Transforming the HR Department Using Oracle Business Intelligence Cloud Services (BICS)

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Global VP of BI/EPM and CTO
Apps Associates LLC

Alan Lee
Director, Product Management
Oracle Corporation

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Agenda

• Introduction 05 minutes
• What is BICS? 10 minutes
• Jumpstarting HR Analytics on BICS 05 minutes
• Live Demonstration 20 minutes
• Behind the Scenes 05 minutes
• Apps Associates Offering 05 minutes
• Q & A 10 minutes
Apps Associates

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Oracle

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About Apps Associates

Kshitij Kumar
Global VP of BI/EPM and CTO
Apps Associates LLC
• Global Reach for Global Customers
  – Founded in 2002 – 650+ employees
  – HQ in Massachusetts
  – US (East, Central, West)
  – Europe, India, Middle East

• Oracle BI Journey Started in 2007 – Represents 40%+ of Our Business
  – BI Pillar Partner & Specialized
  – Oracle Platform Technology Solutions BI/EPM
  – Oracle BI Applications Leadership Board
  – Beta Program for ODI 12c
  – First Oracle Exalytics Certified Delivery Partner
  – Analytics in a Box (Co developed H/W S/W bundle offering with Oracle)
  – One of the first partners selected for BI Cloud Services (BICS) - Certified
  – AWS Certified for Oracle on AWS (only 2 partners worldwide)

• Over 125 consultants (all employees) delivering OBI services
• Proprietary data lineage and migration tools
Keys to a Successful BI Program

Business, Technical, Functional, and Infrastructure Services: All from one organization

Lifecycle of Services
- Assess
- Deploy
- Integrate
- Train
- Support
- Optimize

Oracle Centers of Excellence
- Business Intelligence
- Hyperion
- ERP / Fusion Apps
- Cloud
- Engineered Systems
- Architecture Services

Strong Process Background – Engage Business Architecture / Security / Performance
Multiple Distributed Sources
Integration with IT Strategy
Training & Adoption

Exalytics Certified Delivery Partner
Oracle Platinum Partner
CMMI Level 3
SSAE 16 compliant
Complete BI/EPM Service Offerings
All Platforms

Advise
- BI / EPM Assessment and Roadmaps
- BI on Cloud
- OBI Architecture Assessment
- Data Governance Process Design and Implement
- MDM for BI / EPM
- OBI / Hyperion and R12 Planning
- Integration of structured and unstructured data

Implement
- OBI Foundation Suite
- BI Apps
- EPM
- User Adoption & Training
- BI / EPM on the Cloud
- Endeca Information Discovery (EID)
- EID for EBS (connectors)
- BI Cloud Services (BICS)

Optimize & Support
- Upgrades
- Support Services for OBI and EPM
- User Training
- Functional Design
- Tool Adoption Methods
- Report Rationalization
- New Module Development

Integrate
- EBS
- PeopleSoft
- SAP
- Salesforce.com
- JD Edwards
- Siebel
- Clarity
- Lawson
- Kronos
- PPM
- ADP
- Demantra
- Oracle Governance (GRC)
- Oracle Learning Management

Oracle Database Appliance

On-Premise
What is BICS?

Alan Lee
Director, Product Management
Oracle Corporation
Self Service. Quick Time-to-Value.

Try It
https://cloud.oracle.com/tryit

Learn It
Self-Service: Documentation, User Assistance, Support

Buy It
Through your Oracle sales representative or Oracle store (planned)

Use It
From your web browser or mobile device
Powerful BI. Low Cost of Ownership.

