Oracle Fusion Cloud HCM

Configuring and Extending HCM Using Autocomplete Rules

24D

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1 Introduction to Autocomplete Rules

Get Started with Autocomplete Rules

The Autocomplete Rules feature is hidden by default. If you have a need to implement Autocomplete Rules, you can apply for a key using the instructions outlined in Document 2767655.1 on My Oracle Support.

How You Enable Autocomplete Rules

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All customers and implementation partners are required to submit their use cases for pre-approval to Oracle. Oracle can then assist you with implementing the approved use cases, and give you instructions, tips and techniques, and access to Oracle Partner Network and Oracle Support.

You need to create and enable the HCM_BUSINESS_RULES_EDITOR_ENABLED profile option to enable the Autocomplete Rules tool in the HCM Experience Design Studio. To complete the setup tasks, users must be provisioned with the IT Security Manager role.

1. Navigate to the **Setup and Maintenance** work area and search for the **Manage Profile Options** task.
2. Create the **HCM_BUSINESS_RULES_EDITOR_ENABLED** profile option.
3. Enter **Business Rules Editor Pages Enabled** in the **Profile Display Name** field.
4. Select **Global Human Resources** for the **Application** and **Module**.
5. Enter a description, such as **Enable the Autocomplete Rules pages**.
6. Specify the start date, such as **01/01/1950**
7. Click **Save and Close**.
8. Navigate to the **Setup and Maintenance** work area and search for the **Manage Administrator Profile Values** task.
9. Search for the **HCM_BUSINESS_RULES_EDITOR_ENABLED** profile option.
10. Click the **Add** icon in the **Profile Value** section.
11. Set the **Level** to **Site**.
12. Copy and paste the **key** provided by Oracle in the **Profile Value** field.
13. Click **Save and Close**.

Overview of Autocomplete Rules

The Human Capital Management (HCM) suite of products has several configurable and optional components that you can configure as per your business needs.

With the Transaction Design Studio, Oracle delivered a capability to tailor the user experience in terms of fields and sections to show, hide, or mandate based on the action criteria. Autocomplete Rules, which is also a part of the HCM Experience Design Studio takes the user experience to the next level by allowing customers to define very specific

criteria for defaulting and validation across its suite of products. The need for customer-specific defaulting and validation arises because of these reasons:

- The underlying data model that supports the application is the same for all customers.

- Every business is unique and has its own requirements to enforce rules governing implementation of the application.

Using Autocomplete Rules, you can default values and validate info entered in fields in the supported mobile-responsive flows only.

▶ **Watch video**

Autocomplete Rules Tool

Autocomplete = Auto populate (Default) + Auto correct (Validate)

> **Note:** This tool has nothing to do with the autocomplete function in a list of values that's used to complete search text as you type.

The major drivers for defaulting or validation are business processes, localizations, company policies, and statutory requirements. The implementation is driven by rules authored in a logical scripting environment, which can be configured according to your requirements.

Autocomplete Rules is a Data Model Layer Extensibility framework unlike the Transaction Design Studio or Page Composer, which are both user interface (UI) driven. Autocomplete Rules has no direct knowledge of the UI and is driven by the state of values in various fields of different objects. The tool leverages the advantages of the Data Model Layer Extensibility framework. The framework enables you to use different criteria to default or validate, anywhere in a guided flow or static setup data.
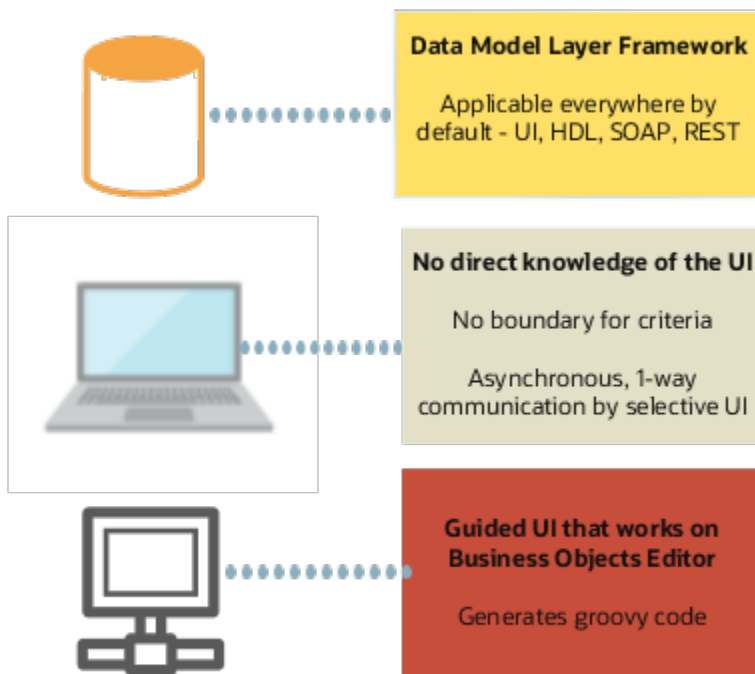
You author rules using guided logical coding or scripting. Autocomplete then generates a more complex code for the Applications Data Framework (ADF) Business Objects Editor framework to interpret and execute the rules. The performance and behavior of a custom rule is similar to an out-of-the-box Oracle-delivered rule.

