# Oracle® Cloud

# Reference for Fusion HCM Analytics

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# Preface

**Topics:**


- Audience
- Documentation Accessibility
- Diversity and Inclusion
- Related Documentation
- Conventions


## Audience

This document is intended for Oracle Fusion Data Intelligence 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/.

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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 Data Intelligence

- Using Oracle Fusion Data Intelligence
- 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. |
| *italic* | 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. |

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# 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 prebuilt 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 | This feature enables the Diversity Analysis offering.<br><br>**Note:**<br>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. |
| 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. |
| 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. |

**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 Data Intelligence 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.<br><br>**Note:**<br>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.<br><br>**Note:**<br>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. |
| Salary Basis | This feature enables the Salary Basis functional area. Salary Basis has been successfully implemented by 40 organizations across the globe with maximum data volume of around 1 million records. Recommendation is to implement it for all organizations and specifically for larger organizations with higher data volumes. |
| Time and Labor | This feature enables the Time and Labor functional area. Time and Labour has been successfully implemented by 40 organizations across the globe with maximum data volume of around 1 million records. Recommendation is to implement it for all organizations and specifically for larger organizations with higher data volumes. |

# 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 Data Intelligence 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 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 Data Intelligence pipeline run.
- Run these tests before running the Refresh Manager Hierarchy scheduled process:
  * Overlapping Line Managers - Reports: This diagnostic test is 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 is 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 Data Intelligence pipeline detects rejected records in these data warehouse tables:
  * DW_WRKFRC_SUP_FL_DT_STAGE
  * DW_WRKFRC_GNLS_DRVD_PRV_STAGE
  * DW_WRKFRC_GNLS_DRVD_CUR_STAGE
  * DW_WRKFRC_GAIN_LOSS_ASG_MGRH_F
  * DW_WRKFRC_ASG_EVENT_RSN_F
  * DW_WRKFRC_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 on global header. See Run Diagnostic Tests.

- Run the Refresh Manager Hierarchy process to avoid erroneous data from being imported to Oracle Fusion Data Intelligence 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 Data Intelligence 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 Data Intelligence. 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 Data Intelligence 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 Data Intelligence 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 prebuilt 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 Data Intelligence. See Create a User in Oracle Fusion Cloud Applications to Extract Data.
- In Oracle Fusion Data Intelligence, 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.
- For HCM Goals and Career Development performance goals, ensure the following:
  - Performance goals are present in Performance goal fact : dw_goal_performance_ef.

- Organization goals are present in Organization goal fact: dw_goal_organization_ef.
- The mismatch of goal count is because of organization goals not present in dw_goal_performance_ef.
- The Oracle Transactional Business Intelligence reports brings in Organization Goals in addition to Performance Goals. Comparing with only Performance Goals from Oracle Transactional Business Intelligence is a work in progress and is in pipeline.

# Analyze Data Anomolies

Use the Oracle Fusion HCM Analytics Rejected Report to analyze, investigate, and resolve data anomolies 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 Data Intelligence 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_ISSUE_A | The combination of Goal, Goal Plan, Goal Plan Set, and Review Period is not unique | `SELECT goal_id,`<br>`goal_plan_id,`<br>`goal_plan_set_id,`<br>`review_period_id`<br>`FROM`<br>`hrg_goal_plan_goals`<br>`WHERE`<br>`goal_plan_goal_id`<br>`/*Insert the Rejected Record Primary Key Value within the parenthesis */` | 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 | SELECT DISTINCT<br>per_accrual_entry_id,<br><br>assignment_id<br>FROM<br>anc_per_acrl_entry_dtls<br>WHERE<br>per_accrual_entry_id<br>IN<br>(<br><br>SELECT<br>per_accrual_entry_id<br><br>FROM<br>anc_per_acrl_entry_dtls<br><br>WHERE<br>per_accrual_entry_id<br>IS NOT NULL<br><br>AND<br>per_accrual_entry_dtl<br>_id IN()<br>/*Insert the<br>Rejected Record<br>Primary Key Value<br>within the<br>parenthesis */); | HCM- Workforce Absence Management |
| PROFILE_ITEMS_ISSUE_A | The combination of Profile, Content-Type, and Content Item records has overlapping date ranges | SELECT a.profile_id,<br><br>a.content_type_id,<br><br>a.content_item_id,<br>a.date_from,<br>a.date_to,<br><br>a.item_number_2,<br><br>a.rating_model_id1,<br><br>a.rating_model_id2<br>FROM<br>hrt_profile_items a<br>inner join<br>hrt_profile_items b<br>ON | • HCM – Talent profile<br>• HCM – Workforce Core<br>• 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 | a.profile_id=b.profil<br>e_id<br>AND<br>a.content_type_id=b.c<br>ontent_type_id<br>AND<br>Nvl(a.content_item_id<br>,-99999) =<br>Nvl(b.content_item_id<br>,-99999)<br>WHERE<br>b.profile_item_id=<br>/* Add<br>PROFILE_ITEM_ID<br>Value here*/<br>order by<br>a.profile_id,<br><br>a.content_type_id,<br><br>a.content_item_id,<br>a.date_from; | |

| Error Code | Error Message | Corresponding SQL | Subject Area |
|---|---|---|---|
| WRKFRC_ASG_SUP_ISSUE_A | A single Manager Assignment Identifier is associated with multiple Manager Person Identifiers | SELECT DISTINCT manager_assignment_id , manager_id FROM per_assignment_supervisors_f WHERE ( manager_assignment_id ) IN ( SELECT manager_assignment_id count FROM per_assignment_supervisors_f WHERE manager_type='LINE_MANAGER' AND primary_flag='Y' AND assignment_supervisor_id = /* Add ASSIGNMENT_SUPERVISOR_ID Value here*/ and effective_start_date = '' /* Add EFFECTIVE_START_DATE Value here*/ AND effective_end_date = '' /* Add EFFECTIVE_END_DATE Value here*/); | 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 | SELECT source_tracking_id,<br><br>submission_id<br>FROM<br>irc_source_tracking<br>WHERE<br>submission_id IN<br>(<br><br>SELECT submission_id<br><br>FROM<br>irc_source_tracking<br><br>WHERE<br>source_tracking_id<br>IN ()<br>/*Insert the<br>Rejected Record<br>Primary Key Value<br>within the<br>parenthesis */)<br><br>ORDER BY<br>submission_id; | HCM – Talent Acquisition |

| Error Code | Error Message | Corresponding SQL | Subject Area |
|---|---|---|---|
| RATING_CATEGORY_ISSUE_A | Rating categories have overlapping upper or lower boundaries | LECT<br>a.category_id,<br><br>a.<br>business_group_id,<br><br>a.rating_model_id,<br><br>a.lower_boundary,<br><br>a.upper_boundary<br>FROM<br>hrt_rating_categories<br>_b a<br>inner join<br>hrt_rating_categories<br>_b b<br>ON<br>a.rating_model_id=b.r<br>ating_model_id<br>AND<br>a.business_group_id=b<br>.business_group_id<br>AND<br>b.category_id IN ()<br>*/*Insert the<br>*Rejected Record*<br>*Primary Key Value*<br>*within the*<br>*parenthesis */ | • HCM- Performance Management<br>• HCM – Talent Profile<br>• HCM – Talent Review<br>• 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 | SELECT manager_assignment_id , level20_reportee_assignment_id, effective_start_date, effective_end_date FROM per_manager_hrchy_reportees_dn WHERE manager_type='LINE_MANAGER' AND manager_assignment_id = /*Insert the Rejected Record MANAGER_ASSIGNMENT_ID Value here */ and level20_reportee_assignment_id = /*Insert the Rejected Record LEVEL20_REPORTEE_ASSIGNMENT_ID Value here*/ ORDER BY effective_start_date; This issue is a result of HCM prerequisites not being executed, Check the section below this table for detailed pre emptive steps**.<br><br>This issue is a result of HCM prerequisite not being executed, Check the section below this table for detailed pre emptive steps**. | 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 | SELECT assignment_id,<br>effective_start_date,<br>effective_end_date,<br>effective_sequence,<br>effective_latest_change,<br>assignment_type,<br>assignment_status_type<br>FROM<br>per_all_assignments_m<br>per_all_assignments_m<br>WHERE assignment_id<br>=<br>/* Add ASSIGNMENT_SUPERVISOR_ID Value here*/<br>and<br>effective_start_date<br>= ''<br>/* Add EFFECTIVE_START_DATE Value here*/<br>; | 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 | SELECT goal_id,<br><br>aligned_goal_id<br>FROM<br>hrg_goal_alignments<br>WHERE (<br><br>goal_id,aligned_goal_id ) IN<br>( <br>SELECT<br>goal_id,<br><br>aligned_goal_id<br>FROM<br>hrg_goal_alignments<br>WHERE<br>goal_alignment_id=<br><br>/* Add<br>GOAL_ALIGNMENT_ID<br>Value here*/ ); | HCM- Goals and Career Development |
| OVERLAP_RULE_A | The Start Date comes after the End Date | SELECT DISTINCT<br>person_id,<br><br>legislation_code,<br><br>effective_start_date,<br><br>effective_end_date<br>FROM<br>per_people_legislative_f<br>WHERE ( <br><br>person_id,legislation_code) IN<br>( <br><br>SELECT person_id,<br><br>legislation_code<br><br>FROM<br>per_people_legislative_f | 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 | WHERE person_legislative_id = /* Add PERSON_LEGISLATIVE_ID Value here*/ and effective_start_date = '' /* Add EFFECTIVE_START_DATE Value here*/ AND effective_end_date = '' /* Add EFFECTIVE_END_DATE Value here*/ ); | |

