Oracle Fusion Cloud HCM

Subject Areas for Transactional Business Intelligence in HCM

23D

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1 Introduction

About This Guide

This guide 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.

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  - Job roles inherit duty roles. To control access to the subject areas, copy the predefined job roles associated with the subject area to create custom roles, and assign them to users.

  For more information about custom roles and their use with predefined roles, see *Guidance for Assigning Predefined Roles* in the Oracle Fusion Cloud Applications Securing Applications guide.

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2 Subject Areas

Overview

This chapter provides information on the subject areas with data you maintain in Oracle Human Capital Management Cloud. 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 roles 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.

Absence Management - Leave Donations Real Time

Description

Provides real time information on the leave donations made by the employees within the organization. Both, the donor and recipient details related to donations are available for reporting. The user will be able to create/render analysis that lists the donor name, the accrual plan from which they donated the leave balance, the number of days/hours donated and the recipient name, recipient's donation plan to which the donation was received, the donation transaction date and the status of the transaction. The common dimensions like business unit, job, grade and so on, are available for both the donor and the recipient.

Business Questions

This subject area can answer the following business questions:

- *Who are the accrual balance donors during this year?*
- *Who all did a particular donor donate to?*
- *How many workers have received accrual balance from donors during the year?*

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- *Who all donated to a specific recipient - when and how much?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Leave Donation Transaction Analysis Duty*

Primary Navigation

My Client Groups > Apps > Person Management > Tasks > Absences > Manage Absence Records

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Donation Details"."Transaction Date".

Transactional Grain

This subject area returns data at the grain of the donation transaction (ANC_PER_ACRL_ENTRY_DTLS)

Special Considerations

Only the primary assignments of the recipient are available for reporting from this subject area.

Benefits - Action Items Real Time

Description

Provides real time information on action items for participants to enroll in a benefit plan or to designate coverage for a dependent or beneficiary. For example: a dependent requires date of birth, and Enrollment certification required. The benefit life events and the person details in benefit life events can also be reported. The Time dimension can be used to report on the action items, life events over a time period.

Business Questions

This subject area can answer the following business questions:

- *What is the count of life events status?*
- *What is the action items required to designate coverage for a dependant or beneficiary?*
- *What are the various action items for a participant to enroll in a benefit?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

Primary Navigation

Navigator > Benefits Administration > Enrollment

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Person in Life Event Details"."Life Event Occurred Date".

Transactional Grain

This subject area returns data at the grain of Benefit Action Items (BEN_PER_IN_LER)

Special Considerations

None.

Benefits - Billing Real Time

Description

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Provides real time information on billing reports for benefits participants by the organization. This is essentially to cover any chargeable costs that are partially or not deducted from the payroll. This is to keep the participants in the specific benefits.

Business Questions

This subject area can answer the following business questions:

- *What are the benefits that needs to be billed for the workers?*
- *What is the outstanding amounts to be paid by employees for each benefits?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

Primary Navigation

Navigator > Benefits > Tasks > Manage Billing

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Billing Calendar"."Billing Period Billing Date".

Transactional Grain

There are 2 levels of transactional information in this subject area: Bills and Payments. For Bills the grain is at 1) overall charge and 2) at charges per each benefits plan.

Special Considerations

None.

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Benefits – Court Orders Real Time

Description

Provides real time information on court orders to monitor qualified medical support court orders such as status of court order enrollments, dependants covered, court order effective date, coverage of plans, and so on.

Business Questions

This subject area can answer the following business questions:

- *What is the percentage of benefits enrollment based on court orders?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

Primary Navigation

Navigator > Benefits > Tasks > Benefit Components > Manage Benefit Court Orders

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Court Order"."Issued Date".

Transactional Grain

This subject area returns data at the grain of Qualified Medical support court order.

Special Considerations

None.

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Benefits – Enrollment Opportunities Real Time

Description

Provides real time information on the choices available for the worker to enroll into various benefit programs or plans. The eligibility to enroll, the plan options available for the worker to enroll, and life event associated with benefits that have occurred to the employee can be reported. The Time dimension can be used to report on the benefit enrollment opportunities available for the employees over the time period.

Business Questions

This subject area can answer the following business questions:

- *Can I report on all the benefit programs and the plans available for enrollment to the workers?*
- *What are the various plan options available for the benefit plan?*
- *What is the count of eligible workers for a benefit plan?*
- *Which enrollment plan has the highest eligibility count?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

Primary Navigation

Navigator > Benefits Administration > Enrollment

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Eligible Person Details"."Effective Start Date".

Transactional Grain

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This subject area returns data at the grain of Eligible Person for a program or plan (BEN_ELIG_PERSON_DETAILS_V).

Special Considerations

None.

Benefits - Enrollments Real Time

Description

Provides real time information on employee enrollment to the benefit plan(s). The enrollment to a benefit plan can happen from explicit election by the employee or automatic/default enrollment as mandated by the organization. All the benefit enrollments, details like relationship name, benefit program, plan type, and plan name can be reported. The benefit plan enrollment details such as eligible amount, coverage period, the annual enrollment rate, enrollment status, and tax rate, can be reported. The Time dimension can be used to report on the employee benefit enrollment over a period of time.

Business Questions

This subject area can answer the following business questions:

- *Can I report on the count of workers having benefit plan enrollment by enrollment method?*
- *Can I get the count of employee enrollments across business units?*
- *Can I list the workers who are eligible to enroll dependants for a plan but have not done so far?*
- *What are the various benefit plans to which the workers have enrolled, by various years?*
- *Can I get a trending report on the participant costs for benefit plans?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

Primary Navigation

Navigator > Benefits Administration > Enrollment

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Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "- Enrollment Results"."Enrollment Coverage Start Date".

Transactional Grain

This subject area returns data at the grain of program or plan enrollment (BEN_PRTT_ENRT_RSLT)

Special Considerations

None.

Benefits – Person Information Real Time

Description

Report on person's benefit groups, balances, external plan coverage, and additional aspects such as tobacco usage and student status.

Business Questions

This subject area can answer the following business questions:

- *What are the benefit balances for an employee*
- *What are the benefit groups of a Participant*
- *What are the person habits of Participants and dependants*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

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Primary Navigation

Benefits > Enrollment > Benefits Service Center

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to Balance Effective Start Date.

Transactional Grain

This subject area returns data at the grain of person benefits group level for fact Person Benefit Group. Person Benefit Balance level for fact Person Benefit Balance and person habit for person habits

Special Considerations

None

Benefits – Potential Life Events Real Time

Description

Provides real time information on all the potential life events for a person. Also, this subject area can be used to report on the life events that are currently in progress for a person. The worker information related to job, grade, position and so on can be reported along with the life events information. The Time dimension can be used to report on the person life events over the time period.

Business Questions

This subject area can answer the following business questions:

- *What are the various life events, and statuses along with their counts?*
- *What are the various potential life event reason codes?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

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The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

Primary Navigation

Navigator > Benefits Administration > Enrollment

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Potential Life Event Reason for Person Details"."Life Event Occurred Date".

Transactional Grain

This subject area returns data at the grain of Potential life event (BEN_PTNL_LER_FOR_PER).

Special Considerations

None.

Benefits - Setup Real Time

Description

Provides real time information on various object definitions in employee benefits. The setup data related to benefit program, plan types, various plan names and details, the options to enroll to plans, the eligibility criteria to enroll, dependent coverage for a plan, and the effective dates for enrollment can be reported. The latest setup data related to benefits can be reported using this subject area. Since time dimension is not available, history data related to benefits setup cannot be reported.

Business Questions

This subject area can answer the following business questions:

- *Can I report on the plans and their effective start and end dates?*
- *Which are the various benefit plans under each programs?*
- *What are the options available for dependant enrollment in a plan?*
- *What are the various benefit programs?*

Job Roles

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The following job roles secure access to this subject area:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Benefits Transaction Analysis Duty*

Primary Navigation

Navigator > Benefits Administration > Plan Configuration

Time Reporting

This does not support history data.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of Benefit Option (BEN_PROGRAM_HIERARCHY_V).

Special Considerations

None.

Compensation - External Data Real Time

Description

Allows you to report on compensation-related information from third-party and legacy applications, such as pension, annuity, royalty, or assignment segments. Worksheet column values for workforce compensation plans or compensation items in total compensation statements can be sourced from external data.

Business Questions

This subject area can answer the following business questions:

- *What is the count of workers that have external data?*

- *What are the types of external compensation data for a worker?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Compensation External Data Transaction Analysis*

Primary Navigation

My Client Groups > Compensation > External Data

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "External Data Details"."Start Date".

Transactional Grain

Provides data at the grain of each external data record type of the worker

Special Considerations

None

Compensation - Individual Compensation Real Time

Description

Provides real time information to report on the individual compensation plans and awards provided to the workers. You can report on the following details related to Individual Compensations:

Plan information for awards such as, Spot bonus or Stock shares, Plan, option and element information, Plan start and end date information, Eligibility profile information about the plan and so on.

Some of the key metrics available for reporting include the following:

Count of compensation awards, Count of compensation award entries, Ability to report on "Displayed Input Value - Amount" as monetary, numeric or integer values, without having to cast them as numeric via formulas.

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Business Questions

This subject area can answer the following business questions:

- *What percentage of workers have been given a bonus in the current quarter*
- *Provide the list of workers that have been awarded an individual compensation*
- *What is the total value of all the individual compensation provided by managers in my organization?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Individual Compensation Transaction Analysis Duty*
- *Individual Compensation Transaction Analysis Duty*

Primary Navigation

My Team > Compensation > Individual Compensation

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Individual Compensation Awards Details"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of individual compensation award for a worker assignment

Special Considerations

None

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Compensation - Market Data Real Time

Description

Provides information on compensation surveys. This subject area can be used to analyse the survey data. Key information includes survey metrics such as percentiles and deciles, survey jobs, survey job structures, and other survey attributes.

Business Questions

This subject area can answer the following business questions:

- *What are the Compensation Types or categories of market data compensation such as Base Salary, Short-term incentive, Long-term incentive, Allowance, Bonus, Premium that will be covered in the market survey?*
- *Who are the suppliers of compensation survey?*
- *What is the average salary paid for a specific job at a location?*
- *Where does your employee salary stand stand wrt market data?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Compensation Market Data Analysis Duty*

Primary Navigation

My Client Groups > Performance > My Feedback Requests

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Market Survey Batch Details"."Survey Batch Data Effective Start Date".

Transactional Grain

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Not applicable.

Special Considerations

None.

Compensation - Salary Details Real Time

Description

Provides real-time information on workers current salaries. This subject area can be used to analyze workers salaries. The Salary details of the workers can be compared by various important dimensions such as Performance rating, Assignment manager, and Location. Salary basis, salary components, current and prior salary amounts, and salary metrics are available for reporting. Key information includes Current and Prior Salary, Annualized FTE Salary, Salary Change Amount, Salary Change Percentage, Compa-Ratio, and Quartile. Reports can be created in worker local currency or in a user-preferred currency. This subject area does not include worker salary history. By default, reporting is as of the current date.

Business Questions

This subject area can answer the following business questions:

- *What is each worker's current salary?*
- *Which workers have not had a salary adjustment in over 12 months?*
- *How is each worker's salary distributed by component?*
- *Which workers have a compa-ratio under 80 or over 120?*
- *What is the distribution of salary by quartile by country or job?*
- *What is the average salary by location and job?*
- *What is the current cost of base pay by organization?*
- *What percentage of total salary is attributed to each salary component?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

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The following duty roles secure access to this subject area:

- *Compensation Transaction Analysis Duty*

Primary Navigation

My Team > Team Compensation > Manage Salary or My Client Groups > Compensation > Manage Salary

Time Reporting

This does not support history data. The current as-of date cannot be reset using logical SQL prefix.

Time dimension is linked to "Salary Details"."Salary change date".

Transactional Grain

This subject area returns data at the grain of salary (CMP_SALARY) with the following filter conditions applied: A). Default behavior:(CURRENT_DATE BETWEEN "SalaryPVO"."SalaryPEODateFrom" AND "SalaryPVO"."SalaryPEODateTo") B). When analyzed with Performance objects: (CURRENT_DATE BETWEEN "SalaryPVO"."SalaryPEODateFrom"AND "SalaryPVO"."SalaryPEODateTo"AND IFNULL("PerformanceOverallRatingPVOSalary"."EvalParticipantPEORoleTypeCode", 'MANAGER') = 'MANAGER'). Note that Fusion HCM data security may further restrict the data being returned in OTBI as OTBI uses the same data security as Fusion HCM.

Special Considerations

None.

Compensation - Salary History Details Real Time

Description

Provides real time information on workers salary history. This subject area can be used to analyze workers salaries. The Salary history details of the Workers can be compared by various important dimensions such as Performance rating, Assignment manager, and Location. Salary basis, salary components, current and prior salary amounts, and salary metrics are available for reporting. Key information includes Current and Prior Salary, Annualized FTE Salary, Salary Change Amount, Salary Change Percentage, Compa-Ratio, and Quartile. Reports can be created in worker local currency or in a user-preferred currency.

Business Questions

This subject area can answer the following business questions:

- *How does the performance rating of the worker relate to the salary change over the years?*
- *What is the salary change percent for the workers over the last 5 years?*

- *Which year in the last 10 years has the most number of workers getting a salary raise?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Compensation Transaction Analysis Duty*

Primary Navigation

My Team > Team Compensation > Manage Salary or My Client Groups > Compensation > Manage Salary

Time Reporting

This subject area can be used to report on the workers salary historical data.

Time dimension is linked to "Salary History Details"."Salary change date".

Transactional Grain

This subject area returns data at the grain of salary history (CMP_SALARY_HISTORY_V) with the following filter conditions applied: A). Default behavior:No filter B). When analyzed with Performance objects: IFNULL("Compensation Salary History PerformanceOverallRatingPVO"."EvalParticipantPEORoleTypeCode" , 'MANAGER') = 'MANAGER'. Note that Fusion HCM data security may further restrict the data being returned in OTBI as OTBI uses the same data security as Fusion HCM.

Special Considerations

None.

Compensation - Stock Details Real Time

Description

Provides real time information on the stocks granted to the workers. Information like the type of grant, grant name, grant value, and validity period related to the stocks are available for reporting. The metrics available for reporting include Total shares, exercisable shares, exercised shares, vested shares, and unvested shares. Time dimension can be used to report on the stock details granted to the workers across time periods.

Business Questions

This subject area can answer the following business questions:

- *What are the various stock grants allotted to the workers in the organization?*
- *What stocks have provided a profit to the workers during the last 3 years?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Compensation Transaction Analysis Duty*

Primary Navigation

My Client Groups > Compensation > Manage Stock Grants

Time Reporting

This subject area can be used to report on the history data of the stock details allocated to the employees.

Time dimension is linked to "Stock Details.Original Grant Date".

Transactional Grain

This subject area returns data at the grain of stock details (CMP_STOCK_DETAILS) with no filter condition applied. Note that Fusion HCM data security may further restrict the data being returned in OTBI as OTBI uses the same data security as Fusion HCM.

Special Considerations

None.

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Compensation - Workforce Assignments Salary Real Time

Description

Provides the assignment and salary details of the workers. You can report on the grade rate details that includes grade ladder, and other rate information. This subject area combines all the details from Workforce Management - Worker Assignment Real Time and Compensation - Salary Details Real Time subject areas into a single new subject area. This eliminates the need for a cross-subject-area query to fetch the relevant details related to worker assignments and salary details.

Business Questions

This subject area can answer the following business questions:

- *Provide the list of workers whose assignment and salary changes have happened in the current year*
- *Which employees have not had a change in assignment since joining but had a salary change?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*
- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Assignment Salary Transaction Analysis Duty*

Primary Navigation
My Team > Workforce Compensation or My Client Groups > Compensation > Act as Proxy Manager

Time Reporting
This subject area does not support history data.

Time dimension is linked to "Assignment Details"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of each worker assignment and their latest salary.

Special Considerations

None.

Compensation - Workforce Assignments Salary History Real Time

Description

Provides the assignment event details and salary history details of the workers. You can report on the grade rate details that include grade ladder, and other rate information. This subject area combines all the details from Workforce Management - Worker Assignment Event Real Time and Compensation - Salary History Details Real Time, into a single subject area. This eliminates the need for a cross-subject-area query to fetch the relevant details related to worker assignment events and salary history details.

Business Questions

This subject area can answer the following business questions:

- *What are the various HR actions during which the salaries have also been changed for the worker?*
- *What percentage of employees have had a promotion and also had a salary raise along with it?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*
- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Assignment Salary Transaction Analysis Duty*

Primary Navigation

My Team > Workforce Compensation or My Client Groups > Compensation > Act as Proxy Manager

Time Reporting

The subject area can be used to report on history data related to HR actions and salary changes.

Time dimension is linked to "Assignment Details"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of each worker assignment event and the salary history.

Special Considerations

None.

Compensation - Workforce Compensation Budgets Real Time

Description

Provides real-time reporting on budget pool data linked to a Workforce Compensation plan. The Worksheet Details form an important role for budgeting for a the Compensation Plan. The Compensation Plan details, Budget Pool details, Various Compensation Components, Worksheet Details, distribution of available budget amounts and total allocated amounts are available for reporting. Worker promotion and performance rating details also are available, which can be leveraged to correlate the Planned Budgeting. Reports can be created in the plan corporate currency or in a user-preferred currency.

Business Questions

This subject area can answer the following business questions:

- *What are the various Budget pools available for Compensation Plan?*
- *What is the Budget Amount specified per the Compensation Worksheet?*
- *Can I Compare the Budget Amount by Business Unit, Location, and Assignment Manager?*
- *What is the Overall Budget Amount for a Compensation Plan?*
- *What is the Actual Distribution Budget Amount?*

- *In a Compensation Plan, what is the Average Budget amount?*

- *What is the Actual Budget Spent by a Manager in the Compensation Plan?*

- *What is the Count of Workers included in Budgeting?*

- *Which workers do not have the compensation budget allocated?*

- *Can I compare the Budget Distribution by the Performance Ratings of the Workers?*

- *What is the Percentage spent by Budget pools in a Compensation Plan?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Compensation Transaction Analysis Duty*

Primary Navigation

My Team > Workforce Compensation

Time Reporting

This subject area can be used to report on the workforce compensation budget history data.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of person budgets (CMP_PERSON_BUDGETS_V) with the following filter conditions applied: "ManagerBudgetBudgetPoolPVO"."BudgetPoolTLPEOLanguage" = VALUEOF(NQ_SESSION."USER_LANGUAGE_CODE") OR "ManagerBudgetBudgetPoolPVO"."BudgetPoolTLPEOLanguage" IS NULL. Note that Fusion HCM data security may further restrict the data being returned in OTBI as OTBI uses the same data security as Fusion HCM.

Special Considerations

None.

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Compensation - Workforce Compensation Real Time

Description

Provides real time reporting on compensation data awarded during Workforce Compensation cycles. This subject area includes only data available during the plan cycle as of the HR data extraction date or last refresh date, such as worker assignment and salary details. Key information includes compensation amounts, eligible salary, target amounts and worker budget amounts for all components; custom columns, promotions and performance rating details available or given during a plan cycle. A single report can be created for one or multiple compensation plans, cycles, and budget pools. Reports can be created in the plan corporate currency or in a user-preferred currency. Worker level data can be reported on in worker local currency.

Business Questions

This subject area can answer the following business questions:

- *Which workers were not allocated compensation?*
- *How much was allocated for each component?*
- *What is the count of eligible workers in the compensation plan?*
- *Which workers received promotion during the compensation cycle?*
- *What is the average amount allocated by each manager?*
- *How does the amount budgeted for each worker compare to the amount allocated?*
- *What is the Average Worker Level Budget Amount?*
- *What are the Target and Actual Compensation Amounts for Workers?*
- *What is the average allocation amount or change percentage by performance rating?*

Job Roles

The following job roles secure access to this subject area:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Compensation Transaction Analysis Duty*

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Primary Navigation

My Team > Workforce Compensation or My Client Groups > Compensation > Act as Proxy Manager

Time Reporting

This subject area can be used to report on the workforce compensation history data.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of person information (CMP_CWB_PERSON_INFO_V) and/or person rates (CMP_CWB_PERSON_RATES) with the following filter conditions applied: A). Default behavior for Person Rates:No filter B). When Person Rates is analyzed with Performance objects: ("PerformanceSectionRatingPVOComp"."EvalParticipantPEORoleTypeCode" = 'MANAGER' OR "PerformanceSectionRatingPVOComp"."EvalParticipantPEORoleTypeCode" IS NULL)C). Default behavior for Person Info:No filterD). When Person Info analyzed with Performance objects: ("PerformanceSectionRatingPVOComp"."EvalParticipantPEORoleTypeCode" = 'MANAGER' OR "PerformanceSectionRatingPVOComp"."EvalParticipantPEORoleTypeCode" IS NULL). Note that Fusion HCM data security may further restrict the data being returned in OTBI as OTBI uses the same data security as Fusion HCM.

Special Considerations

None.

Cybersecurity - Incidents Real Time

Description

Review real time information on data security incidents and take actions to continually improve the cybersecurity incident management system. Reporting on incidents, event details, critical information like lost or stolen laptop or, unauthorized system access etc can be done using this subject area. Key metrics related to incidents and events include count of incident, count of incident events, count of closed incidents etc.

Business Questions

No applicable business questions

Job Roles

The following job roles secure access to this subject area:

- *Environment, Health and Safety Manager*

ORACLE

Duty Roles

The following duty roles secure access to this subject area:

- *Environment, Health and Safety Transaction Analysis Duty*

Primary Navigation

Navigator > Risk Management > Data Security Incident

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Incident Details". "Incident Created Date".

Transactional Grain

This subject area returns data at the grain of Employee (data security) incidents Transaction Information. There are 2 level of data grains: 1) Incidents Summary Level (HNS_INCIDENTS_SUMMARY) 2) Incidents details (Events) Level(HNS_INCIDENTS_DETAIL).

Special Considerations

None

Data Security - Incidents Real Time

Description

Review real time information on data security incidents and take actions to continually improve the data security incident management system. Reporting on incidents, event details, critical information like lost or stolen laptop or, Unauthorized System Access etc can be done using this subject area. Key metrics related to incidents and events include count of incident, count of incident events, count of closed incidents etc.

Business Questions

This subject area can answer the following business questions:

- *Which incidents actions have been closed in last 3 months?*
- *Which incidents have a high rate of closure?*
- *What percentage of investigations are complete for an incident?*
- *Which are the top 5 data security incidents by count during the month?*

Job Roles

The following job roles secure access to this subject area:

- *Environment, Health and Safety Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Environment, Health and Safety Transaction Analysis Duty*

Primary Navigation

Navigator > Risk Management > Data Security Incident

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Incident Details". "Incident Created Date".

Transactional Grain

This subject area returns data at the grain of Employee (data security) incidents Transaction Information. There are 2 level of data grains: 1) Incidents Summary Level (HNS_INCIDENTS_SUMMARY) 2) Incidents details (Events) Level(HNS_INCIDENTS_DETAIL).

Special Considerations

None

Employee Wellness – Competitions Real Time

Description

Provides real time information on the users that are participating in Wellness competitions. You can also report on the progress and rank of users participating in the competitions. Key details of the competition like competition type, name, start and end dates, and award are available for reporting. Important metrics like numbers of competitions, number of participants, and number of awardees are seeded in the subject area for reporting.

Business Questions

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This subject area can answer the following business questions:

- *Which workers participated in Wellness competitions?*
- *What awards have been earned by users in a Wellness competition?*
- *What is the ranking of users in a Wellness competitions?*

Job Roles

The following job roles secure access to this subject area:

- *Employee Wellness Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Employee Wellness Transaction Analysis Duty*

Primary Navigation

Me > Wellness

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Wellness Competition Details"."Competition Start Date".

Transactional Grain

Provides data at the grain of wellness competition of the worker.

Special Considerations

None

Employee Wellness - Tasks Real Time

Description

Provides real time information on various wellness tasks of the workers. You can report on the key task details like Task name, Status, Publish start and end dates, Completed date, Award type, Award and Award status. Few important metrics

like numbers of tasks, number of workers with tasks and number of workers with awards are seeded in the subject area
for reporting.

Business Questions

This subject area can answer the following business questions:

- *Which workers have an award on their tasks?*
- *What is the percentage of tasks created vs completed?*
- *What percentage of my workers have wellness tasks created?*

Job Roles

The following job roles secure access to this subject area:

- *Employee Wellness Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Employee Wellness Transaction Analysis Duty*

Primary Navigation

Me -> Wellness

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Wellness Task Details"."Task Start Date".

Transactional Grain

This subject area returns data at the grain of the worker's wellness task

Special Considerations

None

ORACLE

Employee Wellness – Wellness Goals Real Time

Description

Provides real time information on workers' participation in Wellness goals. You can report on personal, corporate, and team goals. Key details of the Wellness goals include goal category, type, name, start and end dates, completed date, required achievement rate to complete the goal, actual achievement rate, and awards are available for reporting. Important metrics like numbers of wellness goals, number of workers with wellness goals, number of completed wellness corporate goals, and number of workers with completed wellness corporate goals are seeded in the subject area for reporting. The primary assignment information of the workers are also available for reporting along with the wellness task details.

Business Questions

This subject area can answer the following business questions:

- *Which workers are participating in Wellness goals?*
- *What percentage of workers are participating in personal goals versus corporate goals?*

Job Roles

The following job roles secure access to this subject area:

- *Employee Wellness Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Employee Wellness Transaction Analysis Duty*

Primary Navigation

Me > Wellness

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Wellness Goals Details"."Goal Start Date".

Transactional Grain

ORACLE

Provides data at the grain of wellness goal of the worker

Special Considerations

None

Employee Wellness - Wellness Team Goals Real Time

Description

Provides real time information on workers' participation in Wellness team goals. Key details of the Wellness goals include the team name, category, type, goal name, start and end dates, individual and team achievement rates. Important metrics like numbers of wellness team goals, number of workers with wellness team goals are seeded in the subject area for reporting. The primary assignment information of the workers are also available for reporting.

Business Questions

This subject area can answer the following business questions:

- *What is the progress of an individual team leader/member and what is the team's progress?*
- *Which workers are participating in Wellness team goals?*

Job Roles

The following job roles secure access to this subject area:

- *Employee Wellness Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Employee Wellness Transaction Analysis Duty*
- *Employee Wellness Transaction Analysis Duty*

Primary Navigation

Me > Wellness

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Wellness Goals Details"."Goal Start Date".

Transactional Grain

Provides data at the grain of each goal and team combination associated with the worker

Special Considerations

None

Environment Health and Safety - Incidents Real Time

Description

Provides real time information on safety incidents.This subject area can be used to review and take actions to continually improve the health and safety management system. Reporting on incidents, event details, critical information like injury, damages to property, any unsafe conditions, etc can be done using this subject area. Key metrics related to incidents and events include count of incident, count of incident events, count of closed incidents etc.

Business Questions

This subject area can answer the following business questions:

- *Which incident events occur frequently?*
- *Which incident events have the highest and lowest percentage of getting closed?*

Job Roles

The following job roles secure access to this subject area:

- *Environment, Health and Safety Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Environment, Health and Safety Transaction Analysis Duty*

Primary Navigation

Navigator > Safety Incident Management

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Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Incident Details"."Incident Created Date".

Transactional Grain

This subject area returns data at the grain of Employee incidents Transaction Information. There are 2
level of data grains: 1) Incidents Summary Level (HNS_INCIDENTS_SUMMARY) 2) Incidents details (Events)
Level(HNS_INCIDENTS_DETAIL).

Special Considerations

There is no data security currently.

HCM Communicate - Campaigns Real Time

Description

Provides details related to campaigns like the ID, name, purpose, status, and so on. You can report on the owners, the
audience who are targeted in the campaigns, and the responses received by the audience. The seeded metrics includes
number of campaigns and the number of responses from the audience.

Business Questions

This subject area can answer the following business questions:

- *What is the count of campaigns and count of audience across each of the campaigns?*
- *What is the percentage of responders across campaigns?*

Job Roles

The following job roles secure access to this subject area:

- *Employee Campaign Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *HCM Communicate Campaigns Transaction Analysis Duty*

ORACLE

Primary Navigation

My Team > Workforce Compensation or My Client Groups > Communicate

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Campaign Details"."Campaign Creation Date".

Transactional Grain

This subject area returns data at the grain of the campaign and the audience.

Special Considerations

None.

HCM General Survey Questionnaire Real Time

Description

Provides real time information on general survey related questionnaire responses. You can report on the general survey using the questionnaire, the participants of the survey, and their responses using this subject area.

Business Questions

This subject area can answer the following business questions:

- *What is the total score of the participant for a survey questionnaire?*
- *Who are the participants of the survey that have not submitted the responses yet?*
- *Which workers have the general survey questionnaire assigned on them*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Questionnaires General Survey Responses Transaction Analysis Duty*

Primary Navigation

Time Reporting

Provides only the questionnaire and responses data, Time dimension is not available

Time dimension is linked to N/A.

Transactional Grain

Provides data at the grain of response to the questions in the questionnaire

Special Considerations

None

HCM Integrations Real Time

Description

Report on the data loader, data extracts and data disposal components. All three components are part of a single subject area.

Business Questions

This subject area can answer the following business questions:

- *What are the extract definitions, by category, defined in the system?*
- *What errors were encountered when loading data in the past month?*
- *Over a certain date range (a month, 6 months, a year), how many data disposal processes were run, total and per template?*

Job Roles

The following job roles secure access to this subject area:

- *Human Capital Management Integration Specialist*

ORACLE

Duty Roles

The following duty roles secure access to this subject area:

- *HCM Data Exchange Transaction Analysis Duty*

Primary Navigation

My Client Groups > Data Exchange

Time Reporting

NA

Transactional Grain

This subject area has three facts. 1)Data Loader is at Dataset Details Level, 2)Extracts at Extract runs level, and 3)Remove Person Information at Process level.

Special Considerations

The root data group and threading data group values are not displayed for seeded extracts.

Human Capital Management – Approval Notification Archive Real Time

Description

Real time information on completed approvals of various tasks transactions that are part of Fusion HCM. The tasks transactions comprise of various categories like compensation, payroll, core hr, absence/accrual, talent management and so on. In Release 12, only the completed tasks are rendered. The information that is available for reporting includes the business process name, category, who initiated the approval, task details like number, description, initiation date, status, each approver the task was assigned to, and assigned by, expiration date, count of tasks and so on. The ˜Transaction ID" attribute can be used to get details of the transaction from other subject areas. For example: ˜Transaction ID" corresponds to ˜Assignment ID in the Assignment Event approval task. The Assignment ID provides details of the corresponding history changes of the event. The Time dimension allows reporting on various approval notification tasks based on various time periods.

Business Questions

ORACLE

This subject area can answer the following business questions:

- *What are the various business processes and the corresponding count of tasks against them?*
- *What is the average time taken across task categories between the initiation and completion of tasks during the current month?*

Job Roles

The following job roles secure access to this subject area:

- *Human Capital Management Application Administrator*

Duty Roles

The following duty roles secure access to this subject area:

- *Archived HCM Approval Task Transaction Analysis Duty*

Primary Navigation

Not Available

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Approval Notification Details.Initiated Date".

