

# Oracle® Cloud

## 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.

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## 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  |
|------------------------|--|
| <b>boldface</b>        | 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.

To know about the preview features available currently, see [Features Available for Preview](#).



# 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.



#### Note:

Tables ending with the suffix `_EN` and those listed in **Tables Without WHO Columns** are for Oracle Internal use only. In addition, tables storing descriptive flexfiled data (DFF tables) aren't included in the documentation

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.R4\_Nov2022\_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_BUSINESS_UNIT_D`
- `DW_DEPARTMENT_D`
- `DW_DISABILITY_ORG_D`
- `DW_INV_ORGANIZATION_D`
- `DW_LEGAL_EMPLOYER_D`
- `DW_REPORTING_EST_D`
- `DW_BUSINESS_UNIT_D_TL`
- `DW_DEPARTMENT_D_TL`

- DW\_DISABILITY\_ORG\_D\_TL
- DW\_INV\_ORGANIZATION\_D\_TL
- DW\_LEGAL\_EMPLOYER\_D\_TL
- DW\_REPORTING\_EST\_D\_TL
- DW\_PRFL\_JOB\_CMPTNCY\_CRNT\_F
- DW\_PRFL\_JOB\_DEGREES\_CRNT\_F
- DW\_PRFL\_JOB\_HNR\_AWARD\_CRNT\_F
- DW\_PRFL\_JOB\_LANGUAGES\_CRNT\_F
- DW\_PRFL\_JOB\_LIC\_CERT\_CRNT\_F
- DW\_PRFL\_JOB\_MEMBRSHIP\_CRNT\_F
- DW\_PRFL\_JOB\_WRK\_REQ\_CRNT\_F
- DW\_PRFL\_POSN\_CMPTNCY\_CRNT\_F
- DW\_PRFL\_POSN\_DEGREES\_CRNT\_F
- DW\_PRFL\_POSN\_HNR\_AWARD\_CRNT\_F
- DW\_PRFL\_POSN\_LANGUAGES\_CRNT\_F
- DW\_PRFL\_POSN\_LIC\_CERT\_CRNT\_F
- DW\_PRFL\_POSN\_MEMBRSHIP\_CRNT\_F
- DW\_PRFL\_POSN\_WRK\_REQ\_CRNT\_F
- DW\_PRFL\_PRSN\_ADV\_RDYNS\_CRNT\_F
- DW\_PRFL\_PRSN\_CAR\_PREF\_CRNT\_F
- DW\_PRFL\_PRSN\_CMPTNCY\_CRNT\_F
- DW\_PRFL\_PRSN\_DEGREES\_CRNT\_F
- DW\_PRFL\_PRSN\_EDU\_LEVEL\_CRNT\_F
- DW\_PRFL\_PRSN\_HNR\_AWARD\_CRNT\_F
- DW\_PRFL\_PRSN\_IMPC\_LOSS\_CRNT\_F
- DW\_PRFL\_PRSN\_LANGUAGES\_CRNT\_F
- DW\_PRFL\_PRSN\_LIC\_CERT\_CRNT\_F
- DW\_PRFL\_PRSN\_MEMBRSHIP\_CRNT\_F
- DW\_PRFL\_PRSN\_PERF\_RTNG\_CRNT\_F
- DW\_PRFL\_PRSN\_POT\_RTNG\_CRNT\_F
- DW\_PRFL\_PRSN\_PRV\_EMPMT\_CRNT\_F
- DW\_PRFL\_PRSN\_RSK\_LOSS\_CRNT\_F
- DW\_PRFL\_PRSN\_SKILL\_CRNT\_F
- DW\_PRFL\_PRSN\_SPCL\_PROJ\_CRNT\_F
- DW\_PRFL\_PRSN\_TLNT\_SCOR\_CRNT\_F
- DW\_PRFL\_PRSN\_WRK\_REQ\_CRNT\_F
- DW\_GRADE\_RATE\_CURRENT\_D

- DW\_GRADE\_RATE\_VALUE\_CURRENT\_D
- DW\_JOB\_CURRENT\_D
- DW\_JOB\_FAMILY\_CURRENT\_D
- DW\_MANAGER\_CF\_TD\_CURRENT\_DH
- DW\_MANAGER\_DN\_CURRENT\_DH
- DW\_MANAGER\_REPORTEES\_CF\_DN\_CURRENT\_DH
- DW\_MANAGER\_REPORTEES\_CF\_DN\_NSR\_DH
- DW\_PAY\_GRADE\_CURRENT\_D
- DW\_PERSON\_LEGISLATION\_ALL\_CURRENT\_D
- DW\_PERSON\_NAME\_CURRENT\_D
- DW\_POSITION\_CURRENT\_D
- DW\_JOB\_D\_CURRENT\_TL
- DW\_JOB\_FAMILY\_D\_CURRENT\_TL
- DW\_PAY\_GRADE\_D\_CURRENT\_TL
- DW\_POSITION\_D\_CURRENT\_TL

## Initial Extract Date Parameter Usage

Oracle Fusion Analytics Warehouse uses the Initial Extract Date pipeline parameter when you extract data for a full load.

Use this [spreadsheet](#) to know how the Initial Extract Date pipeline parameter value impacts the tables in Oracle Fusion HCM Analytics during data load.

## Tables With Data Rejection Details

This section provides information about tables that contain the data rejection details. The source Oracle Fusion Cloud Human Capital Management tables might contain bad data and might impact the reporting metrics in Oracle Fusion HCM Analytics. Therefore, bad source data won't be loaded into Oracle Fusion HCM Analytics, and instead are captured in DW\_ERR\_RECORDS and DW\_ERR\_CODE\_TL tables.

### **Error Code Translation Table Spreadsheet**

Download [this spreadsheet](#) that contains the Error Codes and their description details.

# 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.R4\\_Nov2022\\_Fusion\\_HCM\\_Analytics\\_Diagrams.html](#)**.

# 4

## Data Store

### Overview

Enrich your reports by choosing specific columns from various view objects (VOs) from the Oracle Fusion Cloud Applications 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 Fusion Cloud Applications 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 the Oracle Fusion Cloud Applications 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.

Download this [ZIP file](#) that contains available subject areas 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.R4\_Nov2022\_Fusion\_HCM\_Analytics\_SubjectAreas.html**.

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-specific groups 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.

