

Oracle® Cloud

Reference for Fusion HCM Analytics



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Preface

Topics:

- [Audience](#)
- [Documentation Accessibility](#)
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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 <https://www.oracle.com/corporate/accessibility/>.

Access to Oracle Support

Oracle customers that have purchased support have access to electronic support through My Oracle Support. For information, visit <https://support.oracle.com/portal/> or visit [Oracle Accessibility Learning and Support](#) if you are hearing impaired.

Diversity and Inclusion

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

Related Documentation

These related Oracle resources provide more information.

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

Conventions

The following text conventions are used in this document:

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

1

Introduction

Overview

Oracle Fusion HCM Analytics is a prebuilt cloud native warehouse-based analytics solution built on top of the HCM Cloud application.

It provides human resource professionals with ready-to-use workforce insights to improve their decisions related to workforce diversity, employee attrition and retention, talent acquisition, compensation, and more. HR teams can enrich their analytics beyond what Oracle Cloud HCM provides with additional data sources by extending the single, cross-functional data model and pipelines, and end user metrics without coding. See [Oracle Fusion HCM Analytics](#).

This guide contains information about data warehouse tables and entity relationship details for Oracle Fusion HCM Analytics. 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.

Features Available for Preview

Preview features enable functional administrators to switch functionality on and off. This way, your organization can evaluate and learn how to use new features before they roll out by default.

To enable the preview features, see [Make Preview Features Available](#).

Functional Areas

Feature	Description
Diversity Analysis	This feature enables the Diversity Analysis offering.
Diversity Analysis Prerequisites	This feature enables the Diversity Analysis Prerequisites offering.
Learning Management	This feature enables the Learning Management offering.
Payroll Balances	This feature enables the payroll balances at person-level and cumulative balance values. It also enables trends across the time periods.

Feature	Description
Salary Basis	This feature enables the Salary Basis offering.
Time and Labor	This feature enables the Time and Labor offering.

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 **23.R1_Fusion_HCM_Analytics_Tables.html**.

Table Types

The suffixes in table names designate the table type.

- CA, A: Aggregate
- CF, F: Fact
- CF_DN: Denormalized Fact
- CG, G: General
- D: Dimension
- DH: Dimension Hierarchy
- EF: Extended Fact
- EN: Oracle internal use only
- H: Helper
- P: Prediction
- TL: Translation

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 **23.R1_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 Model for Fusion Analytics Warehouse Compared to Oracle Fusion Cloud Applications

The data model for Fusion Analytics Warehouse is the supported interface, as described in this reference guide. Oracle manages and maintains the internals of transformations from Oracle Fusion Cloud Applications.

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 **23.R1_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.

Warehouse Refresh Statistics

Description

The Warehouse Refresh Statistics subject area provides valuable information on pipeline activity and performance. You can use this subject area to create analytics on data refreshes, pipeline jobs, job failures, and details on rejected records. Together with data validation, this subject area helps reconcile data between the Oracle Fusion Cloud Applications source module and Oracle Fusion Analytics Warehouse, and improve data quality over time.

Business Questions

This subject area can answer the following business questions:

- When was the warehouse last refreshed, by each module?
- Which modules have high percentage of rejected records?
- What are the specific records that have been rejected for a certain module?
- What errors did the pipeline encounter, by specific jobs?
- Which jobs fail most frequently?
- What are the cascading effects, for example what other related records also fail due to a certain failure of a job?

Duty Roles

The Data Warehouse Refresh Analysis Duty role secures access to this subject area. See [Common Duty Roles](#).

Primary Navigation

Folder: /Shared Folders/Common/Warehouse Refresh Statistics

Workbook: Warehouse Refresh Statistics

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 **23.R1_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_RESO_URCE_ANALYST_JOB	Human Resource Analyst	Has Author privileges	Author OA4F_HCM_HR_ANALYST_VIEW_ALL_DATA OA4F_HCM_ABSENCE_ANALYSIS_DUTY OA4F_HCM_ABSENCE_DIVERSITY_ANALYSIS_GOAL_MANAGEMENT_ANALYSIS_DUTY OA4F_HCM_ABSENCE_DIVERSITY_ANALYSIS_PERFORMANCE_MANAGEMENT_ANALYSIS_DUTY OA4F_HCM_PROFILE_GOALS_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_DIVERSITY_ANALYSIS_DUTY OA4F_HCM_PROFILE_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_ANALYSIS_TRANSACTION_ANALYSIS_DUTY OAF4_HCM_GAINS_LOSS_TRANSACTION_ANALYSIS_DUTY OA4F_HCM_WORKFORCE_CORE_ANALYSIS_DUTY	Absence Management 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 Workforce Gains and Losses Transaction Analysis Duty Workforce Core Analysis Duty	Workforce

Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area	
ORA_PER_LI NE_MANAGE R_ABSTRAC T	Line Manager	Has Author privileges	Author OA4F_HCM_L INE_MANAGE R_DATA OA4F_HCM_ ABSENCE_A NALYSIS_DU TY OA4F_HCM_ ABSENCE_DI V_ANALYSIS_ DUTY OA4F_HCM_ GOALS_ANA LYSIS_DUTY OA4F_HCM_ PERFORMAN CE_ANALYSI S_DUTY OA4F_HCM_ PROFILE_AN ALYSIS_DUT Y OA4F_HCM_ SALARY_BAS IS_ANALYSIS _DUTY OA4F_HCM_ SALARY_BAS IS_DIV_ANAL YSIS_DUTY OAF4_HCM_ GAINS_LOSS _TRANSACTI ON_ANALYSI S_DUTY OA4F_HCM_ WORKFORC E_CORE_AN ALYSIS_DUT Y	Absence 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	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_VIEW_ALL_D ATA OA4F_HCM_ABSENCE_ANALYSIS_DUTY OA4F_HCM_ABSENCE_DIVERSITY OA4F_HCM_ABSENCE_GOAL OA4F_HCM_ABSENCE_MANAGEMENT_ANALYSIS_DUTY OA4F_HCM_PERFORMANCE_ANALYSIS_DUTY OA4F_HCM_GOALS_ANALYSIS_DUTY_PROFILE OA4F_HCM_PERFORMANCE_ANALYSIS_SALARY_BASIS_DUTY OA4F_HCM_PROFILE_ANALYSIS_SALARY_BASIS_DUTY OA4F_HCM_SALARY_BASIS_DIVERSITY_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_CORE_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_TRANSACTION_ANALYSIS_DUTY OA4F_HCM_WORKFORCE_CORE_ANALYSIS_DUTY OAF4_HCM_GAINS_LOSS_TRANSACTION_ANALYSIS_DUTY	Absence Management Absence Management Diversity Analysis Duty Goal Management Analysis Duty Performance Management Analysis Duty Analysis Duty Profile Management Analysis Duty Salary Basis Analysis Duty Salary Basis Diversity Analysis Duty Workforce Core Analysis Duty Gains and Losses Transaction Analysis Duty	Workforce