Transactional Grain

This subject area returns data at the grain of Approval Task history version level (i.e. FND_BPM_TASK_HISTORY_VL).

Special Considerations

None.

Human Capital Management - Transaction Administration Real Time

Description

Provides real time information on on all BPM the transactions in the system related to HCM. Transactions that are stuck, pending, in auto recovery, error, so on are available for reporting.

The transactions,details like submitted user, process category, process name, transaction status can be reported. If any issues exist during the transaction, then the user that is assigned the issue, the issue status and other details are available for reporting. Count of issues and Count of transactions are seeded metrics in the subject area.

Business Questions

This subject area can answer the following business questions:

- *Which categories of transactions have max/min issues?*
- *What categories of transactions are in top 5 in time taken to complete?*

Job Roles

The following job roles secure access to this subject area:

- *Human Capital Management Application Administrator*

Duty Roles

The following duty roles secure access to this subject area:

- *Archived HCM Approval Task Transaction Analysis Duty*
- *HCM Transaction Administration Transaction Analysis Duty*

Primary Navigation

Not Available

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Transaction Details"."Submitted Date".

Transactional Grain

This subject area returns data at the grain of Approval Task history version level (i.e. FND_BPM_TASK_HISTORY_VL).

Special Considerations

None.

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OTBI HCM Prompts

Description

Provides real information on the various list values that have been setup for columns in fusion application. This subject area is built exclusively to cater to the requirements of dashboard prompts. The primary purpose of this subject area is to reduce the performance issues when certain columns are used as dashboard prompts. Any look up codes setup in Fusion HCM can be used as prompts based on report requirements. For example: Assignment Status, Element Entries, Absence Status and so on. Additionally, the assignment managers at various levels can be setup as prompts.

This subject area cannot be used with other subject areas for reporting.

Business Questions

This subject area can answer the following business questions:

- *What are the various lookup codes for a lookup type?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*
- *Compensation Analyst*
- *Compensation Manager*
- *Environment, Health and Safety Manager*
- *Human Capital Management Application Administrator*
- *Human Resource Analyst*
- *Line Manager*
- *Payroll Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Absence Management Transaction Analysis Duty*
- *Archived HCM Approval Task Transaction Analysis Duty*
- *Benefits Transaction Analysis Duty*

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- *Compensation Transaction Analysis Duty*

- *Environment, Health and Safety Transaction Analysis Duty*

- *HCM Transaction Administration Transaction Analysis Duty*

- *Payroll Transaction Analysis Duty*

- *Scheduling Transaction Analysis Duty*

- *Workforce Transaction Analysis Duty*

Primary Navigation

Not Available

Time Reporting

Not applicable.

This subject area has no anchoring date.

Transactional Grain

This subject area doesn't have any transaction tied to it. It's basically a collection of dimensions which could be used to build dashboard prompts.

Special Considerations

None.

OTBI Performance Real Time

Description

Provides real-time information on OTBI analysis and dashboard usage, logical and database SQLs, execution time and errors. From this subject area, report developers and administrators gain insight into OTBI usage and performance trend, commonly-used subject areas and report errors. This subject area provides data to monitor and disagnose OTBI reporting performance. This subject area contains six-month OTBI execution data.

Business Questions

No applicable business questions

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *OTBI Report Usage Transactional Analysis Duty*

Primary Navigation

Not available

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Time"."Report Start Date".

Transactional Grain

This subject area returns data at the grain of a query execution and database physical SQL.

Special Considerations

OTBI report execution data has been accumulated since Fusion 18.02 update. Each OTBI query execution may generate multiple database SQLs. Customers must understand the growth of OTBI usage data volume over time and use proper filters to narrow usage reporting data load. This subject area has no data security. Customers are advised to secure user access to this subject area.

OTBI Usage Real Time

Description

Provides real-time information on user trend, subject area and analyses usage pattern. Compared to OTBI Performance Real Time subject area, this subject area doesn't contain report execution details such as errors, database SQL, report or SQL execution time. With less data, this is a simpler and ligher-weight subject area to analyze user, report and subject area usage pattern. This subject area contains six-month OTBI execution data.

Business Questions

No applicable business questions

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *OTBI Report Usage Transactional Analysis Duty*

Primary Navigation

Not available

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Time"."Report Start Date".

Transactional Grain

This subject area returns data at the grain of a query execution.

Special Considerations

Use this subject area to query user, report and subject area usage pattern.

Payroll - Calculation Cards Real Time

Description

Provides real time information on the workers payroll calculation cards information. The types of calculation cards available for reporting includes employee Involuntary deductions. Calculation Card information like base name, display name, descriptions, effective start and end dates are available for reporting. Also calculation component information such as component name, reference, and any associated elements are available for reporting.

Business Questions

This subject area can answer the following business questions:

- *What are the various calculation cards that can be reported?*
- *What are the involuntary deduction components and the corresponding component values for a worker?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > Person > Manage Calculation Cards

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Calculation Card"."Calculation Card Effective Start Date".

Transactional Grain

This subject area returns data at the grain of worker's calculation card components.

Special Considerations

None.

Payroll – Element Entries History Real Time

Description

Provides information on employees element entries history data. This subject area can be used to report on all the element entries of all employees or a specific element such as base salary to analyze the salary paid to each worker

across time periods. Use the Time dimension to report on workers payroll element entries and their values across different time periods. Worker details such as job, location, business unit, and department display the current data.

Business Questions

This subject area can answer the following business questions:

- *What is the bonus amount trend in the organization across time periods?*
- *How has the base pay for the workers increased over the last 5 years?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

My Client Groups > Person Management > Tasks > Payroll > Manage Element Entries

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Element Entry"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of Element Entries and Entry Values History (PAY_ELEMENT_ENTRIES_FPAY_ELEMENT_ENTRY_VALUES_F).

Special Considerations

None.

Payroll – Element Entries Real Time

Description

Provides real time information on employees element entries. Elements are building blocks of compensation and benefits. Elements can represent earnings, such as salary and wages, or deductions, such as taxes and voluntary deductions. Elements are associated with an employee, and this association is called an element entry. This subject area can be used to report on all the element entries of all employees or a specific element such as base salary to analyze the salary paid to each worker. Use the Time dimension to report on workers payroll element entries and their values across different time periods. Worker details such as job, location, business unit, and department display the current data.

Business Questions

This subject area can answer the following business questions:

- *How many element entries are there in a payroll?*
- *Which element entry value has the highest value in a payroll?*
- *What are the various payrolls run, element entries and their input values for a worker during a specific period?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

My Client Groups > Person Management > Tasks > Payroll > Manage Element Entries

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of Element Entries and Entry Values
(PAY_ELEMENT_ENTRIES_FPAY_ELEMENT_ENTRY_VALUES_F) with SYSDATE filter on element
entries and entry values: SYSDATE BETWEEN ELEMENTENTRYVALUEDPEO.EFFECTIVE_START_DATE
AND ELEMENTENTRYVALUEDPEO.EFFECTIVE_END_DATESYSDATE BETWEEN
ELEMENTENTRYDPEO.EFFECTIVE_START_DATE AND ELEMENTENTRYDPEO.EFFECTIVE_END_DATE.

Special Considerations

None.

Payroll - Payments Costing Real Time

Description

Provides real time information on costs of payroll payments. You can report on account types, source types, debit and
credit values, and their currencies related to payroll payment details. In addition, you can report on the payroll process
flow, payroll relationship details, personal payment methods to workers, legislative data group, and department. Use
the Time dimension to report on the payroll payment costs across different time periods. Worker details such as job,
location, business unit, and department display the current data.

Business Questions

This subject area can answer the following business questions:

- *What are the various payroll process source types in costing of payments?*

- *What are the debit and credit values for an account type?*

- *Can I get a trend of payments costing by country and department?*

- *What are the various account types in payroll costs of payment?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

My Client Groups > Person Management > Tasks > Payroll > Manage Costing for a Person

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Payroll Payment Costing Details.Effective Date".

Transactional Grain

This subject area returns the results from the Costing of Payments process to enable reconciliation with the Financials Cash Accounts (PAY_PAYMENT_COSTS).

Special Considerations

None.

Payroll – Payments Distribution Real Time

Description

Provides real time information on payroll payments distribution. You can report on the payments distribution activity comprising several tasks related to making payments. You can also report on payroll payments made as part of a normal payroll cycle flow or as a standalone process, as well as the source and the target bank accounts used in the payments distribution. Use the Time dimension to report on the payroll payments distributions across different time periods. The worker details such as job, location, business unit, and department display the current data.

Business Questions

This subject area can answer the following business questions:

- *Can I get a trend of the third party payment methods and their respective amounts in a year?*
- *How many number of payments are made from same bank accounts and different bank accounts?*
- *What are the various types of payment distribution types and their amounts for a particular month?*
- *What is the amount distributed for each payroll in a year?*

ORACLE

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > View Payroll Process Results

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Payment Distribution Details.Pre/Payment Effective Date".

Transactional Grain

This subject area returns pre-payment details for an assignment, including the currency, the amount, and the specific payment method (PAY_PRE_PAYMENTS).

Special Considerations

None.

Payroll – Payroll Balances Real Time

Description

Report the payroll balances, which include all categories of earnings, and deductions. payroll balances at all levels such as assignment, term, and relationship are available for reporting. The balances can be reported for the workers for all the payroll runs.

Business Questions

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This subject area can answer the following business questions:

- *Can I compare the various earnings and their balances, as well the deductions and their corresponding balances for the recent payroll?*
- *What tax is the highest deduction for the workers during the last 3 financial years?*
- *What is the earnings and deductions balances for the current year?*
- *Which are the top 5 departments in their earnings?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > View Payroll Process Results

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Payroll Balance Details.Effective Date".

Transactional Grain

This subject area returns data at the grain of run-level balance values (PAY_RUN_BALANCES).

Special Considerations

None.

Payroll – Payroll Costing Setup Details Real Time

Description

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Provides real time information on payroll cost setup details defined at various levels such as department and person payroll relationship.

Business Questions

This subject area can answer the following business questions:

- *What are the various costing types and levels setup in the organization?*
- *What components in payroll costing setup provide the labor costs?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Administration > Tasks > Manage Costing for Persons

Time Reporting

This subject area can be used to report on the history data.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of cost allocations.

(PAY_COST_ALLOCATIONS_F).

Special Considerations

None.

ORACLE

Payroll – Payroll Interface Inbound Records Real Time

Description

Provides real time information on payroll and its data that are processed by third party providers. You can report on inbound data like payroll name, period, earnings, deductions, leave information, messages, payments and payroll information of the workers processed by vendors.

Business Questions

This subject area can answer the following business questions:

- *What payrolls are processed by the vendors?*
- *What are the various payroll activities outsourced by the organization?*
- *What percentage of workers have their payrolls processed by vendors?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Coordinator*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Interface Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Administration > Tasks > Manage Payroll Interface > Manage Payroll Interface Inbound Records

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Payroll Interface Inbound Records.Start Date".

Transactional Grain

ORACLE

This subject area returns data at the grain of Inbound interface records (HRY_PI_INBD_RECORDS).

Special Considerations

None.

Payroll - Payroll Run Costing Real Time

Description

Provides real time information on payroll running costs. You can report on the various processes in a payroll flow, and their running costs. You can also report on the amounts debited and credited in the payroll process, the process mode, payment type, currency, payroll relationship details, payroll flows, and payroll process information. Use the Time dimension to report on the payroll costs and their values across different time periods.

Business Questions

This subject area can answer the following business questions:

- *What are the various costs in a payroll process?*
- *What is the variation between payroll costs for workers by departments and countries?*
- *What is the trend of costs incurred in payroll over a particular year?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > View Payroll Process Results

Time Reporting

This subject area can be used to report on the history data.

ORACLE

Time dimension is linked to "Payroll Run Costing Details.Payroll Actions Effective Date".

Transactional Grain

This subject area returns data at the grain of cost details and values for payroll run results (PAY_COSTS).

Special Considerations

None.

Payroll – Payroll Run Results Real Time

Description

Provides real time information on payroll run results. You can report on payroll run results for the entire payroll process or for a single worker. In addition, you can report on payroll details such as standard working hours, standard earnings, deductions, and benefits, as well as Employer charges based on the running of the payroll, and tax deductions. The Time dimension can be used to report on the payroll data across different time periods by the organizations and the workers.

Business Questions

This subject area can answer the following business questions:

- *What are the average standard earnings by various jobs?*
- *What is the total amount incurred by the employer as payroll charges?*
- *What are the various payrolls, element run results along with their input values for a worker during a period?*
- *What are the voluntary versus involuntary deductions by locations?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > View Payroll Process Results

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Payroll Run Results Details.Payroll Actions Effective Date".

Transactional Grain

This subject area returns data at the grain of Run Results (PAY_RUN_RESULTSPAY_RUN_RESULT_VALUES).

Special Considerations

None.

Payroll – Personal Payment Details Real Time

Description

Provides real time information on the workers personal payment methods related to payroll payments. The personal payment methods can be based on actual amounts, percentage, or a combination of both. All these are available for reporting. The critical information of bank, branch, and account details can also be reported. The personal payments that are future dated is also available for reporting. Use the Time dimension to report on the worker's personal payments over a period of time.

Business Questions

This subject area can answer the following business questions:

- *What are the various payment methods and the corresponding values preferred by the workers?*
- *What percentage of amounts is distributed by various payroll payments in the organization during the year?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

ORACLE

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

My Client Groups > Person Management > Tasks > Payroll > Manage Personal Payment Methods

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Personal Payment Method.Personal Payment Method Effective Start Date".

Transactional Grain

This subject area returns personal payment methods definition (PAY_PERSON_PAY_METHODS_F).

Special Considerations

None.

Payroll - Rate Calculation Results Real Time

Description

Report on payroll rate definitions and the payroll values. The rate definitions available for reporting includes compensation rates, accrual rates using payroll balances, element entry values, and values defined by criteria. The categories associated with the rates, periodicity, payroll details are also available. Key metrics like week, month, quarter and yearly values can be used for analysis.

Business Questions

This subject area can answer the following business questions:

- *what is the rate calculation of the base salary for the hourly employees?what is the total payroll tax liability of a worker?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation Navigator > Payroll > Payroll Calculation > Tasks - > Manage Rate Definitions

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Rate Definition"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of Payroll Rates and Rate Vaues (PAY_RATES_VPAY_RATE_REPORT_VALUES_V).

Special Considerations

None.

Payroll – Retroactive Pay Real Time

Description

Provides real time information on payroll retroactive processing. You can report on retroactive adjustments to analyze employees past earnings, deductions, based on changes to pay rates and benefit elections. You can also report on both regular and supplemental payroll details related to earnings and deductions for retroactive periods. Use the Time dimension to report on the retroactive payroll processing across different time periods by various payrolls and the workers. The worker details such as job, location, business unit, and department display the current data.

Business Questions

This subject area can answer the following business questions:

- *What is the total retroactive amount by various payroll elements?*

- *Which are the top 5 departments liable for retroactive employer tax credit amount?*

- *Which employees have not received the retroactive pay in a payroll cycle?*

- *What are the total taxable benefit hours and the corresponding amounts for employees processed in retroactive pay?*

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > View Payroll Process Results

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Payroll Retroactive Process Details.Payroll Actions Effective Date".

Transactional Grain

This subject area returns data at the grain of Element Entries and Entry Values
(PAY_ELEMENT_ENTRIES_FPAY_ELEMENT_ENTRY_VALUES_F) with PAYROLLACTION.ACTION_TYPE = 'L' filter
condition.

Special Considerations

None.

ORACLE

Payroll – User-Defined Tables Real Time

Description

Real time information on user defined tables in payroll. You can report on the payroll data such as wage codes, shift differentials, or the amounts of certain deductions etc that are stored in the Payroll custom tables.

Business Questions

This subject area can answer the following business questions:

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*

Job Roles

The following job roles secure access to this subject area:

- *Benefits Manager*
- *Compensation Analyst*
- *Compensation Manager*
- *Human Resource Analyst*
- *Line Manager*
- *Payroll Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Absence Management Transaction Analysis Duty*
- *Benefits Transaction Analysis Duty*
- *Career Development Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Documents of Record Transaction Analysis Duty*
- *Goal Management Transaction Analysis Duty*
- *Payroll Transaction Analysis Duty*

ORACLE

- *Performance Management Transaction Analysis Duty*

- *Scheduling Transaction Analysis Duty*

- *Succession Management Transaction Analysis Duty*

- *Talent Review Meeting Real Time Transaction Analysis Duty*

- *Time and Labor Transaction Analysis Duty*

- *Vacancy Transaction Analysis Duty*

- *Workforce Profile Transaction Analysis Duty*

- *Workforce Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > Manage User-Defined Tables

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of User Column Instances (FF_USER_COLUMN_INSTANCES_F).

Special Considerations

None.

Payroll -Payroll Flows Real Time

Description

Provides information on your payroll flow tasks and scheduled processes. You can monitor and report on the payroll flow processes. You can check to see if any system failures have occurred during the process execution and check for any performance issues or delays in the run time. The key metrics to analyze this data include the total processed records, unprocessed records, and error records. Additionally some of the other important attributes included are the start and end dates of the process, task status, and the payroll flow status.

Business Questions

No applicable business questions.

Job Roles

The following job roles secure access to this subject area:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Payroll Transaction Analysis Duty*

Primary Navigation

Payroll > Payroll Calculation > Tasks > Payroll Flows

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Payroll Task Action"."Process Date".

Transactional Grain

This subject area returns data at the grain of Payroll Task Actions(PAY_TASK_ACTIONS_VL).

Special Considerations

None.

Recruiting – Candidate Tracking Real Time

Description

Provides real time information on job requisitions your external candidates are viewing and applying to. In addition, allows you to report on the number of job searches by external candidates, the job requisitions viewed by external candidates, and the jobs to which external candidates applied. The number of clicks per year is counted. You can also view the volume of candidate tracked activities for each job requisition posted on an external career site and review those activities on a time scale.

Business Questions

ORACLE

This subject area can answer the following business questions:

- *Which requisitions have had a high percentage of views by external candidates?*
- *What percentage of views on job requisitions got converted as actual applications by external candidates during the quarter?*

Job Roles

The following job roles secure access to this subject area:

- *Recruiting Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Candidate Tracking Analysis*

Primary Navigation

My Client Groups > Hiring

Time Reporting

This subject area does not support history data.

Time dimension is linked to Time.Date corresponds to External Candidate activity date .

Transactional Grain

Provides data at the grain of each activity of the external candidate

Special Considerations

None

Recruiting – Opportunity Marketplace Real Time

Description

This subject area provides real time information on the gig usage in opportunity marketplace. The gigs created by various gig managers are available for reporting. Details of the gig seekers and their preferences can also be reported using this.

ORACLE

Business Questions

This subject area can answer the following business questions:

- *Which locations do you find the applications from gig seekers?*
- *Are there gigs that allows the gig seekers to work remotely?*
- *What are the various gigs available currently?*

Job Roles

The following job roles secure access to this subject area:

- *Opportunity Marketplace Gig Creator*
- *Opportunity Marketplace Gig Seeker*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Opportunity Marketplace Transaction Analysis Duty*

Primary Navigation

Me -> Opportunity Market Place

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Gig Application"."Gig Application Creation Date".

Transactional Grain

This subject area returns data at the grain of the gig application

Special Considerations

None

ORACLE

Recruiting - Setup Details Real Time

Description

Provides real time information about the recruiting setup. Most of the configuration content can be reported, including job requisition templates, content library items, job application flows, and candidate selection processes. Also, some career site information can be reported, along with the dimensions they serve.

Business Questions

This subject area can answer the following business questions:

- *Which career sites are serving which context dimensions?*
- *What are the various candidate application flows?*
- *What are the variations between job requisitions and job requisition templates?*
- *What are the available recruiting locations?*
- *What are the configurations of the available candidate selection processes?*

Job Roles

The following job role secures access to this subject area:

- *Recruiter*

Duty Roles

The following duty role secures access to this subject area:

- *Recruiting Transaction Analysis Duty*

Primary Navigation

Setup and Maintenance > Recruiting and Candidate Experience

Time Reporting

This subject area does not support history data.

Transactional Grain

ORACLE

Not applicable.

Special Considerations

None.

Recruiting - Recruiting Events Real Time

Description

Provides real time information on key historic metrics of recruiting process. Various phases and states of the important recruiting objects like job requisitions, job applications, candidate pools can be reported. Key information related to job requisition like hiring team, budget, job type, progression, and job offer information are available for reporting.

Business Questions

This subject area can answer the following business questions:

- *What is the top 10 job requisitions created by the salary range attached to them?*
- *Provide a trend of the count of requisitions raised and filled for the last 12 months*
- *List the jobs whose requisitions are in pending approval state for more than 2 months*
- *Which hiring teams and managers have closed more than 75% of their job requisitions in last 3 years?*

Job Roles

The following job roles secure access to this subject area:

- *Recruiter*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Transaction Analysis Duty*

Primary Navigation

My Client Groups > Hiring

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Job Requisition History - Event Details"."Creation Date".

Transactional Grain

This subject area returns data at the grain of a job requisition created

Special Considerations

None.

Recruiting - Recruiting Real Time

Description

Provides real time information on the recruiting process in the organization. This subject area can be used to report on the job requisitions created by managers and recruiters. Candidate information like personal details, educational qualifications, previous employers can be reported. Candidate sources and job offers extended are also available for reporting. Key metrics to analyze candidate hiring timeframe includes # job applications, time since job application creation, and job offer acceptance rate.

Business Questions

This subject area can answer the following business questions:

- *List the Jobs and corresponding requisitions against them currently.*
- *List all the job requisition counts by their current statuses*
- *List the job requisitions and the candidate counts that have applied for the jobs*
- *What is the count of current job openings by countries?*

Job Roles

The following job roles secure access to this subject area:

- *Recruiter*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Transaction Analysis Duty*

ORACLE

Primary Navigation

My Client Groups > Hiring

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Job Requisition - Dates"."Creation Date".

Transactional Grain

This subject area returns data at the grain of a job requisition created

Special Considerations

None.

Recruiting - Sourcing Real Time

Description

Provides real time information on recruitment campaigns. The purpose of the campaign, the assets that are part of the campaign and the campaign team owner details can be reported. For example: apply to job, respond to email and so on. Candidates that are part of the campaign and their details like previous employer, education, certification and so on are available for reporting.

Key metrics include # campaigns, # conversions, # responses.

Business Questions

This subject area can answer the following business questions:

- *What percentage of the campaign audience got converted as job applicants?*
- *How many audience did each campaign attract?*

Job Roles

The following job roles secure access to this subject area:

- *Recruiter*

ORACLE

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Sourcing Transaction Analysis Duty*

Primary Navigation

My Client Groups > Hiring > Campaigns

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Transactional Grain

Not applicable.

Special Considerations

None.

Security - Audit Real Time

Description

Provides real time information on the audit details related to security like when was the role created or the role assigned to the user or were provided with specific function or data privieges

Business Questions

This subject area can answer the following business questions:

- *Which roles were added with a specific functional security policy and who added it?*
- *List all the Data Security Privileges that were added by a specific user*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *IT Security Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Security Transaction Analysis Duty*

Primary Navigation

Tools > Security Console

Time Reporting

This subject area does not support history data.

Transactional Grain

Not applicable.

Special Considerations

This subject area cannot be used to create a cross subject area report.

Security - Roles and Privileges Real Time

Description

Provides real time information about the security setup in the Fusion application. This subject area is independent of the pillar and can be used to report on roles and details across Fusion applications like HCM, Finance, SCM and so on.

This subject area allows customers to report on role categories, roles, functional security policies, data security policies, the security predicates, and the users assigned to the roles.

You can report on the correlation between the objects like the roles that are directly assigned to another role, the roles that are inherited by the virtue of the directly assigned roles, or the functional and data security policies that are directly assigned to the roles.

For a given user, all the roles that have been assigned can also be reported.

Business Questions

ORACLE

This subject area can answer the following business questions:

- *Which data security policy would provide access to the talent profile data ?*

- *Can I view and edit the manage employment screen, if yes, which functional security policy do I need to provide to the user?*

- *I have not added the Compensation analyst role to user, however the user seem to have this job role, can I trace how has this been inherited by the user?*

- *Why am I not able to view succession management subject areas with my login?*

Job Roles

The following job roles secure access to this subject area:

- *IT Security Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Security Transaction Analysis Duty*

Primary Navigation

Tools > Security Console

Time Reporting

This subject area does not support history data.

Transactional Grain

Not applicable.

Special Considerations

This subject area is used to report on users, functional security policies, and data security policies all in the correlation of roles. For a role, you can report on functional security policies, or data security policies, or users. If you try to combine all the security objects in a single report, it displays an error message. This subject area cannot be used to create a cross subject area report.

ORACLE

Volunteering - Organizations Real Time

Description

Allows you to report on the organizations for which the volunteering projects will be created. You should be able to report on the organization details along with its approval status. The seeded metrics provides the total number of organizations, number of approved organizations, and number of organizations pending approval.

Business Questions

This subject area can answer the following business questions:

- *What non-profit organizations are my company currently supporting?*
- *What is the status of all the non-profit organizations in the Volunteering module?*

Job Roles

The following job roles secure access to this subject area:

- *Corporate Social Responsibility Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Volunteering Transaction Analysis Duty*

Primary Navigation

My Client Groups > Volunteering

Time Reporting

This subject area does not support history data.

Time dimension is linked to N/A.

Transactional Grain

Provides data at the grain of each volunteering project organization

ORACLE

Special Considerations

This subject area cannot be used in a cross subject area query since it does not have the common dimensions to join with the other subject areas

Volunteering - Participants Real Time

Description

Allows you to report on the participants that have registered for projects. You can report on all the workers that have registered as participants for various volunteering projects. The primary assignment information of the workers are available along with the details of the project.

Business Questions

This subject area can answer the following business questions:

- *Who has registered for all projects in the Volunteering module?*
- *Which project(s) has a specific user registered for in the Volunteering module?*

Job Roles

The following job roles secure access to this subject area:

- *Corporate Social Responsibility Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Volunteering Transaction Analysis Duty*

Primary Navigation

My Client Groups > Volunteering

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Volunteering Participants Details"."Start Date and Time".

Transactional Grain

Provides data at the grain of each project of the worker

Special Considerations

None

Volunteering - Projects Real Time

Description

Allows the volunteering manager to create reports and analyze the projects that have been created in the Volunteering module. You could report on the project start and end dates, project status, along with key metrics like Number of Projects, Number of Approved Projects, Number of Pending Projects, and Number of Upcoming Approved Projects.

Business Questions

This subject area can answer the following business questions:

- *What projects have my company supported or are supporting?*
- *What is the status of all the projects in the Volunteering module?*

Job Roles

The following job roles secure access to this subject area:

- *Corporate Social Responsibility Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Volunteering Transaction Analysis Duty*

Primary Navigation

My Client Groups > Volunteering

Time Reporting

This subject area does not support history data.

ORACLE

Time dimension is linked to N/A.

Transactional Grain

Provides data at the grain of each volunteering project

Special Considerations

This subject area cannot be used in a cross subject area query since it does not have the common dimensions to join with the other subject areas

Workforce Career Development - Development Goal Overview Real Time

Description

Provides real time overview information on workers' development goals. You can report on the details, progress, and intents for each goal.Development goals are associated to a person thus the worker assignment associated to the goal in this subject area is the worker's current primary assignment.While goal plans are no longer used with development goals, reporting on development goal plans for historical purposes is available for convenience. The Time dimension can be used to conveniently work with today's date in your analysis.

Business Questions

This subject area can answer the following business questions:

- *What is the most common development intent across development goals?*
- *What is the percentage of goals completed versus in progress for the current year by Business Unit?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

ORACLE

The following duty roles secure access to this subject area:

- *Career Development Transaction Analysis Duty*

Primary Navigation

My Client Groups > Career Development

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to Sysdate.

Transactional Grain

This subject area returns data at the grain of Goals (HRG_GOALS).

Special Considerations

None.

Workforce Goals - Goal Alignments Real Time

Description

Provides real time information on worker goal alignment details. You can report on goals for workers, the organization, the manager, and colleagues.

Business Questions

This subject area can answer the following business questions:

- *How many aligned goals does a worker have?*
- *What's their status?*
- *Which aligned organization goals have the highest and lowest number of worker goals aligned with them?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Goal Management Transaction Analysis Duty*

Primary Navigation

Me > Apps / Quick Actions > Career and Performance > Goals > select a goal > Alignment OR My Team > Apps / Quick Actions > Goals > select direct report > select a goal > Alignment OR My Client Groups > Apps > Goals > Administer Goals:Worker Goals / :Organization Goals > search goals > select worker name > select a goal > Alignment

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Goal Alignment Details.Actual Completion Date".

Transactional Grain

This subject area returns data at the grain of Goals (HRG_GOALS).

Special Considerations

None.

Workforce Goals - Goal Plan Assignments Real Time

Description

Provides real time information on the performance goal plans that have been assigned to the workers. The assigned goal plans might or might not have performance goals under them. The goal plans assignment details like goal plan id, goal plan assignment id, goal plan status, goal plan assignment date and so on are available for reporting.

Business Questions

This subject area can answer the following business questions:

- *Who is not assigned a given goal plan?*
- *What is the count of workers that have not been assigned any goal plan?*
- *Who is not assigned any goal plans?*
- *Which workers have been assigned a specific goal plan?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Goal Management Transaction Analysis Duty*

Primary Navigation
My Client Groups > Apps > Goals > Tasks > Manage Goal Plans

Time Reporting
This subject area can be used to report on the history data.

Time dimension is linked to "Goal Plan Assignments Details"."Goal Plan Assignment Date".

Transactional Grain

This subject area returns data at the grain of Goal plans assigned to workers(HRG_GOAL_PLN_ASSIGNMENTS).

Special Considerations

This subject area complements the existing Workforce Goals - Goal Status Overview Real Time which can be used to report on goal plans assigned to workers only if a given goal plans have goals under them.

Workforce Goals - Goal Status Overview Real Time

Description

Provides real time overview information on the status of workers' goals. You can report on goal status, completion percentage, start and completion dates. You can also report on goal plans that worker performance goals are associated with. Use the Time dimension to report on the goals created by workers across different time periods. Worker details such as Job, Grade, Business Unit, Position, and Location display the data as of the anchoring date. Goals data is based on the Time dimension.

ORACLE

Business Questions

This subject area can answer the following business questions:

- *How many performance goals do workers have in a given review period?*
- *How many goals have been completed?*
- *Which goal plans are associated with worker's goals?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Goal Management Transaction Analysis Duty*

Primary Navigation

Me > Apps / Quick Actions > Career and Performance > Goals OR My Team > Apps / Quick Actions > Goals > select
direct report OR My Client Groups > Apps > Goals > Administer Goals:Worker Goals / :Organization Goals > search goals

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Goal Management Process Details.Actual Completion Date".

Transactional Grain

This subject area returns data at the grain of Goals (HRG_GOALS).

Special Considerations

None.

ORACLE

Workforce Goals - Goal Tasks Real Time

Description

Provides real time information on the worker goal tasks. The tasks can be reported for both performance and development goals. You can report on task-related information such as task type, name, status, completion percentage. In addition, you can report on the goal details.