Defaulting Capabilities

You can specify your own default values for various fields..The criteria is either visible or hidden values in other fields in the same section or in previously accessed sections. These values may be "in-flight" as the transaction isn't submitted yet, or static values such as the previous state of assignment before the current change. The criteria fields can be any of the commonly used Workforce Structure setup objects. predefined, or extensible flexfields.The default value appears as an automatically filled out value based on your specific rule in the UI.

Validation Capabilities

You can leverage the extensive criteria available and relevant to the current context while validating fields. A validation can be a warning message before proceeding or an error message. These messages appear in the same window along with the out-of-the-box error messages.

How Does Autocomplete Rules Work with Application Defaults and Validations

You can default and validate info using Autocomplete Rules. However, in case of conflicts between application defaulting and validation rules versus Autocomplete defaulting and validation, these guidelines apply.

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For Defaulting

If data is defaulted out-of-the-box, Autocomplete Rules may not be able to override the application defaults.

For Validation

All rules from both, the application and Autocomplete Rules, are triggered. The resulting warning and error messages are both displayed in the same window. Transaction must be validated by the application and Autocomplete Rules to be considered complete..

In Autocomplete Rules, all active rules for a same field are triggered simultaneously, then the resulting error or warning messages rules are displayed at the same time. For example, if you define 2 validation rules for the department:

- Validate department based on business unit rule, and
- Validate there's no change in location on promotion

When you change the department in a Promote flow, then both error messages are displayed because the location may be updated on change of a department.

Autocomplete Rules	Application	Outcome
Shows validation messages	Shows validation messages	Validation messages from Autocomplete Rules and the application need to be addressed to proceed.
Shows validation messages	Doesn't show validation messages	Validation messages from Autocomplete Rules need to be addressed to proceed.
Doesn't show validation messages	Shows validation messages	Validation messages from application need to be addressed to proceed.
Doesn't show validation messages	Doesn't show validation messages	The transaction is complete because it's validated by both, Autocomplete Rules and the application.

FAQs for Introduction to Autocomplete Rules

What happens to the autocomplete rules when I upgrade my Oracle Fusion application?

There's no change in the functioning of your autocomplete rules when you upgrade to a higher version of Oracle Fusion application.

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Can I create an autocomplete rule only for HCM applications??

Yes, you can create an autocomplete rule only for HCM applications. But, not all HCM applications are available in Autocomplete Rules, as yet.

Can I inactivate a rule in an already published sandbox?

Yes, you can inactivate a rule in an already published sandbox if there's a problem with the rule or you don't require the rule anymore.

You need to do these tasks to revert the change.

1. Enable the sandbox.

2. Inactivate or delete the rule.

3. Republish the sandbox.

Alternatively, you can provide access to your administrator to test the rules, so you don't have to publish the sandbox.

Related Topics
- Create and Activate Sandboxes

Can I port an autocomplete rule from one environment to another?

Yes, you can using the standard Customization Set Migration (CSM) process. Rules are also migrated as part of the P2T migration.

However, you can't migrate a rule from one sandbox of an environment to another sandbox of the same or different environment. You have to manually recreate the rule in the new environment. Also, note that when migrating the rules using CSM, any direct or indirect reference to IDs will be blanked out if the given reference entity is manually created in the new environment and not carried over by P2T.