Proven BI Platform
Enterprise Class
Feature Rich

Oracle Data Centers
Oracle Owned and Operated
Highest Industry Security Standards

Fully Managed
Upgrades and Patching
99.5% Availability

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Business Intelligence Cloud Service

- Based on **proven BI** technology relied on by millions of users
- Integrated with **Oracle Database Cloud Service**
- Built-in **mobile**
- **Simple** administration and data integration
- **Low-cost** monthly subscription
What You Get

- Two independent environments: separate database, BI service
- Easy T2P, P2T
- 99.5% availability
- Oracle managed patching and upgrades
Proven Dashboard & Analysis Platform

- Rich Charting Gallery, Interactive Visuals, & Comprehensive Formatting
- Drilling, Advanced dynamic prompting, Right-click interactions, master-detail linking
- Pivoting and Visual Aggregations
- Full featured query generation and calculation engine
- Comprehensive filtering and aggregation
- Powerful OLAP groupings, selections
- Hierarchical, time-series, and statistical functions
Automatic Mobile Support
Based on BI Mobile HD

- Analytics on mobile with no additional development
- Touch, drill, interact
- Swipe, zoom – touch gestures
- Offline access to content with fine-grained security to grant or revoke privileges
Focus on What’s Important!

1. Load your data
2. Organize and secure your data
3. Author reports, visualizations and interactive dashboards
4. Use, share and distribute
Live Demonstration: Hire to Retire Process

Kshitij Kumar
Global VP of BI/EPM and CTO
Apps Associates LLC
Hire to Retire Process

**Hire**
- Requisition for Source
- Job Postings
- Applicants Responses
- Shortlist Candidates
- Interview
- Hire Candidate

**Manage Workforce**
- Enter Employee Info.
- Manage Reporting Info.
- Manage Compensation & Benefits
- Manage Performance Appraisal
- Manage Leaves & Absence

**Workforce Development**
- Induction & Training
- Deploy on Assignment
- Define KRA & Goals
- Manage Training & Certifications
- Manage Transfers & Relocations
- Manage Promotions

**Compensation & Benefits**
- Define Compensation & Benefit Plans
- Manage Tax and Liability
- Run Payroll
- Audit and Reporting
- Transfer to GL

**Retire Workforce**
- Resignation / Retirement
- Exit Interview
- Check Leave Balance
- Settle Due of Departments
- Manage Final Settlement
- Issue Final Settlement
HR Demonstration Scenario

**Executive Team**

- **VP – HR**
  - Business Objective
  - **VP – HR**
    - **TAG**
      - Recruiter Effectiveness
      - Candidate Sourcing
      - Applicant Pool
      - Quality of Hire
    - **Core HR**
      - Top Performers
      - Emp Performance by Supervisor
      - Supervisor Performance
      - Demographics
    - **L&D**
      - Identify Courses or Create Courses
      - Manage Enrolments
      - Training Delivered & Results

**Scenario 1**
- Log in as HR Generalist / Manager
- Review summary and detail reports

**Scenario 2**
- Loading Excel file and mash up with corporate HR data

**Scenario 3**
- Creating Ad-hoc reports

**Scenario 4**
- Log in as VP of HR and focus on HR KPIs

TAG – Talent Acquisition Group
L&D – Learning & Development
# Scenario 1: Pre-Built Content

## (Value on Day 1)

## Hire to Retire

<table>
<thead>
<tr>
<th>Recruitment</th>
<th>Manage Workforce</th>
<th>Workforce Development</th>
<th>Compensation &amp; Benefits</th>
<th>Retire Workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top 5 Vacancies</td>
<td>Headcount Demographics</td>
<td>Employee Performance by Organization</td>
<td>Departmental Compensation and Performance Analysis</td>
<td>Turnover Distribution by Org &amp; Location</td>
</tr>
<tr>
<td>Recruitment Pipeline</td>
<td>Span of Control KPI</td>
<td>Top 3 Transfer-In</td>
<td>Voluntary Turnover Reason</td>
<td></td>
</tr>
<tr>
<td>Vacancy Fill Rate</td>
<td>Organizational Headcount Growth Rate</td>
<td>Top 3 Transfer-Outs</td>
<td>AT Risk Top Performers</td>
<td></td>
</tr>
</tbody>
</table>