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_VIEW_ALL_D ATA OA4F_HCM_ABSENCE_ANALYSIS_DUTY OA4F_HCM_ABSENCE_DIVERSITY OA4F_HCM_ABSENCE_GOAL_MANAGEMENT_ANALYSIS_DUTY OA4F_HCM_V_ANALYSIS_DUTY OA4F_HCM_PERFORMANCE_MANAGEMENT_ANALYSIS_DUTY OA4F_HCM_GOALS_ANALYSIS_DUTY OA4F_HCM_PROFILE_MANAGEMENT_ANALYSIS_DUTY OA4F_HCM_PERFORMANCE_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_DIVERSITY_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_WORKFORCE_CORE_ANALYSIS_DUTY OA4F_HCM_SALARY_BASIS_WORKFORCE_GAINS_AND_LOSSES_TRANSACTION_ANALYSIS_DUTY OA4F_HCM_WORKFORCE_CORE_ANALYSIS_DUTY OAF4_HCM_GAINS_LOSSES_TRANSACTION_ANALYSIS_DUTY	Absence Management Absence Management Diversity Analysis Duty Goal Management Analysis Duty Performance Management Analysis Duty 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	Workforce	
ORA_IRC_RECRUITER_JOB	Recruiter	Has Author privileges	OA4F_HCM_REC_REQ_D ATA OA4F_HCM_REC_ANALYSIS_DUTY Author	Recruitment Analysis Duty	Talent	

Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area	
ORA_IRC_RECRUITING_MANAGER_JOB	Recruiting Manager	Has Author privileges	OA4F_HCM_REC_REQ_D ATA OA4F_HCM_REC_ANALYSIS_DUTY Author	Recruitment Analysis Duty	Talent
ORA_IRC_HIRING_MANAGER_ABSTRACT	Hiring Manager	Has Author privileges	OA4F_HCM_REC_REQ_D ATA OA4F_HCM_REC_ANALYSIS_DUTY Author	Recruitment Analysis Duty	Talent
ORA_CMP_COMPENSATION_MANAGER_JOB	Compensation Manager	Gets access to workforce compensation subject area.	Workforce Compensation Analysis Duty Workforce Compensation Diversity Analysis Duty Compensation Worksheet Manager Data Security	HCM-Workforce Rewards-Workforce 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_INTEGRATION_SPECIALIST_JOB	Integration Specialist	Individual responsible for planning, coordinating, and supervising all activities related to the integration of enterprise information systems. Has author privileges.	Author OA4F_COMMON_DATA_ANALYSIS_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_LINE_MANAGER_DATA	HR Line Manager Data Security	Human Capital Management data security policy for the supervisor hierarchy.	Workforce	HCM—Workforce Core HCM—Workforce Gains and Losses HCM—Talent Profile HCM—Performance Management HCM—Check-Ins HCM—Goals and Career Development HCM - Talent Review Meetings
OA4F_HCM_HR_ANALYST_VIEW_ALL_DATA	HR Analyst View All Data Role	Human Capital Management data security policy to view all data	Workforce	HCM—Workforce Core HCM—Workforce Gains and Losses HCM—Talent Profile HCM—Performance Management HCM—Check-Ins HCM—Goals and Career Development HCM—Talent Review Meetings HCM—Journeys HCM - Profile Matching HCM—Workforce Absence Management

Table 7-1 (Cont.) Data Roles

Data Role Name	Data Role Name	Description	Functional Area	Subject Area
OA4F_HCM_VIEW _ALL_DATA	HCM View All Data Security	Human Capital Management data security policy to view all data.	Workforce	HCM—Workforce Core HCM—Workforce Gains and Losses HCM—Talent Profile HCM— Performance Management HCM—Check-Ins HCM—Goals and Career Development HCM - Talent Review Meetings
OA4F_HCM_COU NTRY_DATA	HCM Country Data Security	Human Capital Management data security policy for the country data security context.	Workforce	HCM—Workforce Core
OA4F_HCM_LEG AL_EMPLOYER_D ATA	HCM Legal Employer Data Security	Human Capital Management data security policy for the legal employer data security context.	Workforce	HCM—Workforce Core
OA4F_HCM_DEPA RTMENT_DATA	HCM Department Data Security	Human Capital Management data security policy for the department data security context.	Workforce	HCM—Workforce Core
OA4F_HCM_BUSI NESS_UNIT_DATA	HCM Business Unit Data Security	Human Capital Management data security policy for the business unit data security context.	Workforce	HCM—Workforce Core
OA4F_HCM_REC _REQ_DATA	Recruitment Job Requisition Data Security	Recruitment job requisition data security.	Talent Acquisition	HCM—Talent Acquisition
OA4F_HCM_REC _ALL_REQ_DATA	Recruitment Job Requisition View All Data Security	Recruitment job requisition to view all data security.	Talent Acquisition	HCM—Talent Acquisition
OA4F_HCM_REC _NON_RESTRICT ED_APP_DATA	Recruitment Non Restricted Job Application Data Security	Recruitment data role to report on non restricted job applications.	Talent Acquisition	HCM—Talent Acquisition
OA4F_HCM_REC _ALL_APP_DATA	Recruitment Job Application View All Data Security	Recruitment data role to report on all job applications.	Talent Acquisition	HCM—Talent Acquisition

Table 7-1 (Cont.) Data Roles

Data Role Name	Data Role Name	Description	Functional Area	Subject Area
OA4F_HCM_COM PENSATION_WOR KSHEET_MANAG ER_DATA	Compensation Worksheet Manager Data Security	Compensation worksheet manager data security.	Workforce Compensation	HCM—Workforce Rewards- Workforce Compensation
OA4F_HCM_SUC CESSION_LINE_ MANAGER_DATA	Succession Supervisor Data Role	Succession Supervisor Data Role.	Succession	HCM - Succession 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 Subject Area Display Name OR Associated Role
OA4F_HCM_WOR KFORCE_CORE_ ANALYSIS_DUTY	Workforce Core Analysis Duty	Object security role to control presentation catalog access to Workforce Core subject area.	Global HCM	HCM - Workforce Core
OA4F_HCM_WOR KFORCE_CORE_ DIV_ANALYSIS_D UTY	Workforce Core Diversity Analysis Duty	This duty role provides access to all objects of the workforce core subject area except the folders related to diversity data	Global HCM	HCM - Workforce Core
OAF_HCM_GAINS _LOSS_TRANSAC TION_ANALYSIS_ DUTY	Workforce Gains and Losses Transaction Analysis Duty	Object security role to control presentation catalog access to HCM - Workforce Gains and Losses subject area.	Global HCM	HCM - Workforce Gains and Losses
OA4F_HCM_GAIN S_LOSS_TRANSA CTION_DIV_ANAL YSIS_DUTY	Workforce Gains and Losses Diversity Transaction Analysis Duty	This duty role provides access to all objects of the HCM - Workforce Gains and Losses subject area except the folders related to diversity data	Global HCM	HCM - Workforce Gains and Losses

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_REC_ANALYSIS_DUTY	Recruitment Analysis Duty	Object security role to control presentation catalog access to HCM - Talent Acquisition subject area.	Talent	HCM - Talent Acquisition
OA4F_HCM_ABSENCE_ANALYSIS_DUTY	Absence Management Analysis Duty	Object security role to control presentation catalog access to Workforce Absence Management subject area.	Absence Management	HCM - Workforce Absence Management
OA4F_HCM_ABSENCE_DIV_ANALYSIS_DUTY	Absence Management Diversity Analysis Duty	Used to prevent access to Diversity related folders from Workforce Absence Management subject area. It cannot be used in conjunction with Absence Management Analysis Duty	Absence Management	HCM - Workforce Absence Management
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_DIV_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

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_PRO FILE_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_PRO FILE_DIV_ANALY SIS_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_PER FORMANCE_ANA LYSIS_DUTY	Performance Management Analysis Duty	Object security role to control presentation catalog access to Performance Management subject area.	Talent	HCM - Performance Management
OA4F_HCM_PER FORMANCE_ANA LYSIS_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_PER FORMANCE_ANA LYSIS_DUTY	Performance Management Analysis Duty	Object security role to control presentation catalog access to Check-Ins subject area.	Talent	HCM - Check-Ins
OA4F_HCM_PER FORMANCE_ANA LYSIS_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

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
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_DIVERSITY_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
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_SUCCESSION_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_SUCCESSION_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

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
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
OA4F_HCM_JOURNEYS_DIVERSITY_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_DIVERSITY_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 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) >= one.
Managers with Check-ins	Count (Line managers) with count (check in document) >= one.
Count of Check-Ins with Performance Goals	Count (check-ins) where count (topic name) > zero 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) > zero 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) > zero 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—Diversity Analysis

This table describes Check-Ins metrics.