For example, if the rule references a location either in a condition or default assignment by using the LOV selector, the corresponding ID associated with the location name or code in the UI is used. If this ID is different in the source and target environments, then the selection will be blanked out in the target environment. You have to manually edit the rule and reselect the name or code from the editor to reference the new ID in the back end.

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2 Autocomplete Rules

Considerations for Rule Designing

Look at the existing functionality and analyze your requirements before creating an autocomplete rule. Analyze whether Autocomplete Rules can help meet your requirements sub optimally or totally.

Not every requirement that reads like ensure, default, validate, prevent, don't allow, or synchronize can be met using Autocomplete Rules. These are the things to consider:

Requirement Parsing

Highlight specific words in the requirement you want coded and determine the sample values in the object field. Think about the UIs where you want to see the effect of the defaulting or validation rule. This isn't explicitly specified in the requirement. Also, consider some implicit criteria such as only for a given user role. These implicit requirements are used more in validations rather than defaults. Let's look at some examples:

- Allow **transfers** only on the **1st** or **16th** of a **future** month for **US employees** and no transfers in **November** and **December**. - This answers the question: What data am I validating?
- **Employees** on **leave of absence** can't be **terminated**. - This answers the question: What fields am I validating?

Fields to Validate or Default

The first part of the requirement is to identify the fields you want to default or validate. It's important to identify the section containing the field. For example, if your use case is to validate Assignment Effective Date, then most likely, you want the rule to trigger in the When and Why section where the date is required.

If you can't identify the fields, identify the section where you want the rule to trigger. If you can't identify the section, then it may not be feasible to implement an autocomplete rule. For example, implementing the rule, Don't Allow Withdrawal of Termination, may not be possible because Reverse Termination is a button on a page that doesn't involve any field or section.

You also need to look at out-of-the-box delivered default values or validations. In some cases, if a field is defaulted out-of-the-box, Autocomplete Rules can't override it with a customer-specific rule-based value.

User Experience

The second part of the requirement is to focus on the user experience. This is critical for determining the feasibility. You need to focus on the guided process flow in the responsive UIs when determining the user experience. Autocomplete Rules can execute a specified validation, but the validation is triggered only when the transaction is submitted and doesn't allow the user to go back and edit. A point to note is that the validation is triggered in these scenarios.

- When entering a section
- When tabbing out of fields
- When exiting a section

This helps in deciding the rule type to use and the execution of the rule. After understanding operation of the data model elements and the UI, you may have to change your requirement to something sub-optimal, yet acceptable.

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Rule Criteria

A key part of the requirement analysis is to list out the criteria for defaulting or validating a field. Some criteria involve current fields while some involve sections that the user has already crossed or involve some predetermined setup data. Here, you need to focus on whether the criteria is known or is something that's yet to occur in the responsive flows.

Autocomplete Rules checks the recent past state prior to the changes in the current flow and the static setup data. It can't determine the previous state of elements or fields in the sections yet to come, although with some exceptions.

When identifying fields that are to be defaulted or validated as in the first step of the requirements analysis, or fields that are to be used as criteria as in the last step of the requirement analysis, you must not use a field that's not visible or editable in the responsive pages either out-of-the- box or using the Transaction Design Studio. For example, let's say you 're working with Worker Assignment and want to check the action code, you must not use the action code in the Assignment object but use the action code in the When and Why object because this is the section where the action is both visible and editable. HCM application will synchronize values within and across sections, as you progress through the responsive pages. But the timing of availability of values in these fields can't be guaranteed unless they're visible to the user and editable in the responsive pages. In addition, several fields that are shown by the Autocomplete Rules UI are reserved for application use only.

How You Analyze a Requirement

You can break down your requirement under logical information chunks of what, where, when, and the rule criteria to understand your objective. This table helps you to break down your requirement using some common examples of autocomplete rules.

