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B Frequently Asked Questions

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Abstract

Documentation for human resource professionals to use the prebuilt Fusion HCM Analytics workforce insights to improve their decisions related to workforce diversity, employee attrition and retention, talent acquisition, compensation, and more.

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Preface

Topics:

- Audience
- Related Documentation
- Conventions

Audience

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

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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1

Introduction

This section provides introductory information about Oracle Fusion HCM Analytics.

Topics

- Overview
- Features Available for Preview
- Features Generally Available
- Prerequisites for Oracle Fusion HCM Analytics

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.

To learn more about subject areas, see Subject Areas.

Functional Areas

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Feature/Functional Area	Description
Benefits	This functional area enables the HCM - Benefits (Preview) subject area.
Employment Contracts	This functional area enables the HCM - Employment Contracts subject area.
Health and Safety	This functional area enables the HCM - Health and Safety Incidents subject area.
HR Help Desk	This feature enables the HR Helpdesk subject area.
Learning Coldspot	This functional area enables the HCM - Learning Coldspot - Specialization (Preview) and HCM - Learning Coldspot - Course (Preview) subject areas.
Learning Management Hours	This functional area enables the HCM - Course - Offering Rating and Profile Outcome (Preview), HCM - Specialization Rating and Profile Outcome (Preview), and HCM - Learning Items and Enrollments (Preview) subject areas.
Opportunity Marketplace - Gigs	This feature enables the HCM - Opportunity Marketplace Gigs subject area.
Person Talent Profile Management	This functional area enables the HCM - Talent Profile Trends subject area.
Profile Matching	This functional area enables the HCM - Profile Matching subject area.
Salary Basis Setup	This functional area enables the HCM - Workforce Rewards - Salary Basis Setup subject area.
Skills Management	This functional area enables the HCM - Talent Profile Marketplace (Preview) subject area.

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.

To learn more about subject areas, see Subject Areas.

Functional Areas

Feature/Functional Area	Description
Absence Management	This functional area enables the HCM - Workforce Absence Management subject area.

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Feature/Functional Area	Description
Diversity Analysis	This feature enables the Diversity Analysis offering. **Note** 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.
Goals and Career Development	This functional area enables the HCM - Goals and Career Development subject area.
Journeys	This functional area enables the HCM - Journeys subject area.
Learning Management	This feature enables the Learning Management offering.

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Feature/Functional Area	Description
Payroll Balances	This feature enables the Payroll Balances functional area. It provides insights into payroll balances at person level and cumulative balance values across dimensions. **Note** Before enabling the Payroll Balances functional area, you must enable the Workforce Core functional area and ensure that the required Cloud HCM balance group, Analytics Warehouse Balance Group, is set up. Payroll has been successfully implemented for customers with 90,000 employees. We recommend all customers to implement it as we continue to make it work for larger organizations.

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Feature/Functional Area	Description
Payroll Costing	This feature enables the Run Costing and Costing of Payment information in the Payroll Costing functional area. It provides insights into payroll run costing and costing of payment at person level and cumulative values across dimensions. **Note** Before enabling the Payroll Costing functional area, you must enable the Workforce Core functional area and ensure that the Cloud HCM Cost Allocation Key Flex Field Label is set up and assigned to individual segments. Payroll has been successfully implemented for customers with 90,000 employees. We recommend all customers to implement it as we continue to make it work for larger organizations.
Performance Management and Check-ins	This functional area enables the HCM - Performance Management and HCM - Check-Ins subject areas.
Position Management	This functional area enables the HCM - Positions subject area.
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.
Seniority Dates	This functional area enables the HCM - Worker Seniority subject area.
Succession Management	This functional area enables the HCM - Succession Management subject area.
Talent Acquisition	This functional area enables the HCM - Talent Acquisition subject area.
Talent Profile	This functional area enables the HCM - Talent Profile subject area.
Talent Review	This functional area enables the HCM - Talent Review Meetings subject area.

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Feature/Functional Area	Description
Time and Labor	This feature enables the Time and Labor functional area. Time and Labor 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.
Workforce Compensation	This functional area enables the HCM- Workforce Rewards- Workforce Compensation subject area.
Workforce Management	This functional area enables the HCM - Workforce Gains and Losses subject area.
Workforce Management	This functional area enables the HCM - Workforce Core subject area.

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**.

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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.

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> **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

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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 Anomalies

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

(Optional) <Describe the context.>

(Optional) <Describe the prerequisites.>

1. Sign in to your Oracle Fusion HCM Analytics service.
2. In Oracle Fusion 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.

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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, goal_plan_id, goal_plan_set_id, review_period_id FROM hrg_goal_plan_goals WHERE goal_plan_goal_id */*Insert the Rejected Record Primary Key Value within the parenthesis */*	HCM- Goals and Career Development
ACCRUAL_ENTRY_DETAIL_ISSUE_A	Accrual Entry is associated with more than one assignment	SELECT DISTINCT per_accrual_entry_id, assignment_id FROM anc_per_acrl_entry_dtls WHERE per_accrual_entry_id IN (SELECT per_accrual_entry_id FROM anc_per_acrl_entry_dtls WHERE per_accrual_entry_id IS NOT NULL AND per_accrual_entry_dtl_id IN() */*Insert the Rejected Record Primary Key Value within the parenthesis */*);	HCM- Workforce Absence Management

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Error Code	Error Message	Corresponding SQL	Subject Area
PROFILE_ITEMS_ISSUE_A	The combination of Profile, Content-Type, and Content Item records has overlapping date ranges	SELECT a.profile_id, a.content_type_id, a.content_item_id, a.date_from, a.date_to, a.item_number_2, a.rating_model_id1, a.rating_model_id2 FROM hrt_profile_items a inner join hrt_profile_items b ON a.profile_id=b.profil e_id AND a.content_type_id=b.c ontent_type_id AND Nvl(a.content_item_id ,-99999) = Nvl(b.content_item_id ,-99999) WHERE b.profile_item_id= /* Add PROFILE_ITEM_ID Value here*/ order by a.profile_id, a.content_type_id, a.content_item_id, a.date_from;	• HCM – Talent profile • HCM – Workforce Core • HCM- Talent Review
PROFILE_ITEMS_ISSUE_B	There is more than one row for the combination of Profile, Content-Type, and Talent Review Meeting		

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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

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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, submission_id FROM irc_source_tracking WHERE submission_id IN (SELECT submission_id FROM irc_source_tracking WHERE source_tracking_id IN () /*Insert the Rejected Record Primary Key Value within the parenthesis */) ORDER BY submission_id;	HCM – Talent Acquisition

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Error Code	Error Message	Corresponding SQL	Subject Area
RATING_CATEGORY_ISSUE_A	Rating categories have overlapping upper or lower boundaries	LECT a.category_id, a. business_group_id, a.rating_model_id, a.lower_boundary, a.upper_boundary FROM hrt_rating_categories _b a inner join hrt_rating_categories _b b ON a.rating_model_id=b.r ating_model_id AND a.business_group_id=b .business_group_id AND b.category_id IN () */*Insert the Rejected Record Primary Key Value within the parenthesis */	• HCM- Performance Management • HCM – Talent Profile • HCM – Talent Review • HCM – Workforce Core

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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**. 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

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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, effective_start_date, effective_end_date, effective_sequence, effective_latest_change, assignment_type, assignment_status_type FROM per_all_assignments_m per_all_assignments_m WHERE assignment_id = /* Add ASSIGNMENT_SUPERVISOR_ID Value here*/ and effective_start_date = '' /* Add EFFECTIVE_START_DATE Value here*/ ;	HCM – Workforce Core

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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, aligned_goal_id FROM hrg_goal_alignments WHERE (goal_id,aligned_goal_ id) IN (SELECT goal_id, aligned_goal_id FROM hrg_goal_alignments WHERE goal_alignment_id= /* Add GOAL_ALIGNMENT_ID Value here*/);	HCM- Goals and Career Development
OVERLAP_RULE_A	The Start Date comes after the End Date	SELECT DISTINCT person_id, legislation_code, effective_start_date, effective_end_date FROM per_people_legislativ e_f WHERE (person_id,legislation _code) IN (SELECT person_id, legislation_code FROM per_people_legislativ e_f	All Subject Areas

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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

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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.

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Default Configuration Setup for Payroll Analytics

Use these default configuration settings as part of the prerequisites for any Payroll subject area.

Render Payroll Subject Area Attributes

Render the Payroll subject area attributes using these dates.

- Payroll Effective Date: This is the default value. Attributes are rendered based on the payroll processing date. For example, for the January 2024 pay period where the payroll process effective date is January 25 2024, therefore all the attributes are rendered based on this date.
- Date Earned: Attributes are rendered based on the date earned in Payroll Run Balances and Payroll Costing Facts. If these are unavailable, the payroll processing date is used. for the January 2024 pay period where the payroll process effective date is January 25 2024, and earned date is January 31 2024 in Cloud Payroll Setups, then all attributes would be rendered on January 31 2024.

This behavior is controlled by the Anchor Date for Payroll parameter. If you make any changes to this parameter, you need to reset the Payroll subject area.

Guidelines to Setup Payroll Balance Groups in Oracle Cloud HCM and Fusion Data Intelligence

The Fusion Data Intelligence HCM - Workforce Rewards - Payroll Balances subject area pulls payroll balance data from Oracle Cloud HCM according to settings in the Analytics Warehouse Balance Group.

The default setup for this balance group is provided in the following sections, and you can adjust your setup as needed based on the critical considerations.

> **Note**
>
> Failing to follow these recommendations and considerations may negatively impact the performance of data extractions and reports.

Payroll Balances Accelerator Guidelines

- **Include RUN Balance Dimensions**: Use only the RUN balance dimensions as specified in the default recommended balance group section. Add relationship level dimensions unless there's a specific requirement for assignment level balances.
- **Exclude Period-To-Date Accumulations and Total Base Categories**: Don't add dimensions related to Period-To-Date accumulations (for example QTD, YTD, MTD) or base categories for Total Balances, as these are calculated by Fusion Data Intelligence with prebuilt business metrics in the subject area.
- **Avoid Excess Base Dimensions**: Adding extra base dimensions for a base category or balance name may cause performance issues due to large data volumes, which might not be useful for analytical or reporting purposes.
- **Mandatory Filtering**: Filter by specific base dimensions to ensure accurate payroll balance reporting and analysis. Without this filter, balance values may be incorrectly aggregated across base dimensions, leading to inaccurate results.

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Default Recommended Balance Group Setup - For Legislations - United States

Base Category	Base Dimension (Default)
Earnings	Relationship Tax Unit Run
Supplemental Earnings	Relationship Tax Unit Run
Voluntary Deductions	Relationship Tax Unit Run
Involuntary Deductions	Relationship Tax Unit, Third Party Payee, Reference Code Run Relationship Tax Unit, Reference Code Run
Pre-Statutory Deductions	Relationship Tax Unit Run
Miscellaneous	Relationship Tax Unit Run
Employer Taxes	Relationship Tax Unit Run
Employer Charges	Relationship Tax Unit Run
Employee Tax Credits	Relationship Tax Unit Run
Direct Payments	Relationship Tax Unit Run
Hours	Relationship Tax Unit Run
Nonpayroll Payment	Relationship Tax Unit Run

Default Recommended Balance Group Setup - For Legislations - United Arab Emirates, Qatar, Saudi Arabia

Base Category	Base Dimension (Default)
Earnings	Relationship Run
Supplemental Earnings	Relationship Run
Voluntary Deductions	Relationship Run
Miscellaneous	Relationship Run
Employer Taxes	Relationship Run
Employer Charges	Relationship Run
Employee Tax Credits	Relationship Run
Direct Payments	Relationship Run
Hours	Relationship Run

Default Recommended Balance Group Setup - For Legislations - Canada

Base Category	Base Dimension (Default)
Absences	Relationship Tax Unit Run
Direct Payments	Relationship Tax Unit Run
Earnings	Relationship Tax Unit Run
Supplemental Earnings	Relationship Tax Unit Run
Taxable Benefits	Relationship Tax Unit Run
Involuntary Deductions	Relationship Tax Unit, Reference Code Run Relationship Tax Unit, Third Party Payee, Reference Code Run
Pre-Statutory Deductions	Relationship Tax Unit Run
Tax Deductions	Relationship Tax Unit Run
Voluntary Deductions	Relationship Tax Unit Run
Employer Charges	Relationship Tax Unit Run

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Base Category	Base Dimension (Default)
Employer Taxes	Relationship Tax Unit Run
Hours	Relationship Tax Unit Run
Information	Relationship Tax Unit Run
Miscellaneous	Relationship Tax Unit Run

Default Recommended Balance Group Setup - For Legislations - United Kingdom

Base Category	Base Dimension (Default)
Absences	Payroll Relationship, Run
Days	Payroll Relationship, Run
Direct Payments	Payroll Relationship, Run
Employer Charges	Payroll Relationship, Run
Employer Taxes	Payroll Relationship, Run
Hours	Payroll Relationship, Run
Information	Payroll Relationship, Run
Involuntary Deductions	Payroll Relationship, Run
Irregular Earnings	Payroll Relationship, Run
Miscellaneous	Payroll Relationship, Run
PAYE Deductions	Payroll Relationship, Run
Pre-Statutory Deductions	Payroll Relationship, Run
Regular Earnings	Payroll Relationship, Run
Taxable Benefits	Payroll Relationship, Run
Voluntary Deductions	Payroll Relationship, Run

Default Recommended Balance Group Setup - For Legislations - Mexico

Base Category	Base Dimension (Default)
Absences	Relationship Tax Unit Run
Standard Earnings	Relationship Tax Unit Run
Employee Tax Credits	Relationship Tax Unit Run
Employer Charges	Relationship Tax Unit Run
Employer Taxes	Relationship Tax Unit Run
Hours	Relationship Tax Unit Run
Information	Relationship Tax Unit Run
Involuntary Deductions	Relationship Tax Unit Run
Miscellaneous	Relationship Tax Unit Run
Pretax Deductions	Relationship Tax Unit Run
Social Insurance Deductions	Relationship Tax Unit Run
Supplemental Earnings	Relationship Tax Unit Run
Tax Deductions	Relationship Tax Unit Run
Taxable Benefits	Relationship Tax Unit Run
Voluntary Deductions	Relationship Tax Unit Run

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Default Recommended Balance Group Setup - For Legislations - China

Base Category	Base Dimension (Default)
Direct Payments	Relationship Tax Unit Run
Absences	Relationship Tax Unit Run
Earnings	Relationship Tax Unit Run
Supplemental Earnings	Relationship Tax Unit Run
Taxable Benefits	Relationship Tax Unit Run
Pre-Statutory Deductions	Relationship Tax Unit Run
Tax Deductions	Relationship Tax Unit Run
Employer Charges	Relationship Tax Unit Run
Social Insurance Deductions	Relationship Tax Unit Run
Voluntary Deductions	Relationship Tax Unit Run

Default Recommended Balance Group Setup - For Other Legislations

Base Category	Base Dimension (Default)
Direct Payments	Relationship Tax Unit Run
Absences	Relationship Tax Unit Run
Earnings	Relationship Tax Unit Run
Supplemental Earnings	Relationship Tax Unit Run
Taxable Benefits	Relationship Tax Unit Run
Pre-Statutory Deductions	Relationship Tax Unit Run
Tax Deductions	Relationship Tax Unit Run
Employer Charges	Relationship Tax Unit Run
Social Insurance Deductions	Relationship Tax Unit Run
Voluntary Deductions	Relationship Tax Unit Run

Payroll Balances in Oracle Cloud HCM and Usage in Fusion Data Intelligence

There are three main components of Payroll balances.

- **Balance Name**: Specific names for each balance are customizable. For example, Basic Pay, Overtime, Bonus etc.

  For example, Alex is an employee of the Sales team.

  – As part of his Payroll he gets one regular component, Base Pay, and three irregular payments based on eligibility, Overtime, Bonus, and Commissions.

  – As per tax rules of applicable legislation there are two deductions: Medical Insurance and 401(K) Employee Contribution.

Category	Amount
Base Pay	$4000.00
Overtime Pay	$300
Bonus	$1200
Commissions	$2000
Medical Insurance	$150
401(k) Employee Contribution	$200

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- **Base Categories**
  - **Standard Earning**: Regular earnings that are part of the base salary.
  - **Supplemental Earning**: Additional earnings such as bonuses or commissions.
  - **Voluntary Deduction**: Deductions chosen by the employee, such as retirement contributions.
  - **Involuntary Deduction**: Deductions mandated by law, such as tax or garnishments.
  - **Hours**: Recorded work hours or overtime.
  - **Information**: Miscellaneous payroll-related information.
- For example, Alex is an employee of Sales team.
  - Each Balance Name has an associated base category.
  - Some of the most common base categories are listed in the right column of the table shown.

Balance Name	Base Category
Standard Earnings	Pretax Deductions
Voluntary Deductions	Supplemental Earnings
Employer Taxes	Involuntary Deductions
Employee Tax Credits	Miscellaneous
Employee Tax Wages	Employee Tax Deductions
Employer Tax Wages	Employer Liabilities

- **Base Dimension** shows three different perspectives.
  - **Time**: Various periods such as Quarter to Date, Inception to Date, Month to Date, Year to Date, etc.
  - **Employment**: Different employment relationships or assignments.
  - **Context**: Location-based dimensions like Area, City, etc.
- For example, Alex is an employee of the Sales team.
  - Each balance has different base dimensions associated with it.
  - Fusion Data Intelligence calculates values of Period To Date (QTD, MTD, YTD). Therefore the Analytics Warehouse Balance group shouldn't have Time-based Base Dimension added.
  - Context-based Base Dimensions aren't supported so they shouldn't be added

Time Based Dimension	Employment Based Dimension	Context Based Dimension
Relationship Tax Unit Run QTD	Relationsip Tax Unit Run	Relationship Tax Unit Run Area 1 Run
Relationship Tax Unit RUn YTD	Assignment Tax Unit Run	Relationship Tax Unit Run Area 2 Run
NA	Relationship Run	NA
NA	Assignment Run	NA

- For example, Alex is an employee of the Sales team.
  - Combining Balance Name, Base Category, and Base Dimension, you can see the results in the following table.

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- Alex receives $4000 for base pay. To get that from balances data, filter on a specific base dimension such as Relationship Tax Unit Run.
- To ensure accurate reporting and analysis of Payroll Balances, filter by specific base dimensions.
- Without this filter, balance values may be incorrectly aggregated across dimensions, leading to inaccurate results.
- The Balance Group setup allows you to select specific balances/base categories/base dimensions that any organizations need for Payroll Analytics and Reporting.

Base Category	Balance Name	Balance Dimension	Amount
Standard Earnings	Base Pay	Relationship Run	$4000
Standard Earnings	Base Pay	Relationship Tax Unit Run	$4000
Standard Earnings	Base Pay	Assignment Run	$4000
Standard Earnings	Base Pay	Assignment Tax Unit Run	$4000
Standard Earnings	Base Pay	Relationship Tax Unit Run QTD	$12000

Prerequisites for Payroll Costing

To make the most of Payroll Costing analytics, you need to ensure that the payroll costing data is organized and easy to understand, starting with the Cost Allocation Key flexfield setup in Oracle Fusion Cloud Human Capital Management by associating the appropriate labels with segments in the flexfield setup.

With this setup in Oracle Fusion Cloud Human Capital Management, you can report on the segregation of expenses and liabilities based on individual segments with appropriate labels associated with them.

1. In Oracle Fusion Cloud Human Capital Management, select **Set up and Maintenance**, and then search for the Cost Allocation Key flexfield.
2. Click **Actions**, then click **Manage Segment Labels**. Create labels for the segments and associate the appropriate BI Object Names.
3. Based on how Payroll Cost Allocation Key Flex is set up, create a segment label code that follows these guidelines:
   - The segment label code doesn't use spaces.
   - The BI Object Name nomenclature is case sensitive and should be formatted as shown below.
   - FDI Payroll Costing supports up to 10 segments of reporting. In case of more than 10 segments in Cost Allocation Key Flexfield – you can select any 10 segments from it

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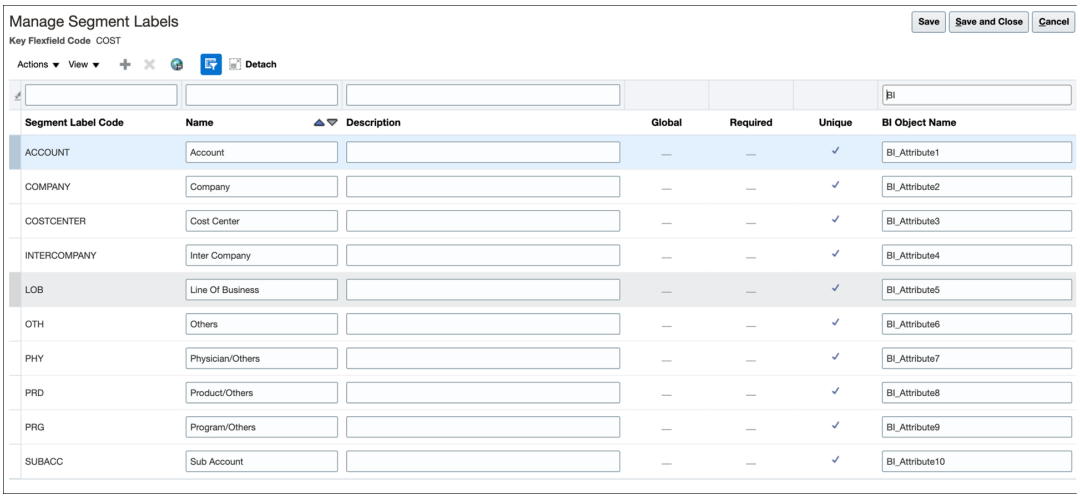

4. Click **Actions** and then click **Manage Structures**.
5. Search for a specific structure you are looking for and click **Edit** to update the selected structure.
6. To associate each label, select the individual segments and click **Edit**.
7. Search for the Label created in previous step in the Available Segment Block.

8. Move the Available Labels to Selected Labels. Don't remove any of the existing labels from the Selected Label list to avoid impacting your existing Cloud Payroll setup.

> **Note**
>
> Adding new label for Oracle Fusion Data Intelligence doesn't impact your existing Cloud payroll setup

9. Repeat this procedure for each segment in the selected structure.
10. Segments without an associated label show Concatenated Segments and individual segment names show as No Value.

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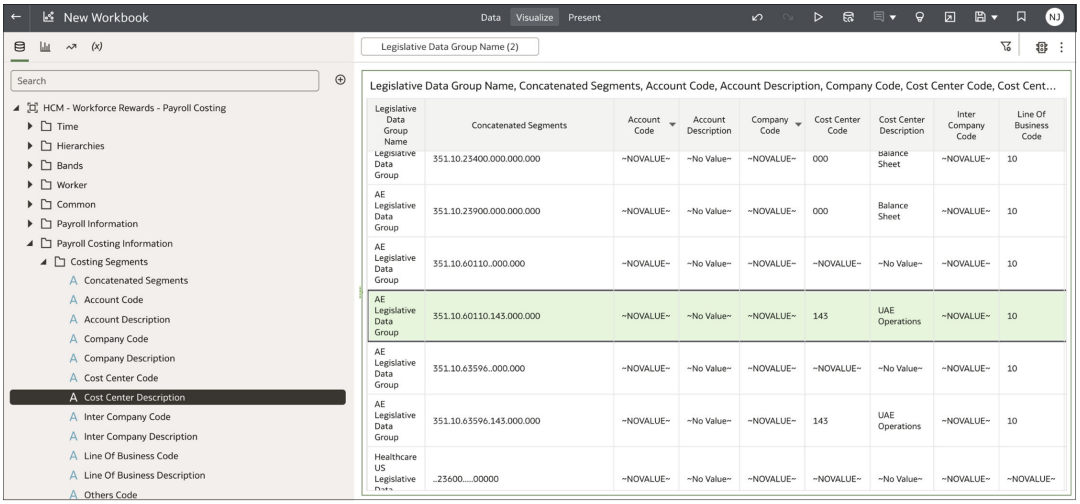
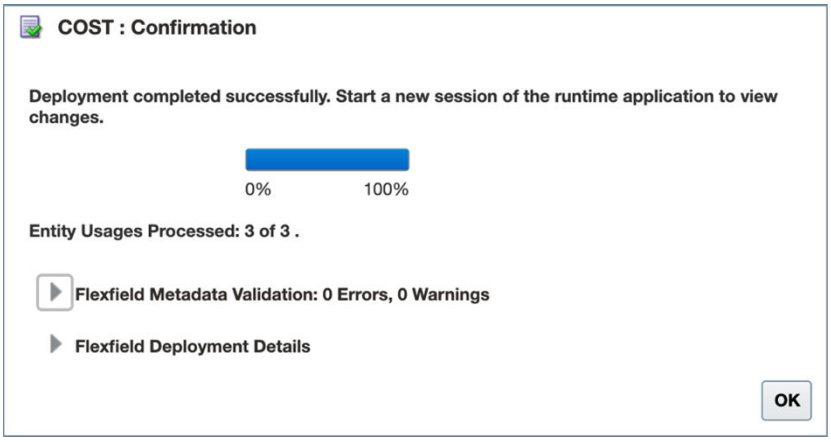


11. Deploy the flexfield. Navigate back to the Cost Allocation Key flexfield screen, and then click **Deploy Flexfield**. In the confirmation dialog, click **OK**.



12. When you've completed these steps, run the Import Oracle Fusion Data Extensions for Transactional Business Intelligence schedule process.

> **Note**
>
> After you make changes to the flexfield setup, refresh and reload the payroll costing work area in Oracle Fusion Data Intelligence to reflect the changes.

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2

Tables

This section provides information about Oracle Fusion HCM Analytics data tables.

Topics

- Overview
- Tables Without WHO Columns
- Internal Use Only Columns
- Initial Extract Date Parameter Usage
- Tables With Data Rejection Details

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 and Internal Use Only Columns are for Oracle Internal use only. You must not use the UPDATE W$_INSERT_DT and W$_UPDATE_DT columns for reporting purposes. Use these columns with caution for downstream custom ETL. Fusion Data Intelligence truncates and reloads tables as required, effectively removing the historical record of these columns.

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 **26R2_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

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- 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_BEN_HABITS_CURRENT_D
- DW_BEN_LIFE_EVENT_CURRENT_D
- DW_BEN_PARTICIPANT_CONTACT_CURRENT_D
- DW_BEN_PERSON_BENEFIT_GROUP_CURRENT_D
- DW_BEN_PLAN_CURRENT_D
- DW_BEN_PLAN_OPTION_CURRENT_D
- DW_BEN_PLAN_TYPE_CURRENT_D
- DW_BEN_PROGRAM_CURRENT_D
- DW_BEN_RATE_CURRENT_D
- DW_COI_JOB_SKILL_CRNT_D
- DW_COI_PERSON_SKILL_CRNT_D
- DW_DISABILITY_ORG_D
- DW_DISABILITY_ORG_D_TL
- DW_FISCAL_DAY_D_NO_ADJUST
- DW_GRADE_RATE_CURRENT_D
- DW_GRADE_RATE_VALUE_CURRENT_D
- DW_INV_ORGANIZATION_D
- DW_INV_ORGANIZATION_D_TL
- DW_JOB_CURRENT_D
- DW_JOB_D_CURRENT_TL
- DW_JOB_FAMILY_CURRENT_D
- DW_JOB_FAMILY_D_CURRENT_TL
- DW_JRNY_ALLOCATED_CHECKLIST_EF
- DW_JRNY_ALLOCATED_TASK_EF
- DW_LM_CLASS_ASSIGNMENT_EVENT_CURRENT_EF

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- DW_LM_COURSE_ASSIGNMENT_EVENT_CURRENT_EF
- DW_LM_COURSE_OUTCOME_SKILL_EF
- DW_LM_ELEARNING_ASSIGNMENT_EVENT_CURRENT_EF
- DW_LM_ELEARNING_TASK_ASSIGNMENT_CURRENT_EF
- DW_LM_SPECIALIZATION_ASSIGNMENT_EVENT_CURRENT_EF
- DW_LM_SPECIALIZATION_OUTCOME_SKILL_EF
- DW_LM_TASK_ASSIGNMENT_CURRENT_EF
- DW_MANAGER_CF_TD_CURRENT_DH
- DW_MANAGER_DN_CURRENT_DH
- DW_MANAGER_REPORTEES_CF_DN_CURRENT_DH
- DW_MANAGER_REPORTEES_CF_DN_NSR_DH
- DW_MGR_REPORTEES_NON_LINE_MGR_CF_DN_DH
- DW_PAY_GRADE_CURRENT_D
- DW_PAY_GRADE_D_CURRENT_TL
- DW_PAYROLL_STATUTORY_UNIT_D
- DW_PAYROLL_STATUTORY_UNIT_D_TL
- DW_PERSON_LEGISLATION_ALL_CURRENT_D
- DW_PERSON_NAME_CURRENT_D
- DW_POSITION_CURRENT_D
- DW_POSITION_D_CURRENT_TL
- DW_PRFL_JOB_CMPTNCY_CRNT_F
- DW_PRFL_JOB_DEGREES_CRNT_F
- DW_PRFL_JOB_HNR_AWARD_CRNT_F
- DW_PRFL_JOB_LANGUAGES_CRNT_F
- DW_PRFL_JOB_LIC_CERT_CRNT_F
- DW_PRFL_JOB_MEMBRSHIP_CRNT_F
- DW_PRFL_JOB_WRK_REQ_CRNT_F
- DW_PRFL_POSN_CMPTNCY_CRNT_F
- DW_PRFL_POSN_DEGREES_CRNT_F
- DW_PRFL_POSN_HNR_AWARD_CRNT_F
- DW_PRFL_POSN_LANGUAGES_CRNT_F
- DW_PRFL_POSN_LIC_CERT_CRNT_F
- DW_PRFL_POSN_MEMBRSHIP_CRNT_F
- DW_PRFL_POSN_WRK_REQ_CRNT_F
- DW_PRFL_PRSN_ADV_RDYNS_CRNT_F
- DW_PRFL_PRSN_CAR_PREF_CRNT_F
- DW_PRFL_PRSN_CMPTNCY_CRNT_F
- DW_PRFL_PRSN_DEGREES_CRNT_F

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- DW_PRFL_PRSN_EDU_LEVEL_CRNT_F
- DW_PRFL_PRSN_HNR_AWARD_CRNT_F
- DW_PRFL_PRSN_IMPC_LOSS_CRNT_F
- DW_PRFL_PRSN_LANGUAGES_CRNT_F
- DW_PRFL_PRSN_LIC_CERT_CRNT_F
- DW_PRFL_PRSN_MEMBRSHIP_CRNT_F
- DW_PRFL_PRSN_PERF_RTNG_CRNT_F
- DW_PRFL_PRSN_POT_RTNG_CRNT_F
- DW_PRFL_PRSN_PRV_EMPMT_CRNT_F
- DW_PRFL_PRSN_RSK_LOSS_CRNT_F
- DW_PRFL_PRSN_SKILL_CRNT_F
- DW_PRFL_PRSN_SPCL_PROJ_CRNT_F
- DW_PRFL_PRSN_TLNT_SCOR_CRNT_F
- DW_PRFL_PRSN_WRK_REQ_CRNT_F
- DW_SKILL_COURSE_SUPPLY_CRNT_EF
- DW_SKILL_JOB_CRNT_EF DW_SKILL_PERSON_CRNT_EF
- DW_SKILL_SPECIALIZATION_SUPPLY_CRNT_EF
- DW_TAX_REPORTING_UNIT_D
- DW_TAX_REPORTING_UNIT_D_TL
- DW_WRKFRC_UNION_D
- DW_WRKFRC_UNION_D_TL

Internal Use Only Columns

The tables provided in Oracle Fusion HCM Analytics include columns that are for Oracle internal use only.

The following columns aren't available for customers to use.

Table Name	Target Column
All Tables	SOURCE_RECORD_ID
DW_GL_LEDGER_RELATIONSHIPS_D	TARGET_LEDGER_ID
DW_CHART_OF_ACC_LKP_TL	CHART_OF_ACC_LKP_CODE
DW_HRSR_MILESTONE_EF	SERVICE_REQUEST_LAST_UPDATE_DATE
DW_HRSR_MILESTONE_EF	SERVICE_REQUEST_CREATED_BY
DW_HRSR_MILESTONE_EF	SERVICE_REQUEST_LAST_UPDATED_BY
DW_HRSR_MILESTONE_EF	SERVICE_REQUEST_LAST_UPDATE_TIMESTAMP
DW_HRSR_SERVICE_REQUEST_EF	SERVICE_REQUEST_LAST_UPDATE_DATE
DW_HRSR_SERVICE_REQUEST_EF	SERVICE_REQUEST_CREATED_BY
DW_HRSR_SERVICE_REQUEST_EF	SERVICE_REQUEST_LAST_UPDATED_BY
DW_HRSR_SERVICE_REQUEST_EF	SERVICE_REQUEST_LAST_UPDATE_TIMESTAMP

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Table Name	Target Column
DW_TA_JOB_APP_EVENT_F	JOB_APP_PHASE_COUNT
DW_TA_JOB_APP_EVENT_F	JOB_APP_STATE_COUNT
DW_TA_JOB_REQ_EVENT_F	REQ_PHASE_COUNT
DW_TA_JOB_REQ_EVENT_F	REQ_STATE_COUNT
DW_TNL_PRSCD_TM_ENTRY_EF	CREATION_DATE
DW_TNL_RPTD_TM_ENTRY_EF	CREATION_DATE
DW_TNL_TIMEENTRY_F	CREATION_DATE
DW_TLNTRVW_MEETING_EF	RECORD_CODE
DW_TLNTRVW_MEETING_EF	PREV_PROFILE_ITEM_ID
DW_TLNTRVW_MEETING_EF	CALIB_PROFILE_ITEM_ID
DW_PAY_RUN_BALANCE_GREGORIAN_MONTH_A	SYSTEM_GEN_PK

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 Management tables might contain bad data and might impact the reporting metrics in Oracle Fusion HCM Analytics. Therefore, bad source data won't be loaded into Oracle Fusion HCM Analytics, and instead are captured in DW_ERR_RECORDS and DW_ERR_CODE_TL tables.

