

Oracle® Cloud

Reference for Fusion HCM Analytics



F86147-02
January 2024



Oracle Cloud Reference for Fusion HCM Analytics,

F86147-02

Copyright © 2020, 2024, Oracle and/or its affiliates.

Primary Author: Jenny Smalling

Contributors: Oracle Fusion Analytics Warehouse development, product management(contributor), and quality assurance teams

This software and related documentation are provided under a license agreement containing restrictions on use and disclosure and are protected by intellectual property laws. Except as expressly permitted in your license agreement or allowed by law, you may not use, copy, reproduce, translate, broadcast, modify, license, transmit, distribute, exhibit, perform, publish, or display any part, in any form, or by any means. Reverse engineering, disassembly, or decompilation of this software, unless required by law for interoperability, is prohibited.

The information contained herein is subject to change without notice and is not warranted to be error-free. If you find any errors, please report them to us in writing.

If this is software, software documentation, data (as defined in the Federal Acquisition Regulation), or related documentation that is delivered to the U.S. Government or anyone licensing it on behalf of the U.S. Government, then the following notice is applicable:

U.S. GOVERNMENT END USERS: Oracle programs (including any operating system, integrated software, any programs embedded, installed, or activated on delivered hardware, and modifications of such programs) and Oracle computer documentation or other Oracle data delivered to or accessed by U.S. Government end users are "commercial computer software," "commercial computer software documentation," or "limited rights data" pursuant to the applicable Federal Acquisition Regulation and agency-specific supplemental regulations. As such, the use, reproduction, duplication, release, display, disclosure, modification, preparation of derivative works, and/or adaptation of i) Oracle programs (including any operating system, integrated software, any programs embedded, installed, or activated on delivered hardware, and modifications of such programs), ii) Oracle computer documentation and/or iii) other Oracle data, is subject to the rights and limitations specified in the license contained in the applicable contract. The terms governing the U.S. Government's use of Oracle cloud services are defined by the applicable contract for such services. No other rights are granted to the U.S. Government.

This software or hardware is developed for general use in a variety of information management applications. It is not developed or intended for use in any inherently dangerous applications, including applications that may create a risk of personal injury. If you use this software or hardware in dangerous applications, then you shall be responsible to take all appropriate fail-safe, backup, redundancy, and other measures to ensure its safe use. Oracle Corporation and its affiliates disclaim any liability for any damages caused by use of this software or hardware in dangerous applications.

Oracle®, Java, MySQL and NetSuite are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

Intel and Intel Inside are trademarks or registered trademarks of Intel Corporation. All SPARC trademarks are used under license and are trademarks or registered trademarks of SPARC International, Inc. AMD, Epyc, and the AMD logo are trademarks or registered trademarks of Advanced Micro Devices. UNIX is a registered trademark of The Open Group.

This software or hardware and documentation may provide access to or information about content, products, and services from third parties. Oracle Corporation and its affiliates are not responsible for and expressly disclaim all warranties of any kind with respect to third-party content, products, and services unless otherwise set forth in an applicable agreement between you and Oracle. Oracle Corporation and its affiliates will not be responsible for any loss, costs, or damages incurred due to your access to or use of third-party content, products, or services, except as set forth in an applicable agreement between you and Oracle.

Contents

Preface

Audience	vii
Documentation Accessibility	vii
Diversity and Inclusion	vii
Related Documentation	vii
Conventions	viii

1 Introduction

Overview	1-1
Features Available for Preview	1-1
Features Generally Available	1-3
Prerequisites for Oracle Fusion HCM Analytics	1-4
Analyze Data Anomalies	1-8

2 Tables

Overview	2-1
Tables Without WHO Columns	2-1
Initial Extract Date Parameter Usage	2-3
Tables With Data Rejection Details	2-4

3 Relationship Diagram

Overview	3-1
----------	-----

4 Data Store

Overview	4-1
----------	-----

5	Data Lineage	
	Overview	5-1
6	Data Augmentation	
	Overview	6-1
7	Subject Areas	
	Subject Areas	7-1
	Overview	7-1
	Data Validation	7-2
	Security Assignment	7-3
	Security Audit History	7-3
	Usage Tracking	7-4
	Warehouse Refresh Statistics	7-5
	Business Questions	7-5
	Overview	7-5
	Job-specific Groups	7-6
	Overview	7-6
	Common Job-Specific Groups	7-9
	Data Roles	7-9
	Overview	7-9
	Duty Roles	7-10
	Overview	7-10
	Common Duty Roles	7-19
	Subject Area Metrics Details	7-20
	Overview	7-20
	HCM—Check-Ins	7-20
	HCM—Diversity Analysis (Preview)	7-20
	HCM—Goals and Career Development	7-21
	HCM—Health and Safety Incidents (Preview)	7-22
	HCM—Journeys	7-23
	HCM—Learning (Preview)	7-24
	HCM—Performance Management	7-26
	HCM—Positions	7-27
	HCM—Profile Matching (Preview)	7-27
	HCM—Succession Management	7-28
	HCM—Talent Acquisition	7-31
	HCM—Talent Profile	7-35
	HCM—Talent Review Meetings	7-37

HCM—Worker Seniority (Preview)	7-39
HCM—Workforce Absence Management	7-40
HCM—Workforce Core	7-41
HCM—Workforce Gains and Losses	7-47
HCM - Workforce Rewards - Payroll Balances (Preview)	7-50
HCM - Workforce Rewards - Payroll Costing (Preview)	7-53
HCM—Workforce Rewards - Salary Basis (Preview)	7-53
HCM—Workforce Rewards - Workforce Compensation	7-54
HCM—Workforce Time and Labor Management (Preview)	7-56
Descriptive Flexfield Details	7-56
Overview	7-56
Absence	7-57
Global Human Resources	7-57
Talent	7-57

8 Prebuilt

Overview	8-1
Analyses	8-1
Overview	8-1
Absence	8-1
Global Human Resources	8-2
Talent	8-6
Business Metrics	8-7
Overview	8-7
Absences	8-8
Global Human Resources	8-8
Recruiting	8-10
Talent	8-11
Workforce Compensation	8-13
Dashboards	8-13
Overview	8-13
Prebuilt Dashboards	8-14

A Report Authoring Tips

Common Report Authoring Tips	A-1
Report Authoring Tips for Oracle Fusion HCM Analytics	A-2

B Frequently Asked Questions

Preface

Topics:

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

Audience

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

Documentation Accessibility

For information about Oracle's commitment to accessibility, visit the Oracle Accessibility Program website at <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.
monospace	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 business metrics, and prebuilt dashboards.

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	<p>This feature enables the Diversity Analysis offering.</p> <div data-bbox="1084 363 1380 1197" style="border-left: 2px solid #0070C0; border-right: 2px solid #0070C0; border-bottom: 2px solid #0070C0; padding: 10px; margin-top: 10px;"> <p> Note:</p> <p>You must first enable the Diversity Analysis Prerequisites functional area and only then enable the Diversity Analysis functional area. The Diversity Analysis Prerequisite functional area gets the information needed for further processing and calculations that happens in the Diversity Analysis functional area.</p> </div>
Health and Safety	This feature provides information about the workforce health and safety incidents. This includes the details related to incidents, events, and actions.
Learning Management	This feature enables the Learning Management offering.
Salary Basis	This feature enables the Salary Basis offering.
Seniority Dates	This feature enables reporting on V3 seniority dates. It provides information of worker's seniority across the enterprise, various work relationship, and assignments. Worker's seniority across all rules are available for reporting using this. You can also report on the seniority rule setup.
Time and Labor	This feature enables the Time and Labor offering.

Pipeline Features

Feature	Description
Disable HCM Data Consistencies and Logging	This feature provides the ability to enable and disable HCM Data inconsistency logging and record rejection.

Features Generally Available

Oracle Fusion Analytics Warehouse offers certain functionality as generally available that you must enable using the Console. Generally available features are publicly available features that you can use for production workloads. These features enable functional administrators to switch functionality on and off and are disabled by default.

To enable the generally available features, see [Enable Generally Available Features](#).

Functional Areas

Feature	Description
Payroll Balances	This feature enables the Payroll Balances functional area. It provides insights into payroll balances at person level and cumulative balance values across dimensions.

 **Note:**

Before enabling the Payroll Balances functional area, you must enable the Workforce Core functional area and ensure that the required Cloud HCM balance group, Analytics Warehouse Balance Group, is set up. Payroll has been successfully implemented for customers with 90,000 employees. We recommend all customers to implement it as we continue to make it work for larger organizations.

Feature	Description
Payroll Costing	This feature enables the Run Costing and Costing of Payment information in the Payroll Costing functional area. It provides insights into payroll run costing and costing of payment at person level and cumulative values across dimensions.

 **Note:**

Before enabling the Payroll Costing functional area, you must enable the Workforce Core functional area and ensure that the Cloud HCM Cost Allocation Key Flex Field Label is set up and assigned to individual segments. Payroll has been successfully implemented for customers with 90,000 employees. We recommend all customers to implement it as we continue to make it work for larger organizations.

Prerequisites for Oracle Fusion HCM Analytics

Be sure you review and set up these prerequisite requirements to use Oracle Fusion HCM Analytics and the provided subject areas.

- Select the **Include in daily report breakdown** check box that's available in the Action Items tab of the Absence Type Setup page and run the Generate Daily Breakdown of Absence Details process in Oracle Cloud HCM to provide applicable values in the HCM - Workforce Absence Management subject area in Oracle Fusion HCM Analytics . See [Generate Daily Breakdown of Absence Details Process](#).
- Set up the Analytics Warehouse Balance Group in Oracle Cloud HCM before enabling the pipeline for the Payroll subject area. This setup ensures that only applicable balance data is loaded into Oracle Fusion Analytics Warehouse when you run the pipeline for the Payroll subject area. See [Create Balance Groups and Usages](#).

- Set up labels for costing segments in the Cost Allocation key flexfield in Oracle Cloud HCM to associate the correct labels with segments in the flexfield setup. This ensures the payroll costing data is organized and easy to understand.
 - Ensure label codes don't have any spaces.
 - After you create the label codes, don't remove any existing labels used with individual segments.
 - Deploy this flexfield and run the Import Oracle Fusion Data Extensions for Transactional Business Intelligence process before enabling the pipeline for the Payroll Costing subject area.
 - See [Payroll Cost Allocation Key Flexfield Setup](#) and [Enable Descriptive Flexfields for Oracle Business Intelligence](#).
- 1. In Oracle Cloud HCM, navigate to **Set up and Maintenance** and search for **Cost Allocation Key Flexfield**.
- 2. Click **Actions**, then click **Manage Segment Labels**, then select **Create Labels and associate BI Object Names**.
- 3. To associate each label with the corresponding segment, navigate to **Manage Structures**, search for a specific structure, and then click **Edit**. Repeat this step to edit each individual segment for each label.
- 4. When you're done editing all segments, navigate back to **Cost Allocation Key Flexfield** and click **Deploy Flexfield**.
- 5. When the process completes, run **Import Oracle Fusion Data Extensions for Transactional Business Intelligence**.

 **Note:**

Repeat these steps each time you edit the flexfield in Oracle Cloud HCM.

With this setup in Oracle Cloud HCM, you can report on the segregation of expenses and liabilities based on individual segments with appropriate labels associated with them. For example, if segment1 in a GL account code combination is a company, then you can report on a Company as a label instead of Segment1. In the absence of this setup, you can only run reports or analytics at the concatenated segment level.

- Run HCM Diagnostics in Oracle Cloud HCM to identify data inconsistencies beforehand and corrective diagnostics to fix most of the inconsistencies observed in Oracle Cloud HCM data. If you leave the inconsistencies in Oracle Cloud HCM data unresolved, then the inconsistencies lead to data pipeline rejecting the records (either fully or partially) from loading into the warehouse base tables. You must have the Application Diagnostics Administrator role assigned in Oracle Cloud HCM to view and run the Run Diagnostics Tests link from the Settings and Actions menu on global header. You should run these diagnostic tests (manually or automatically) before every pipeline execution to avoid any data-related issues in Oracle Cloud HCM:
 - Person Diagnostic Auto Correct: This diagnostic test addresses Person related data corruptions that can be resolved without needing to take any decision-related input from the user. Run this test when the DW_PERSON_LEGISLATION_ALL_D table has rejected records in the Oracle Fusion Analytics Warehouse pipeline run.
 - Run these tests before running the Refresh Manager Hierarchy scheduled process:

- * **Overlapping Line Managers - Reports:** This diagnostic test addresses cases where an assignment has more than one Line Manager present at a given point of time. This is a corruption scenario because an assignment can only have a single Line Manager at a time. This constraint doesn't apply to other types of managers.
- * **Manager Hierarchy Loop Detection - Report:** This diagnostic test addresses Manager Hierarchy loop-related corruptions. For example, assume the line manager hierarchy is already present in the system A to B to C. If the manager relationship C to A is also present in the system, then it's called a Manager Hierarchy loop. If there's one or more manager hierarchy loops present in the source data, such corrupted data can cause problems with submitting or completing employment transactions.

These tests are required in case the Oracle Fusion Analytics Warehouse pipeline detects rejected records in these data warehouse tables:

- * DW_WRKFRM_SUP_FL_DT_STAGE
- * DW_WRKFRM_GNLS_DRVD_PRV_STAGE
- * DW_WRKFRM_GNLS_DRVD_CUR_STAGE
- * DW_WRKFRM_GAIN_LOSS_ASG_MGRH_F
- * DW_WRKFRM_ASG_EVENT_RSN_F
- * DW_WRKFRM_GAIN_LOSS_ASG_F

You can retrieve this information from the Common - Warehouse Refresh Statistics subject area.

 **Note:**

You must have the Application Diagnostics Administrator role assigned in Oracle Cloud HCM to view and run the Run Diagnostics Tests link from the Settings and Actions menu on global header. See [Run Diagnostic Tests](#).

- Run the Refresh Manager Hierarchy process to avoid erroneous data from being imported to Oracle Fusion Analytics Warehouse or missing data. To optimize performance, the complete manager hierarchy for each person is extracted from live data tables and stored in a separate manager-hierarchy table, known as the denormalized manager hierarchy. For populating the manager hierarchy dimension, Oracle Fusion Analytics Warehouse refers to the underlying application hierarchy tables being refreshed by this process. If this process doesn't run on Oracle Cloud HCM before the data is loaded into the warehouse (pipeline activation), you may encounter data errors. See [The Manager Hierarchy: How It's Maintained](#).
- Create a user in Oracle Fusion Cloud Applications to extract data. If you want to use the password-based basic authentication to connect to your source system, then you must provide credentials of a user who has the appropriate privileges to extract data from Oracle Fusion Cloud Applications into Oracle Fusion Analytics Warehouse. See [Create a User in Oracle Fusion Cloud Applications to Extract Data](#).
- Verify the Location Based Access Control (LBAC) setting. LBAC is a method which allows users connecting from an approved IP address to access the Oracle Fusion

Cloud Human Capital Management application with their full roles and rights. The approved IP addresses are listed in the IP Address Allowlist section of the Security Console. If the Oracle Cloud HCM application URL (*podname.dataregion.oraclecloud.com*) is accessed from an IP address that isn't listed in the IP Address Allowlist area of the Security Console, then by default that user will only be given access to public roles. When LBAC is configured, roles can be marked as public from the security console. These public roles will take effect when logging in from an unlisted IP address.

If the user that you created to extract data from Oracle Fusion Cloud Applications into Oracle Fusion Analytics Warehouse accesses Oracle Fusion Cloud Human Capital Management from a location that is unlisted (IP is not Allowlisted), then the private roles that the user is associated with get filtered out and won't be assigned. Unless the connection is made from a server whose IP address is allowlisted/approved, this user won't be assigned full roles and rights. This causes user authentication issues during Oracle Fusion Analytics Warehouse instance creation and pipeline jobs.

In Oracle Fusion Cloud Applications, navigate to the Security Console, click **Administration**, and select the Location Based Access tab to verify whether the **Enable Location Based Access** checkbox is selected. If LBAC is enabled in the Oracle Cloud HCM instance, then perform these steps:

- Create copies of these ready-to-use roles and enable them for access from all IP addresses:
 - * Rest API Extract Privilege (role code: BICC_REST_EXTRACT_PRIV); for example, name it `CustomCopy Rest API Extract Privilege` and provide code as `COPY_BICC_REST_EXTRACT_PRIV`.
 - * Upload and download data from the on-premises system to the cloud system (role code: OBIA_EXTRACTTRANSFORMLOAD_RWD); for example, name it `CustomCopy Upload and download data from on-premise system to cloud system` and provide code as `COPY_OBIA_EXTRACTTRANSFORMLOAD_RWD`.
- On the Role Hierarchy step, add the seeded role membership Rest API Extract Privilege (role code: BICC_REST_EXTRACT_PRIV) to the CustomCopy Rest API Extract Privilege role, and change the Upload and download data from on-premise system to cloud system (role code: OBIA_EXTRACTTRANSFORMLOAD_RWD) role to the CustomCopy Upload and download data from on-premise system to cloud system role.
- Assign the CustomCopy Rest API Extract Privilege and CustomCopy Upload and download data from on-premise system to cloud system roles to the user that you created to extract data from in Oracle Fusion Cloud Applications into Oracle Fusion Analytics Warehouse. See [Create a User in Oracle Fusion Cloud Applications to Extract Data](#).
- In Oracle Fusion Analytics Warehouse, set up the pipeline parameters for your data model file before running your data pipelines for the functional areas and reporting configurations for Oracle Fusion HCM Analytics to specify how the Human Capital Management-related data is presented on the key metrics, workbooks, visualizations, dashboards, and reports. See [Set Up the Pipeline Parameters](#) and [Set Up the Reporting Configurations for Human Capital Management](#).
- You need to run the Calculate Seniority Dates process in Oracle Cloud HCM to get seniority data for workers. You can use this data for reporting in the HCM - Worker Seniority (Preview) subject area.

