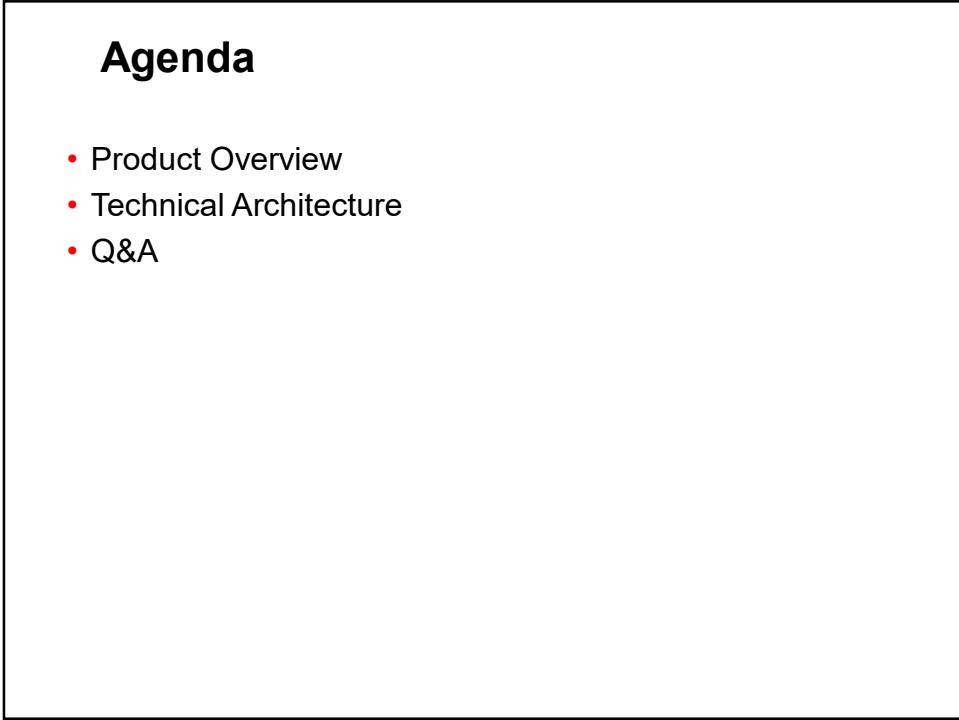




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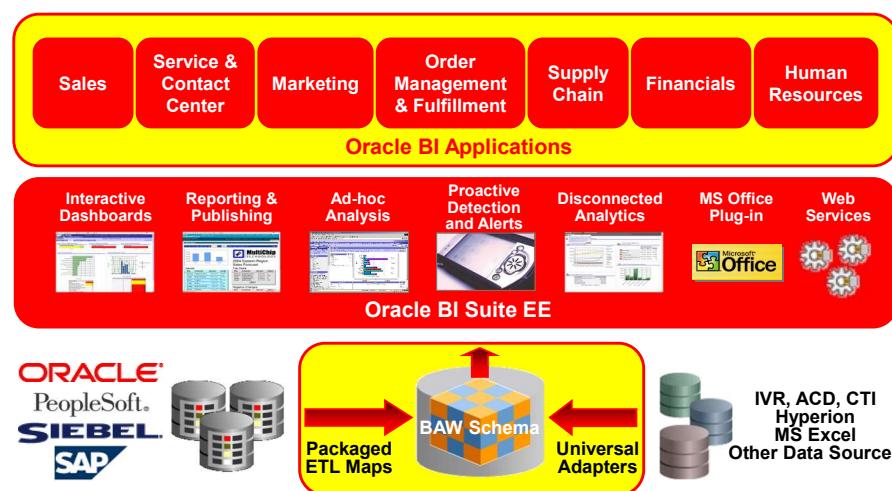
Product Overview



3

Oracle BI Applications

Single- and multi-source Analytic Apps Built on BI Suite EE



4

2

Oracle BI Applications

Multi-Source Analytics with Single Architecture

Sales	Service & Contact Center	Marketing	Order Management & Fulfillment	Supply Chain	Financials	Human Resources			
Pipeline Analysis	Churn Propensity	Campaign Scorecard	Order Linearity	Supplier Performance	A/R & A/P Analysis	Employee Productivity			
Triangulated Forecasting	Customer Satisfaction	Response Rates	Orders vs. Available Inventory	Spend Analysis	GL / Balance Sheet Analysis	Compensation Analysis			
Sales Team Effectiveness	Resolution Rates	Product Propensity	Cycle Time Analysis	Procurement Cycle Times	Customer & Product Profitability	HR Compliance Reporting			
Up-sell / Cross-sell	Service Rep Effectiveness	Loyalty and Attrition	Backlog Analysis	Inventory Availability	P&L Analysis	Workforce Profile			
Cycle Time Analysis	Service Cost Analysis	Market Basket Analysis	Fulfillment Status	Employee Expenses	Expense Management	Turnover Trends			
Lead Conversion	Service Trends	Campaign ROI	Customer Receivables	BOM Analysis	Cash Flow Analysis	Return on Human Capital			

Prebuilt adapters: Other Operational & Analytic Sources

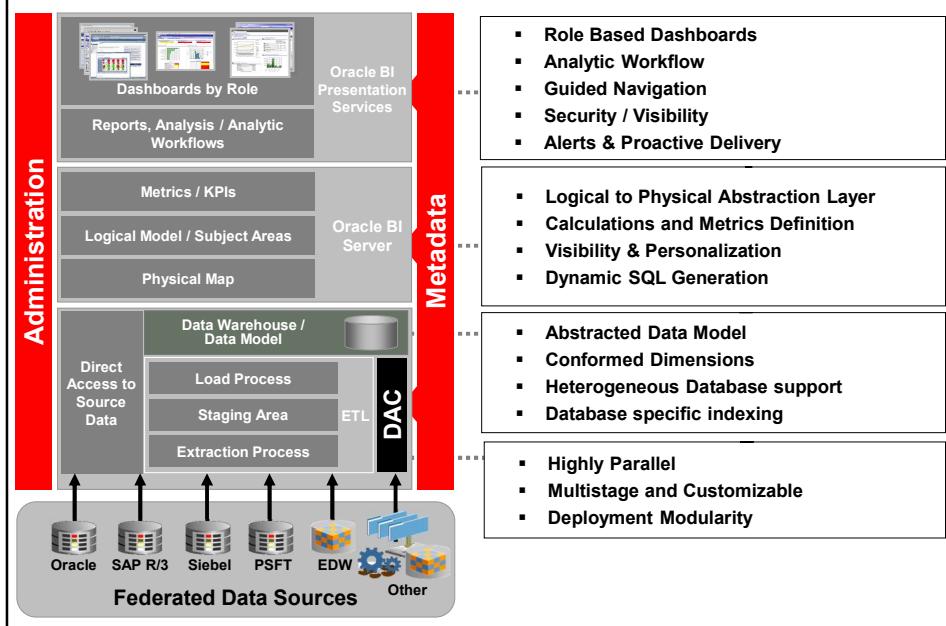
Oracle BI Suite Enterprise Edition

5

Technical Overview

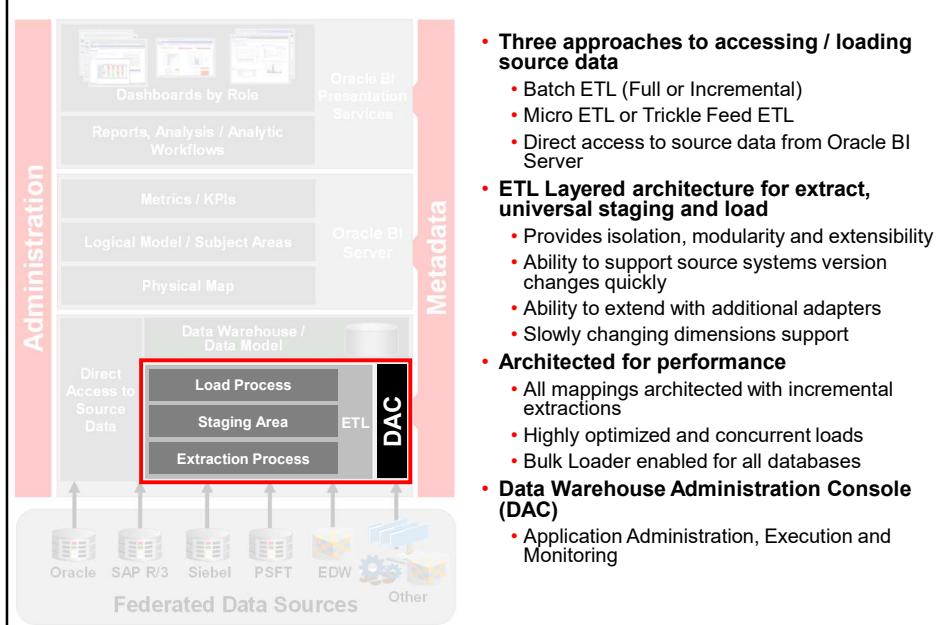
6

Oracle BI Applications Architecture

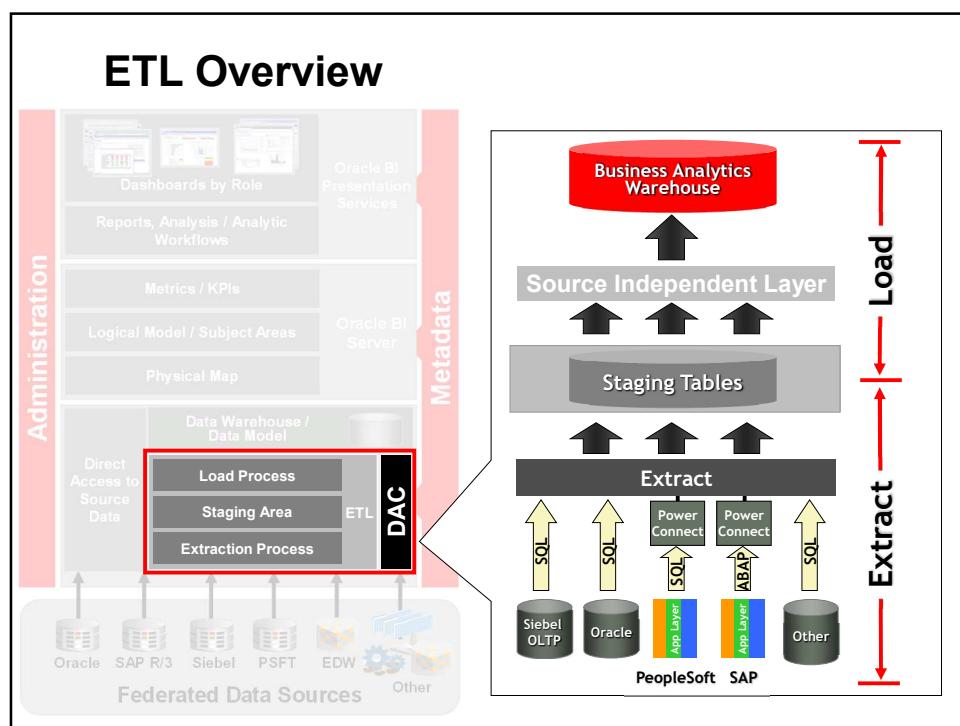


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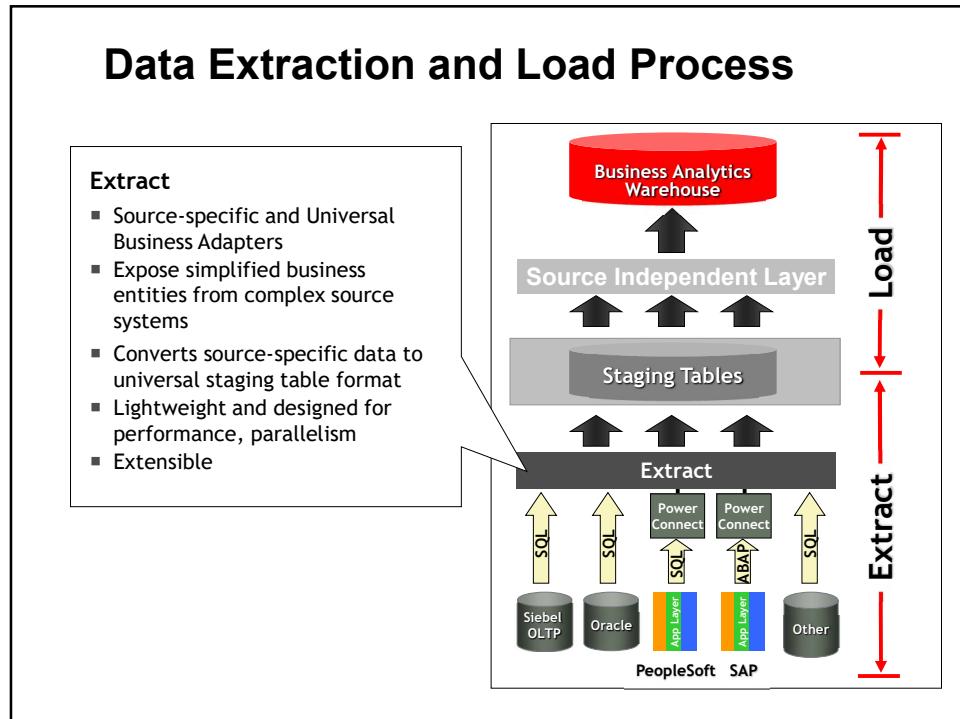
ETL Overview



