

**Oracle® Workforce Administration Integration
Pack for PeopleSoft Human Resources 3.1 -
Implementation Guide**

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Oracle Workforce Administration Integration Pack for PeopleSoft Human Resources 3.1 - Implementation Guide

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Preface

Welcome to the Oracle Workforce Administration Integration Pack for PeopleSoft Human Resources 3.1 – Implementation Guide.

Oracle Application Integration Architecture (AIA) provides the following guides and resources for this release:

Oracle AIA Guides

- Oracle Fusion Middleware Infrastructure Components and Utilities User's Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1 (11.1.1.4.0)
- Oracle Fusion Middleware Installation and Upgrade Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1 (11.1.1.4.0)
- Oracle Fusion Middleware Concepts and Technologies Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1 (11.1.1.4.0)
- Oracle Fusion Middleware Reference Process Models User's Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1 (11.1.1.4.0)
- Oracle Fusion Middleware Migration Guide for Oracle Application Integration Architecture 11g Release 1 (11.1.1.4.0)
- Oracle Fusion Middleware Developer's Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1 (11.1.1.4.0)

Additional Resources

The following resources are also available:

Resource	Location
Oracle Application Integration Architecture: Product-to-Guide Index	Oracle Technology Network: http://www.oracle.com/technetwork/index.html
Known Issues and Workarounds	My Oracle Support: https://support.oracle.com/
Release Notes	Oracle Technology Network: http://www.oracle.com/technetwork/index.html
Documentation updates	My Oracle Support: https://support.oracle.com/

Chapter 1: Getting Started with the Oracle Workforce Administration Integration Pack for PeopleSoft Human Resources 3.1

This chapter provides an overview of the Oracle Workforce Administration for PeopleSoft HR partial process integration pack (PIP), and discusses:

- The Integration Pack Business Process Flow
- Key benefits
- Prerequisites, Design Assumptions, and Constraints
- Solution assumptions and constraints

Oracle Workforce Administration Integration Pack for PeopleSoft Human Resources Overview

The Workforce Administration for HR PIP provides partial integration of core people, worker, and talent profile data from PeopleSoft HCM so that it is available for your use in integrating with a target application system of your choice.

The integration is constructed using Oracle AIA architecture and Enterprise Business Objects (EBOs). Oracle provides PeopleSoft Workforce Administration integrations up to the point of the subscription application only, at the Oracle Fusion Middleware level. Your organization must then build the interface from the Workforce Administration integration to your target subscription application to synchronize the EBO data. When integrated, you can use synchronized PeopleSoft workforce data in organizational charting, workflow, in talent, training, and competency management, and other functions in your target system.

Common Terms

This table lists common terms and their definitions used in this document.

Integration	ABC Service
ABCS	Application Business Connector Service
ABM	Application Business Message
BPEL	Business Process Execution Language
DVM	Domain Value Map
EBM	Enterprise Business Message
EBO	Enterprise Business Object

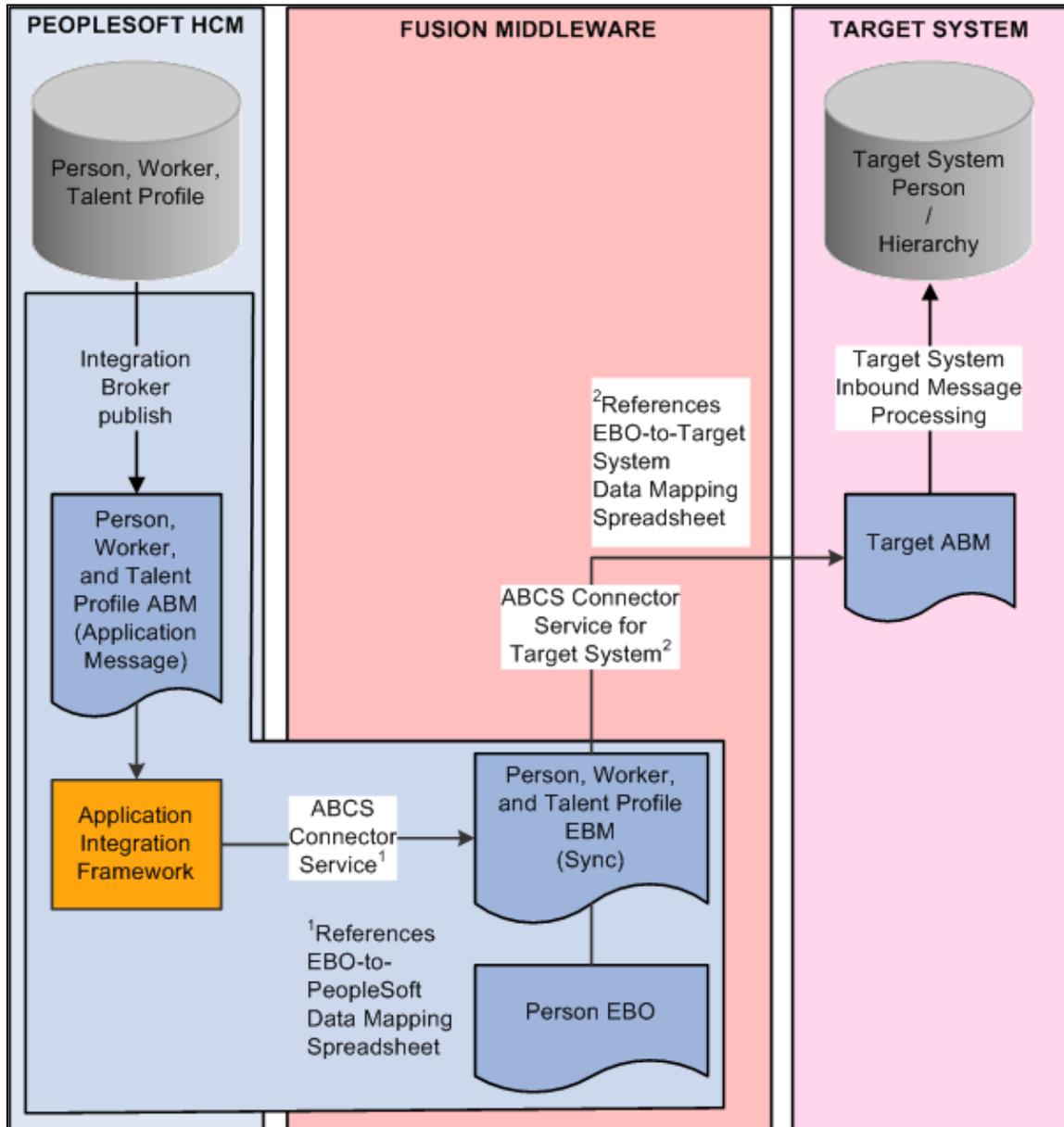
Integration	ABC Service
EBS	Enterprise Business Service
FMW	Fusion Middleware
JMS	Java Messaging Service
Xref	Cross reference

For more information about AIA terms, consult the glossary in *Oracle Application Integration Architecture Concepts and Technologies*.

The Integration Pack Business Process Flow

The Workforce Administration for HR partial PIP consists of integration flows of person, worker, and talent profile data from PeopleSoft and Oracle Fusion Middleware to the point of the application business connector service (ABCS) for a target system. The integration pack provides the EBO-to-target system data map to which the connector refers. You must build the inbound messaging to complete the flow of data to the target system of your choice.

The shaded, L-shaped box in this diagram illustrates the Oracle Workforce Administration for HR partial PIP process flow:



Workforce Administration for HR Integration Pack process flow

The Workforce Administration for HR partial PIP synchronizes data that is used in PeopleSoft HCM applications throughout the life cycle of person, worker, and talent profile creation and update transactions. Specifically, the PIP provides the following synchronizations:

- Person
- Worker
- Talent Profile Instance Qualifier Set
- Talent Profile Content Type

- Talent Profile Content Item
- Talent Profile Type
- Talent Profile

Key Benefits

The key benefits of this partial PIP are:

- A partial integration makes current pre-integrated data available so that you can leverage it and extend it to the target systems for which you build your own integrations.
- An Application Integration Architecture (AIA) layer serves as an intermediate thin layer of application between PeopleSoft and your non-PeopleSoft applications. This canonical layer enables upgrades and allows the integrated data to remain synchronized with new releases of the PeopleSoft HCM.
- Because message transformation occurs on the PeopleSoft side, the PeopleSoft application is able to publish the data on the canonical format directly into the AIA layer.

Participating Applications

This section provides an overview of the applications participating in the process integration.

Because the Workforce Administration for HR PIP is a partial integration, with flexibility for you to identify and build out to the target systems of your choice, the only known participating application is PeopleSoft Enterprise Human Resources.

For more information, refer to the *PeopleSoft Enterprise Human Resources* PeopleBooks.

Prerequisites, Design Assumptions, and Constraints

This section describes the prerequisites, design assumptions, and constraints for this partial integration pack.

Prerequisites

The following conditions are prerequisites for implementing the Workforce Administration for PeopleSoft HR partial PIP. Make sure these conditions are met before proceeding with any data loads.

- For PeopleSoft Enterprise Human Resources 9.1; initial HR setup tasks must be completed, and person, job data (worker), and talent profiles must have been created. PeopleSoft Enterprise PeopleTools release 8.50 or higher must be installed.

- For PeopleSoft Enterprise Human Resources 9.0; initial HR setup tasks must be completed, and person, job data (worker), and talent profiles must have been created. PeopleSoft Enterprise PeopleTools release 8.49.19 or higher must be installed.
- .

For more information on installing and setting up PeopleSoft HR, see *PeopleSoft Enterprise Human Resources: Administer Workforce 9.1 PeopleBook* and *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*.

Design Assumptions and Constraints

Carefully consider the following design assumptions and constraints for this integration pack:

1. PeopleSoft applications do not support modifying dates effectively by time zones.
2. As a partial PIP, the subscriber of the information is not known, therefore no information about or limitations imposed by the subscribing system are attempted or accommodated.
3. The Requestor ABCS layer includes a JMS (Java Messaging System) Queue which receives the asynchronous messages from PeopleSoft and persists in sending them to the ABCS connector.
4. The PeopleSoft JMS connector is used to publish messages directly to the corresponding JMSQueues deployed in the Oracle Weblogic Server.
5. The Workforce Administration for HR partial PIP provides an environment wherein data privacy and security can be achieved. However, it is your responsibility to structure and achieve the required privacy and security from the application business connector service (ABCS) forward to each target subscription application.
6. Schema validation should not be enabled when using the PWP solution for worker, person, and talent management.

Chapter 2: Understanding the Workforce Administration for PeopleSoft HR Integration

This chapter provides an overview of the integration flow and discusses:

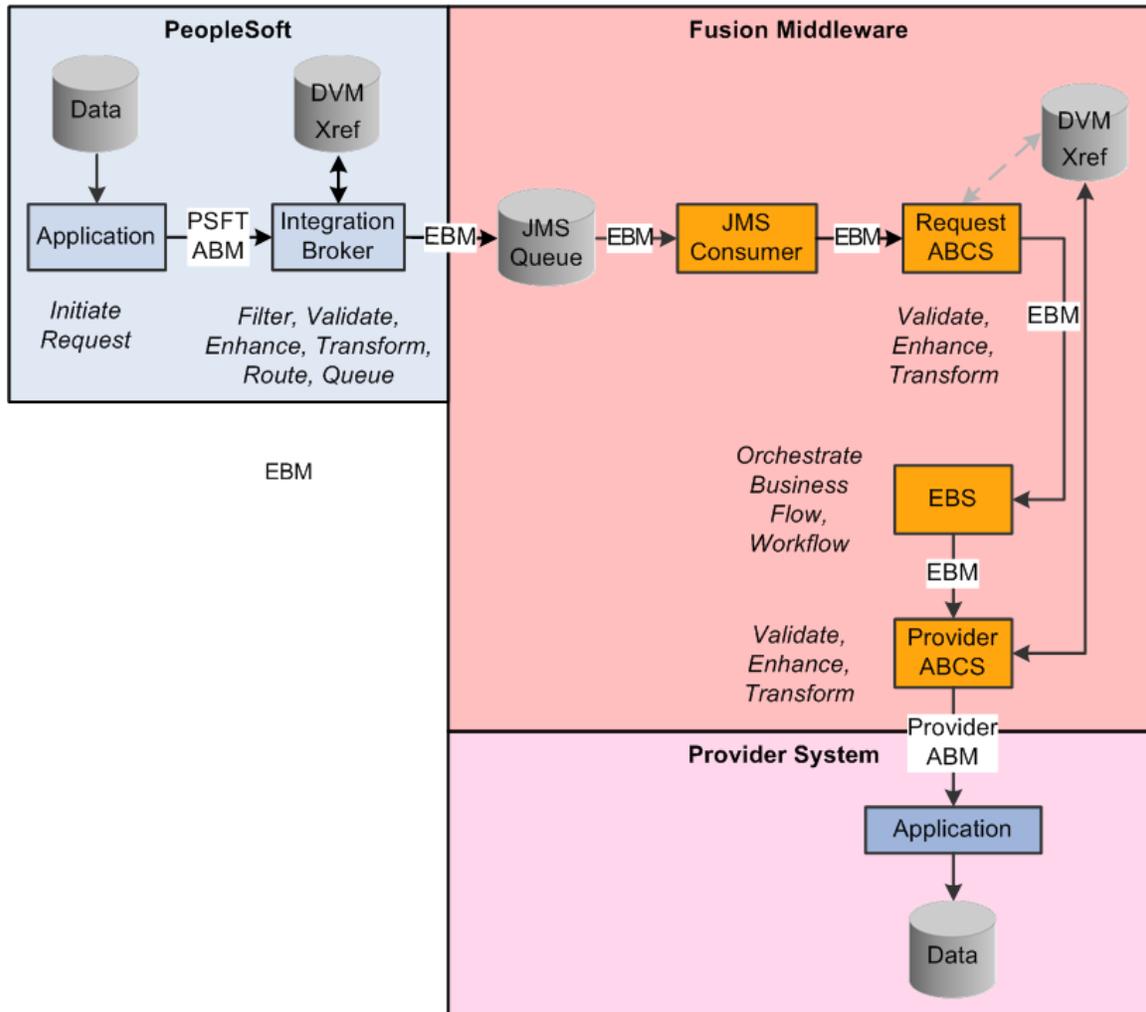
- [Integration synchronizations](#)
- [Core AIA components](#)
- [Integration scenarios](#)
- [Integration cross references \(XRefs\)](#)
- [Error handling](#)

Workforce Administration for PeopleSoft HR Integration Flow Overview

PeopleSoft publishes information to the AIA canonical layer from PeopleSoft Integration Broker to the Application Business Connector Service (ABCS) and Enterprise Business Service (EBS).

