Metrics and Dimensions in IBM Cognos 8 Workforce Performance

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Highlights

- Metric types -- measures from the Adaptive Warehouse model that are organized into groups -- isolate what is important for monitoring and analysis.

- The various metric types allow accounting for virtually any type of data that a business would want to measure.

- Workforce Performance Model objects are prepackaged with IBM Cognos 8 Analytic Applications.

- Flexibility features allow modification for highly customized metrics.

- The Workforce Performance Model is built on proven, scalable IBM Cognos 8 Analytic Applications.

- Dimension hierarchies -- business drivers by which measures are analyzed -- come from the Adaptive Warehouse model with all properties inherited from the model. Hierarchies contain levels that provide paths for drilling up and down in a report.

Introduction

This document provides reference material for IBM Cognos® 8 Workforce Performance. It provides details on the metrics that are available in reports within the application, as well as the dimensions by which the metrics can be viewed.

This information is summarized from the IBM Cognos 8 Analytic Applications information. For more information please see the product documentation.

Metrics in the Workforce Performance Model

The reference material in this guide documents the properties for the objects that are prepackaged with IBM Cognos 8 Analytic Applications.

Metric Types

Metric types are measures from the Adaptive Warehouse model that are organized into groups.

These groups isolate what is important for monitoring and analysis. Usually, a metric type identifies one aspect of performance, such as revenue. For example, the Revenue metric type may include measures such as Revenue - Country, Revenue - District, and Revenue - City.

Active Employee Headcount

This metric type counts employees who are at work and considered to be an active part of the workforce. For example, an organization may not count employees on long-term disability as active members of the workforce.
Fact Type: Calculated

Active Job Count

This metric type counts the employees and contractors who are actively working in assignments.
Fact Type: Calculated

Age

This metric type contains a person's age as of a reporting date.

If you modify the expression used to calculate the Age metric type, you must also modify the expression in the relationship between Person (Employee) and Employee Age Ranges in the target model in Adaptive Warehouse. You must ensure that both expressions are the same. For more information about defining relationships, see the Adaptive Warehouse User Guide.
Fact Type: Calculated

Annual Rate

This metric type contains the annual rate for a grade step.

Fact Type: Atomic

Avoidable Separation Count

This metric type counts the employees who left the organization voluntarily.

Fact Type: Calculated

Bonus Pay

This metric type contains the amount paid to an employee as bonus pay.

Fact Type: Calculated

Changed Compensation Count

This metric type counts the salary change transactions.

Fact Type: Calculated

COMPA Ratio

This metric type contains the factor determined by a person's performance review. This factor is used to calculate their salary with respect to the midpoint of the salary band for their grade.

If you modify the expression used to calculate the COMPA Ratio metric type, you must also modify the expression in the relationship between Job History and COMPA Ratio Ranges in the target model in Adaptive Warehouse. You must ensure that both expressions are the same. For more information about defining relationships, see the Adaptive Warehouse User Guide.

Fact Type: Calculated

Compensation Change %

This metric type contains the percentage change in annual salary as the result of a salary change action.

Fact Type: Calculated

Completed Performance Appraisal %

This metric type contains the percentage of planned performance appraisals that are completed in a period. The period used is defined within the report.

Fact Type: Standalone

Completed Performance Appraisal Count

This metric type counts the performance appraisals completed.

Fact Type: Calculated

Contractor Filled Job Count

This metric type counts the assignments that are filled by contingent workers.

Fact Type: Calculated

Contractor Headcount

This metric type counts the contractors filling jobs at a specified point in time.

Fact Type: Calculated

Current Budget Amount

This metric type contains the amount that the organization budgeted to fund salaries for a period.

Fact Type: Atomic

Current Budget FTE

This metric type contains the planned headcount in terms of full-time equivalents.

Fact Type: Atomic

Current Budget Head Count

This metric type contains the headcount for which an organization has budgeted in a period.

Fact Type: Atomic

Current Tax

This metric type contains the taxes taken during a pay period.

