

Oracle Fusion Cloud HCM

**How do I configure business rules
for Redwood Employment pages?**

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1 How do I configure business rules for Redwood Employment pages?

Overview

Introduction

You can extend the Redwood employment processes and pages by configuring fields and regions, changing the page properties using business rules, and creating field-level validations and custom messages to meet your business requirements.

Business rules enable you to control the display of regions and fields on Redwood pages. You can configure business rules in Oracle Visual Builder Studio (VB Studio) Express mode to personalize Redwood pages including defaulting and validating field values.

You can either use the rules to leverage delivered best practices or create your own rules based on objects listed subsequently.

Before You Begin

You need to set up Oracle Visual Builder Studio (VB Studio) to extend Oracle Cloud applications before you can start working with VB Studio.

For more information, see [Set Up VB Studio to Extend Oracle Cloud Applications](#).

Access Requirements

You must be granted the Human Capital Management Application Administrator role to work in a sandbox.

For more information, see these resources:

- [Securing HCM guide](#)
- [Which are the business objects and privileges securing them for defaulting and validation rules?](#)

Implementation Considerations for Employment Processes

Add Assignment

This topic lists the implementation considerations for the Add Assignment process.

You can typically use field value defaulting and validation in these cases.

- Default union member based on bargaining unit.
- Default assignment descriptive flexfield (DFF) when position is changed.
- Validate that assignment context sensitive DFF has 4 numeric fields and that the sum of all numeric values must be 100 or 0.
- Validate that the permanent/temporary field based on the person type.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Add Assignment process.

It applies to both pages under My Team and My Client Groups tabs.

In the Conditions for both Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> • employmentWorkers • employmentWorkerWorkRelationships • employmentWorkerAssignments • JobLov ○ Job DFF • LocationLov ○ LocationsDFF • GradeLaddersLov • GradeLov ○ Grade DFF • DepartmentLov ○ Department DFF • PositionLov ○ Position Valid grades ○ Position DFF 	<p>Sections supporting Default from BR</p> <ul style="list-style-type: none"> • When and why (actionOccurrences) • Assignment (addPersonWorkRelationships) <p>Fields in When and why section that support defaulting</p> <ul style="list-style-type: none"> • Action Id • Action Reason Id • Business Unit • Position • Create new contract 	<p>Sections supporting Validations from BR</p> <ul style="list-style-type: none"> • When and why (actionOccurrences) • Assignment (addPersonWorkRelationships) 	<p>Fields in When and why that don't support defaulting</p> <ul style="list-style-type: none"> • Effective Date <p>Fields in Assignment that don't support defaulting</p> <ul style="list-style-type: none"> • Default Expense account • People Group • Flags like Primary assignment flag, Primary work relationship and Primary flag • Business Unit and Position as they are taken from When and why • Assignment Notes • Assignment Type • Standard working hours and frequency • Synchronize from position Flag

In the Conditions for both Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> • Action ◦ Action DFF • Action Reason ◦ Action Reason DFF • personsLov • Assignment EFF • Source Assignment • Source Work Relationship • Worker 			

Considerations for Implementing Add Assignment

- Any defaulting of Action Date isn't supported currently. It will be supported in a later release.
- Use employmentWhenAndWhy.ActionDate != null as the primary condition for the defaulting and validation rules in the When and why section (excluding Effective Date Defaulting).
- For rules involving Assignment attributes, use the following expression as the primary condition:
 - \$fields.sourceAssignment.AssignmentId != null. This will help prevent the rule from being executed in previous sections like When and why.
- When defaulting using the value property, if the corresponding attribute LOV doesn't respond, you need to set the default value using the actual value (for example, Action Id, Action Reason Id, Position Id, Business Unit Id).
- A field-level warning message can't be displayed on a read-only field.
- Defining rules using User Defined Tables isn't supported.
- Attribute LOVs don't function accurately in Design Time if the LOV contains dependent attributes or country tags as in the case of lookup LOVs.
- The null check with initialNumberValue isn't working.
- Any defaulting or validation of the transaction dates based on payroll periods can't be done in 25B. This will be supported in a later release.
- Weekly Working Hours section doesn't support Business Rules defaulting and validations.
- Field-level message support isn't available within the extensible flexfield (EFF) fragment.
- For object-level validation, it's recommended to use the ADF Autocomplete rules.
- The ADF Autocomplete rules for all the add flows will trigger on clicking Submit and not on Continue.
- Any defaulting or validation based on Person addresses isn't supported currently. It will be supported in a later release.
- For number fields, the rules are being created with .\$numberValue() and if the value for them is null or undefined, the rule fails. You can modify the rule using Advance expression by replacing \$numberValue() with \$value().
- Any defaulting or validation based on key flexfields (KFF) isn't supported. This will be supported in a later release.

Change Assignment

This topic lists the implementation considerations for Change Assignment process.

