

# ORACLE DAILY BUSINESS INTELLIGENCE FOR HCM

## KEY BENEFITS

- Drive workforce engagement with better insight
- Reduce retention and prepare workforce capacity to deliver
- Improve profitability through workforce cost and budget analysis
- Effectively deploy contingent workforce
- Tailor benefit plans to employee needs and more effectively manage open enrollment process

*Oracle® Daily Business Intelligence (DBI) for HRMS is part of the Oracle E-Business Suite, an integrated set of Information-Driven applications engineered to ensure that the data you capture and create with your business applications is transformed into information that drives competitive advantage. DBI for HRMS empowers HR and line managers with up-to-date critical HR metrics to proactively manage a global workforce and maximize workforce productivity.*

### Understand and Improve Workforce Capacity to Deliver

In today's economy, workforce is the only competitive differentiator. The most volatile of business resources, workforce is subject to changes imposed by economic cycles, demographics, work-life balance, and ever-increasing legislation. HR and line managers need visibility and insight into workforce trend to better plan workforce capacity and drive workforce engagement.

DBI for HRMS delivers a collection of dashboards, reports and KPIs that provides HR executives and line managers with an easy-to-use and flexible analytical tool that allows them to stay on top of critical workforce management issues and develop an agile and capable workforce to support changing business demands.

DBI for HRMS provides actionable metrics for tracking trends, changes and exceptions in employee turnover, salary levels and headcount against allocated budgets. Prior-month and prior-year trend analysis helps managers monitor seasonable patterns.

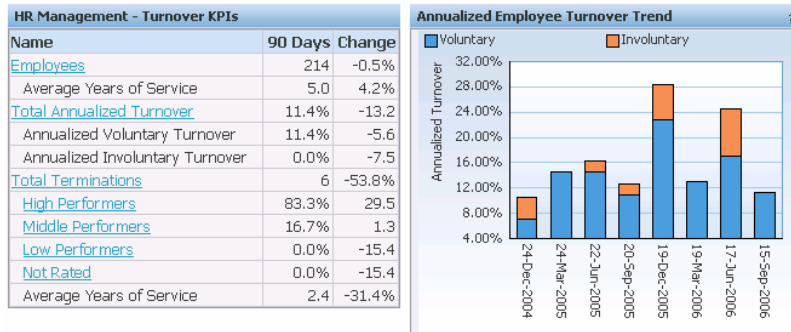


Figure 1: Understand how trends in employee movements impact workforce capacity

### Chief HR Officer Dashboard

It is a constant challenge for large organizations to efficiently deliver important up-to-date workforce information to senior executives because of the sheer volume of workforce data and a distributed workforce. DBI for HRMS delivers a Chief HR Officer dashboard with senior HR executives' needs in mind. With the Chief HR Officer dashboard, senior HR executives can be quickly briefed on the state of the

workforce - staffing and compensation level, turnover trends, and workforce performance. Senior HR executives can also monitor key industry benchmark metrics to better evaluate the effectiveness of their HR organization.

Chief HR Officer - Overview KPIs		
Name	90 Days	Change
Employees	214	-0.5%
Average Years of Service	5.0	4.2%
Total Salary	11M	-0.5%
Average Salary	51.0K	-0.1%
Total Annualized Turnover	11.4%	-13.2
Annualized Voluntary Turnover	11.4%	-5.6
Annualized Involuntary Turnover	0.0%	-7.5
Total Terminations	6	-53.8%
High Performers	83.3%	29.5
Middle Performers	16.7%	1.3
Low Performers	0.0%	-15.4
Not Rated	0.0%	-15.4
Total HR Staff Ratio (1:N)	233	-1.1%

Figure 2: Chief HR Officer dashboard updates senior executives on key HR metrics

**Control costs and comply with budgetary constraints**

Many businesses use budgetary control as a tool to manage costs and to indicate planned levels of demand. DBI for HRMS uses budgets defined within Oracle Human Resources for FTE or headcount and compares actuals over a defined period.

Shortfalls or excesses can be identified or anticipated, so that hiring, redeployment or layoff plans can be put in place. This ensures that the capacity of the workforce is used optimally. Budgetary comparisons answer the following questions:

- How many people should I hire to meet demand?
- How will trends in staff levels affect demand?

