

Oracle Fusion Cloud HCM

**HCM Exemplars Questions and
Answers**

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1 HCM Exemplars Questions and Answers

How do I keep goals in sync automatically with a performance document created in the Redwood experience?

To automatically sync goal plans in performance documents, your HR specialist must create performance templates with sections that have the same evaluation type as the goal plans.

How do I show the Get to know your benefits task?

1. Go to **Benefits Administration > Plan Configuration**.
2. Click the **Tasks** icon and then click **Self-Service Configuration**.
3. Select **Display the Get to know your benefits page** and then save.

How do I assign journeys to members of a custom list?

1. First, create a filtered list. If you've already done this, skip to step 2.
 - a. Go to **My Client Groups > Show More > Filtered List**.
 - b. Click **Add**.
 - c. Select the **Worker assignment extract** object and the **Journeys** subscriber.
 - d. Add the conditions that workers in the list need to match to be assigned the journey, then click **Create**.
2. Go to **My Client Groups > Journeys > Explore**.
3. Click the journey and then click **Assign**.
4. In the Assignee Selection Type list, select **List of Persons**.
5. Select the filtered list and click **Assign**.

How do I enable line managers to find time cards for their direct reports in the Redwood experience?

Be sure you've done these steps:

1. Run the HCM Access Control List Initial Ingestion process to create the required indexes.
 - a. On the Tools > Scheduled Processes page, schedule the **ESS job to create index definition and perform initial ingest to OSCS** process to run only once for each of these input parameters:
 - fa-hcm-savedsearch
 - fa-hcm-timecard
2. Set up the data security for Oracle Search.
 - a. On the Tools > Scheduled Processes page, schedule these processes:

Process	User Population	Frequency
Compute Users ACL	All Users	Once
Compute Users ACL by Event	NA	15 to 60 minutes
Compute Users ACL	Logged in users	30 to 120 minutes
Compute Users with Large ACL	All Users (and Compute action)	Once every day

3. Give your custom line manager roles these privileges so that they can create and manage saved searches:
 - o HRC_REST_SERVICE_ACCESS_SAVED_SEARCHES
 - o HRC_ACCESS_HCM_COMMON_COMPONENTS
 - o HRC_MANAGE_SYSTEM_SEARCHES
4. Now give your custom line manager roles these three privileges, the data role, and the function security policy so they can access the time cards for only their reports:
 - o Use REST Service - Time Cards by Line Manager
 - o Use REST Service - Time Card Entry Details by Line Manager Read Only
 - o Use REST Service - Time Card Searches by Line Manager
 - o Manage Time Cards by Line Manager
 - o Use REST Service - Time Card Field Values Read Only

What's the Not Managed by HR person type?

It's a person who provides ancillary services to your organization and is employed by another company. They're primarily managed in that company's HR app. However, that person's personal data must be available in Oracle Fusion HCM to do things such as issue them badges or offer them access to Oracle Learning.

What's the difference between Specific assignment and Any assignment - enterprise in an eligibility profile?

Specific assignment restricts eligibility to active assignments. Select this type of assignment for the Performance and Compensation profile usages only.

Any assignment - enterprise opens eligibility to a worker's active and inactive assignments across the entire enterprise, regardless of profile usage.

How does generative AI create overall summary comments in a performance document?

It summarizes data from these sources:

- Participant Feedback: comments entered by participants in the performance document
- Anytime Feedback: comments given to the employee in the last 13 months
- Manager Comments: feedback the manager has entered in the performance document

