

# PEOPLESOFT HUMAN CAPITAL MANAGEMENT (HCM) WAREHOUSE



*Increase employee retention.*

*Maximize workforce skills and competencies.*

*Monitor performance and assess trends.*

When people are the cornerstone of your business, making the right strategic decisions about staffing, hiring, and workforce deployment is critical to your competitive advantage. Yet, making the right decisions requires more than just operational data; you need to view patterns and trends in order to truly maximize your workforce. Are your managers, executives, and human resource personnel getting the detailed analytics and reports they need to make decisions that improve both employee and bottom-line performance?

Oracle's PeopleSoft Human Capital Management (HCM) Warehouse (formerly PeopleSoft HRMS Warehouse) captures detailed workforce-related information into a single environment, and combines it with complex analysis of your recruiting, compensation, benefits, and training initiatives. With this level of insight, you can make the right strategic decisions to maximize your workforce and improve HR performance. PeopleSoft HCM Warehouse enables you to:

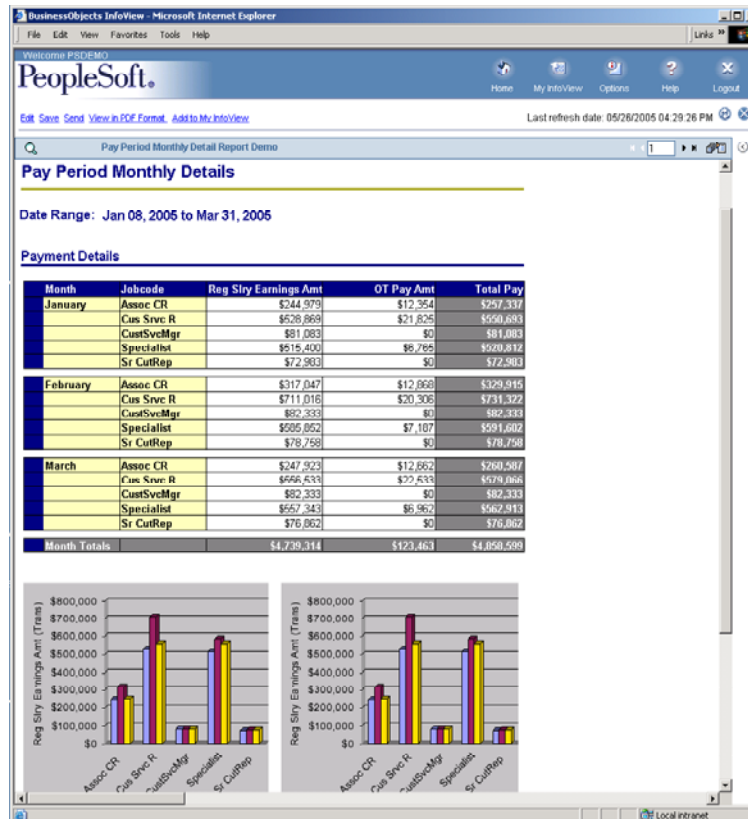
- Monitor performance using pre-packaged, business-relevant measures, complex derived metrics, and analysis and reporting templates tailored to individual roles, functions, and industries.
- Run operational reports and conduct ad-hoc queries with leading business intelligence (BI) tools.
- Analyze historical and current data, drill down from summary analytics to detailed reports, and perform trending via time-series analysis.
- Implement closed-loop communication of critical information to your operational system.
- Integrate with PeopleSoft Enterprise, JD Edwards EnterpriseOne, and JD Edwards World applications.
- Integrate with Oracle BI technology as well as 3rd-party BI vendors

## **A Powerful Foundation for Workforce Decisions**

PeopleSoft HCM Warehouse provides a powerful foundation for making better, more strategic decisions about your workforce. PeopleSoft HCM Warehouse offers the following content-specific data marts that can be deployed together for a complete, integrated analytic platform or deployed modularly to meet your specific business and budgetary requirements. You can also expand on this foundation by adding additional PeopleSoft Enterprise Workforce Analytics applications including Workforce Planning, Workforce Rewards, and Workforce Scorecard.

