September 2020 Release Announcement

Oracle Fusion Analytics Warehouse
adds key HR capabilities and expands ERP content
and the extensibility framework

September 2020 Release Highlights

The September release (20.R2.P1) for Oracle Fusion Analytics Warehouse (FAW) includes new capabilities in Fusion HCM Analytics and extends core Financials GL content as well as the expanding the extensibility framework shared by both Fusion HCM Analytics and Fusion ERP Analytics.

Fusion HCM Analytics

In the current environment, organizations are facing significant new challenges managing their workforce. Two key areas offer opportunities to improve visibility and better manage changing circumstances: Talent mobility and Talent acquisition.

- Talent Mobility: companies need to shift employees to different roles and to more closely track and manage employee movement to better adjust to disruptions.
1. Talent Acquisition: in changing environments companies need to rapidly scale up their workforce which requires more dynamic understanding of their recruiting pipeline and ability to fill open positions.

Fusion HCM Analytics now includes new capabilities to address both. Talent Mobility provides insight into talent movement within and across the organization; and Recruiting Analytics enables insight into talent acquisition and the Recruit-to-Retire process.

Fusion ERP Analytics

This release expands core Financials capabilities around GL, AP, and AR and delivers the much-awaited GL Account Analysis subject area. Financial analysts and accountants can drag and drop attributes to navigate the path from GL Account balances to Journals and associated subledger transaction details.

In addition, this release includes an important expansion to the extensibility framework, giving you the ability to bring in data from any other source and extend the out-of-the-box data model with custom subject areas, metrics, dimensions and hierarchies.

Release Details
Oracle Fusion HCM Analytics includes 300+ pre-built metrics, 25+ analyses and 80+ KPIs.

1. The new **Workforce Gains and Losses** subject area analyzes headcount movement, career mobility and internal/external mobility – including organizational transfers, reorganizations and terminations - that result in headcount gain or loss. You're able to fully grasp the inflow and outflow of employees and understand data based on movement to anticipate common employee behavior and identify trends.

Figure 1. Fusion HCM Analytics. Career Mobility KPIs

2. The new **Talent acquisition** subject area provides a 360-degree view of the hiring process from candidate to recruiting operations - job requisitions, applications, offers, hires & sources of hire from Oracle Cloud Recruitment module; and provides the ability to create custom extensions for Taleo data (more on Taleo playbook in extensibility section).
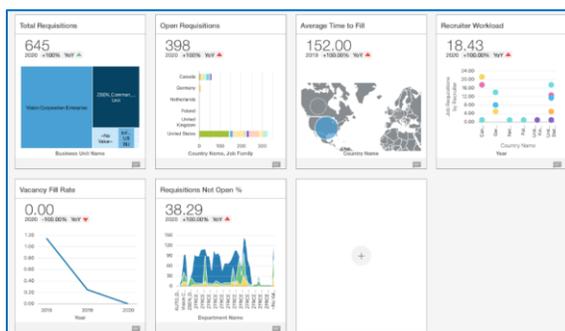

Figure 2. Fusion HCM Analytics. Talent Acquisition Dashboard and KPIs

3. **Descriptive Flex Field (DFF):** FAW is tightly designed with Oracle Cloud HCM, enabling the use of DFFs for Analysis. They can be used as dimension or attributes in the Global HCM subject areas.
4. **Data security** support for Business Unit, Department & Legal Employer has been introduced, including 3 new data roles to support the new data security capability

Oracle Fusion ERP Analytics includes 300+ pre-built metrics, 30+ analyses and 100+ KPIs.

1. The new cross-finance **GL Account Analysis subject area** reconciles and drills from GL Balances to Journals and Sub-ledger transactions:
    o   Analyze GL account activity and corresponding sub-ledger transactions across AP and AR
    o   Reconcile GL Balances with Journals and contributing sub-ledger transactions to eliminate the time-consuming process of reconciliation during period-close
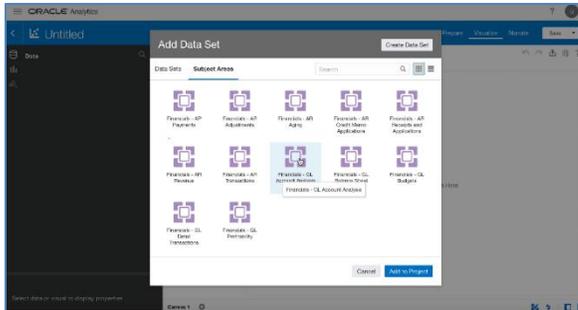

Figure 3. Fusion ERP Analytics. GL Account Analysis Subject Area

2. **Multiple Chart of Account (COA)** support enables business units and Legal Entities for ledgers tagged to different COAs to analyze balances, journals and subledger transactions on a consolidated as well as standalone basis
3. **GL Stat Currency reporting and analysis** across GL subject areas. You can now analyze statistical balances/journals for a given fiscal period, ledger and GL segments. In addition, existing GL subject areas are enhanced to include STAT currency.
4. **Validate your Fusion Application source data** with library of pre-seeded metrics and parameters.
    o   Automated Validations for base metrics between ERP Cloud source and Warehouse
    o   Manage by exception approach to validate metrics across dimensional context
    o   Analyze for specific Subject Area, select metrics based on dimensional context
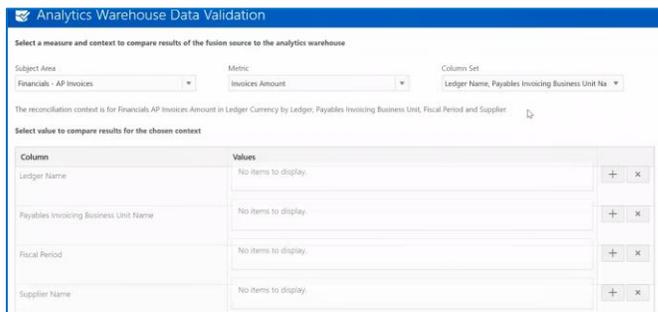

Figure 4. Fusion ERP Analytics. Data Validation

FAW Extensibility framework

1. Extend your data model with new **subject areas, hierarchies, dimensions**
   - Create a new Subject Area that can have both 'Out of the Box' and Custom artifacts
   - Add derived columns that can include measure calculations and dimensional attributes
   - From this version on, source data also includes '***Views***' and '**Synonyms'**
   - Variables listing in Expression Editor for help creating complex expressions

Figure 5. FAW Data Model Extensibility

Figure 6. FAW Extensibility – Functional Features

2. **Taleo Recruiting playbook** can now be used to accelerate inclusion of Taleo recruiting data into FAW. More information can be found in the following extensibility blog: Detailed Walk Through of Extending Fusion Analytics Warehouse with Taleo Recruiting Cloud Data

Product Resources
- FAW Customer Connect Forum
- FAW Idea Labs
- Product (Quick) Tours: HCM | ERP
- Product Documentation | What's New
- Data Sheet: HCM | ERP
- Oracle Analytics Release Updates
- FAW Product Roadmap
- Fusion Analytics Warehouse (FAW)
- E-book: Packaged Analytics for Cloud ERP
- Blog: The Analytics Advantage
- Blogs and Reference on Customer Connect: HCM | ERP