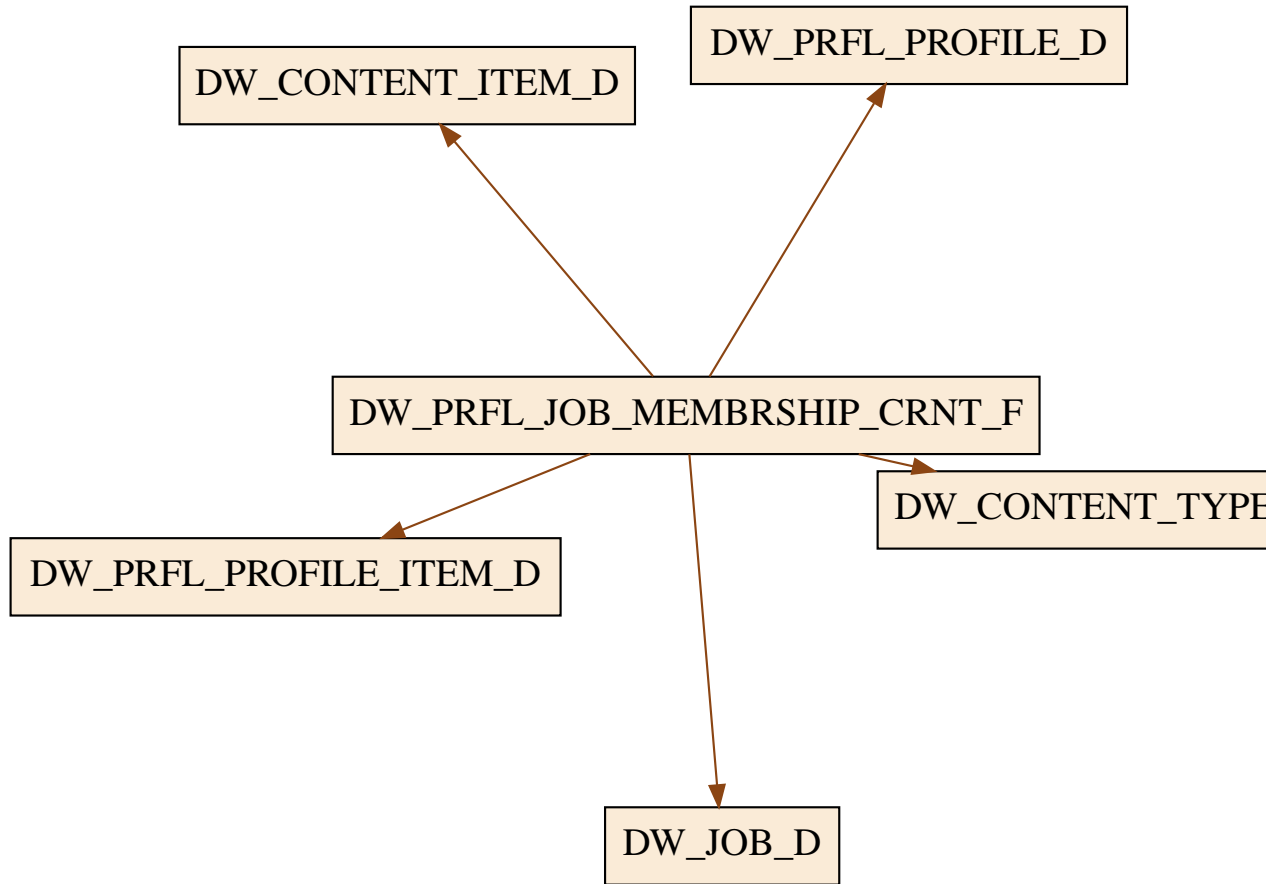
DW_PRFL_JOB_LIC_CERT_CRNT_F

This data model represents the DW_PRFL_JOB_LIC_CERT_CRNT_F relationships with Dimensions.



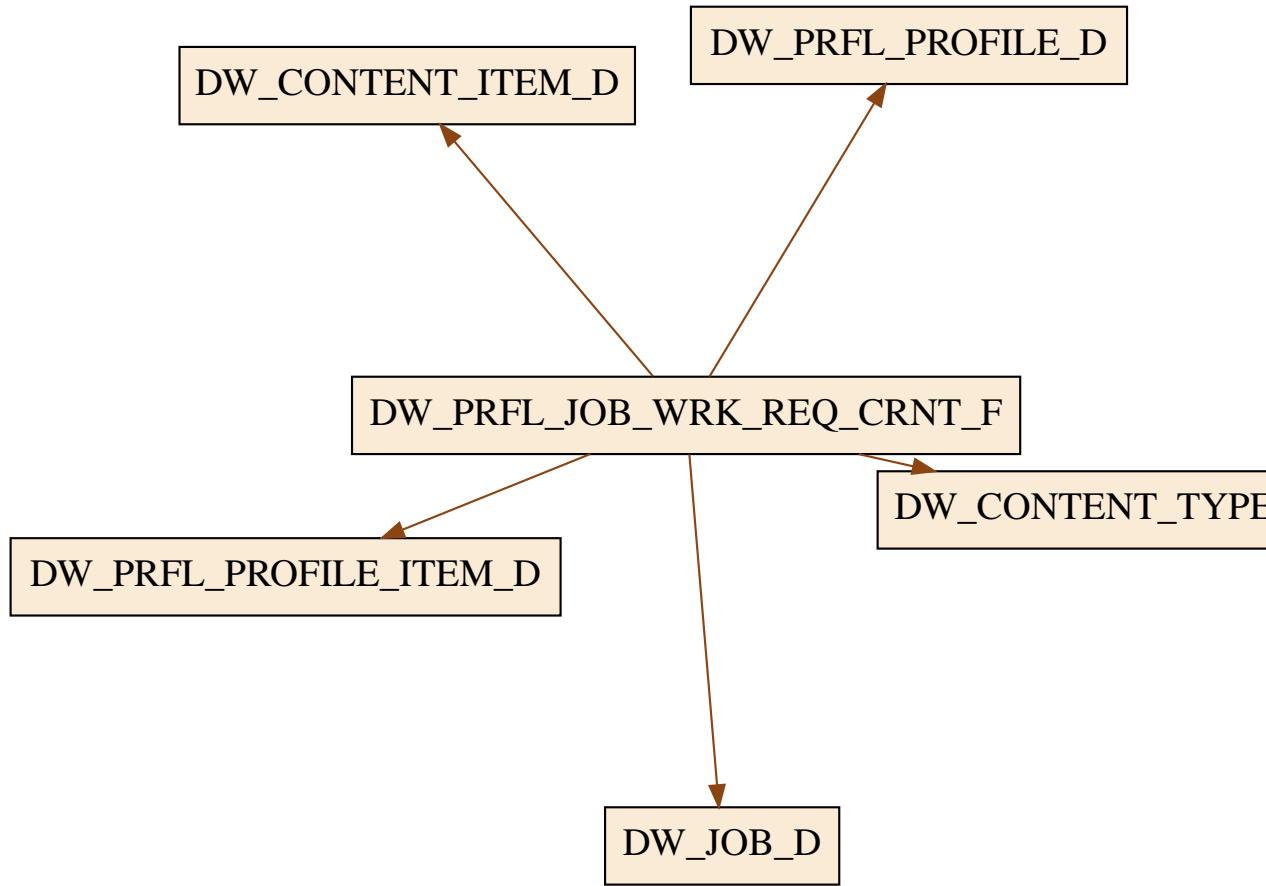
DW_PRFL_JOB_MEMBERSHIP_CRNT_F

This data model represents the DW_PRFL_JOB_MEMBERSHIP_CRNT_F relationships with Dimensions.



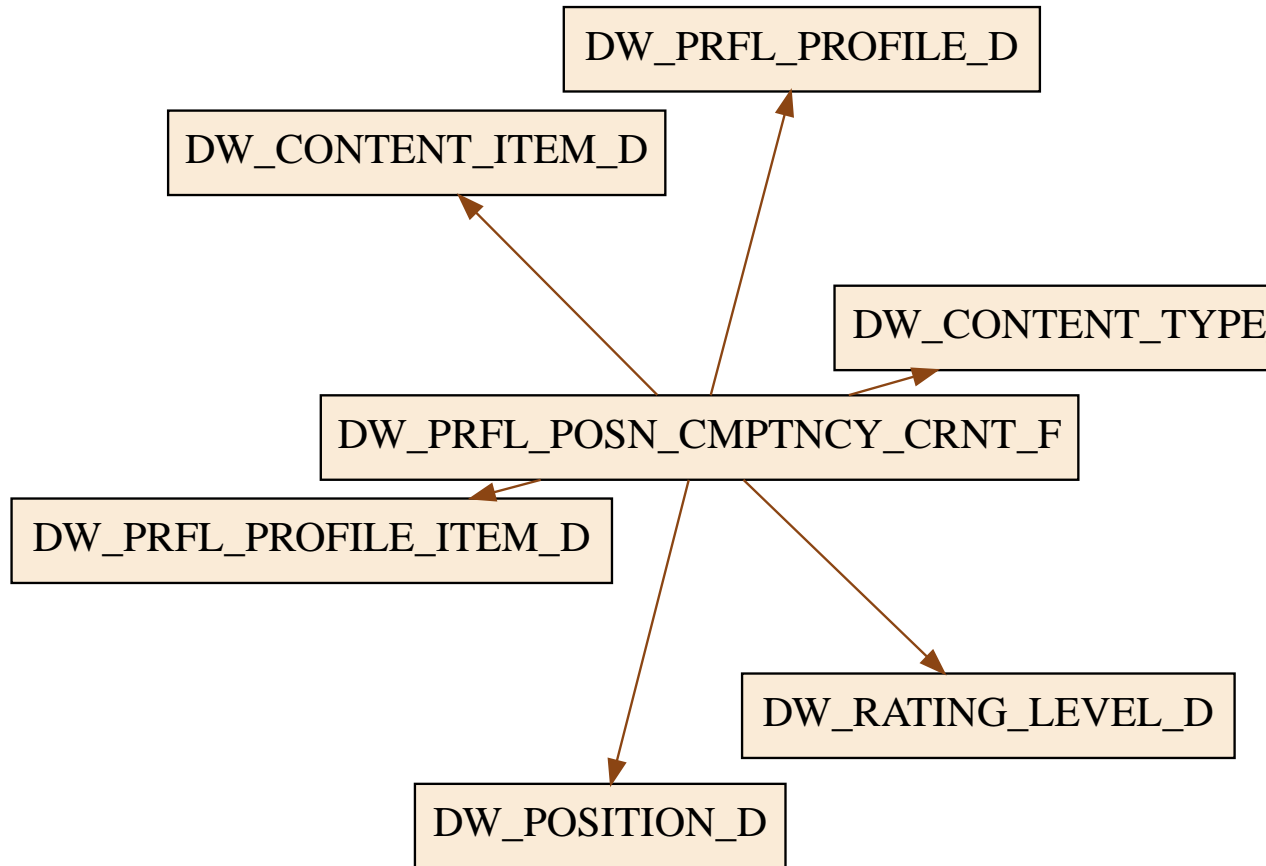
DW_PRFL_JOB_WRK_REQ_CRNT_F

This data model represents the DW_PRFL_JOB_WRK_REQ_CRNT_F relationships with Dimensions.



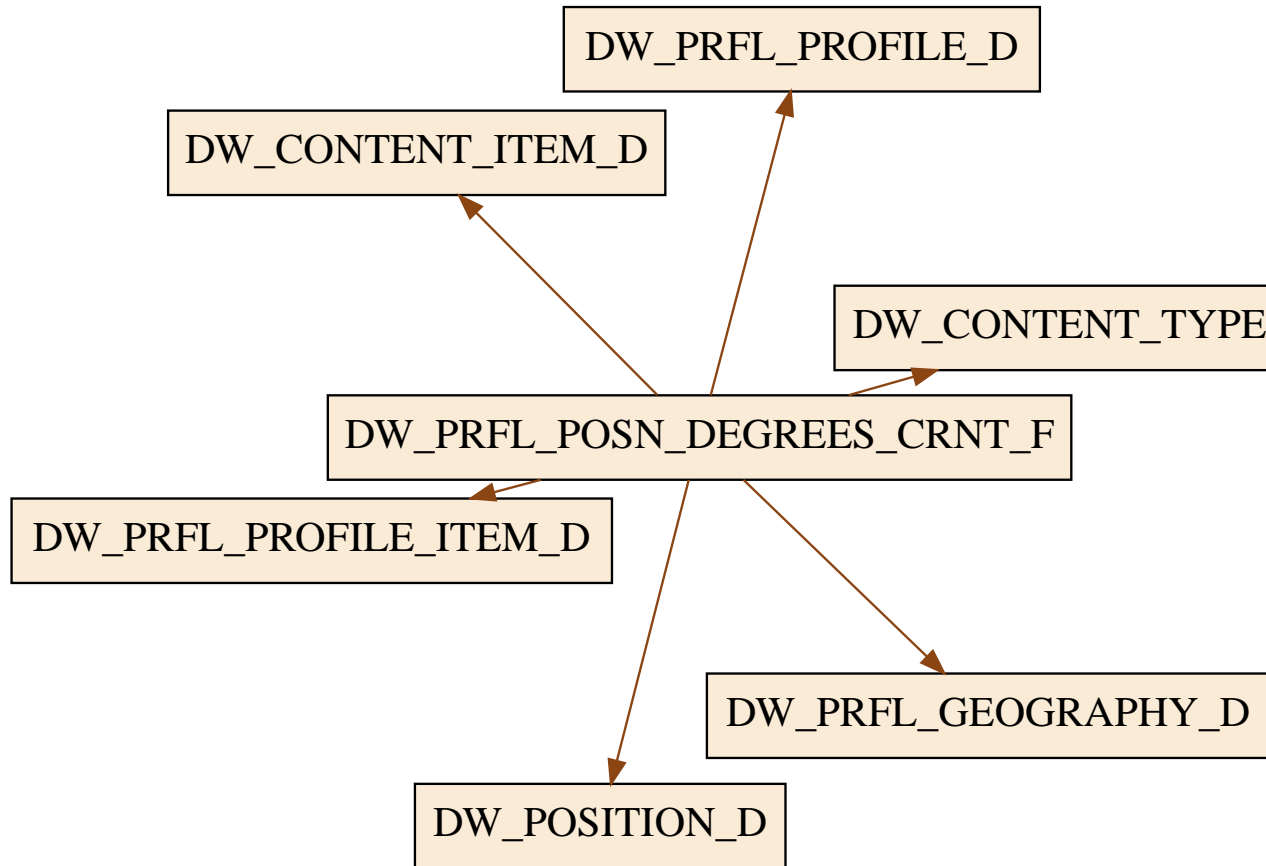
DW_PRFL_POSN_CMPTNCY_CRNT_F

This data model represents the DW_PRFL_POSN_CMPTNCY_CRNT_F relationships with Dimensions.



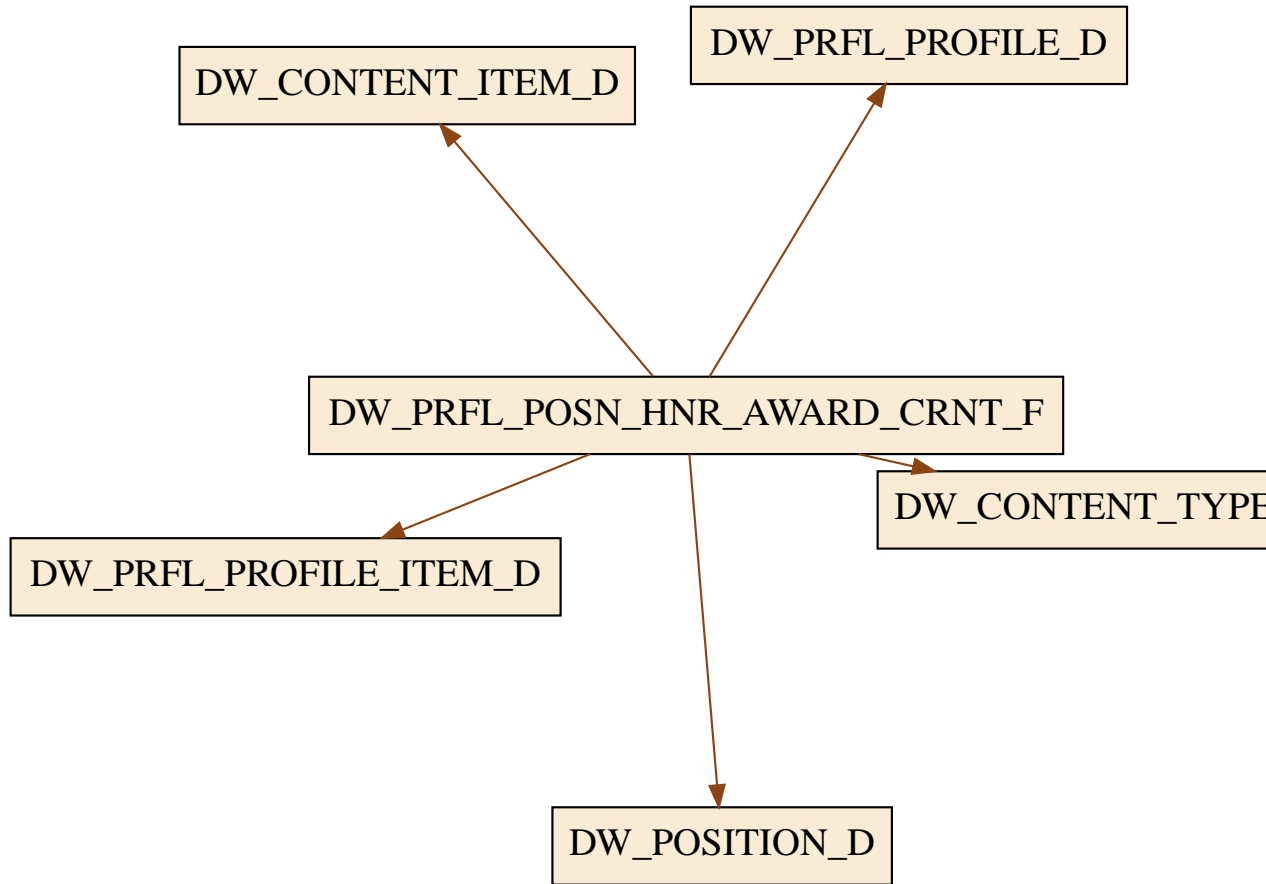
DW_PRFL_POSN_DEGREES_CRNT_F

This data model represents the DW_PRFL_POSN_DEGREES_CRNT_F relationships with Dimensions.



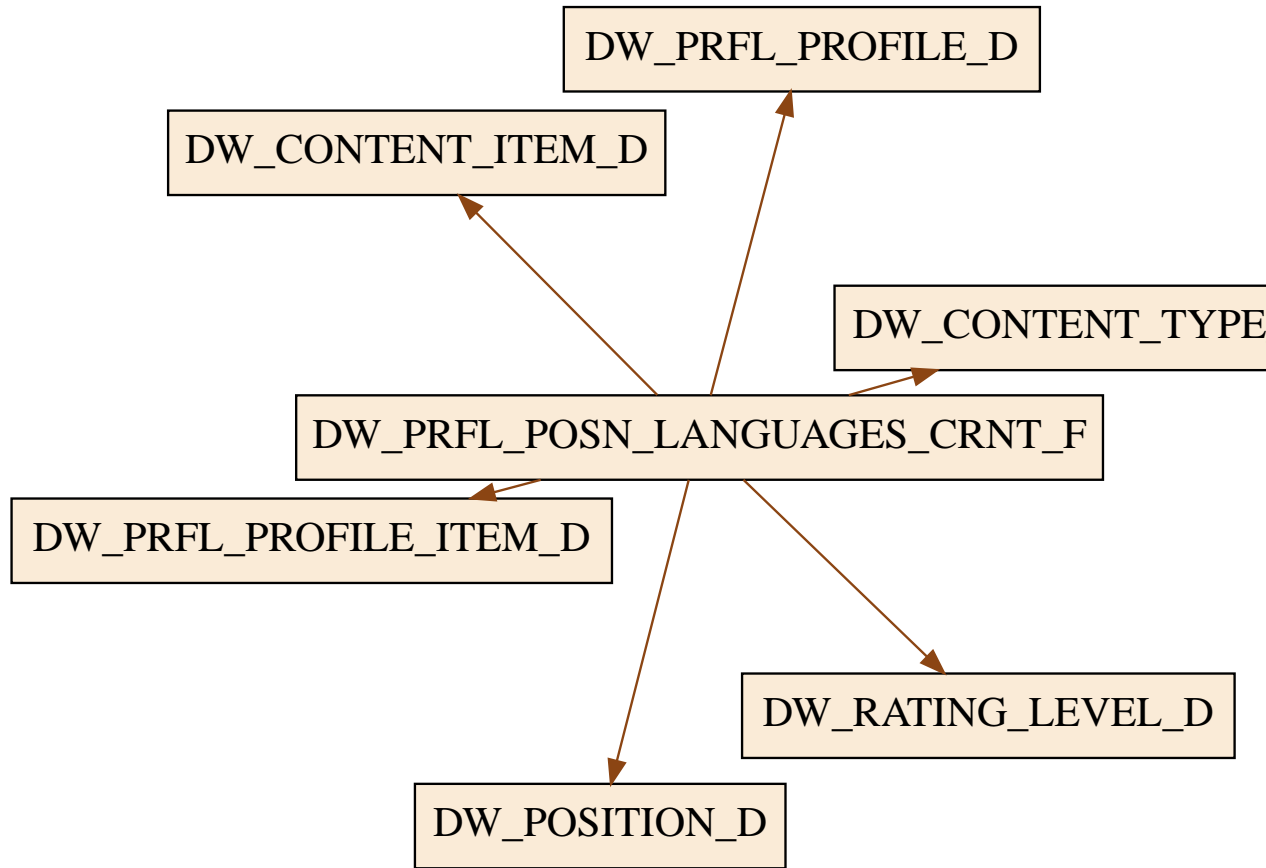
DW_PRFL_POSN_HNR_AWARD_CRNT_F

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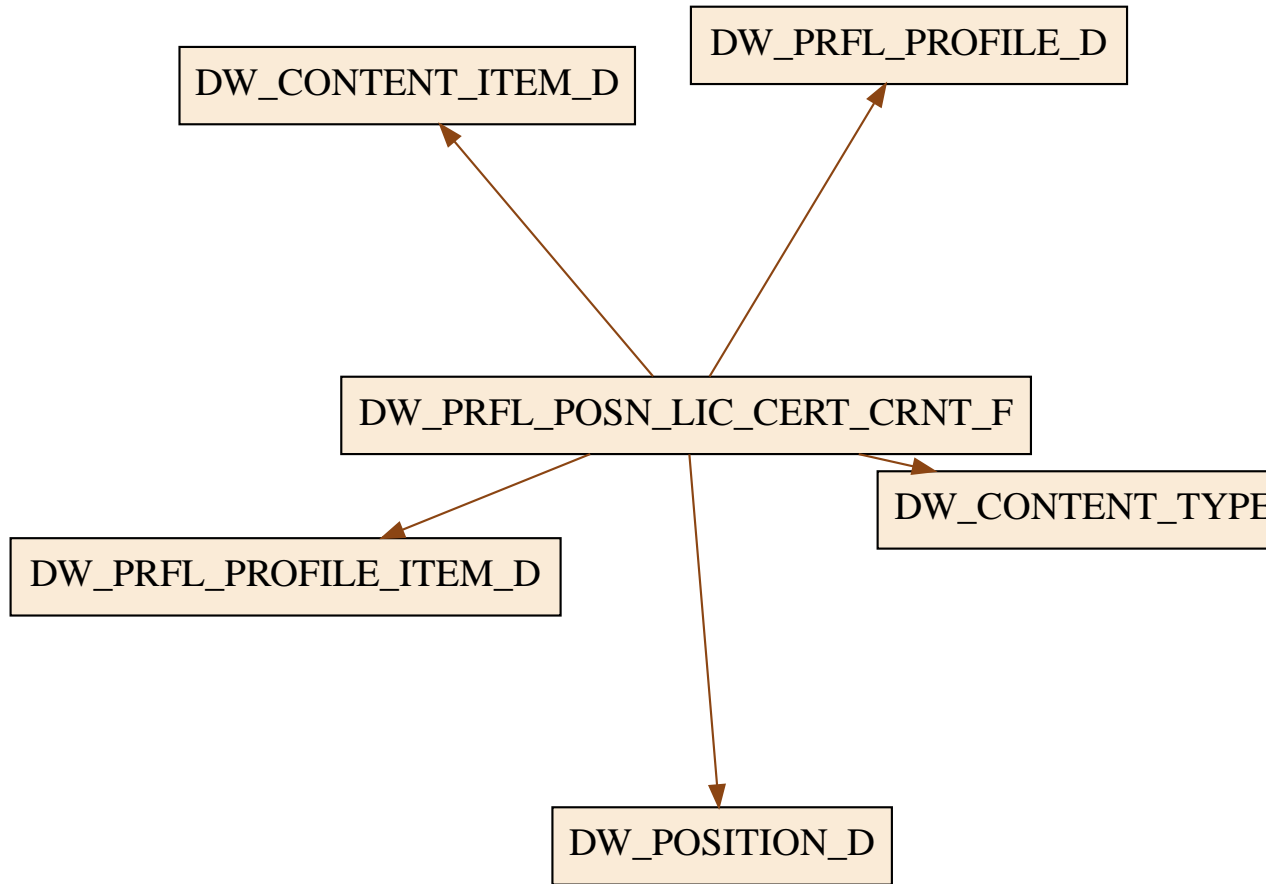
DW_PRFL_POSN_LANGUAGES_CRNT_F

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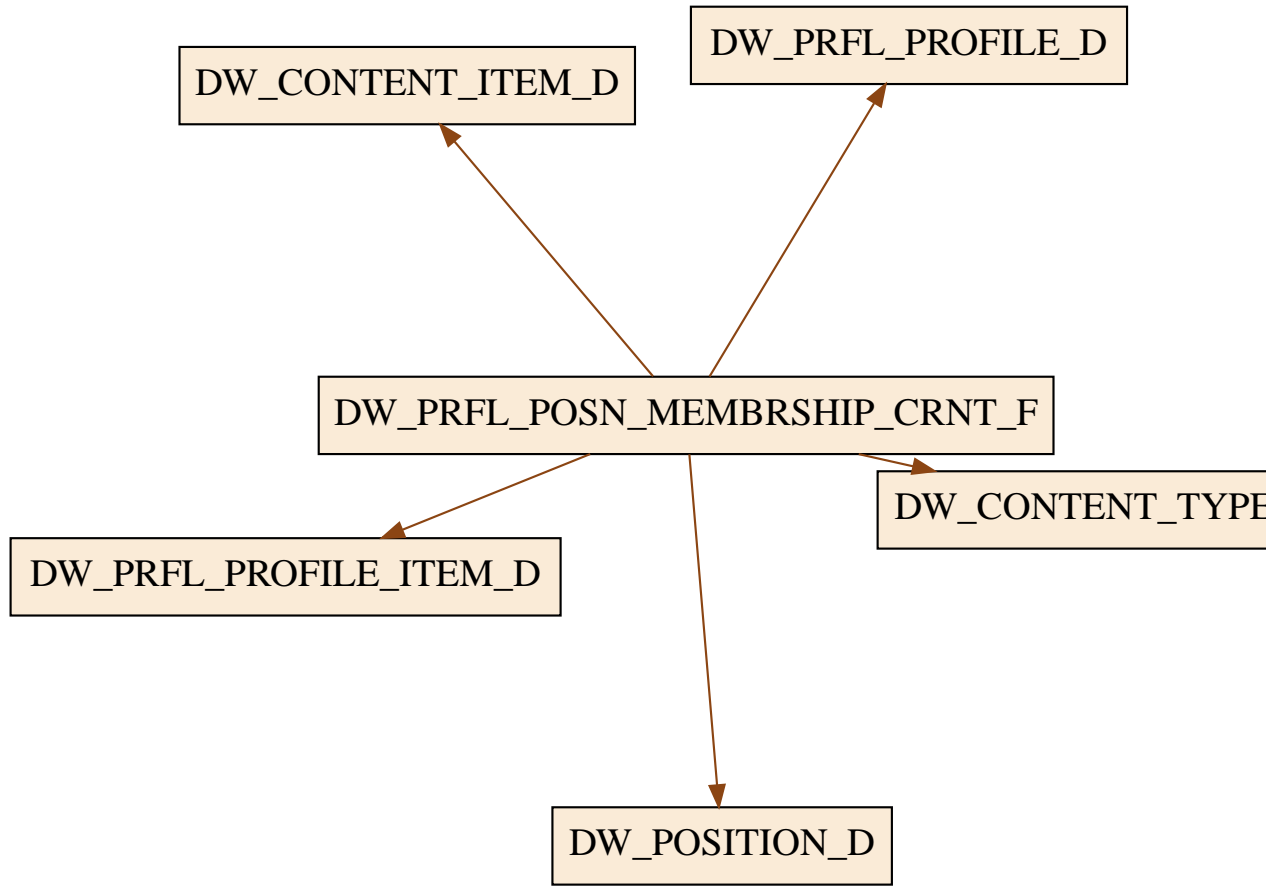
DW_PRFL_POSN_LIC_CERT_CRNT_F

This data model represents the DW_PRFL_POSN_LIC_CERT_CRNT_F relationships with Dimensions.



