**Project Title: "Employee Compensation Analysis and Reporting in Oracle HCM SaaS"**

**Project Overview:**

Students will create a comprehensive reporting and analytics solution for employee compensation using Oracle HCM. The project will involve extracting data, applying Fast Formulas, and creating detailed reports using Business Intelligence Publisher (BIP).

**Part 1: Data Extract and Fast Formula**

* **Objective**: Extract and manipulate employee compensation data using Fast Formulas.
* **Tasks**:
  1. **Data Extract Setup**: Configure HCM Extracts to pull relevant employee compensation data.
  2. **Create Fast Formulas**: Develop Fast Formulas to calculate for data extract filters
  3. **Generate Extracts**: Execute the extracts and apply Fast Formulas to derive the necessary output

**Part 2: Report & Analytics / BIP and OTBI**

* **Objective**: Design and generate detailed compensation reports and dashboards using BI Publisher and OTBI.
* **Tasks**:
  1. **Create Data Models**: Define data models in BIP based on the extracted data.
  2. **Design Reports**: Develop BIP reports to display compensation analysis, including tables, charts, and summaries.
  3. **Configure Analytics**: Set up dashboards and analytics views to provide insights into compensation trends and anomalies.
  4. **Schedule Reports**: Automate the generation and distribution of reports at specified intervals.

**Deliverables:**

1. **Documentation**: A comprehensive report detailing the steps taken in each part of the project, including screenshots and explanations.
2. **Data Extract Configuration**: The configuration details of the HCM Extracts and the Fast Formulas used.
3. **Reports and Analytics**: The BIP reports and analytics dashboards created, along with sample outputs.
4. **Report Scheduling**: Evidence of the report scheduling setup, including schedules and distribution lists.

**Evaluation Criteria:**

* **Completeness**: All tasks in each part of the project are completed.
* **Accuracy**: The data extracts, Fast Formulas, and reports are accurate and reflect the requirements.
* **Documentation**: The report is comprehensive, well-organized, and clearly explains each step.
* **Quality of Reports**: The reports and analytics are well-designed, insightful, and meet the specified requirements.
* **Team Collaboration**: The team worked together effectively, and each member contributed.

Present report with slideshow in 5 minute presentation on Mon. July 22, 2024