Oracle Fusion Cloud HCM

HCM Integrations

23D

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F85765-01

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Get Help

There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Use help icons to access help in the application. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons.

Get Support

You can get support at *My Oracle Support*. For accessible support, visit *Oracle Accessibility Learning and Support*.

Get Training

Increase your knowledge of Oracle Cloud by taking courses at *Oracle University*.

Join Our Community

Use *Cloud Customer Connect* to get information from industry experts at Oracle and in the partner community. You can join forums to connect with other customers, post questions, suggest *ideas* for product enhancements, and watch events.

Learn About Accessibility

For information about Oracle's commitment to accessibility, visit the *Oracle Accessibility Program*. Videos included in this guide are provided as a media alternative for text-based topics also available in this guide.

Share Your Feedback

We welcome your feedback about Oracle Applications user assistance. If you need clarification, find an error, or just want to tell us what you found helpful, we'd like to hear from you.

You can email your feedback to *oracle_fusion_applications_help_ww_grp@oracle.com*.

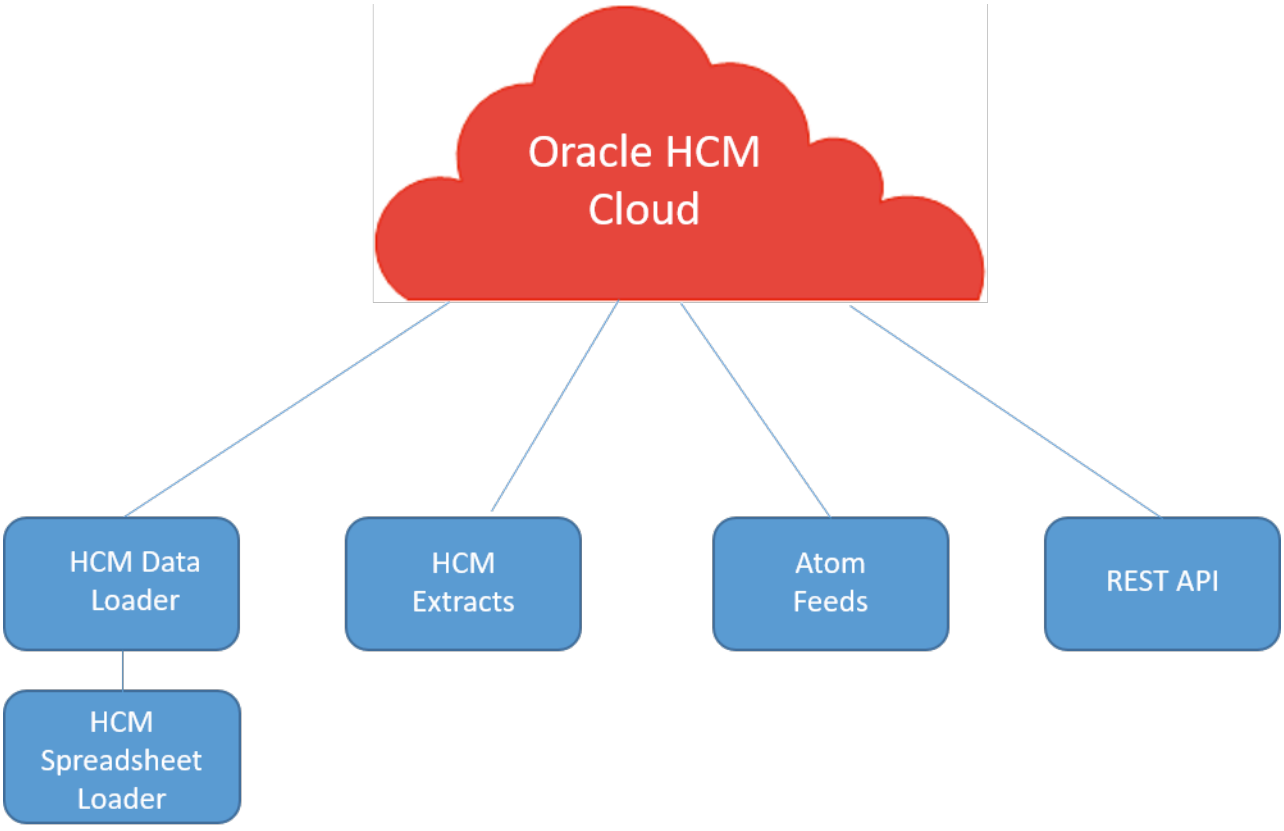
Thanks for helping us improve our user assistance!