**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 Data Intelligence. See Reset the Data Warehouse.

| Updated Within the Last N Days | Mode | Details |
|---|---|---|
| No parameter value (Blank/ NULL) | Normal - Full Run | Populates the denormalied 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_REPORTEES_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_MANAGE_HRCHY_REPORTEES_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 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 **24R2_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_DISABILITY_ORG_D_TL
- DW_PAYROLL_STATUTORY_UNIT_D_TL
- DW_LEGAL_EMPLOYER_D_TL
- DW_TAX_REPORTING_UNIT_D_TL
- DW_INV_ORGANIZATION_D_TL
- DW_REPORTING_EST_D_TL
- DW_DEPARTMENT_D_TL
- DW_BUSINESS_UNIT_D_TL
- DW_FISCAL_QUARTER_ACCT_D
- DW_FISCAL_YEAR_ACCT_D
- DW_FISCAL_DAY_D_NO_ADJUST
- DW_FISCAL_PERIOD_ACCT_D
- DW_FISCAL_DAY_ACCT_D
- DW_PAYROLL_STATUTORY_UNIT_D
- DW_DISABILITY_ORG_D
- DW_TAX_REPORTING_UNIT_D
- DW_DEPARTMENT_D
- DW_BUSINESS_UNIT_D
- DW_LEGAL_EMPLOYER_D
- DW_REPORTING_EST_D
- DW_INV_ORGANIZATION_D
- DW_PRFL_POSN_CMPTNCY_CRNT_F
- DW_PRFL_JOB_LIC_CERT_CRNT_F
- DW_PRFL_PRSN_RSK_LOSS_CRNT_F
- DW_PRFL_POSN_HNR_AWARD_CRNT_F
- DW_PRFL_POSN_MEMBRSHIP_CRNT_F
- DW_PRFL_PRSN_WRK_REQ_CRNT_F
- DW_PRFL_PRSN_EDU_LEVEL_CRNT_F
- DW_PRFL_PRSN_PERF_RTNG_CRNT_F
- DW_PRFL_PRSN_IMPC_LOSS_CRNT_F
- DW_PRFL_PRSN_PRV_EMPMT_CRNT_F
- DW_PRFL_POSN_LANGUAGES_CRNT_F
- DW_PRFL_PRSN_TLNT_SCOR_CRNT_F

- DW_PRFL_JOB_CMPTNCY_CRNT_F
- DW_PRFL_PRSN_DEGREES_CRNT_F
- DW_PRFL_PRSN_SPCL_PROJ_CRNT_F
- DW_PRFL_PRSN_CMPTNCY_CRNT_F
- DW_PRFL_JOB_DEGREES_CRNT_F
- DW_PRFL_JOB_LANGUAGES_CRNT_F
- DW_PRFL_JOB_WRK_REQ_CRNT_F
- DW_PRFL_PRSN_MEMBRSHIP_CRNT_F
- DW_PRFL_PRSN_LIC_CERT_CRNT_F
- DW_PRFL_PRSN_HNR_AWARD_CRNT_F
- DW_PRFL_POSN_WRK_REQ_CRNT_F
- DW_PRFL_PRSN_CAR_PREF_CRNT_F
- DW_PRFL_PRSN_SKILL_CRNT_F
- DW_PRFL_POSN_LIC_CERT_CRNT_F
- DW_PRFL_PRSN_POT_RTNG_CRNT_F
- DW_PRFL_PRSN_ADV_RDYNS_CRNT_F
- DW_PRFL_JOB_HNR_AWARD_CRNT_F
- DW_PRFL_POSN_DEGREES_CRNT_F
- DW_PRFL_PRSN_LANGUAGES_CRNT_F
- DW_PRFL_JOB_MEMBRSHIP_CRNT_F
- DW_POSITION_D_CURRENT_TL
- DW_PAY_GRADE_D_CURRENT_TL
- DW_JOB_FAMILY_D_CURRENT_TL
- DW_JOB_D_CURRENT_TL
- DW_PAY_GRADE_CURRENT_D
- DW_GRADE_RATE_VALUE_CURRENT_D
- DW_PERSON_LEGISLATION_ALL_CURRENT_D
- DW_JOB_CURRENT_D
- DW_MANAGER_DN_CURRENT_DH
- DW_POSITION_CURRENT_D
- DW_GRADE_RATE_CURRENT_D
- DW_PERSON_NAME_CURRENT_D
- DW_MANAGER_REPORTEES_CF_DN_CURRENT_DH
- DW_MANAGER_REPORTEES_CF_DN_NSR_DH
- DW_MANAGER_CF_TD_CURRENT_DH
- DW_JOB_FAMILY_CURRENT_D

# Initial Extract Date Parameter Usage

Oracle Fusion Data Intelligence 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 Managementtables 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 **24R2_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 Data Intelligence.

# 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 Data Intelligence products, which enables you to understand the column and table lineage from the presentation layer to the physical layer.

**Data Model for Fusion Data Intelligence Compared to Oracle Fusion Cloud Applications**

The data model for Fusion Data Intelligence 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 Data Intelligence extracts data for key entities and makes the data available in the analysis-friendly data models (tables).

Oracle Fusion Data Intelligence 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 **24R2_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 Data Intelligence instance and the Oracle Transactional Business Intelligence instance. The library of metrics is part of Oracle Fusion Data Intelligence. 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 prebuilt 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 Data Intelligence 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 Data Intelligence 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 Data Intelligence 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.

This subject area includes details of logical queries that provide insights on the types of queries generated and their performance. Along with it, the Common - Usage Tracking - Physical Query subject area provides details of physical queries sent to the database. These details can help you understand query execution plans in Autonomous Data Warehouse to identify areas of improvement in report creation. Both subject areas have the Logical query folder with a common set of attributes, that you can use to join a logical or semantic query to its physical database queries. Together, they provide valuable insights to track performance of the Oracle Analytics platform and help you design reports and visualizations that can perform optimally.

### 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?
- What are the top 10 logical and physical queries by execution time?
- Which dashboards and visualizations are the slowest performing?

### 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 Data Intelligence, 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 **24R2_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_COMPENSATION_MANAGER_JOB | Compensation Manager | Gets access to workforce compensation subject area. | Workforce Compensation Analysis Duty<br>Workforce Compensation Diversity Analysis Duty<br>Compensation Worksheet Manager Data Security<br>Workforce Compensation Diversity Analysis Duty<br>Compensation Worksheet Manager Data Security | HCM - Workforce Rewards-Workforce Compensation |
| ORA_HXT_TIME_AND_LABOR_ADMINISTRATOR_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_HUMAN_RESOURCE_ANALYST_JOB | Human Resource Analyst | Human Resource Analyst | 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 |
| | | | 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 |

| Job-Specific Group Code | Job-Specific Group Name | Description | Associated Application Roles | Functional Area |
|---|---|---|---|---|
| | | | 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 |
| | | | 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 |

| Job-Specific Group Code | Job-Specific Group Name | Description | Associated Application Roles | Functional Area |
|---|---|---|---|---|
| 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_SVC_HUMAN_RESOURCE_HELP_DESK_ADMINISTRATOR_NG_JOB | Next Gen Human Resource Help Desk Administrator | Next Gen Human Resource Help Desk Administrator | HR Help Desk Analysis Duty | HCM - HR Helpdesk Requests Overview (Preview) |
| 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 Data Intelligence such as Oracle Fusion HCM Analytics and Oracle Fusion ERP Analytics.

| Job-Specific Group Code | Job-Specific Group Name | Description | Associated Application Roles | Associated Application Role Names | Functional Area |
|---|---|---|---|---|---|
| ORA_FND_INTEGRATION_SPECIALIST_JOB | Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of enterprise information systems. Has author privileges. | Author<br>OA4F_COMMON_DATA_ADMIN_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_BUSINESS_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_COMPENSATION_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_DEPARTMENT_DATA | Oracle Fusion Analytics Warehouse HCM Department Data Role | Human Capital Management data security policy for the department data security context. | Workforce |
| 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_HRHD_VIEW_ALL_DATA | HRHD Admin View All Data Role | HRHD Admin View All Data Role | HR Help Desk |
| 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 |

**Table 7-1 (Cont.) Data Roles**

| Data Role Name | Data Role Name | Description | Functional Area |
|---|---|---|---|
| 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_ABSENCE_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_ABSENCE_ANALYSIS_DUTY | Absence Management Analysis Duty | Controls presentation catalog access to Workforce Absence Management subject area. | Absence Management | HCM - Workforce Absence Management |
| OA4F_HCM_ABSENCE_DIV_ANALYSIS_DUTY | Absence Management Diversity Analysis Duty | 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 |