Business Questions

This subject area can answer the following business questions:

- *How many development goal tasks does a worker have?*
- *How many goals have tasks?*
- *How many performance goal tasks does a worker have in a given review period?*
- *Which worker tasks were completed. Who was the manager?*
- *Which worker tasks have not been completed. Who is the manager?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Goal Management Transaction Analysis Duty*

Primary Navigation

Me > Apps / Quick Actions > Career and Performance > Goals > select a goal > Tasks OR My Team > Apps / Quick Actions > Goals > select direct report > select a goal > Tasks OR My Client Groups > Apps > Goals > Administer Goals:Worker Goals / :Organization Goals > search goals > select a goal > Tasks

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Performance Goals - Additional Attributes.Target Completion Date".

ORACLE

Transactional Grain

This subject area returns data at the grain of Goal task (HRG_GOAL_ACTIONS).

Special Considerations

None.

Workforce Goals - Target Outcomes Real Time

Description

Provides real time information on the target outcomes of worker goals. The target outcomes related to both performance and development goals can be reported. You can report on the target outcome details that are based on the talent profile items. In addition, you can report on the goal details.

Business Questions

This subject area can answer the following business questions:

- *How many goals have target outcomes?*
- *What are the target rating levels for the target outcomes?*
- *How many target outcomes are there across all the goals for workers?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Goal Management Transaction Analysis Duty*

Primary Navigation

Me > Apps / Quick Actions > Career and Performance > Goals > select a goal > Target Outcomes OR My Team > Apps / Quick Actions > Goals > select direct report > select a goal > Target Outcomes OR My Client Groups > Apps > Goals > Administer Goals:Worker Goals > search goals > select a goal > Target Outcomes

ORACLE

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Performance Goals.Actual Completion Date".

Transactional Grain

This subject area returns data at the grain of Goal Target outcome (HRG_GOAL_TARGET_OUTCOMES).

Special Considerations

None.

Workforce Learning - Learning Content Items Real Time

Description

Provides information on the learning content. You can now report on the usage and uptake of learning content items, eLearning , PDFs and content videos. You will also be able to report using various dimensions such as Publisher Details, Usage Details for example completed and unfinished attempts, eLearning Specific Details such as attempts allowed, time per attempt etc.

Business Questions

This subject area can answer the following business questions:

- *What is the average completion count of a particular learning content item year on year?*
- *What percentage of the learning content items have been attempted?*

Job Roles

The following job roles secure access to this subject area:

- *Learning Specialist*

Duty Roles

The following duty roles secure access to this subject area:

- *Learning Transaction Analysis Duty*

ORACLE

Primary Navigation

My Client Groups > Learning

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Learning Item Details"."Published Start Date".

Transactional Grain

Not applicable.

Special Considerations

None.

Workforce Learning - Learning Management Real Time

Description

Provides real-time information on learning items, owners of the learning items. Learning items can be of type course, offering, specialization, learning journey, or video. Metrics available for reporting include Learning Item count, Recommended count, Require count, and Attempt count. The Time dimension on the Learning Items folder allows your to report on all the learning items and related information for the workers across time periods.

> **Note:** For reporting on required and voluntary learning assignments, use Workforce Learning – Learning Records Real time subject area, not Workforce Learning – Learning Management Real Time. This subject area is only supported for reporting on learning catalog items.

Business Questions

This subject area can answer the following business questions:

- *Which learning items are the most popular, i.e. the most number of attempted/completed count during the year?*
- *Which BU's produce maximum number of learning items during the quarter?*
- *Which learning item has the least successfully completed rate?*
- *Can I get the comparison for a learning by recommended , like, attempted and completed counts?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Learning Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Learning Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Learning > Manage Catalog My Client Groups > Learning > Manage Learning Assignment

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Time - Learning Item Creation Date"."Date".

Transactional Grain

This subject area returns data at the grain of Event Assignment Records (WLF_ASSIGNMENT_RECORDS_F) or Learning Items (WLF_LEARNING_ITEMS_F) or Learning Event (WLF_EVENTS).

Special Considerations

The "Workforce Learning - Learning Management Real Time" Subject Area is scheduled to be deprecated in a future release and is not maintained currently. Use the "Workforce Learning - Learning Records Real Time" Subject Area.

Workforce Learning - Learning Records Real Time

Description

Provides real time reporting capability on learning records. It supports reporting of learning records for all learning item types such as Course, Offerings, Specializations, Legacy, Non-Catalog and Self service learning items. Learning Record information such as enrollment details, assigner information, completion information, purchase amount, expiration and renewals information etc are available for reporting. The metrics available include Learner count, overdue count, completion learners, Percent Overdue etc. Also measures are available to report on learning records that are overdue or nearing due date,in various time ranges.

Business Questions

This subject area can answer the following business questions:

- *How are the learners progressing against a learner item?*
- *Which learning item has the least successfully completed rate?*
- *Which learning items are the most popular? i.e Which learning items have the most number of enrollments during the year?*
- *Which business unit has highest percentage of overdue learning records?*

Job Roles

The following job roles secure access to this subject area:

- *Learning Specialist*

Duty Roles

The following duty roles secure access to this subject area:

- *Learning Transaction Analysis Duty*

Primary Navigation

My Client Groups -> Learning -> Learning Assignments

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "General Information"."Enrolled on Date".

Transactional Grain

Transactional grain of the SA Workforce Learning - Learning Records Real Time" is at the Assignment record (WLF_ASSIGNMENT_RECORDS_F).

Special Considerations

None

Workforce Management - Absence Calendar Details Real Time

Description

Provides real time information on the day break up of employee absences. For example: An absence that spans two dates can have weekend in between, using this subject area, the absence dates can be reported for an employee. Allows you to report on employee absences in a matrix format. The taken absences or projected absences during the week/month can be displayed. The aggregated absences can be displayed on the main report and on drill down the worker details can be rendered through multiple analyses.

Business Questions

This subject area can answer the following business questions:

- *What is the re-inforcement in employee strength required during a specific month based on daily absences?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Absence Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Apps > Person Management > Tasks > Absences > Manage Absence Cases

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Absence Calendar Details"."Date Start".

Transactional Grain

ORACLE

This subject area returns data at the grain of absence record of person (ANC_PER_ABS_TYPE_ENTRIES).

Special Considerations

To view data in this subject area, the ESS job named Daily Breakdown has to be run.

ABSENCES OTBI SUBJECT AREAS HIDE CERTAIN ABSENCES FOR MULTI-ASSIGNMENT EMPLOYEES

All managers of an employee with multiple-assignments can view all person-level absences on the page and in OTBI reports except those that have a person-level absence that is entered using the advanced mode. The advanced mode entries do not refer to all the assignments of the employee. Even though all managers of the employee can view all person-level advanced-mode absences through the pages, they won't see the absence in OTBI, if the assignment they manage isn't specified in the advanced mode entries.

WORKAROUND

To prevent this discrepancy in OTBI, employees need to avoid creating person-level absences in advanced mode if they intend to charge only one assignment.

Workforce Management - Absence Real Time

Description

Provides absence information about workers. The objective of this subject area is to report on worker absence details such as absence plans, absence categories, absence types, absence reasons, status of the absence plan, and absence certifications. This subject area also includes maternity leave information such as expected date of child birth, actual date of birth, and planned return date. You can use the Time dimension to report on worker absence history or future dated absences. The latest worker assignment and work-relationship data will be displayed.

Business Questions

This subject area can answer the following business questions:

- *Can I get the list of workers who have taken more than N number of absences in the quarter?*
- *Can I report on the pattern count of absence type during different months of the year? For example: December has maximum Vacation absences*
- *Which workers have taken the more than N number of days leave duration?*
- *What is the average leave taken by Department/Location?*
- *Which business unit has recorded the largest number of leaves during the year?*
- *What is the count of absences by type and status?*
- *What are the various Absence Plans, types, and categories in the organization?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Absence Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Apps > Person Management > Tasks > Absences > Manage Absence Cases

Time Reporting

This subject area supports worker absences history.

Time dimension is linked to "Assignment Absences Details"."Date Start".

Transactional Grain

This subject area returns data at the grain of absence record of person(ANC_PER_ABS_TYPE_ENTRIES).

Special Considerations

1. ABSENCES OTBI SUBJECT AREAS HIDE CERTAIN ABSENCES FOR MULTI-ASSIGNMENT EMPLOYEES

   All managers of an employee with multiple-assignments can view all person-level absences on the page and in OTBI reports except those that have a person-level absence that is entered using the advanced mode. The advanced mode entries do not refer to all the assignments of the employee. Even though all managers of the employee can view all person-level advanced-mode absences through the pages, they won't see the absence in OTBI, if the assignment they manage isn't specified in the advanced mode entries.

   WORKAROUND

   To prevent this discrepancy in OTBI, employees need to avoid creating person-level absences in advanced mode if they intend to charge only one assignment.

2. The seeded column Leave Duration (Hours, Minutes) in the Assignment Absences folder displays values with suffix h and m. Example: 5h 30m. While creating a cross subject area query, this column cannot be considered as a metric. Without adding any other metric to the query, the cross subject area analysis might error out. Instead, the column named **Leave Duration** must be leveraged.

ORACLE

Workforce Management - Accrual Real Time

Description

Provides absence accrual information for the worker. The objective of this subject area is to report on absence plan balances for workers. You can report on accrual details for Incremental and Front Loaded plans. The reported balances are as of the latest accrual process run date. In addition to accrual details, you can report information related to accrual balance such as adjustments, carryovers, and time taken. You can use the Time dimension to report on worker accrual history. The latest worker assignment and work-relationship data will be displayed.

Business Questions

This subject area can answer the following business questions:

- *What are the various Accrual Methods employed in the organization?*
- *Which are the various accrual plans and the total number of accruals against them?*
- *Can I report on details of accrual plans such as carryover limit, accrual rate, accrual ceiling?*
- *Can I get a trend report on the summary of accruals by years, and accrual methods?*
- *Can I get a breakup of accruals of workers by accrual methods, and plans?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Absence Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Apps > Person Management > Tasks > Absences > Manage Absence Records

Time Reporting

This subject area supports worker leave accruals history.

Time dimension is linked to "Employee Plan Participation Details"."Balance Calculation Date".

Transactional Grain

This subject area returns data at the grain of accruals of person (ANC_PER_ACRL_ENTRY_DTLS).

Special Considerations

None.

Workforce Management - Areas of Responsibility

Description

Reports on mapping of responsibilities between a representative and the respective workers as of today. Only the latest active responsibility information is pulled up and not the inactive or historical changes.

You could also report on various Areas of Responsibility templates and setups, including the scope assigned to the representatives. If the template is not assigned to any representative, it is not available for reporting.

Business Questions

This subject area can answer the following business questions:

- *What are the various representatives associated to a worker?*
- *What is the scope of a HR Representative?*
- *What is the total number of representatives for a worker?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Areas of Responsibility Transaction Analysis*
- *Areas of Responsibility Transaction Analysis Duty*

ORACLE

Primary Navigation

My Client Groups > Employment > Areas of Responsibility

Time Reporting

Historyical data not available for reporting

Time dimension is linked to NA.

Transactional Grain

Provides data at the grain of the scope of responsibility type

Special Considerations

None

Workforce Management - Checklist Real Time

Description

Provides real time information on the on-boarding and off-boarding worker checklists. Checklist setup information can be reported as well as the checklist and tasks allocated to workers. Information includes their status, performer, and dates. You can also report on planned days and actual days to complete the task using this subject area. The Time dimension is split into two folders to retrieve the checklist details based on both the checklist task actual start date and end dates. History details related to tasks can be reported based on the two Time dimensions. Allocated checklist tasks that do not have an actual start or end date will be excluded when these time dimensions are included in a query.

Business Questions

This subject area can answer the following business questions:

- *What are the tasks to be performed during a worker on-boarding and off-boarding?*
- *What are the various checklist categories, and the action names in the organization?*
- *Do some performers complete tasks quicker than others?*
- *Which allocated tasks are taking longer than planned?*
- *What is the status of certain tasks for each worker?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Allocated Checklists OR My Client Groups > Apps > Person Management > Actions > Personal and Employment > Manage Allocated Checklists

Time Reporting

This subject area can be used to report on the employee checklist history data.

Time dimension is linked to "Checklist Task Details.Actual Start Date" "Checklist Task Details.Actual End Date".

Transactional Grain

This subject area returns data at the grain of tasks within a checklist allocated to the person (PER_ALLOCATED_TASKS).

Special Considerations

None.

Workforce Management - Documents of Record Archive Real Time

Description

Provides information on the worker's document of record that are archived.

Business Questions

This subject area can answer the following business questions:

- *Which documents of the worker has been archived?*

ORACLE

- *What is the total number of documents that are archived in a business unit?*

- *Which workers have their documents archived?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Documents of Record Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Document Records

or

My Client Groups > Apps > Person Management

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Documents of Record Archive Details"."Date To"

Transactional Grain

This subject area returns data at the grain of employee archived documents.

Special Considerations

You need to run the ESS job - Archive Documents of Records, before using this subject area.

Workforce Management - Documents of Record Real Time

Description

Provides real-time information on workers documents that are part of their employment. Organizations have the onus of maintaining the data about the legal documents of workers during the tenure of their employment and sometimes even after the worker is no longer employed. Document of Records subject area can be used to track workers legal documents such as Driving License, Income Tax returns, and their details. You can use Time dimensions to report on the start and end time period of the document.

Business Questions

This subject area can answer the following business questions:

- *Which are the documents that are ending their validity period and hence must be renewed?*
- *What are the various documents that an employee has submitted and the pending documents?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Documents of Record Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Document Records OR My Client Groups > Apps > Person Management

Time Reporting

This subject area can be used to report on the document of records history data.

Time dimension is linked to "Document of Record Details"."Date From""Document of Record Details"."Date To" .

ORACLE

Transactional Grain

This subject area returns data at the grain of Employee documents (HR_DOCUMENTS_OF_RECORD).

Special Considerations

The document itself is not reportable.

Workforce Management - Eligible Jobs Real Time

Description

Provides real time information about the eligible jobs that have been setup for workers apart from their primary jobs. This subject area has details related to the eligible jobs, start and end dates, pay rates for the job, and so on, along with the other common dimensions related to the worker's assignment. This additional job can be setup for the workers for a period for a specified pay rate. This information can be useful for line managers and analysts in cases where the workers have to step in for jobs that are other than their primary jobs.

Business Questions

This subject area can answer the following business questions:

- *What percentage of workers have eligible jobs assigned to them?*
- *Which job is the most assigned eligible job?*
- *What are the eligible jobs for a certain worker?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

ORACLE

Primary Navigation

Person Management > Personal and Employment > Manage Eligible Jobs

Time Reporting

This subject area can be used to report on history data.

Time dimension is linked to "Eligible Job Details"."Start Date".

Transactional Grain

This subject area returns data at the grain of eligible job(s) assigned to the worker

Special Considerations

None

Workforce Management - Employment Contract Real Time

Description

Report on worker contract information including contract type, employment term status, duration of contract, and projected end date. It can be used to report on contract information for all workers including part time, full time, or contingent workers. Key employment contract metrics such as number of contracts, number of extensions, contract duration, and extension duration are available for reporting. This subject area does not include employment contract history and only the latest contract information as of today can be retrieved. You can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= future date to reset the default as-of date and include future-dated or historical contract information.

Business Questions

This subject area can answer the following business questions:

- *How many contracts does a worker have?*
- *What is the duration of a worker's contract?*
- *How many contracts are going to expire? How many contracts have expired?*
- *What is the number of contracts by contract types and statuses?*
- *What is the duration of a worker's contract extension?*
- *Which BU/Department has the highest number of contracts?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Document Records OR My Client Groups > Apps > Person Management >
Actions > Personal and Employment > Manage Document Records

Time Reporting

This subject area does not support historical reporting. You can use a SQL prefix SET VARIABLE
PARAM_EFFECTIVE_DATE= future date to reset the default as-of date and include future-dated or historical contract
information.

Time dimension is linked to "Employment Contract Details"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of Employment Contracts (PER_CONTRACTS_F).

Special Considerations

None.

Workforce Management - Grade Rate Real Time

Description

Provides real time information on grades, grade rates and other grade details setup in the organization. Various
attributes related to grade, and rate details like minimum, maximum, midpoint values are available for reporting.

Business Questions

ORACLE

This subject area can answer the following business questions:

- *What are the various grades that have been setup?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

Others > Setup and Maintenance > Workforce Structures > Manage Grade Rates

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE
PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated
changes.

This subject area has no anchoring date.

Transactional Grain

This subject are returns data at the grain of grade record.

Special Considerations

None.

Workforce Management - Historical Processed Time Cards Real Time

Description

ORACLE

Report on the time cards processed. The time cards reported versus processed can be compared. The time cards processed details such as calculated date, time entry status to payroll transfer, and processed hours are available for reporting. Use the Time dimension to report on the time cards processing details over a time period. This subject area also allows reporting on historical processed time cards. The time cards reported by the workers can be based on the snap shots of various user status criteria. These time cards are processed based on the various versions. Historical Time cards and processed hours associated with projects, payroll and absences of the workers is also available for reporting.

Business Questions

This subject area can answer the following business questions:

- *Which projects had the maximum billable hours over the last few years?*
- *What percentage of the reported hours were processed and transferred to payroll during the last two years?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Historical Processed Time Card Details.Time Card Creation Date".

Transactional Grain

This subject area returns data at the grain of Processed Time Entry level (i.e. HWM_TM_REC).

Special Considerations

None.

ORACLE

Workforce Management - Historical Reported Time Cards Real Time

Description

Report on time cards created from all types of time entry like punch, and duration for employees and contingent workforce. The time cards associated with the various employee projects are available for reporting along with the status, dates, manager, and project name. The time card details like ID, start and end dates, number of time cards created within the period, number of hours reported, the status of the time card can be reported. Use the Time dimension to report over a time period. Metrics related to absence information of the worker is also available for reporting. This subject area allows reporting on the historical time cards created by the workers.Workers can create time cards, enter data, save, and submit the time cards. A snapshot of the time card is taken each time the worker does an activity on the time card. For example, a snapshot is taken whenever the user status on the time cards is changed.You can report on the snapshot history of the worker time cards.The history related to worker time cards, projects worked, absence entries, reported hours, and statuses, can also be reported.

Business Questions

This subject area can answer the following business questions:

- *Which business units have maintained a ratio of 90 percent and above in submitting their time cards consistently?*
- *What is the trend of the time cards created and submitted over the last 5 years?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management

ORACLE

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to ."Historical Reported Time Card Details.Time Card Creation Date".

Transactional Grain

This subject area returns data at the grain of Reported Time Entry level (i.e. HWM_TM_REC).

Special Considerations

None.

Workforce Management - Person Real Time

Description

This subject area is used to report workers personal information such as worker address, emergency contacts, phone numbers, email address, national ID, religion, ethnicity, and work permit. This subject area is often used in conjunction with the other HCM subject areas to combine workers personal information, assignment, and compensation or benefit information. This subject area only includes the workers latest personal information as of today. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Business Questions

This subject area can answer the following business questions:

- *What are the worker contacts phone numbers?*
- *What is the count of workers by work permit to various countries?*
- *What is the workers citizenship?*
- *What are the passport details of the worker?*
- *What is the distribution of my workers by ethnicity, gender, nationality, or religion?*
- *How many workers have work permits?*
- *What is the workers national ID?*
- *How many workers work permits will expire?*
- *What is the workers ethnicity and religion?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Person OR My Client Groups > Apps > Person Management

Time Reporting

This does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Person Details.Effective Start Date".

Transactional Grain

This subject area returns data at the grain of Person level (PER_PERSONS)

Special Considerations

None.

Workforce Management - Person Seniority Real Time

Description

Provides information on person level seniority dates. You can report on the common dimensions associated with the person assignment. However, the assignment information is limited to the primary assignment of the worker's primary work relationship. The subject area returns only the current assignment information of the worker and no historical information. It is important to note to pull up the seniority rule name along with the worker information in the query; otherwise, the data is aggregated across all the person level seniority rules.

Business Questions

ORACLE

This subject area can answer the following business questions:

- *Which workers have been in the enterprise exceeding 15 years?*
- *What is the average time of workers in a specific job?*
- *What are the total hours loaded for the worker in a time period?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Person Management > Worker > Personal and Employment Info > Seniority Dates

Time Reporting

Provides only the current data of the worker seniority

Time dimension is linked to NA.

Transactional Grain

Provides data at the grain of the person and seniority rule

Special Considerations

The prerequisite to report on this subject area is to calculate the seniority dates for the worker through the application or through the ESS job named Calculate Seniority Dates. It is important to note to pull up the seniority rule name along with the worker information in the query otherwise the data is aggregated across all the person level seniority rules.

Workforce Management - Planned Schedules Real Time

Description

ORACLE

Provides real-time planned schedules data. Report on planned schedule details per manager, such as the schedule start and end dates, shift types, and shift start and end times. Also report on details such as the schedule profile name, group manager, and worker details.

Business Questions

This subject area can answer the following business questions:

- *For a given scheduling group, how many resources are required on a specific date or over a specific range of dates?*

- *What are the various planned schedules and their details?*

- *For a given scheduling group, on a specific date or over a specific range of dates, who are the workers whose scheduled hours are greater or less than reported hours (where time cards exists), and the difference between the times?*

- *For a given scheduling group, what is the staffing difference on a specific date or over a specific range of dates?*

- *Which day during the week has the highest work scheduled during the week/month?*

- *For a given scheduling group, how many resources are scheduled on a specific date or over a specific range of dates?*

- *Who are the workers whose shifts end within the specified time period on the specified date?*

- *For a given scheduling group, how many hours are scheduled on a specific date or over a specific range of dates?*

- *For a given worker, how many hours are scheduled on a specific date or over a specific range of dates?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*

- *Time and Labor Administrator*

- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Scheduling Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management > Tasks > Time Processes > Manage Scheduled Processed

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to ."Planned Schedule Details.Schedule Start Time".

Transactional Grain

This subject area returns data at the grain of Planned Schedule Entry level (i.e. HWM_TM_REC).

Special Considerations

None.

Workforce Management - Position Real Time

Description

Report on the various positions in the organization. The total number, FTE, and headcount can be reported against each position. It can be used to calculate position occupancy. You can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE =date (give the correct date format) to reset the default as-of date and retrieve past and future-dated position counts.

Business Questions

This subject area can answer the following business questions:

- *What is the occupancy of my positions?*
- *What are the various positions available under each job?*
- *What are the valid grades associated with each position?*
- *What is the hiring status of a specific position?*
- *Which positions have not been filled in the organization?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Positions OR My Client Groups > Apps > Workforce Structures > Manage Positions

Time Reporting

This does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Position Details.Effective Start Date".

Transactional Grain

This subject area returns data at the grain of Position level (HR_ALL_POSITIONS_F).

Special Considerations

None.

Workforce Management - Processed Time Cards Real Time

Description

Provides real-time data, including web clock and other time collection device entries, from processed worker time cards for comparison with reported time cards. Processed details available for reporting include calculated date, time entry status for transfer to payroll, and calculated hours. Use the Time dimension to report on processing details over a period.

Business Questions

This subject area can answer the following business questions:

- *What is the ratio of processed to reported time cards? What percentage of reported hours were approved as payroll hours?*

ORACLE

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE
PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated
changes.

Time dimension is linked to "Processed Time Card Details.Time Card Creation Date".

Transactional Grain

This subject area returns data at the grain of Processed Time Entry level (i.e. HWM_TM_REC).

Special Considerations

None.

Workforce Management - Published Schedules Real Time

Description

Provides real-time published schedules data. Report on published schedule details per manager, such as the schedule
start and end dates, shift types, and shift start and end times. Also report on details such as the schedule profile name,
group manager, and worker details. Compare planned and published schedules.

Business Questions

This subject area can answer the following business questions:

- *Which workers have not had a schedule assigned to them?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Scheduling Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management > Tasks > Team Schedule > View Published Schedule

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to ."Published Schedule Details.Schedule Start Time".

Transactional Grain

This subject area returns data at the grain of Published Schedule Entry level (i.e. HWM_TM_REC).

Special Considerations

None.

ORACLE

Workforce Management - Reported Time Cards Real Time

Description

Provides real-time data, including web clock and other time collection device entries, from reported worker time cards. Data available for reporting includes status, dates, manager, and project name. Time card details also available for reporting include ID, start and end dates, number of time cards created within the period, number of reported hours, and time card status. Use the Time dimension to report over a period. Metrics related to worker absence information is also available for reporting.

Business Questions

This subject area can answer the following business questions:

- *What percentage of the workers have created time cards for a specific period?*
- *What is the breakdown of the various hours reported in the time cards like reported, absence, labor, overtime hours?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management

ORACLE

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE
PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated
changes.

Time dimension is linked to "Reported Time Card Details.Time Card Creation Date".

Transactional Grain

This subject area returns data at the grain of Reported Time Entry level (i.e. HWM_TM_REC).

Special Considerations

None.

Workforce Management - Scheduler Profiles Real Time

Description

Provides real-time schedule management data to support schedule adaptions to meet forecasted workload demand.
Report on the managers who manage planned and published schedules as well as schedulers assigned to act on behalf
of managers. Also report on data such as scheduler profile name, description, and effective start and end dates.

Business Questions

This subject area can answer the following business questions:

- *What is the estimated workload forecast based on the schedules created for the manager?*
- *What are the various schedules created in the T&L scheduling capability?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

ORACLE

The following duty roles secure access to this subject area:

- *Scheduling Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management > Tasks > Schedule Configuration

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of Scheduler Assignment level (i.e. HXT_SETUP_PROFILE_ASGS).

Special Considerations

None.

Workforce Management - Sensitive Data Access Audit Real Time

Description

Track and report details of access to sensitive data from Oracle HCM Cloud page. For example: Jane logged in and saw Rondi's national identifier and logged out.

The subject area has some key information available for reporting as below:

Viewed Person Details - Details of the person whose data has been accessed

Viewer Person Details - Details of the person whose has accessed sensitive data

Viewed Page Name

Viewed Sensitive Data

Viewed Date and time

Viewer IP address, Browser, Operating system, etc..

ORACLE

Business Questions

This subject area can answer the following business questions:

- *What is the numbers of viewers and number of times the personal data is viewed in the year?*
- *Which user/manager accessed the sensitive data of others?*

Job Roles

The following job roles secure access to this subject area:

- *IT Auditor*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Sensitive Data Access Audit Transaction Analysis Duty*

Primary Navigation

<Employee> > Personal and Employment

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Sensitive Data Access Audit Details"."Viewed Date".

Transactional Grain

This subject area returns data at the grain of the sensitive data viewed by the logged in person.

Special Considerations

The viewer and viewed data is available for reporting in OTBI only after the viewer has logged out of the application after viewing the sensitive information of himself or others.

Workforce Management - Setup Objects and Profiles Real Time

Description

Report on setup values related to Time and Labor.The setup values include the time card periods known as repeating time period. Information like repeating time period type, name, create date, update date, approval usage, balance usage etc are available for reporting. Two sets of time dimensions corresponding to the creation date and last update date of the repeating time card periods are available for reporting.

Business Questions

This subject area can answer the following business questions:

- *What are the various time card periods setup in the organization?*
- *What are the various repeating time period types setup?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Repeating Time Period"."Repeating Time Period Creation Date".

Transactional Grain

This subject area returns data at the grain of setup object/profile level.

Special Considerations

None.

Workforce Management - Survey Journey Responses Real Time

Description

Provides real time information on journey survey questionnaires and the responses given by workers. These questionnaires are assigned to workers through a journey with the category of Survey.

Business Questions

This subject area can answer the following business questions:

- *What percentage of workers that are assigned the survey journey have submitted*
- *What is the average response count received across all workers, for a survey journey??*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

ORACLE

Primary Navigation

My Team > Workforce Compensation or My Client Groups > Journeys

Time Reporting

The subject area can be used to report on history data.

Time dimension is linked to "Survey Journey Response Details"."Submitted On".

Transactional Grain

This subject area returns data at the grain of the response for each question in the questionnaire.

Special Considerations

None.

Workforce Management - Time Collection Devices Real Time

Description

Report on the time collection device events, activity details, collection device event and corrected event details. The activity type like In/Out of the workers, event type like web clock, swipe in/out etc are available for reporting. Key metrics like # of events, # corrected events , # activities can be used to analyze the worker time collection events and activities.

Business Questions

This subject area can answer the following business questions:

- *What are the various collection devices and their corresponding events?*
- *What is the percentage of hours reported by various time collection devices in the organization?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management > Tasks > Time Device Configuration

Time Reporting

This subject area can be used to report on the history data.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of Collection Event (i.e. HWM_TM_EVENTS) or Device Activity level (i.e. HWM_TM_REC).

Special Considerations

None.

Workforce Management - Vacancy Real Time

Description

Provides real time information on the job vacancies in the organization. The requisitions opened to fill the vacancies are available for reporting. The vacancy details can be analyzed using the number of openings, and the number of hires by business unit, department, and country. Use the Time dimension to report on the history data related to the vacancies filled as of that time period.

Business Questions

This subject area can answer the following business questions:

- *What are the various job openings available as of current date?*
- *What is the number of job requisitions created to fill the job openings?*
- *What is the numbers of jobs filled by each year over the last 5 years?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Vacancy Transaction Analysis Duty*

Primary Navigation

My Team > My Team

Time Reporting

This subject area can be used to report on the historical data of vacancy details in the organization.

Time dimension is linked to "Requisition.Creation Date".

Transactional Grain

This subject area returns data at the grain of Employee Requisition level (PER_REQUISITIONS_INTERFACE_B).

Special Considerations

None.

Workforce Management - Work Relationship Real Time

Description

Provides information on employees primary and non-primary work relationships in the organization. Employment information associated with an employees primary work relationship such as the employees start date, adjusted service date, original date of hire, last working date, or termination date is available for reporting along with the other common dimensions such as Business Unit, Job, Department, Location, Position, and Grade. You can also report employee length of service by days, months, or years in this subject area.

Business Questions

ORACLE

This subject area can answer the following business questions:

- *How long is the worker employed in the organization; can I get the details by number of days, months, and years?*

- *When did the worker join the organization? When was the workers original hire date?*

- *What are the primary work relationship details of the worker?*

- *What is the business unit, location, department, etc of a worker in his primary assignment?*

- *What is the projected termination date for a worker?*

- *What is the rehire recommendation for a worker before the worker got terminated?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Work Relationship OR My Client Groups > Apps > Person Management >
Actions > Personal and Employment > Manage Work Relationship

Time Reporting

This does not support history data. Can be used to report on the work relationship records of the workers. However, you
can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include
history data or future effective dated changes.

Time dimension is linked to "Work Relationship Details"."Work Relationship Creation Date".

Transactional Grain

This subject area returns data at the grain of Employee Period of Service level (PER_PERIODS_OF_SERVICE).

Special Considerations

None.

