Oracle® Incentive Compensation

Implementation Guide

Release 12.2

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Oracle Incentive Compensation Implementation Guide, Release 12.2

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Oracle Incentive Compensation Implementation Guide, Release 12.2

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Preface

Intended Audience

Welcome to Release 12.2 of the *Oracle Incentive Compensation Implementation Guide.*

This guide assumes you have a working knowledge of the following:

- The principles and customary practices of your business area.
- Oracle Incentive Compensation. If you have never used Oracle Incentive Compensation, Oracle suggests you attend one or more of the Oracle Applications training classes available through Oracle University.
- Oracle Self-Service Web Applications. To learn more about Oracle Self-Service Web Applications, read the Oracle Self-Service Web Applications Implementation Manual.
- The Oracle Applications graphical user interface. To learn more about the Oracle Applications graphical user interface, read the Oracle E-Business Suite User's Guide.

The Oracle Incentive Compensation Implementation Guide contains the information you need to understand and use Oracle Incentive Compensation. This guide contains eleven chapters, one appendix, and an index:

- Chapter 1 provides an introduction to the implementation process.
- Chapter 2 describes mandatory dependencies and integrations with other Oracle products.
- Chapter 3 gives guidance for general ledger setup tasks to be performed before the main work of implementation begins.
- Chapter 4 covers Application Parameters.

- Chapter 5 presents Collection setups.
- Chapter 6 describes Calculation setups.
- Chapter 7 talks about Payment setups.
- Chapter 8 contains setup steps for Credit Allocation, an optional feature.
- Chapter 9 details the profile options used in Oracle Incentive Compensation.
- Chapter 10 presents the lookups used in Oracle Incentive Compensation.
- Chapter 11 contains a detailed listing of flexfields used in Oracle Incentive Compensation.
- Appendix A provides a SQL insert statement for Credit Allocation.
- The Index makes it easy for users to find specific information.

See Related Information Sources on page xi for more Oracle E-Business Suite product information.

Documentation Accessibility

For information about Oracle's commitment to accessibility, visit the Oracle Accessibility Program website at http://www.oracle.com/pls/topic/lookup?ctx=acc&id=docacc.

Access to Oracle Support

Oracle customers that have purchased support have access to electronic support through My Oracle Support. For information, visit http://www.oracle.com/pls/topic/lookup?ctx=acc&id=info or visit http://www.oracle.com/pls/topic/lookup?ctx=acc&id=trs if you are hearing impaired.

Structure

Related Information Sources

Integration Repository

The Oracle Integration Repository is a compilation of information about the service endpoints exposed by the Oracle E-Business Suite of applications. It provides a complete catalog of Oracle E-Business Suite's business service interfaces. The tool lets users easily discover and deploy the appropriate business service interface for integration with any system, application, or business partner.

The Oracle Integration Repository is shipped as part of the Oracle E-Business Suite. As your instance is patched, the repository is automatically updated with content appropriate for the precise revisions of interfaces in your environment.

Online Documentation

All Oracle E-Business Suite documentation is available online (HTML or PDF).

- **PDF** - See the Oracle E-Business Suite Documentation Library for current PDF documentation for your product with each release. The Oracle E-Business Suite Documentation Library is also available on My Oracle Support and is updated frequently

- **Online Help** - Online help patches (HTML) are available on My Oracle Support.

- **Release Notes** - For information about changes in this release, including new features, known issues, and other details, see the release notes for the relevant product, available on My Oracle Support.

- **Oracle Electronic Technical Reference Manual -** The Oracle Electronic Technical Reference Manual (eTRM) contains database diagrams and a detailed description of database tables, forms, reports, and programs for each Oracle E-Business Suite product. This information helps you convert data from your existing applications and integrate Oracle E-Business Suite data with non-Oracle applications, and write custom reports for Oracle E-Business Suite products. The Oracle eTRM is available on My Oracle Support.

Guides Related to All Products

Oracle E-Business Suite User's Guide

This guide explains how to navigate, enter and query data, and run concurrent requests using the user interface (UI) of Oracle E-Business Suite. It includes information on setting preferences and customizing the UI. In addition, this guide describes accessibility features and keyboard shortcuts for Oracle E-Business Suite.

Guides Related to This Product

Oracle Incentive Compensation User Guide

Oracle Incentive Compensation helps enterprises calculate and pay compensation to their sales forces, vendors, suppliers, and partners. You can also calculate nonmonetary commission, such as points. With Oracle Incentive Compensation, you can create compensation plans that align with your business strategy and assign them. You can also align quota targets with corporate revenue, volume, and profit targets.

Oracle Territory Manager Implementation Guide

With Oracle Territory Manager, you can create geographic territories, account territories, and sales territories using predefined matching attributes to identify territories such as the geographic matching attribute of country. You can also create territory hierarchies to make the territory assignments and searches more efficient. Before you implement Oracle Territory Manager, you must define the purpose of defining territories for your business, the level of usage that the resources assigned to territories may require, and the requirement for overlays.

Installation and System Administration

Oracle Alert User's Guide

This guide explains how to define periodic and event alerts to monitor the status of your Oracle E-Business Suite data.

Oracle E-Business Suite Concepts

This book is intended for all those planning to deploy Oracle E-Business Suite Release 12.2, or contemplating significant changes to a configuration. After describing the Oracle E-Business Suite architecture and technology stack, it focuses on strategic topics, giving a broad outline of the actions needed to achieve a particular goal, plus the installation and configuration choices that may be available.

Oracle E-Business Suite CRM System Administrator's Guide

This manual describes how to implement the CRM Technology Foundation (JTT) and use its System Administrator Console.

Oracle E-Business Suite Developer's Guide

This guide contains the coding standards followed by the Oracle E-Business Suite development staff. It describes the Oracle Application Object Library components needed to implement the Oracle E-Business Suite user interface described in the *Oracle E-Business Suite User Interface Standards for Forms-Based Products*. It also provides information to help you build your custom Oracle Forms Developer forms so that they integrate with Oracle E-Business Suite. In addition, this guide has information for customizations in features such as concurrent programs, flexfields, messages, and logging.

Oracle E-Business Suite Installation Guide: Using Rapid Install

This book is intended for use by anyone who is responsible for installing or upgrading Oracle E-Business Suite. It provides instructions for running Rapid Install either to carry out a fresh installation of Oracle E-Business Suite Release 12.2, or as part of an upgrade to Release 12.2.

Oracle E-Business Suite Maintenance Guide

This guide contains information about the strategies, tasks, and troubleshooting activities that can be used to help ensure an Oracle E-Business Suite system keeps running smoothly, together with a comprehensive description of the relevant tools and utilities. It also describes how to patch a system, with recommendations for optimizing typical patching operations and reducing downtime.

Oracle E-Business Suite Security Guide

This guide contains information on a comprehensive range of security-related topics, including access control, user management, function security, data security, and auditing. It also describes how Oracle E-Business Suite can be integrated into a single sign-on environment.

Oracle E-Business Suite Setup Guide

This guide contains information on system configuration tasks that are carried out either after installation or whenever there is a significant change to the system. The activities described include defining concurrent programs and managers, enabling Oracle Applications Manager features, and setting up printers and online help.

Oracle E-Business Suite User Interface Standards for Forms-Based Products

This guide contains the user interface (UI) standards followed by the Oracle E-Business

Suite development staff. It describes the UI for the Oracle E-Business Suite products and tells you how to apply this UI to the design of an application built by using Oracle Forms.

Other Implementation Documentation

Oracle Approvals Management Implementation Guide

This guide describes transaction attributes, conditions, actions, and approver groups that you can use to define approval rules for your business. These rules govern the process for approving transactions in an integrated Oracle application. You can define approvals by job, supervisor hierarchy, positions, or by lists of individuals created either at the time you set up the approval rule or generated dynamically when the rule is invoked. You can learn how to link different approval methods together and how to run approval processes in parallel to shorten transaction approval process time.

Oracle Diagnostics Framework User's Guide

This guide contains information on implementing, administering, and developing diagnostics tests for Oracle E-Business Suite using the Oracle Diagnostics Framework.

Oracle E-Business Suite Flexfields Guide

This guide provides flexfields planning, setup and reference information for the Oracle E-Business Suite implementation team, as well as for users responsible for the ongoing maintenance of Oracle E-Business Suite product data. This guide also provides information on creating custom reports on flexfields data.

Oracle E-Business Suite Integrated SOA Gateway Implementation Guide

This guide explains the details of how integration repository administrators can manage and administer the entire service enablement process based on the service-oriented architecture (SOA) for both native packaged public integration interfaces and composite services - BPEL type. It also describes how to invoke Web services from Oracle E-Business Suite by working with Oracle Workflow Business Event System, manage Web service security, and monitor SOAP messages.

Oracle E-Business Suite Integrated SOA Gateway User's Guide

This guide describes how users can browse and view the integration interface definitions and services that reside in Oracle Integration Repository.

Oracle E-Business Suite Multiple Organizations Implementation Guide

This guide describes how to set up multiple organizations and the relationships among them in a single installation of an Oracle E-Business Suite product such that transactions flow smoothly through and among organizations that can be ledgers, business groups,

legal entities, operating units, or inventory organizations. You can use this guide to assign operating units to a security profile and assign this profile to responsibilities such that a user can access data for multiple operating units from a single responsibility. In addition, this guide describes how to set up reporting to generate reports at different levels and for different contexts. Reporting levels can be ledger or operating unit while reporting context is a named entity in the selected reporting level.

Oracle e-Commerce Gateway Implementation Guide

This guide describes implementation details, highlighting additional setup steps needed for trading partners, code conversion, and Oracle E-Business Suite. It also provides architecture guidelines for transaction interface files, troubleshooting information, and a description of how to customize EDI transactions.

Oracle e-Commerce Gateway User's Guide

This guide describes the functionality of Oracle e-Commerce Gateway and the necessary setup steps in order for Oracle E-Business Suite to conduct business with trading partners through Electronic Data Interchange (EDI). It also describes how to run extract programs for outbound transactions, import programs for inbound transactions, and the relevant reports.

Oracle iSetup User's Guide

This guide describes how to use Oracle iSetup to migrate data between different instances of the Oracle E-Business Suite and generate reports. It also includes configuration information, instance mapping, and seeded templates used for data migration.

Oracle Product Hub Implementation Guide

This guide explains how to set up hierarchies of items using catalogs and catalog categories and then to create user-defined attributes to capture all of the detailed information (such as cost information) about an object (such as an item or change order). It also explains how to set up optional features used in specific business cases; choose which features meet your business' needs. Finally, the guide explains the set up steps required to link to third party and legacy applications, then synchronize and enrich the data in a master product information repository.

Oracle Product Hub User's Guide

This guide explains how to centrally manage item information across an enterprise, focusing on product data consolidation and quality. The item information managed includes item attributes, categorization, organizations, suppliers, multilevel structures/bills of material, packaging, changes, attachments, and reporting.

Oracle Web Applications Desktop Integrator Implementation and Administration Guide

Oracle Web Applications Desktop Integrator brings Oracle E-Business Suite functionality to a spreadsheet, where familiar data entry and modeling techniques can be used to complete Oracle E-Business Suite tasks. You can create formatted spreadsheets on your desktop that allow you to download, view, edit, and create Oracle E-Business Suite data, which you can then upload. This guide describes how to implement Oracle Web Applications Desktop Integrator and how to define mappings, layouts, style sheets, and other setup options.

Oracle Workflow Administrator's Guide

This guide explains how to complete the setup steps necessary for any Oracle E-Business Suite product that includes workflow-enabled processes. It also describes how to manage workflow processes and business events using Oracle Applications Manager, how to monitor the progress of runtime workflow processes, and how to administer notifications sent to workflow users.

Oracle Workflow Developer's Guide

This guide explains how to define new workflow business processes and customize existing workflow processes embedded in Oracle E-Business Suite. It also describes how to define and customize business events and event subscriptions.

Oracle Workflow User's Guide

This guide describes how Oracle E-Business Suite users can view and respond to workflow notifications and monitor the progress of their workflow processes.

Oracle XML Gateway User's Guide

This guide describes Oracle XML Gateway functionality and each component of the Oracle XML Gateway architecture, including Message Designer, Oracle XML Gateway Setup, Execution Engine, Message Queues, and Oracle Transport Agent. It also explains how to use Collaboration History that records all business transactions and messages exchanged with trading partners.

The integrations with Oracle Workflow Business Event System, and the Business-to-Business transactions are also addressed in this guide.

Oracle XML Publisher Administration and Developer's Guide

Oracle XML Publisher is a template-based reporting solution that merges XML data with templates in RTF or PDF format to produce outputs to meet a variety of business needs. Outputs include: PDF, HTML, Excel, RTF, and eText (for EDI and EFT transactions). Oracle XML Publisher can be used to generate reports based on existing Oracle E-Business Suite report data, or you can use Oracle XML Publisher's data extraction engine to build your own queries. Oracle XML Publisher also provides a

robust set of APIs to manage delivery of your reports via e-mail, fax, secure FTP, printer, WebDav, and more. This guide describes how to set up and administer Oracle XML Publisher as well as how to use the Application Programming Interface to build custom solutions. This guide is available through the Oracle E-Business Suite online help.

Oracle XML Publisher Report Designer's Guide

Oracle XML Publisher is a template-based reporting solution that merges XML data with templates in RTF or PDF format to produce a variety of outputs to meet a variety of business needs. Using Microsoft Word or Adobe Acrobat as the design tool, you can create pixel-perfect reports from the Oracle E-Business Suite. Use this guide to design your report layouts. This guide is available through the Oracle E-Business Suite online help.

Training and Support

Training

Oracle offers a complete set of training courses to help you master your product and reach full productivity quickly. These courses are organized into functional learning paths, so you take only those courses appropriate to your job or area of responsibility.

You have a choice of educational environments. You can attend courses offered by Oracle University at any of our many Education Centers, you can arrange for our trainers to teach at your facility, or you can use Oracle Learning Network (OLN), Oracle University's online education utility. In addition, Oracle training professionals can tailor standard courses or develop custom courses to meet your needs. For example, you may want to use your organization structure, terminology, and data as examples in a customized training session delivered at your own facility.

Support

From on-site support to central support, our team of experienced professionals provides the help and information you need to keep your product working for you. This team includes your Technical Representative, Account Manager, and Oracle's large staff of consultants and support specialists with expertise in your business area, managing an Oracle server, and your hardware and software environment.

Do Not Use Database Tools to Modify Oracle E-Business Suite Data

Oracle STRONGLY RECOMMENDS that you never use SQL*Plus, Oracle Data Browser, database triggers, or any other tool to modify Oracle E-Business Suite data unless otherwise instructed.

Oracle provides powerful tools you can use to create, store, change, retrieve, and maintain information in an Oracle database. But if you use Oracle tools such as

SQL*Plus to modify Oracle E-Business Suite data, you risk destroying the integrity of your data and you lose the ability to audit changes to your data.

Because Oracle E-Business Suite tables are interrelated, any change you make using an Oracle E-Business Suite form can update many tables at once. But when you modify Oracle E-Business Suite data using anything other than Oracle E-Business Suite, you may change a row in one table without making corresponding changes in related tables. If your tables get out of synchronization with each other, you risk retrieving erroneous information and you risk unpredictable results throughout Oracle E-Business Suite.

When you use Oracle E-Business Suite to modify your data, Oracle E-Business Suite automatically checks that your changes are valid. Oracle E-Business Suite also keeps track of who changes information. If you enter information into database tables using database tools, you may store invalid information. You also lose the ability to track who has changed your information because SQL*Plus and other database tools do not keep a record of changes.

1

Introduction

This chapter covers the following topics:

- Implementing Oracle Incentive Compensation
- Oracle Incentive Compensation Basics
- Responsibilities in the Compensation Process
- The Oracle Incentive Compensation Process
- Getting Started
- Using the Notes Feature
- Starting Implementation
- Implementation Task Sequence

Implementing Oracle Incentive Compensation

Oracle Incentive Compensation is a sophisticated application that helps enterprises manage their business objectives by controlling the way they compensate their sales forces. However, many setups must be performed before anyone can actually build compensation plans or pay salespeople for their efforts. This document is intended as a first guide for customers and implementers of Oracle Incentive Compensation to understand the scope, breadth, and depth of implementing the application, and how Oracle Incentive Compensation leverages components of the Oracle E-Business Suite.

Oracle Incentive Compensation is designed to calculate and pay compensation to salespeople (resources). Although Oracle Incentive Compensation is typically used to compensate salespeople, it is flexible enough to compensation nonemployees, such as vendors, suppliers, and partners.

Oracle Incentive Compensation can calculate monetary commissions as well as nonmonetary commission, such as points.

This document does not address creating or assigning compensation plans, or with the actual collection, calculation, or payment of compensation. See the *Oracle Incentive*

Compensation User Guide for those procedures.

Oracle Incentive Compensation integrates with other applications in the Oracle E-Business Suite. Integrations with Oracle Resource Manager and Oracle General Ledger are mandatory, because they are the repositories of information on employees in Oracle Human Resources and accounting information. Using one central source of truth for all Oracle applications helps to minimize errors and duplication. Oracle Incentive Compensation is set up with out-of-the-box integration with Oracle Receivables and Oracle Order Management, but is flexible enough to work with legacy applications.

The same can be said for the other end of the sales compensation process. Oracle Payroll is used for paying salespeople and Oracle Payables can be set up to pay vendors and suppliers. The Oracle Sales application uses reports from the application and Oracle Quoting uses Oracle Incentive Compensation for projecting sales compensation. Oracle Incentive Compensation integrates with Oracle Territory Manager for sales credit allocation, which is the process of determining who receives credit for sales transactions.

Oracle Incentive Compensation supports multiple operating units within your enterprise. At the operating unit level, sets of books, payment intervals, and matters of credit types and credit conversion are determined. The tables used in collecting, calculating, and paying resources are part of the operating unit setup regimen.

Oracle Incentive Compensation Basics

Here's a quick run through Oracle Incentive Compensation's basic features.

Oracle Incentive Compensation collects transactions, calculates commissions earned and determines what to pay. The collected transactions are run against compensation plans to determine if salespeople (known as resources in the application) are eligible for compensation. The application calculates how much is earned and how much is to be paid, and exports commission payments to payroll or Oracle Payables for actual payment.

Oracle Incentive Compensation can compensate for a variety of resources, including people or organizations, employees or vendors, suppliers, partners, and so on, as long as they can be modeled in Oracle Resource Manager. Out of the box, Oracle Resource Manager can import and synchronize employee data from Oracle HR. This enables Oracle Incentive Compensation to collect order and invoice transactions from Oracle Order Management and Oracle Receivables. Oracle Incentive Compensation also can be configured to collect from legacy or other transaction sources. If you have a large number of transaction sources you can use Oracle Data Warehouse/Warehouse Builder to assist in the management of data collection.

Some collected transactions may require further processing to determine who to credit and/or how much to credit for each transaction. As part of a post collection process, Oracle Incentive Compensation integrates with Oracle Territory Manager to determine who is a credit receiver and uses the Sales Credit Allocation module within Oracle Incentive Compensation to determine the credit percentage that each resource receives

from an order line or an invoice line.

Oracle Incentive Compensation integrates out of the box with Oracle Payroll for employees and with Oracle Payables for suppliers and vendors. The same interface table can be used to integrate to legacy or other payroll and accounts payable systems.

To directly align and incent your salesforce to corporate objectives, Oracle Quoting integrates to Oracle Incentive Compensation to provide projected commissions on quotes.

Responsibilities in the Compensation Process

Oracle Incentive Compensation is delivered with six seeded responsibilities to establish a pathway through the many procedures necessary for implementation and use of the application. Your system administrator can configure responsibilities to match your implementation requirements.

For information on mapping resources from the previous responsibilities to the new ones, see the *Oracle E-Business Suite Upgrade Guide: Release 11i to Release 12.2*.

The process of Incentive Compensation normally starts with a group of people who design the compensation plans. This group may include employees from Sales, Finance, Human Resources, or a combination of people from all of these organizations. After the organization has signed off on the content of the plans, the plans are created in Oracle Incentive Compensation by the Plan Administrator. Other duties of the Plan Administrator include creating and maintain the rules and rule hierarchies used in classifying transactions and for other purposes.

However, before that is possible, all of the necessary setups must be performed by the Incentive Compensation Administrator. For instance, the Incentive Compensation Administrator sets up dependencies and integrations with other products in the E-Business Suite, such as Order Management or Accounts Receivable. These tasks can be operating unit specific or not.

Operating unit specific setups are accessed through the Configuration Workbench, which steps the Incentive Compensation Administrator through the various setups and provides a mechanism to help them to track the implementation work they have completed. The Configuration Workbench is organized into 5 areas: Application Parameters, Collection, Calculation, Payment and Credit Allocation.

After the plans are modeled in Oracle Incentive Compensation, a group is responsible for the day to day administration of collecting, calculating and paying compensation. This is the typical domain of a compensation group of Compensation Analysts and Compensation Managers.

Oracle Incentive Compensation gives salespeople and their managers access to reports through the Incentive Compensation User and Incentive Compensation Manager responsibilities. Incentive Compensation Managers can see not only their own compensation reports but also the reports of the people who work for them.

This Implementation Guide focuses primarily on the tasks of the Incentive

Compensation Administrator. The *Oracle Incentive Compensation User Guide* covers plan creation, as well as the collection of transactions and the calculation and payment of commission.

The Oracle Incentive Compensation Process

The illustration below shows how transactions are collected into Oracle Incentive Compensation and processed in order to pay commission to resources. The process allows for alternative methods in the collection sources, collection method, and payment options.

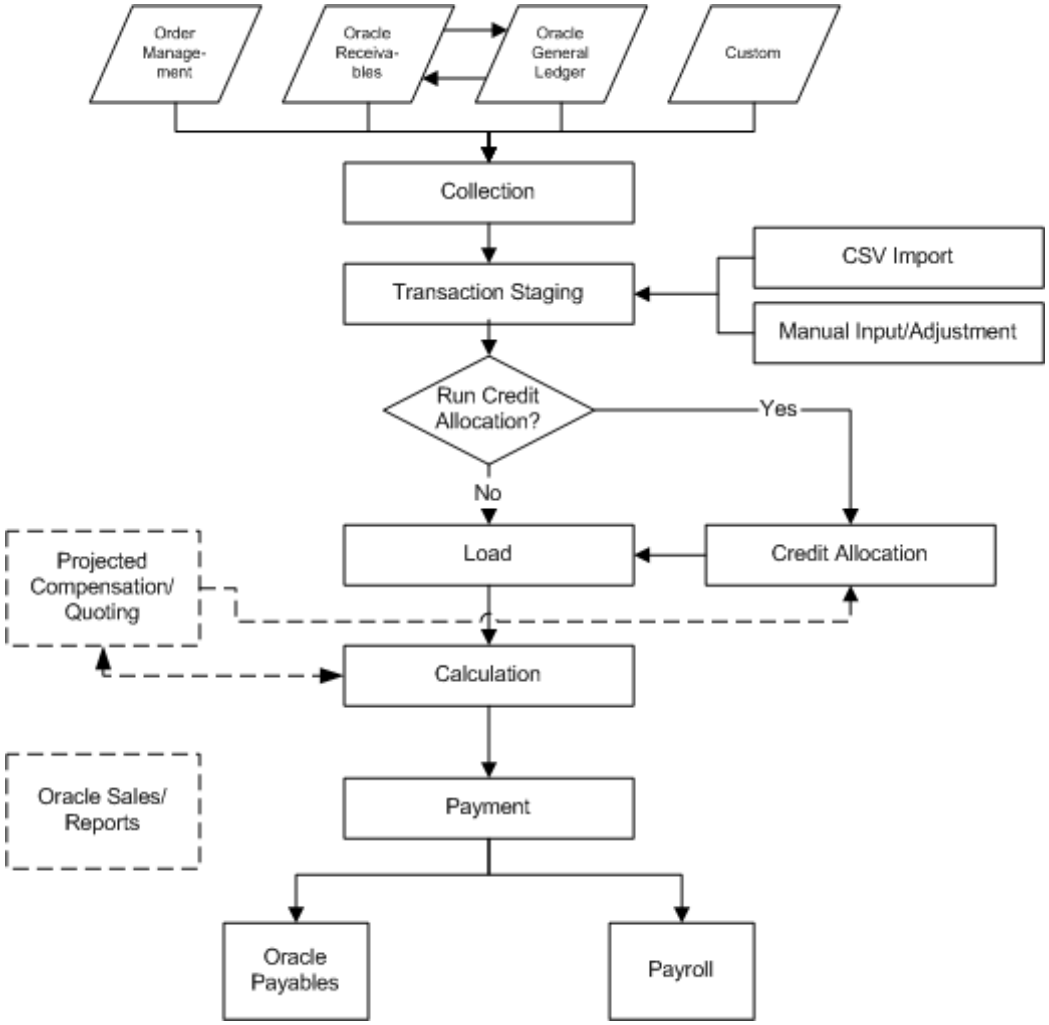
Transactions are collected from the standard transaction sources, Order Management and Oracle Receivables (Order Booking), but can also be collected from custom and legacy sources. You can import the transaction data directly using a CSV file, a delivered API, or you can manually input transactions.

If you want to use Credit Allocation to determine who receives how much credit for transactions, it takes care of loading on its own. If no credit allocation is required, you can simply load the transactions for calculation. The Projected Compensation feature uses Credit Allocation and the Calculation engine to provide approximate commission figures for Oracle Quoting.

After the Calculation Engine has run, the Payment function sends commission data to Oracle Payables for vendors and to Payroll for regular employees. A custom payroll system also can be used.

Reports are available at the end of this process, which are used by the Oracle Sales application.

Transaction Flow in Oracle Incentive Compensation



Getting Started

To begin implementation, log in to the Incentive Compensation Administrator responsibility and click the Configuration Workbench link. The Setup Tasks page appears, listing the five main areas involved with implementation.

> **Additional Information:** To enable the Configuration Workbench to perform the setup, set up an organization in Oracle Human Resource as an Operating Unit.

On the Setup Tasks page, select an operating unit if your enterprise has multiple operating units. To perform implementation tasks, click the icons in the Go to Task column to go to the Tasks List for each section. The Status column in the Tasks List

pages is manually set by you. Use it to keep track of your progress.

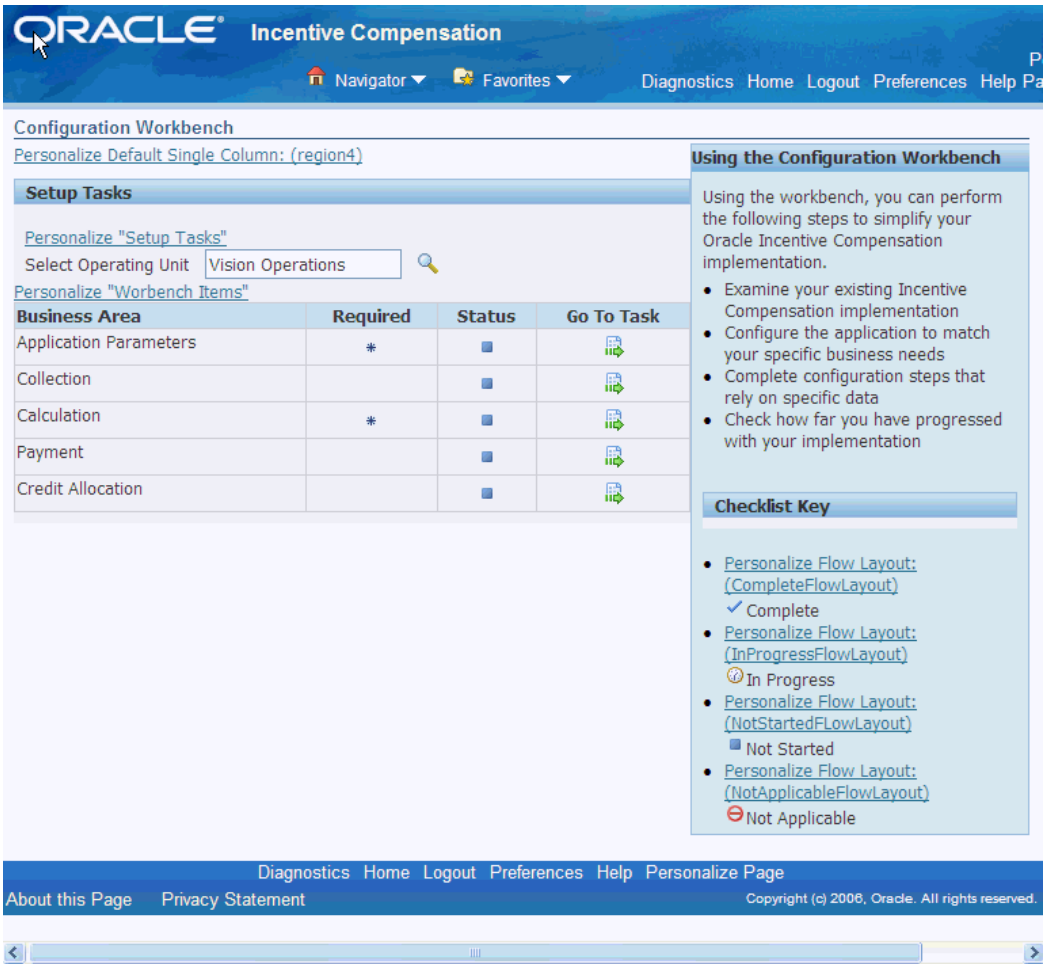
You can set up favorites on the Configuration Workbench page. If you want to return to this page after working in a specific area of the application, click the Home link.