Fact Type: Calculated

Daily Rate

This metric type contains the daily rate for a grade step.

Fact Type: Atomic

Employee Deduction Not Taken

This metric type contains the deduction paid by an employee that was not taken during a payroll cycle due to insufficient funds.

Fact Type: Atomic

Employee Deduction Payback

This metric type contains the deduction paid by an employee who is paying back previous deductions that were in arrears.

Fact Type: Atomic

Employee Deduction Refund

This metric type contains the deduction paid by an employee that is being refunded during a payroll cycle.

Fact Type: Atomic

Employee Deduction Taken

This metric type contains the deduction paid by an employee that was taken during a payroll cycle.

Fact Type: Atomic

Employee Dental Contribution

This metric type contains the portion paid by an employee towards a dental benefit.

Fact Type: Calculated

Employee Disability Contribution

This metric type contains the portion paid by an employee towards a disability benefit.

Fact Type: Calculated

Employee Filled Job Count

This metric type counts assignments that are filled by employees.

Fact Type: Calculated

Employee Flexible Benefit Contribution

This metric type contains the portion paid by an employee towards a flexible benefit plan.

Fact Type: Calculated

Employee Group Life Insurance Contribution

This metric type contains the portion paid by an employee towards a group life insurance benefit.

Fact Type: Calculated

Employee Life Insurance Contribution

This metric type contains the portion paid by an employee towards a life insurance benefit.

Fact Type: Calculated

Employee Medical Contribution

This metric type contains the portion paid by an employee towards a medical benefit.

Fact Type: Calculated

Employee Pension Contribution

Insert object description here

Fact Type: Calculated

Employee Vision Contribution

This metric type contains the portion paid by an employee towards a vision benefit.

Fact Type: Calculated

Employer Deduction Not Taken

This metric type contains the deduction paid by the employer that was not taken during a payroll cycle due to insufficient funds.

Fact Type: Atomic

Employer Deduction Payback

This metric type contains the deduction paid by the employer that is paying back previous deductions that were in arrears.

Fact Type: Atomic

Employer Deduction Refund

This metric type contains the deduction paid by the employer that is refunded during a payroll cycle.

Fact Type: Atomic

Employer Deduction Taken

This metric type contains the deduction paid by the employer that was taken during a payroll cycle.

Fact Type: Atomic

Employer Dental Contribution

This metric type contains the portion paid by the employer towards a dental benefit.

Fact Type: Calculated

Employer Disability Contribution

This metric type contains the portion paid by the employer towards a disability benefit.

Fact Type: Calculated

Employer Flexible Benefit Contribution

This metric type contains the portion paid by the employer towards a flexible benefit plan.

Fact Type: Calculated

Employer Group Life Insurance Contribution

This metric type contains the portion paid by the employer towards a group life insurance benefit.

Fact Type: Calculated

Employer Life Insurance Contribution

This metric type contains the portion paid by the employer towards a life insurance benefit.

Fact Type: Calculated

Employer Medical Contribution

This metric type contains the portion paid by the employer towards a medical benefit.

Fact Type: Calculated

Employer Other Benefit Contribution

This metric type contains the portion paid by the employer towards a benefit not covered by a specific multiplier, such as the dental multiplier.

Fact Type: Calculated

Employer Pension Contribution

This metric type contains the portion paid by the employer towards a pension benefit.

Fact Type: Calculated

Employer Vision Contribution

This metric type contains the portion paid by the employer towards a vision benefit.

Fact Type: Calculated

Exempt Headcount

This metric type counts the number of employees who occupy assignments considered to be exempt.

Fact Type: Calculated

Exempt Job Count

This metric type counts exempt assignments.

Fact Type: Calculated

Filled Jobs Count

This metric type counts assignments filled by transfer in and new hire transactions.

Fact Type: Calculated

FTE

This metric type contains a portion of a Full Time Equivalent for the assignment. For example, if an assignment is part time, the FTE equals .5.