Analyze Data Anomalies

Use the Oracle Fusion HCM Analytics Rejected Report to analyze, investigate, and resolve data anomalies in Oracle Cloud HCM.

(Optional) <Describe the context.>

(Optional) <Describe the prerequisites.>

1. Sign in to your Oracle Fusion HCM Analytics service.
2. In Oracle Fusion Analytics Console, navigate to **Projects** Catalog, then open **Shared Folders**, and within the **Common** folder open the **Warehouse Refresh Statistics** workbook.

Review the Reject Record Codes to troubleshoot issues and determine the next appropriate steps.

3. Use the table shown here to pinpoint the potential causes of each error.

Error Code	Error Message	Corresponding SQL	Subject Area
GOAL_PLAN_GOAL_ISSU E_A	The combination of Goal, Goal Plan, Goal Plan Set, and Review Period is not unique	<pre>SELECT goal_id, goal_plan_id, goal_plan_set_id, review_period_id FROM hrg_goal_plan_goals WHERE goal_plan_goal_id /*Insert the Rejected Record Primary Key Value within the parenthesis */</pre>	HCM- Goals and Career Development

Error Code	Error Message	Corresponding SQL	Subject Area
ACCRUAL_ENTRY_DETAIL_ISSUE_A	Accrual Entry is associated with more than one assignment	<pre> SELECT DISTINCT per_accrual_entry_id, assignment_id FROM anc_per_acrl_entry_dtls WHERE per_accrual_entry_id IN (SELECT per_accrual_entry_id FROM anc_per_acrl_entry_dtls WHERE per_accrual_entry_id IS NOT NULL AND per_accrual_entry_dtls_id IN() /*Insert the Rejected Record Primary Key Value within the parenthesis */); </pre>	HCM- Workforce Absence Management
PROFILE_ITEMS_ISSUE_A	The combination of Profile, Content-Type, and Content Item records has overlapping date ranges	<pre> SELECT a.profile_id, a.content_type_id, a.content_item_id, a.date_from, a.date_to, a.item_number_2, a.rating_model_id1, a.rating_model_id2 </pre>	<ul style="list-style-type: none"> • HCM – Talent profile • HCM – Workforce Core • HCM- Talent Review

Error Code	Error Message	Corresponding SQL	Subject Area
PROFILE_ITEMS_ISSUE_B	There is more than one row for the combination of Profile, Content-Type, and Talent Review Meeting	<pre> FROM hrt_profile_items a inner join hrt_profile_items b ON a.profile_id=b.profi ile_id AND a.content_type_id=b .content_type_id AND Nvl(a.content_item_ id,-99999) = Nvl(b.content_item_ id,-99999) WHERE b.profile_item_id= /* Add PROFILE_ITEM_ID Value here*/ order by a.profile_id, a.content_type_id, a.content_item_id, a.date_from; </pre>	

Error Code	Error Message	Corresponding SQL	Subject Area
WRKFRC_ASG_SUP_ISS UE_A	A single Manager Assignment Identifier is associated with multiple Manager Person Identifiers	<pre> SELECT DISTINCT manager_assignment_ id, manager_id FROM per_assignment_supe rvisors_f WHERE (manager_assignment_ id) IN (SELECT manager_assignment_ id count FROM per_assignment_supe rvisors_f WHERE manager_type='LINE_ MANAGER' AND primary_flag='Y' AND assignment_supervis or_id = /* Add ASSIGNMENT_SUPERVIS OR_ID Value here*/ and effective_start_dat e = '' /* Add EFFECTIVE_START_DAT E Value here*/ AND effective_end_date = '' /* Add EFFECTIVE_END_DATE Value here*/); </pre>	All Subject Areas

Error Code	Error Message	Corresponding SQL	Subject Area
TA_SRC_TRCK_ISSUE_A	Multiple Source Tracking Details exist for a single job application/submission	<pre> SELECT source_tracking_id, submission_id FROM irc_source_tracking WHERE submission_id IN (SELECT submission_id FROM irc_source_tracking WHERE source_tracking_id IN () /*Insert the Rejected Record Primary Key Value within the parenthesis */ ORDER BY submission_id; </pre>	HCM – Talent Acquisition

Error Code	Error Message	Corresponding SQL	Subject Area
RATING_CATEGORY_ISS UE_A	Rating categories have overlapping upper or lower boundaries	<pre> LECT a.category_id, a. business_group_id, a.rating_model_id, a.lower_boundary, a.upper_boundary FROM hrt_rating_categori es_b a inner join hrt_rating_categori es_b b ON a.rating_model_id=b .rating_model_id AND a.business_group_id =b.business_group_i d AND b.category_id IN () /*Insert the Rejected Record Primary Key Value within the parenthesis */ </pre>	<ul style="list-style-type: none"> • HCM- Performance Management • HCM – Talent Profile • HCM – Talent Review • HCM – Workforce Core

Error Code	Error Message	Corresponding SQL	Subject Area
MNGR_HRCHY_CFDNDH_ISSUE_A**	For a manager type, multiple records are present on the same day for the same manager and reporter. For this case, bad data is not removed from Fusion Analytics	<pre> SELECT manager_assignment_ id, level20_reportee_as signment_id, effective_start_dat e, effective_end_date FROM per_manager_hrchy_r eporteets_dn WHERE manager_type='LINE_ MANAGER' AND manager_assignment_ id = /*Insert the Rejected Record MANAGER_ASSIGNMENT_ ID Value here */ and level20_reportee_as signment_id = /*Insert the Rejected Record LEVEL20_REPORTEE_AS SIGNMENT_ID Value here*/ ORDER BY effective_start_dat e; </pre> <p>This issue is a result of HCM prerequisite not being executed, Check the section below this table for detailed pre emptive steps**.</p> <p>This issue is a result of HCM prerequisite not being executed, Check the section below this table for detailed pre emptive steps**.</p>	All Subject Areas

Error Code	Error Message	Corresponding SQL	Subject Area
WRKFRC_ASG_TERMINATION_ISSUE	Multiple termination records exist for an Assignment on the same day	<pre> SELECT assignment_id, effective_start_date, effective_end_date, effective_sequence, effective_latest_change, assignment_type, assignment_status_type FROM per_all_assignments_m per_all_assignments_m WHERE assignment_id = /* Add ASSIGNMENT_SUPERVISOR_ID Value here*/ and effective_start_date = '' /* Add EFFECTIVE_START_DATE Value here*/ ; </pre>	HCM – Workforce Core

Error Code	Error Message	Corresponding SQL	Subject Area
GOAL_ALIGNMENT_ISSUE_A	The combination of Goal and Aligned Goal is not unique	<pre> SELECT goal_id, aligned_goal_id FROM hrg_goal_alignments WHERE (goal_id,aligned_goal_id) IN (SELECT goal_id, aligned_goal_id FROM hrg_goal_alignments WHERE goal_alignment_id= /* Add GOAL_ALIGNMENT_ID Value here*/); </pre>	HCM- Goals and Career Development
OVERLAP_RULE_A	The Start Date comes after the End Date	<pre> SELECT DISTINCT person_id, legislation_code, effective_start_date, effective_end_date FROM per_people_legislative_f WHERE (person_id,legislation_code) IN (SELECT person_id, legislation_code </pre>	All Subject Areas

Error Code	Error Message	Corresponding SQL	Subject Area
OVERLAP_RULE_D	The start date of the current record is the same or less than one of the end dates of the previous records OR the end date of the current record is the same or greater than one of the start dates of the next records	<pre> FROM per_people_legislat ive_f WHERE person_legislative_ id = /* Add PERSON_LEGISLATIVE_ ID Value here*/ and effective_start_dat e = '' /* Add EFFECTIVE_START_DAT E Value here*/ AND effective_end_date = '' /* Add EFFECTIVE_END_DATE Value here*/); </pre>	

****Fusion HCM Analytics Prerequisite Steps for Manager Hierarchy**

Run the Refresh Manager Hierarchy process in Oracle Cloud HCM with the following parameters and then reset Oracle Fusion Analytics Warehouse. See Reset the Data Warehouse.

Updated Within the Last N Days	Mode	Details
No parameter value (Blank/ NULL)	Normal - Full Run	Populates the denormalized tables PER_MANAGER_HRCHY_DN and PER_MANAGER_HRCHY_CF from the source of PER_ASSIGNMENT_SUPERVISORS_F deletes and insert denormalized data for ALL the assignment supervisor rows

Updated Within the Last N Days	Mode	Details
+ve parameter value	Normal - Incremental Run	Populates the denormalized tables PER_MANAGER_HRCHY_DN and PER_MANAGER_HRCHY_CF from the source of PER_ASSIGNMENT_SUPERVISORS_F deletes and inserts denormalized data for assignment supervisor rows updated/created in last N days (ie if 5 is provided as parameter value then data updated/created in last 5 days will be processed)
0 parameter value	OTBI - Full Run	Populates the denormalized table PER_MANAGER_HRCHY_REPORTTEES_DN from the source of PER_ASSIGNMENT_SUPERVISORS_F deletes and insert denormalized data for ALL the assignment supervisor rows during processing would refer to data of other de-normalized tables PER_MANAGER_HRCHY_DN and PER_MANAGER_HRCHY_CF
-ve parameter value	OTBI - Incremental Run	Populates the denormalized table PER_MANAGER_HRCHY_REPORTTEES_DN from the source of PER_ASSIGNMENT_SUPERVISORS_F deletes and insert denormalized data for assignment supervisor rows updated/create in last N days (ie if -5 is provided as parameter value then data updated/created in last 5 days will be processed)

4. Log in to Oracle Analytics Publisher and select the data model.
5. On the **Diagram** tab select **SQL Query**.
6. Enter the SQL query **Name**, change the **Data Source** to `ApplicationDB_HCM`, ensure the **Type** of SQL is set to Standards, and then enter the SQL query text from the examples above in the field provided. Click **OK**.
7. Click **View Data** and check the results in the Table View.

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 flexfield 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 **23R4_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 you can use 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_MEMBERSHIP_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_MEMBERSHIP_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 **23R4_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 Human Capital Management Semantic Model Lineage spreadsheet and Metric Calculation Logic spreadsheet for Oracle Fusion HCM Analytics provides an end-to-end data lineage summary report for physical and logical relationships in your data.

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 details subject area information for Human Capital Management data using 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 **23R4_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.

Data Validation

Description

As a functional administrator, you can validate a library of metrics between your Oracle Fusion Analytics Warehouse instance and the Oracle Transactional Business Intelligence instance. The library of metrics is part of Oracle Fusion Analytics Warehouse. You can validate the data after loading the source data in to your data warehouse. You can schedule the validation of your data using the ready-to-use validation sets or custom validation sets that you create. You can create a validation set and define the subject area, metrics, and columns that you want to validate and schedule the validation frequency and date. You see the validation sets that you create under Custom Validation Sets in the Scheduled Validation tab. Based on the schedule and the validation set, Oracle Fusion Analytics Warehouse validates the data and stores the details in the Data Validation workbook available in the Common folder in Oracle Analytics Cloud. Use the report tabs such as **Validate data for ERP Analytics** and **Validate data for HCM Analytics** available in this workbook to view the data validation details.

Business Questions

This subject area can answer the following business questions:

- Did my data get loaded into Oracle Autonomous Data Warehouse accurately?
- Can I schedule a regular data validation on a periodic basis?
- If there is a variance between my Oracle Transactional Business Intelligence source and Oracle Fusion Analytics Warehouse destination data, then how can I pinpoint which data is different?
- Are there built-in metrics for this data validation?
- Can I create my own (custom) metrics for specific data to validate?

Duty Roles

The System Administration duty role secures access to this subject area. See [Common Duty Roles](#).

Primary Navigation

Data Validation tile under Application Administration on the Console

Folder: /Shared Folders/Common/Data Validation

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

This section is applicable for CX Subscription Management Analytics only.

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.

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 business metrics, 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 business metrics 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.

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 [23R4_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_CMP_COM PENSATION_MA NAGER_JOB	Compensation Manager	Gets access to workforce compensation subject area.	Workforce Compensation Analysis Duty Workforce Compensation Diversity Analysis Duty Compensation Worksheet Manager Data Security Workforce Compensation Diversity Analysis Duty Compensation Worksheet Manager Data Security	HCM - Workforce Rewards- Workforce Compensation
ORA_HXT_TIME _AND_LABOR_A DMINISTRATOR _JOB	Time And Labor Administrator	Gets Access to Time and Labor Subject Area	Time and Labor Analysis Duty	HCM - Workforce Time And Labor Management (Preview)
ORA_PER_HUM AN_RESOURCE _ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Absence Management Analysis Duty	HCM - Workforce Absence Management

Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area
			Check Ins Analysis Duty	HCM - Check-Ins
			Goal Management Analysis Duty	HCM - Goals and Career Development
			Journeys Analysis Duty	HCM - Journeys
			Performance Management Analysis Duty	HCM - Performance Management
			Profile Management Analysis Duty	HCM - Talent Profile
			Salary Basis Analysis Duty	HCM - Workforce Rewards - Salary Basis (Preview)
			Succession Management Analysis Duty	HCM - Succession Management
			Talent Review Management Analysis Duty	HCM - Talent Review Meetings
			Time and Labor Management Analysis Duty	HCM - Workforce Time and Labor Management
			Workforce Core Analysis Duty	HCM - Workforce Core
			Workforce Gains and Losses Transaction Analysis Duty	HCM - Workforce Gains and Losses
			Position Analysis Duty	HCM - Positions
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Absence Management Analysis Duty	HCM - Workforce Absence Management
			Check Ins Analysis Duty	HCM - Check-Ins
			Goal Management Analysis Duty	HCM - Goals and Career Development
			Journeys Analysis Duty	HCM - Journeys
			Performance Management Analysis Duty	HCM - Performance Management
			Profile Management Analysis Duty	HCM - Talent Profile

Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area
			Salary Basis Analysis Duty	HCM - Workforce Rewards - Salary Basis (Preview)
			Succession Management Analysis Duty	HCM - Succession Management
			Talent Review Management Analysis Duty	HCM - Talent Review Meetings
			Time and Labor Management Analysis Duty	HCM - Workforce Time and Labor Management
			Workforce Core Analysis Duty	HCM - Workforce Core
			Workforce Gains and Losses Transaction Analysis Duty	HCM - Workforce Gains and Losses
			Position Analysis Duty	HCM - Positions
ORA_IRC_RECRUITER_JOB	Recruiter	Recruiter	Recruitment Analysis Duty Role	HCM - Talent Acquisition
ORA_IRC_RECRUITING_MANAGER_JOB	Recruiting Manager	Recruiting Manager	Recruitment Analysis Duty Role	HCM - Talent Acquisition
ORA_IRC_HIRING_MANAGER_ABSTRACT	Hiring Manager	Hiring Manager	Recruitment Analysis Duty Role	HCM - Talent Acquisition
ORA_HNS_ENVIRONMENT_HEALTH_AND_SAFETY_MANAGER_JOB	Environment, Health and Safety Manager	Environment, Health and Safety Manager	Worker Health and Safety Analysis Duty	HCM - Health and Safety Incidents
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Position Analysis Duty	HCM - Positions
ORA_PAY_PAYROLL_ADMINISTRATION_JOB	Payroll Administrator	Gets access to Payroll Management Subject Area	Payroll Analysis Duty	HCM - Workforce Rewards - Payroll Balances
			Payroll Costing Analysis Duty	HCM - Workforce Rewards - Payroll Costing
ORA_PAY_PAYROLL_MANAGER_JOB	Payroll Manager	Gets access to Payroll Management Subject Area	Payroll Analysis Duty	HCM - Workforce Rewards - Payroll Balances
			Payroll Costing Analysis Duty	HCM - Workforce Rewards - Payroll Costing