Oracle Incentive Compensation pages display the page navigation along the top, for example, *Setup Tasks* > *Application Parameters: Vision Operations* >. This helps guide you as you work in the application. Use these links to return to previous pages--don't use the browser's Back button. Using the back button could create errors.

Using the Configuration Workbench

Oracle Incentive Compensation provides the Configuration Workbench to guide you through the implementation process. Below is a screenshot of the initial page you see when you enter the Configuration Workbench.

To begin the implementation, click the Application Parameters icon. Within Application Parameters, you can set up general and general ledger parameters, define interval settings, and set up credit types and credit conversion factors.



Using the Notes Feature

Oracle Incentive Compensation provides a Notes feature throughout the product. Notes are useful for keeping track of changes that are made to setups. Notes aid in Sarbanes-Oxley (SOX) compliance, as well.

Most pages contain a Notes History feature, and many also have an Add Note ability. You can sort through the notes to find relevant information quickly. Notes are kept in context to simplify the search and review process.

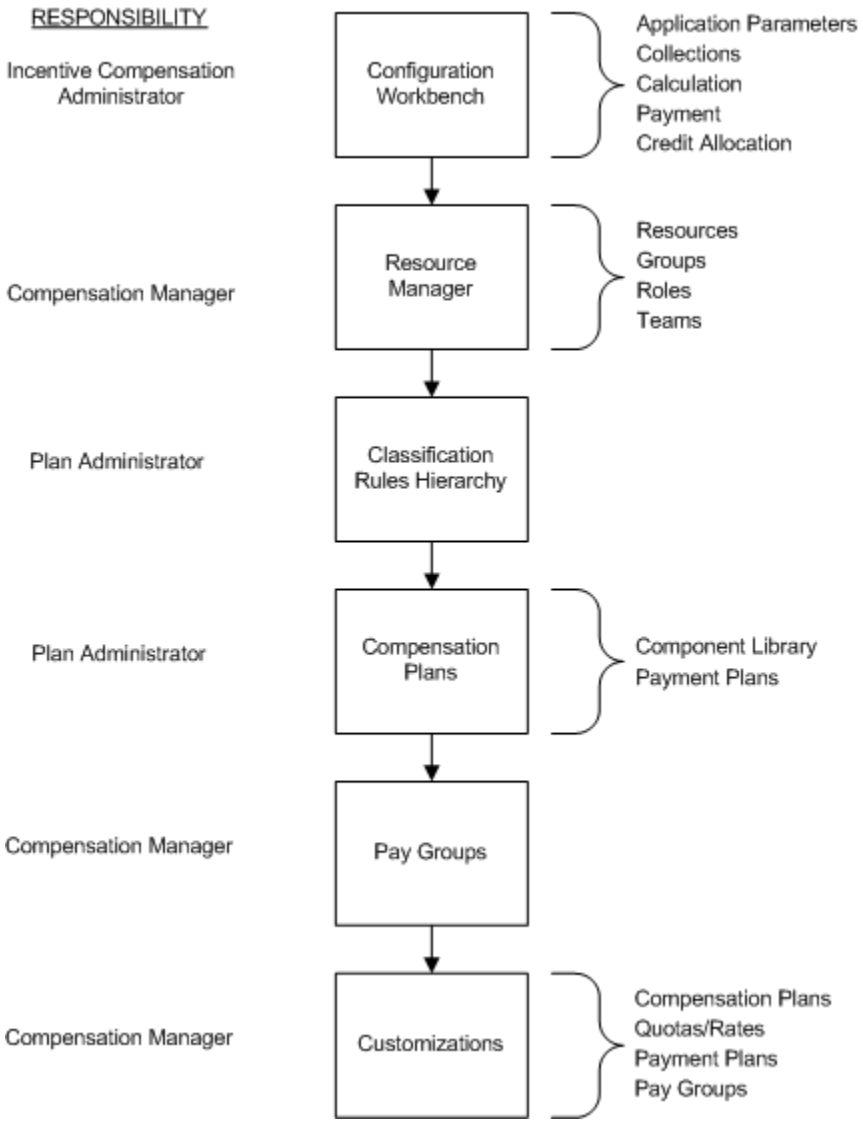
There are two kinds of notes--system generated and user entered. System generated notes are created automatically when an action is performed, such as when you change a parameter or create a new credit type. You enter user notes yourself to provide additional information or to explain to other system users why you made a change or performed an action.

Starting Implementation

Beginning The Implementation Process

The graphic below shows the basic setup flow of Oracle Incentive Compensation. Implementation is primarily handled by the Incentive Compensation Administrator using the Configuration Workbench. The graphic shows how after this initial setup process, other responsibilities work with Resource Manager, set up hierarchies, build compensation plans, and finish the job of setting up Oracle Incentive Compensation. This document deals with activities performed by the Incentive Compensation Administrator. The specific implementation steps are presented in detail following the graphic.

Setup Process Flow



Implementation Task Sequence

The steps needed for implementing Oracle Incentive Compensation are listed in the recommended order in which they should be carried out. When the step includes steps performed in another application, the relevant implementation guide is referenced. Oracle strongly recommends that you implement Oracle Incentive Compensation in the order listed.

The following table summarizes the necessary steps to successfully implement Oracle Incentive Compensation. Further information detailing the implementation procedures is provided in the sections following the table.

Prerequisites

Completion of installation and implementation steps as outlined in the following documents:

- *Oracle System Administrator's Guide*
- *Supplemental CRM Installation Steps Release 12*

Standard Oracle Incentive Compensation Process

Step	Description
Perform Mandatory Dependencies and Integrations	Oracle Resource Manager and Oracle General Ledger are required. Other integrations, such as Oracle Payroll and Oracle Territory Manager, are optional. See Chapter 2.
Perform General Ledger setups	Oracle General Ledger provides the accounting environment for Oracle Incentive Compensation to work. You must define period types, accounting calendar, periods, functional currency, and set of books in Oracle General Ledger. See Chapter 3.
Set up Application Parameters	The four sections below are essential setups for the application to perform collection, calculation, and payment. See Chapter 4.
Set up General Parameters	Select your type of currency conversion and indicate whether you will customize compensation plans. Select a sales hierarchy to provides secure access to resource data. If your company doesn't use draws, you can prevent draws from appearing on the Data Summary Report.
Set up General Ledger Parameters	Confirm your setups in General Ledger, including set of books, functional currency, accounting calendar, and period type.
Define Interval Settings	Group predefined periods into intervals for measuring sales achievement for bonus and commission calculation.

Step	Description
Define Credit Types and Credit Conversion Factors	Define the credit types you need and set up conversion based on rates that you defined previously in General Ledger.
Perform Collection setups	In this part of the Configuration Workbench you work with tables and columns to set up the exact way that collection functions, including defining parameters, external table mapping, and collection sources and mapping. See Chapter 5.
Set up Collection Parameters	Set collection batch size, number of clawback days, other collection parameters
Configure Tables and Columns	Optional. Define tables and columns used in collecting transactions into the application.
Define External Table Mapping	Optional. Join external tables to destination tables in the application if you need to use data from external tables.
Define Collection Sources and Mapping	Configure seeded transaction sources or define new ones. Register tables, define notification queries and runtime parameters, define mapping, define triggers, define filters, special features
Generate Collection Packages	Define how you want collection to be processed. You can test generate a collection package first to verify that it works properly.
Perform Calculation setups	Specify how you want calculation to work in your instance of Oracle Incentive Compensation and configure table and column mappings, including external tables. See Chapter 6.
Set up Calculation Parameters	Set up batch sizes, set rate table precision, and make other selections to configure the calculation process.

Step	Description
Configure Tables and Columns	Optional. Define tables and columns used in calculating commissions.
Define External Table Mappings	Optional. Join external tables to destination tables if needed for calculation purposes.
Perform Payment setups	To define how you want the application to produce payment batches, set up payment parameters and define pay element mappings in this section. See Chapter 7.
Set up Payment Parameters	Select integration with Oracle Payroll or Oracle Payables. If you select Oracle Payables, you can specify at what level account generation takes place.
Define Pay Element Mappings	If you are integrating with Oracle Payroll, you must map Oracle Incentive Compensation plan elements with Oracle Payroll pay elements.
Perform Credit Allocation setups	The Configuration Workbench has one section for configuring transaction source mappings, but other necessary steps include setting up profile options, workflow options, and the workflow background process. See Chapter 8.
Configure Transaction Source Mappings	It is important to synchronize credit rules and configure transaction source mappings.
Maintain System Profiles	System profiles allow you to further configure the application to suit your needs. See Chapter 9.
Create and Maintain Lookups	Lookups are preset selections for Lists of Values. See Chapter 10.
Maintain Flexfields	Flexfields provide additional input fields on a page with preset names and specific sets of values. See Chapter 11.

2

Oracle Incentive Compensation Command Center Setup

This chapter covers the following topics:

- Setting Up Incentive Compensation Command Center
- Setup and Configuration Steps for Incentive Compensation Command Center
- Setting Profile Options for Incentive Compensation Command Center
- Loading Incentive Compensation Data

Incentive Compensation Command Center Configuration

Setting Up Incentive Compensation Command Center

See Incentive Compensation Command Center Overview, *Oracle Incentive Compensation User Guide* for more information.

The Incentive Compensation Command Center configuration setup must be completed after the installation and common configurations are completed as described in My Oracle Support Knowledge Document 2495053.1, *Installing Oracle Enterprise Command Center Framework, Release 12.2*.

See Setup and Configuration Steps for Incentive Compensation Command Center, page 2-2 for more information.

Setup and Configuration Steps for Incentive Compensation Command Center

To complete setup of the Incentive Compensation Command Center:

1. Set profile options for Incentive Compensation Command Center, page 2-2
2. Load Incentive Compensation data, page 2-3

Setting Profile Options for Incentive Compensation Command Center

Set the following profile options for Incentive Compensation Command Center.

Profile Option Name	Description
OIC: ECC Database View Periods	This is a site level profile option that you must set before running data load. Enter the Start Period ID and the End Period ID to specify the period ID range. Use the format nnnnn, xxxxx, for example, 2000001,2015002.

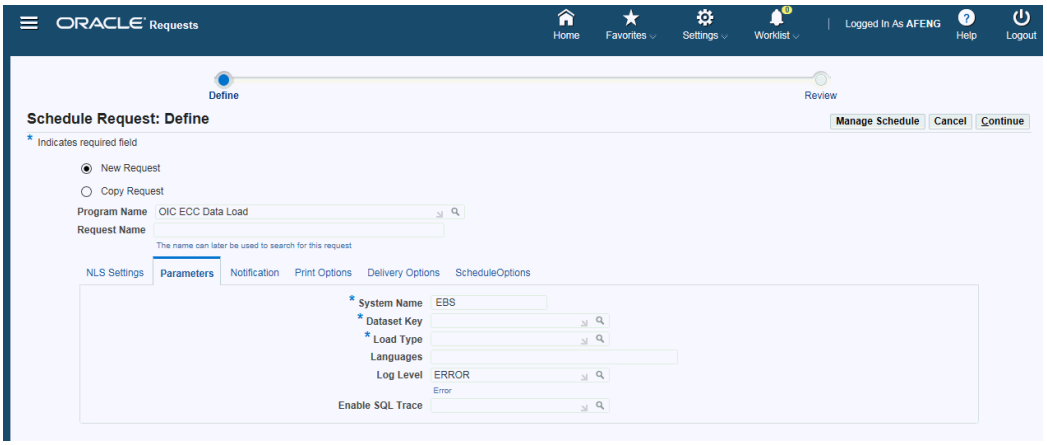
Profile Option Name	Description
OIC: Pay by Transaction	Set this profile option to Yes to turn on the Pay by Transaction mode. For details about this profile option and the pay mode, refer to the following guides: • *Oracle Incentive Compensation Implementation Guide* • *Oracle Incentive Compensation User Guide*

Loading Incentive Compensation Data

See Incentive Compensation Command Center Overview, *Oracle Incentive Compensation User Guide* and Setup and Configuration Steps for Incentive Compensation Command Center, page 2-2 for more information.

To process the data from Oracle E-Business Suite to Incentive Compensation Command Center, run the **OIC ECC Data Load** concurrent request from the **Schedule: Request Define** page.

(N): **Compensation Manager** >**Requests** >**Schedule**



To load compensation data:

1. Select **New Request**.
2. In the **Program Name** field, enter OIC ECC Data Load.
3. Click the **Parameters** tab and enter the following parameters.

4. In the **Dataset Key** field, to load data for a specific data set, enter one of the following:
    - **cn-trx**: Loads Incentive Compensation transaction data
    - **cn-cp**: Loads recent jobs data
    - **cn-quota**: Loads quota and attainment data
5. Select the appropriate load type.
    - **FULL_LOAD**: Loads all data from Oracle E-Business Suite, for all the languages specified.
    - **INCREMENTAL_LOAD**: Loads the data modified and updated from the previous load. Schedule incremental load to run as often as required to keep the ECC dashboards current.
6. In the **Languages** field, enter one or more language codes for the output. For multiple language codes, use the format AA,BB,NN. For example, enter US,AR,KO. If this field is left blank, then the data will be loaded for the base language only (usually US).
7. Select the log level that you want the program to report. The default value is **Error**.
8. Select **True** to enable SQL trace. Otherwise, select **False**.
9. Submit the concurrent request.
10. Review your request using the **Requests** page.
11. Monitor data loading using the **Data Load Tracking** page of the ECC Developer responsibility.

How Lifecycle Phases and Statuses are Derived:

The following table provides information about how a transaction is processed and how the statuses and the lifecycle phases are derived. This table lists the status name, the lifecycle name, and the data group involved in processing. The information in this table helps you to identify errors during transaction processing.

Status Name	Lifecycle Phase	Lifecycle phase or status is derived through processing the following:	Data Group
API Load Status		CN_COMM_LINES_API.LOAD_STATUS	Interface Processing
API Adjust Status		CN_COMM_LINES_API. ADJUST_STATUS	Interface Processing
	Collect Lifecycle	DECODE (CN_COMM_LINES_API.TERR_ID, NULL,'Collected', 'Credited') + '->' + CN_COMM_LINES_API.LOAD_STATUS	Interface Processing
Status		NVL (CN_COMMISSION_HEADERS.STATUS, CN_COMMISSION_LINES.STATUS)	Calculation Processing
Posting Status		CN_COMMISSION_LINES. POSTING_STATUS	Calculation Processing
	Calculate Lifecycle	Status + Posting Status	Calculation Processing
Paysheet Status		CN_PAYMENT_WORKSHEETS.STATUS	Paysheet Processing
Payrun Status		CN_PAYRUNS. STATUS	Payrun
	Pay Lifecycle	Paysheet Status + Payrun Status	Payment Processing
	Lifecycle Status	Collect Lifecycle + Calculate Lifecycle + Pay Lifecycle	Interface Processing, Calculation Processing, and Payment Processing

3

Mandatory Dependencies and Integrations

This chapter covers the following topics:

- Mandatory Dependencies
- Oracle Resource Manager
- Oracle General Ledger
- Integrations
- Oracle Payables
- Oracle Payroll
- Oracle Receivables and Oracle Order Management
- Oracle Human Resources
- Oracle Quoting or Third Party Quoting Application
- Oracle Territory Manager
- Oracle Transportation Management
- Integrate with the Territory Assignment Engine
- Modify the Code in the API Template
- Oracle Sales

Mandatory Dependencies

Oracle Incentive Compensation requires the following related products and components to be installed and implemented:

- Oracle Resource Manager
- Oracle General Ledger

Resource Manager is the common source for resource definition. The ability of Oracle

Incentive Compensation to read Resource Manager directly eliminates the need to create commonly used definitions and relationships in multiple applications.

Oracle General Ledger contains all of the accounting information that is used by Oracle Incentive Compensation. Everything that is necessary for running Oracle Incentive Compensation is included during setup.

Oracle Resource Manager

Use Resource Manager to:

- Create resources
- Create sales roles and assign them to resources
- Create compensation groups and teams
- Create hierarchies

The Compensation Manager maintains resources, roles, groups, and teams. See the *Oracle Incentive Compensation User Guide*, Chapter 3, for details.

Refer to appropriate sections of the *Oracle Trading Community Architecture Administration Guide*.

Create Resources

To receive commission payments in Oracle Incentive Compensation, the resource must be created, assigned a sales compensation role and assigned a compensation group. The roles and groups are created in Resource Manager, and the assignment takes place when employee resources are imported from HR. Resources that are not salespeople, for example, nonemployees set up as supplier vendors or TBH (to be hired), are not imported from HR, but are created directly in Resource Manager. See the appropriate content regarding creating and importing resources in the *Oracle Trading Community Architecture Administration Guide*.

Create and Assign Sales Roles

In Oracle Incentive Compensation, compensation plans are assigned to roles, and the salespeople are assigned a role. A Role may encompass one or more job descriptions and job titles. Within the role type used for Oracle Incentive Compensation, roles are assigned to resources, resource groups and resource teams. Oracle Resource Manager is delivered with predefined role types for all CRM modules, including Oracle Incentive Compensation, however you can define additional custom roles for your enterprise. The role types for Incentive Compensation include Sales Compensation and Sales Compensation Payment Analyst. See the appropriate content regarding defining roles and role types in the *Oracle Trading Community Architecture Administration Guide* for the steps for this procedure.

Create Compensation Groups

Resources must belong to a group to receive payments in Oracle Incentive Compensation. Groups are created in Resource Manager. A group is based on the similar functionality or roles of its members. Groups exist in a hierarchy, with parent and child groups defining the structure of the sales organization. Groups must have the usage type of Sales Compensation in order to be used in Oracle Incentive Compensation.

A Team is a type of group in which the members work together to complete a project. Teams and groups are both created in Resource Manager, and are assigned when you import the resource from HR. See the Managing Roles and Groups chapter in the *Oracle Trading Community Architecture Administration Guide*.

Create Reporting and Payment Analyst Hierarchies

In Resource Manager, when you set up resources and groups, you select reporting hierarchies, which determine who has access to information. These include Sales and Telesales, Sales Compensation, and Compensation Reporting Hierarchy.

The Compensation Reporting Hierarchy usage in Resource Manager determines user access to the Commission Statement report. This usage makes it easier to set up reporting structures so that managers have access to commission statements for the people that report to them. This usage can be selected using this system parameter: Reporting Hierarchy for Manager Access to Resources Reports. It is located on the Set Up General Parameters section of the Configuration Workbench. See Set Up General Parameters, page 5-1.

Oracle General Ledger

Oracle General Ledger is a necessary part of an Oracle Incentive Compensation implementation. Oracle Incentive Compensation uses calendars and periods from General Ledger to calculate commission. You must select these General Ledger setups at the beginning of the implementation process. See Chapter 3, General Setup Tasks, for more information, and also Chapter 4, Operating Unit Specific Setup Tasks, Set up General Ledger Parameters section, for details.

Also see the *Oracle General Ledger User Guide*.

Integrations

Oracle Payables, page 3-4 is used to pay companies who are vendors or suppliers, or resources who are not full-time, regular employees. Oracle Payables recognizes resources for payment only if they are activated as suppliers.

Oracle Payroll, page 3-6 is used by the application to pay employees.

Oracle Receivables and Oracle Order Management are the standard collection sources for transactions in Oracle Incentive Compensation. You can also define custom sources.

Oracle Human Resources is where you must first create employees in order for them to be paid compensation in Oracle Incentive Compensation. After creating employees in

Human Resources, you then import these records into Resource Manager to create resources. See the *Oracle Incentive Compensation User Guide*, Resource section. See Oracle Human Resources documentation for the procedures for creating employees.

Oracle Quoting, page 3-8 uses Oracle Incentive Compensation to project commissions for resources and for Credit Allocation. Oracle Incentive Compensation receives data through an API and then sends back projected commissions to Oracle Quoting. Because the projected commissions calculator is less complex than a compensation plan, the projections are approximate. The more complex the compensation plan, the more inaccurate the projection may be.

Oracle Territory Manager, page 3-10 provides integration with the Territory Assignment Engine for Credit Allocation. See Chapter 5, Implementing Credit Allocation.

Oracle Sales, page 3-20 integrates with Oracle Incentive Compensation to provide resources access to view their commission statements.

Oracle Workflow is a workflow management system that is used by Oracle Incentive Compensation to integrate business processes. Workflow is already configured for use in Oracle Incentive Compensation and does not require any setups.

Oracle Transportation Management, page 3-12 integrates with Oracle Incentive Compensation to calculate incentive pay of drivers.

Oracle Payables

Full-time, regular employees are paid using Payroll. If you want to pay commission to other resources who are not part of your standard payroll system, you can set them up as suppliers in Oracle Purchasing. This creates an integration with Oracle Payables to pay the resource. For purposes of collecting transactions and paying commissions, Oracle Incentive Compensation treats a supplier contact the same as any other resource. To enable integration with Oracle Payables, see the Payment Setups in the Configuration Workbench.

If you do not want to include zero payments from being passed to Oracle Payables, select the Prevent Zero Payments to AP check box. You can select this check box only when the Integration to Oracle Payables check box is selected. This ensures quicker processing as the system excludes zero payments.

For the steps to this procedure, see the *Oracle Payables User Guide*. Please also refer to the *Oracle Purchasing User's Guide* for more information.

After a payment batch has been processed (Paid status against the payment batch name), the Salespeople Sub-ledgers are updated to reflect the amounts paid in the appropriate accounts and balances, and the data is transferred to the Oracle Payables Invoices Interface table.

Oracle Payables uses two interface tables as entry points for data from other applications, including Oracle Incentive Compensation:

- AP_INVOICES_INTERFACE
- AP_INVOICE_LINES_INTERFACE

The following two tables show the columns that map to the columns in each invoice interface table in Oracle Payables:

AP_INVOICES_INTERFACE	Populated with
INVOICE_ID	AP_INVOICES_INTERFACE_S.NEXTVAL
INVOICE_NUM	CN_PAYMENT_TRANSACTIONS. PAYMENT_TRANSACTION_ID
INVOICE_DATE	CN_PAYRUNS.PAY_DATE
VENDOR_ID	PO_VENDOR_SITES.VENDOR_ID
VENDOR_SITE_ID	PO_VENDOR_SITES.VENDOR_SITE_ID
INVOICE_AMOUNT	CN_PAYMENT_TRANSACTIONS. PAYMENT_AMOUNT
INVOICE_CURRENCY_CODE	FUNCTIONAL CURRENCY CODE
PAYMENT_CURRENCY_CODE	REP CURRENCY CODE
SOURCE	ORACLE.SALES.COMPENSATION
ACCTS_PAY_CODE_COMBINATION_ID	CN_PAYMENT_TRANSACTIONS. LIABILITY_CCID
INVOICE_TYPE_LOOKUP_CODE	CREDIT (if amount <0); STANDARD (if amount >0)

AP_INVOICE_LINES_INTERFACE	Populated with
INVOICE_ID	Same value as entered for AP_INVOICES_INTERFACE
INVOICE_LINE_ID	AP_INVOICE_LINES_INTERFACE_S. NEXTVAL

AP_INVOICE_LINES_INTERFACE	Populated with
LINE_NUMBER	1
LINE_TYPE_LOOKUP_CODE	ITEM
AMOUNT	CN_PAYMENT_TRANSACTIONS. PAYMENT_AMOUNT
DIST_CODE_COMBINATION_ID	CN_PAYMENT_TRANSACTIONS. EXPENSE_CCID
DESCRIPTION	PAYRUN_NAME + PLAN ELEMENT NAME + PLAN NAME

Oracle Payroll

You can integrate Oracle Incentive Compensation with Oracle Payroll for employee type resources. When enabled, this integration transfers data from Oracle Incentive Compensation to the Oracle Payroll Batch Element Entry (BEE) interface. Oracle Incentive Compensation has an API that calls the payroll package to populate data into the BEE interface.

The system automatically generates a BEE Element Number for each payment in the BEE batch. This number helps to identify a payment easily and ensures faster payment reconciliation.

If you do not want zero payments from being passed to EBS Payroll, select Integration to Oracle Payroll check box and then select the Prevent Zero Payments to Oracle Payroll check box. This ensures that the payroll is processed quickly as zero payments are no longer processed.

The payroll mapping is stored in these tables:

- CN_QUOTAS_PAY_ELEMENTS_ALL
- CN_PAY_ELEMENT_INPUTS_ALL

A resource must already be set up in Resource Manager and be assigned to a role with a compensation plan. See Defining Resources and Assign Resources to Roles and Groups in the *Oracle Incentive Compensation User Guide*. Pay elements must be set up in Oracle Payroll.

Navigation

Setup Tasks > Payment > Setup Payment Parameters

Steps:

1. Check the Integration to Oracle Payroll box. See Payment, page 8-1.
2. Select the Prevent Zero Payments to Oracle Payroll check box.
3. Map plan elements in Oracle Incentive Compensation to pay elements in Oracle Payroll. See Define Pay Element Mappings, page 8-3.
4. Map Pay Element Input Values.

Oracle Receivables and Oracle Order Management

Transactions are primarily collected from Oracle Receivables and Oracle Order Management. These are the standard transaction sources included in the application. Oracle Incentive Compensation transactions can originate from a sales order, a customer billing, a customer payment, or other business events.

As a customization, you can use APIs to bring transactions into Oracle Incentive Compensation and to send transactions out to other systems.

From Oracle Receivables, you can collect the following types of transaction data:

- Invoices
- Credit and debit memos
- Payment postings
- Write-off postings
- Take-back (claw-back) postings, which are generated when an invoice due date goes beyond the set grace period. The credit for the sale is deducted from the resource's sales credit.
- Give-back postings, which are generated when a past due invoice that has been deducted from the resource's sales credit is paid. The resource receives the credit.
- Revenue Adjustment Module (RAM) Adjustments, which makes transaction adjustments one time, in Oracle Receivables using RAM (Revenue Adjustment Module), and collects the adjustments into Oracle Incentive Compensation.

From Oracle Order Management, you can collect booked orders and adjustments to booked orders.

To select these or any custom transaction source, go to the Configuration Workbench and select Collection > Define Collection Sources and Mapping.

Oracle Human Resources

In Oracle Human Resources Management System (Oracle HRMS), you create employees in order for them to be paid compensation in Oracle Incentive Compensation. See Oracle Human Resource Management System documentation for specific details of this procedure.

> **Additional Information:** Set up Oracle Human Resource Operating Unit to enable Configuration Workbench

In addition, there is an integration that enables the compensation workbench in Oracle HRMS to call an API to determine an employee's variable compensation earned and paid for a given date range. Because the actual payment to a resource is made through Oracle Payroll, Oracle Payables, or another third party payment system, the compensation paid amount may or may not be the amount the resource receives.

Oracle Quoting or Third Party Quoting Application

Out of the box, Oracle Quoting integrates to Oracle Incentive Compensation's projected commission API. After viewing the projected commission amounts, Oracle Quoting users can perform commission what-if analysis by changing quantities and prices of the items. This, in turn, alters the sales credit amount and recalculates the projected commission. The changes are not saved to the quote itself--they are used only for projecting commission. Projected commission can be displayed at three levels of granularity: the header level, product category level, or individual quote line level.

When integrating with Oracle Quoting, you must set four profile options:

- ASO: Calculate Projected Commission - YES at the Site and Application level
- ASO: Automatic Sales Credit Allocation - Partial at the Site level
- ASO: Automatic Sales Team Assignment - Partial at the Site level
- MO: Operating Unit - This must be set at the responsibility level, but can be overridden at the user level.

See the Profiles chapter for more information, or refer to the *Oracle Quoting Implementation Guide* .

If Sales Credit Allocation is implemented as well, you must refresh sales credit before viewing commissions.

There is a public API that you can use to project commission for salespeople. Projected Compensation provides an estimation of projected variable compensation earnings and their potential impact on quota attainment. Oracle Quoting uses Sales Credit Allocation.

Oracle Incentive Compensation receives data through the API and then sends back projected commissions to the calling application. See the *Oracle Incentive Compensation API Reference Guide*, for details on the API.

The projection calculator cannot be configured with the complexity of an actual compensation plan, so projections are estimates only and are not guaranteed amounts. The more complex the compensation plan, the more inaccurate the projection can be. You can include disclaimer text in the output.

The calling application provides the following values to the Oracle Incentive Compensation API table (CN_PROJ_COMPENSATION_GTT):

- resource_id
- Sales_credit_amount
- calc_date
- currency_code
- projection_identifier

In order for the application to process the projected commission, the following must be verified:

- The resource has a compensation role for the date of the projection.
- The compensation plan is valid for the date of the projection.
- The plan element is Commission incentive type and is valid for the date of the projection.
- The formula package is generated and has a status of VALID.
- The Plan Element Classification rule set must be valid for the date of the projection.