Fact Type: Atomic

FTE Days Worked

This metric type counts the number of hours worked and converts the total into days by dividing it by the number of hours in a FTE standard work day. For example, 40 hours worked across an 8-hour FTE day is equal to 5 FTE days worked.

Fact Type: Calculated

Full Time Headcount

This metric type counts the employees in full-time assignments during the period.

Fact Type: Calculated

Full Time Job Count

This metric type counts the full-time assignments.

Fact Type: Calculated

Gross Pay

This metric type contains the total earnings of an employee before taxes and other deductions.

Fact Type: Calculated

High Performers Count

This metric type counts the employees who received a performance review and placed in the high performer group.

Fact Type: Calculated

Hourly Employee Headcount

This metric type counts the employees who are actively working in assignments and are paid by the hour.

Fact Type: Calculated

Hourly Job Count

This metric type counts the employees who are actively working in assignments and are paid by the hour.

Fact Type: Calculated

Hourly Rate

This metric type contains the employee's annual salary expressed as an hourly rate.

Fact Type: Atomic

Hours Adjusted Year-to-Date

This metric type contains the number of adjusted leave hours recorded year-to-date in the period.

Fact Type: Calculated

Hours Bought Year-to-Date

This metric type contains the number of leave hours purchased year-to-date.

Fact Type: Calculated

Hours Carried Over-Prev Year

This metric type contains the number of leave hours carried over from the previous year.

Fact Type: Calculated

Hours Earned Year-to-Date

This metric type contains the number of leave hours earned year-to-date.

Fact Type: Calculated

Hours of Service

This metric type contains the number of service hours recognized during the period.

Fact Type: Calculated

Hours Sold Year-to-Date

This metric type contains the number of leave hours sold year-to-date.

Fact Type: Calculated

Hours Taken Year-to-Date

This metric type contains the number of leave hours taken year-to-date.

Fact Type: Calculated

Hours Worked

This metric type contains the number of hours worked by a person during a pay period.

Fact Type: Calculated

Incentive Payment

This metric type contains incentive payments, other than salary or merit, paid to an employee.

Fact Type: Calculated

Involuntary Separation Count

This metric type contains a count of the number of employees who involuntarily left the organization.

Fact Type: Calculated

Late Performance Appraisal Count

This metric type counts the performance reviews that are late.

Fact Type: Calculated

Leave Entitlement Hours Year-to-Date

This metric type contains the number of hours year-to-date for a type of leave that an employee is entitled to as of the end of a period. This is not an additive metric type.

Fact Type: Calculated

Length of Service

This metric type contains the number of days that a person has been employed.

If you modify the expression used to calculate the Length of Service metric type, you must also modify the expression in the relationship between Job History and Length of Service Ranges in the target model in Adaptive Warehouse. You must ensure that both expressions are the same. For more information about defining relationships, see the Adaptive Warehouse User Guide.

Fact Type: Calculated

Low Performers Count

This metric type counts the employees who received a performance review and placed in the low performer group.
Fact Type: Calculated

New Hire Count

This metric type contains the number of employees who are new hires.
Fact Type: Calculated

Non-Exempt Job Count

This metric type counts the jobs that are classified as nonexempt. If a nonexempt multiplier was not defined, the same result is obtained by subtracting 1 from the Exempt Assignment Multiplier.
Fact Type: Calculated

Non-Exempt Headcount

This metric type counts the people working in jobs that are classified as nonexempt.
Fact Type: Calculated

Non-Numeric Value

This metric type contains the non-numeric rating of an employee's performance review. For example, an employee receives a True Contributor rating.
Fact Type: Atomic

Numeric Rating

This metric type contains the numeric rating of an employee's performance review.
Fact Type: Atomic

Other Earnings

This metric type contains the non-regular or overtime gross earnings paid to an employee during a pay period, such as a bonus. These earnings can be paid to both salaried and hourly employees.

Fact Type: Atomic

Other Hours

This metric type contains the number of non-regular and overtime hours that an employee worked during a pay period.

