

ORACLE®

PeopleSoft Fluid Simplified Analytics for HCM

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Safe Harbor Statement

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Agenda

- Let's See Some Analytics
- Evolution of Analytics in PeopleSoft
- What are Simplified Analytics
- Simplified Analytics End-User Capabilities
- Simplified Analytics Set-Up
- Review of SA/Tools **Roadmap** Enhancements
- Roadmap: PeopleSoft HCM Administrator Analytics

Let's See Some Analytics

Manager Self Service
My Team

Rosanna Channing [Change Team](#)
Senior Accounting Manager

Summary Performance Compensation Leave Balances

| Name / Title | Directs / Total | Department / Location | Email / Phone | Today's Status |
|--|-----------------|---|---|----------------|
| Christelle Stevenson ✔ | 13/13 | Accounts Receivable Corporation Headquarters | Christelle.Stevenson@oraclesample.com 925.694.7920 | |

Related Information My Analytics

Current Headcount Profile

Headcount Movement

Performance Status

Recruiting Insight

Time to Fill Jobs

Job Opening Aging

In Process Applicants

Applications Diversity

Jobs Opened/Closed

Applicant Diversity

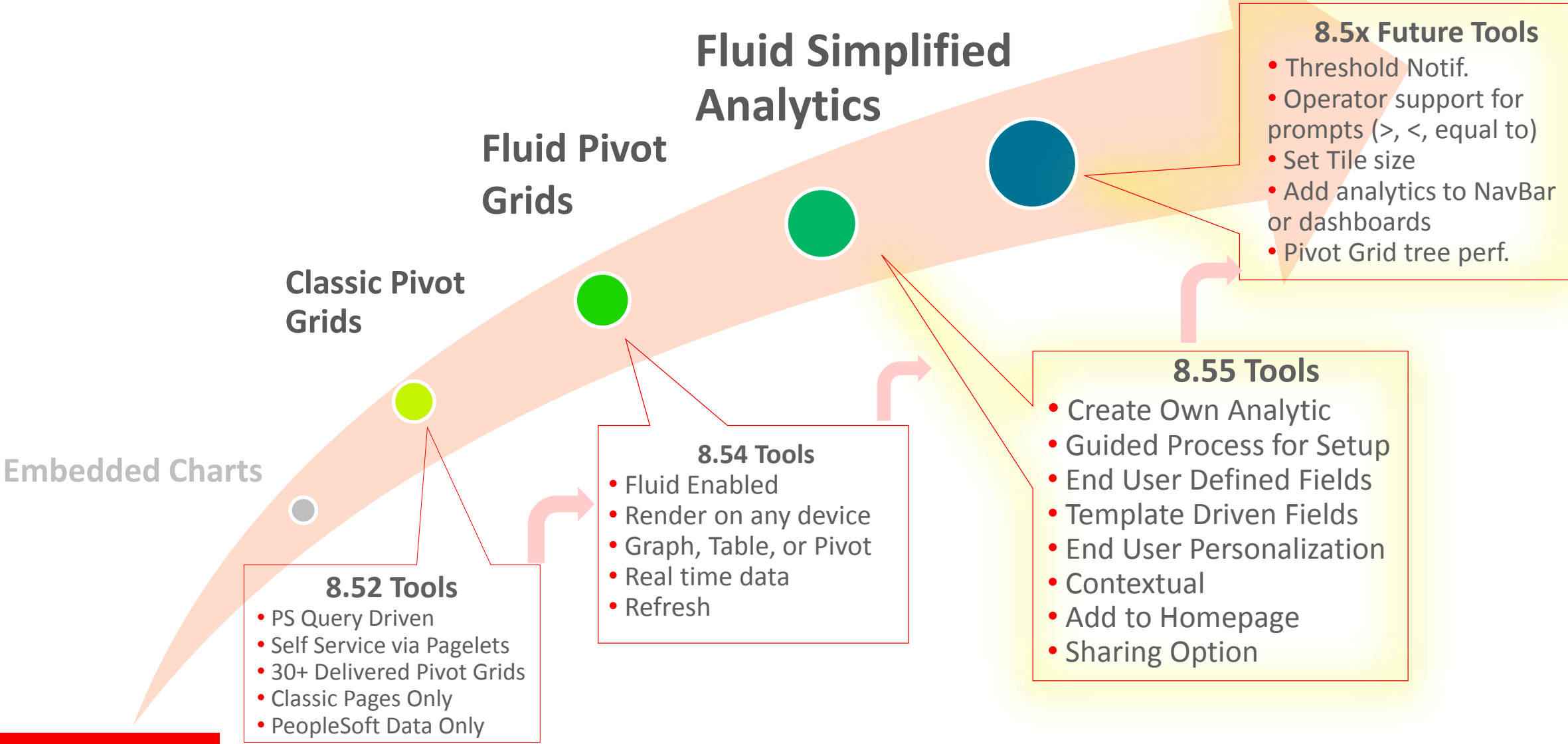


Demo

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Evolution of Analytics in PeopleSoft