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Rule	What	Where	When	Criteria
Add a functional description of the use case	Default or validate fields. For validation, either show an error message or warning message	Specify actions and the section where you want to trigger the rule	When must the rule be triggered - when the user enters a section or page (default), clicks the Continue or Submit buttons (validate), or tabs out of a field (validate or default)	List all the criteria (area and field) to default or validate fields
Working hours must not be less than 40 hours when the **employee** is a **full time employee**	Validation - error message	• Add Contingent Worker - Employment • Add Nonworker - Employment • Add Pending Worker - Employment • Change Assignment - Employment • Hire an Employee - Employment	Continue or Submit button	• Employment - Assignment Category= Full time or Part time • Employment - Working Hours

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Rule	What	Where	When	Criteria
During **termination**, warn a user that selecting some **action reasons** prevents employees from being rehired	Validation - warning message	• Termination - When and Why	Tab out of the Action Reason field	• Action Reason • Termination Reason
Default Salary Basis based on the **job FLSA status**	Default	• Add Contingent Worker - Salary • Add Nonworker - Salary • Add Pending Worker - Salary • Change Salary - Salary • Hire an Employee - Salary	Enter section or page	• Compensation - Salary Basis • Employment - Job FLSA Status
Default these field values when the user selects **job BAA** in the **Add Contingent Worker** flow • **Assignment Category** - Full time, temporary • **Working Hours** - 80 • **Frequency** - Biweekly • **Hourly Paid or Salaried** -Hourly	Default	• Add Contingent Worker - Assignment	Tab out of the Job field	• Employment – Job • Employment – Assignment Category • Employment – Working Hours • Employment – Frequency • Employment – Hourly Paid or Salaried

Rule Designing

How You Design a Rule

Once, you have analyzed the requirements. follow these broad steps to design a rule.

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- Identify object
- Identify rule type
- Author rule logic

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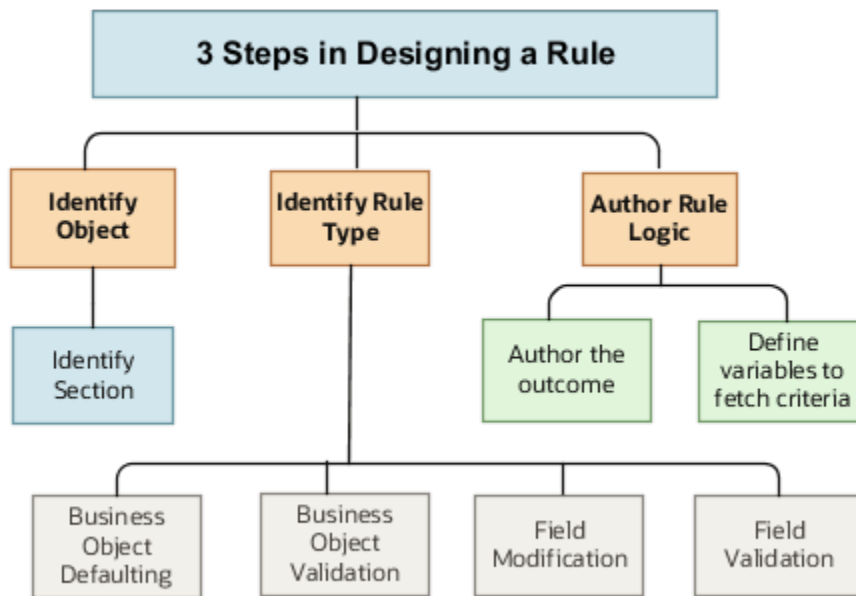
How You Identify Business Objects in Autocomplete Rules

The first step in designing an autocomplete rule is to identify the business object, which includes these things:

- Identifying the section where the fields to be defaulted or validated are located
- Identifying the action to which the rule applies

Section Identification

Autocomplete Rules is a data model driven extensible framework starting with a business object. A business object can be initiated at different places in the responsive UI and has a strong correlation to a specific section in an action. The section in any responsive UI typically operates one business object at a time (there are exceptions). Sometimes, sections have the same name and therefore operate on the same business object irrespective of the action that they're a part of, for example, When and Why and Salary sections.

Sections can be named differently according to the action, but they call the same business object. For example, Assignment Details, Employment Details, Promote, Transfer, Working Hours, all call the same business object. So if a rule is written on a business object supporting these sections, the rule will trigger in all the actions it's a part of. If you want the rule to trigger for a specific action only, you need to explicitly state it in the rule using a function with an HCM Params in an inclusive or exclusive condition.

Role of Action

The same business object can be operational in different actions. Therefore, while the action doesn't determine the name of the business object, it's a good practice to note down the actions the rule applies to. Since the nature of operation on a business object can vary between actions, this implies for certain actions the rule type you want to implement may isn't feasible or needs to be rewritten.