Metric	Metric Definition
Hire Count	Count of all workers hired during the year
Applicant Count	Count of job applicants during the year
Not Hired Count	Provides the count of applicants that were not hired during the year
Promotion Headcount	Sum of headcount of all workers with promotions during the year
Promotion FTE	Sum of fte of all workers with promotions during the year
Primary Assignment Promotion Count	Sum of primary assignment count of all workers with promotions during the year
Period Start Headcount	Sum of headcount of all workers at the year start
Period Start FTE	Sum of fte of all workers at the year start
Period Start Primary Assignment Count	Sum of primary assignment count of all workers at the year start
Termination Headcount	Sum of headcount of all workers terminated during the year
Termination FTE	Sum of fte of all workers terminated during the year
Primary Assignment Termination Count	Sum of primary assignment count of all workers terminated during the year
Period Start Headcount	Sum of headcount of all workers at the year start
Period Start FTE	Sum of fte of all workers at the year start
Period Start Primary Assignment Count	Sum of primary assignment count of all workers at the year start
Voluntary Termination Headcount	Sum of headcount of all workers terminated voluntarily during the year
Voluntary Termination FTE	Sum of fte of all workers terminated voluntarily during the year
Primary Assignment Voluntary Termination Count	Sum of primary assignment count of all workers terminated voluntarily during the year
Involuntary Termination Headcount	Sum of headcount of all workers terminated involuntarily during the year
Involuntary Termination FTE	Sum of fte of all workers terminated involuntarily during the year
Primary Assignment Involuntary Termination Count	Sum of primary assignment count of all workers terminated involuntarily during the year
Period End Headcount	Sum of headcount of all workers with salary during the year end
Period End FTE	Sum of fte of all workers with salary during the year end
Period End Primary Assignment Count	Sum of primary assignment count of all workers with salary during the year end
Headcount with Global Annual Salary above Median	Sum of headcount of all workers with Global Annual Salary above Median during the year
Headcount with Global Annual Salary below Median	Sum of headcount of all workers with Global Annual Salary below Median during the year
FTE with Global Annual Salary above Median	Sum of fte of all workers with Global Annual Salary above Median during the year

Metric	Metric Definition
FTE with Global Annual Salary below Median	Sum of fte of all workers with Global Annual Salary below Median during the year
Primary Assignment Count with Global Annual Salary above Median	Sum of primary assignment count of all workers in the age with Global Annual Salary above Median of the Employees in the Legislative_Job_Category_Code at the end of the year
Primary Assignment Count with Global Annual Salary below Median	Sum of primary assignment count of all workers in the age with Global Annual Salary below Median of the Employees in the Legislative_Job_Category_Code at the end of the year

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 table 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.
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—Learning

This table describes Journeys metrics.

Metric	Metric Definition
Number of Enrollments Requested	Provides the count of enrollments that are in requested status
Number of Enrollments Request Rejected	Provides the count of enrollments requests that are in rejected status
Number of Enrollments Pending Fulfillment	Provides the count of enrollments that are in pending fulfillment status
Number of Enrollments Pending Prerequisite	Provides the count of enrollments that are pending due to missing pre-requisite by the learner
Number of Non-Catalog Items Enrollment	Provides the count of enrollments by learners to non-catalog items
Number of Learners Enrolled to non-catalog items	Provides the count of Learners enrolled to non-catalog items
Number of Learners - Active	Provides the count of all learners
Number of Enrollments - Active	Provides the count of enrollments across all learning items by workers
Number of Course Enrollments - Active	Provides the count of courses enrolled by the learner

Metric	Metric Definition
Number of Specialization Enrollments - Active	Provides the count of specializations enrolled by the learner
Number of e-learning Enrollments - Active	Provides the count of e-learning enrolled by the learner
Average Learning Items per learner - Active	Provides the average number of learning item enrolled by all learners
Number of Voluntary Enrollments - Active	Provides the count of voluntary learning enrollments
Number of Required Enrollments - Active	Provides the count of required learning enrollments
Number of Overdue Enrollments	Provides the count of learning enrollments that are past the due date
Number of Not Started Enrollments	Provides the count of learning enrollments that have been assigned but not started
Number of In-Progress Enrollments	Provides the count of learning enrollments that are started but not yet completed
Number of Renewed Learning Assignments - Active	Provides the count of enrollments that are renewed
Number of Learners - Post Active	Provides the count of all learners
Number of Enrollments - Post Active	Provides the count of enrollments across all learning items by workers
Number of Courses Enrollment - Post Active	Provides the count of courses enrolled by the learner
Number of Specializations Enrollment - Post Active	Provides the count of specializations enrolled by the learner
Number of e-learning Enrollment - Post Active	Provides the count of e-learning enrolled by the learner
Number of Non-Catalog Items Enrollment - Post Active	Provides the count of enrollments by learners to non-catalog items
Number of Learners enrolled to non-catalog items - Post Active	Provides the count of Learners enrolled to non-catalog items
Average Learning Items per learner Enrollment - Post Active	Provides the average number of learning item enrolled by all learners
Number of Voluntary Enrollments - Post Active	Provides the count of voluntary learning enrollments
Number of Required enrollments Enrollment - Post Active	Provides the count of required learning enrollments
Number of Completed Enrollments	Provides the count of learning enrollments that are completed
Number of Withdrawn Enrollments	Provides the count of learning enrollments that are withdrawn by the learner
Voluntary Learning Completion count	Provides the count of voluntary learning enrollments that are completed
Voluntary Learning Enrollments Completion Rate	Provides the percentage of completed voluntary enrollments against the total voluntary enrollments
Required Learning Completion count	Provides the count of required learning enrollments that are completed
Required Learning Enrollments Completion Rate	Provides the percentage of completed required assignments against the total required enrollments
Content Completion Count	Provides the count of enrollments that have completed the learning content but the learning status is not yet completed
Number of Workers with New Competency	Provides the count of Workers who added new competencies to their profile
Number of Workers with Improved Competency Ratings	Provides the count of Workers whose competency ratings Improved after completing the learning assignment