Common Job-Specific Groups

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

Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Associated Application Role Names	Functional Area
ORA_FND_INT EGRATION_SP ECIALIST_JOB	Integration Specialist	Individual responsible for planning, coordinating, and supervising all activities related to the integration of enterprise information systems. Has author privileges.	Author OA4F_COMMO N_DATA_ADMI N_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
OA4F_HCM_BUSINES S_UNIT_DATA	Oracle Fusion Analytics Warehouse HCM Business Unit Data Role	Human Capital Management data security policy for the business unit data security context.	Workforce
OA4F_HCM_COMPEN SATION_WORKSHEET _MANAGER_DATA	Compensation Worksheet Manager Data Security	Compensation worksheet manager data security.	Workforce Compensation
OA4F_HCM_COUNTRY _DATA	Oracle Fusion Analytics Warehouse HCM Country Data Security	Human Capital Management data security policy for the country data security context.	Workforce
OA4F_HCM_DEPARTM ENT_DATA	Oracle Fusion Analytics Warehouse HCM Department Data Role	Human Capital Management data security policy for the department data security context.	Workforce

Table 7-1 (Cont.) Data Roles

Data Role Name	Data Role Name	Description	Functional Area
OA4F_HCM_HR_ANALYST_VIEW_ALL_DATA	Oracle Fusion Analytics Warehouse HR Analyst View All Data Role	Human Capital Management data security policy to view all data.	Workforce
OA4F_HCM_LEGAL_EMPLOYER_DATA	Oracle Fusion Analytics Warehouse HCM Legal Employer Data Role	Human Capital Management data security policy for the legal employer data security context.	Workforce
OA4F_HCM_LINE_MANAGER_DATA	Oracle Fusion Analytics Warehouse HR Line Manager Data Role	Human Capital Management data security policy for the supervisor hierarchy.	Workforce
OA4F_HCM_REC_ALL_APP_DATA	Recruitment Job Application View All Data Security	Recruitment data role to report on all job applications.	Talent
OA4F_HCM_REC_ALL_REQ_DATA	Recruitment Job Requisition View All Data Security	Recruitment job requisition to view all data security.	Talent
OA4F_HCM_REC_NON_RESTRICTED_APP_DATA	Recruitment Non Restricted Job Application Data Security	Recruitment data role to report on non restricted job applications.	Talent
OA4F_HCM_REC_REQ_DATA	Recruitment Job Requisition Data Security	Recruitment job requisition data security.	Talent
OA4F_HCM_VIEW_ALL_DATA	Oracle Fusion Analytics Warehouse View All Data Role	Human Capital Management data security policy to view all data.	Workforce

Duty Roles

Overview

This section provides subject area and content-related duty roles that you can use to secure access to the subject areas and specific content. For each duty role in this section, links are provided for detailed information about the job-specific groups, subject areas, and business questions associated with the duty role.

Table 7-2 HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_ABS ENCE_ANALYSIS_ CONTENT_DUTY	Absence Management Analysis Content Duty	Controls presentation catalog access to Workforce Absence Management subject area based DV projects.	Absence Management	HCM - Workforce Absence Management
OA4F_HCM_ABS ENCE_ANALYSIS_ DUTY	Absence Management Analysis Duty	Controls presentation catalog access to Workforce Absence Management subject area.	Absence Management	HCM - Workforce Absence Management
OA4F_HCM_ABS ENCE_DIV_ANAL YSIS_DUTY	Absence Management Diversity Analysis Duty	Prevents access to Diversity related folders from Workforce Absence Management subject area. It can't be used in conjunction with Absence Management Analysis Duty.	Absence Management	HCM - Workforce Absence Management
OA4F_HCM_CHE CK_INS_ANALYSI S_CONTENT_DU TY	Checkins Management Analysis Content Duty	Controls presentation catalog access to Check-Ins subject area based DV projects.	Talent	HCM - Check-Ins
OA4F_HCM_CHE CK_INS_ANALYSI S_DIV_DUTY	Checkins Diversity Analysis Duty	Prevents access to Diversity related folders from Check-Ins subject area. It can't be used in conjunction with Checkins Analysis Duty.	Talent	HCM - Check-Ins
OA4F_HCM_CHE CK_INS_ANALYSI S_DUTY	Checkins Management Analysis Duty	Controls presentation catalog access to Check-Ins subject area.	Talent	HCM - Check-Ins

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_COM PENSATION_ANA LYSIS_CONTENT_ DUTY	Workforce Compensation Analysis Content Duty	Controls presentation catalog access to Compensation subject area based DV projects.	Workforce Compensation	HCM- Workforce Rewards- Workforce Compensation
OA4F_HCM_COM PENSATION_ANA LYSIS_DUTY	Workforce Compensation Analysis Duty	Controls presentation catalog access to Workforce Rewards - Workforce Compensation subject area.	Workforce Compensation	HCM- Workforce Rewards - Workforce Compensation
OA4F_HCM_COM PENSATION_DIV_ ANALYSIS_DUTY	Workforce Compensation Diversity Analysis Duty	Prevents access to Diversity related folders from Workforce Rewards - Workforce Compensation subject area. It can't be used in conjunction with Workforce Compensation Analysis Duty.	Workforce Compensation	HCM - Workforce Rewards - Workforce Compensation
OA4F_HCM_DIVE RSITY_ANALYSIS _DUTY	Diversity Analysis Duty	Controls presentation catalog access to HCM - Diversity Analysis (Preview) subject area.	Talent	HCM - Diversity Analysis (Preview)
OA4F_HCM_EHS_ ANALYSIS_DUTY	Worker Health and Safety Analysis Duty	Provides access to all objects of the HCM - Health and Safety Incidents subject area.	EHS	HCM - Health and Safety Incidents (Preview)
OA4F_HCM_EHS_ DIV_ANALYSIS_D UTY	Worker Health and Safety Diversity Analysis Duty	Provides access to all objects of the HCM - Health and Safety Incidents subject area except the folders related to diversity data.	EHS	HCM - Health and Safety Incidents (Preview)

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_GAIN S_LOSS_TRANSA CTION_DIV_ANAL YSIS_DUTY	Workforce Gains and Losses Diversity Transaction Analysis Duty	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
OA4F_HCM_GOA LS_ANALYSIS_CO NTENT_DUTY	Goal Management Analysis Content Duty	Controls presentation catalog access to Goals and Career Development subject area based DV projects.	Talent	HCM - Goals and Career Development
OA4F_HCM_GOA LS_ANALYSIS_DI V_DUTY	Goal Management Diversity Analysis Duty	Prevents access to Diversity related folders from Goals and Career Development subject area. It can't be used in conjunction with Goal Management Analysis Duty.	Talent	HCM - Goals and Career Development
OA4F_HCM_GOA LS_ANALYSIS_DU TY	Goal Management Analysis Duty	Controls presentation catalog access to Goals and Career Development subject area.	Talent	HCM - Goals and Career Development
OA4F_HCM_JOU RNEYS_ANALYSI S_DUTY	Journeys Analysis Duty	Controls presentation catalog access to HCM-Journeys subject area.	Global HCM	HCM - Journeys
OA4F_HCM_JOU RNEYS_DIV_ANA LYSIS_DUTY	Journeys Diversity Analysis Duty	Prevents access to Diversity related folders from HCM- Journeys subject area. It can't be used in conjunction with Journeys Analysis Duty.	Global HCM	HCM - Journeys
OA4F_HCM_LEAR NING_ANALYSIS_ CONTENT_DUTY	Learning Analysis Content Duty	Controls presentation catalog access to Learning subject area based DV projects.	Talent	HCM - Learning (Preview)

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_LEARNING_ANALYSIS_DUTY	Learning Analysis Duty	Controls presentation catalog access to HCM - Learning (Preview) subject area.	Talent	HCM - Learning (Preview)
OA4F_HCM_LEARNING_DIV_ANALYSIS_DUTY	Learning Diversity Analysis Duty	Prevents access to Diversity related folders from HCM - Learning (Preview) subject area. It can't be used in conjunction with Learning Analysis Duty.	Talent	HCM - Learning (Preview)
OA4F_HCM_PAYROLL_ANALYSIS_DUTY	Payroll Analysis Duty	Controls presentation catalog access to HCM - Workforce Rewards - Payroll Balances subject area.	Payroll	HCM - Workforce Rewards - Payroll Balances
OA4F_HCM_PAYROLL_COSTING_ANALYSIS_DUTY	Payroll Costing Analysis Duty	Controls presentation catalog access to HCM - Workforce Rewards - Payroll Costing (Preview) subject area.	Payroll	HCM - Workforce Rewards - Payroll Costing
OA4F_HCM_PERFORMANCE_ANALYSIS_CONTENT_DUTY	Performance Management Analysis Content Duty	Controls presentation catalog access to Performance Management subject area based DV projects.	Talent	HCM - Performance Management
OA4F_HCM_PERFORMANCE_ANALYSIS_DIV_DUTY	Performance Management Diversity Analysis Duty	Prevents access to Diversity related folders from Performance Management subject area. It can't be used in conjunction with Performance Management Analysis Duty.	Talent	HCM - Performance Management

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_PERFORMANCE_ANALYSIS_DUTY	Performance Management Analysis Duty	Controls presentation catalog access to Performance Management subject area.	Talent	HCM - Performance Management
OA4F_HCM_POSITION_ANALYSIS_DUTY	Position Analysis Duty	Provides access to all objects of the HCM - Positions subject area.	Global HCM	HCM - Positions
OA4F_HCM_PROFILE_ANALYSIS_CONTENT_DUTY	Profile Management Analysis Content Duty	Controls presentation catalog access to Talent Profile subject area based DV projects.	Profile Management	HCM - Talent Profile
OA4F_HCM_PROFILE_ANALYSIS_DUTY	Profile Management Analysis Duty	Controls presentation catalog access to Talent Profile subject area.	Profile Management	HCM - Talent Profile
OA4F_HCM_PROFILE_DIV_ANALYSIS_DUTY	Profile Management Diversity Analysis Duty	Prevents access to Diversity related folders from Talent Profile subject area. It can't be used in conjunction with Profile Management Analysis Duty.	Profile Management	HCM - Talent Profile
OA4F_HCM_PROFILE_MATCHING_ANALYSIS_DUTY	Profile Matching Analysis Duty	Controls presentation catalog access to HCM-Profile Matching (Preview) subject area.	Talent	HCM-Profile Matching (Preview)
OA4F_HCM_PROFILE_MATCHING_DIV_ANALYSIS_DUTY	Profile Matching Diversity Analysis Duty	Prevents access to Diversity related folders from HCM-Profile Matching (Preview) subject area. It can't be used in conjunction with Profile Matching Analysis Duty.	Talent	HCM-Profile Matching (Preview)

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_REC_ANALYSIS_CONTENT_DUTY	Recruitment Analysis Content Duty	Controls presentation catalog access to Talent Acquisition subject area based DV projects.	Talent	HCM - Talent Acquisition
OA4F_HCM_REC_ANALYSIS_DUTY	Recruitment Analysis Duty	Controls presentation catalog access to HCM - Talent Acquisition subject area.	Talent	HCM - Talent Acquisition
OA4F_HCM_SALARY_BASIS_ANALYSIS_CONTENT_DUTY	Salary Basis Analysis Content Duty	Controls presentation catalog access to Workforce Rewards - Salary Basis subject area based DV projects.	Workforce Compensation	HCM - Workforce Rewards - Salary Basis (Preview)
OA4F_HCM_SALARY_BASIS_ANALYSIS_DUTY	Salary Basis Analysis Duty	Controls presentation catalog access to Workforce Rewards - Salary Basis subject area.	Workforce Compensation	HCM - Workforce Rewards - Salary Basis (Preview)
OA4F_HCM_SALARY_BASIS_DIVERSITY_ANALYSIS_DUTY	Salary Basis Diversity Analysis Duty	Prevents access to Diversity related folders from Workforce Rewards - Salary Basis subject area. It can't be used in conjunction with Salary Basis Analysis Duty.	Workforce Compensation	HCM - Workforce Rewards - Salary Basis (Preview)
OA4F_HCM_SUCCESSION_ANALYSIS_CONTENT_DUTY	Succession Management Analysis Content Duty	Controls presentation catalog access to Succession Management subject area based DV projects.	Talent	HCM - Succession Management
OA4F_HCM_SUCCESSION_ANALYSIS_DUTY	Succession Management Analysis Duty	Controls presentation catalog access to HCM-Succession Management subject area.	Talent	HCM - Succession Management

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_SUC CESSION_DIV_A NALYSIS_DUTY	Succession Management Diversity Analysis Duty	Prevents access to Diversity related folders from HCM-Succession Management subject area. It can't be used in conjunction with Succession Management Analysis Duty.	Talent	HCM - Succession Management
OA4F_HCM_TALE NT_REVIEW_ANA LYSIS_CONTENT_ DUTY	Talent Review Management Analysis Content Duty	Controls presentation catalog access to Talent Review Meetings subject area based DV projects.	Talent	HCM - Succession Management
OA4F_HCM_TALE NT_REVIEW_ANA LYSIS_DUTY	Talent Review Management Analysis Duty	Controls presentation catalog access to HCM - Talent Review Meetings subject area.	Talent	HCM - Talent Review Meetings
OA4F_HCM_TALE NT_REVIEW_DIV_ ANALYSIS_DUTY	Talent Review Management Diversity Analysis Duty	Prevents access to Diversity related folders from HCM - Talent Review Meetings subject area. It can't be used in conjunction with Talent Review Management Analysis Duty.	Talent	HCM - Talent Review Meetings
OA4F_HCM_TL_A NALYSIS_DUTY	Time And Labor Analysis Duty	Controls presentation catalog access to HCM - Workforce Time and Labor Management (Preview) Subject area.	Time And Labor	HCM - Workforce Time and Labor Management (Preview)
OA4F_HCM_WOR KER_SENIORITY_ ANALYSIS_DUTY	Worker Seniority Analysis Duty	Controls presentation catalog access to HCM - Worker Seniority (Preview) subject area.	Global HCM	HCM - Worker Seniority (Preview)

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_HCM_WOR KER_SENIORITY_ DIV_ANALYSIS_D UTY	Worker Seniority Diversity Analysis Duty	Prevents access to Diversity related folders from HCM - Worker Seniority (Preview) subject area. It can't be used in conjunction with Worker Seniority Analysis Duty.	Global HCM	HCM - Worker Seniority (Preview)
OA4F_HCM_WOR KFORCE_CORE_ ANALYSIS_CONT ENT_DUTY	Workforce Core Analysis Content Duty	Controls presentation catalog access to workforce core subject area based DV projects .	Global HCM	HCM - Workforce Core
OA4F_HCM_WOR KFORCE_CORE_ ANALYSIS_DUTY	Workforce Core Analysis Duty	Controls presentation catalog access to Workforce Core subject area.	Global HCM	HCM - Workforce Core
OA4F_HCM_WOR KFORCE_CORE_ DIV_ANALYSIS_C ONTENT_DUTY	Workforce Core Diversity Analysis Content Duty	Controls presentation catalog access to workforce core subject area based DV projects without the diversity related information.	Global HCM	HCM - Workforce Core
OA4F_HCM_WOR KFORCE_CORE_ DIV_ANALYSIS_D UTY	Workforce Core Diversity Analysis Duty	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_ CONTENT_DUTY	Workforce Gains and Losses Transaction Analysis Content Duty	Controls presentation catalog access to Gains and Losses subject area based DV projects.	Global HCM	HCM - Workforce Gains and Losses
OAF_HCM_GAINS _LOSS_TRANSAC TION_ANALYSIS_ DUTY	Workforce Gains and Losses Transaction Analysis Duty	Controls presentation catalog access to HCM - Workforce Gains and Losses subject area.	Global HCM	HCM - Workforce Gains and Losses

Table 7-2 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OAF_HCM_GAINS_LOSS_TRANSACTION_DIV_ANALYSIS_CONTENT_DUTY	Workforce Gains and Losses Transaction Diversity Analysis Content Duty	Controls presentation catalog access to Gains and Losses subject area based DV projects without the diversity related information.	Global HCM	HCM - Workforce Gains and Losses

Common Duty Roles

You can select the subject area for each of the Oracle Fusion Analytics Warehouse products and review the data lineage details. This enables you to understand the column and table lineage from the presentation layer to the physical layer.

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 Statistics subject area.	Common	Common - Warehouse Refresh Statistics
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
Count of Check-Ins with Development Goals	Count (check-ins) where count (topic name) > zero and topic type = development goal.
Count of Check-Ins with General Topic	Count (check-ins) where count (topic name) > zero and topic type = general topic.
Count of Check-Ins with Performance Goals	Count (check-ins) where count (topic name) > zero and topic type = performance goal.
Managers with Check-ins	Count (Line managers) with count (check in document) >= one.
Percentage of Check-ins with Development Goals	$100 * (\text{count of check-ins with development goals}) / \text{total check-ins}$.
Percentage of Check-ins with General Topics	$100 * (\text{count of check-ins with general topic}) / \text{total check-ins}$.
Percentage of Check-ins with Performance Goals	$100 * (\text{count of check-ins with performance goals}) / \text{total check-ins}$.
Terminated Workers with Check-ins	Number of workers terminated during the time period with check-ins.
Total Check-Ins	Count (check-ins).
Workers with Check-ins	Count (workers) with count (check in document) >= one.