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Related Topics

- Section and Business Object Mapping

Section and Business Object Mapping

This table maps the different sections in actions to the business object to use according to your purpose. If an action isn't listed here, then it isn't supported in Autocomplete Rules.

The Purpose isn't exhaustive but lists the most common requirements enabling you to select the object. Your purpose can also be apart from this list, in which case you need to identify the business object to define your rule.

Action	Section	Purpose	Business Object
Add a Contingent Worker	Addresses	Validate address format	Address
Add a Contingent Worker	Addresses	Validate address type for person	Person Address
Add a Contingent Worker	Citizenship Info	Validate available fields and types for person	Person Citizenship
Add a Contingent Worker	Communication Info	Validate email format and types for person	Person Email
Add a Contingent Worker	Communication Info	Validate phone format and types for person	Person Phone
Add a Contingent Worker	Contract Info	Default or validate available fields	Worker Employment Contract
Add a Contingent Worker	Driver Licenses	Validate available fields and types for person	Person Driver License
Add a Contingent Worker	Employment Details	Default or validate available fields except FTE and HC	Worker Assignment
Add a Contingent Worker	Employment Details	Default or validate FTE and HC	Worker Assignment Work Measure
Add a Contingent Worker	Family and Emergency Contacts	Validate available fields and types for person	Person Contact Relationship
Add a Contingent Worker	Legislative Info	Validate available fields	Person Legislative Information
Add a Contingent Worker	Managers	First time validation of one supervisor	Worker Assignment Supervisor

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Action	Section	Purpose	Business Object
Add a Contingent Worker	Passport Info	Validate available fields and types for person	Person Passport
Add a Contingent Worker	Payroll Details	Default or validate payroll	Assigned Payroll
Add a Contingent Worker	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Add a Contingent Worker	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Add a Contingent Worker	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Add a Contingent Worker	Personal Details	Validate date of birth, presence or absence or types of gender, religion, and national identifier	Person
Add a Contingent Worker	Salary	Default or validate available fields	Salary
Add a Contingent Worker	Visas and Permits	Validate available fields and types for Person	Person Visa
Add a Contingent Worker	When and Why	Validate date, action or reason on exit section	When and Why
Add a Contingent Worker	Work Relationship Info	Default or validate available fields	Worker Work Relationship
Add a Nonworker	Addresses	Validate address format	Address
Add a Nonworker	Addresses	Validate address types for person	Person Address
Add a Nonworker	Citizenship Info	Validate available fields and types for person	Person Citizenship
Add a Nonworker	Communication Info	Validate email format and types for person	Person Email
Add a Nonworker	Communication Info	Validate phone format and types for person	Person Phone
Add a Nonworker	Contract Info	Default or validate available fields	Worker Employment Contract

Action	Section	Purpose	Business Object
Add a Nonworker	Driver Licenses	Validate available fields and types for person	Person Driver License
Add a Nonworker	Employment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Add a Nonworker	Employment Details	Default or validate FTE and headcount	Worker Assignment Work Measure
Add a Nonworker	Family and Emergency Contacts	Validate available fields and types for person	Person Contact Relationship
Add a Nonworker	Legislative Info	Validate available fields	Person Legislative Information
Add a Nonworker	Passport Info	Validate available fields and types for person	Person Passport
Add a Nonworker	Payroll Details	Default or validate payroll	Assigned Payroll
Add a Nonworker	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Add a Nonworker	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Add a Nonworker	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Add a Nonworker	Personal Details	Validate date of birth, presence or absence or types of gender, religion, and national identifier	Person
Add a Nonworker	Personal Details	Validate national identifier format	Person National Identifier
Add a Nonworker	Visas and Permits	Validate available fields and types for person	Person Visa
Add a Nonworker	When and Why	Validate date, action or reason on exit section	When and Why
Add a Nonworker	Work Relationship Info	Default or validate available fields	Worker Work Relationship
Add a Pending Worker	Addresses	Validate address format	Address