8



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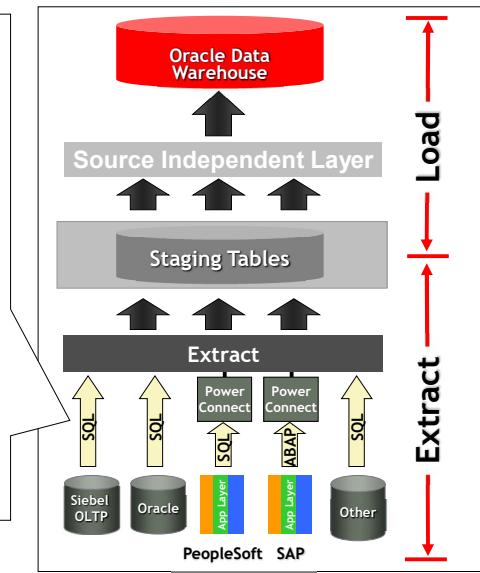


10

Data Extraction and Load Process

Extraction Modes

- Direct Database Access
 - Oracle EBS
 - Siebel CRM
- PowerConnect technology
 - SAP R/3
 - PeopleSoft Enterprise
- Universal Business Adapters
 - Used for sources with no pre-packaged business adapter
 - Transforms and loads data from universal sources through a flat file interface
 - Supply flat file(s) or tables meeting a defined standard format
 - Reduces implementation and maintenance significantly compared to building full ETL solution from scratch

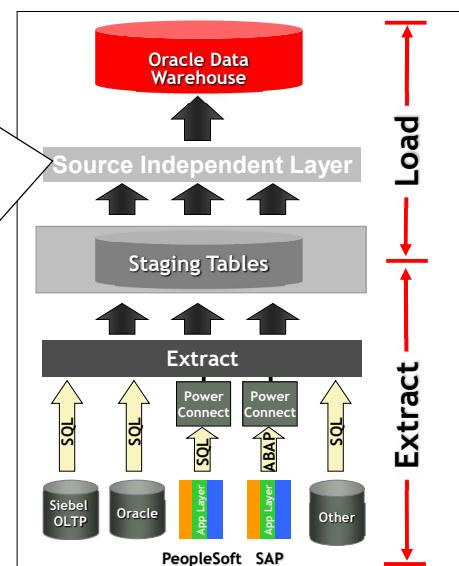


11

Data Extraction and Load Process

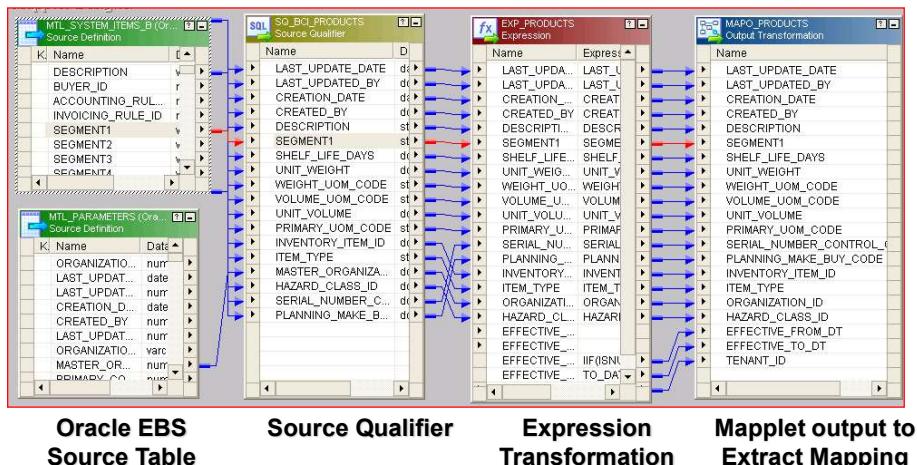
Source Interdependent Layer

- Encapsulates warehouse load logic
- Handles:
 - Slowly changing dimensions
 - Key lookup resolution / surrogate key generation
 - Insert/update strategies
 - Currency conversion
 - Data consolidation
- Uses Bulk Loaders on all db platforms