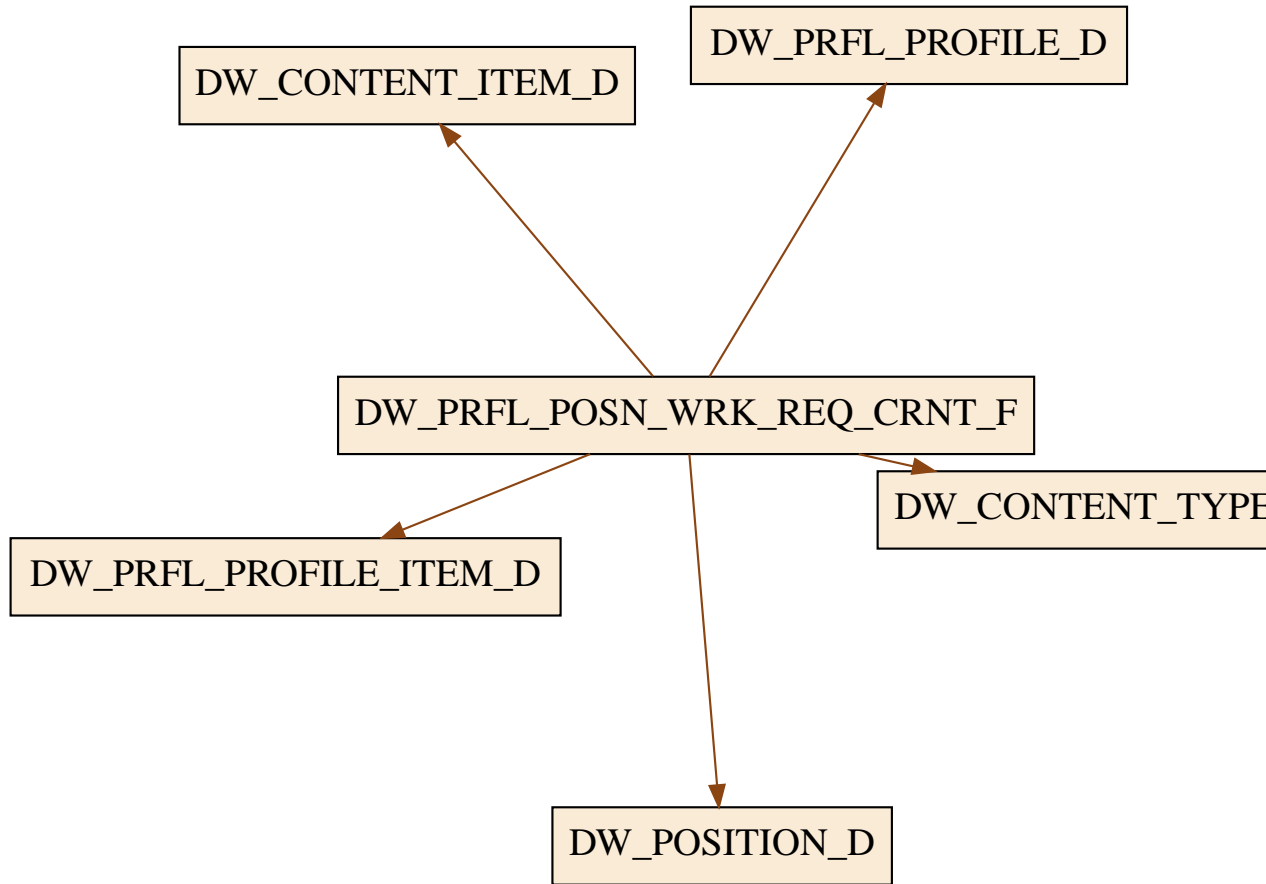
DW_PRFL_POSN_MEMBERSHIP_CRNT_F

This data model represents the DW_PRFL_POSN_MEMBERSHIP_CRNT_F relationships with Dimensions.



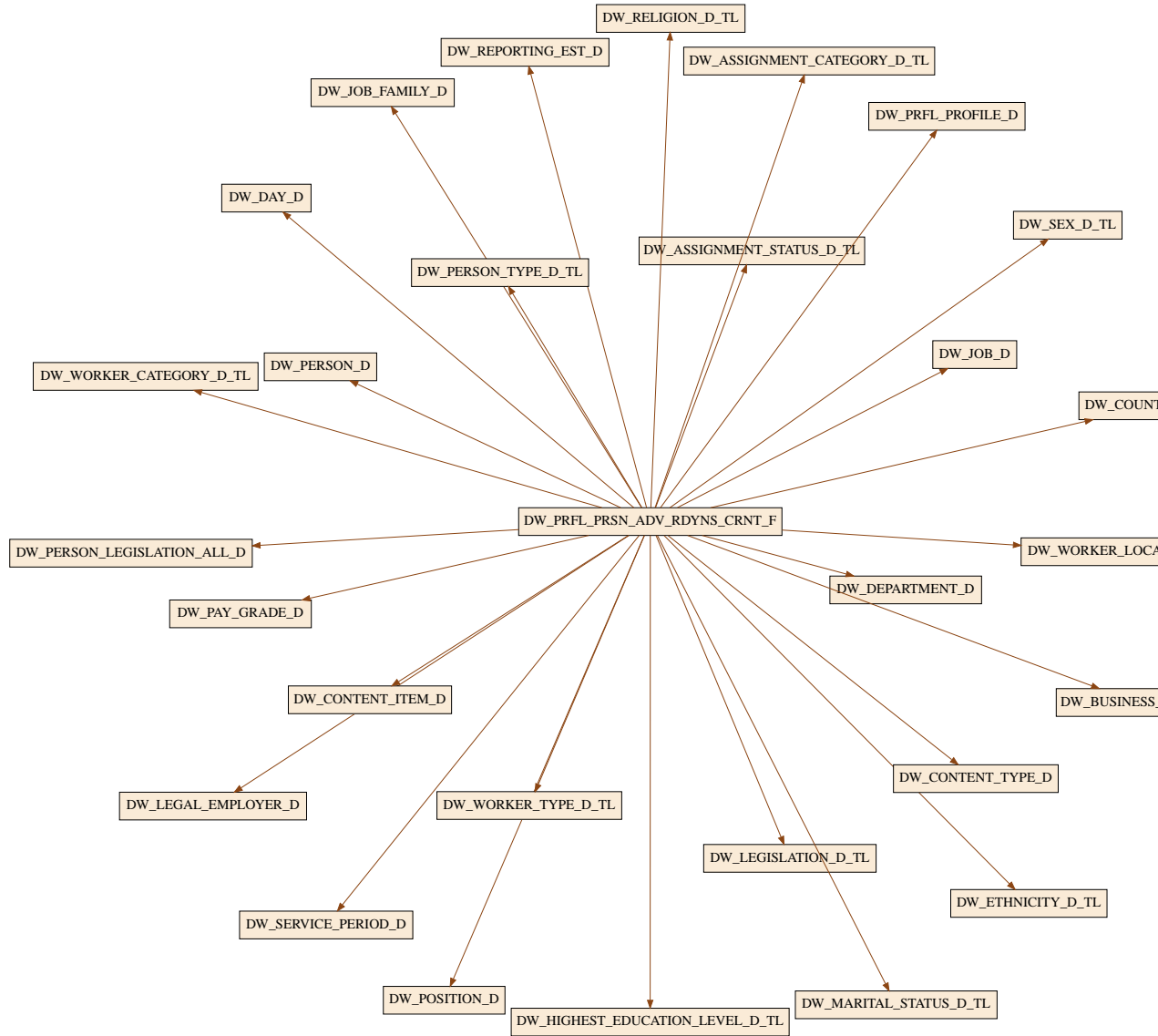
DW_PRFL_POSN_WRK_REQ_CRNT_F

This data model represents the DW_PRFL_POSN_WRK_REQ_CRNT_F relationships with Dimensions.



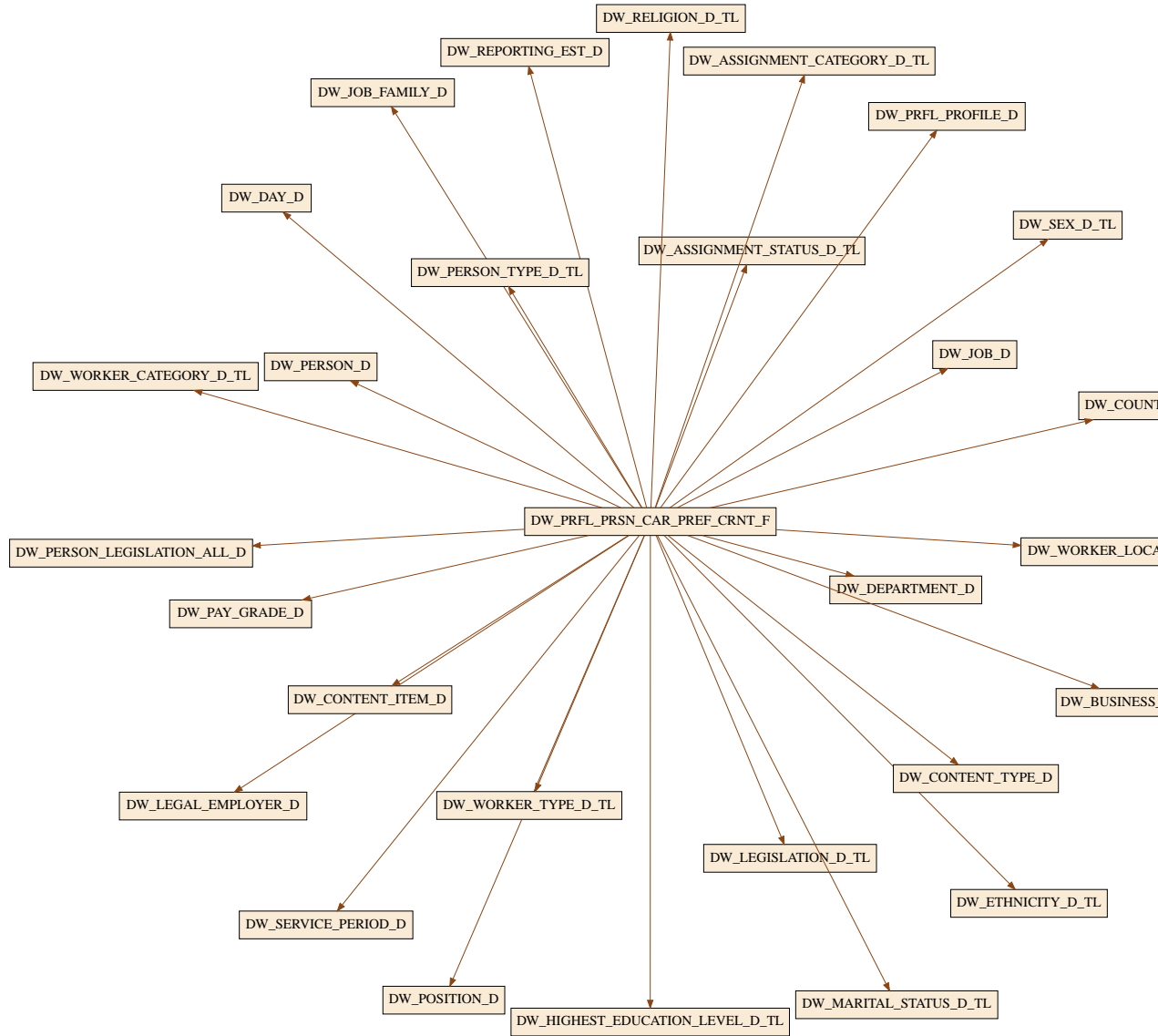
DW_PRFL_PRSN_ADV_RDYNS_CRNT_F

This data model represents the DW_PRFL_PRSN_ADV_RDYNS_CRNT_F relationships with Dimensions.



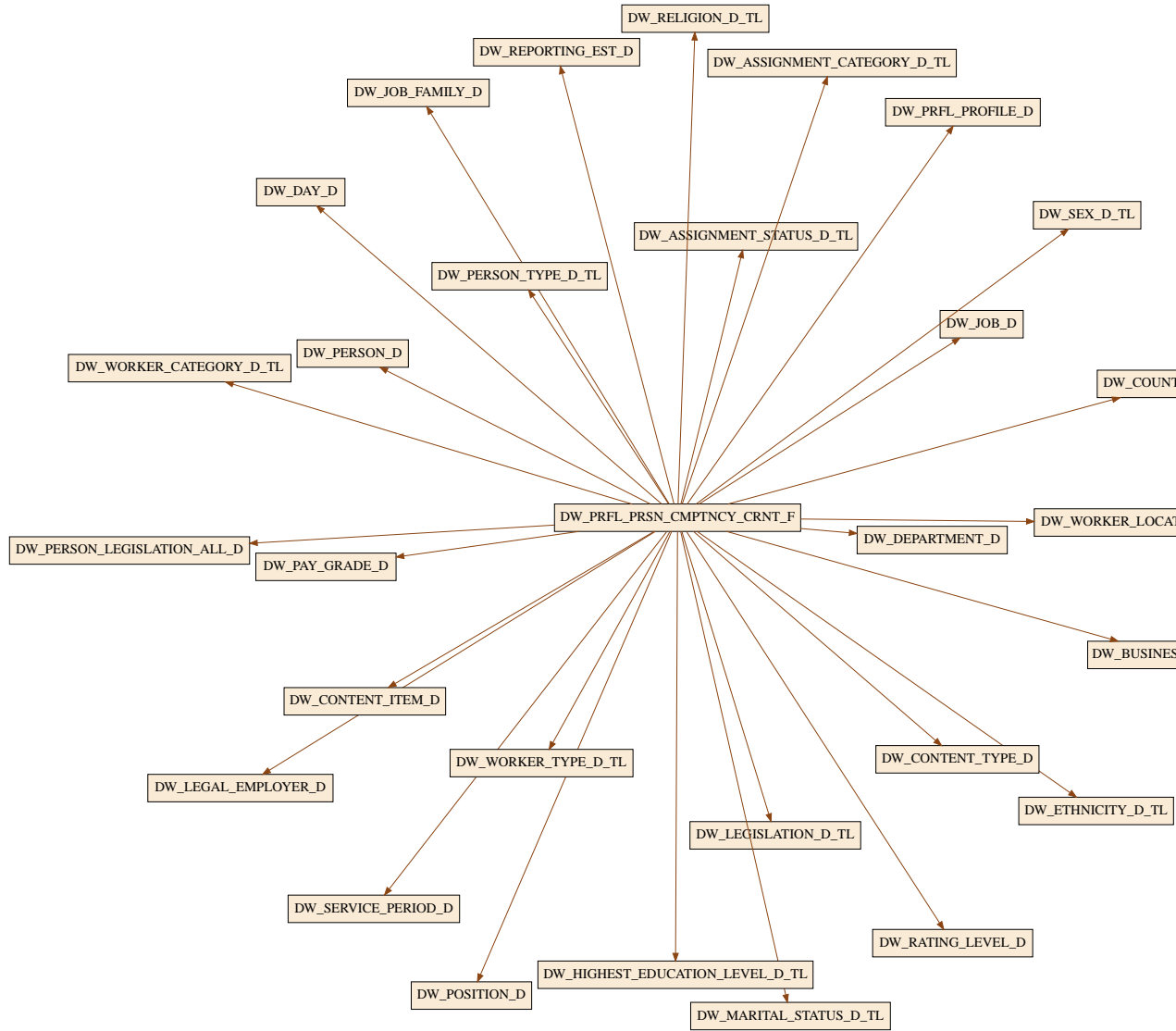
DW_PRFL_PRSN_CAR_PREF_CRNT_F

This data model represents the DW_PRFL_PRSN_CAR_PREF_CRNT_F relationships with Dimensions.



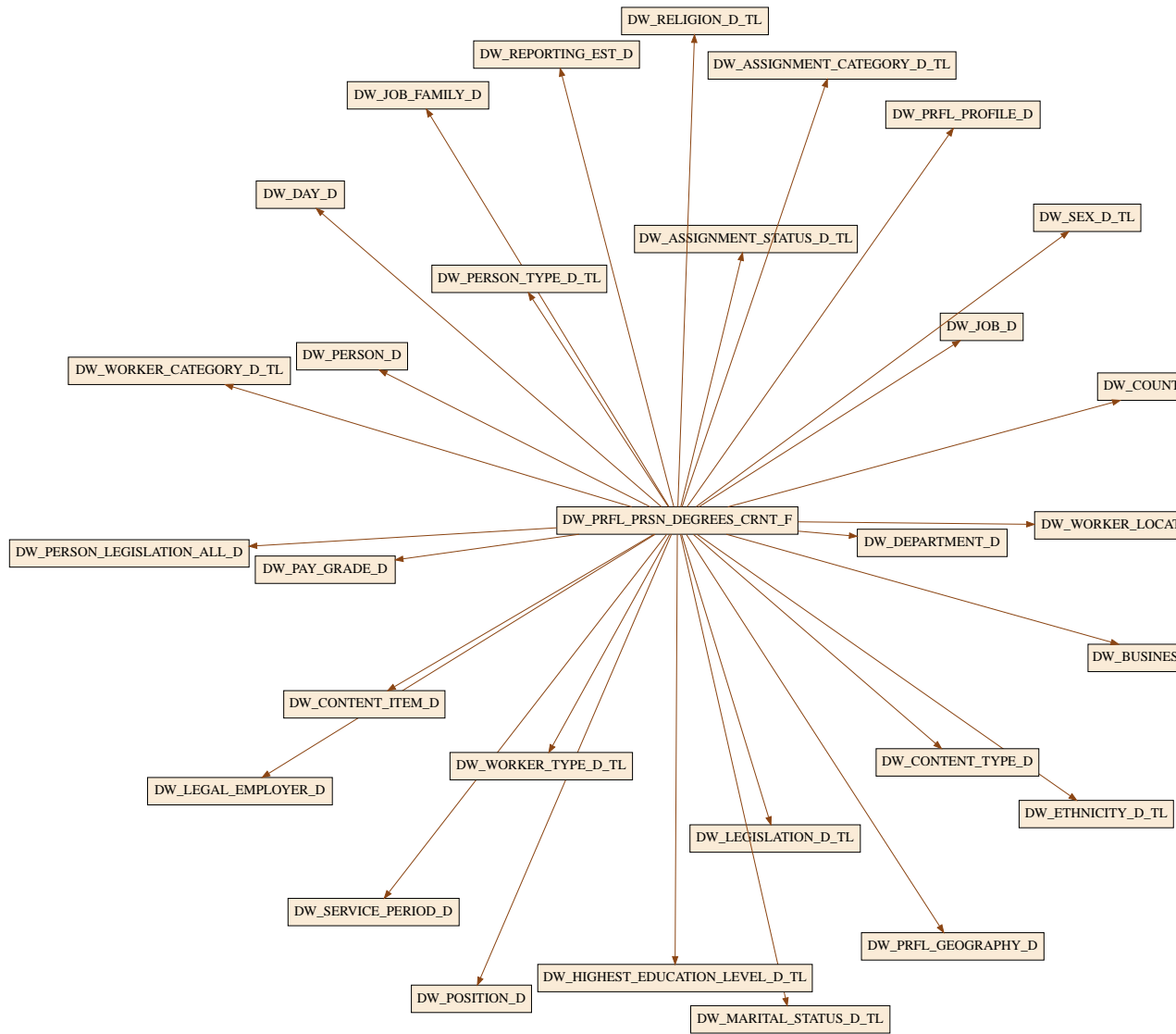
DW_PRFL_PRSN_CMPTNCY_CRNT_F

This data model represents the DW_PRFL_PRSN_CMPTNCY_CRNT_F relationships with Dimensions.



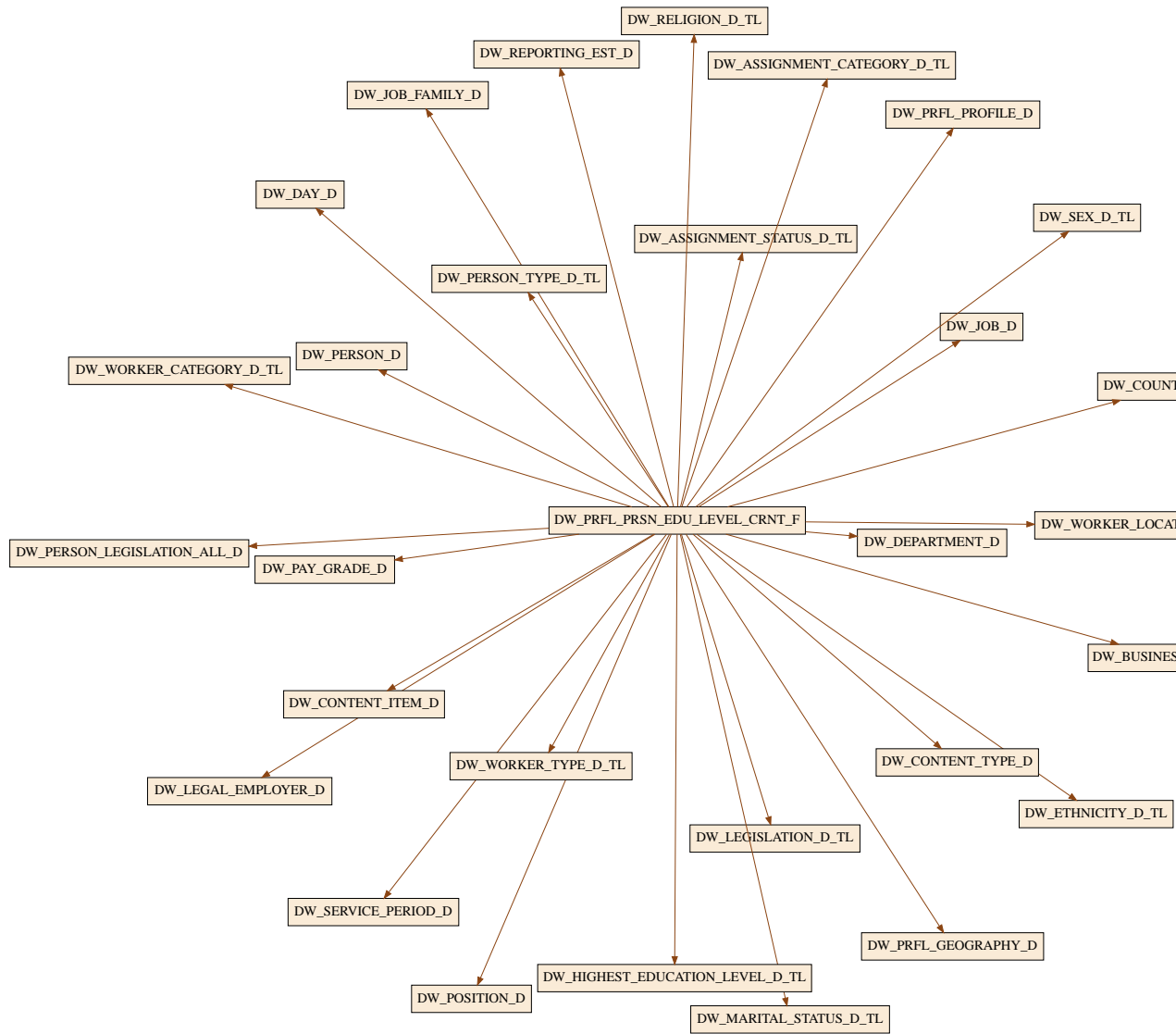
DW_PRFL_PRSN_DEGREES_CRNT_F

This data model represents the DW_PRFL_PRSN_DEGREES_CRNT_F relationships with Dimensions.



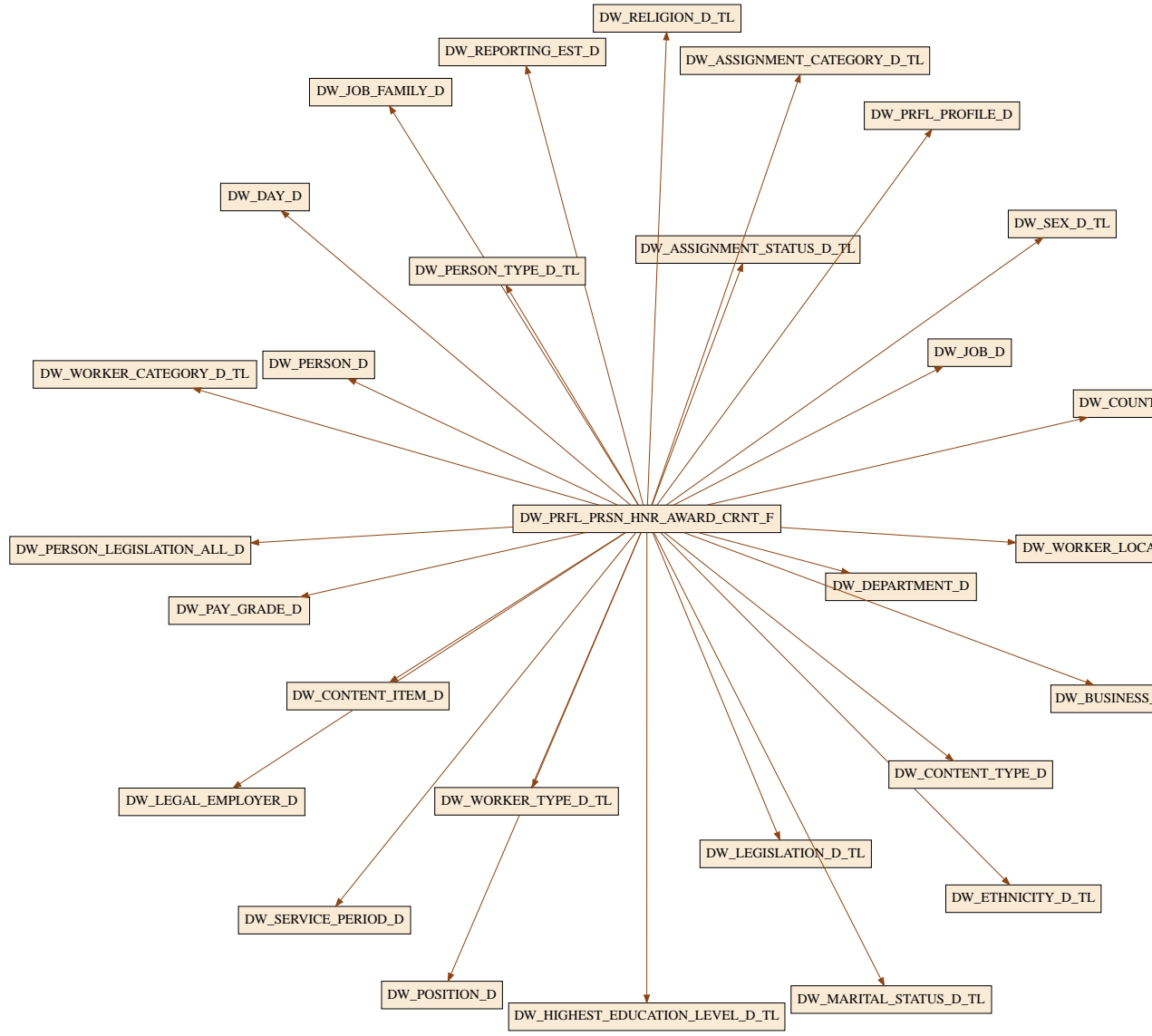
DW_PRFL_PRSN_EDU_LEVEL_CRNT_F

This data model represents the DW_PRFL_PRSN_EDU_LEVEL_CRNT_F relationships with Dimensions.



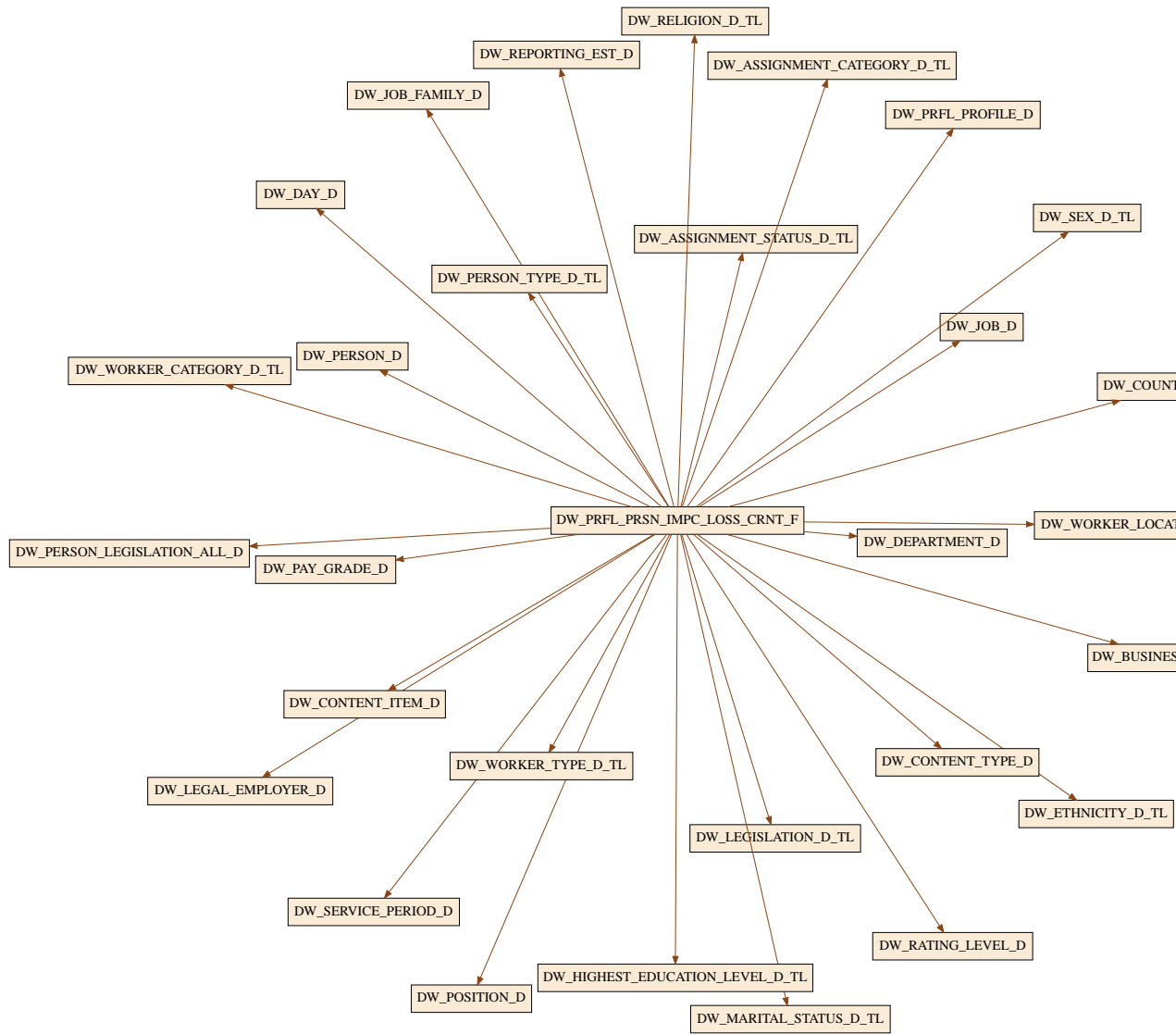
DW_PRFL_PRSN_HNR_AWARD_CRNT_F

This data model represents the DW_PRFL_PRSN_HNR_AWARD_CRNT_F relationships with Dimensions.