Oracle Incentive Compensation returns the following information to the calling application:

- Plan Element Name (PE_NAME)
- Projected Compensation (PROJ_COMP)
- Plan Element Quota (PE_QUOTA)
- Plan Element Quota Achieved (PE_ACHIEVED)
- Plan Element Credit (PE_CREDIT)
- Plan Element Interval (PE_INTERVAL)

Integrating with Projected Compensation

These are the setups required to use Projected Compensation with Oracle Quoting or with a third party quoting application. See the separate sections for any steps that are specific to them.

1. Define input and output calculation expressions to be used by the Projected Compensation API. See Define Calculation Expressions in the *Oracle Incentive Compensation User Guide*.

2. Reference the expressions in a formula as forecast input expressions and forecast output expressions. The formula must be of the Commission type. The expressions can reference calculation values from the following tables:

   - CN_QUOTAS
   - CN_SRP_PERIOD_QUOTAS
   - CN_PERIOD_QUOTAS
   - CN_SRP_QUOTA_ASSIGNS

3. Configure the Plan Element Classification Rule set to include the Projection Identifiers that are sent to the Projected Compensation API. These identifiers, which are set up in Oracle Quoting, identify the appropriate plan element to be used to determine the projected compensation for a given transaction. You must use the Rules Attributes hyperlink for the corresponding rule in the Rules Hierarchy to configure the projection identifiers. See Build a Rules Hierarchy in the *Oracle Incentive Compensation User Guide* for the steps.

Integrating with a Third Party Quoting Application

Use the same three integration steps as shown previously. Then, write SQL code to:

1. Populate the API table with data

2. Call the Projected Compensation API with the required parameters.

Note: Both of these steps should be performed in the same SQL session.

Oracle Territory Manager

To support the credit allocation process, Oracle Incentive Compensation provides the ability to integrate with Oracle Territory Manager. Sales Credit allocation in Oracle Territory Manager is used to define and assign the Who (for example, a resource in a role) on a transaction. Sales Credit Allocation in Oracle Incentive Compensation is used to define and assign the How Much credit (for example, percentage credit splits) on a

transaction for a given resource in a role. If you don't use Sales Credit Allocation to change the allocation percent the credit receivers get, then sales credit is split evenly (transaction amount divided by number of credit receivers). See Chapter 8, Credit Allocation Setups, for more information.

After territory rules are defined in Oracle Territory Manager, the Territory Assignment Engine (TAE) applies these user-defined rules to provide a transactions with credit receivers and their roles with evenly split amounts. Next, the allocation rules set up in Oracle Incentive Compensation are applied to the transactions created by the Oracle Territory Manager through the collection process to create the allocation splits.

The assignment of resources, using TAE, and the determination of credit allocation, using the Sales Credit Allocation Engine, primarily occurs after the transaction is collected into the Oracle Incentive Compensation transaction API table CN_COMM_LINES_API during the Post Collection phase. Post Collection is a trigger within the Collection process that provides the means for applying additional logic to collected transactions.

The overall setup steps for using Oracle Territory Manager are:

1. Create resources
2. Create roles
3. Assign roles and groups to resources
4. Create customers
5. Enable Territory Manager access types if needed and not enabled
6. Create a territory and assign resources and roles
7. Generate a territory package using concurrent manager

See the *Oracle Territory Manager User Guide* for the procedures for steps 5 through 7.

Integrate with the Territory Assignment Engine

There are several ways of integrating with Oracle Territory Manager:

- Territory Manager is called as part of the post collection process in Oracle Incentive Compensation.
- Territory Manager is called prior to collecting the transaction (for example, from within your order entry application) so that all transactions collected in Oracle Incentive Compensation have the correct credit receivers. This is custom code but can follow much of the code in CN_POST_COLLECTION_TAE_PUB provided below.
- In a related flow, Oracle Quoting integrates out of the box with Territory Manager to get the Who, and with Credit Allocation to get the How Much. After accurate

sales credit is determined for a transaction, Oracle Incentive Compensation is called to derive compensation projections.

To illustrate the first option above, Oracle Incentive Compensation integrates with Territory Manager to validate credit allocations on a collected transaction as part of the post collection phase. The integration flow is:

1. Collect Oracle Incentive Compensation transactions with credit allocations that may or may not be validated. For example, transactions from a particular channel may not require territory validation. See the following section for specifics on modifying the code template.

2. Identify Oracle Incentive Compensation transactions that require credit allocation validation. Oracle Incentive Compensation assumes that a single credit receiver order line or invoice line is represented as a single Oracle Incentive Compensation transaction record in CN_COMM_LINES_API.

3. Run collection.

4. If necessary (for example, if credit receivers do not all receive an even split) then run the Sales Credit Allocation concurrent program to allocate percentage credit for all Unprocessed transactions in CN_COMM_LINES_API for a given date range.

Oracle Transportation Management

Work Invoice for a driver gets generated in Oracle Transportation Management and the work invoice data is then passed on to Oracle Incentive Compensation for the compensation pay of the driver. The following table illustrates data mapping between Oracle Transportation Management and Oracle Incentive Compensation.

Oracle Incentive Compensation Interface Table	Oracle Transportation Management Data
Attribute 41	Payable Indicator
Attribute 42	Distance
Attribute 43	UOM for Distance
Attribute 44	Duration
Attribute 45	UOM for Duration
Attribute 46	Weight

Oracle Incentive Compensation Interface Table	Oracle Transportation Management Data
Attribute 47	UOM for Weight
Attribute 48	Volume
Attribute 49	UOM for Volume
Attribute 50	Ship Unit Count
Attribute 51	Item Package Count

Integrate with the Territory Assignment Engine

These are the basic steps for integrating with the Territory Assignment Engine.

Steps:

1. Create a territory and rules to determine credit receivers.
2. Run the Generate Territory Package concurrent program for Oracle Field Sales and Telesales usage and no value selected for transaction type.
3. Add the call to CN_POST_COLLECTION_TAE_PUB.get.assignments as a post collection action for transaction source order booking/Receivable posting.
    1. Log in to Oracle Incentive Compensation with the Incentive Compensation Administrator responsibility.
    2. In the Configuration Workbench, go to Collection > Define Collection Sources and Mapping > Order Management trigger.
    3. Select Order Booking and click Details.
    4. Click the Triggers subtab and select Post-Collection in the Event drop-down.
    5. Enter the following code:

```
CN_POST_COLLECTION_TAE_PUB.Get_Assignments
(
p_api_version => 1.0,  -- IN parameter
x_start_period_id  => x_start_period_id, -- IN parameter
x_end_period_id => x_end_period_id, -- IN parameter
x_conc_program_id => x_col_audit_id, -- IN parameter
x_return_status => x_return_status, -- OUT parameter
x_msg_count => x_msg_count,  -- OUT parameter
x_msg_data => x_msg_data, -- OUT parameter
x_org_id => x_org_id -- OUT parameter
);
```

6. Click **Update**.

4. Navigate to the Collections page in Oracle Incentive Compensation and generate the Collection package for the transaction source that calls the Territory Assignment Engine. You should be able to run the Collection process, which integrates with TAE during the post collection process.

Restrictions

You must run the concurrent program Synchronize Territory Assignment Rules (STAR) before calling the Territory API for assignments. Run STAR with the following parameter values:

- Usage: Sales
- Run Mode: Date Effective Refresh
- Start Date: A valid date , the date from which you want the territories to be considered for assignment
- End Date: A valid date, the date to which you want the territories to be considered for assignment

It is important to specify value for all the parameters while running STAR in @ date effective mode.

The attributes in the insert statement will vary depending on the business requirement. For example, if you are not using provinces, you can exclude squal_char05 from the insert statement.

The attributes in the select statement will vary depending on the mappings that you have defined in Oracle Incentive Compensation. For example, if you have configured ATTRIBUTE22 to store the State name in CN_COMM_LINES_API, then you want to map ATTRIBUTE22 in the select statement to the corresponding State column, SQUAL_CHAR04, insert statement to JTF_TAE_1001_SC_TRANS.

The Trans_object_id is mandatory and must be a unique identifier. This is necessary so you can pass in comm_lines_api_id.

You can use a Where clause, for example, on load_status, if you do not want to insert

every record from comm_lines_api.

Modify the Code in the API Template

Oracle Incentive Compensation does not require any modification of the Code in the API template for regular integration with Territory Manager. However, if you need to perform customization, the steps in this section are provided for that purpose.

To add or modify the code in the API Template, use the code template CN_POST_COLLECTION_TAE_PUB.Get_Assignments to integrate with the Territory Assignment Engine process.

Populate data from Oracle Incentive Compensation transaction interface table (cn_comm_lines_api) into the TAE input interface table (jtf_tae_1001_sc_trans).

Populate SOURCE_ID with -1001, TRANS_OBJECT_TYPE_ID with -1002, TRANS_OBJECT_ID with COMM_LINES_API_ID, and WORKER_ID with 1. For details of the Territory qualifier attribute mapping in jtf_tae_1001_sc_trans, please refer to the table following.

In this code template, first write the statement(s) or make your custom call(s) to insert transaction data into the TAE input interface table. After that, perform the following two procedure calls, which are already in the code template:

- JTF_TAE_ASSIGN_PUB.Get_Winners_Parallel: This is the TAE call to trigger the territory assignment engine. It corresponds to step 3 above and should be called after you populate the data in the TAE input interface table. The results of the territory assignments are stored in the TAE output table.

- CN_PROCESS_TAE_TRX_PUB.Process_Trx_Records: This call reads the territory resource from the TAE output table and populates the allocated resource information back to the Oracle Incentive Compensation transaction interface table. The original transaction in the Oracle Incentive Compensation transaction interface table is obsoleted and corresponding new CN_COMM_LINES_API transactions are created for each newly allocated resource.

Column Mapping of Account Qualifiers to JTF_TAE_1001_SC_TRANS

In Oracle Incentive Compensation, Sales Credit Allocation uses the Account transaction object. The following section shows the data mapping between the Account transaction object qualifier attributes and the corresponding value columns in the JTF_TAE_1001_SC_TRANS table.

The account qualifiers are categorized into four types.

- Type 1: No Oracle dependencies; can be used for any mapping. Type 1 qualifiers can be repurposed because there are no dependencies other than aligning your API call to the territory setups.

- Type 2: Oracle Trading Community Architecture (TCA) dependencies. This means

that you must store your customer data in TCA.

- Type 3: Oracle Accounts Receivable (AR) dependencies, specifically for seeded values in the AR lookup tables. This means that you must seed these lists of values to use them.

- Type 4: Oracle Field Sales dependencies, specifically for seeded interest codes in the AS_INTERESTS table. You must seed these lists of values to use them.

Use the following questions to determine which qualifiers you should use for column mapping for territories.

1. Is this a stand alone implementation of Oracle Incentive Compensation?
    1. If the answer is No, is your customer data stored in TCA?
        - If the answer is Yes, and you want to create territories that use a qualifier of type 2, you must place your customer data into TCA.
        - If the answer is Yes, you can use one of the qualifiers of type 1 for any purpose without dependencies.
    2. If Yes, you can use qualifiers of type 1 and type 2.
    3. If No, you can use qualifiers of type 1.
2. Are you creating territories that use a qualifier of type 3 or type 4?
    1. If the answer is Yes, you must seed values appropriately.
    2. If the answer is No, then ignore this question.

In the table below, column 1 indicates the JTF_TAE_1001_SC_TRANS column name. Column 2 contains the name of the account qualifier. Column 3 displays the Type of dependencies, as described earlier. Column 4 contains comments regarding the territory qualifier mapping.

Account Qualifier Mapping

JTF_TAE_1001_SC_ TRANS Column	Account Qualifier	Type	Comments
SOURCE_ID	-	N/A	Must be -1001
TRANS_OBJECT_ TYPE_ID	-	N/A	Must be -1002

JTF_TAE_1001_SC_TRANS Column	Account Qualifier	Type	Comments
TRANS_OBJECT_ID	-	1	Map to unique OIC transaction identifier
TRANS_DETAIL_OBJECT_ID	-	2	Only if your customer record is stored in Oracle's Trading Community Architecture (TCA), this is a unique identifier to the party site ID on a transaction. Otherwise, set it to NULL
SQUAL_NUM02	Account Code	2	Only if your customer data is stored in Oracle's Trading Community Architecture (TCA), maps to TCA's PARTY_SITE_ID
SQUAL_NUM04	Account Hierarchy	2	Maps only to parties rolling up to a specific PARTY_ID within TCA
SQUAL_CHAR08	Area Code	1	Area Code
SQUAL_CHAR09	Category Code	2	Maps only to the TCA CATEGORY_CODE
SQUAL_CHAR02	City	3	Maps only to Cities set up in Oracle Receivables (AR) (Need to seed the AR lookup values)

JTF_TAE_1001_SC_TRANS Column	Account Qualifier	Type	Comments
SQUAL_CURC01	Company Annual Revenue (Currency Code)	1	Currency of Company Annual Revenue, for example, Euros (Both SQUAL_CURC01 and SQUAL_NUM06 need to be populated)
SQUAL_NUM06	Company Annual Revenue	1	Company Annual Revenue, for example, 100,000,000 (Both SQUAL_CURC01 and SQUAL_NUM06 need to be populated to work together)
SQUAL_CHAR07	Country	3	Maps only to Countries set up in Oracle Receivables (AR) (Need to seed the AR lookup values)
SQUAL_CHAR03	County	3	Maps only to Counties set up in Oracle Receivables (AR) (Need to seed the AR lookup values)
SQUAL_NUM01	Customer Name	2	Maps only to Party IDs set up in TCA, identifying a unique customer

JTF_TAE_1001_SC_TRANS Column	Account Qualifier	Type	Comments
SQUAL_FC01	Customer Name Range (First Character: for LIKE processing)	1	First character of Customer Name Range (Both SQUAL_FC01 and SQUAL_CHAR01 need to be populated to work together)
SQUAL_CHAR01	Customer Name Range	1	Customer Name Range (Both SQUAL_FC01 and SQUAL_CHAR01 need to be populated to work together)
SQUAL_NUM10	DUNS Number	2	Maps only to DUNS Number of parties set up in TCA
SQUAL_NUM05	Number of Employees	1	Number of Employees
SQUAL_CHAR06	Postal Code	1	Postal Code
SQUAL_CHAR05	Province	3	Maps only to Province set up in Oracle Receivables (AR) (Need to seed the AR lookup values)
SQUAL_NUM_01	Registry ID	2	This is the REGISTRY_ID in TCA
SQUAL_NUM03	Sales Partner Of	2	This is the PARTY_ID of the Partner in TCA

JTF_TAE_1001_SC_ TRANS Column	Account Qualifier	Type	Comments
SQUAL_CHAR10	SIC Code	2	Maps only to SIC Codes set up in TCA
SQUAL_CHAR04	State	3	Maps only to States set up in Oracle Receivables (AR) (Need to seed the AR lookup values)
WORKER_ID	N/A	N/A	Must be set to 1

Oracle Sales

Oracle Sales uses four reports from Oracle Incentive Compensation:

- Commission Statement
- Year to Date Summary
- Earnings Statement
- Attainment Summary

Oracle Sales users can access these reports on the Sales Dashboard. The Sales Administrator must set up functions for each report:

- CN_COMM_STMT_REPORT_REP
- CN_YTD_SUMMARY_REPORT
- CN_EARN_STMT_REPORT
- CN_ATN_SUMM_REP

You must include the menu CN_ASN_INTEGRATION in the corresponding menu for the pages to render correctly.

4

General Ledger Setups

This chapter covers the following topics:

- General Setup Tasks
- Define Period Types
- Define Accounting Calendar
- Define Periods
- Define Currency
- Define the Set of Books

General Setup Tasks

There are some tasks that you must set up in General Ledger for all implementations. Oracle Incentive Compensation uses periods and calendars from General Ledger to calculate commission. Go to the *General Ledger User's Guide*, Setup chapter, for the correct procedures for all of the following General Ledger setups except for Define Currency. For that procedure, see the Multi-Currency chapter.

After you have completed these processes, the rest of the implementation procedures are done at the Operating Unit level. See Chapter 4 for those tasks. In Chapter 4 you select the set of books that you have defined in this chapter.

Define Period Types

Oracle Incentive Compensation requires the period types to be defined in General Ledger so that compensation can be calculated. Examples of period types are:

- Period (month)
- Quarter
- Year

You can also define custom period types to suit your business requirements.

A period type determines how you divide your calendar or fiscal year. The Calendar Type page enables you to create period types for either a calendar or a fiscal year. On the page you can also indicate the number of periods per year and enter a description.

After you have defined the period type, you must create an accounting calendar. If the period type you need is already defined, proceed to Define Accounting Calendar.

Define Accounting Calendar

The accounting calendar contains the exact date ranges for all the periods in a specific calendar or fiscal year.

You can define different calendars for different business activities. Examples of these calendars include Fiscal, Standard 12-month, or variations such as a Fiscal 13-month calendar with 12 months and an adjustment period.

Notes

- For prefixes, for a month, you can use the abbreviation, such as Jan for January. For a year, it can be FY-02 or something similar.
- Number indicates the sequence of the period. For monthly periods, for example, enter 4 for April, 8 for August, and so on.
- The Name field is required, but it is automatically populated by the application.
- By default, the application builds the contents of the Subject field by combining the data in the Prefix column with the year suffix and hyphenating them. You can customize the field by entering a new name.

Define Periods

After you have defined your calendar, you need to add periods to it in General Ledger. If no periods are defined in General Ledger, Oracle Incentive Compensation cannot collect transactions or create payment batches.

Define Currency

Any currency that Oracle Incentive Compensation needs to calculate compensation must be defined in General Ledger. For example, if your company trades in North America, you want to define US dollars, Canadian dollars, and Mexican pesos. You can also define multiple forms of the same currency, such as US dollar (next day) and US dollar (same day).

Define the Set of Books

The set of books provides a means to collect and quantify financial data. Oracle Incentive Compensation requires that a set of books be set up in General Ledger. The set of books includes a chart of accounts, calendar, and functional currency.

A chart of accounts is the account structure that you define to fit the specific needs of your organization. An accounting calendar defines the accounting year and the periods it contains. You select the functional currency for your set of books as well as other currencies that you can use for transacting business and reporting purposes.

One set of books can be used for your entire company or different set of books can be set up for different divisions or locations.

5

Application Parameter Setups

This chapter covers the following topics:

- Application Parameters
- Set up General Parameters
- Set up General Ledger Parameters
- Define Interval Settings
- Define Credit Types and Conversion Factors

Application Parameters

You must set application parameters in order for the application to perform key processes. Here you identify the information you set up in General Ledger and set up ways for Oracle Incentive Compensation to measure achievement and perform currency conversion.

Navigation

Setup Tasks > Application Parameters

Set up General Parameters

At the beginning of implementation, you need to define the Instance Name and Currency Conversion Type, and indicate whether compensation plans can be customized.

- Define Instance Name: This cannot be changed after it is set.
- Currency Conversion Type: This setup is shared with General Ledger.
- Customizing Compensation Plans: Select Yes if you plan to personalize rates at the resource level. If you don't plan to do so, then set this to No for more efficient calculation processing.

For reports, at this early stage of the implementation process you can indicate the reporting hierarchy and also whether draws should be displayed in the Year-To-Date summary report.

Defining the reporting hierarchy is done as a security measure. It sets which resources' reports a manager can access using the Incentive Compensation User (Manager Self Service) responsibility.

The three reporting hierarchies from which you can choose are as follows:

- Sales Compensation
- Sales and Telesales
- Compensation Reporting Hierarchy

As an example, REP1 and MGR1 belong to compensation group GRP1, with usage of Sales Compensation. If the system parameter is set for Sales Compensation. then the manager can access reports for both REP1 and MGR1.

As a second example, the setups are as follows:

Resource	Comp. Group	Usage
REP2	CHILD-GRP1	Sales and Telesales
MGR2	GRP2	Sales Compensation
	(parent group of CHILD-GRP1)	Sales and Telesales

If the system parameter is set to Sales Compensation, then when you access any of the manager reports and click on the Resource list of values, only MGR2 is listed. REP2 does not appear, because REP2 is not in the Sales Compensation reporting hierarchy. However, if the reporting hierarchy is set to Sales and Telesales, when you access the manager reports and click on the Resource LOV, both MGR2 and REP2 are displayed.

If your business doesn't use draws, you can select **No** in the Display Draw in the Year-To-Date Summary report drop-down list to remove that field from the report.

Set up General Ledger Parameters

You must select a set of books to use for your instance of Oracle Incentive Compensation. This set of books is previously created in Oracle General Ledger. After you have selected the set of books it cannot be changed, and becomes a read-only field. The application processes incentive compensation payments according to periods defined in a calendar associated with the set of books. See Chapter 3 in this document and also the *Oracle General Ledger User's Guide*, Setup chapter).

The following information is displayed as view-only on this page:

- Operating Unit
- Functional Currency associated with this set of books
- Accounting Calendar associated with this set of books
- Period type associated with this set of books

Define Interval Settings

Intervals are associated to a plan element to accumulate achievements for a specific period of time. They group predefined periods into larger units of time. Achievements accumulated during the interval are used to determine the rate at which compensation is calculated. This depends on how your organization wants to pay compensation.

Commonly used intervals include period, quarter, and year. You must define interval numbers for these intervals before they can be selected during creation of plan elements.

On the Interval Settings page you can view seeded and previously created intervals and create new intervals. Select the interval to assign interval numbers below.

Navigation

Setup Tasks > Define Interval Settings

Notes

- Years listed in the Year list of values must be previously defined in General Ledger.
- Interval numbers are user definable. When an interval is first created, all of the interval number fields contain a single numeral 1. You must then manually enter the interval numbers that you need for each year. After you have entered the numbers and clicked Apply, they will remain stored, even if you select other years from the drop-down list.
- Interval numbers must be unique for each interval. For example, for quarterly intervals, JAN-07, FEB-07, MAR-07 are all numbered 2007001, APR-07, MAY-07, JUN-07 are all numbered 2007002, and so on. For Monthly intervals, JAN-07 is numbered 2007001, FEB-07 is numbered 2007002, MAR-07 is numbered 2007003, and so on.

Define Credit Types and Conversion Factors

Credit types are associated with plan elements and are also used in reporting. Credit types include functional currency, points, air miles, or any custom form of credit that you want. These definitions are optional, and credits must be converted to functional

currency to be paid.

Oracle Incentive Compensation uses the functional currency to perform all calculations. This is the currency used by General Ledger to record transactions and maintain accounting data for the set of books. It cannot be changed within Oracle Incentive Compensation.

You can view, change, remove, or add a credit type.

Use credit conversion to set conversion factors for converting one credit type to another, such as setting the conversion rate between the nonmonetary credit type and the functional currency.

Navigation

Setup Tasks > Application Parameters > Define Credit Types and Credit Conversion Factors

Notes

- Precision defines the number of decimal places in which the credit type is displayed. Extended precision is the number of places in which calculation is performed.

- Only one conversion rate can be in effect for a particular date range. Date ranges cannot overlap.

6

Collection Setups

This chapter covers the following topics:

- Set up Collection Parameters
- Configure Tables and Columns for Collection
- Define External Table Mapping for Collection
- Define Collection Sources and Mapping
- Add a New Transaction Source to the TRX TYPES Lookup
- Source Table
- Parameters
- Notification Queries
- Column Mapping
- Collection Query
- Triggers
- Filters
- Generate Collection Packages

Set up Collection Parameters

You must define from where Oracle Incentive Compensation collects the transactions on which commission is paid. The first step is setting up collection parameters. Then, you can proceed to configuring tables and columns, defining any external tables you want to use, defining collection sources and mapping, and finally, generating collection packages.

Navigation

Setup Tasks > Collection > Setup Collection Parameters

When you set up collection parameters, a number of factors affect how transactions are

collected.

The Collection Batch Size affects the amount of time the application requires to process the total transactions. The ideal collection batch size is related to your transaction volume and the capacity of your system CPU. Start by using the default setting and adjust it if needed.

The Number of Days for Clawback sets the number of days allowed after the invoice payment due date before sales credit that has been paid out to resources is taken back. This number depends on company business practices.

The Reload Errored Transactions parameter determines whether or not the system resets the load status of errored transactions to UNLOADED so that they can be picked up again during the next transaction loading process. The default setting is No.

When Apply Invoice Splits and Move to Credit Memos and Payments is set to Yes, any splits or moves done to Invoices are automatically updated to the credit memos and payments, unless the transactions are delinked. This is a convenience that can save time, but if you don't need to split credit memos, you can set it to No. The default setting is No.

If Collect Credit Memos from Oracle Receivables is set to No, the application collects only invoices and regular credit memos. If set to Yes, then the application also collects account credit memos when running Oracle Receivable Collection. Set this to match your business practice. The default setting is No.

The Negate Original Transactions during Revenue Adjustments Collection parameter gives you a choice of how transactions are collected for revenue adjustments. If set to the default setting, Yes, Revenue Adjustments Collection first negates the corresponding transactions that have been collected before, and then re-collects from Oracle Receivables with the new revenue adjustments. If your business practices indicate it, you can set the parameter to No, and only the new revenue adjustments in Oracle Receivables will be collected.

Configure Tables and Columns for Collection

Tables from Accounts Receivable, Order Management, or an external source that are used in collecting and calculating transactions in Oracle Incentive Compensation must be defined before they can be used in collection.

Oracle Incentive Compensation collects transaction data from the comm.lines.api table for processing commissions for resources. Set up the columns that contain the data you need to collect. The application comes seeded with the setup you need for standard collection. For custom collection use any of the 100 configurable attribute columns.

After you have defined tables for custom collection, use the Columns area below it to define specific columns and relate them to columns in other tables. Be sure that you have selected Collection in the Usage column and selected Attributes in the View Column list of values in the Columns section below.

Navigation

Setup Tasks > Collection > Configure Tables and Columns

Notes

- Specify the CN schema to narrow your search to Oracle Incentive Compensation tables.
- A table user name is an optional name you can specify that is easier to remember and relevant to its use. Aliases are set up when the table is built, and are used in the same way.
- For the Attributes view:
  - The column name is set in the application, but you can assign a user name to it to match your business process or for ease of use. The external call column is currently not used. You can see the name on the Collection related pages.
  - The Data Type field indicates if the column contains alphanumeric material (VARCHAR2), numerical data (NUMBER), or a date (DATE).
  - The data length is already defined in the database.
  - Check the Usage box to identify whether this column is available to build expressions for formulas.
  - The Foreign Key is not used in Collection.

Define External Table Mapping for Collection

If the information you need is in tables that are not in Oracle Incentive Compensation, you can join those tables to destination tables in Oracle Incentive Compensation. For example, you may want to use a product category name from an external table when you are building your classification rules.

The tables must already exist, and must be in the same instance as Oracle Incentive Compensation.

Navigation

Setup Tasks > Collection > Define External Table Mapping

Notes

- When you search for a table you must supply a valid search criteria value in at least one field.
- The table name alias is system generated and the Columns link appears in the External Columns column. It is used by the system to generate SQL code.
- Select a table to open the **Columns** area, where you can map columns.

Define Collection Sources and Mapping

You can collect transactions from a variety of transaction sources. Oracle Incentive Compensation is delivered with two predefined transaction sources that allow the collection of data from Oracle Receivables and Oracle Order Management. Collection from these two seeded transaction sources is known as Standard Collection. For standard collection sources, you do not need to set parameters, notification queries, or collection queries.

Open collections allows you to collect data from any legacy system. For example, you can use a homegrown Order Management system that is the source of sales credits that need to be calculated to pay compensation to your sales force.

If you use Open collections, you must set all details for the collection process. These processes are accessed through the Details icon:

- Use source tables to specify all the tables which are used during the creation of compensation transactions.
- Use parameters to identify the transactions to be collected by a Notification Query (see below).
- Use a notification query to identify and mark transactions for the collection process.
- Use column mapping to specify what data is used to fill each of the destination columns when a compensation record is collected from the transaction source.
- Use a collection query after the notification query, to collect all the data attributes mapped in the column mapping tab.
- Triggers: Triggers are PL/SQL statements (functions and procedures) that you can insert at defined points in the collection procedure
- Filters: Filters allow you to define criteria to remove unwanted transactions.

Both of the standard transaction sources are delivered with a set of mappings to populate the important columns in CN_COMM_LINES_API. You are allowed to change source values for these mappings and also to create new mappings of your own. See Column Mapping, page 6-8.

These are the setups that need to be done to collect data from this system for Open Collections.

1. Identify the header tables and line tables in the legacy system. You need to define either synonyms or views in the apps schema to point to these tables.
2. Register the tables in Oracle Incentive Compensation.

3. Define a new transaction source.

4. Add the new transaction source to the TRX TYPES lookup.

5. Identify the source tables from which the transactions are to be built.

6. Define the Notification and Collection Queries.

7. Define Runtime Parameters.

8. Define the mapping from the source system into an API table in Oracle Incentive Compensation (CN_COMM_LINES_API). Mapping is the way to specify how data from the source tables are used to populate the destination fields in the compensation transaction.

9. Define any optional collection actions, including triggers or filters. Triggers can be set up at three stages of collection:
   - Pre-notification
   - Post-notification
   - Post-collection

10. Test generate a collection package (PL/SQL package) and correct errors, if any.

11. Review and when there are no errors, generate the collection package.

The end result of setting up Collections for a particular Transaction Source is a PL/SQL package that is stored in the applications database. The Collect procedure within this package builds compensation transactions from the Transaction Source and stores them in CN_COMM_LINES_API. The Collect procedure executes the listing notification and the creation and updating of compensation transactions.