HCM Areas with Delivered Pivot Grids/Simplified Analytics

- Core HR
 - Compensation
 - Performance Management
 - Recruiting Solutions
 - Time and Labor
- Global Payroll
 - HR Helpdesk
 - Absence Management
 - Enterprise Learning Management
 - Payroll for North America

Agenda

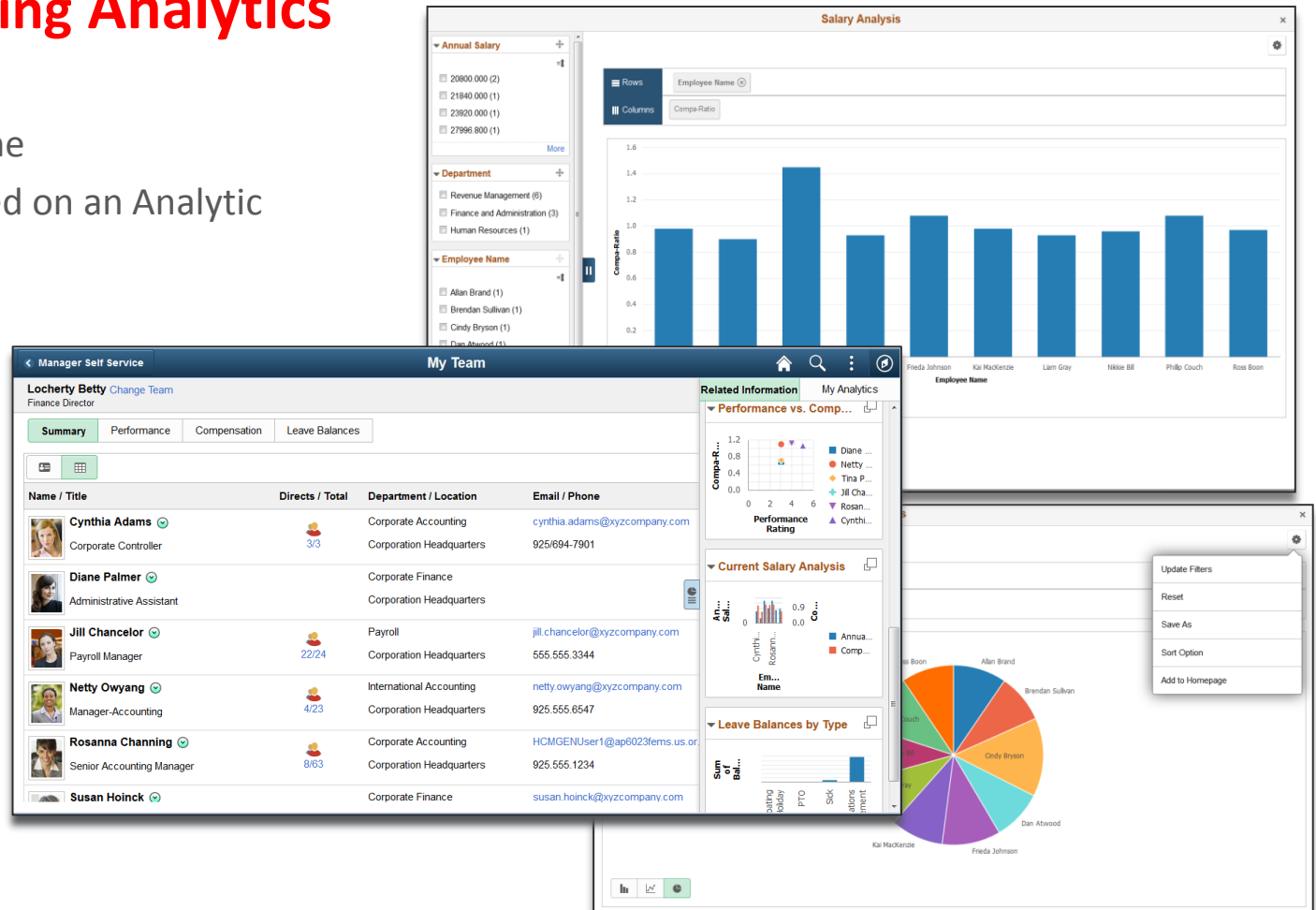
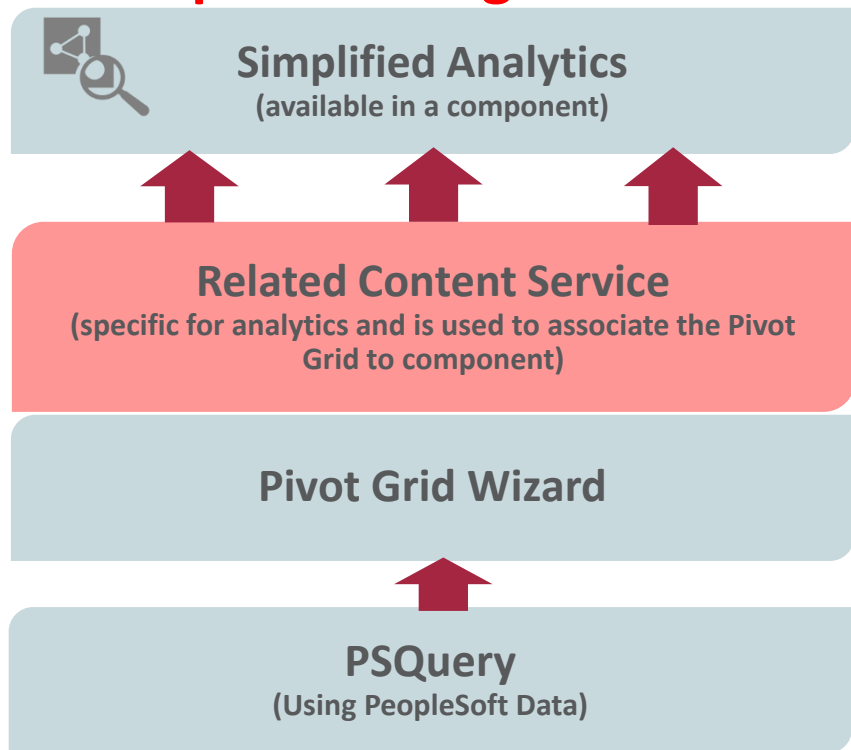
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What Are Fluid Simplified Analytics?