1 Introduction to Integrating with Oracle HCM Cloud

Overview of Integrating with Oracle HCM Cloud

This guide describes the ways in which you can integrate applications with Oracle HCM Cloud. Oracle HCM Cloud is a complete solution for HR processes from hire to retire including global HR, talent management, workforce management, and payroll.

This figure shows the different integration methods available for integrating with HCM Cloud.



HCM Data Loader

HCM Data Loader is a powerful tool for bulk-loading and maintaining data.

HCM Data Loader loads:

- Complex, hierarchical data

- Large volumes of data, such as complete system extracts
- Object history

You can use HCM Data Loader for both data migration and ongoing data maintenance. Major benefits of HCM Data Loader include support for:

- Most HCM business objects
- Incremental or partial data loading
- Four types of keys to identify records uniquely
- Configured descriptive flexfields and extensible flexfields, translation data, tree hierarchies, person images, and document-record attachments

HCM Data Loader provides:

- A comprehensive user interface for initiating data upload, monitoring progress, and reviewing errors
- A template file for each supported business-object hierarchy, which you can use as the basis for your own data files
- A user interface for reviewing the structure and attributes of every supported business-object hierarchy
- A web service that you can use to automate data upload

Note: The precursor of HCM Data Loader is HCM File-Based Loader. For information, see Overview: Transitioning from HCM File-Based Loader to HCM Data Loader (2206596.1) on My Oracle Support at https://support.oracle.com.

For more information on HCM Data Loader, see the *HCM Data Loader* guide.

HCM Spreadsheet Data Loader

Use HCM Spreadsheet Data Loader to import data to the HCM Data Loader stage tables from spreadsheets. HCM Spreadsheet Data Loader supports most of the business objects that HCM Data Loader supports. It offers both ease of use and flexibility. For example, you can configure spreadsheet templates to suit business needs by omitting attributes, changing attribute order, changing attribute labels, and adding help text.

For more information on HCM Spreadsheet Data Loader, see the *HCM Data Loader* guide.

Related Topics

HCM Extracts

An HCM extract is an archiving, reporting, and outbound interfacing tool. HCM Extract allows customers to build custom defined data extracts to export business data stored in cloud applications.

For more information on Extracts, see the *HCM Extracts* guide.

Oracle BI Publisher

Oracle BI Publisher supports both scheduled and unplanned reporting, based on either predefined Oracle Transactional Business Intelligence analysis structures or your own data models. You can generate reports in various formats. You can

use Oracle BI Publisher to generate reports in a format suitable for automatic downstream processing, such as XML or CSV.

For more information on Oracle BI Publisher, see the Middleware User's Guide for Oracle Business Intelligence Publisher.

Related Topics

Atom Feeds

Atom feeds enable you to track any changes made to feed-enabled resources in Oracle HCM Cloud.

For any updates that might be of interest for downstream applications, such as new hires, terminations, employee transfers, and promotions, Oracle HCM Cloud publishes Atom feeds. Your applications will be able to read these feeds and take appropriate action.

For more information on Atom feeds, see the *REST API for Oracle HCM Cloud* guide.

Related Topics

REST API

You can use Oracle REST APIs to view and manage data stored in Oracle HCM Cloud.

For more information on REST APIs, see the *REST API for Oracle HCM Cloud* guide.

Related Topics

Inbound and Outbound Integrations

This topic introduces ways of developing inbound and outbound integrations to Oracle HCM Cloud.

Inbound integrations include:

- HCM Data Loader
- HCM Spreadsheet Data Loader

Outbound integrations include:

- HCM Extracts

2 HCM and Oracle Taleo Recruiting Cloud Service Integration

HCM and Oracle Taleo Recruiting Cloud Service Components: How They Work Together

The integration between HCM and Oracle Taleo Recruiting Cloud Service facilitates seamless flow of the recruitment process from creating a job requisition to hiring a worker.