**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_CHECK_INS_ANALYSIS_CONTENT_DUTY | Checkins Management Analysis Content Duty | Controls presentation catalog access to Check-Ins subject area based DV projects. | Talent | HCM - Check-Ins |
| OA4F_HCM_CHECK_INS_ANALYSIS_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_CHECK_INS_ANALYSIS_DUTY | Checkins Management Analysis Duty | Controls presentation catalog access to Check-Ins subject area. | Talent | HCM - Check-Ins |
| OA4F_HCM_COMPENSATION_ANALYSIS_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_COMPENSATION_ANALYSIS_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_COMPENSATION_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_DIVERSITY_ANALYSIS_DUTY | Diversity Analysis Duty | Controls presentation catalog access to HCM - Diversity Analysis (Preview) subject area. | Talent | HCM - Diversity Analysis (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_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_DUTY | 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) |
| OA4F_HCM_GAINS_LOSS_TRANSACTION_DIV_ANALYSIS_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_GOALS_ANALYSIS_CONTENT_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_GOALS_ANALYSIS_DIV_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_GOALS_ANALYSIS_DUTY | Goal Management Analysis Duty | Controls presentation catalog access to Goals and Career Development subject area. | Talent | HCM - Goals and Career Development |
| OA4F_HCM_HRHD_ANALYSIS_DUTY | HR Help Desk Analysis Duty | Controls presentation catalog access to HCM - HR Helpdesk Requests Overview subject area. | HR Help Desk | HCM - HR Helpdesk Requests Overview (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_HRHD_DIV_ANALYSIS_DUTY | HR Help Desk Diversity Analysis Duty | Controls presentation catalog access to HCM - HR Helpdesk Requests Overview subject area without the diversity related information. | HR Help Desk | HCM - HR Helpdesk Requests Overview (Preview) |
| OA4F_HCM_JOURNEYS_ANALYSIS_DUTY | Journeys Analysis Duty | Controls presentation catalog access to HCM-Journeys subject area. | Global HCM | HCM - Journeys |
| OA4F_HCM_JOURNEYS_DIV_ANALYSIS_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_LEARNING_ANALYSIS_CONTENT_DUTY | Learning Analysis Content Duty | Controls presentation catalog access to Learning subject area based DV projects. | Talent | HCM - Learning (Preview) |
| 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 - Payrolll Balances |

**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_PAYROLL_COSTING_ANALYSIS_DUTY | Payroll Costing Analysis Duty | Controls presentation catalog access to HCM - Workforce Rewards - Payroll Costing 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 |
| 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 |

**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_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) |
| 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 |
| 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 |

**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_SALARY_BASIS_DIV_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 |
| 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 |
| OA4F_HCM_SUCCESSION_DIV_ANALYSIS_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_TALENT_REVIEW_ANALYSIS_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_TALENT_REVIEW_ANALYSIS_DUTY | Talent Review Management Analysis Duty | Controls presentation catalog access to HCM - Talent Review Meetings subject area. | Talent | HCM - Talent Review Meetings |

**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_TALENT_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_ANALYSIS_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_WORKER_SENIORITY_ANALYSIS_DUTY | Worker Seniority Analysis Duty | Controls presentation catalog access to HCM - Worker Seniority (Preview) subject area. | Global HCM | HCM - Worker Seniority (Preview) |
| OA4F_HCM_WORKER_SENIORITY_DIV_ANALYSIS_DUTY | 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_WORKFORCE_CORE_ANALYSIS_CONTENT_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_WORKFORCE_CORE_ANALYSIS_DUTY | Workforce Core Analysis Duty | Controls presentation catalog access to Workforce Core subject area. | Global HCM | HCM - Workforce Core |

**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_WORKFORCE_CORE_DIV_ANALYSIS_CONTENT_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_WORKFORCE_CORE_DIV_ANALYSIS_DUTY | 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_TRANSACTION_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_TRANSACTION_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 |
| 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

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

| Duty Role Code | Duty Role Name | Details | Functional Area | Gets access to Subject Area Display Name OR Associated Role |
|---|---|---|---|---|
| OA4F_COMMON_DATA_ADMIN_ANALYSIS_DUTY | Data Warehouse Refresh Analysis Duty | Object security role to control presentation catalog access to Common - Warehouse Refresh 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<br>Common - Security Audit History |

# Subject Area Metrics Details

## Overview

Metric details provide a brief description about metrics in a user-friendly way and contains formula wherever needed.

## HCM—Check-Ins

This tables describes Check-Ins metrics.

| Metric | Metric Definition |
|---|---|
| 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 * (count of check-ins with development goals) / total check-ins. |
| Percentage of Check-ins with General Topics | 100 * (count of check-ins with general topic) / total check-ins. |

| Metric | Metric Definition |
|---|---|
| Percentage of Check-ins with Performance Goals | 100 * (count of check-ins with performance goals) / 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 |
| 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 |

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

| Metric | Metric Definition |
|---|---|
| Workers with Complete Development Goals after Target Date | Distinct count of workers that have completed their development goals beyond the target completion date. |
| Number of Unique Goal Plans Assigned | Provides the count of unique goal plans assigned to the workers |
| Number of Goal Plans Assigned | Provides the count of goal plans assigned to the workers |
| Goal Plan Assignments without Goals | Provides the count of goal plans assigned without goals |
| Goal Plan Assignments with Goals | Provides the unique count of goal plans assigned with goals. |
| Number of Goal Plans Approved | Provides the count of assigned goal plans approved, excluding goal plan approvals initiated through Auto Approval or Bypass Approval. |
| Number of Goal Plans Pending Approval | Provides the count of assigned goal plans submitted for approval, excluding goal plan approvals initiated through Auto Approval or Bypass Approval. |
| Number of Goal Plans Rejected | Provides the count of assigned goal plans rejected by the approver, excluding goal plan approvals initiated through Auto Approval or Bypass Approval. |
| Number of Goal Plans in Draft | Provides the count of assigned goal plans which contains goals yet to be submitted for approval, excluding goal plan approvals initiated through Auto Approval or Bypass Approval. |

## 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 |
| 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 |

| Metric | Metric Definition |
|---|---|
| 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—HR Helpdesk Requests Overview (Preview)

This tables describes HR Helpdesk Requests metrics.

| Metric | Metric Definition |
|---|---|
| Number of Requests | Number of Help Desk Requests created. Includes active and closed requests, excludes deleted requests. |
| Number of Deleted Requests | Number of Help Desk Requests that are deleted |
| Number of Active Requests | Number of Help Desk Requests created |
| Number of New Requests | Number of Help Desk Requests in New Status |
| Number of In-Progress Requests | Number of Help Desk Requests that are In-Progress Status |
| Number of Resolved Requests | Number of Help Desk Requests where status is resolved |
| Number of Unresolved Requests | Number of Help Desk Requests where status is not yet resolved |
| Number of Waiting Requests | Number of Help Desk Requests where status is Waiting |
| Number of Re-Opened Requests | Number of Help Desk Requests Which are re-opened at least once |
| Percentage of Re-Opened Requests | Percentage of Help Desk Requests Which are re-opened at least once |
| Number of Unassigned Requests | Number of Help Desk Requests Which are not assigned to any agent |
| Number of Critical Requests | Number of Help Desk Requests which are flagged as critical |
| Percentage of Critical Requests | Percenatge of Help Desk Requests which are flagged as critical |
| Number of Requests without Milestones | Number of Help Desk Requests with no milestone |
| Number of Requests Resolved within 6 Hours | Number of Help Desk Requests that got resolved within 6 hours of first assigning to the resource |
| Number of Requests Resolved within 12 Hours | Number of Help Desk Requests that got resolved within 12 hours of first assigning to the resource |
| Number of Requests Resolved within 24 Hours | Number of Help Desk Requests that got resolved within 24 hours of first assigning to the resource |
| Number of Requests - Processed by multiple Agents | Number of Requests that have been with more than one agent at various point in time |
| Number of Compliant Requests - Active | Number of Help Desk Requests which are compliant |
| Percentage of Compliant Requests - Active | Percentage of Help Desk Requests which are compliant |
| Number of Non-Compliant Requests - Active | Number of Help Desk Requests which are not compliant |
| Percentage of Non-Compliant Requests - Active | Percentage of Help Desk Requests which are not compliant |
| Number of Requests with Milestones | Number of Help Desk Requests with milestones |
| Number of Compliant Requests - Closed | Number of Help Desk Requests that were compliant and closed |
| Percentage of Compliant Requests -Closed | Percentage of Help Desk Requests that were compliant |
| Number of Non-Compliant Requests - Closed | Number of Help Desk Requests that were not compliant |