You can typically use field value defaulting and validation in these cases.

- When and Why
 - Default action reason based on action.
 - Default action to Assignment Change for line managers.
- Assignment
 - Default Regular or Temporary and Full Time or Part Time based on Assignment Category field.
 - Default Full Time or Part Time based on Working Hours. If the Full Time or Part Time value must be enforced, the field can be marked as read-only in the same business rule.
- Additional Assignment Info
 - Defaulting and validation of Additional Assignment Info segments include single and multi-rows contexts.
 - Default Additional Assignment Info segment date with action date from When and Why.
 - Default fields in Additional Assignment Info segments based on values selected in When and Why or Assignment sections, or both.
 - Validate Additional Assignment Info data against existing data in the same single row EFF context.

This table lists the supported regions, attributes, exceptions, and the implementation recommendations for the Change Assignment process.

In the Conditions to Default and Validate Field Values	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> • employmentWorkers (If validation or defaulting involves data from multiple work relationships of the worker, then use this object. You can access one or all assignments from each of the work relationships within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) • employmentWorkerWorkRelati (If validation or defaulting involves data from multiple assignments of the selected work relationship of the worker, then use this object. You can access one or all 	<p>Sections that support Defaulting from BR</p> <ul style="list-style-type: none"> • When and why (employmentWhenAndWhy) • Assignment (employmentAssignments) • Additional Assignment Info (PerAssignmentEITCategory) <p>Fields in When and why section that support defaulting</p> <ul style="list-style-type: none"> • Correction Action Id • Correction Action Reason Id • Effective date • Business Unit • Position 	<p>Sections that support Validation from BR</p> <ul style="list-style-type: none"> • When and why (employmentWhenAndWhy) • Assignment (employmentAssignments) • Additional Assignment Info (PerAssignmentEITCategory) • Not supported 	<p>Fields in When and why that aren't supported in the conditions</p> <ul style="list-style-type: none"> • ManageDirectsActionCode • ManageDirectsActionReasonCode • ManageDirectsActionTypeCode <p>Fields in When and why section that don't support defaulting</p> <ul style="list-style-type: none"> • ManageDirectsActionReasonId • ManageDirectsActionId <p>Fields in Assignment section that don't support defaulting</p> <ul style="list-style-type: none"> • Default Expense account • People Group • Flags like Primary assignment flag, Primary work relationship and Primary flag

In the Conditions to Default and Validate Field Values	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>assignments of the selected work relationship within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made by the user in the current transaction.)</p> <ul style="list-style-type: none"> employmentWorkerAssignment (This object contains data of the selected assignment from database. This will be useful while defining defaulting or validation rules within When and Why section. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) JobLov - For the selected values on the Assignment section Job DFF LocationLov LocationsDFF - For the selected values on the Assignment section GradeLaddersLov GradeLov - For the selected values on the Assignment section Grade DFF DepartmentLov - For the selected values on the Assignment section Department DFF PositionLov Position Valid grades Position DFF - For the selected values on the Assignment section Action Action DFF - For the selected values on the Assignment section Action Reason - For the selected values on the Assignment section Action Reason DFF 			<ul style="list-style-type: none"> Business Unit and Position as they are taken from When and why Assignment Notes Assignment Type Standard working hours and frequency Synchronize from position Flag

In the Conditions to Default and Validate Field Values	To Default Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> personsLov personProfile - For the selected values on the Assignment section CertificationItems - For the selected values on the Assignment section selfEmploymentDetail (This object contains the primary assignment information of the logged-in user.) Assignment EFF 			

Considerations for Implementing Change Assignment

- The Effective Date of the transaction in the When and why section must be defaulted only once, when the user first enters the section. You need to ensure that the condition `employmentWhenAndWhy.ActionDate == null` is added accordingly.
- Use `employmentWhenAndWhy.ActionDate != null` as the primary condition for defaulting and validation rules in the When and why section (excluding Effective Date Defaulting).
- For rules involving Assignment attributes, use the following expression as the primary condition:
 - `$fields.employmentAssignments.AssignmentId != null`. This will help prevent the rule from being executed in previous sections like When and why.
- When defaulting using the value property, if the corresponding attribute list of values (LoV) doesn't respond, you need to set the default value using the actual value (for example, Action Id, Action Reason Id, Position Id, Business Unit Id).
- A field-level warning message can't be displayed on a read-only field.
- Defaulting isn't supported upon entering the When and why and Assignment sections for Correct Employment Details and Edit Pending Worker flows.
- Defining rules using User Defined Tables isn't supported.
- Attribute LoVs don't function accurately in Design Time if the LoV contains dependent attributes or country tags, in the case of lookup LoVs.
- The null check with `initialNumberValue` isn't working.
- Any defaulting or validation of the transaction dates based on Payroll periods can't be done in 25B, it will be supported in a later release.
- Weekly Working Hours section doesn't support defaulting and validations in BR.
- Field-level message support isn't available within the extensible flexfield (EFF) fragment.
- These considerations are specific to employment update flows and may not apply to other flows.

