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# PeopleSoft EPM 9.1 Workforce Analytic Applications Reports

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# Workforce Analytics Reports

This appendix provides a listing of Crystal reports that are common to workforce analytic applications.

**Note.** For samples of these reports, see the PDF files that are published with your online documentation.

## Report Descriptions

This table lists the common Workforce Analytics reports by report ID.

Report ID and Report Name	Description	Navigation	Run Control Page
WAC0002 Action Reason Map	Review the Action Reason/Voluntary Flag mappings that you've entered in the WA_ACTN_RSN_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Common, Action Reason Map Report	RUN_RWA_0002
WAC0003 Benefits Value Table by WA Comp	Review the benefits amount and value mapping that you entered in the WA_BEN_VALU_TBL table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Benefits, Benefits Valuation Map Report	RUN_RWA_0003
WAC0006 Geography ID/Location Map	Review the Geography ID and Location Code mapping that you entered in the WA_LOCN_MAP_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Common, Geography ID Map Report	RUN_RWA_0006
WAC0018 Workforce Groups	Review all the active groups in a setID as of a particular effective date.	Workforce Analytics, Workforce Reports, Workforce Group Report	RUN_RWA_0018
WAC0020 Compensation Survey Data	Understand and analyze the market compensation survey data that you have available, and determine how to use this data in the Manage Market Compensation module. The data is from the WA_SURVALUE_F00 table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Compensation Survey Data	RUN_RWA_0020
WAC0021 Benchmark Survey Data	Review external benchmark survey data that you have imported into the WA_BENCHMRK_F00 table, using ETL.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Benchmark Survey Data	RUN_RWA_0021

Report ID and Report Name	Description	Navigation	Run Control Page
WAC0022 (Survey) Unit Code Map	Review the Survey and Internal Unit codes that are stored in the WA_UNIT_MAP_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Unit Code Map	RUN_RWA_0022
WAC0023 (Survey) Compensation Code Map	Review the Survey and Internal Compensation code mapping definitions contained in the WA_COMP_MAP_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Compensation Code Map	RUN_RWA_0023
WAC0024 (Survey) Geography ID Map	Review the Survey and Internal Geography IDs that are stored in the WA_GEO_MAP_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Geography ID Map	RUN_RWA_0024
WAC0025 (Survey) Industry Code Map	Review the Survey and Internal Industry codes that are stored in the WA_IND_MAP_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Industry Code Map	RUN_RWA_0025
WAC0026 (Survey) Job Code Map	Review the Survey and Internal Job code mapping definitions that are stored in the WA_JOB_MAP_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Job Code Map	RUN_RWA_0026
WAC0027 (Survey) Financial Code Map	Review the Survey and Internal Financial codes that are stored in the WA_FIN_MAP_DFN table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Financial Code Map	RUN_RWA_0027
WAC0035 Employee Survey Data	Review the data in the WA_EESURVEY_F00 table.	EPM Foundation, Business Metadata, OW-E Dimension Maintenance, HRMS, Workforce Survey Setup Reports, Employee Survey Data	RUN_RWA_0035

# Report Samples



# Action Reason Voluntary Flag Map



Voluntary Term: Involuntry

Setid	Reason	Description	Effective Date	Effective Status
SHARE	Family Chq	Death	1/1/1900	Active
SHARE	LOA	Military Service	1/1/1900	Active
SHARE	LOA	Partial/Total Disability	1/1/1900	Active
SHARE	Terminatn	Attendance	1/1/1900	Active
SHARE	Terminatn	Misconduct	1/1/1900	Active
SHARE	Terminatn	Death	1/1/1900	Active
SHARE	Terminatn	Dishonesty	1/1/1900	Active
SHARE	Terminatn	Discharge	1/1/1900	Active
SHARE	Terminatn	Elimination of Position	1/1/1900	Active
SHARE	Terminatn	Insubordination	1/1/1900	Active
SHARE	Terminatn	Job Abandonment	1/1/1900	Active
SHARE	Terminatn	Failure to Return from Leave	1/1/1900	Active
SHARE	Terminatn	Misstatement on Application	1/1/1900	Active
SHARE	Terminatn	Partial/Total Disability	1/1/1900	Active
SHARE	Terminatn	Staff Reduction	1/1/1900	Active
SHARE	Terminatn	Tardiness	1/1/1900	Active
SHARE	Terminatn	End Temporary Employment	1/1/1900	Active
SHARE	Terminatn	Unsatisfactory Performance	1/1/1900	Active
SHARE	Terminatn	Violation of Rules	1/1/1900	Active





