

HRS Shared Query Overview

Wednesday October 21, 2020

 BUSINESS INTELLIGENCE

Welcome

- UWBI Central Team: Celia Braker
 - Review of the Security, Roles and Responsibilities
 - Resources
- UWBI HRS Analytics and Reporting Team: Mary Kirk, Brad Sanders, and Miguel Garcia-Gosalvez
 - Basic HRS Dashboard Navigation
 - HRS Subject Areas Overview
 - Shared Queries, Reports, and Dashboard Overview / Demo
 - Q&A

UWBI Roles Defined

UWBI Consumer	UWBI Author	UWBI Admin *UWSA UWBI Team
<ul style="list-style-type: none">• Automatically given this role with access• Has access to shared queries/dashboards (HR, FIN, criteria-based)• Can view, filter, run, and print reports/data of existing analyses and dashboards• Can run or schedule existing BI Publisher reports (not create)	<ul style="list-style-type: none">• Same roles as the Consumer, but can also...<ul style="list-style-type: none">• Can create new analyses, dashboards and other BI objects• Can edit existing dashboards, analyses and reports	<ul style="list-style-type: none">• Same roles as the Consumer, and Author but can also...<ul style="list-style-type: none">• Administer all parts of the system• Modify catalog permissions and privilege• Can edit and create new repositories and catalogs• Full control over all aspects of the OBIEE tool suite

Access and Security

Sensitive data

HR-person sensitive data includes the following.

- Race/Ethnicity
- Birthdate
- Location of birth
- Age
- Gender
- Marital status
- Military status
- Disability status
- Country of citizenship
- Citizenship status
- Visa information
- Passport information
- Home address information
- Emergency contact information

All Benefits data related to a person is considered sensitive with the exception of the data element that defines a person's primary job that is receiving benefits (i.e. Benefit_Rcd_Nbr).

Restricted data

We NEVER present columns on restricted data. This includes the following:

- Social Security Number
- Financial Account Numbers (bank information)

HRS Data Access and Security

- Requesting UWBI HRS Shared Queries Access:
- Oracle Identity Management (OIM) system
 - Acquire (if a new user) one or more of the following four roles:
 - BI HRS Qry-Non-Sensitive
 - BI HRS Qry-Benefits Only
 - BI HRS Queries-Sensitive
 - HRS OBIEE Non-HRS Queries-NS (Allows users to run OBIEE HRS related analyses and reports with non-sensitive information created by campuses. It does not provide access to the HRS Shared Queries. It should not be requested if someone has any of the other three BI roles.)

Subject Area Overview

Subject Area	Description	Security
UWHRS Absence-Balance	Reflects leave balances by leave type and pay period.	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Absence-Event	Reflects absence you are taking by day and the types of absence.	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Absence-Leave Taken	Reflects detail and summary reports on leave taken, including leave without pay	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Benefits-WRS Accumulator	Reflects WRS eligible hours and earnings for each payroll period for employees covered by WRS	Consumer: BN Sensitive Author: Benefits
UWHRS Benefits-Enrollment Star	Reflects the benefits and status of employees' benefits enrollment	Consumer: BN Sensitive Author: Benefits

Subject Area Overview

Subject Area	Description	Security
UWHRS InfoAccess-Active Unclassified Leave	Legacy/pre HRS unclassified leave for employees who were active at the of HRS go live	Consumer: HR Non-Sensitive Author: Payroll
UWHRS InfoAccess-CL Leave Balances	Legacy/pre HRS classified leave balance history	Consumer: HR Non-Sensitive Author: Payroll
UWHRS InfoAccess-CL Leave Changes	Legacy/pre HRS classified leave change history	Consumer: HR Non-Sensitive Author: Payroll
UWHRS InfoAccess-CL Leave Usage	Legacy/pre HRS classified leave usage history	Consumer: HR Non-Sensitive Author: Payroll
UWHRS InfoAccess-Credit Debit Unclassified Leave	Legacy/pre HRS Unclassified leave change history	Consumer: HR Non-Sensitive Author: Payroll

Subject Area Overview

Subject Area	Description	Security
UWHRS InfoAccess-Inactive Unclassified Leave	Legacy/pre HRS Unclassified leave for employees who were inactive at the time of HRS go live	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Job Funding	Reflects HRS funding history for an employee's job	Consumer: HR Non-Sensitive Author: Workforce
UWHRS Job Paycheck	Provides HRS employee paycheck information from confirmed payrolls	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Payroll-Balances-Consolidated	Provides employee earning, deduction and tax balances for a given confirmed time frame or payroll	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Payroll-Distributions-Consolidated	Reflects employee earnings, deductions and taxes for a given confirmed payroll distribution time frame or payroll	Consumer: HR Non-Sensitive Author: Payroll