### PeopleSoft Compensation Mart

PeopleSoft Compensation Mart provides information about your benefits and compensation programs to help you increase retention and curb absentee problems before they impact organizational performance. Understand benefit enrollment trends, identify over- or under-enrollments, and determine if you're compensating your top performers adequately.



### PeopleSoft Compensation Mart

Determine if you're compensating your top performers adequately.

### PeopleSoft Learning and Development Mart

PeopleSoft Learning and Development Mart captures information about your workforce skills and competencies, training programs, and performance to help you assess the effectiveness of your learning and development initiatives, determine whether you have the right skills in the right place, gauge whether your training programs are positively impacting performance, and identify your strongest workers to encourage professional growth.

Current snapshots of competency and accomplishment allow you to efficiently review employees' current as well as historical competencies and skill sets.

### PeopleSoft Recruiting Mart

PeopleSoft Recruiting Mart gives you deeper insight into your recruiting process so you always hire the best candidate. Determine whether you are filling positions in a timely manner, assess recruiting methods to gauge

effectiveness, and appraise candidate sources to pinpoint your best talent resources.

### **PeopleSoft Workforce Profile Mart**

PeopleSoft Workforce Profile Mart turns workforce data into actionable intelligence. Analytics and reporting allow you to determine where you are over- or understaffed, examine workforce churn across various business units to identify weak links, and assess injury or illness levels on a per location basis to minimize health risks to your workers.

Using the Workforce data mart, you can proactively address grievances that have been filed by employees and monitor disciplinary actions and steps undertaken by employees.

### **Flexible Information Access**

With EPM 9.0, PeopleSoft HCM Warehouse delivers packaged reports for Oracle BI Standard Edition (Discoverer) and a security bridge to Oracle BI Enterprise Edition along with role-based dashboard templates. These two BI offerings greatly enhance PeopleSoft HCM Warehouse as an end-to-end analytic solution and reduce total cost of ownership. PeopleSoft HCM Warehouse also supports third party BI tools, including those from Cognos, MicroStrategy, and Business Objects.

With flexible information access tools and PeopleSoft HCM Warehouse, knowledge workers, business analysts, and managers can perform sophisticated business analysis with ad-hoc querying and reporting, personalized scorecards and dashboards, multidimensional analysis and exploration, and formatted production-style reports.

### **Single, Analytics Framework**

PeopleSoft HCM Warehouse is built on Oracle's PeopleSoft EPM Foundation, a single analytics framework that provides IT organizations with one platform and toolset from which to manage and support the warehouse. PeopleSoft EPM Foundation includes leading extract, transform, and load (ETL) tools, powerful metadata management tools, multi-currency and multi-language support, and built-in security features that enable unparalleled flexibility, openness, and modularity.

### **About PeopleSoft Enterprise Performance Management**

PeopleSoft HCM Warehouse is part of Oracle's PeopleSoft Enterprise Performance Management (EPM) suite, an integrated suite of analytic applications that enables organizations to drive world-class performance by aligning the right information and resources to strategic objectives. PeopleSoft EPM helps managers formulate strategies for profitable growth, align strategies with operational plans, actively monitor day-to-day operations, and collaborate across the enterprise.

### Predefined Facts and Dimensions

PeopleSoft HCM Warehouse includes four data marts that deliver more than 250 predefined facts and dimensions.

### Compensation Mart

#### Facts

##### *Benefits*

- Annual Excess Credit Amount
- Car Allowance Amount
- Flexible Spending Account Contribution Amount
- Health Premium Pre Tax
- Life ADD Flat Amount
- Life ADD Multiplier
- Pension Transaction Amount
- Pension Voluntary Amount
- Pension Voluntary Percent
- Savings Flat Amount
- Savings Flat Amount After Tax
- Savings Percent of Gross
- Savings Percent of Gross After Tax
- Vacation Goal Amount
- Vacation Goal Balance