Related Topics

- [Salary](#)

Change Location

This topic lists the implementation considerations for the Change Location process.

You can typically use field value defaulting and validation in these cases.

- Default action name field value in a descriptive flexfield in assignment section.
- Default a specific value in an EFF in additional assignment info section.
- Validate change location is not done on Sunday.
- Validate that country should remain the same during location change.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Change Location process.

It applies to both pages under My Team and My Client Groups tabs.

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> • employmentWorkers (If validation or defaulting involves data from multiple work relationships of the worker, then use this object. You can access one or all assignments from each of the work relationships within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) • employmentWorkerWorkRelati (If validation or defaulting involves data from multiple assignments of the selected work relationship of the worker, then use this object. You can access one or all assignments of the selected work relationship within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made by the user in the current transaction.) • employmentWorkerAssignmen (This object contains data of the selected assignment from 	<p>Sections supporting Defaulting</p> <ul style="list-style-type: none"> • When and why (employmentWhenAndWhy) • Assignment (employmentAssignments) • Additional Assignment Info <p>Fields in When and why section that support defaulting</p> <ul style="list-style-type: none"> • Action • Action Reason • Effective date • Business Unit • Position 	<p>Sections supporting Validations</p> <ul style="list-style-type: none"> • When and why (employmentWhenAndWhy) • Assignment (employmentAssignments) • Additional Assignment Info 	<p>Fields in When and why that don't support defaulting</p> <ul style="list-style-type: none"> • ManageDirectsActionReasonId • ManageDirectsActionId <p>Fields in When and why that aren't supported in the conditions</p> <ul style="list-style-type: none"> • ManageDirectsActionCode • ManageDirectsActionReasonCode • ManageDirectsActionTypeCode <p>Fields in Assignment section that don't support defaulting using BR</p> <ul style="list-style-type: none"> • Default Expense account • People Group • Flags like Primary assignment flag, Primary work relationship and Primary flag • Business Unit and Position as they are taken from When and why • Assignment Notes • Assignment Type • Standard working hours and frequency • Synchronize from position Flag

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>database. This will be useful while defining defaulting or validation rules within When and Why section. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.)</p> <ul style="list-style-type: none"> • JobLov - For the selected values on the Assignment section ○ Job DFF • LocationLov ○ LocationsDFF - For the selected values on the Assignment section • GradeLaddersLov • GradeLov - For the selected values on the Assignment section ○ Grade DFF • DepartmentLov - For the selected values on the Assignment section ○ Department DFF • PositionLov ○ Position Valid grades ○ Position DFF - For the selected values on the Assignment section • Action ○ Action DFF - For the selected values on the Assignment section • Action Reason - For the selected values on the Assignment section ○ Action Reason DFF • personsLov ○ personProfile - For the selected values on the Assignment section - CertificationItems - For the selected values on the Assignment section • selfEmploymentDetail (This object contains the primary assignment information of the logged-in user.) 			

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> Assignment EFF 			

Refer to [Change Assignment](#) for tips and considerations.

Change Working Hours

This topic lists the implementation considerations for the Change Working Hours process.

You can typically use field value defaulting and validation in these cases.

- Default action to first date of the month.
- Default Assignment Category to Part Time Regular and Full or Part Time to Part Time if FTE is less than 1. If FTE is 1 default Assignment Category to Full Time Regular and Full or Part Time to Full Time.
- Validate that when frequency is weekly, working hours aren't more than 40 hours.
- Validate if FTE exceeds 1 based on working hours .

This table lists the supported attributes, exceptions, and the implementation recommendations for the Change Working Hours process.

It applies to both pages under My Team and My Client Groups tabs.

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> employmentWorkers (If validation or defaulting involves data from multiple work relationships of the worker, then use this object. You can access one or all assignments from each of the work relationships within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) employmentWorkerWorkRelati (If validation or defaulting involves data from multiple assignments of the selected work relationship of the worker, then use this object. You can access one or all assignments of the selected work relationship within this object. All data returned by 	<p>Sections supporting Defaulting</p> <ul style="list-style-type: none"> When and why (employmentWhenAndWhy) Assignment (employmentAssignments) Additional Assignment Info <p>Fields in When and why section that support defaulting</p> <ul style="list-style-type: none"> Action Action Reason Effective date Business Unit Position 	<p>Sections supporting Validations</p> <ul style="list-style-type: none"> When and why (employmentWhenAndWhy) Assignment (employmentAssignments) Additional Assignment Info 	<p>Fields in When and why that aren't supported</p> <ul style="list-style-type: none"> ManageDirectsActionReasonId ManageDirectsActionId <p>Fields in When and why that aren't supported in the conditions</p> <ul style="list-style-type: none"> ManageDirectsActionCode ManageDirectsActionReasonCode ManageDirectsActionTypeCode <p>Fields in Assignment section that don't support defaulting using BR</p> <ul style="list-style-type: none"> Default Expense account People Group Flags like Primary assignment flag, Primary work relationship and Primary flag Business Unit and Position as they are taken from When and why