Metric	Metric Definition
Number of Workers with New language	Provides the count of Workers who added new languages to their profile after completing the learning assignment
Number of Workers with new license and certification	Provides the count of Workers who added additional license and certification to their talent profile after completing the learning assignment
Number of Workers with new honors and awards	Provides the count of Workers who added additional honors and awards to their talent profile after completing the learning assignment
Number of Workers with new memberships	Provides the count of Workers who added additional memberships to their talent profile after completing the learning assignment
Total Cost	Provides the cost of all trainings enrolled by the learners
Cost - Withdrawn Enrollments	Provides the cost incurred on learning assignments that were withdrawn
Cost - Completed Enrollments	Provides the cost incurred on learning assignments that were completed
Cost - Bypass Completed Enrollments	Provides the cost incurred on learning assignments that were bypass completed
Cost - Not Passed Enrollments	Provides the cost incurred on learning assignments that were completed but not passed
Cost - Deleted Enrollments	Provides the cost incurred on learning assignments that were deleted
Average Cost per learner	Provides the cost per person incurred across all learnings
Cost - Terminated Learners	Provides the cost of learning incurred by the workers that are currently terminated
Cost - enrolled but not completed	Provides the cost of incomplete learning incurred by workers
Overall Learning Item Rating	Provides the average overall rating of a learning item
Average Learning Item Rating - Workforce Structures	Provides the average rating of a learning item by various dimensions
High Satisfaction Learners	Provides the count of learners that rated a learning item with score = 5
Low Satisfaction Learners	Provides the count of learners that rated a learning item with score = 1
Top Rated Courses	Provides the count of courses that have ratings > = 4

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.

Metric	Metric Definition
Performance Document Submitted	Count (performance documents) where performance document status = submitted.
Workers with Incomplete Appraisal	Count of workers that have created but not completed the performance appraisal.
Managers with Incomplete Appraisal	Count (managers) with performance document status <> completed.
Managers with Pending Appraisals of Workers	Count (managers) where workers with performance document status <> completed.
Pending Document with an Inactive Manager	Count of performance document in-progress and assigned to an inactive manager.
High Potential Count	Count of workers with potential category = high.
Medium Potential Count	Count of workers with potential category = medium.
Low Potential Count	Count of workers with potential category = low.
Pending Tasks	Count (performance tasks) where status <> completed.
Completed Tasks	Count (performance tasks) where status = completed.
Tasks Completed Beyond Due Date	Count (performance tasks) where status = completed and due date < completion date.
Pending Tasks Beyond Due Date	Count (performance tasks) where status <> completed and due date < completion date.
Overall Manager Rating	Overall rating provided by the manager for the performance document.
Overall Worker Rating	Overall rating provided by the worker for the performance document.
Overall Participant Rating	Overall rating provided by participants other than manager and worker.
Calculated Overall Rating	Average of the overall ratings provided by all participants.
Workers with Performance Rating	Count (workers) where overall manager rating is not null.
Percentage of Workers with Performance Rating	100 * (count of workers with overall manager rating) / 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 * (count of workers with performance category = high) / workers with performance rating.
Performance Appraisal - Percentage of Medium Performers	100 * (count of workers with performance category = medium) / workers with performance rating.
Performance Appraisal - Percentage of Low Performers	100 * (count of workers with performance category = low) / workers with performance rating.
Manager Section Rating	Manager section rating - to be used with the attributes section type and section name.
Worker Section Rating	Worker section rating - to be used with the attributes section type and section name.
Calculated Section Rating	Average of the overall ratings provided by all participants - to be used with the attributes section type and section name.
Manager Item Rating	Item ratings provided by the manager - to be used with the attributes Item type and Item name.
Worker Item Rating	Item ratings provided by the worker - to be used with the attributes Item type and Item name.

Metric	Metric Definition
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 > zero.
Succession Plans without Candidates	Count (distinct succession plan) where candidate count = zero.
Active Plans without Candidate	Count (distinct succession plan) where status = active and candidate count = zero.
Jobs with Plan without Incumbents	Count (distinct succession plan) where plan type = job and inferred incumbent count = zero.
Position with Plan without Incumbents	Count (distinct succession plan) where plan type = position and inferred incumbent count = zero.
Plans with Single Owner	Count (distinct succession plan) where count (distinct owner id) = one.
Plans with Inactive Owner	Count (distinct succession plan) where owners assignment status = inactive.
Successful Plans with High Risk Candidate	Count (distinct succession plan) where candidate succession status = ORA_HRM_SUCCESSOR and candidate risk of loss = high.

Metric	Metric Definition
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 * one00) /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 * one00) /incumbent count - incumbent plan.
High Risk of Loss Incumbents without Candidates	Count (distinct incumbent) where risk of loss category = high and candidate count is zero.
High Impact of Loss Incumbents without Candidates	Count (distinct incumbent) where impact of loss category = high and candidate count is zero.
Plans with High Risk Incumbents and No Candidates	Count (distinct succession plan) where candidate count = zero 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 = zero and incumbent risk of loss = high.
Successful Plans with High Risk Incumbents	Count (distinct succession plan) where candidate succession status = ORA_HRM_SUCCESSOR 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 < one year.
Ready in 2 Years Count	Count (distinct candidates) where readiness band = ready in one - 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.

Metric	Metric Definition
High Impact of Loss Candidates	Count (distinct candidates) where impact of loss band = high.
Willing to Relocate Candidates	Count (distinct candidates) where willing to relocate flag = Y.
Candidates Success Count - Incumbent Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Candidates Success Count - Job Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Candidates Success Count - Position Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Internal Candidate Count	Count (distinct candidates) where candidate <> external candidate.
External Candidate Count	Count (distinct external candidate ID) where candidate = external candidate.
Candidate Since (Days)	Time (in days) between the date candidate added to a plan till current date .
New Role Candidates - Incumbent Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_MOVED_TO_DIFF_ROLE .
New Role Candidates - Job Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_MOVED_TO_DIFF_ROLE .
New Role Candidates - Position Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_MOVED_TO_DIFF_ROLE .
High Performance Candidates	Count (distinct candidates) where performance category band = high.
Medium Performance Candidates	Count (distinct candidates) where performance category band = medium.
Low Performance Candidates	Count (distinct candidates) where performance category band = low.
High Potential Candidates	Count (distinct candidates) where potential category band = high.
Medium Potential Candidates	Count (distinct candidates) where potential category band = medium.
Low Potential Candidates	Count (distinct candidates) where potential category band= low.
High Performance High Risk of Loss Candidates	Count (distinct candidates) where performance category band= high and risk of loss band= high.
High Potential High Risk of Loss Candidates	Count (distinct candidates) where potential category band = high and risk of loss band = high.
Percentage of External Candidates	(Number of external candidates/Total candidates) * one00.
Percentage of Internal Candidates	(Number of internal candidates/Total candidates) * one00.
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.

Metric	Metric Definition
Succession Plan - Matching Candidate Position	Count (distinct plan_ID) where candidate position ID = plan position ID AND business unit ID = plan business unit ID.
Successful Plans	Count (distinct succession plans) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Candidate Matching - Incumbent Job	Count (distinct candidates) where candidate job ID = incumbent job id.
Succession Plan - Candidate Matching Incumbent Job	Count (distinct plan_ID) where candidate job ID = incumbent job id.

HCM—Talent Acquisition

This table describes Talent Acquisition metrics.

Metric	Metric Definition
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.
Facts - Job Requisition Progress - Phase Completion Duration (in Seconds)	Provides the time taken in seconds to complete a requisition phase.
Job Requisitions by Recruiter	Average number of job requisitions by recruiters.
Job Requisitions in Approval Phase (Period End)	Number of job requisitions in approval phase.
Job Requisitions in Draft Phase (Period End)	Number of job requisitions in draft phase.
Job Requisitions in Formatting Phase (Period End)	Number of job requisitions in job formatting phase.
Job Requisitions in Posting Phase (Period End)	Number of job requisitions in posting phase.
Job Requisitions Not in Open Phase (Period End)	Number of job requisitions created but not yet open.
Job Requisitions in Open Phase (Period Begin)	Number of job requisitions opened at the beginning of the time period.