### Metrics

- Revenue Metrics
- Customers
- Payment Metrics
- Products
- Geography
- Orders
- Time
- Profit Metrics
- Advanced Calcs
- Employment
- Workforce Event Metrics
- Age Band
- Month
- Recruitment Requisition Metrics
- Organization Hierarchy

### Employee Demographics

- Employee Ethnic Group Desc
- Employee Full Name
- Employee Number
- Employee Disability Description
- Employee Citizenship Description
- Employee Highest Education Degree Description
- Employee Veteran Status Description
- Employee Gender Description

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Oracle BI – Recruitment

Hire Metrics

- Total Openings: 666
- Total Hires: 314
- Positions Filling Rate: 22%

Top 5 Vacancies

- Open Job Requisitions
  - Programmer
  - IT Systems
  - Department Management
  - Administrative Assistant

Recruitment Pipeline

- Open Job Requisitions
  - Programmers
  - IT Systems
  - Department Management
  - Administrative Assistant

Vacancy Fill Rate

- Total Open Requirements
  - Analysts
  - Managers
  - Developers
  - Technical

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Scenario 2: Uploading Excel Report

- Self Service: Load salary survey data from Excel
- No need for IT involvement
- Instead of exporting from BI and doing analysis in Excel

<table>
<thead>
<tr>
<th>Job Name</th>
<th>2013 Avg Salary</th>
<th>Market Salary</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Manager</td>
<td>90,000</td>
<td>85,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Business Analyst</td>
<td>80,000</td>
<td>70,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Business Consultant</td>
<td>80,000</td>
<td>70,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Chairman</td>
<td>400,000</td>
<td>350,000</td>
<td>50,000</td>
</tr>
<tr>
<td>Consultant</td>
<td>65,000</td>
<td>70,000</td>
<td>-5,000</td>
</tr>
<tr>
<td>Consulting Manager</td>
<td>95,000</td>
<td>90,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Financial Advisor</td>
<td>80,000</td>
<td>70,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Inspector</td>
<td>65,000</td>
<td>65,000</td>
<td>0</td>
</tr>
<tr>
<td>Legal Assistant</td>
<td>70,000</td>
<td>65,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Marketing Manager</td>
<td>65,000</td>
<td>70,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Materials Manager</td>
<td>200,000</td>
<td>180,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Senior Vice President</td>
<td>400,000</td>
<td>350,000</td>
<td>50,000</td>
</tr>
</tbody>
</table>

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Scenario 3: Developing Ad Hoc Report

- Report that shows how many employees by age band are employed across various locations
- Analyze last two years to see the movement

- Employee Age band analysis
  - Year
  - Age Band
  - Number of Employees
  - Location
- Tabular Report
- Drop Down – Project Name
- Waterfall Chart
  - What age band makes up a location
Scenario 4: Senior Executive Dashboard

**Headcount Metrics**
- Employee Headcount: 8149
- Supervisor Count: 1411
- Manager Count: 580

**Hire Metrics**
- Total Openings: 666
- Total Hires: 314
- Positions Filling Rate: 22%

**Compensation and Benefits Metrics**
- Avg Annual Base Salary: 55,200
- Mean Performance Rating: 44.29
- Compa Ratio: 1.88

**Termination Metrics**
- Voluntary Term Count: 708
- Involuntary Term Count: 2
- Total Term Count: 710

**Organizational Headcount Growth Rate**
- Vision Administration
- Sales
- Finance Administration
- Corporate Human Resources
- Global Sales
- President

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Behind the Scenes: BICS

Alan Lee
Director, Product Management
Oracle Corporation
Includes Market-Leading Oracle Database

- Oracle Database 11gR2
- Oracle Managed
- Automated Backup
- Point-in-time Recovery
- Administrative Access
- Oracle Application Express
- SQL Developer
Intuitive Security and Administration

