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HUMAN CAPITAL MANAGEMENT CLOUD

Modern HR in the Cloud

Oracle Fusion Transactional Business Intelligence

KEY FEATURES

- Report from 9,000 HCM data objects
- 100+ pre-built metrics
- 60+ canned reports
- 100+ facts & dimensions
- Role based dashboards
- Pre-built star-schemas for reporting
- Build once, share everywhere within Fusion Applications
- Report from one place
- Embedded analytics
- Report builder designed for HR or IT
- Available on iPad or iPhone
- Export Reports to Microsoft Excel, PowerPoint

Employees and managers can spend countless hours wading through various screens or having to make phone calls to find information in order to complete the most basic HR transactions. This results in frustration, lost productivity, and suboptimal decisions. Oracle Human Capital Management (HCM) was built with workers, managers and HR professionals in mind. Analytics are embedded throughout the system and linked directly to transactions and decision points. No more searching through multiple screens or systems to find the information you need to make a decision. Each screen lets you clearly see the other pieces of relevant information you might need to maximize your productivity

With Oracle Fusion Transactional Business Intelligence (OTBI) embedded analytics, role-based dashboards, and on-the- fly ad hoc reporting capabilities make data access and interpretation easier than ever before. Users are able to see updates in real-time, and their impact, through embedded analytics. For example, during the compensation budgeting process, a manager is able to see a running tally for reference right on the page. This eliminates the guesswork with dashboards that deliver in-line information while you do your work. Pre-delivered operational reports are enriched with robust and flexible ad hoc query capabilities that access real-time transactional data – no need to push data to a separate warehouse or engage the IT department for a custom report: it's easy, and right at your fingertips.

The Right Information When and How You Want It

Getting information about your organization normally requires you to go to the Human Resources or Finance department. Even if this information is in your systems, it is usually difficult to track down, not available when making decisions and usually in a format that forces you to decipher the meaning behind the numbers. Oracle Transactional Business Intelligence distributes real time analytics that are embedded into Human Resource business processes, in a format that is easy to understand and allows you to filter, sort, drill down into additional levels of details or switch between a graphical or Excel-like view. With these business intelligence capabilities you are provided with the right information when you are making business decisions in a format that you determine.

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BENEFITS

OTBI is a set of pre-seeded yet customizable analysis structures that Fusion Applications users can access to create ad hoc reports, dashboards and alerts to aid daily decision-making.

- Build rich, visual and interactive reports and publish to multiple users.
- Create reports using real time transactional data.
- Easy for business users to access, analyze, and use the transactional information.
- Integrates well with the OBIEE features of saving reports, sending alerts and ability to enable certain business process actions within the Fusion Applications.
- Perform self- service, ad-hoc analysis.
- Make better operational decisions based on real time analysis.
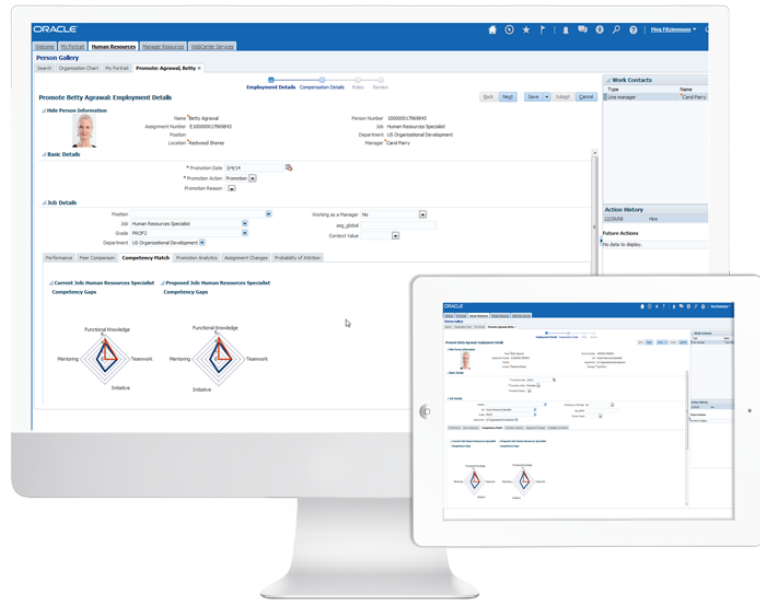- Move seamlessly between Fusion Applications and your Transactional BI solution.