Metric	Metric Definition
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.
Total Job Applications (on Event)	Number of job applications at the time of the application event.
Job Applications Rejected	Number of applications rejected by the employer.
Job Applications Withdrawn	Number of applications withdrawn by the applicant.
Number of Job Applications in Offer Phase Moved to Draft State	Number of job applications in offer phase moved to draft state.

Metric	Metric Definition
Number of Job Applications in Offer Phase Moved to Approved State	Number of job applications in offer phase moved to approved state.
Number of Job Applications in Offer Phase Moved to Extended State	Number of job applications in offer phase moved to extended state.
Number of Job Applications in Offer Phase Moved to Rejected State	Number of job applications in offer phase moved to rejected state.
Number of Job Applications in Offer Phase Moved to Accepted State	Number of job applications in offer phase moved to accepted state.
Number of Job Applications in Offer Phase Moved to Withdrawn State	Number of job applications in offer phase moved to withdrawn state.
Number of Candidates with Job Application	Distinct count of candidates that have submitted job application.
Number of Job Applications Moved to HR Phase	Number of job applications moved to HR phase.
New Hires	Number of candidates that have been hired for the first time in the organization.
Employee Hires	Number of hires that are already employees in the organization with a different job.
Contingent Worker Hires	Number of hires that are already contingent workers in the organization with a different job.
Internal Hires	Number of hires that already have an active work relationship in the organization.
External Hires	Number of hires that are external candidates.
Referral Hires	Number of hires that were referral candidates.
Number of Referred Applications	Number of job applications that came as referrals.
Total Requisitions with Applicants	Number of job requisitions that have applicants on them.
Requisition with No Internal Applicants	Number of job requisitions that do not have any internal applicants on them.
Hire Rate	The percentage of candidates that have been hired including internal and external candidates based on the job application.
External Hire Rate	The percentage of external candidates that have been hired.
Internal Hire Rate	The percentage of internal candidates that have been hired.
Job Applications - Offer Acceptance Rate	Job offers accepted as a percentage of offers extended.
Referral Hire Rate	The percentage of referral candidates that have been hired.
Referral Success rate	The percentage of candidate referrals that resulted as hires.
Rehires	Number of hires where the candidate was an ex worker of the organization.
Rehire Rate	Number of rehires as a percentage of total hires.
Drop Off Rate	Percentage of applications that were either withdrawn or rejected out of the total applications.
Job Requisitions with No Internal Applicant Percentage	Percentage of job requisitions that have no internal applicants.
Job Offer Extended to Hired Percentage	Percentage of candidates that moved to HR phase of the total offers extended.
Job Offers to openings Percentage	Percentage of offers extended against total job openings.

Metric	Metric Definition
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.
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.

Metric	Metric Definition
Number of Social Media Applications	Number of applications through social media.
Number of Search Engine Applications	Number of applications created as a result of search engine findings.
Number of Job Board Applications	Number of applications through job boards.
Number of Job Aggregator Applications	Number of applications through job aggregators.
Number of Applications Created manually	Number of applications created by recruiters manually.
Number of Third Party Applications	Number of applications through third party codes.
Number of Applications through Shared Job Postings	Number of applications through shared job postings.

HCM—Talent Profile

This table describes Talent Profile metrics.

Metric	Metric Definition
Facts - Job Model Profile-Number of Job Model Profiles	Count (distinct profile ID) where profile status = active and profile type = job.
Facts - Job Model Profile-Number of Jobs With Profiles	Count (distinct job code) where profile ID is not null AND profile type = job.
Facts - Job Model Profile- Number of Competencies	Count (distinct competency) associated with a model profile where profile type = job.
Facts - Job Model Profile-Number of Degrees	Count (distinct degree) associated with a model profile where profile type = job.
Facts - Job Model Profile-Number of Honors and Awards	Count (distinct honors 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 honors 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.

Metric	Metric Definition
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	$100 * (\text{count (distinct profile code) where status = active}) / \text{Count (distinct profile code)}$.
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 honors and awards) associated with a person profile.
Facts - Skills and Qualifications-Number of Languages	Count (distinct language) associated with a person profile.
Facts - Skills and Qualifications-Number of License and Certifications	Count (distinct license and certificate) associated with a person profile.
Facts - Skills and Qualifications-Number of Workers Willing to Relocate	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.

Metric	Metric Definition
Facts - Talent Ratings-Number of Workers with Risk of Loss	Count (distinct person ID) where risk of loss rating is not null.
Facts - Talent Ratings-Number of Workers with Impact of Loss	Count (distinct person ID) where impact of loss rating is not null.

HCM—Talent Review Meetings

This table describes Talent Review Meetings metrics.

Metric	Metric Definition
Number of Facilitators	Number of facilitators in the talent review meeting.
Number of Participants	Number of participants in the talent review meeting.
Number of Reviewees	Number of reviewees in the talent review meeting.
Number of Meetings	Number of talent review meetings.
Number of High Performers	Number of workers rated as high performers .
Number of Medium Performers	Number of workers rated as medium performers.
Number of Low Performers	Number of workers rated as low performers.
Number of High Potential	Number of workers rated as high potential.
Number of Medium Potential	Number of workers rated as medium potential.
Number of Low Potential	Number of workers rated as low potential.
Number of High Risk of Loss	Number of workers rated as high risk of loss.
Number of Medium Risk of Loss	Number of workers rated as medium risk of loss.
Number of Low Risk of Loss	Number of workers rated as low risk of loss.
Number of High Impact of Loss	Number of workers rated as high impact of loss.
Number of Medium Impact of Loss	Number of workers rated as medium impact of loss.
Number of Low Impact of Loss	Number of workers rated as low impact of loss.
Number of Top Talent	Number of workers rated as high performers and high potential.
Number of Low Talent	Number of workers rated as low performers and low potential.
Number of Top Talent at High Risk of Loss	Provides the count of workers rated high in performance and potential that are rated high risk of loss.
Number of High Performers at High Risk of Loss	Provides the count of workers rated high in performance and potential that are rated high risk of loss.
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 one year of being rated high risk of loss.

Metric	Metric Definition
Number of Low Risk of Loss Terminated within 1 Year	Provides the count of workers that got terminated within one year of being rated low risk of loss.
Number of High Risk of Loss Active Workers after a Year	Provides the count of workers that are rated high risk of loss for more than a year but still not terminated.
Number of Workers - Improved Performance Rating	Provides the count of workers whose performance band changed from low to medium, high or medium to high.
Number of Workers - Improved Potential Rating	Provides the count of workers whose potential band changed from low to medium, high or medium to high.
Number of Workers - Decreased Performance Rating	Provides the count of workers whose performance band changed from high to medium, low or medium to low.
Number of Workers - Decreased Potential Rating	Provides the count of workers whose potential band changed from high to medium, low or medium to low.
Number of Workers - Increased Risk of Loss	Provides the count of workers whose risk of loss band changed from low to medium, high or medium to high.
Number of Workers - Decreased Risk of Loss	Provides the count of workers whose risk of loss band changed from high to medium, low or medium to low.
Number of Workers - Increased Impact of Loss	Provides the count of workers whose impact of loss band changed from low to medium, high or medium to high.
Number of Workers - Decreased Impact of Loss	Provides the count of workers whose impact of loss band changed from high to medium, low or medium to low.
Number of High Performers Terminated within 1 Year	Provides the count of workers that got terminated within one 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 one 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.
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.

