LEVERAGING DATA

ONE PROFILE

- List of ONE PROFILE reports -

This list was up to date at the time of publication (March 2023)

Reports Name	Report category	Report objective
Personal information	Employee information at date	Provide list of employees with all personal info (adresses, email, ID…) at a date
Personal information Country specific fields	Employee information at date	Provide list of employees with all personal info (adresses, email, ID…) at a date with some countries specific colums
Employment information	Employee information at date	Provide list of employees with all job information (organizational, job…) at a date
Employment information - Country specific fields	Employee information at date	Provide list of employees with all job information (organizational, job…) at a date with some countries specific columns
Time profile	Employee information at date	Provide list of employes with some info regarding the time management settings (holiday calendar, work schedule…)
Absence counter Snapshot	Employee information at date	Provide list of employees with a picture of the absences balance at a date
Languages	Employee information at date	Provide list of employees with all the languages info they completed
Education & Qualification	Employee information at date	Provide list of employees with all the education and qualification info they completed
Other Experiences	Employee information at date	Provide list of employees with all the experiences outside l'Oreal they completed
Supplemental Data HR_Additional Employee Tools	Employee information at date	
Supplemental Data HR_Disciplinary	Employee information at date	
Supplemental Data_Secondary Location	Employee information at date	
Supplemental Data_Additional Elements	Employee information at date	
List of onboardees	Employee information on a period	Provide list of new employees who have a onboarding process on a period
Absence on a period	Employee information on a period	Provide list of employees with all the absences they requests on a period
Boarding tasks follow up	Employee information on a period	Provide list of onboarding tasks on a period
Hires	Data change & period reports	Provide list of new hires on a period
Payment info change	Data change & period reports	Provide list of employees with a change of payment information
Manager changes	Data change & period reports	Provide list of employees with a change of manager
Organizational changes	Data change & period reports	Provide list of employees with a change of organization (BU, Division…)
Professional changes	Data change & period reports	Provide list of employees with a change of organization (Professional field, Specialization…)
Promotion (change of job grade)	Data change & period reports	
One time payment	Data change & period reports	Provide list of employees who have a one time payment during a period
Employee movements	Data change & period reports	Provide list of employees who change of entity during a period
Termination employees	Data change & period reports	Provide list of employees who quit l'Oreal
Recurring pay component changes	Data change & period reports	Provide list of employees who change their recurring pay component during a period
Workflow changes activity log	Data change & period reports	Provide list of changes in a workflow on a period (can have several lines per workflows id)
Pay component compensation	Compensation at date reports	Provide list of employees with their pay component (if several pay component you will have several lines per employee)
Payment information	Compensation at date reports	Provide list of employees with their payment information (Iban…)
Total Compensation report	Compensation at date reports	Provide list of employees with the calculated fields displayed on Compensation information portlet (anuallized salary, penetration in range…)
Position details audit	Audit reports	Provide list of positions at a date
HR Division	Audit reports	Provide list of HR division at a date
Cost Center	Audit reports	Provide list of Cost center at a date
Area	Audit reports	Provide list of areas at a date
Business Unit	Audit reports	Provide list of Business unit at a date
OA Pass Control Report	Audit reports	
Login details report	Audit reports	Have the list of all the logins on a period
Users RBPs	Audit reports	Provide list of users with their role in the system
YER Ratings	Connect reports	Provide list of employees with their ratings for the current YER campaign
Connect conversation report	Connect reports	Provide list of employees with informations about when they have a connect conversations
Career aspirations and Career recommendations	Connect reports	Provide list of employees with their career aspirations and recommandations
Goals per Category	Connect reports	Provide list of goals per category
YER step	Connect reports	