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>this object is retrieved directly from the database, reflecting the existing data rather than any modifications made by the user in the current transaction.)</p> <ul style="list-style-type: none"> employmentWorkerAssignment (This object contains data of the selected assignment from database. This will be useful while defining defaulting or validation rules within When and Why section. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) JobLov - For the selected values on the Assignment section <ul style="list-style-type: none"> Job DFF LocationLov Locationsdff - For the selected values on the Assignment section GradeLaddersLov GradeLov - For the selected values on the Assignment section <ul style="list-style-type: none"> Grade DFF DepartmentLov - For the selected values on the Assignment section <ul style="list-style-type: none"> Department DFF PositionLov Position Valid grades Position DFF - For the selected values on the Assignment section Action Action DFF - For the selected values on the Assignment section Action Reason - For the selected values on the Assignment section <ul style="list-style-type: none"> Action Reason DFF 			<ul style="list-style-type: none"> Assignment Notes Assignment Type Standard working hours and frequency Synchronize from position Flag

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> personsLov personProfile - For the selected values on the Assignment section CertificationItems - For the selected values on the Assignment section selfEmploymentDetail (This object contains the primary assignment information of the logged-in user.) Assignment EFF 			

Refer to [Change Assignment](#) for tips and considerations.

Correct Employment Details

This topic lists the implementation considerations for Correct Employment Details process.

You can typically use field value defaulting and validation in these cases.

- When and Why
 - Default action reason based on action.
 - Default action to Assignment Change for line managers.
- Assignment
 - Default Regular or Temporary and Full Time or Part Time based on Assignment Category field.
 - Default Full Time or Part Time based on Working Hours. If the Full Time or Part Time value must be enforced, the field can be marked as read-only in the same business rule.
- Additional Assignment Info
 - Defaulting and validation of Additional Assignment Info segments include single and multi-rows contexts.
 - Default Additional Assignment Info segment date with action date from When and Why.
 - Default fields in Additional Assignment Info segments based on values selected in When and Why or Assignment sections, or both.
 - Validate Additional Assignment Info data against existing data in the same single row EFF context.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Correct Employment Details process.

It applies to pages under My Client Groups tab.

In the Conditions to Default and Validate Field Values	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> employmentWorkers (If validation or defaulting involves data from multiple work relationships of the worker, then use this object. You can access one or all assignments from each of the work relationships within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) employmentWorkerWorkRelati (If validation or defaulting involves data from multiple assignments of the selected work relationship of the worker, then use this object. You can access one or all assignments of the selected work relationship within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made by the user in the current transaction.) employmentWorkerAssignment (This object contains data of the selected assignment from database. This will be useful while defining defaulting or validation rules within When and Why section. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) JobLov - For the selected values on the Assignment section Job DFF LocationLov LocationsDFF - For the selected values on the Assignment section GradeLaddersLov 	<p>Sections supporting Defaulting</p> <ul style="list-style-type: none"> When and why (employmentWhenAndWhy) Assignment (employmentAssignments) Additional Assignment Info <p>When and why</p> <ul style="list-style-type: none"> Correction Action Id Correction Action Reason Id Effective date Business Unit Position 	<p>Sections supporting Validation</p> <ul style="list-style-type: none"> When and why (employmentWhenAndWhy) Assignment (employmentAssignments) Additional Assignment Info 	<p>Fields in When and why section that aren't supported in the conditions</p> <ul style="list-style-type: none"> ManageDirectsActionCode ManageDirectsActionReasonCode ManageDirectsActionTypeCode <p>Fields in When and why section that aren't supported</p> <ul style="list-style-type: none"> ManageDirectsActionReasonId ManageDirectsActionId <p>Fields in Assignment section that don't support defaulting</p> <ul style="list-style-type: none"> Default Expense account People Group Flags like Primary assignment flag, Primary work relationship and Primary flag Business Unit and Position as they are taken from When and why Assignment Notes Assignment Type Standard working hours and frequency Synchronize from position Flag

In the Conditions to Default and Validate Field Values	To Default Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> GradeLov - For the selected values on the Assignment section Grade DFF DepartmentLov - For the selected values on the Assignment section Department DFF PositionLov Position Valid grades Position DFF - For the selected values on the Assignment section Action Action DFF - For the selected values on the Assignment section Action Reason - For the selected values on the Assignment section Action Reason DFF personsLov personProfile - For the selected values on the Assignment section CertificationItems - For the selected values on the Assignment section selfEmploymentDetail (This object contains the primary assignment information of the logged-in user.) Assignment EFF 			

Refer to [Change Assignment](#) for tips and considerations.