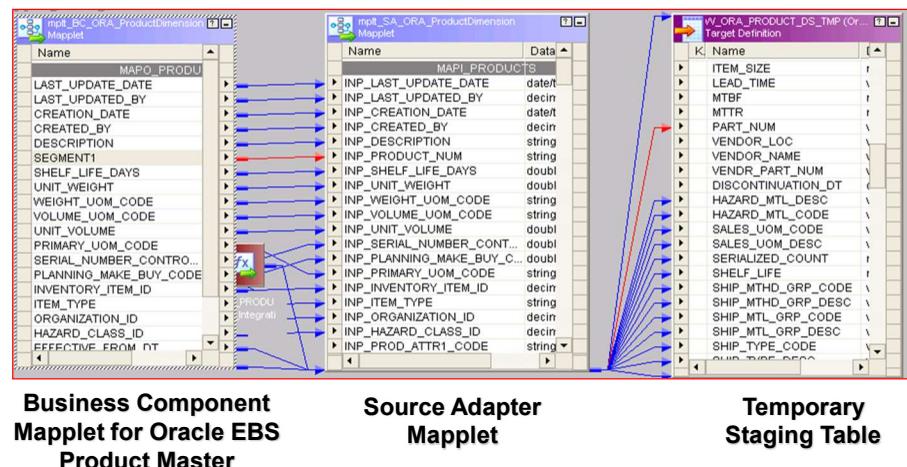
12

Business Component for Oracle Applications Source – Products Dimension



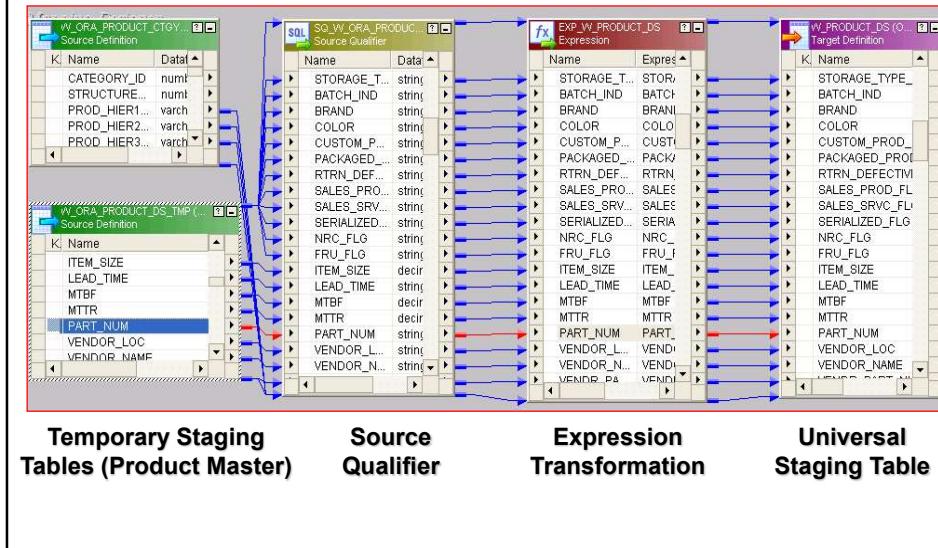
13

Extract Mapping for Oracle Applications Source – Products Dimension



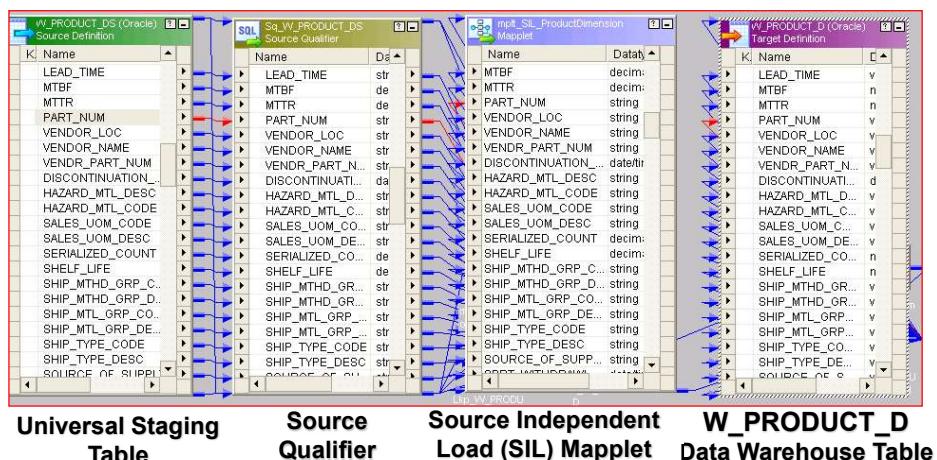
14

Extract Mapping for Oracle Applications Source – Products Dimension



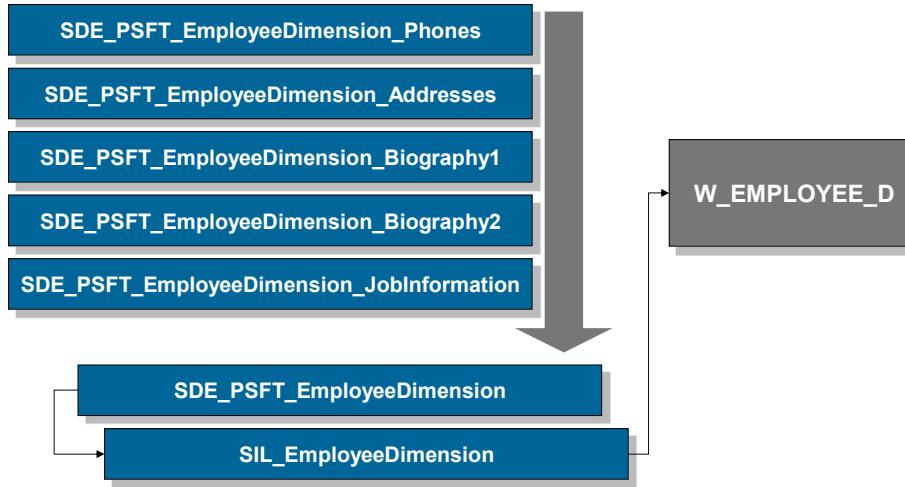
15

Load Mapping for Oracle Applications Source – Products Dimension



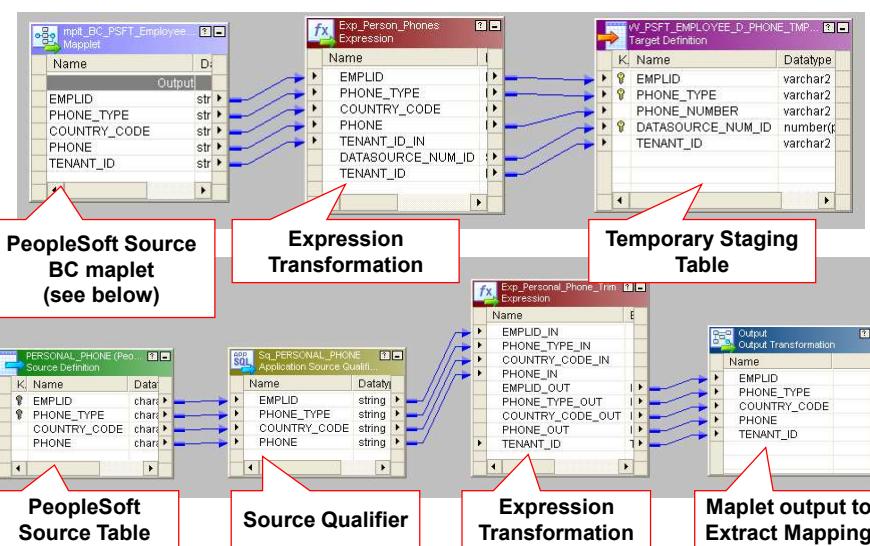
16

Example: Employee Dimension populated from PeopleSoft

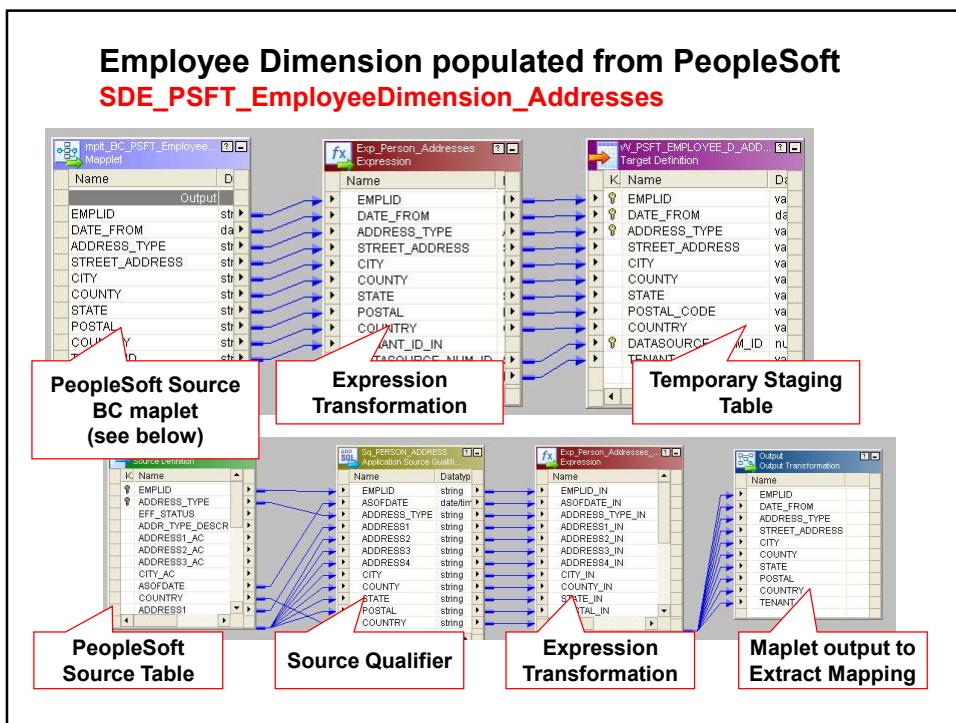


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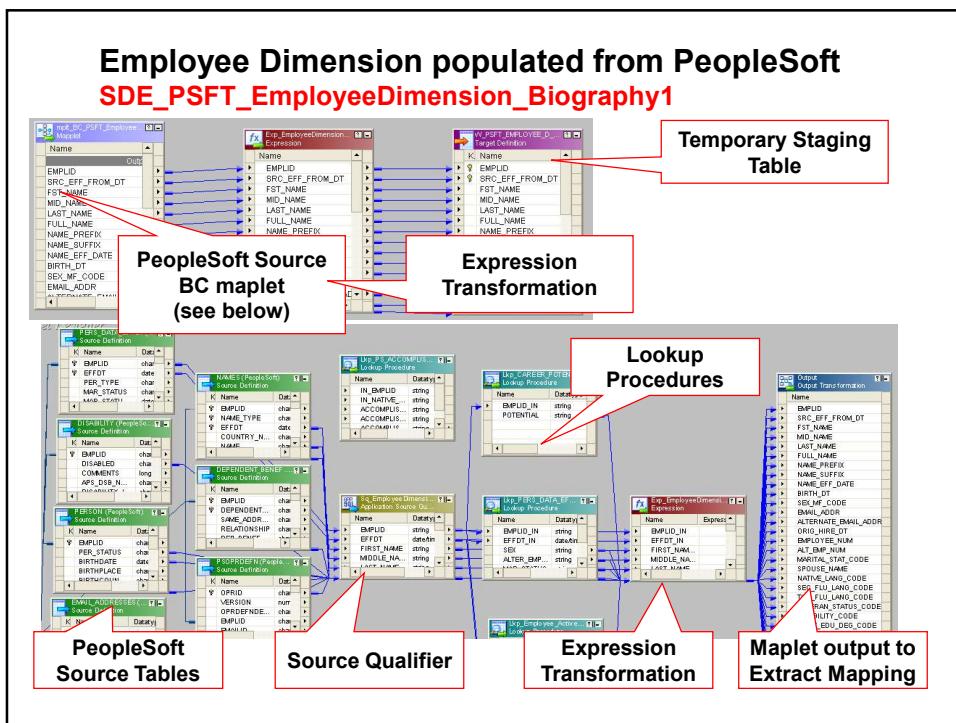
Employee Dimension populated from PeopleSoft SDE_PSFT_EmployeeDimension_Phones



18

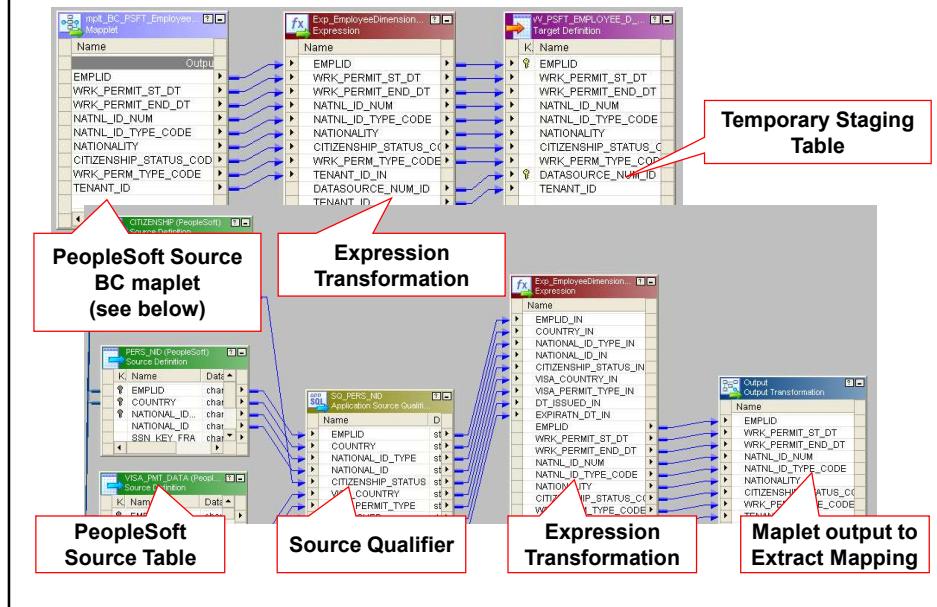


19



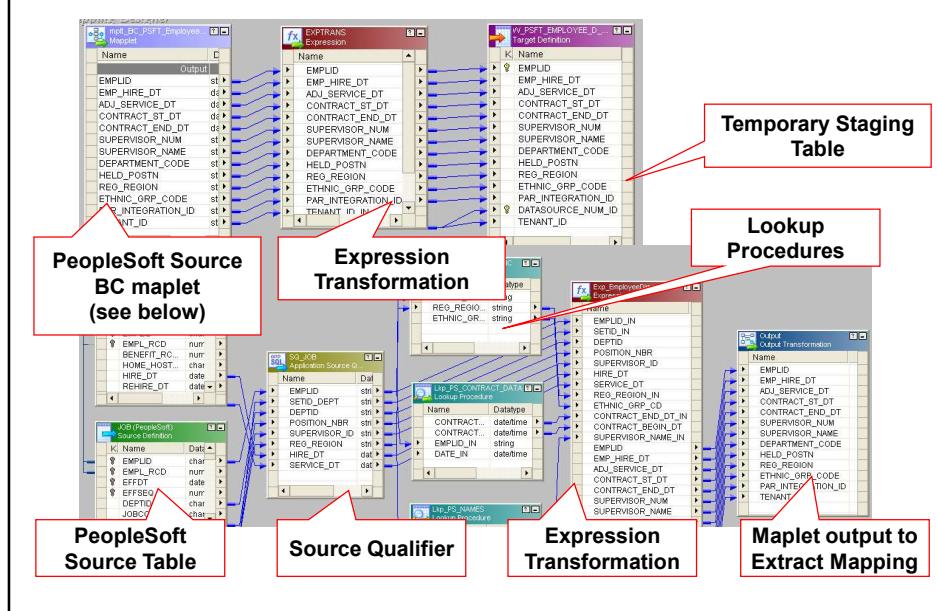
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Employee Dimension populated from PeopleSoft SDE_PSFT_EmployeeDimension_Biography2

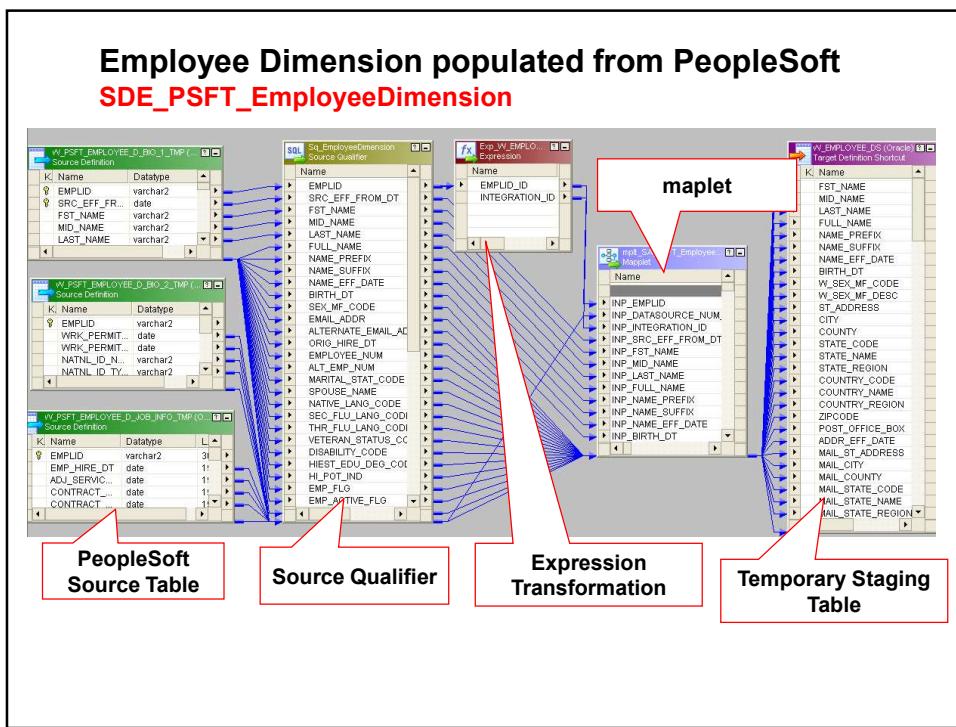


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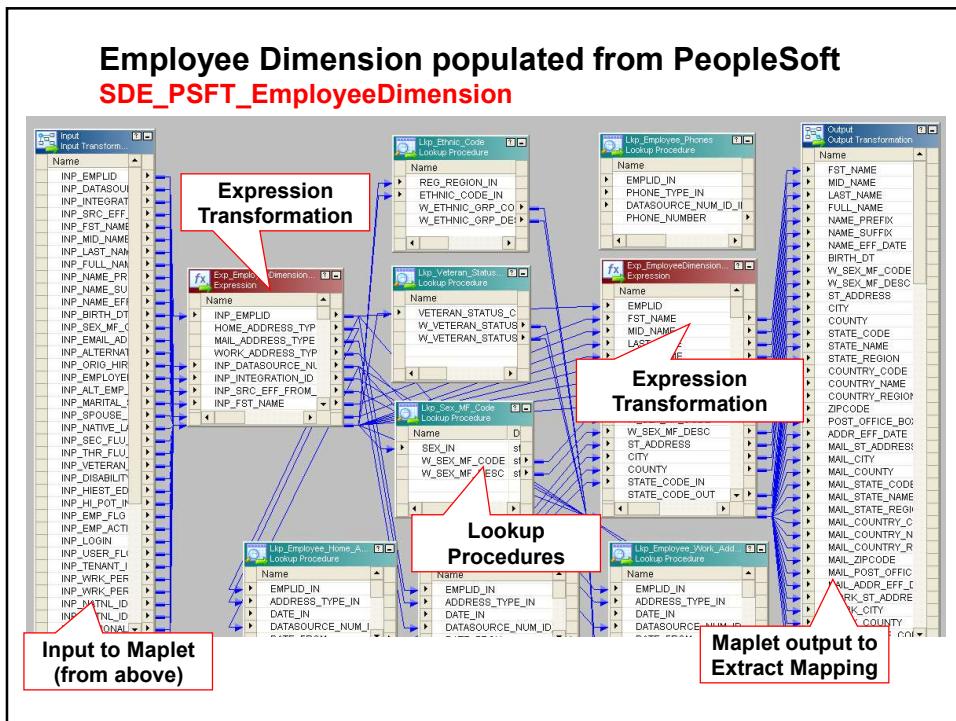
Employee Dimension populated from PeopleSoft SDE_PSFT_EmployeeDimension_JobInformation