The system retains the error records in the table DW_ERR_RECORDS for 90 days, after which it purges the error records automatically. If you want to retain error records for a longer period, you must archive them separately in a custom table.

Error Code Translation Table Spreadsheet

Download this spreadsheet that contains the Error Codes and their description details.

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3

Relationship Diagram

This section provides information about Oracle Fusion HCM Analytics relationship diagrams.

Topics

- Overview

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 **26R2_Fusion_HCM_Analytics_Diagrams.html**.

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4

Data Store

This section provides information about Oracle Fusion HCM Analytics data source columns.

Topics

- Overview

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.

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5

Data Lineage

This section provides information about Oracle Fusion HCM Analytics end-to-end data lineage details.

Topics

- Overview

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.

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6

Data Augmentation

This section provides information about Oracle Fusion HCM Analytics data entity details.

Topics

- Overview

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.

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7

Subject Areas

This section provides information about Oracle Fusion HCM Analytics subject areas and their related components.

Topics

- Subject Areas
- Business Questions
- Job-specific Groups
- Data Roles
- Duty Roles
- Subject Area Metrics Details
- Descriptive Flexfield Details

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.

Topics

- Overview
- Data Validation
- Security Assignment
- Security Audit History
- Usage Tracking Analysis Dashboard
- Warehouse Refresh Statistics

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

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then open the release-specific HTML file. For example, click **26R2_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.

Offerings and Functional Areas

This table shows the offerings in Oracle Fusion HCM Analytics .

To learn more about the subject areas, see Subject Areas.

Functional Area Name	Dependency	Associated Subject Areas	Initial Release
Absence Management	NA	HCM - Workforce Absence Management	21R3
Benefits	NA	HCM - Benefits (Preview)	25R2
Career of Interest	Workforce Management, Talent Profile, and Skills Management	HCM - Careers of Interest - Public (Preview)	26R2
Diversity Analysis	Diversity Analysis Prerequisites	HCM - Diversity Analysis	22R2
Employment Contracts	NA	HCM - Employment Contracts	25R4
Employment Contracts	NA	HCM - Employment Contracts	25R4
Goals and Career Development	NA	HCM - Goals and Career Development	21R2
Health and Safety	NA	HCM - Health and Safety Incidents (Preview)	23R3

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Functional Area Name	Dependency	Associated Subject Areas	Initial Release
HR Help Desk	NA	HCM - HR Helpdesk Requests Overview (Preview)	24R2
Journeys	NA	HCM - Journeys	22R3
Learning Coldspot	Workforce Management, Learning Offerings & Hours, and Skills Management.	HCM - Learning Coldspot - Course (Preview)	25R4
Learning Coldspot	Workforce Management, Learning Offerings & Hours, and Skills Management.	HCM - Learning Coldspot - Specialization (Preview)	25R4
Learning Management	NA	HCM - Learning (Preview)	22R2
Learning Offerings and Hours	Learning Management	HCM - Course - Offering Rating and Profile Outcome (Preview) HCM - Specialization Rating and Profile Outcome (Preview) HCM - Learning Items and Enrollments (Preview)	25R2
Opportunity Marketplace - Gigs	NA	HCM - Opportunity Marketplace Gigs	24R4
Payroll Balances	NA	HCM - Workforce Rewards - Payroll Balances HCM - Workforce Rewards - Payroll Balances (Monthly)	21R4
Payroll Costing	NA	HCM - Workforce Rewards - Payroll Costing	23R2
Performance Management and Check-ins	NA	HCM - Check-Ins HCM - Performance Management	21R2
Person Talent Profile Management	NA	HCM - Talent Profile Trends (Preview)	24R3
Position Hierarchy	NA	All subject areas with Position Hierarchy dimension	25R3
Position Hierarchy	NA	All Subject areas with Position Hierarchy dimension	25R3
Position Management	NA	HCM - Positions	23R3
Profile Matching	NA	HCM - Profile Matching (Preview)	22R3
Salary Basis	NA	HCM - Workforce Rewards - Salary Basis	21R3

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Functional Area Name	Dependency	Associated Subject Areas	Initial Release
Salary Basis Setup	NA	HCM - Workforce Rewards - Salary Basis Setup	25R3
Seniority Dates	NA	HCM - Worker Seniority	23R2
Skills Management	Talent Profile	HCM - Talent Profile	24R4
		HCM - Talent Profile Marketplace (Preview)	
Succession Management	NA	HCM - Succession Management	21R4
Talent Acquisition	NA	HCM - Talent Acquisition	20R4
Talent Profile	NA	HCM - Talent Profile	21R3
Talent Review	NA	HCM - Talent Review Meetings	21R4
Time and Labor	NA	HCM - Workforce Time and Labor Management	22R1
Workforce Compensation	NA	HCM- Workforce Rewards- Workforce Compensation	21R3
Workforce Management	NA	HCM - Workforce Core	20R3
		HCM - Workforce Gains and Losses	

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 AI Lakehouse 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?

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- 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.

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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 Analysis Dashboard

Description

Usage Tracking is a powerful feature that is 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's 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 AI Lakehouse 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. This subject area provides you the ability to understand the usage and performance of logical and physical queries generated by the Oracle Fusion Data Intelligence semantic model, including customer created extensions. You can use the usage tracking data to analyze query performance and to understand the patterns of physical queries that are sent to the database and the execution plans that are generated in autonomous data warehouse. You can view the details of the physical queries generated for each logical query and their performance metrics

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such as row counts and time elapsed. This information is especially relevant in these scenarios:

- While creating new custom content adhering to the recommended practices.
- When you want to provide additional data points for the prebuilt reports while reporting performance problems and want to add metrics such as row counts, compilation time, and response times.

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 Analysis Dashboard

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?

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- 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

This section provides information about Oracle Fusion HCM Analytics business questions.

Topics

- Overview

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 **26R2_Fusion_HCM_Analytics_BusinessQuestions.html**.

> **Note**
>
> Job roles are the same as job-specific groups.

Job-specific Groups

This section provides information about Oracle Fusion HCM Analytics job-specific groups

Topics

- Overview
- Common Job-Specific Groups

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Overview

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

> **Note**
>
> Job roles are the same as job-specific groups.

Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area ORA_PER_LINE_MANAGER_ABSTRACT
ORA_BEN_BENEFITS_ADMINISTRATOR_JOB	Benefits Administrator	Gets access to Benefits subject area(s)	Benefits Diversity Analysis Duty	Benefits
ORA_BEN_BENEFITS_MANAGER_JOB	Benefits Manager	Gets access to Benefits subject area(s)	Benefits Diversity Analysis Duty	Benefits
ORA_CMP_COMPENSATION_MANAGER_JOB	Compensation Manager	Gets access to workforce compensation subject area	Workforce Compensation Analysis Duty	Workforce Compensation
ORA_CMP_COMPENSATION_MANAGER_JOB	Compensation Manager	Gets access to workforce compensation subject area	Workforce Compensation Diversity Analysis Duty	Workforce Compensation
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_HXT_TIME_AND_LABOR_ADMINISTRATOR_JOB	Time And Labor Administrator	Gets access to Time and Labor Subject Area	Time and Labor Analysis Duty	Time and Labor
ORA_IRC_HIRING_MANAGER_ABSTRACT	Hiring Manager	Hiring Manager	Recruitment Analysis Duty Role	Talent Acquisition
ORA_IRC_RECRUITER_JOB	Recruiter	Recruiter	Recruitment Analysis Duty Role	Talent Acquisition
ORA_IRC_RECRUITING_MANAGER_JOB	Recruiting Manager	Recruiting Manager	Recruitment Analysis Duty Role	Talent Acquisition
ORA_PAY_PAYROLL_ADMINISTRATION_JOB	Payroll Administrator	Gets access to Payroll Management Subject Area	Payroll Analysis Duty	Payroll Balances
ORA_PAY_PAYROLL_ADMINISTRATION_JOB	Payroll Administrator	Gets access to Payroll Management Subject Area	Payroll Costing Analysis Duty	Payroll Costing

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Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area ORA_PER_LINE_MANAGER_ABSTRACT
ORA_PAY_PAYROLL_MANAGER_JOB	Payroll Manager	Gets access to Payroll Management Subject Area	Payroll Analysis Duty	Payroll Balances
ORA_PAY_PAYROLL_MANAGER_JOB	Payroll Manager	Gets access to Payroll Management Subject Area	Payroll Costing Analysis Duty	Payroll Costing
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Gets access to Opportunity Marketplace - Gigs Subject Area	Opportunity Marketplace Gig Analysis Duty	Opportunity Marketplace - Gigs
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Gets access to Talent Profile Marketplace subject area	Profile Marketplace Management Analysis Duty	Skills Management
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Learning Coldspot Analysis Duty	Learning Coldspot
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Absence Management Analysis Duty	Absence Management
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Check Ins Analysis Duty	Performance Management and Check-ins
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Employment Contract Analysis Duty	Employment Contracts
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Employment Contract Diversity Analysis Duty	Employment Contracts
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Goal Management Analysis Duty	Goals and Career Development
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Journeys Analysis Duty	Journeys
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Performance Management Analysis Duty	Performance Management and Check-ins
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Position Analysis Duty	Position Management
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Profile Management Analysis Duty	Talent Profile
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Salary Basis Analysis Duty	Salary Basis
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Salary Basis Setup Analysis Duty	Salary Basis Setup

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Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area ORA_PER_LINE_MANAGER_ABSTRACT
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Succession Management Analysis Duty	Succession Management
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Talent Review Management Analysis Duty	Talent Review
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Time and Labor Management Analysis Duty	Time and Labor
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Workforce Core Analysis Duty	Workforce Management
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Workforce Gains and Losses Transaction Analysis Duty	Workforce Management
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Careers of Interest - Public Management Analysis Duty	Career of Interest
ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	Human Resource Analyst	Human Resource Analyst	Careers of Interest - Public Management Diversity Analysis Duty	Career of Interest
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Gets access to Opportunity Marketplace - Gigs Subject Area	Opportunity Marketplace Gig Analysis Duty	Opportunity Marketplace - Gigs
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Gets access to Talent Profile Marketplace subject area	Profile Marketplace Management Analysis Duty	Skills Management
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Learning Coldspot Analysis Duty	Learning Coldspot
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Absence Management Analysis Duty	Absence Management
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Check Ins Analysis Duty	Performance Management and Check-ins
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Goal Management Analysis Duty	Goals and Career Development
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Journeys Analysis Duty	Journeys
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Performance Management Analysis Duty	Performance Management and Check-ins

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Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area ORA_PER_LINE_MANAGER_ABSTRACT
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Position Analysis Duty	Position Management
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Profile Management Analysis Duty	Talent Profile
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Salary Basis Analysis Duty	Salary Basis
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Salary Basis Setup Analysis Duty	Salary Basis Setup
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Succession Management Analysis Duty	Succession Management
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Talent Review Management Analysis Duty	Talent Review
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Time and Labor Management Analysis Duty	Time and Labor
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Workforce Core Analysis Duty	Workforce Management
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Workforce Gains and Losses Transaction Analysis Duty	Workforce Management
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Careers of Interest - Public Management Analysis Duty	Career of Interest
ORA_PER_HUMAN_RESOURCE_MANAGER_JOB	Human Resource Manager	Human Resource Manager	Careers of Interest - Public Management Diversity Analysis Duty	Career of Interest
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Gets access to Opportunity Marketplace - Gigs Subject Area	Opportunity Marketplace Gig Analysis Duty	Opportunity Marketplace - Gigs
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Gets access to Talent Profile Marketplace subject area	Profile Marketplace Management Analysis Duty	Skills Management
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Learning Coldspot Analysis Duty	Learning Coldspot
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Employment Contract Analysis Duty	Employment Contracts

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Job-Specific Group Code	Job-Specific Group Name	Description	Associated Application Roles	Functional Area ORA_PER_LINE_MANAGER_ABSTRACT
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Employment Contract Diversity Analysis Duty	Employment Contracts
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Position Analysis Duty	Position Management
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Salary Basis Setup Analysis Duty	Salary Basis Setup
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Careers of Interest - Public Management Analysis Duty	Career of Interest
ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB	Human Resource Specialist	Human Resource Specialist	Careers of Interest - Public Management Diversity Analysis Duty	Career of Interest
ORA_PER_LINE_MANAGER_ABSTRACT	Line Manager	Gets access to Opportunity Marketplace - Gigs Subject Area	Opportunity Marketplace Gig Analysis Duty	Opportunity Marketplace - Gigs
ORA_PER_LINE_MANAGER_ABSTRACT	Line Manager	Gets access to Talent Profile Marketplace subject area	Profile Marketplace Management Analysis Duty	Skills Management
ORA_PER_LINE_MANAGER_ABSTRACT	Line Manager	Line Manager	Learning Management Analysis Duty	Learning
ORA_PER_LINE_MANAGER_ABSTRACT	Line Manager	Line Manager	Employment Contract Analysis Duty	Employment Contracts
ORA_PER_LINE_MANAGER_ABSTRACT	Line Manager	Line Manager	Employment Contract Diversity Analysis Duty	Employment Contracts
ORA_PER_LINE_MANAGER_ABSTRACT	Line Manager	Line Manager	Careers of Interest - Public Management Analysis Duty	Career of Interest
ORA_PER_LINE_MANAGER_ABSTRACT	Line Manager	Line Manager	Careers of Interest - Public Management Diversity Analysis Duty	Career of Interest
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	HR Help Desk
ORA_WLF_LEARNING_SPECIALIST_JOB	Learning Specialist	Learning Specialist	Learning Management Analysis Duty	Learning

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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 OA4F_COMMON_DATA_ADMIN_ANALYSIS_DUTY	Not applicable	Common

Data Roles

This section provides information about Oracle Fusion HCM Analytics data roles.

Topics

- Overview

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.

Data Role Code	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 Role 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 role for the country data security context.	Workforce

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Data Role Code	Data Role Name	Description	Functional Area
OA4F_HCM_DEPARTMENT_DATA	Oracle Fusion Analytics Warehouse HCM Department Data Role	Human Capital Management data security role for the department data security context.	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 role for the legal employer data security context.	Workforce
OA4F_HCM_LINE_MANAGER_DATA	HCM Line Manager Data Security	HCM Line Manager (Supervisor Hierarchy Based) Data Security	Career of Interest
OA4F_HCM_LINE_MANAGER_DATA	Oracle Fusion Analytics Warehouse HCM Line Manager Data Role	Human Capital Management data security role for the supervisor hierarchy.	Skills Management
OA4F_HCM_LINE_MANAGER_DATA	Oracle Fusion Analytics Warehouse HCM Line Manager Data Role	Human Capital Management data security role for the supervisor hierarchy.	Workforce
OA4F_HCM_OM_GIG_CREATOR_DATA	Opportunity Marketplace Gig Creator Data Security	Data security role to access Opportunity Marketplace Gig data by Gig Creator.	Talent
OA4F_HCM_REC_ALL_APP_DATA	Recruitment Job Application View All Data Security	Recruitment data role to report on all job applications.	Talent Acquisition
OA4F_HCM_REC_ALL_REQ_DATA	Recruitment Job Requisition View All Data Security	Recruitment job requisition to view all data security.	Talent Acquisition
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 Acquisition
OA4F_HCM_REC_REQ_DATA	Recruitment Job Requisition Data Security	Recruitment job requisition data security.	Talent Acquisition
OA4F_HCM_RECRUITING_TYPE_DATA	HCM Recruitment Recruiting Type Data Security	Data Security roles to grant access based on Recruiting Type	Talent Acquisition
OA4F_HCM_VIEW_ALL_DATA	HCM View All Data Security	HCM View All Data Security	Career of Interest
OA4F_HCM_VIEW_ALL_DATA	Oracle Fusion Analytics Warehouse View All Data Role	Human Capital Management data security role to view all data.	Learning Coldspot
OA4F_HCM_VIEW_ALL_DATA	Oracle Fusion Analytics Warehouse View All Data Role	Human Capital Management data security role to view all data.	Benefits Learning Workforce

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Data Role Code	Data Role Name	Description	Functional Area
OA4F_HCM_VIEW_ALL_DATA	Oracle Fusion Analytics Warehouse View All Data Role	Human Capital Management data security role to view all data.	Skills Management
OAF4_HCM_LRNG_LINE_MANAGER_DATA	HCM Learning Line Manager Data Security	Supervisor Data Role restricts the learners by their hierarchy	Learning

Duty Roles

This section provides information about Oracle Fusion HCM Analytics duty roles.

Topics

- Overview
- Common 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 7-1 HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
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

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
OA4F_HCM_BENEFITS_ANALYSIS_DUTY	Benefits Analysis Duty	Object Security Role to Control Presentation Catalog Access to HCM - Benefits Subject Area	Benefits	HCM - Benefits (Preview)
OA4F_HCM_BENEFITS_DIV_ANALYSIS_DUTY	Benefits Diversity Analysis Duty	Object Security Role to Control Diversity Presentation Catalog Access to HCM - Benefits subject area	Benefits	HCM - Benefits (Preview)
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_COI_PUB_ANALYSIS_DUTY	Careers of Interest - Public Management Analysis Duty	Provides access to all objects of HCM - Careers of Interest - Public subject area restricting access to diversity attributes.	Talent	HCM - Careers of Interest - Public (Preview)
OA4F_HCM_COI_PUB_DIV_ANALYSIS_DUTY	Careers of Interest - Public Management Diversity Analysis Duty	Provides Access to all Objects of HCM - Careers of Interest - Public subject area restricting access to diversity attributes.	Talent	HCM - Careers of Interest - Public (Preview)
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

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
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
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_EMP_CONTRACT_ANALYSIS_DUTY	Employment Contract Analysis Duty	Provides Access to the the subject area related to Employment Contracts.	Employment Contracts	HCM - Employment Contracts (Preview)
OA4F_HCM_EMP_CONTRACT_DIV_ANALYSIS_DUTY	Employment Contract Diversity Analysis Duty	This duty role provides access to all objects of the Employment Contracts subject area except the folders related to diversity data.	Employment Contracts	HCM - Employment Contracts (Preview)

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
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)
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

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
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
OA4F_HCM_LEARNING_ANALYSIS_DUTY	Learning Analysis Duty	Controls presentation catalog access to HCM - Learning (Preview) subject area.	Talent	HCM - Learning
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
OA4F_HCM_LEARNING_MGMT_ANALYSIS_DUTY	Learning Management Analysis Duty	Controls presentation catalog access to Learning related subject areas.	Talent	HCM - Course - Offering Rating and Profile Outcome (Preview)
OA4F_HCM_LEARNING_MGMT_ANALYSIS_DUTY	Learning Management Analysis Duty	Controls presentation catalog access to Learning related subject areas.	Talent	HCM - Specialization Rating and Profile Outcome (Preview)
OA4F_HCM_LEARNING_MGMT_ANALYSIS_DUTY	Learning Management Analysis Duty	Controls presentation catalog access to Learning related subject areas.	Talent	HCM - Learning Items and Enrollments (Preview)
OA4F_HCM_LEARNING_MGMT_DIV_ANALYSIS_DUTY	Learning Management Diversity Analysis Duty	Prevents access to Diversity related folders from Learning related subject areas. It can't be used in conjunction with Learning Analysis Duty.	Talent	HCM - Course - Offering Rating and Profile Outcome (Preview)

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
OA4F_HCM_LEARNING_MGMT_DIV_ANALYSIS_DUTY	Learning Management Diversity Analysis Duty	Prevents access to Diversity related folders from Learning related subject areas. It can't be used in conjunction with Learning Analysis Duty.	Talent	HCM - Specialization Rating and Profile Outcome (Preview)
OA4F_HCM_LEARNING_MGMT_DIV_ANALYSIS_DUTY	Learning Management Diversity Analysis Duty	Prevents access to Diversity related folders from Learning related subject areas. It can't be used in conjunction with Learning Analysis Duty.	Talent	HCM - Learning Items and Enrollments (Preview)
OA4F_HCM_LRN_CLDSPT_ANALYSIS_DUTY	Learning Coldspot Analysis Duty	This Duty Role Provides Access to all Objects of HCM - Learning Coldspot subject area.	Learning Coldspot	HCM - Learning Coldspot - Course (Preview)
OA4F_HCM_LRN_CLDSPT_ANALYSIS_DUTY	Learning Coldspot Analysis Duty	This Duty Role Provides Access to all Objects of HCM - Learning Coldspot subject area.	Learning Coldspot	HCM - Learning Coldspot - Specialization (Preview)
OA4F_HCM_OM_GIG_ANALYSIS_DUTY	Opportunity Marketplace Gig Analysis Duty	Object security role to control presentation catalog access to Opportunity Marketplace Gigs subject area.	Talent	HCM - Opportunity Marketplace Gigs
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
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 (Monthly)

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Table 7-1 (Cont.) HCM Duty Roles

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

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
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
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
OA4F_HCM_PROFILE_MRKTPLC_ANALYSIS_DUTY	Profile Marketplace Management Analysis Duty	This Duty Role Provides Access to all Objects of HCM - Talent Profile Marketplace subject area.	Global HCM	HCM - Talent Profile Marketplace
OA4F_HCM_PROFILE_MRKTPLC_DIV_ANALYSIS_DUTY	Profile Marketplace Management Diversity Analysis Duty	This Duty Role Provides Access to all Objects of HCM - Talent Profile Marketplace subject area except the folders related to diversity data.	Global HCM	HCM - Talent Profile Marketplace
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

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
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
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_SALARY_BASIS_SETUP_ANALYSIS_DUTY	Salary Basis Setup Analysis Duty	Provides access to all the objects of HCM - Workforce Rewards - Salary Basis Setup.	Global HCM	HCM - Workforce Rewards - Salary Basis Setup
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

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
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
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
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

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Table 7-1 (Cont.) HCM Duty Roles

Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name
OA4F_HCM_WORKFORCE_CORE_ANALYSIS_DUTY	Workforce Core Analysis Duty	Controls presentation catalog access to Workforce Core subject area.	Global HCM	HCM - Workforce Core
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.

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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 and Usage Tracking Analysis Duty	Object security role to control access to Common - Warehouse Refresh Statistics subject area.	Common	Common - Warehouse Refresh Statistics
OA4F_COMMON_DATA_ADMIN_ANALYSIS_CONTENT_DUTY	Data Warehouse Refresh and Usage Tracking Analysis Content Duty	Object security role to control access to Warehouse Refresh Statistics and Data Validation workbooks.	Common	
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_COMMON_USAGE_TRACKING_CONTENT_DUTY	Usage Tracking Analysis Content Duty	Object security role to control presentation catalog access to Usage Tracking workbook	Common	
OA4F_SECURITY_REPORTING_DUTY	Security Reporting Duty	Object security role to control access to Security Assignment and Security Audit History subject areas.	Common	Security Assignment Security Audit History
OA4F_SECURITY_REPORTING_CONTENT_DUTY	Security Reporting Analysis Content Duty	Object security role to control presentation catalog access to Security Audit workbook		
OA4F_STORAGE_USAGE_TRACKING_ANALYSIS_DUTY	Storage Usage Tracking Analysis Duty	Object security role to control access to the Tenant Metrics subject area	Common	
OA4F_STORAGE_USAGE_TRACKING_ANALYSIS_CONTENT_DUTY	Storage Usage Tracking Analysis Content Duty	Object security role to control presentation catalog access to Custom Data Usage workbook	Common	
OA4F_CONTENT_EXPLORER_ANALYSIS_DUTY	Content Explorer Analysis Duty	Object security role to control access to the Content Explorer subject areas	Common	

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Duty Role Code	Duty Role Name	Details	Functional Area	Gets access to Subject Area Display Name OR Associated Role
OA4F_CONTENT_EXPLORER_ANALYSIS_CONTENT_DUTY	Content Explorer Content Duty	Object security role to control presentation catalog access to the Content Explorer - Fusion Data Intelligence workbook	Common	

Subject Area Metrics Details

This section provides details about Oracle Fusion HCM Analytics subject area metrics.

Topics

- Overview
- HCM - Benefits (Preview)
- HCM - Career of Interest (Preview)
- HCM - Check-Ins
- HCM - Course - Offering Rating and Profile Outcome (Preview)
- HCM - Diversity Analysis (Preview)
- HCM - Goals and Career Development
- HCM - Health and Safety Incidents (Preview)
- HCM - HR Helpdesk Requests Overview (Preview)
- HCM - Journeys
- HCM - Learning
- HCM - Learning Items and Enrollments (Preview)
- HCM - Opportunity Marketplace Gigs
- HCM - Performance Management
- HCM - Positions
- HCM - Profile Matching
- HCM - Specialization Rating and Profile Outcome (Preview)
- HCM - Succession Management
- HCM - Talent Acquisition
- HCM - Talent Profile
- HCM — Talent Profile Marketplace (Preview)
- HCM - Talent Profile Trends (Preview)
- HCM - Talent Review Meetings
- HCM - Worker Seniority (Preview)

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- HCM - Workforce Absence Management
- HCM - Workforce Core
- HCM - Workforce Gains and Losses
- HCM - Workforce Rewards - Payroll Balances
- HCM - Workforce Rewards - Payroll Balances (Monthly)
- HCM - Workforce Rewards - Payroll Costing
- HCM - Workforce Rewards - Salary Basis
- HCM - Workforce Rewards - Salary Basis (Preview)
- HCM - Workforce Rewards - Workforce Compensation
- HCM - Workforce Time and Labor Management

Overview

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

HCM - Benefits (Preview)

This tables describes Benefits metrics.

Metric	Metric Definition
Average Active Monetary Coverage Amount - Transaction Currency	Provides the average enrollment monetary Coverage Amount in transaction currency for participants with active enrollments in benefit plans within the organization.
Average Active Non-Monetary Coverage Amount - Transaction Currency	Provides the average enrollment non-monetary Coverage Amount in transaction currency for participants with active enrollments in benefit plans within the organization.
Average Monetary Coverage Amount - Analytics Currency	Provides the average enrollment monetary Coverage Amount in analytics currency for participants in benefit plans within the organization.
Average Monetary Coverage Amount - Transaction Currency	Provides the average enrollment monetary Coverage Amount in transaction currency for participants in benefit plans within the organization.
Average Non-Monetary Coverage Amount - Transaction Currency	Provides the average enrollment non-monetary Coverage Amount in transaction currency for participants in benefit plans within the organization.
Number of Active Enrollments	Provides the total count of active Enrollments for participants in benefit plans within the organization, including all types of enrollments.
Number of Active Student Participants	Provides the number of participants with active enrollments in one or more benefit plans having Student Status not null.
Number of Benefit Relationships	Provides the total number of active benefit relationships within the organization.
Number of Benefit Relationships Created	Provides the total number of Benefit Relationships created within the organization.
Number of Benefit Relationships Created - Employee	Provides the total number of Employees having at least one benefit relationship created within the organization.
Number of Benefit Relationships Created - Non Worker	Provides the total number of Non-workers having at least one benefit relationship created within the organization.

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Metric	Metric Definition
Number of Benefit Relationships Created - Participants	Provides the total number of Participants having at least one Benefit Relationships created within the organization.
Number of Employees Enrolled	Provides the total number of Employees enrolled in one or more benefit plans within the organization.
Number of Employees with Active Enrollments	Provides the total number of Employees with active enrollments in one or more benefit plans within the organization.
Number of Enrolled Options	Provides the overall count of Options in which participants are enrolled within the organization.
Number of Enrolled Options - Active	Provides the total count of Options with active participant enrollments within the organization
Number of Enrolled Plans	Provides the overall count of Plans in which participants are enrolled within the organization.
Number of Enrolled Plans - Active	Provides the total count of Plans with active participant enrollments within the organization.
Number of Enrolled Programs	Provides the overall count of Programs in which participants are enrolled within the organization.
Number of Enrolled Programs - Active	Provides the total count of Programs with active participant enrollments within the organization.
Number of Enrolled Students	Provides the number of participants enrolled in one or more benefit plans having Student Status not null.
Number of Enrollments	Provides the overall count of Enrollments for participants in benefit plans within the organization, including all types of enrollments.
Number of Evaluated Events - Participants	Provides the total number of Participants evaluated with a life event.
Number of Evaluated Future Dated Events	Provides the total count of Evaluated Life Events associated with a participant in future, which can also be further categorized by event type and status.
Number of Evaluated Life Events	Provides the total count of Evaluated Life Events associated with a participant, which can also be further categorized by event type and status.
Number of Evaluated Retro Events	Provides the total count of Evaluated Life Events associated with a participant retroactively, which can also be further categorized by event type and status.
Number of Interim Enrollments	Provides the overall count of Interim Enrollments for participants in benefit plans within the organization.
Number of Interim Enrollments - Active	Provides the total count of active Interim Enrollments for participants in benefit plans within the organization.
Number of Life Events in Use	Provides the count of Life Events currently in use as part of Potential Life Events of a Participant.
Number of Non-Workers Enrolled	Provides the total number of Non-Workers enrolled in one or more benefit plans within the organization.
Number of Non-Workers with Active Enrollments	Provides the total number of Non-Workers with active enrollments in one or more benefit plans within the organization.
Number of Participants Enrolled	Provides the total number of Participants enrolled in one or more benefit plans within the organization.
Number of Participants Enrolled - Non Waive Options	Provides the total number of Participants enrolled in non-waive options within the organization.
Number of Participants Enrolled - Non Waive Plans	Provides the total number of Participants enrolled in non-waive plans within the organization.

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Metric	Metric Definition
Number of Participants Enrolled - Waive Options	Provides the total number of Participants enrolled in waive options within the organization.
Number of Participants Enrolled - Waive Plans	Provides the total number of Participants enrolled in waive plans within the organization.
Number of Participants Suspended	Provides the total number of participants whose enrollment in one or more benefit plans is in a suspended state within the organization.
Number of Participants with Active Enrollments	Provides the total number of Participants with active enrollments in one or more benefit plans within the organization.
Number of Participants with Active Enrollments - Non Waive Options	Provides the total number of Participants with active enrollments in non-waive options.
Number of Participants with Active Enrollments - Non Waive Plans	Provides the total number of Participants with active enrollments in non-waive benefit plans.
Number of Participants with Active Enrollments - Waive Options	Provides the total number of Participants with active enrollments in waive options.
Number of Participants with Active Enrollments - Waive Plans	Provides the total number of Participants with active enrollments in waive benefit plans.
Number of Participants with Benefit Relationships	Provides the total number of Participants with active benefit relationships within the organization.
Number of Participants with Suspended Enrollments - Active	Provides the total number of Participants whose active enrollments in one or more benefit plans is in a suspended state.
Number of Potential Events - Participants	Provides the total number of Participants triggered by a potential life event.
Number of Potential Future Dated Events	Provides the total count of Potential Life Events associated with a participant in future, which can also be further categorized by event type and status.
Number of Potential Life Events	Provides the total count of Potential Life Events associated with a participant, which can also be further categorized by event type and status.
Number of Potential Retro Events	Provides the total count of Potential Life Events associated with a participant retroactively, which can also be further categorized by event type and status.
Number of Suspended Enrollments	Provides the overall count of Suspended Enrollments for participants in benefit plans within the organization.
Number of Suspended Enrollments - Active	Provides the total count of active Suspended Enrollments for participants in benefit plans within the organization.

HCM - Career of Interest (Preview)

This tables describes Career of Interest metrics.

Metric	Metric Definition
Job Profile Demand - Public	Demand reflects the number of persons in the organization where employees have favorited the job model. Use this metric with the Skill Name in the job's model profile. Only public, self-selected profiles are included, where suggestions by others are excluded.

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Metric	Metric Definition
Job Skill Developing - Public	Number of people in the organization with the same skill in their personal profiles, corresponding to the demand in favorited model profiles. Use together with the Skill Name in the job model profile. Only public, self-selected profiles are counted; suggestions from others are excluded. For interest shown profiles, which don't have any skills associated, this measure will be 0.
Job Skill Gap Percentage - Public	The percentage difference between skill demand and skill supply, determined using only public, self-selected profiles and excluding those suggested by others.
Job Skill Gap - Public	The difference between skill demand and skill supply is calculated considering only public interests self-marked as of interest by employees, excluding those suggested by another person. For interest shown profiles, which don't have any skills associated, the gap will be 0.
Job Skill Supply Developed - Public	Number of individuals in the organization possessing the same skill in their personal profiles aligned to the demand in favorited model profiles. Use in conjunction with the Skill Name in the job model profile. Includes only public, self-selected profiles, excluding those suggested by others. For interest shown profiles, which don't have any skills associated, the supply will be 0.
Number of Job Profile Favorites - Public	Number of profiles marked as favorite, considering only those profiles that individuals have personally expressed interest in. Profiles suggested by others and private interests are excluded from this count.
Number of Job Profiles - Suggested	Number of profiles recommended for a worker by someone else, considering only public interests. Self-selected profiles are excluded.
Number of Unique Job Profiles Favorited - Public	Number of unique job profiles that workers have personally marked as favorites, considering only those profiles that are public (non-private) and self-selected by the individual (excluding profiles suggested by others).
Number of Unique Persons Favorited Job Profile - Public	Number of unique individuals who have favorited job profiles, including only self-selected profiles that are public and excluding those suggested by others.