HCM—Diversity Analysis (Preview)

This tables describes Check-Ins metrics.

Metric	Metric Definition
Applicant Count	Count of job applicants 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
FTE with Global Annual Salary below Median	Sum of fte of all workers with Global Annual Salary below Median during the year
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
Hire Count	Count of all workers hired during the year
Involuntary Termination FTE	Sum of fte of all workers terminated involuntarily during the year

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

HCM—Goals and Career Development

This tables describes Goals and Career Development metrics.

Metric	Metric Definition
Managers with Incomplete Goals	Distinct count of line managers that have not completed the performance goals.
Number of Development Goals	Count of development goals.
Number of Development Goals Completed	Count of development goals completed.
Number of Development Goals In Progress	Count of development goals created but yet to complete.
Number of Performance Goals	Count of performance goals.
Percent of Workers with Complete Goals	$100 * (\text{count of workers that have all their goals in completed status} / \text{count of all workers with performance goals})$.
Percent of Workers with Incomplete Development Goals after Target Date	$100 * (\text{workers with incomplete development goals after target date}) / \text{workers with development goals}$.
Percentage of Workers with Incomplete Goals	$100 * (\text{count of employees that have at least one incomplete performance goal} / \text{workers with performance goals})$.
Workers with Complete Development Goals	Distinct count of workers that have completed all of their 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.
Workers with Development Goals	Distinct count of workers that have created development goals.
Workers with Goals Completed	Distinct count of workers that have all their goals in completed status.
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.
Workers with Incomplete Development Goals	Distinct count of workers that have at least one of their development goals incomplete.
Workers with Incomplete Development Goals after Target Date	Count of workers that have not completed their development goals beyond the target completion date.
Workers with Incomplete Goals	Distinct count of employees that have at least one incomplete performance goal.
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 Performance Goals	Distinct count of workers with performance goals.

HCM—Health and Safety Incidents (Preview)

This tables describes Health and Safety Incident metrics.

Metric	Metric Definition
Incident - Time to Close(days)	Time taken to close an incident
Incident Action - Time Since Open(days)	Time since the incident action is open
Incident Event - Time Since Open(days)	Time since the incident event is open
Incident Event - Time to Close(days)	Time taken to close an incident event
Incident - Time Since Open(days)	Time since the incident is open
MTD Incident Actions	Month to Date Incident Actions
MTD Incident Events	Month to Date Incident Events
MTD Incidents	Month to Date Incidents
Number of Closed Incident Actions	Number of Closed Incident Actions

Metric	Metric Definition
Number of Closed Incident Events	Number of Closed Safety Incident Events
Number of Closed Incidents	Number of Closed Safety Incidents
Number of Due Incident Events	Number of Safety Incident Events Due
Number of Due Incidents	Number of Safety Incidents Due
Number of Incident Actions	Number of Incident Actions
Number of Incident Events	Number of Safety Incident Events
Number of Incidents	Number of Safety Incidents
Number of Open Incident Actions	Number of Open Incident Actions
Number of Open Incident Events	Number of Open Safety Incident Events
Number of Open Incidents	Number of Open Safety Incidents
Number of Overdue Incident Events	Number of Overdue Safety Incident Events
Number of Overdue Incidents	Number of Overdue Safety Incidents
QTD Incident Actions	Quarter to Date Incident Actions
QTD Incident Events	Quarter to Date Incident Events
QTD Incidents	Quarter to Date Incidents
YTD Incident Actions	Year to Date Incident Actions
YTD Incident Events	Year to Date Incident Events
YTD Incidents	Year to Date Incidents

HCM—Journeys

This tables describes Journeys metrics.

Metric	Metric Definition
Days to Complete the Task - Actual	Actual number of days to complete the task.
Days to Complete the Task - Planned	Estimated number of days to complete the task.
Number of Completed Tasks	Total number of tasks completed in allocated journey.
Number of Journeys	Number of distinct allocated journeys .
Number of Mandatory Tasks	Total number of mandatory tasks in allocated journey.
Number of Mandatory Tasks Completed	Total number of mandatory tasks completed in allocated journey.
Number of Tasks	Total number of tasks in the allocated journey.
Number of Tasks Completed Beyond Due Date	Total number of tasks completed in allocated journey after the target completion date.
Number of Workers with Incomplete Journeys - Not Overdue	Number of workers with allocated journeys that are incomplete but not overdue currently.
Number of Workers with Incomplete Journeys - Overdue	Number of workers with allocated journeys that are incomplete and overdue currently.
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 Journeys - Completed	Total number of allocated journeys that are completed.
Number of Journeys - Overdue	Total number of allocated journeys that are overdue.
Overdue Tasks	Active tasks where the target end date is in the past.
Tasks - Not AppLicable	Tasks that are marked as not applicable .
Time to Complete the Journey (Days)	Number of days to complete a journey.

HCM—Learning (Preview)

This table describes Journeys metrics.

Metric	Metric Definition
Average Cost per learner	Provides the cost per person incurred across all learnings
Average Learning Item Rating - Workforce Structures	Provides the average rating of a learning item by various dimensions
Average Learning Items per learner - Active	Provides the average number of learning item enrolled by all learners
Average Learning Items per learner Enrollment - Post Active	Provides the average number of learning item enrolled by all learners
Content Completion Count	Provides the count of enrollments that have completed the learning content but the learning status is not yet completed
Cost - Bypass Completed Enrollments	Provides the cost incurred on learning assignments that were bypass completed
Cost - Completed Enrollments	Provides the cost incurred on learning assignments that were completed
Cost - Deleted Enrollments	Provides the cost incurred on learning assignments that were deleted
Cost - enrolled but not completed	Provides the cost of incomplete learning incurred by workers
Cost - Not Passed Enrollments	Provides the cost incurred on learning assignments that were completed but not passed
Cost - Terminated Learners	Provides the cost of learning incurred by the workers that are currently terminated
Cost - Withdrawn Enrollments	Provides the cost incurred on learning assignments that were withdrawn
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
Number of Completed Enrollments	Provides the count of learning enrollments that are completed
Number of Course Enrollments - Active	Provides the count of courses enrolled by the learner
Number of Courses Enrollment - Post Active	Provides the count of courses enrolled by the learner
Number of e-learning Enrollment - Post Active	Provides the count of e-learnings enrolled by the learner
Number of e-learning Enrollments - Active	Provides the count of e-learnings enrolled by the learner
Number of Enrollments - Active	Provides the count of enrollments across all learning items by workers
Number of Enrollments - Post Active	Provides the count of enrollments across all learning items by workers
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 Enrollments Request Rejected	Provides the count of enrollments requests that are in rejected status

Metric	Metric Definition
Number of Enrollments Requested	Provides the count of enrollments that are in requested status
Number of In-Progress Enrollments	Provides the count of learning enrollments that are started but not yet completed
Number of Learners - Active	Provides the count of all learners
Number of Learners - Post Active	Provides the count of all learners
Number of Learners Enrolled to non-catalog items	Provides the count of Learners enrolled to non-catalog items
Number of Learners enrolled to non-catalog items - Post Active	Provides the count of Learners enrolled to non-catalog items
Number of Non-Catalog Items Enrollment	Provides the count of enrollments by learners to non-catalog items
Number of Non-Catalog Items Enrollment - Post Active	Provides the count of enrollments by learners to non-catalog items
Number of Not Started Enrollments	Provides the count of learning enrollments that have been assigned but not started
Number of Overdue Enrollments	Provides the count of learning enrollments that are past the due date
Number of Renewed Learning Assignments - Active	Provides the count of enrollments that are renewed
Number of Required Enrollments - Active	Provides the count of required learning enrollments
Number of Required enrollments Enrollment - Post Active	Provides the count of required learning enrollments
Number of Specialization Enrollments - Active	Provides the count of specializations enrolled by the learner
Number of Specializations Enrollment - Post Active	Provides the count of specializations enrolled by the learner
Number of Voluntary Enrollments - Active	Provides the count of voluntary learning enrollments
Number of Voluntary Enrollments - Post Active	Provides the count of voluntary learning enrollments
Number of Withdrawn Enrollments	Provides the count of learning enrollments that are withdrawn by the learner
Number of Workers with Improved Competency Ratings	Provides the count of Workers whose competency ratings Improved after completing the learning assignment
Number of Workers with New Competency	Provides the count of Workers who added new competencies to their profile
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 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 memberships	Provides the count of Workers who added additional memberships to their talent profile after completing the learning assignment
Overall Learning Item Rating	Provides the average overall rating of a learning item
Required Learning Completion count	Provides the count of required learning enrollments that are completed

Metric	Metric Definition
Required Learning Enrollments Completion Rate	Provides the percentage of completed required assignments against the total required enrollments
Top Rated Courses	Provides the count of courses that have ratings ≥ 4
Total Cost	Provides the cost of all trainings enrolled by the learners
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

HCM—Performance Management

This tables describes Performance Management metrics.

Metric	Metric Definition
Calculated Overall Rating	Average of the overall ratings provided by all participants.
Calculated Section Rating	Average of the overall ratings provided by all participants - to be used with the attributes section type and section name.
Completed Tasks	Count (performance tasks) where status = completed.
High Potential Count	Count of workers with potential category = high.
Low Potential Count	Count of workers with potential category = low.
Manager Goals Rating	Manager rating where performance document section = goals.
Manager Item Rating	Item ratings provided by the manager - to be used with the attributes Item type and Item name.
Manager Rated Proficiency Level	Proficiency rating provided by the manager - to be used with the attributes Item type and Item name.
Manager Section Rating	Manager section rating - to be used with the attributes section type and section name.
Managers with Incomplete Appraisal	Count (managers) with performance document status \neq completed.
Managers with Pending Appraisals of Workers	Count (managers) where workers with performance document status \neq completed.
Medium Potential Count	Count of workers with potential category = medium.
Number of Performance Documents Created	Number of performance documents created.
Number of Workers with Performance documents	Count (distinct workers) with performance document created.
Overall Manager Rating	Overall rating provided by the manager for the performance document.
Overall Participant Rating	Overall rating provided by participants other than manager and worker.
Overall Worker Rating	Overall rating provided by the worker for the performance document.
Pending Document with an Inactive Manager	Count of performance document in-progress and assigned to an inactive manager.
Pending Tasks	Count (performance tasks) where status \neq completed.
Pending Tasks Beyond Due Date	Count (performance tasks) where status \neq completed and due date $<$ completion date.

Metric	Metric Definition
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 - Low Performers Count	Count of workers with performance category = low.
Performance Appraisal - Medium Performers Count	Count of workers with performance category = medium.
Performance Appraisal - Percentage of High Performers	100 * (count of workers with performance category = high) /workers with performance rating.
Performance Appraisal - Percentage of Low Performers	100 * (count of workers with performance category = low) / workers with performance rating.
Performance Appraisal - Percentage of Medium Performers	100 * (count of workers with performance category = medium) / workers with performance rating.
Performance Document Completed	Count (performance documents) where performance document status = completed.
Performance Document In-ProgRess	Count (performance documents) where performance document status = in progress.
Performance Document Submitted	Count (performance documents) where performance document status = submitted.
Tasks Completed Beyond Due Date	Count (performance tasks) where status = completed and due date < completion date.
Worker Goals Rating	Worker rating where performance document section = goals.
Worker Item Rating	Item ratings provided by the worker - 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.
Worker Section Rating	Worker section rating - to be used with the attributes section type and section name.
Workers with Incomplete Appraisal	Count of workers that have created but not completed the performance appraisal.
Workers with Performance Rating	Count (workers) where overall manager rating is not null.

HCM—Positions

This tables describes Positions metrics.

Metric	Metric Definition
Number of Positions without Incumbents	Provides the count of distinct active positions that have no incumbents on them
Position Count	Provides the count of distinct positions
Position FTE	Provides the budgeted FTE of the position
Position Headcount	Provides the budgeted headcount of the position
Position Incumbent Count	Provides the incumbent count of the position
Position Incumbent FTE	Provides the incumbent FTE of the position
Position Incumbent Headcount	Provides the incumbent headcount of the position

HCM—Profile Matching (Preview)

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
Active Candidate Count	Count (distinct candidates) where candidates current status on the succession plan = active.
Active Plan Count	Count (distinct succession plan) where status = active.
Active Plans without Candidate	Count (distinct succession plan) where status = active and candidate count = zero.
Candidate Active Plan Count	Count (distinct plan) where plan status = active .
Candidate Matching - Incumbent Job	Count (distinct candidates) where candidate job ID = incumbent job id.
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.
Candidate Since (Days)	Time (in days) between the date candidate added to a plan till current date .
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.
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).
External Candidate Count	Count (distinct external candidate ID) where candidate = external candidate.
High Impact of Loss Candidates	Count (distinct candidates) where impact of loss band = high.
High Impact of Loss Incumbents without Candidates	Count (distinct incumbent) where impact of loss category = high and candidate count is zero.
High Performance Candidates	Count (distinct candidates) where performance category band = high.
High Performance High Risk of Loss Candidates	Count (distinct candidates) where performance category band= high and risk of loss band= high.
High Potential Candidates	Count (distinct candidates) where potential category band = high.
High Potential High Risk of Loss Candidates	Count (distinct candidates) where potential category band = high and risk of loss band = high.
High Risk of Loss Candidates	Count (distinct candidates) where risk of loss band = high.

Metric	Metric Definition
High Risk of Loss Incumbents without Candidates	Count (distinct incumbent) where risk of loss category = high and candidate count is zero.
Inactive Candidate Count	Count (distinct candidates) where candidates current status on the succession plan= inactive.
Inactive Plan Count	Count (distinct succession plan) = inactive.
Incumbent Count - Incumbent Plan	Count (distinct incumbent) from all active incumbent plans.
Incumbent Departed Count	Count (distinct incumbent) who are terminated.
Incumbent Plan Count	Count (distinct succession plan) where plan type = incumbent.
Incumbent with High Impact of Loss	Count (distinct incumbent) where impact of loss category = high.
Incumbent with High Risk of Loss	Count (distinct incumbent) where risk of loss category = high.
InferRed Incumbent Count	Count (distinct incumbent) from all active succession plans where plan type in (job, position).
Interim Candidates	Count (distinct candidates) where interim flag = Y.
Internal Candidate Count	Count (distinct candidates) where candidate <> external candidate.
Job Plan Count	Count (distinct succession plan) where plan type = job.
Jobs with Plan without Incumbents	Count (distinct succession plan) where plan type = job and inferred incumbent count = zero.
Low Performance Candidates	Count (distinct candidates) where performance category band = low.
Low Potential Candidates	Count (distinct candidates) where potential category band= low.
Medium Performance Candidates	Count (distinct candidates) where performance category band = medium.
Medium Potential Candidates	Count (distinct candidates) where potential category band = medium.
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 .
Number of Candidates	Count (distinct internal candidates + external candidate).
Number of Private Plans	Count (distinct succession plan) where plan privacy = private.
Number of Succession Plans	Count (distinct succession plan).
Percentage of External Candidates	(Number of external candidates/Total candidates) * one00.
Percentage of Incumbents with High Impact of Loss	(Count (distinct incumbent) where impact of loss category = high * one00) /incumbent count - incumbent plan.
Percentage of Incumbents with High Risk of Loss	(Count (distinct incumbent) where risk of loss category = high * one00) /incumbent count - incumbent plan.
Percentage of Internal Candidates	(Number of internal candidates/Total candidates) * one00.

Metric	Metric Definition
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.
Plans with Inactive Owner	Count (distinct succession plan) where owners assignment status = inactive.
Plans with Single Owner	Count (distinct succession plan) where count (distinct owner id) = one.
Position Plan Count	Count (distinct succession plan) where plan type = position.
Position with Plan without Incumbents	Count (distinct succession plan) where plan type = position and inferred incumbent count = zero.
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.
Ready Now Count	Count (distinct candidates) where readiness band = ready now.
Successful Plans	Count (distinct succession plans) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Successful Plans with High Risk Candidate	Count (distinct succession plan) where candidate succession status = ORA_HRM_SUCCESSOR and candidate 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.
Succession Plan - Candidate Matching Incumbent Job	Count (distinct plan_ID) where candidate job ID = incumbent job id.
Succession Plan - Matching Candidate Job	Count (distinct plan_ID) where candidate job ID = plan job id.
Succession Plan - Matching Candidate Position	Count (distinct plan_ID) where candidate position ID = plan position ID AND business unit ID = plan business unit ID.
Succession Plans with Candidates	Count (distinct succession plan) where candidate count > zero.
Succession Plans without Candidates	Count (distinct succession plan) where candidate count = zero.
Total Incumbents	(incumbent count - incumbent plan + inferred incumbent count).
Willing to Relocate Candidates	Count (distinct candidates) where willing to relocate flag = Y.