22

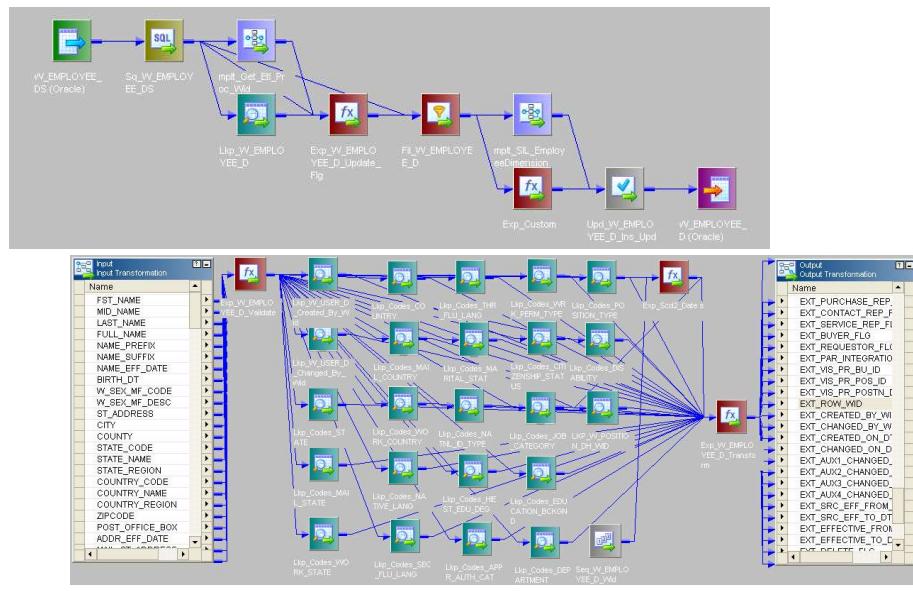


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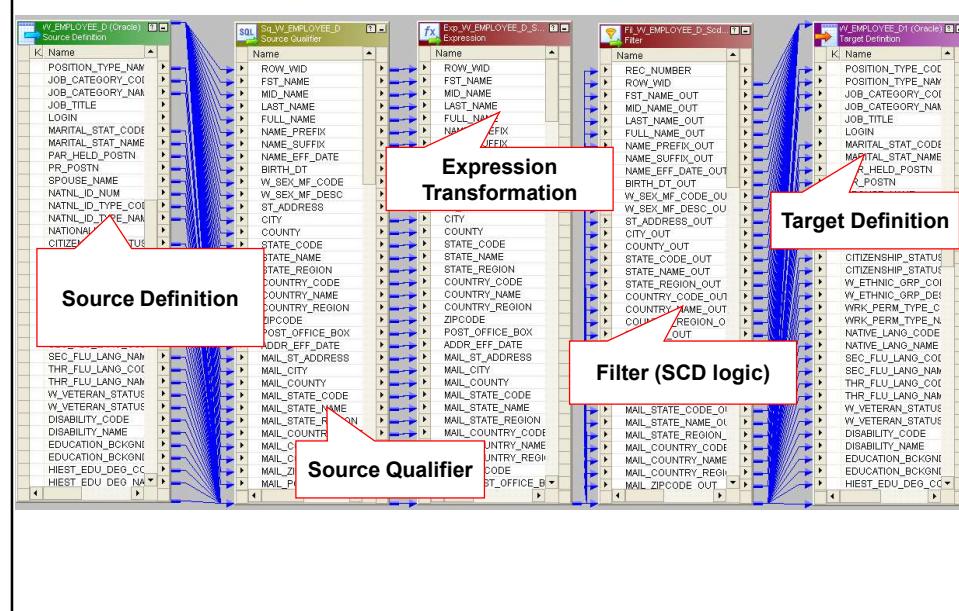
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Employee Dimension populated from PeopleSoft SIL_EmployeeDimension



25

Employee Dimension populated from PeopleSoft SIL_EmployeeDimension_SCDUpdate



26

Incremental Extraction and Load

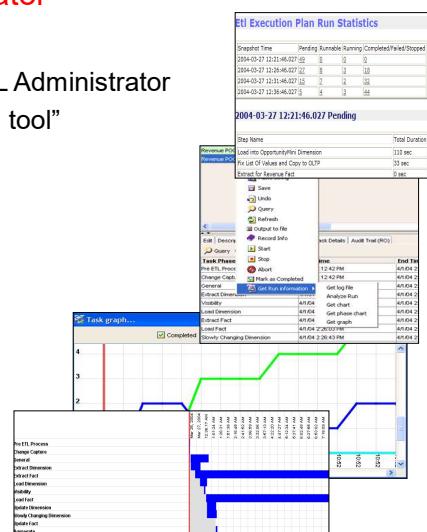
- A variety of strategies used to optimize incremental extracts and loads
- Overall Philosophy – Extract incrementally if possible, else load incrementally
 - Siebel Source
 - Use a combination of a date window and rowid comparisons
 - Oracle
 - Use a date window and last update date for extraction
 - Also use dates/record images to control updates on target
 - SAP
 - Use a date window and last update date for extraction
 - Also use dates/record images to control updates on target
 - Certain dimensions are fully extracted and but updates on target are controlled
 - PeopleSoft
 - Use a date window and last update dates for extraction wherever possible

27

Data Warehouse Administration Console (DAC)

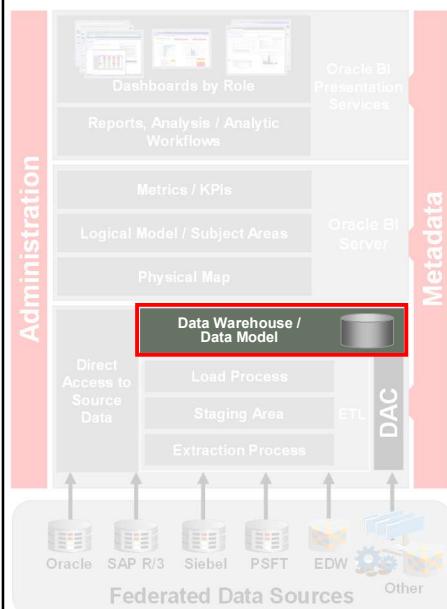
Strong Competitive Differentiator

- For warehouse developers and ETL Administrator
- Metadata driven “ETL orchestration tool”
 - Application Configuration
 - Execution & Recovery
 - Monitoring
- Allows:
 - Pin-point deployment
 - Load balancing / parallel loading
 - Reduced load windows
 - Fine-grained failure recovery
 - Index management
 - Database statistics collection



28

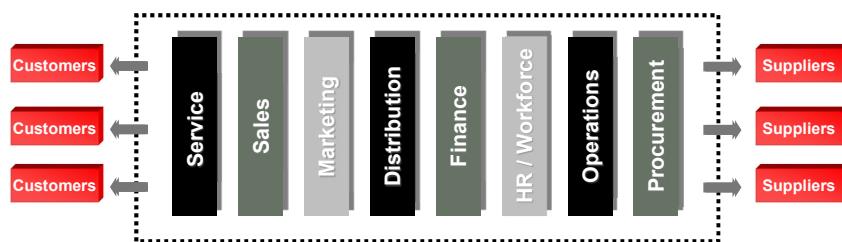
Physical Data Model Overview



- Modular enterprise-wide data warehouse data model with conformed dimensions
 - Sales, Service, Marketing, Distribution, Finance, Workforce, Operations and Procurement
 - Integrate data from multiple data sources
 - Code Standardization
 - Real-time ready
- Transaction data stored in most granular fashion
- Tracks historical changes
- Supports multi-currency, multi-languages
- Implemented and optimized for Oracle, SQL Server, IBM UDB/390, Teradata

29

Common Enterprise Information Data Model



Features:

- Conformed dimensions
- Transaction data stored in most granular fashion
- Tracks full history of changes
- Prebuilt and extensible
- Built for speed

Benefits:

- Enterprise-wide business analysis (across entire value chain)
- Access summary metrics or drill to lowest level of detail
- Accurate historical representations

30

Oracle BI Apps: Selected Key Entities

Unified multi-source data model

Sales <ul style="list-style-type: none">▪ Opportunities▪ Quotes▪ Pipeline	Call Center <ul style="list-style-type: none">▪ ACD Events▪ Rep Activities▪ Contact-Rep Snapshot▪ Targets and Benchmark▪ IVR Navigation History	Conformed Dimensions <ul style="list-style-type: none">▪ Customer▪ Products▪ Suppliers▪ Cost Centers▪ Profit Centers▪ Internal Organizations▪ Customer Locations▪ Customer Contacts▪ GL Accounts▪ Employee▪ Sales Reps▪ Service Reps▪ Partners▪ Campaign▪ Offers▪ Employee Position Hierarchy▪ Users
Order Management <ul style="list-style-type: none">▪ Sales Order Lines▪ Sales Schedule Lines▪ Bookings▪ Pick Lines▪ Billings▪ Backlogs	Service <ul style="list-style-type: none">▪ Service Requests▪ Activities▪ Agreements	
Marketing <ul style="list-style-type: none">▪ Campaigns▪ Responses▪ Marketing Costs	Workforce <ul style="list-style-type: none">▪ Compensation▪ Employee Profile▪ Employee Events	
Supply Chain <ul style="list-style-type: none">▪ Purchase Order Lines▪ Purchase Requisition Lines▪ Purchase Order Receipts▪ Inventory Balance▪ Inventory Transactions	Pharma <ul style="list-style-type: none">▪ Prescriptions▪ Syndicated Market Data	
Finance <ul style="list-style-type: none">▪ Receivables▪ Payables▪ General Ledger▪ COGS	Financials <ul style="list-style-type: none">▪ Financial Assets▪ Insurance Claims	Modular DW Data Model includes: <ul style="list-style-type: none">-350 Fact Tables-550 Dimension Tables-5,200 prebuilt Metrics(2,500+ are derived metrics)-15,000 Data Elements
	Public Sector <ul style="list-style-type: none">▪ Benefits▪ Cases▪ Incidents▪ Leads	

31

Types of Fact Tables

- All base facts are based on single business function, e.g. Sales Order Lines, Sales Cycle Lines, etc.
- Types of Fact Tables
 - **Transactional Facts**
 - Mirror of transactional data from the source
 - Lowest atomic grain of each transactional record
 - E.g. Employee Events Fact, Order Lines Fact
 - **Snapshot Facts**
 - Snapshot of balances across time
 - E.g. Employee Daily Snapshot, Inventory & Account Balances, AR and AP aging snapshots & Opportunity Pipeline
 - **Cycle Lines Facts**
 - Derived from multiple fact tables, typically store process cycle times
 - E.g. Sales Order Cycle Lines, Purchase Cycle Lines
 - **State Transition Facts**
 - Required for specialized transition count metrics
 - Customer State transitions (# New, # Inactive customers, etc)
 - **Aggregate Facts**
 - Performance enhancement on key metrics
 - E.g. Payroll Aggregate (out of box Monthly, but configurable to other grains)

32

Business Process Conformance

- Native source specific transaction types are transformed and appended to standardized warehouse codes
- Standardized warehouse codes are superset of all supported sources
- Native source specific transaction types are retained for source specific analysis
 - E.g. Ethnic Codes, HR Event Types, Credit Memo, Debit Memo types