HCM - Check-Ins

This tables describes Check-Ins metrics.

Metric	Metric Definition
Total Check-Ins	Total Number of Check-Ins created.
Workers with Check-ins	Number of workers that have one or more Check-In.
Managers with Check-ins	Number of managers that have at least one Check-In.
Count of Check-Ins with Performance Goals	Count of Check-Ins that have at least one performance goal topic added.
Percentage of Check-ins with Performance Goals	Percentage of Check-Ins that have the topic type of performance goals.
Count of Check-Ins with Development Goals	Count of Check-Ins that have at least one development goal topic added.
Percentage of Check-ins with Development Goals	Percentage of Check-Ins that have the topic type of development goals.

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Metric	Metric Definition
Count of Check-Ins with General Topic	Count of Check-Ins that have at least one general topic added.
Percentage of Check-ins with General Topics	Percentage of Check-Ins that have the general topic type.
Terminated Workers with Check-ins	Number of workers that are terminated during the time period that have had Check-Ins.

HCM - Course - Offering Rating and Profile Outcome (Preview)

This tables describes Course - Offering Rating and Profile Outcome metrics.

Metric	Metric Definition
Total Learners Rated	Provides the count of unique learners rated course or offering
Overall Rating	Provides the average overall rating of a course or offering
High Satisfaction Learners	Provides the count of learners that rated a course or offering with score = 5
Low Satisfaction Learners	Provides the count of learners that rated a course or offering with score = 1
Top Rated Learning	Provides the count of course or offering that have ratings >= 4
Number of Workers with Outcome	Provides the count of Workers who added an outcome to their profile through Course
Number of Workers with New Competency - Course	Provides the count of Workers who added new competencies to their profile through Course
Number of Workers with Improved Competency Ratings - Course	Provides the count of Workers whose competency ratings Improved after completing the Course assignment
Number of Workers with New Language - Course	Provides the count of Workers who added new languages to their profile after completing the Course assignment
Number of Workers with New License and Certification - Course	Provides the count of Workers who added additional license and certification to their talent profile after completing the Course assignment
Number of Workers with New Honors and Awards - Course	Provides the count of Workers who added additional honors and awards to their talent profile after completing the Course assignment
Number of Workers with New Memberships - Course	Provides the count of Workers who added additional memberships to their talent profile after completing the Course assignment
Number of Workers with New Skills - Course	Provides the count of Workers who added additional skills to their talent profile after completing the Course assignment

HCM - Diversity Analysis (Preview)

This tables describes Check-Ins metrics.

Metric	Metric Definition
Hire Count	Count of all workers hired during the year
Applicant Count	Count of job applicants during the year
Not Hired Count	Provides the count of applicants that were not hired during the year

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Metric	Metric Definition
Promotion Headcount	Sum of headcount of all workers with promotions during the year
Promotion FTE	Sum of fte of all workers with promotions during the year
Primary Assignment Promotion Count	Sum of primary assignment count of all workers with promotions during the year
Period Start Headcount	Sum of headcount of all workers at the year start
Period Start FTE	Sum of fte of all workers at the year start
Period Start Primary Assignment Count	Sum of primary assignment count of all workers at the year start
Termination Headcount	Sum of headcount of all workers terminated during the year
Termination FTE	Sum of fte of all workers terminated during the year
Primary Assignment Termination Count	Sum of primary assignment count of all workers terminated during the year
Period Start Headcount	Sum of headcount of all workers at the year start
Period Start FTE	Sum of fte of all workers at the year start
Period Start Primary Assignment Count	Sum of primary assignment count of all workers at the year start
Voluntary Termination Headcount	Sum of headcount of all workers terminated voluntarily during the year
Voluntary Termination FTE	Sum of fte of all workers terminated voluntarily during the year
Primary Assignment Voluntary Termination Count	Sum of primary assignment count of all workers terminated voluntarily during the year
Involuntary Termination Headcount	Sum of headcount of all workers terminated involuntarily during the year
Involuntary Termination FTE	Sum of fte of all workers terminated involuntarily during the year
Primary Assignment Involuntary Termination Count	Sum of primary assignment count of all workers terminated involuntarily during the year
Period End Headcount	Sum of headcount of all workers with salary during the year end
Period End FTE	Sum of fte of all workers with salary during the year end
Period End Primary Assignment Count	Sum of primary assignment count of all workers with salary during the year end
Headcount with Global Annual Salary above Median	Sum of headcount of all workers with Global Annual Salary above Median during the year
Headcount with Global Annual Salary below Median	Sum of headcount of all workers with Global Annual Salary below Median during the year
FTE with Global Annual Salary above Median	Sum of fte of all workers with Global Annual Salary above Median during the year
FTE with Global Annual Salary below Median	Sum of fte of all workers with Global Annual Salary below Median during the year
Primary Assignment Count with Global Annual Salary above Median	Sum of primary assignment count of all workers in the age with Global Annual Salary above Median of the Employees in the Legislative_Job_Category_Code at the end of the year
Primary Assignment Count with Global Annual Salary below Median	Sum of primary assignment count of all workers in the age with Global Annual Salary below Median of the Employees in the Legislative_Job_Category_Code at the end of the year

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HCM - Employment Contracts

This table describes Workforce Rewards - Workforce Compensation metrics.

Metric	Metric Definition
Contract Event Count	Provides the number of employment contracts events that can be aggregated by time and other common dimensions
FTE - Contracts	Provides the total FTE of Workers having Contracts
Headcount - Contracts	Provides the total headcount of workers having an employment contract
Number of Contingents - Contracts	Provides the number of contingents having an employment contract
Number of Contracts Created	Provides the number of employment contracts that can be aggregated by time and other common dimensions
Number of Employees - Contracts	Provides the number of employees having an employment contract
Number of Workers - Contracts	Provides the number of workers having an employment contract

HCM - Goals and Career Development

This tables describes Goals and Career Development metrics.

Metric	Metric Definition
Number of Performance Goals	Number 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.
Percentage of Workers with Complete Goals	Percentage of workers that have all their performance goals in completed status.
Workers with Incomplete Goals	Distinct count of employees that have at least one incomplete performance goal.
Percentage of Workers with Incomplete Goals	Percentage of employees that have at least one incomplete performance goal.
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	Total number of Development Goals.
Number of Development Goals In Progress	Number of Development Goals created but yet to complete.
Number of Development Goals Completed	Number of Development Goals completed.
Workers with Development Goals	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 at least one of their development goals in completed status.
Workers with Incomplete Development Goals after Target Date	Count of workers that have not completed their development goals beyond the target completion date.

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Metric	Metric Definition
Percentage of Workers with Incomplete Development Goals after Target Date	Percentage of workers that have not completed their development goals beyond the target completion date.
Workers with Complete Development Goals after Target Date	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.
Count of Aligned Goals	Count of goals aligned with other goals
Count of Aligned Workers	Count of workers whose goals are aligned with other goals
Count of Aligned Assignments	Count of workers whose assignments are aligned with other goals
Count of Completed Aligned Goals	Count of completed goals that are aligned to another goal
Workers with Performance Goals Aligned to Organization Goals	Distinct Count of workers that have their performance goals aligned to an organization goal.
Workers Goal Aligned to Managers Goals	Distinct Count of workers that have their performance goals aligned to line manager goals.

HCM - Health and Safety Incidents (Preview)

This tables describes Health and Safety Incident metrics.

Metric	Metric Definition
Number of Incidents	Number of Safety Incidents
Number of Open Incidents	Number of Open Safety Incidents
Number of Closed Incidents	Number of Closed Safety Incidents
Number of Due Incidents	Number of Safety Incidents Due
Number of Overdue Incidents	Number of Overdue Safety Incidents
MTD Incidents	Month to Date Incidents
QTD Incidents	Quarter to Date Incidents
YTD Incidents	Year to Date Incidents
Incident - Time to Close(days)	Time taken to close an incident
Incident - Time Since Open(days)	Time since the incident is open
Number of Incident Events	Number of Safety Incident Events
Number of Open Incident Events	Number of Open Safety Incident Events

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Metric	Metric Definition
Number of Closed Incident Events	Number of Closed Safety Incident Events
Number of Due Incident Events	Number of Safety Incident Events Due
Number of Overdue Incident Events	Number of Overdue Safety Incident Events
MTD Incident Events	Month to Date Incident Events
QTD Incident Events	Quarter to Date Incident Events
YTD Incident Events	Year to Date Incident Events
Incident Event - Time to Close(days)	Time taken to close an incident event
Incident Event - Time Since Open(days)	Time since the incident event is open
Number of Incident Actions	Number of Incident Actions
Number of Open Incident Actions	Number of Open Incident Actions
Number of Closed Incident Actions	Number of Closed Incident Actions
MTD Incident Actions	Month to Date Incident Actions
QTD Incident Actions	Quarter to Date Incident Actions
YTD Incident Actions	Year to Date Incident Actions
Incident Action - Time Since Open(days)	Time since the incident action is open
Number of Incident Investigations	Number of Incident Investigations
Number of Open Incident Investigations	Number of Open Incident Investigations
Number of Closed Incident Investigations	Number of Closed Incident Investigations
Number of Due Incident Investigations	Number of Incident Investigations Due
Number of Overdue Incident Investigations	Number of Overdue Incident Investigations
MTD Incident Investigations	Month to Date Incident Investigations
QTD Incident Investigations	Quarter to Date Incident Investigations
YTD Incident Investigations	Year to Date Incident Investigations
Number of Low Incident Investigations	Number of Low Incident Investigations
Number of Medium Incident Investigations	Number of Medium Incident Investigations
Number of High Incident Investigations	Number of High Incident Investigations
Incident Investigation - Time to Close(days)	Time taken to close an incident investigation
Incident Investigation - Time Since Open(days)	Time since the incident investigation is open
Number of Workers Absent	Number of Workers that have an absence record
Number of Absent Days	Number of Absence Days
Days Away from Work	Number of Absence Days
Number of Absences	Number of distinct absences of a worker

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 that are not closed
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 in Resolved status

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Metric	Metric Definition
Number of Unresolved Requests	Number of Help Desk Requests not in Resolved or Closed status
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
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)	Average time since the active request is opened and is not assigned to an agent
Number of Closed Requests	Number of Help Desk Requests that are Closed
Percentage of Closed Requests	Percentage of Help Desk Requests where status is Closed

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Metric	Metric Definition
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 and currently closed.
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 and re-opened at least once
Percentage of Requests with Linked Articles - Reopened	Percentage of Help Desk Requests with one or more Linked Articles and re-opened at least once
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
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	Average Number of times the request has been transferred to various agents
Number of Deleted Requests (Lifecycle)	Number of deleted requests with lifecycle changes
Number of Requests (Lifecycle)	Number of Requests with Lifecycle changes
Requests - Reopen Since (Hours)	Average time since the active request is re-opened.

HCM - Journeys

This tables describes Journeys metrics.

Metric	Metric Definition
Number of Workers with Journeys	Number of workers with allocated journeys.

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

HCM - Learning

This tables describes Learning metrics.

Metric	Metric Definition
Average Cost per learner	Provides the cost per person incurred across all learnings
Average Learning Item Rating - Workforce Structures	Provides the average rating of a learning item by various dimensions
Average Learning Items per learner - Active	Provides the average number of learning item enrolled by all learners
Average Learning Items per learner Enrollment - Post Active	Provides the average number of learning item enrolled by all learners
Content Completion Count	Provides the count of enrollments that have completed the learning content but the learning status is not yet completed
Cost - Bypass Completed Enrollments	Provides the cost incurred on learning assignments that were bypass completed
Cost - Completed Enrollments	Provides the cost incurred on learning assignments that were completed
Cost - enrolled but not completed	Provides the cost of incomplete learning incurred by workers
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

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Metric	Metric Definition
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 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 - Post Active	Provides the count of enrollments across all learning items by workers
Number of Enrollments Requested	Provides the count of enrollments that are in requested status
Number of Enrollments Request Rejected	Provides the count of enrollments requests that are in rejected status
Number of 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 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 Learners - Post Active	Provides the count of all learners
Number of Non-Catalog Items Enrollment	Provides the count of enrollments by learners to non-catalog items
Number of Non-Catalog Items Enrollment - Post Active	Provides the count of enrollments by learners to non-catalog items
Number of Not Started Enrollments	Provides the count of learning enrollments that have been assigned but not started
Number of Overdue Enrollments	Provides the count of learning enrollments that are past the due date
Number of Renewed Learning Assignments - Active	Provides the count of enrollments that are renewed
Number of Required Enrollments - Active	Provides the count of required learning enrollments
Number of Required enrollments Enrollment - Post Active	Provides the count of required learning enrollments
Number of Specialization Enrollments - Active	Provides the count of specializations enrolled by the learner
Number of Specializations Enrollment - Post Active	Provides the count of specializations enrolled by the learner
Number of Voluntary Enrollments - Active	Provides the count of voluntary learning enrollments
Number of Voluntary Enrollments - Post Active	Provides the count of voluntary learning enrollments
Number of Withdrawn Enrollments	Provides the count of learning enrollments that are withdrawn by the learner
Number of Workers with Improved Competency Ratings	Provides the count of Workers whose competency ratings Improved after completing the learning assignment
Number of Workers with New Competency	Provides the count of Workers who added new competencies to their profile
Number of Workers with new honors and awards	Provides the count of Workers who added additional honors and awards to their talent profile after completing the learning assignment

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Metric	Metric Definition
Number of Workers with New language	Provides the count of Workers who added new languages to their profile after completing the learning assignment
Number of Workers with new license and certification	Provides the count of Workers who added additional license and certification to their talent profile after completing the learning assignment
Number of Workers with new 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 - Learning Coldspot - Course (Metrics)

This tables describes Learning Coldspot metrics.

Metric	Metric Definition
Job Skill Learning Supply - Courses	Number of Courses having outcome as the same skill in model profile. This fact should be used along with Skill Name in Model profile for Job.

HCM - Learning Coldspot - Specialization (Metrics)

This tables describes Learning Coldspot metrics.

Metric	Metric Definition
Job Skill Learning Supply - Specializations	Number of Specializations having outcome as the same skill in job model profile. This fact should be used along with Skill Name in Model profile for Job.

HCM - Learning Items and Enrollments (Preview)

This tables describes Learning Items and Enrollments metrics.

Metric	Metric Definition
Assessment Score	Provides the assessment score of the activity
Average Course per Learner - Active	Provides the average number of Courses active enrollments by all learners
Average Courses per Learner Enrollment - Post Active	Provides the average number of Course enrolled by all learners in post active state

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Metric	Metric Definition
Average eLearning per Learner - Active	Provides the average number of active eLearnings enrolled by all learners
Average eLearnings per Learner Enrollment - Post Active	Provides the average number of eLearning enrolled by all learners
Average Learning Actual Hours	Provides the average of hours spent on going through the learning assignments by the learners
Average Learning Actual Hours - Completed Assignments	Provides the average of hours spent on going through the learning assignments that were eventually completed by the learner
Average Learning Actual Hours - Not Completed Assignments	Provides the average of hours spent on going through the learning assignments that are still in-progress
Average Offering per Learner - Active	Provides the average number of Offerings active enrollments by all learners
Average Offerings per Learner Enrollment - Post Active	Provides the average number of Offering post active enrollments by all learners
Average Pricing per Learner - Offering	Provides the pricing per person incurred across all offerings
Average Specialization per Learner - Active	Provides the average number of Specializations active enrollments by all learners
Average Specializations per Learner Enrollment - Post Active	Provides the average number of Specialization post active enrolled by all learners
Completed Activities	Provides the count of activities completed as part of enrolled learning
Completed Instructor Led Training Activities	Provides the count of instructor led training activities completed as part of enrolled learning
Completed Self Paced Activities	Provides the count of selfpaced activities completed as part of enrolled learning
Course Completed Enrollments	Provides the count of Course enrollments that are completed
Course Content Completion Count	Provides the count of Course enrollments that have completed the Course content but the learning status is not yet completed
Course Enrollments - Active	Provides the count of Course active enrollments by workers
Course Enrollments Pending Fulfilment	Provides the count of Course enrollments that are in pending fulfillment status
Course Enrollments Pending Prerequisite	Provides the count of Course enrollments that are pending due to missing pre-requisite by the learner
Course Enrollments - Post Active	Provides the count of Course enrollments by workers in post active state
Course Enrollments Requested	Provides the count of Course enrollments that are in requested status
Course Enrollments Request Rejected	Provides the count of Course enrollments requests that are in rejected status
Course In-Progress Enrollments	Provides the count of Course active enrollments that are started but not yet completed
Course Learners - Active	Provides the count of all active learners in Course
Course Learners - Post Active	Provides the count of all Course learners in post active state
Course Not Started Enrollments	Provides the count of Course active enrollments that have been assigned but not started
Course Overdue Enrollments	Provides the count of Course overdue active enrollments
Course Renewed Learning Assignments - Active	Provides the count of Course active enrollments that are renewed
Course Required Enrollments - Active	Provides the count of Course required active enrollments

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Metric	Metric Definition
Course Required enrollments Enrollment - Post Active	Provides the count of Course required post active enrollments
Course Voluntary Enrollments - Active	Provides the count of Course voluntary active enrollments
Course Voluntary Enrollments - Post Active	Provides the count of Course post voluntary post active enrollments
Course Withdrawn Enrollments	Provides the count of Course enrollments that are withdrawn by the learner
eLearning Completed Enrollments	Provides the count of eLearning enrollments that are completed
eLearning Enrollments - Active	Provides the count of active eLearning enrollments by workers
eLearning Enrollments - Post Active	Provides the count of eLearning enrollments by workers
eLearning In-Progress Enrollments	Provides the count of eLearning enrollments that are started but not yet completed
eLearning Learners - Active	Provides the count of all eLearners with active enrollment
eLearning Learners - Post Active	Provides the count of all eLearners
eLearning Not Started Enrollments	Provides the count of eLearning enrollments that have been assigned but not started
eLearning Overdue Enrollments	Provides the count of eLearning overdue enrollments
eLearning Renewed Learning Assignments - Active	Provides the count of eLearning enrollments that are renewed
eLearning Required Enrollments - Active	Provides the count of active required eLearning enrollments
eLearning Required Enrollments - Post Active	Provides the count of required eLearning enrollments
eLearning Voluntary Enrollments - Active	Provides the count of active voluntary eLearning enrollments
eLearning Voluntary Enrollments - Post Active	Provides the count of voluntary eLearning enrollments
eLearning Withdrawn Enrollments	Provides the count of eLearning enrollments that are withdrawn by the learner
ILT Learners	Provides the count of post active enrollments that opted for an instructor led training
Incomplete Activities	Provides the count of incomplete activities as part of enrolled learning
Incomplete Instructor Led Training Activities	Provides the count of incomplete instructor led training activities as part of enrolled learning
Incomplete Self Paced Activities	Provides the count of incomplete selfpaced activities as part of enrolled learning
Offering Completed Enrollments	Provides the count of Offering post active enrollments that are completed
Offering Content Completion Count	Provides the count of Offering enrollments that have completed the Offering content but the learning status is not yet completed
Offering Enrollments - Active	Provides the count of Offering active enrollments by workers
Offering Enrollments - Post Active	Provides the count of Offering post active enrollments by workers
Offering ILT Learners - Active	Provides the count of active enrollments that opted for an instructor led training
Offering In-Progress Enrollments	Provides the count of Offering active enrollments that are started but not yet completed
Offering Learners - Active	Provides the count of all active learners in Offerings
Offering Learners - Post Active	Provides the count of all learners in post active Offering
Offering Not Started Enrollments	Provides the count of Offering active enrollments that have been assigned but not started

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Metric	Metric Definition
Offering Overdue Enrollments	Provides the count of Offering overdue active enrollments
Offering Renewed Learning Assignments - Active	Provides the count of Offering active enrollments that are renewed
Offering Required Enrollments - Active	Provides the count of Offering required active enrollments
Offering Required enrollments Enrollment - Post Active	Provides the count of Offering required post active enrollments
Offering Self Paced Learners - Active	Provides the count of active enrollments that opted for self paced learning
Offering Voluntary Enrollments - Active	Provides the count of Offering voluntary active enrollments
Offering Voluntary Enrollments - Post Active	Provides the count of Offering voluntary post active enrollments
Offering Withdrawn Enrollments	Provides the count of Offering post active enrollments that are withdrawn by the learner
Pricing - Completed Enrollments - Offering	Provides the pricing incurred on offering assignments that were completed
Pricing - Enrolled - Not Completed - Offering	Provides the pricing of incomplete offering incurred by workers
Pricing - Terminated Learners - Offering	Provides the pricing of offering incurred by the workers that are currently terminated
Pricing - Withdrawn Enrollments - Offering	Provides the pricing incurred on offering assignments that were withdrawn
Required Course Completion Count	Provides the count of required Course enrollments that are completed
Required Course Enrollments Completion Rate	Provides the percentage of completed required assignments against the total required Course enrollments
Required eLearning Completion Count	Provides the count of required eLearning enrollments that are completed
Required eLearning Enrollments Completion Rate	Provides the percentage of completed required assignments against the total required eLearning enrollments
Required Offering Completion Count	Provides the count of Offering required enrollments that are completed
Required Offering Enrollments Completion Rate	Provides the percentage of completed required assignments against the total required Offering enrollments
Required Specialization Completion Count	Provides the count of Specialization required enrollments that are completed
Required Specialization Enrollments Completion Rate	Provides the percentage of completed required specialization assignments against the total required Specialization enrollments
Self Paced Learners	Provides the count of post active enrollments that opted for self paced learning
Specialization Completed Enrollments	Provides the count of Specialization enrollments that are completed
Specialization Enrollments - Active	Provides the count of active Specialization enrollments by workers
Specialization Enrollments Pending Fulfilment	Provides the count of Specialization enrollments that are in pending fulfillment status
Specialization Enrollments Pending Prerequisite	Provides the count of Specialization enrollments that are pending due to missing pre-requisite by the learner
Specialization Enrollments - Post Active	Provides the count of Specialization post active enrollments by workers
Specialization Enrollments Requested	Provides the count of Specialization enrollments that are in requested status

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Metric	Metric Definition
Specialization Enrollments Request Rejected	Provides the count of Specialization enrollments requests that are in rejected status
Specialization In-Progress Enrollments	Provides the count of Specialization active enrollments that are started but not yet completed
Specialization Learners - Active	Provides the count of all active learners in Specialization
Specialization Learners - Post Active	Provides the count of all Specialization learners in post active status
Specialization Not Started Enrollments	Provides the count of Specialization active enrollments that have been assigned but not started
Specialization Overdue Enrollments	Provides the count of Specialization active overdue enrollments
Specialization Required Enrollments - Active	Provides the count of Specialization active required enrollments
Specialization Required Enrollments Enrollment - Post Active	Provides the count of Specialization post active required enrollments
Specialization Voluntary Enrollments - Active	Provides the count of Specialization active voluntary enrollments
Specialization Voluntary Enrollments - Post Active	Provides the count of Specialization post active voluntary enrollments
Specialization Withdrawn Enrollments	Provides the count of Specialization enrollments that are withdrawn by the learner
Total Activities	Provides the count of selfpaced activities enrolled
Total Enrollments - Course	Provides the count of enrollments in Course
Total Enrollments - eLearning	Provides the count of enrollments in eLearning.
Total Enrollments - Offering	Provides the count of enrollments in Offering
Total Enrollments - Specialization	Provides the count of enrollments in Specialization
Total Instructor Led Training Activities	Provides the count of instructor led training activities enrolled
Total Learners - Course	Provides the count of learners in Course
Total Learners - eLearning	Provides the count of unique learners enrolled for eLearning.
Total Learners - Offering	Provides the count of learners in Offering
Total Learners - Specialization	Provides the count of learners in Specialization
Total Learning Actual Hours	Provides the sum of hours spent on going through the learning assignments by the learners
Total Learning Actual Hours - Completed Assignments	Provides the sum of hours spent on going through the learning assignments that were eventually completed by the learner
Total Learning Actual Hours - Not Completed Assignments	Provides the sum of hours spent on going through the learning assignments that are still in-progress
Total Pricing - Offering	Provides the pricing of all offerings enrolled by the learners
Total Self Paced Activities	Provides the count of selfpaced activities enrolled
Voluntary Course Completion Count	Provides the count of voluntary Course enrollments that are completed
Voluntary Course Enrollments Completion Rate	Provides the percentage of completed voluntary Course enrollments against the total voluntary Course enrollments
Voluntary eLearning Completion Count	Provides the count of voluntary eLearning enrollments that are completed
Voluntary eLearning Enrollments Completion Rate	Provides the percentage of completed voluntary eLearning enrollments against the total voluntary eLearning enrollments
Voluntary Offering Completion Count	Provides the count of Offering voluntary post active enrollments that are completed

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Metric	Metric Definition
Voluntary Offering Enrollments Completion Rate	Provides the percentage of completed Offering voluntary post active enrollments against the total voluntary Offering enrollments
Voluntary Specialization Completion Count	Provides the count of Specialization voluntary enrollments that are completed
Voluntary Specialization Enrollments Completion Rate	Provides the percentage of Specialization completed voluntary enrollments against the total voluntary Specialization enrollments

HCM - Opportunity Marketplace Gigs

This tables describes Opportunity Marketplace Gig metrics.

Metric	Metric Definition
Number of Gigs	Provides count of Gigs
Number of Published Gigs	Provides count of published Gigs
Total Openings	Provides number of openings in published Gigs
Total Filled Openings	Provides number of filled openings in published Gigs
Total Time Commitment (in hours)	Provides Total commitment time in hours for published Gigs.
Total Gig Duration	Provides Gig duration in number of days between the start and end date of published Gig.
Number of Gigs Open	Provides count of Gigs in Open status
Number of Gigs Completed	Provides count of Gigs in Completed status
Number of Gigs Filled	Provides count of Gigs in Filled status
Number of Gigs Canceled	Provides count of Gigs in Canceled status
Number of Creators	Provides count of Gig creators
Number of Unique Creators	Provides count of unique Gig creators
Number of Unique Seekers	Provides count of unique seekers
Seekers - Male	Provides count of unique seekers with gender Male
Seekers - Female	Provides count of unique seekers with gender Female
Seekers - Disability	Provides count of unique seekers with Disability flag enabled
Number of Gig Applications	Provides count of applications submitted for the Gigs
Applications Applied	Provides count of applications submitted for the Gigs with Applied status
Applications Assigned	Provides count of applications submitted for the Gigs with Assigned status
Applications Completed	Provides count of applications submitted for the Gigs with Completed status
Applications Withdrawn	Provides count of applications submitted for the Gigs with Withdrawn status
Applications Not Selected	Provides count of applications submitted for the Gigs with Not selected status
Applications Canceled	Provides count of applications submitted for the Gigs with Canceled status
Applications Released	Provides count of applications submitted for the Gigs with Released status
Applications - Female	Provides count of applications submitted by Female
Applications - Male	Provides count of applications submitted by Male

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Metric	Metric Definition
Applications - Disability	Provides count of applications submitted by applicants with Disability flag enabled
Application Conversion Rate	Provides the percentage of applications converted to assigned status
Percentage of Applications Willing in Remote Gig	Provides the percentage of applications willing to work in remote Gig
Favored Gigs	Provides count of Gigs marked as favorite
Favored Persons	Provides count of persons who marked the Gig as favorite
Unique Favored Persons	Provides unique count of persons marked Gig as favorite
Number of Teammates	Provides count of teammates, including the Gig creator as teammate

HCM - Performance Management

This tables describes Performance Management metrics.

Metric	Metric Definition
Number of Performance Documents Created	Number of performance documents created.
Number of Workers with Performance documents	Count (distinct workers) with performance document created.
Performance Document In-ProgRess	Count (performance documents) where performance document status = in progress.
Performance Document Completed	Count (performance documents) where performance document status = completed.
Performance Document Submitted	Count (performance documents) where performance document status = submitted.
Workers with Incomplete Appraisal	Count of workers that have created but not completed the performance appraisal.
Managers with Incomplete Appraisal	Count (managers) with performance document status <> completed.
Managers with Pending Appraisals of Workers	Count (managers) where workers with performance document status <> completed.
Pending Document with an Inactive Manager	Count of performance document in-progress and assigned to an inactive manager.
High Potential Count	Count of workers with potential category = high.
Medium Potential Count	Count of workers with potential category = medium.
Low Potential Count	Count of workers with potential category = low.
Pending Tasks	Count (performance tasks) where status <> completed.
Completed Tasks	Count (performance tasks) where status = completed.
Tasks Completed Beyond Due Date	Count (performance tasks) where status = completed and due date < completion date.
Pending Tasks Beyond Due Date	Count (performance tasks) where status <> completed and due date < completion date.
Overall Manager Rating	Overall rating provided by the manager for the performance document.
Overall Worker Rating	Overall rating provided by the worker for the performance document.
Overall Participant Rating	Overall rating provided by participants other than manager and worker.
Calculated Overall Rating	Average of the overall ratings provided by all participants.

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Metric	Metric Definition
Workers with Performance Rating	Count (workers) where overall manager rating is not null.
Percentage of Workers with Performance Rating	100 * (count of workers with overall manager rating) /number of workers with performance documents.
Performance Appraisal - High Performers Count	Count of workers with performance category = high.
Performance Appraisal - Medium Performers Count	Count of workers with performance category = medium.
Performance Appraisal - Low Performers Count	Count of workers with performance category = low.
Performance Appraisal - Percentage of High Performers	100 * (count of workers with performance category = high) / workers with performance rating.
Performance Appraisal - Percentage of Medium Performers	100 * (count of workers with performance category = medium) / workers with performance rating.
Performance Appraisal - Percentage of Low Performers	100 * (count of workers with performance category = low) / workers with performance rating.
Manager Section Rating	Manager section rating - to be used with the attributes section type and section name.
Worker Section Rating	Worker section rating - to be used with the attributes section type and section name.
Calculated Section Rating	Average of the overall ratings provided by all participants - to be used with the attributes section type and section name.
Manager Item Rating	Item ratings provided by the manager - to be used with the attributes Item type and Item name.
Worker Item Rating	Item ratings provided by the worker - to be used with the attributes Item type and Item name.
Manager Rated Proficiency Level	Proficiency rating provided by the manager - to be used with the attributes Item type and Item name.
Worker Rated Proficiency Level	Proficiency rating provided by the worker - to be used with the attributes Item type and Item name.
Manager Goals Rating	Manager rating where performance document section = goals.
Worker Goals Rating	Worker rating where performance document section = goals.

HCM - Positions

This tables describes Positions metrics.

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

HCM - Profile Matching

This tables describes Profile Matching metrics.

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Metric	Metric Definition
Number of Active Person Profiles	Number of active person profiles.

HCM - Specialization Rating and Profile Outcome (Preview)

This tables describes Specialization Rating and Profile Outcome metrics.

Metric	Metric Definition
High Satisfaction Learners	Provides the count of learners that rated a specialization with score = 5
Low Satisfaction Learners	Provides the count of learners that rated a specialization with score = 1
Number of Workers with Improved Competency Ratings-Specialization	Provides the count of Workers whose competency ratings Improved after completing the Specialization assignment
Number of Workers with New Competency - Specialization	Provides the count of Workers who added new competencies to their profile through Specialization
Number of Workers with New Honors and Awards - Specialization	Provides the count of Workers who added additional honors and awards to their talent profile after completing the Specialization assignment
Number of Workers with New Language - Specialization	Provides the count of Workers who added new languages to their profile after completing the Specialization assignment
Number of Workers with New License and Certification - Specialization	Provides the count of Workers who added additional license and certification to their talent profile after completing the Specialization assignment
Number of Workers with New Memberships - Specialization	Provides the count of Workers who added additional memberships to their talent profile after completing the Specialization assignment
Number of Workers with New Skills - Specialization	Provides the count of Workers who added additional skills to their talent profile after completing the Specialization assignment
Number of Workers with Outcome	Provides the count of Workers who added an outcome to their profile through Specialization
Overall Rating	Provides the average overall rating of a specialization
Top Rated Learning	Provides the count of specialization that have ratings >= 4
Total Learners Rated	Provides the count of learners in Specialization

HCM - Succession Management

This tables describes Succession Management metrics.

Metric	Metric Definition
Number of Succession Plans	Count (distinct succession plan).
Active Plan Count	Count (distinct succession plan) where status = active.
Inactive Plan Count	Count (distinct succession plan) = inactive.
Incumbent Plan Count	Count (distinct succession plan) where plan type = incumbent.
Job Plan Count	Count (distinct succession plan) where plan type = job.
Position Plan Count	Count (distinct succession plan) where plan type = position.
Number of Private Plans	Count (distinct succession plan) where plan privacy = private.