## Usage Tracking

### Description

Usage Tracking is a powerful feature that has been available in Oracle Analytics Cloud. In Oracle Fusion Analytics Warehouse you can track usage to determine which user queries are creating performance bottlenecks, based on query frequency and response time. Administrators set up the criteria to track user queries and generate usage reports that you can use in a variety of ways such as reports optimization, user session strategies, or plan usage by users, and departments based on the resources that they consume. When reviewing the KPIs, it is important to keep the usability considerations in mind including trends, slice-and-dice, and drilldowns. Where applicable, benchmark information showcasing performance with the peer group is available. Companies typically set strategic quarterly goals in terms of key metrics; where applicable, the KPIs show progress towards such goals.

### Business Questions

This subject area can answer the following business questions:

- What are the average queries ran by the user by month?
- How many number of user sessions were created per month?
- How many distinct queries were run per month?
- How many distinct users used the system?
- How many distinct users used the system in a week?
- What are the average queries ran by the user in a week?
- How many logical queries ran by the top users?

### Duty Roles

The Usage Tracking Analysis Duty role secures access to this subject area. See [Common Duty Roles](#).

### Primary Navigation

Folder: /Shared Folders/Common/Usage Tracking

Workbook: Usage Tracking

### Special Considerations

None.

## Security Assignment

### Description

Using the Security Assignment subject area, you can create reports about the current security assignments. These reports enable you to track the security contexts and the users who have access to the security contexts.

### Business Questions

This subject area can answer the following business questions:

- What is the total number of security contexts?
- What is the number of users by security context?
- Which user is assigned to which security context and when was the assignment done?

### Duty Roles

The Security Reporting Duty role secures access to this subject area. See [Common Duty Roles](#).

### Primary Navigation

Folder: /Shared Folders/Common/Security Assignment

Workbook: Security Audit

### Special Considerations

None.

## Security Audit History

### Description

Using the data in the Security Audit History subject area, you can create reports to track assignment of users to groups, groups to roles, and security context members to users.

### Business Questions

This subject area can answer the following business questions:

- When was a group created?
- When was a role created?
- When was a user assigned to or removed from a group?
- When was a user assigned to or removed from a role?
- When was a user assigned to or removed from a security context?

### Duty Roles

The Security Reporting Duty role secures access to this subject area. See [Common Duty Roles](#).

### Primary Navigation

Folder: /Shared Folders/Common/Security Audit History

Workbook: Security Audit

### Special Considerations

None.

## Business Questions

### Overview

For each business question in this chapter, links are provided for more detailed information about the subject areas, job-specific groups, and duty roles associated with the business question.

Download this [ZIP file](#) that contains available business questions 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.R4\\_Nov2022\\_Fusion\\_HCM\\_Analytics\\_BusinessQuestions.html](#).



#### Note:

Job roles are the same as job-specific groups.

## 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.



#### Note:

Job roles are the same as job-specific groups.

| Job-Specific Group Code            | Job-Specific Group Name | Description           | Associated Application Roles   | Functional Area  |           |
|------------------------------------|-------------------------|-----------------------|--|--|-----------|
| ORA_PER_HUMAN_RESOURCE_ANALYST_JOB | Human Resource Analyst  | Has Author privileges | Author<br>OA4F_HCM_HR_ANALYST_V<br>IEW_ALL_DATA<br>OA4F_HCM_ABSENCE_ANALYSIS_DUTY<br>OA4F_HCM_ABSENCE_DIV_ANALYSIS_DUTY<br>OA4F_HCM_ABSENCE_PERFORMANCE_ANALYSIS_DUTY<br>OA4F_HCM_ANALYSIS_PROFILE<br>OA4F_HCM_ANALYSIS_DUTY<br>OA4F_HCM_ANALYSIS_SALARY_BASIS_DUTY<br>OA4F_HCM_ANALYSIS_DIVERSITY_ANALYSIS_DUTY<br>OA4F_HCM_ANALYSIS_WORKFORCE_CORE<br>OA4F_HCM_ANALYSIS_WORKFORCE_GAINS_AND_LOSSES<br>OA4F_HCM_ANALYSIS_TRANSACTION_ANALYSIS_DUTY<br>OAF4_HCM_GAINS_AND_LOSSES_TRANSACTION_ANALYSIS_DUTY<br>OA4F_HCM_ANALYSIS_WORKFORCE_CORE_ANALYSIS_DUTY | Absence Management<br>Absence Management<br>Diversity Analysis Duty<br>Goal Management<br>Analysis Duty<br>Performance Management<br>Analysis Duty<br>Profile Management<br>Analysis Duty<br>Salary Basis<br>Analysis Duty<br>Salary Basis<br>Diversity<br>Analysis Duty<br>Workforce Core<br>Analysis Duty<br>Workforce<br>Gains and Losses<br>Transaction<br>Analysis Duty | Workforce |

| Job-Specific Group Code               | Job-Specific Group Name | Description           | Associated Application Roles  | Functional Area  |           |
|---------------------------------------|-------------------------|-----------------------|---|--|-----------|
| ORA_PER_LIN<br>E_MANAGER_<br>ABSTRACT | Line Manager            | Has Author privileges | Author<br>OA4F_HCM_LI<br>NE_MANAGER<br>_DATA<br>OA4F_HCM_A<br>BSENCE_ANA<br>LYSIS_DUTY<br>OA4F_HCM_A<br>BSENCE_DIV_<br>ANALYSIS_DU<br>TY<br>OA4F_HCM_G<br>OALS_ANALYS<br>IS_DUTY<br>OA4F_HCM_P<br>ERFORMANCE<br>_ANALYSIS_D<br>UTY<br>OA4F_HCM_P<br>ROFILE_ANAL<br>YSIS_DUTY<br>OA4F_HCM_S<br>ALARY_BASIS<br>_ANALYSIS_D<br>UTY<br>OA4F_HCM_S<br>ALARY_BASIS<br>_DIV_ANALYSI<br>S_DUTY<br>OAF4_HCM_G<br>AINS_LOSS_T<br>RANSACION_<br>ANALYSIS_DU<br>TY<br>OA4F_HCM_W<br>ORKFORCE_C<br>ORE_ANALYSI<br>S_DUTY | Absence<br>Management<br>Analysis Duty<br>Absence<br>Management<br>Diversity<br>Analysis Duty<br>Goal<br>Management<br>Analysis Duty<br>Performance<br>Management<br>Analysis Duty<br>Profile<br>Management<br>Analysis Duty<br>Salary Basis<br>Analysis Duty<br>Salary Basis<br>Diversity<br>Analysis Duty<br>Workforce Core<br>Analysis Duty<br>Workforce<br>Gains and<br>Losses<br>Transaction<br>Analysis Duty | Workforce |