A Framework for Delivering/Displaying Analytics

- First Available with 8.55 Tools
- Embed Analytics into any Component via right-hand pane
- Allow users to create their own and share analytics based on an Analytic Template

Built Upon Existing Tools Features



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Related Information Functionality

The screenshot displays the 'My Team' interface for Betty Locherty, Finance Director. The main area shows a list of team members with columns for Name/Title, Directs/Total, Department/Location, and Email/Phone. A sidebar titled 'Related Information' is open, containing three charts: 'Performance vs. Compa-Ratio', 'Current Salary Analysis', and 'Leave Balances by Type'. A settings gear icon in the sidebar is highlighted with a red box and an arrow pointing to a callout box.

| Name / Title | Directs / Total | Department / Location | Email / Phone |
|---|-----------------|--|----------------------------------|
| CDET Rosanna Channing Senior Accounting Manager | | Corporate Accounting Corporation Headquarters | HCMGENUse 925.555.1234 |
| Cynthia Adams Corporate Controller | 3/3 | Corporate Accounting Corporation Headquarters | cynthia.adams 925/694-7901 |
| Diane Palmer Administrative Assistant | | Corporate Finance Corporation Headquarters | |
| Franca Rizzo Administrator | | Finance and Administration Delaware Operations | |
| Jill Chancellor Payroll Manager | 22/24 | Payroll Corporation Headquarters | jill.chancellor@ 555.555.3344 |
| Netty Owyang Manager-Accounting | 4/23 | International Accounting Corporation Headquarters | netty.owyang@ 925.555.6547 |
| Paul Jackson HR-System Test Job Code | | HRMS Division HR-System Test Location | |