ORACLE

Workforce Management - Worker Assignment Event Real Time

Description

Report on the worker assignment changes (past, present, and future) including hires, transfers, assignment changes, promotions, manager changes, and termination. Assignment events are identified by HR Actions and HR Action Reason dimensions which group assignment events by Action Type, Action, and Action Reason. For example, you can use Action Type Promotion to retrieve all promotions and use Terminate Work Relationship to retrieve all worker terminations. This subject area includes important assignment metrics to monitor assignment events. For example you can monitor Number of hires, Headcount of promotions, Number of transfers, Termination Full Time Employees (FTE), and Rehire counts. You can use the Time dimension or Assignment Event Effective Start/End Date to report assignment history. Time dimension allows you to roll up assignment events by week, month, quarter, or year. With Effective Start and End date, you can see a workers complete assignment history with associated job, department, grade, location, business unit and legal employer information. This subject area includes future dated assignment changes, such as hires and terminations. By default only a workers assignment history as of todays date is retrieved. You can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= future date to reset the default as-of date and include future-dated assignments. The assignment detail information in Worker dimension reflects the workers current assignment information.

Business Questions

This subject area can answer the following business questions:

- *What are the various reasons for worker terminations under both voluntary and involuntary categories?*
- *What is an employee's assignment history in the chronological order?*
- *What is the count of transfers into a Business Unit or Department?*
- *What is the headcount of terminations by categories such as voluntary and involuntary?*
- *What are the Hire, rehire, transfer, termination counts by Business Unit, Department, Location, Manager etc?*
- *What is the count of terminations by various termination reasons?*
- *What is the total number of promotions between two dates for a worker?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

ORACLE

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Employment OR My Client Groups > Apps > Person Management > Actions > Personal and Employment > Manage Employment

Time Reporting

The worker assignment events history data is available for reporting in this subject area.

Time dimension is linked to "Assignment Event Details"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of Assignment Events (PER_ALL_ASSIGNMENTS_M)) with the following filter conditions applied: (ASSIGNMENT_TYPE = 'C' OR ASSIGNMENT_TYPE = 'E' OR ASSIGNMENT_TYPE = 'N' OR ASSIGNMENT_TYPE = 'P'). Note that Fusion HCM data security may further restrict the data being returned in OTBI as OTBI uses the same data security as Fusion HCM.

Special Considerations

None.

Workforce Management - Worker Assignment Real Time

Description

This is the primary subject area to report workers current assignment information. A worker can have multiple active or inactive assignments. This subject area provides details of all the worker assignments, including their start and end dates, assignment type, status type, status, and working hours. Important metrics such as the total assignment count, headcount, and FTEs can be reported by Business Units, Department, Location, and Manager. This subject area includes past and future dated assignment information. By default only a workers current assignment information as of todays date is retrieved. You can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE ='@{P_DATE} {2018-12-31}'; (give the correct date format) to reset the default as-of date to report on assignment information in the past or future. This subject area does not report a history of assignment changes. You can use Workforce Management Work Assignment Event Real Time subject area to report a history of assignment changes.

Business Questions

ORACLE

This subject area can answer the following business questions:

- *What is the FTE, headcount, assignment count by Location, Country etc?*
- *What is the headcount of hourly or salaried employees?*
- *What is the current headcount by job, department, grade, location, business unit, legal employer or bargaining unit?*
- *What is the current employee headcount by employee category or assignment status?*
- *What is the headcount by payroll?*
- *What is the current assignment information for a worker?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Employment OR My Client Groups > Apps > Person Management > Actions > Personal and Employment > Manage Employment

Time Reporting

This subject area does not capture history data. The latest assignment details of the worker is available for reporting.

Time dimension is linked to "Worker Assignment Details"."Effective Start Date".

Transactional Grain

This subject area returns data at the grain of Worker Assignments level (PER_ALL_ASSIGNMENTS_M) with the following filter conditions applied: (SYSDATE BETWEEN AssignmentPEO.EFFECTIVE_START_DATE AND AssignmentPEO.EFFECTIVE_END_DATE) AND ((AssignmentPEO.ASSIGNMENT_TYPE = 'E') OR (AssignmentPEO.ASSIGNMENT_TYPE = 'C') OR (AssignmentPEO.ASSIGNMENT_TYPE = 'N') OR (AssignmentPEO.ASSIGNMENT_TYPE = 'P'))AND (AssignmentPEO.EFFECTIVE_LATEST_CHANGE = 'Y'). Note that Fusion HCM data security may further restrict the data being returned in OTBI as OTBI uses the same data security as Fusion HCM. Users can only see the assignments which are as of date.

Special Considerations

ORACLE

None.

Workforce Management - Worker Compliance Results Real Time

Description

Provides information on compliance rules defined using repository rules to execute against a group of people there by generating compliance messages. For example: Missing Timecards. Timely reporting on the compliance messages that result from the rules allows companies to closely monitor reported and not yet reported entries.

Business Questions

This subject area can answer the following business questions:

- *List the top 10 managers that have the maximum compliance messages due to missing timecards.*
- *What is the number of compliance messages generated for missing timecards against the departments during the month?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

My Client Groups > Time Management

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Compliance"."Compliance Start Time".

ORACLE

Transactional Grain

This subject area returns data at the grain of a compliance message generated.

Special Considerations

None.

Workforce Management - Workforce Modeling Real Time

Description

Allows you to report on the workforce models, the proposed changes like transfer, promotion, terminate, change manager, change location, create and edit position and so on.

Business Questions

This subject area can answer the following business questions:

- *How many types of change are in the model?*
- *What is the headcount, FTE, cost, predictive change in the model?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Human Resource Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Modeling Transaction Analysis Duty*

Primary Navigation

My Client Groups > Apps > Workforce Modelling

ORACLE

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Model Plan"."Model Effective Date".

Transactional Grain

This subject area returns data at the grain of model plan details(HMO_MODEL_PLAN_DETAILS).

Special Considerations

Two degenerate dimensions are included, one showing snapshot data and the other modeled data. Similarly for fact measures. Snapshot data is the live data as of the model effective date. Modeled data only has rows for the changes made in the model, e.g. assignment change, promotion, position change. Common dimensions are joined to the snapshot data, not the modeled data as of the current date, not the model effective date. Consideration must be taken when reporting, especially when using hierarchies. Measures are calculated, so there may be performance considerations when reporting on a large model. Row Type contains both the row type (Position, Requisition, Vacancy) and the assignment type (Employee, Contingent, Non-Worker) - it is important to consider this when reporting.

Workforce Management - Workforce Trend Real Time

Description

Allows reporting on headcount and Full Time Employee (FTE) information at the start and end of the period. Some of the metrics available for reporting include Active, Inactive, Suspended headcount, and FTE. This subject area also contains metrics for terminations and turnover, split by voluntary and involuntary.

Business Questions

This subject area can answer the following business questions:

- *Which months in the year has a high attrition rate?*
- *What is the headcount for the last 3 years?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

ORACLE

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

Primary Navigation

My Client Groups > Quick Actions > Manage Employment OR My Client Groups > Apps > Person Management > Actions
> Personal and Employment > Manage Employment

Time Reporting

This subject area can be used to report on the headcount trend over a period which is historical data reporting.

Time dimension is linked to Trend month is determined by comparing Calendar Month falls between
assignment_Effective_Start_Date and Assignment_Effective_End_Date..

Transactional Grain

This subject area returns data at the grain of Worker Assignments level (PER_ALL_ASSIGNMENTS_M).

Special Considerations

Depending on the number of employees of your organization and historical data volume, ths subject area might
have different response times. Also the complexity of the report, lack of proper filters impact the report performance
adversely. It is recommended in general not to use this in a cross subject area query.

Workforce Management - Change Audit Reported Time Cards Real Time

Description

Report on the change audit information associated with Time and Labor reported time card and time entries. The focus
is on change audit information and the related reported time card attributes. You can use this subject area, which is
similar to the Workforce Management - Reported Time Cards Real Time subject area, to view current and deleted entries
that have change audit reasons and comments. The facts are change audit entries that include deleted entries, while the
Reported Time Cards Reals Time subject area facts are all time entries. The time dimension lets you report on change
audit information for time entries in a defined period.

Business Questions

This subject area can answer the following business questions:

- *How many change audit entries resulted from deleted entries?*
- *How many entries contain change audit information?*
- *What are the current and previous entry values associated with a change audit entry?*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

Primary Navigation

Time and Labor Manager: My Client Groups > Time Management Employee: Me > Time and Absences > Current Time
Card or Existing Time Cards

Time Reporting

You can use this subject area to report on change audit information.

Time dimension is linked to "Change Audit Transactions.Time Card Creation Date"..

Transactional Grain

This subject area returns data at the grain of Reported Time Entry level, that's HWM_TM_REC.

Special Considerations

None.

Workforce Performance - Check-In Eligibility Real Time

Description

Provides real time information on the worker's eligibility/ineligibility on the check-in templates to create the performance check-in documents. The check-in template eligibility details dimension holds the key information related to template eligibility like eligibility code, start and end dates, eligibility flag, the person that updated the eligibility details, ineligibility reason and so on. The check-in template dimension holds the details related to the template which eventually will be used to create the check-in document.

Business Questions

This subject area can answer the following business questions:

- *Which eligible workers have not had a check in yet for the review period?*
- *What is the total number of eligible workers that can create the check ins?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Apps > Performance > Tasks > Manage Eligibility Batch Process My Client Groups > Apps > Performance > Tasks > Manage Check-In Templates

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to Check-in Template Eligibility Details."Eligibility Effective Start Date".

Transactional Grain

This subject area returns data at the grain of check-in template eligibility assigned to workers(BEN_ELIG_RSLT_F).

Special Considerations

This subject area complements the existing Workforce Performance - Performance Check-In Real Time which can be used to report on the check-ins created by the workers and managers.This subject area can be used to determine whch workers have got the eligibility to which check-in templates. This way, the analyses can be built to check the eligibility versus the actual check-ins created by workers

Workforce Performance - Performance Check-In Real Time

Description

Provides real time information on the check-in documents created by the workers and managers during the review period for the on going performance appraisal. The check-ins created using the check-in templates consists of various sections that captures information related to performance and development goals, questionnaire, notes, and feedback comments. Manager and workers can have different check-ins created for this purpose and both are available for reporting.

Business Questions

This subject area can answer the following business questions:

- *Which department is doing well overall in performance check-in and which department managers need training?*
- *Which manager/worker had no performance check-in meetings in a specific time period (month,quarter,year)?*
- *How many check-ins a worker/manager have had in a specific time period (month, quarter, year)?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

ORACLE

Primary Navigation

My Team -> select worker -> Check Ins

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Check-In Details"."Creation Date".

Transactional Grain

This subject area returns data at the grain check-in meetings (HRA_CHECK_IN_MEETINGS)

Special Considerations

None.

Workforce Performance - Performance Document Eligibility Real Time

Description

Report on the real time eligibility of workers to create performance documents as well as the document status, including missing documents for documents that are managed by eligiblity profiles. You can report on eligibility details, count of workers who have not yet created their performance documents, counts of documents in any given document status, as well as information about the employee such as business unit, job, department, and location as it was at the time of the performance document end date.

Business Questions

This subject area can answer the following business questions:

- *Which documents exist that are no longer eligible?*
- *What is the performance document status including no status for missing documents for performance documents managed by eligibility?*
- *What percentage of eligible workers have not created the performance document for the appraisal period?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

Primary Navigation

My Client Groups -> Apps -> Performance -> Panel Drawer -> Administration:Determine Worker Eligibility for
Performance Documents My Client Groups -> Quick Actions -> Talent->Determine Worker Eligibility for Performance
Documents

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Performance Document Eligibility Details.Eligibility Creation Date".

Transactional Grain

This subject area returns data at the grain of benefit eligiblity results (BEN_ELIG_RSLT_F).

Special Considerations

None.

Workforce Performance – Performance Document Status Real Time

Description

Provides real time information on the status of workers performance documents for workers where a performance
document exists. You can report on performance template details, status of the performance document, and other
information about the employee such as business unit, job, department, and location as of the performance document
end date. Use the Time dimension to report on performance appraisals over time based on the performance document
end date. Use the Review Period dimension to report on performance appraisals over time based on review periods.

Business Questions

This subject area can answer the following business questions:

- *Which workers have completed a performance evaluation for a performance document period?*

- *What is the percentage of appraisal documents by various statuses for the selected review period?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

Primary Navigation

My Client Groups -> Apps -> Performance -> Search for My Organization Performance Documents My Client Groups -> Quick Actions -> Talent->Search for My Organization Performance Documents

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Performance Document.Performance Document Valid To Date".

Transactional Grain

This subject area returns data at the grain of evaluation (HRA_EVALUATIONS).

Special Considerations

None.

Workforce Performance - Performance Rating Distribution Real Time

Description

ORACLE

Provides real time information on workers' performance ratings distributions compared to the configured target distribution where a performance document exists. You can report on the target minimum, target maximum, and the actual distribution of the performance ratings as well as information about the employee such as business unit, job, department, and location as of the performance document end date. To meaningfully compare ratings, the rating models of the ratings must be the same, thus the rating model is also available in this subject area. Use the Time dimension to report on performance appraisals over time based on the performance document end date. Use the Review Period dimension to report on performance appraisals over time based on review periods.

Business Questions

This subject area can answer the following business questions:

- *What is the minimum and maximum performance ratings distribution for a performance document?*
- *What is the actual distribution of the performance rating for a performance document period vs. the targeted distribution?*
- *Which performance document review periods have their actual rating distributions fall within the target rating distributions?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

Primary Navigation

My Client Groups -> Apps -> Performance -> Panel Drawer -> Setup Maintenance:Manage Target Ratings Distribution
My Client Groups -> Quick Actions -> Talent->Manage Target Ratings Distribution

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Performance Document.Performance Document Valid To Date".

Transactional Grain

This subject area returns data at the grain of HRT_OBJ_RATING_DIST_B and HRT_RATING_DISTRIBUTIONS.

ORACLE

Special Considerations

None.

Workforce Performance - Performance Rating Real Time

Description

Provides real time information on workers' performance ratings in a performance document for workers where a performance document exists. You can report on the worker performance self assessment and evaluations given by the manager or other participants. Performance ratings include the overall rating, section, and item ratings in a performance document as well as the rating models used for those ratings. You can also report on the details of the questions and answers provided by various participants involved in the workers performance evaluation. Use the Time dimension to report on performance appraisals over time based on the performance document end date. Use the Review Period dimension to report on performance appraisals over time based on periods.

Business Questions

This subject area can answer the following business questions:

- *What is the trend of performance rating for a worker over successive years?*
- *How many evaluations are participants asked to participate in, who have responded and who have not?*
- *What are the questions posed and answers provided by various participants?*
- *Who are the various participants in a workers performance evaluation?*
- *How many workers rated themselves lower or higher than the manager or other participants?*
- *What is the average rating for a worker over time, across all participants?*
- *What are the ratings and comments provided by manager, worker and other participants?*
- *What is the rating model used for each performance document evaluation?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

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The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

Primary Navigation

My Client Groups -> Apps -> Performance -> Search for My Organization Performance Documents

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Performance Document.Performance Document Valid To Date".

Transactional Grain

This subject area returns data at the grain ratings (HRA_EVAL_RATINGS).

Special Considerations

The subject area is designed to serve two distinctly separate analysis: ratings and questionnaire.

Workforce Performance - Performance Task Status Real Time

Description

Provides real time information on workers performance tasks and their statuses in a performance document for workers where a performance document exists. You can report on the performance tasks associated with the performance template as well as completed and pending tasks for the worker or manager. Task details such as due date, completion date, task sequence, participant owning the task, and completed by can be used for reporting. Use the Time dimension to report on performance appraisals over time based on the performance document end date. Use the Review Period dimension to report on performance appraisals over time based on periods.

Business Questions

This subject area can answer the following business questions:

- *What are the counts of performance tasks by statuses for a performance document period name?*
- *What are the various tasks for performance documents and what status are they in?*
- *Who by role and name owns a task and what is the status of the task?*
- *What is the total number of tasks for a worker?*
- *Which tasks were bypassed or reset and who bypassed or reset it?*

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- *Which workers have completed performance evaluation for a performance document period?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

Primary Navigation

My Client Groups -> Apps -> Performance -> Panel Drawer -> Administration:Update Performance Tasks My Client
Groups -> Quick Actions -> Talent->Update Performance Tasks

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "- Performance Task Status Details.Due Date".

Transactional Grain

This subject area returns data at the grain of Task (HRA_PF_TASK_DEFNS_TL + HRA_EVALUATIONS).

Special Considerations

None.

Workforce Performance - Requested Feedback Real Time

Description

Provides real time information about the feedback requested and feedback provided between workers, managers, and
others in the organization.

This subject area allows you to report on details like the person who requested the feedback, the participants who
provided the feedback, and the worker for whom the feedback was requested. The total number of feedback responses

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requested for a person can also be reported. The feedback questionnaire allows you to report on the questions and the responses that were part of the requested feedback. The common dimensions in the subject area corresponds to the assignment of the worker for whom the feedback was requested.

Business Questions

This subject area can answer the following business questions:

- *What percentage of workers have had a feedback requested by their managers?*
- *List all the feedback request templates with their status*
- *How many feedback requests were created for a worker in a specific time period (month,quarter,year)?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Performance Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Performance > My Feedback Requests

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Feedback Request"."Created Date".

Transactional Grain

This subject area returns data at the grain of feedback request ID.

Special Considerations

None.

Workforce Profiles – Feedback Notes by Recipient Real Time

Description

Provides real time information on notes and kudos provided to the workers. Occasions of providing these notes can be talent review meeting, feedback on the worker, or any general public kudos

Notes and kudos can be provided by the managers, peers, direct/indirect reports and so on. Assignment details of both author and recipient like BU, Job, Grade can be reported along with the notes.

Business Questions

This subject area can answer the following business questions:

- *Which workers have received maximum notes within a specified time period?*
- *Which authors have provided more notes to the workers?*
- *What is the ratio of notes authored by public versus managers for workers within the population?*
- *What is the count of notes received by workers in a given population(job, location, country)?*

Job Roles

No applicable job roles

Duty Roles

No applicable duty roles

Primary Navigation

Me > Directory > select a person > Public Info > Actions > Provide Feedback

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Feedback Notes Details"."Notes Creation Date".

Transactional Grain

This subject area returns data at the grain of recipient note.

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Special Considerations

None.

Workforce Profiles - Library Objects Real Time

Description

Contains objects from the content library, such as competencies, licenses and certifications, highest education level, and rating models. It also contains custom content types used in person profiles. You can use this subject area to analyze the content library objects and review what objects are predefined within the application. You can also review attributes of objects within the content library.

Business Questions

This subject area can answer the following business questions:

- *What are the predefined content items?*
- *What are the attributes of the content types?*
- *What are the predefined content types?*
- *What are the predefined rating models and rating levels?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Profile Transaction Analysis Duty*

Primary Navigation

Navigator > My Client Groups > Profiles

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Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE
PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated
changes.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of profile Item (HRT_PROFILE_ITEMS).

Special Considerations

None.

Workforce Profiles – Model Profile Real Time

Description

Provides real time requirements on model profiles. You can use this subject area to report on real time requirements of
workforce structures such as jobs and positions related to model profile data. You can also report on model profile data
such as educational degrees, competencies, work requirements, membership, licenses and certifications, languages,
honors, and other content for various workforce structures.You can use the Time dimension to report on model profiles
across different time periods. Details such as job, position, and department display the current data. Model profile data
is based on the time dimension.

Business Questions

This subject area can answer the following business questions:

- *How many languages are required for all jobs?*
- *What are the work requirements for a job?*
- *Which jobs require certifications?*
- *What are the active or inactive job profiles?*
- *What are the various competencies required for a position and what are the target levels for the competencies?*
- *What are the job profiles associated with a specific job or position?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Profile Transaction Analysis Duty*

Primary Navigation

Navigator > My Client Groups > Profiles

Time Reporting

This subject area can be used to report on the history data.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of profile Item (HRT_PROFILE_ITEMS).

Special Considerations

None.

Workforce Profiles – Person Profile Real Time

Description

Contains person profile details related to educational degrees, competencies, career preferences, membership, certifications, languages, potential, and risk of loss. This subject area also contains custom person profile content. This subject area also contains custom person profile content. You can use this subject area to analyze person skills inventory, education level, potential, and risk of loss by common dimensions such as business unit, job, location, and legal employer.This subject area also includes person profile history. You can use the Time dimension to report on person profile items that may have changed or added over a time period. At the summary level, you can analyze person skills and certifications change over time.

Business Questions

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This subject area can answer the following business questions:

- *What are the career preferences of the workers?*

- *What are the competency strengths and weakness in the organization?*

- *Who are the high-potential workers who have a high risk of loss by department?*

- *How many workers have high, medium, or low potential for a particular manager, department, grade, or position?*

- *What are the workers competencies by business unit, job function and location?*

- *Who are the workers who have a particular competency, language skill or certification?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Profile Transaction Analysis Duty*

Primary Navigation

Navigator > Me > Career and Peformance > Skills and Qualifications Navigator > Team Talent Navigator > My Client Groups > Profiles

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Profile Item"."To_Date".

Transactional Grain

This subject area returns data at the grain of profile Item (HRT_PROFILE_ITEMS).

Special Considerations

None.

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Workforce Scheduling - Workload Real Time

Description

Provides information on the workload data imports for the raw imports and condensed values for each workload type to report on which value is being used in the case of multiple imports overlapping the time period for each workload type.

Business Questions

This subject area can answer the following business questions:

- *What is the baseline value provided for my scheduling period so I can see my budget?*
- *What is the plan value for my scheduling period?*
- *What are the raw values of all my imports impacting my scheduling system, to know which value is used for my scheduling system?*

Job Roles

The following job roles secure access to this subject area:

- *Workforce Schedule Manager*
- *Workforce Schedule Administrator*

Duty Roles

The following duty roles secure access to this subject area:

- *Advanced Workforce Scheduling Transaction Analysis Duty*

Primary Navigation

NA

Time Reporting

NA

Transactional Grain

This subject area returns data at the grain of workload plan and type for each date.

Special Considerations

None.

Workforce Succession Management - Incumbent Plans Real Time

Description

Provides real time information for incumbent plan type succession plans. An incumbent can have one or multiple succession plans created for them. You can report on incumbent details such as department, job, position, grade, and location. In addition, you can report on succession plan details such as plan name, plan type, owner of the plan, and plan status.

Business Questions

This subject area can answer the following business questions:

- *How many incumbent succession plans are there?*
- *Who are the Incumbents with risk of loss?.*
- *How many incumbents have multiple succession plans?*
- *How many incumbent succession plans are created in each business unit?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Succession Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Succession Plans

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Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Owner.Creation Date".

Transactional Grain

This subject area returns data at the grain of 'Incumbent' Plan Incumbents (Worker) details (HRM_PLANS) with Filterplan_type = 'INCUMBENT'.

Special Considerations

None.

Workforce Succession Management - Job Plans Real Time

Description

Provides real time information for job plan type succession plans. Succession plans created for key jobs can be reported using this subject area. You can report on the incumbents of the jobs for which the succession plans are created. You can also report on other incumbent details such as department, grade, and location. In addition, you can report on succession plan details such as plan name, plan type, owner of the plan, and plan status.

Business Questions

This subject area can answer the following business questions:

- *How many incumbents are in critical Jobs?*
- *Which incumbents are in multiple succession plans?*
- *How many plans do not have any incumbents?*
- *Which incumbents of a job plan are in high risk of loss or high impact of loss?*
- *What is the percentage of distinct critical jobs with no succession plans?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Succession Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Succession Plans

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE
PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated
changes.

Time dimension is linked to "Owner.Creation Date".

Transactional Grain

This subject area returns data at the grain of 'Job' Plan Incumbents (Worker) FROM HRM_PLANS PLANPEO,
PER_ALL_ASSIGNMENTS_M ASSIGNMENTPEOWHEREPLANPEO.JOB_ID = ASSIGNMENTPEO.JOB_ID.

Special Considerations

None.

Workforce Succession Management - Plan Candidates Real Time

Description

Provides real time information about the candidates that have been added to various succession plans. The succession
plan reporting can be done for incumbent, job or position plan types. You can include information about the candidate
such as risk of loss, impact of loss and readiness for the job. In addition, you can report on succession plan details such
as plan name, plan type, owner of the plan, and plan status.

Business Questions

This subject area can answer the following business questions:

- *How many candidates are on a succession plan by various readiness statuses?*

- *What is the average number of plans by candidate for current year?*

- *How many candidates are on plans outside the department?*

- *Which succession plans do not have candidates? List the details of succession plans, incumbents, and the candidates.*

- *Can I report on the talent profile details of the candidates?*

- *Which candidates have their readiness status as ready for a specific plan?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Succession Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Succession Plans

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

Time dimension is linked to "Owner.Creation Date".

Transactional Grain

This subject area returns data at the grain of Plan Candidates (HRM_PLAN_CANDIDATES).

Special Considerations

None.

ORACLE

Workforce Succession Management - Position Plans Real Time

Description

Provides real time information for position plan type succession plans. Succession plans created for key positions can be reported using this subject area. You can report on the incumbents of the positions for which the succession plans are created. You can also report on other incumbent details such as department, grade and location. In addition, you can report on succession plan details such as plan name, plan type, owner of the plan, and plan status.

Business Questions

This subject area can answer the following business questions:

- *How many incumbents are in critical positions?*
- *Which ncumbents of a position plan that are in high risk of loss or high impact of loss?*
- *Which incumbents are in multiple succession plans?*
- *How many plans do not have any incumbents?*
- *What is the percentage of distinct critical positions with no succession plans?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Succession Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Succession Plans

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated changes.

ORACLE

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of 'Position' Plan Incumbents (Worker) FROM HRM_PLANS PLANPEO, PER_ALL_ASSIGNMENTS_M ASSIGNMENTPEOWHEREPLANPEO.POSITION_ID = ASSIGNMENTPEO.POSITION_ID.

Special Considerations

None.

Workforce Succession Management - Succession Plan History Real Time

Description

Provides details of the changes that have happened on various entities of the succession plan like plan, owner, candidate. This can be used to report on who changed which plan attribute, when it was changed, what the old value was and what the new value is. The changes are tracked with respect to the Succession Plan, Owner, and the Candidate.

Business Questions

This subject area can answer the following business questions:

- *What are the changes that have happened on a specific succession plan since its creation?*
- *Which are the succession plans that have had changes on them, during the current year?*
- *List the plans in which any candidate had their readiness changed to Ready Now, during the year*
- *List the plans and the owners that had the candidate removed from the plan, during the year*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Succession Management Transaction Analysis Duty*

Primary Navigation

My Client Groups > Succession Plans

Time Reporting

Time dimension is linked to "Succession Plan History Details"."Changed Date".

Transactional Grain

This subject area returns data at the grain of each change that occurs on a succession plan.

Special Considerations

This subject area cannot be used in cross subject area queries with the other subject areas. It will result in incorrect results since this subject area is mainly used to report on changes to the succession plan details.

Person ID, Person Number under Succession History Details folder have been casted as character. Filters which are specific to number format like – In Between, less than, greater than, and more, will not work on these columns.

Workforce Succession Management - Talent Pools Real Time

Description

Report on talent pools and its members in the organization. Talent pool details like owner, status, business unit, job, position and the member status are available. The member details includes all the common dimensions for the worker along with profile information like work requirement and risk of loss.

Business Questions

This subject area can answer the following business questions:

- *What are the various talent pools that are created in the organization by Job, Grade, and positions?*
- *Who are the various workers in a given talent pool?*

Job Roles

ORACLE

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Succession Management Transaction Analysis Duty*
- *Talent Review Meeting Real Time Transaction Analysis Duty*

Primary Navigation

My Client Groups > Succession Plans - > Talent Pools

Time Reporting

This subject area does not support history data. However, you can use a SQL prefix SET VARIABLE
PARAM_EFFECTIVE_DATE= history date to reset the default as-of date and include history data or future effective dated
changes.

This subject area has no anchoring date.

Transactional Grain

This subject area returns data at the grain of Talent Pools of the owners (HRT_POOLS_VL). This subject area has custom
data security unlike the regular FNDDS data security.

Special Considerations

Secured by Owner of the pool.

Workforce Talent Review - Talent Review Meeting Real Time

Description

Focuses on the ratings resulting from a talent review meeting. Ratings such as performance, potential, talent score,
risk of loss and impact of loss can be calibrated during a review meeting. The initial manager assessed ratings can be
compared to the submitted review meeting ratings to determine which ratings were calibrated. In addition, information
about notes created about workers during the review meeting is available for reporting. Use the Time dimension to
report on the history data related to workers talent review, the assessment, and ratings.

Business Questions

This subject area can answer the following business questions:

- *What is the calibrated score of worker in talent assessment areas of potential and performance?*
- *What is the count of workers in the 9 box grid of performance versus potential?*
- *Is the workers impact of loss correlated to the calibrated performance or potential rating?*
- *Can I report on the assessment details of the workers by all the participants in the talent review meeting?*
- *Can I report on the worker profile items like competencies, degrees, certifications etc along with the workers assessment of potential, performance ratings?*
- *What is the impact of loss and risk of loss of a worker?*
- *What is the trend of the talent review assessment scores of the worker by last 3 years?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

Primary Navigation

My Client Groups > Talent Review

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Talent Review Meeting Details.Meeting Date".

Transactional Grain

This subject area returns data at the grain of Meeting Reviewee (HRR_MEETING_REVIEWEES).

Special Considerations

None.

Workforce Talent Review – Talent Review Tasks Real Time

Description

Provides real time information on the tasks related to a worker that are created during the talent review meeting. Details related to the tasks, such as meeting name, task owner, to whom the task is assigned, task name, status, priority, start, end and due dates and tasks counts, are available for reporting.The Time dimension allows reporting on the task details based on various time periods.

Business Questions

This subject area can answer the following business questions:

- *What percentage of workers have completed vs not completed the tasks assigned to them in the organization?*
- *Can I report on the various tasks and the assignment counts of these to the workers for a specific talent review meeting?*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to this subject area:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

Primary Navigation

My Client Groups > Talent Review > <Meeting Name> > Manage Notes and Tasks

Time Reporting

This subject area can be used to report on the history data.

Time dimension is linked to "Task Details.Start Date".

Transactional Grain

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This subject area returns data at the grain of Talent Review meeting Tasks of the facilitators and business leader of a meeting apart from normal task owner and task assignee (hrt_tasks). This subject area has custom data security unlike the regular FNDDS data security.

Special Considerations

None.