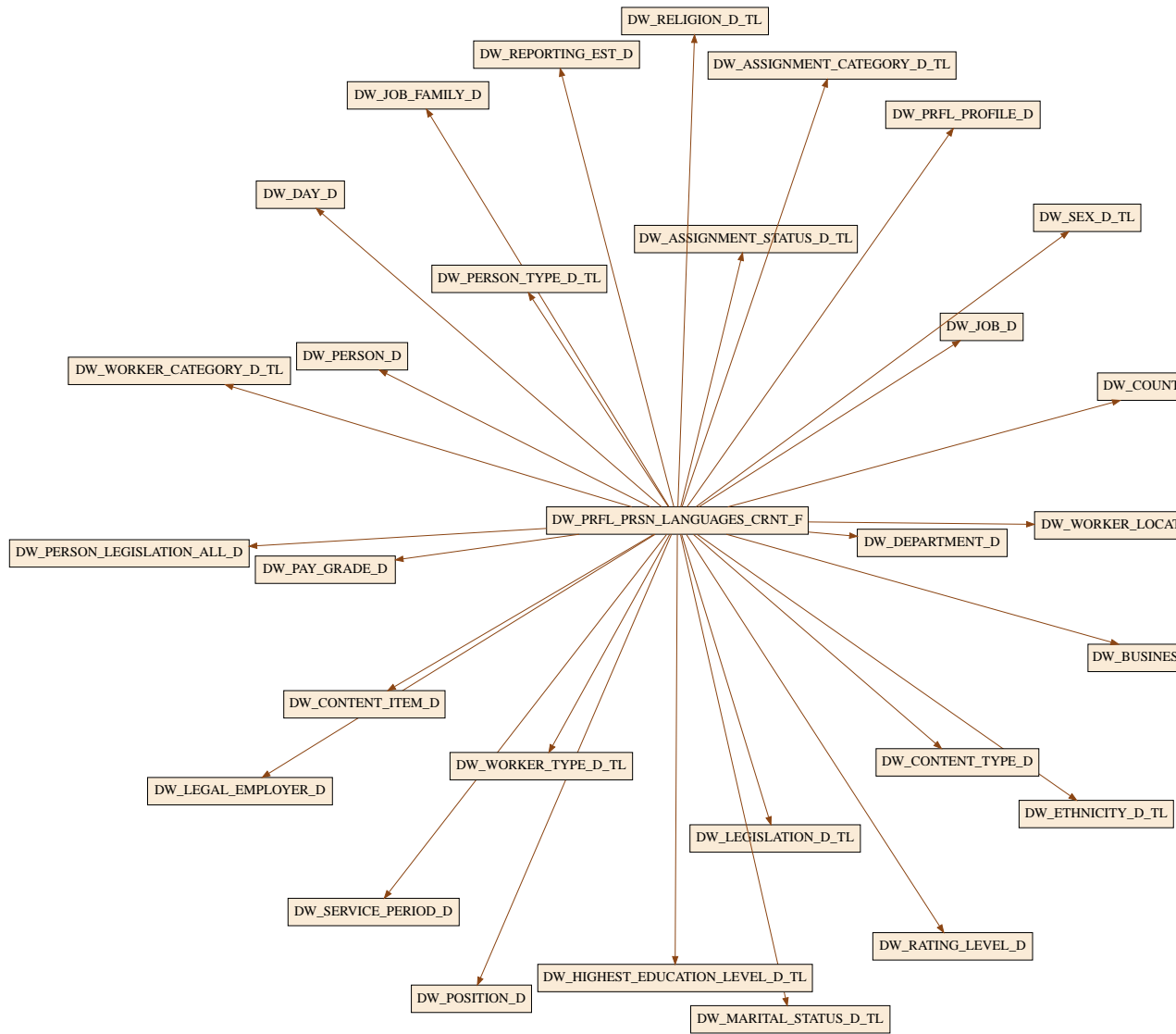
DW_PRFL_PRSN_IMPC_LOSS_CRNT_F

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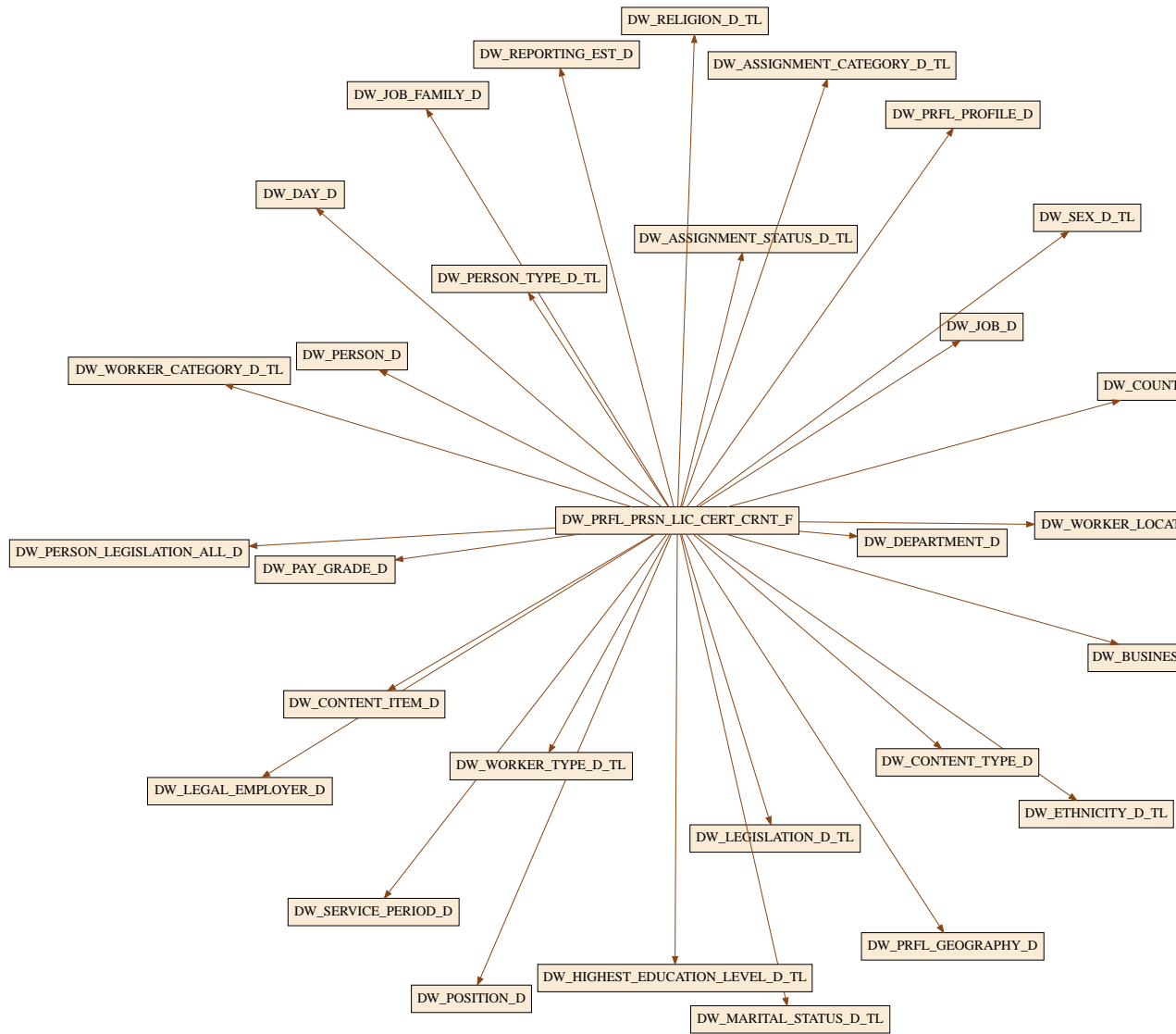
DW_PRFL_PRSN_LANGUAGES_CRNT_F

This data model represents the DW_PRFL_PRSN_LANGUAGES_CRNT_F relationships with Dimensions.



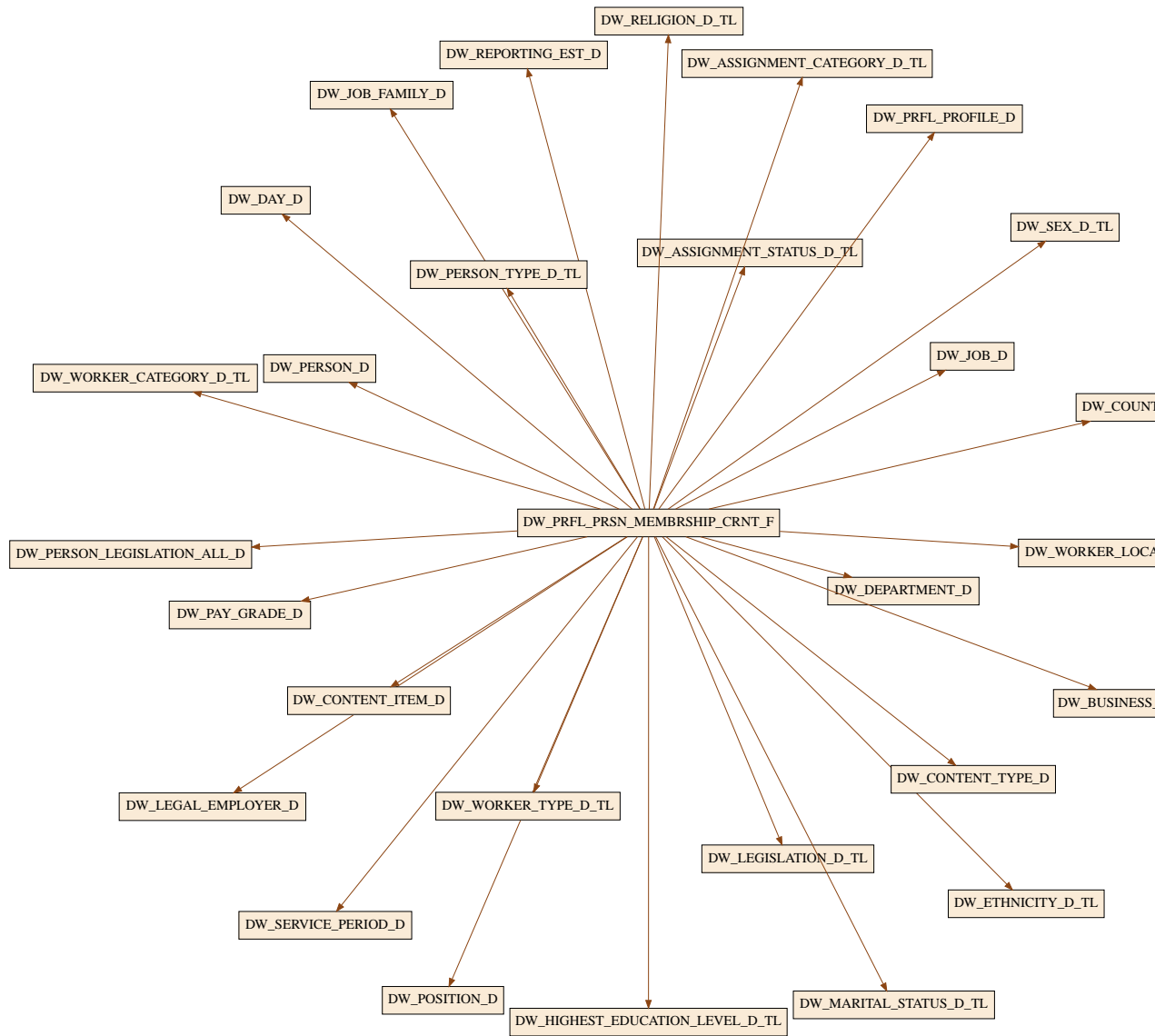
DW_PRFL_PRSN_LIC_CERT_CRNT_F

This data model represents the DW_PRFL_PRSN_LIC_CERT_CRNT_F relationships with Dimensions.



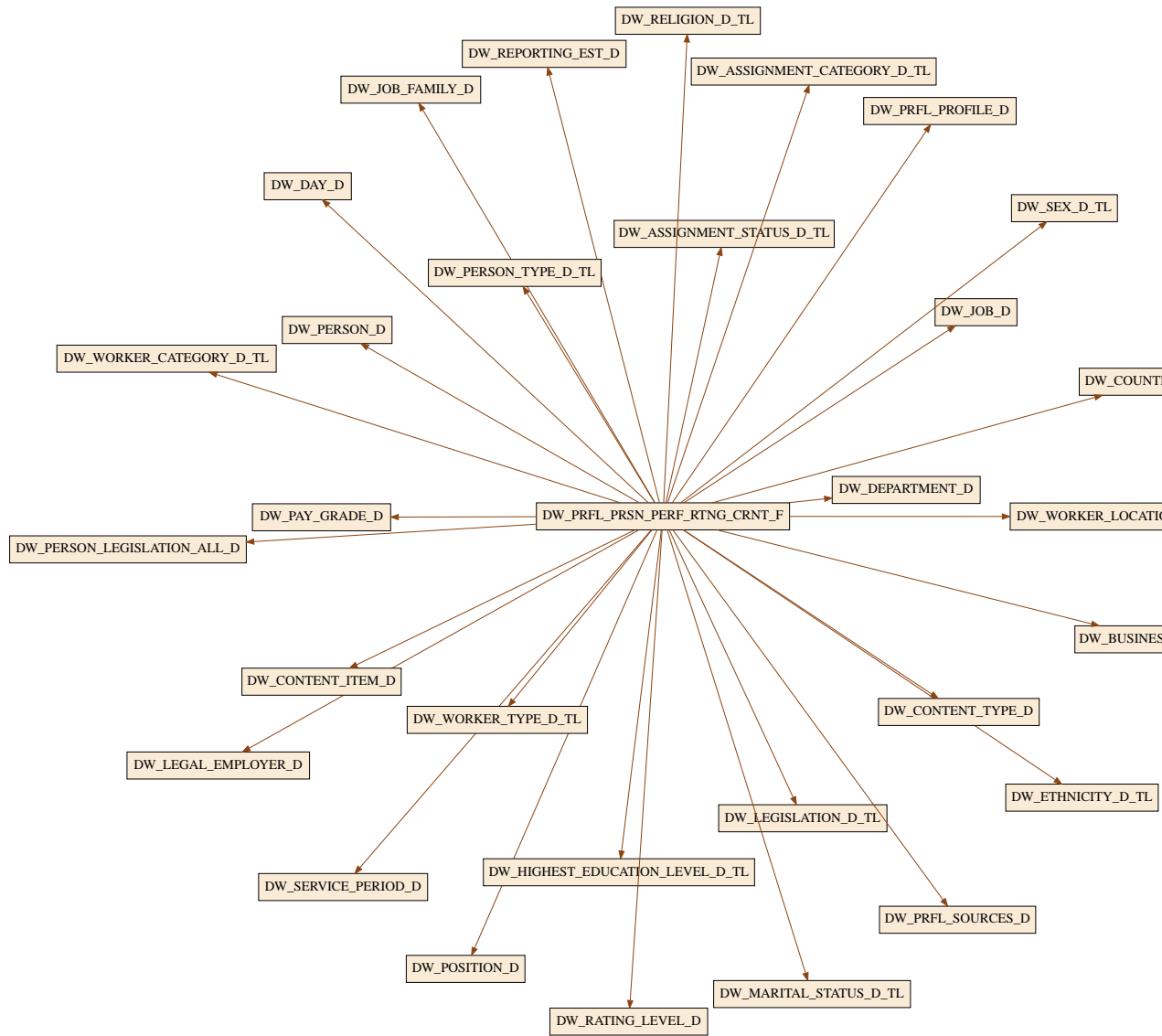
DW_PRFL_PRSN_MEMBERSHIP_CRNT_F

This data model represents the DW_PRFL_PRSN_MEMBERSHIP_CRNT_F relationships with Dimensions.



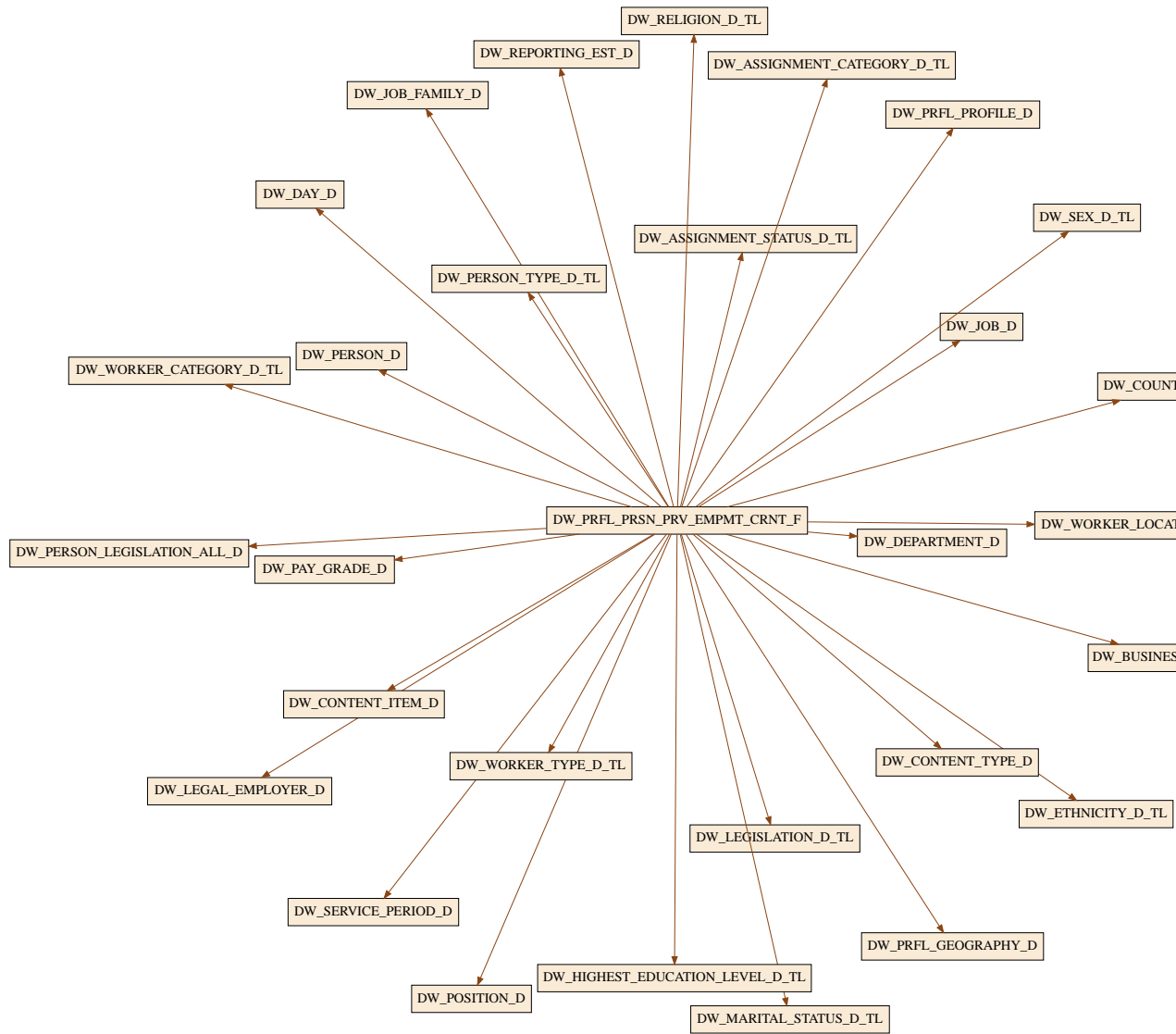
DW_PRFL_PRSN_PERF_RTNG_CRNT_F

This data model represents the DW_PRFL_PRSN_PERF_RTNG_CRNT_F relationships with Dimensions.



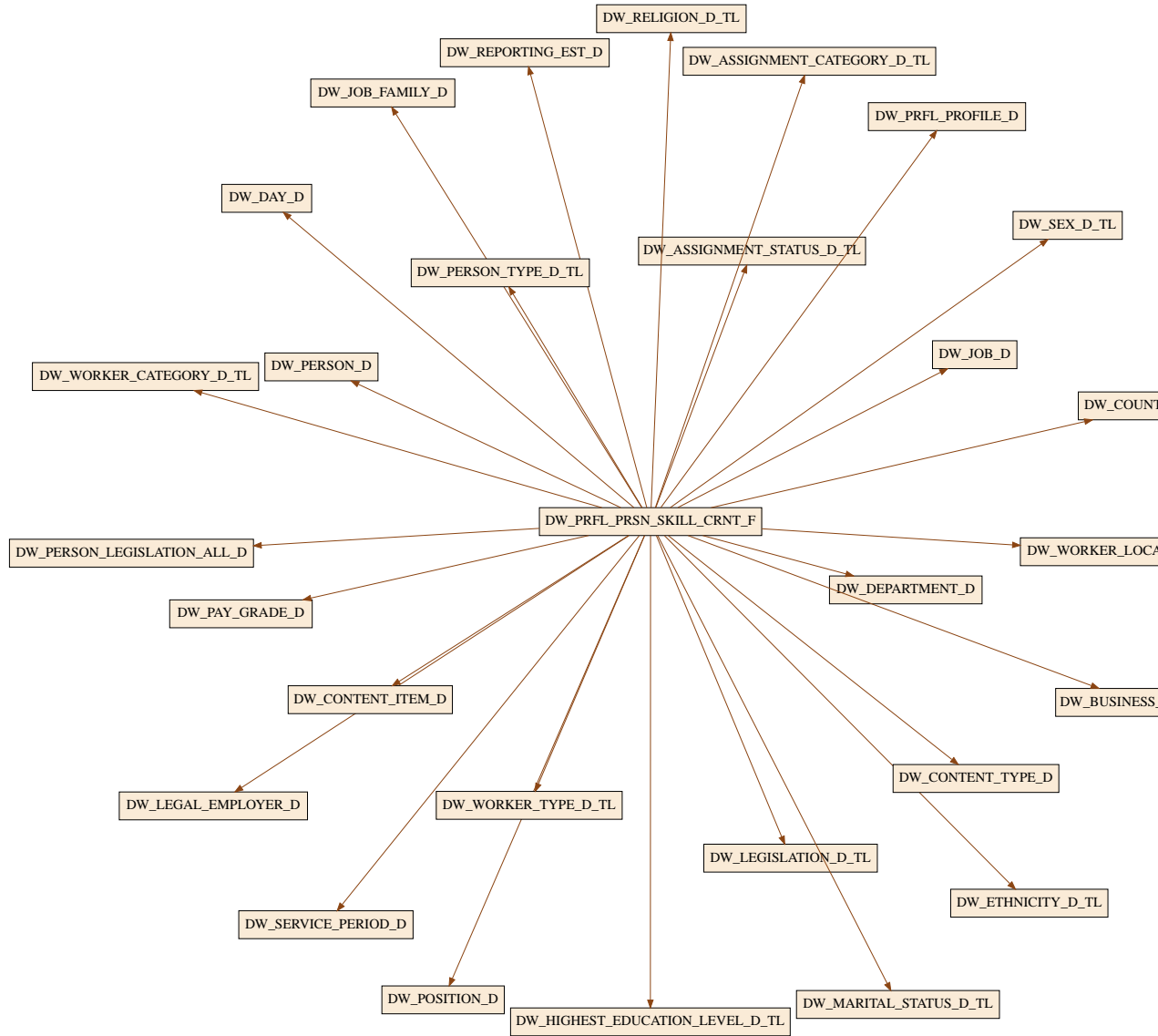
DW_PRFL_PRSN_POT_RTNG_CRNT_F

This data model represents the DW_PRFL_PRSN_POT_RTNG_CRNT_F relationships with Dimensions.



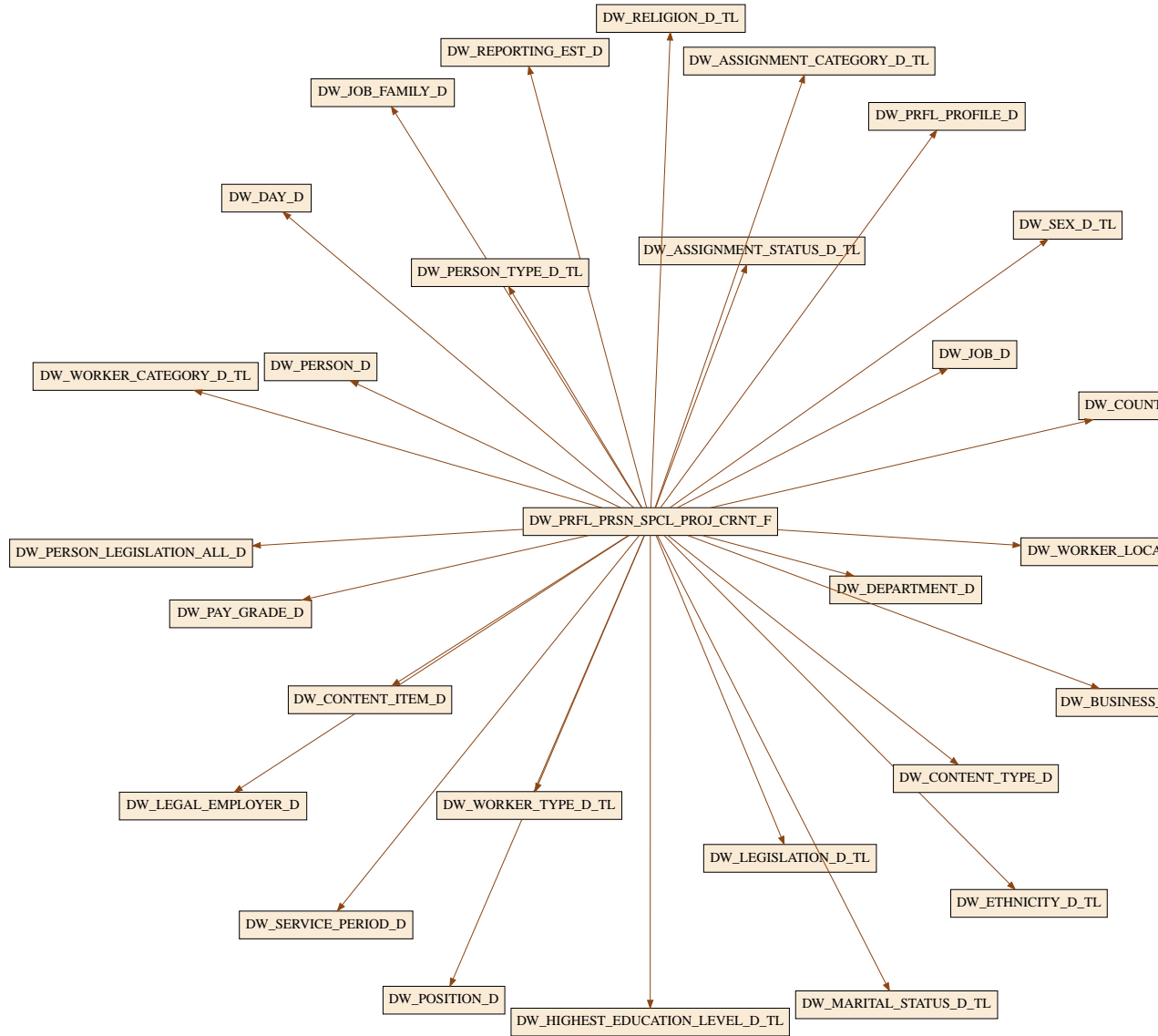
DW_PRFL_PRSN_RSK_LOSS_CRNT_F

This data model represents the DW_PRFL_PRSN_RSK_LOSS_CRNT_F relationships with Dimensions.



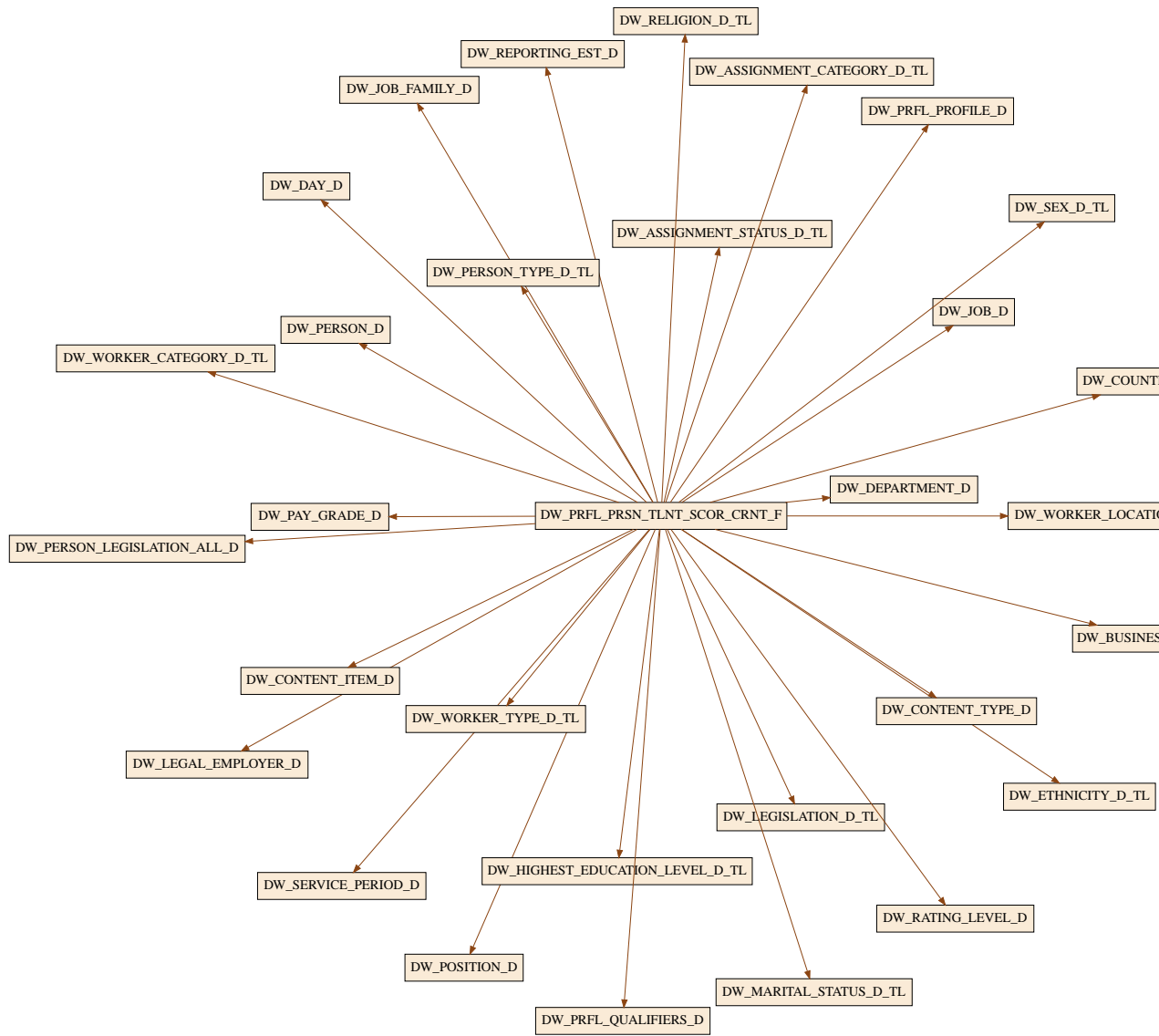
DW_PRFL_PRSN_SPCL_PROJ_CRNT_F

This data model represents the DW_PRFL_PRSN_SPCL_PROJ_CRNT_F relationships with Dimensions.



