

Prebuilt KPI library

Oracle Fusion Analytics includes a library of best practice Key Performance Indicators (KPIs) that enable teams to monitor performance against specific organizational objectives. Users can benchmark performance against targets such as budgets or compare against prior periods.

Prebuilt KPI library

Below is a sample list of the available prebuilt KPIs that you can get started with using your Oracle Cloud Application data.

Sample Human Resources KPIs

CONTENT AREA	PREBUILT KPIs
<p>Workforce</p>	<ul style="list-style-type: none"> • Headcount, FTE, hires • Promotion rate • Headcount movement • Gain hire, transfer, promotion • Loss termination, reorganization • Assignment gain, hire • Span of control • Compa-ratio
<p>Talent acquisition</p>	<ul style="list-style-type: none"> • Hires (referral, internal, etc.) • Talent yield • Drop-off rate • Offer acceptance rate • Hires to goal • Time to hire • Average time-to-fill • Requisition fill rate
<p>Diversity and inclusion</p>	<ul style="list-style-type: none"> • Diversity ratios • Average tenure • Manager diversity ratio • Analysis by worker age bands • Distinct worker nationalities • Distinct worker ethnicities • % of workers hired above 60 years of age • Applications and offer diversity



“The packaged insights and architectural flexibility of Oracle Analytics will quickly enable us to drive strategic initiatives in partnership with the COEs and HRBPs in a data-driven manner”

Andrew Dennan
Head of HR shared services

Next Steps

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Retention and turnover



- Terminations by voluntary, new hire, top talent
- Turnover by involuntary, new hire, high performer
- Turnover by top talent compa-ratio
- Retention by FTE, new hire, top talent

Performance Management



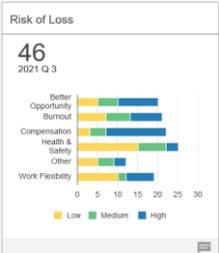
- Overall worker rating
- High performers
- High potential employees
- Manager section rating
- Incomplete performance appraisals
- Performance rating distribution
- Delayed performance tasks

Compensation



- Compensation amount
- Compensation variance
- Average allocation percentage
- Workforce salary distribution
- Workforce w/salary amount below range
- High performer salary change %
- Average annualized salary
- New hire salary cost

Talent profiles and skills



- % workers with Active Profiles
- Profiles that require travel
- Competencies
- % workers by next career move timing
- Workers willing to re-locate
- Workers ready now for a career move
- Workers with risk of loss
- Workers with impact of loss

[See full list of prebuilt KPIs](#)

Sample Finance KPIs

CONTENT AREA	PREBUILT KPIs
<p>General ledger</p> <p>Payroll Cost</p> <p>\$9.89M 125.0% of Target 2020Q3 +48.36% YoY ▲</p>	<ul style="list-style-type: none"> • Revenue • Operating expense • Net income • EBITDA • Payroll cost • Net working capital • DSO, DPO, DIO • Current and quick ratio
<p>Accounts receivable</p> <p>Days Sales Outstanding</p> <p>45.5% Over Target 2018 Q 4 +30.54% QoQ ▲</p>	<ul style="list-style-type: none"> • AR outstanding • AR average days outstanding • AR aging • AR current due, overdue • AR average invoices amount • AR receipts • AR debit/credit memos amounts • AR distribution amount
<p>Accounts payable</p> <p>AP OverDue</p> <p>\$51M 113.4% of Target 2020Q2 +13% QoQ ▲</p>	<ul style="list-style-type: none"> • AP current due, overdue • AP avg supplier payment days • AP turnover • AP aging • AP on time & overdue payments • AP discount taken and lost % • AP average days on hold • AP % interest penalties paid
<p>Spend</p> <p>Total Spend</p> <p>\$128M \$8M Above Target 2020Q1 +19% YoY ▲</p>	<ul style="list-style-type: none"> • Addressable spend • PO matched spend • Agreement leakage spend • Negotiated spend % • Average spend per invoice • Top ten suppliers • PO matched spend % • Max, min, average unit price
<p>Employee expense</p> <p>Employee Expenses</p> <p>\$8M +12% QoQ ▲</p>	<ul style="list-style-type: none"> • Total and avg expense amount • Credit card expense amount • Cash expense amount • Manual and auto audit % • Expense approval cycle time • Expense filing cycle time • Cash expense reimbursement cycle time • Avg days late

[See full list of prebuilt KPIs](#)

Sample Supply Chain KPIs



Simple, intuitive user experience with KPIs

Oracle Fusion Analytics provides a consistent intuitive user experience across any device to easily monitor business performance with KPIs as central focal points. Create personalized decks of KPI cards based on your needs; for example, a QBR meeting or monitoring performance of a specific business unit, cost center, or product line. Pick and choose prebuilt or custom KPIs from the KPI library and personalize them to fit your needs.