3 Business Questions

Overview

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

What is the re-inforcement in employee strength required during a specific month based on daily absences?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Calendar Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

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Can I get the list of workers who have taken more than N number of absences in the quarter?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

Can I report on the pattern count of absence type during different months of the year? For example: December has maximum Vacation absences

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

What are the various Absence Plans, types, and categories in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

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What is the average leave taken by Department/Location?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

What is the count of absences by type and status?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

Which Business unit has recorded the largest number of leaves during the year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

Which workers have taken the more than N number of days leave duration?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Absence Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

Can I get a breakup of accruals of workers by accrual methods, and plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Accrual Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

ORACLE

Can I get a trend report on the summary of accruals by years, and accrual methods?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Accrual Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

Can I report on details of accrual plans such as carryover limit, accrual rate, accrual ceiling?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Accrual Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

What are the various Accrual Methods employed in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Accrual Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

ORACLE

Which are the various accrual plans and the total number of accruals against them?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Accrual Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*

What are the various action items for a participant to enroll in a benefit?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Action Items Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What is the action items required to designate coverage for a dependant or beneficiary?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Action Items Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What is the count of life events status?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Action Items Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What are the benefits that needs to be billed for the workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Billing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

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What is the outstanding amounts to be paid by employees for each benefits?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Billing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What is the percentage of benefits enrollment based on court orders?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Court Orders Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Can I report on all the benefit programs and the plans available for enrollment to the workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollment Opportunities Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

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What are the various plan options available for the benefit plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollment Opportunities Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What is the count of eligible workers for a benefit plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollment Opportunities Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Which enrollment plan has the highest eligibility count?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollment Opportunities Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Can I get a trending report on the participant costs for benefit plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollments Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Can I get the count of employee enrollments across business units?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

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Can I list the workers who are eligible to enroll dependants for a plan but have not done so far?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Can I report on the count of workers having benefit plan enrollment by enrollment method?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollments Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What are the various benefit plans to which the workers have enrolled, by various years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Enrollments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What are the various life events, and statuses along with their counts?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Potential Life Events Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What are the various potential life event reason codes?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Potential Life Events Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Can I report on the plans and their effective start and end dates?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Setup Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Which are the various benefit plans under each programs?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Setup Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What are the options available for dependant enrollment in a plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Setup Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

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What are the various benefit programs?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Setup Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What is the most common development intent across development goals?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Career Development - Development Goal Overview Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Career Development Transaction Analysis Duty*

What is the percentage of goals completed versus in progress for the current year by Business Unit?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Career Development - Development Goal Overview Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Career Development Transaction Analysis Duty*

How is each worker's salary distributed by component?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is each worker's current salary?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the average salary by location and job?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the current cost of base pay by organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*

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- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the distribution of salary by quartile by country or job?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

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What percentage of total salary is attributed to each salary component?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

Which workers have a compa-ratio under 80 or over 120?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

Which workers have not had a salary adjustment in over 12 months?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

How does the performance rating of the worker relate to the salary change over the years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary History Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the salary change percent for the workers over the last 5 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary History Details Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

Which year in the last 10 years has the most number of workers getting a salary raise?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Salary History Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

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What are the various stock grants allotted to the workers in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Stock Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What stocks have provided a profit to the workers during the last 3 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Stock Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

Can I Compare the Budget Amount by Business Unit, Location, and Assignment Manager?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

Can I compare the Budget Distribution by the Performance Ratings of the Workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

In a Compensation Plan, what is the Average Budget amount?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What are the various Budget pools available for Compensation Plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the Actual Budget Spent by a Manager in the Compensation Plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the Actual Distribution Budget Amount?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the Budget Amount specified per the Compensation Worksheet?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

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What is the Count of Workers included in Budgeting?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the Overall Budget Amount for a Compensation Plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the Percentage spent by Budget pools in a Compensation Plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

Which Workers do not have the Compensation Budget allocated?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Budgets Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

How does the amount budgeted for each worker compare to the amount allocated?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

How much was allocated for each component?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

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What are the Target and Actual Compensation Amounts for Workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the average allocation amount or change percentage by performance rating?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the average amount allocated by each manager?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

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What is the Average Worker Level Budget Amount?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What is the Count of Eligible Workers in the Compensation Plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

Which workers received promotion during the compensation cycle?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

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Which workers were not allocated compensation?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

What are the various lookup codes for a lookup type?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *OTBI HCM Prompts*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*
- *Compensation Analyst*

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- *Compensation Manager*

- *Environment, Health and Safety Manager*

- *Human Capital Management Application Administrator*

- *Human Resource Analyst*

- *Line Manager*

- *Payroll Manager*

- *Time and Labor Administrator*

- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*
- *Archived HCM Approval Task Transaction Analysis Duty*
- *Benefits Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Environment, Health and Safety Transaction Analysis Duty*
- *HCM Transaction Administration Transaction Analysis Duty*
- *Payroll Transaction Analysis Duty*
- *Scheduling Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*

Do some performers complete tasks quicker than others?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Checklist Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the tasks to be performed during a worker on-boarding and off-boarding?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Checklist Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the various checklist categories, and the action names in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Checklist Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the status of certain tasks for each worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Checklist Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

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Which allocated tasks are taking longer than planned?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Checklist Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the various documents that an employee has submitted and the pending documents?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Documents of Record Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Documents of Record Transaction Analysis Duty*

Which are the documents that are ending their validity period and hence must be renewed?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Documents of Record Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Documents of Record Transaction Analysis Duty*

How many contracts are going to expire? How many contracts have expired?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Employment Contract Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

How many contracts does a worker have?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Employment Contract Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

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What is the duration of a worker's contract extension?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Employment Contract Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the duration of a worker's contract?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Employment Contract Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the number of contracts by contract types and statuses?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Employment Contract Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

Which BU/Department has the highest number of contracts?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Employment Contract Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the various grades that have been setup?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Grade Rate Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

How many workers have work permits?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

How many workers work permits will expire?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the passport details of the worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the worker contacts phone numbers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the count of workers by work permit to various countries?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the distribution of my workers by ethnicity, gender, nationality, or religion?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the workers citizenship?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the workers ethnicity and religion?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the workers national ID?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the valid grades associated with each position?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Position Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the various positions available under each job?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Position Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the hiring status of a specific position?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Position Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the occupancy of my positions?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Position Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

Which positions have not been filled in the organization?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Position Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the number of job requisitions created to fill the job openings?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Vacancy Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Vacancy Transaction Analysis Duty*

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What are the various job openings available as of current date?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Vacancy Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Vacancy Transaction Analysis Duty*

What is the numbers of jobs filled by each year over the last 5 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Vacancy Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Vacancy Transaction Analysis Duty*

How long is the worker employed in the organization; can I get the details by number of days, months, and years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Work Relationship Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the primary work relationship details of the worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Work Relationship Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the Business Unit, location, department, etc of a worker in his primary assignment?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Work Relationship Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the projected termination date for a worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Work Relationship Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

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What is the rehire recommendation for a worker before the worker got terminated?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Work Relationship Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

When did the worker join the organization? When was the workers original hire date?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Work Relationship Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the Hire, rehire, transfer, termination counts by Business Unit, Department, Location, Manager etc?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Event Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the various reasons for worker terminations under both voluntary and involuntary categories?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Event Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is an employee's assignment history in the chronological order?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Event Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the count of terminations by various termination reasons?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Event Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the count of transfers into a Business Unit or Department?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Event Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the headcount of terminations by categories such as voluntary and involuntary?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Event Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the total number of promotions between two dates for a worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Event Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the current assignment information for a worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the current employee headcount by employee category or assignment status?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the current headcount by job, department, grade, location, business unit, legal employer or bargaining unit?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

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What is the FTE, headcount, assignment count by Location, Country etc?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the headcount by payroll?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the headcount of hourly or salaried employees?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Assignment Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What is the headcount for the last 3 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Workforce Trend Real Time*

ORACLE

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

Which months in the year has a high attrition rate?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Workforce Trend Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

Which incident events have the highest and lowest percentage of getting closed?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Environment Health and Safety - Incidents Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Environment, Health and Safety Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Environment, Health and Safety Transaction Analysis Duty*

Which incident events occur frequently?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Environment Health and Safety - Incidents Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Environment, Health and Safety Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Environment, Health and Safety Transaction Analysis Duty*

How many aligned goals does a worker have?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Alignments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

What's their status?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Alignments Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

Which aligned organization goals have the highest and lowest number of worker goals aligned with them?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Alignments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

How many goals have been completed?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Status Overview Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

How many performance goals do workers have in a given review period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Status Overview Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

ORACLE

Which goal plans are associated with worker's goals?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Status Overview Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

How many development goal tasks does a worker have?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

ORACLE

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

How many goals have tasks?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

How many performance goal tasks does a worker have in a given review period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

Which worker tasks have not been completed. Who is the manager?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

Which worker tasks were completed. Who was the manager?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

How many goals have target outcomes?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Target Outcomes Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

ORACLE

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

How many target outcomes are there across all the goals for workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Target Outcomes Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

What are the target rating levels for the target outcomes?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Target Outcomes Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

What are the various business processes and the corresponding count of tasks against them?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Human Capital Management - Approval Notification Archive Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Capital Management Application Administrator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Archived HCM Approval Task Transaction Analysis Duty*

What is the average time taken across task categories between the initiation and completion of tasks during the current month?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Human Capital Management - Approval Notification Archive Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Capital Management Application Administrator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Archived HCM Approval Task Transaction Analysis Duty*

What categories of transactions are in top 5 in time taken to complete?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Human Capital Management - Transaction Administration Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Capital Management Application Administrator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Archived HCM Approval Task Transaction Analysis Duty*
- *HCM Transaction Administration Transaction Analysis Duty*

Which categories of transactions have max/min issues?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Human Capital Management - Transaction Administration Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Capital Management Application Administrator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Archived HCM Approval Task Transaction Analysis Duty*
- *HCM Transaction Administration Transaction Analysis Duty*

ORACLE

Can i get the comparison for a learning by recommended , like, attempted and completed counts?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Management Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Learning Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Learning Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*

Which BU's produce maximum number of learning items during the quarter?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Management Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Learning Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Learning Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*

Which learning item has the least successfully completed rate?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Management Real Time*
- *Workforce Learning - Learning Records Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Learning Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Learning Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*

Which learning items are the most popular, i.e. the most number of attempted/completed count during the year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Management Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Learning Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Learning Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*

What are the involuntary deduction components and the corresponding component values for a worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Calculation Cards Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various calculation cards that can be reported?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Calculation Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

How has the base pay for the workers increased over the last 5 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Element Entries History Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What is the bonus amount trend in the organization across time periods?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Element Entries History Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

How many element entries are there in a payroll?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Element Entries Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various payrolls run, element entries and their input values for a worker during a specific period?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Element Entries Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

Which element entry value has the highest value in a payroll?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Element Entries Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

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Can I get a trend of payments costing by country and department?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Costing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the debit and credit values for an account type?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Costing Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various payroll process source types in costing of payments?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Costing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various account types in payroll costs of payment?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Costing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

Can I get a trend of the third party payment methods and their respective amounts in a year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Distribution Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

How many number of payments are made from same bank accounts and different bank accounts?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Distribution Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various types of payment distribution types and their amounts for a particular month?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Distribution Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What is the amount distributed for each payroll in a year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payments Distribution Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

Can I compare the various earnings and their balances, as well the deductions and their corresponding balances for the recent payroll?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Balances Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What is the earnings and deductions balances for the current year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Balances Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What tax is the highest deduction for the workers during the last 3 financial years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Balances Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

Which are the top 5 departments in their earnings?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Balances Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various costing types and levels setup in the organization?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Costing Setup Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What components in payroll costing setup provide the labor costs?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Costing Setup Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

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What are the various payroll activities outsourced by the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Interface Inbound Records Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Coordinator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Interface Transaction Analysis Duty*

What payrolls are processed by the vendors?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Interface Inbound Records Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Coordinator*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Interface Transaction Analysis Duty*

What percentage of workers have their payrolls processed by vendors?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Interface Inbound Records Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Coordinator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Interface Transaction Analysis Duty*

What are the various costs in a payroll process?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Run Costing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What is the trend of costs incurred in payroll over a particular year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Run Costing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What is the variation between payroll costs for workers by departments and countries?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Run Costing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various payrolls, element run results along with their input values for a worker during a period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Run Results Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the voluntary versus involuntary deductions by locations?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Run Results Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

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What are the average standard earnings by various jobs?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Run Results Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What is the total amount incurred by the employer as payroll charges?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Payroll Run Results Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What percentage of amounts is distributed by various payroll payments in the organization during the year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Personal Payment Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What are the various payment methods and the corresponding values preferred by the workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Personal Payment Details Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

what is the rate calculation of the base salary for the hourly employees?what is the total payroll tax liability of a worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Rate Calculation Results Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

Which are the top 5 departments liable for retroactive employer tax credit amount?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Retroactive Pay Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

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What are the total taxable benefit hours and the corresponding amounts for employees processed in retroactive pay?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Retroactive Pay Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

What is the total retroactive amount by various payroll elements?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Retroactive Pay Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

Which employees have not received the retroactive pay in a payroll cycle?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - Retroactive Pay Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Payroll Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Payroll Transaction Analysis Duty*

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What are the rows, columns and the corresponding values of a specific User-Defined Table?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - User-Defined Tables Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*
- *Compensation Analyst*
- *Compensation Manager*
- *Human Resource Analyst*
- *Line Manager*
- *Payroll Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*
- *Benefits Transaction Analysis Duty*
- *Career Development Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Documents of Record Transaction Analysis Duty*
- *Goal Management Transaction Analysis Duty*
- *Payroll Transaction Analysis Duty*
- *Performance Management Transaction Analysis Duty*
- *Scheduling Transaction Analysis Duty*
- *Succession Management Transaction Analysis Duty*
- *Talent Review Meeting Real Time Transaction Analysis Duty*

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- *Time and Labor Transaction Analysis Duty*
- *Vacancy Transaction Analysis Duty*
- *Workforce Profile Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*

What are the various User-Defined Tables defined in Fusion HCM?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Payroll - User-Defined Tables Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*
- *Compensation Analyst*
- *Compensation Manager*
- *Human Resource Analyst*
- *Line Manager*
- *Payroll Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Absence Management Transaction Analysis Duty*
- *Benefits Transaction Analysis Duty*
- *Career Development Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Documents of Record Transaction Analysis Duty*
- *Goal Management Transaction Analysis Duty*
- *Payroll Transaction Analysis Duty*

- *Performance Management Transaction Analysis Duty*

- *Scheduling Transaction Analysis Duty*

- *Succession Management Transaction Analysis Duty*

- *Talent Review Meeting Real Time Transaction Analysis Duty*

- *Time and Labor Transaction Analysis Duty*

- *Vacancy Transaction Analysis Duty*

- *Workforce Profile Transaction Analysis Duty*

- *Workforce Transaction Analysis Duty*

What is the performance document status including no status for missing documents for performance documents managed by eligibility?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Document Eligibility Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What percentage of eligible workers have not created the performance document for the appraisal period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Document Eligibility Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Which documents exist that are no longer eligible?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Document Eligibility Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What is the percentage of appraisal documents by various statuses for the selected review period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Document Status Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Which workers have completed a performance evaluation for a performance document period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Document Status Real Time*

ORACLE

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What is the actual distribution of the performance rating for a performance document period vs. the targeted distribution?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Distribution Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

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What is the minimum and maximum performance ratings distribution for a performance document?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Distribution Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Which performance document review periods have their actual rating distributions fall within the target rating distributions?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Distribution Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

How many evaluations are participants asked to participate in, who have responded and who have not?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

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How many workers rated themselves lower or higher than the manager or other participants?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What are the questions posed and answers provided by various participants?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What are the ratings and comments provided by manager, worker and other participants?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What is the average rating for a worker over time, across all participants?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What is the rating model used for each performance document evaluation?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What is the trend of performance rating for a worker over successive years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

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Who are the various participants in a workers performance evaluation?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Rating Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What are the counts of performance tasks by statuses for a performance document period name?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Task Status Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What are the various tasks for performance documents and what status are they in?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Task Status Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What is the total number of tasks for a worker?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Task Status Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Which tasks were bypassed or reset and who bypassed or reset it?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Task Status Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

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Which workers have completed performance evaluation for a performance document period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Task Status Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Who by role and name owns a task and what is the status of the task?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Task Status Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What are the attributes of the content types?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Library Objects Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

What are the predefined content items?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Library Objects Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

What are the predefined content types?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Library Objects Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

ORACLE

What are the predefined rating models and rating levels?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Library Objects Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

How many languages are required for all jobs?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Model Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

What are the active or inactive job profiles?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Model Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

What are the job profiles associated with a specific job or position?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Model Profile Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

What are the various competencies required for a position and what are the target levels for the competencies?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Model Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

ORACLE

What are the work requirements for a job?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Model Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

Which jobs require certifications?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Model Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

How many workers have high, medium, or low potential for a particular manager, department, grade, or position?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Person Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

What are the career preferences of the workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Person Profile Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

What are the competency strengths and weakness in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Person Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

ORACLE

What are the workers competencies by business unit, job function and location?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Person Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

Who are the high-potential workers who have a high risk of loss by department?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Person Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

Who are the workers who have a particular competency, language skill or certification?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Person Profile Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Profile Transaction Analysis Duty*

How many incumbent succession plans are created in each business unit?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Incumbent Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

How many incumbent succession plans are there?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Incumbent Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Who are the Incumbents with risk of loss?.

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Incumbent Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

How many incumbents have multiple succession plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Incumbent Plans Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

How many incumbents are in critical Jobs?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Job Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

How many plans do not have any incumbents?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Job Plans Real Time*

- *Workforce Succession Management - Position Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Which incumbents are in multiple succession plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Job Plans Real Time*
- *Workforce Succession Management - Position Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Which incumbents of a job plan are in high risk of loss or high impact of loss?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Job Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

What is the percentage of distinct critical jobs with no succession plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Job Plans Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Can I report on the talent profile details of the candidates?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Plan Candidates Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

How many candidates are on a succession plan by various readiness statuses?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Plan Candidates Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

How many candidates are on plans outside the department?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Plan Candidates Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Which candidates have their readiness status as ready for a specific plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Plan Candidates Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

ORACLE

What is the average number of plans by candidate for current year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Plan Candidates Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Which succession plans do not have candidates? List the details of succession plans, incumbents, and the candidates.

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Plan Candidates Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

How many incumbents are in critical positions?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Position Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Which ncumbents of a position plan that are in high risk of loss or high impact of loss?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Position Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

What is the percentage of distinct critical positions with no succession plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Position Plans Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

ORACLE

Who are the various workers in a given talent pool?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Talent Pools Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*
- *Talent Review Meeting Real Time Transaction Analysis Duty*

What are the various talent pools that are created in the organization by Job, Grade, and positions?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Talent Pools Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*
- *Talent Review Meeting Real Time Transaction Analysis Duty*

Can I report on the assessment details of the workers by all the participants in the talent review meeting?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Meeting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

Can I report on the worker profile items like competencies, degrees, certifications etc along with the workers assessment of potential, performance ratings?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Meeting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

Is the workers impact of loss correlated to the calibrated performance or potential rating?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Meeting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

ORACLE

What is the calibrated score of worker in talent assessment areas of potential and performance?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Meeting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

What is the count of workers in the 9 box grid of performance versus potential?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Meeting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

What is the impact of loss and risk of loss of a worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Meeting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

What is the trend of the talent review assessment scores of the worker by last 3 years?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Meeting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

Can I report on the various tasks and the assignment counts of these to the workers for a specific talent review meeting?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

ORACLE

What percentage of workers have completed vs not completed the tasks assigned to them in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Talent Review - Talent Review Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Talent Review Meeting Real Time Transaction Analysis Duty*

What percentage of the reported hours were processed and transferred to payroll during the last two years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Historical Processed Time Cards Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

Which projects had the maximum billable hours over the last few years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Historical Processed Time Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

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What is the trend of the time cards created and submitted over the last 5 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Historical Reported Time Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

Which business units have maintained a ratio of 90 percent and above in submitting their time cards consistently?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Historical Reported Time Cards Real Time*

ORACLE

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

For a given scheduling group, how many hours are scheduled on a specific date or over a specific range of dates?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

ORACLE

For a given scheduling group, how many resources are required on a specific date or over a specific range of dates?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

For a given scheduling group, how many resources are scheduled on a specific date or over a specific range of dates?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

ORACLE

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

For a given scheduling group, on a specific date or over a specific range of dates, who are the workers whose scheduled hours are greater or less than reported hours (where time cards exists), and the difference between the times?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

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The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

For a given scheduling group, what is the staffing difference on a specific date or over a specific range of dates?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

For a given worker, how many hours are scheduled on a specific date or over a specific range of dates?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

What are the various planned schedules and their details?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

Who are the workers whose shifts end within the specified time period on the specified date?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

Which day during the week has the highest work scheduled during the week/month?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Planned Schedules Real Time*

ORACLE

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

What is the ratio of processed to reported time cards? What percentage of reported hours were approved as payroll hours?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Processed Time Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

ORACLE

Which workers have not had a schedule assigned to them?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Published Schedules Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

What is the breakdown of the various hours reported in the time cards like reported, absence, labor, overtime hours?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Reported Time Cards Real Time*

ORACLE

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

What percentage of the workers have created time cards for a specific period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Reported Time Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

ORACLE

What are the various schedules created in the T&L scheduling capability?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Scheduler Profiles Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

What is the estimated workload forecast based on the schedules created for the manager?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Scheduler Profiles Real Time*

Job Roles

ORACLE

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Scheduling Transaction Analysis Duty*

What are the various repeating time period types setup?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Setup Objects and Profiles Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

ORACLE

What are the various time card periods setup in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Setup Objects and Profiles Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

What are the various collection devices and their corresponding events?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Time Collection Devices Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

What is the percentage of hours reported by various time collection devices in the organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Time Collection Devices Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

What is the count of notes received by workers in a given population(job, location, country)?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Feedback Notes by Recipient Real Time*

Job Roles

No applicable job roles

Duty Roles

No applicable job roles

Which workers have received maximum notes within a specified time period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Feedback Notes by Recipient Real Time*

Job Roles

No applicable job roles

Duty Roles

No applicable job roles

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Which authors have provided more notes to the workers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Feedback Notes by Recipient Real Time*

Job Roles

No applicable job roles

Duty Roles

No applicable job roles

What is the ratio of notes authored by public versus managers for workers within the population?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Profiles - Feedback Notes by Recipient Real Time*

Job Roles

No applicable job roles

Duty Roles

No applicable job roles

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What is the number of compliance messages generated for missing timecards against the departments during the month?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Compliance Results Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

List the Top 10 managers that have the maximum compliance messages due to missing timecards.

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Worker Compliance Results Real Time*

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Job Roles

The following job roles secure access to this subject area:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Time and Labor Transaction Analysis Duty*

List the Jobs and corresponding requisitions against them currently.

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

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List all the job requisition counts by their current statuses

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

What is the count of current job openings by countries?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

List the job requisitions and the candidate counts that have applied for the jobs

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

Provide a trend of the count of requisitions raised and filled for the last 12 months

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Events Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

List the jobs whose requisitions are in pending approval state for more than 2 months

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Events Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

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Which hiring teams and managers have closed more than 75% of their job requisitions in last 3 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Events Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

What is the top 10 job requisitions created by the salary range attached to them?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Recruiting Events Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Transaction Analysis Duty*

How many audience did each campaign attract?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Sourcing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Sourcing Transaction Analysis Duty*

What percentage of the campaign audience got converted as job applicants?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Sourcing Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Recruiter*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Sourcing Transaction Analysis Duty*

Which manager/worker had no performance check-in meetings in a specific time period (month,quarter,year)?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Check-In Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

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How many check-ins a worker/manager have had in a specific time period (month, quarter, year)?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Check-In Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Which Department is doing well overall in performance check-in and which department managers need training?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Performance Check-In Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Who are the accrual balance donors during this year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Absence Management - Leave Donations Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Leave Donation Transaction Analysis Duty*

Who all donated to a specific recipient - when and how much?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Absence Management - Leave Donations Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Leave Donation Transaction Analysis Duty*

Who all did a particular donor donate to?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Absence Management - Leave Donations Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Leave Donation Transaction Analysis Duty*

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How many workers have received accrual balance from donors during the year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Absence Management - Leave Donations Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Leave Donation Transaction Analysis Duty*

What is the count of workers that have not been assigned any goal plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Plan Assignments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

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- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

which workers have been assigned a specific goal plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Plan Assignments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

Who is not assigned any goal plans?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Plan Assignments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

Who is not assigned a given goal plan?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Goals - Goal Plan Assignments Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Goal Management Transaction Analysis Duty*

What is the total number of eligible workers that can create the check ins?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Check-In Eligibility Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

Which eligible workers have not had a check in yet for the review period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Check-In Eligibility Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What is the headcount, FTE, cost, predictive change in the model?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Workforce Modeling Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Human Resource Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Modeling Transaction Analysis Duty*

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How many types of change are in the model?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Workforce Modeling Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Human Resource Specialist*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Modeling Transaction Analysis Duty*

What are the variations between job requisitions and job requisition templates?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Setup Details Real Time*

Job Roles

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The following job roles secure access to this subject area:

- *Recruiter*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Transaction Analysis Duty*

Which career sites are serving which context dimensions?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Setup Details Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Recruiter*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Transaction Analysis Duty*

What are the available recruiting locations?

Subject Areas

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The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Setup Details Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Recruiter*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Transaction Analysis Duty*

What are the configurations of the available candidate selection processes?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Setup Details Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Recruiter*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Transaction Analysis Duty*

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What are the various candidate application flows?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Setup Details Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Recruiter*

Duty Roles

The following duty roles secure access to this subject area:

- *Recruiting Transaction Analysis Duty*

Why am I not able to view succession management subject areas with my login?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Security - Roles and Privileges Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *IT Security Manager*

Duty Roles

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The following duty roles secure access to the data related to this business question:

- *Security Transaction Analysis Duty*

Which data security policy would provide access to the talent profile data ?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Security - Roles and Privileges Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *IT Security Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Security Transaction Analysis Duty*

Can I view and edit the manage employment screen, if yes, which functional security policy do I need to provide to the user?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Security - Roles and Privileges Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *IT Security Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Security Transaction Analysis Duty*

I have not added the Compensation analyst role to user, however the user seem to have this job role, can I trace how has this been inherited by the user?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Security - Roles and Privileges Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *IT Security Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Security Transaction Analysis Duty*

How many feedback requests were created for a worker in a specific time period (month,quarter,year)?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Requested Feedback Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What percentage of workers have had a feedback requested by their managers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Requested Feedback Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

List all the feedback request templates with their status

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Performance - Requested Feedback Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Performance Management Transaction Analysis Duty*

What percentage of workers have eligible jobs assigned to them?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Eligible Jobs Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

Which job is the most assigned eligible job?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Eligible Jobs Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the eligible jobs for a certain worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Eligible Jobs Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the Compensation Types or categories of market data compensation such as Base Salary, Short-term incentive, Long-term incentive, Allowance, Bonus, Premium that will be covered in the market survey?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Market Data Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Compensation Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Market Data Analysis Duty*

Who are the suppliers of compensation survey?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Market Data Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Market Data Analysis Duty*

What is the average salary paid for a specific job at a location?

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Market Data Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Market Data Analysis Duty*

Where does your employee salary stand stand wrt market data?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Market Data Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Market Data Analysis Duty*

What percentage of the learning content items have been attempted?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Content Items Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Learning Specialist*

Duty Roles

The following duty roles secure access to this subject area:

- *Learning Transaction Analysis Duty*

What is the average completion count of a particular learning content item year on year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Content Items Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Learning Specialist*

Duty Roles

The following duty roles secure access to this subject area:

- *Learning Transaction Analysis Duty*

How many entries contain change audit information?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Change Audit Reported Time Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

What are the current and previous entry values associated with a change audit entry?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Change Audit Reported Time Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

How many change audit entries resulted from deleted entries?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Change Audit Reported Time Cards Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Time and Labor Transaction Analysis Duty*

What errors were encountered when loading data in the past month?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *HCM Integrations Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Capital Management Integration Specialist*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *HCM Data Exchange Transaction Analysis Duty*

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What are the extract definitions, by category, defined in the system?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *HCM Integrations Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Capital Management Integration Specialist*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *HCM Data Exchange Transaction Analysis Duty*

Over a certain date range (a month, 6 months, a year), how many data disposal processes were run, total and per template?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *HCM Integrations Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *Human Capital Management Integration Specialist*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *HCM Data Exchange Transaction Analysis Duty*

What are the benefit balances for an employee

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Person Information Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What are the person habits of Participants and dependants

Subject Areas

ORACLE

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Person Information Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

What are the benefit groups of a Participant

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Benefits - Person Information Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Benefits Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Benefits Transaction Analysis Duty*

Which are the top 5 data security incidents by count during the month?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Data Security - Incidents Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Environment, Health and Safety Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Environment, Health and Safety Transaction Analysis Duty*

Which incidents have a high rate of closure?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Data Security - Incidents Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Environment, Health and Safety Manager*

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Duty Roles

The following duty roles secure access to the data related to this business question:

- *Environment, Health and Safety Transaction Analysis Duty*

What percentage of investigations are complete for an incident?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Data Security - Incidents Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Environment, Health and Safety Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Environment, Health and Safety Transaction Analysis Duty*

Which incidents actions have been closed in last 3 months?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Data Security - Incidents Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Environment, Health and Safety Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Environment, Health and Safety Transaction Analysis Duty*

List all the Data Security Privileges that were added by a specific user

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Security - Audit Real Time*

Job Roles

The following job roles secure access to this subject area:

- *IT Security Manager*

Duty Roles

The following duty secure access to this subject area:

- *Security Transaction Analysis Duty*

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Which roles were added with a specific functional security policy and who added it?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Security - Audit Real Time*

Job Roles

The following job roles secure access to this subject area:

- *IT Security Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Security Transaction Analysis Duty*

What percentage of workers have been given a bonus in the current quarter

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Individual Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*

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- *Compensation Manager*

- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

- *Payroll Transaction Analysis Duty*

- *Compensation Transaction Analysis Duty*

- *Compensation Transaction Analysis Duty*

Provide the list of workers that have been awarded an individual compensation

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Individual Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*

- *Compensation Manager*

- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*

- *Payroll Transaction Analysis Duty*

- *Compensation Transaction Analysis Duty*

- *Compensation Transaction Analysis Duty*

ORACLE

What is the total value of all the individual compensation provided by managers in my organization?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Individual Compensation Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Compensation Transaction Analysis Duty*
- *Payroll Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*

How are the learners progressing against a learner item?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Records Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Learning Specialist*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Learning Transaction Analysis Duty*

Which learning items are the most popular? i.e Which learning items have the most number of enrollments during the year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Records Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Learning Specialist*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Learning Transaction Analysis Duty*

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Which business unit has highest percentage of overdue learning records?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Learning - Learning Records Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Learning Specialist*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Learning Transaction Analysis Duty*

Which user/manager accessed the sensitive data of others?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Sensitive Data Access Audit Real Time*

Job Roles

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The following job roles secure access to the data related to this business question:

- *IT Auditor*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Sensitive Data Access Audit Transaction Analysis Duty*

What is the numbers of viewers and number of times the personal data is viewed in the year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Sensitive Data Access Audit Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *IT Auditor*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Sensitive Data Access Audit Transaction Analysis Duty*

What percentage of my workers have wellness tasks created?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Employee Wellness - Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Employee Wellness Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Employee Wellness Transaction Analysis Duty*

Which workers have an award on their tasks?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Employee Wellness - Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Employee Wellness Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Employee Wellness Transaction Analysis Duty*

What is the percentage of tasks created vs completed?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Employee Wellness - Tasks Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Employee Wellness Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Employee Wellness Transaction Analysis Duty*

Which workers have been in the enterprise exceeding 15 years?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Seniority Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

What are the total hours loaded for the worker in a time period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Seniority Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

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What is the average time of workers in a specific job?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Person Seniority Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Transaction Analysis Duty*

Which locations do you find the applications from gig seekers?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Recruiting - Opportunity Marketplace Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Opportunity Marketplace Gig Creator*

- *Opportunity Marketplace Gig Seeker*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Recruiting Opportunity Marketplace Transaction Analysis Duty*

What are the changes that have happened on a specific succession plan since its creation?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Succession Plan History Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Which are the succession plans that have had changes on them, during the current year?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Succession Plan History Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

List the plans in which any candidate had their readiness changed to Ready Now during the year

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Succession Plan History Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

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List the plans and the owners that had the candidate removed from the plan during the year

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Succession Management - Succession Plan History Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Succession Management Transaction Analysis Duty*

Provide the list of workers whose assignment and salary changes have happened in the current year

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Assignment Salary Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*
- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Assignment Salary Transaction Analysis Duty*

Which employees have not had a change in assignment since joining but have had a salary change?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Assignment Salary Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*
- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Assignment Salary Transaction Analysis Duty*

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What are the various HR actions during which the salaries have also been changed for the worker?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Assignment Salary History Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*
- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Assignment Salary Transaction Analysis Duty*

What percentage of employees have had a promotion and also had a salary raise along with it?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Compensation - Workforce Assignment Salary History Real Time*

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Job Roles

The following job roles secure access to the data related to this business question:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*
- *Human Resource Analyst*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Workforce Assignment Salary Transaction Analysis Duty*

What is the count of campaigns and audience across each of the campaigns?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *HCM Communicate - Campaigns Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Employee Campaign Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *HCM Communicate Campaigns Transaction Analysis Duty*

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What is the percentage of responders across campaigns?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *HCM Communicate - Campaigns Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Employee Campaign Manager*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *HCM Communicate Campaigns Transaction Analysis Duty*

What is the baseline value provided for my scheduling period so I can see my budget?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Scheduling - Workload Real Time*

Job Roles

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The following job roles secure access to this subject area:

- *Workforce Schedule Manager*
- *Workforce Schedule Administrator*

Duty Roles

The following duty roles secure access to this subject area:

- *Advanced Workforce Scheduling Transaction Analysis Duty*

What is the plan value for my scheduling period?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Scheduling - Workload Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Workforce Schedule Manager*
- *Workforce Schedule Administrator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Advanced Workforce Scheduling Transaction Analysis Duty*

What are the raw values of all my imports impacting my scheduling system?