HCM and Oracle Taleo Recruiting Cloud Service Integration

The integration between HCM and Oracle Taleo Recruiting Cloud Service involves the following stages:

1. HCM

   Exporting work structures and worker data to Oracle Taleo Recruiting Cloud Service.
2. Oracle Taleo Recruiting Cloud Service
   a. Creating a job requisition using the data imported from HCM
   b. Selecting candidates for a job requisition
   c. Hiring a candidate
   d. Exporting candidate data from Oracle Taleo Recruiting Cloud Service
3. HCM
   a. Creating a pending worker
   b. Converting the pending worker to an employee
   c. Exporting changed data to Oracle Taleo Recruiting Cloud Service

Exporting Data to Oracle Taleo Recruiting Cloud Service: Explained

Oracle Taleo Recruiting Cloud Service uses HCM work structures and worker data to create and process job requisitions. You can export this data from HCM to Oracle Taleo Recruiting Cloud Service.

HCM and Oracle Taleo Recruiting Cloud Service Mapping

The following table lists the business objects that HCM exports and the corresponding business objects that they are mapped to in Oracle Taleo Recruiting Cloud Service.

HCM	Oracle Taleo Recruiting Cloud Service
Departments	Departments
Jobs	Requisition Templates
Business Units	Organizations
Users	Users
Employees	Candidates
Locations	Locations
Positions	Large user-defined selection
Grades	Large user-defined selection
Legal Employers	Large user-defined selection
Job Families	Job Fields

Employees and Users Export

As a part of the integration, HCM exports employees and users such as Managers, Hiring Managers, and Recruiters, who have the privilege to create requisitions in Oracle Taleo Recruiting Cloud Service. From the HCM perspective, user and employee data are the same, and use the same data mapping. The employee or user creation process relies on certain default user types provisioned in Oracle Taleo Recruiting Cloud Service. The following table lists the roles exported from HCM, and the user types they are mapped to in Oracle Taleo Recruiting Cloud Service.

HCM Role	Oracle Taleo Recruiting Cloud Service User Type Code	Oracle Taleo Recruiting Cloud Service User Type Name
PER_RECRUITING_ADMINISTRATOR_JOB	01-RecruitingAdmin	Recruiting - Administrator
PER_POWER_RECRUITER_ABSTRACT	02-PowerRecruiter	Recruiting - Power Recruiter
PER_BASIC_RECRUITER_ABSTRACT	03-BasicRecruiter	Recruiting - Basic Recruiter
PER_LINE_MANAGER_ABSTRACT	04-PowerManager	Recruiting - Power Manager
PER_EMPLOYEE_ABSTRACT	10-Employee	Recruiting - Employee

Scheduled Processes

You can schedule the following process in the Scheduled Processes work area:

- Export All Oracle Taleo Recruiting Cloud Service Data

  Exports all work structures and worker data from HCM to Oracle Taleo Recruiting Cloud Service. You must run this process typically only once, in the beginning, to send all HCM data to Oracle Taleo Recruiting Cloud Service to enable creation of job requisitions.

- Export Changed Oracle Taleo Recruiting Cloud Service Data

  Exports any changed work structures and worker data from HCM to Oracle Taleo Recruiting Cloud Service. You can run this process manually or schedule it to run at regular intervals (for example, weekly at a specified time). The likely volume and frequency of hiring persons in your enterprise determines how often you run this process.

FAQs for Oracle Taleo Recruiting Cloud Service and HCM Integration

What are Large User Defined Selections (LUDS)?

Some business objects in HCM don't map directly to any business objects in Oracle Taleo Recruiting Cloud Service, when exporting data from HCM to Oracle Taleo Recruiting Cloud Service. These business objects (for example, legal employers, jobs, and positions) are mapped to Large User

3 Web Services

Overview of Web Services

Use web services to integrate web-based applications with Oracle Human Capital Management (HCM) Cloud. Web services expose business objects and processes to other applications through the use of open standards-based technologies. For more information about web services, see:

- SOAP Web Services for Oracle HCM Cloud
- SOAP Web Services for Common Features in Oracle Applications Cloud.