Metric	Metric Definition
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.
Carryover Forfeiture	Carry over balance value to forfeiture due to carryover limits set.
Vested Accrual	Accrued balance value subject to a waiting period that has subsequently passed.
Unvested Accrual	Accrued balance value but subject to a waiting period set.
Other Adjustments	Other balance adjustment transactions.
Unprocessed Adjustments	Total of all unprocessed adjustments for the latest balance calculation date.
Transferred Balance	Balance value transferred to and from other accrual plans.
Processed Absences	Total processed absences as of latest balance calculation date.
Unprocessed Absences	Balance value used by absences scheduled.
Compensatory Time	Compensatory time accrued.
Expiration Disbursement (Compensatory Plan)	Disbursement of balance to payroll upon expiration.
Other Adjustments (Compensatory Plan)	Other balance adjustment transactions.
Unprocessed Adjustment (Compensatory Plan)	Total of all unprocessed adjustments for the latest balance calculation date.
Transferred Balance (Compensatory Plan)	Balance value transferred to and from other accrual plans.
Donations	Donations.

HCM—Workforce Core

This table describes Workforce Core metrics.

Metric	Metric Definition
Average Headcount	Average of headCount (period start + period end HC) /2.
Average FTE	Average of FTE (period start + period end FTE) /2.
Worker Count	Count of distinct workers.
Employee Headcount Ratio	Ratio of the employee headcount vs total headcount.
Contingent Headcount Ratio	Ratio of the contingent headcount vs total headcount.
Employee FTE Ratio	Ratio of the employee FTE vs total FTE.
Contingent Worker FTE Ratio	Ratio of the contingent FTE vs total FTE.
Span of Control Workforce Structure	Average number of reportees for a manager by workforce structures like business unit, location, job family and so on.
Average Worker Age	Average age of the worker based on their date of birth.
Headcount Turnover	Percentage of the headcount terminations to the total headcount.
FTE Turnover	Percentage of the FTE terminations to the total FTE.
Voluntary FTE Turnover	Percentage of the voluntary FTE terminations to the total FTE.
Involuntary FTE Turnover	Percentage of the involuntary FTE terminations to the total FTE.
Voluntary Headcount Turnover	Percentage of the voluntary headcount terminations to the total headcount.
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.

Metric	Metric Definition
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 <= one year on their termination date.
High Performer Headcount Turnover	100% * (high performer termination headcount / average headcount).
Voluntary Termination FTE	FTE of worker assignment terminations with a category of voluntary.
Involuntary Termination FTE	FTE of worker assignment terminations with a category of involuntary.
New Hire Termination FTE	FTE of worker assignment terminations whose years service is <= one 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 <= one 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.).

Metric	Metric Definition
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.
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. one for each assignment.
Assignment Event Count	Assignment event count as of the time period. one 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 < one year.

Metric	Metric Definition
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 one year for hire action type.
Transfer Count	Count of worker assignment transfers.
Percentage of Workers Hired Above 60	Percentage of hires where worker age >= 60 years.
High Performer Termination Headcount	Headcount of worker assignment terminations where the workers 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 workers 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.

Metric	Metric Definition
Assignment Count (Period Start)	Assignment count at the period start (year, month, quarter and week).
Assignment Count (Period End)	Assignment count at the period end (year, month, quarter and 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).
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 <= one year on their termination date.

Metric	Metric Definition
High Performer Termination Person Count	Count of worker assignment terminations where the workers 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.
Termination Count (Termination Date)	Count of terminations as of the termination date.
Voluntary Termination Count (Termination Date)	Count of voluntary terminations as of the termination date.
Involuntary Termination Count (Termination Date)	Count of involuntary terminations as of the termination date.
Rolling 12 Months Termination Headcount	Provides the Rolling 12 Months Termination Headcount.
Rolling 12 Months Termination Count	Provides the Rolling 12 Months Termination Count.

HCM—Workforce Gains and Losses

This table describes Workforce Gains and Losses metrics.

Metric	Metric Definition
Headcount Gain	Headcount increase compared to the prior period.
Headcount Gain Hire	Headcount increase due to hire or rehire events.
Headcount Gain Reorganisation Reason	Headcount increase due to the action reason: re-organization data from configuration.
Headcount Gain Reorganisation Action	Headcount increase due to the action name where reorganization indicator flag = Y.
Headcount Gain Global Transfer	Headcount increase due to global transfer events.
Headcount Gain Transfer	Headcount increase due to transfer events.
Headcount Gain Promotion	Headcount increase due to promotion events.
Headcount Gain Others	Headcount increase due to events other than hire, promotion, global transfer, and transfer.
ImpLicit Headcount Gain	Gain of headcount due to a managers movement along with their reports to other manager.
Headcount Movement	Headcount movement within the managers 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 configuration.
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 managers movement along with their reports to other manager.

Metric	Metric Definition
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 configuration.
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 managers movement along with their reports to other manager.
FTE Movement	FTE movement within the managers 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 configuration.
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 managers movement along with their reports to other manager.
Assignment Count Gain	Assignment count increase compared to prior period.
Assignment Count Gain Hire	Assignment count increase due to hire or rehire events.
Assignment Count Gain Reorganisation Reason	Assignment count due to the action reason: re-organization data from configuration.
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 Assigment Count Gain	Gain of assignment due to a managers movement along with their reports to other manager.
Assignment Count Movement	Assignment movement within the managers 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 configuration.
Assignment Count Loss Reorganisation Action	Assignment count decrease due to the action name where reorganization indicator flag = Y.

Metric	Metric Definition
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 managers 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 configuration.
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 managers movement along with their reports to other manager.
Person Count Movement	Person movement within the managers 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 configuration.
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 managers movement along with their reports to other manager.

HCM—Workforce Rewards - Salary Basis

This table describes Workforce Rewards Salary Basis metrics.

Metric	Metric Definition
Salary Adjustment Percentage	Salary Adjustment Percentage
High Performer Salary Change Rate	Salary Change Rate for High Performer Workers
Low Performer Salary Change Rate	Salary Change Rate for Low Performer Workers
Medium Performer salary Changes	Salary Change Rate for Medium Performer Workers
New Hire Salary	Sum of salary basis amount of a new hire (Workers with less than or equal to 12 months of service period)

Metric	Metric Definition
Salary Adjustment (Off Cycle Changes)	Sum of Salary basis adjustment amount for all action codes except Allocate Workforce Compensation
Salary Adjustment (From Compensation Plan)	Sum of Salary basis adjustment amount action codes = Allocate Workforce Compensation
Salary Amount	Workers Salary Amount (Base Pay)
Prior Salary	Prior Salary Amount Of Worker
Salary Adjustment Amount	Salary Adjustment Amount
Average Annualized Salary	Average Annualized Salary
Annual Salary	Annual Salary Amount
Annualized Salary (FTE)	Full Time Annualized Salary Amount
Worker Count (Below Range)	Distinct Worker count Quartile = Below Range
Worker Count (Above Range)	Distinct Worker count with Quartile = Above Range
Headcount (Below Range)	Sum of Headcount with Quartile = Below Range
Headcount (Above Range)	Sum of Headcount with with Quartile = Above Range
Worker Count (Quartile = 1)	Count Of Worker with quartile value = 1
Worker Count (Quartile=2)	Count Of Worker with quartile value = 2
Worker Count (Quartile=3)	Count Of Worker with quartile value = 3
Worker Count (Quartile =4)	Count Of Worker with quartile value = 4
Component Adjustment Percentage	Salary component percentage
Component Adjustment Amount	Salary Component Adjustment Amount
Worker Count (With Salary Basis)	Count of workers with Salary associated
Time Since Last Salary Change	Time span between current date & salary change date
Worker Count (Quintile = 1)	Count of workers with Quintile = 1
Worker Count (Quintile = 2)	Count of workers with Quintile = 2
Worker Count (Quintile = 3)	Count of workers with Quintile = 3
Worker Count (Quintile = 4)	Count of workers with Quintile = 4
Worker Count (Quintile = 5)	Count of workers with Quintile = 5

HCM—Workforce Rewards - Workforce Compensation

This table describes Workforce Rewards - Workforce Compensation metrics.

