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Reference for 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

For information about Oracle's commitment to accessibility, visit the Oracle Accessibility Program website at <http://www.oracle.com/pls/topic/lookup?ctx=acc&id=docacc>.

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Diversity and Inclusion

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-specific Groups
- 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 section 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.

Download this [ZIP file](#) that contains available tables that apply to the current version of Oracle Fusion HCM Analytics. Once the file downloads, extract the file, open the folder, and then open the release-specific HTML file. For example, click [22.R2_May2022_Fusion_HCM_Analytics_Tables.html](#).

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_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.

Download this [ZIP file](#) that contains available diagrams that apply to the current version of Oracle Fusion HCM Analytics. Once the file downloads, extract the file, open the folder, and then open the release-specific HTML file. For example, click **22.R2_May2022_Fusion_HCM_Analytics_Diagrams.html**.

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.



Note:

Job roles are the same as job-specific groups.

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.



Note:

Job roles are the same as job-specific groups.

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 section, links are provided for more detailed information about the job roles, subject areas, and business questions associated with the duty role.

**Note:**

Job roles are the same as job-specific groups.

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
Count of Check-Ins with development goals	(count(Check-Ins) where count(topic name) > 0 and topic type = development goal

Metric	Metric Definition
Percentage of Check-ins with development goals	$100 * (\text{Count of Check-Ins with development goals}) / \text{Total check-ins}$
Count of Check-Ins with general topic	$(\text{count}(\text{Check-Ins}) \text{ where } \text{count}(\text{topic name}) > 0 \text{ and } \text{topic type} = \text{general topic})$
Percentage of Check-ins with general topics	$100 * (\text{Count of Check-Ins with general topic}) / \text{Total check-ins}$
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	$100 * (\text{Count of workers that have all their goals in completed status} / \text{Count of all workers with performance goals})$
Workers with Incomplete Goals	Distinct Count of employees that have at least one incomplete performance goal
Percentage of Workers with incomplete goals	$100 * (\text{Count of employees that have at least one incomplete performance goal} / \text{Workers with Performance Goals})$
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
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 tables 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
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	$100 * (\text{Count of workers with performance category = medium}) / \text{Workers with performance rating}$

Metric	Metric Definition
Performance Appraisal - Percentage of Low Performers	100 * (Count of workers with performance category = low)/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
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

Metric	Metric Definition
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)
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

Metric	Metric Definition
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_SUCESSOR' for the plan
Candidates Success Count - Job Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_SUCESSOR' for the plan
Candidates Success Count - Position Plan	Count(Distinct Candidates) where candidate Succession Status = 'ORA_HRM_SUCESSOR' 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
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

Metric	Metric Definition
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_SUCCESSOR' 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.
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.

Metric	Metric Definition
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
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

Metric	Metric Definition
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
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

Metric	Metric Definition
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
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	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

Metric	Metric Definition
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
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

Metric	Metric Definition
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
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

Metric	Metric Definition
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
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

Metric	Metric Definition
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
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 Qualification 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"

Metric	Metric Definition
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"
Female Gender 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
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	Carry Over balance value that will expire as of latest balance calculation date

Metric	Metric Definition
Carryover Forfeiture	Carry Over 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
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

Metric	Metric Definition
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
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'

Metric	Metric Definition
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'
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
New Hire Headcount	Headcount for all workers with tenure less than or equal to 1 year for Hire action type

Metric	Metric Definition
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
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)

Metric	Metric Definition
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.

Metric	Metric Definition
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.
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.

Metric	Metric Definition
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.
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.

Metric	Metric Definition
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)
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

Metric	Metric Definition
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.

Absence

Descriptive Flexfield (DFF)

Subject Area Name	Descriptive Flexfield (DFF) Supported
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

Global Human Resources

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 Core	Job Attributes

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.

Absence

Prebuilt Analyses

Analyses Detail	Analyses Description	Related Subject Areas
Absence	Provides details of absences, duration and workers that have availed leave during the specific period	HCM - Workforce Absence Management
Absence Analysis	Summary of various absence statuses like approved, withdrawn, rejected. Enables organizations to plot biases in absences approval/rejection for any of the minority groups, if any.	HCM - Workforce Absence Management
Absences - Diversity Overview	Summary of various absence statuses like approved, withdrawn, rejected. Enables organizations to plot biases in absences approval/rejection for any of the minority groups, if any.	HCM - Workforce Absence Management

Global Human Resources

Prebuilt Analyses

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
Team Effectiveness	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.	HCM - Workforce Core
Talent Retention	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.	HCM - Workforce Core

Analyses Detail	Analyses Description	Related Subject Areas
Workforce Composition	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.	HCM - Workforce Core
Turnover	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.	HCM - Workforce Core
Span of Control	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.	HCM - Workforce Core
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
Workforce Information	Provides details related to worker headcount, gender distribution, and details of other employment information	HCM - Workforce Core

Analyses Detail	Analyses Description	Related Subject Areas
Workforce Gains and losses overview	Provides summary of internal mobility across various dimensions like business units, departments, managers and so on. Also provides a likely career path in an organization based on historical data.	HCM - Workforce Gains and Losses

Talent

Prebuilt Analyses

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
Talent Acquisition	Provides data related to hiring process like job applicants, sources and progress of the job applications during a specific period	HCM - Talent Acquisition
Profiles	Provides profile information related to skills, and talent ratings of workers	HCM - Talent Profile
Goals	Provides details related to worker's performance and development goals.	HCM - Goals and career Development
Check-Ins	Manager and Worker Check-In details	HCM - Check-Ins

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

KPI Name	KPI Description	Related Subject Areas
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
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

KPI Name	KPI Description	Related Subject Areas
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
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

KPI Name	KPI Description	Related Subject Areas
Referral Hires	Provides the total number of Hires who were referred by existing workers	HCM - Talent Acquisition
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

KPI Name	KPI Description	Related Subject Areas
Delayed performance tasks	Provides a list of performance tasks that are delayed beyond the due date but eventually completed.	HCM - Performance Management
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

KPI Name	KPI Description	Related Subject Areas
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
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