# Benefit Value Table by WA Comp Code



Setid	Comp Code	Description	As Of Date	Status	Amount Type	Annual Rate	Currency
SHARI	552	Vision Plan	1/1/1900	Active	Employee Value	263.00	USD



## Geography ID / Location Map



Setid SHARE

Location		Effective Date		Effective Status		
Geography ID	Geography Description	City	State	Postal	County	Country
001	1/1/1900	Active				
HQ	CA Headquarters	Walnut Creek	CA	94596	Contra Costa	USA
002	1/1/1900	Active				
MARKET ST	Market Street, SF	San Francisco	CA	94101	San Francisco	USA



# Workforce Groups



Set ID: SHARE

Effective Date: 1/1/1900

Group ID	Description	Long Description
EE_HIRESMONTH_01	Employees Hired in January	
EE_HIRESMONTH_02	Employees Hired in February	
EE_HIRESMONTH_03	Employees Hired in March	
EE_HIRESMONTH_04	Employees Hired in April	
EE_HIRESMONTH_05	Employees Hired in May	
EE_HIRESMONTH_06	Employees Hired in June	
EE_HIRESMONTH_07	Employees Hired in July	
EE_HIRESMONTH_08	Employees Hired in August	
EE_HIRESMONTH_09	Employees Hired in September	
EE_HIRESMONTH_10	Employees Hired in October	
EE_HIRESMONTH_11	Employees Hired in November	
EE_HIRESMONTH_12	Employees Hired in December	



# Survey Data Record



Set ID: SHARE

Survey ID: EXECUTIV

Effective Date: 01/01/

Job CD: EXECUTIV

Executive

Geography	Industry	Fin Code	Unit Code	Comp Code	Measure ID	Measure Value	Curr	Comp Freq	Sample EE Count	Sample CO Count
ALL REGS	ALL	ALL	<10K EE	Cash Compensation	001	11.67	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	<10K EE	Cash Compensation	002	0.27	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	<10K EE	Cash Compensation	003	0.40	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	<10K EE	Cash Compensation	055	1.80	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	<10K EE	Cash Compensation	056	0.25	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	<10K EE	Cash Compensation	058	0.15	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	>10K EE	Cash Compensation	001	11.56	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	>10K EE	Cash Compensation	002	0.23	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	>10K EE	Cash Compensation	003	0.40	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	>10K EE	Cash Compensation	055	1.87	USD	A	,000,000.00	1,000.00
ALL REGS	ALL	ALL	>10K EE	Cash Compensation	056	0.26	USD	A	,000,000.00	1,000.00



# Benchmark Data Record



Set ID: SHAF Survey ID: WFA\_SUR Effective Date: 01/01/1999  
Effective Status: Active

Geography	Industry	Fin Code	Unit Code	Measure ID	Measure Value	Curr	Comp Freq	Sample EE Count	Sample CO Count
ALL REGS	ALL	ALL	<10K EE	100	20,000.00	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	101	15,000.00	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	102	7,000.00	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	107	9,750.00	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	113	0.07	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	115	0.25	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	128	0.04	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	133	0.35	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	137	0.04	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	142	0.06	USD	A	100,000.00	10.00
ALL REGS	ALL	ALL	<10K EE	152	0.05	USD	A	100,000.00	10.00

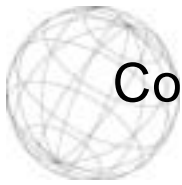


# UnitCode Mapping Definition Record



Set SHARE Survey ID: EXECUTIVE Effective Date: 01/01/1999  
Effective Status: Active