| Job-Specific Group Code               | Job-Specific Group Name   | Description           | Associated Application Roles   | Functional Area   |
|---------------------------------------|---------------------------|-----------------------|--|---|
| ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB | Human Resource Specialist | Has Author privileges | OA4F_HCM_VIEWS_ALL_DATA<br>OA4F_HCM_ANALYSIS_ABSENCE_MANAGEMENT<br>OA4F_HCM_ANALYSIS_DIVERSITY<br>OA4F_HCM_ANALYSIS_GOAL<br>OA4F_HCM_ANALYSIS_PERFORMANCE<br>OA4F_HCM_ANALYSIS_PROFILE<br>OA4F_HCM_ANALYSIS_SALARY_BASIS<br>OA4F_HCM_ANALYSIS_TRANSACTION<br>OAF4_HCM_GAINS_LOSSES_TRANSACTION_ANALYSIS_DUTY | Workforce Management Analysis Duty Absence Management Diversity Analysis Duty Goal Management Analysis Duty Performance Management Analysis Duty Profile Management Analysis Duty Salary Basis Analysis Duty Salary Basis Diversity Analysis Duty Workforce Core Analysis Duty Workforce Gains and Losses Transaction Analysis Duty |

| Job-Specific Group Code            | Job-Specific Group Name | Description           | Associated Application Roles   | Functional Area  |           |
|------------------------------------|-------------------------|-----------------------|--|--|-----------|
| ORA_PER_HUMAN_RESOURCE_MANAGER_JOB | Human Resource Manager  | Has Author privileges | OA4F_HCM_VIEWS_ALL_DATA<br>OA4F_HCM_ANALYSIS_ABSENCE_MANAGEMENT<br>OA4F_HCM_ANALYSIS_DIVERSITY<br>OA4F_HCM_ANALYSIS_GOAL<br>OA4F_HCM_ANALYSIS_PERFORMANCE<br>OA4F_HCM_ANALYSIS_PROFILE<br>OA4F_HCM_ANALYSIS_SALARY_BASIS<br>OA4F_HCM_ANALYSIS_TRANSACTION<br>OAF4_HCM_ANALYSIS_TRANSACTION | Absence Management<br>Diversity<br>Goal<br>Performance<br>Profile<br>Salary Basis<br>Transaction | Workforce |
| ORA_IRC_RECRUITER_JOB              | Recruiter               | Has Author privileges | OA4F_HCM_RECRUITMENT_ANALYSIS<br>Author  | Recruitment Analysis Duty  | Talent    |
| ORA_IRC_RECRUITING_MANAGER_JOB     | Recruiting Manager      | Has Author privileges | OA4F_HCM_RECRUITMENT_ANALYSIS<br>Author  | Recruitment Analysis Duty  | Talent    |

| Job-Specific Group Code                      | Job-Specific Group Name | Description   | Associated Application Roles   | Functional Area  |        |
|--|-------------------------|---|--|--|--------|
| ORA_IRC_HIRI<br>NG_MANAGER<br>_ABSTRACT      | Hiring Manager          | Has Author privileges                               | OA4F_HCM_R<br>EC_REQ_DATA<br><br>OA4F_HCM_R<br>EC_ANALYSIS<br>_DUTY<br>Author  | Recruitment<br>Analysis Duty                               | Talent |
| ORA_CMP_CO<br>MPENSATION_<br>MANAGER_JO<br>B | Compensation Manager    | Gets access to workforce compensation subject area. | Workforce<br>Compensation<br>Analysis Duty<br>Workforce<br>Compensation<br>Diversity<br>Analysis Duty<br>Compensation<br>Worksheet<br>Manager Data<br>Security | HCM-<br>Workforce<br>Rewards-<br>Workforce<br>Compensation |        |

## Common Job-Specific Groups

The common job-specific groups are applicable across the analytics applications that are part of Oracle Fusion Analytics Warehouse such as Oracle Fusion HCM Analytics and Oracle Fusion ERP Analytics.

| Job-Specific Group Code                    | Job-Specific Group Name | Description  | Associated Application Roles                               | Associated Application Role Names | Functional Area |
|--|-------------------------|--|--|-----------------------------------|-----------------|
| ORA_FND_INT<br>EGRATION_SP<br>ECIALIST_JOB | Integration Specialist  | Individual responsible for planning, coordinating, and supervising all activities related to the integration of enterprise information systems. Has author privileges. | Author<br>OA4F_COMMO<br>N_DATA_ADMI<br>N_ANALYSIS_<br>DUTY | Not applicable                    | Common          |

## Data Roles

### Overview

For each data role in this section, links are provided for more detailed information about the job-specific groups, subject areas, and business questions associated with the data role.



Table 7-1 Data Roles

| Data Role Name                            | Data Role Name                   | Description   | Functional Area | Subject Area  |
|---|----------------------------------|---|-----------------|---|
| OA4F_HCM_LIN<br>E_MANAGER_D<br>ATA        | HR Line Manager<br>Data Security | Human Capital Management data security policy for the supervisor hierarchy. | Workforce       | HCM—Workforce Core<br>HCM—Workforce Gains and Losses<br>HCM—Talent Profile<br>HCM—Performance Management<br>HCM—Check-Ins<br>HCM—Goals and Career Development<br>HCM - Talent Review Meetings   |
| OA4F_HCM_HR<br>_ANALYST_VIE<br>W_ALL_DATA | HR Analyst View<br>All Data Role | Human Capital Management data security policy to view all data              | Workforce       | HCM—Workforce Core<br>HCM—Workforce Gains and Losses<br>HCM—Talent Profile<br>HCM—Performance Management<br>HCM—Check-Ins<br>HCM—Goals and Career Development<br>HCM—Talent Review Meetings<br>HCM—Journeys<br>HCM - Profile Matching<br>HCM—Workforce Absence Management |