- Oracle Cloud complies with the SSAE 16 standard
- BICS is aligned with ISO (International Organization for Standardization) 27001:2013 security controls
- Connection to BICS is secured through SSL encryption technology
- Integrated ID Management
- Application roles
- Snapshots and Exports
- Advanced Permissions Framework
- Easy backup/restore
- Database administration via APEX
Visual Analyzer  Ask and Answer Analysis  BI Mobile Apps (MAD)  SmartView

On-Premise Data Loader  Auto Modeling  Geospatial  Expanded Data Options

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Behind the Scenes: Hire to Retire Process

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Global VP of BI/EPM and CTO
Apps Associates LLC
Workforce Retirement Dashboard

Termination Metrics

**Voluntary Termination Count**: 81

**Involuntary Termination Count**: 2

**Total Termination Count**: 83

Legend - Termination Count
- Green - Less than 50 Employees
- Red - Above 50 Employees

Voluntary Turnover Reason

Turnover Distribution by Org & Location

Employee Name: [Name]

[Graph showing various reasons for turnover]

Employee Initial Count

Employee Initial Term Count

Employee Initial Voluntary Termination Count

Employee Initial Terminated Count

Voluntary Turnover Rate %
HR: Behind the Scenes

1. Custom-built warehouse with 5 star-schemas designed for analysis and reporting on HR data

2. Custom-built ETL to extract data from over 100 operational tables into CSV files and then load it into the DW, sourced from HCM systems

3. Pre-mapped metadata, defining real-time access to analytical and operational sources, embedded best practice metrics for the HCM practitioner
   - Presentation layer
   - Logical business model
   - Physical sources

4. A “best practice” library of over 230 role-based dashboards, reports and alerts for HR Managers. Analysts and Business Executives
Build vs. Buy Time Frame

Build from scratch with traditional BI tools

- Training & Roll-out
- Define Metrics & Dashboards
- DW Design
- Back-end ETL & Mapping

BI Applications

- Faster deployment
- Lower TCO
- Assured business value

- Training & Roll-out
- Define Metrics & Dashboards
- DW Design Mod
- Pre-built ETL Tailoring

Months

Days / Weeks

Faster deployment & lower TCO, assured business value compared to building from scratch with traditional BI tools.
Apps Associates’ Pre-Packaged Applications

Each Application Provides

<table>
<thead>
<tr>
<th>Feature</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reports</td>
<td>15</td>
</tr>
<tr>
<td>Dashboards</td>
<td>5</td>
</tr>
<tr>
<td>Reportable Fields</td>
<td>100</td>
</tr>
<tr>
<td>Data Model</td>
<td>Yes</td>
</tr>
<tr>
<td>Security</td>
<td>Yes</td>
</tr>
<tr>
<td>Mobile</td>
<td>Yes</td>
</tr>
<tr>
<td>Excel Upload</td>
<td>Yes</td>
</tr>
<tr>
<td>Training</td>
<td>Yes</td>
</tr>
</tbody>
</table>

- Financial Close
- Hire to Retire
- Order to Cash
- BICS
- Forecast to Delivery
- Procure to Pay
- Custom App
Information Management By...

Exception
Focus where the problem is and drill to detail

KPIs
Align organization to objective goals

Insight into Action
Drill to detail

Speed
"Google" like performance

Unknowns
"I need to analyze now"

Self Service
"I am looking for something"

Days

Hours
Mobile
When I want

Minutes

Seconds

Days

Hours
Mobile
When I want

Minutes

Seconds
What Did We Learn

• What is BICS
• Pre-Packaged HR Dashboards
• Behind the Scenes of HR Applications for BICS
• Value of Business Intelligence :
  – On Oracle Cloud
  – Having Pre-Packaged Applications

Apps Associates is the only partner to offer pre-packaged business applications for BICS
Apps Associates’ Holiday Offer

Offers Valid Till January 01, 2015

Fixed Price Implementation
Four to Six Weeks
One Day Free BICS Workshop
Thank You

Transforming the HR Department Using Oracle BICS

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Next Webinar on BICS: February 03, 2015 – Managing Procure to Pay Process
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