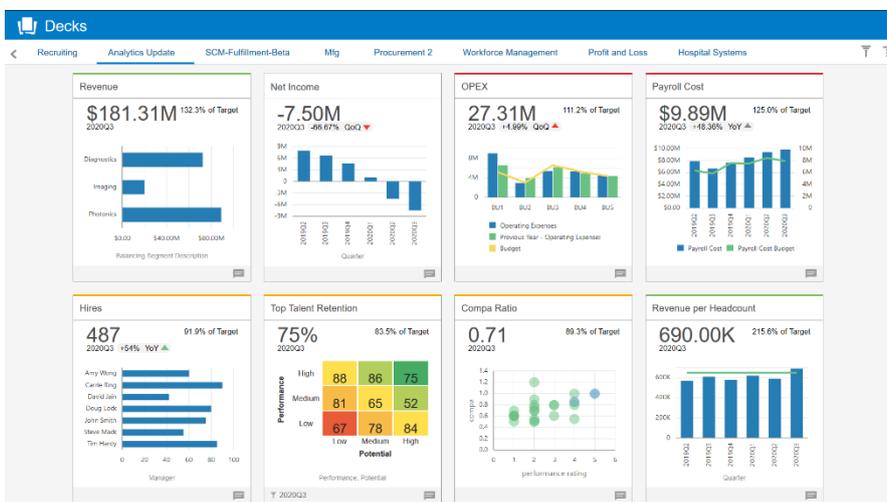


Figure 1 Example of a personalized deck of KPIs

Users can personalize their KPI experience by performing the following:

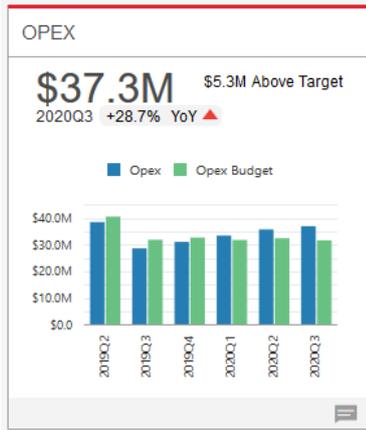


Figure 2 Example of a KPI card

- Set alerts thresholds and notifications
- Set particular target goals (budget, plans, benchmark, etc)
- Select previous period variance (MoM, QoQ, YoY)
- Pick and customize the visualization chart
- Filter on attributes (business unit, cost center, product, etc) to set context.

Prebuilt dashboards, reports, and analyses

Oracle Fusion Analytics also includes prebuilt dashboards to jump start deeper analysis and exploration into specific business topics and use cases. Dashboards are easily navigated from KPIs with drill-through context.

SAMPLE PREBUILT DASHBOARDS

HCM

- Attrition Analysis
- Compa Ratio Distribution
- Diversity Analysis
- New Hire Trends
- Team Effectiveness

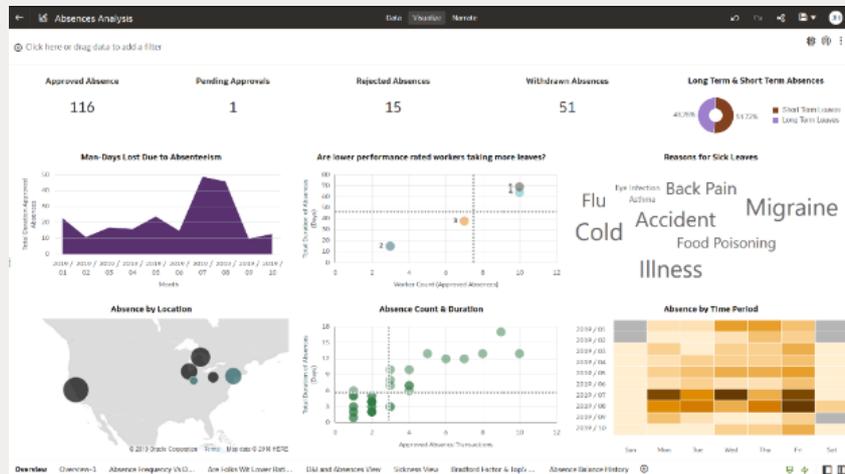


Figure 3 Example of Absence Analysis

ERP

- Operating Expense Analysis
- Profitability Analysis
- AR Transactions Activity Analysis
- AP Payments Analysis
- Working Capital Analysis
- Employee Expense Analysis