When you use a transaction source other than the two standard transaction sources, you must decide from which source tables you want to collect the transactions. The source of transaction lines will be the Line table. You can also use a Header table to collect other information that you need to calculate compensation, such as an employee number.

When using open collections, you must tell Oracle Incentive Compensation from which transaction source you will obtain the data for processing commissions. In the Transaction Source area, perform the following procedure to set up a custom transaction source.

Tables must be set up already in the transaction source.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping

Notes

- For each Transaction Source there are three pieces of information:
  - Name: User-defined and changeable, and may include legacy sources.
  - Type: The short name of the Transaction Source. It is user-defined, must be unique, cannot be empty, and cannot be changed after it is created. When creating a new transaction source, the Type cannot be the same type as any existing seeded transaction source, such as Order Booking (OC), or Receivables (AR). It also cannot be the same as the type of existing receivables events, such as INV (Invoice), PMT (Payment), CBK (Clawback), or WO (Writeoff).
  - Status: Complete/Incomplete. This indicates whether the Collection package has been generated for the Transaction Source since the latest setup changes were made.
- The Line Table is the primary source table of the Transaction Source.
- The Key Column is the unique primary key of the line table.

Click **Save** after filling in all of the fields.

Add a New Transaction Source to the TRX TYPES Lookup

For any open or custom transaction source, you must create a new line in the TRX TYPES lookup in Oracle Incentive Compensation. If this is not done, all transactions collected from the custom transaction source will not appear on the Transactions page until after they have been loaded using the Load Transactions process.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping

Prerequisites

❒ The new transaction source must already be defined.

Steps:

1. Find the value in the Transaction Source Type column for the custom transaction source.
2. In the Compensation Workbench, log in as the Incentive Compensation Administrator responsibility.
3. Click the Lookups link.

4. Query the lookup type TRX TYPES.

5. Add a new row for the custom transaction source and enter the Transaction Source Type value from step 1 into the Code column in the lookup set.

6. Save.

Source Table

After the Transaction source has been defined, you must specify all the tables which are used during the creation of compensation transactions--the Direct Mapping tables. For the Receivables Posting and Order Booking selections, all the transaction source data is predefined and cannot be deleted or modified.

However, for custom transaction sources, the Line Table and Key column are required, which were defined when creating a new transaction source. The Line table contains the line items against which compensation is to be paid. The Key column is the field in the table which uniquely identifies each line.

Tables must be registered before they can be used.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping > Details icon

Notes

- Extra tables are used to attach additional information to the transactions so that they can be calculated. This table information should exist for all of the resources and may indicate Territory, Organization, or some other distinguishing feature.

- If you specify an optional Header table, you must specify a Key column for it and in the Line Table Header Identifier you must specify the field in the line record which allows it to be joined to the Key column of the Header table.

Parameters

Parameters allow you to narrow your focus of a notification query. For example, you can specify parameters for start date and end date if you are using a custom transaction source. The parameters are registered here during the collection setup process but the specific values are entered during the collection submission process. This allows you to change the values of the parameters whenever you need to without having to regenerate the collection package. For example, if one of the parameters is the name of a month, then each month you can change it while leaving the collection setup alone.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping > Details icon > Parameters

Notification Queries

If you are collecting data from a source other than the two standard collection sources, Receivables Posting and Order Booking, you need to tell Oracle Incentive Compensation from where to collect the transaction data and what data to collect. You can generate a list of transactions that are eligible for compensation using the Notification Query and Parameters sections. For standard integration with Oracle Receivables and Oracle Order Management, you cannot edit the query conditions.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping > Details icon > Notification Query

Notes

- The Notification Query shows the exact query which will be used to create the Notification list of line-level transactions which are eligible for compensation. The query joins together the mandatory Line table and the optional Header table. The optional Header table area is provided on the Source Tables page because many times users want to restrict the collection using an AND clause, which makes the Header table necessary.

- The AND area is the only place where you can make changes; the FROM and WHERE sections are read-only. They were defined earlier during source table definition. The AND area links the tables together and creates the exact conditions for collecting the transactions needed for calculation.

Column Mapping

Use the Mapping page to specify what data is used to fill each of the destination columns when a compensation record is collected from the Transaction Source.

Some of the Source Expression and Destination fields are prepopulated with the mandatory mappings required to perform collection to the CN_COMM_LINES_API. Some mandatory columns include Employee_Number, Transaction_Amount, Transaction_Type, and Source_Doc_Type. Some mandatory mappings cannot be removed but permit you to select the source expression, and some have both the source expression and the destination column defined and cannot be changed. You cannot generate a collection package if any of the required mappings contains a blank source expression field.

The contents of a source expression can be more than just a column name. It can contain an expression formed from one or more of the following items. An example for each is shown in parentheses.

- a null value (NULL)

- literal value ('My Text')
- a column name (booked_date)
- a table name with a column name (l_order_headers.booked_date)
- a table alias with a column name (loh10000.booked_date)
- a SQL function NVL(lol10001.ordered_quantity, 0)
- a user function my_function(loh10000.booked_date,lsc10002.salesrep_id)

Mapping can be direct or indirect. Direct mapping uses source data from one or more of the tables in the From clause of the Collection Query. It is part of the Collection Creation query, so to define a direct mapping you simply type the appropriate SQL expression into the Source Expression field.

Indirect mapping is more complex, and uses From and Where clauses in an UPDATE statement. UPDATE statements are run after the main collection process has completed. Indirect mapping is used under special circumstances, for example, when you want to collect from a table that affects only some of the resources for whom you are collecting transactions.

There are two types of indirect mapping, free-form and relationship. With free-form mapping, you must manually type the exact FROM/WHERE clause in the FROM/WHERE box in the Indirect Table Details section on the Mapping page. A relationship indirect mapping requires that you set up a relationship on the External Table page first and then select it in the Join Relationship field of the Indirect Table Details section. The relationship type of indirect mapping is more restrictive, in that you can only define simple equivalence joins (=). Free-form mapping can include other tests, such as OR, BETWEEN, <, and so on. Relationship indirect mappings also only allow a join to a single indirect table.

However, the benefits of relationship mapping are that it is simpler to set up, can be reused in multiple mappings, and is easier to maintain.

Tables must exist in the transaction Source and the destination. For relationship indirect mapping, a Join relationship must be set up for any tables you plan to use.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping > Details icon > Mapping

Notes

- If you want to perform indirect mapping, after you have set up the source expression and destination, click the **Indirect Mapping** icon to open the Indirect Mapping page.
- For a relationship mapping, enter a join relationship. You must have set up the join

relationship in advance.

- For a freeform mapping, enter the From/Where clause.
- The API table in Oracle Incentive Compensation contains 100 seeded attributes that you can use for direct or indirect mapping, for example, Attribute 1, Attribute 2... Attribute 99.

Collection Query

The Collection Query area lists the exact tables and rows from those tables that you need to perform a collection. The tables in the FROM clause include the Line table, the (optional) Header table, and all of the tables listed as Extra Direct Tables on the Source Tables page. The WHERE clause already contains the necessary join information to get the right rows from the Line and Header tables. You must complete the WHERE clause for any Extra Direct tables.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping > Details icon > Collection Query

Triggers

You can change the Collection processing for the transaction source by adding triggers. If you are using the standard collection sources, you can also use filters (see the following section).

Triggers are single or multiple PL/SQL statements (functions and procedures) that you can insert into the cn_comm_lines_api_all table at three defined points in the Collect procedure:

- Pre-Notification: at the beginning of the Notification query
- Post-Notification: between running the Notification and Collection queries
- Post-Collection: after the Collection query has been run

Use the Pre-Notification and Post-Notification insertion points if you want to make changes to the source tables. Use a Post-Collection trigger to make changes to data that is already loaded into the API table.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping > Details icon > Triggers

Notes

- The code can run up to approximately 2,000 characters.

Filters

Transaction filters are especially relevant to Receivables and Order Management, because you cannot change the collection query for those standard transaction sources. Filters allow you to define criteria to remove unwanted transactions. For example, if you want to filter out any transactions less than $100, you enter this text on a line in the Filters section:

- api.transaction_amount < 100

There are two methods of filtering:

- Mark as Filtered: Filtered transaction is collected in the CN_COMM_LINES_API, is marked as Filtered, but is not picked up for calculation.
- Physically Delete: Transaction is deleted from CN_COMM_LINES_API.

Deleting the transactions helps keep the table at a more efficient size, so it is the recommended option.

Navigation

Setup Tasks > Collection > Define Collection Sources and Mapping > Details icon > Filters

Generate Collection Packages

After the setup is complete, you must generate a collections package before it can be used. You can test generate a package before generating the final package.

- **Event:**The Event column is only relevant to the Receivables Posting transaction source.
- **Collect Flag:** The Collect flag indicates whether or not to generate the package for the corresponding transaction source or Receivables event.
- **Test Status:** The Test Status field shows if there is an error in the test package.
- **Package Status**: The Package Status field tells you whether or not the Collection package has been generated for the Transaction Source since the latest setup changes were made.

To distinguish a test package from the actual package, the package name of the test version always ends with "_t"

A generated package replaces the existing version of the package, so in order to be sure it is correct, you can create a test version of the package by selecting the transaction

source and clicking **Test Generate**.

The Test Generation--Details page displays the lines where the errors are so you can fix them. Mistakes are often due to invalid SQL that has been entered on the Queries or Mapping pages or in a trigger.

The Package Text section of the Test Generation--Details page also lets you review the entire generated package to be sure it works correctly. For example, you can see exactly where in the Collect procedure your triggers will be executed. If everything looks fine, return to the Generate Collection Package page and click Generate.

As a convenience, Oracle Incentive Compensation groups five separate transaction sources into the Receivables Posting transaction source. You can select which Receivables events you want to be collected. By excluding transactions that you do not need, you can save time in the collection process. The default value for each event is No.

Before you generate a collection package, the collections setup must be complete. A complete collections setup means that the following are defined and complete:

- Transaction sources
- Queries
- Collection mapping
- Direct and indirect mappings
- Triggers and filters

Navigation

Setup Tasks > Collection > Generate Collection Packages

7

Calculation Setups

This chapter covers the following topics:

- Calculation Setup
- Set Up Calculation Parameters
- Configure Tables and Columns for Calculation
- Define External Table Mappings for Calculation

Calculation Setup

Oracle Incentive Compensation performs calculation in two ways: Complete and Incremental. Complete Calculation calculates all transactions in the interval, and it is the default setting. However, calculating the entire set of transactions can take a long time. Using Incremental Calculation, the calculation engine processes only transactions that have been newly loaded or affected by setup changes since the last calculation was run.

Calculation proceeds in phases. In the Classification phase, the application checks the applicable product classification rules against the affected transaction attribute values. In the Rollup phase, Oracle Incentive Compensation determines all resources who should receive credit for a transaction based on the rollup date and the resource hierarchy effective on that date. In the Population phase, Oracle Incentive Compensation identifies the appropriate plan elements for every transaction by matching the products of the plan elements with the products of the transaction. Lastly, in the Calculation Phase, Oracle Incentive Compensation performs calculation on all transactions that have passed the Population phase for resources specified for the period. See the *Oracle Incentive Compensation User Guide* for more information on the Calculation Process.

For calculation setup involves three processes:

- Set up calculation parameters: Change default settings as needed.

- Configure tables and columns: Optional--make changes only as needed.)
- Define external table mappings: Optional--use only external data is required.

See the following sections for information on these processes.

Set Up Calculation Parameters

Calculation parameters are used to configure the calculation process to your requirements. They are important for making the application run as efficiently as possible for the volume of transactions you must handle and the processing capability of your system. Also, choices such as whether to rollup transactions or not can have a significant impact on processing time.

The view-only Date Last Calculated field indicates the date of the latest transaction for which calculation has been run. This information is important in case you rerun other incremental calculation. It can also alert you to what transactions already have been run so that you know if it is safe to close a period.

The Transaction Batch Size and Resource Batch Size together determine how many transaction batch runners get submitted for calculation. During the transaction batch pre-processing phase, Oracle Incentive Compensation determines how many batches will be run for this calculation process. For example, if you want to calculate 10,000 transactions and the batch size is 1,000, ten batches will be created. These settings affect calculation performance.

A good starting point for setting the values for resource batch size is a rough equivalent to the maximum number of concurrent manager slots and the number of server processors available. You can then fine tune the numbers to get the best setting for your setup. To help prevent problems with the open period process, It is essential that the Resource Batch Size is not set to zero. Set it to a positive number, for example 2, or 200.

Rule Batch Size does not affect calculation in any way. This option is used when creating the Classification Rules Package.

The resources are first assigned to physical batches (identified by PHYSICAL_BATCH_ID) based on the transaction batch size and resource batch size. A physical batch contains at most the number of resources specified by the resource batch size parameter and at most the number of transactions specified by the transaction batch size parameter. When a physical batch is filled up, Oracle Incentive Compensation creates another physical batch to continue the assignment process until all resources and their transactions are assigned to a physical batch.

Calculation assigns each resource to a single physical_batch_id. It does not split the resource across two batches.

To improve the performance of concurrent calculation, and thereby save time, Oracle Incentive Compensation reuses existing resource groupings to create batch runners. Sometimes, over time or due to certain circumstances, the existing groupings create a skewed distribution of transactions and need to be regrouped. A simple setting of the

Transaction Batch Size parameter controls this. To reuse existing groupings, enter a transaction batch size ending in a zero (0), for example, 2,500. To make the application regroup resources and transactions into new batch runners, enter a transaction batch size ending in a number other than zero, for example, 2,501. After you are satisfied with the new grouping and want to reuse it, reset the transaction batch size parameter to a number ending in zero.

Use the Numeric Precision for Rate Tables field to set the precision of the calculation, which affects the number of places to the right of the decimal point that are displayed in the rate tables. This setting is not used for calculation purposes.

If the Allow Prior Period Adjustments parameter is set to No, it allows all plan elements in a period to be calculated incrementally. Before selecting this parameter, be sure that any transactions that have a processed date earlier than the latest processed date showing in the System Parameter window have been calculated. If your business processes require you to calculate for prior periods, set this parameter to Yes.

Select the correct product hierarchy in order to classify transactions. Only one product hierarchy can be active at a time.

The amounts generated in Projected Compensation are not exact. If you want to generate a disclaimer along with the amounts, you can indicate it on the Calculation Parameters page. You can also specify the particulars of that disclaimer.

The Enable Managerial Rollup parameter is used to set up managerial rollups for a resource who is assigned the same role in multiple groups or multiple roles in the same group. If a resource is assigned a role in multiple groups, it must be the same role. Oracle Incentive Compensation does not support rollup along multiple paths when the managers receiving the credit have different roles in the compensation groups along the rollup paths. This is because the application picks the role at random.

Set the Enable Managerial Rollup parameter to Yes if you want sales credits to roll up through the compensation group hierarchies. If the parameter is set to yes, Oracle Incentive Compensation awards indirect credit for each transaction whose direct credit receiver is in the compensation group hierarchy. This parameter affects all transactions. You can use preprocessed code to control indirect credit on a transaction-by-transaction basis.

Aggregate Transactions During Rollup: Select Yes for this parameter if you want to aggregate matching transactions. For example, If you have a large volume of transactions that are for the same product and the same resource, it is more efficient to aggregate them and process them as one transaction.

Aggregate Transactions Based on Custom Criteria During Rollup: Select Yes for this parameter if you want to use customized summarization code to aggregate transactions during rollup. This works only if the Aggregate Transactions During Rollup parameter is set to Yes.

Configure Tables and Columns for Calculation

Tables from Accounts Receivable, Order Management, or an external source that are used in calculating compensation in Oracle Incentive Compensation must be defined before they can be used in calculation.

Oracle Incentive Compensation calculates transaction data from the CN_COMMISSION_HEADERS and CN_COMMISSION_LINES tables for processing commissions for resources. Set up the columns that contain the data you need to perform calculation. You can also define external mappings for calculation.

After you have defined tables for calculation, use the Columns area below it to define specific columns and relate them to columns in other tables. Be sure that you have selected Calculation in the Usage column and selected Attributes, Classification Attributes, or Dimension Attributes in the View Column list of values in the Columns section below.

The column name is set in the application, but you can assign a column user name to it to match your business process or for ease of use. The external call field currently is not used.

Navigation

Setup Tasks > Calculation > Configure Tables and Columns

Notes

- Specify the CN schema to narrow your search to Oracle Incentive Compensation tables.
- A table user name is an optional name you can specify that is easier to remember and relevant to its use. Aliases are set up when the table is built, and are used in the same way.
- You can change the name in the User Name field for any view.
- For the Attributes view:
    - The Data Type field indicates if the column contains alphanumeric material (VARCHAR2), numerical data (NUMBER), or a date (DATE).
    - The data length is already defined in the database.
    - Check the Usage box to identify whether this column is available to build expressions for formulas.
- For the Classification Attributes view:
    - Check the Classification Value box next to a column to indicate that the column

can be used in the classification process and on the Transaction Maintenance Search page as a search criterion. Check the Display in Results column if you want this column to be displayed in the default search results table.

    - The Value Set Name is used to set a value when this column is defined as a rule attribute.

    - You can select three data types: Alphanumeric, Date, and Numeric.

- For the Dimension Attributes view:
    - The dimension name identifies the dimension (of hierarchies) associated with this column.

    - The Dimension Value box indicates whether the User Name column is being used.

When building your custom logic on top of Oracle Incentive Compensation functionality, make sure that you are not basing your logic on the Oracle Incentive Compensation table columns that store the intermediate results of internal Oracle Incentive Compensation processes. The representation and interpretation of the values stored in these columns may be changed by the application without notice. For these columns, do not change any of the stored values, and do not modify the list of allowed values.

For example, the values in cn_commission_lines_all.input_achieved, output_achieved, commission_rate store intermediate results of the calculation process and are used by Oracle only. Any customization or custom logic based on these columns is not allowed without Oracle's approval.

As another example, the column cn_commission_lines_all.status has a fixed list of valid values. The addition of extra values to this list is not supported by Oracle.

Define External Table Mappings for Calculation

If the information you need is in tables that are not in Oracle Incentive Compensation, you can join those tables to destination tables in Oracle Incentive Compensation. For example, you may need to use salary information from an external table in order to calculate commissions for resources.

The tables must already exist, and must be in the same instance as Oracle Incentive Compensation.

Navigation

Setup Tasks > Calculation > Define External Table Mapping

Notes

- When you search for a table you must supply a valid search criteria value in at least one field.
- The table name alias is system generated and the Columns link appears in the External Columns column. It is used by the system to generate SQL code.
- Select a table to open the **Columns** area, where you can map columns.

8

Payment Setups

This chapter covers the following topics:

- Set Up Payment Parameters
- Account Generator
- Define Pay Element Mappings

Set Up Payment Parameters

You may integrate Oracle Incentive Compensation with Oracle Payroll and Oracle Payables by configuring the Payment Parameters and mapping in this function. An alternative is to use a third party payment application. Oracle Incentive Compensation does not provide an API or interface to use a third party application.

Navigation

Payment > Setup Payment Parameters

If you integrate Oracle Incentive Compensation with Oracle Payroll, you must map plan elements to the pay elements in Oracle Payroll. See this procedure following.

If you integrate with Oracle Payables, you can select Account Generation. Account Generation populates account codes at the appropriate detail level and then indicates from where the application pulls expense and liability information. **Note:** If the account level population is set to Classification or Product, the system profile Pay by Transaction must be set to Yes or Y for the account to be populated to the Accounts Payable interface. See the Profiles chapter for details.

The application checks to see what account generator level has been set. Based on this level, the appropriate Accounts Payable accounts are associated to the line item. The four levels are as follows:

- Product: Each product can be assigned a specific liability and expense account code. This option should be used if tracking expenses for each product is required.
- Plan Element: Each plan element can be assigned a specific liability and expense

account code. This option should be used if all products assigned to the plan element will be assigned to the same expense and liability account.

- Classification: An entire rule can be assigned a specific liability and expense account code.

- Custom: The Custom option provides flexibility for companies that want to pass along expense and liability data which are independent of the normal Oracle Incentive Compensation classification process. Mapping to this data is required.

Oracle Incentive Compensation pulls expense and liability information from the Plan Element tables to populate expense and liability account codes for manual transactions and payments related to payment plans when account generation is set to Classification or Product and payment is in Pay by Transaction mode.

Account Generation is set at the application level. Once it is set, the application obtains all of the information from only that level. This means that regardless of where you populate data, if it doesn't match the system option, it cannot be used. For example, if you set the system parameter to Plan Element and begin populating expense and liability account information at the Product level, the application ignores whatever you enter at the Product level.

If you select the Classification level from the Account Generation drop-down list, you must create a rule set type of Account Generation to define conditions and their corresponding accounts. See Account Generator, page 8-2 for the procedure.

Account Generator

To set up account generation, you must log in to the Plan Administrator responsibility.

Navigation

Oracle Payables Integration > Account Generation Rule Sets

Steps:

1. Click **Create**. Be sure you have selected the correct Operating Unit.

2. Give the rule set an appropriate name and dates that reflect the period of time that you will be using it.

3. Open the new rule set and click the Update icon.

4. Click the Create Child icon next to the parent rule to begin building the Account Generation rule set.

5. Enter an appropriate name for the child rule and select Expense and Liability account code names from the lists of values.

6. Click **Apply**.

7. Click the Update icon for the new rule.

8. Choose an attribute from the list of values and a value. If you select Equals or Does Not Equal, you can only select a single value--Value From. If the condition is Between or Not Between, you must set up a range by selecting both Value From and Value To.

9. Enter any additional attributes for the rule. **Note:** Every attribute is assumed to be linked to other attributes with AND. If you want any of the attributes to be related with OR, use the Build Expression tab to relate the first two attributes with AND or OR.

10. Click **Apply** to save the rule.

11. Add rules in the rules hierarchy as needed.

12. Return to the Account Generation page, select the new rule set, and click **Synchronize**.

Restrictions

In order for the system to transfer the account code, you must first be able to classify the transactions. To classify the transaction, see Define Classification Rule Sets in the *Oracle Incentive Compensation User Guide*. Create the same rule as you created in the Rule set for Account Generation. Then, you can calculate and pay for transactions.

Define Pay Element Mappings

Use Oracle Incentive Compensation to collect transactions, calculate compensation, and create a payment batch. To use Oracle Payroll to pay a resource that has earned compensation, you must set up an integration with the pay elements in Oracle Payroll. If you are using Oracle Incentive Compensation as a stand-alone application, then you need to create your own interface for payments to other systems.

Payment batches can be created and paid one time per period and also multiple times per period, depending on your business needs. When the first payment batch is paid in a period, the data is transferred to Payroll successfully. For an off-cycle payment batch, after you pay the payment batch from Oracle Incentive Compensation and before you validate the BEE batch, you must change the "Action if Entry Exists" from "Reject Entry" to "Create New Entry" in the Batch Control and save the record before proceeding with the validation process. However, to ensure that payment batches are automatically accepted by Payroll without having to make the manual change each time, you can change the setting of the profile option OIC: Approve or Reject Duplicate Payment Transactions. To allow multiple payments to the same pay element in the same period,

change the profile setting from Reject (the default setting) to Insert (create new entry) or Update (change existing entry).

If a pay element in Oracle Payroll has been defined to have input values, then you can define a mapping in Oracle Incentive Compensation that identifies which data columns in application tables map to the input value of a pay element. The following tables can be used to map Oracle Incentive Compensation to pay element input values:

- CN_PAYRUNS
- CN_SALESREPS
- CN_PAYMENT_TRANSACTIONS

This mapping is stored in the CN_PAY_ELEMENT_INPUTS table in Oracle Incentive Compensation.

You can edit mappings or create new ones on this page.

Navigation

Setup Tasks > Payment > Define Pay Element Mappings

Prerequisites

❒ Plan elements and pay elements must already be created. See Define Plan Elements in the *Oracle Incentive Compensation User Guide* for plan element setup; see Oracle HRMS documentation for pay element setup.

Notes

- Select pay and plan elements and give them a range of applicable dates.
- Click the Inactive Employee box if you want to keep the mapping but not use it now.
- You must map each plan element to at least one pay element.
- The mapping information is stored in the CN_QUOTA_PAY_ELEMENT_ALL map table. The three-column table below shows examples of how the mapping is set up between Oracle Incentive Compensation plan elements and Oracle Payroll pay elements, with the resource status indicated in the third column:

Plan Element (OIC)	Pay Element (Payroll)	Resource Status
01 Account Quota	Commission Pay	ACTIVE
01 Account Quota	Commission Pay	INACTIVE

Plan Element (OIC)	Pay Element (Payroll)	Resource Status
Recoverable Payment Plan	Commission Pay	ACTIVE
Payment Plan Recovery	Commission Pay	ACTIVE
Q1 OCG Bonus	Bonus Pay	ACTIVE
Q1 OCG Bonus	Bonus Pay	INACTIVE
Education	Commission Pay	ACTIVE
Education	Commission Pay	INACTIVE

- In the Plan Element field, two seeded values are available to be used when recoveries must be performed but they are not related to a specific plan element:
  - Payment Recovery: Amounts need to be recovered, but multiple plan elements are consolidated on the payment worksheet.
  - Carry Over Plan Element: The plan element end date has passed but recoverable amounts remain. This value serves as a placeholder until the amount is recovered.
- If the Pay by Transaction profile is set to No (N), the commission amounts are summarized at the plan element level. Therefore, the pay element name is displayed against the plan element name on the Payment Transactions page if the mapping exists and the payment batch date falls within the mapping date range. But, in the case of a payment recovery, the amounts are aggregated at the resource level and not at the plan element level, so the pay element is listed but the plan element name is not displayed.
- For a given date range, a pay element can be mapped to more than one plan element, but a plan element can be mapped to only one pay element. However, a plan element can be mapped to the same or a different pay element for an overlapping date range if the box in the Inactive Employee column is checked.
- A plan element and pay element mapping cannot be deleted unless the element input lines mapping between the table name and column name are deleted first. After the payment batch has been paid that used a plan element which has been mapped, it can be end dated as per the end dating rules mentioned above.

- When the payment batch fails, execute the *Get Payment Collection Details* concurrent program to collect data that is used to analyze the payment batch worksheet error.

9

Credit Allocation Setups

This chapter covers the following topics:

- Introduction
- Set up a New Transaction Source
- Configure Transaction Source Mappings
- Set up Workflow Options
- Set Up Workflow Background Process
- View Workflow Background Process Results

Introduction

Credit Allocation systematically applies a set of consistent rules to determine automatically who receives credit for a sales transaction and how much of the credit each person receives. This minimizes errors, thereby reducing the time analysts must spend reconciling them.

To use Credit Allocation, refer to *Oracle Incentive Compensation User Guide*, Credit Allocation.

Set up a New Transaction Source

The predefined transaction sources for credit allocation are Oracle Incentive Compensation and Oracle Quoting. You can also set up a custom user defined source by adding it to the CN_LOOKUPS table in the Forms application. A link is provided in the Incentive Compensation Administrator's menu. See the Lookups appendix for details.

The Transaction Source name must be unique. It cannot be the name of an existing transaction source or an existing credit rule name.

If you delete a transaction source, you cannot view or access any rule associated with it.

Configure Transaction Source Mappings

In order to use the Credit Allocation engine, you must map the source tables that contain the transactions to the Comm Lines API. If the transaction source is Oracle Incentive Compensation, this mapping information is used to generate a dynamic PL/SQL package. This mapping is also used to set up attributes that are used in the Credit Allocation Rules by activating the attribute.

To create credit rules and run Credit Allocation, see the Credit Allocation chapter in the *Oracle Incentive Compensation User Guide*.

Navigation

Setup Tasks > Credit Allocation > Configure Transaction Source Mappings

Notes

- Enter a value set name if an attribute has been assigned a value set. See value set documentation for more information.
- The data type of the credit rule attribute must match the data type of the transaction attribute column value or rules engine processing will fail. For example, if the data type in the rule attribute is Numeric, the credit rule condition is Between 100,000 and 200,000, and the transaction attribute value is ABC, the rules engine will reject the transaction, because ABC is not numeric data.
- If the transaction source is Oracle Incentive Compensation you must select a transaction source in the table.
- After creating a transaction source mapping, activate it to use the attribute in your credit rules. You can also deactivate a mapping if it is no longer needed.
- If you are using Oracle Incentive Compensation as a transaction source, click **Generate** to generate the PL/SQL code.

Set up Workflow Options

During credit allocation processing, the credit rules engine checks whether the total output revenue allocation percentage is equal to 100%. If the total revenue allocation percentage is not equal to 100%, then the status of the transaction is updated to REV NOT 100.

These transactions are processed by Workflow based on a system profile value. You can set how you want to handle transactions that are not able to be processed normally. See the example below.

There are three options provided in cases where the total percentage does not total 100%:

- **Even Distribution**: The remaining revenue percentage is distributed evenly among the existing sales roles.
- **Weighted Average**: The remaining revenue percentage is distributed based on the weighted average, which uses the percentages assigned to each role.
- **Custom**: Even Distribution and Weighted Average contain built-in logic, but the Custom setting does not. You can add custom code if none of the seeded choices suits your business requirements. You can also use the Custom option to set up for the Workflow process to not process any transactions when the allocation percentages do not total 100%.