33

Business Process Conformance

Example: Accounts Receivable Process

Standard Warehouse Code	Oracle	PSFT	SAP
Invoice	Invoice and Payment Schedules	Invoice items	AR documents with DR document type
CR Memo/DR Memo	CR Memo and DR Memo	CR Memo and DR Memo items	AR documents with DA document type
Payments	Cash Receipts etc.	Payments/ Deposits	AR documents with DA document type and 'A' as special indicator
Payment Applications	Cash/CR Memo applications/Adjustments	Payment Item Activities	AR documents with DZ document type
Other	All other types of transactions	BI/AR: All other types of items	All other types of AR documents

34

Business Process Conformance

Example: Accounts Receivable Process

- All source transaction type code values are stored and appended with standardized warehouse codes
- All higher layers in the architecture and metrics use same standardized warehouse codes
- Stored source transaction type code values enables integration back into each transactional system

SAP			ORACLE®		
TYPE CODE	TYPE_DESC	WAREHOUSE CODE	TYPE CODE	TYPE_DESC	WAREHOUSE CODE
O	Credit memo	Credit Memo	Credit Memo	Credit Memo	Credit Memo
4	Credit memo list	Credit Memo	On-Account Credit	On-Account Credit	Credit Memo
S	Credit memo cancellation	Credit Memo Cancellation	Debit Memo	Debit Memo	Debit Memo
P	Debit memo	Debit Memo	Debit note	Debit note	Debit Memo
6	Intercompany credit memo	Intercompany Credit Memo	Invoice	Invoice	Standard Invoice
5	Intercompany invoice	Intercompany Invoice	Contra	Contra	Standard Invoice
N	Invoice cancellation	Invoice Cancellation			
U	Pro forma invoice	Pro forma Invoice			
3	Invoice list	Standard Invoice			
M	Invoice	Standard Invoice			

35

Business Process Conformance

Example: FLSA Status Derivation Process

- All source FLSA Status code values are stored and appended with standardized warehouse codes
- All higher layers in the architecture and metrics use same standardized warehouse codes
- Stored source FLSA Status code values enables integration back into each transactional system

PeopleSoft.			ORACLE®		
TYPE CODE	TYPE_DESC	WAREHOUSE CODE	TYPE CODE	TYPE_DESC	WAREHOUSE CODE
N	Nonexempt	Non-Exempt	NEX	Non Exempt	Non-Exempt
E	Executive	Exempt	EX	Exempt	Exempt
M	Management	Exempt			
A	Administrative	Exempt			
P	Professional	Exempt			
O	Outside Salesperson	Exempt			

36

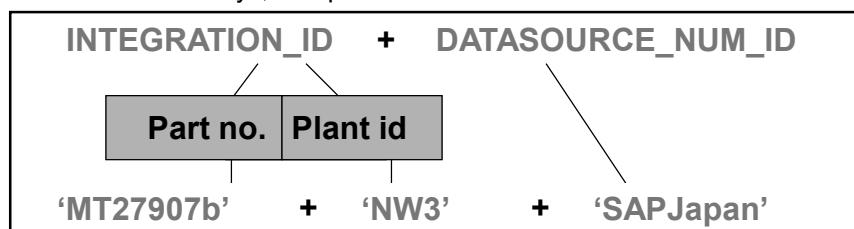
Enhanced Multi Currency Support

- **Support for multiple currencies**
 - 3 global, one local and transactional (enterprise only) exchange rates available
 - Financials local amount is stored as a field and not as conversion rate
 - Common currency conversion mechanism at ETL time

37

Data Integration – Multi Source Loads

- Segregation and Lineage captured in data model
- Source data keys, comprised of:



Example: Key_id for Products dimension

SAP	'MATNR ~ MANDT'
Oracle EBS	'item_id ~ organization_id'

38

Business Process Outsourcing Support

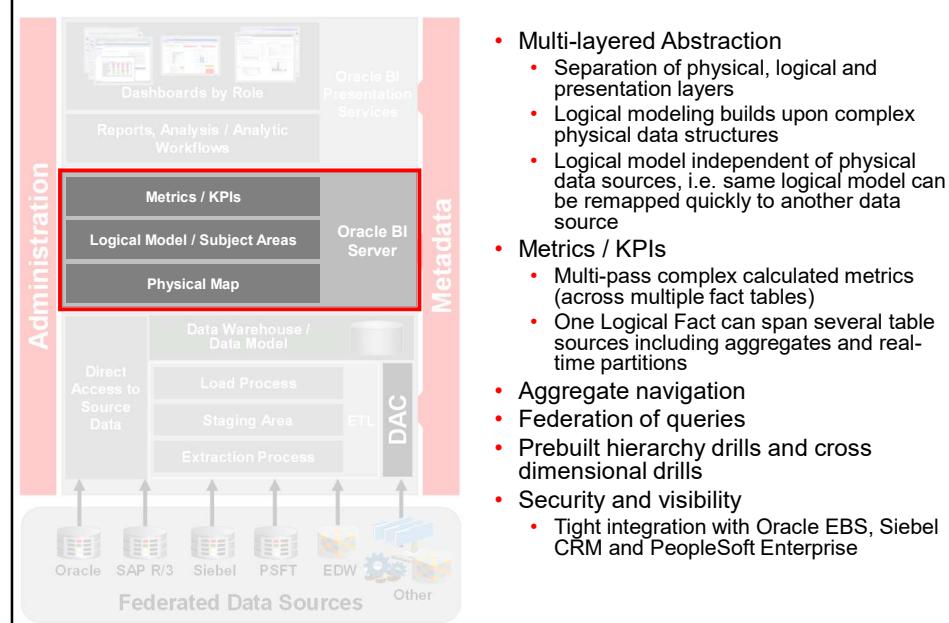
Oracle BI Apps supports tenant concept

- Unique Enterprise Multi-Source data model
 - Segregates and maintains data lineage via DATASOURCE_NUM_ID when loading data from several sources
 - Additional TENANT_ID key allows even more flexibility for data model to support multiple-tenanted source systems
- Enables a variety of deployment, data segregation / separation strategies within the same data warehouse

End Customer	Data Sources
BPO Customer 1	PSFT HR 8.8 North America instance
BPO Customer 1	PSFT HR 8.8 European instance
BPO Customer 2	Oracle EBS 11i10 HR instance

39

Server Repository Overview



40

Metrics and Calculations

- The applications provide several complex metrics defined logically with an expression builder
 - Share base (e.g. % share of one product sales over all products sales)
 - Indexes (e.g. this division's performance as a ratio of all divisions)
 - Cross subject area metrics (across Finance and HR, e.g. Revenue per employee)
 - Variances (e.g. Budget vs Actual)
- Time series metrics
 - MTD/YTD/Running balances/MAVG (e.g. Revenue Chg % YTD)
 - Period Ago Metrics (e.g. Revenue YAGO)
 - Snapshot at any point of time support (e.g. # Open Service Requests)

*All of these are done logically
without adding data model/ ETL complexity*

41

Localization / Globalization

- Dynamic Language Conversion (translation to 15 languages)
 - Chinese (Simplified), Chinese (Traditional), Czech, Danish, Dutch, Finnish, French, German, Italian, Japanese, Korean, Portuguese (European), Portuguese (Brazilian), Spanish, Swedish
- Codepage / Unicode support
- Dynamic Time Zone translations
 - All timestamps are stored in warehouse stored as UTC
- Custom labeling and naming support / Flex Field Naming
 - Column Names can be dynamically named

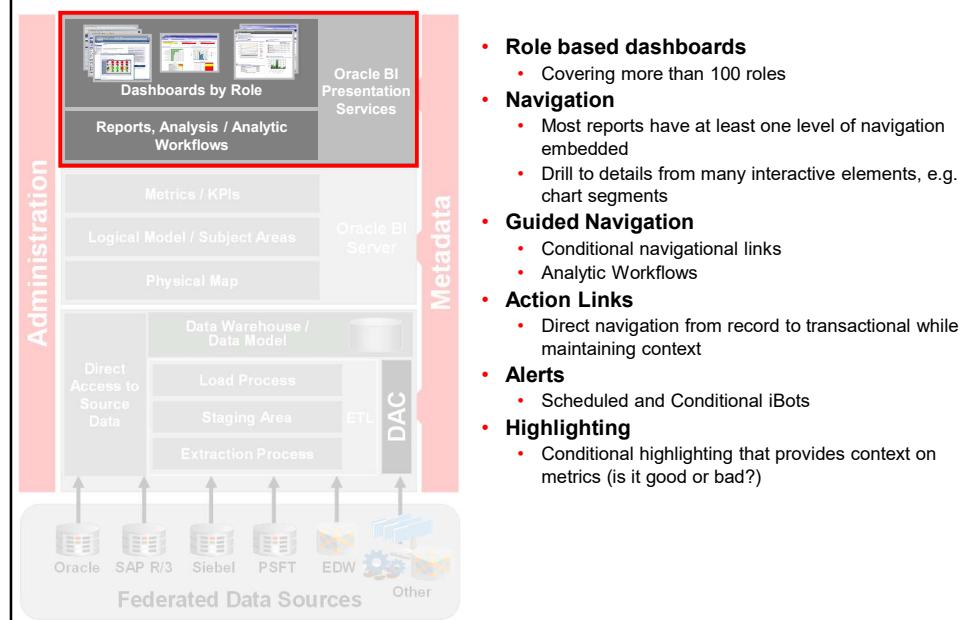
42

Multiple Calendar Support

- Supports Gregorian and Fiscal hierarchies out of the box
- Configuration to support multiple fiscal hierarchies depending on user profile
 - Requires Initialization block to read user profile
 - Dynamically use the appropriate calendar table
- CRM OnDemand implementation supports twelve fiscal calendars

43

Web Catalog Overview



44

Analytic Workflows

Directed analysis helps inexpert users

Guided Navigation

- Enables users to quickly navigate a standard path of analytical discovery specific to their function and role
- Enhances usability and lowers learning curve for new users

In addition to looking at the Inventory Snapshot by Plant that details information on a Quantity basis, it is very important to also understand the dollar value of these quantities. In order to obtain this information please click on the link below.

[Top 10 Inventory Valuation Report By Plant or Product Type](#)

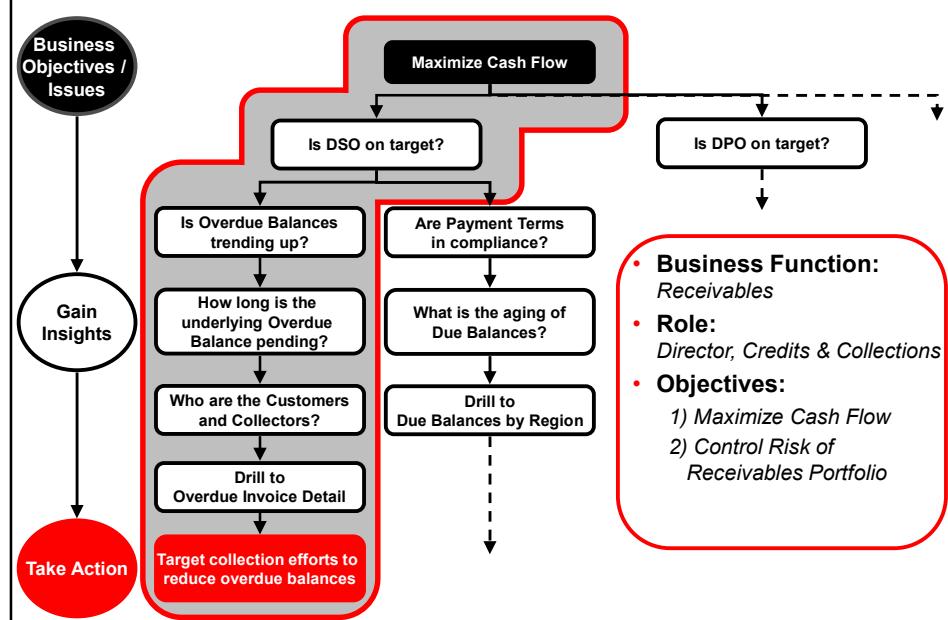
Conditional Navigation

- Appears only when conditions are met and alerts users to potential out of ordinary conditions that require attention
- Guides users to next logical step of analytical discovery