##### *Compensation*

- Absence Duration
- Bank Transfer Value of Deduction
- Base Delta Value
- Base Result Value
- Begin Date Partial Hours
- Calculation Result Value
- Compensation Rate Defined
- Compensation Rate Used
- Compensation Rate used For Overtime Earnings
- Compensation Rate used For Regular
- Deduction Refund Amount
- End Date Partial Hours
- Gross MTD Earnings
- Gross QTD Earnings
- Hours MTD
- Gross YTD Earnings
- Hours QTD
- Hours YTD
- Other Earnings Amount
- Other Hours
- Other Pay Amount
- Override Adjustment Amount

- Coverage Amount Earnings
- Deduction Amount
- Deduction Amount Not Taken
- Deduction Balance MTD Amount
- Deduction Balance QTD Amount
- Deduction Balance YTD Amount
- Deduction Payback Amount
- Regular Earnings Amount
- Regular Earnings Hours
- Regular Hourly Earnings Amount
- Regular Hours
- Regular Pay Hours
- Override Entitlement Amount
- Overtime Hourly Earnings Amount
- Overtime Hours
- Payback Amount Result
- Percent Result Value
- Period Balance
- Quarter Balance
- Regular Salary Earnings Amount
- Result Amount Added to Arrears
- Result Amount Not Taken
- Unit Delta Value
- Year Balance

***Facts (continued)******Absence***

- Absence/Vacation Carryover Quantity
- Absence/Vacation Earned YTD Quantity
- Absence/Vacation Taken YTD Quantity
- Duration of Absence in Days
- Duration of Absence in Hours
- Duration of Absence Request in Days

***Leave Accrual***

- Max Leave Balance
- Hours Earned YTD
- Hours Adjusted YTD
- Hours Sold YTD
- Hours Carried-over
- Hours Taken YTD
- Hours Bought YTD
- Current Balance

***Dimensions******Benefits***

- Benefit Plan
- Benefits Source
- Business Unit
- Coverage Code
- Coverage Election
- Currency
- Date/Calendar
- Health Benefit
- Person
- Savings Plan

***Compensation***

- Absence Event
- Account Code
- Benefit Plan
- Business Unit
- Company
- Compensation Code Tree
- Compensation Codes
- Compensation Rate
- Currency
- Date/Calendar
- Deductions
- Department
- Earnings
- Fund Code
- Global Payroll Pay Group
- Global Payroll PIN
- Job Code
- Location
- Operating Unit
- Pay Group
- Person
- Position
- Product
- Project
- Relate Tables
- Deductions
- Earnings and Compensation
- Global Payroll PIN
-

***Absence***

- Absence Miscellaneous
- Absence Type
- Benefit Plan
- Business Unit
- Company
- Currency
- Date/Calendar
- Person

***Leave Accrual***

- Leave Plan Type
- Mac Leave Balance
- Leave Accrual Frequency
- Max Carryover

**Learning and Development Mart*****Facts******ePerformance***

- Accomplishment Test Score
- Appraisal Preliminary Review Points
- Appraisal Preliminary Review Rating
- Appraisal Review
- Appraisal Review Rating
- Average Grade
- Government Credit Hours
- Government Grade Point Average
- Total Review Amount
- Total Review Percent
- Total Review Points
- Total Review Salary Points
- Years of Experience

***Training***

- Achieved Proficiency
- Converted Duration
- Cost per Unit
- Duty Hours
- Enrollment Learner Count
- Non-Duty Hours
- Non-Government Training Days
- Number of Units
- Program Registration Learner Count
- Quantity
- Required Proficiency
- Scheduled Hours
- Score
- Time Spent at Training
- Total Cost
- Unit Cost

**Dimensions**

***ePerformance***

- Academic Major
- Accomplishment
- Accomplishment Miscellaneous
- Appraisal Miscellaneous
- Competency
- Competency Verification
- Current Competency
- Evaluation Miscellaneous
- Person
- Review Rating
- Review Scale
- Review Status
- Review Type
- School
- Current Accomplishment

***Training***

- Attendance
- Business Unit
- Cost Unit
- Course Grade
- Course Session
- Currency
- Date/Calendar
- Department
- French Training
- Government Training
- Person
- Supplier
- Training Expense Type
- Training Reason