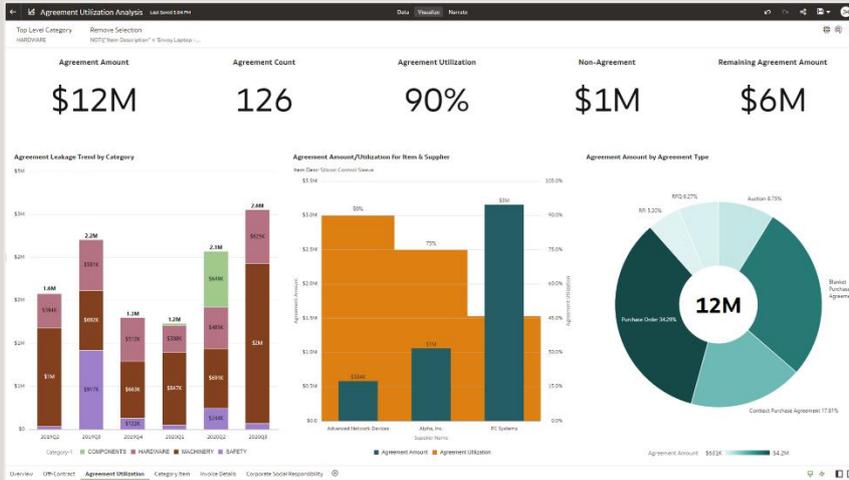


Figure 4 Example of Agreement Utilization Analysis

SCM

- Sales Order Fulfillment Analysis
- Open Sales Order Analysis
- Inventory Transaction Analysis
- Procurement Spend Supplier Overview
- Supplier Shipment Analysis
- Purchase Agreement Analysis

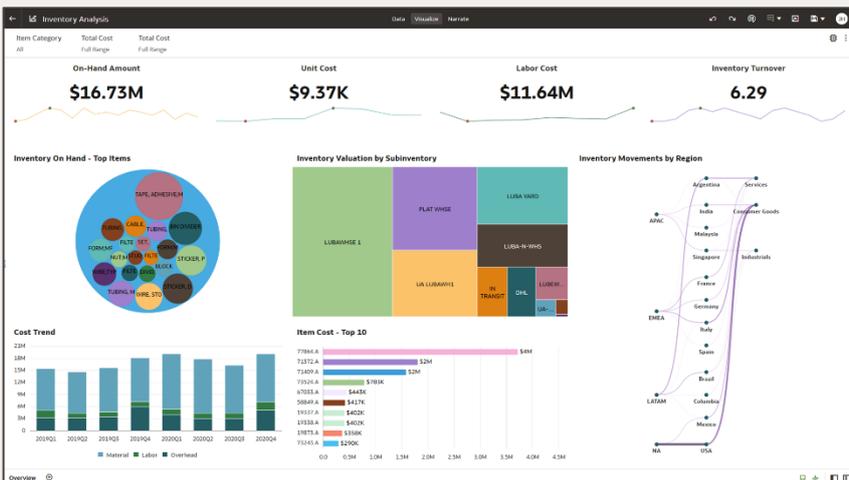


Figure 5 Example of Inventory Analysis

Creating new custom KPIs

Users can create new custom KPIs via the KPI editor by dragging and dropping metadata elements into KPI definition fields. KPIs can be based on any data from a single dataset or subject area, or multiple data sources.

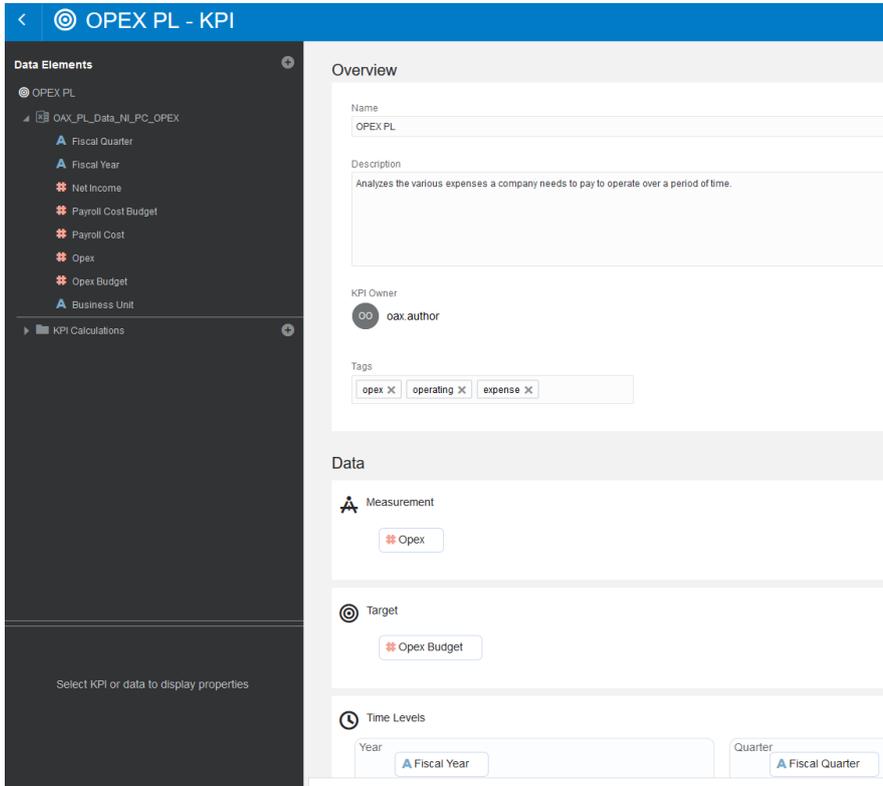


Figure 6 Example of the KPI Editor to create new custom KPIs

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