The Workforce Administration for PeopleSoft HR partial PIP integration uses PeopleSoft messaging from PeopleSoft through Oracle Fusion Middleware and up to the point of the business service. No DVM lookups are required in the Oracle Fusion Middleware layer on the PeopleSoft requester side because PeopleSoft sends all AIA common values in the Enterprise Business Message (EBM) format.

This diagram illustrates the high-level Workforce Administration for PeopleSoft HR integration flow:



Workforce Administration for PeopleSoft HR integration flow

Note: The Workforce Administration for PeopleSoft HR partial PIP provides the integration from PeopleSoft (far left in the diagram) through the Fusion Middleware (middle section of the diagram). The Provider System (bottom right of the diagram) represents your desired target application system, the integration to which is not provided by the Workforce Administration for PeopleSoft HR integration.

PeopleSoft uses the Application Integration Framework and Integration Broker to filter, validate, and transform data into the Enterprise Business Object (EBO) and create the Enterprise Business Message (EBM).

Integration Broker publishes message to JMS Queue in Oracle Weblogic Server.

JMS Consumer, an Enterprise Business Service (EBS) adapter, listens to the appropriate JMS Queue and picks up each Enterprise Business Message (EBM)..

Picking up the EBM, invokes the requesting Application Business Connector Service (ABCS). The ABCS, which is a thin service, enhances the EBM header and invokes the Enterprise Business Service (EBS) for that data type.

When the requesting ABCS invokes the EBS for that data type, the EBS invokes the provider ABCS for the target application provider of your choice. The requesting ABCS is a single operation service that has EBS as a partner service. This accepts the EBM as a request. It does not return a response. You must build the integration from the provider ABCS to the target application first.

Note: The PeopleSoft service does not populate the cross-reference (XREF) table, however you may populate it for audit purposes. No XREF or DVM lookups are required for EBMs in the PeopleSoft ABCS because PeopleSoft sends all AIA common values from Integration Broker.

If the execution fails in the AIA layer, the AIAAsyncErrorHandlerBPELProcess is invoked with an error message announcing the failure.

The procedure is the same for each synchronization, only the data names in the artifacts are different.

For example, using boldface type to emphasize the data type in the artifact names of person data flow: **Person**PeopleSoftJMSConsumer listens to AIA_PeopleSoftPersonJMSQueue and picks up Sync**Person**ListEBM which invokes the requesting service Sync**Person**ListPeopleSoftReqABCImpl. That service enhances the EBM header and invokes **Person**EBS.

For talent profile type data, the procedure and artifacts are the same, however **Person** is replaced with **TalentProfileType** in each artifact name:

TalentProfileTypePeopleSoftJMSConsumer listens to AIA_PeopleSoftTalentProfileTypeJMSQueue and picks up SyncTalentProfileTypeListEBM, and so on.

Integration Synchronizations

The goal of each integration scenario is to synchronize person, worker, and talent profile information from PeopleSoft HCM to other AIA-supportive applications for both initial data loads and incremental changes. Only the specific synchronizations discussed in this section are implemented for this release.

The PeopleSoft system acts only as the publisher of the synchronized information. The initial full synchronization (full sync) load of information published from PeopleSoft makes data ready to load into other applications at implementation time. The capture of incremental changes to information published from PeopleSoft (sync load) enables ongoing synchronization of that data with other applications.

This table lists the synchronizations available in this PIP, lists them in the sequence in which the data must be loaded and describes the data that is synchronized. Sync lists include full and incremental synchronizations.

Data Load Sequence	Synchronization	Data Description
1	SyncPersonList	Person data defines information about a person including name, biographical data, country specific data, beneficiary

Data Load Sequence	Synchronization	Data Description
		data, diversity data, visa data, and disability data.
2	SyncWorkerList	Worker data is information about an employee or contingent worker. Specifically it is data about the worker's work location, job, labor agreements, and employment data.
3	SyncTalentProfileInstanceQualifierSetList	Talent Profile Instance Qualifiers are elements of the profile type that is used to identify individual instances (rows) of a profile item.
4	SyncTalentProfileContentTypeList	Talent profile content is setup data for talent profile, enabling you to define profile information in one place and use it across multiple objects.
5	SyncTalentProfileContentItemList	Using the content catalog, define the different types of information (competency, degrees, languages, and so on) as content types, and then set up the data for each content type as content items. For example, within the content type DEG (Degrees), a Bachelor of Arts degree (BA) is a content item.
6	SyncTalentProfileTypeList	<p>Talent profile type data is setup data that provides the structure for a profile; it does not provide the actual content.</p> <p>To complete a talent profile, you add profile items, such as competencies or education information, by selecting from the content items available in the content catalog.</p>
7	SyncTalentProfileList	<p>Talent Profiles are widely used to describe the attributes of jobs or individuals. Typically, profiles summarize the competencies, qualifications, and skills of a job or a person.</p> <p>Profiles are valuable for tracking employees' skills, competencies and accomplishments, in career planning, for identifying training needs, for performance management, and in the recruitment process for identifying job requirements and suitable applicants.</p>

Design Considerations and Assumptions

The following conditions are, or must be, true for each integration synchronization:

- The appropriate ABCS (Sync<data type>ListPeopleSoftReqABCSEImpl) is triggered for initial loads and create/update of that type information.
- PeopleSoft provides no response integration.
- Transformation of functional information to the EBM is accomplished by the application class inside the routing in PeopleSoft Integration Broker and therefore is not needed or done within

the PeopleSoft ABCS layer.

- PeopleSoft sends all of the AIA common values in the requestor ABM so that no DVM lookups are needed in the PeopleSoft ABCS layer.
- Where necessary, PeopleSoft HCM does ABM to EBM conversion with necessary XREF and DVM maps applied.
- XRef values on the AIA layer are populated by the participating systems, but are not maintained by the PeopleSoft ABCS; the GUID (Global Unique Identifier) in the PeopleSoft EBM are the common GUID.
- Data must be loaded in the appropriate sequence to accommodate data dependencies. For example, reference information, such as person, must be synchronized prior to worker data.
- Any effective-dated information on the PeopleSoft system is published to the canonical layer. The ABCS layer of the receiving system must deal with any issues of data tracking inconsistencies. As an alternative, during implementation users may choose to publish only the current records from the PeopleSoft full-sync process.
- Errors within PeopleSoft Integration Broker are not notified or handled by AIA.

Core AIA Components

Core AIA components include the EBOs, EBMs, and EBSs that are used in the integration flows, and the ABCS services. In addition, DVMs and XRefs are used to map and transform the data.

Note: SyncList is the only EBS operation currently supported. Deletes are not allowed for the Workforce Administration for PeopleSoft HR partial PIP.

This section provides an overview of these components:

- [EBOs](#)
- [EBMs](#)
- [EBSs](#)
- [ABCS](#)
- [DVMs](#)
- [XRefs](#)

EBOs

For more information about using the Oracle Enterprise Repository and configuring it to provide the AIA Reference Doc link, see *Oracle Fusion Middleware Developer's Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1*, "Configuring and Using Oracle Enterprise Repository as the Oracle AIA SOA Repository."

EBOs can be extended to add new data elements. These extensions are protected and will remain intact after a patch or upgrade.

For more information, see *Oracle Fusion Middleware Concepts and Technologies Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1, "Understanding Extensibility"*.

For more information about how services are mapped, see the My Oracle Support (<http://metalink.oracle.com>) document: EBO Implementation Maps (EIMs) 881022.1.

This table lists the EBOs and therefore the integration points that are available in the Workforce Administration for PeopleSoft HR partial PIP:

EBO	Description
Person	Defines the characteristics of individuals that have a past, present, or future relationship (employee, pensioner, dependent, beneficiary, diversity, and so on; any role other than customer) with the enterprise that creates and manages person information.
Worker	Defines information about an employee or contingent worker's work location, job, labor agreements, and employment data.
TalentProfile	<p>Defines the characteristics for either a person or a non-person.</p> <p>For a person, it describes the characteristics of ultimate combination of the innate characteristics (physical, intellectual, emotional), qualifications and competencies.</p> <p>For a non-person, it describes characteristics like job code, role, and so on.</p> <p>Talent Profiles are widely used to describe the attributes of jobs or individuals. Typically, profiles summarize the competencies, qualifications, and skills of a person or job. Profiles are valuable for tracking employees' skills, competencies and accomplishments, in career planning, for identifying training needs, for performance management, and in the recruitment process for identifying job requirements and suitable applicants.</p>
TalentProfileType	Defines the content structure, security, and approvals for a talent profile.
TalentProfileContentType	Defines the attributes (competency, qualification, or skill) that can be associated with either a person or a non-person (for example, role or job code).
TalentProfileContentItem	Defines the content items for a particular content type.
TalentProfileInstanceQualifierSet	An optional element of a profile type, that is used to identify individual instances of a profile item (for example, in the annual review process, the instance of individuals rating themselves and the instance of their manager also rating them, would be different instance qualifiers).

For more information about the EBO for each Workforce Administration for PeopleSoft HR synchronization, see [Integration Scenarios](#).

EBMs

PeopleSoft HCM does ABM to EBM conversion with necessary XREF and DVM maps applied.

Note: PeopleSoft architecture supports a local transformation that allows the structure of the ABM to very nearly match what is traditionally an EBM. While the structure of the PeopleSoft ABM is similar to an EBM, it is missing a few pieces that are added in the PeopleSoft ABCS. The EBM header and the AIA namespace are not provided by PeopleSoft and are, therefore, added by the ABCS. As the ABCS is a thin ABCS and does not perform a structural transformation, the object throughout this document is termed an EBM also, despite the fact it is essentially an ABM.

For more information about the EBM for each Workforce Administration for PeopleSoft HR synchronization, see [Integration Scenarios](#).

EBSs

For more information about the EBS for each Workforce Administration for PeopleSoft HR synchronization, see [Integration Scenarios](#).

ABCS

The ABCS for PeopleSoft on Oracle Fusion Middleware, does the following:

1. Receives the message from PeopleSoft through JMS Queue and JMS Consumers.
2. Adds additional content on the EBM header.
3. Sets the directions of the routing to Production Services or to CAVS based on AIA configurations.
4. Extension enables the Service and EBMs.
5. Routes to EBSs.

For more information about ABCS for each Workforce Administration for PeopleSoft HR synchronization, see [Integration Scenarios](#).

DVMs

A domain value map (DVM) is a standard feature of the Oracle Service Oriented Architecture (SOA) suite. DVMs are XML files that contain the mapping between related information in the participating applications. The AIA DVMs are maintained in the AIA layer. PeopleSoft maintains DVMs in addition to the DVMs that are stored within AIA. The AIA DVMs and their corresponding PeopleSoft DVMs should be maintained in both systems.

The PeopleSoft ABCS does not reference the AIA domain value maps (DVMs) at runtime.

The transformation within PeopleSoft Integration Broker populates the EBM with AIA Common values using the PeopleSoft Application Integration Framework for DVMs domain value map (DVM) framework, and passes the common values in the Sync<data type>ListEBM.

PeopleSoft DVM values are provided in the AIA DVM to help the end user understand the context for populating DVM data for each participating system requiring DVM translation in their ABCS. The values in the AIA DVM for PeopleSoft are not used by the integration. The ABCS of each participating system requiring DVM translation can use the AIA DVM data to translate to values specific to that system.

The DVMs for each Workforce Administration for PeopleSoft HR synchronization are listed in each integration scenario section of this document.

For more information about the DVMs for each Workforce Administration for PeopleSoft HR synchronization, see [Integration Scenarios](#).