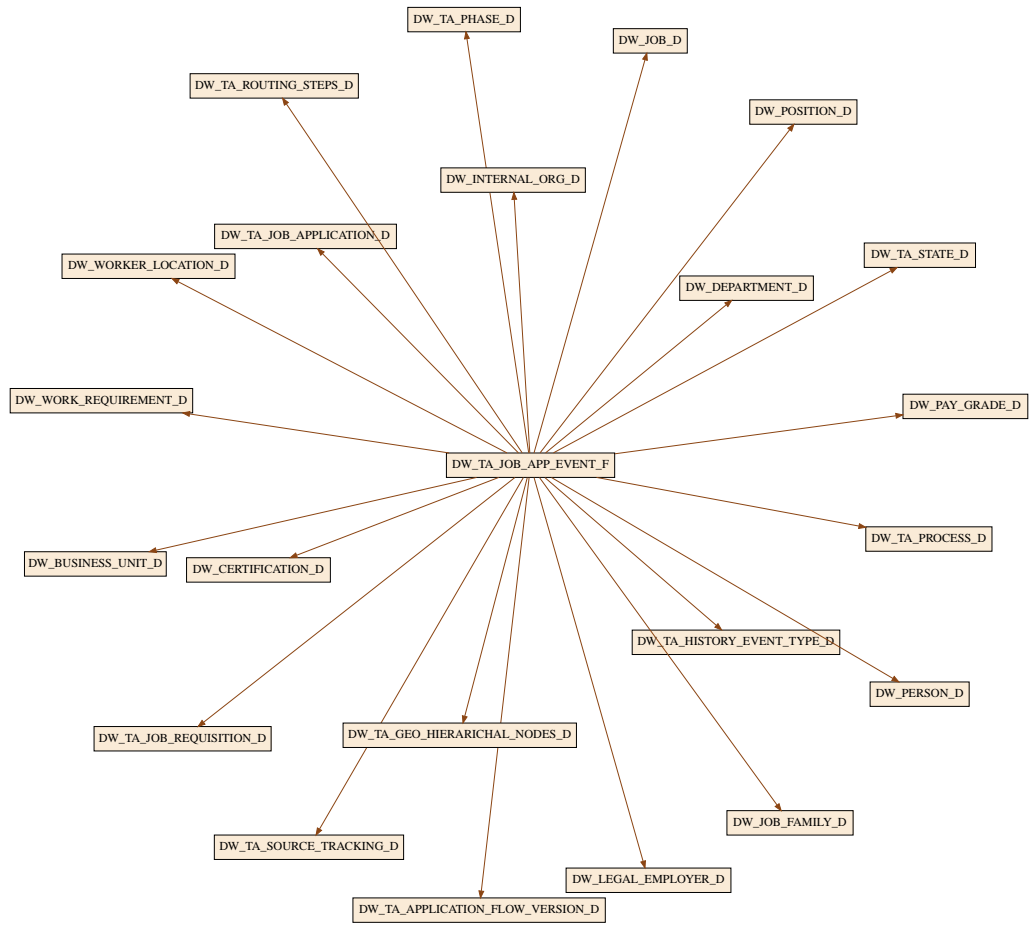
DW_PRFL_PRSN_TLNT_SCOR_CRNT_F

This data model represents the DW_PRFL_PRSN_TLNT_SCOR_CRNT_F relationships with Dimensions.



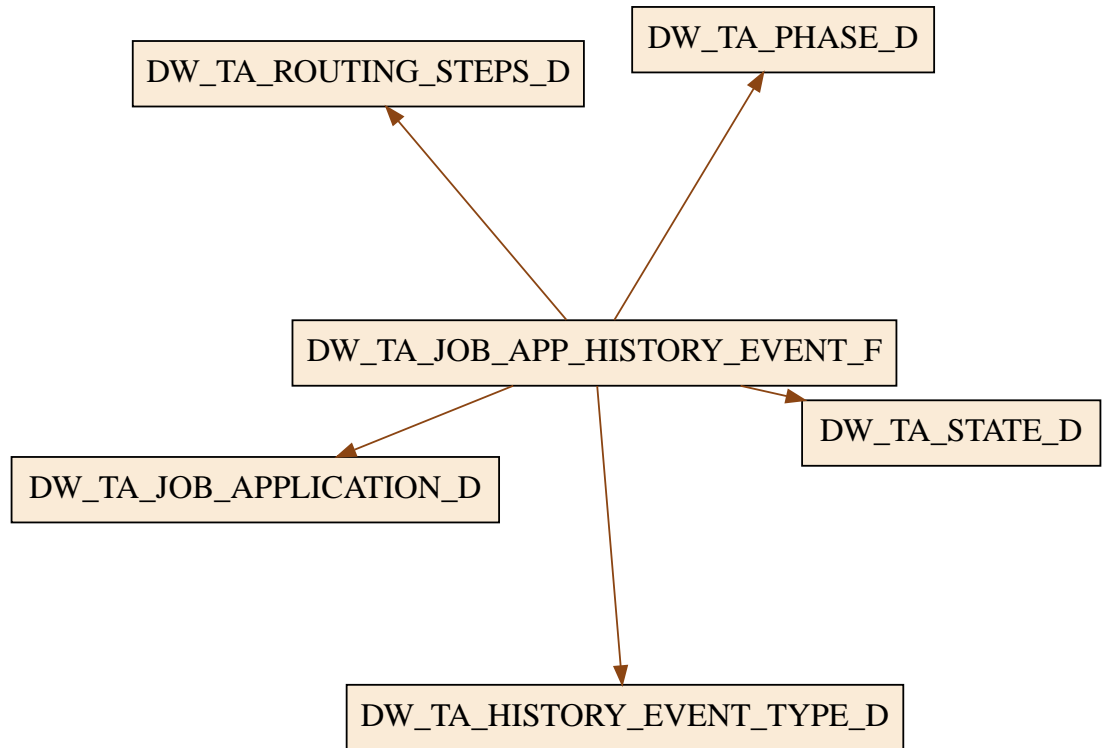
DW_PRFL_PRSN_WRK_REQ_CRNT_F

This data model represents the DW_PRFL_PRSN_WRK_REQ_CRNT_F relationships with Dimensions.



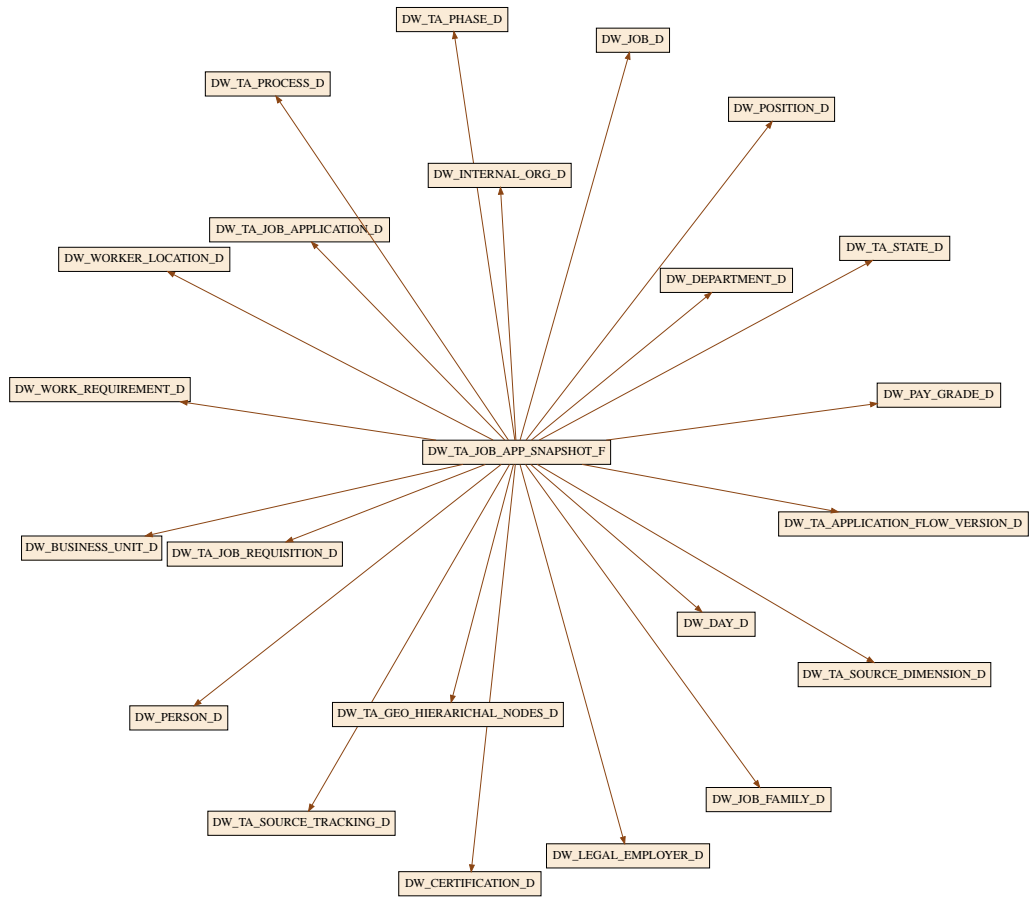
DW_TA_JOB_APP_HISTORY_EVENT_F

This data model represents the DW_TA_JOB_APP_HISTORY_EVENT_F relationships with Dimensions.



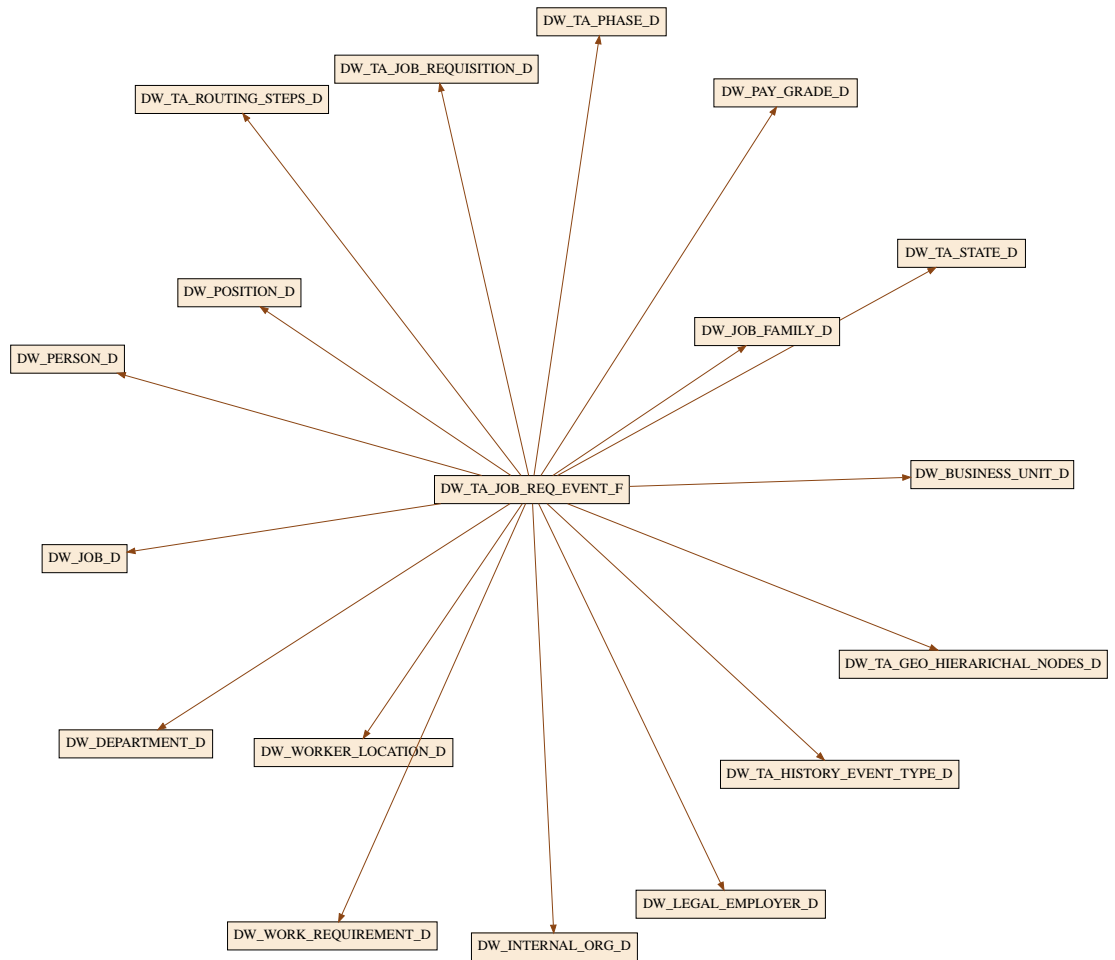
DW_TA_JOB_APP_SNAPSHOT_F

This data model represents the DW_TA_JOB_APP_SNAPSHOT_F relationships with Dimensions.



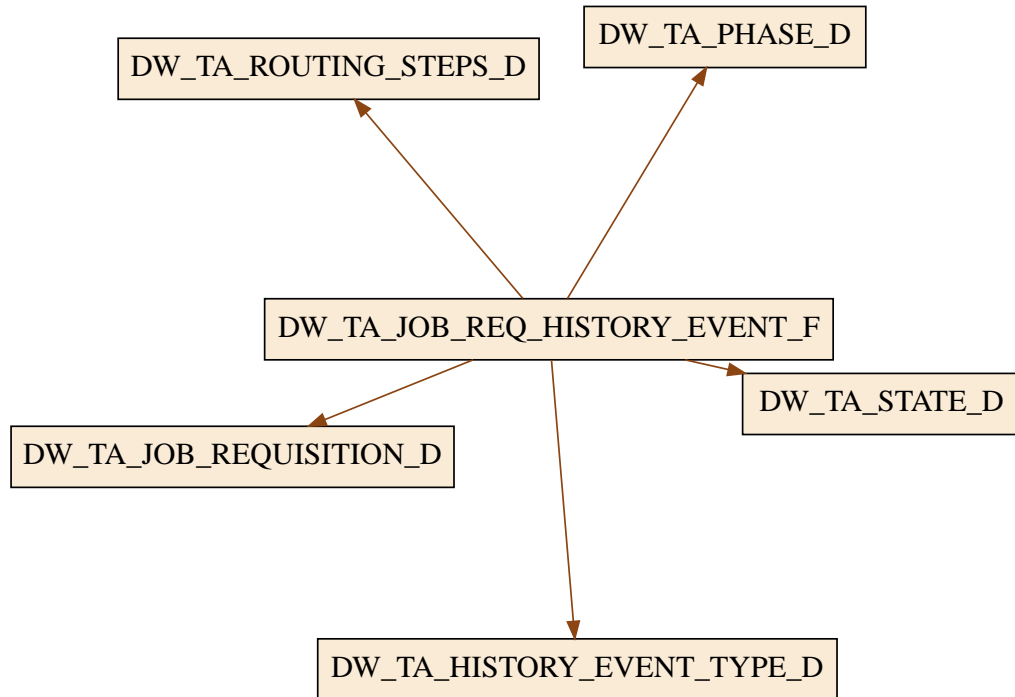
DW_TA_JOB_REQ_EVENT_F

This data model represents the DW_TA_JOB_REQ_EVENT_F relationships with Dimensions.



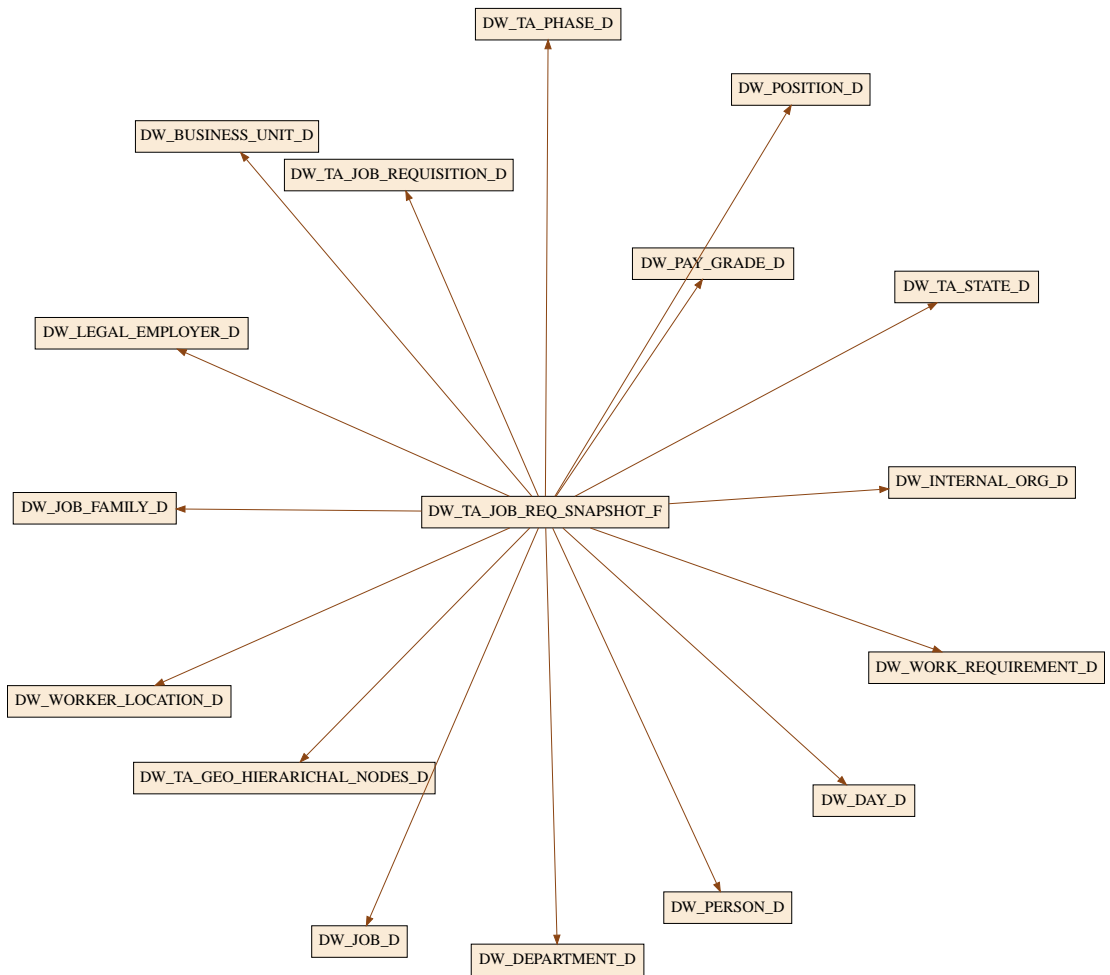
DW_TA_JOB_REQ_HISTORY_EVENT_F

This data model represents the `DW_TA_JOB_REQ_HISTORY_EVENT_F` relationships with Dimensions.



DW_TA_JOB_REQ_SNAPSHOT_F

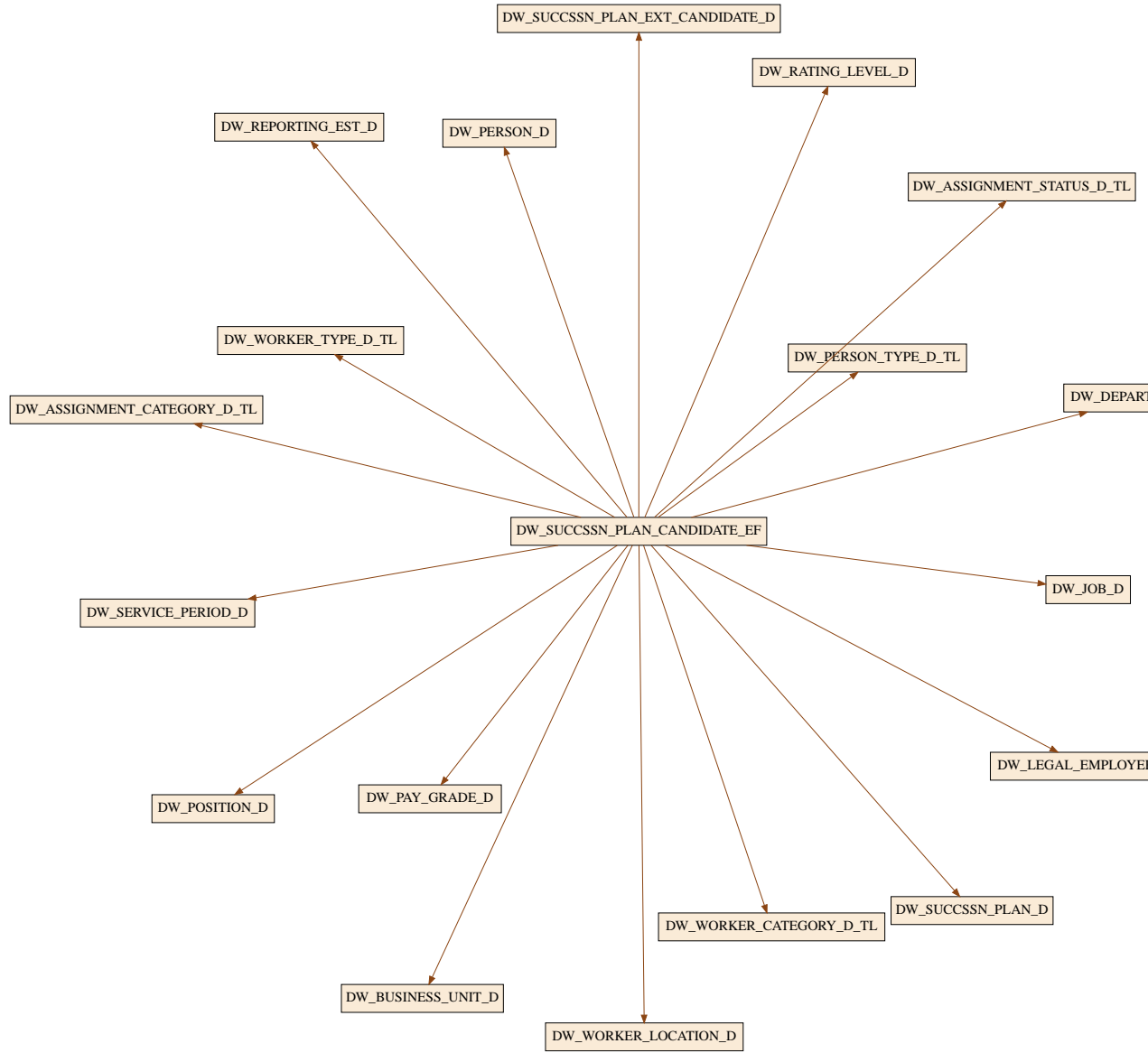
This data model represents the DW_TA_JOB_REQ_SNAPSHOT_F relationships with Dimensions.



Performance Management

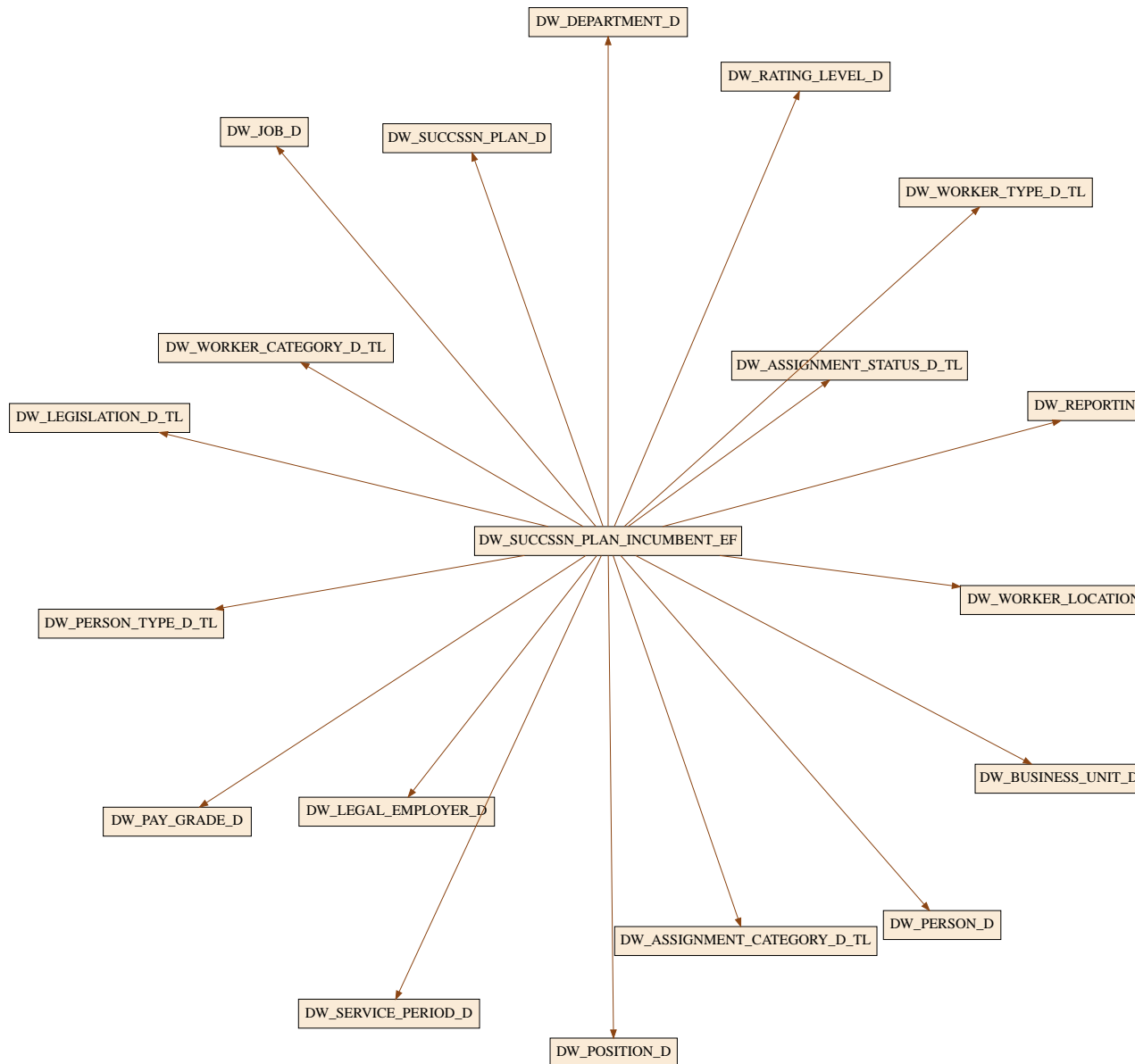
DW_SUCCSSN_PLAN_CANDIDATE_EF

This data model represents the DW_SUCCSSN_PLAN_CANDIDATE_EF relationships with Dimensions.



DW_SUCCSSN_PLAN_INCUMBENT_EF

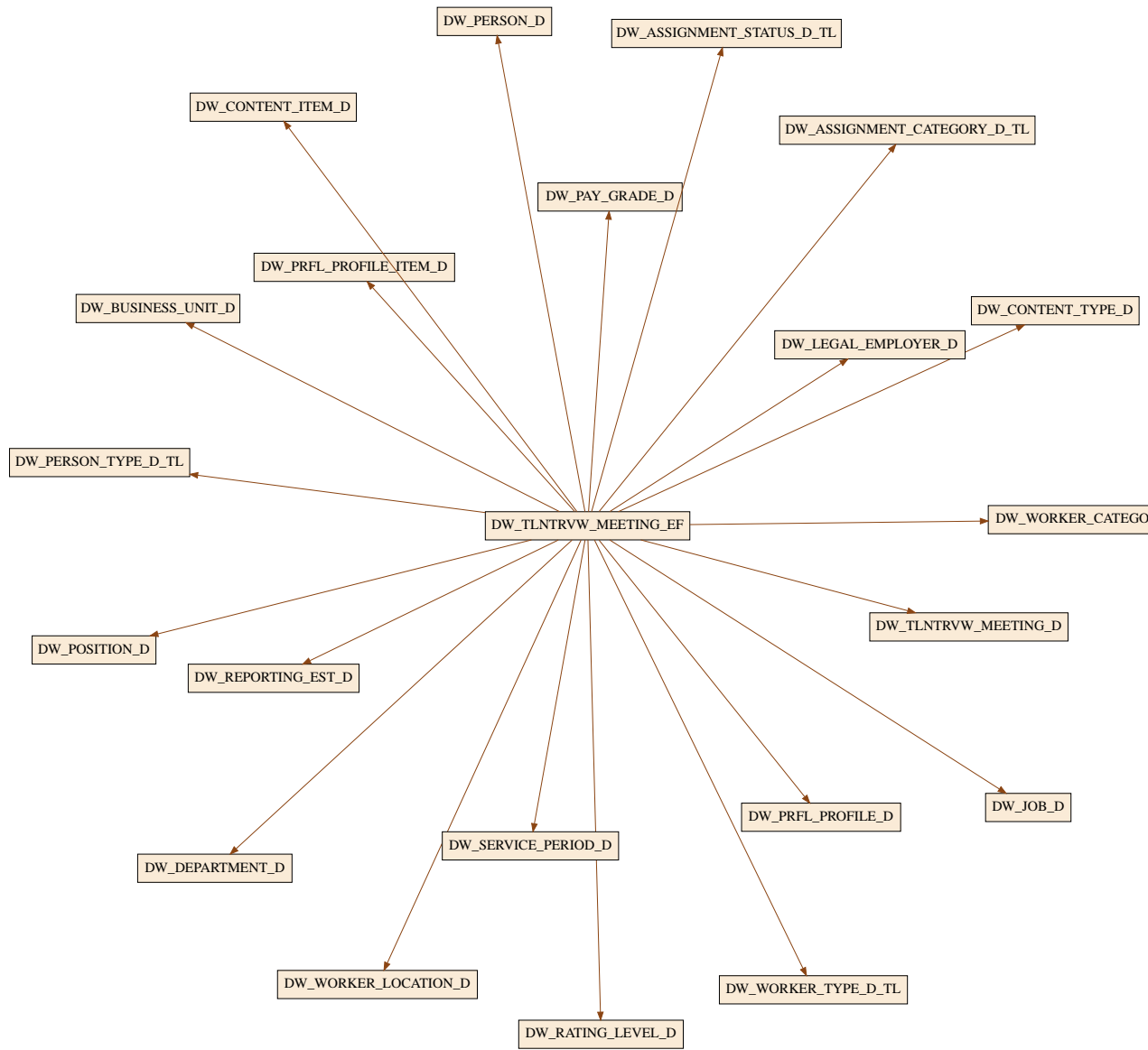
This data model represents the DW_SUCCSSN_PLAN_INCUMBENT_EF relationships with Dimensions.