Table 7-1 (Cont.) Data Roles

| Data Role Name                       | Data Role Name   | Description   | Functional Area    | Subject Area  |
|--------------------------------------|--|---|--------------------|---|
| OA4F_HCM_VIE<br>W_ALL_DATA           | HCM View All<br>Data Security                            | Human Capital<br>Management<br>data security<br>policy to view all<br>data.                                   | Workforce          | HCM—Workforce<br>Core<br><br>HCM—Workforce<br>Gains and<br>Losses<br><br>HCM—Talent<br>Profile<br><br>HCM—<br>Performance<br>Management<br><br>HCM—Check-Ins<br><br>HCM—Goals and<br>Career<br>Development<br><br>HCM - Talent<br>Review Meetings |
| OA4F_HCM_CO<br>UNTRY_DATA            | HCM Country<br>Data Security                             | Human Capital<br>Management<br>data security<br>policy for the<br>country data<br>security context.           | Workforce          | HCM—Workforce<br>Core   |
| OA4F_HCM_LE<br>GAL_EMPLOYE<br>R_DATA | HCM Legal<br>Employer Data<br>Security                   | Human Capital<br>Management<br>data security<br>policy for the<br>legal employer<br>data security<br>context. | Workforce          | HCM—Workforce<br>Core   |
| OA4F_HCM_DE<br>PARTMENT_DAT<br>A     | HCM Department<br>Data Security                          | Human Capital<br>Management<br>data security<br>policy for the<br>department data<br>security context.        | Workforce          | HCM—Workforce<br>Core   |
| OA4F_HCM_BU<br>SINESS_UNIT_D<br>ATA  | HCM Business<br>Unit Data<br>Security                    | Human Capital<br>Management<br>data security<br>policy for the<br>business unit<br>data security<br>context.  | Workforce          | HCM—Workforce<br>Core   |
| OA4F_HCM_RE<br>C_REQ_DATA            | Recruitment Job<br>Requisition Data<br>Security          | Recruitment job<br>requisition data<br>security.  | Talent Acquisition | HCM—Talent<br>Acquisition   |
| OA4F_HCM_RE<br>C_ALL_REQ_DA<br>TA    | Recruitment Job<br>Requisition View<br>All Data Security | Recruitment job<br>requisition to view<br>all data security.  | Talent Acquisition | HCM—Talent<br>Acquisition   |

Table 7-1 (Cont.) Data Roles

| Data Role Name   | Data Role Name  | Description  | Functional Area           | Subject Area   |
|--|---|--|---------------------------|--|
| OA4F_HCM_RE<br>C_NON_RESTRI<br>CTED_APP_DAT<br>A         | Recruitment Non<br>Restricted Job<br>Application Data<br>Security | Recruitment data<br>role to report on<br>non restricted job<br>applications. | Talent Acquisition        | HCM—Talent<br>Acquisition                              |
| OA4F_HCM_RE<br>C_ALL_APP_DA<br>TA                        | Recruitment Job<br>Application View<br>All Data Security          | Recruitment data<br>role to report on<br>all job<br>applications.            | Talent Acquisition        | HCM—Talent<br>Acquisition                              |
| OA4F_HCM_CO<br>MPENSATION_<br>WORKSHEET_M<br>ANAGER_DATA | Compensation<br>Worksheet<br>Manager Data<br>Security             | Compensation<br>worksheet<br>manager data<br>security.                       | Workforce<br>Compensation | HCM—Workforce<br>Rewards-<br>Workforce<br>Compensation |
| OA4F_HCM_SU<br>CCESSION_LIN<br>E_MANAGER_D<br>ATA        | Succession<br>Supervisor Data<br>Role                             | Succession<br>Supervisor Data<br>Role.                                       | Succession                | HCM -<br>Succession<br>Management                      |

## Duty Roles

### Overview

For each duty role in this section, links are provided for more detailed information about the job-specific groups, subject areas, and business questions associated with the duty role.

| Duty Role Code  | Duty Role Name                               | Details  | Functional Area | Gets access to<br>Subject Area<br>Display Name<br>OR Associated<br>Role |
|---|--|--|-----------------|---|
| OA4F_HCM_WO<br>RKFORCE_COR<br>E_ANALYSIS_DU<br>TY     | Workforce Core<br>Analysis Duty              | Object security<br>role to control<br>presentation<br>catalog access to<br>Workforce Core<br>subject area.   | Global HCM      | HCM - Workforce<br>Core   |
| OA4F_HCM_WO<br>RKFORCE_COR<br>E_DIV_ANALYSI<br>S_DUTY | Workforce Core<br>Diversity Analysis<br>Duty | This duty role<br>provides access<br>to all objects of<br>the workforce<br>core subject area<br>except the folders<br>related to<br>diversity data | Global HCM      | HCM - Workforce<br>Core   |

| Duty Role Code  | Duty Role Name   | Details  | Functional Area       | Gets access to Subject Area Display Name OR Associated Role |
|---|--|--|-----------------------|---|
| OAF_HCM_GAIN<br>S_LOSS_TRANS<br>ACTION_ANALY<br>SIS_DUTY      | Workforce Gains<br>and Losses<br>Transaction<br>Analysis Duty              | Object security<br>role to control<br>presentation<br>catalog access to<br>HCM - Workforce<br>Gains and<br>Losses subject<br>area.   | Global HCM            | HCM - Workforce<br>Gains and<br>Losses                      |
| OA4F_HCM_GAI<br>NS_LOSS_TRAN<br>SACTION_DIV_A<br>NALYSIS_DUTY | Workforce Gains<br>and Losses<br>Diversity<br>Transaction<br>Analysis Duty | This duty role<br>provides access<br>to all objects of<br>the HCM -<br>Workforce Gains<br>and Losses<br>subject area<br>except the folders<br>related to<br>diversity data                                     | Global HCM            | HCM - Workforce<br>Gains and<br>Losses                      |
| OA4F_HCM_RE<br>C_ANALYSIS_D<br>UTY                            | Recruitment<br>Analysis Duty   | Object security<br>role to control<br>presentation<br>catalog access to<br>HCM - Talent<br>Acquisition<br>subject area.  | Talent                | HCM - Talent<br>Acquisition                                 |
| OA4F_HCM_AB<br>SENCE_ANALYS<br>IS_DUTY                        | Absence<br>Management<br>Analysis Duty                                     | Object security<br>role to control<br>presentation<br>catalog access to<br>Workforce<br>Absence<br>Management<br>subject area.   | Absence<br>Management | HCM - Workforce<br>Absence<br>Management                    |
| OA4F_HCM_AB<br>SENCE_DIV_AN<br>ALYSIS_DUTY                    | Absence<br>Management<br>Diversity Analysis<br>Duty                        | Used to prevent<br>access to<br>Diversity related<br>folders from<br>Workforce<br>Absence<br>Management<br>subject area. It<br>cannot be used in<br>conjunction with<br>Absence<br>Management<br>Analysis Duty | Absence<br>Management | HCM - Workforce<br>Absence<br>Management                    |