Action	Section	Purpose	Business Object
Add a Pending Worker	Addresses	Validate address types for person	Person Address
Add a Pending Worker	Citizenship Info	Validate available fields and types for person	Person Citizenship
Add a Pending Worker	Communication Info	Validate email format and types for person	Person Email
Add a Pending Worker	Communication Info	Validate phone format and types for person	Person Phone
Add a Pending Worker	Contract Info	Default or validate available fields	Worker Employment Contract
Add a Pending Worker	Driver Licenses	Validate available fields and types for Person	Person Driver License
Add a Pending Worker	Employment Details	Default or validate available fields except FTE and HC	Worker Assignment
Add a Pending Worker	Employment Details	Default or validate FTE and HC	Worker Assignment Work Measure
Add a Pending Worker	Family and Emergency Contacts	Validate available fields and types for person	Person Contact Relationship
Add a Pending Worker	Legislative Info	Validate available fields	Person Legislative Information
Add a Pending Worker	Managers	First time validation of one supervisor	Worker Assignment Supervisor
Add a Pending Worker	Passport Info	Validate available fields and types for person	Person Passport
Add a Pending Worker	Payroll Details	Default or validate payroll	Assigned Payroll
Add a Pending Worker	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Add a Pending Worker	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Add a Pending Worker	Payroll Details	Default or validate tax reporting unit	Payroll Terms

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Action	Section	Purpose	Business Object
Add a Pending Worker	Personal Details	Validate date of birth, presence or absence or types of gender, religion, and national identifier	Person
Add a Pending Worker	Personal Details	Validate available fields	Person Details
Add a Pending Worker	Personal Details	Validate name format	Person Name
Add a Pending Worker	Personal Details	Validate national identifier format	Person National Identifier
Add a Pending Worker	Salary	Default or validate available fields	Salary
Add a Pending Worker	Visas and Permits	Validate available fields and types for person	Person Visa
Add a Pending Worker	When and Why	Validate date, action or reason on exit section	When and Why
Add a Pending Worker	Work Relationship Info	Default or validate available fields	Worker Work Relationship
Add Assignment	Assignment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Add Assignment	Assignment Details	Default or validate FTE and headcount	Worker Assignment Work Measure
Add Assignment	Managers	First time validation of one supervisor	Worker Assignment Supervisor
Add Assignment	Salary	Default or validate available fields	Salary
Add Assignment	When and Why	Validate date, action or reason on exit section	When and Why
Change Assignment	Assignment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Change Assignment	Assignment Details	Default or validate FTE and headcount	Worker Assignment Work Measure
Change Assignment	Managers	First time validation of one supervisor	Worker Assignment Supervisor
Change Assignment	Payroll Details	Default or validate payroll	Assigned Payroll

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Action	Section	Purpose	Business Object
Change Assignment	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Change Assignment	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Change Assignment	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Change Assignment	Salary	Default or validate available fields	Salary
Change Assignment	When and Why	Validate date, action or reason on exit section	When and Why
Change Legal Employer	Assignment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Change Legal Employer	Assignment Details	Default or validate FTE and headcount	Worker Assignment Work Measure
Change Legal Employer	Contract	Default or validate available fields	Worker Employment Contract
Change Legal Employer	Contract Info	Default or validate available fields	Worker Employment Contract
Change Legal Employer	Managers	First time Validation of one supervisor	Worker Assignment Supervisor
Change Legal Employer	Payroll Details	Default or validate Payroll	Assigned Payroll
Change Legal Employer	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Change Legal Employer	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Change Legal Employer	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Change Legal Employer	Salary	Default or validate available fields	Salary
Change Legal Employer	When and Why	Validate date, action or reason on exit section	When and Why

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Action	Section	Purpose	Business Object
Change Legal Employer	Work Relationship	Default or validate available fields	Worker Work Relationship
Change Location	Location	Default or validate available fields except FTE and headcount	Worker Assignment
Change Location	Location	Default or validate FTE and headcount	Worker Assignment Work Measure
Change Location	Salary	Default or validate available fields	Salary
Change Location	When and Why	Validate date, action or reason on exit section	When and Why
Change Manager	Managers	First time Validation of one supervisor	Worker Assignment Supervisor
Change Manager	When and Why	Validate date, action or reason on exit section	When and Why
Change Salary	Salary	Default or validate available fields	Salary
Change Salary	When and Why	Validate date, action or reason on exit section	When and Why
Change Working Hours	Salary	Default or validate available fields	Salary
Change Working Hours	When and Why	Validate date, action or reason on exit section	When and Why
Change Working Hours	Working Hours	Default or validate available fields except FTE and headcount	Worker Assignment
Change Working Hours	Working Hours	Default or validate FTE and headcount	Worker Assignment Work Measure
Contact Info	Addresses	Validate address format	Address
Contact Info	Addresses	Validate address format	Address
Contact Info	Addresses	Validate address types for person	Person Address
Contact Info	Communication Info	Validate delivery methods and types for person	Person Delivery Methods