Performance Management

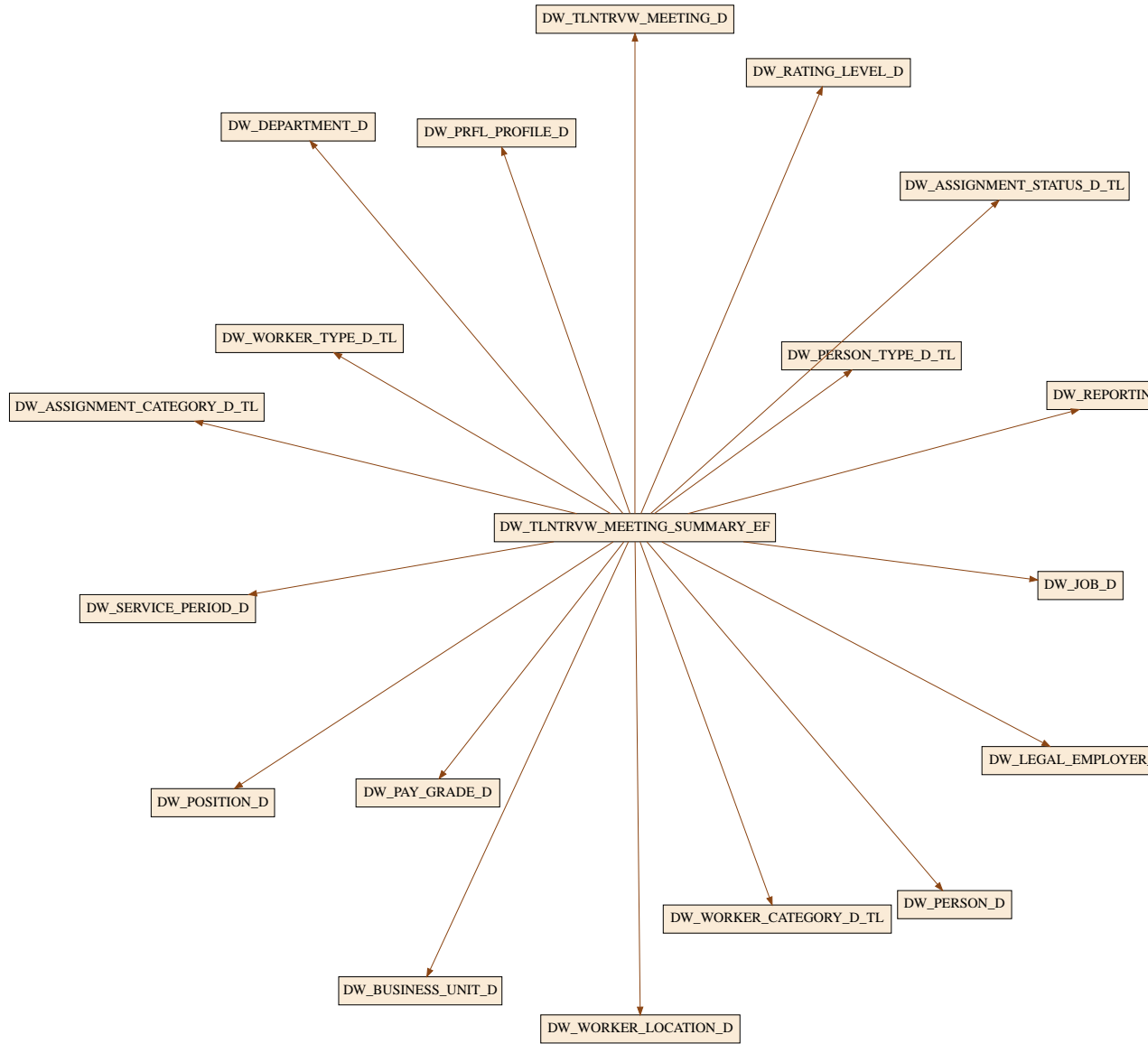
DW_TLNTRVW_MEETING_EF

This data model represents the DW_TLNTRVW_MEETING_EF relationships with Dimensions.



DW_TLNTRVW_MEETING_SUMMARY_EF

This data model represents the DW_TLNTRVW_MEETING_SUMMARY_EF relationships with Dimensions.



4

Data Store

Overview

Enrich your reports by choosing specific columns from various view objects (VOs) from the Oracle Applications Cloud data sources.

You can select the columns from various VOs, create an enrichment dataset, and use that dataset to create a data pipeline activation plan. This enables you to seamlessly extract and load data from additional Oracle Applications Cloud VOs and make it readily available in tables populated in the autonomous data warehouse. You can then use the data for visualization and analysis.

Data Store Spreadsheet

Use this [spreadsheet](#) that contains Fusion BI View Objects for extraction using Data Augmentation in Oracle Fusion Analytics Warehouse.

5

Data Lineage

Overview

The HCM Semantic Model Lineage spreadsheet provides an end-to-end data lineage summary report for physical and logical relationships.

You can review data lineage details for subject areas in Oracle Fusion Analytics Warehouse products, which enables you to understand the column and table lineage from the presentation layer to the physical layer.

Data Lineage Spreadsheet

Use this [spreadsheet](#) that contains Fusion Human Capital Management Data Lineage details.

Metric Calculation Spreadsheet

Use this [spreadsheet](#) that contains Fusion Human Capital Management metric calculation details.

6

Data Augmentation

Overview

Entities are key concepts or building blocks for implementing business processes in any Fusion application. Oracle Fusion Analytics Warehouse extracts data for key entities and makes the data available in the analysis-friendly data models (tables).

Oracle Fusion Analytics Warehouse keeps track of tables that capture the entity details, as well as tables with references for the entities. When the data augmentation framework applies additional attributes that aren't part of the predefined data model, this information is available to users by associating the additional attributes with the relevant tables. A set of attributes that uniquely identify an entity is designated as an Entity ID.

Data Augmentation Spreadsheet

Use this [spreadsheet](#) that contains Entities and Entity ID mapping details for HCM. Select "Entity" in the Data Augmentation flow.

7

Subject Areas

Subject Areas

This section contains information about Transactional Business Intelligence subject areas, their associated job and duty roles, and the business questions that they provide answers to.

For your reference:

- Subject areas are the building blocks of your analytics and reports based upon them. Analytics are built by choosing an appropriate subject area that has information that answers the business question you're analyzing. Technically, subject areas are a grouping of information pieces called data objects that relate to each other in a particular context.
- Job roles are associated with duty roles, and together control access to subject areas.

Overview

This section provides information on the subject areas with data you maintain in Oracle Fusion HCM Analytics.

These subject areas, with their corresponding data, are available for you to use when creating and editing analyses and reports. The information for each subject area includes:

- Description of the subject area.
- Business questions that can be answered by data in the subject area, with a link to more detailed information about each business question.
- Job roles and duty roles that can be used to secure access to the subject area, with a link to more detailed information about each job role and duty role.
- Primary navigation to the work area that is represented by the subject area.
- Time reporting considerations in using the subject area, such as whether the subject area reports historical data or only the current data. Historical reporting refers to reporting on historical transactional data in a subject area. With a few exceptions, all dimensional data are current as of the primary transaction dates or system date.
- The lowest grain of transactional data in a subject area. The lowest transactional data grain determines how data are joined in a report.
- Special considerations, tips, and things to look out for in using the subject area to create analyses and reports.

HCM—Check-Ins

Description

This subject area provides the details of the key metrics related to employee engagement with their managers through check-ins. You could analyze the percentage of workers that are in constant engagement versus those that are not. Also you can analyze if the worker check-ins has any bearing on the terminations. A cross subject area query with performance subject area also allows you to analyze if there is a pattern in the employee engagement between high performers and others.

Business Questions

This subject area can answer the following business questions:

- [What percentage of workers create check-ins, trend by quarter?](#)
- [List Top 10 count of check-ins by Jobs, managers, business units and departments](#)
- [Can I get the trend of check-ins created by terminated workers in the last 4 quarters?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Performance Management Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- [HR Line Manager Data Security](#)
- [HCM View All Data Security](#)

See Data Roles.

Primary Navigation

[My Client Groups > Add Check-In Document](#)

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to Check-In Creation Date.

Transactional Grain

This subject area returns data at the grain of a check-in document created by the worker/manager

Special Considerations

If you want to prevent selected users from reporting on diversity related folders, then you must assign the duty role Performance Management Diversity Analysis Duty (OA4F_HCM_PERFORMANCE_ANALYSIS_DIV_DUTY) to the job roles that access this subject area for reporting.

HCM—Goals and Career Development

Description

This subject area provides insight into the worker created performance goals and development goals. It allows you to analyze the trend in percentage of workers that create performance goals and also work towards its completion year on year. It provides you what percentage of workers are aligning their goals to the organization or manager goals during each review period. It also provides the count of workers that create development goals to further their career standing.

Business Questions

This subject area can answer the following business questions:

- [What percentage of workforce have defined goals? Break down by Supervisor?](#)
- [Is there a correlation between completion of performance/development goals to the performance ratings in the performance appraisals?](#)
- [What percentage of workers have their performance goals aligned to the organization goals? To manager goals?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Goal Management Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- [HR Line Manager Data Security](#)
- [HCM View All Data Security](#)

See Data Roles.

Primary Navigation

My Client Groups > Goals

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to 1. For the metrics related to job performance goals, the anchoring date is based on Review Period End Date. 2. For the metrics related to development goals, the anchoring date is based on IFNULL(Development Goal Completion Date, SYSDATE)..

Transactional Grain

This subject area returns data at the grain of performance goal or development goal created by the worker.

Special Considerations

If you want to prevent selected users from reporting on diversity related folders, then you must assign the duty role Goal Management Diversity Analysis Duty (OA4F_HCM_GOALS_ANALYSIS_DIV_DUTY) to the job roles that access this subject area for reporting.

HCM—Performance Management

Description

This subject area provides insight into the employee work performance assessed through performance appraisal. It also provides the insight into the top performers of the organization. The top level line managers and analysts could have a deep dive into how their teams and organizations are faring with reference to the employee's periodic performance appraisals. The section ratings, items ratings are available for reporting. On an operational aspect of performance appraisal it also provides you the key metrics around performance tasks like incomplete documents, pending tasks beyond due date, managers who are yet to complete their appraisals and so on. The goal for this module is to offer a one stop shop to get a 360 view of current and past status of Performance cycles and performance trends across organizations, teams and individuals.

Business Questions

This subject area can answer the following business questions:

- [What is my Organization's Performance View - High/Low Performers, Performance Trends vis a vis Peers](#)
- [Can I get a comparison of the trend of high vs low, high vs medium performers for last 4 quarters?](#)
- [What percentage of my workforce completes their performance appraisal - trend for 3 years?](#)
- [What percentage of high potential workers are also high performers?](#)

- [Can I get a list of top 5 teams/managers based on the percentage of workers with high performance?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Performance Management Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- [HR Line Manager Data Security](#)
- [HCM View All Data Security](#)

See Data Roles.

Primary Navigation

My Client Groups > Performance

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to Performance Document End Date.

Transactional Grain

This subject area returns data at the grain of performance document assigned to the worker

Special Considerations

If you want to prevent selected users from reporting on diversity related folders, then you must assign the duty role Performance Management Diversity Analysis Duty (OA4F_HCM_PERFORMANCE_ANALYSIS_DIV_DUTY) to the job roles that access this subject area for reporting.

HCM—Succession Management

Description

Provides insight into an organization's succession talent pipeline in terms of the number of candidates to succession plans, the candidate's readiness to move to the next level, and the

qualifications of the candidates that are under consideration during Talent Review and Succession Planning meetings.

Business Questions

This subject area can answer the following business questions:

- [Who are the incumbents with a risk of loss, and have they been identified with the successors as part of the succession plan?](#)
- [Do I have a succession plan for critical jobs/positions? Which jobs/positions do not have succession plans?](#)
- [What is the readiness of the successors identified to replace the incumbent?](#)
- [How successful was my succession planning? How many candidates moved into the plan's job/position/incumbent's job across all plans?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Succession Management Analysis Duty](#)
- [Succession Management Diversity Analysis Duty](#)

Data Roles

The following data role provides access to this subject area:

- [Succession Supervisor Data Role](#)

See Data Roles.

Primary Navigation

[My Client Group](#) > [Succession Plans](#)

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to Succession Plan Created Date.

Transactional Grain

This subject area returns data at the grain of the incumbent or candidate of a succession plan

Special Considerations

None

HCM—Talent Acquisition

Description

This subject area provides a 360-degree view of the hiring process in your organization from candidate and recruiting insights, to recruiting operations insights for executives, management, and talent acquisition to mitigate risks and maintain a balanced workforce through hiring. Critical metrics related to job requisition, job applications, and job offers are available ready-to-use. Sample examples include the job requisition count by various phases, such as created, filled, and currently in progress. This subject area also provides HR proficiency metrics, such as time taken to complete multiple phases of the candidate selection process for different job families, managers, and business units. This subject area also offers business insights, such as sources with the highest yield and the percentage of openings filled by internal candidates. It also provides capabilities, such as current state, snapshots enabling past trends, and outlier detection that can identify candidate application phases that are very different from other phases.

Business Questions

This subject area can answer the following business questions:

- [Which jobs have a faster fill rate compared to the average time taken to fill?](#)
- [What percentage of candidates do not on-board after accepting the offer?](#)
- [What is the average time taken for a requisition to be filled?](#)
- [Are internal candidates faster to fill than the external ones?](#)
- [What is the average requisitions processed by my recruiters?](#)
- [Which phases of job requisition takes a longer time than the average time taken by all phases?](#)

Job Roles

The following job roles secure access to this subject area:

- [Hiring Manager](#)
- [Recruiter](#)
- [Recruiting Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Recruitment Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- [Recruitment Job Requisition Data Security](#)

- Recruitment Job Requisition View All Data Security
- Recruitment Non Restricted Job Application Data Security
- Recruitment Job Application View All Data Security

See Data Roles.

Primary Navigation

My Client Groups > Hiring

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to 1. For the metrics related to job requisitions, the anchoring date is based on the Job Requisition Creation Date. 2. For the metrics related to job applications the anchoring date is based on the Job Application Creation Date..

Transactional Grain

This subject area returns data at the grain of job requisition and job application progress by each day.

Special Considerations

None.

HCM—Talent Profile

Description

This subject area provides insight into a number of seeded talent profile content types (competencies, work requirements, degrees, licenses and certifications, memberships and awards, and so on) of the workers. Additional counts about workers' achievements, experiences, and background can be found in this folder. Job and position data can be extracted from this subject area to assess the workers' performance to specific jobs or positions and whether they are a good skill set match. Key worker information found in the Talent Profile Subject Area helps line managers and HR business partners have insight into organizational skill strength and weakness, analyze skill gaps, and identify potential risk to the business. They can use the skill gap to drive employee development, succession planning, and recruiting needs.

Business Questions

This subject area can answer the following business questions:

- [What are my workers' competency and skills strengths and opportunities?](#)
- [Do workers' skill sets match their job or position?](#)
- [What are the Top N Competencies? Employees with certain competencies?](#)
- [What is the percentage of workers in my organization that have competencies matching or exceeding the required levels for the respective jobs?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Profile Management Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- HR Line Manager Data Security
- HCM View All Data Security

See Data Roles.

Primary Navigation

My Client Groups > Profiles

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to 1. For the metrics related to model profile, the anchoring date is sysdate. 2. For the metrics related to person profile, the anchoring date is based on the condition IFNULL("Profile Content Item.To Date", SYSDATE)..

Transactional Grain

This subject area returns data at the grain of person profile content item.

Special Considerations

If the customers would like to prevent their selected users from reporting on diversity related folders under worker dimension then they can assign the duty role Profile Management Diversity Analysis Duty (OA4F_HCM_PROFILE_DIV_ANALYSIS_DUTY) to the job roles that access this subject area for reporting.

HCM—Talent Review Meetings

Description

Provides details of the talent review meetings including the calibrated ratings as an outcome of the talent review meeting. The initial ratings prior to the meetings are also available for

comparison. Use the Time dimension to report on the history data related to workers talent review, the assessment, and ratings

Business Questions

This subject area can answer the following business questions:

- [How is my Talent Breakdown by 9 box?](#)
- [How many employees have been marked as Top Talent?](#)
- [Which workers have their performance ratings changed for better during the talent review meetings?](#)
- [What percentage of my top talent are at high risk of loss?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Talent Review Management Analysis Duty](#)
- [Talent Review Management Diversity Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- [HR Line Manager Data Security](#)
- [HCM View All Data Security](#)

See Data Roles.

Primary Navigation

My Client Group > Talent Review

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to Talent Review Meeting Submission Date Note: for future dated Talent Review Meeting Submission Date the anchoring date will be sysdate.

Transactional Grain

This subject area returns data at the grain of the worker talent review meeting record

Special Considerations

This subject area renders data only after the meeting moves into the submitted status

HCM—Workforce Absence Management

Description

Provides information on worker absences in an aggregate view and by calendar day-wise. It also has information on worker absence balances, various balance transactions, and the ability to plot historical absence balance of a worker. Along with absences, it also provides a view point of performance and absence approval/rejection rates of a worker.

Business Questions

This subject area can answer the following business questions:

- [How many workers have unused absence balances?](#)
- [What are the reasons with which maximum leaves have been availed?](#)
- [How many absences are availed by workers vs at what frequency these absences have been availed?](#)
- [Are there any specific time periods wherein there are excessive leave demands?](#)
- [How many workers have not taken absences in last X days?](#)
- [What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?](#)
- [How many workers are retiring in next X months/years and what is their absence liability on an organization?](#)
- [What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

Primary Navigation

My Client Group > Absences

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Transactional Grain

This subject area returns data at absence entry ID / Accrual Entry Identifier.

Special Considerations

None

HCM—Workforce Core

Description

This subject area provides details of employees, their managers, the assignment information related to workforce structures, the various events that an employee goes through and a comprehensive list of metrics that can be used to create and measure the KPI's around the employee assignments and events. The subject area allows you to create trends around these metrics related to employee headcount, assignments and events. Time dimension can be leveraged to create these trends.

Few of the key metrics in the subject area includes the details around the employee like headcount, FTE, assignment count, turnover and so on.

The employee event related key metrics includes the hire count, promotion count, termination count and so on.

Also, the subject area includes metrics for reporting on the length of service of employees, the average age of the workforce, male to female gender ratio and so on which helps the organisations in reporting on diversity related ,metrics.

In addition to all these there is also a few key metrics related to employee performance, potential, annualised salary, and compa ratio are available.

This subject area can be leveraged to build a comprehensive journey of the workers in an organisation related to their assignment information.

Business Questions

This subject area can answer the following business questions:

- [Is there an increase or decrease in employee attrition compared to the same period previous year?](#)
- [Which managers have the span of control twice or above of the company average?](#)
- [Have I staffed women in adequate numbers to meet my diversity regulatory requirements?](#)
- [Do I get a trend of voluntary terminations of high performers in the organisation?](#)
- [What is the promotion ratio trend over the last 3 years in the organisation?](#)
- [What is the average compa ratio of high performers in my organisation?](#)

- [What percentage of my workforce are contingent workers?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Workforce Core Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- HR Line Manager Data Security
- HCM View All Data Security
- HCM Country Data Security
- HCM Legal Employer Data Security
- HCM Department Data Security
- HCM Business unit Data Security

See Data Roles.

Primary Navigation

My Client Groups > Apps > Person Management > Actions > Personal and Employment

Time Reporting

The subject area can be used to report on trends based on various time periods like year, quarter and month.

Time dimension is linked to 1. For the metrics related to headcounts, the anchoring date is based on the sysdate 2. For the metrics related to assignment events the anchoring date is based on the assignment event effective start date.

Transactional Grain

This subject area returns data at the grain of worker assignments by each day and assignment events by each event transaction.

Special Considerations

If you want to prevent selected users from reporting on diversity related folders, then you must assign the duty role Workforce Core Diversity Analysis Duty (OA4F_HCM_WORKFORCE_CORE_DIV_ANALYSIS_DUTY) to the job roles that access this subject area for reporting.

HCM—Workforce Gains and Losses

Description

This subject area provides information that enables customers to analyze internal and organizational transfers, reorganizations, and terminations that result in a headcount gain or loss. Organization changes and employee transfers are complex activities that require complex processing to identify and retain historical data about the movement of employees between organizations. The information is aggregated by the supervisors, legal entities, business units, job families, functions, locations, legal employers, countries, and departments.

Business Questions

This subject area can answer the following business questions:

- [What are the the career pathing options in my organization?](#)
- [What is the internal headcount movement between managers?](#)
- [Which are the top 5 jobs in the organization to which the workers prefer an internal transfer?](#)
- [What is the headcount inflow and outflow for the year?](#)
- [What is the headcount change resulting from new hires and terminations?](#)
- [What percentage of workers have moved out of my organization due to re-organization?](#)

Job Roles

The following job roles secure access to this subject area:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Workforce Gains and Losses Transaction Analysis Duty](#)

Data Roles

The following data roles provide access to this subject area:

- [HR Line Manager Data Security](#)
- [HCM View All Data Security](#)

See Data Roles.

Primary Navigation

My Client Groups > Person Management > Manage Employment

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to 1. For the metrics related to headcounts, the anchoring date is based on the system date. 2. For the metrics related to assignment events, the anchoring date is based on the assignment event effective start date. .

Transactional Grain

This subject area returns data at the grain of worker assignments by each day and assignment events by each event transaction.

Special Considerations

If the customers would like to prevent their selected users from reporting on diversity related folders then they can assign the duty role Workforce Gains and Losses Diversity Transaction Analysis Duty (OA4F_HCM_GAINS_LOSS_TRANSACTION_DIV_ANALYSIS_DUTY) to the job roles that access this subject area for reporting

HCM—Workforce Rewards- Workforce Compensation

Description

This subject area provides information about the workforce rewards and compensation. Provides information on workforce compensation plan, plan components, and associated budgets.

Business Questions

This subject area can answer the following business questions:

- [What is the compensation variance amount in a compensation cycle, and what are the trends across various compensation cycles?](#)
- [What is the percentage of budgets utilized by managers?](#)
- [How do I identify workers being compensated above/below the target compensation amount?](#)
- [How are organizations planning to reward high performers?](#)
- [How many managers have incomplete worksheets?](#)

Job Roles

The following job roles secure access to this subject area:

- [Compensation Manager](#)

Duty Roles

The following duty roles secure access to this subject area:

- [Workforce Compensation Analysis Duty](#)
- [Workforce Compensation Diversity Analysis Duty](#)

Data Roles

The following data role provides access to this subject area:

- [Compensation Worksheet Manager Data Security](#)

See Data Roles.

Primary Navigation

My Client Group > Compensation > Workforce Compensation Plans

Time Reporting

You can use this subject area to report on trends based on various time periods, such as year, quarter, and month.

Time dimension is linked to Anchor Date is Plan Period End Date.

Transactional Grain

This subject area returns data at the grain of compenstion plan ID.

Special Considerations

New Data role, [Compensation Worksheet Manager Data Security](#) , "OA4F_HCM_COMPENSATION_WORKSHEET_MANAGER_DATA" introduced to secure subject area for worksheet managers

Business Questions

Overview

For each business question in this chapter, links are provided for more detailed information about the subject areas, job roles, and duty roles associated with the business question.

Are there any specific time periods wherein there are excessive leave demands?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)

- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

What percentage of my workforce are contingent workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Core](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Core Analysis Duty](#)

Is there an increase or decrease in employee attrition compared to the same period previous year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Core](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Core Analysis Duty](#)

Which managers have the span of control twice or above of the company average?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Core](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Core Analysis Duty](#)

Do I get a trend of voluntary terminations of high performers in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Core](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Core Analysis Duty](#)

Do I have a succession plan for critical jobs/positions? Which jobs/positions do not have succession plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Succession Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Succession Management Analysis Duty](#)
- [Succession Management Diversity Analysis Duty](#)

Do workers' skill sets match their job or position?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Profile](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Profile Management Analysis Duty](#)

What is the promotion ratio trend over the last 3 years in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Core](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Core Analysis Duty](#)

Have I staffed women in adequate numbers to meet my diversity regulatory requirements?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Core](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Core Analysis Duty](#)

How are organizations planning to reward high performers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Compensation Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Compensation Analysis Duty](#)
- [Workforce Compensation Diversity Analysis Duty](#)

How do I identify workers being compensated above/below the target compensation amount?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Compensation Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Compensation Analysis Duty](#)
- [Workforce Compensation Diversity Analysis Duty](#)

How is my Talent Breakdown by 9 box?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Review Meetings](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Talent Review Management Analysis Duty](#)
- [Talent Review Management Diversity Analysis Duty](#)

How many absences are availed by workers vs at what frequency these absences have been availed?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

How many employees have been marked as Top Talent?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Review Meetings](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Talent Review Management Analysis Duty](#)
- [Talent Review Management Diversity Analysis Duty](#)

How many managers have incomplete worksheets?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Compensation Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Compensation Analysis Duty](#)
- [Workforce Compensation Diversity Analysis Duty](#)

How many workers are retiring in next X months/years and what is their absence liability on an organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

How many workers have not taken absences in last X days?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

How many workers have unused absence balances?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

How successful was my succession planning? How many candidates moved into the plan's job/position/incumbent's job across all plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Succession Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Succession Management Analysis Duty](#)
- [Succession Management Diversity Analysis Duty](#)

What are my workers' competency and skills strengths and opportunities?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Profile](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Profile Management Analysis Duty](#)

What are the reasons with which maximum leaves have been availed?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

What are the Top N Competencies? Employees with certain competencies?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Profile](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Profile Management Analysis Duty](#)

What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

What is the average compa ratio of high performers in my organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Core](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Core Analysis Duty](#)

What is the headcount change resulting from new hires and terminations?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Gains and Losses](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Gains and Losses Transaction Analysis Duty](#)

What is the internal headcount movement between managers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Gains and Losses](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Gains and Losses Transaction Analysis Duty](#)

What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Absence Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Absence Management Analysis Duty](#)
- [Absence Management Diversity Analysis Duty](#)

What is the percentage of budgets utilized by managers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Compensation Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Compensation Analysis Duty](#)
- [Workforce Compensation Diversity Analysis Duty](#)

What is the percentage of workers in my organization that have competencies matching or exceeding the required levels for the respective jobs?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Profile](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Profile Management Analysis Duty](#)

What is the readiness of the successors identified to replace the incumbent?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Succession Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Succession Management Analysis Duty](#)
- [Succession Management Diversity Analysis Duty](#)

What percentage of workers have moved out of my organization due to re-organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Gains and Losses](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Gains and Losses Transaction Analysis Duty](#)

Which are the top 5 jobs in the organization to which the workers prefer an internal transfer?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Gains and Losses](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Gains and Losses Transaction Analysis Duty](#)

What are the career pathing options in my organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Gains and Losses](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Gains and Losses Transaction Analysis Duty](#)

What is the headcount inflow and outflow for the year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Gains and Losses](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Gains and Losses Transaction Analysis Duty](#)

What is the average time taken for a requisition to be filled?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Acquisition](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Hiring Manager](#)
- [Recruiter](#)
- [Recruiting Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Recruitment Analysis Duty](#)

What is the compensation variance amount in a compensation cycle, and what are the trends across various compensation cycles?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Compensation Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Workforce Compensation Analysis Duty](#)
- [Workforce Compensation Diversity Analysis Duty](#)

Which phases of job requisition takes a longer time than the average time taken by all phases?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Acquisition](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Hiring Manager](#)
- [Recruiter](#)
- [Recruiting Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Recruitment Analysis Duty](#)

What is the average requisitions processed by my recruiters?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Acquisition](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Hiring Manager](#)
- [Recruiter](#)
- [Recruiting Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Recruitment Analysis Duty](#)

Which jobs have a faster fill rate compared to the average time taken to fill?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Acquisition](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Hiring Manager](#)
- [Recruiter](#)
- [Recruiting Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Recruitment Analysis Duty](#)

Are internal candidates faster to fill than the external ones?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Acquisition](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Hiring Manager](#)
- [Recruiter](#)

- [Recruiting Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Recruitment Analysis Duty](#)

What percentage of candidates do not on-board after accepting the offer?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Acquisition](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Hiring Manager](#)
- [Recruiter](#)
- [Recruiting Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Recruitment Analysis Duty](#)

What percentage of my workforce completes their performance appraisal - trend for 3 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Performance Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

What is my Organization's Performance View - High/Low Performers, Performance Trends vis a vis Peers

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Performance Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

Can I get a comparison of the trend of high vs low, high vs medium performers for last 4 quarters?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Performance Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

What percentage of high potential workers are also high performers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Performance Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

Can I get a list of top 5 teams/managers based on the percentage of workers with high performance?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Performance Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

What percentage of my top talent are at high risk of loss?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Review Meetings](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Talent Review Management Analysis Duty](#)
- [Talent Review Management Diversity Analysis Duty](#)

What percentage of workers create check-ins, trend by quarter?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Check-Ins](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

List Top 10 count of check-ins by Jobs, managers, business units and departments

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Check-Ins](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

Can I get the trend of check-ins created by terminated workers in the last 4 quarters?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Check-Ins](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Performance Management Analysis Duty](#)

What percentage of workforce have defined goals? Break down by Supervisor?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Goals and Career Development](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Goal Management Analysis Duty](#)

What percentage of workers have their performance goals aligned to the organization goals? To manager goals?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Goals and Career Development](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Goal Management Analysis Duty](#)

Is there a correlation between completion of performance/development goals to the performance ratings in the performance appraisals?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM - Goals and Career Development](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Goal Management Analysis Duty](#)

Which workers have their performance ratings changed for better during the talent review meetings?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Talent Review Meetings](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Talent Review Management Analysis Duty](#)
- [Talent Review Management Diversity Analysis Duty](#)

Who are the incumbents with a risk of loss, and have they been identified with the successors as part of the succession plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- [HCM—Succession Management](#)

Job Roles

The following job roles secure access to the data related to this business question:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Duty Roles

The following duty roles secure access to the data related to this business question:

- [Succession Management Analysis Duty](#)
- [Succession Management Diversity Analysis Duty](#)

Job-specific Groups

Overview

For each job-specific group in this chapter, links are provided for more detailed information about the duty roles, subject areas, and business questions associated with the job-specific group.

Compensation Manager

Code Name

ORA_CMP_COMPENSATION_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- [Workforce Compensation Analysis Duty](#)
- [Workforce Compensation Diversity Analysis Duty](#)

Subject Areas

This job role secures access to the following subject areas:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Business Questions

This job role secures access to data that can answer the following business questions:

- [What is the compensation variance amount in a compensation cycle, and what are the trends across various compensation cycles?](#)
- [What is the percentage of budgets utilized by managers?](#)
- [How do I identify workers being compensated above/below the target compensation amount?](#)
- [How are organizations planning to reward high performers?](#)
- [How many managers have incomplete worksheets?](#)

Hiring Manager

Code Name

ORA_IRC_HIRING_MANAGER_ABSTRACT

Duty Roles

This job role is related to the following duty roles:

- [Recruitment Analysis Duty](#)

Subject Areas

This job role secures access to the following subject areas:

- [HCM—Talent Acquisition](#)

Business Questions

This job role secures access to data that can answer the following business questions:

- [Which jobs have a faster fill rate compared to the average time taken to fill?](#)
- [What percentage of candidates do not on-board after accepting the offer?](#)
- [What is the average time taken for a requisition to be filled?](#)
- [Are internal candidates faster to fill than the external ones?](#)
- [What is the average requisitions processed by my recruiters?](#)
- [Which phases of job requisition takes a longer time than the average time taken by all phases?](#)

Human Resource Analyst

Code Name

ORA_PER_HUMAN_RESOURCE_ANALYST_JOB

Duty Roles

This job role is related to the following duty roles:

- Absence Management Analysis Duty
- Absence Management Diversity Analysis Duty
- Goal Management Analysis Duty
- Performance Management Analysis Duty
- Profile Management Analysis Duty
- Workforce Core Analysis Duty
- Workforce Gains and Losses Transaction Analysis Duty

Subject Areas

This job role secures access to the following subject areas:

- HCM—Check-Ins
- HCM—Goals and Career Development
- HCM—Performance Management
- HCM—Talent Profile
- HCM—Workforce Absence Management
- HCM—Workforce Core
- HCM—Workforce Gains and Losses

Business Questions

This job role secures access to data that can answer the following business questions:

- Is there an increase or decrease in employee attrition compared to the same period previous year?
- What are the career pathing options in my organization?
- What percentage of workforce have defined goals? Break down by Supervisor?
- How many workers have unused absence balances?
- Which managers have the span of control twice or above of the company average?
- What is the internal headcount movement between managers?
- What are my workers' competency and skills strengths and opportunities?
- Do workers' skill sets match their job or position?
- What are the reasons with which maximum leaves have been availed?
- Have I staffed women in adequate numbers to meet my diversity regulatory requirements?
- What is my Organization's Performance View - High/Low Performers, Performance Trends vis a vis Peers
- Can I get a comparison of the trend of high vs low, high vs medium performers for last 4 quarters?
- Which are the top 5 jobs in the organization to which the workers prefer an internal transfer?
- What percentage of my workforce completes their performance appraisal - trend for 3 years?

