

ORACLE HUMAN CAPITAL
MANAGEMENT CLOUD
CONFIGURATIONS

FOR

ORACLE HUMAN CAPITAL
MANAGEMENT CLOUD INTEGRATION
TO ORACLE UTILITIES WORK AND
ASSET CLOUD SERVICE

SETUP GUIDE

20C



Disclaimer

Oracle Human Capital Management Cloud Configurations for Oracle Human Capital Management Cloud Integration to Oracle Utilities Work and Asset Cloud Service, Release 20C

December 2020

Copyright © 2020, Oracle and/or its affiliates. All rights reserved.

This software and related documentation are provided under a license agreement containing restrictions on use and disclosure and are protected by intellectual property laws. Except as expressly permitted in your license agreement or allowed by law, you may not use, copy, reproduce, translate, broadcast, modify, license, transmit, distribute, exhibit, perform, publish, or display any part, in any form, or by any means. Reverse engineering, disassembly, or decompilation of this software, unless required by law for interoperability, is prohibited.

The information contained herein is subject to change without notice and is not warranted to be error-free. If you find any errors, please report them to us in writing.

If this is software or related documentation that is delivered to the U.S. Government or anyone licensing it on behalf of the U.S. Government, then the following notice is applicable:

U.S. GOVERNMENT END USERS: Oracle programs, including any operating system, integrated software, any programs installed on the hardware, and/or documentation, delivered to U.S. Government end users are "commercial computer software" pursuant to the applicable Federal Acquisition Regulation and agency-specific supplemental regulations. As such, use, duplication, disclosure, modification, and adaptation of the programs, including any operating system, integrated software, any programs installed on the hardware, and/or documentation, shall be subject to license terms and license restrictions applicable to the programs. No other rights are granted to the U.S. Government.

This software or hardware is developed for general use in a variety of information management applications. It is not developed or intended for use in any inherently dangerous applications, including applications that may create a risk of personal injury. If you use this software or hardware in dangerous applications, then you shall be responsible to take all appropriate fail-safe, backup, redundancy, and other measures to ensure its safe use. Oracle Corporation and its affiliates disclaim any liability for any damages caused by use of this software or hardware in dangerous applications.

Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

This software or hardware and documentation may provide access to or information about content, products, and services from third parties. Oracle Corporation and its affiliates are not responsible for and expressly disclaim all warranties of any kind with respect to third-party content, products, and services unless otherwise set forth in an applicable agreement between you and Oracle. Oracle Corporation and its affiliates will not be responsible for any loss, costs, or damages incurred due to your access to or use of third-party content, products, or services, except as set forth in an applicable agreement between you and Oracle.

Contents

PREFACE	5
----------------------	----------

AUDIENCE.....	5
DOCUMENTATION AND ACCESSIBILITY	5
ACCESS TO ORACLE SUPPORT	5
ABBREVIATIONS	5

CHAPTER 1: CONFIGURATION OVERVIEW	6
--	----------

CHAPTER 2: EMPLOYEE INTEGRATION	7
--	----------

INTEGRATION OVERVIEW	7
DESIGN	7
ORACLE HCM CLOUD CONFIGURATION FOR EMPLOYEE	8
CREATING A PROFILE.....	9
VALUE SETS	11
EXTRACT UPLOAD	18

CHAPTER 3: CRAFT INTEGRATION	23
---	-----------

INTEGRATION OVERVIEW	23
DESIGN	23
BUSINESS RULES	24
ORACLE HUMAN CAPITAL MANAGEMENT CLOUD CONFIGURATION FOR CRAFT	25
DEFINING EXTENSIBLE FLEXFIELD	25
FAST FORMULA	33
BUSINESS INTELLIGENCE REPORT TEMPLATE FOR JOB (USED IN DATA EXCHANGE)	34
EXTRACT UPLOAD	36

CHAPTER 4: EMPLOYEE UNAVAILABILITY INTEGRATION	39
---	-----------

INTEGRATION OVERVIEW	39
DESIGN	39



BUSINESS RULES 40
ORACLE HCM CLOUD EMPLOYEE UNAVAILABILITY 41
EXTRACT UPLOAD 41
VERIFY RUN SCREEN 42

Preface

Welcome to the Oracle Human Capital Management Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service Setup Guide. This document focuses on the Oracle Human Capital Management Cloud configurations.

The preface includes the following:

- [Audience](#)
- [Documentation and Accessibility](#)
- [Abbreviations](#)

Audience

This document is intended for anyone implementing the integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud Service.

Documentation and 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 have access to electronic support for the hearing impaired. Visit:

<http://www.oracle.com/pls/topic/lookup?ctx=acc&id=info> or
<http://www.oracle.com/pls/topic/lookup?ctx=acc&id=trs>

Abbreviations

Terms	Expanded Form
HCM	Oracle Human Capital Management
WACS	Oracle Utilities Work and Asset Cloud Service
OIC	Oracle Integration Cloud

Chapter 1: Configuration Overview

To configure Oracle Human Capital Management Cloud in the integration, perform the following steps in the order mentioned:

This chapter focuses on the Employee integration and configuration details of employees in Oracle Human Capital Management Cloud. It includes the following:

1. Create a profile. Refer to [Chapter 2: Employee Integration](#) for more details.
2. Create a value set. Refer to [Chapter 2: Employee Integration](#) for more information.
3. Create manage workforce structures extensible flex fields. Refer to [Chapter 3: Craft Integration](#) for details.
4. Create fast formulae. For more details, refer to [Chapter 3: Craft Integration](#).
5. Create a Business Intelligence report template for job. Refer to [Chapter 3: Craft Integration](#) for more information.
6. Extract the upload for Employee/Jobs/Absence. Refer to [Chapter 4: Employee Unavailability Integration](#) for more details.

Chapter 2: Employee Integration

This chapter focuses on the Employee integration and configuration details of employees in Oracle Human Capital Management Cloud. It includes the following:

- [Integration Overview](#)
- [Oracle HCM Cloud Configuration for Employee](#)

Integration Overview

This section covers basic integration overview for employee integration. Oracle Human Capital Management Cloud (Employee) is the central repository of Employee records.

Key attributes will be captured from Oracle HCM Cloud and synced with Oracle Utilities Work and Asset Cloud Service in two modes:

- Bulk (Initial Upload)
- Incremental Upload

This seamless integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud Service helps to maintain the same Employee definition across both platforms.

For information about implementing Oracle Human Capital Management Cloud, see: <https://docs.oracle.com/en/cloud/saas/human-resources/20d/fahcm/oracle-hcm-cloud-introduction.html#FAHCM898690>

Design

Bulk Upload

Bulk Upload is an initial upload from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service where all Employee definitions are exported to UCM in XML format through Data Exchange that is inbuilt functionality of ERP. Use the filter to select an employee in the Oracle Human Capital Management Cloud module. The business may choose to import records based on filter as per business requirement. Only Active employees in the system are part of the integration.

A few examples of attributes that will be passed to Oracle Utilities Work and Asset Cloud Service in this integration are Personal Number, Legal Entity, Address, email ID, Employee type, rate, assignment, job role. Oracle Human Capital Management Cloud schema will need a

mapping with Oracle Utilities Work and Asset Cloud Service and each field attribute will be mapped to the corresponding value in Oracle Integration Cloud. These values will have a DVM for mapping between Oracle Utilities Work and Asset Cloud Service and Oracle Human Capital Management Cloud.

Incremental Update

The incremental upload will be a specific scenario, where Atom Feeds handle sync for a set of changes made within employee definition. Filter Criterion for Increment will be similar to bulk, where it will only send data Applied in the bulk filter.

For more information about Atom Feeds, see <https://docs.oracle.com/en/cloud/saas/human-resources/22a/farws/index.html>.

Events for Employee:

- Empassignment
- EmpUpdate
- Newhire
- termination

Functions that are part of the Atom feed update:

- Add/update the employee record from the tabs in Oracle Human Capital Management Cloud
- Definition change through Person Management
- Assign Position/Jobs/Grade based on Assignment

Oracle HCM Cloud Configuration for Employee

This section focuses on importing the files that are part of the package and configuring them in the Oracle Human Capital Management Cloud environment for the integration to run successfully. Make sure to follow the same sequence for successful configuration.

Importing the extract definition includes the following:

- [Creating a Profile](#)
- [Value Sets](#)
- [Extract Upload](#)

Creating a Profile

A user profile is a set of changeable options that affect the way Oracle applications appear and how they function. Oracle applications use a set of user profile options that are common to all the applications. In addition, each module has its own unique set of user profile options.

For Employee Integration extract definition, create the following profile:

Step 1

1. Navigate to **Setup and Maintenance > Search > Manage Profile Options**.

2. Click + to create a profile.

(HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF)

Profile Option Code: HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF

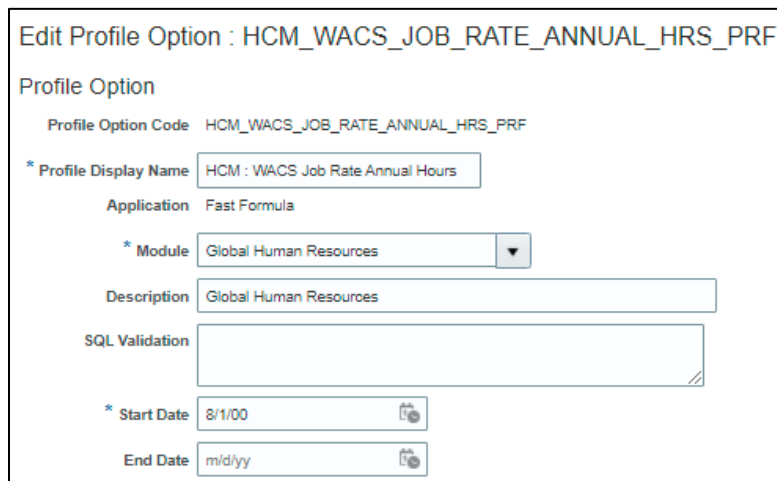
Profile Display Name:: "HCM : WACS Job Rate Annual Hours"

Application: Fast Formula

Module: Global Human Resources

Description: Global Human Resources

*Start Date: 1/1/51

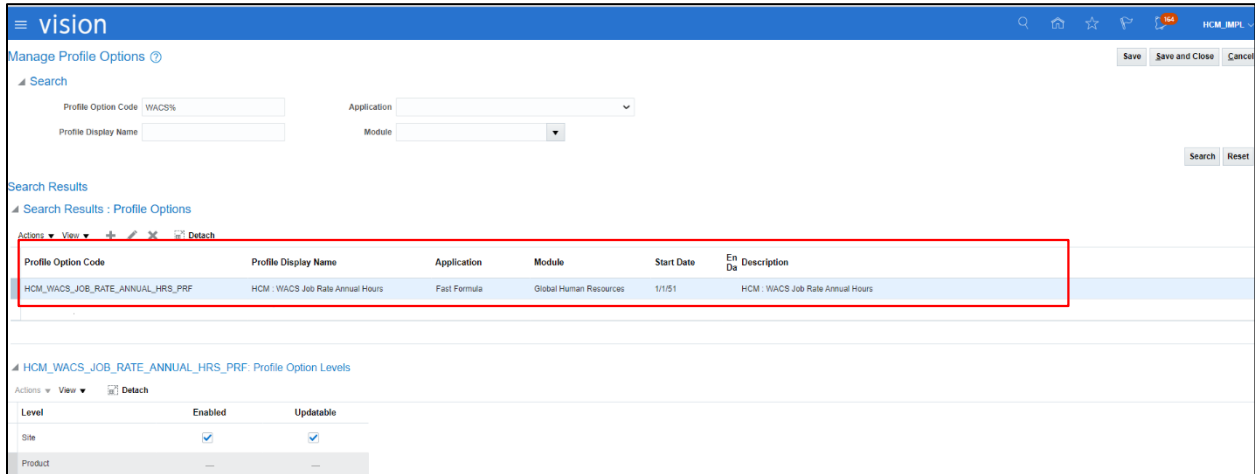


The screenshot shows the 'Edit Profile Option' form for the profile option code 'HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF'. The form includes the following fields:

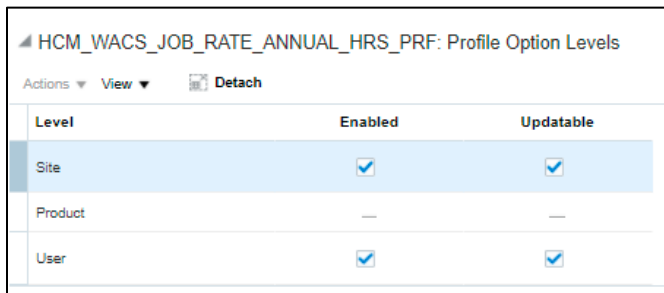
- Profile Option Code:** HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF
- * Profile Display Name:** HCM : WACS Job Rate Annual Hours
- Application:** Fast Formula
- * Module:** Global Human Resources
- Description:** Global Human Resources
- SQL Validation:** (Empty text area)
- * Start Date:** 8/1/00
- End Date:** m/d/yy

3. Click **Save**.

4. Select the Record under "Search Results : Profile Options"



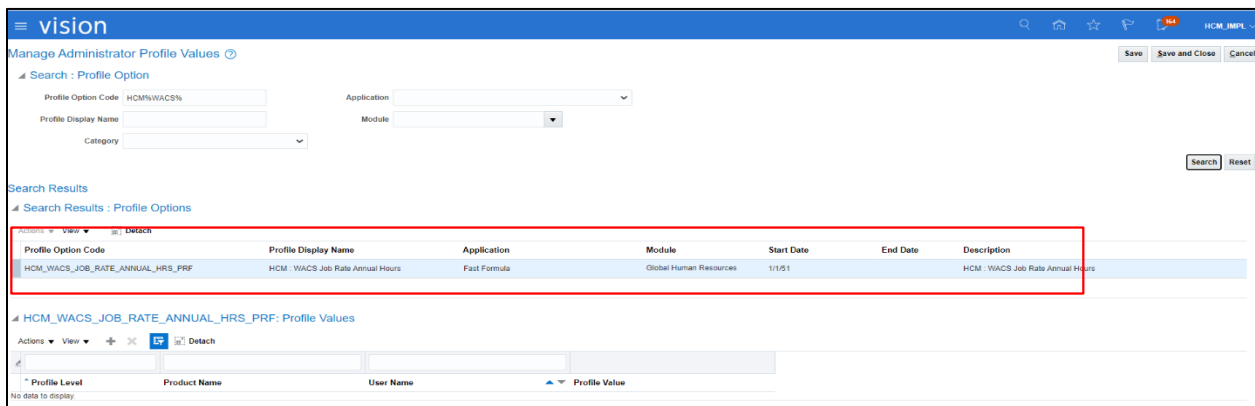
5. Enable the levels as shown in the figure below.