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Metric	Metric Definition
Succession Plans with Candidates	Count (distinct succession plan) where candidate count > zero.
Succession Plans without Candidates	Count (distinct succession plan) where candidate count = zero.
Active Plans without Candidate	Count (distinct succession plan) where status = active and candidate count = zero.
Jobs with Plan without Incumbents	Count (distinct succession plan) where plan type = job and inferred incumbent count = zero.
Position with Plan without Incumbents	Count (distinct succession plan) where plan type = position and inferred incumbent count = zero.
Plans with Single Owner	Count (distinct succession plan) where count (distinct owner id) = one.
Plans with Inactive Owner	Count (distinct succession plan) where owners assignment status = inactive.
Successful Plans with High Risk Candidate	Count (distinct succession plan) where candidate succession status = ORA_HRM_SUCCESSOR and candidate risk of loss = high.
Incumbent Count - Incumbent Plan	Count (distinct incumbent) from all active incumbent plans.
InferRed Incumbent Count	Count (distinct incumbent) from all active succession plans where plan type in (job, position).
Total Incumbents	(incumbent count - incumbent plan + inferred incumbent count).
Incumbent Departed Count	Count (distinct incumbent) who are terminated.
Incumbent with High Risk of Loss	Count (distinct incumbent) where risk of loss category = high.
Percentage of Incumbents with High Risk of Loss	(Count (distinct incumbent) where risk of loss category = high * one00) /incumbent count - incumbent plan.
Incumbent with High Impact of Loss	Count (distinct incumbent) where impact of loss category = high.
Percentage of Incumbents with High Impact of Loss	(Count (distinct incumbent) where impact of loss category = high * one00) /incumbent count - incumbent plan.
High Risk of Loss Incumbents without Candidates	Count (distinct incumbent) where risk of loss category = high and candidate count is zero.
High Impact of Loss Incumbents without Candidates	Count (distinct incumbent) where impact of loss category = high and candidate count is zero.
Plans with High Risk Incumbents and No Candidates	Count (distinct succession plan) where candidate count = zero and incumbent risk of loss = high.
Plans with High Risk Incumbents and No Ready Now Candidates	Count (distinct succession plan) where ready now candidate count = zero and incumbent risk of loss = high.
Successful Plans with High Risk Incumbents	Count (distinct succession plan) where candidate succession status = ORA_HRM_SUCCESSOR and incumbent risk of loss = high.
Number of Candidates	Count (distinct internal candidates + external candidate).
Active Candidate Count	Count (distinct candidates) where candidates current status on the succession plan = active.
Inactive Candidate Count	Count (distinct candidates) where candidates current status on the succession plan= inactive.
Interim Candidates	Count (distinct candidates) where interim flag = Y.
Candidates with Succession Plans	Count (distinct candidates) where candidate IN (Select incumbent from active succession plans). Note: The candidate could be a direct incumbent or an inferred incumbent in any other plan.

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Metric	Metric Definition
Candidates without Succession Plans	Count (distinct candidates) where candidate NOT IN (select incumbent from active succession plans).
Candidate Active Plan Count	Count (distinct plan) where plan status = active .
Ready Now Count	Count (distinct candidates) where readiness band = ready now.
Ready in 1 Year Count	Count (distinct candidates) where readiness band = ready in < one year.
Ready in 2 Years Count	Count (distinct candidates) where readiness band = ready in one - 2 years.
Ready in 3 Years Count	Count (distinct candidates) where readiness band = ready in 3 - 4 years.
High Risk of Loss Candidates	Count (distinct candidates) where risk of loss band = high.
High Impact of Loss Candidates	Count (distinct candidates) where impact of loss band = high.
Willing to Relocate Candidates	Count (distinct candidates) where willing to relocate flag = Y.
Candidates Success Count - Incumbent Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Candidates Success Count - Job Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Candidates Success Count - Position Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_SUCCESSOR for the plan.
Internal Candidate Count	Count (distinct candidates) where candidate <> external candidate.
External Candidate Count	Count (distinct external candidate ID) where candidate = external candidate.
Candidate Since (Days)	Time (in days) between the date candidate added to a plan till current date .
New Role Candidates - Incumbent Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_MOVED_TO_DIFF_ROLE .
New Role Candidates - Job Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_MOVED_TO_DIFF_ROLE .
New Role Candidates - Position Plan	Count (distinct candidates) where candidate succession status = ORA_HRM_MOVED_TO_DIFF_ROLE .
High Performance Candidates	Count (distinct candidates) where performance category band = high.
Medium Performance Candidates	Count (distinct candidates) where performance category band = medium.
Low Performance Candidates	Count (distinct candidates) where performance category band = low.
High Potential Candidates	Count (distinct candidates) where potential category band = high.
Medium Potential Candidates	Count (distinct candidates) where potential category band = medium.
Low Potential Candidates	Count (distinct candidates) where potential category band= low.
High Performance High Risk of Loss Candidates	Count (distinct candidates) where performance category band= high and risk of loss band= high.
High Potential High Risk of Loss Candidates	Count (distinct candidates) where potential category band = high and risk of loss band = high.
Percentage of External Candidates	(Number of external candidates/Total candidates) * one00.
Percentage of Internal Candidates	(Number of internal candidates/Total candidates) * one00.

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

HCM - Talent Acquisition

This table describes Talent Acquisition metrics.

Metric	Metric Definition
Job Requisitions by Recruiter	Average number of job requisitions by recruiters.
Job Requisitions in Approval Phase (Period End)	Number of distinct active job requisitions that are in approval phase at the end of the given time period.
Job Requisitions in Draft Phase (Period End)	Number of distinct active job requisitions that are in draft phase at the end of the given time period.
Job Requisitions in Formatting Phase (Period End)	Number of distinct active job requisitions that are in job formatting phase at the end of the given time period.
Job Requisitions in Posting Phase (Period End)	Number of distinct active job requisitions that are in posting phase at the end of the given time period.
Job Requisitions Not in Open Phase (Period End)	Number of distinct active job requisitions that are not in open phase at the end of the given time period.
Job Requisitions in Open Phase (Period Begin)	Number of distinct active job requisitions in open phase at the end of the given time period.
Job Requisitions in Open Phase (Period Begin)	Number of distinct active job requisitions in open phase at the beginning of the given 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 Cancelled, Deleted, Filled state.
Total Openings	Number of total openings specified for a job requisition.
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 that have happened.
Number of Job Requisitions Moved to Approval Phase	Number of job requisitions that have moved to approval phase.
Number of Job Requisitions Moved to Cancelled State	Number of job requisitions that moved to Cancelled State across any of the phases like 'Approval'; 'Job Formatting'; 'Posting'; or 'Open' Phase

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Metric	Metric Definition
Number of Job Requisitions Moved to Draft Phase	Number of job requisitions that have moved to draft phase.
Number of Job Requisitions Moved to Filled State	Number of job requisitions that moved to Filled State.
Number of Job Requisitions Moved to Job Formatting Phase	Number of job requisitions that have moved to Job Formatting phase.
Number of Job Requisitions Moved to Open Phase	Number of job requisitions that have moved to open phase.
Number of Job Requisitions Moved to Rejected State	Number of job requisitions that moved to Rejected State.
Number of Job Requisitions Moved to Suspended State	Number of job requisitions that moved to Suspended State in Open Phase.
Total Job Requisitions (on Event)	Number of job requisitions across all phases and states.
Time To Fill	Number of days between job requisition opened to when it is filled.
Number of Job Requisitions Moved to Posting Phase	Number of job requisitions that have moved to Job Posting phase.
Number of Job Requisitions Moved to Deleted State	Number of job requisitions that moved to Deleted State.
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 distinct job applications across all phases and states 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 that are moved to draft state.
Number of Job Applications in Offer Phase Moved to Approved State	Number of job applications in offer phase that are moved to approved state.
Number of Job Applications in Offer Phase Moved to Extended State	Number of job applications in offer phase that are moved to extended state.
Number of Job Applications in Offer Phase Moved to Rejected State	Number of job applications in offer phase that are moved to rejected state.
Number of Job Applications in Offer Phase Moved to Accepted State	Number of job applications in offer phase that are moved to accepted state.
Number of Job Applications in Offer Phase Moved to Withdrawn State	Number of job applications in offer phase that are moved to withdrawn state.
Number of Job Applications Moved to HR Phase	Number of job applications that are 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 were external candidates.
Referral Hires	Number of hires that were referral candidates.
Number of Referred Applications	Number of job applications that came as referrals.

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Metric	Metric Definition
Total Requisitions with Applicants	Number of job requisitions that have applicants on them.
Requisition with No Internal Applicants	Number of job requisitions that do not have any internal applicants on them.
Hire Rate	The percentage of candidates that have been hired including internal and external candidates based on the job application.
External Hire Rate	The percentage of external candidates that have been hired.
Internal Hire Rate	The percentage of internal candidates that have been hired.
Job Applications - Offer Acceptance Rate	Job offers accepted as a percentage of offers extended.
Referral Hire Rate	The percentage of referral candidates that have been hired.
Referral Success rate	The percentage of candidate referrals that resulted as hires.
Rehires	Number of hires where the candidate was an ex worker of the organization.
Rehire Rate	Number of rehires as a percentage of total hires.
Drop Off Rate	Percentage of applications that were either withdrawn or rejected out of the total applications.
Job Requisitions with No Internal Applicant Percentage	Percentage of job requisitions that have no internal applicants.
Job Offer Extended to Hired Percentage	Percentage of candidates that moved to HR phase of the total offers extended.
Job Offers to openings Percentage	Percentage of offers extended against total job openings.
Hires to Goal Rate	Percentage of hires against total job openings.
Total Job Applications	Number of Job Applications that are in non-terminal states.
Applicant Count	Count of distinct Applicants with Job Applications that are in non-terminal states.
Employee Job Applications	Number of Job Applications by employees that are in non-terminal states.
Contingent Job Applications	Number of Job Applications by contingent workers that are in non-terminal states.
External Job Applications	Number of Job Applications by external candidates that are in non-terminal states.
Job Applications in Offer - Pending Approval	Number of Job Applications that are in non-terminal Offer pending approval state.
Job Applications in HR - Pending Processing	Number of Job Applications that are in non-terminal HR - Pending Manual Processing and HR - Pending Automated Processing states.
Job Applications - Willing to Domestic Travel	Number of Job Applications that are in non-terminal states and have domestic travel flag = Y.
Job Applications - Willing to International Travel	Number of Job Applications that are in non-terminal states and have international travel flag = Y.
Job Applications - Willing to Relocate	Number of Job Applications that are in non-terminal states and have relocate flag = Y.
Job Applications - Female	Number of Job Applications created by female and are in non-terminal states.
Job Applications - Male	Number of Job Applications created by male and are in non-terminal states.
Job Applications - Gender undisclosed	Number of Job Applications with gender not disclosed and are in non-terminal states.
Job Applications - Veterans	Number of Job Applications created by veterans and are in non-terminal states.

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Metric	Metric Definition
Job Applications - Non Veterans	Number of Job Applications created by non veterans and are in non-terminal states.
Job Applications - Disability	Number of Job Applications created by candidates with disability and are in non-terminal states.
Hires	Total hires.
Time Elapsed (Days) From Submission Confirmed Date to Offer Extended State	Number of days taken for the 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 the 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 the job application from the confirmation date till it entered the offer rejected state.
Time Elapsed (Days) From Submission Confirmed Date to Offer Withdrawn State	Number of days taken for the 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 the 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 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 requisitions 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 that are moved to Offer Phase
Number of Job Applications in Offer Phase moved to Pending Approval State	Number of Job Applications in Offer Phase that are moved to Pending Approval State
Number of Job Applications in Offer Phase moved to Approval Rejected State	Number of Job Applications in Offer Phase that are moved to Approval Rejected State
Number of Job Applications in HR Phase moved to Processed State	Number of Job Applications in HR Phase that are moved to Processed State
Number of Job Applications in HR Phase moved to Rejected by Employer State	Number of Job Applications in HR Phase that are 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 that are 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) at the time of the application event.
Number of Job Applications with Active Job Offers	Number of Job Applications with Active Job Offers
Suspended Duration (Seconds)	Duration of the Suspended state completion step in seconds.
Suspended Duration (Hours)	Duration of the Suspended state completion step in hours.

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Metric	Metric Definition
Suspended Duration (Days)	Duration of the Suspended state completion step in days.
Latest Time to Fill (Days)	Number of days between opened date to latest filled date for the currently filled job requisitions.
Latest Time to Fill (Minus Suspended Duration (Days)	Number of days between opened date to latest filled date for the currently filled job requisitions. Suspended duration is excluded.
Total Openings (on Event)	Total number of Job Openings.
Applicant Average Time to Hire (Days)	Number of days between job application submitted to when a candidate is moved to HR phase.
Applications Withdrawn Rate	Percentage of applications that were withdrawn out of the total applications.
Openings Filled	Provides the cumulative hired count as of the end of time period where the Job Application is moved into HR Phase and any state other than Rejected or Withdrawn
Openings Filled (HR Processed)	Provides the cumulative hired count as of the end of time period where the Job Application is moved into HR Phase and Processed State
Openings to be Filled	Provides the openings to be filled for requisitions which are limited hire. This is based on applications that are in HR Phase and any State other than Rejected or Withdrawn
Openings to be Filled (HR Processed)	Provides the openings to be filled for requisitions which are limited hire. This is based on applications that are in HR Phase and Processed State
Active Requisitions With Active Offers	Provides the count of requisitions that has at least one active job offer on it
Active Requisitions Without Active Offers	Provides the count of requisitions that has at least one active job offer on it
Requisition Open Since (Days)	Provides the difference in the number of days since the requisition was opened and the last ETL run date for the requisitions that are not filled, deleted or cancelled

HCM - Talent Profile

This table describes Talent Profile metrics.

Metric	Metric Definition
Number of Job Model Profiles	Total number of active model profiles of type Job
Number of Jobs With Profiles	Number of jobs that have active model profile attached to them.
Number of Competencies	Number of competencies attached for a job.
Number of Degrees	Number of degrees attached for a job.
Number of Honors and Awards	Number of honors and awards attached for a job.
Number of Languages	Number of languages attached for a job.
Number of License and Certifications	Number of license and certifications attached for a job.
Number of Memberships	Number of memberships attached for a job.
Number of Profiles that Requires Travel	Number of job model profiles that has travel requirement as Yes.
Number of Profiles that Requires Relocation	Number of job model profiles that has relocation requirement as Yes.
Number of Position Model Profiles	Total number of active model profiles of type Position.

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Metric	Metric Definition
Number of Positions With Profiles	Number of positions that have active model profile attached to them.
Number of Competencies	Number of competencies attached for a position.
Number of Degrees	Number of degrees attached for a position.
Number of Honors and Awards	Number of honors and awards attached for a position.
Number of Languages	Number of languages attached for a position.
Number of License and Certifications	Number of license and certifications attached for a position.
Number of Memberships	Number of memberships attached for a position.
Number of Profiles that Requires Travel	Number of job position profiles that has travel requirement as Yes.
Number of Profiles that Requires Relocation	Number of position model profiles that has relocation requirement as Yes.
Number of Profiles	Number of Profiles.
Number of Workers with Profiles	Number of Workers with Profiles
Number of Active Profiles	Number of profiles with Profile status is Active.
Number of Workers with Active Profiles	Number of workers with profiles status is active.
Percentage of Active Profiles	Percentage of workers that have an active profile as against the total workers.
Number of Competencies	Number of competencies possessed by the worker.
Number of Degrees	Number of degrees possessed by the worker.
Number of Honors and Awards	Number of honors and awards possessed by the worker.
Number of Languages	Number of languages possessed by the worker.
Number of License and Certifications	Number of licenses and certifications possessed by the worker.
Number of Workers Willing to Relocate	Number of workers willing to re-locate.
Number of Workers Ready for Domestic Travel	Number of workers ready for domestic travel.
Number of Workers Ready for International Travel	Number of workers ready for international travel.
Number of Workers Ready Now for Career Move	Number of workers ready now for career move.
Number of Workers with Performance Rating	Number of Workers with Performance Rating.
Number of High Performers	Number of Workers rated as high performers.
Number of Medium Performers	Number of Workers rated as medium performers.
Number of Low Performers	Number of Workers rated as low performers.
Number of Workers with Potential Rating	Number of Workers with potential rating.
Number of High Potential	No of Workers rated as high potential.
Number of Medium Potential	No of Workers rated as medium potential.
Number of Low Potential	No of Workers rated as low potential.
Number of Workers with Risk of Loss	Number of workers that are at risk of loss.
Number of Workers with Impact of Loss	Number of workers with impact of loss.
Number of Skills	Number of skills
Number of Workers with Skills	Number of workers with one or more skills
Number of Unique Skills	Number of unique skills
Number of Skills Awaiting Endorsement	Number of skills without any endorsement
Number of Skills Endorsed	Number of skills with one or more endorsements
Average Skill Rating	Average skill rating rounded to map configured rating levels
Number of Developing Skills	Number of skill in developing status
Number of Developed Skills	Number of skill in developed status
Number of Skill Endorsements Requested	Number of skill endorsements requested

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Metric	Metric Definition
Number of Skill Endorsements Completed	Number of skill endorsements in completed status
Number of Skill Endorsement Requestors	Number of skill endorsement requestors
Number of Skill Endorsers	Number of skill endorsers

HCM — Talent Profile Marketplace (Preview)

This table describes Talent Profile metrics.

Metric	Metric Definition
Job Profile Demand	Demand is the number of assignments present in organization for the Job model. This fact should be used along with Skill Name in Model profile for Job.
Job Skill Supply	Number of persons in organization possess the same skill in their person profile for the demand in model profile. This fact should be used along with Skill Name in Model profile for Job.
Job Skills Gap	Difference between the Skill demand and Skill supply.
Job Skill Gap Percentage	Percentage of difference between the Skill demand and Skill supply.
Job Skill Supply Developed	Number of persons in organization possess the same skill in developed status for the demand in model profile. This fact should be used along with Skill Name in Model profile for Job.
Job Skill Supply Developed - Percentage	Percentage of skill supply in developed status.
Job Skill Supply Developing	Number of persons in organization possess the same skill in developing status for the demand in model profile. This fact should be used along with Skill Name in Model profile for Job.
Job Skill Supply Developing - Percentage	Percentage of skill supply in developing status.

HCM - Talent Profile Trends (Preview)

This table describes Talent Profile Trends metrics.

Metric	Metric Definition
Number of active profiles	Number of profiles with active flag = 'Y'
Number of Workers with active profiles	Number of workers with profiles and profile active flag = 'Y'
Number of Competencies	Number of competencies possessed by the worker
Number of Degrees	Number of degrees possessed by the worker
Number of Licenses and certifications	Number of licenses and certifications possessed by the worker
Number of Honours and awards	Number of honours and awards possessed by the worker
Number of Languages	Number of languages possessed by the worker
Number of Memberships	Number of memberships possessed by the worker
Number of Workers with Performance Rating	Number of Workers with performance rating
Number of High Performers	Workers rated as high performers
Number of Medium Performers	Workers rated as medium performers
Number of Low Performers	Workers rated as low performers

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Metric	Metric Definition
Number of Workers with Potential Rating	Number of Workers with potential rating
Number of High Potential	Workers rated as high potential
Number of Medium Potential	Workers rated as medium potential
Number of Low Potential	Workers rated as low potential
Number of Workers with Risk of Loss	Number of workers that are at risk of loss
Number of High Risk of Loss	Workers with high risk of loss
Number of Medium Risk of Loss	Workers with medium risk of loss
Number of Low Risk of Loss	Workers with low risk of loss
Number of Workers with Impact of Loss	Number of Workers with impact of loss
Number of High Impact of Loss	Workers with high impact of loss
Number of Medium Impact of Loss	Workers with medium impact of loss
Number of Low Impact of Loss	Workers with low impact of loss

HCM - Talent Review Meetings

This table describes Talent Review Meetings metrics.

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

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

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Metric	Metric Definition
Number of Low Talent	Number of workers rated as low performers and low potential.

HCM - Worker Seniority (Preview)

This table describes Worker Seniority metrics.

Metric	Metric Definition
Person Count(P)	Number of Workers with the seniority data, can include active and inactive
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 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 Days(P)	seniority days This leverages the existing total seniority days column from the db
Person Count(A)	Number of Workers with the seniority data, can include active and inactive
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 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 Days(A)	seniority days This leverages the existing total seniority days column from the db
Person Count(WR)	Number of Workers with the seniority data, can include active and inactive
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)
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)
Seniority Days(WR)	seniority days This leverages the existing total seniority days column from the db

HCM - Workforce Absence Management

This table describes Workforce Absence Management metrics.

Metric	Metric Definition
Total Duration of Absences (Days)	Sum of duration of all absences.

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Metric	Metric Definition
Total Duration of Absences (Hours)	Sum of duration of all absences, for absence type with UOM=Hours.
QuaLification Plan Absences Duration	Sum of duration of approved absences of qualification plans.
Number of QuaLification Plan Absences	Count of distinct approved absences of qualification plans.
Accrual Plan Absences Duration	Sum of duration of approved absences of accrual plans.
Number of Accrual Plan Absences	Count of distinct approved absences of accrual plan .
Compensatory Plan Absences Duration	Sum of duration of approved absences of compensatory plans.
Number of Compensatory Plan Absences	Count of distinct approved absences of compensatory plans.
NoEntitlement Plan Absences Duration	Sum of duration of approved absences of NoEntitlement plans.
Number of NoEntitlement Plan Absences	Count of distinct approved absences of NoEntitlement plans.
Approved Absence Transactions	Count of distinct absences transaction with approval status as approved.
Completed Absence Transactions	Count of distinct approved absence transactions with past dated absence end date.
Pending Approval Absences Transactions	Count of distinct absences transaction with approval status as awaiting approval.
Scheduled Absence Transactions	Count of distinct approved absence transactions with future absence start date.
Worker Count (Approved Absences)	Count distinct worker with absences transactions with approval status as approved.
Worker Count (Pending Absences)	Count distinct worker with absence transactions with approval status as awaiting approval.
Female Gender Ratio (Approved Absences)	Female gender ratio with approved absences.
Male Gender Ratio (Approved Absences)	Male gender ratio with approved absences.
Late Notified Absences	Count of late notified absences.
Withdrawn Absence Transactions	Count of distinct absences transaction with absence status as withdrawn.
Rejected Absence Transactions	Count of distinct absences transaction with approval status as denied.
Draft Absence Transactions	Count of distinct absences transaction with absence status as saved.
Worker Count (Rejected Absences)	Count distinct worker with absences transactions with approval status as denied.
Worker Count (Withdrawn Absences)	Count distinct worker with absences transactions with absence status as withdrawn.
Worker Count (Draft Absences)	Count distinct worker with absences transactions with absence status as saved.
Female Gender Ratio (Rejected Absences)	Female gender ratio with rejected absences.
Male Gender Ratio (Rejected Absences)	Female gender ratio with rejected absences.
Absence Approval Rate for High Performer Worker	Ratio of approved absence to total absence of a worker with performance rating=high.
Absence Approval Rate for Low Performer Worker	Ratio of approved absence to total absence of a worker with performance rating=Low.
Absence Rejection Rate for High Performer Worker	Ratio of rejected absence to total absence of a worker with performance rating=high.
Absence Rejection Rate for Low Performer Worker	Ratio of rejected absence to total absence of a worker with performance rating=Low.
Worker Count (Enrolled in a Plan)	Count of workers enrolled in an absence plan.

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Metric	Metric Definition
Accrual Balance	End accrual balance as on balance run date.
Prior Accrual Balance	Begin accrual balance as on balance run date.
Compensatory Plan Balance	Begin compensatory plan balance as on last balance run date.
Prior Compensatory Plan Balance	End compensatory plan balance as on last balance run date.
Accrual Value	Plan accrual value.
Annual Accrual	Front Loaded calculated accrual.
Periodic Accrual	Calculated incremental accrual plan value, as of the last accrual run date.
Carryover	Balance value that is carry over as of latest balance calculation date.
Carryover Expiration	Carry over balance value that will expire as of latest balance calculation date.
Carryover Forfeiture	Carry over balance value to forfeiture due to carryover limits set.
Vested Accrual	Accrued balance value subject to a waiting period that has subsequently passed.
Unvested Accrual	Accrued balance value but subject to a waiting period set.
Other Adjustments	Other balance adjustment transactions.
Unprocessed Adjustments	Total of all unprocessed adjustments for the latest balance calculation date.
Transferred Balance	Balance value transferred to and from other accrual plans.
Processed Absences	Total processed absences as of latest balance calculation date.
Unprocessed Absences	Balance value used by absences scheduled.
Compensatory Time	Compensatory time accrued.
Expiration Disbursement (Compensatory Plan)	Disbursement of balance to payroll upon expiration.
Other Adjustments (Compensatory Plan)	Other balance adjustment transactions.
Unprocessed Adjustment (Compensatory Plan)	Total of all unprocessed adjustments for the latest balance calculation date.
Transferred Balance (Compensatory Plan)	Balance value transferred to and from other accrual plans.
Donations	Donations.
In-progress Absence Transactions	Count of distinct absences transaction with Approval status as in-progress
Number of Absences	Count of distinct absence transaction
Absence Duration	Absence duration, non-agreegable at absences plan level
Absence Plan Duration	Absences duration, agreegable at absence plan level

HCM - Workforce Core

This table describes Workforce Core metrics.

Metric	Metric Definition
Average Headcount	Average of headCount between period start date and period end date
Average FTE	Average FTE between period start date and period end date
Worker Count	Count of unique person numbers for all assignment types (Employee, Pending Worker, Contingent Workers, Non-Workers)

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Metric	Metric Definition
Employee Headcount Ratio	Ratio of the employee headcount to total headcount.
Contingent Headcount Ratio	Ratio of the contingent headcount to total headcount.
Employee FTE Ratio	Ratio of the employee FTE to total FTE.
Contingent Worker FTE Ratio	Ratio of the contingent FTE to total FTE.
Span of Control Workforce Structure	Average nunber of reportees for a manager by workforce structures like business unit, location, job family and so on.
Average Worker Age	Average age of the worker based on their date of birth.
Headcount Turnover	Ratio of Termination Headcount to average headcount.
FTE Turnover	Ratio of FTE terminations to average FTE.
Voluntary FTE Turnover	Ratio of voluntary FTE terminations to average FTE.
Involuntary FTE Turnover	Ratio of Involuntary FTE terminations to average FTE.
Voluntary Headcount Turnover	Ratio of Voluntary terminations headcount to average headcount.
Involuntary Headcount Turnover	Ratio of Inoluntary terminations headcount to average headcount.
New Hire Headcount Turnover	Percentage of Headcount terminations of workers with years of service <= 1 Year
Headcount Retention	Headcount Retention percentage for the time period.
New Hire Headcount Retention	Percentage of Headcount Retention of workers with years of service <= 1 Year.
FTE Retention	FTE Retention percentage for the time period
New Hire FTE Retention	Percentage of FTE retention where years of service <= 1Year
Assignment Event Headcount	Headcount of all assignment events during the period.
Hire Headcount	Headcount of all assignment hire events, Action type in (Add Employee Work Relationship, Hire an Employee, Rehire an Employee, Add Contingent Worker, Add Contingent Worker Relationship, Add Nonworker, Add Pending Worker, Add Nonworker Relationship)
Rehire Headcount	Headcount of all assignment rehire events, Action type in (Rehire an Employee, Renew Placement)
Pending Hire Headcount	Sum of headcount of pending hire worker type
Promotion Headcount	Headcount of all assignment promotion events, Action Type in (Promote)
Transfer Headcount	Headcount of all assignment transfer events, Action Type in (Transfer)
Termination Headcount	Headcount of all assignment termination, Action Type in (Terminate Work Relationship)
Inactive Headcount	Headcount of all workers with 'Inactive' assignment status
Inactive Employee Headcount	Headcount of all Employee with 'Inactive' assignment status
Inactive Contingent Headcount	Headcount of all Contingent Workers with 'Inactive' assignment status
Assignment Event FTE	FTE value of all HR events during the period.
Hire FTE	FTE of all assignment hire events, Action type in (Add Employee Work Relationship, Hire an Employee, Rehire an Employee, Add Contingent Worker, Add Contingent Worker Relationship, Add Nonworker, Add Pending Worker, Add Nonworker Relationship)
Rehire FTE	FTE of all assignment rehire events, Action type in (Rehire an Employee, Renew Placement)
Pending Hire FTE	FTE of pending hire worker type

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Metric	Metric Definition
Promotion FTE	FTE of worker assignment promotion events.
Transfer FTE	FTE of worker assignment transfer events.
Termination FTE	FTE of worker assignment terminations.
Inactive FTE	FTE of inactive worker assignments for all types of worker.
Inactive Employee FTE	FTE of inactive employees.
Inactive Contingent FTE	FTE of inactive contingent workers.
Hire Count	Count of worker assignment hire events.
Rehire Count	Count of rehires.
Pending Hire Count	Count of pending hires.
Promotion Count	Count of worker assignment promotion events during the period.
Termination Count	Count of worker assignment terminations.
Voluntary Termination Headcount	Headcount of all Voluntary Terminations.
Involuntary Termination Headcount	Headcount of all Inoluntary Terminations.
New Hire Termination Headcount	Headcount of Terminations of workers with Years Service is <- 1 year
High Performer Headcount Turnover	Percentage of headcount terminations of workers that are rated as high performers.
Voluntary Termination FTE	FTE of all Voluntary Terminations.
Involuntary Termination FTE	FTE of all Inoluntary Terminations.
New Hire Termination FTE	FTE of Terminations of workers with Years Service is <= 1 year
Voluntary Termination Count	Count of worker assignment terminations with an action category of voluntary.
Involuntary Termination Count	Count of worker assignment terminations with an action category of inoluntary.
New Hire Termination Count	Count of worker assignment terminations whose years service is <= one year on their termination date.
Time Between Promotion	Average number of months between promotions for a worker.
Time Between Promotion on Event	Average number of months between promotions for a worker. .
Promotion Headcount Rate	Percentage of headcount promotion for the time period.
Promotion FTE Rate	Percentage of FTE promotion for the time period.
Worker Male Gender Ratio	Percentage of male workers.
Worker Female Gender Ratio	Percentage of female workers.
Worker Non Gender Ratio	Percentage of workers with no gender specified.
Years Service	Number of years worker is in service from the legal employer seniority date (or legal employer hire date if the seniority date is null) to the termination date (or current date if the termination date is null).
Average Service Years	Average of years of service.
Incumbent Headcount	Headcount of Position Incumbents.
Incumbent FTE	FTE of Position Incumbents.
Salary	Annualised salary for the worker assignment in the enterprise currency.
Calculated Compa Ratio	Ratio of the worker salary to the salary mid point defined for the grade.
Salary on Event	Annualised salary for the worker assignment in the enterprise currency on the date of any assignment event.

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Metric	Metric Definition
Calculated Compa Ratio on Event	Ratio of the worker salary to the salary mid point defined for the grade on the date of any assignment event.
Performance Rating	Average of the numeric value of the manager performance rating.
Performance Rating (on Assignment Event)	Average of the numeric value of the manager performance rating on the date of any assignment event.
Potential Rating	Average of the numeric value of the potential rating.
Potential Rating (on Assignment Event)	Average of the numeric value of the potential rating on the date of any assignment event.
Headcount (Period Start)	Total headcount at the start of the period, such as year, quarter, month, or week.
Headcount (Period End)	Total headcount at the end of the period, such as year, quarter, month, or week.
FTE (Period Start)	Total FTE at the Start of the period, such as year, quarter, month, or week.
FTE (Period End)	Total FTE at the end of the period, such as year, quarter, month, or week.
Person Count (Period Start)	Total person count at the start of the period, such as year, quarter, month, or week.
Person Count (Period End)	Total person count at the end of the period, such as year, quarter, month, or week.
Headcount	Headcount of active and suspended worker assignments for all types of worker.
Employee Headcount	Headcount of active and suspended employees.
Contingent Headcount	Headcount of active and suspended contingent workers.
Active Headcount	Active worker headcount as of the time period.
FTE	FTE of active and suspended worker assignments for all types of worker.
Employee FTE	FTE of active and suspended employees.
Contingent Worker FTE	FTE of active and suspended contingent workers.
Assignment Count	Assignment count as of the time period (1 for each assignment)
Assignment Event Count	Assignment event count as of the time period. one for each assignment.
Top Talent Headcount Turnover	Percentage of headcount terminations of workers whose performance rating and potential rating is high.
High Performer Headcount Retention	Percentage of headcount retention of workers that are rated as high performers.
Talent Retention Percentage	Percentage of workers retained by each combination of performance and potential band ratings related to the 9 box.
New Hire FTE Turnover	Percentage of FTE terminations where years of service < 1 year.
High Performer FTE Turnover	Percentage of FTE terminations of workers whose performance rating = high.
High Performer FTE Retention	Percentage of FTE retention of workers whose performance rating = high.
Retention Voluntary	Percentage of voluntary retention of workers.
Top Performer Headcount	Sum (headcount) of workers whose performance rating = high.
High Potential Headcount	Percentage of headcount of workers with potential rating as 'High'.