- Is there a correlation between completion of performance/development goals to the performance ratings in the performance appraisals?
- How many absences are availed by workers vs at what frequency these absences have been availed?
- What is the headcount inflow and outflow for the year?
- Are there any specific time periods wherein there are excessive leave demands?
- Do I get a trend of voluntary terminations of high performers in the organization?
- What is the headcount change resulting from new hires and terminations?
- What percentage of high potential workers are also high performers?
- What percentage of workers have their performance goals aligned to the organization goals? To manager goals?
- How many workers have not taken absences in last X days?
- What is the promotion ratio trend over the last 3 years in the organization?
- What is the average compa ratio of high performers in my organization?
- What percentage of workers have moved out of my organization due to re-organization?
- Can I get a list of top 5 teams/managers based on the percentage of workers with high performance?
- What percentage of workers create check-ins, trend by quarter?
- List Top 10 count of check-ins by Jobs, managers, business units and departments
- Can I get the trend of check-ins created by terminated workers in the last 4 quarters?
- What are the Top N Competencies? Employees with certain competencies?
- What is the percentage of workers in my organization that have competencies matching or exceeding the required levels for the respective jobs?
- What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?
- How many workers are retiring in next X months/years and what is their absence liability on an organization?
- What percentage of my workforce are contingent workers?
- What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?

Human Resource Manager

Code Name

ORA_PER_HUMAN_RESOURCE_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- [Absence Management Analysis Duty](#)

- [Absence Management Diversity Analysis Duty](#)
- [Goal Management Analysis Duty](#)
- [Performance Management Analysis Duty](#)
- [Profile Management Analysis Duty](#)
- [Workforce Core Analysis Duty](#)
- [Workforce Gains and Losses Transaction Analysis Duty](#)

Subject Areas

This job role secures access to the following subject areas:

- [HCM—Check-Ins](#)
- [HCM—Goals and Career Development](#)
- [HCM—Performance Management](#)
- [HCM—Talent Profile](#)
- [HCM—Workforce Absence Management](#)
- [HCM—Workforce Core](#)
- [HCM—Workforce Gains and Losses](#)

Business Questions

This job role secures access to data that can answer the following business questions:

- [Is there an increase or decrease in employee attrition compared to the same period previous year?](#)
- [What are the career pathing options in my organization?](#)
- [What percentage of workforce have defined goals? Break down by Supervisor?](#)
- [How many workers have unused absence balances?](#)
- [Which managers have the span of control twice or above of the company average?](#)
- [What is the internal headcount movement between managers?](#)
- [What are my workers' competency and skills strengths and opportunities?](#)
- [Do workers' skill sets match their job or position?](#)
- [What are the reasons with which maximum leaves have been availed?](#)
- [Have I staffed women in adequate numbers to meet my diversity regulatory requirements?](#)
- [What is my Organization's Performance View - High/Low Performers, Performance Trends vis a vis Peers](#)
- [Can I get a comparison of the trend of high vs low, high vs medium performers for last 4 quarters?](#)
- [Which are the top 5 jobs in the organization to which the workers prefer an internal transfer?](#)
- [What percentage of my workforce completes their performance appraisal - trend for 3 years?](#)

- Is there a correlation between completion of performance/development goals to the performance ratings in the performance appraisals?
- How many absences are availed by workers vs at what frequency these absences have been availed?
- What is the headcount inflow and outflow for the year?
- Are there any specific time periods wherein there are excessive leave demands?
- Do I get a trend of voluntary terminations of high performers in the organization?
- What is the headcount change resulting from new hires and terminations?
- What percentage of high potential workers are also high performers?
- What percentage of workers have their performance goals aligned to the organization goals? To manager goals?
- How many workers have not taken absences in last X days?
- What is the promotion ratio trend over the last 3 years in the organization?
- What is the average compa ratio of high performers in my organization?
- What percentage of workers have moved out of my organization due to re-organization?
- Can I get a list of top 5 teams/managers based on the percentage of workers with high performance?
- What percentage of workers create check-ins, trend by quarter?
- List Top 10 count of check-ins by Jobs, managers, business units and departments
- Can I get the trend of check-ins created by terminated workers in the last 4 quarters?
- What are the Top N Competencies? Employees with certain competencies?
- What is the percentage of workers in my organization that have competencies matching or exceeding the required levels for the respective jobs?
- What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?
- How many workers are retiring in next X months/years and what is their absence liability on an organization?
- What percentage of my workforce are contingent workers?
- What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?

Human Resource Specialist

Code Name

ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB

Duty Roles

This job role is related to the following duty roles:

- [Absence Management Analysis Duty](#)

- [Absence Management Diversity Analysis Duty](#)
- [Goal Management Analysis Duty](#)
- [Performance Management Analysis Duty](#)
- [Profile Management Analysis Duty](#)
- [Workforce Core Analysis Duty](#)
- [Workforce Gains and Losses Transaction Analysis Duty](#)

Subject Areas

This job role secures access to the following subject areas:

- [HCM—Check-Ins](#)
- [HCM—Goals and Career Development](#)
- [HCM—Performance Management](#)
- [HCM—Talent Profile](#)
- [HCM—Workforce Absence Management](#)
- [HCM—Workforce Core](#)
- [HCM—Workforce Gains and Losses](#)

Business Questions

This job role secures access to data that can answer the following business questions:

- [Is there an increase or decrease in employee attrition compared to the same period previous year?](#)
- [What are the career pathing options in my organization?](#)
- [What percentage of workforce have defined goals? Break down by Supervisor?](#)
- [How many workers have unused absence balances?](#)
- [Which managers have the span of control twice or above of the company average?](#)
- [What is the internal headcount movement between managers?](#)
- [What are my workers' competency and skills strengths and opportunities?](#)
- [Do workers' skill sets match their job or position?](#)
- [What are the reasons with which maximum leaves have been availed?](#)
- [Have I staffed women in adequate numbers to meet my diversity regulatory requirements?](#)
- [What is my Organization's Performance View - High/Low Performers, Performance Trends vis a vis Peers](#)
- [Can I get a comparison of the trend of high vs low, high vs medium performers for last 4 quarters?](#)
- [Which are the top 5 jobs in the organization to which the workers prefer an internal transfer?](#)
- [What percentage of my workforce completes their performance appraisal - trend for 3 years?](#)

- Is there a correlation between completion of performance/development goals to the performance ratings in the performance appraisals?
- How many absences are availed by workers vs at what frequency these absences have been availed?
- What is the headcount inflow and outflow for the year?
- Are there any specific time periods wherein there are excessive leave demands?
- Do I get a trend of voluntary terminations of high performers in the organization?
- What is the headcount change resulting from new hires and terminations?
- What percentage of high potential workers are also high performers?
- What percentage of workers have their performance goals aligned to the organization goals? To manager goals?
- How many workers have not taken absences in last X days?
- What is the promotion ratio trend over the last 3 years in the organization?
- What is the average compa ratio of high performers in my organization?
- What percentage of workers have moved out of my organization due to re-organization?
- Can I get a list of top 5 teams/managers based on the percentage of workers with high performance?
- What percentage of workers create check-ins, trend by quarter?
- List Top 10 count of check-ins by Jobs, managers, business units and departments
- Can I get the trend of check-ins created by terminated workers in the last 4 quarters?
- What are the Top N Competencies? Employees with certain competencies?
- What is the percentage of workers in my organization that have competencies matching or exceeding the required levels for the respective jobs?
- What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?
- How many workers are retiring in next X months/years and what is their absence liability on an organization?
- What percentage of my workforce are contingent workers?
- What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?

Line Manager

Code Name

ORA_PER_LINE_MANAGER_ABSTRACT

Duty Roles

This job role is related to the following duty roles:

- [Absence Management Analysis Duty](#)

- [Absence Management Diversity Analysis Duty](#)
- [Goal Management Analysis Duty](#)
- [Performance Management Analysis Duty](#)
- [Profile Management Analysis Duty](#)
- [Workforce Core Analysis Duty](#)
- [Workforce Gains and Losses Transaction Analysis Duty](#)

Subject Areas

This job role secures access to the following subject areas:

- [HCM—Check-Ins](#)
- [HCM—Goals and Career Development](#)
- [HCM—Performance Management](#)
- [HCM—Talent Profile](#)
- [HCM—Workforce Absence Management](#)
- [HCM—Workforce Core](#)
- [HCM—Workforce Gains and Losses](#)

Business Questions

This job role secures access to data that can answer the following business questions:

- [Is there an increase or decrease in employee attrition compared to the same period previous year?](#)
- [What are the career pathing options in my organization?](#)
- [What percentage of workforce have defined goals? Break down by Supervisor?](#)
- [How many workers have unused absence balances?](#)
- [Which managers have the span of control twice or above of the company average?](#)
- [What is the internal headcount movement between managers?](#)
- [What are my workers' competency and skills strengths and opportunities?](#)
- [Do workers' skill sets match their job or position?](#)
- [What are the reasons with which maximum leaves have been availed?](#)
- [Have I staffed women in adequate numbers to meet my diversity regulatory requirements?](#)
- [What is my Organization's Performance View - High/Low Performers, Performance Trends vis a vis Peers](#)
- [Can I get a comparison of the trend of high vs low, high vs medium performers for last 4 quarters?](#)
- [Which are the top 5 jobs in the organization to which the workers prefer an internal transfer?](#)
- [What percentage of my workforce completes their performance appraisal - trend for 3 years?](#)

- Is there a correlation between completion of performance/development goals to the performance ratings in the performance appraisals?
- How many absences are availed by workers vs at what frequency these absences have been availed?
- What is the headcount inflow and outflow for the year?
- Are there any specific time periods wherein there are excessive leave demands?
- Do I get a trend of voluntary terminations of high performers in the organization?
- What is the headcount change resulting from new hires and terminations?
- What percentage of high potential workers are also high performers?
- What percentage of workers have their performance goals aligned to the organization goals? To manager goals?
- How many workers have not taken absences in last X days?
- What is the promotion ratio trend over the last 3 years in the organization?
- What is the average compa ratio of high performers in my organization?
- What percentage of workers have moved out of my organization due to re-organization?
- Can I get a list of top 5 teams/managers based on the percentage of workers with high performance?
- What percentage of workers create check-ins, trend by quarter?
- List Top 10 count of check-ins by Jobs, managers, business units and departments
- Can I get the trend of check-ins created by terminated workers in the last 4 quarters?
- What are the Top N Competencies? Employees with certain competencies?
- What is the percentage of workers in my organization that have competencies matching or exceeding the required levels for the respective jobs?
- What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?
- How many workers are retiring in next X months/years and what is their absence liability on an organization?
- What percentage of my workforce are contingent workers?
- What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?

Recruiter

Code Name

ORA_IRC_RECRUITER_JOB

Duty Roles

This job role is related to the following duty roles:

- [Recruitment Analysis Duty](#)

Subject Areas

This job role secures access to the following subject areas:

- [HCM—Talent Acquisition](#)

Business Questions

This job role secures access to data that can answer the following business questions:

- [Which jobs have a faster fill rate compared to the average time taken to fill?](#)
- [What percentage of candidates do not on-board after accepting the offer?](#)
- [What is the average time taken for a requisition to be filled?](#)
- [Are internal candidates faster to fill than the external ones?](#)
- [What is the average requisitions processed by my recruiters?](#)
- [Which phases of job requisition takes a longer time than the average time taken by all phases?](#)

Recruiting Manager

Code Name

ORA_IRC_RECRUITING_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- [Recruitment Analysis Duty](#)

Subject Areas

This job role secures access to the following subject areas:

- [HCM—Talent Acquisition](#)

Business Questions

This job role secures access to data that can answer the following business questions:

- [Which jobs have a faster fill rate compared to the average time taken to fill?](#)
- [What percentage of candidates do not on-board after accepting the offer?](#)
- [What is the average time taken for a requisition to be filled?](#)
- [Are internal candidates faster to fill than the external ones?](#)
- [What is the average requisitions processed by my recruiters?](#)
- [Which phases of job requisition takes a longer time than the average time taken by all phases?](#)

Duty Roles

Overview

For each duty role in this chapter, links are provided for more detailed information about the job roles, subject areas, and business questions associated with the duty role.

Absence Management Analysis Duty

Code Name

OA4F_HCM_ABSENCE_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Workforce Absence Management](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [How many workers have unused absence balances?](#)
- [What are the reasons with which maximum leaves have been availed?](#)
- [How many absences are availed by workers vs at what frequency these absences have been availed?](#)
- [Are there any specific time periods wherein there are excessive leave demands?](#)
- [How many workers have not taken absences in last X days?](#)
- [What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?](#)
- [How many workers are retiring in next X months/years and what is their absence liability on an organization?](#)
- [What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?](#)

Absence Management Diversity Analysis Duty

Code Name

OA4F_HCM_ABSENCE_DIV_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Workforce Absence Management](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [How many workers have unused absence balances?](#)
- [What are the reasons with which maximum leaves have been availed?](#)
- [How many absences are availed by workers vs at what frequency these absences have been availed?](#)
- [Are there any specific time periods wherein there are excessive leave demands?](#)
- [How many workers have not taken absences in last X days?](#)
- [What is the absence rejection and withdrawal rate of absences and what is the performance impact of the same?](#)
- [How many workers are retiring in next X months/years and what is their absence liability on an organization?](#)
- [What is the male gender ratio vs female gender ratio with approved leaves and rejected leaves?](#)

Goal Management Analysis Duty

Code Name

OA4F_HCM_GOALS_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)

- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Goals and Career Development](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [What percentage of workforce have defined goals? Break down by Supervisor?](#)
- [Is there a correlation between completion of performance/development goals to the performance ratings in the performance appraisals?](#)
- [What percentage of workers have their performance goals aligned to the organization goals? To manager goals?](#)

Performance Management Analysis Duty

Code Name

OA4F_HCM_PERFORMANCE_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM - Check-Ins](#)
- [HCM - Performance Management](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [What is my Organization's Performance View - High/Low Performers, Performance Trends vis a vis Peers](#)
- [Can i get a comparison of the trend of high vs low, high vs medium performers for last 4 quarters?](#)
- [What percentage of my workforce completes their performance appraisal - trend for 3 years?](#)

- [What percentage of high potential workers are also high performers?](#)
- [Can i get a list of top 5 teams/managers based on the percentage of workers with high performance?](#)
- [What percentage of workers create check-ins, trend by quarter?](#)
- [List Top 10 count of check-ins by Jobs, managers, business units and departments](#)
- [Can I get the trend of check-ins created by terminated workers in the last 4 quarters?](#)

Profile Management Analysis Duty

Code Name

OA4F_HCM_PROFILE_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Talent Profile](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [What are my workers' competency and skills strengths and opportunities?](#)
- [Do workers' skill sets match their job or position?](#)
- [What are the Top N Competencies? Employees with certain competencies?](#)
- [What is the percentage of workers in my organization that have competencies matching or exceeding the required levels for the respective jobs?](#)

Recruitment Analysis Duty

Code Name

OA4F_HCM_REC_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Hiring Manager](#)
- [Recruiter](#)

- [Recruiting Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM - Talent Acquisition](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [Which jobs have a faster fill rate compared to the average time taken to fill?](#)
- [What percentage of candidates do not on-board after accepting the offer?](#)
- [What is the average time taken for a requisition to be filled?](#)
- [Are internal candidates faster to fill than the external ones?](#)
- [What is the average requisitions processed by my recruiters?](#)
- [Which phases of job requisition takes a longer time than the average time taken by all phases?](#)

Succession Management Analysis Duty

Code Name

OA4F_HCM_SUCCESSION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Succession Management](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [Who are the incumbents with a risk of loss, and have they been identified with the successors as part of the succession plan?](#)
- [Do I have a succession plan for critical jobs/positions? Which jobs/positions do not have succession plans?](#)
- [What is the readiness of the successors identified to replace the incumbent?](#)

- How successful was my succession planning? How many candidates moved into the plan's job/position/incumbent's job across all plans?

Succession Management Diversity Analysis Duty

Code Name

OA4F_HCM_SUCCESSION_DIV_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Succession Management](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [Who are the incumbents with a risk of loss, and have they been identified with the successors as part of the succession plan?](#)
- [Do I have a succession plan for critical jobs/positions? Which jobs/positions do not have succession plans?](#)
- [What is the readiness of the successors identified to replace the incumbent?](#)
- [How successful was my succession planning? How many candidates moved into the plan's job/position/incumbent's job across all plans?](#)

Talent Review Management Analysis Duty

Code Name

OA4F_HCM_TALENT_REVIEW_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Talent Review Meetings](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [How is my Talent Breakdown by 9 box?](#)
- [How many employees have been marked as Top Talent?](#)
- [Which workers have their performance ratings changed for better during the talent review meetings?](#)
- [What percentage of my top talent are at high risk of loss?](#)

Talent Review Management Diversity Analysis Duty

Code Name

OA4F_HCM_TALENT_REVIEW_DIV_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Talent Review Meetings](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [How is my Talent Breakdown by 9 box?](#)
- [How many employees have been marked as Top Talent?](#)
- [Which workers have their performance ratings changed for better during the talent review meetings?](#)
- [What percentage of my top talent are at high risk of loss?](#)

Workforce Compensation Analysis Duty

Code Name

OA4F_HCM_COMPENSATION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Compensation Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [What is the compensation variance amount in a compensation cycle, and what are the trends across various compensation cycles?](#)
- [What is the percentage of budgets utilized by managers?](#)
- [How do I identify workers being compensated above/below the target compensation amount?](#)
- [How are organizations planning to reward high performers?](#)
- [How many managers have incomplete worksheets?](#)

Workforce Compensation Diversity Analysis Duty

Code Name

OA4F_HCM_COMPENSATION_DIV_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Compensation Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM—Workforce Rewards- Workforce Compensation](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [What is the compensation variance amount in a compensation cycle, and what are the trends across various compensation cycles?](#)
- [What is the percentage of budgets utilized by managers?](#)

- How do I identify workers being compensated above/below the target compensation amount?
- How are organizations planning to reward high performers?
- How many managers have incomplete worksheets?

Workforce Core Analysis Duty

Code Name

OA4F_HCM_WORKFORCE_CORE_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM - Workforce Core](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [Is there an increase or decrease in employee attrition compared to the same period previous year?](#)
- [Which managers have the span of control twice or above of the company average?](#)
- [Have I staffed women in adequate numbers to meet my diversity regulatory requirements?](#)
- [Do I get a trend of voluntary terminations of high performers in the organisation?](#)
- [What is the promotion ratio trend over the last 3 years in the organisation?](#)
- [What is the average compa ratio of high performers in my organisation?](#)
- [What percentage of my workforce are contingent workers?](#)

Workforce Gains and Losses Transaction Analysis Duty

Code Name

OAF_HCM_GAINS_LOSS_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- [Human Resource Analyst](#)
- [Human Resource Manager](#)
- [Human Resource Specialist](#)
- [Line Manager](#)

Subject Areas

This duty role secures access to the following subject areas:

- [HCM - Workforce Gains and Losses](#)

Business Questions

This duty role secures access to data that can answer the following business questions:

- [What are the the career pathing options in my organization?](#)
- [What is the internal headcount movement between managers?](#)
- [Which are the top 5 jobs in the organization to which the workers prefer an internal transfer?](#)
- [What is the headcount inflow and outflow for the year?](#)
- [What is the headcount change resulting from new hires and terminations?](#)
- [What percentage of workers have moved out of my organization due to re-organization?](#)

Subject Area Metrics Details

Overview

Metric details provide a brief description about metrics in a user-friendly way and contains formula wherever needed.

HCM—Check-Ins

This tables describes Check-Ins metrics.

Metric	Metric Definition
Total Check-Ins	Count(Check-Ins)
Workers with check-ins	Count(Workers) with count(check in document) >= 1
Managers with check-ins	Count(Line Managers) with count(check in document) >= 1
Count of Check-Ins with performance goals	(count(Check-Ins) where count(topic name) > 0 and topic type = performance goal
Percentage of Check-ins with performance goals	100 * (Count of Check-Ins with performance goals)/ Total check-ins

Metric	Metric Definition
Count of Check-Ins with development goals	(count(Check-Ins) where count(topic name) > 0 and topic type = development goal
Percentage of Check-ins with development goals	100 * (Count of Check-Ins with development goals)/ Total check-ins
Count of Check-Ins with general topic	(count(Check-Ins) where count(topic name) > 0 and topic type = general topic
Percentage of Check-ins with general topics	100 * (Count of Check-Ins with general topic)/ Total check-ins
Terminated workers with check-ins	Number of workers terminated during the time period with check-ins.

HCM—Goals and Career Development

This tables describes Goals and Career Development metrics.

Metric	Metric Definition
Number of Performance Goals	Count of performance goals
Workers with Performance Goals	Distinct Count of workers with performance goals
Workers with Goals Completed	Distinct Count of workers that have all their goals in completed status
Percent of Workers with complete goals	100 * (Count of workers that have all their goals in completed status/Count of all workers with performance goals)
Workers with Incomplete Goals	Distinct Count of employees that have at least one incomplete performance goal
Percentage of Workers with incomplete goals	100 * (Count of employees that have at least one incomplete performance goal /Workers with Performance Goals)
Managers with incomplete goals	Distinct Count of line managers that have not completed the performance goals
Workers with incomplete goals beyond target completion date	Distinct Count of workers that have not completed the performance goals beyond the target completion date
Workers with goals not started beyond target completion date	Distinct Count of workers that have not started the performance goals beyond the target completion date
Number of Development Goals	Count of Development goals
Number of Development Goals In Progress	Count of Development goals created but yet to complete
Number of Development Goals Completed	Count of Development goals completed
Workers with development goals	Distinct Count of workers that have created development goals
Workers with Incomplete Development Goals	Distinct Count of workers that have at least one of their development goals incomplete
Workers with complete Development Goals	Distinct Count of workers that have completed all of their development goals
Workers with incomplete development goals after target date	Count of workers that have not completed their development goals beyond the target completion date

Metric	Metric Definition
Percent of Workers with incomplete development goals after target date	$100 * (\text{Workers with incomplete development goals after target date}) / \text{Workers with development goals}$
Workers with complete development goals after target date	Distinct Count of workers that have completed their development goals beyond the target completion date

HCM—Performance Management

This table describes Performance Management metrics.

Metric	Metric Definition
Number of Performance Documents Created	Number of Performance Documents Created
Number of workers with performance documents	Count(Distinct Workers) with performance document created
Performance Document In-Progress	Count(Performance Documents) Where Performance Document Status = 'In Progress'
Performance Document Completed	Count(Performance Documents) Where Performance Document Status = 'Completed'
Performance Document Submitted	Count(Performance Documents) Where Performance Document Status = 'Submitted'
Workers with Incomplete Appraisal	Count of Workers that have created but not completed the performance appraisal
Managers with Incomplete Appraisal	Count(Managers) with Performance Document Status <> Completed
Managers with Pending appraisals of Workers	Count(Managers) where Workers with Performance Document Status <> Completed
Pending Document with an Inactive Manager	Count of Performance document in-progress and assigned to an inactive manager
High Potential count	Count of workers with potential category = high
Medium Potential count	Count of workers with potential category = medium
Low Potential count	Count of workers with potential category = low
Pending Tasks	Count(Performance Tasks) where status <> Completed
Completed Tasks	Count(Performance Tasks) where status = Completed
Tasks completed beyond due date	Count(Performance Tasks) where status = Completed and due date < completion date
Pending Tasks beyond due date	Count(Performance Tasks) where status <> Completed and due date < completion date
Overall Manager Rating	Overall rating provided by the manager for the performance document
Overall Worker Rating	Overall rating provided by the worker for the performance document
Overall Participant Rating	Overall rating provided by participants other than manager and worker
Calculated Overall Rating	Average of the overall ratings provided by all participants

Metric	Metric Definition
Workers with performance rating	Count(Workers) where Overall Manager Rating Is Not Null
Percentage of Workers with performance rating	$100 * (\text{Count of workers with Overall Manager Rating}) / \text{Number of workers with performance documents}$
Performance Appraisal - High Performers Count	Count of workers with performance category = high
Performance Appraisal - Medium Performers count	Count of workers with performance category = medium
Performance Appraisal - Low Performers count	Count of workers with performance category = low
Performance Appraisal - Percentage of High Performers	$100 * (\text{Count of workers with performance category = high}) / \text{Workers with performance rating}$
Performance Appraisal - Percentage of Medium Performers	$100 * (\text{Count of workers with performance category = medium}) / \text{Workers with performance rating}$
Performance Appraisal - Percentage of Low Performers	$100 * (\text{Count of workers with performance category = low}) / \text{Workers with performance rating}$
Manager Section Rating	Manager Section Rating - to be used with the attributes Section Type and Section Name
Worker Section Rating	Worker Section Rating - to be used with the attributes Section Type and Section Name
Calculated Section Rating	Average of the overall ratings provided by all participants - to be used with the attributes Section Type and Section Name
Manager Item Rating	Item Ratings provided by the manager - to be used with the attributes Item Type and Item Name
Worker Item Rating	Item Ratings provided by the worker - to be used with the attributes Item Type and Item Name
Manager Rated Proficiency Level	Proficiency Rating provided by the manager - to be used with the attributes Item Type and Item Name
Worker Rated Proficiency Level	Proficiency Rating provided by the worker - to be used with the attributes Item Type and Item Name
Manager Goals Rating	Manager Rating where performance document section = 'Goals'
Worker Goals Rating	Worker Rating where performance document section = 'Goals'

HCM—Succession Management

This tables describes Succession Management metrics.

Metric	Metric Definition
Number of Succession Plans	Count (Distinct Succession Plan)
Active Plan Count	Count (Distinct Succession Plan) where status = active
Inactive Plan Count	Count (Distinct Succession Plan) = inactive
Incumbent Plan Count	Count (Distinct Succession Plan) where plan type = incumbent
Job Plan Count	Count (Distinct Succession Plan) where plan type = job

Metric	Metric Definition
Position Plan Count	Count (Distinct Succession Plan) where plan type = position
Number of Private Plans	Count (Distinct Succession Plan) where plan privacy = private
Succession Plans with Candidates	Count (Distinct Succession Plan) where candidate count > 0
Succession Plans without Candidates	Count (Distinct Succession Plan) where candidate count = 0
Active Plans without candidate	Count (Distinct Succession Plan) where status = active and candidate count = 0
Jobs with plan without incumbents	Count (Distinct Succession Plan) where plan type = job and inferred incumbent count = 0
Position with plan without incumbents	Count (Distinct Succession Plan) where plan type = position and inferred incumbent count = 0
Plans with single owner	Count (Distinct Succession Plan) where count(distinct owner id) = 1
Plans with inactive owner	Count (Distinct Succession Plan) where owner's assignment status = inactive
Successful Plans with high risk candidate	Count (Distinct Succession Plan) where candidate Succession Status = 'ORA_HRM_SUCESSOR' and candidate risk of loss = high
Incumbent Count - Incumbent Plan	Count(Distinct Incumbent) from all active incumbent plans
Inferred Incumbent Count	Count(Distinct Incumbent) from all active succession plans where plan type in (job, position)
Total Incumbents	(Incumbent Count - Incumbent Plan + Inferred Incumbent Count)
Incumbent Departed Count	Count(distinct Incumbent) who are terminated
Incumbent with high risk of loss	Count(distinct Incumbent) where risk of loss category = high
Percentage of Incumbents with high risk of loss	(Count(distinct Incumbent) where risk of loss category = high * 100)/Incumbent Count - Incumbent Plan
Incumbent with high impact of loss	Count(distinct Incumbent) where impact of loss category = high
Percentage of Incumbents with high impact of loss	(Count(distinct Incumbent) where impact of loss category = high * 100)/Incumbent Count - Incumbent Plan
High Risk of loss Incumbents without candidates	Count(distinct Incumbent) where risk of loss category = high and candidate count is zero
High Impact of loss Incumbents without candidates	Count(distinct Incumbent) where impact of loss category = high and candidate count is zero
Plans with high risk incumbents and no candidates	Count (Distinct Succession Plan) where candidate count = 0 and incumbent risk of loss = high
Plans with high risk incumbents and no ready now candidates	Count (Distinct Succession Plan) where ready now candidate count = 0 and incumbent risk of loss = high
Successful Plans with high risk incumbents	Count (Distinct Succession Plan) where candidate Succession Status = 'ORA_HRM_SUCESSOR' and incumbent risk of loss = high
Number of Candidates	Count(Distinct Internal Candidates + External Candidate)

Metric	Metric Definition
Active Candidate Count	Count(Distinct Candidates) where candidates current status on the succession plan = active
Inactive Candidate Count	Count(Distinct Candidates) where candidates current status on the succession plan= inactive
Interim Candidates	Count(Distinct Candidates) where interim flag = Y
Candidates with succession plans	Count(Distinct Candidates) where Candidate IN (Select Incumbent from active succession plans). Note: The candidate could be a direct incumbent or an inferred incumbent in any other plan
Candidates without succession plans	Count(Distinct Candidates) where Candidate NOT IN (Select Incumbent from active succession plans)
Candidate Active Plan Count	Count(Distinct Plan) where plan status = active
Ready Now Count	Count(Distinct Candidates) where readiness band = ready now
Ready in 1 Year Count	Count(Distinct Candidates) where readiness band = ready in < 1 year
Ready in 2 Years Count	Count(Distinct Candidates) where readiness band = ready in 1 - 2 years
Ready in 3 Years Count	Count(Distinct Candidates) where readiness band = ready in 3 - 4 years
High Risk of loss candidates	Count(Distinct Candidates) where risk of loss band = high
High Impact of loss candidates	Count(Distinct Candidates) where impact of loss band = high
Willing to relocate candidates	Count(Distinct Candidates) where willing to relocate flag = Y
Candidates Success Count - Incumbent Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_SUCCESSOR' for the plan
Candidates Success Count - Job Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_SUCCESSOR' for the plan
Candidates Success Count - Position Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_SUCCESSOR' for the plan
Internal Candidate Count	Count(Distinct Candidates) where Candidate <> external candidate
External Candidate Count	Count(Distinct External Candidate ID) where Candidate = external candidate
Candidate Since(Days)	Time(in days) between the date candidate added to a plan till current date
New Role Candidates - Incumbent Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_MOVED_TO_DIFF_ROLE'
New Role Candidates - Job Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_MOVED_TO_DIFF_ROLE'
New Role Candidates - Position Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_MOVED_TO_DIFF_ROLE'
High Performance Candidates	Count(Distinct Candidates) where performance category band = high
Medium Performance Candidates	Count(Distinct Candidates) where performance category band = medium
Low Performance Candidates	Count(Distinct Candidates) where performance category band = low

Metric	Metric Definition
High Potential Candidates	Count(Distinct Candidates) where potential category band = high
Medium Potential Candidates	Count(Distinct Candidates) where potential category band = medium
Low Potential Candidates	Count(Distinct Candidates) where potential category band= low
High Performance High Risk of Loss Candidates	Count(Distinct Candidates) where performance category band= high and risk of loss band= high
High Potential High Risk of Loss Candidates	Count(Distinct Candidates) where potential category band = high and risk of loss band = high
Percentage of External candidates	(Number of External Candidates/Total Candidates) * 100
Percentage of Internal candidates	(Number of Internal Candidates/Total Candidates) * 100
Candidate Matching - Succession Plan Job	Count(Distinct Candidates) where candidate job id = plan job id
Candidate Matching - Succession Plan Position	Count(Distinct Candidates) where candidate position id = plan position id AND Business Unit ID = Plan Business Unit ID
Succession Plan - Matching Candidate Job	Count(Distinct Plan_ID) where candidate job id = plan job id
Succession Plan - Matching Candidate Position	Count(Distinct Plan_ID) where candidate position id = plan position id AND Business Unit ID = Plan Business Unit ID
Successful Plans	Count(Distinct Succession Plans) where candidate Succession Status = 'ORA_HRM_SUCESSOR' for the plan
Candidate Matching - Incumbent Job	Count(Distinct Candidates) where candidate job id = incumbent job id
Succession Plan - Candidate Matching Incumbent Job	Count(Distinct Plan_ID) where candidate job id = incumbent job id

HCM—Talent Acquisition

This table describes Talent Acquisition metrics.