HCM—Talent Acquisition

This table describes Talent Acquisition metrics.

Metric	Metric Definition
Job Requisitions by Recruiter	Average number of job requisitions by recruiters.
Job Requisitions in Approval Phase (Period End)	Number of job requisitions in approval phase.
Job Requisitions in Draft Phase (Period End)	Number of job requisitions in draft phase.
Job Requisitions in Formatting Phase (Period End)	Number of job requisitions in job formatting phase.
Job Requisitions in Posting Phase (Period End)	Number of job requisitions in posting phase.
Job Requisitions Not in Open Phase (Period End)	Number of job requisitions created but not yet open.
Job Requisitions in Open Phase (Period Begin)	Number of job requisitions opened at the beginning of the time period.
Job Requisitions Open Phase (Period End)	Number of job requisitions opened at the end of the time period.
Percentage of Job Requisitions Not Open	Percentage of job requisitions created but not yet open.
Recruiter Count	Distinct count of workers identified as recruiters.
Total Job Requisitions	Total number of requisitions in all phases and states except in the filled state.
Total Openings	Number of total openings specified for a job requisition when it is opened.
Vacancy Fill Rate	Percentage of open requisitions that have been filled in a time period.
Number of Job Requisition Events	Number of job requisition events.
Number of Job Requisitions Moved to Approval Phase	Number of job requisitions in approval phase at the time of the requisition event.
Number of Job Requisitions Moved to Cancelled State	Number of job requisitions in cancelled state at the time of the requisition event.
Number of Job Requisitions Moved to Draft Phase	Number of job requisitions in draft phase at the time of the requisition event.
Number of Job Requisitions Moved to Filled State	Number of job requisitions in filled state at the time of the requisition event.
Number of Job Requisitions Moved to Job Formatting Phase	Number of job requisitions in job formatting phase at the time of the requisition event.
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.

Metric	Metric Definition
Time Elapsed (Days) From Draft Phase to Approval Phase	Time duration between the earliest start of the draft phase and the latest start of the approval phase.
Time Elapsed (Days) From Approval Phase to Job Formatting Phase	Time duration between the earliest start of the approval phase and the latest start of the job Formatting phase.
Time Elapsed (Days) From Job Formatting Phase to Posting Phase	Time duration between the earliest start of the job Formatting phase and the latest start of the posting phase.
Time Elapsed (Days) From Posting Phase to Open Phase	Time duration between the earliest start of the posting phase and the latest start of the open phase.
Total Job Applications (on Event)	Number of job applications at the time of the application event.
Job Applications Rejected	Number of applications rejected by the employer.
Job Applications Withdrawn	Number of applications withdrawn by the applicant.
Number of Job Applications in Offer Phase Moved to Draft State	Number of job applications in offer phase moved to draft state.
Number of Job Applications in Offer Phase Moved to Approved State	Number of job applications in offer phase moved to approved state.
Number of Job Applications in Offer Phase Moved to Extended State	Number of job applications in offer phase moved to extended state.
Number of Job Applications in Offer Phase Moved to Rejected State	Number of job applications in offer phase moved to rejected state.
Number of Job Applications in Offer Phase Moved to Accepted State	Number of job applications in offer phase moved to accepted state.
Number of Job Applications in Offer Phase Moved to Withdrawn State	Number of job applications in offer phase moved to withdrawn state.
Number of Candidates with Job Application	Distinct count of candidates that have submitted job application.
Number of Job Applications Moved to HR Phase	Number of job applications moved to HR phase.
New Hires	Number of candidates that have been hired for the first time in the organization.
Employee Hires	Number of hires that are already employees in the organization with a different job.
Contingent Worker Hires	Number of hires that are already contingent workers in the organization with a different job.
Internal Hires	Number of hires that already have an active work relationship in the organization.
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.

Metric	Metric Definition
Referral Hire Rate	The percentage of referral candidates that have been hired.
Referral Success rate	The percentage of candidate referrals that resulted as hires.
Rehires	Number of hires where the candidate was an ex worker of the organization.
Rehire Rate	Number of rehires as a percentage of total hires.
Drop Off Rate	Percentage of applications that were either withdrawn or rejected out of the total applications.
Job Requisitions with No Internal Applicant Percentage	Percentage of job requisitions that have no internal applicants.
Job Offer Extended to Hired Percentage	Percentage of candidates that moved to HR phase of the total offers extended.
Job Offers to openings Percentage	Percentage of offers extended against total job openings.
Hires to Goal Rate	Percentage of hires against total job openings.
Total Job Applications	Total active job applications.
Applicant Count	Distinct count of workers with active job application.
Employee Job Applications	Count of active job applications from internal employees.
Contingent Job Applications	Count of active job applications from internal contingent workers.
External Job Applications	Count of active job applications from external candidates.
Job Applications in Offer - Pending Approval	Count of active job applications that are in pending approval state of the offer phase.
Job Applications in HR - Pending Processing	Count of active job applications in HR phase that are pending processing, both manual and automated.
Job Applications - Willing to Domestic Travel	Count of active applications that have a ready to domestic travel flag = Y.
Job Applications - Willing to International Travel	Count of active applications that have a ready to international travel flag = Y.
Job Applications - Willing to Relocate	Count of active applications that have ready to relocate flag = Y.
Job Applications - Female	Number of active job applications created by women.
Job Applications - Male	Number of active job applications created by men.
Job Applications - Gender undisclosed	Number of active job applications with gender not disclosed.
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.

Metric	Metric Definition
Time Elapsed (Days) From Submission Confirmed Date to Offer Withdrawn State	Number of days taken for a job application from the confirmation date till it entered the offer withdrawn state.
Time Elapsed (Days) From Submission Confirmed Date to Hire Processed State	Number of days taken for a job application from the confirmation date till it entered the hire (HR) processed state.
Time to Hire (Days)	Number of days taken from the job requisition open date till the latest date when an application entered the hire (HR) processed state as part of this requisition.
Number of Referral Applications	Number of applications referred by internal workers.
Number of Campaign Applications	Number of applications received through campaigns.
Number of Career Sites Applications	Number of applications through career sites.
Number of Applications added to Job Requisition	Number of applications added to job requisition by recruiters.
Number of Applications from Intelligent matching	Number of applications created as a result of the intelligent matching feature.
Number of Applications from Referral Websites	Number of applications through referral websites.
Number of Social Media Applications	Number of applications through social media.
Number of Search Engine Applications	Number of applications created as a result of search engine findings.
Number of Job Board Applications	Number of applications through job boards.
Number of Job Aggregator Applications	Number of applications through job aggregators.
Number of Applications Created manually	Number of applications created by recruiters manually.
Number of Third Party Applications	Number of applications through third party codes.
Number of Applications through Shared Job Postings	Number of applications through shared job postings.
Number of Job Applications moved to Offer Phase	Number of Job Applications moved to Offer Phase
Number of Job Applications in Offer Phase moved to Pending Approval State	Number of Job Applications in Offer Phase moved to Pending Approval State
Number of Job Applications in Offer Phase moved to Approval Rejected State	Number of Job Applications in Offer Phase moved to Approval Rejected State
Number of Job Applications in HR Phase moved to Processed State	Number of Job Applications in HR Phase moved to Processed State
Number of Job Applications in HR Phase moved to Rejected by Employer State	Number of Job Applications in HR Phase moved to Rejected by Employer State
Number of Job Applications in HR Phase moved to Withdrawn by Candidate State	Number of Job Applications in HR Phase moved to Withdrawn by Candidate State
Number of Job Applications with Active Job Offers (On Event)	Number of Job Applications with Active Job Offers (On Event)
Number of Job Applications with Active Job Offers Suspended Duration (Seconds)	Requisition Suspended Duration in seconds
Suspended Duration (Hours)	Requisition Suspended Duration in hours
Suspended Duration (Days)	Requisition Suspended Duration in days
Latest Time to Fill (Days)	Number of days between the latest open date of a job requisition to when it is filled.
Latest Time to Fill (Minus Suspended Duration (Days))	Number of days between the latest open date of a job requisition minus the requisition suspended duration
Facts - Job Requisition Progress - Phase Completion Duration (in Seconds)	Provides the time taken in seconds to complete a requisition phase.
Facts - Job Requisition Progress - Phase Completion Duration (in Hours)	Provides the time taken in Hours to complete a requisition phase.

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

HCM—Talent Profile

This table describes Talent Profile metrics.

Metric	Metric Definition
Facts - Job Model Profile- Number of 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 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 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 Relocation	Count (distinct profile ID) associated with a model profile where profile type = job AND work requirements.willing to relocate = Y.
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 - Person Profile-Number of Active Profiles	Count (distinct profile code) where status = active.
Facts - Person Profile-Number of Profiles	Count (distinct profile code).

Metric	Metric Definition
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-Number of Workers with Profiles	Count (distinct person ID) where profile code is not null.
Facts - Person Profile-Percentage of Active Profiles	100 * (count (distinct profile code) where status = active) / Count (distinct profile code).
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.
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 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 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 - 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 - 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 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 - Skills and Qualifications-Number of Workers Willing to Relocate	Count (distinct person ID) where willing to relocate = 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 High Potential	Count (distinct person ID) where potential category = high.

Metric	Metric Definition
Facts - Talent Ratings-Number of Low Performers	Count (distinct person ID) where performance category = low.
Facts - Talent Ratings-Number of Low Potential	Count (distinct person ID) where potential category = low.
Facts - Talent Ratings-Number of Medium Performers	Count (distinct person ID) where performance category = medium.
Facts - Talent Ratings-Number of Medium Potential	Count (distinct person ID) where potential category = medium.
Facts - Talent Ratings-Number of Workers with Impact of Loss	Count (distinct person ID) where impact of loss rating is not null.
Facts - Talent Ratings-Number of Workers with Potential Rating	Count (distinct person ID) where potential rating is not null.
Facts - Talent Ratings-Number of Workers with Risk of Loss	Count (distinct person ID) where risk 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 High Impact of Loss	Number of workers rated as high impact of loss.
Number of High Impact of Loss	Number of workers rated as high impact of loss.
Number of High Performers	Number of workers rated as high performers .
Number of High Performers	Number of workers rated as high performers .
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 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 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 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 High Potential	Number of workers rated as high potential.
Number of High Potential	Number of workers rated as high potential.
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 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 High Risk of Loss	Number of workers rated as high risk of loss.
Number of High Risk of Loss	Number of workers rated as high 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 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.
Number of Low Impact of Loss	Number of workers rated as low impact of loss.
Number of Low Impact of Loss	Number of workers rated as low impact of loss.

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

Metric	Metric Definition
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 - Increased Risk of Loss	Provides the count of workers whose risk of loss band changed from low to medium, high or medium to high.

HCM—Worker Seniority (Preview)

This table describes Worker Seniority metrics.

Metric	Metric Definition
Seniority Months(A)	Number of months of seniority, does not consider the seniority days. (This leverages the existing seniority years and months column from the db without using the days columns)
Seniority Months(P)	Number of months of seniority, does not consider the seniority days. (This leverages the existing seniority years and months column from the db without using the days columns)
Seniority Months(WR)	Number of months of seniority, does not consider the seniority days. (This leverages the existing seniority years and months column from the db without using the days columns)
Person Count(A)	Number of Workers with the seniority data, can include active and inactive
Person Count(P)	Number of Workers with the seniority data, can include active and inactive
Person Count(WR)	Number of Workers with the seniority data, can include active and inactive
Seniority Days(A)	seniority days This leverages the existing total seniority days column from the db
Seniority Days(P)	seniority days This leverages the existing total seniority days column from the db
Seniority Days(WR)	seniority days This leverages the existing total seniority days column from the db
Seniority Years(A)	Number of years of seniority, does not consider the seniority months and days (This leverages the existing seniority years column from the db without using the months and days columns)
Seniority Years(P)	Number of years of seniority, does not consider the seniority months and days (This leverages the existing seniority years column from the db without using the months and days columns)
Seniority Years(WR)	Number of years of seniority, does not consider the seniority months and days (This leverages the existing seniority years column from the db without using the months and days columns)

HCM—Workforce Absence Management

This table describes Workforce Absence Management metrics.

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.
Accrual Balance	End accrual balance as on balance run date.
Accrual Plan Absences Duration	Sum of duration of approved absences of accrual plans.
Accrual Value	Plan accrual value.
Annual Accrual	Front Loaded calculated accrual.
Approved Absence Transactions	Count of distinct absences transaction with approval status as approved.
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.
Compensatory Plan Absences Duration	Sum of duration of approved absences of compensatory plans.
Compensatory Plan Balance	Begin compensatory plan balance as on last balance run date.
Compensatory Time	Compensatory time accrued.
Completed Absence Transactions	Count of distinct approved absence transactions with past dated absence end date.
Donations	Donations.
Draft Absence Transactions	Count of distinct absences transaction with absence status as saved.
Expiration Disbursement (Compensatory Plan)	Disbursement of balance to payroll upon expiration.
Female Gender Ratio (Approved Absences)	Female gender ratio with approved absences.
Female Gender Ratio (Rejected Absences)	Female gender ratio with rejected absences.
Late Notified Absences	Count of late notified absences.
Male Gender Ratio (Approved Absences)	Male gender ratio with approved absences.
Male Gender Ratio (Rejected Absences)	Female gender ratio with rejected absences.
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.
Number of Qualification Plan Absences	Count of distinct approved absences of qualification plans.
Number of Accrual Plan Absences	Count of distinct approved absences of accrual plan .
Number of Compensatory Plan Absences	Count of distinct approved absences of compensatory plans.

Metric	Metric Definition
Other Adjustments	Other balance adjustment transactions.
Other Adjustments (Compensatory Plan)	Other balance adjustment transactions.
Pending Approval Absences Transactions	Count of distinct absences transaction with approval status as awaiting approval.
Periodic Accrual	Calculated incremental accrual plan value, as of the last accrual run date.
Prior Accrual Balance	Begin accrual balance as on balance run date.
Prior Compensatory Plan Balance	End compensatory plan balance as on last balance run date.
Processed Absences	Total processed absences as of latest balance calculation date.
Qualification Plan Absences Duration	Sum of duration of approved absences of qualification plans.
Rejected Absence Transactions	Count of distinct absences transaction with approval status as denied.
Scheduled Absence Transactions	Count of distinct approved absence transactions with future absence start date.
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.
Transferred Balance	Balance value transferred to and from other accrual plans.
Transferred Balance (Compensatory Plan)	Balance value transferred to and from other accrual plans.
Unprocessed Absences	Balance value used by absences scheduled.
Unprocessed Adjustment (Compensatory Plan)	Total of all unprocessed adjustments for the latest balance calculation date.
Unprocessed Adjustments	Total of all unprocessed adjustments for the latest balance calculation date.
Unvested Accrual	Accrued balance value but subject to a waiting period set.
Vested Accrual	Accrued balance value subject to a waiting period that has subsequently passed.
Withdrawn Absence Transactions	Count of distinct absences transaction with absence status as withdrawn.
Worker Count (Approved Absences)	Count distinct worker with absences transactions with approval status as approved.
Worker Count (Draft Absences)	Count distinct worker with absences transactions with absence status as saved.
Worker Count (Enrolled in a Plan)	Count of workers enrolled in an absence plan.
Worker Count (Pending Absences)	Count distinct worker with absence transactions with approval status as awaiting approval.
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.

HCM—Workforce Core

This table describes Workforce Core metrics.

Metric	Metric Definition
Active Headcount	Active worker headcount as of the time period.
Active Headcount Ratio	Headcount ratio of active against all workers.
Active Worker Count	Active worker count as of the time period.
Active Worker Ratio	Count ratio of active workers against all workers.
Annualized Voluntary Retention	Percentage of worker annual voluntary retention by Gregorian calendar.
Assignment Count	Assignment count as of the time period. one for each assignment.
Assignment Count (Period End)	Assignment count at the period end (year, month, quarter and week).
Assignment Count (Period Start)	Assignment count at the period start (year, month, quarter and week).
Assignment Event Count	Assignment event count as of the time period. one for each assignment.
Assignment Event FTE	FTE value of events during the period.
Assignment Event Headcount	Headcount value of events during the period.
Average FTE	Average of FTE (period start + period end FTE) /2.
Average Headcount	Average of headCount (period start + period end HC) /2.
Average Service Months	Average of months service.
Average Service Years	Average years of service across all workers.
Average Worker Age	Average age of the worker based on their date of birth.
Average Worker Count	Average of worker count (period start + period end worker count) / 2.
Compa Ratio	Ratio of the worker salary to the salary mid point defined for the grade.
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.
Computed Headcount	Computed Headcount value will be 1 based on primary assignment of the worker's primary work relationship, if not it will be null. Note: This will help if the headcount column is not updated by the customers
Contingent Count	Count of active and suspended contingent workers.
Contingent Headcount	Headcount of active and suspended contingent workers.
Contingent Headcount Ratio	Ratio of the contingent headcount vs total headcount.
Contingent Ratio	Ratio of the contingent count vs total worker count.
Contingent Worker FTE	FTE of active and suspended contingent workers.
Contingent Worker FTE Ratio	Ratio of the contingent FTE vs total FTE.
CurRency Code	Currency code.
Distinct Worker Ethnicities	Count of distinct worker ethnicities.
Distinct Worker Nationalities	Count of distinct worker nationalities.
Employee Count	Count of active and suspended employees.
Employee FTE	FTE of active and suspended employees.
Employee FTE Ratio	Ratio of the employee FTE vs total FTE.
Employee Headcount	Headcount of active and suspended employees.
Employee Headcount Ratio	Ratio of the employee headcount vs total headcount.
Employee Ratio	Ratio of the employee count vs total worker count.
FTE	FTE of active and suspended worker assignments for all types of worker.