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Metric	Metric Definition
Manager Count	Count of all workers with at least one direct report.
Active Headcount Ratio	Headcount ratio of active against all workers.
Top Talent Ratio	Ratio of workers with performance = high and potential rating = high to the total headcount.
Low Talent Ratio	Ratio of workers with performance = high and potential rating = low to the total headcount.
Top Talent Headcount	Headcount of workers with performance = high and potential rating = high.
Top Talent Retention Percentage	Percentage of workers retained by various combinations of performance and potential ratings.
High Performer Retention Percentage	Percentage of Workers retained with Performance Rating as 'High'
High Potential Retention Percentage	Percentage of Workers Retained with potential rating as 'High'
New Hire Headcount	Headcount for all workers with years of service <= 1
Transfer Count	Count of worker assignment transfers.
Percentage of Workers Hired Above 60	Percentage of hires where worker age >= 60 years.
High Performer Termination Headcount	Headcount of worker assignment terminations with performance rating as 'High'
Top Talent Termination Headcount	Headcount of terminated workers with performance and potential rating = high.
High Performer Termination FTE	FTE of worker assignment Terminations with performance rating as 'High'
High Performer Termination Count	Count of worker assignment terminations where the workers latest performance rating based on the date for both performance and potential prior to the termination was in the high performance band.
Annualized Voluntary Retention	Percentage of worker annual voluntary retention by Gregorian calendar.
YTD Voluntary Termination Count	Year-to-date voluntary termination count.
QTD Voluntary Termination Count	Quarter-to-date voluntary termination count.
Distinct Worker Nationalities	Count of distinct worker nationalities.
Distinct Worker Ethnicities	Count of distinct worker ethnicities.
Months Service	Number of months the worker is in service from the legal employer seniority date (or legal employer hire date if the seniority date is null) to the termination date (or current date if the termination date is null).
Average Service Months	Average of months service.
Currency Code	Currency code.
Percentage Compa Ratio Change	Percentage of change in compa ratio of the worker.
Assignment Count (Period Start)	Assignment count at the period start (year, month, quarter and week).
Assignment Count (Period End)	Assignment count at the period end (year, month, quarter and week).
Employee Count	Count of active and suspended employees.
Contingent Count	Count of active and suspended contingent workers.
Active Worker Count	Count of active workers for all type of worker
Active Worker Ratio	Ratio of active workers against total workers.
Average Worker Count	Average Worker Count for the time period
Employee Ratio	Ratio of employees against total workers

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Metric	Metric Definition
Contingent Ratio	Ratio of contingent workers against total workers
Worker Turnover	Provides the percentage of terminations
Voluntary Turnover	Provides the percentage of the voluntary terminations.
Involuntary Turnover	Provides the percentage of the involuntary terminations.
New Hire Turnover	Provides the percentage of terminations of workers whose years of service less than 1 year
High Performer Turnover	Provides the percentage of terminations of workers that are rated as high performers
Top Talent Turnover	Provides the percentage of terminations of workers that are rated as high performers and also high potential.
Worker Retention	Provides the percentage of worker retention
New Hire Retention	Provides the percentage of new hire worker retention
Retention Voluntary (Worker Count)	Provides the count of voluntary retention of workers.
High Performer Retention	Provides the count of high performers retention
Talent Retention Percentage (Worker Count)	Percentage of workers retained by each combination of performance and potential band ratings related to the 9 box.
Top Talent Worker Count	Provides the count of workers with performance = high and potential rating = high.
Top Talent Ratio (Worker Count)	Provides the ratio of top talent workers against total workers
Low Talent Ratio (Worker Count)	Provides the ratio of low talent workers against total workers
High Performer Retention Percentage (Worker Count)	Provides the percentage of high performers workers retention
High Potential Retention Percentage (Worker Count)	Provides the percentage of high potential workers retention.
Top Talent Retention Percentage (Worker Count)	Provides the percentage of top talent workers retention
Voluntary Termination Person Count	Provides the count of voluntary worker termination.
Involuntary Termination Person Count	Provides the count of involuntary worker termination.
New Hire Termination Person Count	Provides the count of terminated workers whose years of service is less than an year.
High Performer Termination Person Count	Provides the count of terminated workers whose performance rating = High
Top Talent Termination Person Count	Count of terminated workers whose performance rating = High and potential rating = high.
YTD Voluntary Termination Person Count	Year-to-date Voluntary Termination Count.
QTD Voluntary Termination Person Count	Quarter-to-date Voluntary Termination Count.
Termination Count (Termination Date)	Count of worker terminations as of the actual termination date
Voluntary Termination Count (Termination Date)	Count of worker voluntary terminations as of the actual termination
Involuntary Termination Count (Termination Date)	Count of worker involuntary terminations as of the actual termination date
Rolling 12 Months Termination Headcount	Provides the Rolling 12 Months Termination Headcount.
Rolling 12 Months Termination Count	Provides the Rolling 12 Months count of terminations.
Years of Service(V1 Enterprise Seniority)	Provides the years of service for the worker based on the V1 Enterprise seniority date
Years of Service (Person Seniority)	Provides the years of service for the worker based on the Person seniority date.
Global Transfer Count -Out	Provides the distinct count of global transfers that happened out of a legal employer
Global Transfer Count - In	Provides the distinct count of global transfers that happened into a legal employer

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Metric	Metric Definition
Months of Service(V1 Enterprise Seniority)	Provides the months 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
Months of Service(V1 LE Seniority)	Provides the months of service for the worker based on the V1 Legal Employer seniority date
Computed Headcount	Computed Headcount based on worker's primary assignment of the primary work relationship. It 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
Distinct Worker Ethnicities - All	Provides the count of distinct ethnicities of a worker.
High Potential	Provides the count of workers with potential rating = high
Top Performer	Provides the count of workers with performance rating = high
Current Headcount	Headcount of Active and Suspended worker assignments for all types of worker as of latest successful pipeline run date.
Current FTE	FTE of Active and Suspended worker assignments for all types of worker as of latest successful pipeline run date.
Current Worker Count	Worker count as of latest successful pipeline run date.
Average Promotion Time (Days)	Number of Days between promotion event of a worker.
Time Since Promotion (Days)	Number of Days since last promotion of a worker.
Gender - Male Count	Count of distinct male workers.
Gender - Female Count	Count of distinct female workers.
Gender - Not Disclosed Count	Count of distinct non gender workers.
Gender - Others Count	Count of distinct other gender workers.

HCM - Workforce Gains and Losses

This table describes Workforce Gains and Losses metrics.

Metric	Metric Definition
Headcount Gain	Headcount gain.
Headcount Gain Hire	Gain of Headcount due to hires.
Headcount Gain Reorganisation Reason	Gain of Headcount due to reorganisations.
Headcount Gain Reorganisation Action	Headcount increase due to the action types specified as reorganisations.
Headcount Gain Global Transfer	Gain of Headcount due to Global Transfers.
Headcount Gain Transfer	Gain of Headcount due to Transfers.
Headcount Gain Promotion	Gain of Headcount due to Promotion.
Headcount Gain Others	Gain of Headcount due to reasons other than hire, transfers, reorganisations and global transfers.
Implicit Headcount Gain	Gain of headcount due to a manager which results in entire organization being transferred to a new manager.
Headcount Movement	Headcount movement within the managers organization that results in no gain or loss for the respective manager.
Headcount Loss	Headcount Loss.
Headcount Loss Termination	Loss of Headcount due to Terminations.
Headcount Loss Reorganisation Reason	Loss of Headcount due to reorganisations.

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Metric	Metric Definition
Headcount Loss Reorganisation Action	Loss of Headcount due to the action types specified as reorganisations.
Headcount Loss Global Transfer	Loss of Headcount due to Global Transfers.
Headcount Loss Transfer	Loss of Headcount due to Transfers.
Headcount Loss Promotion	Loss of Headcount due to Promotion.
Headcount Loss Others	Loss of Headcount due to reasons other than terminations, transfers, reorganisations anf global transfers.
Implicit Headcount Loss	Loss of headcount due to a manager which results in entire organization being transferred to a new manager.
FTE Gain	Full-time equivalent Gain.
FTE Gain Hire	Gain of full-time equivalency due to hires.
FTE Gain Reorganisation Reason	Gain of full-time equivalency due to organisations.
FTE Gain Reorganisation Action	Gain of full-time equivalency due to action types specified as organisations.
FTE Gain Global Transfer	Gain of full-time equivalency due to Global Transfers.
FTE Gain Transfer	Gain of full-time equivalency due to Transfers.
FTE Gain Promotion	Gain of full-time equivalency due to Promotions.
FTE Gain Others	Gain of full-time equivalency due to reasons other than hire, transfers, reorganisations and global transfers.
Implicit FTE Gain	Gain of FTE due to change in manager which results in entire organization being transferred to a new manager.
FTE Movement	FTE movement within the managers organization that results in no gain or loss for the manager.
FTE Loss	Loss of full-time equivalency.
FTE Loss Termination	Loss of full-time equivalency due to Terminations.
FTE Loss Reorganisation Reason	Loss of full-time equivalency due to reorganisations.
FTE Loss Reorganisation Action	Loss of full-time equivalency due to action types specified as organisations.
FTE Loss Global Transfer	Loss of full-time equivalency due to Global Transfers.
FTE Loss Transfer	Loss of full-time equivalency due to Transfers.
FTE Loss Promotion	Loss of full-time equivalency due to Promotions.
FTE Loss Others	Loss of full-time equivalency due to reasons other than terminations, transfers, reorganisations and global transfers.
Implicit FTE Loss	Loss of FTE due to change in manager which results in entire organization being transferred to a new manager.
Assignment Count Gain	Assignment Count Gain
Assignment Count Gain Hire	Gain of Assignment Count due to hires.
Assignment Count Gain Reorganisation Reason	Gain of Assignment Count due to reorganisations.
Assignment Count Gain Reorganisation Action	Gain of Assignment Count due to action types specified as organisations.
Assignment Count Gain Global Transfer	Gain of Assignment Count due to Global Transfers.
Assignment Count Gain Transfer	Gain of Assignment Count due to Transfers.
Assignment Count Gain Promotion	Gain of Assignment Count due to Promotions.
Assignment Count Gain Others	Gain of Assignment Count due to reasons other than hire, transfers, reorganisations and global transfers.
Implicit Assignent Count Gain	Gain of Assignment due to change in manager which results in entire organization being transferred to a new manager.
Assignment Count Movement	Assignment movement within the manager's organization that results in no gain or loss for the manager.

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Metric	Metric Definition
Assignment Count Loss	Loss of Assignment Count.
Assignment Count Loss Termination	Loss of Assignment Count due to Terminations.
Assignment Count Loss Reorganisation Reason	Loss of Assignment Count due to reorganisations.
Assignment Count Loss Reorganisation Action	Loss of Assignment Count due to action types specified as organisations.
Assignment Count Loss Global Transfer	Loss of Assignment Count due to Global Transfers.
Assignment Count Loss Transfer	Loss of Assignment Count due to Transfers.
Assignment Count Loss Promotion	Loss of Assignment Count due to Promotions.
Assignment Count Loss Others	Loss of Assignment Count due to reasons other than terminations, transfers, reorganisations and global transfers.
Implicit Assignment Count Loss	Loss of Assignment due to change in manager which results in entire organization being transferred to a new manager.
Person Count Gain	Person Count Gain.
Person Count Gain Hire	Gain of Person Count due to hires.
Person Count Gain Reorganisation Reason	Gain of Person Count due to reorganisations.
Person Count Gain Reorganisation Action	Gain of Person Count due to action types specified as organisations.
Person Count Gain Global Transfer	Gain of Person Count due to Global Transfers.
Person Count Gain Transfer	Gain of Person Count due to Transfers.
Person Count Gain Promotion	Gain of Person Count due to Promotion .
Person Count Gain Others	Gain of Person Count due to reasons other than hire, transfers, reorganisations and global transfers.
Implicit Person Count Gain	Gain of Person due to change in manager which results in entire organization being transferred to a new manager.
Person Count Movement	Person movement within the manager's organization that results in no gain or loss for the manager.
Person Count Loss	Loss of Person Count.
Person Count Loss Termination	Loss of Person Count due to Terminations .
Person Count Loss Reorganisation Reason	Loss of Person Count due to reorganisations.
Person Count Loss Reorganisation Action	Loss of Person Count due to action types specified as organisations.
Person Count Loss Global Transfer	Loss of Person Count due to Global Transfers.
Person Count Loss Transfer	Loss of Person Count due to Transfers.
Person Count Loss Promotion	Loss of Person Count due to Promotion .
Person Count Loss Others	Loss of Person Count due to reasons other than terminations, transfers, reorganisations and global transfers.
Implicit Person Count Loss	Loss of Person Count due to change in manager which results in entire organization being transferred to a new manager.

HCM - Workforce Rewards - Payroll Balances

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

Metric	Metric Definition
Balance Value	Balance Value

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Metric	Metric Definition
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'
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'
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'
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'
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'
Miscellaneous	Sum (Balance Value) Where Base Category='Miscellaneous' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
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'
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'
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 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'
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'

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Metric	Metric Definition
Standard Earning (YTD)	Year to Date Value of Standard Earning
Supplemental Earnings (YTD)	Year to Date Value of Supplemental Earnings
Pre-statutory Deductions (YTD)	Year to Date Value of Pre-statutory Deductions
Voluntary Deductions (YTD)	Year to Date Value of Voluntary Deductions
Employee Tax Credit (YTD)	Year to Date Value of Employee Tax Credit
Miscellaneous (YTD)	Year to Date Value of Miscellaneous
Involuntary Deductions (YTD)	Year to Date Value of Involuntary Deductions
Tax Deductions (YTD)	Year to Date Value of Tax Deductions
Employer Charges(YTD)	Year to Date Value of Employer Charges
Direct Payments (YTD)	Year to Date Value of Direct Payments
Standard Earning (QTD)	Quarter to Date Value of Standard Earning
Supplemental Earnings (QTD)	Quarter to Date Value of Supplemental Earnings
Pre-statutory Deductions (QTD)	Quarter to Date Value of Pre-statutory Deductions
Voluntary Deductions (QTD)	Quarter to Date Value of Voluntary Deductions
Employee Tax Credit (QTD)	Quarter to Date Value of Employee Tax Credit
Miscellaneous (QTD)	Quarter to Date Value of Miscellaneous
Involuntary Deductions (QTD)	Quarter to Date Value of Involuntary Deductions
Tax Deductions (QTD)	Quarter to Date Value of Tax Deductions
Employer Charges(QTD)	Quarter to Date Value of Employer Charges
Direct Payments (QTD)	Quarter to Date Value of Direct Payments
Standard Earning (MTD)	Month To Date Value of Standard Earning
Supplemental Earnings (MTD)	Month To Date Value of Supplemental Earning
Pre-statutory Deductions (MTD)	Month To Date Value of Pre-statutory Deductions
Voluntary Deductions (MTD)	Month To Date Value of Voluntary Deductions
Employee Tax Credit (MTD)	Month To Date Value of Employee Tax Credit
Miscellaneous (MTD)	Month To Date Value of Miscellaneous
Involuntary Deductions (MTD)	Month To Date Value of Involuntary Deductions
Tax Deductions (MTD)	Month To Date Value of Tax Deductions
Employer Charges(MTD)	Month To Date Value of Employer Charges
Direct Payments (MTD)	Month To Date Value of Direct Payments
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 Period Ago	Balance Value Period Ago
Balance Value Variance	Balance Value Variance
Balance Value Growth Rate	Balance Value Growth Rate
Employer Taxes (YTD)	Year to Date Employer Taxes
Employer Taxes (QTD)	Quarter to Date Employer Taxes
Employer Taxes (MTD)	Month to Date Employer Taxes
Standard Earnings Period Ago	Standard Earnings Period Ago
Supplemental Earnings Period Ago	Supplemental Earnings Period Ago
Miscellaneous Period Ago	Miscellaneous Period Ago
Pre-Statutory Deductions Period Ago	Pre-Statutory Deductions Period Ago
Involuntary Deductions Period Ago	Involuntary Deductions Period Ago
Voluntary Deductions Period Ago	Voluntary Deductions Period Ago
Tax Deductions Period Ago	Tax Deductions Period Ago

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Metric	Metric Definition
Employer Taxes Period Ago	Employer Taxes Period Ago
Direct Payment Period Ago	Direct Payment Period Ago
Employer Charges Period Ago	Employer Charges Period Ago
Employee Tax Credits Period Ago	Employee Tax Credits Period Ago
Standard Earnings Variance	Standard Earnings Variance
Supplemental Earnings Variance	Supplemental Earnings Variance
Miscellaneous Variance	Miscellaneous Variance
Pre-Statutory Deductions Variance	Pre-Statutory Deductions Variance
Involuntary Deductions Variance	Involuntary Deductions Variance
Voluntary Deductions Variance	Voluntary Deductions Variance
Tax Deductions Variance	Tax Deductions Variance
Employer Taxes Variance	Employer Taxes Variance
Direct Payment Variance	Direct Payment Variance
Employer Charges Variance	Employer Charges Variance
Employee Tax Credits Variance	Employee Tax Credits Variance
Standard Earnings Growth Rate	Standard Earnings Growth Rate
Supplemental Earnings Growth Rate	Supplemental Earnings Growth Rate
Miscellaneous Growth Rate	Miscellaneous Growth Rate
Pre-Statutory Deductions Growth Rate	Pre-Statutory Deductions Growth Rate
Involuntary Deductions Growth Rate	Involuntary Deductions Growth Rate
Voluntary Deductions Growth Rate	Voluntary Deductions Growth Rate
Tax Deductions Growth Rate	Tax Deductions Growth Rate
Employer Taxes Growth Rate	Employer Taxes Growth Rate
Direct Payment Growth Rate	Direct Payment Growth Rate
Employer Charges Growth Rate	Employer Charges Growth Rate
Employee Tax Credits Growth Rate	Employee Tax Credits Growth Rate
Total Earning	Sum of Standard And Supplemental Earning balances
Total Earning Variance	Total Earning Variance
Total Earning Growth Rate	Total Earning Growth Rate
Worker Count	Count of workers processed
Worker Count Variance	Variance of worker processed
Worker Count Period Ago	Worker count processed (Period Ago)
Worker Count Growth Rate	Worker Count Processed (Growth Rate)
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- Analytical Currency- 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'
Analytical Currency- Analytical Currency- 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'

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Metric	Metric Definition
Analytical Currency- 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'
Analytical Currency- Miscellaneous	Sum (Balance Value) Where Base Category='Miscellaneous' and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- Standard Earning (YTD)	Year to Date Value of Standard Earning
Analytical Currency- Supplemental Earnings (YTD)	Year to Date Value of Supplemental Earnings
Analytical Currency- Pre-statutory Deductions (YTD)	Year to Date Value of Pre-statutory Deductions
Analytical Currency- Voluntary Deductions (YTD)	Year to Date Value of Voluntary Deductions
Analytical Currency- Employee Tax Credit (YTD)	Year to Date Value of Employee Tax Credit
Analytical Currency- Miscellaneous (YTD)	Year to Date Value of Miscellaneous
Analytical Currency- Involuntary Deductions (YTD)	Year to Date Value of Involuntary Deductions
Analytical Currency- Tax Deductions (YTD)	Year to Date Value of Tax Deductions
Analytical Currency- Employer Charges(YTD)	Year to Date Value of Employer Charges
Analytical Currency- Direct Payments (YTD)	Year to Date Value of Direct Payments
Analytical Currency- Standard Earning (QTD)	Quarter to Date Value of Standard Earning
Analytical Currency- Supplemental Earnings (QTD)	Quarter to Date Value of Supplemental Earnings

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Metric	Metric Definition
Analytical Currency- Pre-statutory Deductions (QTD)	Quarter to Date Value of Pre-statutory Deductions
Analytical Currency- Voluntary Deductions (QTD)	Quarter to Date Value of Voluntary Deductions
Analytical Currency- Employee Tax Credit (QTD)	Quarter to Date Value of Employee Tax Credit
Analytical Currency- Miscellaneous (QTD)	Quarter to Date Value of Miscellaneous
Analytical Currency- Involuntary Deductions (QTD)	Quarter to Date Value of Involuntary Deductions
Analytical Currency- Tax Deductions (QTD)	Quarter to Date Value of Tax Deductions
Analytical Currency- Employer Charges(QTD)	Quarter to Date Value of Employer Charges
Analytical Currency- Direct Payments (QTD)	Quarter to Date Value of Direct Payments
Analytical Currency- Standard Earning (MTD)	Month To Date Value of Standard Earning
Analytical Currency- Supplemental Earnings (MTD)	Month To Date Value of Supplemental Earning
Analytical Currency- Pre-statutory Deductions (MTD)	Month To Date Value of Pre-statutory Deductions
Analytical Currency- Voluntary Deductions (MTD)	Month To Date Value of Voluntary Deductions
Analytical Currency- Employee Tax Credit (MTD)	Month To Date Value of Employee Tax Credit
Analytical Currency- Miscellaneous (MTD)	Month To Date Value of Miscellaneous
Analytical Currency- Involuntary Deductions (MTD)	Month To Date Value of Involuntary Deductions
Analytical Currency- Tax Deductions (MTD)	Month To Date Value of Tax Deductions
Analytical Currency- Employer Charges(MTD)	Month To Date Value of Employer Charges
Analytical Currency- Direct Payments (MTD)	Month To Date Value of Direct Payments
Analytical Currency- Balance Value (MTD)	Month to Date Balance Value
Analytical Currency- Balance Value (QTD)	Quarter to Date Balance Value
Analytical Currency- Balance Value (YTD)	Year to Date Balance Value
Analytical Currency- Balance Value Period Ago	Balance Value Period Ago
Analytical Currency- Balance Value Variance	Balance Value Variance
Analytical Currency- Balance Value Growth Rate	Balance Value Growth Rate
Analytical Currency- Employer Taxes (YTD)	Year to Date Employer Taxes
Analytical Currency- Employer Taxes (QTD)	Quarter to Date Employer Taxes
Analytical Currency- Employer Taxes (MTD)	Month to Date Employer Taxes
Analytical Currency- Standard Earnings Period Ago	Standard Earnings Period Ago
Analytical Currency- Supplemental Earnings Period Ago	Supplemental Earnings Period Ago
Analytical Currency- Miscellaneous Period Ago	Miscellaneous Period Ago
Analytical Currency- Pre-Statutory Deductions Period Ago	Pre-Statutory Deductions Period Ago
Analytical Currency- Involuntary Deductions Period Ago	Involuntary Deductions Period Ago
Analytical Currency- Voluntary Deductions Period Ago	Voluntary Deductions Period Ago
Analytical Currency- Tax Deductions Period Ago	Tax Deductions Period Ago
Analytical Currency- Employer Taxes Period Ago	Employer Taxes Period Ago
Analytical Currency- Direct Payment Period Ago	Direct Payment Period Ago
Analytical Currency- Employer Charges Period Ago	Employer Charges Period Ago
Analytical Currency- Employee Tax Credits Period Ago	Employee Tax Credits Period Ago
Analytical Currency- Standard Earnings Variance	Standard Earnings Variance
Analytical Currency- Supplemental Earnings Variance	Supplemental Earnings Variance
Analytical Currency- Miscellaneous Variance	Miscellaneous Variance
Analytical Currency- Pre-Statutory Deductions Variance	Pre-Statutory Deductions Variance
Analytical Currency- Involuntary Deductions Variance	Involuntary Deductions Variance
Analytical Currency- Voluntary Deductions Variance	Voluntary Deductions Variance
Analytical Currency- Tax Deductions Variance	Tax Deductions Variance
Analytical Currency- Employer Taxes Variance	Employer Taxes Variance

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Metric	Metric Definition
Analytical Currency- Direct Payment Variance	Direct Payment Variance
Analytical Currency- Employer Charges Variance	Employer Charges Variance
Analytical Currency- Employee Tax Credits Variance	Employee Tax Credits Variance
Analytical Currency- Standard Earnings Growth Rate	Standard Earnings Growth Rate
Analytical Currency- Supplemental Earnings Growth Rate	Supplemental Earnings Growth Rate
Analytical Currency- Miscellaneous Growth Rate	Miscellaneous Growth Rate
Analytical Currency- Pre-Statutory Deductions Growth Rate	Pre-Statutory Deductions Growth Rate
Analytical Currency- Involuntary Deductions Growth Rate	Involuntary Deductions Growth Rate
Analytical Currency- Voluntary Deductions Growth Rate	Voluntary Deductions Growth Rate
Analytical Currency- Tax Deductions Growth Rate	Tax Deductions Growth Rate
Analytical Currency- Employer Taxes Growth Rate	Employer Taxes Growth Rate
Analytical Currency- Direct Payment Growth Rate	Direct Payment Growth Rate
Analytical Currency- Employer Charges Growth Rate	Employer Charges Growth Rate
Analytical Currency- Employee Tax Credits Growth Rate	Employee Tax Credits Growth Rate
Analytical Currency- Total Earning	Sum of Standard And Supplemental Earning balances
Analytical Currency- Total Earning Variance	Total Earning Variance
Analytical Currency- Total Earning Growth Rate	Total Earning Growth Rate

HCM - Workforce Rewards - Payroll Balances (Monthly)

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

Metric	Metric Definition
Balance Value	Balance Value
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'
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'
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'
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'
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'
Miscellaneous	Sum (Balance Value) Where Base Category=‘Miscellaneous’ and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'

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Metric	Metric Definition
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'
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'
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 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'
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'
Standard Earning (YTD)	Year to Date Value of Standard Earning
Supplemental Earnings (YTD)	Year to Date Value of Supplemental Earnings
Pre-statutory Deductions (YTD)	Year to Date Value of Pre-statutory Deductions
Voluntary Deductions (YTD)	Year to Date Value of Voluntary Deductions
Employee Tax Credit (YTD)	Year to Date Value of Employee Tax Credit
Miscellaneous (YTD)	Year to Date Value of Miscellaneous
Involuntary Deductions (YTD)	Year to Date Value of Involuntary Deductions
Tax Deductions (YTD)	Year to Date Value of Tax Deductions
Employer Charges(YTD)	Year to Date Value of Employer Charges
Direct Payments (YTD)	Year to Date Value of Direct Payments
Standard Earning (QTD)	Quarter to Date Value of Standard Earning
Supplemental Earnings (QTD)	Quarter to Date Value of Supplemental Earnings
Pre-statutory Deductions (QTD)	Quarter to Date Value of Pre-statutory Deductions
Voluntary Deductions (QTD)	Quarter to Date Value of Voluntary Deductions
Employee Tax Credit (QTD)	Quarter to Date Value of Employee Tax Credit
Miscellaneous (QTD)	Quarter to Date Value of Miscellaneous
Involuntary Deductions (QTD)	Quarter to Date Value of Involuntary Deductions
Tax Deductions (QTD)	Quarter to Date Value of Tax Deductions

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Metric	Metric Definition
Employer Charges(QTD)	Quarter to Date Value of Employer Charges
Direct Payments (QTD)	Quarter to Date Value of Direct Payments
Standard Earning (MTD)	Month To Date Value of Standard Earning
Supplemental Earnings (MTD)	Month To Date Value of Supplemental Earning
Pre-statutory Deductions (MTD)	Month To Date Value of Pre-statutory Deductions
Voluntary Deductions (MTD)	Month To Date Value of Voluntary Deductions
Employee Tax Credit (MTD)	Month To Date Value of Employee Tax Credit
Miscellaneous (MTD)	Month To Date Value of Miscellaneous
Involuntary Deductions (MTD)	Month To Date Value of Involuntary Deductions
Tax Deductions (MTD)	Month To Date Value of Tax Deductions
Employer Charges(MTD)	Month To Date Value of Employer Charges
Direct Payments (MTD)	Month To Date Value of Direct Payments
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 Period Ago	Balance Value Period Ago
Balance Value Variance	Balance Value Variance
Balance Value Growth Rate	Balance Value Growth Rate
Employer Taxes (YTD)	Year to Date Employer Taxes
Employer Taxes (QTD)	Quarter to Date Employer Taxes
Employer Taxes (MTD)	Month to Date Employer Taxes
Standard Earnings Period Ago	Standard Earnings Period Ago
Supplemental Earnings Period Ago	Supplemental Earnings Period Ago
Miscellaneous Period Ago	Miscellaneous Period Ago
Pre-Statutory Deductions Period Ago	Pre-Statutory Deductions Period Ago
Involuntary Deductions Period Ago	Involuntary Deductions Period Ago
Voluntary Deductions Period Ago	Voluntary Deductions Period Ago
Tax Deductions Period Ago	Tax Deductions Period Ago
Employer Taxes Period Ago	Employer Taxes Period Ago
Direct Payment Period Ago	Direct Payment Period Ago
Employer Charges Period Ago	Employer Charges Period Ago
Employee Tax Credits Period Ago	Employee Tax Credits Period Ago
Standard Earnings Variance	Standard Earnings Variance
Supplemental Earnings Variance	Supplemental Earnings Variance
Miscellaneous Variance	Miscellaneous Variance
Pre-Statutory Deductions Variance	Pre-Statutory Deductions Variance
Involuntary Deductions Variance	Involuntary Deductions Variance
Voluntary Deductions Variance	Voluntary Deductions Variance
Tax Deductions Variance	Tax Deductions Variance
Employer Taxes Variance	Employer Taxes Variance
Direct Payment Variance	Direct Payment Variance
Employer Charges Variance	Employer Charges Variance
Employee Tax Credits Variance	Employee Tax Credits Variance
Standard Earnings Growth Rate	Standard Earnings Growth Rate
Supplemental Earnings Growth Rate	Supplemental Earnings Growth Rate
Miscellaneous Growth Rate	Miscellaneous Growth Rate

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Metric	Metric Definition
Pre-Statutory Deductions Growth Rate	Pre-Statutory Deductions Growth Rate
Involuntary Deductions Growth Rate	Involuntary Deductions Growth Rate
Voluntary Deductions Growth Rate	Voluntary Deductions Growth Rate
Tax Deductions Growth Rate	Tax Deductions Growth Rate
Employer Taxes Growth Rate	Employer Taxes Growth Rate
Direct Payment Growth Rate	Direct Payment Growth Rate
Employer Charges Growth Rate	Employer Charges Growth Rate
Employee Tax Credits Growth Rate	Employee Tax Credits Growth Rate
Total Earning	Sum of Standard And Supplemental Earning balances
Total Earning Variance	Total Earning Variance
Total Earning Growth Rate	Total Earning Growth Rate
Worker Count	Count of workers processed
Worker Count Variance	Variance of worker processed
Worker Count Period Ago	Worker count processed (Period Ago)
Worker Count Growth Rate	Worker Count Processed (Growth Rate)
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- Analytical Currency- 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'
Analytical Currency- Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- Miscellaneous	Sum (Balance Value) Where Base Category=‘Miscellaneous’ and Base Dimension Name='Core Relationship Tax Unit Run' and Country Code='US' and UOM='Money'
Analytical Currency- 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'

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Metric	Metric Definition
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- 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'
Analytical Currency- Standard Earning (YTD)	Year to Date Value of Standard Earning
Analytical Currency- Supplemental Earnings (YTD)	Year to Date Value of Supplemental Earnings
Analytical Currency- Pre-statutory Deductions (YTD)	Year to Date Value of Pre-statutory Deductions
Analytical Currency- Voluntary Deductions (YTD)	Year to Date Value of Voluntary Deductions
Analytical Currency- Employee Tax Credit (YTD)	Year to Date Value of Employee Tax Credit
Analytical Currency- Miscellaneous (YTD)	Year to Date Value of Miscellaneous
Analytical Currency- Involuntary Deductions (YTD)	Year to Date Value of Involuntary Deductions
Analytical Currency- Tax Deductions (YTD)	Year to Date Value of Tax Deductions
Analytical Currency- Employer Charges(YTD)	Year to Date Value of Employer Charges
Analytical Currency- Direct Payments (YTD)	Year to Date Value of Direct Payments
Analytical Currency- Standard Earning (QTD)	Quarter to Date Value of Standard Earning
Analytical Currency- Supplemental Earnings (QTD)	Quarter to Date Value of Supplemental Earnings
Analytical Currency- Pre-statutory Deductions (QTD)	Quarter to Date Value of Pre-statutory Deductions
Analytical Currency- Voluntary Deductions (QTD)	Quarter to Date Value of Voluntary Deductions
Analytical Currency- Employee Tax Credit (QTD)	Quarter to Date Value of Employee Tax Credit
Analytical Currency- Miscellaneous (QTD)	Quarter to Date Value of Miscellaneous
Analytical Currency- Involuntary Deductions (QTD)	Quarter to Date Value of Involuntary Deductions
Analytical Currency- Tax Deductions (QTD)	Quarter to Date Value of Tax Deductions
Analytical Currency- Employer Charges(QTD)	Quarter to Date Value of Employer Charges
Analytical Currency- Direct Payments (QTD)	Quarter to Date Value of Direct Payments
Analytical Currency- Standard Earning (MTD)	Month To Date Value of Standard Earning
Analytical Currency- Supplemental Earnings (MTD)	Month To Date Value of Supplemental Earning
Analytical Currency- Pre-statutory Deductions (MTD)	Month To Date Value of Pre-statutory Deductions
Analytical Currency- Voluntary Deductions (MTD)	Month To Date Value of Voluntary Deductions
Analytical Currency- Employee Tax Credit (MTD)	Month To Date Value of Employee Tax Credit
Analytical Currency- Miscellaneous (MTD)	Month To Date Value of Miscellaneous
Analytical Currency- Involuntary Deductions (MTD)	Month To Date Value of Involuntary Deductions
Analytical Currency- Tax Deductions (MTD)	Month To Date Value of Tax Deductions
Analytical Currency- Employer Charges(MTD)	Month To Date Value of Employer Charges