**Recruiting Mart**

**Facts**

- Augmentation Points
- Expense Amount
- Minimum Qualification Score
- Priority Placement Weight
- Rank on Certificate
- Screening Score
- Selective Factor Points
- Total Screening Score
- Veterans Preference Points

**Dimensions**

- Applicant
- Applicant Expense
- Business Unit
- Currency
- Date/Calendar
- Department
- Establishment
- Government Recruitment
- Job Opening
- Recruitment Status
- Referral Source Category
- Referral Source Subcategory

**Workforce Mart****Facts*****Health and Safety***

- Days Away From Work
- Hours Unconscious
- Minutes Unconscious
- Restricted Workdays

***Survey***

- Count of Companies
- Count of Employees
- Metric Value

***Workforce and Organization Effectiveness***

- Annual Benefit Base
- Annual Offset Amount
- Annual/Daily Rate
- Change Amount/Percent
- Compensation Rate
- Government Daily Rate
- Government Locality:
- Percentage of Annual Pay Increase
- Percentage of Daily Pay Increase
- Headcount
- Transfer Count
- FTE
- Percentage of Hourly Pay Increase
- Percentage of Adjustments
- Percentage of Monthly Pay Increase
- Monthly/Hourly Rate
- Number of Hours
- Percentage of FTEs
- Shift Factor Number/Rate
- Standard Weekly Hours
- Work Day Hours
- Hire Count
- Termination Count
- Benchmark FTE

***Grievances & Disciplinary Actions***

- Count of disciplinary actions
- Disciplinary actions by Age
- Disciplinary actions by Length of service
- Disciplinary actions by Dept
- Disciplinary actions by Job
- Disciplinary actions by Geography
- Disciplinary actions by Employee
- Count of grievances
- Grievances by Age
- Grievances by Length of service
- Grievances by Dept
- Grievances by Job
- Grievances by Geography
- Grievances by Employee

**Dimensions*****Health and Safety***

- Day
- Incident
- Injury Illness
- Person
- Regulatory Region
- Time

***Survey***

- Financial Code
- Geography
- Industry Code
- Survey Author
- Survey Instance
- Survey Metric
- Unit Code

***Workforce and Organization Effectiveness***

- Account
- Business Unit
- Chartfield
- Classfield
- Company
- Currency
- Date/Calendar
- Department
- Employee Job Code
- Frequency
- Fund Code
- Government Authority
- Pay Group
- Age Duration
- Job Duration
- Promotion Duration
- (In)Voluntary Termination
- Active Employee Flag
- Previous Job
- Action
- Age
- Person
- Position
- Government Nature of Action
- Government Pay Plan
- Government Personnel Office
- Government Sub-Agency
- Location
- Operating Unit
- Position Tree
- Project
- Regulatory Region
- Salary Plan
- TRC
- Service Duration
- Dept Duration
- Paychange Duration
- Action Type
- Previous Dept
- Previous Business Unit
- Geography

***Grievances and Disciplinary Actions***

- Disciplinary Type
- Resolution Type
- Grievance Step
- Disciplinary Step
- Grievance Type

**Packaged Oracle Discoverer Reports*****Workforce***

- Workforce Composition Analysis
- Workforce Assignment Detail
- Workforce Movement Analysis
- Workforce Action Detail

***Health and Safety***

- Health and Safety Factor
- Health and Safety Incident Detail

***Benefits***

- Enrollment Profile
- Benefit Contribution Expense Detail

***Compensation***

- Employee Base Comp Detail
- Employee Deduction Detail
- Employee Earning Detail

***Leave and Absence***

- Leave Balance Analysis
- Employee Absence Detail

***Training***

- Training Expenses by Business Unit
- Trained Headcount
- Training Expenses by Department
- Training Enrollment Detail

***Competency***

- Competency Inventory Profile
- Competency Employee Detail

***Learning Management***

- Learning Management Enrollment Detail
- Learning enrollment Objective Detail
- Learning Management Profile
- Learning Management Program Detail
- Learning Enrollment Completion Detail

***Recruiting Expense and Tracking***

- Applicant Composition
- Applicant Detail
- Recruitment and Staffing Effectiveness
- Applicant Expense Detail

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