| Duty Role Code                                | Duty Role Name                                 | Details   | Functional Area        | Gets access to Subject Area Display Name OR Associated Role |
|---|--|---|------------------------|---|
| OA4F_HCM_Compensation_Analysis_DUTY           | Workforce Compensation Analysis Duty           | Object security role to control presentation catalog access to Workforce Rewards - Workforce Compensation subject area.   | Workforce Compensation | HCM- Workforce Rewards- Workforce Compensation              |
| OA4F_HCM_Compensation_Diversity_Analysis_DUTY | Workforce Compensation Diversity Analysis Duty | Used to prevent access to Diversity related folders from Workforce Rewards - Workforce Compensation subject area. It cannot be used in conjunction with Workforce Compensation Analysis Duty. | Workforce Compensation | HCM- Workforce Rewards- Workforce Compensation              |
| OA4F_HCM_Profile_Analysis_DUTY                | Profile Management Analysis Duty               | Object security role to control presentation catalog access to Talent Profile subject area.   | Profile Management     | HCM - Talent Profile  |
| OA4F_HCM_Profile_Diversity_Analysis_DUTY      | Profile Management Diversity Analysis Duty     | Used to prevent access to Diversity related folders from Talent Profile subject area. It cannot be used in conjunction with Profile Management Analysis Duty                                  | Profile Management     | HCM - Talent Profile  |
| OA4F_HCM_Performance_Analysis_DUTY            | Performance Management Analysis Duty           | Object security role to control presentation catalog access to Performance Management subject area.   | Talent                 | HCM - Performance Management                                |

| Duty Role Code                         | Duty Role Name                                 | Details  | Functional Area | Gets access to Subject Area Display Name OR Associated Role |
|--|--|--|-----------------|---|
| OA4F_HCM_PERFORMANCE_ANALYSIS_DIV_DUTY | Performance Management Diversity Analysis Duty | Used to prevent access to Diversity related folders from Performance Management subject area. It cannot be used in conjunction with Performance Management Analysis Duty | Talent          | HCM - Performance Management                                |
| OA4F_HCM_PERFORMANCE_ANALYSIS_DUTY     | Performance Management Analysis Duty           | Object security role to control presentation catalog access to Check-Ins subject area.   | Talent          | HCM - Check-Ins   |
| OA4F_HCM_PERFORMANCE_ANALYSIS_DIV_DUTY | Performance Management Diversity Analysis Duty | Used to prevent access to Diversity related folders from Check-Ins subject area. It cannot be used in conjunction with Performance Management Analysis Duty              | Talent          | HCM - Check-Ins   |
| OA4F_HCM_GOALS_ANALYSIS_DUTY           | Goal Management Analysis Duty                  | Object security role to control presentation catalog access to Goals and Career Development subject area.  | Talent          | HCM - Goals and Career Development                          |
| OA4F_HCM_GOALS_ANALYSIS_DIV_DUTY       | Goal Management Diversity Analysis Duty        | Used to prevent access to Diversity related folders from Goals and Career Development subject area. It cannot be used in conjunction with Goal Management Analysis Duty  | Talent          | HCM - Goals and Career Development                          |

| Duty Role Code                                 | Duty Role Name                                   | Details  | Functional Area | Gets access to Subject Area Display Name OR Associated Role |
|--|--|--|-----------------|---|
| OA4F_HCM_TALENT_REVIEW_ANALYSIS_DUTY           | Talent Review Management Analysis Duty           | Object security role to control presentation catalog access to HCM - Talent Review Meetings subject area.  | Talent          | HCM - Talent Review Meetings                                |
| OA4F_HCM_TALENT_REVIEW_DIVERSITY_ANALYSIS_DUTY | Talent Review Management Diversity Analysis Duty | Used to prevent access to Diversity related folders from HCM - Talent Review Meetings subject area. It cannot be used in conjunction with Talent Review Management Analysis Duty | Talent          | HCM - Talent Review Meetings                                |
| OA4F_HCM_SUCCESION_ANALYSIS_DUTY               | Succession Management Analysis Duty              | Object security role to control presentation catalog access to HCM-Succession Management subject area.   | Talent          | HCM - Succession Management                                 |
| OA4F_HCM_SUCCESION_DIVERSITY_ANALYSIS_DUTY     | Succession Management Diversity Analysis Duty    | Used to prevent access to Diversity related folders from HCM-Succession Management subject area. It cannot be used in conjunction with Succession Management Analysis Duty       | Talent          | HCM - Succession Management                                 |
| OA4F_HCM_JOURNEYS_ANALYSIS_DUTY                | Journeys Analysis Duty                           | Object security role to control presentation catalog access to HCM-Journeys subject area.  | Global HCM      | HCM - Journeys  |

| Duty Role Code                              | Duty Role Name                           | Details  | Functional Area | Gets access to Subject Area Display Name OR Associated Role |
|---|--|--|-----------------|---|
| OA4F_HCM_JOURNEYS_DIV_ANALYSIS_DUTY         | Journeys Diversity Analysis Duty         | Used to prevent access to Diversity related folders from HCM-Journeys subject area. It cannot be used in conjunction with Journeys Analysis Duty                 | Global HCM      | HCM - Journeys  |
| OA4F_HCM_PROFILE_MATCHING_ANALYSIS_DUTY     | Profile Matching Analysis Duty           | Object security role to control presentation catalog access to HCM-Profile Matching subject area.  | Talent          | HCM - Profile Matching                                      |
| OA4F_HCM_PROFILE_MATCHING_DIV_ANALYSIS_DUTY | Profile Matching Diversity Analysis Duty | Used to prevent access to Diversity related folders from HCM-Profile Matching subject area. It cannot be used in conjunction with Profile Matching Analysis Duty | Talent          | HCM - Profile Matching                                      |

## Common Duty Roles

The common duty roles are applicable across the analytics applications that are part of Oracle Fusion Analytics Warehouse such as Oracle Fusion HCM Analytics and Oracle Fusion ERP Analytics.

| Duty Role Code                       | Duty Role Name                       | Details   | Functional Area | Gets access to Subject Area Display Name OR Associated Role |
|--------------------------------------|--------------------------------------|---|-----------------|---|
| OA4F_COMMON_DATA_ADMIN_ANALYSIS_DUTY | Data Warehouse Refresh Analysis Duty | Object security role to control presentation catalog access to Common - Warehouse Refresh subject area. | Common          | Common - Warehouse Refresh                                  |



| Duty Role Code                  | Duty Role Name               | Details  | Functional Area | Gets access to Subject Area Display Name OR Associated Role     |
|---------------------------------|------------------------------|--|-----------------|---|
| OA4F_COMMON_USAGE_TRACKING_DUTY | Usage Tracking Analysis Duty | Object security role to control presentation catalog access to Common - Usage Tracking subject area.                         | Common          | Common - Usage Tracking   |
| OA4F_SECURITY_REPORTING_DUTY    | Security Reporting Duty      | Object security role to control presentation catalog access to Security Assignment and Security Audit History subject areas. | Common          | Common - Security Assignment<br>Common - Security Audit History |