- Related Information Tab
- System Delivered Content

- Personalization
- Hide / Show System Delivered Content

My Analytics Functionality

Manager Self Service **My Team**

Betty Locherty [Change Team](#)
Finance Director

Summary Performance Compensation Leave Balances

| Name / Title | Directs / Total | Department / Location | Email / Phone |
|---|-----------------|--|---|
| CDET Rosanna Channing Senior Accounting Manager | | Corporate Accounting Corporation Headquarters | HCMGENUse 925.555.1234 |
| Cynthia Adams Corporate Controller | | Corporate Accounting Corporation Headquarters | cynthia.adams 925/694-7901 |
| Diane Palmer Administrative Assistant | | Corporate Finance Corporation Headquarters | |
| Franca Rizzo Administrator | | Finance and Administration Delaware Operations | |
| Jill Chancelor Payroll Manager | | Payroll Corporation Headquarters | jill.chancelor@ 555.555.3344 |
| Netty Owyang Manager-Accounting | | International Accounting Corporation Headquarters | netty.owyang@ 925.555.6547 |

Related Information **My Analytics**

+ Add

Leave Management

User Created Analytic

Remove

Demo

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Pivot Grid Threshold Notifications—Roadmap Item

- Administrator configures thresholds for facts through PivotGrid Wizard
- Threshold type can be either a distinct value or a range (low/High Value)
- Enhancement to support threshold personalization and notifications
- Notification condition support is based on Threshold Type defined
- Notification list can be based on roles or users
- End-User may personalize the options. End-User personalization settings are specific to the user

Pivot Grid Threshold Notifications - Conditions

Range

- Above Range
- Below Range
- In the Range
- Not in Range

Distinct

- Equal
- Not Equal
- Greater Than
- Less Than

Notification Type

- Push Alert
- Mail
- Both

Configure Thresholds

Data Source Column: PreLoad Ind

Threshold Type: Range

Lower Limit: 1 Higher Limit: 3

Threshold Color: Magenta

Threshold Description: Allowed Range

Notification Data

Notification Condition: Not in Range (dropdown menu open showing: Above Range, Below Range, In the Range, Not in Range)

Alert Type: Mail

Notify List

| Type | User | | |
|------|-------------------------|---|---|
| 1 U | QE_PIVOT | + | - |
| 2 R | PivotGrid Administrator | + | - |

OK Cancel Return

Pivot Grid Threshold Notifications – View (Roadmap)

- The thresholds and notification options can be configured per view

The screenshot displays the Oracle Pivot Grid Wizard interface. The main window shows a bar chart titled 'QE_FSCM_IWC_PUB_2_C_T' with the y-axis labeled 'Inv Amt' ranging from 0.0 to 3.5M and the x-axis labeled 'Accounting Month' with values 05, 06, 07, 09, 10, and 11. The chart shows a significant peak in month 05. A 'Configure Thresholds' dialog box is open over the chart, showing the following configuration:

- Data Source Column:** Inv Amt
- Threshold Type:** Range
- Lower Limit:** 100000
- Higher Limit:** 800000
- Threshold Color:** Orange
- Threshold Description:** Level One
- Notification Data:** Notification Condition: Below Range, Alert Type: Alert
- Notify List:** A table with columns 'Type' and 'User'. The first row contains '1' in the 'Type' column and 'User' in the 'User' column.

The dialog box also includes 'OK', 'Cancel', and 'Return' buttons. The background interface shows various configuration options like 'Pivot Grid Views Component', 'View Options', 'Specify Axis Information', 'Grid Options', 'Chart Options', and 'Fluid Mode Options'.

Pivot Grid Tree Performance Solution—Roadmap Item

- Degradation in PivotGrid Performance while attaching multiple Trees and deeper trees
 - Provide adequate indices for PSTREESELECT tables
 - Update Statistics of PSTREESELECT tables
 - Use Dynamic Tree Selectors

HCM Administrator Analytics Roadmap



Plans for Administrator Analytics

- Workforce Diversity
 - Workforce Diversity by Type
 - Current Headcount
 - Headcount Movement
 - Highest Education Level
- Position Status
 - Compensation, including Compa Ratio
 - Take advantage of Thresholding capabilities within PeopleTools

Feature Overview

Create a new **Workforce Insight** homepage tile for the HR Analytics for the “HR Admin”

▼ Workforce Administrator

| | | | |
|---|---|--|--|
| Benefits Administrator  | Compensation Administration  | HR Administration  | Workforce Insight  |
| Absence Administration  | New Hire Tasks  | Time and Labor WorkCenter  | Global Payroll Administration  |

Feature Overview

| Workforce Insight | | |
|--|---|---|
| Current Headcount  | Headcount Movement  | Workforce Diversity  |
| Workforce Diversity by Type  | Highest Education Level  | Position Status  |

Demo

Questions?