Metric	Metric Definition
FTE (Period End)	Total FTE 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 Retention	Percentage of worker FTE retained.
FTE Turnover	Percentage of the FTE terminations to the total FTE.
Headcount	Headcount of active and suspended worker assignments for all types of worker.
Headcount (Period End)	Total headcount at the end of the period, such as year, quarter, month, or week.
Headcount (Period Start)	Total headcount at the start of the period, such as year, quarter, month, or week.
Headcount Retention	Percentage of workers retained.
Headcount Turnover	Percentage of the headcount terminations to the total headcount.
High Performer FTE Retention	Percentage of FTE retention of workers whose performance rating = high.
High Performer FTE Turnover	Percentage of FTE terminations of workers whose performance rating = high.
High Performer Headcount Retention	100% - high performer headcount turnover.
High Performer Headcount Turnover	100% * (high performer termination headcount / average headcount).
High Performer Retention	100% - high performer turnover.
High Performer Retention Percentage	High performer retention percentage.
High Performer Retention Percentage (Worker Count)	Provides the high performer retention percentage based on worker count.
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.
High Performer Termination FTE	Sum (FTE) terminations of workers whose performance rating = high.
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.
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.
High Performer Turnover	100% * (high performer termination count / average worker count).
High Potential Headcount	Sum (headcount) of workers whose potential rating = high.
High Potential Retention Percentage	Percentage of workers with potential rating = high.
High Potential Retention Percentage (Worker Count)	Provides the high potential retention percentage based on worker count.
Hire Count	Count of worker assignment hire events.
Hire FTE	FTE of worker assignment hire events.
Hire Headcount	Headcount of worker assignment hire events.
Inactive Contingent FTE	FTE of inactive contingent workers.

Metric	Metric Definition
Inactive Contingent Headcount	Headcount of inactive contingent workers.
Inactive Employee FTE	FTE of inactive employees.
Inactive Employee Headcount	Headcount of inactive employees.
Inactive FTE	FTE of inactive worker assignments for all types of worker.
Inactive Headcount	Headcount of inactive worker assignments for all types of worker.
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.).
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.).
Involuntary FTE Turnover	Percentage of the involuntary FTE terminations to the total FTE.
Involuntary Headcount Turnover	Percentage of the involuntary headcount terminations to the total headcount.
Involuntary Termination Count	As voluntary termination count but for an action category of involuntary.
Involuntary Termination Count (Termination Date)	Count of involuntary terminations as of the termination date.
Involuntary Termination FTE	FTE of worker assignment terminations with a category of involuntary.
Involuntary Termination Headcount	Headcount of worker assignment terminations with a category of involuntary.
Involuntary Termination Person Count	Count of worker assignment terminations with a category of involuntary.
Involuntary Turnover	Percentage of the involuntary terminations count to the total worker count.
Low Talent Ratio	Ratio of workers with performance = high and potential rating = low to the total headcount.
Low Talent Ratio (Worker Count)	Ratio of workers with performance = low and potential rating = low to the total worker count.
Manager Count	Count of all workers with at least one direct report.
Months of Service(V1 Enterprise Seniority)	Provides the months of service for the worker based on the V1 Enterprise seniority date
Months of Service(V1 LE Seniority)	Provides the months of service for the worker based on the V1 Legal Employer seniority date
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).
New Hire FTE Retention	Percentage of worker retention who are hired within a year.
New Hire FTE Turnover	Percentage of FTE terminations where years of service < one year.
New Hire Headcount	Headcount for all workers with tenure less than or equal to one year for hire action type.
New Hire Headcount Retention	Percentage of worker retention who are hired within a year.
New Hire Headcount Turnover	Percentage of workers terminated within a year of hire.

Metric	Metric Definition
New Hire Retention	Percentage of worker retention who are hired within a year.
New Hire Termination Count	Count of worker assignment terminations whose years service is <= one year on their termination date.
New Hire Termination FTE	FTE of worker assignment terminations whose years service is <= one year on their termination date.
New Hire Termination Headcount	Headcount of worker assignment terminations whose years service is <= one year on their termination date.
New Hire Termination Person Count	Count of worker assignment terminations whose years service is <= one year on their termination date.
New Hire Turnover	Percentage of workers terminated within a year of hire.
Pending Hire Count	Count of pending hires.
Pending Hire FTE	FTE of worker assignment pending hires.
Pending Hire Headcount	Headcount of worker assignment pending hires.
Percentage Compa Ratio Change	Percentage of change in compa ratio of the worker.
Percentage of Workers Hired Above 60	Percentage of hires where worker age >= 60 years.
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.
Person Count (Period End)	Total person count 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.
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.
Promotion Count	Count of worker assignment promotion events during the period.
Promotion FTE	FTE of worker assignment promotion events.
Promotion FTE Rate	Percentage of workers by FTE that have had a promotion.
Promotion Headcount	Headcount of worker assignment promotion events.
Promotion Headcount Rate	Percentage of workers by headcount that have had a promotion.
QTD Voluntary Termination Count	Quarter-to-date voluntary termination count.
QTD Voluntary Termination Person Count	Quarter-to-date voluntary termination worker count.
Rehire Count	Count of rehires.
Rehire FTE	FTE of worker assignment rehire events.
Rehire Headcount	Headcount of worker assignment rehire events.
Retention Voluntary	Percentage of voluntary retention of workers.
Retention Voluntary (Worker Count)	Percentage of voluntary retention of workers.
Rolling 12 Months Termination Count	Provides the Rolling 12 Months Termination Count.
Rolling 12 Months Termination Headcount	Provides the Rolling 12 Months Termination Headcount.
Salary	Annualised salary for the worker assignment in the enterprise currency.
Salary on Event	Annualised salary for the worker assignment in the enterprise currency on the date of any assignment event.

Metric	Metric Definition
Span of Control Workforce Structure	Average number of reportees for a manager by workforce structures like business unit, location, job family and so on.
Talent Retention Percentage	Percentage of workers retained by each combination of performance and potential band ratings related to the 9 box.
Talent Retention Percentage (Worker Count)	Percentage of workers retained by each combination of performance and potential band ratings related to the 9 box.
Termination Count	Count of worker assignment terminations.
Termination Count (Termination Date)	Count of terminations as of the termination date.
Termination FTE	FTE of worker assignment terminations.
Termination Headcount	Headcount of worker assignment terminations.
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. .
Top Performer Headcount	Sum (headcount) of workers whose performance rating = high.
Top Talent Headcount	Headcount of workers with performance = high and potential rating = high.
Top Talent Headcount Turnover	Percentage of headcount terminations of workers whose performance rating and potential rating is high.
Top Talent Ratio	Ratio of workers with performance = high and potential rating = high to the total headcount.
Top Talent Ratio (Worker Count)	Ratio of workers with performance = high and potential rating = high to the total worker count.
Top Talent Retention Percentage	Percentage of workers retained by various combinations of performance and potential ratings.
Top Talent Retention Percentage (Worker Count)	Percentage of workers retained by various combinations of performance and potential ratings.
Top Talent Termination Headcount	Headcount of terminated workers with performance and potential rating = high.
Top Talent Termination Person Count	Count of terminated workers with performance and potential rating = high.
Top Talent Turnover	Percentage of worker terminations whose performance rating and potential rating is high.
Top Talent Worker Count	Count of workers with performance = high and potential rating = high.
Transfer Count	Count of worker assignment transfers.
Transfer FTE	FTE of worker assignment transfer events.
Transfer Headcount	Headcount of worker assignment transfer events.
Voluntary FTE Turnover	Percentage of the voluntary FTE terminations to the total FTE.
Voluntary Headcount Turnover	Percentage of the voluntary headcount terminations to the total headcount.
Voluntary Termination Count	Count of worker assignment terminations with an action category of voluntary.
Voluntary Termination Count (Termination Date)	Count of voluntary terminations as of the termination date.

Metric	Metric Definition
Voluntary Termination FTE	FTE of worker assignment terminations with a category of voluntary.
Voluntary Termination Headcount	Headcount of worker assignment terminations with a category of voluntary.
Voluntary Termination Person Count	Count of worker assignment terminations with a category of voluntary.
Voluntary Turnover	Percentage of the voluntary terminations count to the total worker count.
Worker Count	Count of distinct workers.
Worker Count	Distinct count of workers.
Worker Female Gender Ratio	Percentage of female workers.
Worker Male Gender Ratio	Percentage of male workers.
Worker Non Gender Ratio	Percentage of workers with no gender specified.
Worker Retention	Percentage of workers retained.
Worker Turnover	Percentage of the worker terminations to the total worker count.
Years of Service(V1 Enterprise Seniority)	Provides the years of service for the worker based on the V1 Enterprise seniority date
Years of Service(V1 LE Seniority)	Provides the years of service for the worker based on the V1 Legal Employer seniority date
Years Service	Number of years the employee is in the organisation.
YTD Voluntary Termination Count	Year-to-date voluntary termination count.
YTD Voluntary Termination Person Count	Year-to-date voluntary termination worker count.

HCM—Workforce Gains and Losses

This table describes Workforce Gains and Losses metrics.

Metric	Metric Definition
Assignment Count Gain	Assignment count increase compared to prior period.
Assignment Count Gain Global Transfer	Assignment count increase due to global transfer events.
Assignment Count Gain Hire	Assignment count increase due to hire or rehire events.
Assignment Count Gain Others	Assignment count increase due to events other than hire, promotion, global transfer, and transfer.
Assignment Count Gain Promotion	Assignment count increase due to promotion events.
Assignment Count Gain Reorganisation Action	Assignment count increase due to the action name where reorganization indicator flag = Y.
Assignment Count Gain Reorganisation Reason	Assignment count due to the action reason: re-organization data from configuration.
Assignment Count Gain Transfer	Assignment count increase due to transfer events.
Assignment Count Loss	Assignment count decrease compared to prior period.
Assignment Count Loss Global Transfer	Assignment count decrease due to global transfer events.
Assignment Count Loss Others	Assignment count decrease due to events other than hire, promotion, global transfer, and transfer.
Assignment Count Loss Promotion	Assignment count decrease due to promotion events.
Assignment Count Loss Reorganisation Action	Assignment count decrease due to the action name where reorganization indicator flag = Y.

Metric	Metric Definition
Assignment Count Loss Reorganisation Reason	Assignment count decrease due to the action reason: re-organization data from configuration.
Assignment Count Loss Termination	Assignment count decrease due to termination events.
Assignment Count Loss Transfer	Assignment count decrease due to transfer events.
Assignment Count Movement	Assignment movement within the managers organization that results in no gain or loss for the respective manager.
FTE Gain	FTE increase compared to prior period.
FTE Gain Global Transfer	FTE increase due to global transfer events.
FTE Gain Hire	FTE increase due to hire or rehire events.
FTE Gain Others	FTE increase due to events other than hire, promotion, global transfer, and transfer..
FTE Gain Promotion	FTE increase due to promotion events.
FTE Gain Reorganisation Action	FTE increase due to the action name where reorganization indicator flag = Y.
FTE Gain Reorganisation Reason	FTE increase due to the action reason: re-organization data from configuration.
FTE Gain Transfer	FTE increase due to transfer events.
FTE Loss	FTE decrease compared to prior period.
FTE Loss Global Transfer	FTE decrease due to global transfer events.
FTE Loss Others	FTE decrease due to events other than hire, promotion, global transfer, and transfer.
FTE Loss Promotion	FTE decrease due to promotion events.
FTE Loss Reorganisation Action	FTE decrease due to the action name where reorganization indicator flag = Y.
FTE Loss Reorganisation Reason	FTE decrease due to the action reason: re-organization data from configuration.
FTE Loss Termination	FTE decrease due to termination events.
FTE Loss Transfer	FTE decrease due to transfer events.
FTE Movement	FTE movement within the managers organization that results in no gain or loss for the respective manager.
Headcount Gain	Headcount increase compared to the prior period.
Headcount Gain Global Transfer	Headcount increase due to global transfer events.
Headcount Gain Hire	Headcount increase due to hire or rehire events.
Headcount Gain Others	Headcount increase due to events other than hire, promotion, global transfer, and transfer.
Headcount Gain Promotion	Headcount increase due to promotion events.
Headcount Gain Reorganisation Action	Headcount increase due to the action name where reorganization indicator flag = Y.
Headcount Gain Reorganisation Reason	Headcount increase due to the action reason: re-organization data from configuration.
Headcount Gain Transfer	Headcount increase due to transfer events.
Headcount Loss	Headcount decrease compared to prior period.
Headcount Loss Global Transfer	Headcount decrease due to global transfer events.
Headcount Loss Others	Headcount decrease due to events other than termination, promotion, global transfer, and transfer.
Headcount Loss Promotion	Headcount decrease due to promotion events.
Headcount Loss Reorganisation Action	Headcount decrease due to the action name where reorganization indicator flag = Y.

Metric	Metric Definition
Headcount Loss Reorganisation Reason	Headcount decrease due to the action reason: re-organization data from configuration.
Headcount Loss Termination	Headcount decrease due to termination events.
Headcount Loss Transfer	Headcount decrease due to transfer events.
Headcount Movement	Headcount movement within the managers organization that results in no gain or loss for the respective manager.
Implicit Assignment Count Gain	Gain of assignment due to a managers movement along with their reports to other manager.
Implicit Assignment Count Loss	Loss of assignment due to a managers movement along with their reports to other manager.
Implicit FTE Gain	Gain of FTE due to a managers movement along with their reports to other manager.
Implicit FTE Loss	Loss of FTE due to a managers movement along with their reports to other manager.
Implicit Headcount Gain	Gain of headcount due to a managers movement along with their reports to other manager.
Implicit Headcount Loss	Loss of headcount due to a managers movement along with their reports to other manager.
Implicit Person Count Gain	Gain of a person due to a managers movement along with their reports to other manager.
Implicit Person Count Loss	Loss of a person 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 Global Transfer	Person count increase due to global transfer events.
Person Count Gain Hire	Person count increase due to hire or rehire events.
Person Count Gain Others	Person count increase due to events other than hire, promotion, global transfer, and transfer.
Person Count Gain Promotion	Person count increase due to promotion events.
Person Count Gain Reorganisation Action	Person count increase due to the action name where reorganization indicator flag = Y.
Person Count Gain Reorganisation Reason	Person count increase due to the action reason: re-organization data from configuration.
Person Count Gain Transfer	Person count increase due to transfer events.
Person Count Loss	Person count decrease compared to prior period.
Person Count Loss Global Transfer	Person count decrease due to global transfer events.
Person Count Loss Others	Person count decrease due to events other than hire, promotion, global transfer, and transfer.
Person Count Loss Promotion	Person count decrease due to promotion events.
Person Count Loss Reorganisation Action	Person count decrease due to the action name where reorganization indicator flag = Y.
Person Count Loss Reorganisation Reason	Person count decrease due to the action reason: re-organization data from configuration.
Person Count Loss Termination	Person count decrease due to termination events.
Person Count Loss Transfer	Person count decrease due to transfer events.
Person Count Movement	Person movement within the managers organization that results in no gain or loss for the respective manager.

HCM - Workforce Rewards - Payroll Balances (Preview)

This table describes HCM - Workforce Rewards - Payroll Balances metrics.