## 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 |
| Percentage of Check-ins with development goals | 100 * (Count of Check-Ins with development goals)/ Total check-ins              |
| Count of Check-Ins with general topic          | (count(Check-Ins) where count(topic name) > 0 and topic type = general topic    |
| Percentage of Check-ins with general topics    | 100 * (Count of Check-Ins with general topic) / Total check-ins                 |
| Terminated workers with check-ins              | Number of workers terminated during the time period with check-ins.             |

## HCM—Goals and Career Development

This tables describes Goals and Career Development metrics.

| Metric   | Metric Definition  |
|--|--|
| Number of Performance Goals  | Count of performance goals   |
| Workers with Performance Goals   | Distinct Count of workers with performance goals   |
| Workers with Goals Completed   | Distinct Count of workers that have all their goals in completed status  |
| Percent of Workers with complete goals                                 | $100 * (\text{Count of workers that have all their goals in completed status} / \text{Count of all workers with performance goals})$ |
| 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—Journeys

This tables describes Journeys metrics.

| Metric   | Metric Definition   |
|--|---|
| Number of Workers with Journeys                      | Number of Workers with allocated journeys   |
| Number of Workers with Journeys - Active             | Number of Workers with allocated journeys that are active currently                 |
| Number of workers with incomplete journeys - overdue | Number of Workers with allocated journeys that are incomplete and overdue currently |

| Metric   | Metric Definition   |
|--|---|
| Number of workers with incomplete journeys - not overdue | Number of Workers with allocated journeys that are incomplete but not overdue currently |
| Number of Journeys                                       | Number of distinct allocated journeys   |
| Number of Journeys - Completed                           | Total number of allocated journeys that are completed                                   |
| Number of Journeys - Overdue                             | Total number of allocated journeys that are overdue                                     |
| Time to Complete the journey (days)                      | Number of days to complete a journey  |
| Number of Tasks  | Total Number of Tasks in the allocated journey  |
| Number of Mandatory Tasks                                | Total Number of Mandatory Tasks in allocated journey                                    |
| Number of Completed Tasks                                | Total Number of Tasks completed in allocated journey                                    |
| Number of Mandatory Tasks Completed                      | Total Number of Mandatory Tasks completed in allocated journey                          |
| Days to Complete the Task - Planned                      | Estimated number of days to complete the task   |
| Days to Complete the Task - Actual                       | Actual Number of days to complete the task  |
| Tasks - Not Applicable                                   | Tasks that are marked as not applicable   |
| Overdue Tasks  | Active Tasks where the target end date is in the past                                   |
| Number of Tasks Completed beyond due date                | Total Number of Tasks completed in allocated journey after 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 |

| Metric  | Metric Definition  |
|---|--|
| 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 | $100 * (\text{Count of workers with performance category = medium}) / \text{Workers with performance rating}$              |
| Performance Appraisal - Percentage of Low Performers    | $100 * (\text{Count of workers with performance category = low}) / \text{Workers with performance rating}$                 |
| Manager Section Rating                                  | Manager Section Rating - to be used with the attributes Section Type and Section Name                                      |
| Worker Section Rating                                   | Worker Section Rating - to be used with the attributes Section Type and Section Name                                       |
| Calculated Section Rating                               | Average of the overall ratings provided by all participants - to be used with the attributes Section Type and Section Name |
| Manager Item Rating                                     | Item Ratings provided by the manager - to be used with the attributes Item Type and Item Name                              |
| Worker Item Rating                                      | Item Ratings provided by the worker - to be used with the attributes Item Type and Item Name                               |
| Manager Rated Proficiency Level                         | Proficiency Rating provided by the manager - to be used with the attributes Item Type and Item Name                        |
| Worker Rated Proficiency Level                          | Proficiency Rating provided by the worker - to be used with the attributes Item Type and Item Name                         |
| Manager Goals Rating                                    | Manager Rating where performance document section = 'Goals'  |
| Worker Goals Rating                                     | Worker Rating where performance document section = 'Goals'   |

## HCM—Profile Matching

This tables describes Profile Matching metrics.

| Metric                           | Metric Definition                |
|----------------------------------|----------------------------------|
| Number of Active Person Profiles | Number of active person profiles |

## 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   |
| 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                                  |

| Metric  | Metric Definition   |
|---|---|
| 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   |
| 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'   |

| Metric   | Metric Definition  |
|--|--|
| 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                  | $(\text{Number of External Candidates} / \text{Total Candidates}) * 100$   |
| Percentage of Internal candidates                  | $(\text{Number of Internal Candidates} / \text{Total Candidates}) * 100$   |
| Candidate Matching - Succession Plan Job           | Count(Distinct Candidates) where candidate job id = plan job id  |
| Candidate Matching - Succession Plan Position      | Count(Distinct Candidates) where candidate position id = plan position id AND Business Unit ID = Plan Business Unit ID |
| Succession Plan - Matching Candidate Job           | Count(Distinct Plan_ID) where candidate job id = plan job id   |
| Succession Plan - Matching Candidate Position      | Count(Distinct Plan_ID) where candidate position id = plan position id AND Business Unit ID = Plan Business Unit ID    |
| Successful Plans                                   | Count(Distinct Succession Plans) where candidate Succession Status = 'ORA_HRM_SUCESSOR' for the plan                   |
| Candidate Matching - Incumbent Job                 | Count(Distinct Candidates) where candidate job id = incumbent job id   |
| Succession Plan - Candidate Matching Incumbent Job | Count(Distinct Plan_ID) where candidate job id = incumbent job id  |

## HCM—Talent Acquisition

This table describes Talent Acquisition metrics.