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Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Scheduling - Workload Real Time*

Job Roles

The following job roles secure access to the data related to this business question:

- *Workforce Schedule Manager*
- *Workforce Schedule Administrator*

Duty Roles

The following duty roles secure access to the data related to this business question:

- *Advanced Workforce Scheduling Transaction Analysis Duty*

What percentage of workers that are assigned the survey journey have submitted?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Survey Journey Responses Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

What is the average response count received across all workers, for a survey journey?

Subject Areas

The following subject areas contain the folders and attributes needed to answer this business question:

- *Workforce Management - Survey Journey Responses Real Time*

Job Roles

The following job roles secure access to this subject area:

- *Human Resource Analyst*
- *Line Manager*

Duty Roles

The following duty roles secure access to this subject area:

- *Workforce Transaction Analysis Duty*

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4 Job Roles

Overview

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

Benefits Manager

Code Name

ORA_BEN_BENEFITS_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Benefits Transaction Analysis Duty*
- *Benefits Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Benefits - Action Items Real Time*
- *Benefits - Billing Real Time*
- *Benefits - Court Orders Real Time*
- *Benefits - Enrollment Opportunities Real Time*
- *Benefits - Enrollments Real Time*
- *Benefits - Person Information Real Time*
- *Benefits - Potential Life Events Real Time*
- *Benefits - Setup Real Time*
- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*

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Business Questions

This job role secures access to data that can answer the following business questions:

- *Can I report on the count of workers having benefit plan enrollment by enrollment method?*
- *Can I report on the plans and their effective start and end dates?*
- *What are the benefit balances for an employee*
- *What is the count of life events status?*
- *Can I get the count of employee enrollments across business units?*
- *Which are the various benefit plans under each programs?*
- *Can I report on all the benefit programs and the plans available for enrollment to the workers?*
- *What are the options available for dependant enrollment in a plan?*
- *What are the various lookup codes for a lookup type?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What are the benefit groups of a Participant*
- *Can I list the workers who are eligible to enroll dependants for a plan but have not done so far?*
- *What are the person habits of Participants and dependants*
- *What is the action items required to designate coverage for a dependant or beneficiary?*
- *What are the benefits that needs to be billed for the workers?*
- *What is the outstanding amounts to be paid by employees for each benefits?*
- *What is the percentage of benefits enrollment based on court orders?*
- *What are the various plan options available for the benefit plan?*
- *What are the various benefit plans to which the workers have enrolled, by various years?*
- *What is the count of eligible workers for a benefit plan?*
- *Which enrollment plan has the highest eligibility count?*
- *What are the various action items for a participant to enroll in a benefit?*
- *Can I get a trending report on the participant costs for benefit plans?*
- *What are the various life events, and statuses along with their counts?*
- *What are the various potential life event reason codes?*
- *What are the various benefit programs?*

Compensation Analyst

Code Name

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ORA_CMP_COMPENSATION_ANALYST_JOB

Duty Roles

This job role is related to the following duty roles:

- *Compensation Market Data Analysis Duty*
- *Payroll Transaction Analysis Duty*
- *Individual Compensation Transaction Analysis Duty*
- *Individual Compensation Transaction Analysis Duty*
- *Workforce Assignment Salary Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*
- *Compensation - Market Data Real Time*
- *Compensation - Salary Details Real Time*
- *Compensation - Salary History Details Real Time*
- *Compensation - Stock Details Real Time*
- *Compensation - Workforce Assignment Salary Real Time*
- *Compensation - Workforce Assignment Salary History Real Time*
- *Compensation - Workforce Compensation Budgets Real Time*
- *Compensation - Workforce Compensation Real Time*
- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What is each worker's current salary?*
- *Which workers have not had a salary adjustment in over 12 months?*
- *What are the various Budget pools available for Compensation Plan?*
- *Which workers were not allocated compensation?*
- *What are the Compensation Types or categories of market data compensation such as Base Salary, Short-term incentive, Long-term incentive, Allowance, Bonus, Premium that will be covered in the market survey?*
- *Who are the suppliers of compensation survey?*

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- *What is the average salary paid for a specific job at a location?*
- *How much was allocated for each component?*
- *What is the count of eligible workers in the compensation plan?*
- *How is each worker's salary distributed by component?*
- *Which workers have a compa-ratio under 80 or over 120?*
- *How does the performance rating of the worker relate to the salary change over the years?*
- *What is the Budget Amount specified per the Compensation Worksheet?*
- *Which workers received promotion during the compensation cycle?*
- *What are the various lookup codes for a lookup type?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What percentage of workers have been given a bonus in the current quarter*
- *Provide the list of workers that have been awarded an individual compensation*
- *What is the distribution of salary by quartile by country or job?*
- *Can I Compare the Budget Amount by Business Unit, Location, and Assignment Manager?*
- *What is the Overall Budget Amount for a Compensation Plan?*
- *What is the average amount allocated by each manager?*
- *What is the Actual Distribution Budget Amount?*
- *How does the amount budgeted for each worker compare to the amount allocated?*
- *What is the total value of all the individual compensation provided by managers in my organization?*
- *What is the salary change percent for the workers over the last 5 years?*
- *Which year in the last 10 years has the most number of workers getting a salary raise?*
- *In a Compensation Plan, what is the Average Budget amount?*
- *Where does your employee salary stand stand wrt market data?*
- *What are the various stock grants allotted to the workers in the organization?*
- *What is the Actual Budget Spent by a Manager in the Compensation Plan?*
- *What is the Count of Workers included in Budgeting?*
- *Which workers do not have the compensation budget allocated?*
- *What is the Average Worker Level Budget Amount?*
- *What is the average salary by location and job?*
- *What is the current cost of base pay by organization?*
- *What percentage of total salary is attributed to each salary component?*
- *What stocks have provided a profit to the workers during the last 3 years?*
- *Can I compare the Budget Distribution by the Performance Ratings of the Workers?*
- *What is the Percentage spent by Budget pools in a Compensation Plan?*
- *What are the Target and Actual Compensation Amounts for Workers?*
- *What is the average allocation amount or change percentage by performance rating?*

- *Provide the list of workers whose assignment and salary changes have happened in the current year*

- *Which employees have not had a change in assignment since joining but had a salary change?*

- *What are the various HR actions during which the salaries have also been changed for the worker?*

- *What percentage of employees have had a promotion and also had a salary raise along with it?*

Compensation Manager

Code Name

ORA_CMP_COMPENSATION_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Individual Compensation Transaction Analysis Duty*

- *Payroll Transaction Analysis Duty*

- *Individual Compensation Transaction Analysis Duty*

- *Workforce Assignment Salary Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*

- *Compensation - Salary Details Real Time*

- *Compensation - Salary History Details Real Time*

- *Compensation - Stock Details Real Time*

- *Compensation - Workforce Assignment Salary Real Time*

- *Compensation - Workforce Assignment Salary History Real Time*

- *Compensation - Workforce Compensation Budgets Real Time*

- *Compensation - Workforce Compensation Real Time*

- *OTBI HCM Prompts*

- *Payroll - User-Defined Tables Real Time*

Business Questions

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This job role secures access to data that can answer the following business questions:

- *What is each worker's current salary?*
- *Which workers have not had a salary adjustment in over 12 months?*
- *What are the various Budget pools available for Compensation Plan?*
- *Which workers were not allocated compensation?*
- *How much was allocated for each component?*
- *What is the count of eligible workers in the compensation plan?*
- *How is each worker's salary distributed by component?*
- *Which workers have a compa-ratio under 80 or over 120?*
- *How does the performance rating of the worker relate to the salary change over the years?*
- *What is the Budget Amount specified per the Compensation Worksheet?*
- *Which workers received promotion during the compensation cycle?*
- *What are the various lookup codes for a lookup type?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What percentage of workers have been given a bonus in the current quarter*
- *Provide the list of workers that have been awarded an individual compensation*
- *What is the distribution of salary by quartile by country or job?*
- *Can I Compare the Budget Amount by Business Unit, Location, and Assignment Manager?*
- *What is the Overall Budget Amount for a Compensation Plan?*
- *What is the average amount allocated by each manager?*
- *What is the Actual Distribution Budget Amount?*
- *How does the amount budgeted for each worker compare to the amount allocated?*
- *What is the total value of all the individual compensation provided by managers in my organization?*
- *What is the salary change percent for the workers over the last 5 years?*
- *Which year in the last 10 years has the most number of workers getting a salary raise?*
- *In a Compensation Plan, what is the Average Budget amount?*
- *What are the various stock grants allotted to the workers in the organization?*
- *What is the Actual Budget Spent by a Manager in the Compensation Plan?*
- *What is the Count of Workers included in Budgeting?*
- *Which workers do not have the compensation budget allocated?*
- *What is the Average Worker Level Budget Amount?*
- *What is the average salary by location and job?*
- *What is the current cost of base pay by organization?*
- *What percentage of total salary is attributed to each salary component?*
- *What stocks have provided a profit to the workers during the last 3 years?*

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- *Can I compare the Budget Distribution by the Performance Ratings of the Workers?*

- *What is the Percentage spent by Budget pools in a Compensation Plan?*

- *What are the Target and Actual Compensation Amounts for Workers?*

- *What is the average allocation amount or change percentage by performance rating?*

- *Provide the list of workers whose assignment and salary changes have happened in the current year*

- *Which employees have not had a change in assignment since joining but had a salary change?*

- *What are the various HR actions during which the salaries have also been changed for the worker?*

- *What percentage of employees have had a promotion and also had a salary raise along with it?*

Corporate Social Responsibility Manager

Code Name

ORA_HHR_CORPORATE_SOCIAL_RESPONSIBILITY_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Volunteering Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Volunteering - Organizations Real Time*
- *Volunteering - Participants Real Time*
- *Volunteering - Projects Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What projects have my company supported or are supporting?*
- *What non-profit organizations are my company currently supporting?*
- *What is the status of all the projects in the Volunteering module?*
- *Who has registered for all projects in the Volunteering module?*
- *Which project(s) has a specific user registered for in the Volunteering module?*

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- *What is the status of all the non-profit organizations in the Volunteering module?*

Employee Campaign Manager

Code Name

ORA_IRC_EMPLOYEE_CAMPAIGN_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *HCM Communicate Campaigns Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *HCM Communicate - Campaigns Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What is the count of campaigns and count of audience across each of the campaigns?*
- *What is the percentage of responders across campaigns?*

Employee Wellness Manager

Code Name

ORA_EHW_EMPLOYEE_WELLNESS_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Employee Wellness Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Employee Wellness - Tasks Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *Which workers have an award on their tasks?*
- *What is the percentage of tasks created vs completed?*
- *What percentage of my workers have wellness tasks created?*

Environment, Health and Safety Manager

Code Name

ORA_HNS_ENVIRONMENT_HEALTH_AND_SAFETY_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Environment, Health and Safety Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Data Security - Incidents Real Time*
- *Environment Health and Safety - Incidents Real Time*
- *OTBI HCM Prompts*

Business Questions

This job role secures access to data that can answer the following business questions:

- *Which incidents actions have been closed in last 3 months?*

- *What are the various lookup codes for a lookup type?*

- *Which incident events occur frequently?*

- *Which incidents have a high rate of closure?*

- *What percentage of investigations are complete for an incident?*

- *Which are the top 5 data security incidents by count during the month?*

- *Which incident events have the highest and lowest percentage of getting closed?*

Human Capital Management Application Administrator

Code Name

ORA_HRC_HUMAN_CAPITAL_MANAGEMENT_APPLICATION_ADMINISTRATOR_JOB

Duty Roles

This job role is related to the following duty roles:

- *Archived HCM Approval Task Transaction Analysis Duty*
- *HCM Transaction Administration Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Human Capital Management - Approval Notification Archive Real Time*
- *Human Capital Management - Transaction Administration Real Time*
- *OTBI HCM Prompts*

Business Questions

This job role secures access to data that can answer the following business questions:

- *Which categories of transactions have max/min issues?*
- *What are the various lookup codes for a lookup type?*
- *What are the various business processes and the corresponding count of tasks against them?*
- *What categories of transactions are in top 5 in time taken to complete?*
- *What is the average time taken across task categories between the initiation and completion of tasks during the current month?*

Human Capital Management Integration Specialist

Code Name

ORA_HRC_HUMAN_CAPITAL_MANAGEMENT_INTEGRATION_SPECIALIST_JOB

Duty Roles

This job role is related to the following duty roles:

- *HCM Data Exchange Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *HCM Integrations Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What are the extract definitions, by category, defined in the system?*
- *What errors were encountered when loading data in the past month?*
- *Over a certain date range (a month, 6 months, a year), how many data disposal processes were run, total and per template?*

Human Resource Analyst

Code Name

ORA_PER_HUMAN_RESOURCE_ANALYST_JOB

Duty Roles

This job role is related to the following duty roles:

- *Absence Management Transaction Analysis Duty*

- *Career Development Transaction Analysis Duty*

- *Documents of Record Transaction Analysis Duty*

- *Goal Management Transaction Analysis Duty*

- *Leave Donation Transaction Analysis Duty*

- *Performance Management Transaction Analysis Duty*

- *Succession Management Transaction Analysis Duty*

- *Talent Review Meeting Real Time Transaction Analysis Duty*

- *Vacancy Transaction Analysis Duty*

- *Workforce Assignment Salary Transaction Analysis Duty*

- *Workforce Modeling Transaction Analysis Duty*

- *Workforce Profile Transaction Analysis Duty*

- *Workforce Transaction Analysis Duty*

- *Workforce Transaction Analysis Duty*

- *Workforce Assignment Salary Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Absence Management - Leave Donations Real Time*

- *Compensation - Workforce Assignment Salary Real Time*

- *Compensation - Workforce Assignment Salary History Real Time*

- *OTBI HCM Prompts*

- *Payroll - User-Defined Tables Real Time*

- *Workforce Career Development - Development Goal Overview Real Time*

- *Workforce Goals - Goal Alignments Real Time*

- *Workforce Goals - Goal Plan Assignments Real Time*

- *Workforce Goals - Goal Status Overview Real Time*

- *Workforce Goals - Goal Tasks Real Time*

- *Workforce Goals - Target Outcomes Real Time*

- *Workforce Learning - Learning Management Real Time*

- *Workforce Management - Absence Calendar Details Real Time*

- *Workforce Management - Absence Real Time*

- *Workforce Management - Accrual Real Time*

- *Workforce Management - Checklist Real Time*

- *Workforce Management - Documents of Record Real Time*

- *Workforce Management - Eligible Jobs Real Time*

- *Workforce Management - Employment Contract Real Time*

- *Workforce Management - Grade Rate Real Time*

- *Workforce Management - Person Real Time*
- *Workforce Management - Person Seniority Real Time*
- *Workforce Management - Position Real Time*
- *Workforce Management - Survey Journey Responses Real Time*
- *Workforce Management - Vacancy Real Time*
- *Workforce Management - Work Relationship Real Time*
- *Workforce Management - Worker Assignment Event Real Time*
- *Workforce Management - Worker Assignment Real Time*
- *Workforce Management - Workforce Modeling Real Time*
- *Workforce Management - Workforce Trend Real Time*
- *Workforce Performance - Check-In Eligibility Real Time*
- *Workforce Performance - Performance Check-In Real Time*
- *Workforce Performance - Performance Document Eligibility Real Time*
- *Workforce Performance - Performance Document Status Real Time*
- *Workforce Performance - Performance Rating Distribution Real Time*
- *Workforce Performance - Performance Rating Real Time*
- *Workforce Performance - Performance Task Status Real Time*
- *Workforce Performance - Requested Feedback Real Time*
- *Workforce Profiles - Library Objects Real Time*
- *Workforce Profiles - Model Profile Real Time*
- *Workforce Profiles - Person Profile Real Time*
- *Workforce Succession Management - Incumbent Plans Real Time*
- *Workforce Succession Management - Job Plans Real Time*
- *Workforce Succession Management - Plan Candidates Real Time*
- *Workforce Succession Management - Position Plans Real Time*
- *Workforce Succession Management - Succession Plan History Real Time*
- *Workforce Succession Management - Talent Pools Real Time*
- *Workforce Talent Review - Talent Review Meeting Real Time*
- *Workforce Talent Review - Talent Review Tasks Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *How many contracts does a worker have?*
- *What are the worker contacts phone numbers?*
- *What is the count of workers by work permit to various countries?*
- *What is the workers citizenship?*
- *What are the various job openings available as of current date?*

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- *What are the various reasons for worker terminations under both voluntary and involuntary categories?*

- *What is the FTE, headcount, assignment count by Location, Country etc?*

- *What is the headcount of hourly or salaried employees?*

- *What is the trend of performance rating for a worker over successive years?*

- *How many languages are required for all jobs?*

- *What are the career preferences of the workers?*

- *What are the competency strengths and weakness in the organization?*

- *How many incumbents are in critical positions?*

- *Which ncumbents of a position plan that are in high risk of loss or high impact of loss?*

- *What are the various talent pools that are created in the organization by Job, Grade, and positions?*

- *Which department is doing well overall in performance check-in and which department managers need training?*

- *Who are the accrual balance donors during this year?*

- *Who is not assigned a given goal plan?*

- *What percentage of workers have had a feedback requested by their managers?*

- *List all the feedback request templates with their status*

- *Can I get the list of workers who have taken more than N number of absences in the quarter?*

- *Can I report on the pattern count of absence type during different months of the year? For example: December has maximum Vacation absences*

- *Which workers have taken the more than N number of days leave duration?*

- *What are the tasks to be performed during a worker on-boarding and off-boarding?*

- *What is the duration of a worker's contract?*

- *What are the passport details of the worker?*

- *What is the distribution of my workers by ethnicity, gender, nationality, or religion?*

- *What is the occupancy of my positions?*

- *Which months in the year has a high attrition rate?*

- *How many aligned goals does a worker have?*

- *How many development goal tasks does a worker have?*

- *How many goals have target outcomes?*

- *What are the target rating levels for the target outcomes?*

- *Which learning items are the most popular, i.e. the most number of attempted/completed count during the year?*

- *Which documents exist that are no longer eligible?*

- *Which workers have completed a performance evaluation for a performance document period?*

- *How many evaluations are participants asked to participate in, who have responded and who have not?*

- *What are the questions posed and answers provided by various participants?*

- *Who are the high-potential workers who have a high risk of loss by department?*

- *How many incumbent succession plans are there?*

- *What is the calibrated score of worker in talent assessment areas of potential and performance?*

- *What percentage of workers have eligible jobs assigned to them?*

- *What are the various Accrual Methods employed in the organization?*
- *What are the various lookup codes for a lookup type?*
- *What are the various checklist categories, and the action names in the organization?*
- *Which are the documents that are ending their validity period and hence must be renewed?*
- *How many contracts are going to expire? How many contracts have expired?*
- *What is the number of contracts by contract types and statuses?*
- *What are the various positions available under each job?*
- *How long is the worker employed in the organization; can I get the details by number of days, months, and years?*
- *What is an employee's assignment history in the chronological order?*
- *What is the count of transfers into a Business Unit or Department?*
- *What is the headcount of terminations by categories such as voluntary and involuntary?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What is the performance document status including no status for missing documents for performance documents managed by eligibility?*
- *Who are the various participants in a workers performance evaluation?*
- *What are the predefined content items?*
- *Who are the Incumbents with risk of loss?.*
- *How many incumbents have multiple succession plans?*
- *How many candidates are on a succession plan by various readiness statuses?*
- *What is the average number of plans by candidate for current year?*
- *What is the count of workers in the 9 box grid of performance versus potential?*
- *What is the count of workers that have not been assigned any goal plan?*
- *What are the changes that have happened on a specific succession plan since its creation?*
- *Which are the succession plans that have had changes on them, during the current year?*
- *List the plans in which any candidate had their readiness changed to Ready Now, during the year*
- *List the plans and the owners that had the candidate removed from the plan, during the year*
- *How many types of change are in the model?*
- *What is the average leave taken by Department/Location?*
- *Which business unit has recorded the largest number of leaves during the year?*
- *Which are the various accrual plans and the total number of accruals against them?*
- *How many workers have work permits?*
- *When did the worker join the organization? When was the workers original hire date?*
- *What are the Hire, rehire, transfer, termination counts by Business Unit, Department, Location, Manager etc?*
- *What is the count of terminations by various termination reasons?*
- *What is the current headcount by job, department, grade, location, business unit, legal employer or bargaining unit?*
- *What's their status?*

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- *How many goals have tasks?*
- *Which BU's produce maximum number of learning items during the quarter?*
- *What is the minimum and maximum performance ratings distribution for a performance document?*
- *What are the attributes of the content types?*
- *What are the predefined content types?*
- *What are the work requirements for a job?*
- *Which jobs require certifications?*
- *How many workers have high, medium, or low potential for a particular manager, department, grade, or position?*
- *What are the workers competencies by business unit, job function and location?*
- *How many incumbents are in critical Jobs?*
- *Which incumbents are in multiple succession plans?*
- *How many candidates are on plans outside the department?*
- *Which succession plans do not have candidates? List the details of succession plans, incumbents, and the candidates.*
- *Is the workers impact of loss correlated to the calibrated performance or potential rating?*
- *Who is not assigned any goal plans?*
- *Which job is the most assigned eligible job?*
- *Which workers have been in the enterprise exceeding 15 years?*
- *What is the average time of workers in a specific job?*
- *What is the count of absences by type and status?*
- *Can I report on details of accrual plans such as carryover limit, accrual rate, accrual ceiling?*
- *What is the most common development intent across development goals?*
- *Do some performers complete tasks quicker than others?*
- *What is the duration of a worker's contract extension?*
- *What are the various grades that have been setup?*
- *What are the valid grades associated with each position?*
- *What is the hiring status of a specific position?*
- *What are the primary work relationship details of the worker?*
- *What is the business unit, location, department, etc of a worker in his primary assignment?*
- *What is the projected termination date for a worker?*
- *What is the headcount for the last 3 years?*
- *Which aligned organization goals have the highest and lowest number of worker goals aligned with them?*
- *How many performance goals do workers have in a given review period?*
- *How many performance goal tasks does a worker have in a given review period?*
- *Which worker tasks were completed. Who was the manager?*
- *Which learning item has the least successfully completed rate?*
- *What percentage of eligible workers have not created the performance document for the appraisal period?*
- *How many workers rated themselves lower or higher than the manager or other participants?*

- *What is the average rating for a worker over time, across all participants?*
- *What are the counts of performance tasks by statuses for a performance document period name?*
- *What are the various tasks for performance documents and what status are they in?*
- *How many plans do not have any incumbents?*
- *Can I report on the talent profile details of the candidates?*
- *Which candidates have their readiness status as ready for a specific plan?*
- *What is the percentage of distinct critical positions with no succession plans?*
- *Can I report on the assessment details of the workers by all the participants in the talent review meeting?*
- *What percentage of workers have completed vs not completed the tasks assigned to them in the organization?*
- *Who all did a particular donor donate to?*
- *Which eligible workers have not had a check in yet for the review period?*
- *How many feedback requests were created for a worker in a specific time period (month,quarter,year)?*
- *What is the re-inforcement in employee strength required during a specific month based on daily absences?*
- *What are the various Absence Plans, types, and categories in the organization?*
- *Can I get a trend report on the summary of accruals by years, and accrual methods?*
- *What is the percentage of goals completed versus in progress for the current year by Business Unit?*
- *Which allocated tasks are taking longer than planned?*
- *What is the workers national ID?*
- *Which positions have not been filled in the organization?*
- *What is the rehire recommendation for a worker before the worker got terminated?*
- *What is the current employee headcount by employee category or assignment status?*
- *What is the headcount by payroll?*
- *Which worker tasks have not been completed. Who is the manager?*
- *Can I get the comparison for a learning by recommended , like, attempted and completed counts?*
- *What is the actual distribution of the performance rating for a performance document period vs. the targeted distribution?*
- *Which performance document review periods have their actual rating distributions fall within the target rating distributions?*
- *What are the ratings and comments provided by manager, worker and other participants?*
- *Who by role and name owns a task and what is the status of the task?*
- *What are the predefined rating models and rating levels?*
- *What are the active or inactive job profiles?*
- *What are the various competencies required for a position and what are the target levels for the competencies?*
- *Which incumbents of a job plan are in high risk of loss or high impact of loss?*
- *What is the percentage of distinct critical jobs with no succession plans?*
- *Can I report on the various tasks and the assignment counts of these to the workers for a specific talent review meeting?*
- *Which manager/worker had no performance check-in meetings in a specific time period (month,quarter,year)?*
- *How many check-ins a worker/manager have had in a specific time period (month, quarter, year)?*

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- *How many workers have received accrual balance from donors during the year?*

- *What is the headcount, FTE, cost, predictive change in the model?*

- *What are the total hours loaded for the worker in a time period?*

- *What are the various documents that an employee has submitted and the pending documents?*

- *Which BU/Department has the highest number of contracts?*

- *How many workers work permits will expire?*

- *What is the workers ethnicity and religion?*

- *What is the number of job requisitions created to fill the job openings?*

- *What is the numbers of jobs filled by each year over the last 5 years?*

- *What is the total number of promotions between two dates for a worker?*

- *What is the percentage of appraisal documents by various statuses for the selected review period?*

- *What is the total number of tasks for a worker?*

- *Which tasks were bypassed or reset and who bypassed or reset it?*

- *What are the job profiles associated with a specific job or position?*

- *Who are the workers who have a particular competency, language skill or certification?*

- *Can I report on the worker profile items like competencies, degrees, certifications etc along with the workers assessment of potential, performance ratings?*

- *What is the impact of loss and risk of loss of a worker?*

- *What are the eligible jobs for a certain worker?*

- *Can I get a breakup of accruals of workers by accrual methods, and plans?*

- *What is the status of certain tasks for each worker?*

- *What is the current assignment information for a worker?*

- *How many goals have been completed?*

- *Which goal plans are associated with worker's goals?*

- *How many target outcomes are there across all the goals for workers?*

- *What is the rating model used for each performance document evaluation?*

- *Which workers have completed performance evaluation for a performance document period?*

- *How many incumbent succession plans are created in each business unit?*

- *Who are the various workers in a given talent pool?*

- *What is the trend of the talent review assessment scores of the worker by last 3 years?*

- *Who all donated to a specific recipient - when and how much?*

- *Which workers have been assigned a specific goal plan?*

- *What is the total number of eligible workers that can create the check ins?*

- *Provide the list of workers whose assignment and salary changes have happened in the current year*

- *Which employees have not had a change in assignment since joining but had a salary change?*

- *What are the various HR actions during which the salaries have also been changed for the worker?*

- *What percentage of employees have had a promotion and also had a salary raise along with it?*

- *What percentage of workers that are assigned the survey journey have submitted*

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- *What is the average response count received across all workers, for a survey journey??*

Human Resource Specialist

Code Name

ORA_PER_HUMAN_RESOURCE_SPECIALIST_JOB

Duty Roles

This job role is related to the following duty roles:

- *Workforce Modeling Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Workforce Management - Workforce Modeling Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *How many types of change are in the model?*
- *What is the headcount, FTE, cost, predictive change in the model?*

IT Auditor

Code Name

ORA_ASE_IT_AUDITOR_JOB

Duty Roles

This job role is related to the following duty roles:

- *Workforce Sensitive Data Access Audit Transaction Analysis Duty*

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Subject Areas

This job role secures access to the following subject areas:

- *Workforce Management - Sensitive Data Access Audit Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What is the numbers of viewers and number of times the personal data is viewed in the year?*
- *Which user/manager accessed the sensitive data of others?*

IT Security Manager

Code Name

ORA_FND_IT_SECURITY_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Security Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Security - Roles and Privileges Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *Which data security policy would provide access to the talent profile data ?*
- *Can I view and edit the manage employment screen, if yes, which functional security policy do I need to provide to the user?*
- *I have not added the Compensation analyst role to user, however the user seem to have this job role, can I trace how has this been inherited by the user?*

- *Why am I not able to view succession management subject areas with my login?*

Learning Specialist

Code Name

ORA_WLF_LEARNING_SPECIALIST_JOB

Duty Roles

This job role is related to the following duty roles:

- *Learning Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Workforce Learning - Learning Management Real Time*
- *Workforce Learning - Learning Records Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *Which learning items are the most popular, i.e. the most number of attempted/completed count during the year?*
- *Which BU's produce maximum number of learning items during the quarter?*
- *How are the learners progressing against a learner item?*
- *Which learning item has the least successfully completed rate?*
- *Can I get the comparison for a learning by recommended , like, attempted and completed counts?*
- *Which learning items are the most popular? i.e Which learning items have the most number of enrollments during the year?*
- *Which business unit has highest percentage of overdue learning records?*

Line Manager

Code Name

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ORA_PER_LINE_MANAGER_ABSTRACT

Duty Roles

This job role is related to the following duty roles:

- *Absence Management Transaction Analysis Duty*
- *Career Development Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Payroll Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Compensation Transaction Analysis Duty*
- *Documents of Record Transaction Analysis Duty*
- *Goal Management Transaction Analysis Duty*
- *Performance Management Transaction Analysis Duty*
- *Scheduling Transaction Analysis Duty*
- *Time and Labor Transaction Analysis Duty*
- *Vacancy Transaction Analysis Duty*
- *Workforce Modeling Transaction Analysis Duty*
- *Workforce Transaction Analysis Duty*
- *Workforce Assignment Salary Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*
- *Compensation - Salary Details Real Time*
- *Compensation - Salary History Details Real Time*
- *Compensation - Stock Details Real Time*
- *Compensation - Workforce Assignment Salary Real Time*
- *Compensation - Workforce Assignment Salary History Real Time*
- *Compensation - Workforce Compensation Budgets Real Time*
- *Compensation - Workforce Compensation Real Time*
- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*
- *Workforce Career Development - Development Goal Overview Real Time*
- *Workforce Goals - Goal Plan Assignments Real Time*
- *Workforce Learning - Learning Management Real Time*