Figure 1 – OTBI – Embedded Analytics in the Promotion Process

Business Intelligence Composer

The Business Intelligence Composer is a simple-to-use wizard that allows organizations to quickly and easily create, edit, or view data without requiring an engineering background. With this capability Human Resource organizations can build and deliver reports that the business needs whenever they need it, without waiting for IT support. It is built for the business user.
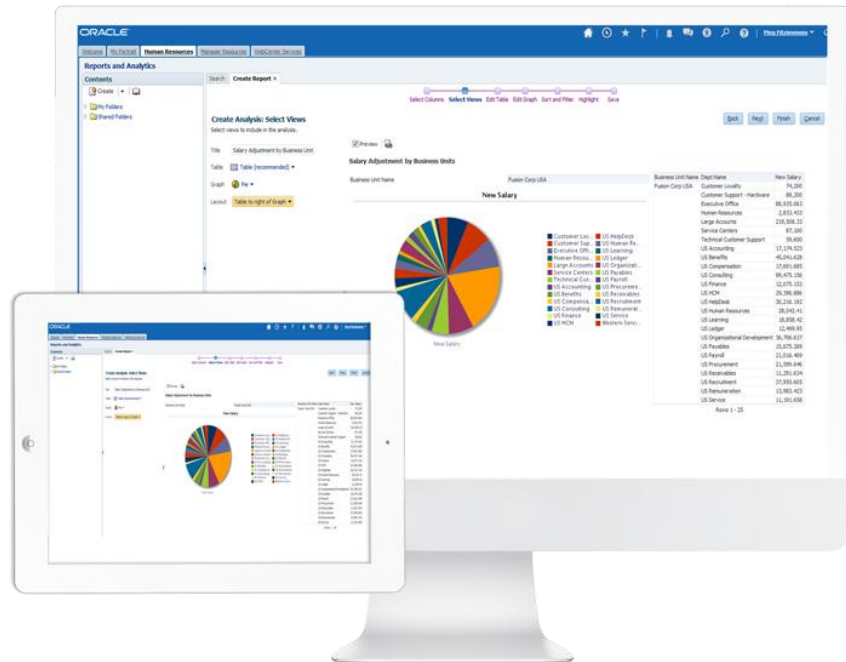

Figure 2 – OTBI Self-Guided BI Composer

Real Time Workforce Insight

Traditional ad-hoc reporting solutions require a person to have deep domain in their subject area and an understanding of data objects in the relevant tables they needed to report from. OTBI hides that complexity and transforms the 9000+ reportable data objects into everyday business terminology. Which means if you are looking to see a worker's average performance rating you will find the reporting object named as "Worker's Average Performance Rating". This is all done by using the standard Oracle query and reporting tool (OBIEE). OBIEE has end user tools (Answers, Dashboards) to provide an easy-to-use interface for business users to perform current state analysis of their business applications. Constructed queries and reports are executed real time against the transactional schema supported by a layer of view objects. In OTBI, business users can also easily drill on predefined hierarchies, enable action links, compose a dashboard, schedule a report or dashboard for delivery and export data or reports to a variety of file formats. Fusion users can also easily embed an OTBI report or dashboard in a Fusion page through Personalization.