For example, the allocation percentages for a transaction are 60% to Role 1, 20% to Role 2, and 20% to Role 3. However, during transaction processing, only the first two roles are associated with the credit rule. What is to become of the remaining 20%?

Using Even Distribution, both of the remaining roles receives 10% credit, or half of the remaining 20% credit. Using the Weighted Average, The first role gets 15% and the second receives 5% of the sales credit, because 60% represents three times the 20% of the second role. Each of the resources assigned to the roles that resulted in revenue output receives additional credit.

The option is set in the system profile *OIC: Allow split % less than 100%*. If you do not set the value at the application level, it defaults to the site level. If no selection is made, the Workflow process fails. See the System Profile Options chapter for steps to set up this profile.

The following table includes the following columns from left to right:

- **Profile Name**: Name of the profile.
- **Description**: Explains what the profile does.
- **Level**: Level at which this profile option can be set. A = Application, S = Site, R = Responsibility, U = User.
- **Default**: Lists the seeded default for the profile, if any.

Profile Name	Description	Level	Default
Total Rev % is Not 100	In Credit Allocation, Revenue Split Total is not 100%.	AS	Custom

You can use Workflow configuration to decide what should happen after Rules Engine processing is complete. If you have a PL/SQL package that copies the transactions from output interface tables to your own schema, you can configure the workflow process to

perform this task.

For Oracle Incentive Compensation, Credit Allocation runs as a batch using a concurrent program in the background. This is because of the large volume of transactions that are normally processed in this application, which requires the use of tables. For Oracle Quoting, the Credit Allocation engine runs as an online process, because it needs to process a small amount of information to deliver information to a resource quickly. In this case, Credit Allocation simply applies a rule to a transaction and returns the credit allocation percentages.

Set Up Workflow Background Process

In order for Workflow to run for the processes in Credit Allocation, you must set up the background process for it. This setup schedules when Workflow checks the queue.

For Credit Allocation, it is recommended that you set up the Workflow background process parameters to run periodically. You should set up start and end dates which encompass the full span of time for which you want the process to run.

After the setup is complete, you can log in to Self Service Web Applications (SSWA) to view the Workflow Administrator Activities List.

To set up the Workflow background process and view Workflow activity, perform the following steps.

Responsibility

System Administrator

Navigation

Oracle Forms: Requests > Find Requests

Steps:

1. On the Find Requests screen, select All My Requests, and Order By Request ID.
2. Click **Submit a New Request**.
3. Select Single Request and click **OK**.
4. In the Parameters screen, select an item type of Sales Credit Allocation. Click **OK**.
5. On the Schedule screen, select Periodically, and enter start and end dates.

   The dates should encompass the time span for which you want to run the background process. A year is a good standard span.
6. Set the process to run periodically and to apply the interval from the start of the prior run.

7. Click **OK**.

View Workflow Background Process Results

To view the results of the Workflow background process, log in to Self Service Web Applications.

Steps:

1. Select Workflow Administrator Web Applications from the Self Service list.
2. Click **Find Processes**.
3. On the Find Processes screen, you can select which activities to view.

   If you select the Any Status button, active and complete Workflow activities will be displayed. You can select Active or Complete to limit the display.
4. Select All from the Item Type drop-down list.
5. You can further narrow the Find process by entering information in the four fields that follow:
   - Item Key
   - User Key
   - Process Name
   - Process Owner
6. You can limit the displayed activities by selecting Suspended or In Error, or select Any Status to show all activities that match the parameters previously set.
7. Click **Find**.
8. In the Item Type field, select Sales Credit Allocation Process.
9. Click **Find**.
10. To view details about a process, click the link in the Process Name field.
11. Click **View Diagram** to see the Activities List queue.

10

Profile Options

This chapter covers the following topics:

- Profile Options
- Table of Profile Options

Profile Options

The tables below lists the profile options which need to be set to implement Oracle Incentive Compensation after the product has been installed. You must set them before the system is ready to be used to build compensation plans, collect and process transactions, and pay incentive compensation. The options can be set in any sequence.

A few of the profile options are for applications other than Oracle Incentive Compensation. For example, three are from Oracle Quoting (ASO) and there is one from Multi Organization (MO). The Quoting profiles must be set if Quoting integration is used. The Multi Organization profile is mandatory.

Profile options can be set at the following levels:

- **Site:** This is the lowest profile level. Site level profile option values affect the way all applications run at a given site.
- **Application:** These profile option values affect the way a given application runs.
- **Responsibility:** These profile option values affect the way applications run for all users of a given responsibility.
- **User:** These profile option values affect the way applications run for a specific application user. The values you enter for options at the User level supersede the values that your system administrator has entered for you for these options.

As multiple operating units are controlled by the same responsibility, 13 profile options are changed to system parameters. Profile options are operating unit specific, so in order to continue to allow a single location for setting the profile values, some profiles

were added into the application's user interface directly. The converted profile options are listed below.

11.5.10 User Profile Option Name	R12 System Parameter	Parameter Location
OSC: Collect on Account Credits	Collect Account Credit Memos from Oracle Receivables?	Set up Collection Parameters, page 6-1
OSC: Commission Rate Precision	Numeric Precision for Rate Tables	Set up Calculation Parameters, page 7-2
OSC: Default Conversion Type	Currency Conversion Type	Set up General Parameters, page 5-1
OSC: Customized Summarization	Aggregate Transactions Based on Custom Criteria during Rollup?	Set up Calculation Parameters, page 7-2
OSC: Default Custom Flag	Customize Compensation Plan	
OSC: Income Planner Disclaimer	Display Projected Compensation Disclaimer?	Set up Calculation Parameters, page 7-2
Display Draw	Display Draw in Year To Date Summary Report?	Set up General Parameters, page 5-1
OSC: Apply non-revenue split to quantity	Collect Quantity for Non Revenue Credit Receivers?	
OSC: Prior Adjustment	Allow prior period adjustments?	Set up Calculation Parameters, page 7-2
OSC: Negate during Revenue Adjustments Collection	Negate Original Transactions during Revenue Adjustments Collection	Set up Collection Parameters, page 6-1
OSC: Reporting Hierarchy	Reporting Hierarchy for Manager Access to Resources' Reports	Set up General Parameters, page 5-1

11.5.10 User Profile Option Name	R12 System Parameter	Parameter Location
OSC: Reset Error Transactions	Reload Errored Transactions	Set up Collection Parameters, page 6-1
OSC: Roll Summarized Transactions	Aggregate Transactions during Rollup phase?	Set up Calculation Parameters, page 7-2

Responsibility

System Administrator

Navigation

Oracle Forms: Navigator > System Profiles

Steps

1. In the Navigator, double-click Profile.
2. Double-click System.
3. In the Find System Profile Values window, query the following categories to narrow your search:
   - *Site:* Select if the profile option applies to all users at your site.
   - *Application*: Oracle Sales Compensation
   - *Responsibility:* Select only if the profile option you are defining is specific to a responsibility.
   - *User*: Select only if the profile option you are defining is specific to a user.
4. In the Profile field, you can enter OIC% to see most of the Incentive Compensation profiles. Or, enter another search parameter. You can use the percent sign (%) as a wildcard.
5. Click **Find**.
6. View or change the profile setting.
7. Save.

Note: After you change the setting of a profile option, you must bounce the Apache

server to reset it.

Table of Profile Options

The following table lists the system profiles used by Oracle Incentive Compensation. The profiles are divided into nine categories:

- Calculation
- Collection
- Credit Allocation
- Debug
- Import
- Payment
- Performance
- Upgrade
- Other

In the table, the Level column displays at which this profile option can be set. A = Application, S = Site, R = Responsibility, U = User, O = Oraganization..

System Profile Options

Profile Name	Description	Level	Default
Calculation Profiles			

Profile Name	Description	Level	Default
OIC: Enable Incremental Calculation	If set to Yes, every event is put into the Notify Log so that it can be included in the next incremental calculation. Recommended that you set it to No while setting up your system, but change it to Yes when you are ready to start collecting transactions. This is the key profile to turn enable Incremental Calculation but serves an additional function which is to define the default value of the Incremental Calculation check box on the Calculation Submission user interface. If this profile option is set as No, then the check box is defaulted to unchecked to represent Full Calculation. If this profile option is set as Yes, then the Incremental Calculation check box is defaulted to checked to represent Incremental Calculation.	ASRU	Yes
OIC: Frequency of Batch Runners Status Check	Sets the amount of idle time between batch runner status checks performed by the parent calculation process. The idle time gives each phase time to complete the current process without being queried by the system for a status. For high volume transactions, use the default setting.	ASRU	30 seconds
OIC: Multi Rollup Path	Enables rollup of sales credits through multiple paths of the compensation group hierarchy. See *Guidelines* for restrictions on using this profile.	ASRU	Null

Profile Name	Description	Level	Default
OIC: Reset Balances Each Year	If the profile is set to Yes, then the salesrep subledger balances (cn_srp_periods) get reset to zero at the beginning of each fiscal year during calculation and payment. Otherwise the balances carry over across fiscal years.	S	No
OIC: Purge Strategy for Subledger Tables	The value of this profile option defines the purging /ghosting strategy for OIC subledger tables and how the rows are archived and ghosted.	ASRU	
Collection Profiles			
OIC: Apply Invoice Splits to Credit Memos and Payments	When this profile is set to 'Y', any splits or moves done to invoices are updated to the credit memos and payments, unless the transactions are delinked.	ASRU	No
CN_DB_PARALLEL_ENABLE	**Additional Information:** For information on this profile option, see Performance profiles.		
Credit Allocation Profiles			
OIC: Allow split % less than 100%	In Credit Allocation, Revenue Split Total is not 100%.	AS	Custom
OIC: Number of Batch Workers for Credit Allocation	Set the number of parallel workers that the OIC Credit Allocation Transfer process uses.	ASRU	1
Debug Profiles			

Profile Name	Description	Level	Default
OIC: Enable Debug Mode	Determines whether debugging messages are written to the process log during execution of programs (concurrent and online). Setting Debug Mode to Yes writes these errors to the CN_PROCESS_AUDIT_LINES table.	ASRU	Yes
OIC: Enable Logging	If set to Yes, debugging messages are written to a log file. Only enable this profile option for debugging purposes if there are suspected problems with the application. If enabled, this profile option generates log files, which can affect performance.	ASRU	No
Import Profiles			
OIC: SQL Loader Control File Directory	This is the directory where the SQL Loader control file is stored. It is recommended that this profile be set at the site level to absolute path for $CN_TOP/bin. $CN_TOP/bin has to be first translated into a full physical path. If the bin directory does not exist it should be created, with read/write/ execute permission given to it.	ASRU	Null
OIC: SQL Loader Data File Directory	The directory where the CSV files for server side transaction import are located. See Guidelines.	ASRU	Null
Payment Profiles			
OIC: Approve or Reject Duplicate Payment Transactions	Use this profile to set Payroll to automatically accept multiple payment batches submitted in the same period. Settings are Reject (do not allow multiple entry--the default), Insert (create new entry) or Update (change existing entry).	S	Reject

Profile Name	Description	Level	Default
OIC: Enforce Payment Worksheet Approval	Determines whether the validate payment worksheets statuses must be Approved when paying a payment batch. Enables auto approval process for payment batches after they have been frozen. When set to Yes, the approval process for worksheets is enforced to pay a payment batch. When set to No, a payment batch can be paid after it has been frozen regardless of the status of worksheets in the payment batch.	S	Y
OIC: Pay by Transaction	Determines if payment details for a worksheet are displayed at the transaction level or aggregated at the plan element level. Valid values are Y and N. If the value is set to Y, the payment details are shown at the transaction level. If the value is set to N, the payment details are aggregated at the plan element level. If set to N and integration with AP is by Product, expense codes are not displayed in AP.	S	N
Payment Salesrep Batch Size	**Additional Information:** For information on this profile option, see Performance profiles.		

Performance Profiles

Profile Name	Description	Level	Default
CN_DB_PARALLEL_ENABLE	When you set this profile option to Y, then the system activates Parallel DML. Parallel DML maximizes resource utilization, which in turn improves the performance of the notification and collection queries. If you set the profile option to N, then the notification and collection queries run without Parallel DML. **Caution:** If you set this profile option to Y, then you will not be able to use the Transaction screens while the Collection program is being run.	S	Y
OIC: CUST_MERGE_ONLINE	This profile option removes the deadlock from the CN_COMMISSION HEADERS and CN_COMM_LINES_API tables when Concurrent Manager runs the TCA – Customer Merge program. If this profile option is set to 'N', then you must run the CN_TCA_MERGE program to update CN_COMMISSION HEADERS and CN_COMM_LINES_API tables.	S	Y
OIC: LOV Input Validation	If set to Yes, the two profiles *OSO: Minimum search string length* and *OSO: Search Lead Wildcard* are enforced in LOVs.	ASR	Yes
Payment Salesrep Batch Size	The value of this profile option determines the number of child process that the application will create, while creating a worksheet using concurrent process.	SR	

Profile Name	Description	Level	Default
Upgrade Profiles			
OIC: Invoice Split Upgrade End Date	Used to set an end date for the invoice split upgrade process. This enhances performance.	ASRU	Null
OIC: Invoice Split Upgrade Start Date	Used to set the start date for the invoice split upgrade process. This enhances performance.	ASRU	Null
Other Profiles			
AMS: Item Validation Master Organization	This is required if you want to display the Product tab in Oracle Incentive Compensation. The value is selected by using an LOV (master organization for which items are defined).	ASRU	Blank
ASO: Automatic Sales Credit Allocation	Determines if and when Quoting calls the sales credit allocation engine to get sales credit receivers and percentages.	S	Partial
ASO: Automatic Sales Team Assignment	Determines if and when Quoting calls Territory Manager to assign sales teams to quotes.	S	Partial
ASO: Calculate Projected Commission	Determines if projected commission is available in Quoting.	AS	Yes
Bypass Group Validation	Set to Y to bypass group usages when defining a resource and assigning that resource to a resource group.	ASR	No
JTFRS: Employee Resource Update Access	To make the Resource tab and other HTML pages editable in Oracle Incentive Compensation and the 360 Degree view, this profile must be set to Any. See other two related profiles below.	R	

Profile Name	Description	Level	Default
JTFRS: Group Update Access	To make the Resource tab and other HTML pages editable in Oracle Incentive Compensation and the 360 Degree view, this profile must be set to All.	R	
JTFRS: Resource active days after termination of resource	Use this profile to end date the resource and sales rep records used by Oracle Incentive Compensation after a specific number of days. Set the number of days after actual termination that you want the records to be updated. For example, if the end date is 15-June-2007 and the profile is set for 60 days, then the records will be end dated on 14-Aug-2007.		
JTFRS: Role Update Access	To make the Resource tab and other HTML pages editable in Oracle Incentive Compensation and the 360 Degree view, this profile must be set to All.	R	
MO: Operating Unit	Verify or set this profile option to the appropriate operating unit. Mandatory.	R	[operating unit name]
MO: Default Operating Unit	Set a default operating unit during search or record creation . If you do not set this profile option, then you must select the operating unit manually for search or while creating any records. **Important:** This profile option is available only for some of the Search pages.	S	[operating unit name]
OIC: Datamart Global Conversion Type	The value of this profile option is used as a rate to convert Datamart currency to the default currency.	S	1000

Profile Name	Description	Level	Default
OIC: Datamart Global Currency Code	This is the Datamart functional currency. All transactions are calculated using this currency and rendered in the reports.	S	USD
OIC:XML Documents Max Quota Periods	Setting to display the maximum number of periods in the Plan XML document - Distributed Quota table.	S	50
OIC:XML Document Max Rate Tiers Per Table	Setting to display the maximum number of rate table tiers in the Plan XML document - Rate Table.	S	200
OIC:XML Document Quota Periods Display Order	Setting to determine display order of quotas in the Plan XML document - Distributed Quota table. The quotas are ordered according to the period.	S	Descending
OSO: Debug Messages On	Setting to display or hide debugging messages.	ASRU	No
OSO: Enabled Instruction Text	If set to "On", instruction text appears on applicable pages. If set to "Off", instruction text is not displayed.	ASRU	On
OSO: Enable Record Count in Tables	Enables record count in tables.	ASRU	No
OSO: Max Attachment Size	Maximum attachment size in bytes.	S	100,000
OSO: Minimum search string length	Used in Incentive Compensation to set the minimum number of characters required for any search from a text field.	S	4
OSO: Search Lead Wildcard	Indicates if % can be the first character in a search sent to a list of values.	ASRU	No

Notes

The following profile options are set automatically if you run AutoConfig. All of them set the displayed default value at Site Level.

- OIC: SQL Loader Side Data File Directory - Set to @ "%s_applcsf%/inbound/%s_contextname%".
- OIC: SQL Loader Control File Directory - Set to "$CN_TOP/bin"

If your inbound/outbound file is being created or is used by a concurrent program, set your profile option value as follows:

- If your profile is used for creating outbound files: "%s_applcsf%/outbound/%s_contextname%"
- If your profile is used for reading or using inbound files: "%s_applcsf%/inbound/%s_contextname%"

Variable and Description (Source adctxinf.tmp, adxmlctx.tmp from ARU):

- %s_applcsf% -> APPLCSF
- %s_contextname% -> The name of the Oracle Applications system which this context points to. This is necessary in order to support running multiple Oracle instances from the same APPL_TOP.

The log directory is taken from UTL_FILE_LOG (Log directory for PL/SQL stored procedures) profile and the file name is taken from CN_LOG_FILE profile. When you set to Yes, the debugging messages are written to a log file. You enable this profile option only for debugging purposes if there are suspected problems with the application.

If the value for your profile needs to be defined as a database directory for PL/SQL file I/O, please set the value for the profile to:

%s_applptmp% .

See My Oracle Support Knowledge Document 2525754.1, Using UTL_FILE_DIR or Database Directories for PL/SQL File I/O in Oracle E-Business Suite Releases 12.1 and 12.2.

APPLPTMP is the standard directory in which Oracle Applications temporary files are created and the directory in which PL/SQL output files are created.

After AutoConfig runs, some profile values will appear differently, as follows:

Before Autoconfig Runs	After Autoconfig Runs
%s_applcsf%/inbound/%s_contextname%	/u01/proddb/admin/inbound/cn
APPLCSF	/u01/proddb/admin
contextname	product name = cn

The *OIC: Multi Rollup Path* profile option, when set to Y, allows managerial rollups for resources who are assigned the same role in multiple groups. If a resource is assigned a role in multiple groups, it must be the same role. Oracle Incentive Compensation does not support rollup along multiple paths when the managers receiving the credit have different roles in the compensation groups along the rollup paths. This is because the application picks the role at random.

11

Lookups

This chapter covers the following topics:

- Lookups
- Viewing and Editing Lookups
- Creating a Lookup
- List of Lookups

Lookups

Lookups enable quick selection from drop-down menus. Lookups ensure accuracy when entering data. Oracle Incentive Compensation has 100 lookups incorporated into its system to speed the process of entering data into forms. The lookups listed in the following table display the user name in the left column; the Type name is shown in full caps in the right column with the default selections below it. You can add lookups and add values to the default lists.

Oracle recommends that you do not delete any of the lookups shipped with the application.

Viewing and Editing Lookups

Most lookups that come with Oracle Incentive Compensation when you install it are editable to suit your business requirements. To view or edit existing lookups, perform the following procedure.

Navigation

Incentive Compensation Administrator > Lookups

Steps

1. Press the F11 key and query for Incentive Compensation in the Application field.
2. Press Control and the F11 key.
3. Scroll through the lookups by using the up and down arrow keys or use Find in the View drop-down menu. Make changes as needed. Leave the cursor in the Type field while scrolling.

Creating a Lookup

To create a new lookup, perform the following:

Steps

1. In the Navigator, double-click **Lookups**.
2. Select Incentive Compensation from the Application field.
3. Enter the name using all caps with underscores between words.
4. In the table in the lower part of the window, enter one or more values that you want to use in the lookup. Enter a code, meaning, and description that are easy for users to understand.
5. Enter effective dates.
6. Check the Enable box if you want the lookup to be operational within the effective date range.
7. Save.

List of Lookups

The following table lists Oracle Incentive Compensation Lookups, including a description, Access Level, and Seeded Values and Meanings.

Lookup Type	Description	Lookup Code and Meaning
ACCESS_CODE	Access Code	UPDATE VIEW

Lookup Type	Description	Lookup Code and Meaning
ADJUSTMENT_REASON	Manual Adjustment Reason	AR_ERROR (Accounts Receivable Processing Error)
		OE_ERROR (Error During Order Entry)
		OTHER
		SHARED (Commissions should be Split)
ADJUSTMENT_STATUS	Manual Adjustment Status	CANCELED
		POSTED
		REVERSED
		REVIEW
		TRIAL

Lookup Type	Description	Lookup Code and Meaning
ADJUST_STATUS	Transaction Adjust Status	DEALASGN (Deal Move)
		DEALSPLIT (Deal Split)
		FROZEN
		INVLOAD (Invoice Captured)
		MANUAL
		MASSADJ (Move Credits)
		MASSASGN (Share Credits)
		ORIGINAL
		REVERSAL
		SCA_ALLOCATED (Processed - Credit Allocated)
		SCA_DISTINCT_ERROR (Error - More than one Distinct Set of Mapping Columns)
		SCA_NOT_ALLOCATED (Processed - No Credit Allocated)
		SCA_NOT_ELIGIBLE (Not Eligible for Credit Allocation)
		SCA_NO_RULE (Processed - No Credit Rule Found)
		SCA_PENDING (Frozen for Credit Allocation)
		SCA_REVENUE_ERROR (Error - No Revenue Line)
		SCA_ROLE_ERROR (Error - Invalid Role)
		SCA_SRP_ERROR (Error - Invalid Salesrep)
		SPLIT (Splits)

Lookup Type	Description	Lookup Code and Meaning
ADVANCED SEARCH	Advanced Search	ADJUSTED_BY
		ADJUST_DATE
		ADJUST_STATUS_DISP (Adjust Status)
		DIRECT_SALESREP_NAME (Direct Salesperson Name)
		DIRECT_SALESREP_NUMBER (Direct Salesperson Number)
		INVOICE_DATE
		INVOICE_NUMBER
		LOAD_STATUS
		ORDER_DATE
		ORDER_NUMBER
		PROCESSED_DATE
		QUANTITY
		REVENUE_TYPE_DISP (Revenue Type)
		ROLLUP_DATE
		STATUS_DISP (Calculation Status)
		TRANSACTION_AMOUNT (Functional Amount)
		TRX_TYPE_DISP (Transaction Type)
ALL_COMPONENTS	All Components	ALL_COMPONENTS
ANALYST_NOTE_REASON	Analyst Note Reason	SYSTEM_GENERATED
		USER_DEFINED

Lookup Type	Description	Lookup Code and Meaning
ANC_CALC_METHOD		LINE_CALC (Line Calculation)
		STEP_CALC (Step Calculation
APPLICATION_TYPE	Application Type	AR (Oracle Receivables)
		CN (Oracle Commissions and Sales Analysis)
		GL (Oracle General Ledger)
		OE (Oracle Order Entry)
		RA (Oracle Revenue Accounting)
APPL_STATUS	Applicable Status	NA (Not Applicable)
APPROVE_REJECT	Approve Reject	APPROVE
		REJECT
ASSIGN_TYPE_CODE	Assign Type	RESASGN (Resource Assignment)
		ROLEASGN (Role Assignment)
BASE_RULE	Base Rule	BASE_RULE
BATCH_STATUS	Batch Status	POSTED
		UNPOSTED
CALCULATION_STATUS	Calculation Status	COMPLETED
		FAILED
		INCOMPLETE
		PROCESSING (Running)
CALCULATION_TYPE	Types of Calculation	BONUS
		COMMISSION

Lookup Type	Description	Lookup Code and Meaning
CALC_SUBMISSION_OBJECT_TYPE	Calculation Submission Object	CALC_TYPE (Calculation Type)
		CONCURRENT_FLAG (Concurrent Calculation)
		EMPLOYEE_NUMBER
		EMPLOYEE_TYPE
		END_DATE
		HIERARCHY_FLAG (Entire Hierarchy)
		INTELLIGENT_FLAG (Incremental Calculation)
		INTERVAL_TYPE
		NAME (Batch Name)
		RESPONSIBILITY_NAME
		SALESREP_OPTION (Salespeople)
		START_DATE
		USER_NAME
CLASSIFICATION_DATATYPE	Classification Datatype	ALPN (Alpha Numeric)
		DATE
		NUMB (Numeric)
CLASSIFICATION_STATUS	Classification Status	CLS (Classified)
		NEVER (Never Classified)
		XCLS (Failed Classification)
CN_COLL_FILTER_STATUS	Collection Filter Status	N (Mark As Filtered)
		Y (Physically Delete)
		PON (Post-Notification)
		PRC (Post-Collection)
		PRN (Pre-Notification)

Lookup Type	Description	Lookup Code and Meaning
CN_CW_SETUP_TASK_STATUS	Setup Task Status	COMPLETED INPROGRESS (In Progress) NOTAPPLICABLE (Not Applicable) NOTSTARTED (Not Started)
CN_EXPRESSION_OPERATORS	Expression Operators	0 (AND) 1 (OR)
CN_HEAD_TRX	Header Transaction Status	CALC (Calculated) OBSOLETE (Obsoleted) POP (Populated) ROLL (Rolled Up) XCALC (Failed Calculation) XPOP (Failed Population)
CN_NOTES	Notes	NOTES

Lookup Type	Description	Lookup Code and Meaning
CN_NOTE_FIELDS	CN Note Fields	CUSTOMIZED (Customized Flag) END_DATE FIXED_AMOUNT GOAL LOCK_FLAG (Preserve Customization) MAX_AMT (Maximum Amount) MIN_AMT (Minimum Amount) PAYEE (Payee Name) PMT_PLN (Payment Plan Name) START_DATE TARGET
CN_OPERAND	Incentive Compensation Operand	0 (AND) 1 (OR)
CN_OPERATOR	Incentive Compensation Operator	0 (AND) 1 (OR)
CN_PAYMENT_TRX_TYPE	Payment Transaction Type	N (Summary) Y (Transaction)
CN_PAY_GROUP_DTLS_TYPE_CODE	Lookup code for Pay Group Details Display by	PERIODS SALESPEOPLE

Lookup Type	Description	Lookup Code and Meaning
CN_PROMPTS	Prompt Texts used in UI interface	DIMENSION_NAME EXP_NAME (Expression Name) FORMULA_NAME RATE_TABLE_NAME
CN_R2P_CLUB_ELIG	Club Eligible	N (No) Y (Yes)
CN_REPORTS_COMM_SUMM_TYPES	Types for Commission Summary Report	ALL_PLAN_ELEMENTS ALL_TRX_TYPES (All Transaction Types) BONUS COMMISSION PAYADJ (Payment Adjustments)
CN_RULE_CREATE_TYPE	Rule Create Type	CHILD ROOT SIB (Sibling)
CN_RULE_OPERATORS	Rule Operators	BETWEEN EQUALS NOT_BETWEEN NOT_EQUALS (Does not equal)
CN_SEARCH_CATEGORIES	Incentive Compensation Search Categories	JOBTITLE (Job Title) QUOTA (Quota Modeling Groups) ROLE (Roles) SALESREP (Salespeople)

Lookup Type	Description	Lookup Code and Meaning
CN_UNPROC_TRX_STATUS	Unprocessed Transaction Status	CLS (Classified) COL (Unloaded) ROLL (Rollup) XCLS (Failed Classification) XROLL (Failed Rollup)
CN_USAGE_FLAG	Incentive Compensation Usage Flag	C (Collection) Y (Calculation)
CN_VIEW_COLUMNS	How to View Columns	ATTRIBUTES CLASS_ATTRIBUTES (Classification Attributes) DIMENSION_ATTRIBUTES KEY_ATTRIBUTES (Primary Key Attributes)
CN_VIEW_PAYGROUP	How to View Paygroups	ACTIVE (Active Pay Groups) ALL (All Pay Groups)
CN_VIEW_PMT_PLAN	How to View Payment Plans	ACTIVE (Active Payment Plans) ALL (All Payment Plans)
CN_WORKBENCH_TASK_STATUS	Configuration Workbench Task Status	COMPLETED INPROGRESS NOTAPPLICABLE NOTSTARTED
COLLECTION_FILTER_OPTIONS	Collection Filter Options	DELETE MARKFILTER (Mark as Filtered) NONE

Lookup Type	Description	Lookup Code and Meaning
COLLECTION_TRANS_SOURCES	Standard Transaction Collection Sources	COLLECTAR (Receivables Posting) COLLECTOE (Order Booking)
COLLECTION_TRANS_TYPE	Collection Transaction Types	CBK (Clawbacks) INV (Invoices) PMT (Payments and Givebacks) RAM (Revenue Adjustments) WO (Writeoffs)
COLLECTION_TRIGGERS	Collection Triggers	NONE (None) POSTCOLLECT (Post Collection) POSTNOTIFY (Post Notification) PRENOTIFY (Pre Notification)
COLLECTION_TYPE	Collection Type	CN_COLLECT_CLAWBACK CN_COLLECT_CUSTOM (Collect Custom Transaction Source) CN_COLLECT_INVOICES CN_COLLECT_ORDERS CN_COLLECT_PAYMENTS (Collect Payments and Givebacks) CN_COLLECT_RAM (Collect Revenue Adjustments) CN_COLLECT_WRITEOFFS