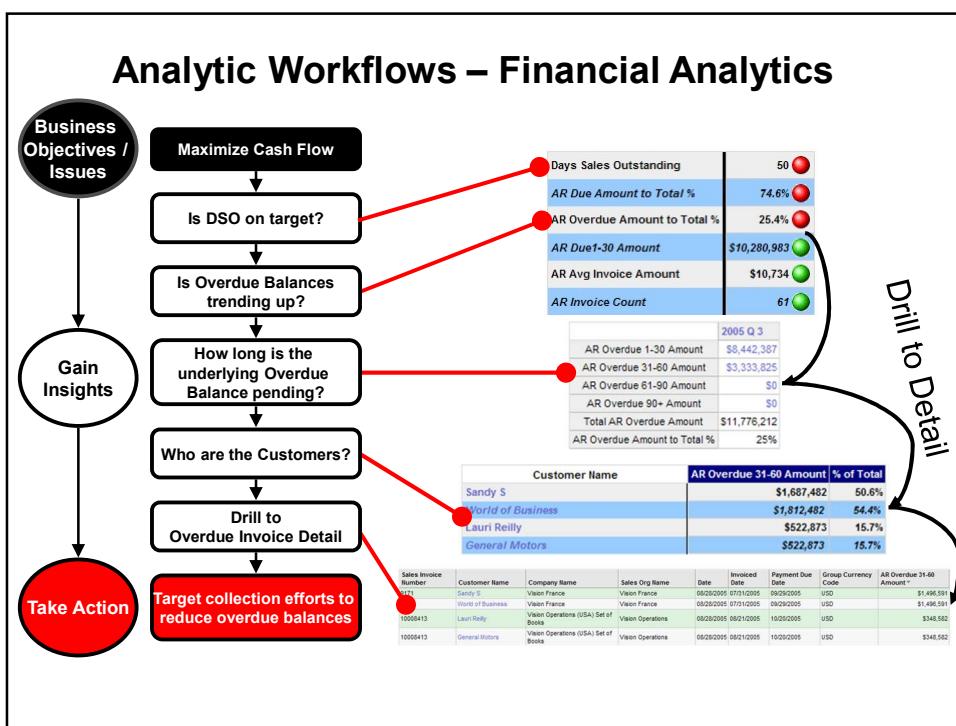
 Recognized Revenue is trailing Order Revenue by a significant amount. Check your revenue page to investigate this issue.
[Revenue](#)

45

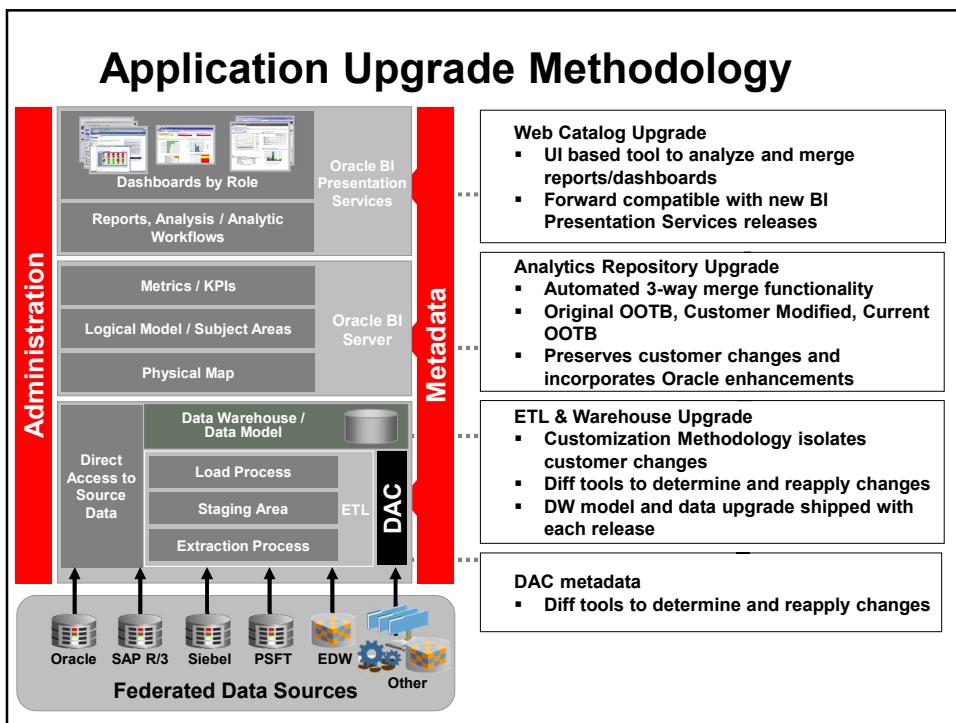
Analytic Workflows – Financial Analytics



46

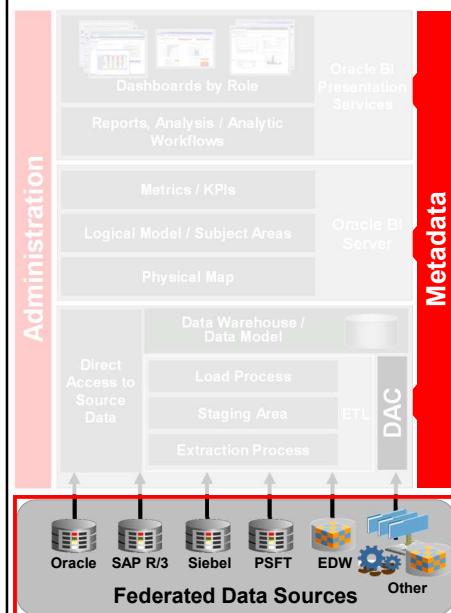


47



48

General Packaging & Integration Points



- Analytic applications support multiple source systems and data types
 - Oracle
 - PeopleSoft
 - Siebel
 - SAP
- Out of the box Business Adapters that support for Oracle, PeopleSoft, Siebel, and SAP applications
- Universal Adapters to support other source systems
 - JD Edwards
 - Legacy
 - IVR, CTI, ACD

49

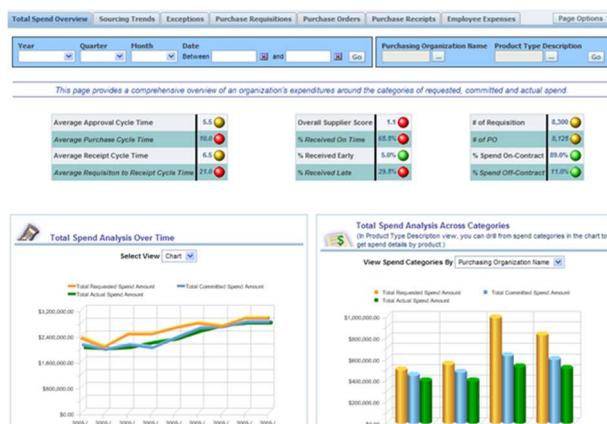
Integration Points

- Deployment Options
- Action Links
- EBS Flexfields
- Security Integration

50

Deployment Options

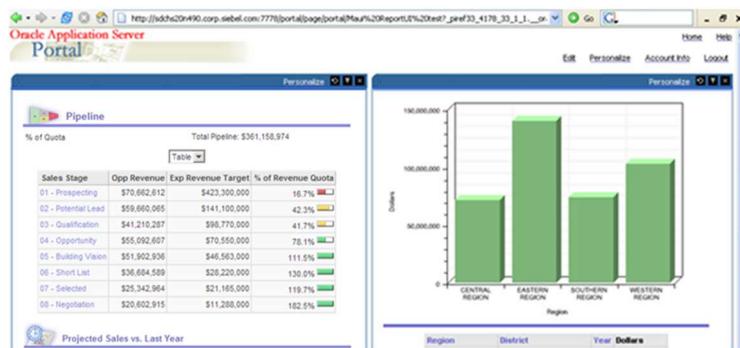
Standalone Dashboards



51

Deployment Options

Portal integration via JSR-168/WSRP



52

Deployment Options

Embedded Directly in Siebel Applications

- Within a dashboard view



53

Deployment Options

Embedded Directly in Siebel Applications

- Contextually within a transactional view



- Also available with PeopleSoft, via creation of context sensitive portlet in a PIA page

54

Deployment Options

Embedded Directly in Siebel Applications

- Analytics results within a transactional applet

James Manning

Job Title: Manager, Information S # of Calls Last Year: 20 Balance: \$9,145.83

Account: Marriott International % Calls Self Served Last Year: 85% Available Credit: \$15,854.17

Mr/Ms: Mr. AHT per Agent Call: 581 Credit Limit: \$25,000.00

State: MD Profitability: \$5555 Target AHT: 600 Easy Pay: ✓

Profitability is calculated from Total Revenue and Costs (from Financial system)
Cost To Serve is calculated from costs gathered from CTI systems, Service Systems, etc.

55

Deployment Options

Embedded Directly in PeopleSoft Portal

Operating Cycle & Cash Cycle

	2005 Q 1	2005 Q 2	2005 Q 3	2005 Q 4
Days Sales Outstanding	37.7	22.4	58.0	36.1
Avg Inventory Days	0.0	0.0	0.0	0.0
Days Payables Outstanding	4.8	4.7	26.5	39.591
Cash Cycle	32.9	27.6	14.4	89.997

Top 10 Cost Centers by Expenses

Cost Center Name	Expense Amount	% To Cost
Maintenance	\$2,017,546	72.9%
Phase 1 Core	\$230,032	7.9%
Machine Resources	\$221,756	7.7%
CEO, Kurt Ehrhart	\$22,068	4.1%
Int'l. Seattle Manufacturing Plant 2	\$10,000	1.0%
Sales East	\$62,939	1.8%
Distribution Organization 1	\$51,951	1.2%
Computer Resources	\$46,868	1.1%
Int'l. Seattle Manufacturing Plant	\$39,300	1.1%
Int'l. Seattle Manufacturing Plant	\$36,762	0.8%
Grand Total:	\$4,172,326	100.0%

56

Deployment Options

Link from Oracle EBS

ORACLE® E-Business Suite

Navigator

Budget User - CEO_Vision Operations
Daily Business Intelligence Administrator
Daily Commodity Intelligence
Daily Interaction Center Intelligence
Daily Payables Intelligence
Daily Procurement Intelligence
Daily Product Intelligence
Daily Project Intelligence
Daily Quoting Intelligence
Daily Sales Intelligence
Daily Service Contracts Intelligence
DBI Incremental Request Sets
Employee Self-Service
HR Line Manager
iExpenses
iRecruitment Employee Candidate
iRecruitment Manager - VC
Manager Self-Service
Manufacturing and Distribution Manager
Marketing Manager
Oracle Marketing Administrator
Oracle Marketing Super User
Preferences_SSWA
Procurement Manager
Print Center Manager
Sales Manager
Self Service Time and Expenses

Intelligence Overviews
Profit and Loss by Line of Business
Profit and Loss by Manager
HR Management
Revenue Reports
Revenue Summary
Revenue Trend
Revenue by Product
Revenue by Sales Channel
Expense Reports
Cost of Goods Sold Summary
Cost of Goods Sold Trend
Expense Summary
Expense Trend
Expenses per Head by Manager
OBI EE Dashboards
OBI EE Dashboard

57

Tight Integration with Oracle Applications

Action Links navigate from analytical to operational

- Action Links

- Seamless navigation from analytical information to transactional detail while maintaining context
- Works with Oracle EBS, Siebel CRM, PeopleSoft Enterprise



Top 10 Orders

Sales Order Number	EBS Action Link	Customer Name	Source Order Status Description	Total Ordered Amount
100173		Computer Service and Rentals	Closed	\$739,418
100174		Business World	Closed	\$738,893
120043		Imaging Innovations, Inc.	Closed	\$74,063
200133		Imaging Innovations, Inc.	Closed	\$59,548
120018		Hilman and Associates	Closed	\$54,149
100037		Imaging Innovations, Inc.	Closed	\$54,100
120040		Imaging Innovations, Inc.	Closed	\$50,578

ORACLE®

Sales Order 100173

General		Shipp	
Customer Name	Computer Service and Rentals	Shipment	Shipped
Customer PO	Customer Service and Rentals	Delivery	Deliver
Order Date	18-Dec-2001 04:25:06	Shipped	Shipped
Need By Date	18-Jan-2002 04:25:21	Delivery	Delivery
Booked Date	18-Jan-2002 04:27:35	Shipped	Shipped
Status	Closed	Delivery	Delivery
Quality Plan	View Quality Plan	Invoice Information	View Invoice Information
Invoice Information	View Invoice Information		

Lines

Line Num	Item	Item Description	Ordered Quantity	UOM	Fulfilled Quantity	Planned Shipment
1.1	62000 Consulting/Training	420	Ea	420	1.1	