Metric	Metric Definition
Job Requisitions by Recruiter	Average number of job requisitions by recruiters.
Job Requisitions in Approval Phase (Period End)	Number of job requisitions in approval phase.
Job Requisitions in Draft Phase (Period End)	Number of job requisitions in draft phase.
Job Requisitions in Formatting Phase (Period End)	Number of job requisitions in job formatting phase.
Job Requisitions in Posting Phase (Period End)	Number of job requisitions in posting phase.
Job Requisitions Not in Open Phase(Period End)	Number of job requisitions created but not yet open.
Job Requisitions in Open Phase (Period Begin)	Number of job requisitions opened at the beginning of the time period.
Job Requisitions Open Phase(Period End)	Number of job requisitions opened at the end of the time period.
Percentage of Job Requisitions Not Open	Percentage of job requisitions created but not yet open.

Metric	Metric Definition
Recruiter Count	Distinct count of workers identified as recruiters.
Total Job Requisitions	Total number of requisitions in all phases and states except in the filled state.
Total Openings	Number of total openings specified for a job requisition when it is opened.
Vacancy Fill Rate	Percentage of open requisitions that have been filled in a time period.
Number of Job Requisition Events	Number of job requisition events.
Number of Job Requisitions moved to Approval Phase	Number of job requisitions in approval phase at the time of the requisition event.
Number of Job Requisitions moved to Cancelled State	Number of job requisitions in cancelled state at the time of the requisition event.
Number of Job Requisitions moved to Draft Phase	Number of job requisitions in draft phase at the time of the requisition event.
Number of Job Requisitions moved to Filled State	Number of job requisitions in filled state at the time of the requisition event.
Number of Job Requisitions moved to Job Formatting Phase	Number of job requisitions in job formatting phase at the time of the requisition event.
Number of Job Requisitions moved to Open Phase	Number of job requisitions in open phase at the time of the requisition event.
Number of Job Requisitions moved to Rejected State	Number of job requisitions in rejected state at the time of the requisition event
Number of Job Requisitions moved to Suspended State	Number of job requisitions in suspended state at the time of the requisition event
Total Job Requisitions (on Event)	Number of job requisitions at the time of the requisition event.
Time To Fill	Number of days between when a job requisition is opened to when it is filled.
Number of Job Requisitions moved to Posting Phase	Number of job requisitions in posting phase on the time of the requisition event.
Number of Job Requisitions moved to Deleted State	Number of job requisitions in deleted state at the time of the requisition event.
Time Elapsed (Days) From Draft Phase to Approval Phase	Time duration between the earliest start of the Draft phase and the latest start of the Approval phase.
Time Elapsed (Days) From Approval Phase to Job Formatting Phase	Time duration between the earliest start of the Approval phase and the latest start of the Job Formatting phase.
Time Elapsed (Days) From Job Formatting Phase to Posting Phase	Time duration between the earliest start of the Job Formatting phase and the latest start of the Posting phase.
Time Elapsed (Days) From Posting Phase to Open Phase	Time duration between the earliest start of the Posting phase and the latest start of the Open phase.
Total Job Applications (on Event)	Number of job applications at the time of the application event.
Job Applications Rejected	Number of applications rejected by the employer
Job Applications Withdrawn	Number of Applications withdrawn by the applicant
Number of Job Applications in Offer Phase moved to Draft State	Number of Job Applications in Offer Phase moved to Draft State

Metric	Metric Definition
Number of Job Applications in Offer Phase moved to Approved State	Number of Job Applications in Offer Phase moved to Approved State
Number of Job Applications in Offer Phase moved to Extended State	Number of Job Applications in Offer Phase moved to Extended State
Number of Job Applications in Offer Phase moved to Rejected State	Number of Job Applications in Offer Phase moved to Rejected State
Number of Job Applications in Offer Phase moved to Accepted State	Number of Job Applications in Offer Phase moved to Accepted State
Number of Job Applications in Offer Phase moved to Withdrawn State	Number of Job Applications in Offer Phase moved to Withdrawn State
Number of Candidates with Job Application	Distinct count of candidates that have submitted job application
Number of Job Applications moved to HR Phase	Number of Job Applications moved to HR Phase
New Hires	Number of candidates that have been hired for the first time in the organization.
Employee Hires	Number of hires that are already employees in the organization with a different job
Contingent Worker Hires	Number of hires that are already contingent workers in the organization with a different job
Internal Hires	Number of hires that already have an active work relationship in the organization
External Hires	Number of hires that are external candidates
Referral Hires	Number of hires that were referral candidates
Number of Referred Applications	Number of job applications that came as referrals
Total Requisitions with Applicants	Number of job requisitions that have applicants on them
Requisition with no internal applicants	Number of job requisitions that do not have any internal applicants on them
Hire Rate	The percentage of Candidates that have been hired including internal and external Candidates based on the job application.
External Hire Rate	The percentage of external Candidates that have been hired
Internal Hire Rate	The percentage of internal Candidates that have been hired
Job Applications - Offer Acceptance Rate	Job Offers accepted as a percentage of offers extended
Referral Hire Rate	The percentage of referral Candidates that have been hired
Referral Success rate	The percentage of Candidate referrals that resulted as hires.
Rehires	Number of hires where the candidate was an ex worker of the organization
Rehire Rate	Number of rehires as a percentage of total hires.
Drop Off Rate	Percentage of applications that were either withdrawn or rejected out of the total applications
Job Requisitions with no internal applicant percentage	Percentage of job requisitions that have no internal applicants
Job Offer extended to hired percentage	Percentage of candidates that moved to HR phase of the total offers extended

Metric	Metric Definition
Job Offers to openings percentage	Percentage of offers extended against total job openings
Hires to Goal Rate	Percentage of hires against total job openings
Total Job Applications	Total Active Job Applications
Applicant Count	Distinct count of workers with active job application
Employee Job Applications	Count of active job applications from internal employees
Contingent Job Applications	Count of active job applications from internal contingent workers
External Job Applications	Count of active job applications from external candidates
Job Applications in Offer - Pending Approval	Count of active job applications that are in pending approval state of the offer phase
Job Applications in HR - Pending Processing	Count of active job applications in HR phase that are pending processing, both manual and automated
Job Applications - willing to Domestic Travel	Count of active Applications that have a ready to domestic travel flag= Y
Job Applications - willing to International Travel	Count of active Applications that have a ready to International travel flag= Y
Job Applications - willing to relocate	Count of active Applications that have ready to relocate flag= Y
Job Applications - Female	Number of active job applications created by women
Job Applications - Male	Number of active job applications created by men
Job Applications - Gender undisclosed	Number of active job applications with gender not disclosed
Job Applications - Veterans	Number of active job applications created by veterans
Job Applications - Non Veterans	Number of active job applications created by non veterans
Job Applications - disability	Number of active job applications created by candidates with disability
Hires	Total hires
Time Elapsed (Days) From Submission Confirmed Date to Offer Extended State	Number of days taken for a job application from the confirmation date till it entered the offer extended state
Time Elapsed (Days) From Submission Confirmed Date to Offer Accepted State	Number of days taken for a job application from the confirmation date till it entered the offer accepted state
Time Elapsed (Days) From Submission Confirmed Date to Offer Rejected State	Number of days taken for a job application from the confirmation date till it entered the offer rejected state
Time Elapsed (Days) From Submission Confirmed Date to Offer Withdrawn State	Number of days taken for a job application from the confirmation date till it entered the offer withdrawn state
Time Elapsed (Days) From Submission Confirmed Date to Hire Processed State	Number of days taken for a job application from the confirmation date till it entered the hire (HR) processed state

Metric	Metric Definition
Time to Hire (Days)	Number of days taken from the job requisition open date till the latest date when an application entered the hire (HR) processed state as part of this requisition.
Number of Referral Applications	Number of applications referred by internal workers
Number of Campaign Applications	Number of applications received through campaigns.
Number of Career Sites Applications	Number of applications through career sites
Number of Applications added to Job Requisition by Recruiters	Number of Applications added to Job Requisition by Recruiters
Number of Applications from intelligent matching	Number of applications created as a result of the intelligent matching feature.
Number of Applications from referral websites	Number of Applications through referral websites
Number of Social Media Applications	Number of Applications through social media
Number of search engine Applications	Number of applications created as a result of search engine findings.
Number of Job Board Applications	Number of Applications through job boards
Number of Job Aggregator Applications	Number of Applications through job aggregators
Number of Applications created manually	Number of applications created by recruiters manually.
Number of Third Party Applications	Number of Applications through third party codes
Number of Applications through shared job postings	Number of Applications through shared job postings

HCM—Talent Profile

This table describes Talent Profile metrics.

Metric	Metric Definition
Facts - Job Model Profile-Number Of Job Model Profiles	Count (Distinct Profile ID) Where Profile Status = Active and Profile Type = Job
Facts - Job Model Profile-Number of Jobs With Profiles	Count (Distinct Job Code) Where Profile ID is not null AND Profile Type = Job
Facts - Job Model Profile- Number of competencies	Count (Distinct Competency) associated with a model profile Where Profile Type = Job
Facts - Job Model Profile-Number of degrees	Count (Distinct Degree) associated with a model profile Where Profile Type = Job
Facts - Job Model Profile-Number of honors and awards	Count (Distinct Honours and Awards) associated with a model profile Where Profile Type = Job
Facts - Job Model Profile-Number of languages	Count (Distinct Language) associated with a model profile Where Profile Type = Job
Facts - Job Model Profile-Number of license and certifications	Count (Distinct License and Certificate) associated with a model profile Where Profile Type = Job
Facts - Job Model Profile-Number of memberships	Count (Distinct Memberships) Where associated with a model profile Where Profile Type = Job
Facts - Job Model Profile-Number of profiles that requires travel	Count (Distinct Profile ID) associated with a model profile Where Profile Type = Job AND Work Requirements.Travel Required = Y

Metric	Metric Definition
Facts - Job Model Profile-Number of profiles that requires relocation	Count (Distinct Profile ID) associated with a model profile Where Profile Type = Job AND Work Requirements.Willing to Relocate = Y
Facts - Position Model Profile-Number Of Position Model Profiles	Count (Distinct Profile ID) Where Profile Status = Active and Profile Type = Position
Facts - Position Model Profile-Number of Positions With Profiles	Count (Distinct Job Code) Where Profile ID is not null AND Profile Type = Position
Facts - Position Model Profile- Number of competencies	Count (Distinct Competency) associated with a model profile Where Profile Type = Position
Facts - Position Model Profile-Number of degrees	Count (Distinct Degree) associated with a model profile Where Profile Type = Position
Facts - Position Model Profile-Number of honors and awards	Count (Distinct Honours and Awards) associated with a model profile Where Profile Type = Position
Facts - Position Model Profile-Number of languages	Count (Distinct Language) associated with a model profile Where Profile Type = Position
Facts - Position Model Profile-Number of license and certifications	Count (Distinct License and Certificate) associated with a model profile Where Profile Type = Position
Facts - Position Model Profile-Number of memberships	Count (Distinct Memberships) Where associated with a model profile Where Profile Type = Position
Facts - Position Model Profile-Number of profiles that requires travel	Count (Distinct Profile ID) associated with a model profile Where Profile Type = Position AND Work Requirements.Travel Required = Y
Facts - Position Model Profile-Number of profiles that requires relocation	Count (Distinct Profile ID) associated with a model profile Where Profile Type = Position AND Work Requirements.Willing to Relocate = Y
Facts-Person Profile-Number of profiles	Count (Distinct Profile Code)
Facts-Person Profile-Number of Workers with profiles	Count (Distinct Person ID) where Profile Code is not null
Facts-Person Profile-Number of active profiles	Count (Distinct Profile Code) Where Status = Active
Facts-Person Profile-Number of Workers with active profiles	Count (Distinct Person ID) where Profile Code is not null and profile status = active
Facts-Person Profile-Percentage of active profiles	100 * (Count (Distinct Profile Code) Where Status = Active)/ Count (Distinct Profile Code)
Facts - Skills and Qualifications- Number of competencies	Count (Distinct Competency) associated with a person profile
Facts - Skills and Qualifications-Number of degrees	Count (Distinct Degree) associated with a person profile
Facts - Skills and Qualifications-Number of honors and awards	Count (Distinct Honours and Awards) associated with a person profile
Facts - Skills and Qualifications-Number of languages	Count (Distinct Language) associated with a person profile
Facts - Skills and Qualifications-Number of license and certifications	Count (Distinct License and Certificate) associated with a person profile
Facts - Skills and Qualifications-Number of workers willing to re-locate	Count (Distinct Person ID) where willing to relocate = Y
Facts - Skills and Qualifications-Number of workers ready for domestic travel	Count (Distinct Person ID) where ready for domestic travel = Y
Facts - Skills and Qualifications-Number of workers ready for international travel	Count (Distinct Person ID) where ready for international travel = Y
Facts - Skills and Qualifications-Number of workers ready now for career move	Count (Distinct Person ID) where ready for career move = Y
Facts-Talent Ratings - Number of Workers with performance rating	Count (Distinct Person ID) where Performance Rating is not null

Metric	Metric Definition
Facts-Talent Ratings-Number of high performers	Count (Distinct Person ID) where Performance category = high
Facts-Talent Ratings-Number of medium performers	Count (Distinct Person ID) where Performance category = medium
Facts-Talent Ratings-Number of low performers	Count (Distinct Person ID) where Performance category = low
Facts-Talent Ratings-Number of Workers with potential rating	Count (Distinct Person ID) where Potential Rating is not null
Facts-Talent Ratings-Number of high potential	Count (Distinct Person ID) where potential category = high
Facts-Talent Ratings-Number of medium potential	Count (Distinct Person ID) where potential category = medium
Facts-Talent Ratings-Number of low potential	Count (Distinct Person ID) where potential category = low
Facts-Talent Ratings-Number of Workers with risk of loss	Count (Distinct Person ID) where risk of loss rating is not null
Facts-Talent Ratings-Number of Workers with impact of loss	Count (Distinct Person ID) where impact of loss rating is not null

HCM—Talent Review Meetings

This table describes Talent Review Meetings metrics.

Metric	Metric Definition
Number of Facilitators	Number of facilitators in the talent review meeting
Number of Participants	Number of participants in the talent review meeting
Number of Reviewees	Number of reviewees in the talent review meeting
Number of Meetings	Number of Talent Review Meetings
Number of High Performers	Number of workers rated as high performers
Number of Medium Performers	Number of workers rated as medium performers
Number of Low Performers	Number of workers rated as low performers
Number of High Potential	Number of workers rated as high potential
Number of Medium Potential	Number of workers rated as medium potential
Number of Low Potential	Number of workers rated as low potential
Number of High Risk of Loss	Number of workers rated as high risk of loss
Number of Medium Risk of Loss	Number of workers rated as medium risk of loss
Number of Low Risk of Loss	Number of workers rated as low risk of loss
Number of High Impact of Loss	Number of workers rated as high impact of loss
Number of Medium Impact of Loss	Number of workers rated as medium impact of loss
Number of Low Impact of Loss	Number of workers rated as low impact of loss
Number of Top Talent	Number of workers rated as high performers and high potential
Number of Low Talent	Number of workers rated as low performers and low potential
Number of Top Talent at High Risk of Loss	Provides the count of workers rated high in performance and potential that are rated high risk of loss
Number of High Performers at High Risk of Loss	Provides the count of workers rated high in performance and potential that are rated high risk of loss

Metric	Metric Definition
Number of High Potential at High Risk of Loss	Provides the count of workers rated high in potential and potential that are rated high risk of loss
Number of Top Talent at High Impact of Loss	Provides the count of workers rated high in performance and potential that are rated high impact of loss
Number of Top Talent at Low Impact of Loss	Provides the count of workers rated high in performance and potential that are rated low impact of loss
Number of High Performers at High Impact of Loss	Provides the count of workers rated high in performance and potential that are rated high impact of loss
Number of High Potential at High Impact of Loss	Provides the count of workers rated high in potential that are rated high impact of loss
Number of High Performers at Low Impact of Loss	Provides the count of workers rated high in performance that are rated low impact of loss
Number of High Risk of Loss Terminated within 1 year	Provides the count of workers that got terminated within 1 year of being rated high risk of loss
Number of Low Risk of Loss Terminated within 1 year	Provides the count of workers that got terminated within 1 year of being rated low risk of loss
Number of High Risk of Loss Active Workers after an year	Provides the count of workers that are rated high risk of loss for more than a year but still not terminated
Number of Workers - Improved Performance rating	Provides the count of workers whose performance band changed from low to medium, high or medium to high
Number of Workers - Improved Potential rating	Provides the count of workers whose potential band changed from low to medium, high or medium to high
Number of Workers - Decreased Performance rating	Provides the count of workers whose performance band changed from High to medium, low or medium to low
Number of Workers - Decreased Potential rating	Provides the count of workers whose potential band changed from High to medium, low or medium to low
Number of Workers - Increased Risk of Loss	Provides the count of workers whose risk of loss band changed from low to medium, high or medium to high
Number of Workers - Decreased Risk of Loss	Provides the count of workers whose risk of loss band changed from High to medium, low or medium to low
Number of Workers - Increased Impact of Loss	Provides the count of workers whose impact of loss band changed from low to medium, high or medium to high
Number of Workers - Decreased Impact of Loss	Provides the count of workers whose impact of loss band changed from High to medium, low or medium to low
Number of High Performers Terminated within 1 year	Provides the count of workers that got terminated within 1 year of being rated as high performers in the talent review meeting
Number of Low Performers Terminated within 1 year	Provides the count of workers that got terminated within 1 year of being rated as low performers in the talent review meeting
Number of High Performers	Number of workers rated as high performers
Number of Medium Performers	Number of workers rated as medium performers
Number of Low Performers	Number of workers rated as low performers
Number of High Potential	Number of workers rated as high potential
Number of Medium Potential	Number of workers rated as medium potential
Number of Low Potential	Number of workers rated as low potential
Number of High Risk of Loss	Number of workers rated as high risk of loss
Number of Medium Risk of Loss	Number of workers rated as medium risk of loss

Metric	Metric Definition
Number of Low Risk of Loss	Number of workers rated as low risk of loss
Number of High Impact of Loss	Number of workers rated as high impact of loss
Number of Medium Impact of Loss	Number of workers rated as medium impact of loss
Number of Low Impact of Loss	Number of workers rated as low impact of loss
Number of Top Talent	Number of workers rated as high performers and high potential
Number of Low Talent	Number of workers rated as low performers and low potential

HCM—Workforce Absence Management

This table describes Workforce Absence Management metrics.

Metric	Metric Definition
Total duration of absences (days)	Sum of duration of all absences
Total duration of absences (hours)	Sum of duration of all absences, for absence type with UOM='Hours'
Qualification plan absences duration	Sum of duration of approved absences of qualification plans
Number of aualification plan absences	Count of distinct approved absences of qualification plans
Accrual plan absences duration	Sum of duration of approved absences of accrual plans
Number of accrual plan absences	Count of distinct approved absences of accrual plan
Compensatory plan absences duration	Sum of duration of approved absences of compensatory plans
Number of compensatory plan absences	Count of distinct approved absences of compensatory plans
NoEntitlement plan absences duration	Sum of duration of approved absences Of NoEntitlement plans
Number of NoEntitlement plan absences	Count of distinct approved absences of NoEntitlement plans
Approved absence transactions	Count of distinct absences transaction with approval status as "Approved"
Completed absence transactions	Count of distinct approved absence transactions with past dated absence end date
Pending approval absences transactions	Count of distinct absences transaction with approval status as "Awaiting Approval"
Scheduled absence transactions	Count of distinct approved absence transactions with future absence start date
Worker count (approved absences)	Count distinct worker with absences transactions with approval status as "Approved"
Worker count (pending absences)	Count distinct worker with absence transactions with approval status as "Awaiting Approval"
Femalegender ratio (approved absences)	Female gender ratio with approved absences
Male gender ratio (approved absences)	Male gender ratio with approved absences
Late notified absences	Count of late notified absences

Metric	Metric Definition
Withdrawn absence transactions	Count of distinct absences transaction with absence status as "Withdrawn"
Rejected absence transactions	Count of distinct absences transaction with approval status as "Denied"
Draft absence transactions	Count of distinct absences transaction with absence status as "Saved"
Worker count (rejected absences)	Count distinct worker with absences transactions with approval status as "Denied"
Worker count (withdrawn absences)	Count distinct worker with absences transactions with absence status as "Withdrawn"
Worker count (draft absences)	Count distinct worker with absences transactions with absence status as "Saved"
Female gender ratio (rejected absences)	Female gender ratio with rejected absences
Male gender ratio (rejected absences)	Female gender ratio with rejected absences
Absence approval rate for high performer worker	Ratio of approved absence to total absence of a worker with performance rating='High'
Absence approval rate for low performer worker	Ratio of approved absence to total absence of a worker with performance rating='Low'
Absence rejection rate for high performer worker	Ratio of rejected absence to total absence of a worker with performance rating='High'
Absence rejection rate for low performer worker	Ratio of rejected absence to total absence of a worker with performance rating='Low'
Worker count (enrolled in a plan)	Count of workers enrolled in an absence plan
Accrual balance	End accrual balance as on balance run date
Prior accrual balance	Begin accrual balance as on balance run date
Compensatory plan balance	Begin compensatory plan balance as on last balance run date
Prior compensatory plan balance	End compensatory plan balance as on last balance run date
Accrual value	Plan accrual value
Annual accrual	Front loaded calculated accrual
Periodic accrual	Calculated incremental accrual plan value , as of the last accrual run date
Carryover	Balance value that is carry over as of latest balance calculation date
Carryover expiration	Carryover balance value that will expire as of latest balance calculation date
Carryover forfeiture	Carryover balance value to forfeiture due to carryover limits set
Vested accrual	Accrued balance value subject to a waiting period that has subsequently passed
Unvested accrual	Accrued balance value but subject to a waiting period set
Other adjustments	Other balance adjustment transactions
Unprocessed adjustments	Total of all unprocessed adjustments for the latest balance calculation date
Transferred balance	Balance value transferred to and from other accrual plans
Processed absences	Total processed absences as of latest balance calculation date

Metric	Metric Definition
Unprocessed absences	Balance value used by absences scheduled
Compensatory time	Compensatory time accrued
Expiration disbursement (compensatory plan)	Disbursement of balance to payroll upon expiration
Other adjustments (compensatory plan)	Other balance adjustment transactions
Unprocessed adjustment (compensatory plan)	Total of all unprocessed adjustments for the latest balance calculation date
Transferred balance (compensatory plan)	Balance value transferred to and from other accrual plans
Donations	Donations

HCM—Workforce Core

This table describes Workforce Core metrics.

Metric	Metric Definition
Average Headcount	Average of Headcount (Period start + Period end HC)/2
Average FTE	Average of FTE (Period start + Period end FTE)/2
Worker Count	Count of distinct workers
Employee Headcount Ratio	Ratio of the employee headcount vs total headcount
Contingent Headcount Ratio	Ratio of the contingent headcount vs total headcount
Employee FTE Ratio	Ratio of the employee FTE vs total FTE
Contingent Worker FTE Ratio	Ratio of the contingent FTE vs total FTE
Span of Control Workforce Structure	Average number of reportees for a manager by workforce structures like Business Unit, Location, Job Family and so on
Average Worker Age	Average age of the worker based on their date of birth
Headcount Turnover	Percentage of the headcount terminations to the total headcount
FTE Turnover	Percentage of the FTE terminations to the total FTE
Voluntary FTE Turnover	Percentage of the voluntary FTE terminations to the total FTE
Involuntary FTE Turnover	Percentage of the involuntary FTE terminations to the total FTE
Voluntary Headcount Turnover	Percentage of the voluntary headcount terminations to the total headcount
Involuntary Headcount Turnover	Percentage of the involuntary headcount terminations to the total headcount
New Hire Headcount Turnover	Percentage of workers terminated within a year of hire
Headcount Retention	Percentage of workers retained
New Hire Headcount Retention	Percentage of worker retention who are hired within a year
FTE Retention	Percentage of worker FTE retained

Metric	Metric Definition
New Hire FTE Retention	Percentage of worker retention who are hired within a year
Assignment Event Headcount	Headcount value of events during the period
Hire Headcount	Headcount of worker assignment hire events
Rehire Headcount	Headcount of worker assignment rehire events
Pending Hire Headcount	Headcount of worker assignment pending hires
Promotion Headcount	Headcount of worker assignment promotion events
Transfer Headcount	Headcount of worker assignment transfer events
Termination Headcount	Headcount of worker assignment terminations
Inactive Headcount	Headcount of Inactive worker assignments for all types of worker
Inactive Employee Headcount	Headcount of Inactive employees
Inactive Contingent Headcount	Headcount of Inactive contingent workers
Assignment Event FTE	FTE value of events during the period
Hire FTE	FTE of worker assignment hire events
Rehire FTE	FTE of worker assignment rehire events
Pending Hire FTE	FTE of worker assignment pending hires
Promotion FTE	FTE of worker assignment promotion events
Transfer FTE	FTE of worker assignment transfer events
Termination FTE	FTE of worker assignment terminations
Inactive FTE	FTE of Inactive worker assignments for all types of worker
Inactive Employee FTE	FTE of Inactive employees
Inactive Contingent FTE	FTE of Inactive contingent workers
Hire Count	Count of worker assignment hire events
Rehire Count	Count of rehires
Pending Hire Count	Count of pending hires
Promotion Count	Count of worker assignment promotion events during the period
Termination Count	Count of worker assignment terminations
Voluntary Termination Headcount	Headcount of worker assignment terminations with a category of 'voluntary'
Involuntary Termination Headcount	Headcount of worker assignment terminations with a category of 'involuntary'
New Hire Termination Headcount	Headcount of worker assignment terminations whose Years Service is <= 1 year on their termination date
High Performer Headcount Turnover	100% * (High Performer Termination Headcount / Average Headcount)
Voluntary Termination FTE	FTE of worker assignment terminations with a category of 'voluntary'
Involuntary Termination FTE	FTE of worker assignment terminations with a category of 'involuntary'
New Hire Termination FTE	FTE of worker assignment terminations whose Years Service is <= 1 year on their termination date
Voluntary Termination Count	Count of worker assignment terminations with an action category of 'voluntary'

Metric	Metric Definition
Involuntary Termination Count	As Voluntary Termination Count but for an action category of 'involuntary'
New Hire Termination Count	Count of worker assignment terminations whose Years Service is <= 1 year on their termination date
Time between Promotion	Average number of months between promotions for a worker.
Time Between Promotion on Event	Average number of months between promotions for a worker.
Promotion Headcount Rate	Percentage of workers by headcount that have had a promotion
Promotion FTE Rate	Percentage of workers by FTE that have had a promotion
Worker Male Gender Ratio	Percentage of male workers
Worker Female Gender Ratio	Percentage of female workers
Worker Non Gender Ratio	Percentage of workers with no gender specified
Years Service	Number of years the employee is in the organisation
Average Service Years	Average years of service across all workers
Incumbent Headcount	Sum of Headcount for all worker assignments with this position. (Sum of filled positions. Positions that are vacant are not to be counted.)
Incumbent FTE	Sum of FTE for all worker assignments with this position. (Sum of filled positions. Positions that are vacant are not to be counted.)
Salary	Annualised salary for the worker assignment in the enterprise currency
Compa Ratio	Ratio of the worker salary to the salary mid point defined for the grade
Salary on Event	Annualised salary for the worker assignment in the enterprise currency on the date of any assignment event
Compa Ratio on Event	Ratio of the worker salary to the salary mid point defined for the grade on the date of any assignment event
Performance Rating	Average of the numeric value of the manager performance rating
Performance Rating(On Assignment Event)	Average of the numeric value of the manager performance rating on the date of any assignment event
Potential Rating	Average of the numeric value of the potential rating
Potential Rating (On Assignment Event)	Average of the numeric value of the potential rating on the date of any assignment event
Headcount (Period Start)	Total headcount at the start of the period, such as year, quarter, month, or week.
Headcount (Period End)	Total headcount at the end of the period, such as year, quarter, month, or week.
FTE (Period Start)	Total FTE at the Start of the period, such as year, quarter, month, or week.