Lookup Type	Description	Lookup Code and Meaning
COLUMN_TYPE	Column Type	CF (Commissions Factor)
		CN (User Defined)
		EF (Event Factor)
		IN (System)
		PF (Payment Factor)
CP_OBJECT_TYPE	Compensation Plan Objects	CP_NAME (Compensation Plan Name)
		DESC (Description)
		END_PERIOD
		REV_CLS_OVERLAP (Allow Revenue Class Overlap)
		START_DATE
		START_PERIOD
		STATUS_CODE
CP_PHASE_CODE	Concurrent Request Phase Code	C (Completed)
		I (Inactive)
		P (Pending)
		R (Running)

Lookup Type	Description	Lookup Code and Meaning
CP_STATUS _CODE	Concurrent Request Status Code	A (Waiting) B (Resuming) C (Normal) D (Cancelled) E (Error) G (Warning) H (On Hold) I (@Normal) M (No Manager) P (Scheduled) Q (Standby) R (@@Normal) S (Suspended) T (Terminating) U (Disabled) W (Paused) X (Terminated) Z (@Waiting)
CURRENCY_TYPE	Currency Type used in reports	FUNCTIONAL_CURRENCY SALESREP_CURRENCY (Resource Currency)
DATA_TYPE	Column Datatypes	DATE LONG NUMBER VARCHAR2

Lookup Type	Description	Lookup Code and Meaning
DELIMITER_TYPE	Delimiter Type	COMMA
		DOUBLEQ (Double Quotation)
		QUOTE (Single Quotation)
		SEMICOL (Semicolon)
		SPACE
		TAB
DISCOUNT_OPTION	Discount Option	NONE (Not apply discount percentage)
		PAYMENT (Apply to payment factor)
		QUOTA (Apply to quota factor)
DISTINGUISHED_HIERARCHIES	Distinguished Hierarchies	REVENUE_CLASS (Revenue Class Rollup)
		SALESREP (Sales Representative Rollup)
DISTRIBUTE_METHOD	Distribution Method	EQUAL
		EVEN
		MIN (Minimum)
DYNAMIC_PROMPT	Period Processing Status Dynamic Prompt	DISTRIBUTE_DRAW
		DISTRIBUTE_TARGET
		DRAW
		PAYMENT
		PERIOD_DRAW
		PERIOD_TARGETS
		TARGET

Lookup Type	Description	Lookup Code and Meaning
ELEMENT_TYPE	Element Type	-1000 (Recoverable Payment) -1001 (Nonrecoverable Payment)
ENCLOSED_TYPE	Enclosed Type	COMMA DOUBLEQ (Double Quotation) QUOTE (Single Quotation) SEMICOL (Semicolon)

Lookup Type	Description	Lookup Code and Meaning
EVENT_NAME	Event Name	CHANGE_CLS_HIER (Change a hierarchy used in classification) CHANGE_CLS_HIER_DATE (Change a hierarchy date range used in classification) CHANGE_CLS_HIER_DELETE (Delete a hierarchy interval used in classification) CHANGE_CLS_HIER_PERIOD (Change a hierarchy interval used in classification) CHANGE_CLS_RULES (Change classification rules) CHANGE_CLS_RULES_ATTR (Change classification rules attribute) CHANGE_CLS_RULES_DATE (Change classification rule set date range) CHANGE_CLS_RULES_HIER (Change classification rules hierarchy) CHANGE_CLS_RULES_REV (Change classification rules revenue class) CHANGE_CLS_RULES_SET (Change classification rule set CHANGE_COMP_PLAN (Change compensation plan) CHANGE_COMP_PLAN_OVER_LAP_FLAG (Change compensation plan overlap flag) CHANGE_COMP_PLAN_PERIOD (Change compensation plan effective interval) CHANGE_CP_ADD_MGR

Lookup Type	Description	Lookup Code and Meaning
		(Add a manager to a compensation group) CHANGE_CP_ADD_SRP (Add a salesperson to a compensation group)

Lookup Type	Description	Lookup Code and Meaning
EVENT NAME (continued)	Event Name	CHANGE_CP_DELETE_MGR (Delete a manager from a compensation group)
		CHANGE_CP_DELETE_SRP (Delete a salesperson from a compensation group)
		CHANGE_CP_HIER_ADD (Add an edge to compensation group hierarchy)
		CHANGE_CP_HIER_DATE (Change date range of a compensation group hierarchy edge)
		CHANGE_CP_HIER_DELETE (Delete an edge from a compensation group hierarchy)
		CHANGE_CP_MGR_DATE (Change date range of a manager)
		CHANGE_CP_SRP_DATE (Change date range of a salesperson)
		CHANGE_DELETE_TRX (Delete transactions)
		CHANGE_FORMULA (Change a formula)
		CHANGE_INSERT_TRX (Insert new transactions)
		CHANGE_PERIOD_INTERVAL_NUMBER (Change a period's interval number)
		CHANGE_PLAN_ASSIGN (Change plan assignment
		CHANGE_PLAN_ASSIGN_INS_DEL (Insert or delete plan assignment)

Lookup Type	Description	Lookup Code and Meaning
		CHANGE_PLAN_ASSIGN_PERIOD (Change plan assignment effective interval) CHANGE_QUOTA_CALC (Change plan element)

Lookup Type	Description	Lookup Code and Meaning
EVENT_NAME (continued)	Event Name	CHANGE_QUOTA_DATE (Change plan element date range) CHANGE_QUOTA_PERIOD (Change plan element effective interval) CHANGE_QUOTA_POP (Change plan element revenue class factors) CHANGE_QUOTA_ROLL (Change plan element revenue class) CHANGE_QUOTA_UPLIFT_DATE (Change plan element uplift factors date range CHANGE_RC_HIER_DATE (Change revenue class hierarchy date range) CHANGE_RC_HIER_DELETE (Delete revenue class hierarchy effective interval) CHANGE_RC_HIER_PERIOD (Change revenue class hierarchy effective interval) CHANGE_RT_INS_DEL (Insert or delete rate tiers) CHANGE_RT_RATES (Change rate table rates) CHANGE_RT_TIERS (Change rate table tiers) CHANGE_SRP_HIER (Change salesperson hierarchy) CHANGE_SRP_HIER_DELETE (Delete salesperson hierarchy effective interval) CHANGE_SRP_HIER_PERIOD (Change salesperson

Lookup Type	Description	Lookup Code and Meaning
		hierarchy effective interval)
		CHANGE_SRP_PAY_GROUP (Change pay group/salesperson assignment)
		CHANGE_SRP_PAY_GROUP_DATE (Change date range of pay group/salesperson assignment)
		CHANGE_SRP_QUOTA_CALC (Change salesperson's plan element setting)
EVENT_NAME (continued)	Event Name	CHANGE_SRP_QUOTA_PAYEE_DATE (Change date range of payee assignment)
		CHANGE_SRP_QUOTA_POP (Change salesperson's uplift factors or payee assignment)
		CHANGE_SRP_ROLE_PLAN (Change role/plan or role/salesperson assignment)
		CHANGE_SRP_ROLE_PLAN_DATE (Change date range of role/plan/salesperson assignment
		CHANGE_SYS_PARA_RC (Change revenue class hierarchy used)
		CHANGE_SYS_PARA_SRP (Change salesperson hierarchy and roll up flag)
		CHANGE_TEAM_ADD_REP (Add a salesperson to a team)
		CHANGE_TEAM_DEL_REP (Delete a salesperson from a team)
		CHANGE_UPDATE_TRX (Update transactions)

Lookup Type	Description	Lookup Code and Meaning
EXPRESSION_MESSAGES	Messages Required for Rule Attribute Expressions	AND
		BET (Between)
		GT (Greater than)
		IIH (In Hierarchy)
		IS
		LT (Less than)
		NOT
		OR
		RES (Result)
		WV (With Value)
EXPRESSION_TYPE	Expression Type	EXPRESSIONS
		EXTERNAL_ELEMENTS
		FORECAST_AMOUNT
		FORMULAS
		GROUP_FUNCTIONS
		NUMBER_FUNCTIONS
		OSC_ELEMENTS (Sales Compensation Elements)
		OTHERS
		PLAN_ELTS (Plan_Elements)
		RATE_TABLE_RESULT
		SQL_FUNCTIONS

Lookup Type	Description	Lookup Code and Meaning
EXTERNAL_TABLE	External Table	ALIAS
		CN_CALC_EXT_TABLE_ID (Table)
		COLUMN (Columns)
		EXTERNAL_COLUMN_ID (External Column Name)
		EXTERNAL_TABLE_ID (External Table Name)
		INTERNAL_COLUMN_ID (Internal Column Name)
		INTERNAL_TABLE_ID (Internal Table Name)
		NAME
		SCHEMA
		USED_FLAG
FORMULA_STATUS	Formula Status	COMPLETE
		FAILED
		INCOMPLETE
		INPROGRESS
		INVALID
		VALID
FORMULA_TYPE	Formula Type	B (Bonus)
		C (Commission)

Lookup Type	Description	Lookup Code and Meaning
GROUP_FUNCTIONS	Group Functions	AVG (Average)
		COUNT
		MAX (Maximum)
		MIN (Minimum)
		STDDEV (STDDEV)
		SUM
		VARIANCE
HEADER_TRX_STATUS	Transaction Header Statuses	CLS (Classified)
		COL (Unprocessed)
		ROLL (Rolled Up)
		XCLS (Failed Classification)
		XROLL (Failed Rollup)
HOLD_REASON_CODE	Hold Reason Code	HOLD
IMPORT_STATUS	Import Status	CANCEL
		COMPLETE
		FAIL
		IMPORT_FAIL (Failed at Importing)
		NEW
		SCHEDULE
		STAGE
		STAGE_FAIL (Failed at Staging)
		SUBMIT

Lookup Type	Description	Lookup Code and Meaning
IMPORT_TYPE	Import Type	CALCEXP (Expressions)
		EXPORT
		HIERARCHY
		IMPORT
		REVCL (Revenue Class)
		RULES
		TRXAPI (Transaction API)
INCENTIVE_TYPE	Incentive Type	BONUS
		COMMISSION
		MANUAL
		PAYMENT
		QUOTA
INCENTIVE_TYPES	Incentive Types	BONUS
		COMMISSION
		MANUAL_PAY_ADJ (Manual Pay Adjustment)
		PMTPLN (Payment Plan)
		PMTPLN_REC (Payment Recovery)
INDIRECT_CREDIT_TYPE	Indirect Credit Type	ALL
		MGR (If Credit Receiver has Manager Role)
		NONE

Lookup Type	Description	Lookup Code and Meaning
INPUT_TOKEN	Input Token	CP_NAME (Comp Plan Name)
		NAME
		PE (Plan Element)
		PE_NAME (Plan Element Name)
		PERIOD_NAME (Period Name)
		QC (Quota Category)
		QSR (Quota Category/Sequence Number/Role)
		RC (Revenue Class)
		RCS (Role/Compensation Plan Name/Start Date)
		ROLE_NAME
		ROLLPERCENT (Rollover Percentage)
		RP (Base Quota Component/Percent)
		SD (Start Date)
		SEQ (Sequence Number)
		SPE (Source Plan Element)
		SR_NAME (Salesrep Name)
INTERVAL_TO_DATE	Interval to Date setting	ALL
		ANNUAL
		ITD (Interval to Date)
		PTD (Period to Date)

Lookup Type	Description	Lookup Code and Meaning
JE_BATCH_REASON	Reason for creating JE batch	BONUS
		CALC (Calculation)
		DRAW_BONUS (Draw Recovery from Bonus)
		DRAW_COMM (Draw Recovery from Commission)
		PAYMENT
		PAY_ADJ (Adjustment Payment)
		PAY_BONUS (Payment from Bonus)
		PAY_COMM (Payment from Commission)
		PAY_DRAW (Draw Payment)
LOAD_STATUS	Load Status	FILTERED
		LOADED
		UNLOADED

Lookup Type	Description	Lookup Code and Meaning
LOAD_STATUS_LOOKUP	Load Status Error Messages	ERROR - CANNOT CONV/DEFAULT (Error - Cannot Convert/Default
		ERROR - INCORRECT CONV GIVEN (Error - Incorrect Conversion Given
		ERROR - NO EXCH RATE GIVEN (Error - No Exchange Rate)
		ERROR - PRIOR ADJUSTMENT (Error - Prior Adjustment Frozen
		ERROR - REVENUE_CLASS (Error - Revenue Class Invalid)
		ERROR - TRX_TYPE (Error - Transaction Type Invalid)
		LOADED
		OBSOLETE
		PERIOD ERROR (Unopened Period)
		SALESREP ERROR (Salesperson Invalid)
		UNLOADED
MAPPING_TYPE	Mapping Types	COL (Collection)
		EVT (Event)
		SLC (Slice)
MESSAGE_TYPE	Message Types	DEBUG
		ERROR
		TRANSLATE (Translated)

Lookup Type	Description	Lookup Code and Meaning
MGR_REPORT	Top Bottom Performance Report Hierarchy Level	1 (Directs) 2 (Level 1 Indirects) 3 (Level 2 Indirects) 4 (Level 3 Indirects) 5 (Level 4 Indirects) ALL (All)
MODULE_STATUS	Module Status	CONCFAIL (Concurrent Manager Down) GENERATED (Complete) INSTFAIL (Install Failed) INSTINPG (Install Pending) UNSYNC (Incomplete)
MODULE_STATUS_OLD	Old Module Status	DEF (Definition) GEN (Generated) GRQ (Generate Request) INS (Instantiated) IRQ (Instantiate Request)

Lookup Type	Description	Lookup Code and Meaning
MODULE_TYPE	Module Types	ACCGEN (Account Generation) CALCULATION CB (Clawback Collection Module) CB/GB (Clawback/Giveback Collection Module) CLS (Classification Module) COL (Collection Module) CPAPI (Compensation Plan API Module) INS (Commissions Instance Module) INV (Invoice Collection Module) LOADER (Transaction Interface Loader) ORD (Order Collection Module) PEAPI (Plan Element API Module) PECLS (Plan Element Classification) PMT (Payments Collections Module) PMT/GB (Payments/Giveback Collection Module) REVCLS (Revenue Classification) RUP (Rollup Module) SLC (Slice Module) TRF (Transfer Module) TRX (Commissions Transaction Table Module)

Lookup Type	Description	Lookup Code and Meaning
		WO (Writeoff Collection Module)
NOTIFY_ACTION	The action to be taken due to events caused by changing compensation group hierarchy	DELETE (Delete transactions)
		PULL (Pull transactions up)
		ROLL (Roll transactions up)
		ROLL_PULL (Roll and pull transactions up)
NOTIF_LOOKUP_TYPE	Lookup used by SF Planning workflow process	ACCEPT/REJECT (Accept)
		APPROVE (Approve)
		CUSTOMIZED (Customized)
		DISTRIBUTE (Distribute)
		NOTIFIED (Notification Sent)
		NOT_NOTIFIED (Notification not Sent)
		REMINDER (Reminder)
OBJECT_STATUS	Object Status	I (Invalid)
		N (New)
		V (Valid)
OBJECT_TYPE	Object Types	COL (Column)
		DBL (Database Link)
		IND (Index)
		PKB (Package Body)
		PKS (Package Specification)
		PRC (Procedure)
		SEQ (Sequence)
		TBL (Table)
		TRG (Trigger)

Lookup Type	Description	Lookup Code and Meaning
ORDER	Order	ASC (Ascending)
		DESC (Descending)
ORGANIZATION	Organization	ALLIANCES (Alliances)
		BOL (Business Online)
		EDUCATION (Education)
		ISD (Telesales)
		SALES (Sales)
		SC (Sales Consulting)
		SUPPORT (Support)
PAYABLES_CCID_LEVEL	Payables CCID Level	REVCLS (Revenue Class)
		PLANELEM (Plan Element)
		CUSTOM (Custom)
		CLASSIFICATION (Classification)
PAYGROUP_UPGRADE_TYPE	Paygroup Upgrade Type	UPGRADE_PAYGROUP (Upgrade Pay group)
PAYMENT_CHANGE	Payment Change	BONUS (Bonus Change)
		COMMISSION (Commission Change)
PAYMENT_GROUP_CODE	Payment Group Code	STANDARD (Standard)
PAYMENT_INCENTIVE_TYPE	Payment Incentive Type	ALL (All)
		BONUS (Bonus)
		COMMISSION (Commission)
PAYMENT_PLAN_TYPE	Payment Plan Type	MIN/MAX (Minimum/Maximum Plan)

Lookup Type	Description	Lookup Code and Meaning
PAYRUN_ACTION	Payrun Action	CREATE (Create Payrun)
		FREEZE (Freeze Payrun)
		PAY (Pay Payrun)
		REFRESH (Refresh Payrun)
		REMOVE (Remove Payrun)
		UNFREEZE (Unfreeze Payrun)
PAYRUN_STATUS	Payrun Status	PAID (Paid)
		PAID_WITH_RETURNED_FUNDS (Paid with Returned Funds)
		POSTED (Posted)
		RETURNED_FUNDS (Returned Funds)
		UNPAID (Unpaid)
		FROZEN (Frozen)
		ALL (All)
PAY_GROUP_DTLS_TYPE_CODE	Pay Group Details Type Code	PERIODS (Period)
		SALESPEOPLE (Resource Assignment)
		ROLES (Role Assignment)
PAY_GROUP_VALIDATION_TYPE	Pay Group Validation	END_DATE (Pay Group End Date)
		PAY_GROUP_NAME (Pay Group Name)
		PERIOD_SET_NAME (Calendar)
		PERIOD_TYPE (Period Type)
		START_DATE (Pay Group Start Date)

Lookup Type	Description	Lookup Code and Meaning
PAY_RUN_VALIDATION_TYPE	Payrun Validation	CREDIT_TYPE (Credit Type) EMPLOYEE_NUMBER (Employee Number) EMPLOYEE_TYPE (Employee Type) PAY_DATE (Pay Date) PAY_GROUP_NAME (Pay Group Name) PAY_RUN_NAME (Payrun Name) ROLE (Role) SALES_PERSON (Salesperson)
PAY_STATUS	Pay Status	PAID (Paid) UNPAID (Unpaid)
PA_OBJECT_TYPE	Compensation Plan Assignment Objects	EMP_NUM (Employee Number)
PERIOD_PROCESSING_STATUS	Period Processing Status	CALCULATED (Calculated) CLASSIFIED (Classified) CLEAN (Clean) POPULATED (Populated) PROCESSING (In Progress) ROLLED_UP (Rolled Up) UNCLASSIFIED (Unclassified)
PERIOD_TARGET_DIST_RULE	Period Target Distribution Rule	EQUAL (Equal) USER_DEFINED (User Defined)

Lookup Type	Description	Lookup Code and Meaning
PERIOD_TYPE_CODE	Period Type	PERIOD (Period) QUARTER (Quarter) YEAR (Year)

Lookup Type	Description	Lookup Code and Meaning
PE_OBJECT_TYPE	Plan Element Objects	CALC_FORMULA_ID (Formula ID) CALC_FORMULA_NAME (Formula Name) CREDIT_TYPE (Credit Type) CUM_FLAG (Accumulate Flag) DESC (Description) DISC_OPTION (Discount Option) DISC_RATE_TB (Discount Rate Table) DISC_RATE_TB_ID (Discount Rate Table ID) DRAW_AMOUT (Draw Amount) END_DATE(End Date) END_PERIOD (End Period) END_PERIOD_ID (End Period ID) INCENTIVE_TYPE_CODE (Incentive Type) INTERVAL NAME (Interval Name) ITD_FLAG (Interval to Date) PACKAGE_NAME (Package Name) PAYMENT_AMOUNT (Payment Amount) PAYMENT_FACTOR (Payment Uplift) PAYMENT_TYPE (Payment Type) PERIOD_TYPE (Interval

Lookup Type	Description	Lookup Code and Meaning
		Type)
		PE_NAME (Plan Element Name)
		QUOTA_FACTOR (Quota Uplift)
		QUOTQ_TYPE (Element Type)
		RATE_TB (Rate Table)
		RATE_TB_ID (Rate Table ID)
		REV_CLS_ID (Revenue Class ID)
		REV_CLS_NAME (Revenue Class Name))
PE_OBJECT_TYPE (continued)		REV_CLS_TARGET (Revenue Class Target
		SPLIT_FLAG (Split Flag)
		START_DATE (Start Date)
		START_PERIOD (Start Period)
		START_PERIOD_ID (Start Period ID)
		TARGET (Quota)
		TRX_GROUP (Apply Trx)
		UPLIFT_END_DATE (Uplift End Date)
		UPLIFT_PAYMENT_FACTOR (Uplift Payment Factor)
		UPLIFT_QUOTA_FACTOR (Uplift Quota Factor)
		UPLIFT_START_DATE (Uplift Start Date)

Lookup Type	Description	Lookup Code and Meaning
PLAN_ELEMENT_METRICS	Plan Element Metrics	COMMISSION_PAYED_ITD (Interval To Date Commission Paid)
		COMMISSION_PAYED_PTD (Period To Date Commission Paid)
		IMPUT_ACHIEVED_ITD (Interval To Date Input Achieved)
		INPUT_ACHIEVED_PTD (Period To Date Input Achieved)
		ITD_PAYMENT (Interval To Date Payment)
		ITD_TARGET (Interval to Date Target)
		PERF_ACHIEVED_ITD (Interval To Date Sales Credit)
		PERF_ACHIEVED_PTD (Period To Date Sales Credit
		PERIOD_PAYMENT (Period Payment)
		TARGET_AMOUNT (Target Amount)
PLAN_GENERATE_STATUS	Plan Generation Status	FAILED (Failed)
		NOT_PUSHED (Not Activated)
		PUSHED (Activated)
PLAN_OBJECT_STATUS	Compensation Plan Object Status	COMPLETE (Complete)
		INCOMPLETE (Incomplete)
PLAN_STATE	Plan State	ACTIVE (Active)
		INACTIVE (Inactive)
		IN_PROGRESS (In Progress)

Lookup Type	Description	Lookup Code and Meaning
PMT_PLAN_VALIDATION_TYPE	Payment Plan Validation Type	CREDIT_TYPE (Credit Type) PMT_PLAN_NAME (Payment Plan Name) START_DATE (Start Date)
POSTING_TYPE	Posting Type	EXPENSE (Expense) NON_REC (Non Recoverable) REC (Recoverable) TO_REC (To Recover)

Lookup Type	Description	Lookup Code and Meaning
PRE_PROCESSED_CODE	Preprocessed Code	CRPN (Skip Calculation)
		CRPC (Skip Nothing)
		CRNC (Skip Population)
		CRNN (Skip Population and Calculation)
		CNPC (Skip Rollup)
		CNPN (Skip Rollup and Calculation)
		CNNC (Skip Rollup and Population)
		CNNN (Classification Only)
		NRPC (Skip Classification)
		NRPN (Skip Classification and Calculation
		NRNC (Skip Classification and Population)
		NRNN (Rollup Only)
		NNPC (Skip Classification and Rollup)
		NNPN (Population Only)
		NNNC (Calculation Only)
		NNNN (Skip All)
PROCEDURE_TYPE	Procedure Types	F (Function)
		P (Procedure)
		PRIVATE (Private Procedure)
		PUBLIC (Public Procedure)
PROCESSING_STATUS_CODE	Processing Status	CLEAN (No calculation has ever happened in this period)

Lookup Type	Description	Lookup Code and Meaning
PROCESS_TYPE	Process Types	GEN (Generate)
		INS (Instantiate)
		XFR (Transfer)
QUOTA_CATEGORY	Quota Category Type	FIXED (Fixed)
		TOTAL_QUOTA (Total Quota)
		VAR_NON_QUOTA (Variable, Non Quota Based)
		VAR_NON_REVENUE (Variable, Non Revenue Based)
		VAR_QUOTA (Variable, Quota Based)
QUOTA_GROUP_CODE	Quota Group Code	BONUS (Bonus)
		QUOTA (Quota)
QUOTA_PAYMENT_TYPE	Quota Payment Type	FIXED (Fixed Amount)
		PAYMENT (Payment Amount Percentage)
		TRANSACTION (Applied Transaction Amount Percentage)
QUOTA_TRX_GROUP	Quota Transaction Group	GROUP (Grouped by Interval)
		INDIVIDUAL (Individually)

Lookup Type	Description	Lookup Code and Meaning
QUOTA_TYPE	Quota Type	DISCOUNT (Discount)
		DRAW (Draw)
		EXTERNAL (External)
		FORMULA (Formula)
		MANUAL (Manual)
		MARGIN (Margin)
		NONE (None)
		REVENUE (Revenue Non Quota)
		TARGET (Revenue Quota)
		UNIT_BASED_NON_QUOTA (Unit Non Quota)
		UNIT_BASED_QUOTA (Unit Quota)
REPORT_SECURITY_LEVEL	Report Security Level	A (Analyst)
		M (Manager)
		R (Salesrep)
		S (Super User)
REPOSITORY_STATUS	Repository Status	A (Active)
		I (Inactive)
REPOSITORY_USAGE	Repository Usages	A (All)
		P (Collector)
		S (Calculator)
RESOURCE_PLAN_ACTIVATE_STATUS	Resource Plan Activation Status	FAILED (Failed)
		NOT_PUSHED (Not Activated)
		PUSHED (Activated)

Lookup Type	Description	Lookup Code and Meaning
RETURN_STATUS	API Return Status	E (Error) S (Success) U (Unexpected Error) W (Warning)
REVENUE_TYPE	Transaction Credit Type	NONREVENUE (Nonrevenue) REVENUE (Revenue)
RS_OBJECT_TYPE	Rate Table Objects	COMM_AMT (Commission Amount) COMM_UNIT_CODE (Commission Unit Code) MAX_AMT (To Tier Maximum Amount) MIN_AMT (From Tier Minimum Amount) RATE_TB_NAME (Rate Table Name) TIER_UNIT_CODE (Tier Unit Code)
RULE_CREATE_TYPE	Rule Create Type for Root, Sibling, Child	CHILD (Child) ROOT (Root) SIB (Sibling)

Lookup Type	Description	Lookup Code and Meaning
RULESET_TYPE	Rule set Type	DATA_FLAG (Date Flag)
		END_DATE (End Date)
		EXPRESSION (Expressions)
		MODULE_TYPE (Module Type)
		OBJECT_NAME (Object Name)
		PARENT_RULE_ID (Parent Rule Identifier)
		RULES (Rules)
		RULE_ATTRIBUTES (Attributes)
		RULESET_ID (Rule set Identifier)
		RULESET_NAME (Rule set Name)
		RULE_ATTRIBUTE _ID (Rule Attribute Identifier)
		RULE_ID (Rule Identifier)
		RULE_NAME (Rule Name)
		SEQUENCE_NUMBER (Sequence Number)
		START_DATE (Start Date)
SALESREP_OPTION	Salesrep Option	ALL_REPS (All Resources)
		REPS_IN_NOTIFY_LOG (Resources in Notify Log)
		USER_SPECIFY (Resources specified by you)
SALESREP_STATUS	Salesrep Status	A (Active)
		I (Inactive)

Lookup Type	Description	Lookup Code and Meaning
SCALING_FACTOR	OSC: Scaling Factor	0 (No Scaling) 1 (in tens) 2 (in hundreds) 3 (in thousands) 4 (in tens of thousands) 5 (in hundreds of thousands 6 (in millions)
SCENARIO_STATUS	Scenario Status	SET (Set) NOT_SET (Not Set)
SPLIT_FLAG	Split Flag	N (No Split) P (Proportional) Y (Non-Proportional)
SRP_OBJECT_TYPE	Salesrep Object Type	ALL_ROLE (All Sales Roles) EMP_NUM (Employee Number) END_DATE (End Date) PAY_GRP (Pay Group Name) PMT_PLN (Payment Plan Name) ROLE (Sales Role Name) SRP_NAME (Salesperson Name) SRP_TYPE (Salesperson Type) START_DATE (Start Date)

Lookup Type	Description	Lookup Code and Meaning
SRP_PAYEE_OBJECTS	SRP Payee Assigns Objects	COMP_NAME (Compensation Name)
		EMPLOYEE_NUMBER (Employee Number)
		END_DATE (Payee End Date)
		PAYEE_NAME (Payee Name)
		PAYEE_START_DATE (Payee Start Date)
		PE_NAME (Plan Element Name)
		ROLE_NAME (Role Name)
		SALESREP_NAME (Resource Name)
		START_DATE (@Payee Start Date)
TABLE_LEVEL	Table Levels	D (Dimension)
		H (Header Level)
		I (Internal)
		L (Line +)
		N (None)
		S (Sales Line)
TABLE_TYPE	Table Types	T (Table)
		V (View)
TABLE_USAGE	Table Usage	C (Collection)
		N (None)
		Y (Calculation)
TBL_COL_DETAIL	Table Column Detail	COL (Columns)

Lookup Type	Description	Lookup Code and Meaning
TIMESCALE	Timescale	PERIOD (Period) QUARTER (Quarter) YEAR (Year)
TIME_INTERVAL_TYPE	Time Interval Type	PTD (Period to Date) QTD (Quarter to Date) YTD (Year to Date)
TOP_BOTTOM_PERF	Top Bottom Performer	BOTTOM (Bottom) TOP (Top)
TRIGGERING_EVENT	Triggering Event	D (Delete) I (Insert) U (Update)

Lookup Type	Description	Lookup Code and Meaning
TRX_TYPES	Transaction Types	BALANCE_UPGRADE (Balance Upgrade)
		CBK (Clawback)
		CM (Credit Memo)
		DEP (Deposit)
		DM (Debit Memo)
		GBK (Giveback)
		INV (Invoice)
		MAN (Manual Transaction)
		ORD (Order)
		PMT (Payment)
		PMTPLN (Payment Plan)
		PMTPLN_REC (Payment Plan Recovery)
		RET (Order Return)
		UPGRADE (Upgrade)
		WO (Writeoff)
TRX_ROLLUP_METHOD	Transaction Rollup Method	INV (Invoice Processing Date)
		ORD (Order Processing Date)

Lookup Type	Description	Lookup Code and Meaning
TRX_STATUS	Commission Line Status	CALC (Calculated)
		CLS (Classified)
		COL (Unprocessed)
		NCALC (No Calculation)
		OBSOLETE (Obsoleted)
		PAID (Paid)
		POP (Populated)
		ROLL (Rolled Up)
		XCALC (Failed Calculation)
		XCLS (Failed Classification)
		XPAYEE (Failed Payee)
		XPOP (Failed Population)
		XROLL (Failed Rollup)
UNIT_OF_MEASURE	Measurement unit	AMOUNT (Amount)
		EXPRESSION (Expression)
		PERCENT (Percent)
		STRING (String)
UNIT_TYPE	Unit Type	UNIT (Unit)
		REVENUE (Revenue)
VIEW_PROCESS_LOG_TYPE	View Process Log Type	ALL (All)
		BRIEF (Brief)
		MILESTONE (Milestone Only)
		ERROR (Errors Only)
		DEBUG (Debugs Only)

Lookup Type	Description	Lookup Code and Meaning
WORKSHEET_ACTION	Worksheet Action	APPROVE (Approve Worksheet)
		CREATE (Create Worksheet)
		LOCK (Lock Worksheet)
		REFRESH (Refresh Worksheet)
		REJECT (Reject Worksheet)
		REMOVE (Remove Worksheet)
		SUBMIT (Submit Worksheet)
		UNLOCK (Unlock Worksheet)
WORKSHEET_STATUS	Payment Worksheet Status	APPROVED (Approved)
		FAILED
		LOCKED (Locked)
		PROCESSING
		SUBMITTED (Submitted)
		UNPAID (Unpaid)
YES_NO	Yes or No	N (No)
		Y (Yes)
YTD_GRAPH_TYPE	YTD Graph Type	A (All)
		C (Achievement)
		E (Earnings)
		N (None)
		P (Payment)

12

Flexfields

This chapter covers the following topics:

- Flexfields

Flexfields

Flexfields are used in Oracle Incentive Compensation for classification of transactions, in defining plan elements, and in setting up compensation plans. They are all optional. Use a flexfield when you want to set up a additional input field on a page that is preset with a recognizable name and a specific set of values from which to select. For example, a field can be called Item Number, and be set up with particular values that you enter in Oracle Forms. The built-in flexfields allow a small amount of custom formatting of a page without programming.