Metric	Metric Definition
Total Components For the Plan	Number 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 and 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 and payroll (transfer to HR process).
Number of Workers	Total number of workers populated in a worksheet.

Metric	Metric Definition
ELigible Workers	Number of all eligible workers in worksheet.
Worker Compensated with Zero Increase	Worker count with compensation amount equal to zero or not specified.
Total Worker Compensated	Total worker count with compensation amount greater than or equal to zero.
Worker Compensated (BeLow Target Compensation)	Count of workers compensated below target compensation.
Worker Compensated (Above Target Compensation)	Count of workers compensated above target compensation.
Base Salary	Worker base pay amount, expressed in workers 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 workers base pay frequency.
New Adjusted Salary Amount	Proposed salary,expressed in plan frequency.
Eligible Salary	Amount calculated to determine workers allocation amount.
Compensation Amount	Amount allocated to a worker.
Compensation Amount (Maximum)	Maximum amount that can be allocated to a worker.
Compensation Amount (Minimum)	Minimum amount that can be allocated to a worker.
Target Compensation Amount	Recommended compensation amount.
Target Compensation Amount (Minimum)	Minimum recommended allocation amount.
Target Compensation Amount (Maximum)	Maximum recommended allocation amount.
Compensation Variance	Variance between target compensation and 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.

HCM—Workforce Time and Labor Management

This table describes Workforce Rewards Salary Basis metrics.

Metric	Metric Definition
Worker Count (Saved Time Cards)	Count Of Workers with Time Card Status As SAVED
Worker Count (Entered Time Cards)	Count of Workers with Time Card Status As ENTERED
Worker Count (Submitted Time Cards)	Count of Workers with Time Card Status As SUBMITTED
Worker Count (Approved Time Cards)	Count of Workers with Time Card Status As APPROVED
Number Of Time Cards	Total Time Cards
Time Cards (Approved)	Count Of Time Cards With Status As APPROVED
Time Cards (Entered)	Count Of Time Cards With Status As ENTERED
Time Cards (Incomplete)	Count Of Time Cards With Status as INCOMPLETE
Time Cards (In Error)	Count Of Time Cards With Status as IN_ERROR
Time Cards (Rejected)	Count Of Time Cards With Status as REJECTED
Time Cards (Saved)	Count Of Time Cards With Status as SAVED
Time Cards (Submitted)	Count Of Time Cards With Status as SUBMITTED
No. Of Reported Time Entries	Total Reported Time Entries
Reported Hours	Total Reported Hours
Labor Hours	Total Labor Hours
Reported Hours Approved	Total Reported Hours Approved
Labor Hours Approved	Total Labor Hours Approved ,
Reported Hours Rejected	Total Reported Hours Rejected
Labor Hours Rejected	Total Labor Hours Rejected
No. Of Absence Time Entries	Total Number of Absence Time Entries
Absence Hours	Total Absence Hours
Absence Hours Approved	Total Absence Hours Approved
Absence Hours Rejected	Total Absence Hours Rejected
Processed Hours	Total Processed Hours
Processed Units	Total Processed Units

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

Subject Area Name	Descriptive Flexfield (DFF) Supported
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

Analyses Detail	Analyses Description	Related Subject Areas
Workforce Gains and losses overview	Provides summary of internal mobility across various dimensions like business units, departments, managers, and so on. Also provides a likely career path in an organization based on historical data.	HCM - Workforce Gains and Losses
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
Performance Management	Provides details of the performance appraisal process and outcome of it for the line managers.	HCM - Performance Management
Succession Management	Provides details of the succession plans, incumbents, candidates along with the key analytics that helps to find the successful plans, plans without candidates, high risk of loss candidates and so on	HCM - Succession Management

KPIs

Overview

Key Performance Indicators (KPIs) are measurements that define and track specific business goals and objectives that often roll up into larger organizational strategies that require monitoring, improvement, and evaluation.

KPIs can be used as an analysis in cards and decks to allow a user to view key performance indicators and drill into the details to understand why a KPI value may be off the target. KPIs can also be used to automatically trigger alerts to specific users when KPI target values reach critical status levels.

Absences

KPI Name	KPI Description	Related Subject Areas
Approved Absences	Provides the approved absence transaction of a worker.	HCM - Workforce Absence Management
Male Gender Ratio Unavailable	Provides the ratio of male workers with approved leaves.	HCM - Workforce Absence Management
Female Gender Ratio unavailable	Provides the ratio of female workers with approved absences.	HCM - Workforce Absence Management

Global Human Resources

KPI Name	KPI Description	Related Subject Areas
Headcount	Provides the headcount of the workforce.	HCM - Workforce Core
Average Headcount	Provides the average headcount of the workforce which is basically the average of start and end time period.	HCM - Workforce Core
FTE	Provides the FTE value.	HCM - Workforce Core
Span of Control	Provides the average number of workers by manager, department, business unit etc.	HCM - Workforce Core
Hires	Provides the count of hires in the organization.	HCM - Workforce Core
Promotion Count	Provides the count of workers that have had a promotion event.	HCM - Workforce Core
Promotion Rate	.Provides the ratio of workers that have had a promotion event against the total workforce	HCM - Workforce Core
Compa Ratio	Provides the average compa ratio of the workers.	HCM - Workforce Core
% Compa Ratio Change	Provides the average change in compa ratio of the workers compared to the previous year.	HCM - Workforce Core