| Metric | Metric Definition |
|---|---|
| Percentage of Non-Compliant Requests - Closed | Percentage of Help Desk Requests that were not compliant |
| Effectivity Rate of Closed Requests | Percentage of closed compliant requests measured against the total requests |
| Average Time to Assign to Resource(Minutes) | Average Time to Assign the HR Help Desk Request to a Resource in minutes |
| Average Time to Assign to Resource(Hours) | Average Time to Assign the HR Help Desk Request to a Resource in hours |
| Average Time to Assign to Resource(Days) | Average Time to Assign the HR Help Desk Request to a Resource in days |
| Average Time to Resolve(Minutes) | Average Time to resolve the request in minutes |
| Average Time to Resolve(Hours) | Average Time to resolve the request in hours |
| Average Time to Resolve(Days) | Average Time to resolve the request in days |
| Average Time to Close(Minutes) | Average Time to close the request in minutes |
| Average Time to Close(Hours) | Average Time to close the request in hours |
| Average Time to Close(Days) | Average Time to close the request in days |
| Unassigned Requests - Open Since (Hours) | Provides the time since the request is opened and active and is not assigned to an agent |
| Number of Closed Requests | Number of Help Desk Requests where status is Closed |
| Percentage of Closed Requests | Percentage of Help Desk Requests where status is Closed |
| Number of Re-Opened Requests - Closed | Number of Help Desk Requests Which are re-opened at least once and are closed currently |
| Percentage of Re-Opened Requests - Closed | Percentage of Help Desk Requests Which are re-opened at least once and are closed currently |
| Number of Critical Requests - Closed | Number of Help Desk Requests which are flagged as critical and are closed currently |
| Number of Requests - Processed by multiple Agents - Closed | Number of Requests that have been with more than one agent at various point in time |
| Number of Requests with Linked Articles | Number of Help Desk Requests with one or more Linked Articles |
| Percentage of Requests with Linked Articles | Percentage of Help Desk Requests with one or more Linked Articles |
| Number of Requests with Linked Articles - Resolved | Number of Help Desk Requests with one or more Linked Articles and is resolved |
| Percentage of Requests with Linked Articles - Resolved | Percentage of Help Desk Requests with one or more Linked Articles and is resolved |
| Number of Requests with Linked Articles - Reopened | Number of Help Desk Requests with one or more Linked Articles |
| Percentage of Requests with Linked Articles - Reopened | Percentage of Help Desk Requests with one or more Linked Articles |
| Number of Requests - Employee Abandoned | Number of Help Desk Requests that are Abandoned by Employees |
| Percentage of Requests - Employee Abandoned | Percentage of Help Desk Requests that are Abandoned by Employees |
| Number of Requests - Issue Resolved | Number of Help Desk Requests where Outcome = Issue Resolved |
| Percentage of Requests - Issue Resolved | Percentage of Help Desk Requests where Outcome = Issue Resolved |
| Number of Requests - Question Answered | Number of Help Desk Requests where Outcome = Question Answered |
| Percentage of Requests - Question Answered | Percentage of Help Desk Requests where Outcome = Question Answered |

| Metric | Metric Definition |
|---|---|
| Number of Requests - Unable to Solve | Number of Help Desk Requests where Outcome = Unable to Solve |
| Percentage of Requests - Unable to Solve | Percentage of Help Desk Requests where Outcome = Unable to Solve |
| Number of Assignees | Number of distinct agents to which the request was assigned |
| Average Number of Assignee Transfers | Number of times the request has been transferred to various agents including the initial assignment of the request |
| Number of Deleted Requests (Lifecycle) | Number of requests that are deleted |
| Number of Requests (Lifecycle) | Number of Requests |

# 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 tables 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 |

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

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

| Metric | Metric Definition |
|---|---|
| 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 <> completed. |
| Managers with Pending Appraisals of Workers | Count (managers) where workers with performance document status <> 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 <> completed. |
| Pending Tasks Beyond Due Date | Count (performance tasks) where status <> completed and due date < completion date. |
| 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. |

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

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

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

| Metric | Metric Definition |
|---|---|
| Succession Plan - Matching Candidate Position | Count (distinct plan_ID) where candidate position ID = plan position ID AND business unit ID = plan business unit ID. |
| 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. |

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

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

| Metric | Metric Definition |
|---|---|
| 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). |
| 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. |

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

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

| Metric | Metric Definition |
|---|---|
| Number of Low Risk of Loss Terminated within 1 Year | Provides the count of workers that got terminated within one year of being rated low risk of loss. |
| Number of 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. |
| 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. |

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

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

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

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

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

| Metric | Metric Definition |
|---|---|
| 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. |
| Span of Control Workforce Structure | Average nunber 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. |

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

| Metric | Metric Definition |
|---|---|
| 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. |
| 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 Assignent 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. |

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

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

| Metric | Metric Definition |
|---|---|
| Balance Value | Balance Value |
| Balance Value (MTD) | Month to Date Balance Value |
| Balance Value ( QTD) | Quarter to Date Balance Value |
| Balance Value ( YTD) | Year 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 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 |
| Direct Payment Variance | Direct Payment Variance |
| 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 |

| Metric | Metric Definition |
|---|---|
| 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(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 |
| Employer Charges Growth Rate | Employer Charges Growth Rate |
| Employer Charges Period Ago | Employer Charges Period Ago |
| Employer Charges Variance | Employer Charges Variance |
| 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 (MTD) | Month To Date Value of Involuntary Deductions |
| Involuntary Deductions (QTD) | Quarter to Date Value of Involuntary Deductions |
| Involuntary Deductions ( YTD) | Year 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 |

| Metric | Metric Definition |
|---|---|
| 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 |
| 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 (MTD) | Month To Date Value of Tax Deductions |
| Tax Deductions (QTD) | Quarter to Date Value of Tax Deductions |

| Metric | Metric Definition |
|---|---|
| Tax Deductions ( YTD) | Year 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) |
| Worker Count Period Ago | Worker count processed (Period Ago) |
| Worker Count Variance | Variance of worker processed |

# HCM - Workforce Rewards - Payroll Costing

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

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

| Metric | Metric Definition |
|---|---|
| Payment Cost Debit ( MTD ) | Month To Date Accumulation for debit Amount |
| Payment Cost Credit ( QTD ) | Quarter To Date Accumulation for credit Amount |
| Payment Cost Debit (QTD) | Quarter To Date Accumulation for debit Amount |
| Payment Cost Credit ( YTD) | Year To Date Accumulation for credit Amount |
| Payment Cost Debit ( YTD) | Year To Date Accumulation for debit Amount |
| Net | Net Value |
| Net Amount | Net Amount |

# HCM—Workforce Rewards - Salary Basis

This table describes Workforce Rewards Salary Basis metrics.

| Metric | Metric Definition |
|---|---|
| Salary Adjustment Percentage | Salary Adjustment Percentage |
| High Performer Salary Change Rate | Salary Change Rate for High Performer Workers |
| Low Performer Salary Change Rate | Salary Change Rate for Low Performer Workers |
| Medium Performer salary Changes | Salary Change Rate for Medium Performer Workers |
| New Hire Salary | Sum of salary basis amount of a new hire ( Workers with less than or equal to 12 months of service period ) |
| Salary Adjustment (Off Cycle Changes) | Sum of Salary basis adjustment amount for all action codes except " Allocate Workforce Compensation" |
| Salary Adjustment ( From Compensation Plan) | Sum of Salary basis adjustment amount action codes =" Allocate Workforce Compensation" |
| Salary Amount | Worker's Salary Amount ( Base Pay) |
| Prior Salary | Prior Salary Amount Of Worker |
| Salary Adjustment Amount | Salary Adjustment Amount |
| Average Annualized Salary | Average Annualized Salary |
| Annual Salary | Annual Salary Amount |
| Annualized Salary ( FTE) | Full Time Annualized Salary Amount |
| Worker Count ( Below Range) | Distinct Worker count Quartile='Below Range' |
| Worker Count ( Above Range) | Distinct Worker count with Quartile='Above Range' |
| Headcount (Below Range ) | Sum of Headcount with Quartile='Below Range' |
| Headcount ( Above Range ) | Sum of Headcount with with Quartile='Above Range' |
| Worker Count (Quartile=1) | Count Of Worker with quartile value=1 |
| Worker Count ( Quartile=2) | Count Of Worker with quartile value=2 |
| Worker Count ( Quartile=3) | Count Of Worker with quartile value=3 |
| Worker Count ( Quartile =4) | Count Of Worker with quartile value=4 |
| Component Adjustment Percentage | Salary component percentage |
| Component Adjustment Amount | Salary Component Adjustment Amount |
| Worker Count ( With Salary Basis) | Count of workers with Salary associated |
| Time Since Last Salary Change | Time span between current date & salary change date |
| Worker Count (Quintile=1) | Count of workers with Quintile=1 |
| Worker Count (Quintile=2) | Count of workers with Quintile=2 |
| Worker Count (Quintile=3) | Count of workers with Quintile=3 |
| Worker Count (Quintile=4) | Count of workers with Quintile=4 |
| Worker Count (Quintile=5) | Count of workers with Quintile=5 |

# HCM—Workforce Rewards - Workforce Compensation

This table describes Workforce Rewards - Workforce Compensation metrics.

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

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

This table describes Workforce Time and Labor Management metrics.

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

# Descriptive Flexfield Details

## Overview

Descriptive Flexfields (DFFs) allow you to capture additional information on the Fusion application transactional UI. DFFs provide you the flexibility to configure data that is not available prebuilt in the application. You can report on the configured DFFs through Fusion Data Intelligence for HCM.