Subject Area Overview

Subject Area	Description	Security
UWHRS Payroll-InfoAccess	Reflects legacy/pre-HRS payroll and tax information for employees (prior to April 2011)	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Payroll-Work Study	Provides work study award and earnings information for students who hold work study jobs	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Payroll-By Period	Provides payroll information for employees by Runid; includes payrolls in calculation status as well as confirmed status	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Time and Labor	Reflects time and labor information for employees who report, including payroll approvers	Consumer: HR Non-Sensitive Author: Payroll
UWHRS Workforce	Provides HRS job information and characteristics of a job, including all effective dated rows	Consumer: HR Non-Sensitive Author: Workforce

Subject Area Overview

Subject Area	Description	Security
UWHRIS Workforce –March Job Snapshot	Reflects characteristics, or a snapshot, of all jobs at a specified time each year in March (since 2012)	Consumer: HR Sensitive Author: Workforce
UWHRIS Workforce – October Job Snapshot	Reflects characteristics, or a snapshot, of all jobs at a specified time each year in October	Consumer: HR Sensitive Author: Workforce

Subject Area Overview

NEW!

- Furlough Dashboards
 - Payroll
 - Time & Labor
 - Workforce
 - E-FMLA
- COVID-19 & Furlough Cost/Savings

COMING SOON!

- Monthly Active Jobs Metrics Dashboard
 - In Testing

Demo

Now that you have a basic understanding of the UWBI HRS Shared Content, let's move into navigation and functionality.

To access The University of Wisconsin Business Intelligence Website, you use a webpage URL, a user ID, and a password.

- 1) In the address field of your browser, enter the URL:
<https://uwbi.wisconsin.edu>
- 2) Enter your user ID and password.
- 3) Click, sign in.

After logging in, a home page opens and brings you to your landing page.

The screenshot shows the UW Business Intelligence landing page. At the top, the header reads "UW BUSINESS INTELLIGENCE". Below this, a small text block states: "This home page provides links to all dashboards and analyses available to University of Wisconsin users. To access the dashboards and analyses available for a specific campus or enterprise group, please select the appropriate logo. Not all campuses have OBIEE reports available at this time." The page is divided into several sections:

- Announcements:** A red bar containing the text: "Welcome to the UWBI landing page! Please select the Human Resources and Finance icon to access the OBIEE replacements for the Interactive Reporting shared queries. Please note that the icons for individual campus reporting are only examples at this time and when campus OBIEE Reporting becomes available, you will only have access to campus reports to which you have approval to access."
- Available Dashboards:** A grid of six dashboard options, each with a logo and name:
 - Human Resources and Finance: UW UNIVERSITY OF WISCONSIN SYSTEM
 - UW Eau Claire: University of Wisconsin Eau Claire
 - UW Madison: WISCONSIN UNIVERSITY OF WISCONSIN-MADISON
 - UW Platteville: UNIVERSITY OF WISCONSIN PLATTEVILLE
 - UW Milwaukee: UNIVERSITY of WISCONSIN UWMILWAUKEE
 - UW Stout: UNIVERSITY OF WISCONSIN STOUT WISCONSIN PLATTEVILLE UNIVERSITY
- Helpful Resources:** A section with a dropdown menu for "Additional Resources" and three links: "Oracle BI Documentation", "Knowledge Base", and "Division of Information Technology".
- Student Sample:** A box containing a red "SAMPLE" stamp.

Additional Resources

- UWBI Website <https://www.wisconsin.edu/bi/>
- Getting Started with HRS: <https://www.wisconsin.edu/bi/resources/#hrs-getting-started>
- Tools: <https://www.wisconsin.edu/bi/resources/#tools>
 - [HRS UWBI Dashboards/Reports Inventorypdf](#)
 - [Interactive Reporting Shared Queries Mapping](#)
- Canvas eLearning Modules: uwsa.instructure.com

For additional questions, comments, or suggestions, please contact us at:
UWBI@uwss.wisconsin.edu

Additional Resources

- Oracle Analytics Server (OAS) Upgrade (Late Fall 2020)
 - BI Authors
 - Analysis look, feel, and functionality similar
 - Additional Resources posted at www.wisconsin.edu/bi

For additional questions, comments, or suggestions, please contact us at:
UWBI@uwss.wisconsin.edu

Questions and Feedback