Related Topics

- [Salary](#)

Create Work Relationship

This topic lists the implementation considerations for the Create Work Relationship process.

You can typically use field value defaulting and validation in these cases.

- Default the enterprise seniority date from the most recent employee work relationship if any of the previous assignments are employee records. In case of nonemployees, with no previous employee record, then use the action date of the hire for enterprise seniority date.
- Default job, assignment category, hourly/salaried, FTE, and working hours for a primary assignment of a primary work relationship when a new assignment is added for an employee or contingent worker.
- Validate that an employee isn't rehired as an hourly employee within 13 weeks of his last termination date as a full time (Validate ValiSalaried) employee. This restriction should not be applied on below cases:
 - Salaried employee is rehired as Salaried employee
 - Hourly employee is rehired as Salaried employee
 - Hourly employee is rehired as Hourly employee
- Validate that if the user person type is JobStudents and new hire date is < 1 month to the last termination date. In such case, the error displayed is "JobStudents can't have a new contract less than one month after the old contract".

This table lists the supported attributes, exceptions, and the implementation recommendations for the Create Work Relationship process.

It applies to pages under My Client Groups tab.

In the Conditions to Default Field Values	To Default Field Values	In the conditions to Validation Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> Job Job DFF Job EFF Job Family Job Family DFF Location Location EFF Grade Grade DFF Department Department DFF Department EFF Legal employer EFF Position Position Valid grades Position EFF Position DFF Grade Ladder 	<p>Sections that support Defaulting</p> <ul style="list-style-type: none"> When and why (actionOccurrences) Assignment (addPersonWorkRelationship) Work relationship Info Additional assignment info <p>Fields in When and why section that support defaulting</p> <ul style="list-style-type: none"> Action Action Reason Effective date Business Unit Position Legal employer Worker Type 	<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> Job Job DFF Job EFF Job Family Job Family DFF Location Location EFF Grade Grade DFF Department Department DFF Department EFF Legal employer EFF Position Position Valid grades Position EFF Position DFF Grade Ladder 	<p>All fields in these sections:</p> <ul style="list-style-type: none"> When and why (actionOccurrences) Assignment (addPersonWorkRelationship) Work relationship Info Additional assignment info 	<p>Assignment section fields not supporting defaulting</p> <ul style="list-style-type: none"> Default Expense account People Group Flags like Primary assignment flag, Primary work relationship and Primary flag Business Unit and Legal employer as they are taken from When and why Assignment Notes Assignment Type Standard working hours and frequency Synchronize from position Flag

In the Conditions to Default Field Values	To Default Field Values	In the conditions to Validation Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> ○ Grade Ladder DFF • Grade Step • Action ○ Action DFF • Action Reason ○ Action Reason DFF • Worker - To get the previous existing work relationship and assignment data • Logged in Person Assignment 		<ul style="list-style-type: none"> ○ Grade Ladder DFF • Grade Step • Action ○ Action DFF • Action Reason ○ Action Reason DFF • Worker - To get the previous existing work relationship and assignment data • Logged in Person Assignment 		

Considerations for Implementing Create Work Relationship

- Any defaulting or field validation rule that needs to be done based on UDT (user defined table) can't be done in Business Rules.
- Contract section related defaulting and validation isn't currently supported for Add Person flows, Create Work Relationship, Convert Pending Worker, and Local and Global Transfer. This will be supported in a later release.
- Any defaulting or validation of the transaction dates based on payroll periods isn't currently supported. This will be supported in a later release.
- Any defaulting and validation based on position incumbent count isn't currently supported.
- Person sections that support multiple rows and those that have any cross rows validations need to be done in ADF Autocomplete. Validation in Business Rules isn't supported.
- For multiple row sections, cross row validation isn't possible for person sections.
- For validations in other sections based on the rows in the multirow sections supported regions isn't possible currently.
- For object-level validation, it's recommended to use the ADF Autocomplete rules.
- The ADF Autocomplete rules for all the add flows will trigger on clicking Submit and not on Continue.

Employment Start Dates

This topic lists the implementation considerations for the Employment Start Dates process.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Employment Start Dates process.

It applies to both pages under My Team and My Client Groups tabs.

In the Conditions for both Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> • JobLov • LocationLov • GradeLov ◦ Grade DFF • DepartmentLov • PositionLov • Old Start Date • New Start Date • Legal Employer Seniority Date • Enterprise Seniority Date 	<ul style="list-style-type: none"> • Dates • Document Records • Classification • Document Code • Document Name • Document Number • Document Type • From Date • Issued On • Issuing Authority • Issuing Comments • Issuing Country • Issuing Location • Publish Date • To Date 	<p>Sections supporting Validations from BR</p> <ul style="list-style-type: none"> • Date Info • Document records 	

Local and Global Transfer

This topic lists the implementation considerations for the Local and Global Transfer process.