Fact Type: Atomic

Overtime Hourly Earnings

This metric type contains the overtime gross earnings paid to an employee during a pay period.

Fact Type: Atomic

Overtime Hours

This metric type contains the number of overtime hours worked by an hourly-paid employee during a pay period.

Fact Type: Atomic

Part Time Headcount

This metric type counts the employees in part-time assignments during the period.

Fact Type: Calculated

Part Time Job Count

This metric type counts the part-time assignments.

Fact Type: Calculated

Performance Appraisal Count

This metric type counts the employees who received a performance review during the period.

Fact Type: Calculated

Promotion Count

This metric type counts the number of employees who were promoted during the period.

Fact Type: Calculated

Regular Earnings

This metric type contains the regular gross earnings paid to a salaried employee during a pay period.

Fact Type: Atomic

Regular Earnings Hours

This metric type contains the hours that a salaried employee worked during a pay period.

Fact Type: Calculated

Regular Hourly Earnings

This metric type contains the regular gross earnings paid to an hourly-paid employee during a pay period.

Fact Type: Calculated

Regular Hours

This metric type contains the regular hours that an hourly-paid employee worked during a pay period.

Fact Type: Atomic

Regular Hours Worked

This metric type contains the total regular hours worked by an employee for a period.

Fact Type: Calculated

Regular Pay

This metric type contains the amount paid to an employee that is considered to be part of their regular pay.

Fact Type: Calculated

Rehire Count

This metric type counts the number of employees who were rehired during a period.

Fact Type: Calculated

Retired Employee Headcount

This metric type counts the retired employees for a period.

Fact Type: Calculated

Retirement Count

This metric type counts the number of employees who retired during a period.

Fact Type: Calculated

Reviewed Employee Count

This metric type counts the number of employees who received a performance review during a period.

Fact Type: Calculated

Salaried Employee Headcount

This metric type counts the salaried employees.

Fact Type: Calculated

Salaried Job Count

This metric type counts the assignments that are compensated with salaries.

Fact Type: Calculated

Separation Count

This metric type counts the employees who left the organization.

Fact Type: Calculated

Subject to FICA

This metric type contains the taxable amount paid to an employee.

Fact Type: Calculated

Tax Not Taken

This metric type contains tax owing that was not taken during a payroll cycle due to insufficient funds.

Fact Type: Atomic

Taxable Earnings

This metric type contains the hours worked by an employee that are recorded for unemployment insurance purposes.

Fact Type: Calculated

Transfer In Count

This metric type counts the transactions that involve people transferring into jobs.

Fact Type: Calculated

Turnover Count
This metric type counts the jobs vacated.
Fact Type: Calculated

Turnover Rate
This metric type contains the ratio of the number of transfers and terminations to the FTE value for a period.
Fact Type: Standalone

Unavoidable Separation Count
This metric type counts the number of employees who left the organization involuntarily or for reasons that the organization cannot control.
Fact Type: Calculated

Unemployment Insurable Amount
This metric type contains the amount paid to an employee that is recorded for unemployment insurance purposes.
Fact Type: Calculated

Unemployment Insurable Hours
This metric type contains the hours worked by an employee that is recorded for unemployment insurance purposes.
Fact Type: Calculated

Veteran Count
This metric type counts the veterans in the organization.
Fact Type: Calculated

Voluntary Separation Count
This metric type counts the employees who voluntarily left the organization.
Fact Type: Calculated

Years to Retirement

This metric type contains the years until an employee can retire based on a client-supplied retirement age.

If you modify the expression used to calculate the Length of Service metric type, you must also modify the expression in the relationship between Person (Employee) and Years to Retirement Ranges in the target model in Adaptive Warehouse. You must ensure that both expressions are the same. For more information about defining relationships, see the Adaptive Warehouse User Guide.
Fact Type: Calculated

Dimension Hierarchies in the Workforce Performance Model

Dimension hierarchies are the business drivers by which measures are analyzed. They come from the Adaptive Warehouse model with all properties inherited from the model. Hierarchies contain levels, which provide paths for drilling up and down in a report. For example, you may have a geography hierarchy consisting of continent, country, and region.