KPI Name	KPI Description	Related Subject Areas
Female Gender Ratio	Provides the percentage of female employees.	HCM - Workforce Core
Average Worker Age	Provides the average age of the workforce.	HCM - Workforce Core
Average Tenure	Provides the average tenure of the workforce.	HCM - Workforce Core
Distinct Worker Nationalities	Provides the distinct count of different nationals in the workforce.	HCM - Workforce Core
Distinct Worker Ethnicities	Provides the distinct count of different ethnicities in the workforce.	HCM - Workforce Core
Percentage of workers hired above 60	Provides the percentage of workers whose age is above 60 as of the date of hire.	HCM - Workforce Core
Terminations	Provides the count of all terminations.	HCM - Workforce Core
Terminations Voluntary	Provides the count of voluntary terminations.	HCM - Workforce Core
Termination by New Hire	Provides the count of terminations that are hired less than a year ago.	HCM - Workforce Core
Turnover	Provides the ratio of terminations against the total headcount.	HCM - Workforce Core
Turnover Voluntary	Provides the ratio of voluntary terminations against the total headcount.	HCM - Workforce Core
Turnover Involuntary	Provides the ratio of involuntary terminations against the total headcount.	HCM - Workforce Core
Turnover by FTE	Provides the ratio of FTE terminations against the total headcount.	HCM - Workforce Core
Turnover by New Hire	Provides the ratio of new hire terminations against the total headcount.	HCM - Workforce Core
Total Retention	Provides the ratio of workers that are retained.	HCM - Workforce Core
Retention Voluntary	Provides the ratio of workers that are retained voluntarily.	HCM - Workforce Core
Retention by FTE	Provides the ratio of FTE retention.	HCM - Workforce Core
Retention by New Hire	Provides the ratio of new hire retention.	HCM - Workforce Core
Terminations by FTE	Provides the count of terminations that are full time employees.	HCM - Workforce Core
Terminations by High Performer	Provides the count of terminations that are rated high in performance.	HCM - Workforce Core

KPI Name	KPI Description	Related Subject Areas
Terminations by Top Talent	Provides the count of terminations that are rated high in performance and potential.	HCM - Workforce Core
Turnover by High Performer	Provides the ratio of high performer terminations against the total headcount.	HCM - Workforce Core
Turnover by Top Talent	Provides the ratio of high performer and potential terminations against the total headcount.	HCM - Workforce Core
Retention by Talent	Provides the retention percentage by each talent 9 box based on performance and potential.	HCM - Workforce Core
Top Talent Ratio	Provides the ratio of workers with high performance and potential values against the total workforce.	HCM - Workforce Core
Low Talent Ratio	Provides the ratio of workers with low performance and potential values against the total workforce.	HCM - Workforce Core

Recruiting

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

KPI Name	KPI Description	Related Subject Areas
Referral Hires	Provides the total number of Hires who were referred by existing workers	HCM - Talent Acquisition
Applications Diversity	Provides the count of applications that can be used to display the diversity like male vs female, veterans vs non-veterans etc	HCM - Talent Acquisition
Job Requisitions with no Internal Applicants %	Provides the percentage of Job Requisitions which did not attract any Internal Applicants	HCM - Talent Acquisition
Offer Acceptance Rate	Provides the percentage of offers accepted against total number of offers extended	HCM - Talent Acquisition
Offer Extended to Hire %	Provides the percentage of Hires against the number of Offers that were extended	HCM - Talent Acquisition
Candidate Total Applications	Provides the Total number of Job Applications created	HCM - Talent Acquisition
Candidate Hires	Provides the total hire count	HCM - Talent Acquisition
Job Requisitions Not Open %	Provides the percentage of Job Requisitions that were created but never reached the Opened phase.	HCM - Talent Acquisition
Average Time to Fill	Provides the average number of days it takes for a job requisition to reach the filled status	HCM - Talent Acquisition
Total Job Requisitions	Provides the total number of active Job Requisitions at the end of a specific time period.	HCM - Talent Acquisition
Requisition Fill Rate	Provides the percentage Job Requisitions filled against total job requisitions.	HCM - Talent Acquisition
Average Requisitions Per Recruiter	Provides the average number of Job Requisitions owned by a Recruiter.	HCM - Talent Acquisition
Open Requisitions	Provides the number of Job Requisitions that are in open phase at the end of a specific time period.	HCM - Talent Acquisition

Talent

KPI Name	KPI Description	Related Subject Areas
Incomplete Performance Appraisals	Provides a count of incomplete performance appraisal documents.	HCM - Performance Management
High Performers	Provides the percentage of workers that have been rated high in the performance appraisal.	HCM - Performance Management

KPI Name	KPI Description	Related Subject Areas
Delayed performance tasks	Provides a list of performance tasks that are delayed beyond the due date but eventually completed.	HCM - Performance Management
Performance Rating Distribution	Provides the performance ratings actual distribution by various rating levels.	HCM - Performance Management
Workers with performance goals but not completed	Provides a percentage of workers who have an incomplete performance goal.	HCM - Performance Management
Performance goals completion	Provides the Percentage of workers with completed goals.	HCM - Performance Management
Workers with long pending development goals	Provides the percentage of workers whose development goals are incomplete	HCM - Performance Management
Percentage of workers by next career move timing	Provides the percentage of workers based on their preference of next career move timings	HCM - Talent Profile
Percentage of Workers with Active Profiles	Provides the percentage of workers that have active profiles	HCM - Talent Profile
Number of Workers with improved performance ratings	Provides a count of workers that had a performance rating improvement in the talent review meeting	HCM - Talent Review Meetings
Number of Workers with reduced risk of loss ratings	Provides a count of workers that had a rating change in risk of loss in the talent review meeting	HCM - Talent Review Meetings
Number of High Risk of Loss Workers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as high risk of loss in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of Workers with reduced impact of loss ratings	Provides a count of workers that had a rating change in impact of loss in the talent review meeting	HCM - Talent Review Meetings
Number of Workers with improved potential ratings	Provides a count of workers that had a potential rating improvement in the talent review meeting	HCM - Talent Review Meetings
Number of Low Risk of Loss Workers Terminated within 1 year of Talent Review Meeting	Provides the count of workers that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of Low Performers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as low performers in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of High Performers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as high performers in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Top Talent at High Risk of Loss	Provides the count of workers rated as high performers and high potential in the talent review meeting that are at high risk of loss	HCM - Talent Review Meetings

KPI Name	KPI Description	Related Subject Areas
High Risk of Loss Incumbent Plans Success Count	Count of succession plans in which one or more incumbents were at high risk of loss and the candidate replaced them	HCM - Succession Management
Incumbents replaced by high risk candidates	Count of Succession Plans in which the candidates with high risk of loss replaced the incumbents	HCM - Succession Management
Percentage of External candidates	Percentage of external candidates versus total candidates in a succession plan	HCM - Succession Management
Succession Plan Success Count	Count of plans in which the candidate was chosen to fill the incumbent/job/position and the plan was closed	HCM - Succession Management
Percentage of Internal candidates Succession	Percentage of internal candidates versus total candidates in a succession plan	HCM - Succession Management
Percentage of High Risk Incumbents	Percentage of incumbents that are rated high risk of loss	HCM - Succession Management
Percentage of High Impact Incumbents	Percentage of incumbents that are rated high impact of loss	HCM - Succession Management

Workforce Compensation

KPI Name	KPI Description	Related Subject Areas
Average Allocation Percentage	Provides the average percentage of the amount allocated to a worker.	HCM - Workforce Rewards - Workforce Compensation
Compensation Variance	Provides the variance amount of the allocated amount from the target compensation amount for a worker.	HCM - Workforce Rewards - Workforce Compensation
Compensation Amount	Provides the amount allocated to a worker.	HCM - Workforce Rewards - Workforce Compensation

Decks and Cards

Overview

A deck is a top-level object for executive consumption with multiple KPI cards added to a deck. Each deck can contain up to 8 cards. A card is a visual presentation of a KPI with a drill down capability to Data Visualization content.

Prebuilt Decks and Cards

Deck Name	Deck Description
Workforce Management	Provides an overview of various KPIs related to headcount, assignment events, diversity, and compensation
Talent Acquisition	Provides an overview of various KPIs related to talent acquisition like hires, time to fill job openings, diversity in offers extended and requisition per recruiter