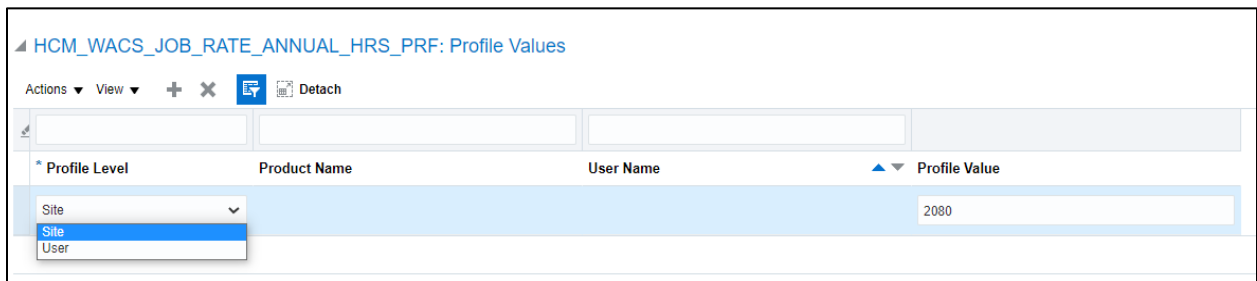
6. Click **Save and Close**.

Step 2

1. Navigate to **Setup and Maintenance > Search > Manage Administrator Profile Values** and search for the “HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF” profile.
2. Select the record under “Search Results : Profile Options”
3. Click **+** in the **Profile Values** section. Add the annual hours value.



4. Select **Site** in the **Profile Level** drop-down list. **Profile Value** indicates the number of working hours in an Organization Year.

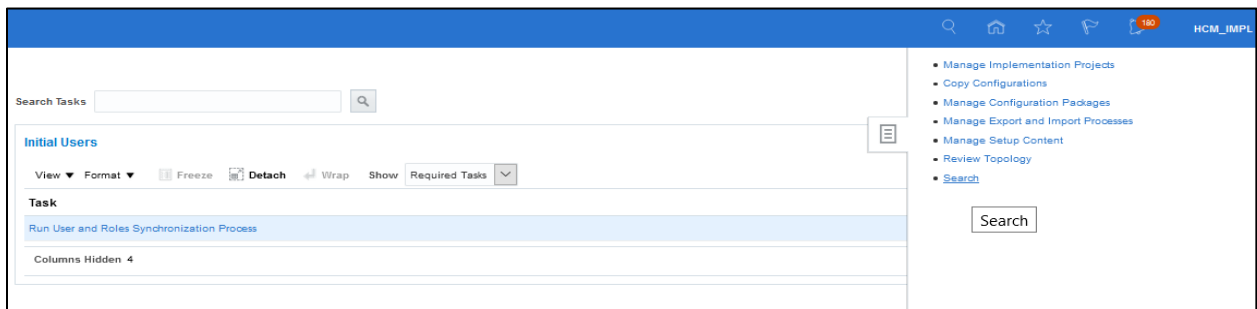
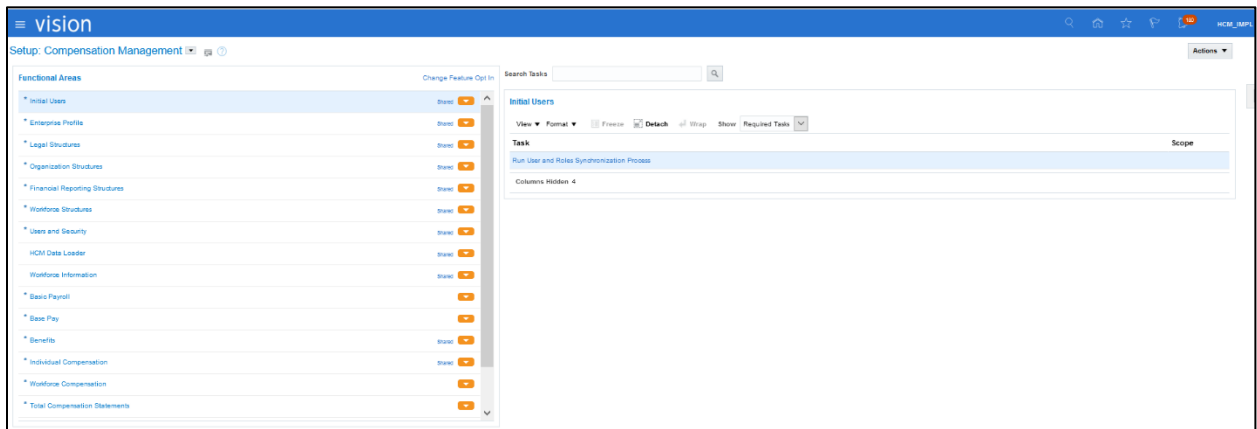


This profile value is used for the salary annual rate calculation. The above figure shows the default value 2080; it is the number of working hours in a year. Note that the hours vary based on the working days in an organization (to be used as per business case).

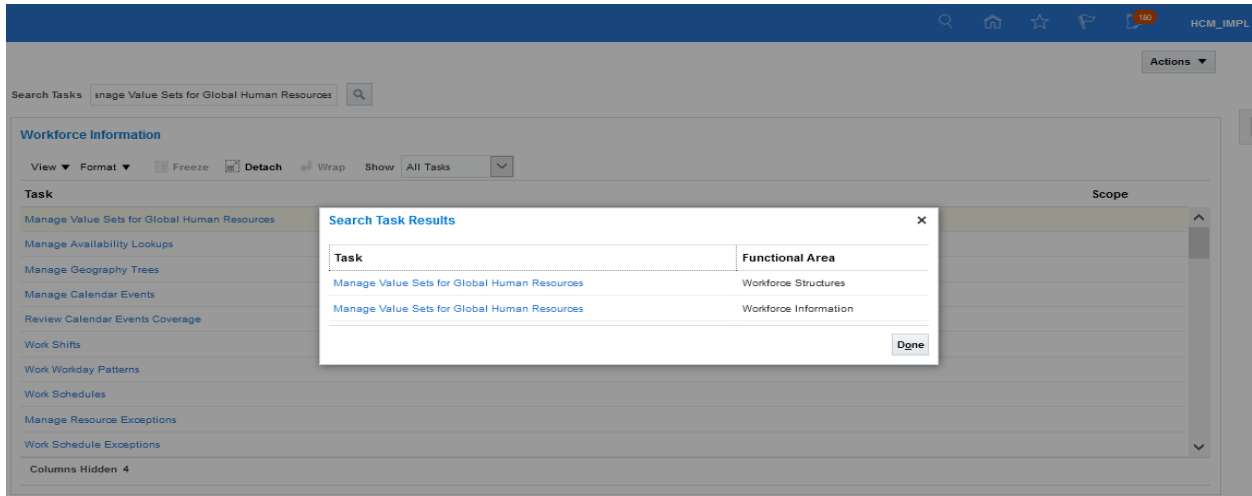
Value Sets

Step 3

1. Login to the system with appropriate user/role.
2. Navigate to **Setup and Maintenance > Search > [Manage Value Sets for Global Human Resources](#)**.



3. Search on [Manage Value Sets for Global Human Resources](#) (Workforce Structures).



4. Enter the details as in the table below.
- a. To create a Manager Type with the following values:

HCM_WACS_MANAGER_TYPE_VS

HCM: WACS Manager/Supervisor Type

*Value Set Name	HCM_WACS_MANAGER_TYPE_VS
Description	HCM : WACS Manager/Supervisor Type
* Module	Global Human Resources
Validation Type	Table
Value Data Type	Character
*FROM Clause	fnd_lookup_values
*Value Column Name	lookup_code
Description Column Name	Meaning
ID Column Name	lookup_code
WHERE Clause	lookup_type='PER_SUPERVISOR_TYPE' AND language =SYS_CONTEXT('USERENV', 'LANG') AND lookup_code='LINE_MANAGER' AND Enabled_flag='Y'

vision

Create Value Set ⓘ

* Value Set Code

Description

* Module

* Validation Type

* Value Data Type

vision HCM_MPL

Edit Value Set: HCM_WACS_MANAGER_TYPE_VS ⓘ

Value Set Code: HCM_WACS_MANAGER_TYPE_VS

Description: HCM_WACS ManagerSupervisor Type

* Module: Global Human Resources

Validation Type: Table

Value Data Type: Character

Security enabled

Data Security Resource Name: [Edit Data Security](#)

Definition

* FROM Clause:

Value Attributes Table Alias:

* Value Column Name:

Value Column Type: VARCHAR2

Value Column Length: 30

Description Column Name:

Description Column Type: VARCHAR2

Description Column Length: 80

ID Column Name:

ID Column Type: VARCHAR2

ID Column Length: 30

Enabled Flag Column Name:

Start Date Column Name:

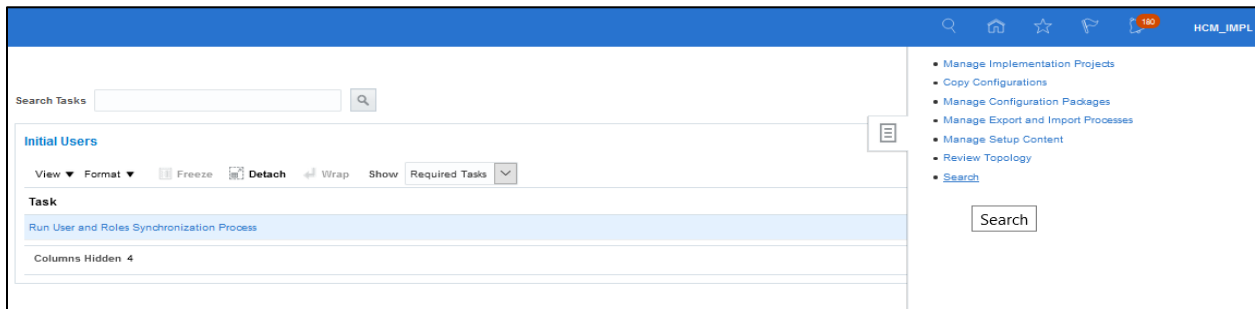
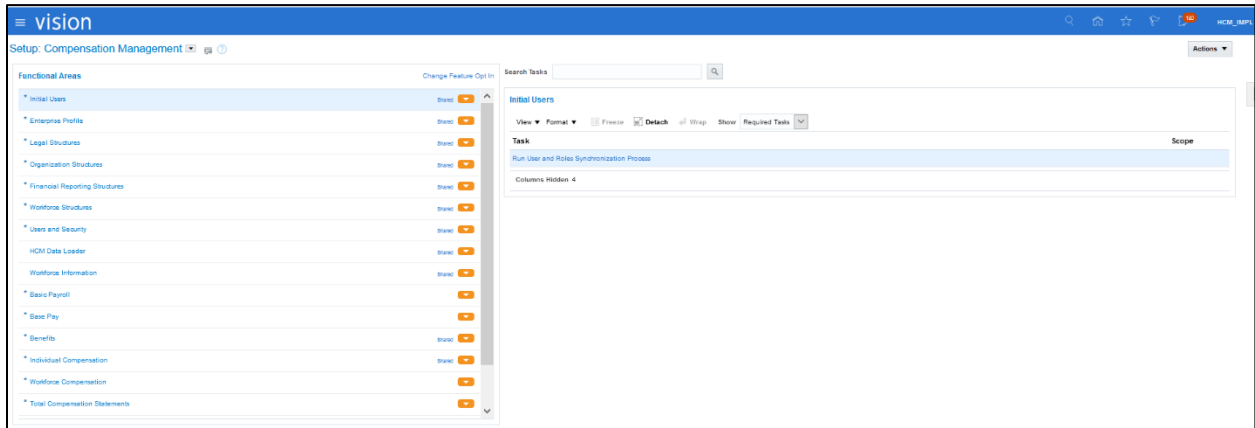
End Date Column Name:

WHERE Clause:

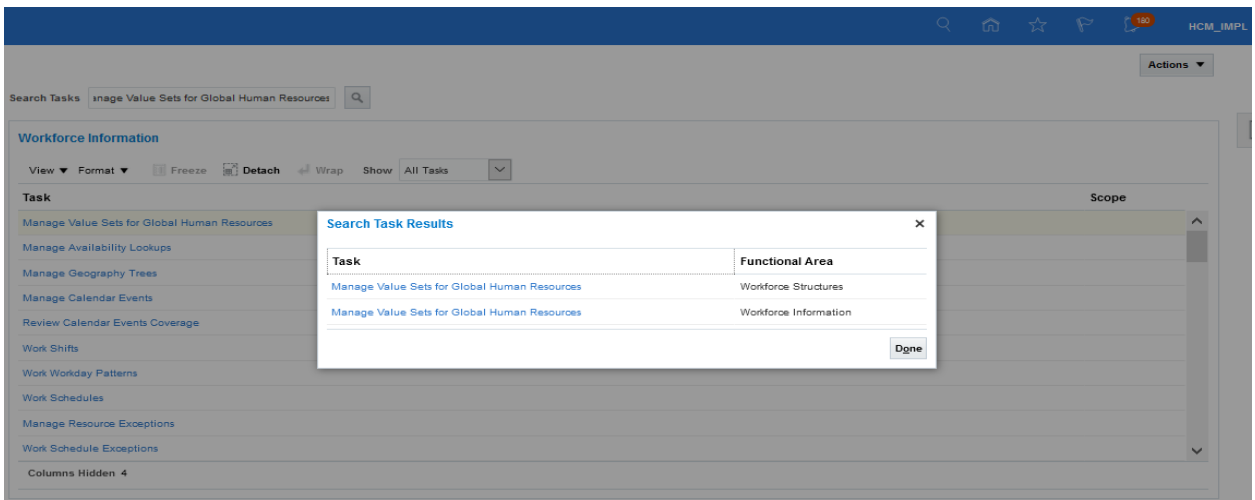
```
lookup_type=PER_SUPERVISOR_TYPE
AND language='SYS_CONTEXT('USERENV','LANG)
AND lookup_code=LINE_MANAGER
AND Enabled_flag='Y'
```

[Manage Values](#) [Save](#) [Save and Close](#) [Cancel](#)

- b. To create the Annual Rate Value Sets:
- i. Log into the system with appropriate user/role.
 - ii. Navigate to **Setup and Maintenance > Search**.



iii. Search for “[Manage Value Sets for Global Human Resources](#)” (Workforce Structures).



c. Enter the following details for the value set.

HCM_WACS_GET_PROFILE_JOB_ANNUAL_HRS_VS

Note that Annual Rate Value Set is based on “HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF”.

*Value Set Name	HCM_WACS_GET_PROFILE_JOB_ANNUAL_HRS_VS
Description	HCM : WACS Get profile Job Annual Hours
* Module	Global Human Resources
Validation Type	Table
Value Data Type	Number
*FROM Clause	(SELECT TO_NUMBER(FND_PROFILE.VALUE('HCM_WACS_JOB_RATE _ANNUAL_HRS_PRF')) RATE FROM DUAL)
*Value Column Name	RATE
Description Column Name	
ID Column Name	RATE
WHERE Clause	

d. Click **Save and Close**.

HCM_WACS_JOB_SET_VS

1. Create a new value set.
2. Enter the following details for the value set.
3. Search for **Setup and maintenance** > **Search** > [Manage Value Sets for Global Human Resources](#) (Workforce Structures).

4. Navigate to the “HCM_WACS_MANAGER_TYPE_VS” Value Set page.
5. Create a new value set and provide the details as below.

*Value Set Name	HCM_WACS_JOB_SET_VS
Description	HCM : WACS Job Set Name
* Module	Application Core
Validation Type	Table
Value Data Type	Character
*FROM Clause	fnd_setid_sets_vl
*Value Column Name	set_code
Description Column Name	set_name
ID Column Name	set_id
WHERE Clause	

ORACLE

Edit Value Set: HCM_WACS_JOB_SET_VS

Value Set Code HCM_WACS_JOB_SET_VS

Description HCM : WACS Job Set Name

* Module Application Core

Validation Type Table

Value Data Type Character

Security enabled

Data Security Resource Name [Edit Data Security](#)

Definition

* FROM Clause fnd_setid_sets_vl

Value Attributes Table Alias

* Value Column Name set_code

Value Column Type VARCHAR2

Value Column Length 30

Description Column Name set_name

Description Column Type VARCHAR2

Description Column Length 80

ID Column Name set_id

ID Column Type NUMBER

ID Column Length 18

HCM_WACS_LEGISLATIVE_GROUP_VS

1. Create a new value set
2. Enter the following details for the value set.

3. Search for **Setup and maintenance** > **Search** > [Manage Value Sets for Global Human Resources](#) (Workforce Structures).
4. Create new value set and provide the details as below.

*Value Set Name	HCM_WACS_LEGISLATIVE_GROUP_VS
Description	HCM : WACS LEGISLATIVE GROUP Names
* Module	Global Human Resources
Validation Type	Table
Value Data Type	Character
*FROM Clause	(SELECT DISTINCT legislation_code FROM per_legislative_data_groups_vl)
*Value Column Name	legislation_code
Description Column Name	Name
ID Column Name	legislation_code
WHERE Clause	

Edit Value Set: HCM_WACS_LEGISLATIVE_GROUP_VS ⓘ

Value Set Code: HCM_WACS_LEGISLATIVE_GROUP_VS

Description:

* Module:

Validation Type: Table

Value Data Type: Character

Security enabled

Data Security Resource Name: Edit D

Definition

* FROM Clause:

Value Attributes Table Alias:

* Value Column Name:

Value Column Type: VARCHAR2

Value Column Length: 30

Description Column Name:

Description Column Type: VARCHAR2

Description Column Length: 30

ID Column Name:

ID Column Type: VARCHAR2

ID Column Length: 30

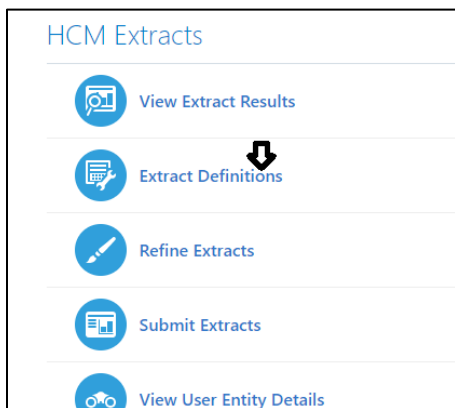
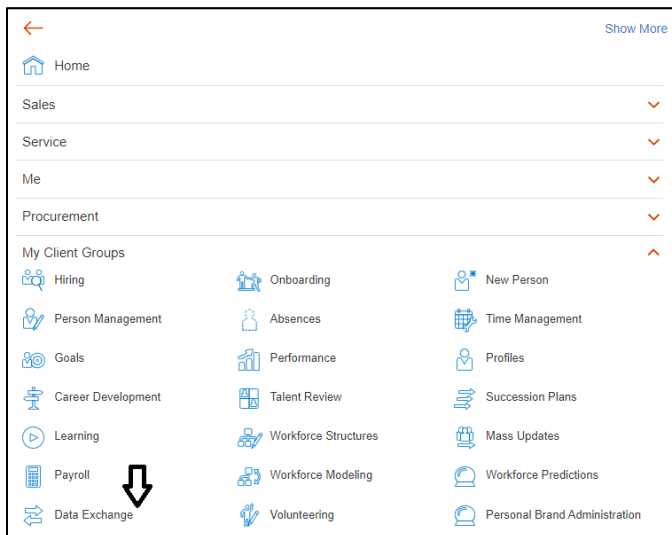
Extract Upload

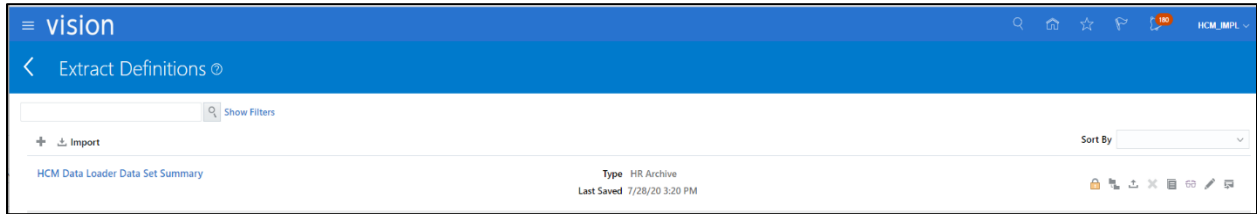
Make sure to upload the extract after all the configuration are done for all the Employee/Craft/Absence sections.

Important! Verify that Profile, Value sets and Fast formula are uploaded before running the extract upload process.

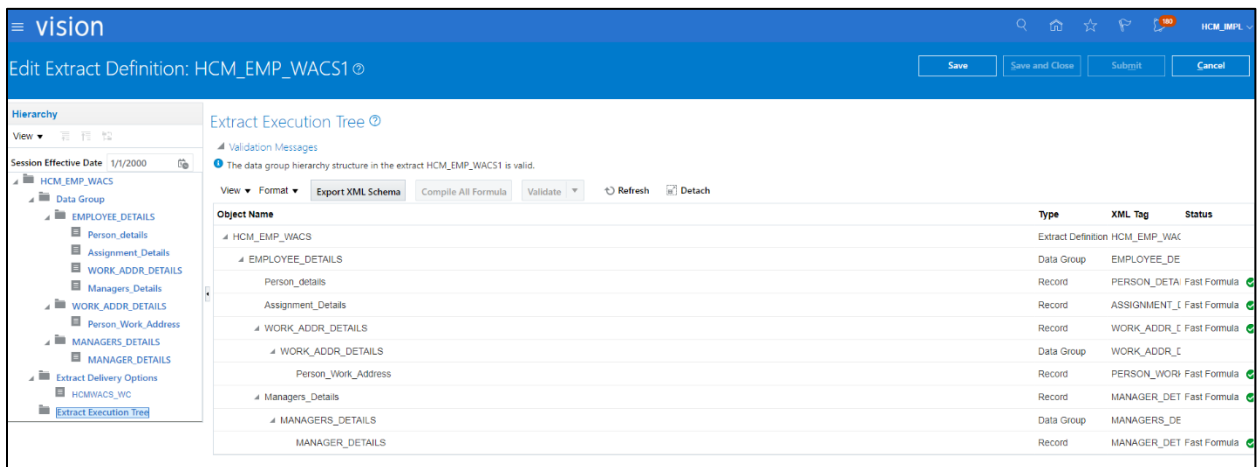
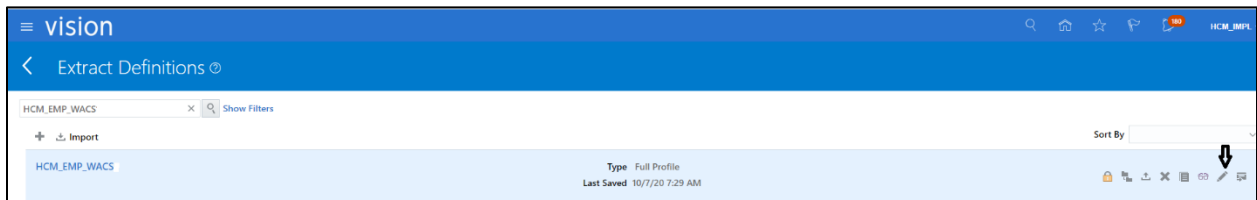
To extract upload:

1. Login with the HCM/Data Exchange user role.
2. Navigate to **My Client Group > Data Exchange**.
3. Select **Upload** and click **Browse**.
4. Upload the extract file "HCM_EMP_WACS". The file is available in the package.