You can typically use field value defaulting and validation in these cases.

- Default reporting establishment on the Employment Details page based on location EFF mapping.
- Default work at home to Yes if the work arrangement DFF is set to On-site. Default the Work at home field to No, if the work arrangement DFF is set to Remote.
- Validate Assignment Name/Business title changes limit to 50 characters
- Validate employee's legal employer and department

This table lists the supported attributes, exceptions, and the implementation recommendations for the Local and Global Transfer process.

It applies to both pages under My Team and My Client Groups tabs.

In the Conditions for Defaulting	To Default Field Values	In the Conditions for Validation	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> • employmentWorker - This will allow to get all the past work 	<p>Sections supporting default</p> <ul style="list-style-type: none"> • When and why (actionOccurrences) 	<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> • employmentWorker - This will allow to get all the past work 		<p>Assignment Section fields Not Supporting defaulting</p> <ul style="list-style-type: none"> • Default Expense account • People Group

In the Conditions for Defaulting	To Default Field Values	In the Conditions for Validation	To Validate Field Values	Implementation Guidelines
<p>relationships and its assignment data for the worker</p> <ul style="list-style-type: none"> sourceAssignment - This will allow to get the assignment data using which the LGT was launched. JobLov - For the selected values on the Assignment section Job DFF - For the selected values on the Assignment section Job EFF - For the selected values on the Assignment section LocationLov - For the selected values on the Assignment section Location EFF - For the selected values on the Assignment section Location Address - For the selected values on the Assignment section GradeLov - For the selected values on the Assignment section Grade DFF - For the selected values on the Assignment section Grade EFF - For the selected values on the Assignment section DepartmentLov - For the selected values on the Assignment section Department DFF - For the selected values on the Assignment section Department EFF - For the selected values on the Assignment section Legal employer EFF - For the selected values on the Assignment section 	<ul style="list-style-type: none"> Assignment (addPersonWorkRelatice) Fields in When and why section supporting defaulting <ul style="list-style-type: none"> Action Action Reason Effective date Business Unit Position • 	<p>relationship and its assignment data for the worker</p> <ul style="list-style-type: none"> sourceAssignment - This will allow to get the assignment data using which the LGT was launched. JobLov - For the selected values on the Assignment section Job DFF -For the selected values on the Assignment section Job EFF - For the selected values on the Assignment section LocationLov - For the selected values on the Assignment section Location EFF - For the selected values on the Assignment section Location Address - For the selected values on the Assignment section GradeLov - For the selected values on the Assignment section Grade DFF - For the selected values on the Assignment section Grade EFF - For the selected values on the Assignment section DepartmentLov - For the selected values on the Assignment section Department DFF For the selected values on the Assignment section Department EFF - For the selected values on the Assignment section Legal employer EFF - For the selected values on the Assignment section 		<ul style="list-style-type: none"> Flags like Primary assignment flag, Primary work relationship and Primary flag Business Unit and Legal employer as they are taken from When and why Assignment Notes Assignment Type Standard working hours and frequency Synchronize from position Flag

In the Conditions for Defaulting	To Default Field Values	In the Conditions for Validation	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> PositionLov - For the selected values on the Assignment section Position Valid grades - For the selected values on the Assignment section Position EFF - For the selected values on the Assignment section Position DFF - For the selected values on the Assignment section Action Action DFF Action Reason Action Reason DFF 		<ul style="list-style-type: none"> PositionLov - For the selected values on the Assignment section Position Valid grades - For the selected values on the Assignment section Position EFF - For the selected values on the Assignment section Position DFF - For the selected values on the Assignment section Action Action DFF Action Reason Action Reason DFF 		

Considerations for Implementing Local and Global Transfer

- Payroll region within the Local and Global Transfer process supports defaulting and validation.
- Any defaulting or field validation rule that needs to be done based on UDT (user defined table) can't be done in Business Rules.
- Contract section related defaulting and validation isn't currently supported for Add Person flows, Create Work Relationship, Convert Pending Worker, and Local and Global Transfer. This will be supported in a later release.
- Any defaulting or validation of the transaction dates based on payroll periods isn't currently supported. This will be supported in a later release.
- Any defaulting and validation based on position incumbent count isn't currently supported.
- Person sections that support multiple rows and those that have any cross rows validations need to be done in ADF Autocomplete. Validation in Business Rules isn't supported.
- For multiple row sections, cross row validation isn't possible for person sections.
- For validations in other sections based on the rows in the multi row sections supported regions isn't possible currently.
- For object-level validation, it's recommended to use the ADF Autocomplete rules.
- The ADF Autocomplete rules for all the add flows will trigger on clicking Submit and not on Continue.

Promote

This topic lists the implementation considerations for the Promote process.

You can typically use field value defaulting and validation in these cases.

- Default grade based on job.
- Default Assignment Category based on Full Time/ Part Time.