XRefs

Since the integration is not point-to-point between the systems, AIA maintains tables to store the mapping between the common data and entity identifications between the participating applications. AIA maintains the identification mapping information in these cross-reference (XRef) tables while passing the information from one system to another. The information from these tables is accessed during message transformation and processing of integration flows.

For more information, specifically a list of all of the XRefs for this integration, see [Integration Cross References \(XRefs\)](#).

Integration Scenarios

This section describes the EBS integration flow, common AIA components, PeopleSoft messages and supported objects, and DVMs for each of the Workforce Administration for PeopleSoft HR integration scenarios:

- [Person scenario](#)
- [Worker scenario](#)
- [Talent Profile Instance Qualifier Set scenario](#)
- [Talent Profile Content Type scenario](#)
- [Talent Profile Content Item scenario](#)
- [Talent Profile Type scenario](#)
- [Talent Profile scenario](#)

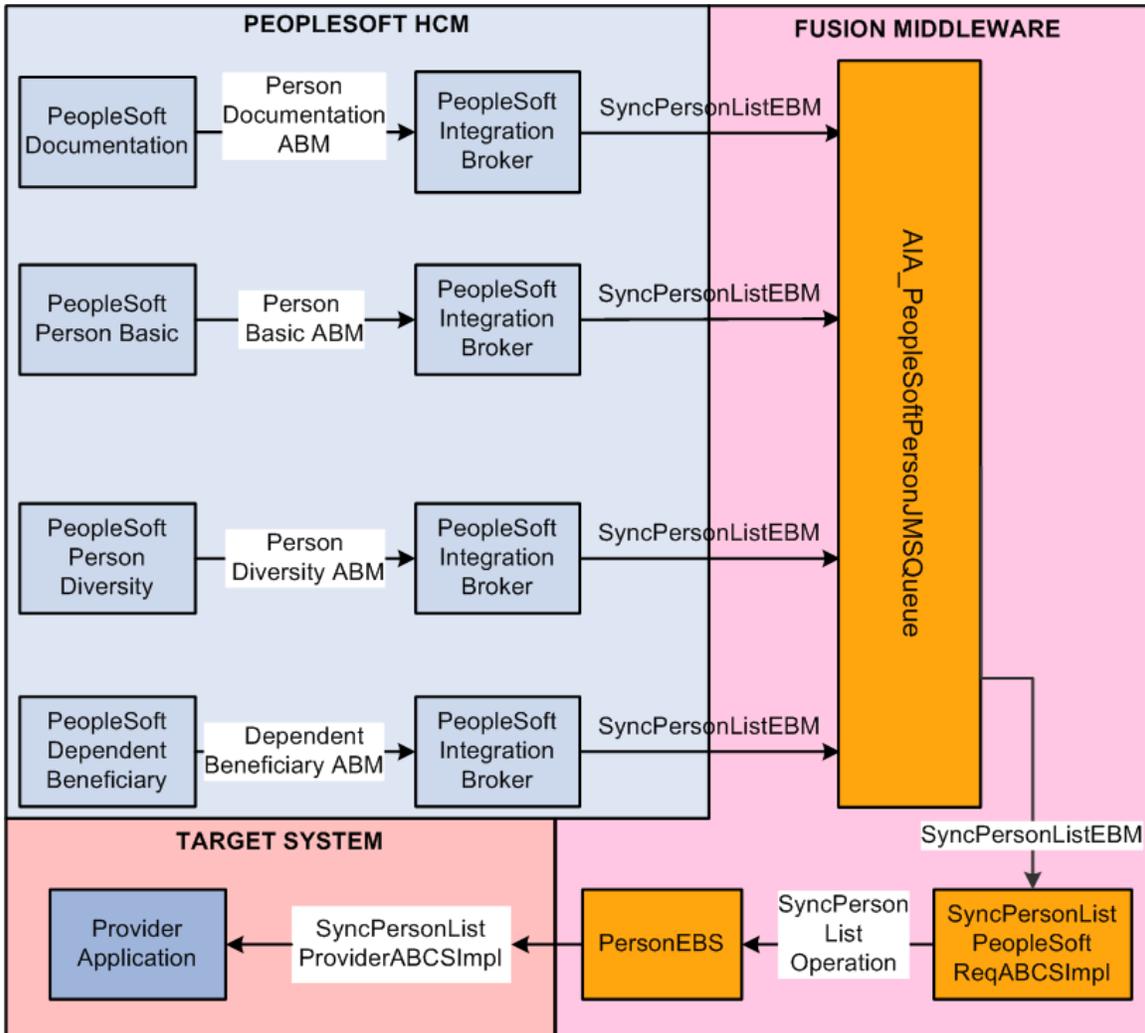
Person Scenario

This section provides a diagram of the SyncPersonList EBS integration flow and describes the SyncPersonList artifacts:

- [Common AIA Components \(EBO, EBM, EBS, ABCS\)](#)
- [PSFT Messages and Supported Objects](#)
- [DVMs](#)

EBS Flow Diagram

This diagram represents the person EBS flow for the Workforce Administration for PeopleSoft HR partial PIP:



PeopleSoft Person EBS flow

Common AIA Components (EBO, EBM, EBS, ABCS)

This table lists the EBO, EBM, EBS, and ABCS for the person integration scenario.

EBO	EBM	EBS	ABCS
Person	SyncPersonListEBM	PersonEBS	SyncPersonListPeopleSoftReqABCSImpl.

PSFT Messages and Supported Objects

This table lists the messages and supported objects for the person integration scenario.

PSFT Message	Supported PSFT Objects
PERSON_BASIC_FULLSYNC PERSON_BASIC_SYNC	PERSON NAMES PERS_DATA_EFFDT PERS_NID ADDRESSES PERSONAL_PHONE EMAIL_ADDRESSES PERS_DATA_USA
PERSON_DIVERISTY_FULLSYNC PERSON_DIVERISTY_SYNC	DIVERSITY
PERSON_VISA_CITIZEN_FULLSYNC1 PERSON_VISA_CITIZEN_SYNC PERSON_VISA_CITIZEN_FULLSYNC2	CITIZENSHIP CITIZEN_PSSPRT VISA_PMT_DATA VISA_PMT_SUPPRT
DEPBEN_SYNC DEPBEN_FULLSYNC	DEP_BEN DEP_BEN_NAME DEP_BEN_ADDR DEP_BEN_EFF DEP_BENEF_MYS DEP_BENEF_BEL DEP_BENEF_FRA DEP_BEN_EFF_BRA DEP_BENEF_BRA VACCINATION_BRA BN_DEPBEN_EFFDT DEP_BENEF_NID DEPENDENT_PHONE DEPBEN_RIDER

DVMs

This table lists the AIA DVMs, corresponding PeopleSoft DVMs, and mapping descriptions for the person integration scenario ABMs.

SyncPersonList		
AIA DVM	Mapping Description	PeopleSoft DVM
ADDRESS_COUNTRYID	Country Code	CountryCodeDVM
ADDRESS_HOUSE_TYPE_CODE	House Type	ADDRESS_HOUSE_TYPE_CODE
ADDRESS_SITE_TYPE_CODE	Address Field 1	ADDRESS_SITE_TYPE_CODE
ADDRESS_USE_CODE	Address Type	ADDRESS_USE_CODE
CITIZENSHIP_STATUS_CODE	Citizenship Status	CITIZENSHIP_STATUS_CODE
LANGUAGE_CODE	Language Code	LanguageCodeDVM
MARITAL_STATUS	Marital Status	MARITAL_STATUS
PERSON_COMMUNITY_BACKGROUND_CODE_NETHERLAND	Community Background (NI)	PERSON_NI_COMMUNITY_BG_CODE
PERSON_COMMUNITY_BACKGROUND_DETERMINATION_METHOD_CODE	Determination Method	PERSON_NI_CB_DET_METHOD_CODE
PERSON_COUNTRY_NAME_FORMAT_CODE	Name Format Used	PERSON_COUNTRY_NAMEFORMAT_CODE
PERSON_DEPENDENT_BENEFICIARY_EDUCATION_LEVEL_CODE	Education Level	PERSON_DEPBEN_EDUC_LVL_CODE
PERSON_DEPENDENT_BENEFICIARY_FAMILY_ALLOWANCE_TERMINATION_CODE	Family Allowance Term. Cd.	PERSON_DEPBEN_FAM_ALL_TERM_CD
PERSON_DEPENDENT_BENEFICIARY_FISCAL_SITUATION_CODE	Spouse Fiscal Situation	PERSON_DEPBEN_FISCAL_SITUAT_CD
PERSON_DEPENDENT_BENEFICIARY_PLAN_CODE	Dependent's Fed Plan Type	PERSON_DEPBEN_PLAN_CODE
PERSON_DEPENDENT_BENEFICIARY_PLAN_TYPE_CODE	Plan Type	PERSON_DEPBEN_PLAN_TYPE_CODE
PERSON_DEPENDENT_BENEFICIARY_RELATIONSHIP_CODE	Relationship to Employee	PERSON_DEPBEN_RELAT_CODE
PERSON_DEPENDENT_BENEFICIARY_RIDER_CODE	Dependent Beneficiary Rider Type	PERSON_DEPBEN_RIDER_CODE
PERSON_DEPENDENT_BENEFICIARY_SPOUSE_PROFESSION_CODE	Profession Category Spouse	PERSON_DEPBEN_SPOUSE_CODE
PERSON_DEPENDENT_BENEFICIARY_TYPE_CODE	Dependent Beneficiary Type	PERSON_DEPBEN_TYPE_CODE
PERSON_DEPENDENT_BENEFICIARY_VACCINE_DOSE_CODE	Vaccine Dose	PERSON_DEPBEN_VACCINE_DOSE_CD

SyncPersonList		
AIA DVM	Mapping Description	PeopleSoft DVM
CCINE_DOSE_CODE		
PERSON_EMAIL_ADDRESS_TYPE_CODE	Email Type	PERSON_EMAIL_ADDRESS_TYPE_CODE
PERSON_ETHNIC_GROUP_CODE_UNITED_KINGDOM	Ethnic Group	PERSON_ETHNIC_GROUP_CODE_UK
PERSON_GENDER_CODE	Gender	PERSON_GENDER_CODE
PERSON_HIGHEST_EDUCATION_LEVEL_CODE	Highest Education Level	PERSON_HIGHEST_EDU_LEVEL_CODE
PERSON_LAST_NAME_PREFERENCE_CODE	Last Name Preference	PERSON_LAST_NAME_PREF_CODE
PERSON_NAME_FORMAT_CODE	Country Name Format Used	PERSON_NAME_FORMAT_CODE
PERSON_NAME_PREFIX_CODE	Name Prefix	PERSON_NAME_PREFIX_CODE
PERSON_NAME_ROYAL_PREFIX_CODE	Royal Name Prefix	PERSON_NAME_ROYAL_PREFIX_CODE
PERSON_NAME_ROYAL_SUFFIX_CODE	Royal Name Suffix	PERSON_NAME_ROYAL_SUFFIX_CODE
PERSON_NAME_SUFFIX_CODE	Name Suffix	PERSON_NAME_SUFFIX_CODE
PERSON_NAME_TYPE_CODE	Type of Name	PERSON_NAME_TYPE_CODE
PERSON_NATIONAL_IDENTITY_TYPE_CODE	National ID Type	PERSON_NID_TYPE_CODE
PERSON_SAMEN_CATEGORY_CODE_NETHERLAND	Birth Category	PERSON_SAMEN_CATEGORY_CODE_NLD
PERSON_TITLE_CODE	Title	PERSON_TITLE_CODE
PERSON_VISA_DURATION_TYPE_CODE	Type of Duration	PERSON_VISA_DURATION_TYPE_CODE
PERSON_VISA_PERMIT_TYPE_CODE	Visa/Permit Type	PERSON_VISA_PERMIT_TYPE_CODE
PERSON_VISA_SUPPORT_DOCUMENT_CODE	Supporting Document ID	PERSON_VISA_SUPPORT_DOC_CODE
PERSON_VISA_WORK_PERMIT_STATUS_CODE	Visa/Permit Status	PERSON_VISA_WRPMT_STATUS_CODE
PERSON_WORKER_TYPE_CODE_SINGAPORE	Worker Type	PERSON_WORKER_TYPE_CODE_SGP
PHONE_TYPE_CODE	Phone Type	PHONE_TYPE_CODE
STATE	State	StateCodeDVM