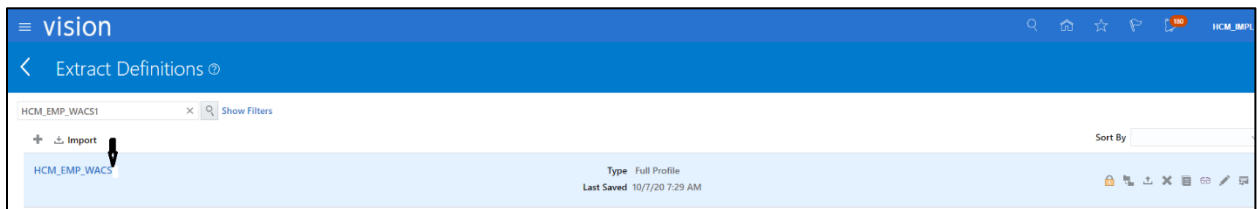




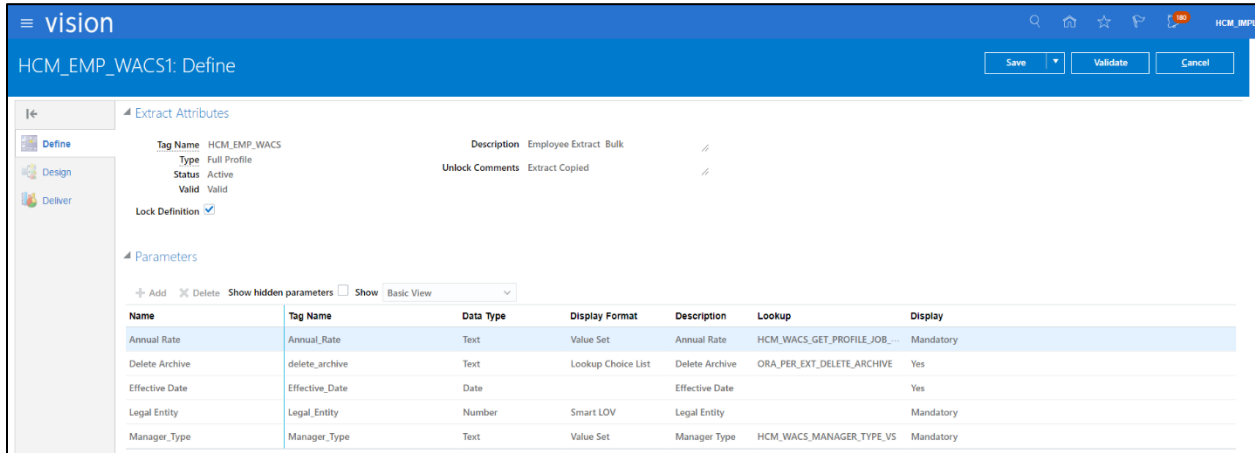
5. Compile the extract. After successful compilation, click **Validate**.
6. Save the extract.
7. Query the extract. Navigate to **Advanced** and click **Extract execution Tree**. When the status is green, validate it. Save and close.



8. Click the extract definition.

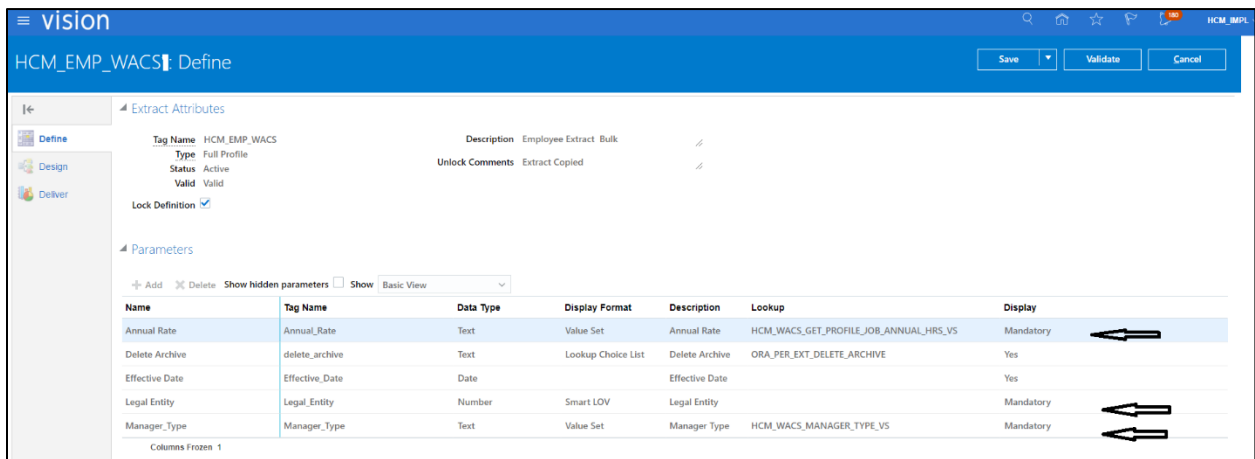


9. Enter a definition to lock the extract. After successful lock, save and close.



To verify the Run page:

1. Check all the value sets and mandatory fields set. The Lookup values also are reflected in the window.



Note that the Legal Entity is not attached to smart LOV.

2. To refine the extract, search for extract and navigate to **Parameters > Edit**.
3. Click **Legal Entity**. Search and add the Legal Entity “LegalEmployerPVO” Smart LOV.

vision Payroll Flow Patterns HCM_IMPL

Flow Pattern HCM_EMP_WACS1
 Description Employee Extract Bulk
 LDG Required No

Flow Status Active
 Connector Status Parameters Only
 Connector Name HCM_EMP_WACS1 | HCM_EMP_WACS1

Tasks Task Sequence Parameters Connected Flows Review

Actions View


Flow Parameter	BaseFlowParameterName	Display	Display Format	Lookup	Sequence	Parameter Basis	Basis Value	Key Parameter
Effective Date	EFFECTIVE_DATE	Mandatory	Date		3			Process Date
Legal Entity	LEGAL_EMPLOYER	Mandatory	Smart LOV	* Legal Employer[LegalEmployerP	28			
Manager Type	MANAGER_TYPE	Mandatory	Value Set	* HCM_WACS_MANAGER_TYPE_V1	32			
Annual Rate	ANNUAL_RATE	Mandatory	Value Set	* HCM_WACS_GET_PROFILE_JOB_I	33			
Delete Archive	DELETE_ARCHIVE	Yes	Lookup Choice List	* ORA_PER_EXT_DELETE_ARCHIVE	46			
Base Extract Name	BASE_EXTRACT_NAME	No	Text		5	Constant Bind	HCM_EMP_W...	
Report Category	REPORT_CATEGORY	No	Smart LOV	* Report Category[OverridingRepe	6	Post SQL Bind	select to_cha...	
Start Date	START_DATE	No	Date		9			
Process Configuration Group	PROCESS_CONFIGURATION_GROUP	No	Smart LOV	* Process Configuration Group[Act	17			

Columns Hidden: 2

Data Exchange

- Recent Spreadsheet Loads
- Spreadsheet Templates
- Run Spreadsheet Data Loader
- Delete Spreadsheet Stage Table Data

HCM Extracts

- View Extract Results
- Extract Definitions 
- Refine Extracts

vision Payroll Flow Patterns HCM_IMPL

Search


Flow Pattern HCM_EMP_WACS Legislative Data Group

Flow Status
 Connector Status

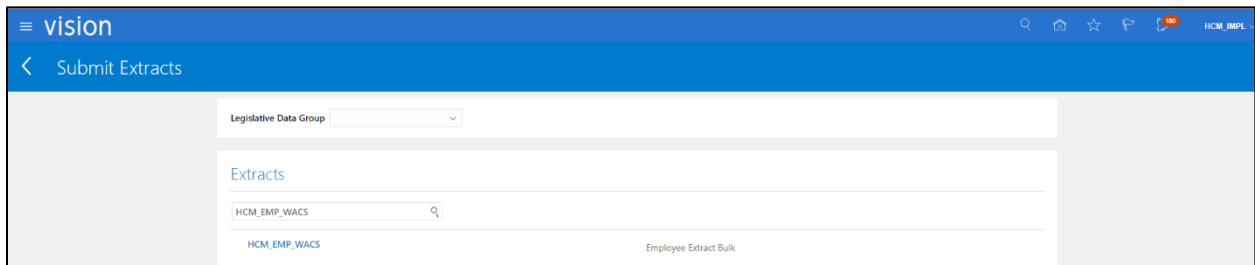
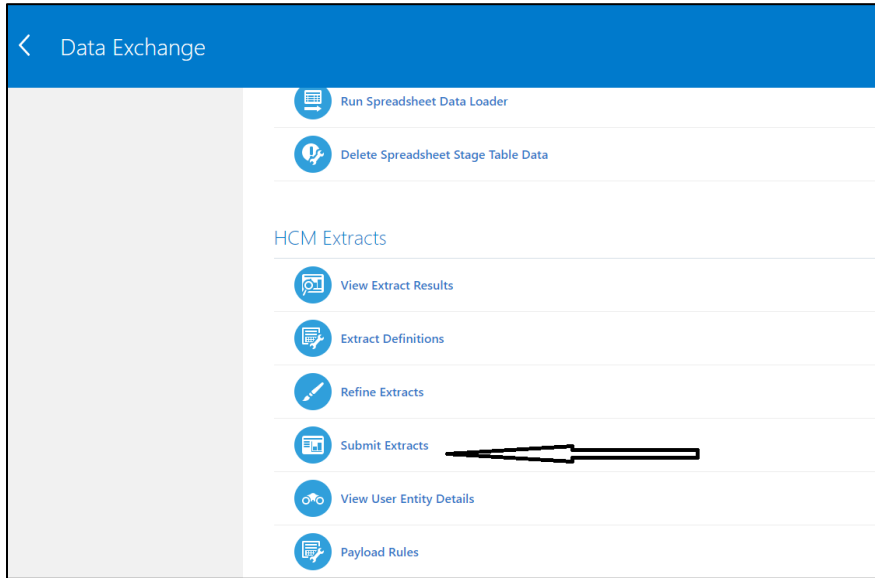
Advanced Saved Search Search Flow Patterns

Search Results

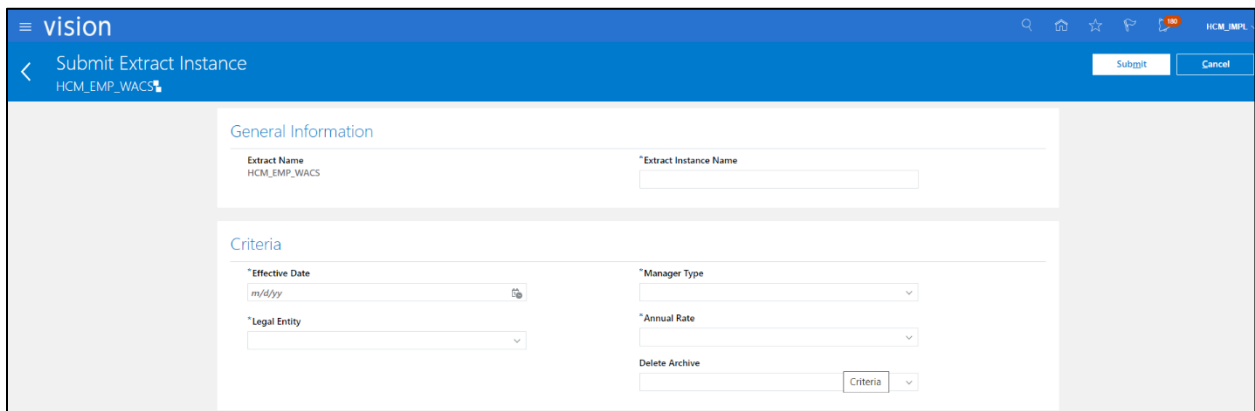
Actions View Detach

Flow Pattern	Base Flow Pattern	Flow Status	Connector Status	Legislative Data Group	Edit
HCM_EMP_WACS	HCM_EMP_WACS1	Active	Parameters Only		

4. Verify if the **Submit Extract** page is populated with the values in the respective fields.



5. Verify if the **Manager Type**, **Legal Entity** and **Annual Rate** fields are populated with values as per the configuration.



Note that after the report is submitted, the report extract is available in UCM for the Oracle Integration Cloud process.

Chapter 3: Craft Integration

This chapter focuses on the overview and configuration for Craft/Jobs integration. It includes the following:

- [Integration Overview](#)
- [Oracle HCM Cloud Configuration for Craft](#)

Integration Overview

This section covers basic integration overview for Craft/Jobs integration. Oracle Human Capital Management Cloud (Jobs) is the central repository for the Jobs records.

The key attributes are captured from Oracle Human Capital Management Cloud and synced with Oracle Utilities Work and Asset Cloud Service using two modes:

- Bulk (Initial Upload)
- Incremental Upload

This seamless integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud Service helps to have the same Jobs and Grades rates (summarized) defined across both platforms.

For details about implementation, see:

<https://docs.oracle.com/en/cloud/saas/human-resources/20d/fahcm/oracle-hcm-cloud-introduction.html#FAHCM898690>

The goal of this integration is to create a central depository of Jobs in Oracle Human Capital Management Cloud which is primarily mapped to Principle Craft in Oracle Utilities Work and Asset Cloud Service. The integration has the ability to synchronize crafts and related craft rates from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service.