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Action	Section	Purpose	Business Object
Contact Info	Communication Info	Validate email format and types for person	Person Email
Contact Info	Communication Info	Validate phone format and types for person	Person Phone
Create and Edit Job Offer	Additional Info	Default or validate flexfields	Job Offer
Create and Edit Job Offer	Employment Details	Default or validate available fields	Worker Assignment
Create and Edit Job Offer	Offer Letter	Default or validate available fields	Job Offer
Create and Edit Job Offer	Payroll Details	Default or validate payroll	Assigned Payroll
Create and Edit Job Offer	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Create and Edit Job Offer	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Create and Edit Job Offer	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Create and Edit Job Offer	Salary	Default or validate available fields	Salary
Create and Edit Job Offer	When and Why	Default or validate offer date, legal entity, worker types	Job Offer
Create and Edit Job Offer	When and Why	Validate action or reason on exit section	When and Why
Create Candidate	Name	Validate name format	Person Name
Create Interview Schedule	Location Details	Default or validate available fields	Interview Location
Create Job Requisition	Basic Info	Default or validate available fields	Job Requisition
Create Job Requisition	Configuration	Default or validate available fields	Job Requisition
Create Job Requisition	Hiring Team	Default or validate available fields	Job Requisition
Create Job Requisition	How	Default or validate available fields	Job Requisition

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Action	Section	Purpose	Business Object
Create Job Requisition	Interview-Job Application-Schedule	Default or validate available fields	Interview Location
Create Job Requisition	Interviews	Default or validate available fields	Interview Schedule
Create Job Requisition	Job Application or Interview	Default or validate available fields	Interview Participants
Create Job Requisition	Job Application or Interview	Default or validate available fields	Interview Schedule
Create Job Requisition	Job Formatting	Default or validate available fields	Job Requisition
Create Job Requisition	Job Posting	Default or validate available fields	Job Requisition
Create Job Requisition	Others	Default or validate available fields	Job Requisition
Create Job Requisition	Posting Description	Default or validate available fields	Job Requisition
Create Job Requisition	Questionnaires	Default or validate available fields	Job Requisition
Create Job Requisition	Requisition Details	Default or validate available fields	Job Requisition
Create Job Requisition	Requisition Structure	Default or validate available fields	Job Requisition
Create Job Requisition	Screening Services	Default or validate available fields	Job Requisition
Create Jobs	Job Details	Default or validate available fields	Job
Create Jobs	Legislative Info	Validate available fields	Person Legislative Information
Create Jobs	When and Why	Validate date, action or reason on exit section	When and Why
Create Work Relationship	Addresses	Validate address format	Address
Create Work Relationship	Addresses	Validate address types for person	Person Address
Create Work Relationship	Citizenship Info	Validate available fields and types for person	Person Citizenship
Create Work Relationship	Communication Info	Validate email format and types for person	Person Email

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Action	Section	Purpose	Business Object
Create Work Relationship	Communication Info	Validate phone format and types for person	Person Phone
Create Work Relationship	Driver Licenses	Validate available fields and types for person	Person Driver License
Create Work Relationship	Employment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Create Work Relationship	Employment Details	Default or validate FTE and headcount	Worker Assignment Work Measure
Create Work Relationship	Family and Emergency Contacts	Validate available fields and types for Person	Person Contact Relationship
Create Work Relationship	Legislative Info	Validate available fields	Person Legislative Information
Create Work Relationship	Managers	First time Validation of one supervisor	Worker Assignment Supervisor
Create Work Relationship	Passport Info	Validate available fields and types for Person	Person Passport
Create Work Relationship	Payroll Details	Default or validate Payroll	Assigned Payroll
Create Work Relationship	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Create Work Relationship	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Create Work Relationship	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Create Work Relationship	Personal Details	Validate date of birth, presence or absence or types of Gender, Religion, national identifier	Person
Create Work Relationship	Personal Details	Validate available fields	Person Details
Create Work Relationship	Personal Details	Validate name format	Person Name
Create Work Relationship	Personal Details	Validate national identifier format	Person National Identifier