# Absence

**Descriptive Flexfield (DFF)**

| Subject Area Name | Descriptive Flexfield (DFF) Supported |
|---|---|
| HCM - Workforce Absence Management | Absence Categories |
| HCM - Workforce Absence Management | Absence Plan |
| HCM - Workforce Absence Management | Absence Reasons |
| HCM - Workforce Absence Management | Absence Recordings |
| HCM - Workforce Absence Management | Absence Type |

# Global Human Resources

**Descriptive Flexfield (DFF)**

| Subject Area Name | Descriptive Flexfield (DFF) Supported |
|---|---|
| HCM-Workforce Core | Additional HR Action Attributes |
| HCM-Workforce Core | Legislative Action Attributes |
| HCM-Workforce Core | Additional Action Reason Attributes |
| HCM-Workforce Core | Person Additional Attributes |
| HCM-Workforce Core | Assignment Attributes |
| HCM-Workforce Core | Legislative Assignment Attributes |
| HCM-Workforce Core | Citizenship Attributes |
| HCM-Workforce Core | Ethnicity Attributes |
| HCM-Workforce Core | Person Disability Information |
| HCM-Workforce Core | Person Disability Legislative Information |
| HCM-Workforce Core | Person Name Attributes |
| HCM-Workforce Core | Person Type Attributes |
| HCM-Workforce Core | Persons Attributes |
| HCM-Workforce Core | Position Attributes |
| HCM-Workforce Core | Work Relationship Attributes |
| HCM-Workforce Core | Work Relationship Legislative Information |
| HCM-Workforce Core | Department Attributes |
| HCM-Workforce Core | Person Legislative Attributes |
| HCM-Workforce Core | Job Attributes |
| HCM-Workforce Core | Grade Attributes |
| HCM-Workforce Core | Location Attributes |

# Talent

**Descriptive Flexfield (DFF)**

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

| Subject Area Name | Descriptive Flexfield (DFF) Supported |
|---|---|
| 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 effectivenss detailed page provides a health check of the organization by various important aspects related to the workforce. This Provides a comparison of teams measured with key metrics like span of control, gender ratio, compa ratio, employee retention, promotions and average years of service. | HCM - Workforce Core |
| Talent Retention | The talent retention detailed page provides an analysis of the performance and potential ratings of the workers. It provides the details of the workers that have been identified as top talent in the organization and are retained. A 9-box analysis of the employee retention by their talent ratings is available through this page. | HCM - Workforce Core |

| Analyses Detail | Analyses Description | Related Subject Areas |
|---|---|---|
| Workforce Composition | The workforce composition detailed page answers the fundamental questions on the composition of an organization's workforce. This provides an analysis of the headcount by job families, average tenure of the workers, the percentage of workers that are rated as top talent, and the distribution of the workforce across various locations. It also provides a trend of headcount by various dimensions like age band, quarters, and so on. | HCM - Workforce Core |
| Turnover | The turnover detailed page provides information on the organization turnover. The turnover by various worker specific data like performance, compa ratio are available. Also, it provides an analysis of the turnover by various demographics like race, ethnicity, age band, supervisors, etc. Voluntary vs Involuntary turnover analysis is another aspect related to turnover that is available through this page. | HCM - Workforce Core |
| Span of Control | The span of control detailed page provides an analysis of a key metric span of control by various dimensions like business unit, job family, country and so on. It provides an answer to how the average span of control by a supervisor compares to the organization average span of control. Similarly how the span of control has changed over the last few quarters are also available. | HCM - Workforce Core |
| Compa Ratio | The compa ratio detailed page provides details related to the worker compa ratios. It provides an analysis of the average compa ratio of the organization along with the other dimensions like job family, grade and so on. Additionally the compa ratio analysis of the top talent, the terminated workers are available. It also provides the compa ratio analysis by various dimensions like location, and tenure band. | HCM - Workforce Core |
| Workforce Information | Provides details related to worker headcount, gender distribution, and details of other employment information. | HCM - Workforce Core |
| Workforce Gains and losses overview | Provides summary of internal mobility across various dimensions like business units, deprtaments, managers, and so on. Also provides a likely career path in an organization based on historical data. | HCM - Workforce Gains and Losses |

| Analyses Detail | Analyses Description | Related Subject Areas |
|---|---|---|
| Workforce Gains and losses overview | Provides summary of internal mobility across various dimensions like business units, deprtaments, managers, and so on. Also provides a likely career path in an organization based on historical data. | HCM - Workforce Gains and Losses |
| Top Talent Retention - Person Count | The talent retention detailed page provides an analysis of the performance and potential ratings of the workers. It provides the details of the workers that have been identified as top talent in the organisation and are retained. A 9-box analysis of the employee retention by their talent ratings is available through this page. | HCM - Workforce Core |
| Workforce Composition - Person Count | The workforce composition detailed page answers the fundamental questions on the composition of an organisation's workforce. This provides an analysis of the Worker count by job families, average tenure of the workers, the percentage of workers that are rated as top talent, and the distribution of the workforce across various locations. It also provides a trend of headcount by various dimensions like age band, quarters, and so on. | HCM - Workforce Core |
| Turnover Analysis - Person Count | The turnover detailed page provides information on the organisation turnover. The turnover by various worker specific data like performance, compa ratio are available. Also, it provides an analysis of the turnover by various demographics like race, ethnicity, age band, supervisors, etc. Voluntary vs Involuntary turnover analysis is another aspect related to turnover that is available through this page. | HCM - Workforce Core |
| Team Effectiveness - Person Count | The team effectiveness detailed page provides a health check of the organisation by various important aspects related to the workforce. This Provides a comparison of teams measured with key metrics like span of control, gender ratio, compa ratio, employee retention, promotions and average years of service. | HCM - Workforce Core |

| Analyses Detail | Analyses Description | Related Subject Areas |
|---|---|---|
| Diversity Analysis - Person Count | The diversity analysis detailed page provides an analysis of key metrics like Worker counts, promotion counts, terminations, hire counts by diverse factors like employee gender, grades and ethnicities, tenure band, age band, countries, and so on. This helps in understanding the workforce composition by various such diversity elements. This in turn helps the organisations in achieving targets related to diversified employee staffing. | HCM - Workforce Core |
| Hires and Leavers - Person Count | The hires and leavers detailed page provides the metric details related to the hires and terminations in the organisation. It provides important analysis related to hiring trends over the last few quarters, hiring by various business units, locations and job families, the diverse hiring patterns by elements like gender, ethnicity etc. | HCM - Workforce Core |
| Hires Terminations and Internal Mobility | This dv provides an overview of current year headcount , terminations across various business unit , job families , monthly trends on hires & terminations & predications of headcounts & terminations for next 3 months. This also gives managers insights into internal mobility. | 1. HCM - Workforce Core 2. HCM - Workforce Gains & Losses |
| Team Composition Overview | This analysis gives insights to manager on current headcount , average years of services , gender distribution in current headcount , Headcount distribution via Country & Job families & twelve month trailing headcount & forecast of next 6 months for current year of their organizations. | HCM - Workforce Core |
| 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 |
| Journeys | Provides insights into the journeys and tasks that are assigned to the workers | HCM - Journeys |
| Health and Safety | Provides insights into the events, investigations and actions related to the safety incidents | HCM - Health and Safety |

# 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 |
| 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 |

| Analyses Detail | Analyses Description | Related Subject Areas |
|---|---|---|
| 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.

> **Note:**
>
> Key metrics have replaced key performance indicators (KPIs) in release 24R1.

## 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 |
| 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 |

| Business Metric Name | Business Metric Description | Related Subject Areas |
|---|---|---|
| Turnover Involuntary | Provides the ratio of involuntary terminations against the total headcount. | HCM - Workforce Core |
| Turnover by FTE | Provides the ratio of FTE terminations against the total headcount. | HCM - Workforce Core |
| Turnover by New Hire | Provides the ratio of new hire terminations against the total headcount. | HCM - Workforce Core |
| Total Retention | Provides the ratio of workers that are retained. | HCM - Workforce Core |
| Retention Voluntary | Provides the ratio of workers that are retained voluntarily. | HCM - Workforce Core |
| Retention by FTE | Provides the ratio of FTE retention. | HCM - Workforce Core |
| Retention by New Hire | Provides the ratio of new hire retention. | HCM - Workforce Core |
| Terminations by FTE | Provides the count of terminations that are full time employees. | HCM - Workforce Core |
| Terminations by High Performer | Provides the count of terminations that are rated high in performance. | HCM - Workforce Core |
| Terminations by Top Talent | Provides the count of terminations that are rated high in performance and potential. | HCM - Workforce Core |
| Turnover by High Performer | Provides the ratio of high performer terminations against the total headcount. | HCM - Workforce Core |
| Turnover by Top Talent | Provides the ratio of high performer and potential terminations against the total headcount. | HCM - Workforce Core |
| Retention by Talent | Provides the retention percentage by each talent 9 box based on performance and potential. | HCM - Workforce Core |
| 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 |