| Metric  | Metric Definition                                 |
|---|---|
| Job Requisitions by Recruiter                   | Average number of job requisitions by recruiters. |
| Job Requisitions in Approval Phase (Period End) | Number of job requisitions in approval phase.     |
| Job Requisitions in Draft Phase (Period End)    | Number of job requisitions in draft phase.        |

| <b>Metric</b>   | <b>Metric Definition</b>   |
|---|--|
| 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.                         |
| 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.            |



| Metric   | Metric Definition  |
|--|--|
| 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  |
| 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                            |

| <b>Metric</b>   | <b>Metric Definition</b>  |
|---|---|
| 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   |
| 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   |

| Metric  | Metric Definition   |
|---|---|
| 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                              |
| Facts - Job Requisition Progress - Phase Completion Duration (In Seconds) | Provides the time taken in seconds to complete a requisition phase              |
| Facts - Job Requisition Progress - Phase Completion Duration (In Hours)   | Provides the time taken in hours to complete a requisition phase                |
| Facts - Job Requisition Progress - Phase Completion Duration (In Days)    | Provides the time taken in days to complete a requisition phase                 |
| Facts - Job Requisition Progress - State Completion Duration (In Seconds) | Provides the time taken in seconds to complete a requisition state              |
| Facts - Job Requisition Progress - State Completion Duration (In Hours)   | Provides the time taken in hours to complete a requisition state                |
| Facts - Job Requisition Progress - State Completion Duration (In Days)    | Provides the time taken in days to complete a requisition state                 |
| Facts - Job Application Progress - Phase Completion Duration (In Seconds) | Provides the time taken in seconds to complete a job application phase          |
| Facts - Job Application Progress - Phase Completion Duration (In Hours)   | Provides the time taken in hours to complete a job application phase            |
| Facts - Job Application Progress - Phase Completion Duration (In Days)    | Provides the time taken in days to complete a job application phase             |
| Facts - Job Application Progress - State Completion Duration (In Seconds) | Provides the time taken in seconds to complete a job application state          |
| Facts - Job Application Progress - State Completion Duration (In Hours)   | Provides the time taken in hours to complete a job application state            |
| Facts - Job Application Progress - State Completion Duration (In Days)    | Provides the time taken in days to complete a job application state             |

## 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" |

| <b>Metric</b>                                    | <b>Metric Definition</b>  |
|--|---|
| 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             |



| <b>Metric</b>                                | <b>Metric Definition</b>   |
|--|--|
| 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.

| <b>Metric</b>                       | <b>Metric Definition</b>   |
|-------------------------------------|--|
| 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  |

| <b>Metric</b>                     | <b>Metric Definition</b>   |
|-----------------------------------|--|
| 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'                                   |

| <b>Metric</b>                           | <b>Metric Definition</b>  |
|---|---|
| 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)   |

| <b>Metric</b>                                     | <b>Metric Definition</b>   |
|---|--|
| 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.

| <b>Metric</b>                        | <b>Metric Definition</b>   |
|--------------------------------------|--|
| 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.   |

| <b>Metric</b>                               | <b>Metric Definition</b>   |
|---|--|
| 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                            |
| HCM-Workforce Core | Grade Attributes                          |
| HCM-Workforce Core | Location Attributes                       |

## Talent

### Descriptive Flexfield (DFF)

| Subject Area Name        | Descriptive Flexfield (DFF) Supported |
|--------------------------|---------------------------------------|
| HCM - Talent Acquisition | Requisition DFF                       |
| HCM - Talent Acquisition | Offer DFF                             |
| HCM - Talent Acquisition | Offer Assignment DFF                  |

# 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  |

| <b>Analyses Detail</b>               | <b>Analyses Description</b>  | <b>Related Subject Areas</b>     |
|--------------------------------------|--|----------------------------------|
| 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 |
| Top Talent Retention - Person Count  | 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 organisation and are retained. A 9-box analysis of the employee retention by their talent ratings is available through this page.   | HCM - Workforce Core             |
| Workforce Composition - Person Count | The workforce composition detailed page answers the fundamental questions on the composition of an organisation's workforce. This provides an analysis of the Worker count 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 Analysis - Person Count     | The turnover detailed page provides information on the organisation 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             |
| Team Effectiveness - Person Count    | The team effectiveness detailed page provides a health check of the organisation 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             |

| Analyses Detail                          | Analyses Description   | Related Subject Areas                                     |
|--|--|---|
| Diversity Analysis - Person Count        | The diversity analysis detailed page provides an analysis of key metrics like Worker counts, 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 organisations in achieving targets related to diversified employee staffing. | HCM - Workforce Core                                      |
| Hires and Leavers - Person Count         | The hires and leavers detailed page provides the metric details related to the hires and terminations in the organisation. 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                                      |
| Hires Terminations and Internal Mobility | This dv provides an overview of current year headcount , terminations across various business unit , job families , monthly trends on hires & terminations & predications of headcounts & terminations for next 3 months. This also gives managers insights into internal mobility.  | 1. HCM - Workforce Core 2. HCM - Workforce Gains & Losses |
| Team Composition Overview                | This analysis gives insights to manager on current headcount , average years of services , gender distribution in current headcount , Headcount distribution via Country & Job families & twelve month trailing headcount & forecast of next 6 months for current year of their organizations.   | HCM - Workforce Core                                      |
| Talent Profile Overview                  | This analysis provides managers with number of workers with talent profile / different competencies / languages proficiencies / previous employment etc. possessed by the workers in their supervisory organization.   | 1. HCM- Workforce Core 2. HCM - Talent Profile            |



# 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  |
| 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  |

| KPI Name                             | KPI Description  | Related Subject Areas |
|--------------------------------------|--|-----------------------|
| Percentage of workers hired above 60 | Provides the percentage of workers whose age is above 60 as of the date of hire.             | HCM - Workforce Core  |
| Terminations                         | Provides the count of all terminations.  | HCM - Workforce Core  |
| Terminations Voluntary               | Provides the count of voluntary terminations.  | HCM - Workforce Core  |
| Termination by New Hire              | Provides the count of terminations that are hired less than a year ago.                      | HCM - Workforce Core  |
| Turnover                             | Provides the ratio of terminations against the total headcount.                              | HCM - Workforce Core  |
| Turnover Voluntary                   | Provides the ratio of voluntary terminations against the total headcount.                    | HCM - Workforce Core  |
| Turnover Involuntary                 | Provides the ratio of involuntary terminations against the total headcount.                  | HCM - Workforce Core  |
| Turnover by FTE                      | Provides the ratio of FTE terminations against the total headcount.                          | HCM - Workforce Core  |
| Turnover by New Hire                 | Provides the ratio of new hire terminations against the total headcount.                     | HCM - Workforce Core  |
| Total Retention                      | Provides the ratio of workers that are retained.   | HCM - Workforce Core  |
| Retention Voluntary                  | Provides the ratio of workers that are retained voluntarily.                                 | HCM - Workforce Core  |
| Retention by FTE                     | Provides the ratio of FTE retention.   | HCM - Workforce Core  |
| Retention by New Hire                | Provides the ratio of new hire retention.  | HCM - Workforce Core  |
| Terminations by FTE                  | Provides the count of terminations that are full time employees.                             | HCM - Workforce Core  |
| Terminations by High Performer       | Provides the count of terminations that are rated high in performance.                       | HCM - Workforce Core  |
| Terminations by Top Talent           | Provides the count of terminations that are rated high in performance and potential.         | HCM - Workforce Core  |
| Turnover by High Performer           | Provides the ratio of high performer terminations against the total headcount.               | HCM - Workforce Core  |
| 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  |