A dimension hierarchy contains levels and represents a collection of dimensional members. The root of a hierarchy has no parent, and leaf members of a hierarchy have no children. Multiple dimension hierarchies occur when different structural views are applied to the same data. You specify multiple hierarchies on regular dimensions in the Warehouse model which behave as views of the same query. You modify dimension hierarchies in the Target model.

Benefit Plan

This dimension hierarchy describes benefit plan types and the benefit plans that are defined within the plan types.

Business Unit

This dimension hierarchy contains business units that a company can create for reporting purposes. A business unit is not a legal entity. It is an organization level that is separate from companies and organizations. A business unit does not have any predetermined restrictions or requirements. It can create a higher level of reporting for employees and can group employees according to functional or administrative tasks. For example, a bank can create a business unit for each branch, or a multinational company can separate operations by geography, such as America, Europe, and Asia.

Calendar (Accrual Process Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Accrual Process Date reference for leave in the target model. It consists of the year, month, and day of the accrual process date.

Calendar (Accrual Process Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Accrual Process Date reference for leave in the target model. It consists of the year, quarter, month, and day of the accrual process date.

Calendar (Action Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Action Date reference for Job Actions in the target model. It consists of the year, month, and day of the action date.

Calendar (Action Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Action Date reference for the Job Actions in the target model. It consists of the year, quarter, month, and day of the action date.

Calendar (Budget End Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Budget End Date reference in the target model. It consists of the year, month, and day of the budget end date.

Calendar (Budget End Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Budget End Date reference in the target model. It consists of the year, quarter, month, and day of the budget end date.

Calendar (Budget Start Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Budget Start Date reference in the target model. It consists of the year, month, and day of the budget start date.

Calendar (Budget Start Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Budget Start Date reference in the target model. It consists of the year, quarter, month, and day of the budget start date.

Calendar (Earnings Begin Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Earnings Begin Date reference for payroll earnings in the target model. It consists of the year, month, and day of the start date of the earning period.

Calendar (Earnings Begin Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Earnings Begin Date reference for payroll earnings in the target model. It consists of the year, quarter, month, and day of the start date of the earning period.

Calendar (Earnings End Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Earnings End Date reference for payroll earnings in the target model. It consists of the year, month, and day of the end date of the earning period.

Calendar (Earnings End Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Earnings End Date reference for payroll earnings in the target model. It consists of the year, quarter, month, and day of the end date of the earning period.

Calendar (Job Action Effective Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Job Action Effective Date reference for job actions in the target model. It consists of the year, month, and day when the job action is effective.

Calendar (Job Action Effective Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Job Action Effective Date reference for job actions in the target model. It consists of the year, quarter, month, and day when the job action is effective.

Calendar (Job Calendar) YMD

This dimension contains the Gregorian calendar hierarchy for the Job Calendar reference for jobs in the target model. It consists of the year, month, and day when the job history row is effective.

Calendar (Job Calendar) YQMD

This dimension contains the Gregorian calendar hierarchy for the Job Calendar reference for jobs in the target model. It consists of the year, quarter, month, and day when the job history row is effective.

Calendar (Next Review Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Next Review Date reference for employee reviews in the target model. It consists of the year, month, and day of the employee's next review.

Calendar (Next Review Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Next Review Date reference for employee reviews in the target model. It consists of the year, quarter, month, and day of the employee's next review.

Calendar (Review Completion Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Review Completion Date reference for employee reviews in the target model. It consists of the year, month, and day of the date that the review was completed.

Calendar (Review Completion Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Review Completion Date reference for employee reviews in the target model. It consists of the year, quarter, month, and day of the date that the review was completed.

Calendar (Review From Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Review From Date reference for employee reviews in the target model. It consists of the year, month, and day that the review period starts.

Calendar (Review From Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Review From Date reference for employee reviews in the target model. It consists of the year, quarter, month, and day that the review period starts.