**Track Critical HRMS Information on a Global Basis**

Business is global. Global business is enabled by a global workforce. However geographical distance often makes it challenging to gain insight into a globally-distributed workforce and effectively manage a global talent pool.

DBI for HRMS has no geographic boundaries. With DBI, managers can maintain a consistent global view as well as visibility into country differences.

DBI for HRMS personalizes the content displayed to any line manager by aggregating and presenting information based on the user’s position within their reporting hierarchy. They can view data aggregated for all people for which they have responsibility, and drill to any level of the hierarchy to pinpoint problems.

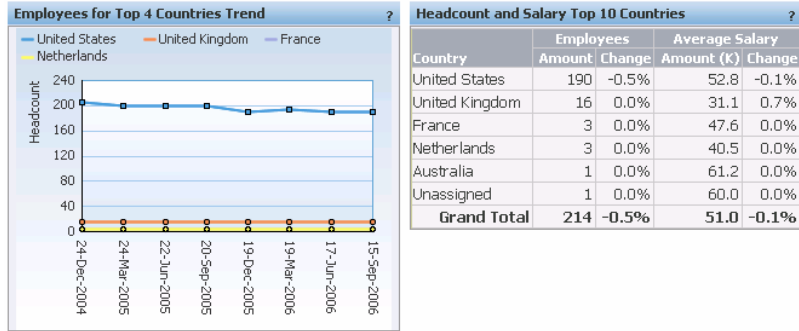


Figure 3: Regional analysis helps to pinpoint problems

**Effectively Manage Contingent Workforce**

Contingent workforce is playing an increasingly important role in workforce management. Properly managed, contingent workforce affords organizations great agility and scalability.

To effectively manage contingent workforce and reduce compliance risk, HR and line managers need to better understand where and how contingent labor is engaged and the usage patterns. With DBI for HRMS, HR and line managers can easily analyze contingent workers placement information, contingent worker trend, length of placement and assignments in the organization.

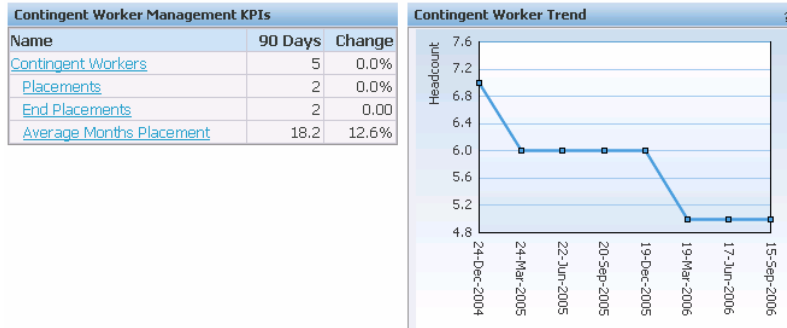


Figure 4: Proactively manage contingent labor usage and trend

**Improve Open Enrollment Process Effectiveness**

Annual benefits open enrollment is a hectic time for many large organizations. Benefits managers normally have no knowledge of employee benefit participation and plan utilization until well after the open enrollment period ends.

DBI for HRMS provides benefits managers and administrators daily update of employee benefit enrollment status, benefit plan eligibility and participation rates during the open enrollment period. With this analysis tool, benefits managers and administrators can better tailor benefit plans to employees needs, and more effectively manage the benefits enrollment process.