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Metric	Metric Definition
Analytical Currency- Direct Payments (MTD)	Month To Date Value of Direct Payments
Analytical Currency- Balance Value (MTD)	Month to Date Balance Value
Analytical Currency- Balance Value (QTD)	Quarter to Date Balance Value
Analytical Currency- Balance Value (YTD)	Year to Date Balance Value
Analytical Currency- Balance Value Period Ago	Balance Value Period Ago
Analytical Currency- Balance Value Variance	Balance Value Variance
Analytical Currency- Balance Value Growth Rate	Balance Value Growth Rate
Analytical Currency- Employer Taxes (YTD)	Year to Date Employer Taxes
Analytical Currency- Employer Taxes (QTD)	Quarter to Date Employer Taxes
Analytical Currency- Employer Taxes (MTD)	Month to Date Employer Taxes
Analytical Currency- Standard Earnings Period Ago	Standard Earnings Period Ago
Analytical Currency- Supplemental Earnings Period Ago	Supplemental Earnings Period Ago
Analytical Currency- Miscellaneous Period Ago	Miscellaneous Period Ago
Analytical Currency- Pre-Statutory Deductions Period Ago	Pre-Statutory Deductions Period Ago
Analytical Currency- Involuntary Deductions Period Ago	Involuntary Deductions Period Ago
Analytical Currency- Voluntary Deductions Period Ago	Voluntary Deductions Period Ago
Analytical Currency- Tax Deductions Period Ago	Tax Deductions Period Ago
Analytical Currency- Employer Taxes Period Ago	Employer Taxes Period Ago
Analytical Currency- Direct Payment Period Ago	Direct Payment Period Ago
Analytical Currency- Employer Charges Period Ago	Employer Charges Period Ago
Analytical Currency- Employee Tax Credits Period Ago	Employee Tax Credits Period Ago
Analytical Currency- Standard Earnings Variance	Standard Earnings Variance
Analytical Currency- Supplemental Earnings Variance	Supplemental Earnings Variance
Analytical Currency- Miscellaneous Variance	Miscellaneous Variance
Analytical Currency- Pre-Statutory Deductions Variance	Pre-Statutory Deductions Variance
Analytical Currency- Involuntary Deductions Variance	Involuntary Deductions Variance
Analytical Currency- Voluntary Deductions Variance	Voluntary Deductions Variance
Analytical Currency- Tax Deductions Variance	Tax Deductions Variance
Analytical Currency- Employer Taxes Variance	Employer Taxes Variance
Analytical Currency- Direct Payment Variance	Direct Payment Variance
Analytical Currency- Employer Charges Variance	Employer Charges Variance
Analytical Currency- Employee Tax Credits Variance	Employee Tax Credits Variance
Analytical Currency- Standard Earnings Growth Rate	Standard Earnings Growth Rate
Analytical Currency- Supplemental Earnings Growth Rate	Supplemental Earnings Growth Rate
Analytical Currency- Miscellaneous Growth Rate	Miscellaneous Growth Rate
Analytical Currency- Pre-Statutory Deductions Growth Rate	Pre-Statutory Deductions Growth Rate
Analytical Currency- Involuntary Deductions Growth Rate	Involuntary Deductions Growth Rate
Analytical Currency- Voluntary Deductions Growth Rate	Voluntary Deductions Growth Rate
Analytical Currency- Tax Deductions Growth Rate	Tax Deductions Growth Rate
Analytical Currency- Employer Taxes Growth Rate	Employer Taxes Growth Rate
Analytical Currency- Direct Payment Growth Rate	Direct Payment Growth Rate
Analytical Currency- Employer Charges Growth Rate	Employer Charges Growth Rate
Analytical Currency- Employee Tax Credits Growth Rate	Employee Tax Credits Growth Rate
Analytical Currency- Total Earning	Sum of Standard And Supplemental Earning balances
Analytical Currency- Total Earning Variance	Total Earning Variance
Analytical Currency- Total Earning Growth Rate	Total Earning Growth Rate

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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
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) in analytics currency

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Metric	Metric Definition
Salary Adjustment (Off Cycle Changes)	Sum of Salary basis adjustment amount for all action codes except " Allocate Workforce Compensation" in analytics currency
Salary Adjustment (From Compensation Plan)	Sum of Salary basis adjustment amount action codes =" Allocate Workforce Compensation" in analytics currency
Salary Amount	Worker's Salary Amount (Base Pay) in analytics currency
Prior Salary	Prior Salary Amount Of Worker in analytics currency
Salary Adjustment Amount	Salary Adjustment Amount in analytics currency
Average Annualized Salary	Average Annualized Salary in analytics currency
Annual Salary	Annual Salary Amount in analytics currency
Annualized Salary (FTE)	Full Time Annualized Salary Amount in analytics currency
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
Warehouse Currency	Warehouse currency for Salary Amount
Warehouse Currency Code	Warehouse currency code for Salary Amount
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
Worker Count (With Salary Basis)	Workers with Salary Count
Time Since Last Salary Change	Time elapsed since last salary change (in Years)
Average Compa Ratio	Average of the compa ratio
Warehouse Currency	Warehouse currency for Salary Component Amount
Warehouse Currency Code	Warehouse currency code for Salary Component Amount
Warehouse Currency - New Hire Salary	Sum of salary basis amount of a new hire (Workers with less than or equal to 12 months of service period) in warehouse currency
Warehouse Currency - Salary Adjustment (Off Cycle Changes)	Sum of Salary basis adjustment amount for all action codes except " Allocate Workforce Compensation" in warehouse currency
Warehouse Currency - Salary Adjustment (From Compensation Plan)	Sum of Salary basis adjustment amount action codes =" Allocate Workforce Compensation" in warehouse currency
Warehouse Currency - Salary Amount	Worker's Salary Amount (Base Pay) in warehouse currency
Warehouse Currency - Prior Salary	Prior Salary Amount Of Worker in warehouse currency
Warehouse Currency - Salary Adjustment Amount	Salary Adjustment Amount in warehouse currency
Warehouse Currency - Average Annualized Salary	Average Annualized Salary in warehouse currency
Warehouse Currency - Annual Salary	Annual Salary Amount in warehouse currency
Warehouse Currency - Annualized Salary (FTE)	Full Time Annualized Salary Amount in warehouse currency
Warehouse Currency - Component Adjustment Amount	Component adjustment amount in warehouse currency

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Metric	Metric Definition
Unadjusted Pay Gap	Analyse the unadjusted pay gaps using Annualised Salary Amount ,using analytics currency only.
Count of Salary Basis (Associated with Workers)	Count of salary basis that are attached to the workers
Median Salary Amount	Median of the Salary Amount in transaction currency based on Gregorian calendar
Median Annual Salary	Median of the Annual Salary in transaction currency based on Gregorian calendar
Median Annualised Salary (FTE)	Median of the Annualized Salary (FTE) in transaction currency based on Gregorian calendar
Median Salary Amount - Warehouse Currency	Median of the Salary Amount in warehouse currency based on Gregorian calendar
Median Annual Salary - Warehouse Currency	Median of the Annual Salary in warehouse currency based on Gregorian calendar
Median Annualised Salary (FTE) - Warehouse Currency	Median of the Annualized Salary (FTE) in warehouse currency based on Gregorian calendar

HCM - Workforce Rewards - Salary Basis (Preview)

This table describes Workforce Rewards Salary Basis metrics.

Metric	Metric Definition
Incremental Component Adjustment Percentage	Incremental component's adjustment percentage
Incremental Component Adjustment Amount	Incremental component's adjustment amount in transaction currency
Warehouse Currency - Incremental Component Adjustment Amount	Incremental component's adjustment amount in warehouse currency
Simple Component Adjustment Percentage	The percentage adjustment to the salary basis determined based on the simple component
Simple Component Percentage	The percentage change in the salary component determined based on the simple component
Simple Component Adjustment Amount	The adjustment amount of salary basis based on simple component in transaction currency
Simple Component Amount	The amount of salary basis based on simple component in transaction currency
Simple Component Annual Amount	The annual amount of salary basis based on simple component in transaction currency
Simple Component Annual Full-Time Amount	The annual FTE amount of salary basis based on simple component in transaction currency
Simple Component Prior Amount	The prior amount of salary basis based on simple component in transaction currency
Simple Component Adjustment Amount(Warehouse Currency)	The adjustment amount of salary basis based on simple component in warehouse currency
Simple Component Amount(Warehouse Currency)	The amount of salary basis based on simple component in warehouse currency
Simple Component Annual Amount(Warehouse Currency)	The annual amount of salary basis based on simple component in warehouse currency
Simple Component Annual Full-Time Amount(Warehouse Currency)	The annual FTE amount of salary basis based on simple component in warehouse currency
Simple Component Prior Amount(Warehouse Currency)	The prior amount of salary basis based on simple component in warehouse currency

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Metric	Metric Definition
Rate Percentage	The factor percentage for the salary basis determined based on rate
Rate Amount	The amount of the component in the transaction currency
Rate Annual Amount	Annual amount in the transaction currency
Rate Annualized Full-Time Amount	The annualized fte amount in the transaction currency
Rate Amount(Warehouse Currency)	The amount of the component in the warehouse currency
Rate Annual Amount(Warehouse Currency)	Annual amount in the warehouse currency
Rate Annualized Full-Time Amount(Warehouse Currency)	The annualized fte amount in the warehouse currency

HCM - Workforce Rewards - Workforce Compensation

This table describes Workforce Rewards - Workforce Compensation metrics.

Metric	Metric Definition
Average Allocation Percentage	
Exchange Rate Date	Date of the exchange rate (in analytics currency)
Exchange Rate Date	Date of the exchange rate (in Warehouse currency)
Exchange Rate Date	Date of the exchange rate
Warehouse Currency	Currency of the worker's pay amount (in analytics currency)
Warehouse Currency	Currency of the worker's pay amount (in Warehouse currency)
Warehouse Currency	Currency of the worker's pay amount budget
Warehouse Currency - Average Compensation Amount	Average amount allocated to a worker.
Warehouse Currency - Base Salary	Worker's base pay amount, expressed in worker's base pay frequency
Warehouse Currency - Base Salary Adjustment Amount	Worker's base pay amount, expressed in plan frequency
Warehouse Currency - Base Salary Change Value	Salary Change value
Warehouse Currency Code	Currency code of the worker's pay amount (in analytics currency)
Warehouse Currency Code	Currency code of the worker's pay amount (in Warehouse currency)
Warehouse Currency Code	Currency code of the worker's pay amount budget
Warehouse Currency - Compensation Amount	Amount allocated to a worker.
Warehouse Currency - Compensation Amount (Maximum)	Maximum amount that can be allocated to a worker.
Warehouse Currency - Compensation Amount (Minimum)	Minimum amount that can be allocated to a worker.
Warehouse Currency - Compensation Variance	Variance between target compensation and actual compensation amount.
Warehouse Currency - Eligible Salary	Amount calculated to determine workers allocation amount.
Warehouse Currency - New Adjusted Salary Amount	Proposed Salary, expressed in plan frequency
Warehouse Currency - Overall Budget Amount (Allocated)	Total budget amount allocated to a worksheet manager
Warehouse Currency - Overall Budget Amount (Available)	Budget amount left to be utilized by worksheet managers
Warehouse Currency - Overall Budget Amount (Used)	Budget amount used by worksheet managers
Warehouse Currency - Proposed Salary	New base pay salary of a worker, expressed in worker's base pay frequency
Warehouse Currency - Proposed Salary (Average)	Average of Proposed Salary
Warehouse Currency - Target Compensation Amount	Recommended compensation amount.
Warehouse Currency - Target Compensation Amount (Maximum)	Maximum recommended allocation amount.

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Metric	Metric Definition
Warehouse Currency - Target Compensation Amount (Minimum)	Minimum recommended allocation amount.
Warehouse Currency - Total Eligible Salaries	Sum of eligible salaries of workers
Warehouse Currency - Worker Budget Amount	Amount budgeted for a worker

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

This section provides details about Oracle Fusion HCM Analytics descriptive flexfields (DFF).

Topics

- Overview
- Absence
- Global Human Resources
- Learning

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- Talent

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 - Employment Contracts	Contract Attributes
HCM - Employment Contracts	Contract Legislative Information
HCM-Workforce Core	Additional Action Reason Attributes
HCM-Workforce Core	Additional HR Action Attributes
HCM-Workforce Core	Assignment Attributes
HCM-Workforce Core	Citizenship Attributes
HCM-Workforce Core	Department Attributes
HCM-Workforce Core	Ethnicity Attributes
HCM-Workforce Core	Grade Attributes
HCM-Workforce Core	Job Attributes
HCM-Workforce Core	Legislative Action Attributes
HCM-Workforce Core	Legislative Assignment Attributes
HCM-Workforce Core	Location Attributes
HCM-Workforce Core	Person Additional Attributes
HCM-Workforce Core	Person Disability Information
HCM-Workforce Core	Person Disability Legislative Information
HCM-Workforce Core	Person Legislative Attributes
HCM-Workforce Core	Person Name Attributes
HCM-Workforce Core	Persons Attributes
HCM-Workforce Core	Person Type Attributes
HCM-Workforce Core	Position Attributes
HCM-Workforce Core	Work Relationship Attributes
HCM-Workforce Core	Work Relationship Legislative Information

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Learning

Descriptive Flexfield (DFF)

Subject Area Name	Descriptive Flexfield (DFF) Supported
HCM - Learning Items and Enrollments	Learning Item Attributes
HCM - Learning Items and Enrollments	Learning Course Attributes
HCM - Learning Items and Enrollments	Learning Offering Attributes
HCM - Specialization Rating and Profile Outcome	Learning Item Attributes
HCM - Course - Offering Rating and Profile Outcome	Learning Item Attributes
HCM - Course - Offering Rating and Profile Outcome	Learning Course Attributes
HCM - Course - Offering Rating and Profile Outcome	Learning Offering 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
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

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8

Prebuilt

This section provides information about prebuilt Oracle Fusion HCM Analytics features.

Topics

- Overview
- Analyses
- Business Metrics
- Dashboards

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

This section provides detailed information about Oracle Fusion HCM Analytics analyses.

Topics

- Overview
- Common
- Absence
- Global Human Resources
- Talent

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**.

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Common

Prebuilt Analyses

Analyses Detail	Analyses Description	Related Subject Areas
Data Augmentation Summary	Provides an overview of created data augmentations (such as create dimension, create fact, and entity extension) that have associated system semantic model extensions.	Common - Data Augmentation
Warehouse Refresh Statistics	Provides insights into pipeline activity and performance.	Common - Warehouse Refresh Statistics
Data Validation	Provides results of data validations between Fusion Data Intelligence and Fusion Applications.	Common - Data Validation
Custom Data Usage	Provides daily and monthly views of custom data storage usage.	Common - Custom Data Usage Metrics
Security Audit	Provides current and historical security assignments and security contexts.	Security Assignment Security Audit History
Usage Tracking	Provide insights into system usage by analyzing user activities, and query performance.	Common Usage Tracking
Content Explorer - Fusion Data Intelligence	Provides a view of business content, including subject areas, metrics, key metrics, and workbooks across the Fusion Data Intelligence analytics applications.	

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

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Global Human Resources

Prebuilt Analyses

Analyses Detail	Analyses Description	Related Subject Areas
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
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
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
Health and Safety	Provides insights into the events, investigations and actions related to the safety incidents	HCM - Health and Safety

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Analyses Detail	Analyses Description	Related Subject Areas
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
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
Journeys	Provides insights into the journeys and tasks that are assigned to the workers	HCM - Journeys
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
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
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

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Analyses Detail	Analyses Description	Related Subject Areas
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
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
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
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
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

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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
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
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
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
Workforce Information	Provides details related to worker headcount, gender distribution, and details of other employment information.	HCM - Workforce Core

Talent

Prebuilt Analyses

Analyses Detail	Analyses Description	Related Subject Areas
Check-Ins	Manager and Worker Check-In details.	HCM - Check-Ins
Goals	Provides details related to worker's performance and development goals.	HCM - Goals and career Development

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Analyses Detail	Analyses Description	Related Subject Areas
GROW Workforce Development for High Performers	The GROW Workforce Development for High Performers dashboard delivers actionable insights on workforce growth by tracking learning impact, career movement, skill advancement, performance trends, and ROI. It unifies data from Workforce Core, LMS, Internal Mobility, Performance Management, and Skill Center to empower HR, L&D, and business leaders with a clear view of Workforce Talent Growth to Organizational Success. **Note**: The workbook load time may exceed one minute depending on the volume of data being processed. Please allow sufficient time for the dashboard to fully load.	1. HCM - Learning 2. HCM - Workforce Core 3. HCM - Talent Profile 4. HCM - Talent Profile Trends
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
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
Performance Management	Provides details of the performance appraisal process and outcome of it for the line managers.	HCM - Performance Management
Profiles	Provides profile information related to skills, and talent ratings of workers.	HCM - Talent Profile

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Analyses Detail	Analyses Description	Related Subject Areas
Skills Supply Vs Demand	This dashboard provides a comprehensive insight of the alignment between the current skillsets available within the organization (supply) and the skills required to meet strategic goals and project demands (demand) defined through the Job Model. It highlights key insights such as skill gaps, emerging skill needs, and workforce readiness. Users can make use of available filters to get different insights based on filter selections. Visualizations include bar charts to clearly illustrate the supply and demand and evolving needs across the organization to fill the gap.	HCM - Talent Profile Marketplace
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
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
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
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

Business Metrics

This section provides detailed information about Oracle Fusion HCM Analytics business metrics.

Topics

- Overview
- Absences
- Global Human Resources
- Recruiting
- Salary Basis
- Talent

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- Workforce Compensation

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 approved absence transaction of a worker.	HCM - Workforce Absence Management
Female Gender Ratio unavailable	Provides the ratio of Female workers with approved absences.	HCM - Workforce Absence Management
Male Gender Ratio Unavailable	Provides ratio of Male workers with approved leaves.	HCM - Workforce Absence Management

Global Human Resources

Business Metric Name	Business Metric Description	Related Subject Areas
% Compa Ratio Change	Provides the average change in compa ratio of the workers compared to the previous year.	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
Average Tenure	Provides the average tenure of the workforce.	HCM - Workforce Core
Average Worker Age	Provides the average age of the workforce.	HCM - Workforce Core
Compa Ratio	Provides the average compa ratio of the workers.	HCM - Workforce Core
Distinct Worker Ethnicities	Provides the distinct count of different ethnicities in the workforce.	HCM - Workforce Core
Distinct Worker Nationalities	Provides the distinct count of different nationals in the workforce.	HCM - Workforce Core
Female Gender Ratio	Provides the percentage of female employees.	HCM - Workforce Core
FTE	Provides the FTE value.	HCM - Workforce Core
Headcount	Provides the headcount of the workforce.	HCM - Workforce Core

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Business Metric Name	Business Metric Description	Related Subject Areas
Hires	Provides the count of hires in the organization.	HCM - Workforce Core
Low Talent Ratio	Provides the ratio of workers with low performance and potential values against the total 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
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
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
Retention by Talent	Provides the retention percentage by each talent 9 box based on performance and potential.	HCM - Workforce Core
Retention Voluntary	Provides the ratio of workers that are retained voluntarily.	HCM - Workforce Core
Span of Control	Provides the average number of workers by manager, department, business unit etc.	HCM - Workforce Core
Termination by New Hire	Provides the count of terminations that are hired less than a year ago.	HCM - Workforce Core
Terminations	Provides the count of all terminations.	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
Terminations Voluntary	Provides the count of voluntary terminations.	HCM - Workforce Core
Top Talent Ratio	Provides the ratio of workers with high performance and potential values against the total workforce.	HCM - Workforce Core
Total Retention	Provides the ratio of workers that are retained.	HCM - Workforce Core
Turnover	Provides the ratio of 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 High Performer	Provides the ratio of high performer 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
Turnover by Top Talent	Provides the ratio of high performer and potential terminations against the total headcount.	HCM - Workforce Core

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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 Voluntary	Provides the ratio of voluntary terminations against the total headcount.	HCM - Workforce Core

Recruiting

Business Metric Name	Business Metric Description	Related Subject Areas
Active Applications	Provides the total number of active applications in the hiring process at a given point in time.	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
Average Requisitions Per Recruiter	Provides the average number of Job Requisitions owned by a Recruiter.	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
Candidate Hires	Provides the total hire count.	HCM - Talent Acquisition
Candidate Total Applications	Provides the Total number of Job Applications created.	HCM - Talent Acquisition
Drop Off Rate	Provides the percentage of Job Applications that were withdrawn.	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
Job Offers to Openings %	Provides the percentage of Job Offers extended against the Total number of Openings.	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
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
Offers Diversity	Provides the diversity of the Offers that were extended.	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

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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
Referral Hires	Provides the total number of Hires who were referred by existing workers.	HCM - Talent Acquisition
Requisition Fill Rate	Provides the percentage Job Requisitions filled against total job requisitions.	HCM - Talent Acquisition
Talent Yield	Provides the percentage of workers hired against the total number of applications for a requisition.	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

Salary Basis

Business Metric Name	Business Metric 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
Cost of Learning - Terminated Workers	Provides the cost of learning incurred by the workers that are currently terminated.	HCM - Learning
Cost per learner	Total expenses incurred on worker learning assignments.	HCM - Learning
Delayed performance tasks	Provides a list of performance tasks that are delayed beyond the due date but eventually completed.	HCM - Performance Management
High Performers	Provides the percentage of workers that have been rated high in the performance appraisal.	HCM - Performance Management

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Business Metric Name	Business Metric Description	Related Subject Areas
High Risk of Loss Incumbent Plans Success Count	Count of succession plans in which one or more incumbents were at high risk of loss and the candidate replaced them.	HCM - Succession Management
High Satisfaction Learners	Number of Learners who have rated courses 4 and above.	HCM - Learning
Incomplete Performance Appraisals	Provides a count of incomplete performance appraisal documents.	HCM - Performance 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
Learners with new competencies post learning	Provides the count of workers whose talent potential rating improved after learning engagement.	HCM - Learning
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
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 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 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 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 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 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 Incomplete Assignments	Provides the count of learning records that are assigned but not completed.	HCM - Learning
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
Percentage of External candidates	Percentage of external candidates versus total candidates in a succession plan.	HCM - Succession Management
Percentage of High Impact Incumbents	Percentage of incumbents that are rated high impact of loss.	HCM - Succession Management
Percentage of High Risk Incumbents	Percentage of incumbents that are rated high risk of loss.	HCM - Succession Management
Percentage of Internal candidates Succession	Percentage of internal candidates versus total candidates in a succession plan.	HCM - Succession Management

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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
Performance goals completion	Provides the Percentage of workers with completed goals.	HCM - Goals and Career Development
Performance Rating Distribution	Provides the performance ratings actual distribution by various rating levels.	HCM - Performance 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
Top Rated Courses	Number of courses that have rating = 5.	HCM - Learning
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
Workers with long pending development goals	Provides the percentage of workers whose development goals are incomplete.	HCM - Goals and Career Development
Workers with performance goals but not completed	Provides a percentage of workers who have an incomplete performance goal.	HCM - Goals and Career Development

Workforce Compensation

Business Metric Name	Business Metric Description	Related Subject Areas
Compensation Amount	Provides Amount Allocated to a worker.	HCM - Workforce Rewards - Workforce Compensation
Compensation Variance	Provides variance amount of allocated amount from target compensation amount for a worker.	HCM - Workforce Rewards - Workforce Compensation

Dashboards

This section provides detailed information about Oracle Fusion HCM Analytics prebuilt dashboards.

Topics

- Overview
- Prebuilt Dashboards

Overview

A dashboard is an object that provides a series of overview or detailed business metrics

Overview Dashboards

An overview dashboard is a top-level object containing multiple business metrics.

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Each dashboard typically contains as many as 8 composite visualizations. These present an aggregated value for the business metric, a supplemental visualization and with a drill down capability to Data Visualization content found in detail dashboards.

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 **Detail Dashboards** folder, located within the parent application folder.

Detail Dashboards

Detail dashboards typically contain more in-depth analyses along with filters focused on a specific topic. These workbooks can be launched directly or starting from an overview dashboard.

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

> **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.

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9

Machine Learning Applications

This section provides detailed information about Oracle Fusion HCM Analytics machine learning applications.

Topics

- Overview
- Diversity Analysis
- Profile Matching

Overview

The prebuilt prediction applications based on machine learning modeling are designed to reduce complexity and provide these benefits:

- Improve operations and reduce business risk.
- Enhance visibility and deeper insights that aren't available through exploratory analysis.
- Plan for the future by predicting outcomes.

Diversity Analysis

The Diversity Analysis subject area leverages machine learning to assess diversity within your organization.

By combining parametric and non-parametric hypothesis testing for classification and scoring, Diversity Analysis continuously monitors key employment practices, including hires, terminations, promotions, and salary by gender, ethnicity, and age. By monitoring your employment practices, you can be proactive with initiatives that help address potential disparities.

This subject area draws on data from Oracle Fusion Cloud Human Capital Management (HCM) and Recruitment systems, keeping all information secure within your Oracle Autonomous AI Lakehouse. It provides statistical evidence of potential bias, which you can explore through insightful data visualizations in Oracle Analytics Cloud. This allows your organization to gain a clear understanding of diversity metrics and take informed actions to foster a more equitable workplace.

Example 1

Based on the provided data, with a selection rate of 9%, only 20 out of 220 Black or African American individuals were hired. In contrast, the selection rate for Caucasians stands at 20%. To investigate this disparity and determine whether it's statistically significant, you can utilize various statistical tests, including the z-test, Chi-square test, and Fisher's exact test. These methods help identify if the observed differences are due to chance or if they're likely due to some systematic effect.

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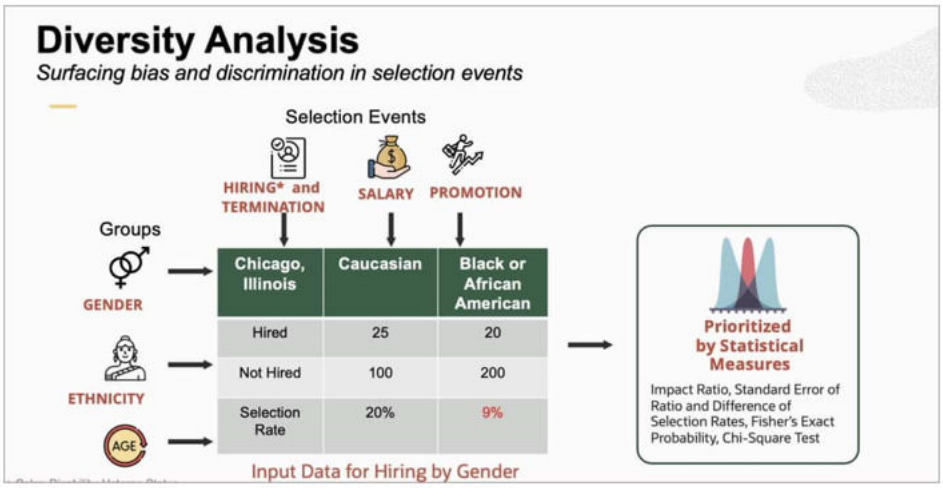
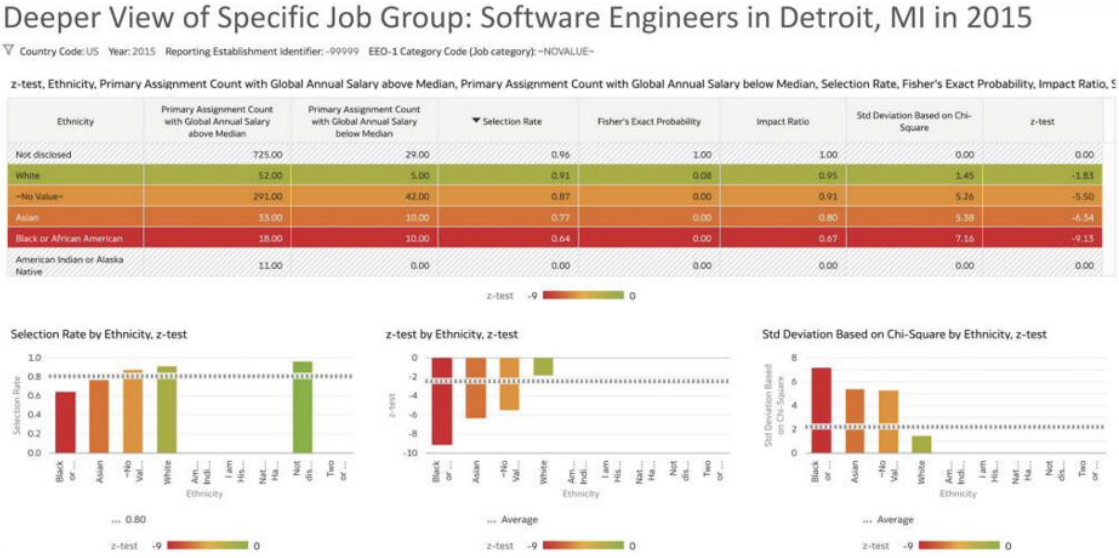


The null hypothesis is "Employment decisions are non-discriminatory, or Selection Rates are Equal" and when this hypothesis is tested with data, the ideal result is to see a low standard deviation to validate the hypothesis.



Referring to the image showing a deeper view of the specific job group, the Chi-square test and z test clearly indicate that there's a statistically significant difference in the selection rates of not only Black or African Americans but also Asians as compared to Caucasians. Look at how dispersed the data is in relation to the mean. This is sample data and doesn't represent any specific situation, community or company. Any resemblance is purely coincidental.

Because the hypothesis has been rejected, drill down further to understand the detailed data within the organization. The detailed report provides indicators that similar differences have existed over several years and might need to be examined.

You can extend the analysis with payroll data to find statistical evidence that salaries of Asians and Black or African Americans are below the median more often in the sample data. This further weakens the initial null hypothesis. The detailed report provides indicators that similar differences have existed over several years and might need to be examined. You can investigate further if needed to understand the depth and breadth of these differences through the organization.

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Example 2

Using salary for comparing the compensation of employees within the same reporting establishment, you can further analyze the data to understand the selection rates and standard deviations for various ethnicities across multiple years, based on the number of employees above or below median. In this example, using various statistical attributes (such as z-test and Fischer's exact probability), you can see that the standard deviation for ethnic groups such as African American and Asians are high in comparison relative to certain other ethnicities during a specific year (for example, 2015).

On further analysis, you can see that for a specific job category of engineers, the standard deviations are high for the same ethnic groups. This substantiates the argument that there are potential statistical indicators of differences in salary for specific ethnic groups in the organization. These analysis act as guiding data points for D&I leaders, people leaders, and organizations in developing fair practices internally and monitoring them at regular intervals.

You can apply similar examples of comparing the selection rates and standard deviations across various ethnicities, age groups, and gender for HR events such as hiring, promotions, and terminations.

Prerequisites

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The Diversity Analysis subject area requires that you enable and configure the Diversity Analysis Prerequisites and Diversity Analysis functional areas sequentially.

Tips to Configure for Diversity Analysis

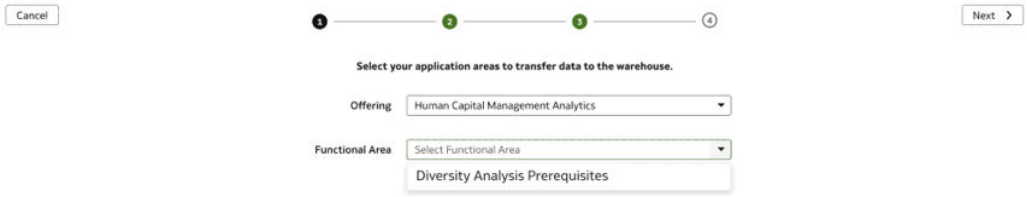
To use Diversity Analysis properly, be sure you follow these configuration requirements.

- Enable **Diversity Analysis Prerequisites** first and then enable **Diversity Analysis** under **Functional Areas** from the Generally Available Features tab on the Enable Features page. See Enable Generally Available Features.
- Create a data pipeline for the Diversity Analysis Prerequisites functional area. Complete the steps in Create a Data Pipeline for a Functional Area.

  Follow these steps when you create the data pipeline:

  – Select **Human Capital Management** under **Applications** on the Console.

  – In step 1 of the wizard to create a data pipeline, select **Human Capital Management Analytics** in **Offering** and **Diversity Analysis Prerequisites** in **Functional Area**.

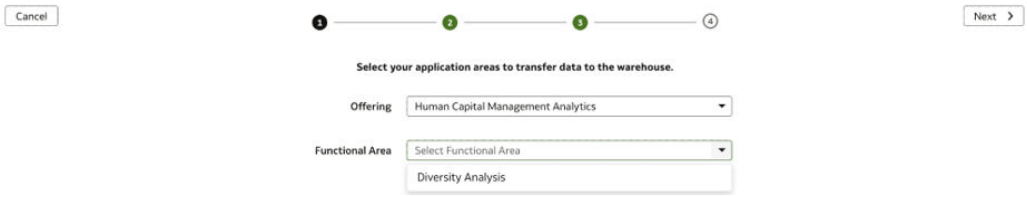


- Create a data pipeline for the Diversity Analysis functional area. Complete the steps in Create a Data Pipeline for a Functional Area.

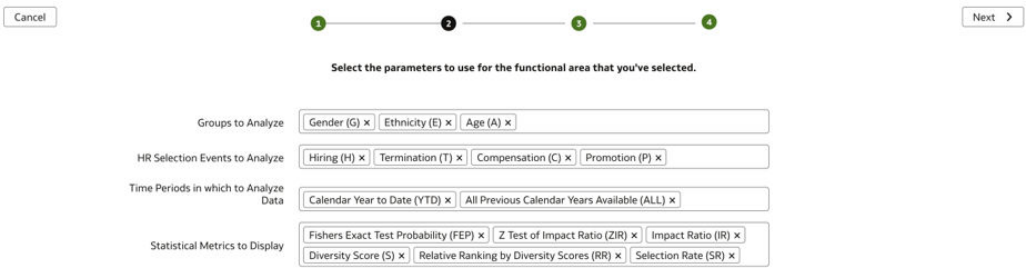
  Follow these steps when you create the data pipeline:

  – Select **Human Capital Management** under **Applications** on the Console.

  – In step 1 of the wizard to create a data pipeline, select **Human Capital Management Analytics** in **Offering** and **Diversity Analysis** in **Functional Area**.



  – In step 2 of the wizard to create a data pipeline, select the appropriate parameter values.