Calendar (Review Planned Completion Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Review Planned Completion Date reference for employee reviews in the target model. It consists of the year, month, and day of the planned completion of the review.

Calendar (Review Planned Completion Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Review Planned Completion Date reference for employee reviews in the target model. It consists of the year, quarter, month, and day of the planned completion of the review.

Calendar (Review Thru Date) YMD

This dimension contains the Gregorian calendar hierarchy for the Review Thru Date reference for employee reviews in the target model. It consists of the year, month, and day of the end of the review period.

Calendar (Review Thru Date) YQMD

This dimension contains the Gregorian calendar hierarchy for the Review Thru Date reference for employee reviews in the target model. It consists of the year, quarter, month, and day of the end of the review period.

Calendar YMD

This dimension hierarchy contains the default year, month, and day hierarchy for the Gregorian calendar.

Calendar YQMD

This dimension hierarchy contains the default year, quarter, month, and day hierarchy for the Gregorian calendar.

Citizenship

This dimension hierarchy contains a snowflake schema of the employee dimension hierarchy. It contains all the citizenships that an employee holds. Dependents of employees are also included in the dimension hierarchy.

COMPA Ratio Ranges

This dimension hierarchy contains the COMPA ratio bands used to group employees. COMPA-ratio is the average of employee actual pay divided by the range midpoint. For example, a band contains employees who have a COMPA-ratio of 0 to .6. This entity is implemented only in the business intelligence (BI) layer.

Company

A company is a logical view of one of three things:

• a company, which is the smallest organizational unit for which individual financial statements can be drawn up according to the relevant commercial law

• a group of companies, which forms a legal company

• a group of companies, which does not form a legal company

Compensation Frequency (Job)

This dimension hierarchy contains information about the frequency of pay by assignment, such as hourly, weekly, and biweekly.

Deduction Type

This dimension hierarchy contains deduction codes and their descriptions.

Department

This dimension hierarchy contains a list of attributes that describe the organizational structure of human resources in an organization.

Department (Financial)

This dimension hierarchy contains the cost center that an employee is associated with.

Department (Organization)

This dimension hierarchy contains the department that an employee is associated with.

Department Tree

This dimension hierarchy contains organization hierarchies.

Dependent

This dimension hierarchy contains biographical information about people who have a dependent relationship with an employee or retiree.

Document

This dimension hierarchy contains all the travel and work documents held by an employee. Each document is in a separate row.

Earning Type

This dimension hierarchy contains all payroll earning codes and their related descriptions.

EEO Job Category

This dimension hierarchy contains the job category used to track employment diversity. It can be used for reporting based on Equal Employment Opportunity legislation.

Employee Age Ranges

This dimension hierarchy contains the ranges used to group employees into age bands. For example, a band contains employees who are 30 to 40 years old. This entity is implemented only in the business intelligence (BI) layer.

Employee Review

This dimension hierarchy contains the various rating models and scores that an organization can use when conducting reviews. For example, an organization can use school grades, such as A to F, as a rating model. Each score includes a description.

Employee Type (Job)

This dimension hierarchy contains information about an organizational entity within an employee group which is governed by specific personnel regulations. For example, an employee type can be hourly rate/staff, hourly rate/ labor, or salaried staff.

Ethnic Group

This dimension hierarchy contains the American ethnicity category that an employee belongs to and is used to track workforce diversity.

Full/Part Time

This dimension hierarchy contains the employee status of Full Time or Part Time.

Full/Part Time (Job)

This dimension hierarchy contains the Full Time or Part Time status of an assignment.

Gender

This dimension hierarchy contains the gender codes of Female and Male.

Headcount Budget

This dimension hierarchy contains information about an organization's headcount budget for a fiscal period.

Job

This dimension hierarchy contains a description of an assignment filled by a person. Effective dates are maintained for each row.

Job Action

This dimension hierarchy contains the history of human resources transactions for a person. The transactions can be any action, such as transfer, promotion, leave of absence, termination, or salary change. This dimension hierarchy can be used to provide measures of workforce activity such as hires, fires, retires, and salary changes.