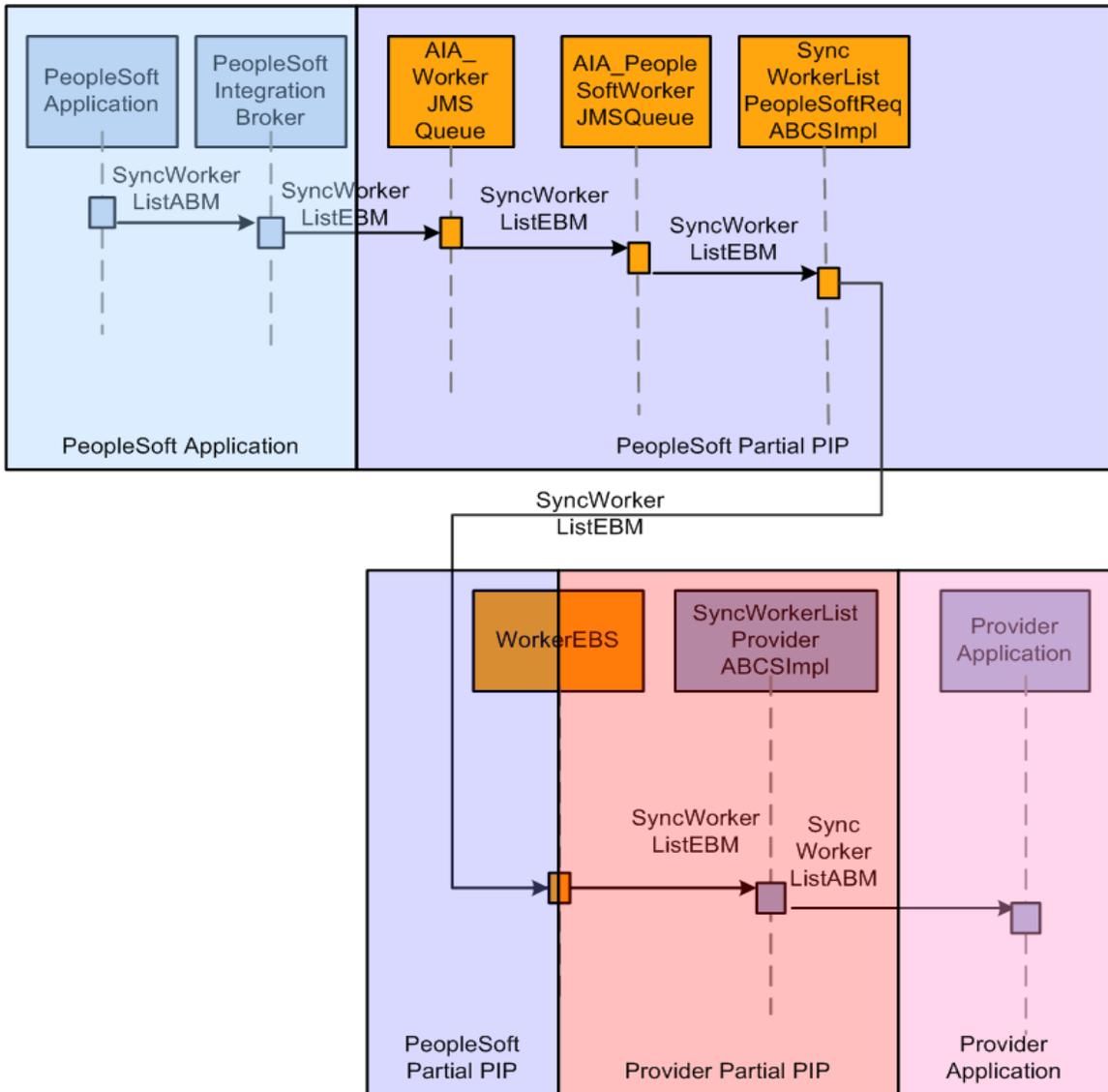
Worker Scenario

This section provides a diagram of the SyncWorkerList EBS integration flow and describes the SyncWorkerList artifacts:

- [Common AIA Components \(EBO, EBM, EBS, ABCS\)](#)
- [PSFT Messages and Supported Objects](#)
- [DVMs](#)

EBS Flow Diagram

This diagram represents the worker EBS flow for the Workforce Administration for PeopleSoft HR partial PIP:



PeopleSoft Worker EBS flow

Common AIA Components (EBO, EBM, EBS, ABCS)

This table lists the EBO, EBM, EBS, and ABCS for the worker integration scenario.

EBO	EBM	EBS	ABCS
Worker	SyncWorkerListEBM	WorkerEBS	SyncWorkerListPeopleSoftReqABC SImpl

PSFT Messages and Supported Objects

This table lists the messages and supported objects for the worker integration scenario.

PSFT Message	Supported Objects
WORKFORCE_FULLSYNC WORKFORCE_SYNC	PER_ORG_ASGN JOB JOB_JR COMPENSATION JOB_EARNS_DIST PER_ORG_INST BEN_PROG_PARTIC

DVMs

This tables list the AIA DVMs, corresponding PeopleSoft DVMs, and mapping descriptions for the worker integration scenario ABMs.

SyncWorkerList		
AIA DVM	Mapping Description	PeopleSoft DVM
ADDRESS_COUNTRYID	Country Code	CountryCodeDVM
CURRENCY_CODE	Currency Code	CURRENCY95CODE
CURRENCYEXCHANGE_CONVERSIONTYPECODE	Currency Rate Type	CONVERSIONTYPECODE
HOURS_FREQUENCY_CODE	Frequency Code	HOURS_FREQUENCY_CODE
LANGUAGE_CODE	Language Code	LanguageCodeDVM
PERSON_PERSON_OF_INTEREST_TYPE_CODE	Person of Interest Type	PERSON_POI_TYPE_CODE
WORKER_ABSENCE_SYSTEM_CODE	Absence System	WORKER_ABSENCE_SYSTEM_CODE
WORKER_ACCOUNT_CODE	Combination Code	WORKER_ACCOUNT_CODE
WORKER_ACTION_REASON_CODE	Reason Code	WORKER_ACTION_REASON_CODE
WORKER_ACTION_REFERENCE_CODE	Action	WORKER_ACTION_REFERENCE_CODE

SyncWorkerList		
AIA DVM	Mapping Description	PeopleSoft DVM
WORKER_APPOINTMENT_TYPE_CODE	Appointment Type	WORKER_APPOINTMENT_TYPE_CODE
WORKER_AS_OF_DATE_OVERRIDE_CODE	Use Rate As Of	WORKER_AS_OF_DATE_OVRD_CODE
WORKER_ASSIGNMENT_TYPE_CODE	Regular/Temporary	WORKER_ASSIGNMENT_TYPE_CODE
WORKER_BARGAINING_UNIT_CODE	Bargaining Unit	WORKER_BARG_UNIT_CODE
WORKER_BAS_GROUP_REFERENCE_CODE	BAS Group ID	WORKER_BAS_GROUP_REF_CODE
WORKER_BENEFIT_PROGRAM_CODE	Benefit Program	WORKER_BENEFIT_PROGRAM_CODE
WORKER_BENEFITS_STATUS_CODE	Benefits Employee Status	WORKER_BENEFITS_STATUS_CODE
WORKER_BENEFITS_SYSTEM_CODE	Benefits System	WORKER_BENEFITS_SYSTEM_CODE
WORKER_BUSINESS_UNIT_CODE	Business Unit	WORKER_BUSINESS_UNIT_CODE
WORKER_CIVIL_SERVICE_CATEGORY_FRENCH_PUBLIC_SECTOR_CODE	Civil Service Category	WORKER_CIVIL_SVC_CAT_FPS_CODE
WORKER_CIVIL_SERVICE_FRENCH_PUBLIC_SECTOR_CODE	Civil Service Position Code	WORKER_CIVIL_SVC_FPS_CODE
WORKER_CLASSIFICATION_CODE	Organizational Relationship	WORKER_CLASSIFICATION_CODE
WORKER_CLASSIFIED_UNCLASSIFIED_CODE	Classified/Unclassified Indc	WORKER_CLASSIFIED_UNCL_CODE
WORKER_COMPANY_CODE	Company	WORKER_COMPANY_CODE
WORKER_COMPENSATION_RATE_CODE	Comp Rate Code	WORKER_COMP_RATE_CODE
WORKER_COMPENSATION_RATE_GROUP_CODE	Rate Code Group Name	WORKER_COMP_RATE_GRP_CODE
WORKER_CONTRACT_CHANGE_PRORATION_CODE	Prorate Contract Change Amount	WORKER_CNTRCT_CHG_PRORATE_CODE
WORKER_CONTRACT_SALARY_TYPE_CODE	Contract Salary Type	WORKER_CNTRCT_SALARY_TYPE_CODE
WORKER_CORPS_CODE	Corps	WORKER_CORPS_CODE
WORKER_DEMOTION_CODE	Demotion	WORKER_DEMOTION_CODE
WORKER_DEPARTMENT_CODE	Department ID	WORKER_DEPARTMENT_CODE
WORKER_DUTIES_TYPE_CODE	Duties Type	WORKER_DUTIES_TYPE_CODE
WORKER_EARNINGS_CODE	Earnings Code	WORKER_EARNINGS_CODE
WORKER_EARNINGS_DISTRIBUTION_T	Earnings	WORKER_EARNINGS_DIST_TYPE_CODE

SyncWorkerList		
AIA DVM	Mapping Description	PeopleSoft DVM
YPE_CODE	Distribution Type	
WORKER_EEO_CLASS_CODE	EEO Classification	WORKER_EEO_CLASS_CODE
WORKER_EMPLOYEE_CATEGORY_CODE	Employee Category	WORKER_EMPL_CATEGORY_CODE
WORKER_EMPLOYEE_CLASS_CODE	Employee Classification	WORKER_EMPL_CLASS_CODE
WORKER_EMPLOYEE_STATUS_CODE	Payroll Status	WORKER_EMPLOYEE_STATUS_CODE
WORKER_EMPLOYEE_SUBCATEGORY_CODE	Employee Subcategory	WORKER_EMPL_SUBCATEGORY_CODE
WORKER_EMPLOYEE_SUBCATEGORY2_CODE	Employee Subcategory 2	WORKER_EMPL_SUBCATEGORY2_CODE
WORKER_EMPLOYEE_TYPE_CODE	Employee Type	WORKER_EMPL_TYPE_CODE
WORKER_ESTABLISHMENT_ID_CODE	Establishment ID	WORKER_ESTABID_CODE
WORKER_ESTABLISHMENT_ID_UNITED_STATES_CODE	Establishment ID	WORKER_ESTABID_US_CODE
WORKER_EXTERNAL_COMPANY_CODE	External Company	WORKER_EXTERNAL_COMPANY_CODE
WORKER_EXTERNAL_DEPARTMENTT_CODE	Effective Date	WORKER_EXTERNAL_DEPT_CODE
WORKER_EXTERNAL_SUPERVISOR_LEVEL_CODE	Supervisor Level	WORKER_EXTERNAL_SUPV_LVL_CODE
WORKER_FICA_STATUS_CODE	FICA Status-Employee	WORKER_FICA_STATUS_CODE
WORKER_FLSA_STATUS_CODE	FLSA Status	WORKER_FLSA_STATUS_CODE
WORKER_FUNCTION_CODE	Function Code	WORKER_FUNCTION_CODE
WORKER_GLOBAL_PAYROLL_ELIGIBILITY_GROUP_CODE	Eligibility Group	WORKER_GP_ELIGIBILITY_GRP_CD
WORKER_GLOBAL_PAYROLL_PAYGROUP_CODE	Pay Group	WORKER_GP_PAYGROUP_CODE
WORKER_HIRE_STATUS_CODE	Hire Status	WORKER_HIRE_STATUS_CODE
WORKER_HOLIDAY_SCHEDULE_CODE	Holiday Schedule	WORKER_HOLIDAY_SCHEDULE_CODE
WORKER_HOME_HOST_CLASS_CODE	Home/Host Classification	WORKER_HOME_HOST_CLASS_CODE
WORKER_HOURS_TYPE_CODE	Hours Type	WORKER_HOURS_TYPE_CODE
WORKER_INSTANCE_STATUS_CODE	Instance Status	WORKER_INSTANCE_STATUS_CODE
WORKER_INTER_CENTRE_WORKS_COUNCIL_CODE	InterCtr.Works Cncl Function	WORKER_INTERCTR_WRKS_CNCL_CODE