Oracle Incentive Compensation uses descriptive flexfields, which provide customizable expansion space on a page. There are three flexfields used in Oracle Incentive Compensation.

Flexfields	Code
CN Commission Headers	CN_COMMISSION_HEADERS_ALL
CN Compensation Plans	CN_COMP_PLANS_ALL
CN Quotas	CN_QUOTAS_ALL

The flexfields are enabled in three tables:

- CN Commission Headers

  Oracle Incentive Compensation contains 100 numbered attributes that can be customized for use with classification of transactions. These attributes are seeded

with the application.

- CN Compensation Plans

  Oracle Incentive Compensation contains 15 numbered attributes that can be customized for use with defining compensation plans. These attributes are seeded with the application. This flexfield appears on the Plan Design page.

- CN Quotas

  Oracle Incentive Compensation contains 15 numbered attributes that can be customized for use with defining plan elements. These attributes are seeded with the application. This flexfield appears on the Update Plan Element page.

When you display the context fields in the HTML application, the standard display is as Context Value. The field names can be customized by logging into the Oracle Forms as an Application Developer and using the Descriptive Flexfield Segments screen (Flexfield > Descriptive > Segments). Or, you can eliminate the fields by not checking the Displayed box. You can make the flexfield a required value. See the *Oracle E-Business Suite Flexfields Guide* for information about setting up flexfields.

13

Archive and Purge

Planning for Archive and Purge

This topic gives a description of the planning required to use Oracle Incentive Compensation's Archive and Purge process.

Archive and Purge Process

Archiving is the process of backing up the historical data that will be deleted during the purge process. During the archive process, data is moved from the main transactional tables to the backup tables. By default the OIC scripts only archives data to backup tables in the same CN schema and leaves the purge process up to the customer.

Purging is the process of freeing up space in the database or of deleting historical data that is not required by the system.

Archive and Purge OIC Periods is a single concurrent program performing the following processes sequentially (i) Archive, Ghost sub-ledger(ii) Purge. The concurrent program has the option to perform an audit (record count) before performing Archive and Purge process.

Project Checklist

Use the following project list when using the archive and purge functionality:

- Verify your data.
- Ensure functional Oracle Incentive Compensation prerequisites are met.
- Understand areas with volume data in Oracle Incentive Compensation.
- Consider partitioning strategies.
- Permanently close periods.

- Understand and set the profile option - OIC: Purge Strategy for Subledger Tables.
- Plan data archive and purge with database assistance.
- Always test and document.
- Audit before archive and purge.
- Validate data integrity.
- Archive and purge.

Verifying Data

Obtain sizing information about OIC tables by examining the sizing statistics of OIC tables and indexes to identify the top volume tables. Prioritize these tables for data purge and archive strategy. Use the following methods to verify your data:

Step 1 : Gather Statistics

Use procedures in the DBMS_STATS package to gather statistics for all CN tables and indexes, where CN is the default schema that owns OIC tables. If you created OIC tables in a different schema, please replace CN with your own schema name.

```
EXECUTE DBMS_STATS.GATHER_SCHEMA_STATS('CN', DBMS_STATS.
AUTO_SAMPLE_SIZE);
```

Step 2 : Examine Statistics

Run the following script to examine the size of OIC tables and indexes measured by bytes and blocks. The results are sorted by bytes and you can see the largest tables and indexes on the top:

SELECT * FROM DBA_SEGMENTS

```
WHERE OWNER='CN' ORDER BY BYTES DESC;
```

Run the following script to examine the size of OIC tables measured by number of rows and blocks, and sorted by blocks. The results can be sorted by number of rows also:

```
SELECT * FROM DBA_TABLES
WHERE OWNER='CN' ORDER BY BLOCKS DESC;
```

Run the following script to examine the size of indexes measured by number of distinct keys and number of rows. You can sort the results as you see appropriate to examine the space consumption of OIC indexes:

```
SELECT * FROM DBA_INDEXES
WHERE OWNER='CN';
```

Functional Prerequisites

Following are the functional prerequisites for OIC to use the archive and purge:

Ensure Additional Validation Before Permanently Closing a Period

Additional validation is needed prior to permanently closing a period in OIC. Fixes are not possible once a period is permanently closed. If the period is found to be partially unprocessed, it would be too late to make any corrections as the period would have already been permanently closed. Additional validation is required before permanently closing periods to guarantee periods are completely processed.

All selected periods are defined as completely processed when:

- Should a sales representative be on a payrun, then archive periods in question should not have unposted commission lines.
- You can ensure there are no active plan elements with Group by Interval formula (embedded or otherwise).
- You can ensure compensation plans included in periods to be purged have end dates.

Ensure Critical Prerequisites

The following prerequisites are first validated before any purge activities as it is critical to perform these validations prior to permanently closing a period:

- Before permanently closing a period for pay by transaction mode customers, ensure no unposted transactions in CN_COMMISSION_LINES_ALL for purge periods
- Before permanently closing a period, ensure no active plan elements with Group by Interval formula for purge periods.
- Before permanently closing a period, ensure compensation plans included in periods to be purged have end dates.
- Before purging periods ensure the periods are fully processed and permanently closed.

Understanding Volume Data Areas

Apart from understanding which CN tables represent the largest consumers of storage, it is necessary to understand what these tables do and whether it is correct or not to purge for your specific customer situation. Users may have customizations or extensions and these need to be considered before implementing OIC's archive and purge functionality.

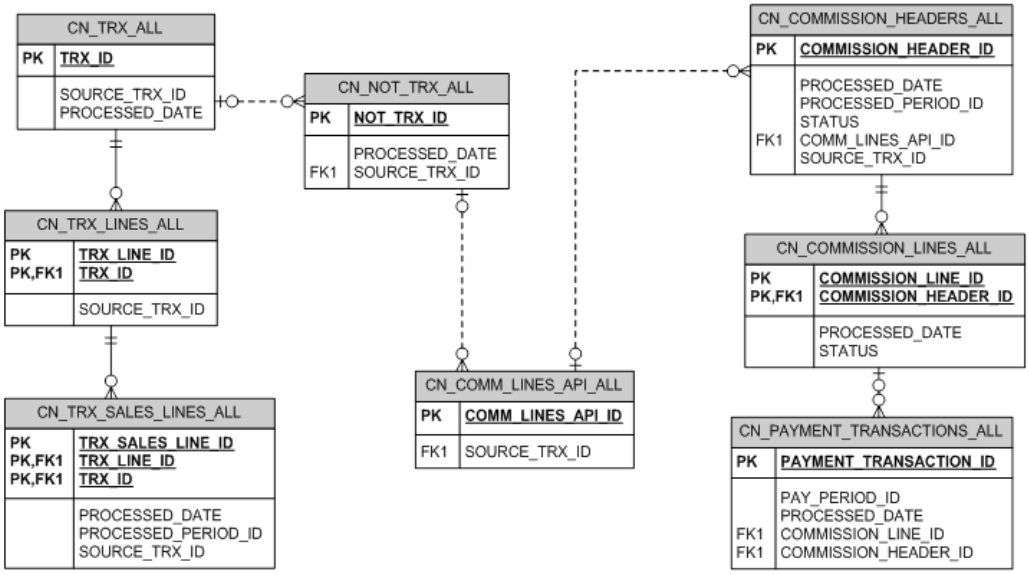
OIC has different sets of transactional tables that can be archived and purged. There are four main sets of OIC tables that usually contain the largest volume of data and are therefore the top priorities for your ILM strategy and the top candidates for data purge and archive.

Following are the four main sets of large volume data OIC tables:

- Transaction Tables which contain incentive compensation transaction and payment records.
- Subledger Tables which contain calculation results summarized by compensation setup data such as plan elements and participants or payees.
- Reference Tables which contain large volume of reference data if the number of participants or the number of plan elements, or the number of revenue classes, or the number of periods in a year is high.
- Processing Tables which contain a large volume of information that facilitates OIC transaction processing.

Focus on the safer large tables that can be archived and purge to limit impact and testing. Review the four main sets of OIC tables and archive and purge conservatively:

Transactional Data



Created in Notification stage of Collection of Transactions:

Notification is the first stage of collection, and is used to determinate which transactions are eligible for compensation. References to the orders or invoices selected by the

notification query are inserted into the table cn_not_trx_all and cn_trx_lines_all.

- CN_TRX_LINES_ALL - used by seeded EBS OM/AR/AIA integrations
- CN_TRX_SALES_LINES_ALL - used by seeded EBS OM/AR/AIA integrations
- CN_TRX_ALL
- CN_NOT_TRX_ALL

> **Note:** Tables above can be purged by period if your transactions belong to a permanently close period and end date compensation plans.

Created in Collection of Transactions after Notification stage:

Typical customers with 3rd party sources will insert transactions directly into CN_COMM_LINES_API_ALL

If using Open Collections, mapping definitions are used to populate CN_COMM_LINES_API_ALL

> **Note:** Tables above can be purged by period if your transactions belong to a permanently close period and end date compensation plans.

Created with Transaction Import:

OIC's file based import functionality loads transactions into staging tables prior to inserting into their intended target tables. In the case of a transaction import the intended target is CN_COMM_LINES_API_ALL. These are stored in the following tables.

- CN_IMP_HEADERS_ALL - import metadata
- CN_IMP_LINES_ALL - import data

> **Note:** Tables above can be purged by period if transactions belong to a permanently close period and end date compensation plans. Technically rows can be purged after import has been successfully performed. Note that Import functionality supports more than transactional import so the above tables will include metadata and data from those other imports. These can easily be filtered by type.

Created during Load:

Load picks up transactions from CN_COMMISSION_LINES_API_ALL and inserts them into CN_COMMISSION_HEADERS_ALL based on mapping definitions.

Note: Tables above can be purged by period if your transactions belong to a permanently close period and end date compensation plans.

Created in Calculation Phases:

For each CN_COMMISSION_HEADERS_ALL row, the phases of calculation create one or many CN_COMMISSION_LINES_ALL rows. CN_COMMISSION_LINES_ALL are where representative's transactions and earnings are recorded.

Note: Tables above can be purged by period if your transactions belong to a permanently close period and end date compensation plans.

Created in Payment Phase:

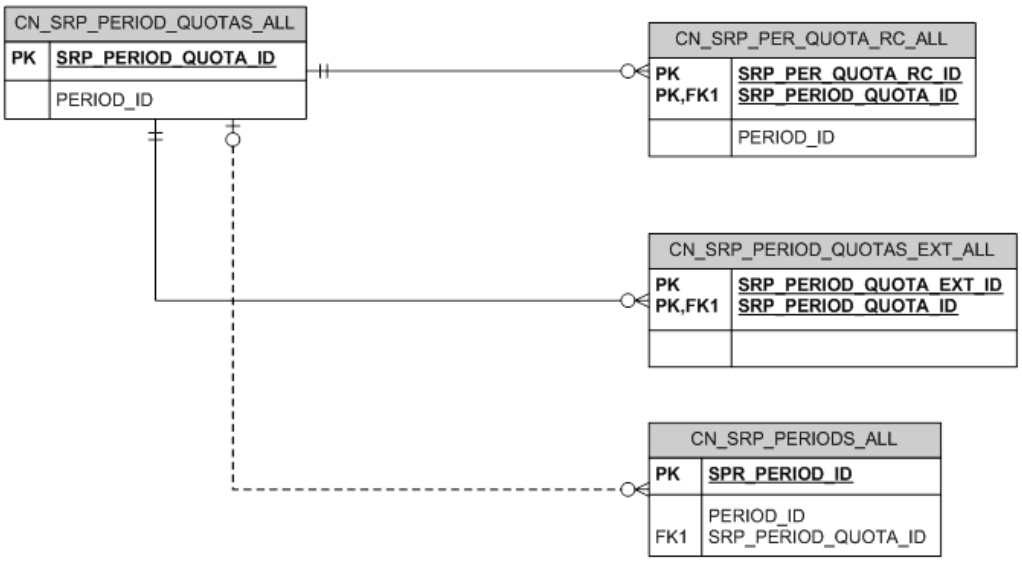
The OIC payment process creates payment transactions either at a plan element summary level (creating one payment transaction for every rep/period/payrun/plan/plan element or in detail for every earning, in CN_PAYMENT_TRANSACTIONS_ALL.

- CN_PAYMENT_TRANSACTIONS_ALL
- CN_PAYMENT_WORKSHEETS_ALL
- CN_PAYRUNS_ALL

Note: Ensure all records to be purged have already been paid. Purge CN_PAYMENT_TRANSACTIONS_ALL by period using PAY_PERIOD_ID to identify records belonging to a period. Purge CN_PAYMENT_WORKSHEETS_ALL by joining to CN_PAYRUNS_ALL using PAYRUN_ID to get CN_PAYRUNS_ALL. PAY_PERIOD_ID to identify records to be purged. Purge CN_PAYRUNS_ALL using PAY_PERIOD_ID to identify records to be purged.

Test if you are using OIC payment processing.

Subledger Data



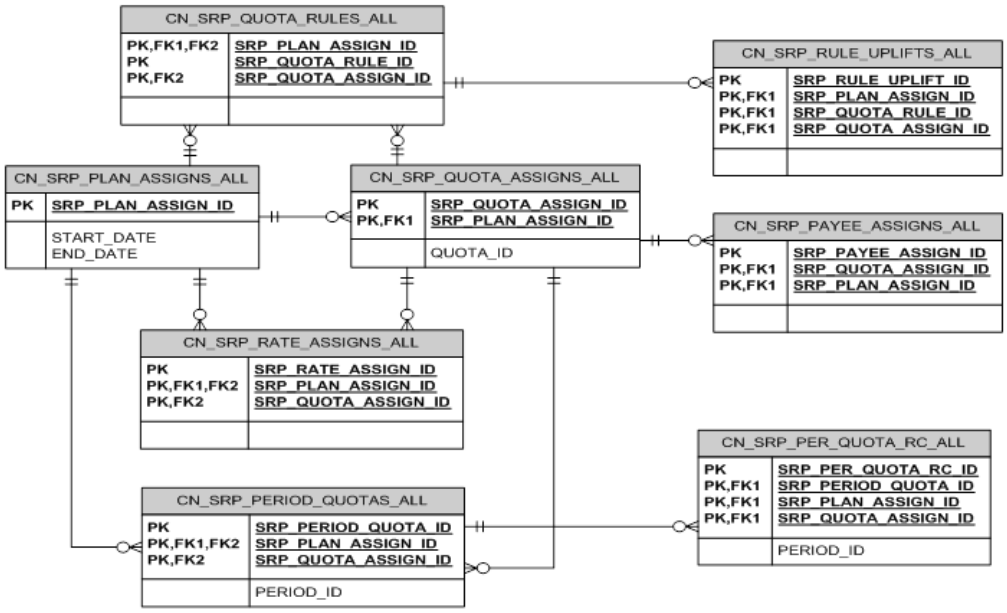
Each salesrep is assigned a plan will have a set of subledgers defined by salesrep, period and plan element. Subledgers are stored in the following tables:

- CN_SRP_PERIOD_QUOTAS_ALL - stores calculation results summarized by salesrep, plan, plan element & period
- CN_SRP_PERIOD_QUOTA_RC_ALL - further summarizes calculation results by adding rev class as another summary criterion in addition to the 4 summary criteria used in CN_SRP_PERIOD_QUOTAS_ALL
- CN_SRP_PERIOD_QUOTAS_EXT_ALL - only used for multiple input expressions or multi-dimensional rate tables; to track PTD and ITD values corresponding to input expressions other than the first one
- CN_SRP_PERIODS_ALL - tracks payment information summarized mainly by payee, plan element and period

  Important: Do not purge CN_SRP_PERIODS_ALL. This will cause balance mismatch issues in Payment processing and prevent the creation of additional payment batches until resolved! As paysheets are created, OIC is designed to enforce data integrity across earnings, subledgers and payment transactions. In the case of the subledger table, the validation query goes against all past periods, so purging rows from CN_SRP_PERIODS_ALL will create a paysheet validation mismatch. Out of the box OIC uses Ghosting to reduce the size of these

tables while maintaining necessary balances. Ghosting is discussed in a subsequent section.

Sales Rep Reference Data



Following are the tales for sales rep reference data:

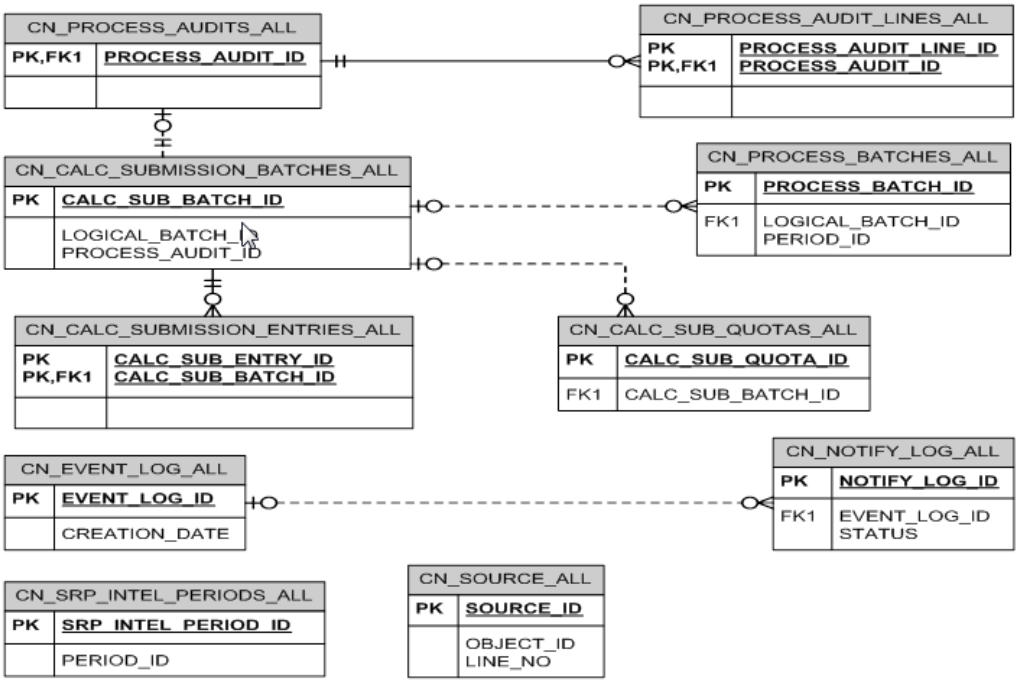
- CN_SRP_PLAN_ASSIGNS_ALL - plan assignments to sales rep
- CN_SRP_QUOTA_ASSIGNS_ALL - comp plan + plan element assignments to sales rep
- CN_SRP_RATE_ASSIGNS_ALL - personalized rate tables for a sales rep
- CN_SRP_QUOTA_RULES_ALL - revenue class based compensation parameters at sales rep level
- CN_SRP_RULE_UPLIFTS_ALL - revenue class based compensation parameters at sales rep level
- CN_SRP_PAYEE_ASSIGNS_ALL - payee assignment for a sales rep

> **Note:** Tables above can be purged by period if your transactions belong to a permanently close period and end date compensation plans.
>
> CN_SRP_PLAN_ASSIGNS_ALL does not have a PERIOD_ID; can only

be purged for decommissioned compensation plans, and by COMP_PLAN_ID.

CN_SRP_QUOTA_ASSIGNS_ALL and CN_SRP_RATE_ASSIGNS_ALL and CN_SRP_QUOTA_RULES_ALL and CN_SRP_RULE_UPLIFTS_ALL - does not have a PERIOD_ID; can only be purged for decommissioned compensation plans, and by SRP_PLAN_ASSIGN_ID (a foreign key to CN_SRP_PLAN_ASSIGNS_ALL).

Processing Data



The data in these tables are neither transactional nor reference data and could be purged more frequently to improve processing speed of the system. Note that the calculation submission tables should be archived before they are purged, as these records need to be preserved for internal audit and regulatory compliance purposes.

Created with Calculation Submission:

Following tables store the history of calculation submission and processing:

- CN_CALC_SUBMISSION_BATCHES_ALL
- CN_CALC_SUBMISSION_ENTRIES_ALL
- CN_CALC_SUB_QUOTAS_ALL

Note: These tables are small in volume and are important to the business in terms of tracking who has done what in calc submission.

Created for Debugging:

The following tables store message logging for debugging purposes:

- CN_PROCESS_AUDITS_ALL
- CN_PROCESS_AUDITS_LINES_ALL

Note: Set the Debug profile to No, unless debugging purposes is needed. Inserting debug messages slows down the calculation process significantly and can grow the CN_PROCESS_AUDIT_LINES_ALL very quickly. If the debug messages are no longer needed, simply truncate these tables.

Created with Concurrent Calculation Submission and Parallelization:

All records from a given run of calculation can be identified by the same LOGICAL_BATCH_ID and all records from a given batch runner can be identified by the same PHYSICAL_BATCH_ID. Other OIC processes such as the open period process and transaction loading process also use this table to parallelize the workload across multiple physical batches. Following is the table:

CN_PROCESS_BATCHES_ALL

Note: This table can be truncated as it contains processing data only. If needed, please backup or archive the data before truncating the table.

Created with Incremental Calculation:

Incremental calculation is made possible by tracking every change or event in the system that affects calculation and notifying which transactions need to be recalculated due to an event or change. These are store in the following tables:

- CN_NOTIFY_LOG_ALL- events triggering incremental calculation
- CN_EVENT_LOG_ALL - events triggering incremental calculation
- CN_SRP_INTEL_PERIODS_ALL - salesreps periods requiring incremental calculation

Note: Rows belonging to a period can be purged if your transactions belong to a permanently close period and end date compensation plans.

Technically CN_NOTIFY_LOG_ALL and CN_EVENT_LOG_ALL rows

can be truncated after a sucessful full calculation for the full period and without archiving even as they support transaction processing only. CN_NOTIFY_LOG_ALL.STATUS is flipped from INCOMPLETE to COMPLETE after incremental calculation is performed and CN_NOTIFY_LOG_ALL.STATUS = COMPLETE can be purged.

Created with Collection, Classification and Formula Generation:

PL/SQL packages are generated when collection, classification and formulas are compiled. Following is the table:

CN_SOURCE_ALL - generated collection, classification, and formula packages (PL/SQL code)

> **Note:** As these PL/SQL packages can be regenerated by the system, the data in this table can be truncated without archiving first but does not typically represent any large amount of disk space savings.

Understanding OIC Archive and Purge

This topic gives a description of the scope, architecture, table details, concurrent program, and other details to facilitate understanding of Oracle Incentive Compensation's Archive and Purge process.

Scope

The scope for OIC archive and purge encompasses:

- a set of OIC tables that will be archived and purged.
- a set of OIC tables that will only be purged.
- a set of OIC subledger tables that will be archive and purged.
- a single OIC subledger table (CN_SRP_PERIODS_ALL) that will be archived and ghosted.

The Archive and Purge architecture includes a set of OIC tables that will be archived and purged as well as a set of OIC tables that will only be purged. For the main OIC subledger table, CN_SRP_PERIODS_ALL, purging is not an option so this table is archived and ghosted.

The archive tables are mirrored against their OIC source tables, e.g., CN_ARC%. The data from each table that is to be purged is archived (appended) into a corresponding/associated archive table. The program purges all the data within tables (pre-identified for purging) based on Start and End periods.

Define Profile OIC: Purge Strategy for Subledger Tables

This profile defines the purge or ghosting strategy for the OIC subledger table, CN_SRP_PERIODS_ALL.This profile value is also used to define whether or not subledger tables are in scope when executing the concurrent request, Archive and Purge OIC Periods.

If the Archive and Purge program is executed without setting the profile "OIC: Purge Strage for Subledger Tables", then the subledger table is neither ghosted nor the subledger and related tables are purged.

Profile Value	Description
No Ghosting nor Subledger Purge	Default. Archive purge will be restricted to non-subledger tables only. No subledger tables will be archive or purged.
Ghost into Last Purge Period without Looking Back	Archive purge will aggregate CN_SRP_PERIODS_ALL records into the last purge period without looking back. Remaining subledger tables will be purged.
Ghost into Last Purge Period Looking Back	Archive purge will aggregate all CN_SRP_PERIODS_ALL records looking back in time into the last purge period. Remaining subledger tables will be purged.
Ghost into Last Period of Year Looking Back	Archive purge will aggregate all CN_SRP_PERIODS_ALL records looking back in time into the last period of each fiscal year (as defined by OIC GL Calendar) . Remaining subledger tables will be purged.

From a more business perspective, here are 5 key questions to help determine the correct profile value to use.

1. Do you have confirmed performance degradation in Payment Approvals?

   Subledger tables should be part of your scope as the reduction of the size of CN_SRP_PERIODS_ALL will provide performance gains. So consider 1 of the 2 Ghosting profile values that Look Back.

2. Do you have impending deadlines or are close to storage limits?

   To reduce scope consider the profile value, No Ghosting nor Subledger Purge.

3. Do you want annual subledger records?

Set profile value, Ghost into Last Period of Year Looking Back.

4. Do you need more than a 12X reduction (assuming monthly periods) in subledger records?

   Use performance testing to confirm you need more than a 12X reduction and set profile value, Ghost into Last Purge Period Looking Back.

5. Do you want quarterly or semi-annual subledger records and have no payment approval performance degradation?

   Set profile, Ghost into Last Purge Periods without Looking Back, in conjunction with the frequency you run archive purge.