Job Action Type

This dimension hierarchy contains the action codes that can be performed related to a person and the reasons that can be used to further classify an assignment action code.

Action codes identify the action performed, such as demotion, transfer, rehire, termination, and termination with benefits. Each action may have multiple reason codes. For example, the action code HIR may be further classified with reason codes, such as first job, hired from affiliate, and temporary assignment.

Job Family

This dimension hierarchy contains descriptions of job families. Jobs can be grouped into a family to facilitate reporting.

Job Function

This dimension hierarchy contains information about available job functions. Jobs can be grouped into functional areas as an alternative way of viewing jobs within the organization to facilitate reporting.

Job Grade

This dimension hierarchy contains information about the numeric grading model of a job, which is used as part of the official job evaluation process.

Job Position

This dimension hierarchy contains the non-metric, descriptive information about jobs and positions in a company. A position is a specific occurrence of a job, fixed in an organization. For example, the position Senior Corporate Payroll Clerk is an instance of the job Payroll Clerk in the Human Resources department. The position can be filled by more than one person at any time.

This dimension hierarchy is loaded with all the jobs in the company. The position-specific attributes do not have values. This dimension hierarchy is for organizations that do not do position management. In this case, the Position Code is set to not applicable.

Leave Balance

This dimension hierarchy provides period balances for paid time off for an employee.

Location

This dimension hierarchy contains non-metric, descriptive information about work site locations for a company. For example, locations are places where the company has production plants and where jobs are located.

A location can be as specific as a floor at a street address. Locations can belong to a number of hierarchies. For example, an address has an implicit hierarchy of postal code, state, country.

This dimension hierarchy is used to constrain queries and analytics by geography. For example, count the number of positions within a postal code.

Location (Tax)

This dimension hierarchy contains an employee's country, state, city, location SETID, and location code relationship for tax purposes.

Location (Work)

This dimension hierarchy contains an employee's country, state, city, location SETID, and location code relationship of their work location.

Location (Work)

This dimension hierarchy contains an employee's country, state, city, location SETID, and location code relationship of their work location.

Maximum Pay Rate - Annual

This dimension hierarchy contains the maximum annual salary for a grade.

Midpoint Pay Rate - Annual

This dimension hierarchy contains the midpoint annual salary for a grade.

Minimum Pay Rate - Annual

This dimension hierarchy contains the minimum annual salary for a grade.

Officer

This dimension hierarchy contains information about an officer position, such as CEO, President, CFO, and Treasurer.

Pay Calendar (Pay Calendar Period) YMD

This dimension hierarchy contains a calendar of pay periods within pay years within pay variants.

The pay calendar is used to schedule payroll cycles for different pay groups. The pay calendar lines up with a Gregorian calendar, but periods in a pay calendar are shorter than months. Typical pay periods are weekly (52 periods), biweekly (26 periods), or bimonthly (24 periods).

Pay Calendar (Pay Calendar Period) YPD

This pay calendar hierarchy for the Pay Calendar Period reference in the target model consists of year, pay period, and pay end day.

Pay Calendar (Pay Calendar Period) YQMD

This pay calendar hierarchy for the Pay Calendar Period reference in the target model consists of year, quarter, month, and pay end day.

Pay Calendar (Pay Calendar Period) YQPD

This pay calendar hierarchy for the Pay Calendar Period reference in the target model consists of year, quarter, period, and pay end day.

Pay Calendar YMD

This is the default pay calendar hierarchy, and it consists of year, month, and pay end day.

Pay Calendar YPD

This is the default pay calendar hierarchy, and it consists of year, pay period, and pay end day.

Pay Calendar YQMD

This pay calendar hierarchy consists of year, quarter, month, and pay end day.

Pay Calendar YQPD

This pay calendar hierarchy consists of year, quarter, pay period, and pay end day.

Pay Check

This dimension hierarchy contains a common reference point for earnings, deductions, and tax withholdings during a pay period for an employee.