Metric	Metric Definition
FTE (Period End)	Total FTE at the end of the period, such as year, quarter, month, or week.
Person Count (Period Start)	Total person count at the start of the period, such as year, quarter, month, or week.
Person Count (Period End)	Total person count at the end of the period, such as year, quarter, month, or week.
Headcount	Headcount of active and suspended worker assignments for all types of worker
Employee Headcount	Headcount of active and suspended employees
Contingent Headcount	Headcount of active and suspended contingent workers
Active Headcount	Active worker headcount as of the time period.
FTE	FTE of active and suspended worker assignments for all types of worker
Employee FTE	FTE of active and suspended employees
Contingent Worker FTE	FTE of active and suspended contingent workers
Assignment Count	Assignment count as of the time period. 1 for each assignment
Assignment Event Count	Assignment event count as of the time period. 1 for each assignment
Top Talent Headcount Turnover	Percentage of headcount terminations of workers whose performance rating and potential rating is high.
High Performer Headcount Retention	100% - High Performer Headcount Turnover
Talent Retention Percentage	Percentage of workers retained by each combination of performance and potential band ratings related to the 9 box
New Hire FTE Turnover	Percentage of FTE Terminations where years of service < 1 year
High Performer FTE Turnover	Percentage of FTE Terminations of workers whose performance rating = high
High Performer FTE Retention	Percentage of FTE Retention of workers whose performance rating = high
Retention Voluntary	Percentage of voluntary retention of workers
Top Performer Headcount	Sum(Headcount) of workers whose performance rating = High
High Potential Headcount	Sum(Headcount) of workers whose potential rating = High
Manager Count	Count of all workers with at least one direct report
Active Headcount Ratio	Headcount Ratio of active against all workers
Top Talent Ratio	Ratio of workers with performance = high and potential rating = high to the total headcount
Low Talent Ratio	Ratio of workers with performance = high and potential rating = low to the total headcount
Top Talent Headcount	Headcount of workers with performance = high and potential rating = high
Top Talent Retention Percentage	Percentage of workers retained by various combinations of performance and potential ratings
High Performer Retention Percentage	High Performer Retention Percentage
High Potential Retention Percentage	Percentage of workers with potential rating = high

Metric	Metric Definition
New Hire Headcount	Headcount for all workers with tenure less than or equal to 1 year for Hire action type
Transfer Count	Count of worker assignment transfers
Percentage Of Workers Hired above 60	Percentage of hires where worker age >= 60 years
High Performer Termination Headcount	Headcount of worker assignment terminations where the worker's latest performance rating based on the date for both performance and potential prior to the termination was in the 'High' performance band
Top Talent Termination Headcount	Headcount of terminated workers with performance and potential rating = high
High Performer Termination FTE	Sum(FTE) Terminations of workers whose performance rating = high
High Performer Termination Count	Count of worker assignment terminations where the worker's latest performance rating based on the date for both performance and potential prior to the termination was in the 'High' performance band
Annualized Voluntary Retention	Percentage of worker Annual voluntary retention by Gregorian Calendar
YTD Voluntary Termination Count	Year To Date Voluntary Termination Count
QTD Voluntary Termination Count	Quarter To Date Voluntary Termination Count
Distinct Worker Nationalities	Count of distinct worker nationalities
Distinct Worker Ethnicities	Count of distinct worker ethnicities
Months Service	Number of months the worker is in service from the legal employer seniority date (or legal employer hire date if the seniority date is null) to the termination date (or current date if the termination date is null)
Average Service Months	Average of Months Service
Currency Code	Currency Code
Percentage Compa Ratio Change	Percentage of change in compa ratio of the worker
Assignment Count (Period Start)	Assignment Count at the period start (Year , Month , Quarter & Week)
Assignment Count (Period End)	Assignment Count at the period end (Year , Month , Quarter & Week)
Worker Count	Distinct count of workers
Employee Count	Count of active and suspended employees
Contingent Count	Count of active and suspended contingent workers
Active Worker Count	Active worker Count as of the time period.
Active Worker Ratio	Count Ratio of active workers against all workers
Average Worker Count	Average of Worker Count (Period start + Period end Worker Count)/2
Employee Ratio	Ratio of the employee count vs total worker count
Contingent Ratio	Ratio of the contingent count vs total worker count
Worker Turnover	Percentage of the worker terminations to the total worker count
Voluntary Turnover	Percentage of the voluntary terminations count to the total worker count

Metric	Metric Definition
Involuntary Turnover	Percentage of the involuntary terminations count to the total worker count
New Hire Turnover	Percentage of workers terminated within a year of hire
High Performer Turnover	100% * (High Performer Termination count / Average worker count)
Top Talent Turnover	Percentage of worker terminations whose performance rating and potential rating is high.
Worker Retention	Percentage of workers retained
New Hire Retention	Percentage of worker retention who are hired within a year
Retention Voluntary (Worker Count)	Percentage of voluntary retention of workers
High Performer Retention	100% - High Performer Turnover
Talent Retention Percentage (Worker Count)	Percentage of workers retained by each combination of performance and potential band ratings related to the 9 box
Top Talent Worker Count	Count of workers with performance = high and potential rating = high
Top Talent Ratio(Worker Count)	Ratio of workers with performance = high and potential rating = high to the total worker count
Low Talent Ratio(Worker Count)	Ratio of workers with performance = low and potential rating = low to the total worker count
High Performer Retention Percentage(Worker Count)	Provides the High Performer Retention Percentage based on worker count
High Potential Retention Percentage(Worker Count)	Provides the High Potential Retention Percentage based on worker count
Top Talent Retention Percentage(Worker Count)	Percentage of workers retained by various combinations of performance and potential ratings
Voluntary Termination Person Count	Count of worker assignment terminations with a category of 'voluntary'
Involuntary Termination Person Count	Count of worker assignment terminations with a category of 'involuntary'
New Hire Termination Person Count	Count of worker assignment terminations whose Years Service is <= 1 year on their termination date
High Performer Termination Person Count	Count of worker assignment terminations where the worker's latest performance rating prior to the termination was in the 'High' performance band
Top Talent Termination Person Count	Count of terminated workers with performance and potential rating = high
YTD Voluntary Termination Person Count	Year To Date Voluntary Termination Worker Count
QTD Voluntary Termination Person Count	Quarter To Date Voluntary Termination Worker Count

HCM—Workforce Gains and Losses

This table describes Workforce Gains and Losses metrics.

Metric	Metric Definition
Headcount Gain	Headcount increase compared to the prior period.
Headcount Gain Hire	Headcount increase due to hire or rehire events.
Headcount Gain Reorganisation Reason	Headcount increase due to the action reason: re-organization data from config.
Headcount Gain Reorganisation Action	Headcount increase due to the action name where reorganization indicator flag = Y.
Headcount Gain Global Transfer	Headcount increase due to global transfer events.
Headcount Gain Transfer	Headcount increase due to transfer events.
Headcount Gain Promotion	Headcount increase due to promotion events.
Headcount Gain Others	Headcount increase due to events other than hire, promotion, global transfer, and transfer.
Implicit Headcount Gain	Gain of headcount due to a manager's movement along with their reports to other manager
Headcount Movement	Headcount movement within the manager's organization that results in no gain or loss for the respective manager
Headcount Loss	Headcount decrease compared to prior period.
Headcount Loss Termination	Headcount decrease due to termination events.
Headcount Loss Reorganisation Reason	Headcount decrease due to the action reason: re-organization data from config.
Headcount Loss Reorganisation Action	Headcount decrease due to the action name where reorganization indicator flag = Y.
Headcount Loss Global Transfer	Headcount decrease due to global transfer events.
Headcount Loss Transfer	Headcount decrease due to transfer events.
Headcount Loss Promotion	Headcount decrease due to promotion events.
Headcount Loss Others	Headcount decrease due to events other than termination, promotion, global transfer, and transfer.
Implicit Headcount Loss	Loss of headcount due to a manager's movement along with their reports to other manager
FTE Gain	FTE increase compared to prior period.
FTE Gain Hire	FTE increase due to hire or rehire events.
FTE Gain Reorganisation Reason	FTE increase due to the action reason: re-organization data from config.
FTE Gain Reorganisation Action	FTE increase due to the action name where reorganization indicator flag = Y.
FTE Gain Global Transfer	FTE increase due to global transfer events.
FTE Gain Transfer	FTE increase due to transfer events.
FTE Gain Promotion	FTE increase due to promotion events.
FTE Gain Others	FTE increase due to events other than hire, promotion, global transfer, and transfer..
Implicit FTE Gain	Gain of FTE due to a manager's movement along with their reports to other manager
FTE Movement	FTE movement within the manager's organization that results in no gain or loss for the respective manager
FTE Loss	FTE decrease compared to prior period.
FTE Loss Termination	FTE decrease due to termination events.

Metric	Metric Definition
FTE Loss Reorganisation Reason	FTE decrease due to the action reason: re-organization data from config.
FTE Loss Reorganisation Action	FTE decrease due to the action name where reorganization indicator flag = Y.
FTE Loss Global Transfer	FTE decrease due to global transfer events.
FTE Loss Transfer	FTE decrease due to transfer events.
FTE Loss Promotion	FTE decrease due to promotion events.
FTE Loss Others	FTE decrease due to events other than hire, promotion, global transfer, and transfer.
Implicit FTE Loss	Loss of FTE due to a manager's movement along with their reports to other manager
Assignment Count Gain	Assignment count increase compared to prior period.
Assignment Count Gain Hire	Assignment count increase due to hire or rehire events.
Assignment Count Gain Reorganisation Reason	Assignment count due to the action reason: re-organization data from config.
Assignment Count Gain Reorganisation Action	Assignment count increase due to the action name where reorganization indicator flag = Y.
Assignment Count Gain Global Transfer	Assignment count increase due to global transfer events.
Assignment Count Gain Transfer	Assignment count increase due to transfer events.
Assignment Count Gain Promotion	Assignment count increase due to promotion events.
Assignment Count Gain Others	Assignment count increase due to events other than hire, promotion, global transfer, and transfer.
Implicit Assignment Count Gain	Gain of Assignment due to a manager's movement along with their reports to other manager
Assignment Count Movement	Assignment movement within the manager's organization that results in no gain or loss for the respective manager
Assignment Count Loss	Assignment count decrease compared to prior period.
Assignment Count Loss Termination	Assignment count decrease due to termination events.
Assignment Count Loss Reorganisation Reason	Assignment count decrease due to the action reason: re-organization data from config.
Assignment Count Loss Reorganisation Action	Assignment count decrease due to the action name where reorganization indicator flag = Y.
Assignment Count Loss Global Transfer	Assignment count decrease due to global transfer events.
Assignment Count Loss Transfer	Assignment count decrease due to transfer events.
Assignment Count Loss Promotion	Assignment count decrease due to promotion events.
Assignment Count Loss Others	Assignment count decrease due to events other than hire, promotion, global transfer, and transfer.
Implicit Assignment Count Loss	Loss of Assignment due to a manager's movement along with their reports to other manager
Person Count Gain	Person count increase compared to prior period.

Metric	Metric Definition
Person Count Gain Hire	Person count increase due to hire or rehire events
Person Count Gain Reorganisation Reason	Person count increase due to the action reason: re-organization data from config.
Person Count Gain Reorganisation Action	Person count increase due to the action name where reorganization indicator flag = Y.
Person Count Gain Global Transfer	Person count increase due to global transfer events.
Person Count Gain Transfer	Person count increase due to transfer events.
Person Count Gain Promotion	Person count increase due to promotion events.
Person Count Gain Others	Person count increase due to events other than hire, promotion, global transfer, and transfer.
Implicit Person Count Gain	Gain of a Person due to a manager's movement along with their reports to other manager
Person Count Movement	Person movement within the manager's organization that results in no gain or loss for the respective manager
Person Count Loss	Person count decrease compared to prior period.
Person Count Loss Termination	Person count decrease due to termination events.
Person Count Loss Reorganisation Reason	Person count decrease due to the action reason: re-organization data from config.
Person Count Loss Reorganisation Action	Person count decrease due to the action name where reorganization indicator flag = Y.
Person Count Loss Global Transfer	Person count decrease due to global transfer events.
Person Count Loss Transfer	Person count decrease due to transfer events.
Person Count Loss Promotion	Person count decrease due to promotion events.
Person Count Loss Others	Person count decrease due to events other than hire, promotion, global transfer, and transfer.
Implicit Person Count Loss	Loss of a Person due to a manager's movement along with their reports to other manager

HCM—Workforce Rewards - Workforce Compensation

This table describes Workforce Rewards - Workforce Compensation metrics.

Metric	Metric Definition
Total Components For the Plan	No. of component used in a compensation plan
Worksheets (Not Started)	Worksheets without any changes saved
Worksheet (Withdrawn)	Worksheet withdrawn
Worksheets(Budgets Available)	Worksheets without any changes & budget available
Worksheets (Budgets Withdrawn)	Worksheets with withdrawn budgets
Worksheet (Work In Progress)	Worksheets with some changes saved
Worksheet (Submitted)	Worksheets 'Submitted' for approval
Worksheet (Rejected)	Worksheets returned for correction
Worksheet (Request Information)	Worksheets returned with request for information
Worksheet (Approved)	Approved Worksheet
Worksheet (Processed)	Worksheets with data posted to HR & Payroll (Transfer to HR Process)

Metric	Metric Definition
No. of Workers	Total Number of Workers populated in a worksheet
Eligible Workers	Number of all eligible workers in Worksheet
Worker Compensated with 0 Increase	Worker count with compensation amount equal to 0 or not specified
Total Worker Compensated	Total Worker count with compensation amount greater than or equal to 0
Worker Compensated (Below Target Compensation)	Count of workers compensated below target compensation
Worker Compensated (Above Target Compensation)	Count of workers compensated above target compensation
Average Allocation Percentage	Average Allocation Percentage
Base Salary	Worker Base Pay Amount, expressed in worker's base pay frequency
Base Salary Adjustment Amount	Worker Base Pay Amount , expressed in plan frequency
Proposed Salary	New Base Salary Of a worker , expressed in worker's base pay frequency
New Adjusted Salary Amount	Proposed Salary ,expressed in plan frequency
Eligible Salary	Amount calculated to determine worker's allocation amount.
Compensation Amount	Amount Allocated to a worker
Compensation Amount (Maximum)	Maximum Amount that can be allocated to a worker
Compensation Amount (Minimum)	Minimum Amount that can be allocated to a worker
Target Compensation Amount	Recommended compensation amount
Target Compensation Amount (Minimum)	Minimum Recommended Allocation Amount
Target Compensation Amount (Maximum)	Maximum Recommended Allocation Amount
Compensation Variance	Variance between target compensation & actual compensation amount
Proposed Salary (Average)	Average of proposed salary
Average Compensation Amount	Average Amount Allocated to a worker
Worker Budget Amount	Amount Budgeted for a worker
Miscellaneous Rate 1	Compensation Plan Custom Column
Miscellaneous Rate 2	Compensation Plan Custom Column
Miscellaneous Rate 3	Compensation Plan Custom Column
Miscellaneous Rate 4	Compensation Plan Custom Column
Miscellaneous Rate 5	Compensation Plan Custom Column
Miscellaneous Rate 6	Compensation Plan Custom Column
Percentage Budget Utilized	Ratio of Budget Amount Utilized to overall Budget
Overall Budget Amount (Allocated)	Total Budget amount allocated to a worksheet manager
Overall Budget Amount (Available)	Budget amount left to be utilized by worksheet managers
Overall Budget Amount (Used)	Budget amount used by worksheet managers
Total Eligible Salaries	Sum of eligible salaries of workers
Base Salary Change Value	Salary change Value

Descriptive Flexfield Details

Overview

Descriptive Flexfields (DFFs) allow you to capture additional information on the Fusion application transactional UI. DFFs provide you the flexibility to configure data that is not available ready-to-use in the application. You can report on the configured DFFs through Fusion Analytics Warehouse application for HCM.

Descriptive Flexfield (DFF)

Subject Area Name	Descriptive Flexfield (DFF) Supported
HCM-Workforce Core	Additional HR Action Attributes
HCM-Workforce Core	Legislative Action Attributes
HCM-Workforce Core	Additional Action Reason Attributes
HCM-Workforce Core	Person Additional Attributes
HCM-Workforce Core	Assignment Attributes
HCM-Workforce Core	Legislative Assignment Attributes
HCM-Workforce Core	Citizenship Attributes
HCM-Workforce Core	Ethnicity Attributes
HCM-Workforce Core	Person Disability Information
HCM-Workforce Core	Person Disability Legislative Information
HCM-Workforce Core	Person Name Attributes
HCM-Workforce Core	Person Type Attributes
HCM-Workforce Core	Persons Attributes
HCM-Workforce Core	Position Attributes
HCM-Workforce Core	Work Relationship Attributes
HCM-Workforce Core	Work Relationship Legislative Information
HCM-Workforce Core	Department Attributes
HCM-Workforce Core	Person Legislative Attributes
HCM - Workforce Absence Management	Absence Categories
HCM - Workforce Absence Management	Absence Plan
HCM - Workforce Absence Management	Absence Reasons
HCM - Workforce Absence Management	Absence Recordings
HCM - Workforce Absence Management	Absence Type

8

Prebuilt

Overview

This chapter provides information on all the prebuilt KPI's, decks, cards and analyses that are shipped as the standard offering along with the product.

Analyses

Overview

Prebuilt Analyses are the functional analysis defined using the data visualization functionality in Oracle Analytics Cloud (OAC). These tables show the summary of predefined analysis available for each module.

Global Human Resources

Analyses Detail	Analyses Description	Related Subject Areas
Diversity Analysis	The diversity analysis detailed page provides an analysis of key metrics like headcount, promotion counts, terminations, hire counts by diverse factors like employee gender, grades and ethnicities, tenure band, age band, countries and so on. This helps in understanding the workforce composition by various such diversity elements. This in turn helps the organizations in achieving targets related to diversified employee staffing.	HCM - Workforce Core
Hires and Leavers	The hires and leavers detailed page provides the metric details related to the hires and terminations in the organization. It provides important analysis related to hiring trends over the last few quarters, hiring by various business units, locations and job families, the diverse hiring patterns by elements like gender, ethnicity etc	HCM - Workforce Core

Analyses Detail	Analyses Description	Related Subject Areas
Team Effectiveness	<p>The team effectiveness detailed page provides a health check of the organization by various important aspects related to the workforce. This Provides a comparison of teams measured with key metrics like span of control, gender ratio, compa ratio, employee retention, promotions and average years of service.</p>	HCM - Workforce Core
Talent Retention	<p>The talent retention detailed page provides an analysis of the performance and potential ratings of the workers. It provides the details of the workers that have been identified as top talent in the organization and are retained. A 9-box analysis of the employee retention by their talent ratings is available through this page.</p>	HCM - Workforce Core
Workforce Composition	<p>The workforce composition detailed page answers the fundamental questions on the composition of an organization's workforce. This provides an analysis of the headcount by job families, average tenure of the workers, the percentage of workers that are rated as top talent, and the distribution of the workforce across various locations. It also provides a trend of headcount by various dimensions like age band, quarters, and so on.</p>	HCM - Workforce Core
Turnover	<p>The turnover detailed page provides information on the organization turnover. The turnover by various worker specific data like performance, compa ratio are available. Also, it provides an analysis of the turnover by various demographics like race, ethnicity, age band, supervisors, etc. Voluntary vs Involuntary turnover analysis is another aspect related to turnover that is available through this page.</p>	HCM - Workforce Core
Span of Control	<p>The span of control detailed page provides an analysis of a key metric span of control by various dimensions like business unit, job family, country and so on. It provides an answer to how the average span of control by a supervisor compares to the organization average span of control. Similarly how the span of control has changed over the last few quarters are also available.</p>	HCM - Workforce Core

Analyses Detail	Analyses Description	Related Subject Areas
Compa Ratio	The compa ratio detailed page provides details related to the worker compa ratios. It provides an analysis of the average compa ratio of the organization along with the other dimensions like job family, grade and so on. Additionally the compa ratio analysis of the top talent, the terminated workers are available. It also provides the compa ratio analysis by various dimensions like location, and tenure band.	HCM - Workforce Core

Talent

Analyses Detail	Analyses Description	Related Subject Areas
Job Openings	The Job Openings page provides count of total openings, job applications received by candidates, vacancy fill rate. It also provides the details of the job openings by various locations, vacancy fill rate by year and locations, offers extended versus actual hired. You could also review the top 10 requisitions created by job applicants on them.	HCM - Talent Acquisition
Time to Hire	The Time to Hire detailed page provides details of the hiring like total applicants, average time to fill, average time to roll out an offer. It also allows you to analyze time to hire by various geographies, job family and year.	HCM - Talent Acquisition
Sourcing	The sourcing page provides the details of the sources from which the applicants have come from. You could analyze the job applications for various job families based on the source medium, similarly top 10 sources of job applications.	HCM - Talent Acquisition

KPIs

Overview

Key Performance Indicators (KPIs) are measurements that define and track specific business goals and objectives that often roll up into larger organizational strategies that require monitoring, improvement, and evaluation.

KPIs can be used as an analysis in cards and decks to allow a user to view key performance indicators and drill into the details to understand why a KPI value may be off the target. KPIs

can also be used to automatically trigger alerts to specific users when KPI target values reach critical status levels.

Absences

KPI Name	KPI Description	Related Subject Areas
Approved Absences	Provides the approved absence transaction of a worker.	HCM - Workforce Absence Management
Male Gender Ratio Unavailable	Provides the ratio of male workers with approved leaves.	HCM - Workforce Absence Management
Female Gender Ratio unavailable	Provides the ratio of female workers with approved absences.	HCM - Workforce Absence Management

Global Human Resources

KPI Name	KPI Description	Related Subject Areas
Headcount	Provides the headcount of the workforce.	HCM - Workforce Core
Average Headcount	Provides the average headcount of the workforce which is basically the average of start and end time period.	HCM - Workforce Core
FTE	Provides the FTE value.	HCM - Workforce Core
Span of Control	Provides the average number of workers by manager, department, business unit etc.	HCM - Workforce Core
Hires	Provides the count of hires in the organization.	HCM - Workforce Core
Promotion Count	Provides the count of workers that have had a promotion event.	HCM - Workforce Core
Promotion Rate	.Provides the ratio of workers that have had a promotion event against the total workforce	HCM - Workforce Core
Compa Ratio	Provides the average compa ratio of the workers.	HCM - Workforce Core
% Compa Ratio Change	Provides the average change in compa ratio of the workers compared to the previous year.	HCM - Workforce Core
Female Gender Ratio	Provides the percentage of female employees.	HCM - Workforce Core
Average Worker Age	Provides the average age of the workforce.	HCM - Workforce Core
Average Tenure	Provides the average tenure of the workforce.	HCM - Workforce Core

KPI Name	KPI Description	Related Subject Areas
Distinct Worker Nationalities	Provides the distinct count of different nationals in the workforce.	HCM - Workforce Core
Distinct Worker Ethnicities	Provides the distinct count of different ethnicities in the workforce.	HCM - Workforce Core
Percentage of workers hired above 60	Provides the percentage of workers whose age is above 60 as of the date of hire.	HCM - Workforce Core
Terminations	Provides the count of all terminations.	HCM - Workforce Core
Terminations Voluntary	Provides the count of voluntary terminations.	HCM - Workforce Core
Termination by New Hire	Provides the count of terminations that are hired less than a year ago.	HCM - Workforce Core
Turnover	Provides the ratio of terminations against the total headcount.	HCM - Workforce Core
Turnover Voluntary	Provides the ratio of voluntary terminations against the total headcount.	HCM - Workforce Core
Turnover Involuntary	Provides the ratio of involuntary terminations against the total headcount.	HCM - Workforce Core
Turnover by FTE	Provides the ratio of FTE terminations against the total headcount.	HCM - Workforce Core
Turnover by New Hire	Provides the ratio of new hire terminations against the total headcount.	HCM - Workforce Core
Total Retention	Provides the ratio of workers that are retained.	HCM - Workforce Core
Retention Voluntary	Provides the ratio of workers that are retained voluntarily.	HCM - Workforce Core
Retention by FTE	Provides the ratio of FTE retention.	HCM - Workforce Core
Retention by New Hire	Provides the ratio of new hire retention.	HCM - Workforce Core
Terminations by FTE	Provides the count of terminations that are full time employees.	HCM - Workforce Core
Terminations by High Performer	Provides the count of terminations that are rated high in performance.	HCM - Workforce Core
Terminations by Top Talent	Provides the count of terminations that are rated high in performance and potential.	HCM - Workforce Core
Turnover by High Performer	Provides the ratio of high performer terminations against the total headcount.	HCM - Workforce Core

KPI Name	KPI Description	Related Subject Areas
Turnover by Top Talent	Provides the ratio of high performer and potential terminations against the total headcount.	HCM - Workforce Core
Retention by Talent	Provides the retention percentage by each talent 9 box based on performance and potential.	HCM - Workforce Core
Top Talent Ratio	Provides the ratio of workers with high performance and potential values against the total workforce.	HCM - Workforce Core
Low Talent Ratio	Provides the ratio of workers with low performance and potential values against the total workforce.	HCM - Workforce Core

Recruiting

KPI Name	KPI Description	Related Subject Areas
Drop Off Rate	Provides the percentage of Job Applications that were withdrawn.	HCM - Talent Acquisition
Recruitment Pipeline	Provides the number of Job Applications in various phases at a given point in time.	HCM - Talent Acquisition
Job Offers to Openings %	Provides the percentage of Job Offers extended against the Total number of Openings	HCM - Talent Acquisition
Offers Diversity	Provides the diversity of the Offers that were extended	HCM - Talent Acquisition
Talent Yield	Provides the percentage of workers hired against the total number of applications for a requisition.	HCM - Talent Acquisition
Hires to Goal Rate	provides the total rate hires against the total openings	HCM - Talent Acquisition
Internal Hires	Provides the total number of hires where the candidates are existing workers in the organization	HCM - Talent Acquisition
Active Applications	Provides the total number of active applications in the hiring process at a given point in time.	HCM - Talent Acquisition
Referral Hires	Provides the total number of Hires who were referred by existing workers	HCM - Talent Acquisition

KPI Name	KPI Description	Related Subject Areas
Applications Diversity	Provides the count of applications that can be used to display the diversity like male vs female, veterans vs non-veterans etc	HCM - Talent Acquisition
Job Requisitions with no Internal Applicants %	Provides the percentage of Job Requisitions which did not attract any Internal Applicants	HCM - Talent Acquisition
Offer Acceptance Rate	Provides the percentage of offers accepted against total number of offers extended	HCM - Talent Acquisition
Offer Extended to Hire %	Provides the percentage of Hires against the number of Offers that were extended	HCM - Talent Acquisition
Candidate Total Applications	Provides the Total number of Job Applications created	HCM - Talent Acquisition
Candidate Hires	Provides the total hire count	HCM - Talent Acquisition
Job Requisitions Not Open %	Provides the percentage of Job Requisitions that were created but never reached the Opened phase.	HCM - Talent Acquisition
Average Time to Fill	Provides the average number of days it takes for a job requisition to reach the filled status	HCM - Talent Acquisition
Total Job Requisitions	Provides the total number of active Job Requisitions at the end of a specific time period.	HCM - Talent Acquisition
Requisition Fill Rate	Provides the percentage Job Requisitions filled against total job requisitions.	HCM - Talent Acquisition
Average Requisitions Per Recruiter	Provides the average number of Job Requisitions owned by a Recruiter.	HCM - Talent Acquisition
Open Requisitions	Provides the number of Job Requisitions that are in open phase at the end of a specific time period.	HCM - Talent Acquisition

Talent

KPI Name	KPI Description	Related Subject Areas
Incomplete Performance Appraisals	Provides a count of incomplete performance appraisal documents.	HCM - Performance Management
High Performers	Provides the percentage of workers that have been rated high in the performance appraisal.	HCM - Performance Management
Delayed performance tasks	Provides a list of performance tasks that are delayed beyond the due date but eventually completed.	HCM - Performance Management

KPI Name	KPI Description	Related Subject Areas
Performance Rating Distribution	Provides the performance ratings actual distribution by various rating levels.	HCM - Performance Management
Workers with performance goals but not completed	Provides a percentage of workers who have an incomplete performance goal.	HCM - Performance Management
Performance goals completion	Provides the Percentage of workers with completed goals.	HCM - Performance Management
Workers with long pending development goals	Provides the percentage of workers whose development goals are incomplete	HCM - Performance Management
Percentage of workers by next career move timing	Provides the percentage of workers based on their preference of next career move timings	HCM - Talent Profile
Percentage of Workers with Active Profiles	Provides the percentage of workers that have active profiles	HCM - Talent Profile
Number of Workers with improved performance ratings	Provides a count of workers that had a performance rating improvement in the talent review meeting	HCM - Talent Review Meetings
Number of Workers with reduced risk of loss ratings	Provides a count of workers that had a rating change in risk of loss in the talent review meeting	HCM - Talent Review Meetings
Number of High Risk of Loss Workers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as high risk of loss in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of Workers with reduced impact of loss ratings	Provides a count of workers that had a rating change in impact of loss in the talent review meeting	HCM - Talent Review Meetings
Number of Workers with improved potential ratings	Provides a count of workers that had a potential rating improvement in the talent review meeting	HCM - Talent Review Meetings
Number of Low Risk of Loss Workers Terminated within 1 year of Talent Review Meeting	Provides the count of workers that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of Low Performers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as low performers in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of High Performers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as high performers in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Top Talent at High Risk of Loss	Provides the count of workers rated as high performers and high potential in the talent review meeting that are at high risk of loss	HCM - Talent Review Meetings
High Risk of Loss Incumbent Plans Success Count	Count of succession plans in which one or more incumbents were at high risk of loss and the candidate replaced them	HCM - Succession Management

KPI Name	KPI Description	Related Subject Areas
Incumbents replaced by high risk candidates	Count of Succession Plans in which the candidates with high risk of loss replaced the incumbents	HCM - Succession Management
Percentage of External candidates	Percentage of external candidates versus total candidates in a succession plan	HCM - Succession Management
Succession Plan Success Count	Count of plans in which the candidate was chosen to fill the incumbent/job/position and the plan was closed	HCM - Succession Management
Percentage of Internal candidates Succession	Percentage of internal candidates versus total candidates in a succession plan	HCM - Succession Management
Percentage of High Risk Incumbents	Percentage of incumbents that are rated high risk of loss	HCM - Succession Management
Percentage of High Impact Incumbents	Percentage of incumbents that are rated high impact of loss	HCM - Succession Management

Workforce Compensation

KPI Name	KPI Description	Related Subject Areas
Average Allocation Percentage	Provides the average percentage of the amount allocated to a worker.	HCM - Workforce Rewards - Workforce Compensation
Compensation Variance	Provides the variance amount of the allocated amount from the target compensation amount for a worker.	HCM - Workforce Rewards - Workforce Compensation
Compensation Amount	Provides the amount allocated to a worker.	HCM - Workforce Rewards - Workforce Compensation

Decks and Cards

Overview

A deck is a top-level object for executive consumption with multiple KPI cards added to a deck. Each deck can contain up to 8 cards. A card is a visual presentation of a KPI with a drill down capability to Data Visualization content.

Prebuilt Decks and Cards

Deck Name	Deck Description
Workforce Management	Provides an overview of various KPIs related to headcount, assignment events, diversity, and compensation
Talent Acquisition	Provides an overview of various KPIs related to talent acquisition like hires, time to fill job openings, diversity in offers extended and requisition per recruiter