Design

Bulk Upload

Bulk Upload will be an initial upload from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service, where all Job/Craft information is extracted in UCM using XML format through Data Exchange that is the inbuilt functionality of ERP. The selection of the craft/jobs in the Oracle Human Capital Management Cloud module is done using an extensible flexfield that stores a value if it is Oracle Utilities Work and Asset Cloud Service job or not. Only Active Jobs in the system are part of the integration.

Incremental Update

The incremental upload will handle sync for a set of changes made within job information.

The following functions are part of Jobs integration:

- Add/update the Job record from the tabs in Oracle Human Capital Management Cloud
- Information or rate change in Job
- Active/Inactive of Job

Jobs extract report has the listed mandatory parameters (Job Set, Annual Rate and Effective Date).

This report extract will have both Crafts and corresponding rates, which will be handled in Oracle Integration Cloud using one service. (This is one-way integration from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service.)

- The integration timeline needs to be decided by a business that can be scheduled in the BI report setup. (Incremental report will take only the changes from last run date - delta and new records).
- Filter criteria in Job extract:
 - Job-status is ACTIVE (Bulk), INACTIVE/INACTIVE (Incremental)
 - Initial load , only active jobs are interfaced and incremental load both Active and Inactive jobs are interfaced.
 - WACS JOB (Flexfield is set to YES)
 - Job Set (Based on Legislative Unit - can be global or specific to one legislative unit): Mandatory
 - Effective Date: Mandatory
JOB HCM Extract extracts the data based on the effective date and need to be decided before executing /scheduling the report.

Business Rules

- Craft rate is derived from the grades linked to Job.
- If multiple rates (Hourly, weekly, yearly, etc.) are attached to the single grade then maximum annual factor (hourly) grade is considered for the average calculation.
- After the initial run, for all next report run:
 - Check if there is a change in Craft rate (If X=X go to step2, X !=X- Go to Step3).
 - If no change = Effective date should be the same
 - If the rate is changed, update the rate with an effective date of the assignment.

Sample Craft Rate

The craft rate will be average from all the average grades of the Job. (In the following example, the average rate will be 15 that will be sync to craft rate in Oracle Utilities Work and Asset Cloud Service.

Job1		Min	Max	Average
	Grade1	10	14	12
	Grade2	12	16	14
	Grade3	14	18	16
	Grade4	16	20	18
	Craft Rate for WACS			15

- Manual addition of expense account for Craft and attach at the craft level. This is a prerequisite to the integration.

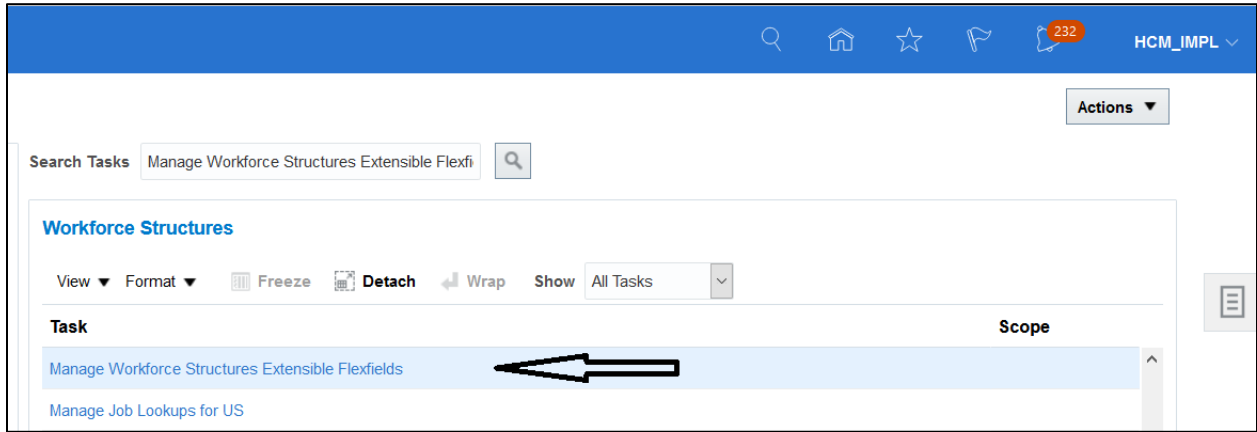
Oracle Human Capital Management Cloud Configuration for Craft

This section focuses on importing the files that come as a part of the package and configuring them in the Oracle Human Capital Management Cloud environment for the integration to run successfully. Make sure to follow the same sequence for successful configuration.

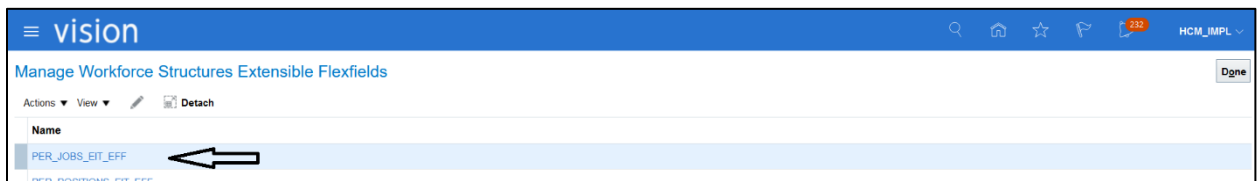
Defining Extensible Flexfield

To define an extensible flexfield:

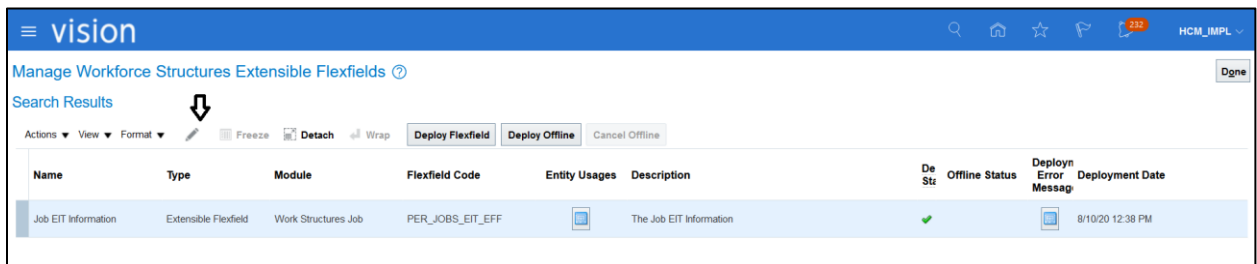
1. Navigate to **Setup and Maintenance > Search**.
2. Click **Manage Workforce Structures Extensible Flexfields**.



3. Click **PER_JOBS_EIT_EFF**.

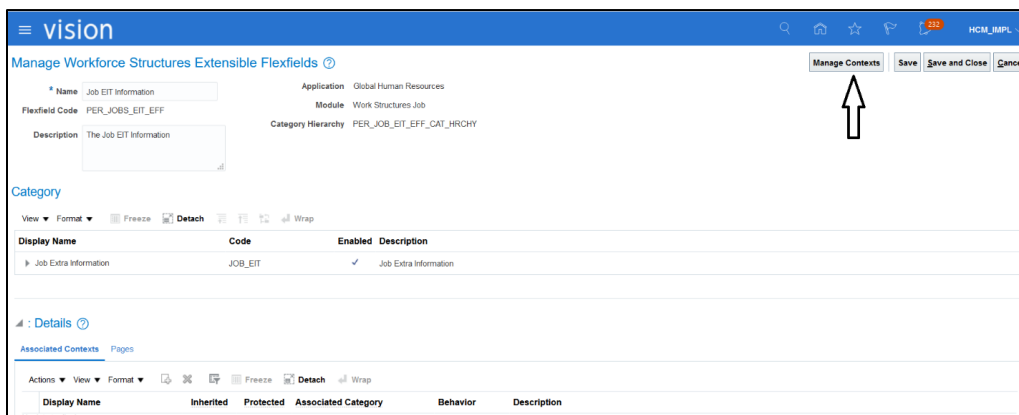


4. Click **Edit**.

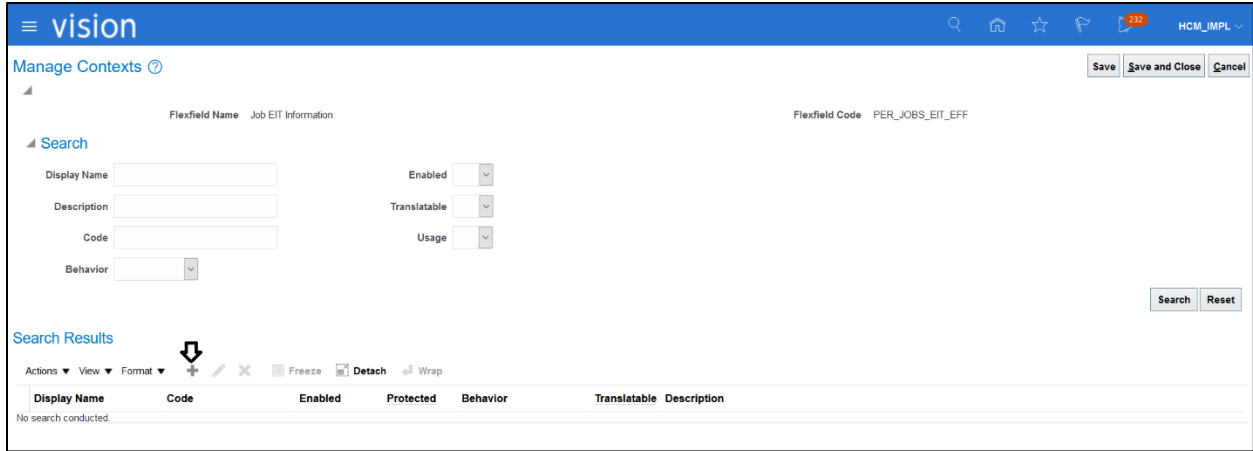


5. After you click Pencil, below page will open.

6. Click **Manage Contexts**.



7. Click **Add (+)**.



8. Add **Context Usage** and **Add Context Sensitive Segments**.

Flexfield Name: Job EIT Information

Flexfield Code: PER_JOBS_EIT_EFF

Display Name: WACS_JOB

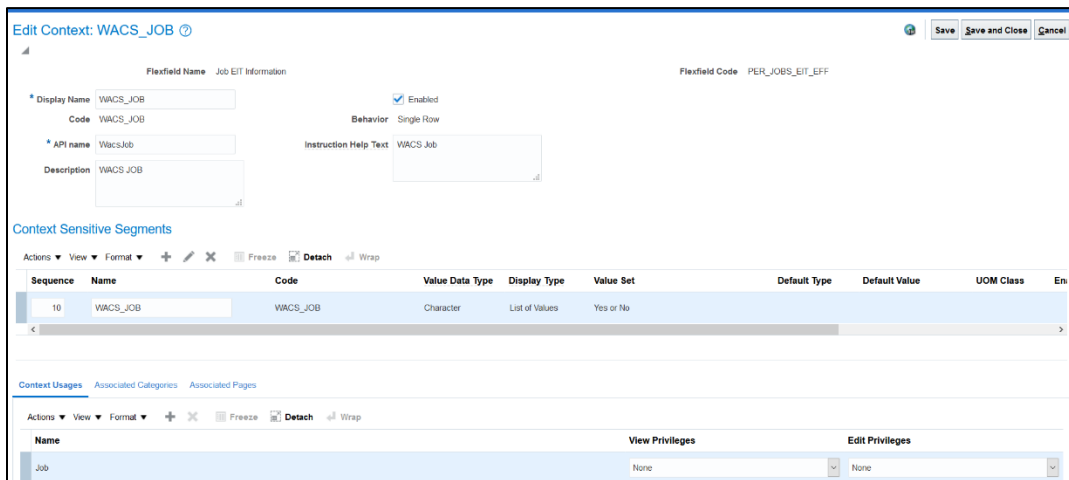
Code: WACS_JOB

API name: WacsJob

Description: WACS JOB

Enabled: YES

Instruction Help Text: WACS Job



9. Click **Save**.

Flexfield Name: Job EIT Information Flexfield Code: PER_JOBS_EIT_EFF

Display Name: WACS_JOB Code: WACS_JOB Behavior: Enabled Single Row

API name: WacsJob Instruction Help Text: []

Description: WACS_JOB

Context Sensitive Segments

Sequence	Name	Code	Value Data Type	Display Type	Value Set	Default Type	Default Value	UOM Class
----------	------	------	-----------------	--------------	-----------	--------------	---------------	-----------