SyncWorkerList		
AIA DVM	Mapping Description	PeopleSoft DVM
WORKER_INTERCOMPANY_TRANSFER_CODE	Intercompany Transfer Flag	WORKER_INTERCO_TRANSFER_CODE
WORKER_JOB_SOURCE_CODE	Job Source Code	WORKER_JOB_SOURCE_CODE
WORKER_LABOR_AGREEMENT_CODE	Labor Agreement	WORKER_LABOR_AGREEMENT_CODE
WORKER_LABOR_FACILITY_CODE	Labor Facility ID	WORKER_LABOR_FACILITY_CODE
WORKER_LABOR_TYPE_CODE	Labor Type	WORKER_LABOR_TYPE_CODE
WORKER_LAYOFF_EXEMPTION_CODE	Layoff Exemption Reason	WORKER_LAYOFF_EXEMPT_CODE
WORKER_OCCUPATION_CODE	Occupation Code	WORKER_OCCUPATION_CODE
WORKER_OCCUPATION_SPAIN_CODE	Social Security Risk Code	WORKER_OCCUPATION_ESP_CODE
WORKER_OFFICER_CODE	Officer Code	WORKER_OFFICER_CODE
WORKER_PART_TIME_TYPE_CODE	Type of Part-Time	WORKER_PART_TIME_TYPE_CODE
WORKER_PAYGROUP_CODE	Pay Group	WORKER_PAYGROUP_CODE
WORKER_PAYROLL_STATUS_CODE	Payroll Status	WORKER_PAYROLL_STATUS_CODE
WORKER_PAYROLL_SYSTEM_CODE	Payroll System	WORKER_PAYROLL_SYSTEM_CODE
WORKER_PERFORMANCE_GROUP_CODE	Performance Group	WORKER_PERFORMANCE_GROUP_CODE
WORKER_POINT_TYPE_CODE	Point Type Code	WORKER_POINT_TYPE_CODE
WORKER_POSITION_NUMBER_CODE	Position Number	WORKER_POSITION_NBR_CODE
WORKER_PRIMARY_INDICATOR_CODE	Job Indicator	WORKER_PRIMARY_INDICATOR_CODE
WORKER_PROBATIONARY_PERIOD_CODE	Probationary Period State	WORKER_PROBATIONARY_PER_CODE
WORKER_PRODUCTIVE_UNIT_CODE	Productive Unit	WORKER_PRODUCTIVE_UNIT_CODE
WORKER_PROVIDER_REFERENCE_CODE	Provider ID	WORKER_PROVIDER_REF_CODE
WORKER_RATE_SOURCE_CODE	Rate Code Source	WORKER_RATE_SOURCE_CODE
WORKER_REDUCED_WEEK_CODE	Reduced Week/Workday	WORKER_REDUCED_WEEK_CODE
WORKER_REGULATORY_REGION_CODE	Regulatory Region	WORKER_REG_REGION_CODE
WORKER_SALARY_PLAN_CODE	Salary Administration Plan	WORKER_SALARY_PLAN_CODE
WORKER_SALARY_TYPE_MEXICO_CODE	Salary Type	WORKER_SALARY_TYPE_MEX_CODE

SyncWorkerList		
AIA DVM	Mapping Description	PeopleSoft DVM
WORKER_SANCTION_CODE	Sanction	WORKER_SANCTION_CODE
WORKER_SECONDMENT_TIME_CODE	Working Time % on Secondment	WORKER_SECONDMENT_TIME_CODE
WORKER_SECONDMENT_TYPE_CODE	Secondment Type (Int,Ext)	WORKER_SECONDMENT_TYPE_CODE
WORKER_SEFIP_CATEGORY_CODE	SEFIP Category	WORKER_SEFIP_CATEGORY_CODE
WORKER_SHIFT_CODE	Regular Shift	WORKER_SHIFT_CODE
WORKER_SOCIAL_SECURITY_RISK_CODE	Social Security Risk Code	WORKER_SOC_SEC_RISK_CODE
WORKER_SPECIAL_HIRE_CODE	Special Hiring Category	WORKER_SPECIAL_HIRE_CODE
WORKER_SPOKESMEN_COMMITTEE_GERMANY_CODE	Spokesmen Committee ID	WORKER_SPK_COMM_GER_CODE
WORKER_SUPERVISOR_LEVEL_CODE	Supervisor Level	WORKER_SUPERVISOR_LEVEL_CODE
WORKER_TARIFF_AREA_GERMANY_CODE	Tariff Area	WORKER_TARIFF_AREA_GER_CODE
WORKER_TARIFF_GERMANY_CODE	Tariff	WORKER_TARIFF_GER_CODE
WORKER_TAX_BASIS_CODE	Tax Basis	WORKER_TAX_BASIS_CODE
WORKER_TIPPED_CODE	Tipped	WORKER_TIPPED_CODE
WORKER_TURNOVER_ACTION_CODE	Turnover - Action	WORKER_TURNOVER_ACTION_CODE
WORKER_TURNOVER_ACTION_ITALY_CD	Turnover Action Reason	WORKER_TURNOVER_ACTION_ITA_CD
WORKER_TYPE_CODE	Organizational Relationship	WORKER_TYPE_CODE
WORKER_TYPE_MEXICO_CODE	Worker Type MEX	WORKER_TYPE_MEX_CODE
WORKER_UNION_CODE	Union Code	WORKER_UNION_CODE
WORKER_UNION_PARTICIPATION_CODE	Union Participation	WORKER_UNION_PARTICIPATION_CD
WORKER_UNION_POSITION_CODE	Union Position	WORKER_UNION_POSITION_CODE
WORKER_WORKING_TIME_PERCENT_CODE	Working Time Percentage	WORKER_WORKING_TIME_PCT_CODE
WORKER_WORKS_COUNCIL_FUNCTION_CODE	Works Council Function	WORKER_WORKS_COUNCIL_FCN_CODE

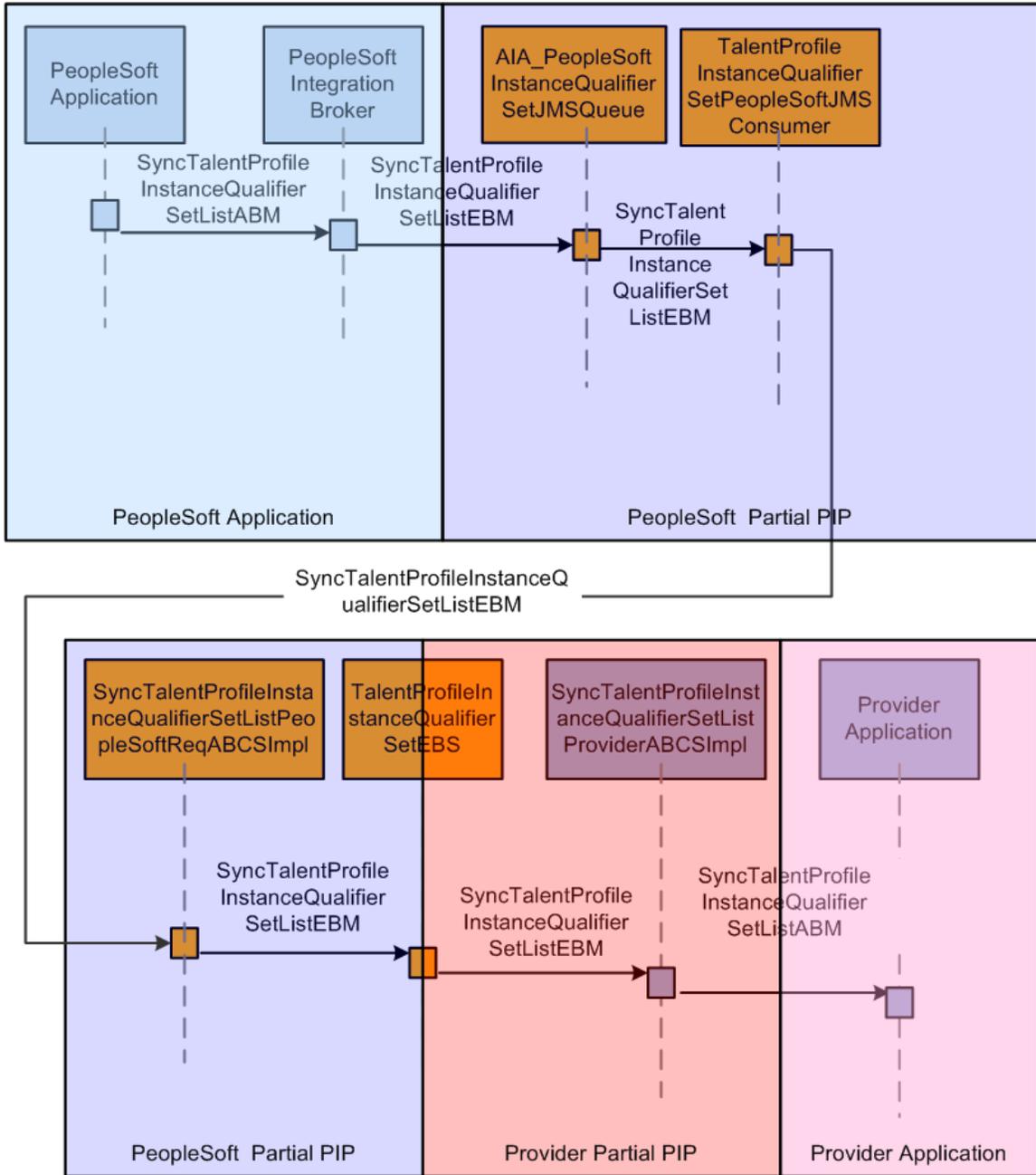
Talent Profile Instance Qualifier Set Scenario

This section provides a diagram of the SyncTalentProfileInstanceQualifierSetList EBS integration flow and describes the SyncTalentProfileInstanceQualifierSetList artifacts:

- [Common AIA Components \(EBO, EBM, EBS, ABCS\)](#)
- [PSFT Messages and Supported Objects](#)
- [DVMs](#)

EBS Flow Diagram

This diagram represents the talent profile instance qualifier set EBS flow for the Workforce Administration for PeopleSoft HR partial PIP:



PeopleSoft Talent Profile Instance Qualifier Set EBS flow

Common AIA Components (EBO, EBM, EBS, ABCS)

This table lists the EBO, EBM, EBS, and ABCS for the talent profile instance qualifier set integration scenario.

EBO	EBM	EBS	ABCS
TalentProfileInstanceQualifierSet	SyncTalentProfileInstanceQualifierSetListEBM	TalentProfileInstanceQualifierSetEBS	SyncTalentProfileInstanceQualifierSetListPeopleSoftReqABCImpl

PSFT Messages and Supported Objects

This table lists the messages and supported objects for the talent profile instance qualifier set integration scenario.

PSFT Message	Supported Objects
JPM_JP_QUAL_FULLSYNC	JPM_JP_QUAL_SET
JPM_JP_QUAL_SYNC	JPM_JP_QUAL_INS

DVMs

This table lists the AIA DVMs, corresponding PeopleSoft DVMs, and mapping descriptions for the talent profile instance qualifier set integration scenario ABMs.

SyncTalentProfileInstanceQualifierSetList		
AIA DVM	Mapping Description	PeopleSoft DVM
TALENTPROFILEINSTANCEQUALIFIERS ET_TYPE_CODE	Instance Qualifier Type	TPINSTANCEQUALIFIERSET_TYPE

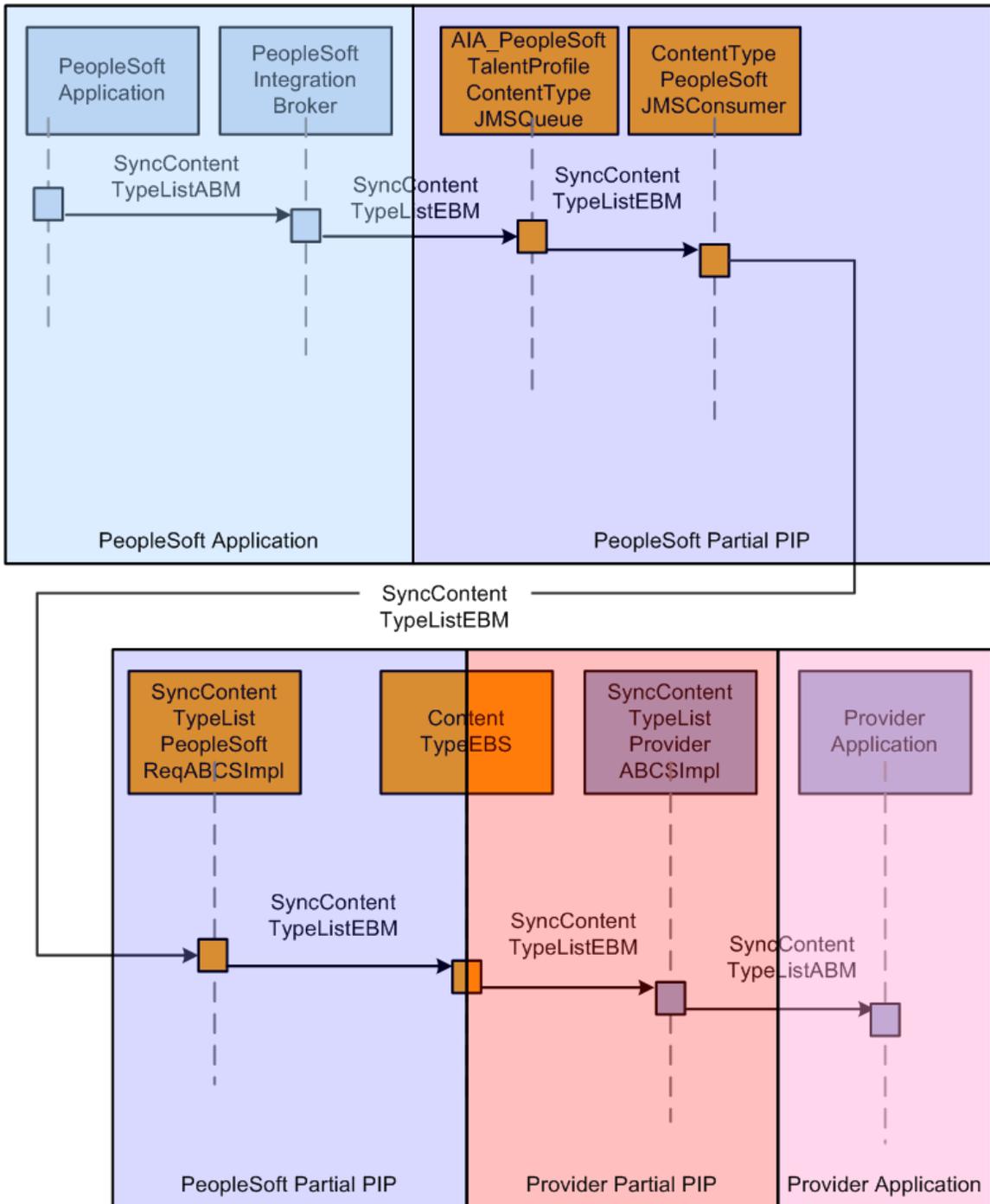
Talent Profile Content Type Scenario

This section provides a diagram of the SyncTalentProfileContentTypeList EBS integration flow and describes the SyncTalentProfileContentTypeList artifacts:

- [Common AIA Components \(EBO, EBM, EBS, ABCS\)](#)
- [PSFT Messages and Supported Objects](#)
- [DVMs](#)

EBS Flow Diagram

This diagram represents the talent profile content type EBS flow for the Workforce Administration for PeopleSoft HR partial PIP:



PeopleSoft Talent Profile Content Type EBS flow

Common AIA Components (EBO, EBM, EBS, ABCS)

This table lists the EBO, EBM, EBS, and ABCS for the talent profile content type integration scenario.