| Business Metric Name | Business Metric Description | Related Subject Areas |
|---|---|---|
| Recruitment Pipeline | Provides the number of Job Applications in various phases at a given point in time. | HCM - Talent Acquisition |
| Job Offers to Openings % | Provides the percentage of Job Offers extended against the Total number of Openings | HCM - Talent Acquisition |
| Offers Diversity | Provides the diversity of the Offers that were extended | HCM - Talent Acquisition |
| Talent Yield | Provides the percentage of workers hired against the total number of applications for a requisition. | HCM - Talent Acquisition |
| Hires to Goal Rate | provides the total rate hires against the total openings | HCM - Talent Acquisition |
| Internal Hires | Provides the total number of hires where the candidates are existing workers in the organization | HCM - Talent Acquisition |
| Active Applications | Provides the total number of active applications in the hiring process at a given point in time. | HCM - Talent Acquisition |
| Referral Hires | Provides the total number of Hires who were referred by existing workers | HCM - Talent Acquisition |
| Applications Diversity | Provides the count of applications that can be used to display the diversity like male vs female, veterans vs non-veterans etc | HCM - Talent Acquisition |
| Job Requisitions with no Internal Applicants % | Provides the percentage of Job Requisitions which did not attract any Internal Applicants | HCM - Talent Acquisition |
| Offer Acceptance Rate | Provides the percentage of offers accepted against total number of offers extended | HCM - Talent Acquisition |
| 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 |

| Business Metric Name | Business Metric Description | Related Subject Areas |
|---|---|---|
| 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 |

# Salary Basis

| KPI Name | KPI Description | Related Subject Areas |
|---|---|---|
| Average Annualized Salary | Provides Average Annualized Salary of Workers. | HCM - Workforce Rewards - Salary Basis |
| High Performer Salary Change Percentage | Provides Salary Change percentages for High performers. | HCM - Workforce Rewards - Salary Basis |
| Low Performer Salary Change Percentage | Provides Salary Change Percentage for Low Performers. | HCM - Workforce Rewards - Salary Basis |
| New Hire Salary Cost | Provides Salary amount of a new hire worker. | HCM - Workforce Rewards - Salary Basis |
| Workforce Salary Distribution | Provides salary distribution for Workers. | HCM - Workforce Rewards - Salary Basis |
| Workforce With Salary Amount - Below Range | Provides count of workers with Salary Amount below Maximum value of salary Range (Quartile = Below Range). | HCM - Workforce Rewards - Salary Basis |
| Workforce With Salary Amount- Above Salary Range | Provides count of workers with Salary Amount above Maximum value of salary Range (Quartile = Above Range). | HCM - Workforce Rewards - Salary Basis |

# 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 |
| 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 |

| Business Metric Name | Business Metric Description | Related Subject Areas |
|---|---|---|
| Percentage of workers by next career move timing | Provides the percentage of workers based on their preference of next career move timings | HCM - Talent Profile |
| Percentage of Workers with Active Profiles | Provides the percentage of workers that have active profiles | HCM - Talent Profile |
| Number of Workers with improved performance ratings | Provides a count of workers that had a performance rating improvement in the talent review meeting | HCM - Talent Review Meetings |
| Number of Workers with reduced risk of loss ratings | Provides a count of workers that had a rating change in risk of loss in the talent review meeting | HCM - Talent Review Meetings |
| Number of High Risk of Loss Workers Terminated within 1 year of Talent Review Meeting | Provides the count of workers rated as high risk of loss in the talent review meeting that terminated within 1 year of Talent Review Meeting | HCM - Talent Review Meetings |
| Number of Workers with reduced impact of loss ratings | Provides a count of workers that had a rating change in impact of loss in the talent review meeting | HCM - Talent Review Meetings |
| Number of Workers with improved potential ratings | Provides a count of workers that had a potential rating improvement in the talent review meeting | HCM - Talent Review Meetings |
| Number of Low Risk of Loss Workers Terminated within 1 year of Talent Review Meeting | Provides the count of workers that terminated within 1 year of Talent Review Meeting | HCM - Talent Review Meetings |
| Number of Low Performers Terminated within 1 year of Talent Review Meeting | Provides the count of workers rated as low performers in the talent review meeting that terminated within 1 year of Talent Review Meeting | HCM - Talent Review Meetings |
| Number of High Performers Terminated within 1 year of Talent Review Meeting | Provides the count of workers rated as high performers in the talent review meeting that terminated within 1 year of Talent Review Meeting | HCM - Talent Review Meetings |
| Top Talent at High Risk of Loss | Provides the count of workers rated as high performers and high potential in the talent review meeting that are at high risk of loss | HCM - Talent Review Meetings |
| High Risk of Loss Incumbent Plans Success Count | Count of succession plans in which one or more incumbents were at high risk of loss and the candidate replaced them | HCM - Succession Management |
| Incumbents replaced by high risk candidates | Count of Succession Plans in which the candidates with high risk of loss replaced the incumbents | HCM - Succession Management |
| Percentage of External candidates | Percentage of external candidates versus total candidates in a succession plan | HCM - Succession Management |
| Succession Plan Success Count | Count of plans in which the candidate was chosen to fill the incumbent/job/ position and the plan was closed | HCM - Succession Management |
| Percentage of Internal candidates Succession | Percentage of internal candidates versus total candidates in a succession plan | HCM - Succession Management |
| Percentage of High Risk Incumbents | Percentage of incumbents that are rated high risk of loss | HCM - Succession Management |

| Business Metric Name | Business Metric Description | Related Subject Areas |
|---|---|---|
| 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**. 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.

> **Note:**
>
> Workbooks have replaced decks and visualizations have replaced cards in release 24R1.

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

### 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

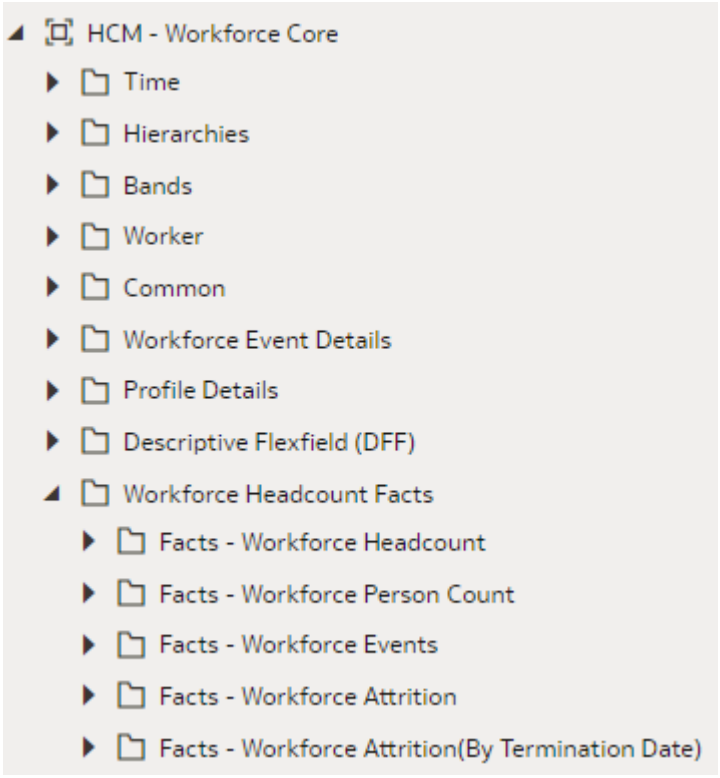
To improve performance, use presentation columns instead of presentation hierarchies. See Work with Presentation Tables and Columns.

# Report Authoring Tips for Oracle Fusion HCM Analytics

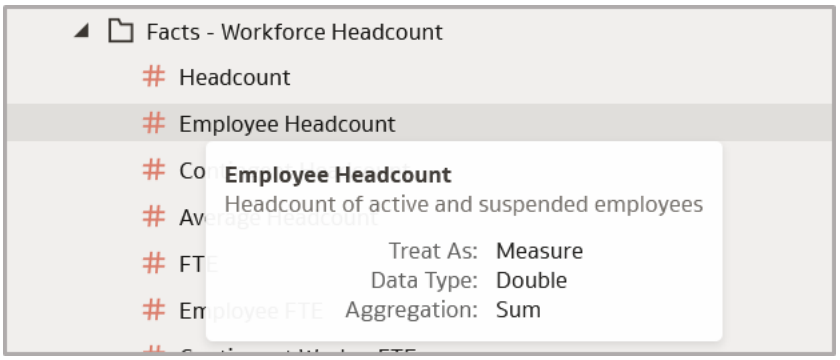
Improve your Oracle Fusion HCM Analytics reports with these recommendations and answers to frequently asked questions regarding reporting. The information isn't exhaustive and is updated regularly with additional information and authoring tips.

**Tips for Improving Performance of all HCM Reports**

- Use the prebuilt fact metrics whenever possible under the subject area you're using for your report. For each subject area, select the closest or most appropriate prebuilt metric for your reports, and then apply filters as needed.




Hover over the metric name to see a description of the metric to use for your workbook. For example, to get a headcount of employees use the Employee Headcount metric.




See Prebuilt in this guide for details.