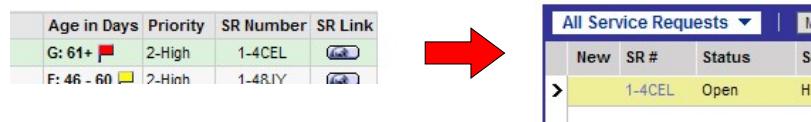


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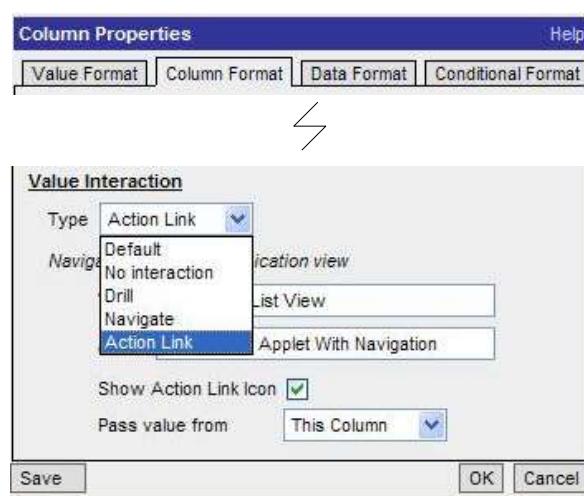
Action links between Analytics reports and Siebel CRM

- Direct navigation from record to transactional while maintaining context
- Java script in Siebel Analytics issues SWE command to navigate to **given** view and query for ROW_ID of record in **given** applet



59

Action Links Configuration for Siebel CRM



60

Action Link configuration for Oracle EBS

- Identify the Oracle E-Business Suite Application page/function that you want to link to. Obtain the function_id of that page and identify the query string parameters required by that page. This will have to be done by going through Oracle E-Business Suite documentation
- Identify the Oracle E-Business Suite table that will support the parameters needed for the Oracle E-Business Suite function (page) that you want to build an Action link to and create this physical table in the Oracle E-Business Suite OLTP schema as an opaque view
- Action Link is dynamically generated by calling the FND_RUN_FUNCTION.GET_RUN_FUNCTION_URL() function in the Oracle E-Business Suite Database Schema

61

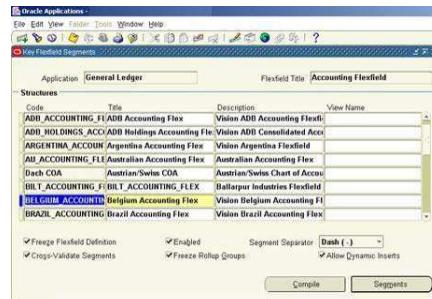
Action Link configuration for PeopleSoft Enterprise

- Create a URL Id for the path to the PIA component in the PSURLDEFN table in EPM. Add a forward slash to the beginning of the string. Make sure that all the search key fields are on the string and their parameter values are denoted as :1, :2 etc depending on the number of keys of that component
- In the OBIEE Administration tool, create an Initialization Block and a Session Variable that we will use to create the URL for the source system. We need to create an Init Block. for each drill-down PIA page
- Create a new logical column and use as action link

62

Flexfield and Value Set Integration

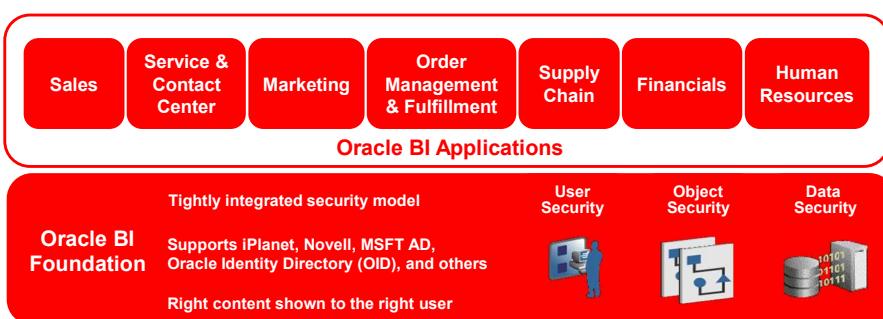
- Key Flexfields
 - Accounting Flexfield (GL#)
 - Territory Flexfield (CT#)
 - Item Categories (MCAT)
- Descriptive Flexfields
 - Stored in data warehouse extension columns
- Value Set Hierarchy
 - Extract hierarchical relationships of Value Sets



63

Oracle BI Apps Security Integration

Tight security integration with Oracle Applications



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ORACLE®
SIEBEL
CUSTOMER RELATIONSHIP
MANAGEMENT

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E-BUSINESS SUITE

64

User Security

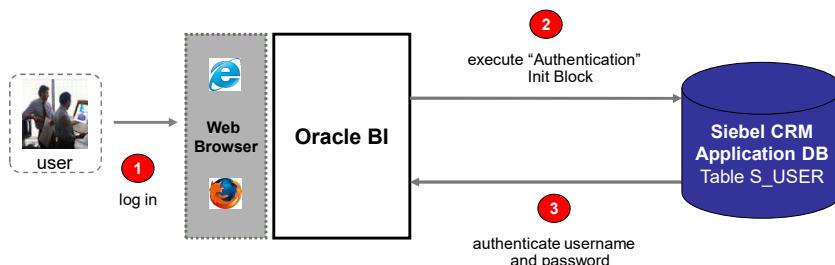
How do I get in?



- **Oracle BI EE Security Based Authentication**
 - Defines and stores user information in the RPD
- **LDAP Authentication**
 - Stores information from the LDAP server in session variables
- **External Table Authentication**
 - Maintains list of users in an external database
- **Database Authentication**
 - Authenticates users through database logins
- **Single Sign-On (SSO)**
 - Provides an open interface to enable web integration with SSO products

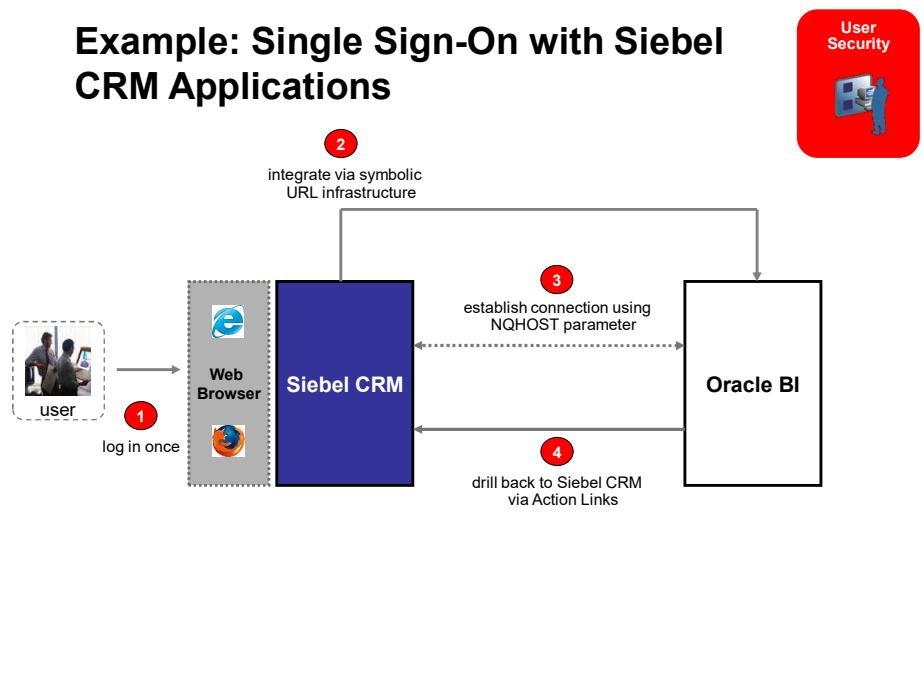
65

Example: External Table Authentication with Siebel CRM Applications



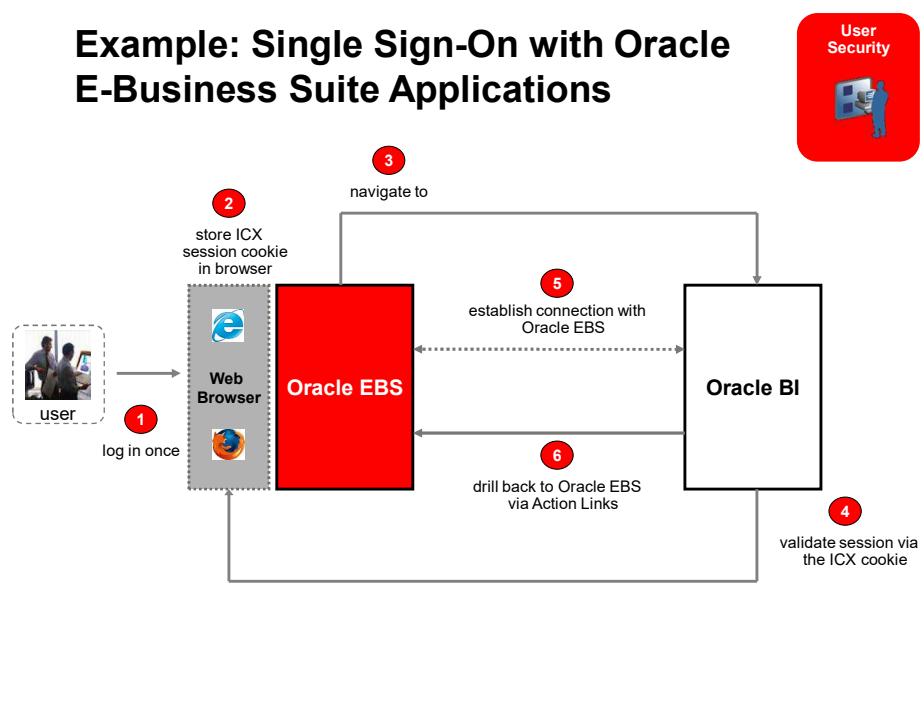
66

Example: Single Sign-On with Siebel CRM Applications



67

Example: Single Sign-On with Oracle E-Business Suite Applications



68

Object Security

What parts of the application can you see?

Object
Security

- **Business Logic Object Security**

Presentation Layer

Semantic Object Layer

Physical Layer

Controls access to Subject Areas, Tables and Columns

- **Web Object Security**

Limits access to Dashboards, Reports and Web Folders



- **Query Blocking**

- Specified combinations of columns in queries can be blocked from running and the user is notified of the illegal query

69

Object Security for Siebel, EBS and PeopleSoft

Object
Security

Associated with Web Catalog Group: Order Management Manager



is assigned

Responsibility/Role
: Order Management Manager

Dashboards:
Order Management
Order Fulfillment

Associated with Security Group:
Order Management Manager

Subject Areas:
Sales - Order Lines
Sales - Orders, Backlog and Invoices

70

35

Data Security for EBS

What data can you see?

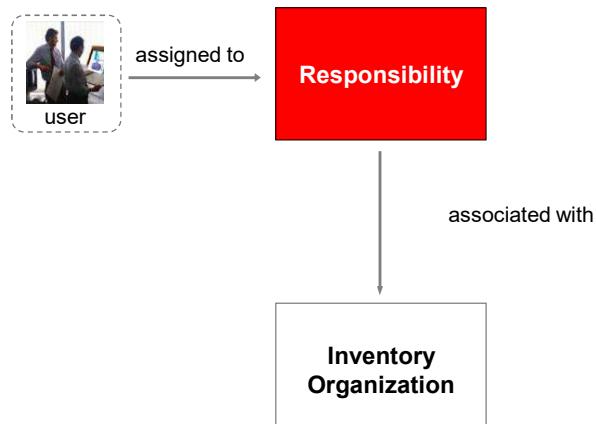


- Multi-Org data access support with Oracle E-Business Suite applications:
 - Operating Unit
 - Inventory Organization
 - Business Group
 - Set of Books

71

Data Security for EBS

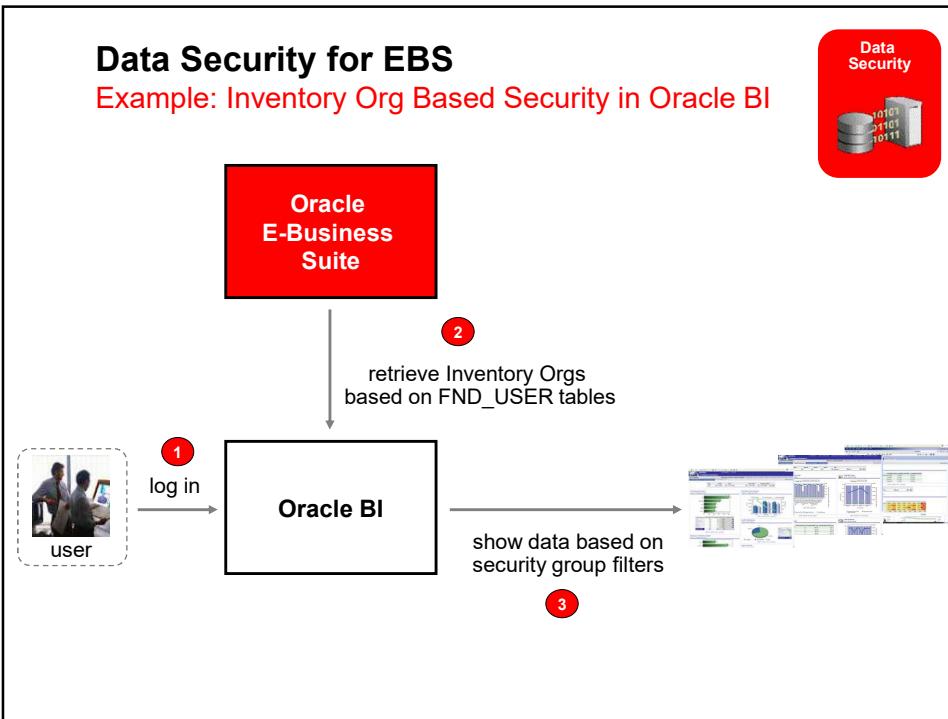
Example: Responsibility and Inventory Org relationship in Oracle E-Business Suite



72

Data Security for EBS

Example: Inventory Org Based Security in Oracle BI



73

Data Security for Siebel

What data can you see?