| KPI Name         | KPI Description   | Related Subject Areas |
|------------------|---|-----------------------|
| Top Talent Ratio | Provides the ratio of workers with high performance and potential values against the total workforce. | HCM - Workforce Core  |
| Low Talent Ratio | Provides the ratio of workers with low performance and potential values against the total workforce.  | HCM - Workforce Core  |

## Recruiting

| KPI Name                                       | KPI Description  | Related Subject Areas    |
|--|--|--------------------------|
| Drop Off Rate                                  | Provides the percentage of Job Applications that were withdrawn.   | HCM - Talent Acquisition |
| Recruitment Pipeline                           | Provides the number of Job Applications in various phases at a given point in time.  | HCM - Talent Acquisition |
| Job Offers to Openings %                       | Provides the percentage of Job Offers extended against the Total number of Openings  | HCM - Talent Acquisition |
| Offers Diversity                               | Provides the diversity of the Offers that were extended  | HCM - Talent Acquisition |
| Talent Yield                                   | Provides the percentage of workers hired against the total number of applications for a requisition.                           | HCM - Talent Acquisition |
| Hires to Goal Rate                             | provides the total rate hires against the total openings   | HCM - Talent Acquisition |
| Internal Hires                                 | Provides the total number of hires where the candidates are existing workers in the organization                               | HCM - Talent Acquisition |
| Active Applications                            | Provides the total number of active applications in the hiring process at a given point in time.                               | HCM - Talent Acquisition |
| Referral Hires                                 | Provides the total number of Hires who were referred by existing workers   | HCM - Talent Acquisition |
| 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 |

| KPI Name                           | KPI Description  | Related Subject Areas    |
|------------------------------------|--|--------------------------|
| Offer Extended to Hire %           | Provides the percentage of Hires against the number of Offers that were extended                     | HCM - Talent Acquisition |
| Candidate Total Applications       | Provides the Total number of Job Applications created  | HCM - Talent Acquisition |
| Candidate Hires                    | Provides the total hire count  | HCM - Talent Acquisition |
| Job Requisitions Not Open %        | Provides the percentage of Job Requisitions that were created but never reached the Opened phase.    | HCM - Talent Acquisition |
| Average Time to Fill               | Provides the average number of days it takes for a job requisition to reach the filled status        | HCM - Talent Acquisition |
| Total Job Requisitions             | Provides the total number of active Job Requisitions at the end of a specific time period.           | HCM - Talent Acquisition |
| Requisition Fill Rate              | Provides the percentage Job Requisitions filled against total job requisitions.                      | HCM - Talent Acquisition |
| Average Requisitions Per Recruiter | Provides the average number of Job Requisitions owned by a Recruiter.                                | HCM - Talent Acquisition |
| Open Requisitions                  | Provides the number of Job Requisitions that are in open phase at the end of a specific time period. | HCM - Talent Acquisition |

## Talent

| KPI Name   | KPI Description   | Related Subject Areas        |
|--|---|------------------------------|
| Incomplete Performance Appraisals                | Provides a count of incomplete performance appraisal documents.                                     | HCM - Performance Management |
| High Performers                                  | Provides the percentage of workers that have been rated high in the performance appraisal.          | HCM - Performance Management |
| Delayed performance tasks                        | Provides a list of performance tasks that are delayed beyond the due date but eventually completed. | HCM - Performance Management |
| 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 |

| <b>KPI Name</b>   | <b>KPI Description</b>   | <b>Related Subject Areas</b> |
|---|--|------------------------------|
| Percentage of workers by next career move timing                                      | Provides the percentage of workers based on their preference of next career move timings   | HCM - Talent Profile         |
| Percentage of Workers with Active Profiles  | Provides the percentage of workers that have active profiles   | HCM - Talent Profile         |
| Number of Workers with improved performance ratings                                   | Provides a count of workers that had a performance rating improvement in the talent review meeting   | HCM - Talent Review Meetings |
| Number of Workers with reduced risk of loss ratings                                   | Provides a count of workers that had a rating change in risk of loss in the talent review meeting  | HCM - Talent Review Meetings |
| Number of High Risk of Loss Workers Terminated within 1 year of Talent Review Meeting | Provides the count of workers rated as high risk of loss in the talent review meeting that terminated within 1 year of Talent Review Meeting | HCM - Talent Review Meetings |
| Number of Workers with reduced impact of loss ratings                                 | Provides a count of workers that had a rating change in impact of loss in the talent review meeting  | HCM - Talent Review Meetings |
| Number of Workers with improved potential ratings                                     | Provides a count of workers that had a potential rating improvement in the talent review meeting   | HCM - Talent Review Meetings |
| Number of Low Risk of Loss Workers Terminated within 1 year of Talent Review Meeting  | Provides the count of workers that terminated within 1 year of Talent Review Meeting   | HCM - Talent Review Meetings |
| Number of Low Performers Terminated within 1 year of Talent Review Meeting            | Provides the count of workers rated as low performers in the talent review meeting that terminated within 1 year of Talent Review Meeting    | HCM - Talent Review Meetings |
| Number of High Performers Terminated within 1 year of Talent Review Meeting           | Provides the count of workers rated as high performers in the talent review meeting that terminated within 1 year of Talent Review Meeting   | HCM - Talent Review Meetings |
| Top Talent at High Risk of Loss   | Provides the count of workers rated as high performers and high potential in the talent review meeting that are at high risk of loss         | HCM - Talent Review Meetings |
| High Risk of Loss Incumbent Plans Success Count                                       | Count of succession plans in which one or more incumbents were at high risk of loss and the candidate replaced them                          | HCM - Succession Management  |
| 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  |

| KPI Name                             | KPI Description   | Related Subject Areas       |
|--------------------------------------|---|-----------------------------|
| 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 |