Context Usages

Name	View Privileges	Edit Privileges
Job	None	None

10. Navigate to **Context Sensitive Segments** and click + to add a segment. Fill the data as shown in the figure below.

Name: WACS_JOB

Code: WACS_JOB

API Name: wacsJob

Data Type: Character

Value Set: Yes or No

Prompt: WACS_JOB

Display Type: List of Values

BI Enabled: Yes

Flexfield Name Job EIT Information Context Code WACS_JOB

Flexfield Code PER_JOBS_EIT_EFF

* Name WACS_JOB Enabled

Code WACS_JOB

* API Name wacsJob

Description

Data Type Character Indexed

Table Column JEI_INFORMATION1

* Value Set Yes or No Required

Value Set Description Yes or No

Range Type

Default Type

* Prompt WACS_JOB Show value description

* Display Type List of Values Definition Help Text

Display Size

Display Height Instruction Help Text

Edit Context: WACS_JOB

Flexfield Name Job EIT Information Flexfield Code PER_JOBS_EIT_EFF

* Display Name WACS_JOB Enabled

Code WACS_JOB Behavior Single Row

* API name WacsJob Instruction Help Text WACS Job

Description WACS_JOB

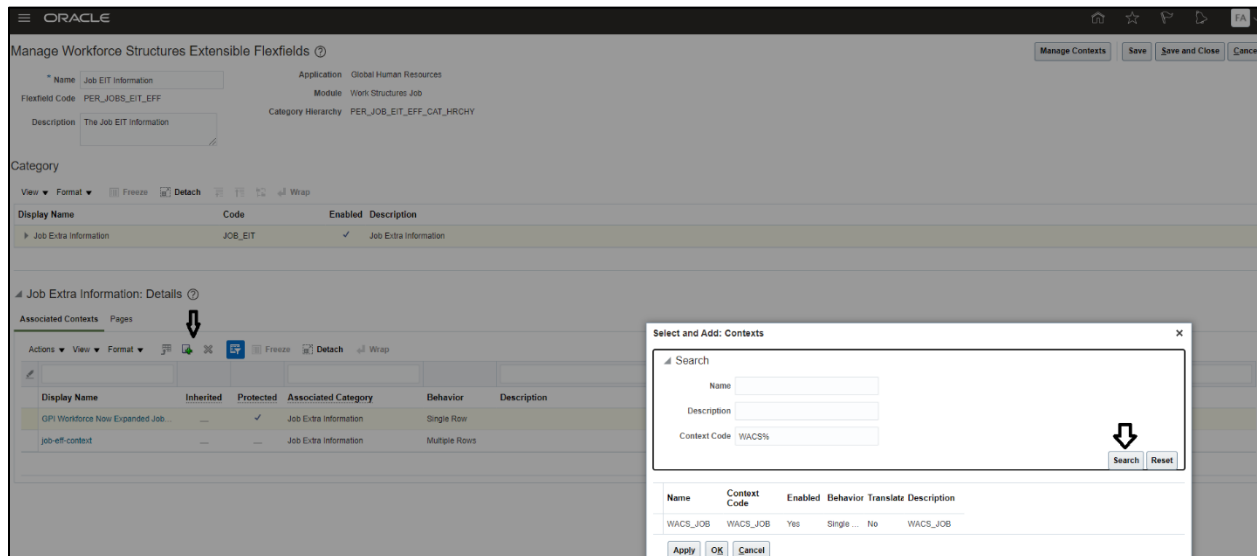
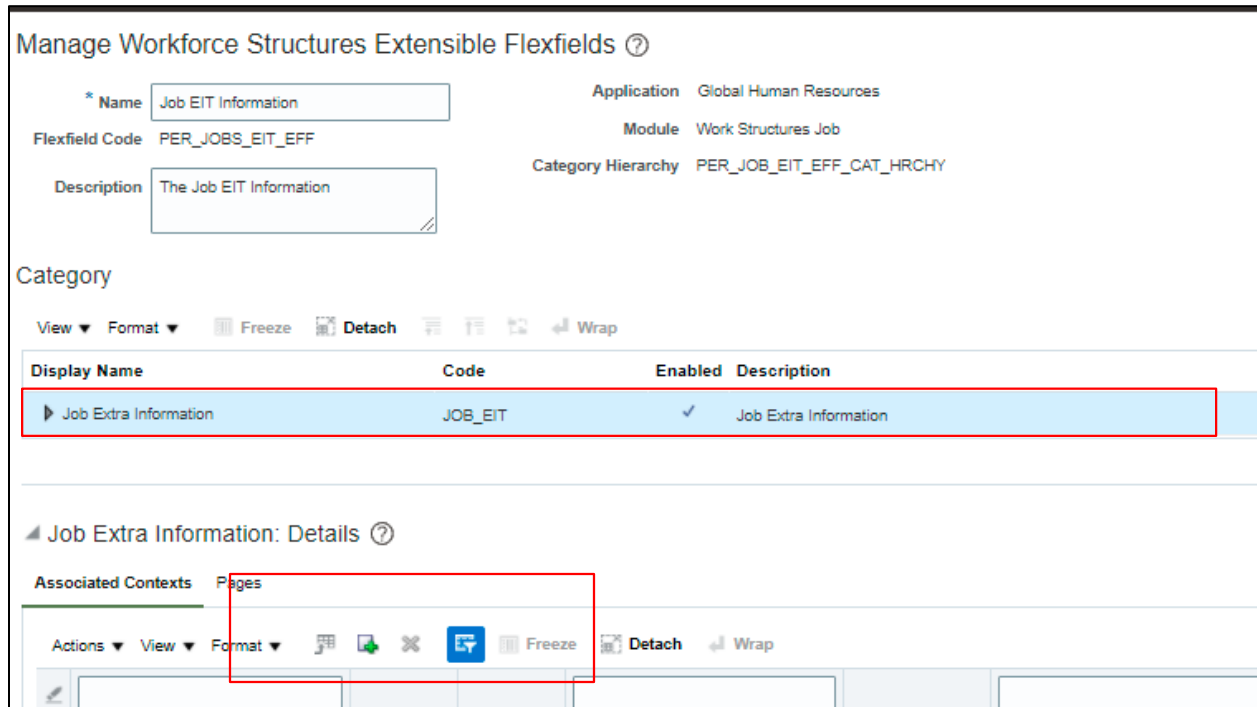
Context Sensitive Segments

Actions View Format + - Freeze Detach Wrap

Sequence	Name	Code	Value Data Type	Display Type	Value Set	Default Type	Default Value	UOM Class	Enabled	Required
10	WACS_JOB	WACS_JOB	Character	List of Values	Yes or No				<input checked="" type="checkbox"/>	<input type="checkbox"/>

11. Click **Save and Close**.

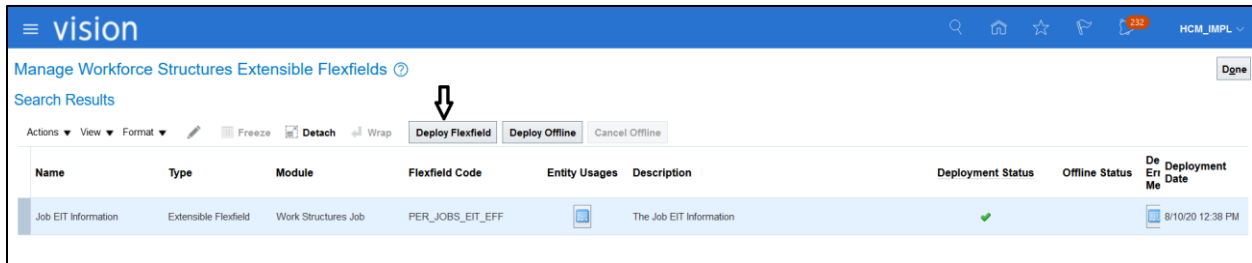
12. Select the search result and click **Add**.



13. Search for “WACS_JOB”. Click **Apply** and then click **OK**. The **Associate** page is shown as below after the **Associated** context is attached.

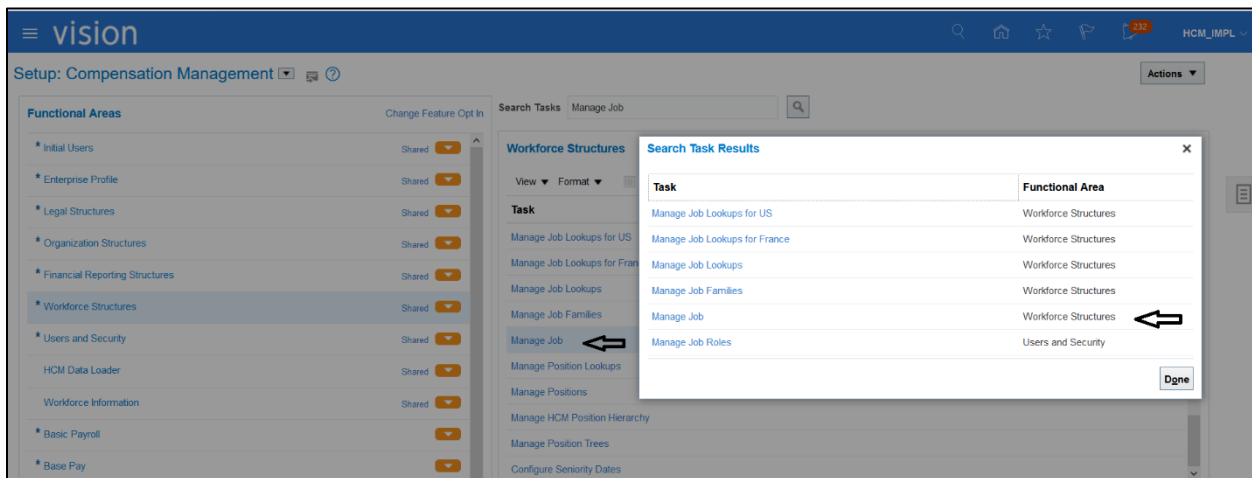
14. Click **Save and Close**.

15. Deploy Flexfield as shown below and make sure that the deployment status is highlighted in green.

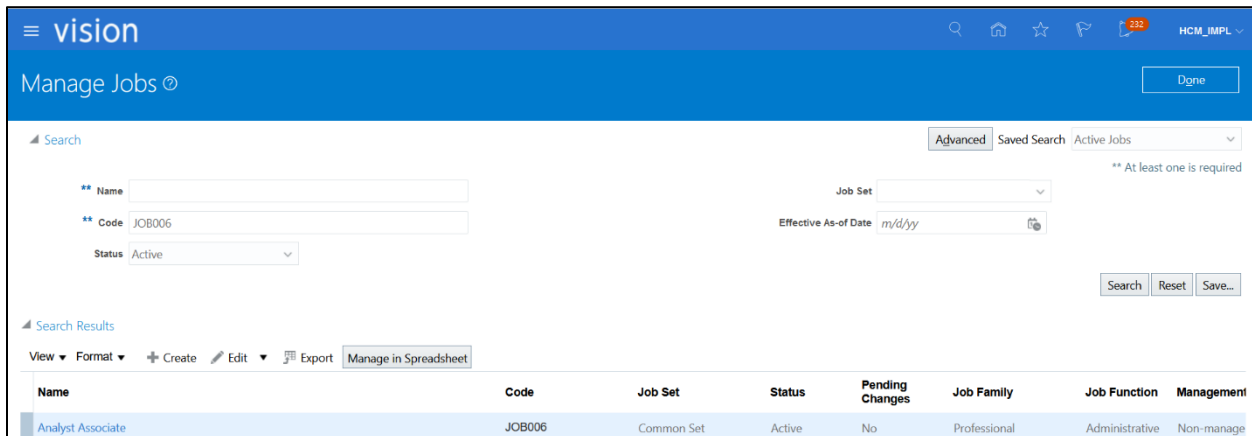


To attach EFF to JOB in ERP:

1. Query any job that needs to be attached. Filter WACS JOB and attach EFF.
2. Navigate to **Setup and Maintenance > Search > Manage Jobs**.



3. Query the Required JOBS.



4. Click the job name and edit it.

vision HCM_IMPL

Job: Analyst Associate - JOB006 Done

Effective Start Date 6/29/20 Effective End Date Job Set Common Set Action Reason

Job Details Evaluation Criteria Profiles

Basic Details Edit View History

Effective Start Date 6/29/20 Effective End Date Job Set Common Set

Job Description

Name Analyst Associate Management Level Non-manager
Code JOB006 Medical Checkup Required No
Status Active Benchmark No
Full Time or Part Time Full time Benchmark Job Progression Job
Regular or Temporary Regular Attachments None
Job Family Professional Grade Ladder
Job Function Administrative
Level Context Value

CBO Occupation

Job: Extra Information

WACS_JOB
WACS Job

WACS JOB Yes

Valid Grades

Format Add Row Remove

*Grade	Grade Code	Set Name
Admin01	ADMIN01	Common Set

5. Click **WACS Job** and select **Yes** from the LOV.

6. Click **Done**.

JOB006 is displayed in the Bulk extract or Incremental (if any changes).

Fast formula

To use the Fast Formula file from the package available for Job extract:

1. Navigate to **Setup and Maintenance > Search > Fast Formulas**.
2. Enter **Formula Name**, **Type** and **Description** from the package. (Refer to the accelerator package on Market Place.)