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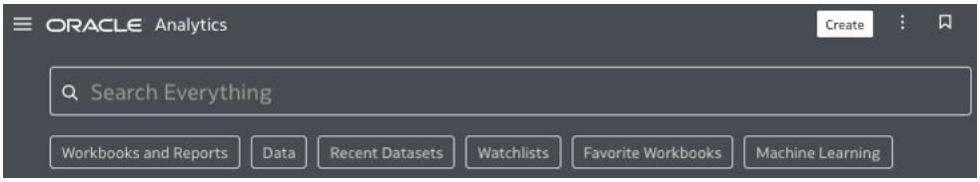
Analyze Employee Diversity

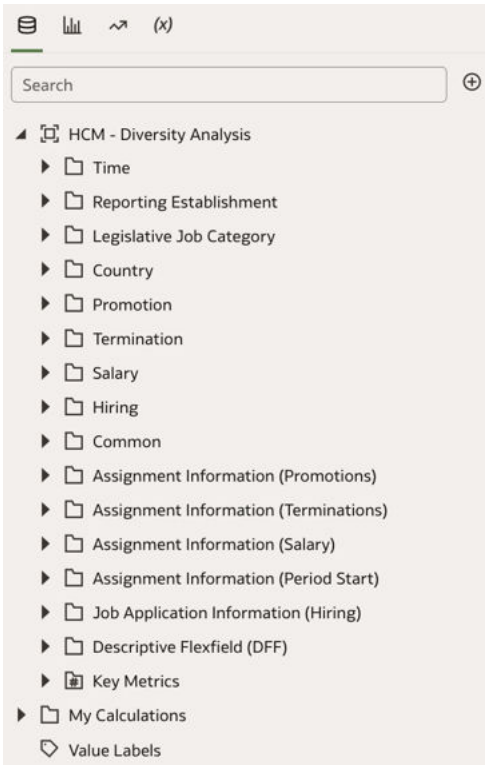
Once the data load is completed, you can create a workbook and analysis based on the HCM – Diversity Analysis subject area.

1. Navigate to the Home page, click **Create**, and click **Workbook**.



2. In Add Data, search for "Diversity Analysis" and select **HCM – Diversity Analysis** in the results.

3. View the subject area details. The Diversity Analysis subject area contains the worker's basic information, assignment information for promotions, terminations, salary changes, and job application information in the folders within it. You can make use of the attributes and facts to create your visualization.



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4. Understand and report on the following business questions:
   - Hiring Practices
     - Is there a statistically significant difference in the selection rates of candidates across different ethnicities, genders, and age groups?
     - Which specific demographic groups such as gender and ethnicity are underrepresented in the hiring process?
     - Are there consistent patterns of disparity in selection rates over multiple years or within specific departments?
   - Promotions and Career Advancement
     - Is there evidence of differences in promotion rates between different demographic groups within the organization?
     - Are certain demographic groups consistently underrepresented in higher-level positions within the organization?
   - Salary Equity
     - Are there significant salary disparities between employees of different ethnicities or genders within the same job category?
     - Does the analysis of payroll data reveal any persistent pay gaps for certain demographic groups across the organization?
     - How do salary trends for different ethnic groups compare over time, and are these differences statistically significant?
   - Employee Turnover
     - Is there a statistically significant difference in termination rates across different demographic groups?
     - Do exit rates differ significantly by gender, ethnicity, or age, and what are the implications for our retention strategies?
   - Longitudinal Diversity Trends
     - How have diversity metrics such as hiring, promotion, and salary evolved over time within the organization?
     - Are there specific periods or events that correspond to changes in diversity metrics?

Frequently Asked Questions

Review these questions to improve your understanding of the Diversity Analysis application.

1. How much data is needed for the Diversity Analysis model to be accurate?

   The Diversity Analysis application runs analyses for employee subgroups within an establishment, within an EEO Job Group that are larger than 30 employees, and within demographic groups (by ethnicity, gender, or age above or below 40 years) exceeding 2% of the total. The application skips running the analysis on subgroups smaller than 5 employees.

2. What algorithms does the Diversity Analysis prediction model use?

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The Diversity Analysis application uses statistical methods as found in most of the diversity and inclusion analysis research including but not limited to the four-fifths' rule for historical reasons, Fisher's Exact test, Chi-square test, and Z-test of the Ratio of Selection Rates.

3. How frequently does the Diversity Analysis model create predictions on future data?

   There are no predictions in HCM - Diversity Analysis because it analyzes the existing data.

4. How frequently is the Diversity Analysis model calibrated or trained?

   HCM – Diversity Analysis is run daily on the current data.

5. Are there any external benchmarks considered in the Diversity Analysis model?

   No.

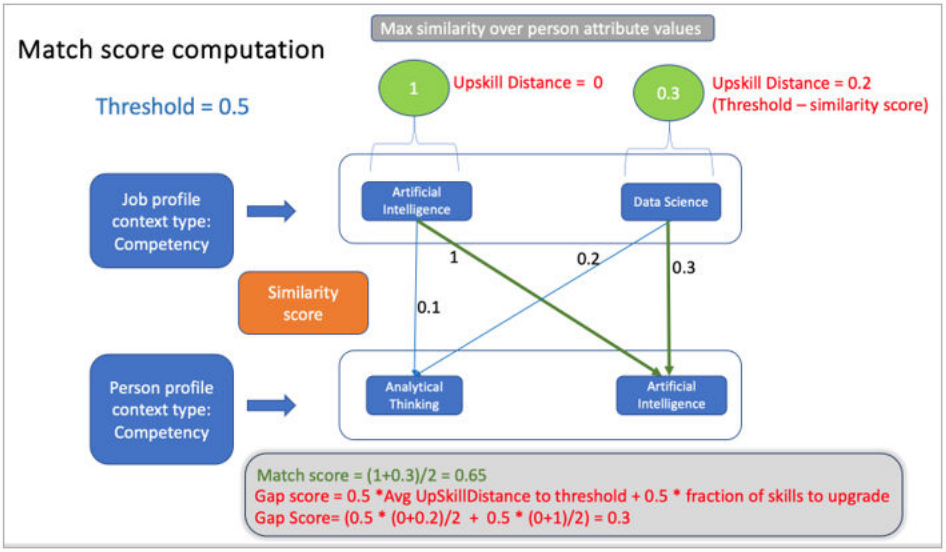
Profile Matching

The Profile Matching subject area semantically compares a worker's talent profile attributes such as degrees, competencies, memberships, licenses, certificates, languages, honors, and awards with all available job profiles in Oracle Fusion HCM Analytics.

Profile Matching assigns a match score for each attribute, an overall score, a percentile match score, and a skill gap score. Additionally, this subject area suggests upskilling requirements for the worker to become eligible for specific job profiles. The application stores the information in the HCM – Profile Matching subject area.

Example

Assume the job profile requires competencies in Artificial Intelligence and Data Science. The Profile Matching subject area runs a trained similarity algorithm against the worker's talent profile, assigning a matching score for each competency. If the worker's talent profile includes Artificial Intelligence, then it assigns a value of 1. If the job requires Data Science but the worker has only Analytical Thinking, the application assigns a similarity value of 0.3 based on vector representation of cosine similarity of embeddings. Profile Matching provides similarity scores for all attributes, and the matching score is the average of these items; in this case, it would be (1 + 0.3) / 2 = 0.65. The application also provides an upskilling requirement for each of the attributes that can help a worker become eligible for the job profile. Attributes with a score less than 0.5 are shown as upskilling requirements for the candidate.



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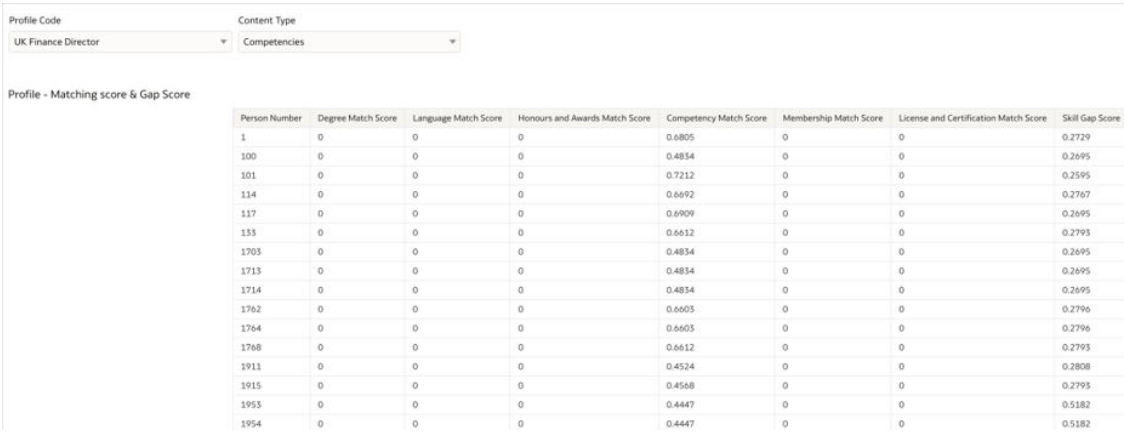
The matching occurs against all the model job profiles that are set up and all the worker's having active talent profiles. Match Score ranges from -1 to 1 where:

- -1 indicates exactly opposite characteristics to those required by the job.
- 1 indicates exactly similar characteristics to those required by the job.
- 0 indicates that the characteristics of person profile are neither opposite nor similar to those required by job; they are unrelated.

If there are 5 job profiles and there are 10 workers with active talent profiles, then the profile attributes of all these active workers are compared with the 5 of those job profiles.



Profile Code: UK Finance Director

Content Type: Competencies

Profile - Matching score & Gap Score

Person Number	Degree Match Score	Language Match Score	Honours and Awards Match Score	Competency Match Score	Membership Match Score	License and Certification Match Score	Skill Gap Score
1	0	0	0	0.6805	0	0	0.2729
100	0	0	0	0.4834	0	0	0.2695
101	0	0	0	0.7212	0	0	0.2595
114	0	0	0	0.6692	0	0	0.2767
117	0	0	0	0.6909	0	0	0.2695
133	0	0	0	0.6612	0	0	0.2793
1703	0	0	0	0.4834	0	0	0.2695
1713	0	0	0	0.4834	0	0	0.2695
1714	0	0	0	0.4834	0	0	0.2695
1762	0	0	0	0.6603	0	0	0.2796
1764	0	0	0	0.6603	0	0	0.2796
1768	0	0	0	0.6612	0	0	0.2793
1911	0	0	0	0.4524	0	0	0.2808
1915	0	0	0	0.4568	0	0	0.2793
1953	0	0	0	0.4447	0	0	0.5182
1954	0	0	0	0.4447	0	0	0.5182

Prerequisites

The Profile Matching subject area requires the following prerequisites:

- The Workforce Management functional area, Talent Profile functional area, and HCM - Talent Profile subject area.
- All Fusion HCM profiles must be configured with the following attributes:
  - Degrees
  - Competencies
  - Memberships
  - License and certificates
  - Languages
  - Honors and Awards

Tips to Configure for Profile Matching

To use Profile Matching properly, you need to configure the following:

- Enable **Profile Matching** under **Functional Areas** from the Generally Available Features tab on the Enable Features page. See Enable Generally Available Features.
- Create a data pipeline for the Profile Matching functional area. While creating the data pipeline, be sure to perform the following steps:
  - Select **Human Capital Management** under **Applications** on the Console.
  - In step 1 of the wizard to create a data pipeline, select **Human Capital Management Analytics** in **Offering** and **Profile Matching** in **Functional Area**.

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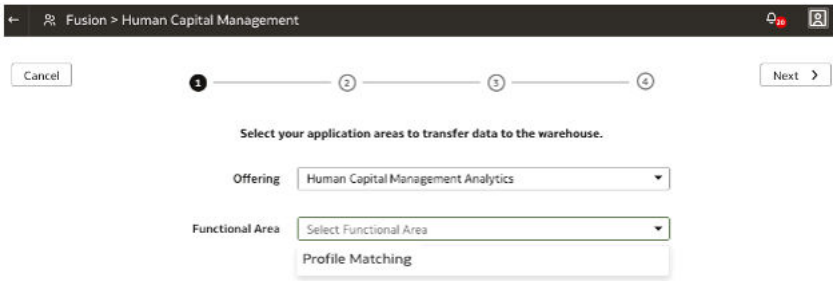
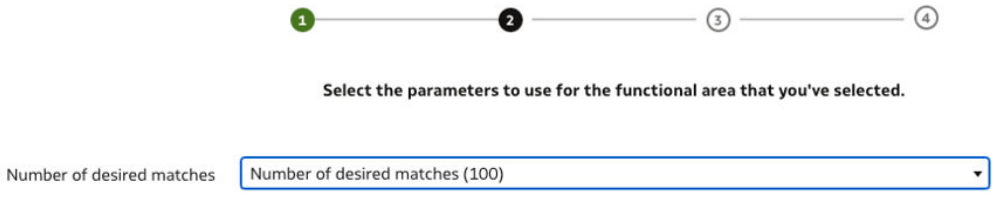


– In step 2 of the wizard to create a data pipeline, in **Number of desired matches**, select an appropriate value such as 100. Based on the chosen value, the application renders the top number of matching profiles. For example, if you specify 100, then you will see the top 100 matching profiles. If you want to match all profiles, choose -1 for the number of desired matches.

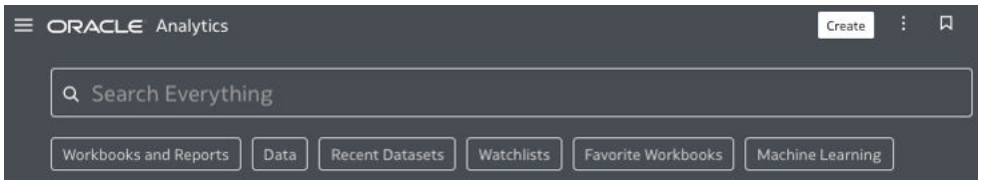


See Create a Data Pipeline for a Functional Area.

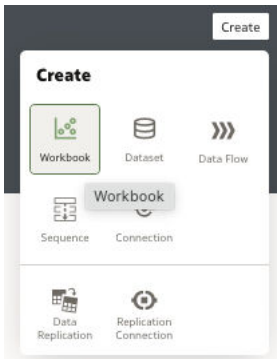
Analyze Employee Profile Matching

Once the data load is complete, you can create a workbook and analysis based on the HCM – Profile Matching subject area.

1. Navigate to the Home page.



2. Click **Create**, and click **Workbook**..



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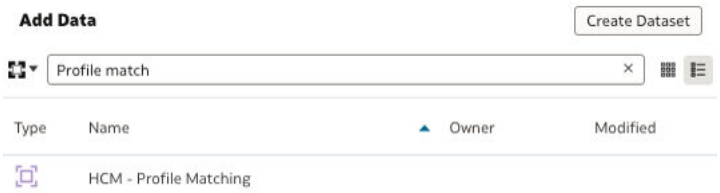
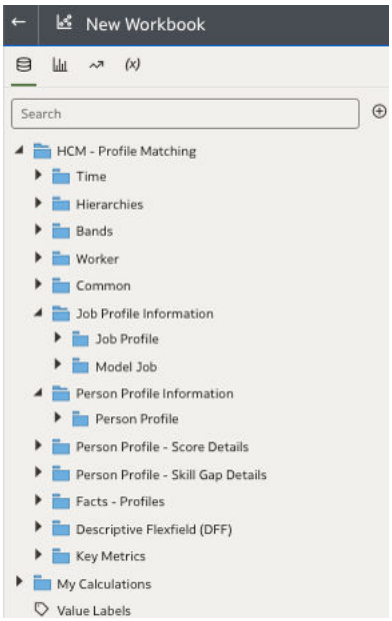
3. In Add Data, search for "Profile Matching" and select **HCM – Profile Matching** in the results.



4. View the subject area details. The Profile Matching subject area contains the worker's basic information, profile information like job profile, model profile, person profile, profile score details, and gap details in the folders within it. You can make use of the attributes and facts to create your visualization.



5. Understand and report on the following business questions:
   - Provide me the list of workers, their skills, and their qualifications that match a model job profile.
   - Of the workers that have a lesser profile matching score, provide me the details of skills and qualifications gaps.
   - Which are the top 5 jobs that a worker can transition into based on their profile scores?
   - Can I analyze the matching profiles by their availability across various locations, their age and tenure bands, gender, and ethnicities?

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Frequently Asked Questions

Review these questions to improve your understanding of the Profile Matching application.

1. How much data is needed for the Profile Matching model to be accurate?

   HCM - Profile Matching can work with a limited set of data because it semantically matches an active worker's talent profile to job profiles.

2. What algorithms does the Profile Matching prediction model use?

   HCM – Profile Matching uses embedding-based matching on measures of similarity between vectors.

3. How frequently does the model create Profile Matching predictions on future data?

   There are no predictions in HCM - Profile Matching as it analyzes existing data.

4. How frequently is the Profile Matching model calibrated or trained?

   Most models are calibrated and trained weekly.

5. Are there any external benchmarks considered in the Profile Matching model?

   No.

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10

Advanced Configurations

This section provides information about Oracle Fusion HCM Analytics advanced configurations.

Topics

- Peer Benchmark
- People Leader Workbench

Peer Benchmark

This section contains information about the Peer Benchmark feature which provides a variety of data analyses and visualizations to help organizations study their employees based on the specific subject area users are analyzing such as Team Composition and Recruitment Efficiency.

The Peer Benchmark feature provides internal, contextual comparisons that enable leaders to move from insight to action. By addressing the critical challenge of “no context, no action,” this capability allows people leaders to evaluate metrics relative to comparable peer groups rather than in isolation. Users can configure benchmarks by selecting relevant KPIs, defining supported dimensions (such as job, grade, and country), and creating peer groups with assigned members. Benchmarks can then be applied to each peer group, ensuring that comparisons are meaningful and aligned to organizational structure. To maintain data privacy and integrity, users can only view aggregated peer metrics.

The feature supports multiple benchmark categories, including:

- Team Composition Benchmarks: Workforce Growth Rate, Contingent Workforce Ratio, and Female Ratio)
- Recruitment Efficiency Benchmarks: Applicant Female Diversity Ratio, and Requisition Average Time to Fill

Topics

- Enable Peer Benchmark
- Configure and Publish Peer Benchmarks
- Report on Benchmarks

Enable Peer Benchmark

In order to use Peer Benchmark, you need to enable the feature in the Console..

As a functional administrator, enable Peer Benchmark by creating the application definition.

You must enable **Benchmark** in **Generally Available Features** to make **Data Applications** available.

1. In Oracle Fusion Data Intelligence **Console**, click **Enable Features**, select the **Generally Available Features** tab, and under Custom Data Configuration turn on **Benchmark**. Click **Enable** in the confirmation dialog box.

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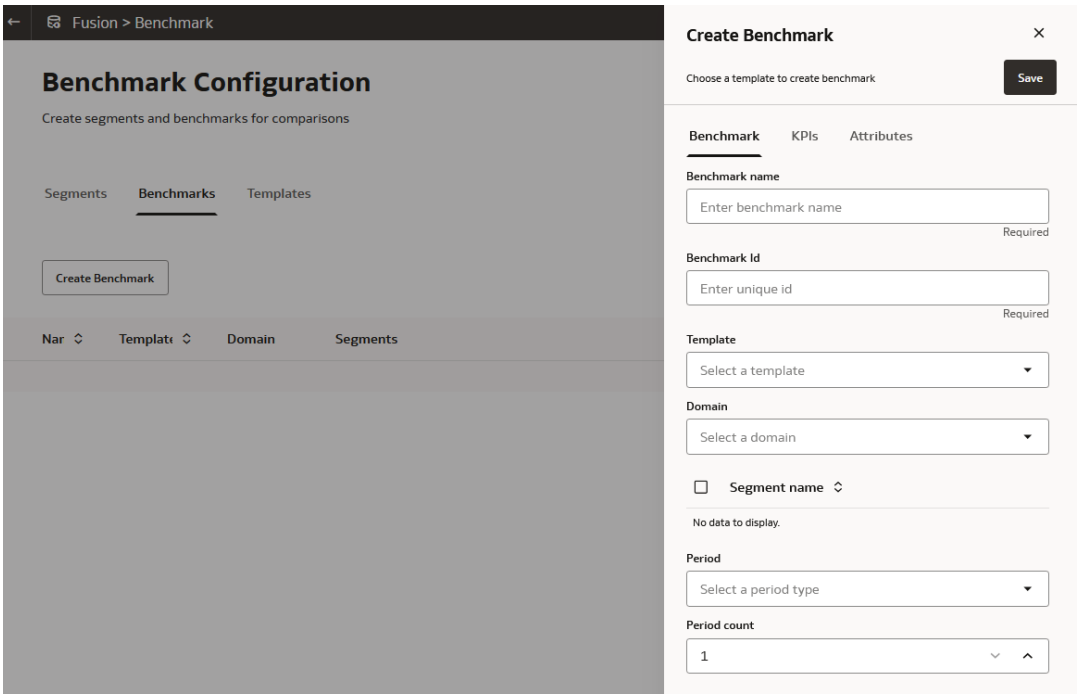
2. In Oracle Fusion Data Intelligence **Console**, click **Data Configuration**, and then click **Data Applications**.
3. Select **Create** and then select `Benchmark`.



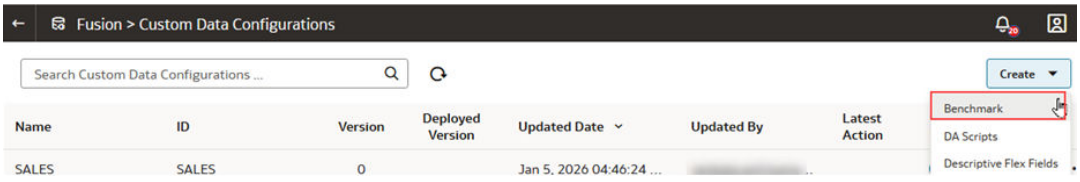
4. Click **Save and Exit** to create the application definition

Configure and Publish Peer Benchmarks

To configure Peer Benchmark, you need to create a segment, create a benchmark, and publish the custom configuration..

Ensure you Enable Peer Benchmark before configuring. See Enable Peer Benchmark.

1. In Oracle Fusion Data Intelligence Console, click **Data Configuration**, and then click **Data Applications**.
2. Click **Create** and then select **Benchmark**. .



3. From the Benchmark Configuration screen, click **Create Segment** and populate the fields.
   - **Domain**: Select **People Leader**. People leaders are line managers.
   - **Segment Name**: Enter a name using a series of letters.
   - **Segment Id**: Enter a segment ID using the alphanumeric format ABCD_XX.

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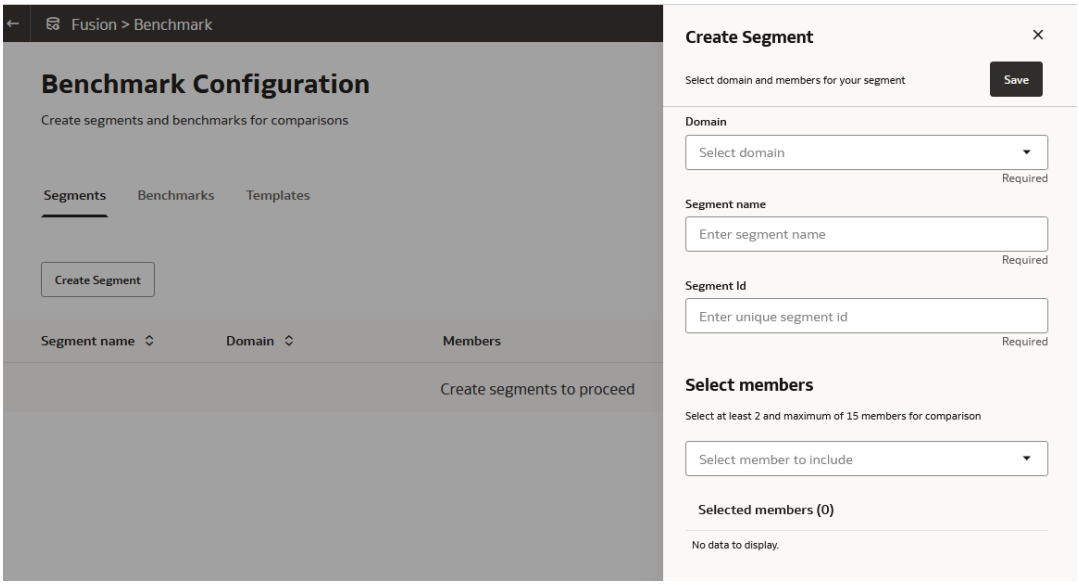
- **Select members**: Select people leaders (line managers for example) who need to access this segment



4. Click **Save**.
5. Repeat Step 1 to create additional segments.
6. In the Benchmarks tab, click **Create Benchmark** and populate the fields.
   - **Benchmark Name**: Enter a name using a series of letters.

> **Note**
>
> Note: Don't use the word `Benchmark` by itself

.

   - **Benchmark ID**: Enter a name using a series of letters. (should be alphanumeric)
   - **Template**: Select one of the defined templates from the list.
   - **Domain**: Select the appropriate domain, such as People Leader.
   - **Segment Name**: Segments created in the previous steps will be listed. Select the segments to which the benchmark will apply to.
   - **Period**: The completed period for which the benchmark will be applied (Year/Quarter/ Month). The current period isn't considered because it's ongoing.
   - **Period Count**: The number of periods on which the benchmark apply (for example 1 year/ 6 Quarters/ 3 Months).

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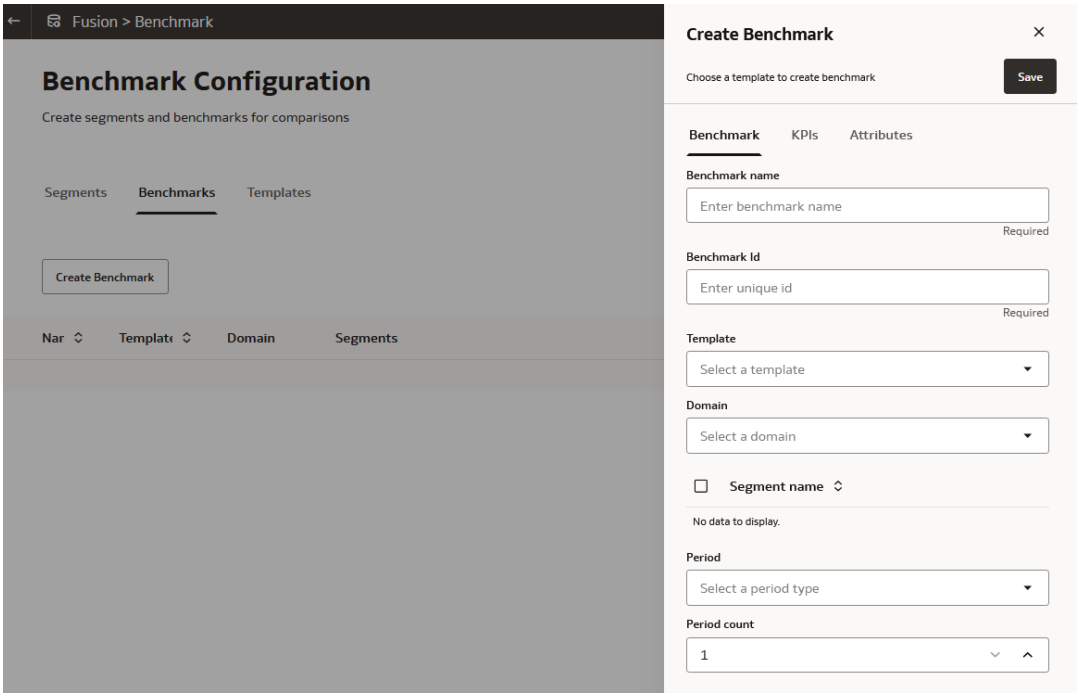

7. Click **KPIs** to select the metrics to apply the benchmark.
8. Click **Attributes** select the default attributes for the benchmark
9. Click **Save** to apply the settings to the benchmark you created.
10. Repeat steps 6-9 for each benchmark you want to create.
11. Select **Templates** to see the prebuilt templates and the associated functional area information.
12. When you're done creating all the segments and benchmarks, click **Save and Exit**.
13. From the Custom Data Configuration page, select the benchmark data configuration you want from the Actions (**...**) menu.
14. Click **Options**, and then click **Publish**.
    - You see the publication schedule for the benchmarks.
    - When the publication schedule is complete, the status changes from

      `In Progress`

      to

      `Completed`

      .

Assign Application Roles

After you've published your Peer Benchmark configuration, assign the new application roles to the appropriate job groups.

The associated data roles and duty roles become available after you publish Peer Benchmark. These data and duty roles are designed so that any user not part of a peer group, even if granted access to these data and duty roles, won't get access to the benchmark subject area and underlying data.

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See Configure and Publish Peer Benchmarks.

1. Sign in to your service as a functional administrator.
2. In Oracle Fusion Data Intelligence Console, click **Security**, and then select the **Applications Role** tab.
3. Search for the benchmark name you used in the configuration to assign duty roles and data roles for.
4. Assign the new data role and duty roles to the applicable job groups. See Manage Application Roles.

Report on Benchmarks

After you enable, configure, and publish Peer Benchmark, you can create reports and visualizations on the data available in the new custom subject areas.

Data visualizations based on the benchmark custom data configurations are stored in the catalog at `Shared/Oracle-Benchmark`.

1. From the Home page, click **Create** and then select **Workbook**.
2. In the Add Data dialog, type the name of the benchmark subject area you want to report on.
3. Select the subject area and click **Add to Workbook**.
4. The data available to report on is based on the configuration settings for the benchmark.
   - The person is based on the members configured for the benchmark.
   - The date is shown as the period configured for the benchmark.
   - The facts are based on the individual member KPIs configured for the benchmark.
   - The segment is based on the number of people configured for the benchmark.

People Leader Workbench

The People Leader Workbench – Guided Decision Workflows feature integrates AI, analytics, and actionable recommendations directly into a people leader's daily workflow to streamline people-related decision-making.

It connects diverse people data points into a unified framework, eliminating data silos between HR and Finance and transforming fragmented insights into structured, guided workflows. Instead of manually interpreting reports, leaders receive contextualized insights and AI-driven recommendations—such as whether to promote, suspend requisitions, or reinvest in talent—enabling faster, more confident, and strategically aligned decisions. This capability ensures that people decisions are not only data-informed but also directly tied to measurable business impact.

Topics

- Prerequisites for People Leader Workbench
- Import and Deploy People Leader Workbench Bundles
- People Leader Workbench Duty Roles
- People Leader Workbench Privileges in Applications Cloud HCM

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Prerequisites for People Leader Workbench

Prior to enabling or deploying People Leader Workbench, ensure you verify these requirements.

- Configure single sign-on between Fusion Applications and Oracle Fusion Data Intelligence. See Set Up User Access to Oracle Fusion Data Intelligence Using Single Sign-On.
- In the Oracle Fusion Data Intelligence Data Validation section of the Console, ensure the user name and password in the Source Credentials tab has the Application Developer role in Fusion Applications.
- Enable the following functional areas in Oracle Fusion Data Intelligence which support the People Leader Workbench use cases:
  - Payroll Spend
    - Workforce Management FA_WRKFRC_MGMT
    - Payroll Balances FA_PAYROLL
    - Talent Acquisition FA_TLNT_AQSTN
    - Talent Acquisition Insights (Preview) FA_TA_INSIGHTS
  - Salary Spend
    - Workforce Management FA_WRKFRC_MGMT
    - Salary Basis
    - Talent Acquisition FA_TLNT_AQSTN
    - Talent Acquisition Insights (Preview) FA_TA_INSIGHTS
- Enable the following modules in Oracle Fusion Data Intelligence which support the People Leader Workbench business topics and drivers:
  - Absence Management
  - Goals and Career Development
  - Learning Management
  - Learning Offerings and Hours
  - Performance Management and Check-ins
  - Skills Management
  - Talent Profile
  - Talent Review
  - Time and Labor
  - Workforce Management

Import and Deploy People Leader Workbench Bundles

In order to use People Leader Workbench, you need to import and deploy the data bundle so that the People Leader Workbench is deploys in Oracle Fusion Data Intelligence.

1. From the Oracle Fusion Data Intelligence Console, click **Enable Features**.

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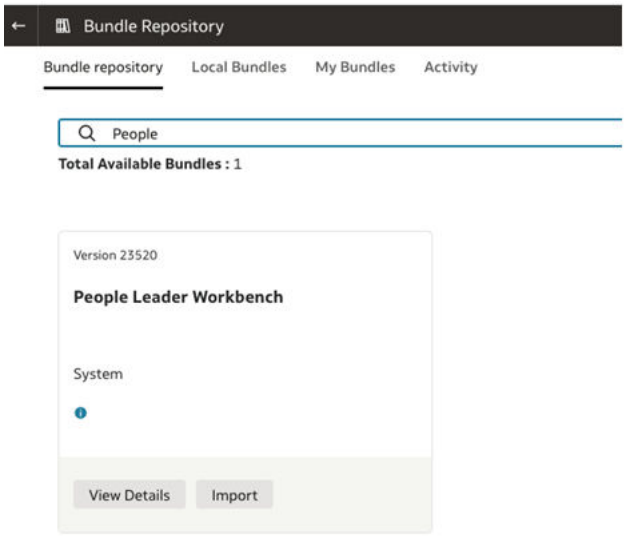
2. In the Preview Features tab, under Application Settings, ensure **Bundle Repository** is enabled.
3. Navigate back to the Console and under Application Administration, select **Bundle Repository**.
4. In the search field, type `People Leader Workbench`. The People Leader Workbench tile shows.



5. Click **View Details** to review the shared details, and click **Import** to install the bundle in your instance.
6. In the Import Bundle dialog, review the terms of use, select the **I Agree to the terms** check box, and click **Submit**.
7. Verify the status of the import process on the Activity page and then verify that the shared bundle is visible under the Local Bundles tab.
8. Deploy the bundle. See Deploy a Shared Bundle.