Pay Group

This dimension hierarchy provides a means to group employees by how they are paid. For example, a monthly pay group includes salaried employees who are paid once a month.

Payroll Deduction

This is the degenerate dimension hierarchy for the Payroll Deduction Measures fact. It contains the non-metric data for a payroll deduction item. At a minimum, this dimension hierarchy contains the natural key of a payroll deduction item from the source.

Payroll Earning

This dimension hierarchy contains the measures associated with a payroll earning item during a pay period.

Payroll Tax

This dimension hierarchy contains the measures associated with taxes deducted during a pay period for an employee.

Person

This dimension hierarchy contains biographical information about employees, contract workers, job applicants, and retirees. This dimension hierarchy is a Type I dimension hierarchy. It always contains current values.

Person (Employee)

This dimension hierarchy contains biographical information only about employees. This dimension hierarchy is a Type 1 dimension hierarchy. It always contains current values.

Person (Manager)

This dimension hierarchy contains biographical information only about employees who are Managers. This dimension hierarchy is a Type 1 dimension hierarchy. It always contains current values.

Rating Model

This dimension hierarchy contains the various rating models and scores that an organization can use when conducting reviews. For example, an organization can use school grades, such as A to F, as a rating model. Each score includes a description.

Regular/Temporary (Job)

This dimension hierarchy contains information as to whether the job is flagged as Regular or Temporary.

Review Status

This dimension hierarchy contains descriptions of the statuses that a review event can hold.

Review Type

This dimension hierarchy contains descriptions of the types of review that a company can perform. Each row in the dimension hierarchy represents a type of review.

Salary Plan Grade Step

This dimension hierarchy contains non-metric, descriptive information about grades in the organization. A grade defines the salary range for a position.

Tax Authority

This dimension hierarchy contains descriptions of entities that can levy taxes, such as states, provinces, and United States localities.

Tax Class

This dimension hierarchy contains a description of a tax that can be applied during a pay period.

User Ranges

User ranges classify data into intervals that share a characteristic. Each user range interval is defined with an upper and a lower value. For example, a user range interval for age can include all the people who between 40 to 50 years old.

User ranges are used in reports, like any other hierarchy, as a grouping technique against specific measures.

COMPA Ratio

This user range is used to group employees into COMPA ratio intervals. For example, an interval contains employees who have a COMPA-ratio of 0 to 0.8. This entity is implemented only in the target model.

Range Name	Range Key	Low Range	High Range
Outside defined ranges	0	-9999	0
0 to <0.8	1	0	0.7999
0.8 to <0.9	2	0.8	0.8999
0.9 to <1.0	3	0.9	0.9999
1 to <1	4	1	1.0999
1.1 to <1.2	5	1.1	1.1999
> 1.2	6	1.2	9

Employee Age

This user range is used to group employees into age intervals. For example, an interval contains employees who are 30 to 40 years old. This entity is implemented only in the target model.

Range Name	Range Key	Low Range	High Range
Outside defined ranges	0	-9999	0
0 to <30	1	0	29.999
30 to <40	2	30	39.999
40 to <50	3	40	49.999
50 to <60	4	50	59.999
60 to <70	5	60	69.999
>70	6	70	9999

Length of Service

This user range is used to group employees into years of service intervals. For example, an interval contains employees who have 0 to 5 years of service with the company. This entity is implemented only in the target model.

Range Name	Range Key	Low Range	High Range
Outside defined ranges	0	-9999	0
1 to <3	2	1	2.999
3 to <5	3	3	4.999
5 to <10	4	5	9.999
10+	5	10	9999

Years to Retirement

This user range is used to group employees into years to retirement intervals. For example, an interval contains employees who are 0 to 5 years away from retirement based on their age. This entity is implemented only in the target model.

Range Name	Range Key	Low Range	High Range
Outside defined ranges	0	-9999	0
0 to <1	1	0	0.999
1 to <2	2	1	1.999
2 to <3	3	2	2.999
3 to <5	4	3	4.999
5 to <10	5	5	9.999
> 10	6	10	9999

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