Customer Use Cases for Archive Purge

1. Reduce Storage Requirements, No Payment Approval Performance Degradation, Minimize Data Continuity Risk

   Archive purge non-subledger tables only with No Ghosting nor Subledger Purge

2. Reduced Storage Requirements, Confirmed Payment Approval Performance Degradation

   Archive purge non-subledger and subledger tables

1. Weigh value of quarterly or annual Subledger records versus more than 12X reduction (assuming monthly periods) in subledger records

   If annual subledger records then Ghost into Last Period of Year Looking Back

2. Benchmark performance; if > 12X reduction needed (assuming monthly periods) then Ghost into Last Purge Period Looking Back

   If quarterly subledger records then Ghost into Last Purge Period without Looking Back with quarterly Archive Purge frequency (not recommended if you have confirmed payment approval performance degradation because only 3X reduction)

Tables Archived and Purged

Transaction data from the following tables will be available to the OIC Archive and Purge program to archive and purge:

- CN_COMMISSION_HEADERS_ALL
- CN_COMM_LINES_API_ALL
- CN_COMMISSION_LINES_ALL
- CN_INVOICE_CHANGES_ALL

- CN_LEDGER_JOURNAL_ENTRIES_ALL
- CN_NOT_TRX_ALL
- CN_PAY_APPROVAL_FLOW_ALL
- CN_PAYMENT_API_ALL
- CN_PAYMENT_WORKSHEETS_ALL
- CN_PAYMENT_TRANSACTIONS_ALL
- CN_PAYRUNS_ALL
- CN_POSTING_DETAILS_ALL
- CN_POSTING_DETAILS_SUM_ALL
- CN_PROCESS_BATCHES_ALL
- CN_TRX_ALL
- CN_TRX_LINES_ALL
- CN_TRX_SALES_LINES_ALL
- CN_WORKSHEET_BONUSES_ALL
- CN_WORKSHEET_QG_DTLS_ALL
- CN_SRP_PER_QUOTA_RC_ALL
- CN_SRP_PERIOD_QUOTAS_ALL
- CN_SRP_PERIOD_QUOTAS_EXT_ALL
- CN_SRP_PERIOD_PAYEES_ALL

Tables Purged Only

Transaction data from the following tables will be available to the OIC Archive and Purge program to purge only. These tables will not be archived:

- CN_IMP_HEADERS
- CN_IMP_LINES
- CN_NOTIFY_LOG_ALL

- CN_PROCESS_AUDITS_ALL
- CN_PROCESS_AUDIT_LINES_ALL

These are tables are used for internal OIC processing do not require archiving prior to purge.

> **Additional Information:** Transaction data once purged cannot be recovered.

Subledger Table Archived and Ghosted

Transaction data from the following table will be available to the OIC Archive and Purge program to archive and ghost.

- CN_SRP_PERIODS_ALL

1. Why are subledgers treated differently?

   The subledger table creates a record for every period, paysheet, commission lines, and compensation plan. As subledger tables grow significantly, users can experience performance degradation in payment approval. Paysheet creation performs a validation that aggregates CN_SRP_PERIODS_ALL records for a person all the way back in time, therefore you cannot purge.

2. What is ghosting?

   Goal of ghosting is to reduce storage requirements while retaining necessary balances. For a rep in a plan+plan element, we aggregate balances across multiple records into a single 'ghost' record in CN_SRP_PERIODS.

   A series of individual records of CN_SRP_PERIODS table are aggregated into a single record with the aggregated totals to retain the three way balance check in payment processing - earnings, subledgers, and payments. Note: All total values are aggregated except for balanced columns.

Architecture of OIC Archive and Purge

Oracle Incentive Compensation's Archive and Purge architecture consists of:

- a profile, OIC: Purge Strategy for Subledger Tables
- a set of audit tables, e.g., CN_ARC_AUDIT%
- a set of archive tables mirrored against their OIC source tables, e.g., CN_ARC%
- a tablespace for the set of archive tables, APPS_TS_ARCHIVE

- parallelized processing
- a concurrent program, Archive and Purge OIC Periods
- a public API, CN_PURGE_TABLES_PUB.archive_purge_cn_tables.

Audit Tables

There are two audit tables, CN_ARC_AUDIT_ALL and CN_ARC_AUDIT_DESC_ALL. These tables are used to capture the concurrent program Archive and Purge OIC periods process details when run with option Archive and Purge.

The audit tables do not store any information when the Archive and Purge OIC Periods concurrent program is run with the Audit Only mode. The row count is reported in the concurrent program view log.

Oracle Incentive Compensation maintains archive and purge processing details in the following audit tables:

- CN_ARC_AUDIT_ALL: records/stores the details of every execution of the Archive and Purge OIC Periods concurrent program
- CN_ARC_AUDIT_DESC_ALL: stores the audit details of all the tables involved with archive and purge. It stores a row for every table for every execution

These two tables are in the default EBS tablespace.

Archive Tables and Tablespace

CN_ARC% tables are archive tables and are used to archive the associated OIC CN Tables:

- CN_ARC_COMMISSION_HEADERS
- CN_ARC_COMMISSION_LINES
- CN_ARC_COMM_LINES_API
- CN_ARC_INVOICE_CHANGES
- CN_ARC_LEDGER_JOURNAL_ENTRIES
- CN_ARC_NOT_TRX
- CN_ARC_PAYMENT_API
- CN_ARC_PAY_APPROVAL_FLOW
- CN_ARC_PAYRUNS

- CN_ARC_PAYMENT_TRANSACTIONS
- CN_ARC_PAYMENT_WORKSHEETS
- CN_ARC_POSTING_DETAILS
- CN_ARC_POSTING_DETAILS_SUM
- CN_ARC_PROCESS_BATCHES
- CN_ARC_TRX
- CN_ARC_TRX_LINES
- CN_ARC_TRX_SALES_LINES
- CN_ARC_WORKSHEET_BONUSES
- CN_ARC_WORKSHEET_QG_DTLS
- CN_ARC_SRP_PER_QUOTA_RC_ALL
- CN_ARC_SRP_PERIOD_QUOTAS_ALL
- CN_ARC_SRP_PERIOD_QUOTAS_EXT_ALL
- CN_ARC_SRP_PERIOD_PAYEES_ALL

For each OIC table to be archived there is a corresponding archive table that is a mirror image of the source table. For instance, CN_COMM_LINES_API will have a corresponding CN_ARC_COMM_LINES_API archive table. For OIC tables that are directly purged, no corresponding archive table is necessary.

All archive tables will reside in a separate tablespace called APPS_TS_ARCHIVE. This will assist DBAs with maintenance of archived data and provide separation from non-archive tables.

Parallelized Processing

Users must inform and discuss with database administrators. OIC purge archive is parallelized. It is delivered with the expectation that parallelism settings will differ for each customer and that the degree of parallelism used is computed by the database optimizer.

This is achieved via parallel hints which will override the PARALLEL_DEGREE_POLICY initialization parameter as OIC archive purge is a very specific use case and should not follow a general database parallelization policy.

Note: It is important to note that if any parallel restrictions are violated, then the hint is ignored

Phases of Archive and Purge Processing

Following are the phases of the Archive and Purge process:

Restart Logic

In case of errors during processing which causes the submitted archive and purge request to fail, users can correct the condition that caused the failure. A re-start scenario for any Operating Unit, continues if either the ARCHIVE_STATUS='N' or the PURGE_STATUS='N' from the prior attempt.

The Archive and Purge mode expects the same parameters of the Operating Unit as the prior failed attempt, so that it can continue from the failed state. If the parameters must match, for the resubmitted archive and purge to continue.

If a restart is determined, OIC will gather necessary variables from audit tables and restart processing from the prior failed state.

Users can view the log of the failed request, verify that the table cn_arc_audit_all has one record with either archive_status=N or purge_status=N (note that there should never be more than one), and resubmit the concurrent request that failed with the same parameters. The Archive and Purge OIC Periods concurrent program recognizes the previous failed execution and resumes processing from where it left off

Validate Eligibility of Periods

Archive and purge is packaged as a concurrent request set driven by Operating Unit and End Period, which must be validated for eligibility. This eligibility is based on:

- The start period is determined by OIC. For the very first time, it is the start period of the OIC Application calendar. For successive runs, it is the next period of the last successful of the Archive and Purge OIC Periods run.
- All periods between the start and end period must be Permanently Closed.
- There are no un-purged periods prior to the start period.

Pre-requisite validation for the selected periods include:

- For pay by transaction mode Customers, ensure no unposted transactions in CN_COMMISSION_LINES_ALL
- Ensure no active plan elements with Group by Interval formula (embedded or otherwise).

Failure to meet any of the prerequisites will result in an aborted concurrent program.

Validation failures are captured in the concurrent program view log file.

Audit Phase

The purpose of the audit phase is to determine impacted tables and expected row counts to be archived and purged in advance of each actual execution.

The audit tables (CN_ARC_AUDIT_ALL and CN_ARC_AUDIT_DESC_ALL) do not store any information when the Archive and Purge OIC periods concurrent program is run with the Audit Only mode. The row count is reported in the concurrent program view log only.

Archive Phase

The purpose of the archive phase is to archive rows from the CN_% source tables to the corresponding CN_ARC_% tables. All tables are archived before the start of the purge phase. A unique Id (archive_purge_id) is generated at the initial phase of archive for every new submission of program (the ID is re-used when a failed attempt is re-run).

The audit table, CN_AR_AUDIT_DESC_ALL, records the start and the end time of each table archived. After a successful archive, the ARCHIVE_STATUS attribute for each archived table is 'Y'.

Purge Phase

The purpose of the purge phase is to purge rows from the CN_% source tables.

The audit table, CN_AR_AUDIT_DESC_ALL, records the start and end time of each table purged. After a successful purge, the PURGE_STATUS attribute for each purged table is 'Y'.

Confirmation Phase

The last phase is the confirmation. The success status of the Archive and Purge process is reflected in the audit header CN_AR_AUDIT_ALL with ARCHIVE_STATUS = 'Y' and PURGE_STATUS='Y'. The validation status of the archive row count and the purge row count is reported in the program view log. The probability of archive row count matching with the purge row count is very high, in case if it does not match but the ARCHIVE_STATUS='Y' and PURGE_STATUS='Y', there would not be a chance to re-run the program with the same parameters.

Archive and Purge OIC Periods Concurrent Program

With the Incentive Compensation Administrator responsibility, select Submit Requests to get to Concurrent manager. Search for the Archive and Purge OIC Periods concurrent program. Provide parameters requested and submit the request.

Parameters:

- Organization: This is an operating unit the user has access to.

- End Period: This is end period for archive purge.
- Run Mode: Audit Only or Archive and Purge. Select Audit Only to collect archive purge statistics for analysis only. Select Archive and Purge to execute archive and purge.

The start period is system determined based on the last successful archive purge and is not user enterable.

The archive_status=Y and purge_status=Y determines the successful completion of the program.

If the submitted concurrent request fails, users must correct the condition that caused the failure. The cause of the failure can be viewed in the log of the failed request. Verify that the table cn_arc_audit_all has one record with either archive_status=N or purge_status=N (note that there should never be more than one).

The failed concurrent request must be resubmitted with the same parameters. The Archive and Purge OIC Periods concurrent program recognizes the previous failed execution and resumes processing from where it left off.

See: Archive and Purge, *Oracle Incentive Compensation User's Guide*.

Public API

Users after testing OIC's Archive and Purge, can leverage this functionality outside the context of a concurrent request. A public API called CN_PURGE_TABLES_PUB. archive_purge_cn_tables is available for this purpose.

Tips and Troubleshooting

Following are some tips to troubleshoot when using Archive and Purge:

- If the Archive and Purge OIC Periods concurrent request fails in Audit Only mode:

  This failure must be due to the non-availability of the resource for executing the process or other issue with the tech-stack. Re-run after resolving issues with the System Administrator for your resource issues. The program does not generate any new process id (archive_purge_id) nor creates an entry into the cn_arc_audit_all table.

- If the Archive and Purge OIC Periods concurrent request fails in Archive and Purge mode:
  - Prior to the Archive process: Determine the cause from the concurrent program view log, resolve the issue with the system administrator and re-run the concurrent program.
  - During an Archive process : Determine the cause from the concurrent program

view log, resolve the issue with the system administrator and re-run the concurrent program. The concurrent program expects the same parameters (end-date) of the prior failure run. The program determines the table that failed to archive from the cn_arc_audit_all table, it deletes the data from the corresponding arc table for the program selected period. It performs the archive for the program selected period and resumes the rest of the processes, last table to archive (CN_PROCESS_BATCHES_ALL).

- During the Purge process : Determine the cause from the concurrent program view log, resolve the issue with the system administrator and re-run the concurrent program. The concurrent program expects the same parameters (end-date) of the prior failure run. The program determines the table that failed to purge from the cn_arc_audit_all table. The predicate that was used to purge during the prior run will be re-executed and the program resumes the rest of the processes, until the last table is purged(CN_NOTIFY_LOG_ALL).

- Number of periods that can be submitted for archive and purge differs depending on users which is why users must:
  - Use the Audit Only mode to gather statistics to analyze the amount of information to be archived and purged. Perform a test to determine the number of periods depending on transaction volumes in various periods, available resources and time windows.
  - Never run Archive and Purge OIC Periods concurrent program in production before thorough testing.

A

SQL Insert Statement for Credit Allocation

This appendix covers the following topics:

- SQL Insert Statement for Credit Allocation

SQL Insert Statement for Credit Allocation

In normal situations, you do not need to change this insert statement. It is only necessary to change it if you are performing customizations.

1. Go to section or comment, which says == > " OIC CODE TO INSERT DATA INTO JTF_TAE_1001_SC_TRANS GOES HERE"

2. Enter the following SQL script.

```
Insert into JTF_TAE_1001_SC_TRANS (
        source_id,
        trans_object_type_id,
        trans_object_id,
        trans_detail_object_id,  --PARTY SITE ID (TCA)
        squal_num02, --ACCOUNT CODE (TCA)
         squal_num04, --ACCOUNT HIERARCHY (TCA)
         squal_char08, --AREA CODE
         squal_char09, --CATEGORY CODE (TCA)
         squal_char02, --CITY (AR)
         squal_curc01, --CURRENCY CODE
         squal_num06, --COMPANY ANNUAL REVENUE
        squal_char07, --COUNTRY (AR)
        squal_char03, --COUNTY (AR)
        squal_num01,  --PARTY_ID (TCA)
         squal_fc01, --FIRST CHARACTER OF CUSTOMER NAME RANGE
         squal_char01, --CUSTOMER NAME RANGE
         squal_num10, --DUNS NUMBER (TCA)
         squal_num05, --NUMBER OF EMPLOYEES
        squal_char06, --POSTAL CODE
         squal_char05, --PROVINCE (AR)
         squal_num01, --REGISTRY ID (TCA)
         squal_num03, --SALES PARTNER OF (TCA)
         squal_char10, --SIC CODE (TCA)
        squal_char04, --STATE (AR)
        worker_id
        )
 SELECT   -1001,
          -1002,
         comm_lines_api_id,
        ATTRIBUTE1, --PARTY SITE ID (TCA)
        ATTRIBUTE3, --ACCOUNT CODE (TCA)
        ATTRIBUTE4, --ACCOUNT HIERARCHY (TCA)
        ATTRIBUTE5, --AREA CODE
        ATTRIBUTE6, --CATEGORY CODE (TCA)
        ATTRIBUTE7, --CITY (AR)
        ATTRIBUTE8, --CURRENCY CODE
        ATTRIBUTE9, --COMPANY ANNUAL REVENUE
        ATTRIBUTE10, --COUNTRY (AR)
        ATTRIBUTE11, --COUNTY (AR)
        ATTRIBUTE12,  --PARTY_ID (TCA)
        ATTRIBUTE13, --FIRST CHARACTER OF CUSTOMER NAME RANGE
        ATTRIBUTE14, --CUSTOMER NAME RANGE
        ATTRIBUTE15, --DUNS NUMBER (TCA)
        ATTRIBUTE16, --NUMBER OF EMPLOYEES
        ATTRIBUTE17, --POSTAL CODE
        ATTRIBUTE18, --PROVINCE (AR)
        ATTRIBUTE19, --REGISTRY ID (TCA)
        ATTRIBUTE20, --SALES PARTNER OF (TCA)
        ATTRIBUTE21, --SIC CODE (TCA)
        ATTRIBUTE22, --STATE (AR)
        1
 FROM   cn_comm_lines_api

 WHERE  process_batch_id in
 (select process_audit_id from cn_process_audits where parent_
process_audit_id = x_conc_program_id);.
```

B

Compensation Plan Templates

This appendix covers the following topics:

- Implementing Compensation Plan Templates

Implementing Compensation Plan Templates

Before importing compensation plan templates into the Oracle Incentive Compensation system, complete the following setup steps.

Enabling Custom Attributes

Enable the following custom attributes in the appropriate operating unit. ATTRIBUTE 96 is referenced in all compensation plan templates. ATTRIBUTE 97 is referenced only in the Portfolio Managers compensation plan template for the Wealth Management segment.

Column	Column User Name	Usage	Classification and Search	Classification
ATTRIBUTE96	Product Type	Yes	Yes	Alpha Numeric
ATTRIBUTE97	Performance vs. Benchmark	Yes	Yes	Numeric

Creating Eligible Products

Create the following eligible products in the appropriate operating unit.

Communications - Wireless Segment

Name	Description
Wireless Products & Services	Wireless Products & Services
Prepaid Activations	Prepaid Activations
Postpaid Activations	Postpaid Activations
Postpaid Renewals	Postpaid Renewals
Prepaid Reloads	Prepaid Reloads
Postpaid Invoices	Postpaid Invoices
Wireless Devices	Wireless Devices
Wireless Accessories	Wireless Accessories

Retail Banking Segment

Name	Description
Retail Banking Products	Retail Banking Products
Consumer Checking Accts	Consumer Checking Account Openings
Consumer Savings Accts	Consumer Savings Account Openings
Consumer Money Market Accts	Consumer Money Market Account Openings
Consumer CDs	Consumer Certificate Of Deposit Openings
Consumer Credit Cards	Consumer Credit Card Openings
Consumer Lines Of Credit	Consumer Line Of Credit Openings
Bsns Checking Acct Referrals	Business Checking Account Referrals
Bsns Credit Card Referrals	Business Credit Card Referrals

Name	Description
Bsns Line Of Credit Referrals	Business Line Of Credit Referrals
Bsns Loan Referrals	Business Loan Referrals
Bsns Loan Originations	Business Loan Originations
Bsns Checking Accts	Business Checking Account Openings
Bsns Credit Cards	Business Credit Card Openings
Bsns Lines Of Credit	Business Line Of Credit Openings

Wealth Management Segment

Name	Description
Investment Products	Investment Products
Annuity Sales	Annuity Sales
Load Fund Sales	Load Fund Sales
No-Load Fund Sales	No-Load Fund Sales
Index Fund Sales	Index Fund Sales
Wrap Account Sales	Wrap Account Sales
Annuity Fees	Annuity Fees
Load Fund Fees	Load Fund Fees
No-Load Fund Fees	No-Load Fund Fees
Index Fund Fees	Index Fund Fees
Wrap Account Fees	Wrap Account Fees

Name	Description
Wealth Management Products	Wealth Management Products
Wrap Acct Portfolio Perf	Wrap Account Portfolio Performance
Non-Wrap Acct Portfolio Perf	Non-Wrap Account Portfolio Performance
Wrap Acct Asset Balances	Wrap Account Asset Balances
Non-Wrap Acct Asset Balances	Non-Wrap Account Asset Balances

Creating Product Hierarchy

Add a node to an active product hierarchy in the appropriate operating unit. Add eligible products as children of this node.

Additional Information: You can also perform this step after you have imported a plan.

Communications - Wireless Segment

Node	Child
Wireless Products & Services	Prepaid Activations
	Postpaid Activations
	Postpaid Renewals
	Prepaid Reloads
	Postpaid Invoices
	Wireless Devices
	Wireless Accessories

Retail Banking Segment

Node	Child
Retail Banking Products	Consumer Checking Accts
	Consumer Savings Accts
	Consumer Money Market Accts
	Consumer CDs
	Consumer Credit Cards
	Consumer Lines Of Credit
	Bsns Checking Acct Referrals
	Bsns Credit Card Referrals
	Bsns Line Of Credit Referrals
	Bsns Loan Referrals
	Bsns Loan Originations
	Bsns Checking Accts
	Bsns Credit Cards
	Bsns Lines Of Credit

Wealth Management Segment

Node	Child
Investment Products	Annuity Sales
	Load Fund Sales

Node	Child
	No-Load Fund Sales
	Index Fund Sales
	Wrap Account Sales
	Annuity Fees
	Load Fund Fees
	No-Load Fund Fees
	Index Fund Fees
	Wrap Account Fees
Wealth Management Products	Wrap Acct Portfolio Perf
	Non-Wrap Acct Portfolio Perf
	Wrap Acct Asset Balances
	Non-Wrap Acct Asset Balances

Creating Product Classification Rules

For eligible products created in the previous steps, add the following rules to an active product classification ruleset in the appropriate operating unit.

> **Additional Information:** You can also perform this step after you have imported a plan.

Communications - Wireless Segment

Name	Product	Condition
Prepaid Activations	Prepaid Activations	Product Type equals Prepaid Activations

Name	Product	Condition
Postpaid Activations	Postpaid Activations	Product Type equals Postpaid Activations
Postpaid Renewals	Postpaid Renewals	Product Type equals Postpaid Renewals
Prepaid Reloads	Prepaid Reloads	Product Type equals Prepaid Reloads
Postpaid Invoices	Postpaid Invoices	Product Type equals Postpaid Invoices
Wireless Devices	Wireless Devices	Product Type equals Wireless Devices
Wireless Accessories	Wireless Accessories	Product Type equals Wireless Accessories

Retail Banking Segment

Name	Product	Condition
Consumer Checking Accts	Consumer Checking Accts	Product Type is Consumer Checking Accts
Consumer Savings Accts	Consumer Savings Accts	Product Type is Consumer Savings Accts
Consumer Money Market Accts	Consumer Money Market Accts	Product Type is Consumer Money Market Accts
Consumer CDs	Consumer CDs	Product Type is Consumer CDs
Consumer Credit Cards	Consumer Credit Cards	Product Type is Consumer Credit Cards
Consumer Lines Of Credit	Consumer Lines Of Credit	Product Type is Consumer Lines Of Credit
Bsns Checking Acct Referrals	Bsns Checking Acct Referrals	Product Type is Bsns Checking Acct Referrals
Bsns Credit Card Referrals	Bsns Credit Card Referrals	Product Type is Bsns Credit Card Referrals

Name	Product	Condition
Bsns Line Of Credit Referrals	Bsns Line Of Credit Referrals	Product Type is Bsns Line Of Credit Referrals
Bsns Loan Referrals	Bsns Loan Referrals	Product Type is Bsns Loan Referrals
Bsns Loan Originations	Bsns Loan Originations	Product Type is Bsns Loan Originations
Bsns Checking Accts	Bsns Checking Accts	Product Type is Bsns Checking Accts
Bsns Credit Cards	Bsns Credit Cards	Product Type is Bsns Credit Cards
Bsns Lines Of Credit	Bsns Lines Of Credit	Product Type is Bsns Lines Of Credit

Wealth Management Segment

Name	Product	Condition
Annuity Sales	Annuity Sales	Product Type is Annuity Sales
Load Fund Sales	Load Fund Sales	Product Type is Load Fund Sales
No-Load Fund Sales	No-Load Fund Sales	Product Type is No-Load Fund Sales
Index Fund Sales	Index Fund Sales	Product Type is Index Fund Sales
Wrap Account Sales	Wrap Account Sales	Product Type is Wrap Account Sales
Annuity Fees	Annuity Fees	Product Type is Annuity Fees
Load Fund Fees	Load Fund Fees	Product Type is Load Fund Fees
No-Load Fund Fees	No-Load Fund Fees	Product Type is No-Load Fund Fees
Index Fund Fees	Index Fund Fees	Product Type is Index Fund Fees
Wrap Account Fees	Wrap Account Fees	Product Type is Wrap Account Fees

Name	Product	Condition
Wrap Acct Portfolio Perf	Wrap Acct Portfolio Perf	Product Type is Wrap Acct Portfolio Perf
Non-Wrap Acct Portfolio Perf	Non-Wrap Acct Portfolio Perf	Product Type is Non-Wrap Acct Portfolio Perf
Wrap Acct Asset Balances	Wrap Acct Asset Balances	Product Type is Wrap Acct Asset Balances
Non-Wrap Acct Asset Balances	Non-Wrap Acct Asset Balances	Product Type is Non-Wrap Acct Asset Balances

C

Setting Up Oracle Incentive Compensation for Oracle Transportation Management Integration

This appendix covers the following topics:

- Configuring Tables and Columns
- Defining External Tables
- Defining Collection Sources and Mapping
- Generating Collection Packages

Configuring Tables and Columns

You must define Oracle Transportation Management tables before they can be used in the collections programs.

Specify the OIC Table CN_COMM_LINES_API_ALL and configure the columns that will be used for collection.

Navigation: Setup Tasks > Collection > Configure Tables and Columns

1. Click **Add 5 Rows**.
2. Select CN as the schema.
3. Enter CN_COMM_LINES_API_ALL as the tables name.
4. Select Collection usage.
5. Click **Save**.

After you have added the table, configure the columns that will be used for collections. Enable and configure these columns for collection:

- SOURCE_TRX_ID
- SALESREP_ID
- REVENUE_CLASS_ID
- TRANSACTION_AMOUNT
- TRANSACTION_CURRENCY_CODE
- INVOICE_NUMBER
- BOOKED_DATE
- Attribute 41
- Attribute 42
- Attribute 43
- Attribute 44
- Attribute 45
- Attribute 46
- Attribute 47
- Attribute 48
- Attribute 49
- Attribute 50
- Attribute 51

Additional Information: The column name is set in the application, but you can assign a user name to it to match your business process or for ease of use.

Related Topics

Configure Tables and Columns for Collections, page 6-2

Defining External Tables

If the information you need is in tables that are not in Oracle Incentive Compensation tables, then you must define these external tables and map their columns to respective Oracle Incentive Compensation tables.

Navigation: Setup Tasks > Collection > Define External Table Mappings

Define these Oracle Transportation Management tables:

- WORK_INVOICE
- WORK_INVOICE_ACTIVITY
- WORK_INVOICE_STATUS

These tables must already exist, and must be in the same instance as Oracle Incentive Compensation. After you have defined the tables, map the columns with the appropriate CN_COMM_LINES_API_ALL table columns.

Mapping between CN_COMM_LINES_API_ALL and WORK_INVOICE

CN_COMM_LINES_API_ALL Columns	WORK_INVOICE Columns	Description
SOURCE_TRX_ID	WORK_INVOICE_XID	Header ID of the source transaction.
SALESREP_ID	DRIVER_GID	Sales representative for transaction. The integration will look at the cross reference for the Driver_GID and derive the HR Person ID and use that person ID for this column.
REVENUE_CLASS_ID	REVENUE	Revenue class for transaction.
TRANSACTION_AMOUNT	REVENUE	Transaction Amount
TRANSACTION_CURRENCY_CODE	REVENUE_CURRENCY_GID	Currency is which the transaction happened.

Mapping between CN_COMM_LINES_API_ALL and WORK_INVOICE_ACTIVITY

CN_COMM_LINES_API_ALL Columns	WORK_INVOICE_ACTIVITY Columns	Description
INVOICE_NUMBER	Invoice Number SEQUENCE	Invoice number and sequence.
BOOKED_DATE	ACTIVITY_DATE	Date when order is booked.
REVENUE_CLASS_ID	SPECIAL_SERVICE_GID	Revenue class for transaction. Special Services has different classes such as Hand Unload.
ATTRIBUTE41	PAYABLE_INDICATOR_GID	Indicates the payable state of this activity (ex: Payable, Not Payable, Display as Zero, etc.). If the Payable indicator is Not Payable, then the transaction will not be sent to OIC.
ATTRIBUTE42	DISTANCE	Distance recorded
ATTRIBUTE43	DISTANCE_UOM_CODE	Unit of measurement of distance
ATTRIBUTE44	DURATION	Duration of journey.
ATTRIBUTE45	DURATION_UOM_CODE	Unit of measurement of duration.
ATTRIBUTE46	WEIGHT	Weight of cargo.
ATTRIBUTE47	WEIGHT_UOM_CODE	Unit of measurement of weight.
ATTRIBUTE48	VOLUME	Volume of cargo

CN_COMM_LINES_API_ALL Columns	WORK_INVOICE_ACTIVITY Columns	Description
ATTRIBUTE49	VOLUME_UOM_CODE	Unit of measurement of volume.
ATTRIBUTE50	SHIP_UNIT_COUNT	Count of the number of shipment.
ATTRIBUTE51	ITEM_PACKAGE_COUNT	Count of the number of item packages.

Related Topics

Define External Table mapping for Collection, page 6-3

Defining Collection Sources and Mapping

Create the OTM Collection transaction source. Create the OTM source table references and map the respective columns to the CN_COMM_LINES_API_ALL table column.

Related Topics

Define Collection Sources and Mapping, page 6-3

Add a New Transaction Source to the TRX TYPES Lookup, page 6-6

Source Table, page 6-7

Parameters, page 6-7

Notification Queries, page 6-8

Column Mapping, page 6-8

Collection Query, page 6-10

Triggers, page 6-10

Filters, page 6-11

Generating Collection Packages

After the setup is complete, you must generate a collections package before it can be used. You can also test generate a package before generating the final package.

Related Topics

Generate Collection Package, page 6-11

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