Metric	Metric Definition
Balance Value	Balance Value
Balance Value (QTD)	Quarter to Date Balance Value
Balance Value (YTD)	Year to Date Balance Value
Balance Value (MTD)	Month to Date Balance Value
Balance Value Growth Rate	Balance Value Growth Rate
Balance Value Period Ago	Balance Value Period Ago
Balance Value Variance	Balance Value Variance
Direct Payment Growth Rate	Direct Payment Growth Rate
Direct Payment Period Ago	Direct Payment Period Ago
Direct Payment Variance	Direct Payment Variance
Direct Payments	Sum (Balance Value) Where Base Category='Direct Payments' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and and UOM='Money'
Direct Payments (MTD)	Month To Date Value of Direct Payments
Direct Payments (QTD)	Quarter to Date Value of Direct Payments
Direct Payments (YTD)	Year to Date Value of Direct Payments
Employee Tax Credit	Sum (Balance Value) Where Base Category='Employee Tax Credits' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Employee Tax Credit (MTD)	Month To Date Value of Employee Tax Credit
Employee Tax Credit (QTD)	Quarter to Date Value of Employee Tax Credit
Employee Tax Credit (YTD)	Year to Date Value of Employee Tax Credit
Employee Tax Credits Growth Rate	Employee Tax Credits Growth Rate
Employee Tax Credits Period Ago	Employee Tax Credits Period Ago
Employee Tax Credits Variance	Employee Tax Credits Variance
Employer Charges	Sum (Balance Value) Where Base Category='Employer Charges' and UOM='Money' and Base Dimension Name In ('Core Relationship Tax Unit,Area1 Run', 'Core Relationship Tax Unit,Area1,2 Run', 'Core Relationship Tax Unit,Area1,2,3 Run', 'Core Relationship Tax Unit Run', 'Core Relationship Tax Unit,Area1,4 Run') and Country Code='US'
Employer Charges Growth Rate	Employer Charges Growth Rate
Employer Charges Period Ago	Employer Charges Period Ago
Employer Charges Variance	Employer Charges Variance
Employer Charges(MTD)	Month To Date Value of Employer Charges
Employer Charges(QTD)	Quarter to Date Value of Employer Charges
Employer Charges(YTD)	Year to Date Value of Employer Charges

Metric	Metric Definition
Employer Taxes	Sum (Balance Value) Where Base Category=Employer Taxes' and and UOM='Money' and Base Dimension Name In ('Core Relationship Tax Unit,Area1 Run','Core Relationship Tax Unit,Area1,2 Run','Core Relationship Tax Unit,Area1,2,3 Run','Core Relationship Tax Unit Run','Core Relationship Tax Unit,Area1,4 Run') and Country Code='US'
Employer Taxes (MTD)	Month to Date Employer Taxes
Employer Taxes (QTD)	Quarter to Date Employer Taxes
Employer Taxes (YTD)	Year to Date Employer Taxes
Employer Taxes Growth Rate	Employer Taxes Growth Rate
Employer Taxes Period Ago	Employer Taxes Period Ago
Employer Taxes Variance	Employer Taxes Variance
Involuntary Deductions	Sum (Balance Value) Where Base Category='Involuntary Deductions' and UOM='Money' and Base Dimension Name= ('Core Relationship Reference Code Run','Core Relationship Tax Unit, Reference Code Run','Core Relationship Tax Unit, Third Party Payee, Reference Code Run','Core Relationship Tax Unit, Third Party Payee Run','Core Relationship Tax Unit, Area1, Reference Code Run','Core Relationship Tax Unit, Reference Code1,2 Run','Core Relationship Tax Unit, Third Party Payee, Reference Code1,2 Run','Core Relationship Third Party Payee, Reference Code Run','Core Relationship Reference Code1,2 Run','Core Relationship Area1, Reference Code Run','Core Relationship Third Party Payee, Reference Code1,2 Run','Core Relationship Tax Unit Run') and Country Code='US'
Involuntary Deductions (YTD)	Year to Date Value of Involuntary Deductions
Involuntary Deductions (MTD)	Month To Date Value of Involuntary Deductions
Involuntary Deductions (QTD)	Quarter to Date Value of Involuntary Deductions
Involuntary Deductions Growth Rate	Involuntary Deductions Growth Rate
Involuntary Deductions Period Ago	Involuntary Deductions Period Ago
Involuntary Deductions Variance	Involuntary Deductions Variance
Miscellaneous	Sum (Balance Value) Where Base Category='Miscellaneous' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Miscellaneous (MTD)	Month To Date Value of Miscellaneous
Miscellaneous (QTD)	Quarter to Date Value of Miscellaneous
Miscellaneous (YTD)	Year to Date Value of Miscellaneous
Miscellaneous Growth Rate	Miscellaneous Growth Rate
Miscellaneous Period Ago	Miscellaneous Period Ago
Miscellaneous Variance	Miscellaneous Variance
Pre-statutory Deductions	Sum (Balance Value) Where Base Category='Pre-Statutory Deductions' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Pre-statutory Deductions (MTD)	Month To Date Value of Pre-statutory Deductions
Pre-statutory Deductions (QTD)	Quarter to Date Value of Pre-statutory Deductions

Metric	Metric Definition
Pre-statutory Deductions (YTD)	Year to Date Value of Pre-statutory Deductions
Pre-Statutory Deductions Growth Rate	Pre-Statutory Deductions Growth Rate
Pre-Statutory Deductions Period Ago	Pre-Statutory Deductions Period Ago
Pre-Statutory Deductions Variance	Pre-Statutory Deductions Variance
Standard Earning (MTD)	Month To Date Value of Standard Earning
Standard Earning (QTD)	Quarter to Date Value of Standard Earning
Standard Earning (YTD)	Year to Date Value of Standard Earning
Standard Earnings	Sum(Balance Value) where Base Category Name='Earnings' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Standard Earnings Growth Rate	Standard Earnings Growth Rate
Standard Earnings Period Ago	Standard Earnings Period Ago
Standard Earnings Variance	Standard Earnings Variance
Supplemental Earnings	Sum(Balance Value) where Base Category Name='Supplemental Earnings' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Supplemental Earnings (MTD)	Month To Date Value of Supplemental Earning
Supplemental Earnings (QTD)	Quarter to Date Value of Supplemental Earnings
Supplemental Earnings (YTD)	Year to Date Value of Supplemental Earnings
Supplemental Earnings Growth Rate	Supplemental Earnings Growth Rate
Supplemental Earnings Period Ago	Supplemental Earnings Period Ago
Supplemental Earnings Variance	Supplemental Earnings Variance
Tax Deductions	Sum (Balance Value) Where Base Category='Tax Deductions' and UOM='Money' and Base Dimension Name In ('Core Relationship Tax Unit,Area1 Run','Core Relationship Tax Unit,Area1,2 Run','Core Relationship Tax Unit,Area1,2,3 Run','Core Relationship Tax Unit Run','Core Relationship Tax Unit,Area1,4 Run') and Country Code='US'
Tax Deductions (YTD)	Year to Date Value of Tax Deductions
Tax Deductions (MTD)	Month To Date Value of Tax Deductions
Tax Deductions (QTD)	Quarter to Date Value of Tax Deductions
Tax Deductions Growth Rate	Tax Deductions Growth Rate
Tax Deductions Period Ago	Tax Deductions Period Ago
Tax Deductions Variance	Tax Deductions Variance
Voluntary Deductions	Sum (Balance Value) Where Base Category='Voluntary Deductions' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Voluntary Deductions (MTD)	Month To Date Value of Voluntary Deductions
Voluntary Deductions (QTD)	Quarter to Date Value of Voluntary Deductions
Voluntary Deductions (YTD)	Year to Date Value of Voluntary Deductions
Voluntary Deductions Growth Rate	Voluntary Deductions Growth Rate
Voluntary Deductions Period Ago	Voluntary Deductions Period Ago
Voluntary Deductions Variance	Voluntary Deductions Variance
Worker Count	Count of workers processed
Worker Count Growth Rate	Worker Count Processed (Growth Rate)

Metric	Metric Definition
Worker Count Period Ago	Worker count processed (Period Ago)
Worker Count Variance	Variance of worker processed

HCM - Workforce Rewards - Payroll Costing (Preview)

This table describes HCM - Workforce Rewards - Payroll Costing metrics.

Metric	Metric Definition
Credit (MTD)	Month To Date Accumulation for credit Amount
Credit (QTD)	Quarter To Date Accumulation for credit Amount
Credit (YTD)	Year To Date Accumulation for credit Amount
Credit Amount	Credit Amount
Credit Period Ago	Period Ago Value for Credit Amount
Credit Variance	Credit Variance
Credit	Credit Value
Debit	Debit Value
Debit (MTD)	Month To Date Accumulation for debit Amount
Debit (YTD)	Year To Date Accumulation for debit Amount
Debit (QTD)	Quarter To Date Accumulation for debit Amount
Debit Amount	Debit Amount
Debit Period Ago	Period Ago Value for Debit Amount
Debit Variance	Debit Variance
Payment Cost Credit (MTD)	Month To Date Accumulation for credit Amount
Payment Cost Credit (QTD)	Quarter To Date Accumulation for credit Amount
Payment Cost Credit (YTD)	Year To Date Accumulation for credit Amount
Payment Cost Credit Amount	Payment Cost Credit Amount
Payment Cost Credit Variance	Payment Cost Credit Variance
Payment Cost Credit Period Ago	Payment Cost Credit Period Ago
Payment Cost Debit (MTD)	Month To Date Accumulation for debit Amount
Payment Cost Debit (YTD)	Year To Date Accumulation for debit Amount
Payment Cost Debit (QTD)	Quarter To Date Accumulation for debit Amount
Payment Cost Debit Amount	Payment Cost Debit amount
Payment Cost Debit Variance	Payment Cost Debit Variance
Payment Cost Debit Period Ago	Payment Cost Debit Period Ago
Worker Count Costing	Count of workers processed in costing process

HCM—Workforce Rewards - Salary Basis (Preview)

This table describes Workforce Rewards Salary Basis metrics.

Metric	Metric Definition
Annual Salary	Annual Salary Amount
Annualized Salary (FTE)	Full Time Annualized Salary Amount
Average Annualized Salary	Average Annualized Salary
Component Adjustment Amount	Salary Component Adjustment Amount

Metric	Metric Definition
Component Adjustment Percentage	Salary component percentage
Headcount (Above Range)	Sum of Headcount with with Quartile='Above Range'
Headcount (Below Range)	Sum of Headcount with Quartile='Below Range'
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)
Prior Salary	Prior Salary Amount Of Worker
Salary Adjustment (From Compensation Plan)	Sum of Salary basis adjustment amount action codes =" Allocate Workforce Compensation"
Salary Adjustment (Off Cycle Changes)	Sum of Salary basis adjustment amount for all action codes except " Allocate Workforce Compensation"
Salary Adjustment Amount	Salary Adjustment Amount
Salary Adjustment Percentage	Salary Adjustment Percentage
Salary Amount	Worker's Salary Amount (Base Pay)
Time Since Last Salary Change	Time span between current date & salary change date
Worker Count (Above Range)	Distinct Worker count with Quartile='Above Range'
Worker Count (Below Range)	Distinct Worker count Quartile='Below Range'
Worker Count (Quartile =4)	Count Of Worker with quartile value=4
Worker Count (Quartile=2)	Count Of Worker with quartile value=2
Worker Count (Quartile=3)	Count Of Worker with quartile value=3
Worker Count (With Salary Basis)	Count of workers with Salary associated
Worker Count (Quartile=1)	Count Of Worker with quartile value=1
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
Average Compensation Amount	Average amount allocated to a worker.
Base Salary	Worker base pay amount, expressed in workers base pay frequency.
Base Salary Adjustment Amount	Worker base pay amount, expressed in plan frequency.
Base Salary Change Value	Salary change value.
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.
Compensation Variance	Variance between target compensation and actual compensation amount.

Metric	Metric Definition
Eligible Salary	Amount calculated to determine workers allocation amount.
Eligible Workers	Number of all Eligible workers in worksheet.
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.
New Adjusted Salary Amount	Proposed salary,expressed in plan frequency.
Number of Workers	Total number of workers populated in a worksheet.
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.
Percentage Budget Utilized	Ratio of budget amount Utilized to overall budget.
Proposed Salary	New base salary of a worker, expressed in workers base pay frequency.
Proposed Salary (Average)	Average of proposed salary.
Target Compensation Amount	Recommended compensation amount.
Target Compensation Amount (Maximum)	Maximum recommended allocation amount.
Target Compensation Amount (Minimum)	Minimum recommended allocation amount.
Total Components For the Plan	Number of component used in a compensation plan.
Total Eligible Salaries	Sum of Eligible salaries of workers.
Total Worker Compensated	Total worker count with compensation amount greater than or equal to zero.
Worker Budget Amount	Amount budgeted for a worker.
Worker Compensated (Above Target Compensation)	Count of workers compensated above target compensation.
Worker Compensated (BeLow Target Compensation)	Count of workers compensated below target compensation.
Worker Compensated with Zero Increase	Worker count with compensation amount equal to zero or not specified.
Worksheet (Approved)	Approved worksheet.
Worksheet (Processed)	Worksheets with data posted to HR and payroll (transfer to HR process).
Worksheet (Rejected)	Worksheets returned for correction.
Worksheet (Request Information)	Worksheets returned with request for information.
Worksheet (Submitted)	Worksheets submitted for approval.
Worksheet (Withdrawn)	Worksheet withdrawn.
Worksheet (Work In Progress)	Worksheets with some changes saved.
Worksheets (Budgets Available)	Worksheets without any changes and budget available.
Worksheets (Budgets Withdrawn)	Worksheets with withdrawn budgets.
Worksheets (Not Started)	Worksheets without any changes saved.

HCM—Workforce Time and Labor Management (Preview)

This table describes Workforce Time and Labor Management metrics.

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

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
HCM - Talent Acquisition	Job Attributes
HCM - Talent Acquisition	Grade Attributes
HCM - Talent Acquisition	Location Attributes
HCM - Talent Acquisition	Position Attributes
HCM - Talent Acquisition	Department Attributes

8

Prebuilt

Overview

This chapter provides information on all the prebuilt business metrics, dashboards, and analyses that are shipped as the standard offering along with the product.

Analyses

Overview

Prebuilt Analyses are the functional analyses defined using the data visualization functionality in Oracle Analytics Cloud (OAC). These tables show the summary of predefined analyses available for each module.

To access prebuilt data visualizations, go to **Shared Folders**, click **Oracle**, click **Fusion HCM**, and then click **Detail Dashboards**.

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	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
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

Analyses Detail	Analyses Description	Related Subject Areas
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
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

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

Analyses Detail	Analyses Description	Related Subject Areas
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
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
My Organization	Provides an overview of the count of workers, hires, terminations, reasons for terminations etc. This also gives managers insights into internal mobility of the workers.	HCM- Workforce Core

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
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

Analyses Detail	Analyses Description	Related Subject Areas
Learning Overview	This DV gives managers insights into top rated learning courses , average cost per learner , learners trends across different quarters in current year , top learning items that enhances learner profile , identify if age influences learning or not , plot enrollments vs completion rate and related trends in current year in different quarters , active learners by performance and potential ratings in their supervisory organization.	HCM - Learning (Preview)
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
Team Profile	This analysis provides managers with, number of workers with talent profile, risk of loss, high performers with risk of loss, high potentials with impact of loss, workers ready for advancement now, employees with risk of loss by tenure, workers preferred job families, top competencies, top career move preferences, top license and certificates possessed by the workers in their supervisory organization.	HCM - Talent Profile

Business Metrics

Overview

These measurements define and track specific business goals and objectives that often roll up into larger organizational strategies that require monitoring, improvement, and evaluation. Predefined business metrics allow you to view business performance and drill into the details to understand why a value may be off-target. Only Analytic Currency metrics are used in the predefined content.

- In this release, prebuilt business metrics are expressed both as KPIs listed in the KPI library and key metrics found inside the subject area containing that key metric's primary data. All factory KPIs have been migrated to key metrics.
- Key metrics are the strategic direction for modeling business metrics; KPIs will be deprecated in a future release. A utility to migrate custom KPIs to key metrics is expected in a future release as well, prior to KPI's ultimate deprecation.

- In a future release, everyone will see key metrics completely replace KPIs, at which point the legacy KPIs will be deprecated and won't be available.