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- *Workforce Management - Absence Calendar Details Real Time*
- *Workforce Management - Absence Real Time*
- *Workforce Management - Accrual Real Time*
- *Workforce Management - Checklist Real Time*
- *Workforce Management - Documents of Record Real Time*
- *Workforce Management - Eligible Jobs Real Time*
- *Workforce Management - Employment Contract Real Time*
- *Workforce Management - Grade Rate Real Time*
- *Workforce Management - Historical Processed Time Cards Real Time*
- *Workforce Management - Historical Reported Time Cards Real Time*
- *Workforce Management - Person Real Time*
- *Workforce Management - Person Seniority Real Time*
- *Workforce Management - Planned Schedules Real Time*
- *Workforce Management - Position Real Time*
- *Workforce Management - Processed Time Cards Real Time*
- *Workforce Management - Published Schedules Real Time*
- *Workforce Management - Reported Time Cards Real Time*
- *Workforce Management - Scheduler Profiles Real Time*
- *Workforce Management - Setup Objects and Profiles Real Time*
- *Workforce Management - Survey Journey Responses Real Time*
- *Workforce Management - Time Collection Devices Real Time*
- *Workforce Management - Vacancy Real Time*
- *Workforce Management - Work Relationship Real Time*
- *Workforce Management - Worker Assignment Event Real Time*
- *Workforce Management - Worker Assignment Real Time*
- *Workforce Management - Workforce Modeling Real Time*
- *Workforce Management - Workforce Trend Real Time*
- *Workforce Management - Change Audit Reported Time Cards Real Time*
- *Workforce Performance - Check-In Eligibility Real Time*
- *Workforce Performance - Performance Check-In Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What is each worker's current salary?*
- *Which workers have not had a salary adjustment in over 12 months?*
- *What are the various Budget pools available for Compensation Plan?*

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- *Which workers were not allocated compensation?*

- *How many contracts does a worker have?*

- *What are the worker contacts phone numbers?*

- *What is the count of workers by work permit to various countries?*

- *What is the workers citizenship?*

- *What are the various job openings available as of current date?*

- *What are the various reasons for worker terminations under both voluntary and involuntary categories?*

- *What is the FTE, headcount, assignment count by Location, Country etc?*

- *What is the headcount of hourly or salaried employees?*

- *For a given scheduling group, how many resources are required on a specific date or over a specific range of dates?*

- *What are the various planned schedules and their details?*

- *What are the various time card periods setup in the organization?*

- *Which department is doing well overall in performance check-in and which department managers need training?*

- *Who is not assigned a given goal plan?*

- *Can I get the list of workers who have taken more than N number of absences in the quarter?*

- *Can I report on the pattern count of absence type during different months of the year? For example: December has maximum Vacation absences*

- *Which workers have taken the more than N number of days leave duration?*

- *How much was allocated for each component?*

- *What is the count of eligible workers in the compensation plan?*

- *What are the tasks to be performed during a worker on-boarding and off-boarding?*

- *What is the duration of a worker's contract?*

- *What are the passport details of the worker?*

- *What is the distribution of my workers by ethnicity, gender, nationality, or religion?*

- *What is the occupancy of my positions?*

- *Which months in the year has a high attrition rate?*

- *Which learning items are the most popular, i.e. the most number of attempted/completed count during the year?*

- *Which projects had the maximum billable hours over the last few years?*

- *Which business units have maintained a ratio of 90 percent and above in submitting their time cards consistently?*

- *For a given scheduling group, on a specific date or over a specific range of dates, who are the workers whose scheduled hours are greater or less than reported hours (where time cards exists), and the difference between the times?*

- *For a given scheduling group, what is the staffing difference on a specific date or over a specific range of dates?*

- *Which workers have not had a schedule assigned to them?*

- *What percentage of workers have eligible jobs assigned to them?*

- *What are the various Accrual Methods employed in the organization?*

- *How is each worker's salary distributed by component?*

- *Which workers have a compa-ratio under 80 or over 120?*

- *How does the performance rating of the worker relate to the salary change over the years?*

- *What is the Budget Amount specified per the Compensation Worksheet?*

- *Which workers received promotion during the compensation cycle?*

- *What are the various lookup codes for a lookup type?*

- *What are the various checklist categories, and the action names in the organization?*

- *Which are the documents that are ending their validity period and hence must be renewed?*

- *How many contracts are going to expire? How many contracts have expired?*

- *What is the number of contracts by contract types and statuses?*

- *What are the various positions available under each job?*

- *How long is the worker employed in the organization; can I get the details by number of days, months, and years?*

- *What is an employee's assignment history in the chronological order?*

- *What is the count of transfers into a Business Unit or Department?*

- *What is the headcount of terminations by categories such as voluntary and involuntary?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *Which day during the week has the highest work scheduled during the week/month?*

- *What is the count of workers that have not been assigned any goal plan?*

- *How many types of change are in the model?*

- *What percentage of workers have been given a bonus in the current quarter*

- *Provide the list of workers that have been awarded an individual compensation*

- *What is the average leave taken by Department/Location?*

- *Which business unit has recorded the largest number of leaves during the year?*

- *Which are the various accrual plans and the total number of accruals against them?*

- *What is the distribution of salary by quartile by country or job?*

- *Can I Compare the Budget Amount by Business Unit, Location, and Assignment Manager?*

- *What is the Overall Budget Amount for a Compensation Plan?*

- *What is the average amount allocated by each manager?*

- *How many workers have work permits?*

- *When did the worker join the organization? When was the workers original hire date?*

- *What are the Hire, rehire, transfer, termination counts by Business Unit, Department, Location, Manager etc?*

- *What is the count of terminations by various termination reasons?*

- *What is the current headcount by job, department, grade, location, business unit, legal employer or bargaining unit?*

- *Which BU's produce maximum number of learning items during the quarter?*

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- *For a given scheduling group, how many resources are scheduled on a specific date or over a specific range of dates?*
- *Who are the workers whose shifts end within the specified time period on the specified date?*
- *What percentage of the workers have created time cards for a specific period?*
- *What are the various collection devices and their corresponding events?*
- *Who is not assigned any goal plans?*
- *Which job is the most assigned eligible job?*
- *How many change audit entries resulted from deleted entries?*
- *Which workers have been in the enterprise exceeding 15 years?*
- *What is the average time of workers in a specific job?*
- *What is the count of absences by type and status?*
- *Can I report on details of accrual plans such as carryover limit, accrual rate, accrual ceiling?*
- *What is the most common development intent across development goals?*
- *What is the Actual Distribution Budget Amount?*
- *How does the amount budgeted for each worker compare to the amount allocated?*
- *Do some performers complete tasks quicker than others?*
- *What is the duration of a worker's contract extension?*
- *What are the various grades that have been setup?*
- *What are the valid grades associated with each position?*
- *What is the hiring status of a specific position?*
- *What are the primary work relationship details of the worker?*
- *What is the business unit, location, department, etc of a worker in his primary assignment?*
- *What is the projected termination date for a worker?*
- *What is the headcount for the last 3 years?*
- *Which learning item has the least successfully completed rate?*
- *For a given scheduling group, how many hours are scheduled on a specific date or over a specific range of dates?*
- *What is the breakdown of the various hours reported in the time cards like reported, absence, labor, overtime hours?*
- *What is the estimated workload forecast based on the schedules created for the manager?*
- *Which eligible workers have not had a check in yet for the review period?*
- *What is the total value of all the individual compensation provided by managers in my organization?*
- *What is the re-inforcement in employee strength required during a specific month based on daily absences?*
- *What are the various Absence Plans, types, and categories in the organization?*
- *Can I get a trend report on the summary of accruals by years, and accrual methods?*
- *What is the percentage of goals completed versus in progress for the current year by Business Unit?*
- *What is the salary change percent for the workers over the last 5 years?*
- *Which year in the last 10 years has the most number of workers getting a salary raise?*

- *In a Compensation Plan, what is the Average Budget amount?*

- *Which allocated tasks are taking longer than planned?*

- *What is the workers national ID?*

- *Which positions have not been filled in the organization?*

- *What is the rehire recommendation for a worker before the worker got terminated?*

- *What is the current employee headcount by employee category or assignment status?*

- *What is the headcount by payroll?*

- *Can I get the comparison for a learning by recommended , like, attempted and completed counts?*

- *What is the ratio of processed to reported time cards? What percentage of reported hours were approved as payroll hours?*

- *What is the percentage of hours reported by various time collection devices in the organization?*

- *Which manager/worker had no performance check-in meetings in a specific time period (month,quarter,year)?*

- *How many check-ins a worker/manager have had in a specific time period (month, quarter, year)?*

- *What is the headcount, FTE, cost, predictive change in the model?*

- *How many entries contain change audit information?*

- *What are the current and previous entry values associated with a change audit entry?*

- *What are the total hours loaded for the worker in a time period?*

- *What are the various stock grants allotted to the workers in the organization?*

- *What is the Actual Budget Spent by a Manager in the Compensation Plan?*

- *What is the Count of Workers included in Budgeting?*

- *Which workers do not have the compensation budget allocated?*

- *What is the Average Worker Level Budget Amount?*

- *What are the various documents that an employee has submitted and the pending documents?*

- *Which BU/Department has the highest number of contracts?*

- *How many workers work permits will expire?*

- *What is the workers ethnicity and religion?*

- *What is the number of job requisitions created to fill the job openings?*

- *What is the numbers of jobs filled by each year over the last 5 years?*

- *What is the total number of promotions between two dates for a worker?*

- *What percentage of the reported hours were processed and transferred to payroll during the last two years?*

- *For a given worker, how many hours are scheduled on a specific date or over a specific range of dates?*

- *What are the eligible jobs for a certain worker?*

- *Can I get a breakup of accruals of workers by accrual methods, and plans?*

- *What is the average salary by location and job?*

- *What is the current cost of base pay by organization?*

- *What percentage of total salary is attributed to each salary component?*

- *What stocks have provided a profit to the workers during the last 3 years?*

- *Can I compare the Budget Distribution by the Performance Ratings of the Workers?*

- *What is the Percentage spent by Budget pools in a Compensation Plan?*

- *What are the Target and Actual Compensation Amounts for Workers?*

- *What is the average allocation amount or change percentage by performance rating?*

- *What is the status of certain tasks for each worker?*

- *What is the current assignment information for a worker?*

- *What is the trend of the time cards created and submitted over the last 5 years?*

- *What are the various schedules created in the T&L scheduling capability?*

- *What are the various repeating time period types setup?*

- *Which workers have been assigned a specific goal plan?*

- *What is the total number of eligible workers that can create the check ins?*

- *Provide the list of workers whose assignment and salary changes have happened in the current year*

- *Which employees have not had a change in assignment since joining but had a salary change?*

- *What are the various HR actions during which the salaries have also been changed for the worker?*

- *What percentage of employees have had a promotion and also had a salary raise along with it?*

- *What percentage of workers that are assigned the survey journey have submitted*

- *What is the average response count received across all workers, for a survey journey??*

Opportunity Marketplace Gig Creator

Code Name

IRC_OM_CREATOR

Duty Roles

This job role is related to the following duty roles:

- *Recruiting Opportunity Marketplace Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Recruiting - Opportunity Marketplace Real Time*

Business Questions

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This job role secures access to data that can answer the following business questions:

- *Which locations do you find the applications from gig seekers?*

- *Are there gigs that allows the gig seekers to work remotely?*

- *What are the various gigs available currently?*

Opportunity Marketplace Gig Seeker

Code Name

IRC_OM_SEEKER

Duty Roles

This job role is related to the following duty roles:

- *Recruiting Opportunity Marketplace Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Recruiting - Opportunity Marketplace Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *Which locations do you find the applications from gig seekers?*

- *Are there gigs that allows the gig seekers to work remotely?*

- *What are the various gigs available currently?*

Payroll Coordinator

Code Name

ORA_HRY_PAYROLL_COORDINATOR_JOB

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Duty Roles

This job role is related to the following duty roles:

- *Payroll Interface Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Payroll - Payroll Interface Inbound Records Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What payrolls are processed by the vendors?*
- *What are the various payroll activities outsourced by the organization?*
- *What percentage of workers have their payrolls processed by vendors?*

Payroll Manager

Code Name

ORA_PAY_PAYROLL_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Payroll Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *OTBI HCM Prompts*
- *Payroll - Calculation Cards Real Time*
- *Payroll - Element Entries History Real Time*

- *Payroll - Element Entries Real Time*

- *Payroll - Payments Costing Real Time*

- *Payroll - Payments Distribution Real Time*

- *Payroll - Payroll Balances Real Time*

- *Payroll - Payroll Costing Setup Details Real Time*

- *Payroll - Payroll Run Costing Real Time*

- *Payroll - Payroll Run Results Real Time*

- *Payroll - Personal Payment Details Real Time*

- *Payroll - Rate Calculation Results Real Time*

- *Payroll - Retroactive Pay Real Time*

- *Payroll - User-Defined Tables Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *What are the various calculation cards that can be reported?*

- *What is the bonus amount trend in the organization across time periods?*

- *Can I get a trend of the third party payment methods and their respective amounts in a year?*

- *Can I compare the various earnings and their balances, as well the deductions and their corresponding balances for the recent payroll?*

- *What are the average standard earnings by various jobs?*

- *What is the total amount incurred by the employer as payroll charges?*

- *What is the total retroactive amount by various payroll elements?*

- *What are the involuntary deduction components and the corresponding component values for a worker?*

- *What are the various payroll process source types in costing of payments?*

- *What are the various costs in a payroll process?*

- *What is the variation between payroll costs for workers by departments and countries?*

- *What are the various payrolls, element run results along with their input values for a worker during a period?*

- *Which are the top 5 departments liable for retroactive employer tax credit amount?*

- *What are the various lookup codes for a lookup type?*

- *How has the base pay for the workers increased over the last 5 years?*

- *What are the debit and credit values for an account type?*

- *How many number of payments are made from same bank accounts and different bank accounts?*

- *what is the rate calculation of the base salary for the hourly employees?what is the total payroll tax liability of a worker?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *How many element entries are there in a payroll?*

- *Which element entry value has the highest value in a payroll?*

- *What are the various types of payment distribution types and their amounts for a particular month?*

- *What are the various costing types and levels setup in the organization?*

- *What are the various payment methods and the corresponding values preferred by the workers?*

- *Which employees have not received the retroactive pay in a payroll cycle?*

- *What tax is the highest deduction for the workers during the last 3 financial years?*

- *What components in payroll costing setup provide the labor costs?*

- *What is the amount distributed for each payroll in a year?*

- *What is the earnings and deductions balances for the current year?*

- *What percentage of amounts is distributed by various payroll payments in the organization during the year?*

- *What are the total taxable benefit hours and the corresponding amounts for employees processed in retroactive pay?*

- *Can I get a trend of payments costing by country and department?*

- *What are the various account types in payroll costs of payment?*

- *What are the voluntary versus involuntary deductions by locations?*

- *What are the various payrolls run, element entries and their input values for a worker during a specific period?*

- *Which are the top 5 departments in their earnings?*

- *What is the trend of costs incurred in payroll over a particular year?*

Recruiter

Code Name

ORA_IRC_RECRUITER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Recruiting Sourcing Transaction Analysis Duty*
- *Recruiting Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *Recruiting - Recruiting Events Real Time*

- *Recruiting - Recruiting Real Time*
- *Recruiting - Sourcing Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *List the Jobs and corresponding requisitions against them currently.*
- *What is the top 10 job requisitions created by the salary range attached to them?*
- *List all the job requisition counts by their current statuses*
- *List the job requisitions and the candidate counts that have applied for the jobs*
- *What is the count of current job openings by countries?*
- *Provide a trend of the count of requisitions raised and filled for the last 12 months*
- *List the jobs whose requisitions are in pending approval state for more than 2 months*
- *What percentage of the campaign audience got converted as job applicants?*
- *How many audience did each campaign attract?*
- *Which hiring teams and managers have closed more than 75% of their job requisitions in last 3 years?*

Recruiting Manager

Code Name

ORA_IRC_RECRUITING_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Recruiting Candidate Tracking Analysis*

Subject Areas

This job role secures access to the following subject areas:

- *Recruiting - Candidate Tracking Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *Which requisitions have had a high percentage of views by external candidates?*
- *What percentage of views on job requisitions got converted as actual applications by external candidates during the quarter?*

Time and Labor Administrator

Code Name

ORA_HXT_TIME_AND_LABOR_ADMINISTRATOR_JOB

Duty Roles

This job role is related to the following duty roles:

- *Scheduling Transaction Analysis Duty*
- *Time and Labor Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*
- *Workforce Management - Historical Processed Time Cards Real Time*
- *Workforce Management - Historical Reported Time Cards Real Time*
- *Workforce Management - Planned Schedules Real Time*
- *Workforce Management - Processed Time Cards Real Time*
- *Workforce Management - Published Schedules Real Time*
- *Workforce Management - Reported Time Cards Real Time*
- *Workforce Management - Scheduler Profiles Real Time*
- *Workforce Management - Setup Objects and Profiles Real Time*
- *Workforce Management - Time Collection Devices Real Time*
- *Workforce Management - Change Audit Reported Time Cards Real Time*

Business Questions

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This job role secures access to data that can answer the following business questions:

- *For a given scheduling group, how many resources are required on a specific date or over a specific range of dates?*

- *What are the various planned schedules and their details?*

- *What are the various time card periods setup in the organization?*

- *Which projects had the maximum billable hours over the last few years?*

- *Which business units have maintained a ratio of 90 percent and above in submitting their time cards consistently?*

- *For a given scheduling group, on a specific date or over a specific range of dates, who are the workers whose scheduled hours are greater or less than reported hours (where time cards exists), and the difference between the times?*

- *For a given scheduling group, what is the staffing difference on a specific date or over a specific range of dates?*

- *Which workers have not had a schedule assigned to them?*

- *What are the various lookup codes for a lookup type?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *Which day during the week has the highest work scheduled during the week/month?*

- *For a given scheduling group, how many resources are scheduled on a specific date or over a specific range of dates?*

- *Who are the workers whose shifts end within the specified time period on the specified date?*

- *What percentage of the workers have created time cards for a specific period?*

- *What are the various collection devices and their corresponding events?*

- *How many change audit entries resulted from deleted entries?*

- *For a given scheduling group, how many hours are scheduled on a specific date or over a specific range of dates?*

- *What is the breakdown of the various hours reported in the time cards like reported, absence, labor, overtime hours?*

- *What is the estimated workload forecast based on the schedules created for the manager?*

- *What is the ratio of processed to reported time cards? What percentage of reported hours were approved as payroll hours?*

- *What is the percentage of hours reported by various time collection devices in the organization?*

- *How many entries contain change audit information?*

- *What are the current and previous entry values associated with a change audit entry?*

- *What percentage of the reported hours were processed and transferred to payroll during the last two years?*

- *For a given worker, how many hours are scheduled on a specific date or over a specific range of dates?*

- *What is the trend of the time cards created and submitted over the last 5 years?*

- *What are the various schedules created in the T&L scheduling capability?*

- *What are the various repeating time period types setup?*

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Time and Labor Manager

Code Name

ORA_HXT_TIME_AND_LABOR_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Scheduling Transaction Analysis Duty*
- *Time and Labor Transaction Analysis Duty*

Subject Areas

This job role secures access to the following subject areas:

- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*
- *Workforce Management - Historical Processed Time Cards Real Time*
- *Workforce Management - Historical Reported Time Cards Real Time*
- *Workforce Management - Planned Schedules Real Time*
- *Workforce Management - Processed Time Cards Real Time*
- *Workforce Management - Published Schedules Real Time*
- *Workforce Management - Reported Time Cards Real Time*
- *Workforce Management - Scheduler Profiles Real Time*
- *Workforce Management - Setup Objects and Profiles Real Time*
- *Workforce Management - Time Collection Devices Real Time*
- *Workforce Management - Change Audit Reported Time Cards Real Time*

Business Questions

This job role secures access to data that can answer the following business questions:

- *For a given scheduling group, how many resources are required on a specific date or over a specific range of dates?*
- *What are the various planned schedules and their details?*
- *What are the various time card periods setup in the organization?*

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- *Which projects had the maximum billable hours over the last few years?*

- *Which business units have maintained a ratio of 90 percent and above in submitting their time cards consistently?*

- *For a given scheduling group, on a specific date or over a specific range of dates, who are the workers whose scheduled hours are greater or less than reported hours (where time cards exists), and the difference between the times?*

- *For a given scheduling group, what is the staffing difference on a specific date or over a specific range of dates?*

- *Which workers have not had a schedule assigned to them?*

- *What are the various lookup codes for a lookup type?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *Which day during the week has the highest work scheduled during the week/month?*

- *For a given scheduling group, how many resources are scheduled on a specific date or over a specific range of dates?*

- *Who are the workers whose shifts end within the specified time period on the specified date?*

- *What percentage of the workers have created time cards for a specific period?*

- *What are the various collection devices and their corresponding events?*

- *How many change audit entries resulted from deleted entries?*

- *For a given scheduling group, how many hours are scheduled on a specific date or over a specific range of dates?*

- *What is the breakdown of the various hours reported in the time cards like reported, absence, labor, overtime hours?*

- *What is the estimated workload forecast based on the schedules created for the manager?*

- *What is the ratio of processed to reported time cards? What percentage of reported hours were approved as payroll hours?*

- *What is the percentage of hours reported by various time collection devices in the organization?*

- *How many entries contain change audit information?*

- *What are the current and previous entry values associated with a change audit entry?*

- *What percentage of the reported hours were processed and transferred to payroll during the last two years?*

- *For a given worker, how many hours are scheduled on a specific date or over a specific range of dates?*

- *What is the trend of the time cards created and submitted over the last 5 years?*

- *What are the various schedules created in the T&L scheduling capability?*

- *What are the various repeating time period types setup?*

Workforce Schedule Administrator

Code Name

ORACLE

ORA_HTS_WORKFORCE_SCHEDULE_ADMINISTRATOR_JOB

Duty Roles

This job role is related to the following duty roles:

- *Advanced Workforce Scheduling Transaction Analysis Duty*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Scheduling - Workload Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the baseline value provided for my scheduling period so I can see my budget?*
- *What is the plan value for my scheduling period?*
- *What are the raw values of all my imports impacting my scheduling system, to know which value is used for my scheduling system?*

Workforce Schedule Manager

Code Name

ORA_HTS_WORKFORCE_SCHEDULE_MANAGER_JOB

Duty Roles

This job role is related to the following duty roles:

- *Advanced Workforce Scheduling Transaction Analysis Duty*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Scheduling - Workload Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the baseline value provided for my scheduling period so I can see my budget?*

- *What is the plan value for my scheduling period?*

- *What are the raw values of all my imports impacting my scheduling system, to know which value is used for my scheduling system?*

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5 Duty Roles

Overview

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

Absence Management Transaction Analysis Duty

Code Name

FBI_ABSENCE_MANAGEMENT_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*
- *Workforce Management - Absence Calendar Details Real Time*
- *Workforce Management - Absence Real Time*
- *Workforce Management - Accrual Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Can I get the list of workers who have taken more than N number of absences in the quarter?*
- *Can I report on the pattern count of absence type during different months of the year? For example: December has maximum Vacation absences*

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- *Which workers have taken the more than N number of days leave duration?*

- *What are the various Accrual Methods employed in the organization?*

- *What are the various lookup codes for a lookup type?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *What is the average leave taken by Department/Location?*

- *Which business unit has recorded the largest number of leaves during the year?*

- *Which are the various accrual plans and the total number of accruals against them?*

- *What is the count of absences by type and status?*

- *Can I report on details of accrual plans such as carryover limit, accrual rate, accrual ceiling?*

- *What is the re-inforcement in employee strength required during a specific month based on daily absences?*

- *What are the various Absence Plans, types, and categories in the organization?*

- *Can I get a trend report on the summary of accruals by years, and accrual methods?*

- *Can I get a breakup of accruals of workers by accrual methods, and plans?*

Advanced Workforce Scheduling Transaction Analysis Duty

Code Name

FBI_ADVANCED_WORKFORCE_SCHEDULING_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Workforce Schedule Manager*
- *Workforce Schedule Administrator*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Scheduling - Workload Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the baseline value provided for my scheduling period so I can see my budget?*

- *What is the plan value for my scheduling period?*

- *What are the raw values of all my imports impacting my scheduling system, to know which value is used for my scheduling system?*

Archived HCM Approval Task Transaction Analysis Duty

Code Name

FBI_ARCHIVED_HCM_APPROVAL_TASK_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Capital Management Application Administrator*

Subject Areas

This duty role secures access to the following subject areas:

- *Human Capital Management - Approval Notification Archive Real Time*
- *Human Capital Management - Transaction Administration Real Time*
- *OTBI HCM Prompts*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which categories of transactions have max/min issues?*
- *What are the various lookup codes for a lookup type?*
- *What are the various business processes and the corresponding count of tasks against them?*
- *What categories of transactions are in top 5 in time taken to complete?*
- *What is the average time taken across task categories between the initiation and completion of tasks during the current month?*

Archived HCM Approval Task Transaction Analysis Duty

Code Name

FBI_ARCHIVED_HCM_APPROVAL_TASK_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Capital Management Application Administrator*

Subject Areas

This duty role secures access to the following subject areas:

- *Human Capital Management - Approval Notification Archive Real Time*
- *Human Capital Management - Transaction Administration Real Time*
- *OTBI HCM Prompts*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which categories of transactions have max/min issues?*
- *What are the various lookup codes for a lookup type?*
- *What are the various business processes and the corresponding count of tasks against them?*
- *What categories of transactions are in top 5 in time taken to complete?*
- *What is the average time taken across task categories between the initiation and completion of tasks during the current month?*

Areas of Responsibility Transaction Analysis

Code Name

ORA_FBI_AREAS_OF_RESPONSIBILITY_TRANSACTION_ANALYSIS_DUTY_HCM

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Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Management - Areas of Responsibility*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the various representatives associated to a worker?*
- *What is the scope of a HR Representative?*
- *What is the total number of representatives for a worker?*

Areas of Responsibility Transaction Analysis Duty

Code Name

FBI_AREAS_OF_RESPONSIBILITY_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Management - Areas of Responsibility*

Business Questions

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This duty role secures access to data that can answer the following business questions:

- *What are the various representatives associated to a worker?*
- *What is the scope of a HR Representative?*
- *What is the total number of representatives for a worker?*

Benefits Transaction Analysis Duty

Code Name

FBI_BENEFITS_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Benefits Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Benefits - Action Items Real Time*
- *Benefits - Billing Real Time*
- *Benefits - Court Orders Real Time*
- *Benefits - Enrollment Opportunities Real Time*
- *Benefits - Enrollments Real Time*
- *Benefits - Potential Life Events Real Time*
- *Benefits - Setup Real Time*
- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Can I report on the count of workers having benefit plan enrollment by enrollment method?*
- *Can I report on the plans and their effective start and end dates?*

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- *What is the count of life events status?*

- *Can I get the count of employee enrollments across business units?*

- *Which are the various benefit plans under each programs?*

- *Can I report on all the benefit programs and the plans available for enrollment to the workers?*

- *What are the options available for dependant enrollment in a plan?*

- *What are the various lookup codes for a lookup type?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *Can I list the workers who are eligible to enroll dependants for a plan but have not done so far?*

- *What is the action items required to designate coverage for a dependant or beneficiary?*

- *What are the benefits that needs to be billed for the workers?*

- *What is the outstanding amounts to be paid by employees for each benefits?*

- *What is the percentage of benefits enrollment based on court orders?*

- *What are the various plan options available for the benefit plan?*

- *What are the various benefit plans to which the workers have enrolled, by various years?*

- *What is the count of eligible workers for a benefit plan?*

- *Which enrollment plan has the highest eligibility count?*

- *What are the various action items for a participant to enroll in a benefit?*

- *Can I get a trending report on the participant costs for benefit plans?*

- *What are the various life events, and statuses along with their counts?*

- *What are the various potential life event reason codes?*

- *What are the various benefit programs?*

Benefits Transaction Analysis Duty

Code Name

ORA_FBI_BENEFITS_TRANSACTION_ANALYSIS_DUTY_HCM

Job Roles

This duty role is related to the following job roles:

- *Benefits Manager*

Subject Areas

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This duty role secures access to the following subject areas:

- *Benefits - Person Information Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the benefit balances for an employee*
- *What are the benefit groups of a Participant*
- *What are the person habits of Participants and dependants*

Career Development Transaction Analysis Duty

Code Name

FBI_CAREER_DEV_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Career Development - Development Goal Overview Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What is the most common development intent across development goals?*

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- *What is the percentage of goals completed versus in progress for the current year by Business Unit?*

Compensation External Data Transaction Analysis

Code Name

ORA_FBI_COMPENSATION_EXTERNAL_DATA_TRANSACTION_ANALYSIS_DUTY_HCM

Job Roles

This duty role is related to the following job roles:

- *Compensation Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - External Data Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the count of workers that have external data?*
- *What are the types of external compensation data for a worker?*

Compensation Market Data Analysis Duty

Code Name

FBI_COMPENSATION_MARKET_DATA_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Compensation Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - Market Data Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the Compensation Types or categories of market data compensation such as Base Salary, Short-term incentive, Long-term incentive, Allowance, Bonus, Premium that will be covered in the market survey?*
- *Who are the suppliers of compensation survey?*
- *What is the average salary paid for a specific job at a location?*
- *Where does your employee salary stand stand wrt market data?*

Compensation Transaction Analysis Duty

Code Name

FBI_COMPENSATION_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*
- *Compensation - Salary Details Real Time*
- *Compensation - Salary History Details Real Time*
- *Compensation - Stock Details Real Time*
- *Compensation - Workforce Compensation Budgets Real Time*

- *Compensation - Workforce Compensation Real Time*

- *OTBI HCM Prompts*

- *Payroll - User-Defined Tables Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is each worker's current salary?*

- *Which workers have not had a salary adjustment in over 12 months?*

- *What are the various Budget pools available for Compensation Plan?*

- *Which workers were not allocated compensation?*

- *How much was allocated for each component?*

- *What is the count of eligible workers in the compensation plan?*

- *How is each worker's salary distributed by component?*

- *Which workers have a compa-ratio under 80 or over 120?*

- *How does the performance rating of the worker relate to the salary change over the years?*

- *What is the Budget Amount specified per the Compensation Worksheet?*

- *Which workers received promotion during the compensation cycle?*

- *What are the various lookup codes for a lookup type?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *What percentage of workers have been given a bonus in the current quarter*

- *Provide the list of workers that have been awarded an individual compensation*

- *What is the distribution of salary by quartile by country or job?*

- *Can I Compare the Budget Amount by Business Unit, Location, and Assignment Manager?*