EBO	EBM	EBS	ABCS
TalentProfileContentItem	SyncTalentProfileContentItemListEBM	TalentProfileContentItemEBS	SyncTalentProfileContentTypePeopleSoftReqABCSSimpl

PSFT Messages and Supported Objects

This table lists the messages and supported objects for the talent profile content type integration scenario.

PSFT Message	Supported Objects
JPM_CAT_FULLSYNC	JPM_CAT_TYPES
JPM_CAT_PROPS_SYNC	JPM_CAT_PROPS

DVMs

These tables list the AIA DVMs, corresponding PeopleSoft DVMs, and mapping descriptions for the talent profile content type integration scenario ABMs.

SyncTalentProfileContentItemList		
AIA DVM	Mapping Description	PeopleSoft DVM
TALENTPROFILECONTENTTYPE_DISPLAY_OPTIONCODE	Property Display Option	TP_CT_DISPLAY_OPTION_CODE

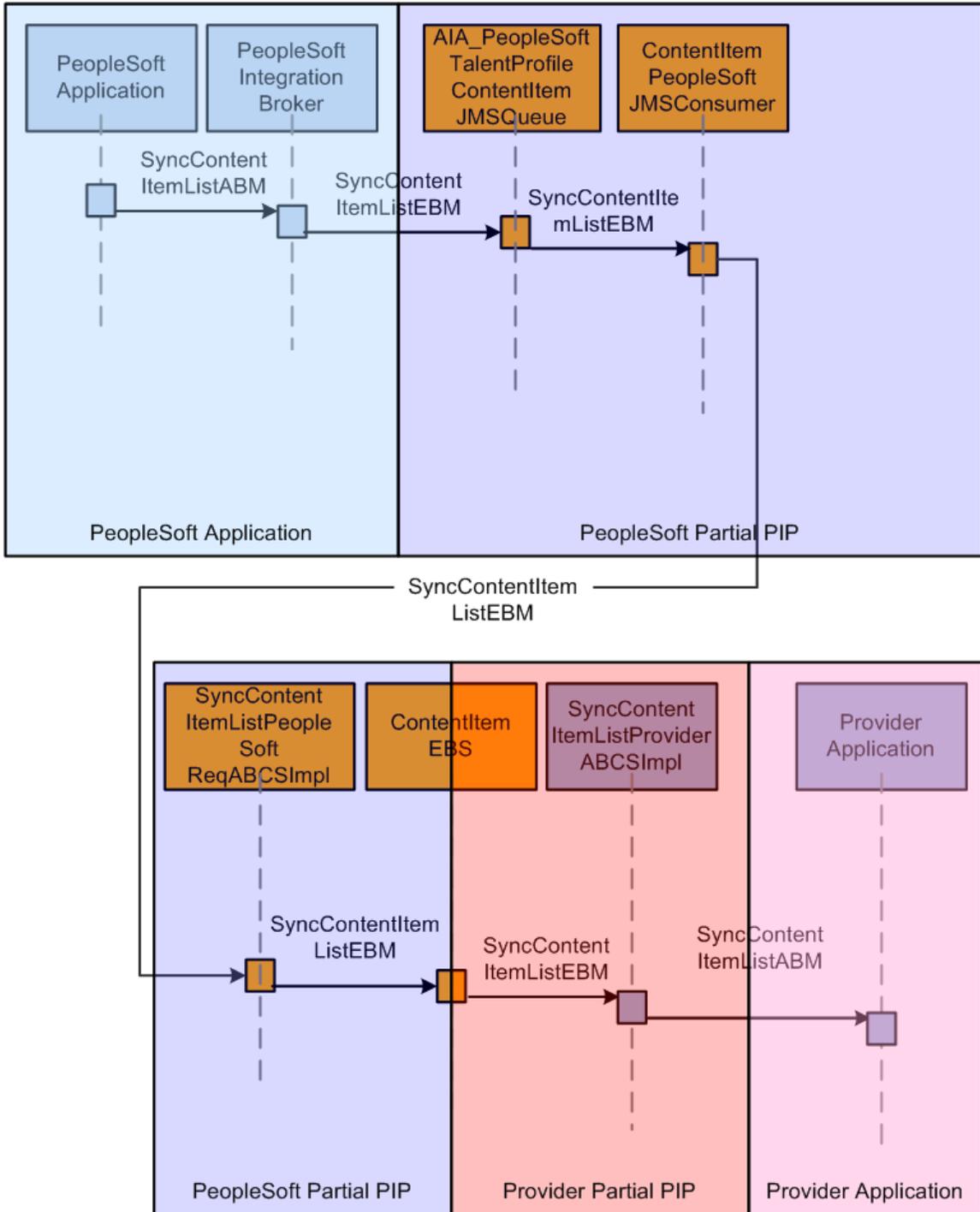
Talent Profile Content Item Scenario

This section provides a diagram of the SyncTalentProfileContentItemList EBS integration flow and describes the SyncTalentProfileContentItemList artifacts:

- [Common AIA Components \(EBO, EBM, EBS, ABCS\)](#)
- [PSFT Messages and Supported Objects](#)
- [DVMs](#)

EBS Flow Diagram

This diagram represents the talent profile content item EBS flow for the Workforce Administration for PeopleSoft HR partial PIP:



PeopleSoft Talent Profile Content Item EBS flow

Common AIA Components (EBO, EBM, EBS, ABCS)

This table lists the EBO, EBM, EBS, and ABCS for the talent profile content item integration scenario.

EBO	EBM	EBS	ABCS
TalentProfileContentItem	SyncTalentProfileContentItemListEBM	TalentProfileContentItemEBS	SyncTalentProfileContentItemListPeopleSoftReqABCImpl

PSFT Messages and Supported Objects

This table lists the messages and supported objects for the talent profile content item integration scenario.

PSFT Message	Supported Objects
JPM_CAT_FULLSYNC, JPM_CAT_SYNC	JPM_CAT_ITEMS

DVMs

These tables list the AIA DVMs, corresponding PeopleSoft DVMs, and mapping descriptions for the talent profile content item integration scenario ABMs.

SyncTalentProfileContentItemList		
AIA DVM	Mapping Description	PeopleSoft DVM
ADDRESS_COUNTRYID	Country Code	CountryCodeDVM
TALENTPROFILECONTENTITEM_COMPETENCY_CATEGORY_CODE	Competency Category	TP_CI_COMPETENCY_CATEGORY_CODE
TALENTPROFILECONTENTITEM_DEGREE_LEVEL_CODE_CAN	Stats-Canada Degree Level	TP_CI_DEGREE_LEVEL_CODE_CAN
TALENTPROFILECONTENTITEM_DEGREE_LEVEL_CODE_FPS	Degree Level	TP_CI_DEGREE_LEVEL_CODE_FPS
TALENTPROFILECONTENTITEM_EDUCATION_LEVEL_CODE	Education Level	TP_CI_EDUCATION_LEVEL_CODE
TALENTPROFILECONTENTITEM_EDUCATION_LEVEL_CODE_NVQ	Education Level	TP_CI_EDUCATION_LEVEL_CODE_NVQ
TALENTPROFILECONTENTITEM_FIELD_OF_STUDY_CODE_DEU	Field Of Study	TP_CI_FIELD_OF_STUDY_CODE_DEU
TALENTPROFILECONTENTITEM_SATISFACTION_METHOD_CODE	Satisfaction Method	TP_CI_SATISFACTION_METHOD_CODE
TALENTPROFILECONTENTITEM_SUB_COMPETENCY_LEVEL_CODE	Competency Level	TP_CI_SUB_COMPETENCY_LVL_CODE
TALENTPROFILECONTENTITEM_TYPE_	Type Of Study	TP_CI_TYPE_OF_STUDY_CODE_DEU

SyncTalentProfileContentItemList		
AIA DVM	Mapping Description	PeopleSoft DVM
OF_STUDY_CODE_DEU		

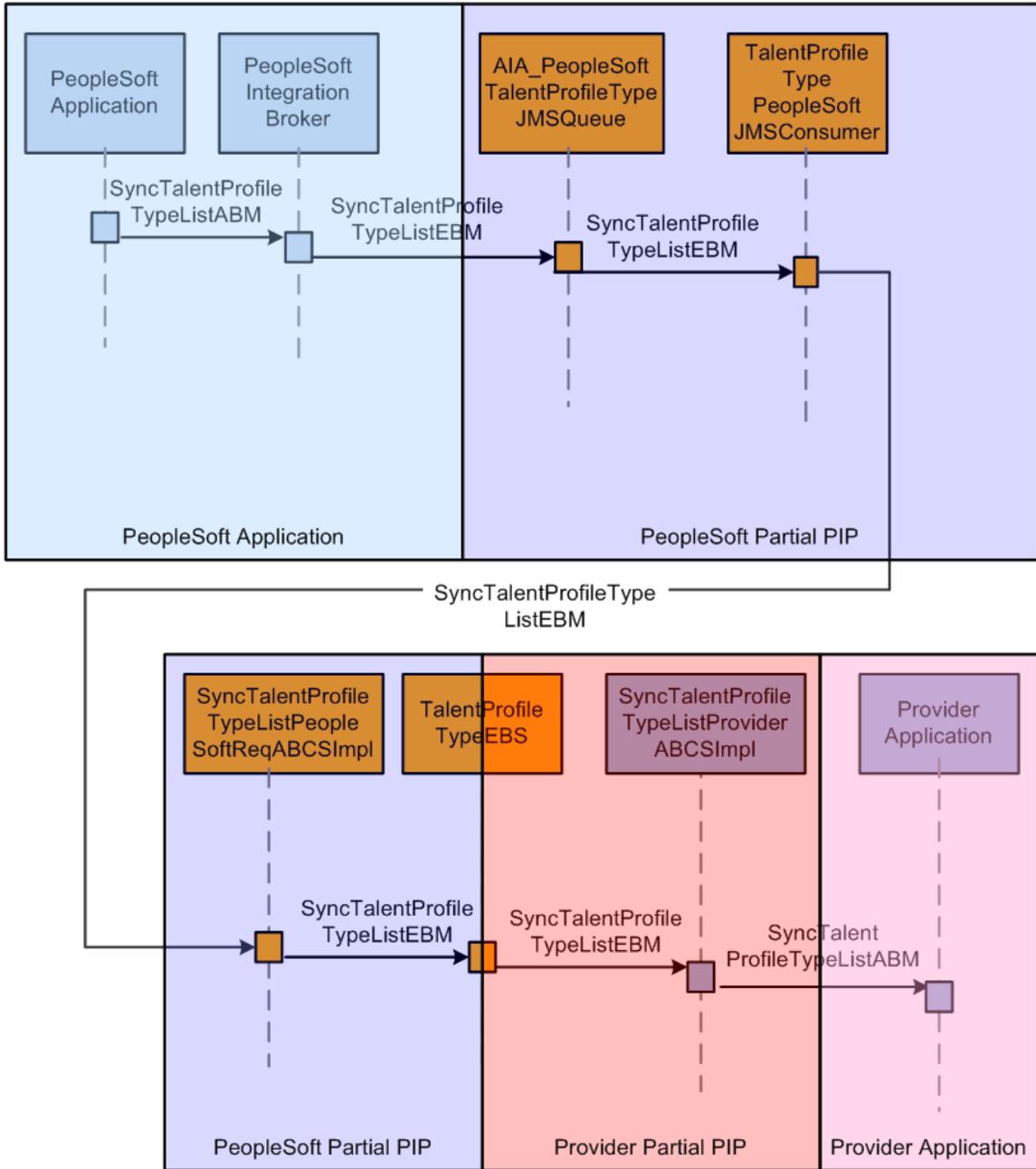
Talent Profile Type Scenario

This section provides a diagram of the SyncTalentProfileTypeList EBS integration flow and describes the SyncTalentProfileTypeList artifacts:

- [Common AIA Components \(EBO, EBM, EBS, ABCS\)](#)
- [PSFT Messages and Supported Objects](#)
- [DVMs](#)

EBS Flow Diagram

This diagram represents the talent profile type EBS flow for the Workforce Administration for PeopleSoft HR partial PIP:



PeopleSoft Talent Profile Type EBS flow

Common AIA Components (EBO, EBM, EBS, ABCS)

This table lists the EBO, EBM, EBS, and ABCS for the talent profile type list integration scenario.