Absences

Business Metric Name	Business Metric 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

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

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

Business Metric Name	Business Metric Description	Related Subject Areas
Turnover by Top Talent	Provides the ratio of high performer and potential terminations against the total headcount.	HCM - Workforce Core
Retention by Talent	Provides the retention percentage by each talent 9 box based on performance and potential.	HCM - Workforce Core
Top Talent Ratio	Provides the ratio of workers with high performance and potential values against the total workforce.	HCM - Workforce Core
Low Talent Ratio	Provides the ratio of workers with low performance and potential values against the total workforce.	HCM - Workforce Core

Recruiting

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

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

Talent

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

Business Metric Name	Business Metric Description	Related Subject Areas
Performance Rating Distribution	Provides the performance ratings actual distribution by various rating levels.	HCM - Performance Management
Workers with performance goals but not completed	Provides a percentage of workers who have an incomplete performance goal.	HCM - Performance Management
Performance goals completion	Provides the Percentage of workers with completed goals.	HCM - Performance Management
Workers with long pending development goals	Provides the percentage of workers whose development goals are incomplete	HCM - Performance Management
Percentage of workers by next career move timing	Provides the percentage of workers based on their preference of next career move timings	HCM - Talent Profile
Percentage of Workers with Active Profiles	Provides the percentage of workers that have active profiles	HCM - Talent Profile
Number of Workers with improved performance ratings	Provides a count of workers that had a performance rating improvement in the talent review meeting	HCM - Talent Review Meetings
Number of Workers with reduced risk of loss ratings	Provides a count of workers that had a rating change in risk of loss in the talent review meeting	HCM - Talent Review Meetings
Number of High Risk of Loss Workers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as high risk of loss in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of Workers with reduced impact of loss ratings	Provides a count of workers that had a rating change in impact of loss in the talent review meeting	HCM - Talent Review Meetings
Number of Workers with improved potential ratings	Provides a count of workers that had a potential rating improvement in the talent review meeting	HCM - Talent Review Meetings
Number of Low Risk of Loss Workers Terminated within 1 year of Talent Review Meeting	Provides the count of workers that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of Low Performers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as low performers in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Number of High Performers Terminated within 1 year of Talent Review Meeting	Provides the count of workers rated as high performers in the talent review meeting that terminated within 1 year of Talent Review Meeting	HCM - Talent Review Meetings
Top Talent at High Risk of Loss	Provides the count of workers rated as high performers and high potential in the talent review meeting that are at high risk of loss	HCM - Talent Review Meetings
High Risk of Loss Incumbent Plans Success Count	Count of succession plans in which one or more incumbents were at high risk of loss and the candidate replaced them	HCM - Succession Management

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

Workforce Compensation

Business Metric Name	Business Metric 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

Dashboards

Overview

A dashboard is a top-level object for executive consumption containing multiple business metrics. Each dashboard typically contains as many as 8 composite visualizations that present an aggregated value for the business metric, a supplemental visualization, and with a drill down capability to data visualization content.

To access prebuilt data visualizations, go to **Shared Folders**, click **Oracle**, click **Fusion HCM**, and then click **Overview Dashboards**.

- In this release, you see prebuilt dashboards both as decks in the deck library and workbooks in the Oracle Analytics Cloud catalog. You access the catalog from the **Projects** link. All prebuilt decks are migrated to workbooks in Oracle Analytics Cloud, and you can find these in the Overview Dashboards folder, located within the parent application folder.

- Workbooks in Oracle Analytics Cloud are the strategic direction for representing prebuilt dashboards; and decks will be deprecated in a future release. In a future release, you can use a utility to migrate custom decks to workbooks in Oracle Analytics Cloud, before decks are deprecated.
- In a future release, you'll see workbooks completely replace decks and cards, at which point legacy decks and cards will be deprecated and unavailable.

Prebuilt Dashboards

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

A

Report Authoring Tips

This section provides tips and guidelines for creating effective and timely reports.

Topics

- [Common Report Authoring Tips](#)
- [Report Authoring Tips for Oracle Fusion HCM Analytics](#)

Common Report Authoring Tips

Improve all of your Oracle Fusion Analytics Warehouse reports with these recommendations and answers to frequently asked questions regarding reporting. The information isn't exhaustive and is updated regularly with additional information and authoring tips.

Tips for Filters

When applying filters to reports, follow these guidelines:

- Use dashboard filters instead of workbook or canvas filters for user interactions in analyses.
- Use workbook filters for hidden and non-interaction filters.
- Set the Limit by Values to **None** for all filters in custom workbooks or dashboards to improve performance of prompts.

Tips for Brushing

Disable brushing to improve report performance. See [Update Canvas Properties](#).

Tips for Working with Currency

To display the currency format for currency amounts, set the number format in each visualization as a custom currency. Then in the subject area folder, select the currency column. See [Set Currency Symbols for Visualizations](#).

Tips for Reporting on Attributes Across Multiple Dimensions

When reporting on attributes against multiple dimensions, always use a measure in the report. In subject areas with more than one fact, the measure sets the correct context in the query, builds an accurate navigational path, and returns the expected results. If you don't want the measure to show in the report, hide it. See [Hide or Delete a Column](#).

Tips for Presentation Hierarchies

To improve performance, use presentation columns instead of presentation hierarchies. See [Work with Presentation Tables and Columns](#).

Report Authoring Tips for Oracle Fusion HCM Analytics

Improve your Oracle Fusion HCM Analytics reports with these recommendations and answers to frequently asked questions regarding reporting. The information isn't exhaustive and is updated regularly with additional information and authoring tips.

Tips for Improving Performance of Reports with Department or Organization Hierarchy Folders

When creating a report that uses attributes from the Department or Organization Hierarchy folders, set filters for Tree Version Effective Start Date and Tree Code to improve performance.

Tips for Improving Performance of Reports on Top Manager, Manager Hierarchy, Assignment Manager List, or Bottom-Up Manager Hierarchy Queries

To improve the performance of Top Manager, Manager Hierarchy, Assignment Manager List, or Bottom-Up Manager Hierarchy queries, follow these guidelines:

- Run the refresh process Refresh Manager Hierarchy with a null parameter and then with a zero (0) parameter in Fusion Applications prior to running the ETL to see the data in the Manager Hierarchy or Assignment Manager List folders.
- Filter on Manager Name and Time: Year, Quarter, Month, or Date when any user other than Line Manager runs a report with attributes from the Manager Hierarchy or Assignment Manager List folders in either the select list or the filter list because data in these hierarchy folders are date effective.
- Use attributes from the Assignment Manager List folder (instead of from the Manager Hierarchy folder) when you aren't drilling to Manager Hierarchy to improve report performance.

Tips for Improving Performance of Reports on Worksheet Manager Hierarchy or Worksheet Manager Hierarchy List in HCM – Workforce Rewards – Workforce Compensation Queries

To improve performance on Worksheet Manager Hierarchy or Worksheet Manager Hierarchy List in HCM – Workforce Rewards – Workforce Compensation queries, follow these guidelines:

- Run the Synchronize Hierarchy process by providing Plan Name and Cycle Name as parameters in Fusion Applications prior to running the ETL.
- Filter on Manager Name when any user other than Line Manager runs a report that has attributes from the Worksheet Manager Hierarchy or Worksheet Manager Hierarchy List folders either in the select list or in the filter list.
- Use attributes from the Worksheet Manager Hierarchy List folder (instead of from the Worksheet Manager Hierarchy folder) when you aren't drilling to Manager Hierarchy to improve report performance.

Tips for Improving Performance of Reports on HCM - Diversity Analysis Subject Area Queries

To improve performance on HCM - Diversity Analysis subject area queries, follow these guidelines:

- When a report uses any statistical attributes from the folders Promotion Details (Age), (Ethnicity), (Gender) or Termination Details; (Age), (Ethnicity), (Gender) or Salary Details; (Age), (Ethnicity), or (Gender), you need to include the following columns in the report to ensure the statistical attributes are calculated at the correct grain:
 - Reporting Establishment.Reporting Establishment Name
 - Time.Year
 - Legislative Job Category.EEO-1 Category
 - Country.Country Name
 - If you are reporting on Age, Ethnicity, or Gender, also select Age code, Ethnicity, or Gender from the same folder as the statistical attributes.
- When a report has any statistical attributes from the folders Hiring Details (Age), (Ethnicity), or (Gender), you need to include the following columns in the report to ensure the statistical attributes are calculated at the correct grain:
 - Time.Year
 - Location Details. Location Name
 - Legislative Job Category.EEO-1 Category
 - Country.Country Name
 - If you are reporting on Age, Ethnicity, or Gender, also select Age code, Ethnicity, or Gender from the same folder as the statistical attributes.

Tips for Improving Performance of Reports on HCM - Learning Subject Area Queries

When building a report using the HCM - Learning subject area, include a Time dimension attribute such as Time.Date in the report.

Tips for Improving Performance of Reports on HCM – Talent Acquisition Subject Area Queries

When applying a filter on an attribute, use a Code column (when available) instead of a Name or Description column.

Tips for Improving Performance of Reports on HCM - Workforce Time and Labor Management Subject Area Queries

When designing visualizations, always define default values for the prompts, and choose the most selected values as defaults.

Tips for Using Timestamp Fields As Filters in Reports On HCM - Health And Safety Incidents Subject Area Queries

When filtering on Timestamp fields, use "is greater than or equal to", "is greater than", "is less than or equal to", "is less than", or "between".

Recommended Filters

Subject Area	Presentation Columns (* Required Filter)
HCM – Workforce Core	<ul style="list-style-type: none"> • Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period* • Business Unit.Business Unit Name • Country.Country Name • Job Family.Job Family Name
HCM - Workforce Absence Management	<p>Content based on facts in the Absences folder:</p> <ul style="list-style-type: none"> • Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period* • Business Unit.Business Unit Name <p>Content based on facts in the Employment Plan Participation folder:</p> <ul style="list-style-type: none"> • Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period* • Business Unit.Business Unit Name • Absence Plan.Plan Type <p>When reporting on Accrual Balance, you must include one of these filters:</p> <ul style="list-style-type: none"> • Accrual Balance Details.Balance Calculation Date • Attribute Accrual Balance Details.Accrual Period End Date
HCM - Workforce Rewards - Salary Basis	<ul style="list-style-type: none"> • Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period* • Business Unit.Business Unit Name
HCM - Goals and Career Development	<p>Content based on Performance Goals-related measures:</p> <ul style="list-style-type: none"> • Review Period.Review Period Name* • Performance Goal Plan.Goal Plan Name <p>Content based on Development Goals related measures:</p> <ul style="list-style-type: none"> • Assignment Manager List.Manager Name
HCM - Profile Matching	<ul style="list-style-type: none"> • Job Profile.Profile Name* • Model Job.Job Name <p>When reporting on content based on attributes from Person Profile – Skill Gap Details, add these filters:</p> <ul style="list-style-type: none"> • Person Profile – Skill Gap Details.Content Type* • Person Profile – Score Details.Percentile

Subject Area	Presentation Columns (* Required Filter)
HCM - Workforce Rewards - Payroll Balances	<p>Time – Year/QTR/Month: Filter using smaller time periods to improve performance</p> <p>Payroll Period – Payroll Period Name (in particular when the report is at Person Grain)</p> <p>Payroll.Payroll Name</p> <p>When using Balance Value (base measure) in a report, apply a filter on Balance Dimension.Balance Dimension Name.to prevent metric values from being multiplied by the number of configured balance dimensions</p>
HCM - Workforce Rewards - Payroll Costing	<p>Time – Year/QTR/Month: Filter using smaller time periods to improve performance).</p> <p>Element – Element Classification</p> <p>Use at least one segment from the Costing Segments folder; use the Segment code wherever possible</p> <p>Payroll.Payroll Name</p>
HCM - Diversity Analysis	<p>Promotions/Salary/Terminations-based reports:</p> <p>Time.Year*</p> <p>Reporting Establishment.Reporting Establishment Name</p> <p>Legislative Job Category.EEO-1 Category (Job Category)</p> <p>Country.Country Name</p> <p>Hiring-related reports:</p> <p>Time.Year*</p> <p>Location Details.Location Name</p> <p>Legislative Job Category.EEO-1 Category (Job Category)</p> <p>Country.Country Name</p>
HCM – Succession Management	Time – Year or Time – Enterprise Year
HCM - Performance Management	<ul style="list-style-type: none"> • Time – Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period* • Performance Document.Performance Document Name • Review Period.Review Period Name • Business Unit.Business Unit Name
HCM - Talent Profile	<p>When reports use metrics from a Model profile based on a Job or Position, use one of these filters:</p> <ul style="list-style-type: none"> • Job Model Profile Details.Profile Name • Position Model Profile Details.Profile Name <p>When a report has metrics from Person Profile, use the filters from: Person Profile - Skills and Qualifications or Talent Ratings</p>

Subject Area	Presentation Columns (* Required Filter)
HCM - Workforce Gains and Losses	<p>Time.Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period*</p> <p>This subject area provides gains and losses based on various Assignment events, so when reporting on this subject area, use a filter from the list below to identify gains and losses from a particular type of event:</p> <ul style="list-style-type: none"> • Gain and Loss Details.Business Unit Gain Loss Flag • Gain and Loss Details.Department Gain Loss Flag • Gain and Loss Details.Full Time/ Part Time Gain Loss Flag • Gain and Loss Details.Grade Gain Loss Flag • Gain and Loss Details.Job Gain Loss Flag • Gain and Loss Details.Location Gain Loss Flag • Gain and Loss Details.Position Gain Loss Flag • Gain and Loss Details.Supervisor Gain Loss Flag
HCM - Talent Review Meetings	Time - Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period *
HCM - Check-Ins	Time - Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period*
HCM – Journeys	<p>Review Period.Review Period Name</p> <p>Time – Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period*</p> <p>Allocated Journeys.Allocated Journey Name</p> <p>Manager Information.Manager Name</p>
HCM - Workforce Rewards - Workforce Compensation	<p>Compensation Plan Cycle.Plan Cycle Name*</p> <p>Business Unit.Business Unit Name</p> <p>Compensation Plan.Plan Name*</p>
HCM – Worker Seniority	Seniority Details.Seniority Rule Name*
HCM - Learning	<p>Time – Year or QTR or Month *</p> <p>Common folder: Business Unit Name or Department Name or Location Name</p> <p>Learning Records: Learning Item Type</p> <p>Learning Enrollments: Enrolled on Date/ Enrollment Record Due Date</p>
HCM - Talent Acquisition	<p>Time - Year/QTR/Month/Date*</p> <p>Organization.Organization Name</p>

Subject Area	Presentation Columns (* Required Filter)
HCM – Workforce Time and Labor Management	Time – Year or QTR or Month* Reported Time Card Start Date and Time Reported Time Card End Date and Time Common folder: Business Unit Name or Department Name or Legal Employer name.
HCM - Health and Safety Incidents	Time - Year or QTR or Month or Date*
HCM - Positions	Time – Year or QTR or Month*

B

Frequently Asked Questions

The Oracle Fusion HCM Analytics Frequently Asked Questions (FAQs) provide answers to the most commonly asked questions about provide solutions to improve your analytics experience.

Topics

- [Can I bring additional data security-related objects from Oracle Fusion Cloud Applications into Fusion Analytics Warehouse to set up custom data security in Fusion Analytics Warehouse?](#)
- [Can I stop the data pipeline from rejecting data inconsistencies or log data inconsistencies?](#)
- [How do I enable easy data access to people leaders such as line managers?](#)

Can I bring additional data security-related objects from Oracle Fusion Cloud Applications into Fusion Analytics Warehouse to set up custom data security in Fusion Analytics Warehouse?

On the Console, under Applications, in Human Capital Management, when you create a pipeline for the Security Configuration Data functional area in the HCM Security Configurations offering, Fusion Analytics Warehouse gets additional data from Oracle Fusion Cloud Applications (Cloud HCM). You can set up custom data security leveraging this new data.

This pipeline brings data from these Oracle Fusion Cloud Applications (Cloud HCM) objects and populates these tables in Fusion Analytics Warehouse:

Oracle Fusion Cloud Applications Object	Corresponding Fusion Analytics Warehouse Table
Area of Responsibility	DW_ASG_RESPONSIBILITY_D
Department hierarchy row flattened details	DW_DEPARTMENT_RF_DH
Organization hierarchy row flattened details	DW_ORGANIZATION_RF_DH
Tree Version Details (required for Department Hierarchy and Organization Hierarchy based security configurations)	DW_TREE_VERSION_D

1. Sign in to your service.
2. In Fusion Analytics Warehouse, click the Navigator.
3. In the **Navigator** menu, click **Console**.
4. On the Console, click **Data Configuration** under **Application Administration**.
5. On the Data Configuration page, click **Human Capital Management**.
6. On the service page, click **Create**, select **HCM Security Configurations** in **Offering**, select **Security Configuration Data** in **Functional Area**, and then click **Next**.

7. Review the parameters and click one of the options:

- **Cancel:** To cancel the data pipeline for the functional area.
- **Save:** To save the data pipeline for the functional area but not activate it.
- **Activate:** To schedule when to run the data pipeline for the functional area. See [Activate a Data Pipeline for a Functional Area](#).

Can I stop the data pipeline from rejecting data inconsistencies or log data inconsistencies?

Yes, you can stop the data pipeline from rejecting data inconsistencies or log data inconsistencies by enabling or disabling the **Disable HCM Data Consistencies and Logging** preview feature. See [Features Available for Preview](#).

By default, the data pipeline rejects all inconsistent source data and doesn't load such data. When you enable this feature, Fusion HCM Analytics doesn't log the inconsistent data and doesn't reject such data during loading. In order to load records identified as inconsistent records in the source, you must reset all the Fusion HCM Analytics functional areas. When you disable this feature, Fusion HCM Analytics reverts the data pipeline to the default behavior of rejecting inconsistent source data. You must reset the data pipeline for the currently enabled Fusion HCM Analytics functional areas in order to start rejecting all inconsistent records existing in the source.

How do I enable easy data access to people leaders such as line managers?

As a security administrator, you can provide data access to people leaders such as line managers. See [Enable Easy Data Access to People Leaders](#).