People Leader Workbench Duty Roles

People Leader Workbench doesn't require additional data security setup in Oracle Fusion Data Intelligence. However to access topic pages, ensure your users have access to these duty roles and are assigned to the appropriate Oracle Fusion Data Intelligence subject area duty roles.

Accessing People Leader Workbench

In Fusion Applications, ensure you assign the Access People Leader Workbench (PER_ACCESS_FDI_PEOPLE_LEADER_WORKBENCH_PRIV) privilege to a custom role which is assigned to the user.

Duty Roles

Ensure users in Fusion Applications who need to access People Leader Workbench are assigned to this custom role.

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Use Case	Subject Areas	Duty Roles
Payroll Spend	• HCM - Workforce Core • HCM - Talent Acquisition • HCM - Payroll Balances • HCM - Payroll Balances (Monthly)	• Payroll Analysis Duty • Recruitment Analysis Duty Role • Workforce Core Analysis Duty *or* Workforce Core Diversity Analysis Content Duty
Salary Spend	• HCM - Workforce Core • HCM - Talent Acquisition • HCM - Salary Basis	• Salary Basis Analysis Duty • Recruitment Analysis Duty Role • Workforce Core Analysis Duty *or* Workforce Core Diversity Analysis Content Duty

Duty Role to Topic Page Mapping

The following topic pages are accessible by users who have the appropriate duty role.

Use Case	Topic Page	Duty Role
Salary Spend	What is the expenditure on contractor salaries compared to employee salaries, and what are the associated projections?	Salary Overview Analysis Content duty role
Salary Spend	What is the current value of the unadjusted gender pay gap, and what trends have been associated with it over time?	Pay Equity Analysis Content duty role
Salary Spend	What is the compa-ratio difference (Male Compa-Ratio - Female Compa-ratio) across job-family & Business unit?	Salary Overview Analysis Content duty role
Payroll Spend	What is the period to date accumulation for the balance with highest spend?	Payroll Spend Intelligence Analysis Content duty role
Payroll Spend	What are top 5 components with maximum spend?	Payroll Spend Intelligence Analysis Content duty role
Payroll Spend	What are bottom 5 components with least spend?	Payroll Spend Intelligence Analysis Content duty role
Payroll Spend	What is the projected value of payroll spend for the next two quarters?	Payroll Spend Intelligence Analysis Content duty role
Payroll Spend	What does payroll spending look like overall?	Payroll Spend Intelligence Analysis Content duty role

Duty Roles for Data Visualization Projects

The following projects are accessible by users who have the appropriate duty role. All projects are available in `/Shared Folders/Oracle/Fusion HCM/Detail Dashboards/People Leader Workbench/`

Data Visualization Project	Duty Role
`Workforce Investment Intelligence/Pay Equity/Pay Equity`	Pay Equity Analysis Content duty role

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Data Visualization Project	Duty Role
`Workforce Investment Intelligence/Payroll Spend Intelligence/Payroll Balances Overview`	Payroll Spend Intelligence Analysis Content duty role
`Workforce Investment Intelligence/Payroll Spend Intelligence/Payroll Overview`	Payroll Spend Intelligence Analysis Content duty roley
`Workforce Investment Intelligence/Salary Spend Intelligence/Salary Overview`	Salary Overview Analysis Content duty role

People Leader Workbench Privileges in Applications Cloud HCM

Assign these required privileges in Oracle Fusion Cloud Human Capital Management so that your users can perform end actions from the People Leader Workbench flow for plan actions.

Privileges

Use Case	People Leader Workbench Action	Associated Privilege
• Payroll Spend • Salary Spend	Suspend Requisition / Postpone Projected Start Date	• Access to Recruiting Activity Center • Update Job Requisitions

> **Note**
>
> The Suspend Requisition action commits directly in Oracle Fusion Cloud Human Capital Management

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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
- Guidelines to Setup Payroll Balance Groups in Oracle Cloud HCM and Fusion Data Intelligence
- Cross Subject Area Report Authoring Tips

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.
- To improve the performance of prompts, set the Limit by Values to **None** in System Settings so that it's applied to all workbooks by default. You can change this setting in specific workbook filters if needed, however the default value of None should remain.
- When applying a filter on an attribute, use a Code column (when available) instead of a Name or Description column.
- Always apply the necessary filters first before you start building visualizations to ensure optimal queries are created when you add the metrics required in the visualization.
- To improve performance, use the presentation period columns from a day presentation table when applying filters, such as Year, Quarter, and Month, and avoid using dynamic time rollup columns.

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.

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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

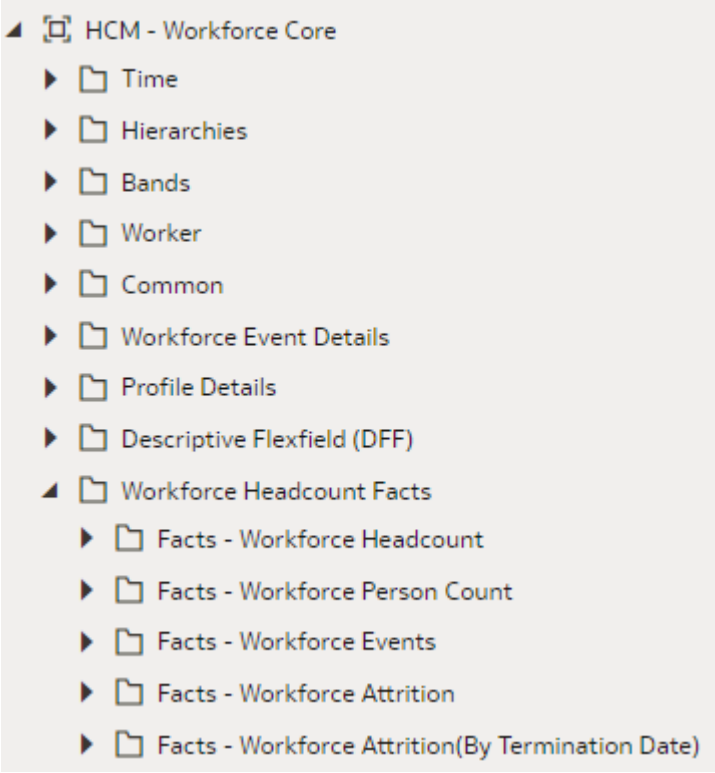
To improve performance, use presentation columns instead of presentation hierarchies. See Work with Presentation Tables and Columns.

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.

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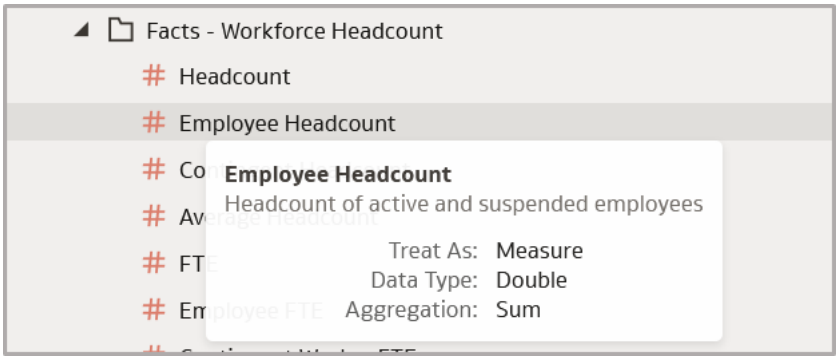

See Prebuilt in this guide for details.

- 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 with Position Hierarchy Folders

When creating a report that uses attributes from Position Hierarchy folders, use the filters for Top Position Name to improve performance.

Tips for Improving Performance of Reports on Top Manager, Manager Hierarchy, Assignment Manager List, Bottom-Up Manager Hierarchy, or Matrix 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.
- When using Matrix Manager Hierarchy Dimension, you must apply the Manager Type filter as well as selecting them to avoid data duplicates or double counting.

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:

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- 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 Rewards - Workforce Compensation Queries

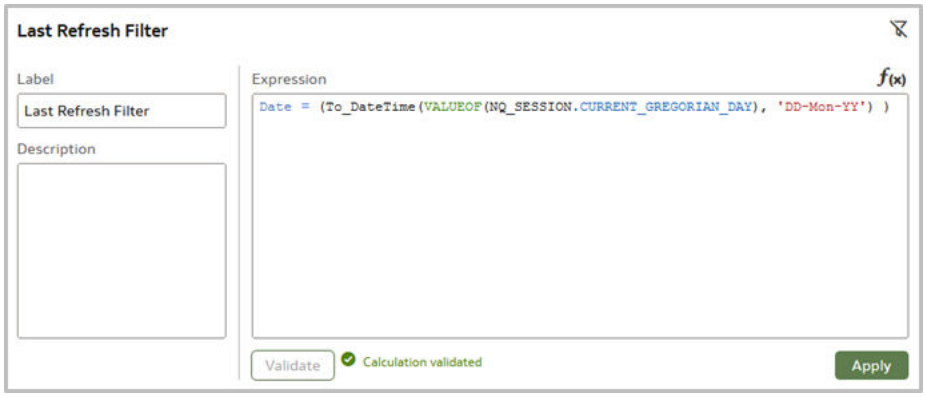
To improve performance on Reports in HCM – Workforce Rewards – Workforce Compensation queries, follow these guidelines:

- 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.

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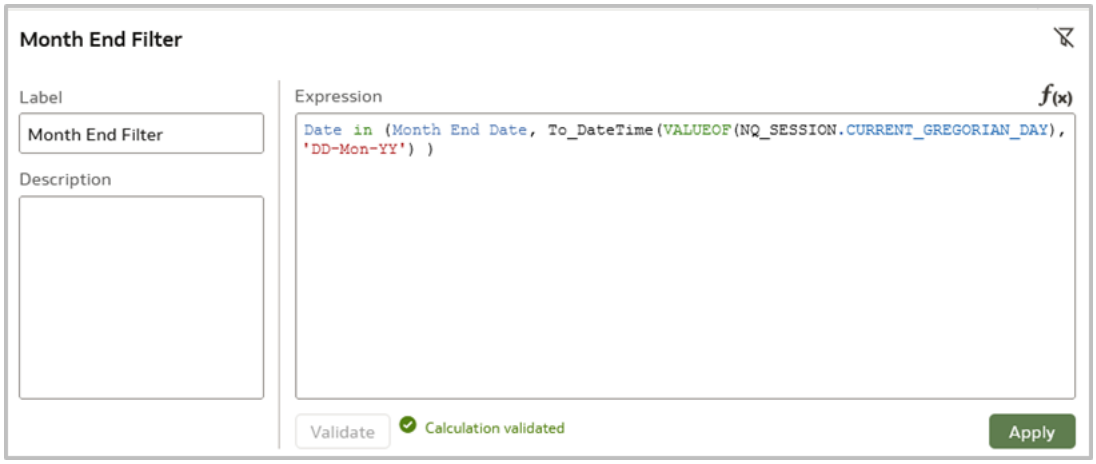

Tips for Using Event-Based Flag Filters

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.

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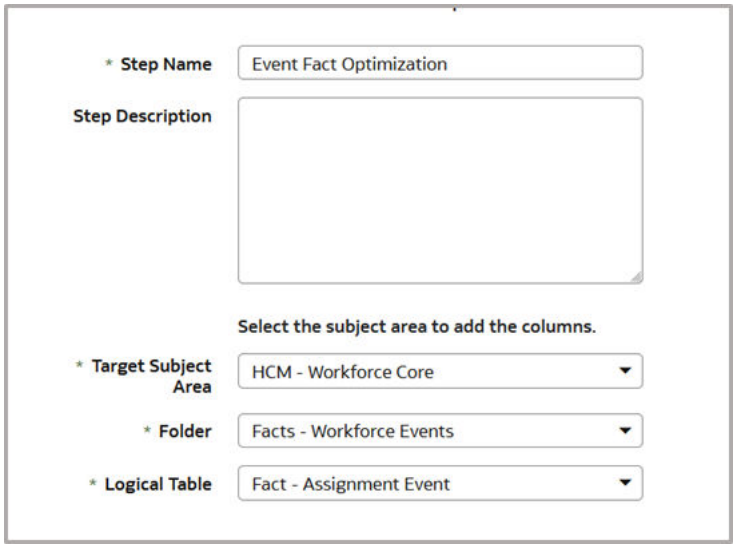
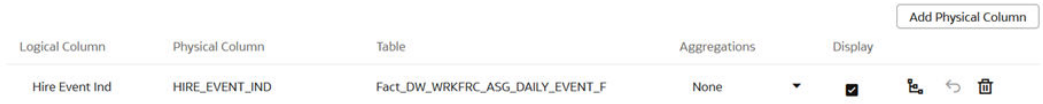
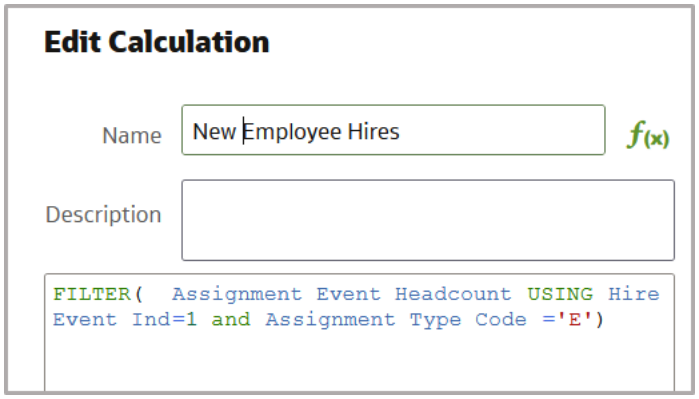


2. Add the HIRE_EVENT_IND physical column from the fact table and map it to a new logical column named Hire Event Ind. Be sure the new column is set to Display.
3. Save and publish the new step.



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;

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(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 - Diversity Analysis 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.

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- 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 variable 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 AI Lakehouse.
- 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.

Limitations for Reporting on the Seniority Dates Functional Area

Any seniority rule setup with the following triggering fields isn't available for reporting:

- Grade Step
- Union
- Collective Agreement

Recommended Filters

Items with an asterisk (*) are required.

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Subject Area	Presentation Columns (* Required Filter)
HCM - Benefits	• *Time.Year • *Legal Employer.Legal Employer Name • Time.Quarter or Month • Benefit Program.Program Name • Benefits Plan.Plan Name • Country.Country Name • Business Unit.Business Unit Name
HCM - Careers of Interest - Public	• *Business Unit.Business Unit Name • Job Model Profile Details.Profile Name • Job Model Profile - Skills.Skill Curation Status
HCM - Check-Ins	• *Time - Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period • Review Period.Review Period Name
HCM - Course - Offering Rating and Profile Outcome	*Presentation Columns: Time.Year
HCM - Diversity Analysis	Promotions/Salary/Terminations-based reports: • *Time.Year • Reporting Establishment.Reporting Establishment Name • EEO-1 Category (Job category) • Country.Country Name Hiring-related reports: • Time.Year* • Location Details.Location Name • Legislative Job Category.EEO-1 Category (Job Category) • Country.Country Name
HCM - Employment Contracts	• *Time - Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period. • Legal Employer • Business Unit • Collective Agreement
HCM - Goals and Career Development	Content based on Performance Goals-related measures: • Review Period.Review Period Name or Time - Year or QTR or Month* • Performance Goal Plan.Goal Plan Name Content based on Development Goals related measures: • 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* • 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 Allocated Journeys.Allocated Journey Name Manager Information.Manager Name
HCM - Learning	*Time – Year or QTR or Month Common folder: Business Unit Name or Department Name or Location Name • Learning Item Details.Learning Item Type • Enrollment Details.Enrolled On Date • Enrollment Details.Enrollment Record Due Date

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Subject Area	Presentation Columns (* Required Filter)
HCM - Learning Coldspot - Course	• Job Model Profile Skills.Skill Name
HCM - Learning Coldspot - Specialization	• Job Model Profile Skills.Skill Name
HCM - Learning Items and Enrollments	*Presentation Columns: Time.Year
HCM - Opportunity Marketplace Gigs	Time*.Year/ Quarter/Month/Date
HCM - Performance Management	• Time – Year or QTR or *Month or Time – Enterprise Year or Enterprise Quarter or *Enterprise Period • Performance Document.Performance Document Name • Review Period.Review Period Name
HCM - Performance Sentiment	• *Review Period. Review Period Name Or Time - Year or QTR or *Month
HCM - Positions	*Time – Year or QTR or Month
HCM - Profile Matching	• *Job Profile.Profile Name • Model Job.Job Name When reporting on content based on attributes from Person Profile – Skill Gap Details, add these filters: • *Person Profile – Skill Gap Details.Content Type • Person Profile – Score Details.Percentile
HCM - Specialization Rating and Profile Outcome	Presentation Columns: *Time.Year
HCM – Succession Management	• *Time – Year or Time – Enterprise Year • Owner. Plan Owner Name • Succession Plan Details. Plan Department • Succession Plan Details. Plan Name
HCM - Talent Acquisition	*Time - Year/QTR/Month/Date Organization.Organization Name Job Requisition - Primary Geography.Geography Name
HCM - Talent Profile	• *Business Unit.Business Unit Name • *Job Profile > Job.Job Name • Position Profile > Position.Position Name When reports use metrics from a Model profile based on a Job or Position, use one of these filters: • Job Model Profile Details.Profile Name • Position Model Profile Details.Profile Name When a report has metrics from Person Profile, use the filters from: Person Profile - Skills and Qualifications or Talent Ratings
HCM - Talent Profile Marketplace	• *Business Unit.Business Unit Name • *Job Model Profile Details.Profile Name • Job Model Profile Skills.Skill Name • Job Model Profile Skills.Curation Status
HCM - Talent Profile Marketplace	• *Business Unit Name • *Job Model Profile Details.Profile Name • Job.Job Family • Job Model Profile Skills.Skill Name
HCM - Talent Profile Trends	*Time - Year or Quarter or Month
HCM - Talent Review Meetings	Time - Year or QTR or Month* or Time – Enterprise Year or Enterprise Quarter or Enterprise Period *

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Subject Area	Presentation Columns (* Required Filter)
HCM – Worker Seniority	*Seniority Details.Seniority Rule Name
HCM - Workforce Absence Management	Content based on facts in the Absences folder: • *Time – Year/QTR/Month or Time – Enterprise Year/Enterprise Quarter/Enterprise Period • Business Unit.Business Unit Name Content based on facts in the Employment Plan Participation folder: • *Time – Year/QTR/Month or Time – Enterprise Year/Enterprise Quarter/Enterprise Period • Business Unit.Business Unit Name • Absence Plan.Plan Type When reporting on Accrual Balance, you must include one of these filters: • Accrual Balance Details.Balance Calculation Date • Accrual Balance Details.Accrual Period End Date
HCM – Workforce Core	• *Time – Year/QTR/Month or Time – Enterprise Year/Enterprise Quarter/Enterprise Period • Business Unit.Business Unit Name • Country.Country Name • Job.Job Family
HCM - Workforce Gains and Losses	*Time.Year or QTR or Month or Time – Enterprise Year or Enterprise Quarter or Enterprise Period 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: • Gain and Loss Details.Business Unit Gain Loss Flag • Gain and Loss Details.Department Gain Loss Flag • Gain and Loss Details.Full Time/ Part Time Gain Loss Flag • Gain and Loss Details.Grade Gain Loss Flag • Gain and Loss Details.Job Gain Loss Flag • Gain and Loss Details.Location Gain Loss Flag • Gain and Loss Details.Position Gain Loss Flag • Gain and Loss Details.Supervisor Gain Loss Flag
HCM - Workforce Rewards - Payroll Balances	*Time – Year/QTR/Month: Filter using smaller time periods to improve performance Payroll Period – Period Name (in particular when the report is at Person Grain) *Payroll.Payroll Name 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 or Time.Date: Filter using smaller time periods to improve performance). Element – Element Classification Name *Use at least one segment from the Costing Segments folder; use the Segment code wherever possible *Payroll.Payroll Name

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Subject Area	Presentation Columns (* Required Filter)
HCM - Workforce Rewards - Salary Basis	• *Time – Year/QTR/Month or Time – Enterprise Year/Enterprise Quarter/Enterprise Period • Business Unit.Business Unit Name • Salary Basis.Salary Basis Type Code Reports built using metrics and columns from the Simple Components folder may benefit by using Salary Basis Type Code = ORA_SIMPLE_COMPONENTS Reports built using metrics and columns from Salary Basis Pay Rates folder may benefit by using Salary Basis Type Code = R
HCM - Workforce Rewards - Salary Basis Setup	• *Salary Basis.Salary Basis Type Code • *Salary Basis Pay Rates.Rate Definition Status Code
HCM - Workforce Rewards - Workforce Compensation	• *Compensation Plan Cycle.Plan Cycle Name • Business Unit.Business Unit Name • *Compensation Plan.Plan Name
HCM – Workforce Time and Labor Management	• *Time – Year or QTR or Month • Reported Time Card Start Date and Time • Reported Time Card End Date and Time Common folder: Business Unit Name or Department Name or Legal Employer Name.

Cross Subject Area Report Authoring Tips

Oracle Fusion Data Intelligence isn't limited to one area of information. It allows you to combine data from more than one subject area, opening a world of possibilities for analysis.

Such queries, referred to as cross-subject area analysis, are a testament to the comprehensive nature of the platform. The following section discusses different types of cross-subject area analyses and best practices for building cross-subject area analyses, giving you the confidence to explore the full potential of the platform.

There are two broad categories for building cross-subject area analyses:

- **Cross-Subject Area Analysis Using Conforming Dimensions**
- **Cross-Subject Area Analysis Using Conforming Dimensions and Non-Conforming Dimensions**

Conformed, or common, dimensions have the same meaning and value across different fact tables or subject areas, meaning they're common dimensions across all subject areas. For example, HR Business Unit is a conforming dimension across all the Oracle Fusion HCM Analytics subject areas.

Non-conformed, or non-common, dimensions are dimensions that aren't attached to all the fact tables or subject areas. These are also called local dimensions. For example, the HCM – Talent Acquisition subject area has Candidate related folders that contain information which is only specific to the HCM – Talent Acquisition subject area and isn't relevant to other HCM subject areas.

Cross-Subject Area Analysis Using Conforming Dimensions

You can create a visualization from multiple subject areas using facts and confirming dimensions from all the subject areas. There are clear advantages to building a visualization that only uses conforming dimensions from across subject areas. You can use any metric from

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any subject area in your report and join on conforming dimensions. This allows you to include metrics from multiple subject areas in a single visualization.

Always follow the best practices mentioned in Common Report Authoring Tips.

General Guidelines

- If all the required metrics and attributes for the report are available in a single subject area and fact, use that single subject area only and don't create a cross-subject area query.
- When you want to bring the data from more than one subject area, you must choose at least one metric from all the subject areas in the analysis.
- Start with the necessary filters before you start building visualizations to ensure you use the best performing queries when you add the necessary metrics required in the visualization.
- Always start by selecting all the columns in one subject area, including the facts and dimensions, and then add the facts from the second subject area.
- Always start by adding the Time Dimensions filters first. Restrict the data for one period, and then build on to the report by adding facts and columns one-by-one from one or more subject areas.
- When joining two subject areas in a report, use at least one attribute from a common dimension. Refer to Bus Matrix for common (conforming) dimensions.

Cross-Subject Area Analysis Using Conforming Dimensions and Non-Conforming Dimensions

You need to study the subject areas you're using when you create cross-subject area analyses using common (conforming) and non-common (non-conforming) dimensions in a single report. Each subject area has a fact and each fact has a transactional grain, so you need to review and understand the transactional grain of each subject area you use. See Subject Areas.

After reviewing the transactional grain of the subject areas, follow these guidelines to create your report.

- First, analyze the structure of the subject areas and the type of report that you are planning to create.
- Start by creating separate reports for the subject areas that you want to combine by adding the necessary metrics and the dimensions in the necessary reports.
- Add more filters to reduce the data scope to understand and analyze the transaction grain of both, or all of the reports.
- After analyzing, you can start by choosing one report and start adding non-conforming dimensions one by one from the other reports.

Challenges with Conforming and Non-Conforming Dimensions

Creating reports with conforming and non-conforming dimension can cause two types of issues if the guidelines aren't followed:

- Report errors
- Unexpected results

Bus Matrix

This Bus Matrix shows the conforming dimension for Oracle Fusion HCM Analytics subject areas. Review the spreadsheet before creating a cross-subject areas analysis.

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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

- How do I align Fusion Data Intelligence data role with Oracle Cloud HCM AOR-based person security profile?
- 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?
- How do I bring correct HCM Work relationship from Fusion to FDI when it is cancelled in Fusion?
- What happens when there are multiple events on the same date for a worker assignment?
- Why is the Profile Matching Subject Area activation failing with Prediction Application Internal Error profile_matching: failure?
- Why is the prebuilt metric HCM - Talent Acquisition.Facts - Job Requisition.Total Job Requisitions not showing any data for some of the requisition numbers?
- What is the data retention policy for Payroll Balances, and how do full loads or TDM Upgrades impact it?
- What is the data retention policy for Payroll Costing, and how do full loads or TDM Upgrades impact it?
- Why is the prebuilt absence report not retrieving sick leave?
- Why aren't the additional reviewees to the meeting in the incremental updates to my talent review meeting?
- Why aren't Manager Hierarchy and Assignment Manager List Dimension secured by prebuilt HCM Line Manager Data Security?
- Why is there a discrepancy in User Person Type for some Persons between Fusion Applications, OTBI, and Fusion Data Intelligence?

How do I align Fusion Data Intelligence data role with Oracle Cloud HCM AOR-based person security profile?

Fusion Data Intelligence data roles can be automatically provisioned based on the Oracle Cloud HCM data roles that are configured only with the scope of responsibility and responsibility type and have no custom criteria or exclusion criteria defined in the person security profiles.

When person security profiles use area of responsibility along with exclusion or custom criteria, Oracle Fusion Data Intelligence Console provides additional configuration options in the Security page to support these scenarios. See Enable AOR-Based Security.

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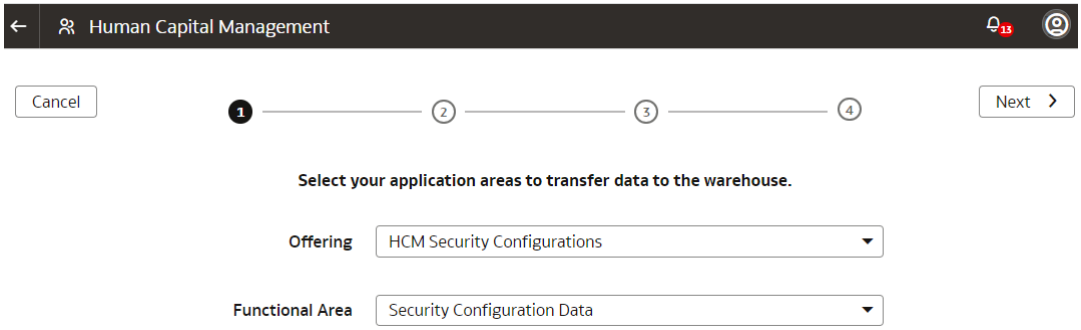
Can I bring additional data security-related objects from Oracle Fusion Cloud Applications into Fusion Data Intelligence to set up custom data security in Fusion Data Intelligence?

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.

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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 .

How do I bring correct HCM Work relationship from Fusion to FDI when it is cancelled in Fusion?

When you cancel a Work Relationship, all assignment information is deleted in Fusion Applications. Deleting the entire assignment isn't supported in a warehouse incremental refresh. To reflect the deleted transaction in the warehouse, reset the Workforce Management functional area.

What happens when there are multiple events on the same date for a worker assignment?

If there are multiple events on the same date in a Oracle Fusion Cloud Applications worker assignment, then the last event is reflected for the Assignment event. To report on assignment events such as Facts - Workforce Events, include "like" for the Assignment Event Headcount along with Workforce Event Details and Common Dimension to get further details about assignment events.

What is the most restrictive and least restrictive data access? How do I change the prebuilt behaviour from most restrictive to least restrictive?

In Most Restrictive data access scenario, when you assign a user multiple data roles, Oracle Fusion HCM Analytics always limits access to the most common data set amongst all different data roles assigned to the user. For example, if a user has both HCM View All Data Security and HR Line Manager Data Security data roles, the user gets access to only the Line Manager's supervisory organization, which is the smaller or more specific access. In the Least Restrictive data access scenario, the system gives the broadest level of access when a user has multiple roles assigned. When least restrictive access applies, the user gets the widest access from all their assigned roles. For example, if a user has both HCM View All Data Security and Custom Location Data Security data roles, the user gets access to everything allowed by both of the roles, including all HCM data and Custom Location Data Security.

If you've created any custom data role, for example for AOR based data security and in that data role if you've used the functional group same as the prebuilt line manager data role, then you must make the FUNCTIONAL GROUP as blank in the custom AOR data role after changing the data access rule to Least Restrictive access. This ensures to grant least restrictive data access between the prebuilt line manager and custom AOR data role.

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By default, the prebuilt data roles exhibit the most restrictive behavior. To change it to the least restrictive behavior, follow the steps in Specify Data Access Rules.

Why does the monthly breakdown show an inaccurate head count value?

You may notice discrepancies in the monthly breakdown of headcount values within the Headcount by Workertype dashboard. If backdated transactions are run on worker assignments, the records won't be available in the daily snapshot because the date's already passed. Any update to the FTE or manager for a worker from a date earlier than the current date won't be reflected in the subject area at a later date because the daily snapshot from the earlier date's already loaded into the system.

To include backdated transactions in the daily snapshot, refresh the Workforce Management functional area so the updates from the earlier date are included in the snapshot. See Refresh a Data Pipeline for a Functional Area.

Why does the monthly breakdown show an inaccurate head count value?

You may notice discrepancies in the monthly breakdown of headcount values within the Headcount by Workertype dashboard. If backdated transactions are run on worker assignments, the records won't be available in the daily snapshot because the date's already passed. Any update to the FTE or manager for a worker from a date earlier than the current date won't be reflected in the subject area at a later date because the daily snapshot from the earlier date's already loaded into the system.

To include backdated transactions in the daily snapshot, refresh the Workforce Management functional area so the updates from the earlier date are included in the snapshot. See Refresh a Data Pipeline for a Functional Area.

Why is the Profile Matching Subject Area activation failing with Prediction Application Internal Error profile_matching: failure?

For the Profile Matching functional area to work as expected, you need to have at least one job model profile with data set up in the Oracle Cloud HCM, and at least one Person Profile with skills and qualifications available in Oracle Cloud HCM.

Why is the prebuilt metric HCM - Talent Acquisition.Facts - Job Requisition.Total Job Requisitions not showing any data for some of the requisition numbers?

Be sure that job requisitions are created after the initial extract date parameter.

What is the data retention policy for Payroll Balances, and how do full loads or TDM Upgrades impact it?

Payroll Balances can contain data for a maximum of three years. After a full-load operation, data is incrementally added until the next full load is performed or the next TDM Upgrade. Whenever a full load is executed or TDM Upgrade is performed, the system evaluates the three-year criterion based on the Initial Extract Date (IED) and the current date, ensuring that only the necessary full-load data within this timeframe is available in Fusion Data Intelligence.

What is the data retention policy for Payroll Costing, and how do full loads or TDM Upgrades impact it?

Payroll Costing can contain data for a maximum of three years. After a full-load operation, data is incrementally added until the next full load is performed or the next TDM Upgrade. Whenever a full load is executed or TDM Upgrade is performed, the system evaluates the three-year criterion based on the Initial Extract Date (IED) and the current date, ensuring that only the necessary full-load data within this timeframe is available in Fusion Data Intelligence.

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Why is the prebuilt absence report not retrieving sick leave?

The prebuilt Oracle Fusion HCM Analytics absence reports recognize an absence as sick leave only when the Absence Pattern Type is 'Illness or Injury' (Absence Pattern Type Code = 'II') in Oracle Cloud HCM.

Why aren't the additional reviewees to the meeting in the incremental updates to my talent review meeting?

HCM - Talent Review Meeting renders the data that's in submitted status. Resubmit any new changes for the incremental update to extract the data.

Why aren't Manager Hierarchy and Assignment Manager List Dimension secured by prebuilt HCM Line Manager Data Security?

Previously, these dimensions were secured by Line Manager data security. This meant that when users had additional data roles along with the prebuilt Line Manager role, the hierarchy data was still restricted only to the Line Manager scope. With the 26.R2 release, both dimensions are unsecured, allowing you to report on the full set of data accessible through all their assigned roles (including additional data roles).

This enhancement ensures that users with multiple data roles can fully utilize their combined data access when reporting, instead of being limited by the Line Manager data security applied to these hierarchy dimensions.

Because these dimensions are now unsecured, reports using them may return broader data than expected. To ensure accurate results, you must apply an explicit filter on Manager Name when using these dimensions. For example:

- Assignment Manager List to Manager Name
- Manager Hierarchy to Manager Name

If you don't apply a filter, reports may display records for the logged-in user's reportees along with all managers in the hierarchy.

Why is there a discrepancy in User Person Type for some Persons between Fusion Applications, OTBI, and Fusion Data Intelligence?

In OTBI, user person type comes from worker. Worker information is presented as of today and it doesn't support history, so Fusion Data Intelligence shows the correct data. You can validate this using assignment attributes in OTBI. In Fusion Data Intelligence, DW_WRKFRC_ASG_DAILY_EVENT_F_SEC, which is the source for new hire, will pick the latest status as of the job run time. Therefore multiple changes which happened in a single day aren't available.

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