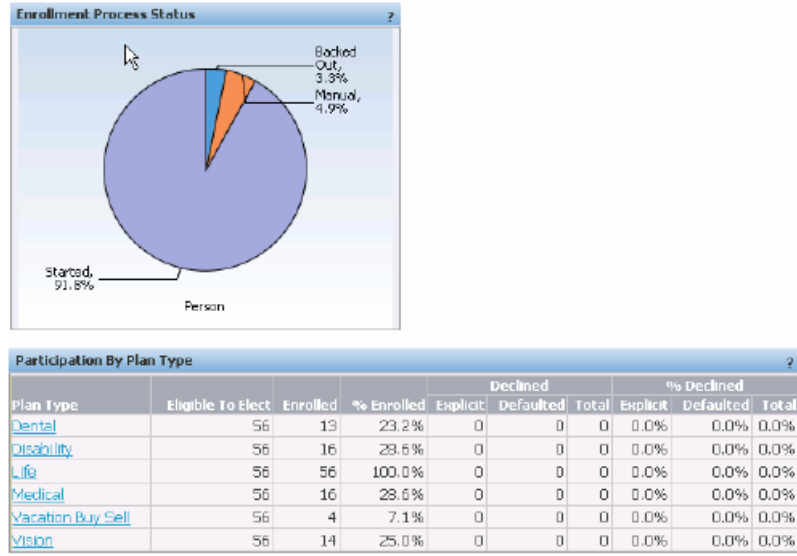


Figure 5: Effectively manages benefit open enrollment process

**Monitor Employee Absence Reducing Unplanned Downtime**

Employee absence is costly and negatively impacts productivity. HR and line managers need an integrated tool to effectively manage various types of employee absence, mitigate risk, reduce cost and increase productivity.

DBI Employee Absence Dashboard enables benefits and line managers to review employee absence history by manager and analyze employee absence occurrence and duration trend by absence type. With insight gained from the dashboard, managers can better plan worker schedule and pinpoint preventive measures to reduce on-job accident and disability rates.

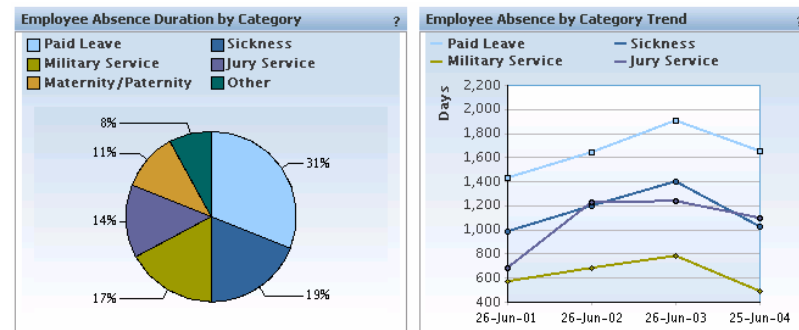


Figure 6: Evaluate Employee Absence Duration

**A Complete, Extensible, Easy-to-deploy Analytical solution**

DBI for HRMS is an out-of-box, easy-to-deploy analytical solution. It utilizes data, configuration and security setups that already exist in Oracle E-Business Suite. The result is a streamlined reporting application that can be used almost immediately to provide daily measurements of key workforce metrics. DBI for HRMS offers visibility into aggregated summary information as well as easy navigation to the granular transaction details that support further investigation of the KPIs.

## KEY BENEFITS

DBI FOR HRMS OFFERS THE FOLLOWING BENEFITS:

- An extensible, easy-to-deploy HR analytical solution
- Provides HR, line managers and senior HR executives' critical information to help increase workforce capacity, reduce labor cost and improve HR processes efficiency.

## RELATED PRODUCTS

The following products are available from Oracle:

- Oracle Advanced Benefits
- Oracle Incentive Management
- Oracle iRecruitment
- Oracle Learning Management
- Oracle Self-Service Human Resources
- Oracle Time & Labor
- Oracle BI Standard Edition (Discoverer)
- Oracle BI Enterprise Edition

## RELATED SERVICES

The following services are available from Oracle Support Services:

- Oracle E-Business Suite Accelerators
- Oracle Application Solution Centers
- Oracle University
- Oracle Consulting

DBI's 'drill and pivot' feature provides users the capability to dynamically slice and dice information within a report.

DBI is also extensible. Users can create new KPIs, reports, or rename, rearrange existing KPIs and reports to meet business needs. New content added to DBI Dashboards will persist through version upgrades, for maximum ROI and reusability. DBI also provides the multi-threading capability to optimize data collection performance on multi processor machines.

## Summary

DBI for HRMS is an extensible, easy-to-deploy HR analytical solution. DBI for HRMS provides HR, line managers and senior HR executives critical information in employee and contingent workforce management to develop an agile, scalable workforce, mitigate compliance risk and improve workforce productivity.

## Oracle E-Business Suite—The Complete Solution

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more—all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, employees, and products—all important aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

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