- Validate that promote date has to be start of future payroll cycle date.
- Validate when retroactive promotions are performed for manager.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Promote process.

It applies to both pages under My Team and My Client Groups tabs.

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> • employmentWorkers (If validation or defaulting involves data from multiple work relationships of the worker, then use this object. You can access one or all assignments from each of the work relationships within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) • employmentWorkerWorkRelati (If validation or defaulting involves data from multiple assignments of the selected work relationship of the worker, then use this object. You can access one or all assignments of the selected work relationship within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made by the user in the current transaction.) • employmentWorkerAssignmer (This object contains data of the selected assignment from database. This will be useful while defining defaulting or validation rules within When and Why section. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) 	<p>Sections that support Defaulting</p> <ul style="list-style-type: none"> • When and why (employmentWhenAndWhy) • Assignment (employmentAssignments) • Additional Assignment Info (PerAssignmentEITCategory) <p>Fields in When and why section that support defaulting</p> <ul style="list-style-type: none"> • Action • Action Reason • Effective date • Business Unit • Position 	<p>Sections that support Validations</p> <ul style="list-style-type: none"> • When and why (employmentWhenAndWhy) • Assignment (employmentAssignments) • Additional Assignment Info (PerAssignmentEITCategory) 	<p>Fields in When and why that aren't supported in the conditions</p> <ul style="list-style-type: none"> • ManageDirectsActionCode • ManageDirectsActionReasonCode • ManageDirectsActionTypeCode <p>Fields in When and why section that don't support defaulting</p> <ul style="list-style-type: none"> • ManageDirectsActionReasonId • ManageDirectsActionId <p>Fields in Assignment section that don't support defaulting</p> <ul style="list-style-type: none"> • Default Expense account • People Group • Flags like Primary assignment flag, Primary work relationship and Primary flag • Business Unit and Position as they are taken from When and why • Assignment Notes • Assignment Type • Standard working hours and frequency • Synchronize from position Flag

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> • JobLov - For the selected values on the Assignment section ◦ Job DFF • LocationLov ◦ Locationsdff - For the selected values on the Assignment section • GradeLaddersLov • GradeLov - For the selected values on the Assignment section ◦ Grade DFF • DepartmentLov - For the selected values on the Assignment section ◦ Department DFF • PositionLov ◦ Position Valid grades ◦ Position DFF - For the selected values on the Assignment section • Action ◦ Action DFF - For the selected values on the Assignment section • Action Reason - For the selected values on the Assignment section ◦ Action Reason DFF • personsLov ◦ personProfile - For the selected values on the Assignment section - CertificationItems - For the selected values on the Assignment section • selfEmploymentDetail (This object contains the primary assignment information of the logged-in user.) • Assignment EFF 			

Refer to [Change Assignment](#) for tips and considerations.

Resignation

This topic lists the implementation considerations for the Resign from Employment process.

You can typically use field value defaulting and validation in these cases.

- Default rehire recommendation to Yes for all employee terminations.
- Default assignment status based on resignation action and action reason.
- Validate that future dated resignation isn't beyond 90 days.
- Validate that the remarks provided when an employee resigns is up to 100 characters.

Refer to [Change Assignment](#) for tips and considerations.

Termination

This topic lists the implementation considerations for the Terminate Employment process.

You can typically use field value defaulting and validation in these cases.

- Default rehire recommendation to Yes for all employee terminations.
- Default the Revoke User Access field to 'Immediately' when Termination Type is 'Involuntary Termination'.
- Validate that only Terminate Contingent Worker action is used for contingent workers on the Termination page, else display an error.
- Validate that employees aren't terminated on a leave of absence.

Refer to [Change Assignment](#) for tips and considerations.

Examples

Default rehire recommendation to Yes for all employee terminations

```
{
  "id": "rule442",
  "label": "rule442",
  "description": "",
  "status": "active",
  "overlay": {
    "fields": {
      "employmentWorkRelationships.RehireRecommendation": {
        "value": {
          "value": "Y"
        }
      }
    }
  }
}
```

```
    }
    }
    },
    "condition": {
      "expression": true
    }
  }
}
```

Default the Revoke User Access field to 'Immediately' when Termination Type is 'Involuntary Termination'

```
{
  "id": "rule1646",
  "label": "rule1646",
  "description": "",
  "status": "active",
  "overlay": {
    "fields": {
      "employmentWorkRelationships.RevokeUserAccess" : {
        "value": {
          "value": "I"
        }
      }
    }
  }
},
"condition": {
  "expression": "[[ $fields.employment.WhenAndWhy.TerminationType.$value() === 'Involuntary' ]]",
  "referencedFields": {
    "generated": [
      "employmentWhenAndWhy.TerminationType"
    ]
  }
}
}--
```

Transfer

This topic lists the implementation considerations for the Transfer process.

You can typically use field value defaulting and validation in these cases.