Sur Unit Code		Unit Code	
<10K	Less than 10K EE	<10K EE	Less Than 10k Employees
>10K	Greater than 10K EE	>10K EE	Greater Than 10k Employees
ALL	All Unit Codes	ALL	All Unit Codes
<10K	Less than 10K EE	<10K EE	Less Than 10k Employees
>10K	Greater than 10K EE	>10K EE	Greater Than 10k Employees
ALL	All Unit Codes	ALL	All Unit Codes
<10K	Less than 10K EE	<10K EE	Less Than 10k Employees
>10K	Greater than 10K EE	>10K EE	Greater Than 10k Employees
ALL	All Unit Codes	ALL	All Unit Codes



# Compensation Mapping Definition Record



Set SHARE

Survey ID: EXECUTIVE

Effective Date: 01/01/1999

Effective Status: Active

Sur Unit Code		Unit Code	
TOTAL	Short Term Incentive	400	Cash Compensator
BASE	Base Compensator	600	Regular Base Compensator
STI	Bonus Compensator	510	Short Term Variable Compensat
TOTAL	Short Term Incentive	400	Cash Compensator
BASE	Base Compensator	600	Regular Base Compensator
BONUS	Bonus Compensator	510	Short Term Variable Compensat
TOTAL	Short Term Incentive	400	Cash Compensator



# Geography Mapping Definition Record



Set      SHARE      Survey ID:      EXECUTIVE      Effective Date:      01/01/1999  
Effective Status:      Active

Author		Sur Geography ID		Geography ID	
PROVIDER A	ALL	All Geography		ALL REGS	All Regions
PROVIDER B	ALL	All Geography		ALL REGS	All Regions
PROVIDER A	CA	California		CA	California
PROVIDER B	CA	California		CA	California
PROVIDER A	NY	New York		NY	New York
PROVIDER B	NY	New York		NY	New York





# Industry Mapping Definition Record



Set SHARE Survey ID: EXECUTIVE Effective Date: 01/01/1999  
Effective Status: Active

Survey Industry		Industry ID	
ALL	All Industry	ALL	All Industry IDs
BANK	Banking Industry	BANKING	Banking
MANUFACT	Manufacturing	MANUFACT	Manufacturing
ALL	All Industry	ALL	All Industry IDs
BANK	Banking Industry	BANKING	Banking
MANUFACT	Manufacturing	MANUFACT	Manufacturing
ALL	All Industry	ALL	All Industry IDs
BANK	Banking Industry	BANKING	Banking
MANUFACT	Manufacturing	MANUFACT	Manufacturing



# Job Code Mapping Definition Record



Set      SHARE      Survey ID:      EXECUTIVE      Effective Date:      01/01/1999  
Effective Status:      Active

Survey Job code		Job Code Set	
EXEC	Executive	EXECUTIVE	Executive
DEVELOPER	Web Developer	TECHNICAL	Technical Services
SENIOR DEV	Senior Web Developer	SEN TECH	Senior Technica
2000	Web Developer	TECHNICAL	Technical Services
2100	Senior Web Developer	SEN TECH	Senior Technica



# Financial Mapping Definition Record



Set SHARE Survey ID: EXECUTIVE Effective Date: 01/01/199  
Effective Status: Active

## Survey Financial Code

## Financial Code

<BIL Less than 1 Billion SALES 500M Sales Revenue 500m

>BIL Greater than 1 Billion SALES >1B Sales Revenue > 1Billion

ALL All Fincodes ALL All Fincode

<BIL Less than 1 Billion SALES 500M Sales Revenue 500m

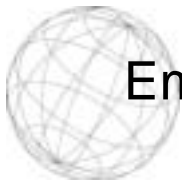
>BIL Greater than 1 Billion SALES >1B Sales Revenue > 1Billion

ALL All Fincodes ALL All Fincode

<BIL Less than 1 Billion SALES 500M Sales Revenue 500m

>BIL Greater than 1 Billion SALES >1B Sales Revenue > 1Billion

ALL All Fincodes ALL All Fincode



# Employee Survey Record



Set

Survey ID:

Effective Date

Effective Status

**Retention  
Factor Code**

**Object  
Code**

**Object Type**

**Factor  
Weight**

**Employee  
Participant Count**