EBO	EBM	EBS	ABCS
TalentProfileType	SyncTalentProfileTypeList EBM	TalentProfileTypeEB	SyncTalentProfileTypeListPeopleSoftReqABCImpl

PSFT Messages and Supported Objects

This table lists the messages and supported objects for the talent profile type list integration scenario.

PSFT Message	Supported Objects
JPM_JP_TYPE_FULLSYNC	JPM_JP_TYPES
JPM_JP_TYPE_SYNC	JPM_JP_SECTION
	JPM_JP_PROPS

DVMs

These tables list the AIA DVMs, corresponding PeopleSoft DVMs, and mapping descriptions for the talent profile type list integration scenario ABMs.

SyncTalentProfileTypeList		
AIA DVM	Mapping Description	PeopleSoft DVM
TALENTPROFILE_USAGE_CODE	Profile Usage	TP_USAGE_CODE
TALENTPROFILECONTENTTYPE_DISPLAY_OPTIONCODE	Property Display Option	TP_CT_DISPLAY_OPTION_CODE
TALENTPROFILETYPE_CONTENT_CATALOG_TYPE	Content Type	TALENTPROFILETYPE_CATALOG_TYPE
TALENTPROFILETYPE_SECTION_CONTENT_PROPERTY_SOURCE	Property Source	TALENTPROFILETYPE_SOURCE_CODE
TALENTPROFILETYPE_STATUS_CODE	Profile Type Status	TALENTPROFILETYPE_STATUS_CODE

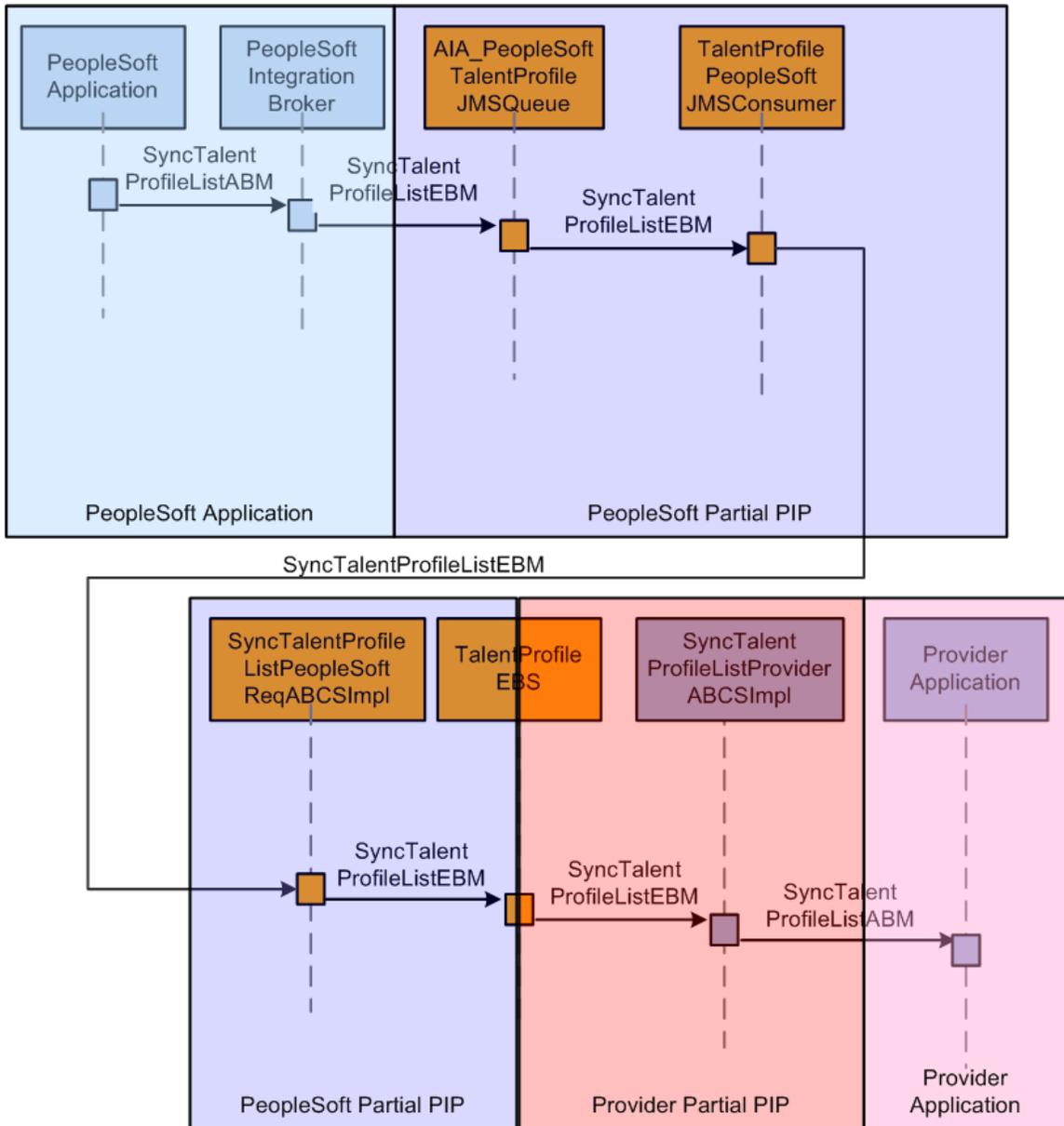
Talent Profile Scenario

This section provides a diagram of the SyncTalentProfileList EBS integration flow and describes the SyncTalentProfileList artifacts:

- [Common AIA Components \(EBO, EBM, EBS, ABCS\)](#)
- [PSFT Messages and Supported Objects](#)
- [DVMs](#)

EBS Flow Diagram

This diagram represents the talent profile EBS flow for the Workforce Administration for PeopleSoft HR partial PIP:



PeopleSoft Talent Profile EBS flow

Common AIA Components (EBO, EBM, EBS, ABCS)

This table lists the EBO, EBM, EBS, and ABCS for the talent profile list integration scenario.

EBO	EBM	EBS	ABCS
TalentProfile	SyncTalentProfileListEBM	TalentProfileTypeEBS	SyncTalentProfileListPeopleSoftReqABCImpl.

PSFT Messages and Supported Objects

This table lists the messages and supported objects for the talent profile list integration scenario.

PSFT Message	Supported Objects
JPM_JP_FULLSYNC	JPM_PROFILE
JPM_JP_SYNC	JPM_JP_X_RLAT
	JPM_JP_CAT_TYPE
	JPM_JP_ITEMS

DVMs

This table lists the AIA DVMs, corresponding PeopleSoft DVMs, and mapping descriptions for the talent profile integration scenario ABMs.

SyncTalentProfileList		
AIA DVM	Mapping Description	PeopleSoft DVM
ADDRESS_COUNTRYID	Country Code	CountryCodeDVM
STATE	State	StateCodeDVM
TALENTPROFILE_CREDIT_HOUR_TYPE	Credit Hours Type	TP_CREDIT_HOUR_TYPE
TALENTPROFILE_EDUCATION_LEVEL_AUSTRALIA	Educational Level	TP_EDUCATION_LEVEL_AUS
TALENTPROFILE_HIGHER_EDUCATION_LEVEL_AUSTRALIA_PUBLIC_SECTOR	Education Level	TP_HIGHER_EDUCATION_LEVEL_APS
TALENTPROFILE_ITEM_IMPORTANCE_CODE	Relative Importance	TP_IMPORTANCE_CODE
TALENTPROFILE_ITEM_SOURCE_CODE	Profile Item Source	TP_SOURCE_CODE
TALENTPROFILE_ITEM_VERIFICATION_METHOD_CODE	How Verified	TP_VERIFICATION_METHOD_CODE
TALENTPROFILE_MAJOR_CATEGORY_CODE_JAPAN	Major Category	TP_MAJOR_CATEGORY_CODE_JPN
TALENTPROFILE_NATIONAL_VOCATIONAL_QUALIFICATIONS_STATUS_CODE_UK	NVQ Status	TP_NVQ_STATUS_CODE_GBR
TALENTPROFILE_RELATIONSHIP_TYPE_CODE	Relationship Type	TP_RELATIONSHIP_TYPE_CODE
TALENTPROFILE_USAGE_CODE	Profile Usage	TP_USAGE_CODE

SyncTalentProfileList		
AIA DVM	Mapping Description	PeopleSoft DVM
TALENTPROFILE_WORKFLOW_STATUS_CODE	Workflow Status	TP_WORKFLOW_STATUS_CODE

Integration Cross References (XRefs)

This section provides a table of all of the XRefs that AIA includes for maintaining the cross references for the person, worker, and talent profile synchronizations as indicated.

AIA Xref	Description	PSFT Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInstanceQualifierSet
ASSIGNMENT_GRADE_ID	Assignment Grades	ASSIGNMENT_GRADE_GUID		X					
DEPARTMENT_ID	Departments	DEPARTMENT_GUID		X					
JOB_CODE_ID	Job Codes	JOB_CODE_GUID		X					
LOCATION_ID	Locations	LOCATION_GUID		X					
PERSON_ADDRESS_COMMUNICATION_ID	Person Addresses	PERSON_ADDRESS_COMM_GUID	X						
PERSON_ADDRESS_ID	Person Addresses, Address Details	PERSON_ADDRESS_GUID	X						
PERS	Perso	PERS	X						

AIA Xref	Description	PSFT Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInstanceQualifierSet
ON_CITIZENSHIP_ID	Country Citizenship Attributes	ON_CITIZENSHIP_GUID							
PERS_ON_DEPENDENT_BENEFICIARY_BRAZIL_VACCINATION_ID	Dependent Beneficiary, Brazil Vaccination Attributes	PERS_ON_DEPENDENT_BENEFICIARY_BRAZIL_VACCINATION_ID	X						
PERS_ON_DEPENDENT_BENEFICIARY_ID	Dependent Beneficiary IDs	PERS_ON_DEPENDENT_BENEFICIARY_ID	X						
PERS_ON_DEPENDENT_BENEFICIARY_MALAYSIA_ID	Dependent Beneficiary, Malaysia Attributes	PERS_ON_DEPENDENT_BENEFICIARY_MALAYSIA_ID	X						
PERS_ON_DEPENDENT_BENEFICIARY_NATIONAL_ID	Dependent Beneficiary National Identity IDs	PERS_ON_DEPENDENT_BENEFICIARY_NATIONAL_ID	X						

AIA Xref	Description	PSFT Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInstanceQualifierSet
DENTTY_ID									
PERS ON_D EPEN DENT _BEN EFICI ARY_ PHON E_ID	Dependent Beneficiary Phone Points of Contact	PERS ON_D EPBE N_PH ONE_ GUID	X						
PERS ON_D EPEN DENT _BEN EFICI ARY_ RIDER _ID	Dependent Beneficiary Riders	PERS ON_D EPBE N_RID ER_G UID	X						
PERS ON_E MAIL_ COMM UNICA TION_ ID	Person Email Addresses	PERS ON_E MAIL_ COM M_GU ID	X						
PERS ON_ID	Persons	PERS ON_G UID	X	X	X				
PERS ON_N AME_I D	Person Names	PERS ON_N AME_ GUID	X						
PERS ON_N ATION AL_ID ENTIT Y_ID	Person National Identifiers	PERS ON_N ATION AL_ID _GUID	X						
PERS ON_P ASSP ORT_I	Person Passports	PERS ON_P ASSP ORT_	X						

AIA Xref	Description	PSFT Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInstanceQualifierSet
D		GUID							
PERS ON_P HONE _COM MUNI CATION_ID	Person Phone Points of Contact	PERS ON_P HONE _COM M_GU ID	X						
PERS ON_VI SA_P ERMIT _ID	Person Visa Permits	PERS ON_VI SA_P ERMI T_GUI D	X						
POSIT ION_I D	Positions	POSIT ION_ GUID		X					
TALE NTPR OFI LE _ID	Talent Profiles	TP_G UID			X				
TALE NTPR OFI LE _ITEM _ID	Talent Profile Content Items	TP_IT EM_G UID			X				
TALE NTPR OFI LE _OBJE CT_A SSOCI ATION _ID	Talent Profile Identities	TP_O BJEC T_AS SOCI ATION _GUID			X				
TALE NTPR OFI LE _OBJE CT_R EFER ENCE _ID	Talent Profile Specific Identity	TP_O BJEC T_RE FERE NCE_ GUID			X				