- Default transfer to the first of every month.
- Default notice period to 60 days based on action.
- Validate transfers aren't done on Sunday.
- Validate that during a transfer country doesn't change.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Transfer process.

It applies to both pages under My Team and My Client Groups tabs.

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<p>Reference Objects supported in conditions</p> <ul style="list-style-type: none"> employmentWorkers (If validation or defaulting involves data from multiple work relationships of the worker, then use this object. You can access one or all assignments from each of the work relationships within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) employmentWorkerWorkRelati (If validation or defaulting involves data from multiple assignments of the selected work relationship of the worker, then use this object. You can access one or all assignments of the selected work relationship within this object. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made by the user in the current transaction.) employmentWorkerAssignment (This object contains data of the selected assignment from database. This will be useful while defining defaulting or validation rules within When and Why section. All data returned by this object is retrieved directly from the database, reflecting the existing data rather than any modifications made in the current transaction.) JobLov - For the selected values on the Assignment section Job DFF LocationLov LocationsDFF - For the selected values on the Assignment section GradeLaddersLov 	<p>Sections that support Defaulting</p> <ul style="list-style-type: none"> When and why (employmentWhenAndWhy) Assignment (employmentAssignments) Additional Assignment Info (PerAssignmentEITCategory) <p>Fields in When and why section that support defaulting</p> <ul style="list-style-type: none"> Action Action Reason Effective date Business Unit Position 	<p>Sections that support Validations</p> <ul style="list-style-type: none"> When and why (employmentWhenAndWhy) Assignment (employmentAssignments) Additional Assignment Info (PerAssignmentEITCategory) <p>Fields in When and why section that don't support defaulting</p> <ul style="list-style-type: none"> ManageDirectsActionCode ManageDirectsActionReasonCode ManageDirectsActionTypeCode <p>Fields in Assignment section that don't support defaulting</p> <ul style="list-style-type: none"> ManageDirectsActionReasonId ManageDirectsActionId <p>Fields in Assignment section that support defaulting</p> <ul style="list-style-type: none"> Default Expense account People Group Flags like Primary assignment flag, Primary work relationship and Primary flag Business Unit and Position as they are taken from When and why Assignment Notes Assignment Type Standard working hours and frequency Synchronize from position Flag 	

In the Conditions for Defaulting and Validation	To Default Field Values	To Validate Field Values	Implementation Guidelines
<ul style="list-style-type: none"> • GradeLov - For the selected values on the Assignment section ◦ Grade DFF • DepartmentLov - For the selected values on the Assignment section ◦ Department DFF • PositionLov ◦ Position Valid grades ◦ Position DFF - For the selected values on the Assignment section • Action ◦ Action DFF - For the selected values on the Assignment section • Action Reason - For the selected values on the Assignment section ◦ Action Reason DFF • personsLov ◦ personProfile - For the selected values on the Assignment section - CertificationItems - For the selected values on the Assignment section • selfEmploymentDetail (This object contains the primary assignment information of the logged-in user.) • Assignment EFF 			

Refer to [Change Assignment](#) for tips and considerations.

Examples of Business Rule Configuration

Examples for Employment Processes

This topic lists some examples of javascript code that you can use for use cases in employment processes.

Looping through Assignment History

```
function runCondition(context) {
  const { $componentContext, $fields, $modules, $user, $value } = context;
```

```
const empWorkerAsgHistory = $fields["employmentWorkerAssignmentHistory"].$value();
if(empWorkerAsgHistory) {

  const empAsgHistory = $fields["employmentWorkerAssignmentHistory.employmentAssignmentsHistory"].$value();
  if(empAsgHistory) {

    for(const key in empAsgHistory) {
      if(empAsgHistory[key].ActionCode === "ASG_CHANGE") {
        return true;
      }
    }
  }
}

return false;
}

return { runCondition };

});
```

When When and Why date is on a 1st or 15th of a month

```
function isFirstOrFifteenth(date) {
  const day = date.getDate();
  if (day === 1 || day === 15) {
    return true; // The date is on the 1st or 15th
  }
  return false; // The date is not on the 1st or 15th
}
```

Get the difference in years between two date objects

```
//d1 and d2 are date objects and d2 > d1
function dateDiff(d1,d2) {
  let diff = (d2.getTime() - d1.getTime()) / 1000;
  diff /= (60 * 60 * 24);

  return (diff / 365.25);
}
```

Subtract or add months from given date

```
function subtractMonthsFromDate(inputDate, months) {
  const date = new Date(inputDate);
  date.setMonth(date.getMonth() - months);
  return date;
}
```

Function to check if the current year is a leap year

```
//date is a Date object
function isLeapYear(date) {
  const year = date.getFullYear();

  if ((year % 4 === 0 && year % 100 !== 0) || year % 400 === 0) {
    return true;
  }
  return false; // The year is not a leap year
}
```