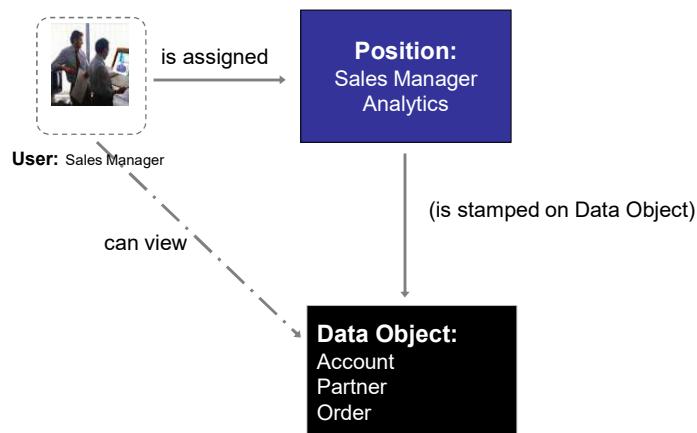
- Data Security support with Siebel CRM Applications:
 - Position
 - Owner
 - Organization



74

Data Security for Siebel

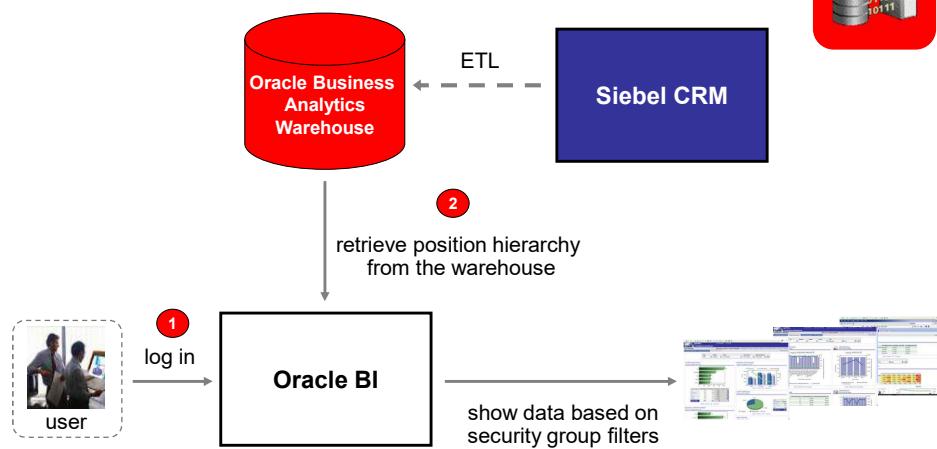
Example: Position Based Security



75

Data Security for Siebel

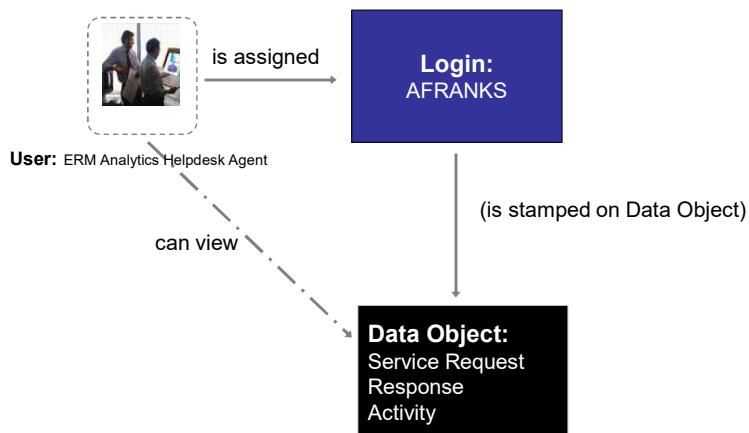
Example: Position Based Security



76

Data Security for Siebel

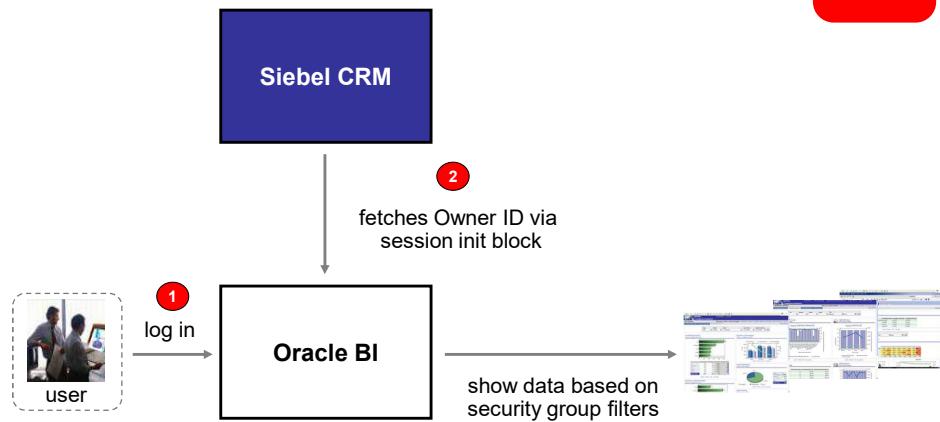
Example: Owner Based Security



77

Data Security for Siebel

Example: Owner Based Security

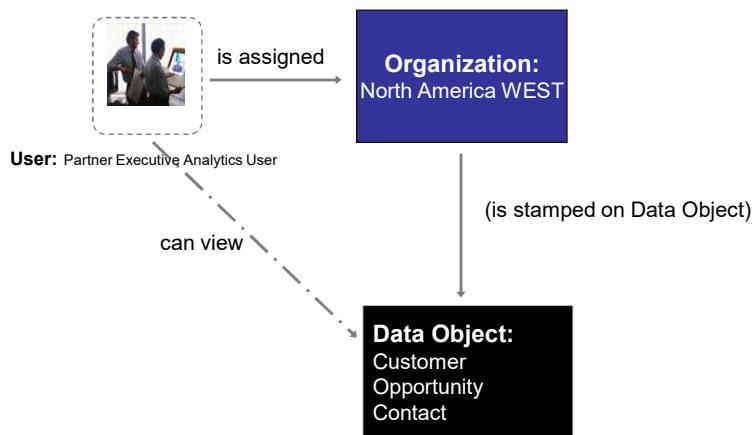


78

39

Data Security for Siebel

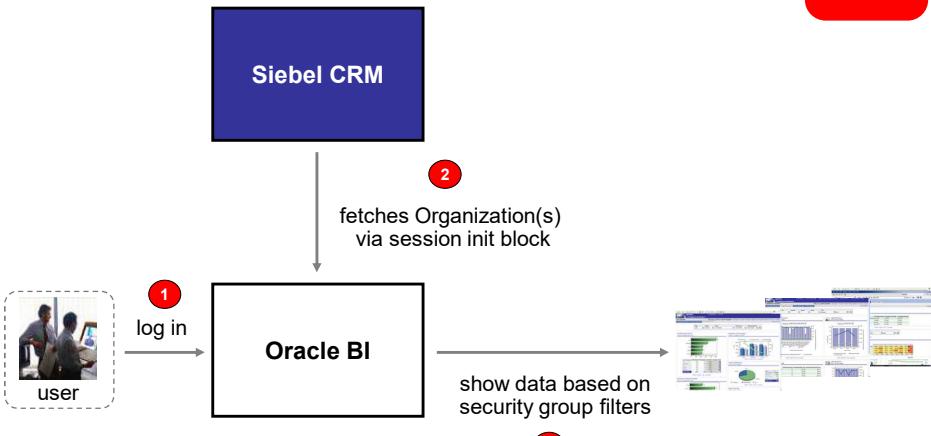
Example: Organization Based Security



79

Data Security for Siebel

Example: Organization Based Security



80

Data Security for PeopleSoft

What data can you see?

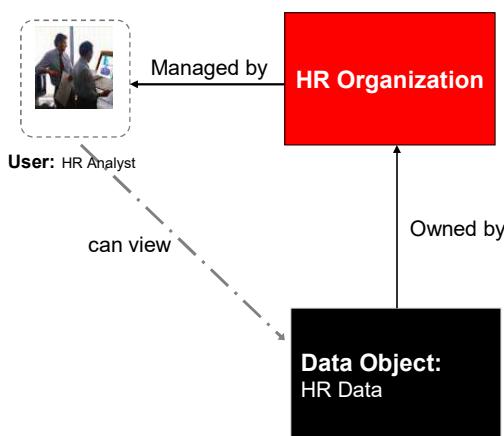


- Data Security support with PeopleSoft Applications:
 - HR Business Unit
 - Payables Business Unit
 - Receivables Business Unit
 - Set Id

81

Data Security for PeopleSoft

Example: HR Business Unit Based Security



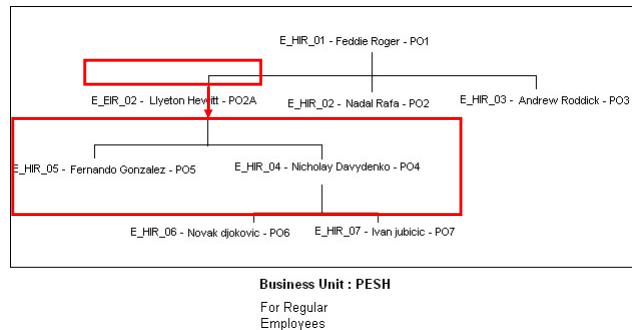
82

Organization Based Data Security

Regular Employee Data Visibility



- We extract employee-manager relationships from PS_JOB
- A regular employee can only see his data and his subordinates' data



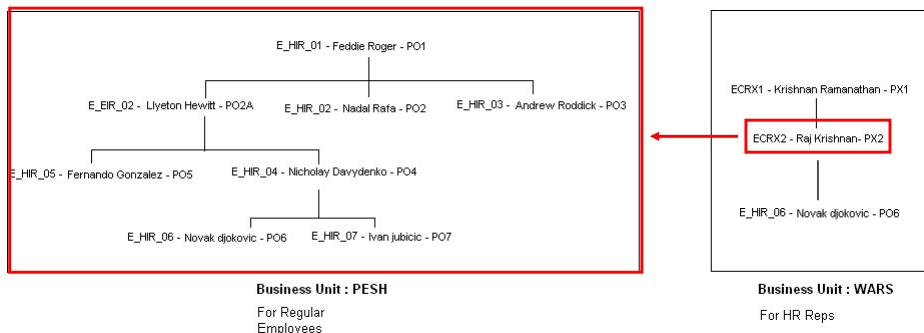
83

Organization Based Data Security

HR Analyst Data Visibility



- An HR analyst can see all HR data for an Organization he or she is managing



84

Organization Based Data Security

HR Analyst Data Visibility



- Within his own Organization, an HR analyst can only see his subordinates' HR data