- *What is the Overall Budget Amount for a Compensation Plan?*

- *What is the average amount allocated by each manager?*

- *What is the Actual Distribution Budget Amount?*

- *How does the amount budgeted for each worker compare to the amount allocated?*

- *What is the total value of all the individual compensation provided by managers in my organization?*

- *What is the salary change percent for the workers over the last 5 years?*

- *Which year in the last 10 years has the most number of workers getting a salary raise?*

- *In a Compensation Plan, what is the Average Budget amount?*

- *What are the various stock grants allotted to the workers in the organization?*

- *What is the Actual Budget Spent by a Manager in the Compensation Plan?*

- *What is the Count of Workers included in Budgeting?*

- *Which workers do not have the compensation budget allocated?*

- *What is the Average Worker Level Budget Amount?*

- *What is the average salary by location and job?*

- *What is the current cost of base pay by organization?*

- *What percentage of total salary is attributed to each salary component?*

- *What stocks have provided a profit to the workers during the last 3 years?*

- *Can I compare the Budget Distribution by the Performance Ratings of the Workers?*

- *What is the Percentage spent by Budget pools in a Compensation Plan?*

- *What are the Target and Actual Compensation Amounts for Workers?*

- *What is the average allocation amount or change percentage by performance rating?*

Compensation Transaction Analysis Duty

Code Name

ORA_FBI_COMPENSATION_TRANSACTION_ANALYSIS_DUTY_HCM

Job Roles

This duty role is related to the following job roles:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What percentage of workers have been given a bonus in the current quarter*

- *Provide the list of workers that have been awarded an individual compensation*

- *What is the total value of all the individual compensation provided by managers in my organization?*

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Compensation Transaction Analysis Duty

Code Name

ORA_FBI_PAYROLL_TRANSACTION_ANALYSIS_DUTY_HCM

Job Roles

This duty role is related to the following job roles:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What percentage of workers have been given a bonus in the current quarter*
- *Provide the list of workers that have been awarded an individual compensation*
- *What is the total value of all the individual compensation provided by managers in my organization?*

Documents of Record Transaction Analysis Duty

Code Name

FBI_DOCUMENTS_OF_RECORD_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Management - Documents of Record Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which are the documents that are ending their validity period and hence must be renewed?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What are the various documents that an employee has submitted and the pending documents?*

Employee Wellness Transaction Analysis Duty

Code Name

ORA_FBI_WELLNESS_TRANSACTION_ANALYSIS_DUTY_HCM

Job Roles

This duty role is related to the following job roles:

- *Employee Wellness Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Employee Wellness - Competitions Real Time*
- *Employee Wellness - Tasks Real Time*

- *Employee Wellness - Wellness Team Goals Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the progress of an individual team leader/member and what is the team's progress?*
- *Which workers participated in Wellness competitions?*
- *Which workers are participating in Wellness team goals?*
- *What awards have been earned by users in a Wellness competition?*
- *Which workers have an award on their tasks?*
- *What is the percentage of tasks created vs completed?*
- *What percentage of my workers have wellness tasks created?*
- *What is the ranking of users in a Wellness competitions?*

Employee Wellness Transaction Analysis Duty

Code Name

FBI_WELLNESS_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Employee Wellness Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Employee Wellness - Tasks Real Time*
- *Employee Wellness - Wellness Goals Real Time*
- *Employee Wellness - Wellness Team Goals Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the progress of an individual team leader/member and what is the team's progress?*

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- *Which workers are participating in Wellness team goals?*

- *Which workers are participating in Wellness goals?*

- *What percentage of workers are participating in personal goals versus corporate goals?*

- *Which workers have an award on their tasks?*

- *What is the percentage of tasks created vs completed?*

- *What percentage of my workers have wellness tasks created?*

Employee Wellness Transaction Analysis Duty

Code Name

FBI_WELLNESS_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Employee Wellness Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Employee Wellness - Tasks Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which workers have an award on their tasks?*

- *What is the percentage of tasks created vs completed?*

- *What percentage of my workers have wellness tasks created?*

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Environment, Health and Safety Transaction Analysis Duty

Code Name

FBI_ENVIRONMENT_HEALTH_AND_SAFETY_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Environment, Health and Safety Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Data Security - Incidents Real Time*
- *Environment Health and Safety - Incidents Real Time*
- *OTBI HCM Prompts*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which incidents actions have been closed in last 3 months?*
- *What are the various lookup codes for a lookup type?*
- *Which incident events occur frequently?*
- *Which incidents have a high rate of closure?*
- *What percentage of investigations are complete for an incident?*
- *Which are the top 5 data security incidents by count during the month?*
- *Which incident events have the highest and lowest percentage of getting closed?*

Goal Management Transaction Analysis Duty

Code Name

FBI_GOAL_MANAGEMENT_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Goals - Goal Alignments Real Time*
- *Workforce Goals - Goal Plan Assignments Real Time*
- *Workforce Goals - Goal Status Overview Real Time*
- *Workforce Goals - Goal Tasks Real Time*
- *Workforce Goals - Target Outcomes Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Who is not assigned a given goal plan?*
- *How many aligned goals does a worker have?*
- *How many development goal tasks does a worker have?*
- *How many goals have target outcomes?*
- *What are the target rating levels for the target outcomes?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What is the count of workers that have not been assigned any goal plan?*
- *What's their status?*
- *How many goals have tasks?*
- *Who is not assigned any goal plans?*

- *Which aligned organization goals have the highest and lowest number of worker goals aligned with them?*

- *How many performance goals do workers have in a given review period?*

- *How many performance goal tasks does a worker have in a given review period?*

- *Which worker tasks were completed. Who was the manager?*

- *Which worker tasks have not been completed. Who is the manager?*

- *How many goals have been completed?*

- *Which goal plans are associated with worker's goals?*

- *How many target outcomes are there across all the goals for workers?*

- *Which workers have been assigned a specific goal plan?*

HCM Communicate Campaigns Transaction Analysis Duty

Code Name

ORA_FBI_HCM_COMMUNICATE_CAMPAIGNS_TRANSACTION_ANALYSIS_DUTY_HCM

Job Roles

This duty role is related to the following job roles:

- *Employee Campaign Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *HCM Communicate - Campaigns Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the count of campaigns and count of audience across each of the campaigns?*

- *What is the percentage of responders across campaigns?*

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HCM Data Exchange Transaction Analysis Duty

Code Name

FBI_HCM_DATA_EXCHANGE_TRANSACTIONAL_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Capital Management Integration Specialist*

Subject Areas

This duty role secures access to the following subject areas:

- *HCM Integrations Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the extract definitions, by category, defined in the system?*
- *What errors were encountered when loading data in the past month?*
- *Over a certain date range (a month, 6 months, a year), how many data disposal processes were run, total and per template?*

HCM Transaction Administration Transaction Analysis Duty

Code Name

FBI_HCM_TRANSACTION_ADMINISTRATION_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Capital Management Application Administrator*

Subject Areas

This duty role secures access to the following subject areas:

- *Human Capital Management - Transaction Administration Real Time*
- *OTBI HCM Prompts*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which categories of transactions have max/min issues?*
- *What are the various lookup codes for a lookup type?*
- *What categories of transactions are in top 5 in time taken to complete?*

Individual Compensation Transaction Analysis Duty

Code Name

FBI_INDIVIDUAL_COMPENSATION_TRANSACTION_ANALYSIS_DUTY_HCM

Job Roles

This duty role is related to the following job roles:

- *Compensation Analyst*
- *Compensation Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What percentage of workers have been given a bonus in the current quarter*

- *Provide the list of workers that have been awarded an individual compensation*

- *What is the total value of all the individual compensation provided by managers in my organization?*

Learning Transaction Analysis Duty

Code Name

ORA_FBI_LEARNING_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Learning Specialist*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Learning - Learning Management Real Time*

- *Workforce Learning - Learning Records Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which learning items are the most popular, i.e. the most number of attempted/completed count during the year?*

- *Which BU's produce maximum number of learning items during the quarter?*

- *How are the learners progressing against a learner item?*

- *Which learning item has the least successfully completed rate?*

- *Can I get the comparison for a learning by recommended , like, attempted and completed counts?*

- *Which learning items are the most popular? i.e Which learning items have the most number of enrollments during the year?*

- *Which business unit has highest percentage of overdue learning records?*

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Leave Donation Transaction Analysis Duty

Code Name

FBI_LEAVE_DONATION_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *Absence Management - Leave Donations Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Who are the accrual balance donors during this year?*
- *Who all did a particular donor donate to?*
- *How many workers have received accrual balance from donors during the year?*
- *Who all donated to a specific recipient - when and how much?*

Payroll Interface Transaction Analysis Duty

Code Name

FBI_PAYROLL_INTERFACE_TRANSACTION_ANALYSIS_DUTY

Job Roles

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This duty role is related to the following job roles:

- *Payroll Coordinator*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - Payroll Interface Inbound Records Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What payrolls are processed by the vendors?*
- *What are the various payroll activities outsourced by the organization?*
- *What percentage of workers have their payrolls processed by vendors?*

Payroll Transaction Analysis Duty

Code Name

FBI_PAYROLL_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Compensation Analyst*
- *Compensation Manager*
- *Line Manager*
- *Payroll Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - Individual Compensation Real Time*
- *OTBI HCM Prompts*

- *Payroll - Calculation Cards Real Time*
- *Payroll - Element Entries History Real Time*
- *Payroll - Element Entries Real Time*
- *Payroll - Payments Costing Real Time*
- *Payroll - Payments Distribution Real Time*
- *Payroll - Payroll Balances Real Time*
- *Payroll - Payroll Costing Setup Details Real Time*
- *Payroll - Payroll Run Costing Real Time*
- *Payroll - Payroll Run Results Real Time*
- *Payroll - Personal Payment Details Real Time*
- *Payroll - Rate Calculation Results Real Time*
- *Payroll - Retroactive Pay Real Time*
- *Payroll - User-Defined Tables Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the various calculation cards that can be reported?*
- *What is the bonus amount trend in the organization across time periods?*
- *Can I get a trend of the third party payment methods and their respective amounts in a year?*
- *Can I compare the various earnings and their balances, as well the deductions and their corresponding balances for the recent payroll?*
- *What are the average standard earnings by various jobs?*
- *What is the total amount incurred by the employer as payroll charges?*
- *What is the total retroactive amount by various payroll elements?*
- *What are the involuntary deduction components and the corresponding component values for a worker?*
- *What are the various payroll process source types in costing of payments?*
- *What are the various costs in a payroll process?*
- *What is the variation between payroll costs for workers by departments and countries?*
- *What are the various payrolls, element run results along with their input values for a worker during a period?*
- *Which are the top 5 departments liable for retroactive employer tax credit amount?*
- *What are the various lookup codes for a lookup type?*
- *How has the base pay for the workers increased over the last 5 years?*
- *What are the debit and credit values for an account type?*
- *How many number of payments are made from same bank accounts and different bank accounts?*
- *what is the rate calculation of the base salary for the hourly employees?what is the total payroll tax liability of a worker?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *What percentage of workers have been given a bonus in the current quarter*

- *Provide the list of workers that have been awarded an individual compensation*

- *How many element entries are there in a payroll?*

- *Which element entry value has the highest value in a payroll?*

- *What are the various types of payment distribution types and their amounts for a particular month?*

- *What are the various costing types and levels setup in the organization?*

- *What are the various payment methods and the corresponding values preferred by the workers?*

- *Which employees have not received the retroactive pay in a payroll cycle?*

- *What tax is the highest deduction for the workers during the last 3 financial years?*

- *What components in payroll costing setup provide the labor costs?*

- *What is the total value of all the individual compensation provided by managers in my organization?*

- *What is the amount distributed for each payroll in a year?*

- *What is the earnings and deductions balances for the current year?*

- *What percentage of amounts is distributed by various payroll payments in the organization during the year?*

- *What are the total taxable benefit hours and the corresponding amounts for employees processed in retroactive pay?*

- *Can I get a trend of payments costing by country and department?*

- *What are the various account types in payroll costs of payment?*

- *What are the voluntary versus involuntary deductions by locations?*

- *What are the various payrolls run, element entries and their input values for a worker during a specific period?*

- *Which are the top 5 departments in their earnings?*

- *What is the trend of costs incurred in payroll over a particular year?*

Performance Management Transaction Analysis Duty

Code Name

FBI_PERFORMANCE_MANAGEMENT_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

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- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Performance - Check-In Eligibility Real Time*
- *Workforce Performance - Performance Check-In Real Time*
- *Workforce Performance - Performance Document Eligibility Real Time*
- *Workforce Performance - Performance Document Status Real Time*
- *Workforce Performance - Performance Rating Distribution Real Time*
- *Workforce Performance - Performance Rating Real Time*
- *Workforce Performance - Performance Task Status Real Time*
- *Workforce Performance - Requested Feedback Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the trend of performance rating for a worker over successive years?*
- *Which department is doing well overall in performance check-in and which department managers need training?*
- *What percentage of workers have had a feedback requested by their managers?*
- *List all the feedback request templates with their status*
- *Which documents exist that are no longer eligible?*
- *Which workers have completed a performance evaluation for a performance document period?*
- *How many evaluations are participants asked to participate in, who have responded and who have not?*
- *What are the questions posed and answers provided by various participants?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What is the performance document status including no status for missing documents for performance documents managed by eligibility?*
- *Who are the various participants in a workers performance evaluation?*
- *What is the minimum and maximum performance ratings distribution for a performance document?*
- *What percentage of eligible workers have not created the performance document for the appraisal period?*
- *How many workers rated themselves lower or higher than the manager or other participants?*
- *What is the average rating for a worker over time, across all participants?*
- *What are the counts of performance tasks by statuses for a performance document period name?*
- *What are the various tasks for performance documents and what status are they in?*

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- *Which eligible workers have not had a check in yet for the review period?*

- *How many feedback requests were created for a worker in a specific time period (month,quarter,year)?*

- *What is the actual distribution of the performance rating for a performance document period vs. the targeted distribution?*

- *Which performance document review periods have their actual rating distributions fall within the target rating distributions?*

- *What are the ratings and comments provided by manager, worker and other participants?*

- *Who by role and name owns a task and what is the status of the task?*

- *Which manager/worker had no performance check-in meetings in a specific time period (month,quarter,year)?*

- *How many check-ins a worker/manager have had in a specific time period (month, quarter, year)?*

- *What is the percentage of appraisal documents by various statuses for the selected review period?*

- *What is the total number of tasks for a worker?*

- *Which tasks were bypassed or reset and who bypassed or reset it?*

- *What is the rating model used for each performance document evaluation?*

- *Which workers have completed performance evaluation for a performance document period?*

- *What is the total number of eligible workers that can create the check ins?*

Questionnaires General Survey Responses Transaction Analysis Duty

Code Name

FBI_HCM_QUESTIONNAIRES_GENERAL_SURVEY_RESPONSES_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *HCM General Survey Questionnaire Real Time*

Business Questions

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This duty role secures access to data that can answer the following business questions:

- *What is the total score of the participant for a survey questionnaire?*
- *Who are the participants of the survey that have not submitted the responses yet?*
- *Which workers have the general survey questionnaire assigned on them*

Recruiting Candidate Tracking Analysis

Code Name

ORA_FBI_RECRUITING_CANDIDATE_TRACKING_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Recruiting Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Recruiting - Candidate Tracking Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which requisitions have had a high percentage of views by external candidates?*
- *What percentage of views on job requisitions got converted as actual applications by external candidates during the quarter?*

Recruiting Opportunity Marketplace Transaction Analysis Duty

Code Name

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FBI_RECRUITING_OPPORTUNITY_MARKETPLACE_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Opportunity Marketplace Gig Creator*
- *Opportunity Marketplace Gig Seeker*

Subject Areas

This duty role secures access to the following subject areas:

- *Recruiting - Opportunity Marketplace Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which locations do you find the applications from gig seekers?*
- *Are there gigs that allows the gig seekers to work remotely?*
- *What are the various gigs available currently?*

Recruiting Sourcing Transaction Analysis Duty

Code Name

FBI_RECRUITING_SOURCING_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Recruiter*

Subject Areas

This duty role secures access to the following subject areas:

- *Recruiting - Sourcing Real Time*

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Business Questions

This duty role secures access to data that can answer the following business questions:

- *What percentage of the campaign audience got converted as job applicants?*
- *How many audience did each campaign attract?*

Recruiting Transaction Analysis Duty

Code Name

FBI_RECRUITING_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Recruiter*

Subject Areas

This duty role secures access to the following subject areas:

- *Recruiting - Recruiting Events Real Time*
- *Recruiting - Recruiting Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *List the Jobs and corresponding requisitions against them currently.*
- *What is the top 10 job requisitions created by the salary range attached to them?*
- *List all the job requisition counts by their current statuses*
- *List the job requisitions and the candidate counts that have applied for the jobs*
- *What is the count of current job openings by countries?*
- *Provide a trend of the count of requisitions raised and filled for the last 12 months*
- *List the jobs whose requisitions are in pending approval state for more than 2 months*
- *Which hiring teams and managers have closed more than 75% of their job requisitions in last 3 years?*

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Scheduling Transaction Analysis Duty

Code Name

FBI_SCHEDULING_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*
- *Workforce Management - Planned Schedules Real Time*
- *Workforce Management - Published Schedules Real Time*
- *Workforce Management - Scheduler Profiles Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *For a given scheduling group, how many resources are required on a specific date or over a specific range of dates?*
- *What are the various planned schedules and their details?*
- *For a given scheduling group, on a specific date or over a specific range of dates, who are the workers whose scheduled hours are greater or less than reported hours (where time cards exists), and the difference between the times?*
- *For a given scheduling group, what is the staffing difference on a specific date or over a specific range of dates?*
- *Which workers have not had a schedule assigned to them?*
- *What are the various lookup codes for a lookup type?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*

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- *Which day during the week has the highest work scheduled during the week/month?*

- *For a given scheduling group, how many resources are scheduled on a specific date or over a specific range of dates?*

- *Who are the workers whose shifts end within the specified time period on the specified date?*

- *For a given scheduling group, how many hours are scheduled on a specific date or over a specific range of dates?*

- *What is the estimated workload forecast based on the schedules created for the manager?*

- *For a given worker, how many hours are scheduled on a specific date or over a specific range of dates?*

- *What are the various schedules created in the T&L scheduling capability?*

Security Transaction Analysis Duty

Code Name

FBI_SECURITY_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *IT Security Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Security - Roles and Privileges Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Which data security policy would provide access to the talent profile data ?*

- *Can I view and edit the manage employment screen, if yes, which functional security policy do I need to provide to the user?*

- *I have not added the Compensation analyst role to user, however the user seem to have this job role, can I trace how has this been inherited by the user?*

- *Why am I not able to view succession management subject areas with my login?*

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Succession Management Transaction Analysis Duty

Code Name

FBI_SUCCESSION_MANAGEMENT_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Succession Management - Incumbent Plans Real Time*
- *Workforce Succession Management - Job Plans Real Time*
- *Workforce Succession Management - Plan Candidates Real Time*
- *Workforce Succession Management - Position Plans Real Time*
- *Workforce Succession Management - Succession Plan History Real Time*
- *Workforce Succession Management - Talent Pools Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *How many incumbents are in critical positions?*
- *Which ncumbents of a position plan that are in high risk of loss or high impact of loss?*
- *What are the various talent pools that are created in the organization by Job, Grade, and positions?*
- *How many incumbent succession plans are there?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *Who are the Incumbents with risk of loss?.*
- *How many incumbents have multiple succession plans?*
- *How many candidates are on a succession plan by various readiness statuses?*
- *What is the average number of plans by candidate for current year?*

- *How many incumbents are in critical Jobs?*

- *Which incumbents are in multiple succession plans?*

- *How many candidates are on plans outside the department?*

- *Which succession plans do not have candidates? List the details of succession plans, incumbents, and the candidates.*

- *What are the changes that have happened on a specific succession plan since its creation?*

- *Which are the succession plans that have had changes on them, during the current year?*

- *List the plans in which any candidate had their readiness changed to Ready Now, during the year*

- *List the plans and the owners that had the candidate removed from the plan, during the year*

- *How many plans do not have any incumbents?*

- *Can I report on the talent profile details of the candidates?*

- *Which candidates have their readiness status as ready for a specific plan?*

- *What is the percentage of distinct critical positions with no succession plans?*

- *Which incumbents of a job plan are in high risk of loss or high impact of loss?*

- *What is the percentage of distinct critical jobs with no succession plans?*

- *How many incumbent succession plans are created in each business unit?*

- *Who are the various workers in a given talent pool?*

Talent Review Meeting Real Time Transaction Analysis Duty

Code Name

FBI_TALENT_REVIEW_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*

- *Workforce Succession Management - Talent Pools Real Time*

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- *Workforce Talent Review - Talent Review Meeting Real Time*
- *Workforce Talent Review - Talent Review Tasks Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the various talent pools that are created in the organization by Job, Grade, and positions?*
- *What is the calibrated score of worker in talent assessment areas of potential and performance?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What is the count of workers in the 9 box grid of performance versus potential?*
- *Is the workers impact of loss correlated to the calibrated performance or potential rating?*
- *Can I report on the assessment details of the workers by all the participants in the talent review meeting?*
- *What percentage of workers have completed vs not completed the tasks assigned to them in the organization?*
- *Can I report on the various tasks and the assignment counts of these to the workers for a specific talent review meeting?*
- *Can I report on the worker profile items like competencies, degrees, certifications etc along with the workers assessment of potential, performance ratings?*
- *What is the impact of loss and risk of loss of a worker?*
- *Who are the various workers in a given talent pool?*
- *What is the trend of the talent review assessment scores of the worker by last 3 years?*

Time and Labor Transaction Analysis Duty

Code Name

FBI_TIME_AND_LABOR_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Line Manager*
- *Time and Labor Administrator*
- *Time and Labor Manager*

Subject Areas

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This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Management - Historical Processed Time Cards Real Time*
- *Workforce Management - Historical Reported Time Cards Real Time*
- *Workforce Management - Processed Time Cards Real Time*
- *Workforce Management - Reported Time Cards Real Time*
- *Workforce Management - Setup Objects and Profiles Real Time*
- *Workforce Management - Time Collection Devices Real Time*
- *Workforce Management - Change Audit Reported Time Cards Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the various time card periods setup in the organization?*
- *Which projects had the maximum billable hours over the last few years?*
- *Which business units have maintained a ratio of 90 percent and above in submitting their time cards consistently?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What percentage of the workers have created time cards for a specific period?*
- *What are the various collection devices and their corresponding events?*
- *How many change audit entries resulted from deleted entries?*
- *What is the breakdown of the various hours reported in the time cards like reported, absence, labor, overtime hours?*
- *What is the ratio of processed to reported time cards? What percentage of reported hours were approved as payroll hours?*
- *What is the percentage of hours reported by various time collection devices in the organization?*
- *How many entries contain change audit information?*
- *What are the current and previous entry values associated with a change audit entry?*
- *What percentage of the reported hours were processed and transferred to payroll during the last two years?*
- *What is the trend of the time cards created and submitted over the last 5 years?*
- *What are the various repeating time period types setup?*

Vacancy Transaction Analysis Duty

Code Name

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FBI_VACANCY_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Management - Vacancy Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the various job openings available as of current date?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What is the number of job requisitions created to fill the job openings?*
- *What is the numbers of jobs filled by each year over the last 5 years?*

Volunteering Transaction Analysis Duty

Code Name

FBI_VOLUNTEERING_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Corporate Social Responsibility Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Volunteering - Organizations Real Time*
- *Volunteering - Participants Real Time*
- *Volunteering - Projects Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What projects have my company supported or are supporting?*
- *What non-profit organizations are my company currently supporting?*
- *What is the status of all the projects in the Volunteering module?*
- *Who has registered for all projects in the Volunteering module?*
- *Which project(s) has a specific user registered for in the Volunteering module?*
- *What is the status of all the non-profit organizations in the Volunteering module?*

Workforce Assignment Transaction Analysis Duty

Code Name

FBI_WORKFORCE_ASSIGNMENT_SALARY_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Compensation Analyst*
- *Compensation Manager*
- *Human Resource Analyst*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Compensation - Workforce Assignment Salary Real Time*
- *Compensation - Workforce Assignment Salary History Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *Provide the list of workers whose assignment and salary changes have happened in the current year*
- *Which employees have not had a change in assignment since joining but had a salary change?*
- *What are the various HR actions during which the salaries have also been changed for the worker?*
- *What percentage of employees have had a promotion and also had a salary raise along with it?*

Workforce Confidential Reporting Data Duty

Code Name

ORA_PER_WORKFORCE_CONFIDENTIAL_REPORTING_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*
- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Management - Person Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What are the worker contacts phone numbers?*
- *What is the count of workers by work permit to various countries?*
- *What is the workers citizenship?*
- *What are the passport details of the worker?*
- *What is the distribution of my workers by ethnicity, gender, nationality, or religion?*
- *How many workers have work permits?*

- *What is the workers national ID?*

- *How many workers work permits will expire?*

- *What is the workers ethnicity and religion?*

Workforce Modeling Transaction Analysis Duty

Code Name

FBI_WORKFORCE_MODELING_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

- *Human Resource Specialist*

- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Management - Workforce Modeling Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *How many types of change are in the model?*

- *What is the headcount, FTE, cost, predictive change in the model?*

Workforce Profile Transaction Analysis Duty

Code Name

FBI_WORKFORCE_PROFILE_TRANSACTION_ANALYSIS_DUTY

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Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

Subject Areas

This duty role secures access to the following subject areas:

- *Payroll - User-Defined Tables Real Time*
- *Workforce Profiles - Library Objects Real Time*
- *Workforce Profiles - Model Profile Real Time*
- *Workforce Profiles - Person Profile Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *How many languages are required for all jobs?*
- *What are the career preferences of the workers?*
- *What are the competency strengths and weakness in the organization?*
- *Who are the high-potential workers who have a high risk of loss by department?*
- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*
- *What are the various User-Defined Tables defined in Fusion HCM?*
- *What are the predefined content items?*
- *What are the attributes of the content types?*
- *What are the predefined content types?*
- *What are the work requirements for a job?*
- *Which jobs require certifications?*
- *How many workers have high, medium, or low potential for a particular manager, department, grade, or position?*
- *What are the workers competencies by business unit, job function and location?*
- *What are the predefined rating models and rating levels?*
- *What are the active or inactive job profiles?*
- *What are the various competencies required for a position and what are the target levels for the competencies?*
- *What are the job profiles associated with a specific job or position?*
- *Who are the workers who have a particular competency, language skill or certification?*

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Workforce Sensitive Data Access Audit Transaction Analysis Duty

Code Name

FBI_WORKFORCE_SENSITIVE_DATA_ACCESS_AUDIT_TRANSACTION_ANALYSIS_DUTY)

Job Roles

This duty role is related to the following job roles:

- *IT Auditor*

Subject Areas

This duty role secures access to the following subject areas:

- *Workforce Management - Sensitive Data Access Audit Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *What is the numbers of viewers and number of times the personal data is viewed in the year?*
- *Which user/manager accessed the sensitive data of others?*

Workforce Transaction Analysis Duty

Code Name

FBI_WORKFORCE_TRANSACTION_ANALYSIS_DUTY

Job Roles

This duty role is related to the following job roles:

- *Human Resource Analyst*

- *Line Manager*

Subject Areas

This duty role secures access to the following subject areas:

- *OTBI HCM Prompts*
- *Payroll - User-Defined Tables Real Time*
- *Workforce Learning - Learning Management Real Time*
- *Workforce Management - Checklist Real Time*
- *Workforce Management - Eligible Jobs Real Time*
- *Workforce Management - Employment Contract Real Time*
- *Workforce Management - Grade Rate Real Time*
- *Workforce Management - Person Real Time*
- *Workforce Management - Person Seniority Real Time*
- *Workforce Management - Position Real Time*
- *Workforce Management - Work Relationship Real Time*
- *Workforce Management - Worker Assignment Event Real Time*
- *Workforce Management - Worker Assignment Real Time*
- *Workforce Management - Workforce Trend Real Time*

Business Questions

This duty role secures access to data that can answer the following business questions:

- *How many contracts does a worker have?*
- *What are the worker contacts phone numbers?*
- *What is the count of workers by work permit to various countries?*
- *What is the workers citizenship?*
- *What are the various reasons for worker terminations under both voluntary and involuntary categories?*
- *What is the FTE, headcount, assignment count by Location, Country etc?*
- *What is the headcount of hourly or salaried employees?*
- *What are the tasks to be performed during a worker on-boarding and off-boarding?*
- *What is the duration of a worker's contract?*
- *What are the passport details of the worker?*
- *What is the distribution of my workers by ethnicity, gender, nationality, or religion?*
- *What is the occupancy of my positions?*
- *Which months in the year has a high attrition rate?*

- *Which learning items are the most popular, i.e. the most number of attempted/completed count during the year?*

- *What percentage of workers have eligible jobs assigned to them?*

- *What are the various lookup codes for a lookup type?*

- *What are the various checklist categories, and the action names in the organization?*

- *How many contracts are going to expire? How many contracts have expired?*

- *What is the number of contracts by contract types and statuses?*

- *What are the various positions available under each job?*

- *How long is the worker employed in the organization; can I get the details by number of days, months, and years?*

- *What is an employee's assignment history in the chronological order?*

- *What is the count of transfers into a Business Unit or Department?*

- *What is the headcount of terminations by categories such as voluntary and involuntary?*

- *What are the rows, columns and the corresponding values of a specific User-Defined Table?*

- *What are the various User-Defined Tables defined in Fusion HCM?*

- *How many workers have work permits?*

- *When did the worker join the organization? When was the workers original hire date?*

- *What are the Hire, rehire, transfer, termination counts by Business Unit, Department, Location, Manager etc?*

- *What is the count of terminations by various termination reasons?*

- *What is the current headcount by job, department, grade, location, business unit, legal employer or bargaining unit?*

- *Which BU's produce maximum number of learning items during the quarter?*

- *Which job is the most assigned eligible job?*

- *Which workers have been in the enterprise exceeding 15 years?*

- *What is the average time of workers in a specific job?*

- *Do some performers complete tasks quicker than others?*

- *What is the duration of a worker's contract extension?*

- *What are the various grades that have been setup?*

- *What are the valid grades associated with each position?*

- *What is the hiring status of a specific position?*

- *What are the primary work relationship details of the worker?*

- *What is the business unit, location, department, etc of a worker in his primary assignment?*

- *What is the projected termination date for a worker?*

- *What is the headcount for the last 3 years?*

- *Which learning item has the least successfully completed rate?*

- *Which allocated tasks are taking longer than planned?*

- *What is the workers national ID?*

- *Which positions have not been filled in the organization?*

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- *What is the rehire recommendation for a worker before the worker got terminated?*

- *What is the current employee headcount by employee category or assignment status?*

- *What is the headcount by payroll?*

- *Can I get the comparison for a learning by recommended , like, attempted and completed counts?*

- *What are the total hours loaded for the worker in a time period?*

- *Which BU/Department has the highest number of contracts?*

- *How many workers work permits will expire?*

- *What is the workers ethnicity and religion?*

- *What is the total number of promotions between two dates for a worker?*

- *What are the eligible jobs for a certain worker?*

- *What is the status of certain tasks for each worker?*

- *What is the current assignment information for a worker?*

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