The screenshot shows the Oracle HCM Cloud interface for 'Fast Formulas'. The search criteria are empty. A 'Create Fast Formula' dialog box is open in the foreground, showing fields for Formula Name, Type, and Description.

The screenshot shows the search results for 'Fast Formulas'. The results table shows two entries:

Name	Type	Details
Define Fast Formulas	Task List	Task Count: 2
Fast Formulas	Task	

The screenshot shows the Oracle HCM Cloud interface for 'Fast Formulas' with search criteria filled in. The search results table shows three entries:

Formula Name	Type	Desc	Compiled	L6 Cc	Legislative Data Group	Effective Start Date	Effective End Date	Edit
WACS_JOB_RATE	Extract Rule	W...	✓			9/2/21		
WACS_JOB_RATE_FF	Extract Rule	W...	✓			1/1/21		
WACS_SALARY_HRLY_CONV_FF	Extract Rule	E...	✓			1/1/21		

A 'Create Fast Formula' dialog box is open in the foreground, showing the details for the selected formula:

- Formula Name: HCM_WACS_JOB_RATE_FF
- Type: Extract Rule
- Description: HCM - WACS JOB Rate Calcul
- Legislative Data Group: Group
- Effective Start Date: 1/1/21
- Type of Editor: Text

- Take the text file (HCM_WACS_JOB_RATE_FF.txt) from the accelerator package and paste the code to **Fast Formulas**.

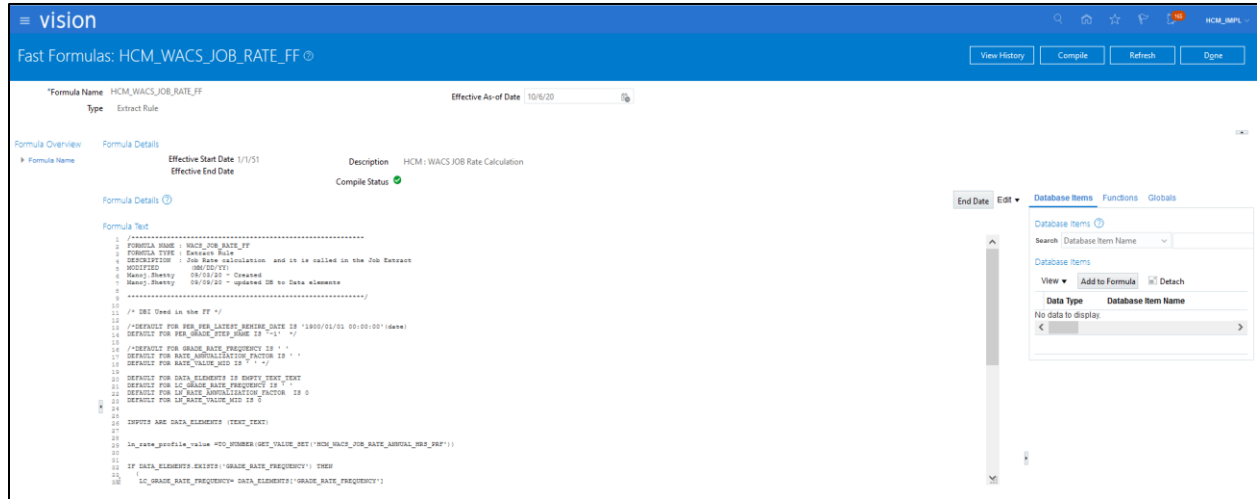
Formula Name: HCM_WACS_JOB_RATE_FF

Type: Extract Rule

Effective Start Date: 1/1/51

Description: HCM : WACS JOB Rate Calculation

- Save it and click **Compile**.



- Make sure the Compile Status is green.

Business Intelligence Report Template for Job (Used in Data Exchange)

This template is used in data exchange to calculate the average rate of the job using the midpoint of multiple grades attached to it. For more information, refer to the [Business Rules](#) section.

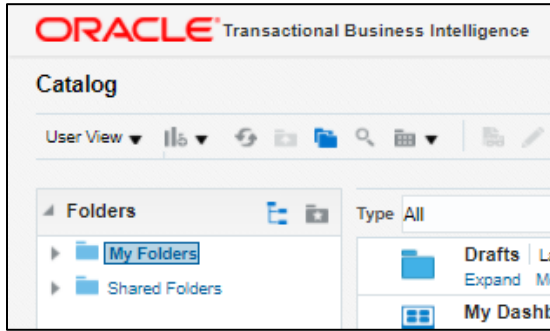
Use the “.xdo.calatalog” file from package to a specified folder: **Shared > Custom > HCMJOBWACS**

Migrating Reports in Oracle Cloud Instance

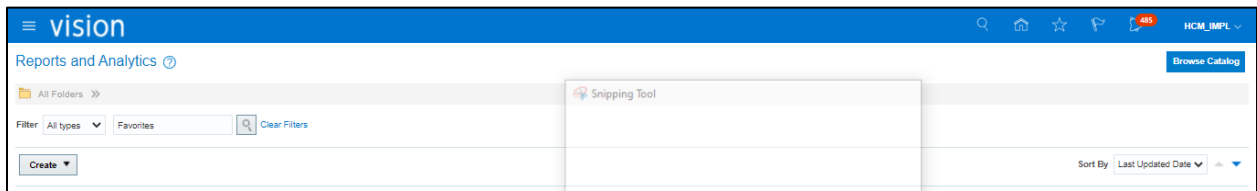
The migration process involves un-archiving the report and data model.

To migrate reports in Oracle Cloud Instance:

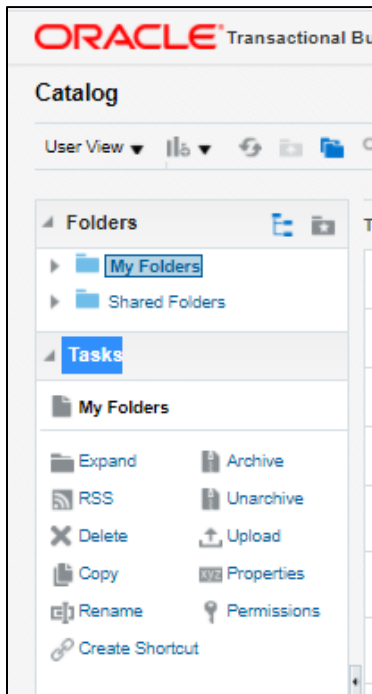
- Navigate to **Tools > Report and Analytics**.
- Browse to the folder where the report and data model is placed.
- Create a folder “HCMWACSJOB” in **Shared Folder > Custom Folder**. (Name cannot change)



4. Use the files in the package with an extension of “.xdo.catalog”.

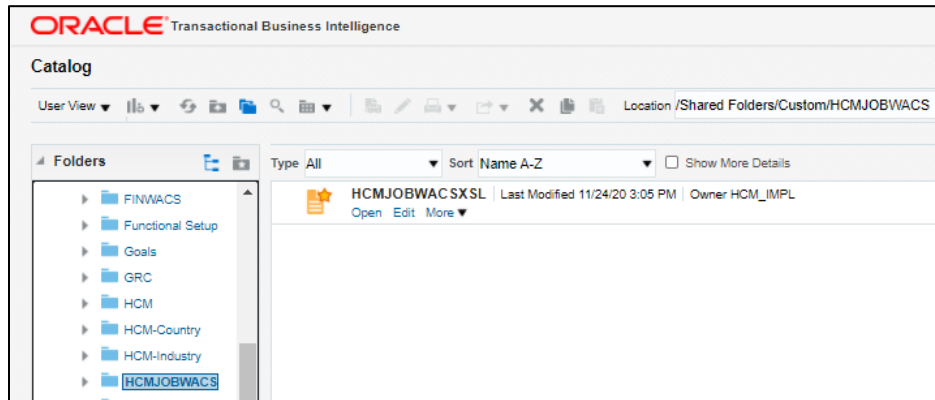


5. Un-archive the report and data model.



6. Un-archive files in the new instance.

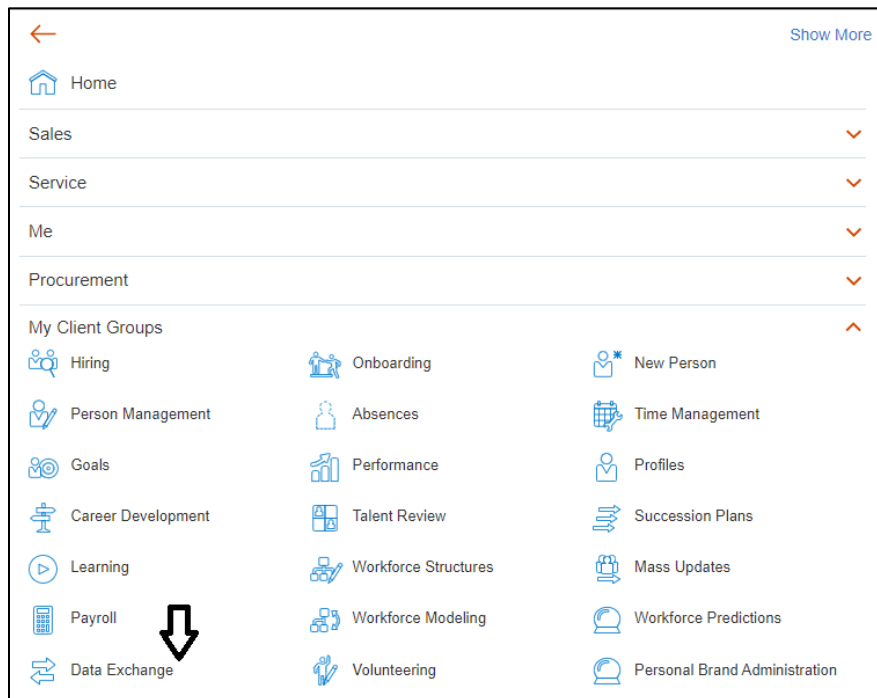
- a. Navigate to the folder where the report should be uploaded.
- b. Click **Unarchive** in the **Tasks** pane.
- c. The system prompts to browse and upload the file from your desktop. Make sure to select the “.xdo.catalog” file for the report.

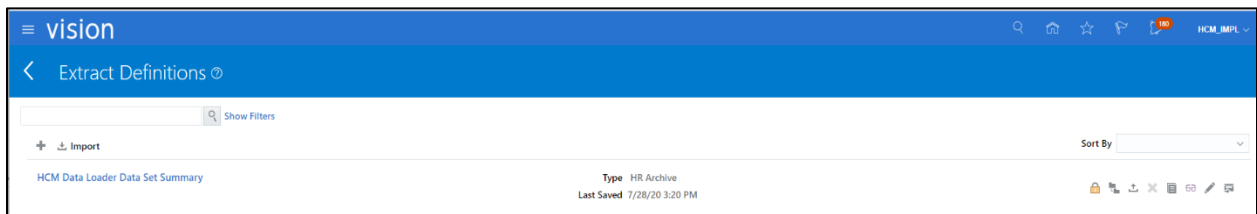
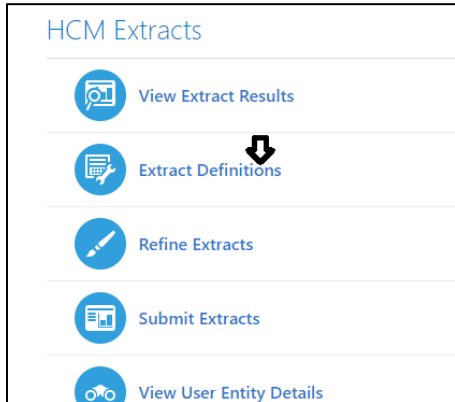


Extract Upload

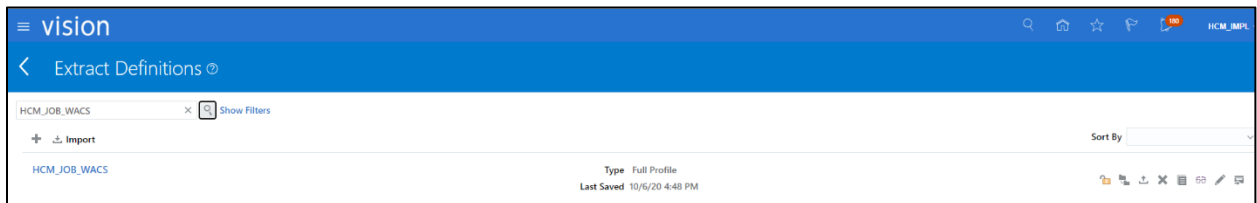
To extract an upload:

1. Navigate to **Tools > Report and Analytics > Data Exchange > HCM Extract**.
2. Click **Upload** and **Browse**.
3. Upload the extract file "HCM_JOB_WACS".





4. Click **Compile** and **Validate**.
5. Query the extract. Navigate to **Advanced** and click **Extract Execution Tree**.
6. After the **Compile Status** is green, click **Save and Close**.
7. Click the extract definition. Lock and save it.
8. Check all the value sets and mandatory fields are set.



