MAGNITUDE ™
SOFTWARE

NoetixViews® for
Oracle® Human Resources

NoetixViews and NoetixAnswers for Oracle Human Resources (HR) deliver out-of-the-box, secure access to the Oracle HR data in your E-Business Suite database. HR Managers and generalists, Recruiters, Benefit Administrators, and others are able to quickly access the critical information required to perform their duties. NoetixViews is a set of business views designed and optimized for reporting—the foundational piece for all your Oracle HR reporting needs. NoetixAnswers are pre-built, yet customizable reports based upon the views that deliver access to your HR data with unparalleled ease.

Designed to Empower All Users of HR

NoetixViews and NoetixAnswers enable unprecedented information access and performance management for the entire HR department, as well as for all HR stakeholders throughout the enterprise.

HR managers and line of business managers can access both detailed and summary information about headcount, turnover, job performance, work history, absences, costs, and more.

Those concerned with compensation can view information about salary ranges, both current and historical salary rates, projected compensation, salary trends, and key measures such as compensation ratios and FTE percents.

Gain insight into your recruiting activities with easy access to all job and position requisitions. Plus find both internal and external candidates who meet essential job requirements. View your key recruiting measures such as time to hire and accession rates.

Benefit administrators can get reports on eligibility information, life changing events, flexible spending accounts, workers compensation, and employer and employee benefit contribution information.

Functional Coverage

The views provide extensive coverage of the Oracle HR database. In addition to budgets, grades, headcounts, and positions, other notable subject areas include:

Assignment Information
▶ Assignment costs
▶ Assignment details and history

Benefits
▶ Accrual plans
▶ Employee eligibility
▶ COBRA premium payments and tracking
▶ Healthcare benefit assignments
▶ Beneficiaries

Elements
▶ Element and link definitions
▶ Employee total compensation information
▶ Retropay information

Organizations
▶ Organization details and locations
▶ Hierarchies

Persons
▶ Employee address, contact, and emergency contact information
▶ Contingent worker information
▶ Absence information
▶ Ethnicity and personal information
▶ Service and performance history
▶ Qualifications

Automatically Built to Your Configuration

A hallmark of NoetixViews is its automatic support for your site-specific configurations. All Noetix views start as templates designed by the Oracle E-Business Suite and reporting experts at Noetix. Then at installation time the Noetix MetaBuilder process analyzes your setups and automatically tailors the templates to build views that reflect the configurations at your site. As a result,

each NoetixViews customer builds reports using views custom tailored just for them.

Key Flexfields

The views for Oracle HR have columns for all the segments of your Grade, Job, Position, Cost Allocation, and People Group key flexfields. The view columns are named the same as the key flexfield segment names in your setup.

Descriptive Flexfields

NoetixViews has automatic support for descriptive flexfields, including context-sensitive flexfields. Like the key flexfields, the view column names reflect how you named the descriptive flexfield attributes.

Legislations

Different legislations have different information and reporting requirements, and the views are built with this in mind. For example, ADA and COBRA information pertains only to the US, and therefore is only included in views based upon the US legislation. Similarly, national insurance identification and assignment information is only included in views based upon the UK legislation.

Extra Information Types

Noetix automatically builds views for the assignment, job, location, person, and position extra information types in use at your site. Views are built for the seeded extra assignment and extra person information types, as well as for all your additional custom types in all of the five areas listed above.

Special Information Types

Using the Personal Analysis key flexfield, you can define an unlimited number of special information types to capture additional data not handled out-of-the-box by Oracle HR about personnel, jobs, and positions. NoetixViews creates one view for each special information type defined in your system.

NoetixViews Global Extension for Oracle HR

Two types of views are available, standard and global. The standard views always limit the data to a single business group, thus making them ideal for Oracle HR installations that have only one business group. Organizations with multiple business groups and possibly multiple legislations will benefit from the scalability of the optional NoetixViews Global Extension for Oracle HR. The global views in this extension return data from one or more or all business groups in a single report.

Real-time Reporting with Integrated Security

A query of a Noetix view retrieves data directly from the Oracle HR and system tables. Thus, data changes made permanent when users save their work in Oracle HR are immediately available through the views for reporting. This real-time reporting is fast and easy to setup, it gives users access to their data quicker, and its maintenance costs are much lower than a data mart or data warehouse solution.

By its very nature, HR data is confidential and it is essential that organizations maintain strict control over who can access what data. The Oracle HR application has all the facilities to define and enforce the data security policies appropriate for your organization. NoetixViews is fully integrated with native Oracle HR security, thus ensuring that the data remains secure for reporting precisely as it is when using the HR application itself.

Additional Features

▶ Support for both the Oracle HR Standard security model and the Security Groups Enabled model.

▶ Support for as-of-date reporting using the Oracle HR date tracked information.

▶ Pre-defined joins between views, making it easy to create reports that retrieve data from two or more views.

▶ Integration with the Noetix Generators, giving you immediate access to your Oracle HR data in the leading query tools from Oracle, Cognos, Business Objects, and Noetix.

For More Information

Discover how to dramatically increase the return on your reporting investment and enhance your ability to quickly answer critical business questions: call us toll-free at 866-4NOETIX or visit our Web site at www.noetix.com.

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