- Use prebuilt metrics to build custom calculations.
- Validate each customization for accuracy.
- Review the latest updates in this publication (*Reference for Oracle Fusion HCM Analytics*) to learn about the most appropriate objects and methods for creating customized reports.

### 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 - Workforce Core Subject Area Queries

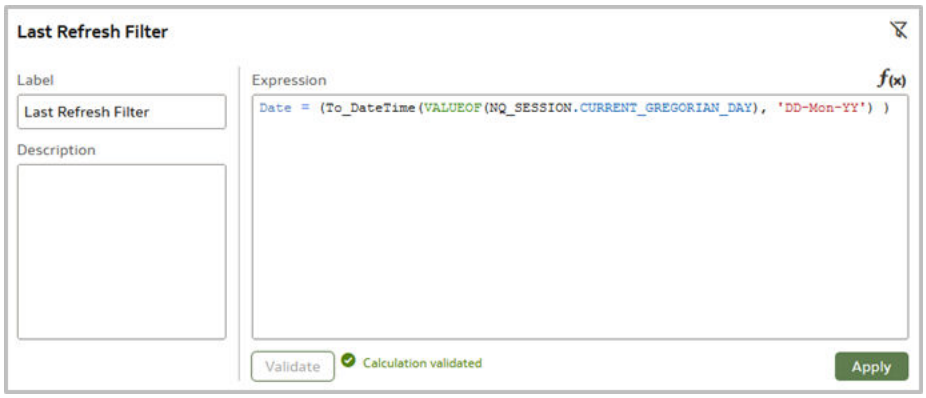
To improve performance on Reports in HCM – Workforce Rewards – Workforce Compensation queries, follow these guidelines:

- When reporting on headcounts, use a date filter applied to the most recent refresh date (or month) to report on the latest snapshot of data. Using `To_DateTime(VALUEOF(NQ_SESSION.CURRENT_GREGORIAN_DAY), 'DD-Mon-YY')` significantly reduces the time and resources necessary to run the report.
- Filter using event-based flags

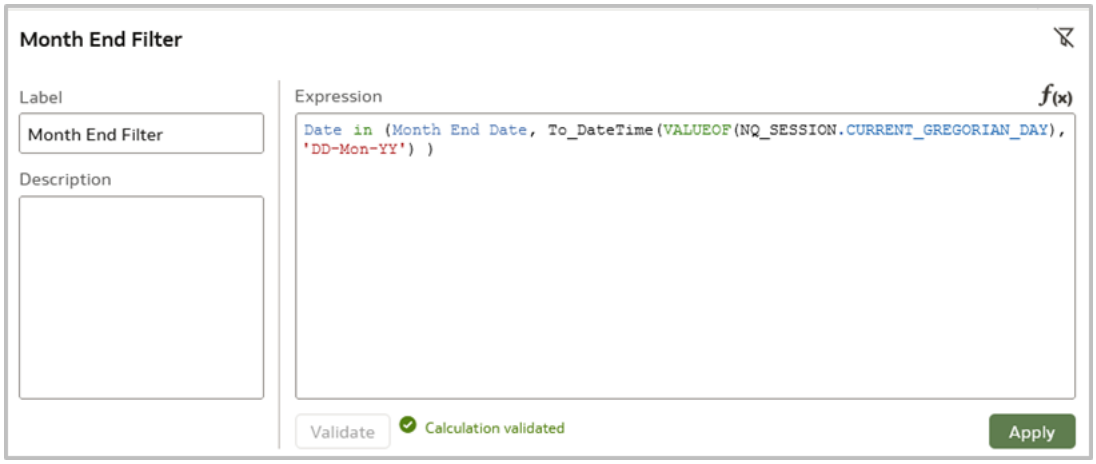
### Tips for Improving Performance of Reports on Headcounts

When creating a report using the Headcount metric, the returned value is the last day of the selected period, or if you do a daily refresh, is the most recent snapshot refresh date. If you use the Headcount metric without a filter, you will only see the most recent snapshot. Apply a date filter on the most recent refresh date to select only the most recent data.

Use the expression `To_DateTime(VALUEOF(NQ_SESSION.CURRENT_GREGORIAN_DAY), 'DD-Mon-YY')` to create the filter on the most recent date, which significantly reduces the query time and resources to return the data you want.




You can use the same principle to select headcount by month. Since headcount by month is returned using the last day of the month, apply an explicit filter to use the last day of the month and the most recent snapshot date to improve performance.



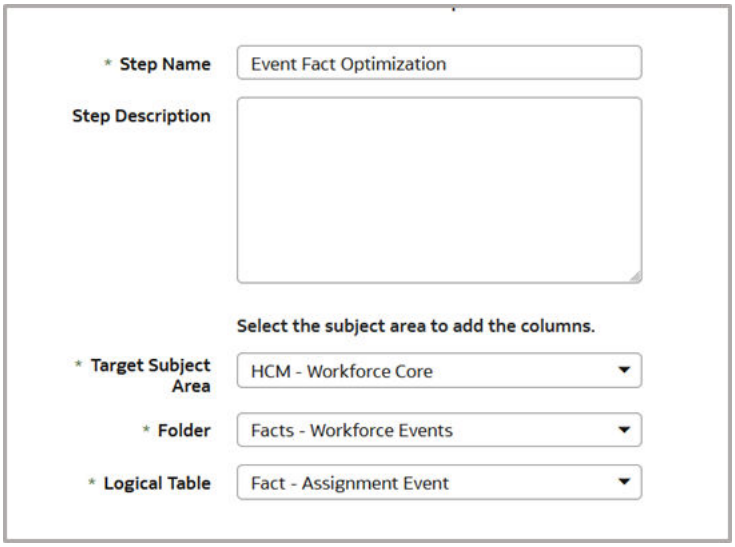

### Tips for Using Event-Based Flag Filters

The Assignment Event fact table records all changes and events related to an employee's employment. Use the provided filters to get the results you want. For example, to see Employee Hires by Month, you can use the action type EMPL_ADD_EMP to select new employee hires.

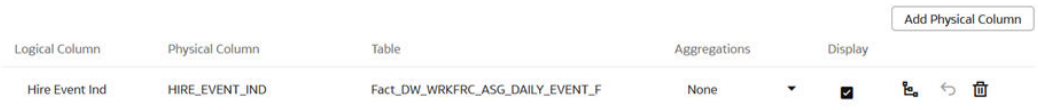
In this example, you don't have any filters applied to the Assignment Event fact table. You can use the HIRE_EVENT_IND flag to identify hire events and optimize performance by filtering directly on the fact table.

> **Note:**
>
> You'll need to use the semantic model extension to use this flag if it's not already available in the subject area.

1. Create a new step for Add Column.

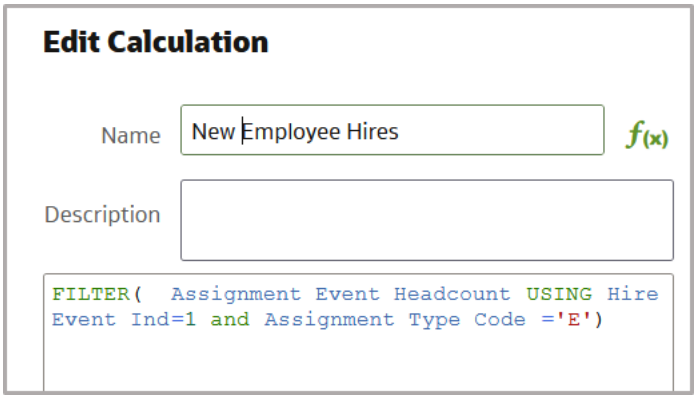



2. Add the HIRE_EVENT_IND physical column from the fact table and map it to a new logical column named Hire Event Ind. Be sure the new column is set to Display.
3. Save and publish the new step.




In the folder where you published the new step, you see the new Hire Event Ind column.

4. In the Employee Hire column calculation in the workbook, replace the EMPL_ADD_EMP filter with a new calculation Hire Event IND = 1, and name it New Employee Hires. Add the filter on Assignment Type Code to select employees only..




**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 - 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".

### Tips for Improving Performance of Reports on HCM - Workforce Core Queries

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

- Use the prebuilt workbooks available and build or modify them whenever possible. You can make a copy of the original workbook in a custom folder.
- Remove TopN filters on Year. Instead use explicit values, or dynamically pick the current year, and change it using -1 and -2 based on the current date to give similar behavior.
- Always leverage prebuilt metrics for all requirements until and unless that metric isn't available.
- For the tiles displaying current or previous month headcount metrics, filter on one day instead of multiple years.
- Apply the selective filters only to the visualization as needed. Adding filters on the visualization where it isn't needed degrades the efficiency of the query.
- Convert generic filters to dashboard filters with the **Apply** button to avoid sending pre-matured queries to the database. This reduces unnecessary load on the database.
- Instead of using variables for Year, Quarter, and Month filters, create prompts on Time.Year and bind the prompt to the variabel created on Year. Variables created for quarter and month are set to a default value of All, so these prompts can be set to limit by Year, and Year and Quarter.
- The Geo Selector derived attribute uses Department Hierarchy. Department Name is in the else part, which is nothing but the leaf node in the hierarchy. Therefore, use Common.Department.Department Name which will reduce the additional call to the Hierarchy table.
- Tune the OCPU limit of Autonomous Data Warehouse.
- In master/detail reports, ensure filters are aligned on all people.
- In master/detail reports, ensure assignments for each person use the same worker type (such as pending or contingent) to avoid reporting two workers per person (one pending and one contingent).
- In master/detail reports, be aware that inactive pending worker assignments the manager name is NULL.
- In master/detail reports, ensure when assignment level attributes are added that you restrict the pending worker types by adding a filter on "assignment type <> 'P'".