9. Click the **Extract Name**.
10. Check if the **Run** screen populates proper values in the respective fields.

HCM_JOB_WACS1: Define

Save Validate Cancel

Extract Attributes

Define Tag Name HCM_JOB_WACS
 Type Full Profile
 Status Active
 Valid Valid

Lock Definition
 Description

Parameters

+ Add % Delete Show hidden parameters Show Basic View

Name	Tag Name	Data Type	Display Format	Description	Lookup	Display
Baseline Only	baseline_only	Text	Lookup Choice List	Baseline Only	YES_NO	Yes
Changes Only	changes_only	Text	Lookup Choice List	Changes Only	PER_EXT_CHANGES_ONLY	Yes
Effective Date	effective_date	Date		Effective Date		Yes
Job Set	job_set	Number	Value Set	Job Set Name	HCM_WACS_JOB_SET_VS	Mandatory
Legislative Data Group	legislative_data_group_id	Number	Smart LOV	Legislative Dat...		Yes
Legislative Group	legislative_group	Text	Value Set	Legislative Group	HCM_WACS_LEGISLATIVE_GROUP_VS	Mandatory

Columns Frozen 1

11. On the **Submit Extracts** page, search for the job extract.

vision

Submit Extracts

Legislative Data Group

Extracts

HCM_JOB_WACS

HCM_JOB_WACS

12. Click the **Extract Name** and verify the **Legislative Group** and **Job Set** values.

vision

Submit Extract Instance
 HCM_JOB_WACS1

Submit Cancel

General Information

Extract Name
 HCM_JOB_WACS1

*Extract Instance Name

Criteria

*Effective Date
 m/d/yy

*Job Set

*Legislative Group

Changes Only

Baseline Only

Criteria

Chapter 4: Employee Unavailability Integration

This chapter focuses on the overview and Oracle HCM Employee Unavailability integration. It includes the following:

- [Integration Overview](#)
- [Oracle HCM Cloud Employee Unavailability](#)

Integration Overview

This section provides an overview of Oracle Human Capital Management Cloud absence integration to Oracle Utilities Work and Asset Cloud Service (Employee Unavailability). It focuses on integration requirements and the business standpoint of the functionality.

- Sync absence from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud system for employees

Oracle Cloud Absences Integration to Oracle Utilities Work and Asset Cloud provides the features to satisfy the following basic business needs.

This seamless integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud helps to have the same Employee absence across both platforms.


The integration will support Bulk upload and incremental updates to Oracle Utilities Work and Asset Cloud Service.

Design

The scope of the absence integration is bulk data (initial) and incrementally based on the following approach. Bulk data is part of initial run and changes are synchronized using the incremental flow (changes/new/updated).

- External Leave Details (Sick, Vacation, etc.) are integrated to Oracle Utilities Work and Asset Cloud system. This type of leave would mean the employee is not available to assign an activity in Oracle Utilities Work and Asset Cloud Service.

Internal Absence details are handled in Oracle Utilities Work and Asset Cloud Service: Training, Meeting, etc.



Oracle Human Capital Management Cloud passes the completed leaves in case an employee applies in the system after taking leave. Example: An employee returning after a sick day can also apply for leave which will be sent to Oracle Utilities Work and Asset Cloud Service.

Filter selection while data extract:

- Level 1: Filter for Employee and Employee Unavailability extract will be the same, based on Legal Entity.
- For Bulk and Incremental “Approved (Scheduled & In progress)” absence status would be filtered.
- The status will need to be mapped in DVM with the Oracle Utilities Work and Asset Cloud corresponding status.

When an employee applies for leave in Oracle Human Capital Management Cloud, the system generates a Unique Absence ID for the record. Incremental will capture new Absence and also record changed for existing approved absence data.

Bulk Upload

Oracle HCM Absence Data (Bulk)

Bulk Absence data will be interfaced from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud so that the Oracle Utilities Work and Asset Cloud Service team can plan and assign the tasks accordingly to the employee/workers.

Incremental Update

Oracle HCM Incremental (Delta)/Changes

Incremental Absence data is be interfaced form Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud so that the Oracle Utilities Work and Asset Cloud Service team can plan and assign the tasks accordingly to the employee/workers.

The incremental update will use same extract used for bulk but with different parameter to interface the delta data based on the last run date and time. Any change from that will be captured in the new Extract.

Business Rules

- Oracle Human Capital Management Cloud (Data Exchange) should be available for the absence design/extract/schedule.
- Oracle Integration Cloud should be available for the integration activities.

- Oracle Utilities Work and Asset Cloud Service system should be up and running for the interface and validate the absence data.
- Oracle Utilities Work and Asset Cloud Service team should have other tools/reports to validate the interfaced data.

Oracle HCM Cloud Employee Unavailability

This section focuses on importing the files that come as a part of the package and configuring them in the Oracle Human Capital Management Cloud environment for the integration to run successfully. Make sure to follow the same sequence for successful configuration.

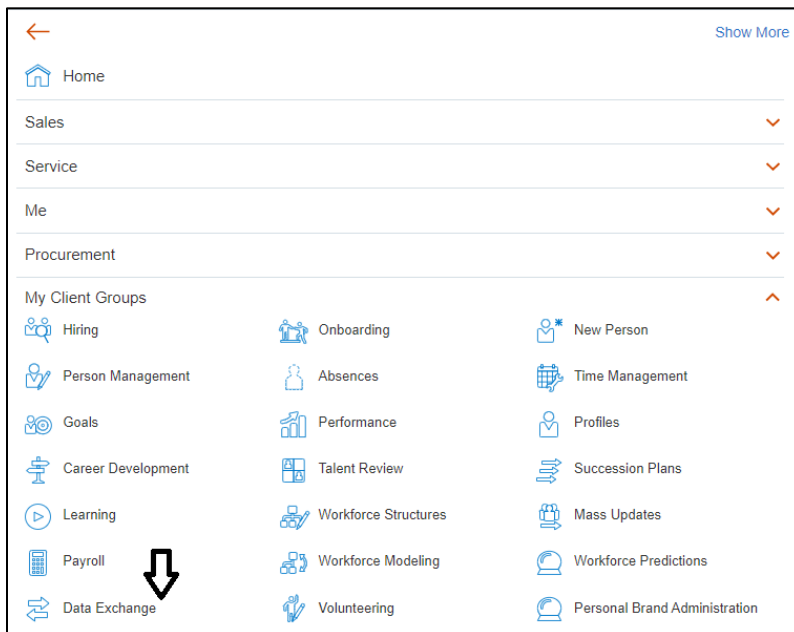
Extract Name: HCM_ABS_WACS

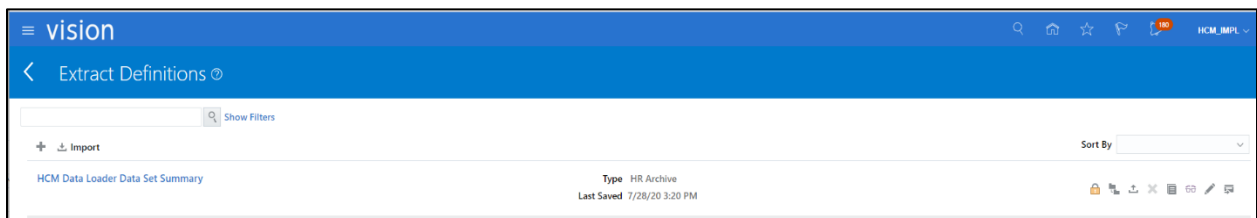
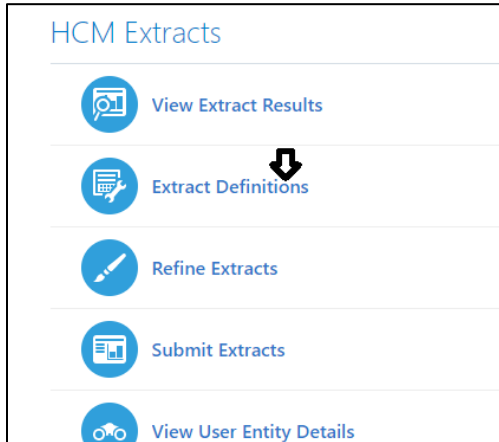
Integration Name: HCMABSWACS

Extract Upload

To extract an upload:

1. Navigate to the **Oracle Human Capital Management Cloud Extract** page.
2. Click **Upload** and browse to the folder.
3. Upload the extract file “HCM_ABS_WACS”.



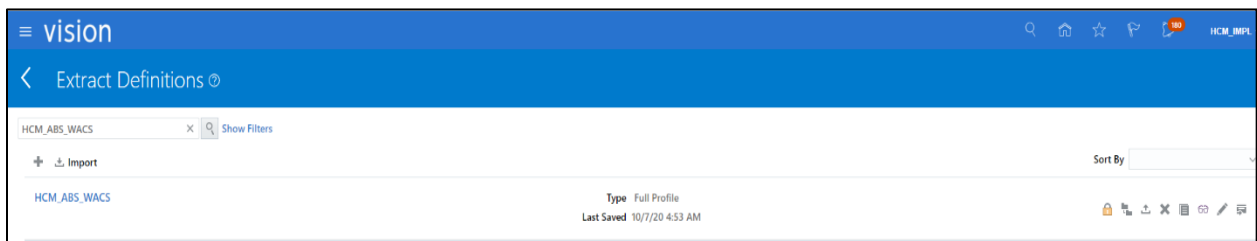


4. Query the extract. Navigate to **Advanced > Extract Execution Tree > Compile**.
5. Verify if the **Compile Status** is green. Save and close.
6. Lock the extract definition.

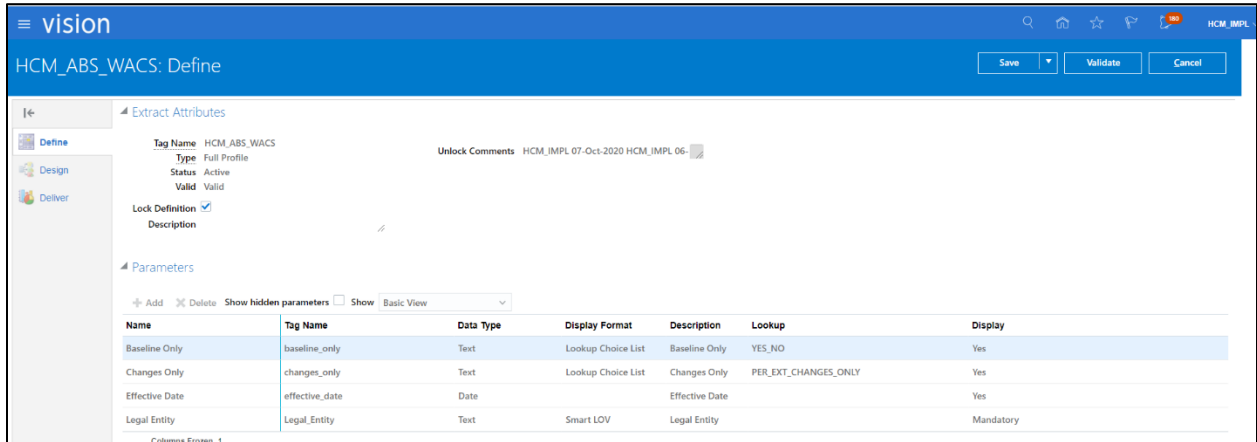
Verify Run Screen

To verify the Run screen:

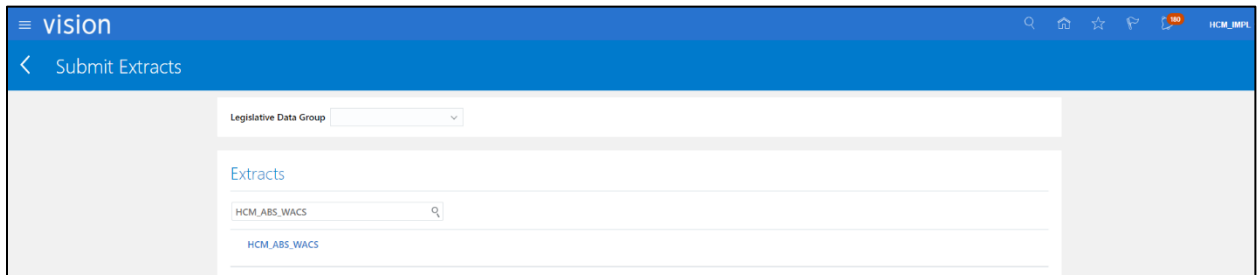
1. Check that all **Value Sets** and **Mandatory** fields are set.
2. Click the extract name.



3. Check that all values are populated on the **Run** screen.
Verify the legal entity column is populated with the correct values.



4. On the **Submit Extracts** page, search the **Job Extract**.



5. Click the Extract Name. Verify the **Legislative Group** and **Job Set** values.