Figure 3 OTBI Visualizes Real-Time Workforce Insight

Integrated with Fusion Applications

OTBI is fully integrated with Fusion applications (roles, flex fields, lookups, trees). There is no need for additional implementation steps to map security or provide configuration inputs. OTBI needs minimum setup and is ready for use once Fusion Applications are configured and installed. OTBI is also integrated with Fusion flex field configuration. At the time of registering a flex field in Fusion HCM, the administrator can enable a flex segment for BI. Flexfields can then be migrated to OTBI presentation layer available for end users reporting. Roles defined using Fusion Applications infrastructure can be imported into OBIEE.
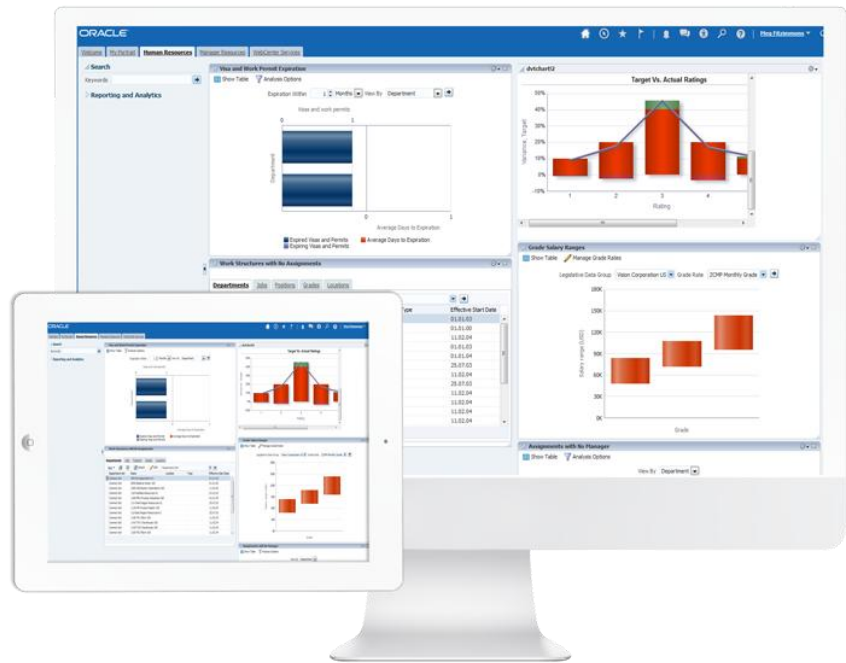
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Figure 4 – Personalize Fusion HCM Dashboard with OTBI Real-Time Analysis

Best Practice Standards Based Security

Fusion Applications are built according to the concept of Role Based Access Control (RBAC). The use of RBAC to manage user privileges (computer permissions) within a single system or application is widely accepted as best practice. Security is managed at all levels – function, transaction, field, and data-level. RBAC assigns permissions to specific operations with meaning in the organization, rather than to low level data objects. RBAC exceeds the needs of auditable, segregation of duties (SoD) requirements.

Within an organization, roles are created for various job functions. The permissions to perform certain operations are assigned to specific roles. Users are dynamically assigned roles. Since users are not assigned permissions directly, but only acquire them through their role (or roles), management of individual user rights becomes a matter of simply assigning appropriate roles to the user's account; this simplifies common operations, such as adding a user, or changing a user's department.

Securing the Complete Information Lifecycle

Fusion Application Security provides standards-based, declarative, transparent, portable function and data security policies across all Oracle Fusion applications, defined independently from application code.

By making use of an external security reference system – Fusion Identity Management – as opposed to referencing security only inside an HCM application, the complete application set and the hardware and services used in the HCM process can be secured. Reporting of data in BI systems is governed by the same single security authority as information on a HCM transaction user page.

Built-in Extensibility

Fusion Applications were built so that a business user could adapt the application to suit their personal or organizational needs. The key to this tailor-ability lies in the usage of metadata objects and services in the heart of the application architecture. Changes and extensions to the application are stored as new layers over the delivered objects, allowing for flexibility in an upgrade-safe manner.

CONTACT US

For more information about Oracle Fusion Transactional Business Intelligence, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

Hardware and Software, Engineered to Work Together

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