AIA Xref	Description	PSF T Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInstanceQualifierSet
TALENTPROFILECONTENTITEM_ATTRIBUTES	Talent Profile Content Item Attributes	TP_CI_GUID			X			X	
TALENTPROFILECONTENTITEM_SOURCES	Talent Profile Content Item Sources	TP_CI_SOURCE_GUID						X	
TALENTPROFILECONTENTTEMPLATE_ID	Talent Profile Attribute Templates	TP_CT_GUID			X	X	X	X	X
TALENTPROFILECONTENTTYPE_PROPERTY_ID	Talent Profile Content Type Attributes	TP_CT_PROPERTY_GUID					X		
TALENTPROFILEINSTANCEQUALIFIERSETS	Talent Profile Instance Qualifier Sets	TPINSTANCEQUALIFIERSET_GUID				X			X
TALENTPROFILEINSTANCEQUALIFIER_OPTIONS	Talent Profile Instance Qualifier Options	TPINSTANCEQUALIFIER_IN_G			X				X

AIA Xref	Description	PSFT Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInsulanceQualifierSet
T_INSTANCE_ID	al	UID							
TALENTPROFILE_RATING_MODEL_ID	Talent Profile Rating Models	TP_RATING_MODEL_GUID			X			X	
TALENTPROFILE_RATING_LEVEL_ID	Talent Profile Rating Levels	TP_RATING_LEVEL_GUID			X				
TALENTPROFILE_TYPE_ID	Talent Profile Content, Security, & Approval Attributes	TALENTPROFILE_TYPE_GUID			X	X			
TALENTPROFILE_TYPE_SECTION_ID	Talent Profile Type Content Sections	TALENTPROFILE_TYPE_SECTION_GUID				X			
TALENTPROFILE_TYPE_SECTION_PROPERTY_ID	Talent Profile Content Section Attributes	TALENTPROFILE_TYPE_SECTION_PROPERTY_GUID				X			

AIA Xref	Description	PSFT Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInstanceQualifierSet
D									
WORKER_ASSIGNMENT_COMPENSATION_ID	Worker Compensation Attributes	WORKER_COMPENSATION_GUID		X					
WORKER_ASSIGNMENT_EARNINGS_DISTRIBUTION_ID	Worker Earnings Distribution Attributes	WORKER_EARNINGS_DISTRIBUTION_GUID		X					
WORKER_ASSIGNMENT_ID	Worker Assignments	WORKER_ASSIGNMENT_GUID		X					
WORKER_ASSIGNMENT_JUNIOR_ID	Worker Assignments, Additional Attributes	WORKER_ASSIGNMENT_JR_GUID		X					
WORKER_BENEFIT_PROGRAM_PARTICIPATION_ID	Worker Benefit Program Participation ID	WORKER_BENEFIT_PROGRAM_GUID		X					
WORKER_E	Worker	WORKER_		X					

AIA Xref	Description	PSFT Xref	SyncPerson	SyncWorker	SyncTalentProfile	SyncTalentProfileType	SyncTalentProfileContentType	SyncTalentProfileContentItem	SyncTalentProfileInstanceQualifierSet
MPLOYEE_ORGANIZATION_INSTANCE_ID	Organizational Instances	EMPL_INST_GUID							
WORKER_EMPLOYMENT_ID	Worker Employment IDs	WORKER_EMPLOYMENT_GUID		X					
WORKER_TAX_LOCATION_REFERENCE_ID	Worker Tax Locations	WORKER_TAX_LOCATION_REFERENCE_GUID		X					

Error Handling

When an error occurs in any ABCS process, the corresponding error message, instance ID, process ID, implementation code, and other details are assigned to AIAAsyncErrorHandlingBPELProcessRequestMessage. Then AIAAsyncErrorHandlingBPELProcess is invoked to display the appropriate message.

Based on the roles defined for the services, the system sends email notifications if a service errors out.

For more information on AIA error handling, see the *Oracle Application Integration Architecture – Foundation Pack: Core Infrastructure Components Guide*, “Setting Up and Using Error Handling and Logging.”

Chapter 3: Configuring the Workforce Administration for PeopleSoft HR Integration Pack

After you have installed the required applications, you must configure the PeopleSoft system code for the integration pack to work. The PeopleSoft system code is defined in the AIA console under Setup, Systems tab.

To configure the PeopleSoft system code, do the following:

1. Open the AIAConfigurationProperties.xml file that resides in the <AIA_HOME>/aia_instances/\$INSTANCE_NAME/AIAMetaData/config.
2. Verify that Default.SystemID is the correct value to use for your installation. The default value is PSFT_01 at installation.
3. In each of the following service configurations, look for <Property name="Default.SystemID">PSFT_01</Property>, and confirm or change PSFT_01.
 - <ServiceConfiguration
serviceName="{http://xmlns.oracle.com/ABCImpl/PeopleSoft/Core/SyncTalentProfileInstanceQualifierSetListPeopleSoftReqABCImpl/V1}SyncTalentProfileInstanceQualifierSetListPeopleSoftReqABCImpl">
 - <ServiceConfiguration
serviceName="{http://xmlns.oracle.com/ABCImpl/PeopleSoft/Core/SyncTalentProfileContentItemListPeopleSoftReqABCImpl/V1}SyncTalentProfileContentItemListPeopleSoftReqABCImpl">
 - <ServiceConfiguration
serviceName="{http://xmlns.oracle.com/ABCImpl/PeopleSoft/Core/SyncTalentProfileContentTypeListPeopleSoftReqABCImpl/V1}SyncTalentProfileContentTypeListPeopleSoftReqABCImpl">
 - <ServiceConfiguration
serviceName="{http://xmlns.oracle.com/ABCImpl/PeopleSoft/Core/SyncTalentProfileTypeListPeopleSoftReqABCImpl/V1}SyncTalentProfileTypeListPeopleSoftReqABCImpl">
 - <ServiceConfiguration
serviceName="{http://xmlns.oracle.com/ABCImpl/PeopleSoft/Core/SyncTalentProfileListPeopleSoftReqABCImpl/V1}SyncTalentProfileListPeopleSoftReqABCImpl">
 - <ServiceConfiguration
serviceName="{http://xmlns.oracle.com/ABCImpl/PeopleSoft/Core/SyncWorkerListPeopleSoftReqABCImpl/V1}SyncWorkerListPeopleSoftReqABCImpl">
 - <ServiceConfiguration
serviceName="{http://xmlns.oracle.com/ABCImpl/PeopleSoft/Core/SyncPersonListPeopleSoftReqABCImpl/V1}SyncPersonListPeopleSoftReqABCImpl">

4. Accept all other default values in the configuration file.

Note: To reflect updates in the application or services that use the updated properties, you must reload the `AIAConfigurationProperties.xml` file whenever it is updated. You can perform this reload by clicking the **Reload** button on the Configuration page in the Oracle AIA Console. Alternatively, you can perform the reload by rebooting the server.

For more information about the requirements for working with `AIAConfigurationProperties.xml`, see *Oracle Fusion Middleware Developer's Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1*, Building AIA Integration Flows, How to Set Up AIA Workstation.

Chapter 4: Completing the Integration

Workforce Administration for PeopleSoft HR integration pack is a partial PIP. Therefore, in addition to setting up PeopleSoft HR for the integration and applying the required resolutions, your organization must build the integration from the Fusion Middleware Layer of the integration pack to the third-party provider application of your choice.

Exactly how you implement and use the Workforce Administration for PeopleSoft HR partial PIP is dependent on your specific business requirements and the participating applications that you choose. However, no matter how you intend to use the integration or what application you choose to integrate with, you must do the following:

- Review flows, services, roles, ABCS construction, XRefs, EBOs, and routing rules.
- Run the XSL Mapping Analyzer tool provided by AIA as part of the Foundation Pack, to provide information about EBMs.
- Map DVMs and XRefs to the third-party target system.
- Create ABCS to transform the data into the ABM of the third-party system to load data from the middleware layer into the target system.
- Define a map for new participating application.
- After the PSFT resolutions are applied, recycle both the PSFT App Server and the PSFT Process Scheduler (**Stop/Clear Cache/Start**). Recycling these ensures that all of the new Integration Broker objects in the resolutions work correctly.

For more information about using the Oracle Enterprise Repository and configuring it to provide the AIA Reference Doc link, see *Oracle Fusion Middleware Developer's Guide for Oracle Application Integration Architecture Foundation Pack 11g Release 1*, "Configuring and Using Oracle Enterprise Repository as the Oracle AIA SOA Repository."

This chapter discusses these tasks, which are also required for the synchronization of reference data between PeopleSoft HR and your target system:

- Activate Service Operations, Queues, and Handlers
- Populate the Domain Value Maps (DVMs)

Activating Service Operations, Queues, and Handlers

The Oracle Workforce Administration for PeopleSoft HR partial PIP delivers services to publish data for synchronization and update of certain data. These services provide:

- Full synchronization for initial loading of person, worker, and talent profile data.

- Incremental synchronization and update of person, worker, and talent profile data.

Note: For an initial load scenario, the volumes may be high and may cause performance issues. This may be managed by chunking the size of the message that is published.

Perform the following steps to activate integrations on both the publishing and the subscribing databases:

1. Set up and configure the Integration Broker Gateway:
 - a. Ping the local gateway to ensure it is running and connectors are loaded – status should be **Active**. Access: **PeopleTools, Integration Broker, Configuration, Gateways**.
 - b. Click the Gateway Setup Properties link on the Gateways page and ensure that the default local node, usually the database name, has an entry on the PeopleSoft Node Configuration page.
 - c. Ensure that the default local node, usually the database name, is appended to the Target Location URL at the service configuration. Access: **PeopleTools, Integration Broker, Configuration, Service Configuration**.
 - d. Verify that the Domain and its IB dispatchers are running. Access: **PeopleTools, Integration Broker, Service Operations Monitor, Administration, Domain Status**.
2. Activate the node definitions. To activate the node definitions, access: **PeopleTools, Integration Broker, Integration Setup, Nodes**.

For more information, see Enterprise PeopleTools PeopleBook: Integration Broker, “Managing Integration Gateways.”

3. Activate the service operations. To activate the service operations that are listed for this integration, access **PeopleTools, Integration Broker, Integration Setup, Service Operations**:
 - a. Review service operation security by clicking the Service Operation Security link.
 - b. Select **Active** for General, Handler Status and Routings.
 - c. Activate those delivered outbound routings that include external alias and transform properties. Access: PeopleTools, Integration Broker, Integration Setup, Service Operations, Routings:
4. From the Routings tab, select the Selected check box for the outbound routing whose Receiver Node is **PSFT_XOUTBND**, and click the Activate Selected Routings button.
 - a. Click on the routing name to access the Routing Definitions page. On the Routing Definitions page, the sender node is the default local node name.
 - b. The **Receiver Node** is the AIA node. Use **PSFT_XOUTBND** for this release.
 - c. Click the Connector Properties page and select JMSTARGET as Connector ID for the Gateway in use. Populate appropriate values for the connector properties: JMSFactory, JMSQueue, JMSUrl, JMSSecurityCredentials and JMSPassword appropriate for the FMW server and JMS factory/queue for the flow.

2. After the PSFT resolutions are applied, recycle both the PSFT App Server and the PSFT Process Scheduler (Stop/Clear Cache/Start). Recycling these ensures that all of the new Integration Broker objects in the resolutions work correctly.

For more information, see *Enterprise PeopleTools PeopleBook, Integration Broker: "Using the Service Operations Monitor;"* *Enterprise PeopleTools PeopleBook, Integration Broker, "Providing Services;"* and *PeopleSoft Enterprise Components for FSCM PeopleBook: "Using PeopleSoft Directory Interface."*

Populating the PeopleSoft Domain Value Maps (DVMs)

The Application Integration Architecture (AIA) DVMs are maintained in the AIA layer and are used to transform the messages from one system to the expected format of the other system.

PeopleSoft delivers corresponding DVMs for use with this integration. These are called Transformation Framework Static Maps. Use these to map the reference data to common key values that match those that are maintained in the AIA layer DVMs. This enables the transformation of PeopleSoft ABM (Application Business Message) to EBM (Enterprise Business Message) within PeopleSoft.

A complete listing of all AIA and PeopleSoft DVMs for each Workforce Administration for PeopleSoft HR integration scenario is provided in the appropriate integration scenario section of this document.

The following setup tasks must be performed with respect to PeopleSoft DVMs:

1. Map the reference data to common key values that are maintained in the AIA layer. PeopleSoft HR maps their data to the common key values that are stored in AIA. This allows the transformation of data upon transfer using the new structures delivered by PeopleSoft. Access AIA DVMs from SOA Composer at: http://<soa_server>:<soa_port>/soa/composer.
2. Access the Populate Domain Value Maps page (**Enterprise Components, Integration Definitions, Transformation Framework, Populate Domain Value Maps.**) Update and synchronize the PeopleSoft DVMs prior to running any initial loads or initiating any incremental transactional flows. Review all DVMs, including those that are pre-seeded.

It is important to remember that any AIA DVM with a corresponding PeopleSoft DVM should be maintained in both PeopleSoft and in AIA. The AIA DVMs map the data in the third-party target system column to the COMMON column, and the PeopleSoft DVMs map the COMMON column to the PSFT_01 column. The PeopleSoft values within the AIA DVMs are provided as reference only for those DVMs that exist in both PeopleSoft and AIA.