### Tips for Improving Cross-Subject Area Queries

To improve performance on cross- -subject area queries, follow these guidelines:

- When joining two subject areas in a report, be sure to use at least one attribute from a common dimension used in the report.
- When using common dimensions, always pick attributes from the common dimension from a single subject area.
- Always include a measure from each subject area that is used in the report.

- If all the metrics and attributes needed for the report are available in a single subject area and fact, use that subject area only and don't create a cross-subject srea query. Such a report performs better and is easier to maintain.

### Recommended Filters

| Subject Area | Presentation Columns (* Required Filter) |
|---|---|
| HCM - Check-Ins | Time - Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period*<br>Review Period.Review Period Name |
| HCM - Diversity Analysis | Promotions/Salary/Terminations-based reports:<br>Time.Year*<br>Reporting Establishment.Reporting Establishment Name<br>Legislative Job Category.EEO-1 Category (Job Category)<br>Country.Country Name<br>Hiring-related reports:<br>Time.Year*<br>Location Details.Location Name<br>Legislative Job Category.EEO-1 Category (Job Category)<br>Country.Country Name |
| HCM - Goals and Career Development | Content based on Performance Goals-related measures:<br>• Review Period.Review Period Name*<br>• Performance Goal Plan.Goal Plan Name<br>Content based on Development Goals related measures:<br>• Assignment Manager List.Manager Name |
| HCM - Health and Safety Incidents | Time - Year or QTR or Month or Date* |
| HCM - HR Help Desk Requests Overview | • Time – Year or QTR or Month*<br>• Time – Enterprise Year or Enterprise Quarter or Enterprise Period* |
| HCM – Journeys | Time – Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period*<br>Allocated Journeys.Allocated Journey Name<br>Manager Information.Manager Name |
| HCM - Learning | Time – Year or QTR or Month *<br>Common folder: Business Unit Name or Department Name or Location Name<br>Learning Records: Learning Item Type<br>Learning Enrollments: Enrolled on Date/ Enrollment Record Due Date |
| HCM - Performance Management | • Time – Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period*<br>• Performance Document.Performance Document Name<br>• Review Period.Review Period Name |

| Subject Area | Presentation Columns (* Required Filter) |
|---|---|
| HCM - Positions | Time – Year or QTR or Month* |
| HCM - Profile Matching | • Job Profile.Profile Name*<br>• Model Job.Job Name<br>When reporting on content based on attributes from Person Profile – Skill Gap Details, add these filters:<br>• Person Profile – Skill Gap Details.Content Type*<br>• Person Profile – Score Details.Percentile |
| HCM – Succession Management | Time – Year or Time – Enterprise Year |
| HCM - Talent Acquisition | Time - Year/QTR/Month/Date*<br>Organization.Organization Name |
| HCM - Talent Profile | • Business Unit.Business Unit Name<br>When reports use metrics from a Model profile based on a Job or Position, use one of these filters:<br>• Job Model Profile Details.Profile Name<br>• Position Model Profile Details.Profile Name<br>When a report has metrics from Person Profile, use the filters from: Person Profile - Skills and Qualifications or Talent Ratings |
| HCM - Talent Review Meetings | Time - Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period * |
| HCM – Worker Seniority | Seniority Details.Seniority Rule Name* |
| HCM - Workforce Absence Management | Content based on facts in the Absences folder:<br>• Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period*<br>• Business Unit.Business Unit Name<br>Content based on facts in the Employment Plan Participation folder:<br>• Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period*<br>• Business Unit.Business Unit Name<br>• Absence Plan.Plan Type<br>When reporting on Accrual Balance, you must include one of these filters:<br>• Accrual Balance Details.Balance Calculation Date<br>• Attribute Accrual Balance Details.Accrual Period End Date |
| HCM – Workforce Core | • Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period*<br>• Business Unit.Business Unit Name<br>• Country.Country Name<br>• Job Family.Job Family Name |

| Subject Area | Presentation Columns (* Required Filter) |
|---|---|
| HCM - Workforce Gains and Losses | Time.Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period*<br>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:<br>• Gain and Loss Details.Business Unit Gain Loss Flag<br>• Gain and Loss Details.Department Gain Loss Flag<br>• Gain and Loss Details.Full Time/ Part Time Gain Loss Flag<br>• Gain and Loss Details.Grade Gain Loss Flag<br>• Gain and Loss Details.Job Gain Loss Flag<br>• Gain and Loss Details.Location Gain Loss Flag<br>• Gain and Loss Details.Position Gain Loss Flag<br>• Gain and Loss Details.Supervisor Gain Loss Flag |
| HCM - Workforce Rewards - Payroll Balances | Time – Year/QTR/Month: Filter using smaller time periods to improve performance<br>Payroll Period – Payroll Period Name (in particular when the report is at Person Grain)<br>Payroll.Payroll Name<br>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 |
| HCM - Workforce Rewards - Payroll Costing | Time – Year/QTR/Month: Filter using smaller time periods to improve performance).<br>Element – Element Classification<br>Use at least one segment from the Costing Segments folder; use the Segment code wherever possible<br>Payroll.Payroll Name |
| HCM - Workforce Rewards - Salary Basis | • Time – Year/QTR/Month* or Time – Enterprise Year/Enterprise Quarter/Enterprise Period*<br>• Business Unit.Business Unit Name |
| HCM - Workforce Rewards - Workforce Compensation | Compensation Plan Cycle.Plan Cycle Name*<br>Business Unit.Business Unit Name<br>Compensation Plan.Plan Name* |
| HCM – Workforce Time and Labor Management | Time – Year or QTR or Month*<br>Reported Time Card Start Date and Time<br>Reported Time Card End Date and Time<br>Common folder: Business Unit Name or Department Name or Legal Employer name. |

B

# Frequently Asked Questions

The Oracle Fusion HCM AnalyticsFrequently 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 Data Intelligence to set up custom data security in Fusion Data Intelligence?
- 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?
- For a given person there are two events that happened in Fusion HCM Analytics for the month of October, for example Oct 1st - Grade change , Oct 31st - Job Department, designation change. After creating a report using person number column and HCM - Workforce Core.Assignment Information.Assignment Start Date it only shows the record related to 31st October designation change. What is the reason for seeing only the latest event and not both the events for the month of October?

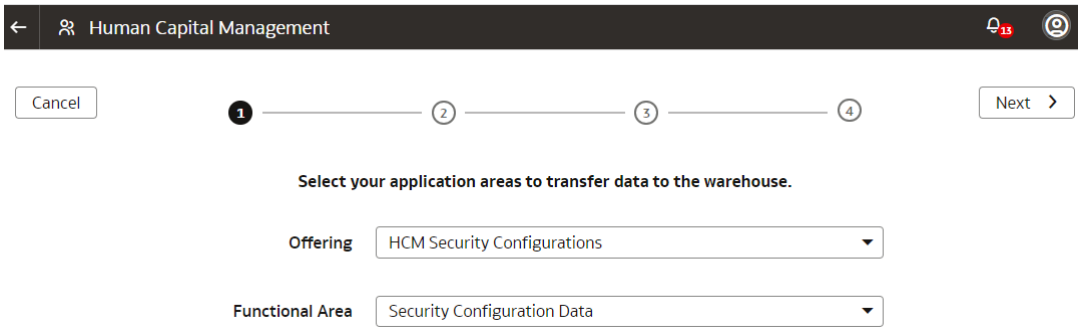

### Can I bring additional data security-related objects from Oracle Fusion Cloud Applications into Fusion Data Intelligence to set up custom data security in Fusion Data Intelligence?

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 Data Intelligence 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 Data Intelligence:

| Oracle Fusion Cloud Applications Object | Corresponding Fusion Data Intelligence 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 Data Intelligence, 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.

**For a given person there are two events that happened in Fusion HCM Analytics for the month of October, for example Oct 1st - Grade change , Oct 31st - Job Department, designation change. After creating a report using person number column and HCM - Workforce Core.Assignment Information.Assignment Start Date it only shows the record related to 31st October designation change. What is the reason for seeing only the latest event and not both the events for the month of October?**

The headcount metrics are built using a daily snapshot. The snapshot always shows the latest record for the combination of dimension attributes pulled in to the report. In this case, the report will always show the latest Assignment record for every month, hence the 1st October event record is missing.

**Note:**

When using Headcount metrics, if you need to see the grade change related record, then add grade dimension in to the report to see the person's grade changes. Event-based metrics can also be used for such comparisons. For example, in the report, instead of using Headcount, use a metric from the Facts - Workforce Events folder, such as Assignment Event Headcount.