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Action	Section	Purpose	Business Object
Create Work Relationship	Salary	Default or validate available fields	Salary
Create Work Relationship	Visas and Permits	Validate available fields and types for person	Person Visa
Create Work Relationship	When and Why	Validate date, action or reason on exit section	When and Why
Create Work Relationship	Work Relationship Info	Default or validate available fields	Worker Work Relationship
Document Records	Document Details	Default or validate available fields	Document Records
Edit Work Relationship	Start Date and Primary Info	Default or validate available fields	Worker Work Relationship
Employment Contracts	Contract Info	Default or validate available fields	Worker Employment Contract
Family and Emergency Contacts	Address	Validate address format	Address
Family and Emergency Contacts	Address	Validate address types for person	Person Address
Family and Emergency Contacts	Basic Information	Validate available fields	Person
Family and Emergency Contacts	Communication Info	Validate email format and types for person	Person Email
Family and Emergency Contacts	National Identifiers	Validate national identifier format and types for person	Person National Identifier
Hire an Employee	Addresses	Validate address format	Address
Hire an Employee	Addresses	Validate address types for person	Person Address
Hire an Employee	Citizenship Info	Validate available fields and types for person	Person Citizenship
Hire an Employee	Communication Info	Validate email format and types for person	Person Email
Hire an Employee	Communication Info	Validate phone format and types for person	Person Phone
Hire an Employee	Contract Info	Default or validate available fields	Worker Employment Contract

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Action	Section	Purpose	Business Object
Hire an Employee	Driver Licenses	Validate available fields and types for person	Person Driver License
Hire an Employee	Employment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Hire an Employee	Employment Details	Default or validate FTE and headcount	Worker Assignment Work Measure
Hire an Employee	Family and Emergency Contacts	Validate available fields and types for person	Person Contact Relationship
Hire an Employee	Legislative Info	Validate available fields	Person Legislative Information
Hire an Employee	Managers	First time validation of one supervisor	Worker Assignment Supervisor
Hire an Employee	Name	Validate name format	Person Name
Hire an Employee	Passport Info	Validate available fields and types for person	Person Passport
Hire an Employee	Payroll Details	Default or validate payroll	Assigned Payroll
Hire an Employee	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Hire an Employee	Payroll Details	Default or validate overriding period and time card required at assignment level	Payroll Assignment
Hire an Employee	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Hire an Employee	Personal Details	Validate person's gender, religion, national identifier, date of birth	Person
Hire an Employee	Personal Details	Validate available fields	Person Details
Hire an Employee	Personal Details	Validate name format	Person Name
Hire an Employee	Personal Details	Validate national identifier format	Person National Identifier
Hire an Employee	Salary	Default or validate available fields	Salary

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Action	Section	Purpose	Business Object
Hire an Employee	Visas and Permits	Validate available fields and types for person	Person Visa
Hire an Employee	When and Why	Validate date, action or reason on exit section	When and Why
Hire an Employee	Work Relationship Info	Default or validate available fields	Worker Work Relationship
Identification Info	Citizenship Info	Validate available fields and types for person	Person Citizenship
Identification Info	Driver Licenses	Validate available fields and types for person	Person Driver License
Identification Info	Passport Info	Validate available fields and types for person	Person Passport
Identification Info	Visas and Permits	Validate available fields and types for person	Person Visa
Local and Global Transfer	Contract Info	Default or validate available fields	Worker Employment Contract
Local and Global Transfer	Managers	First time validation of one supervisor	Worker Assignment Supervisor
Local and Global Transfer	Payroll Details	Default or validate payroll	Assigned Payroll
Local and Global Transfer	Payroll Details	Default or validate overriding period and time card required at payroll level	Assigned Payroll Additional Info
Local and Global Transfer	Payroll Details	Default or validate tax reporting unit	Payroll Terms
Local and Global Transfer	Salary	Default or validate available fields	Salary
Local and Global Transfer	Transfer	Default or validate available fields except FTE and headcount	Worker Assignment
Local and Global Transfer	Transfer	Default or validate FTE and headcount	Worker Assignment Work Measure
Local and Global Transfer	When and Why	Validate date, action or reason on exit section	When and Why
Local and Global Transfer	Work Relationship	Default or validate available fields	Worker Work Relationship

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Action	Section	Purpose	Business Object
Performance Goals	Basic Info	Default or validate other available fields	Goals
Performance Goals	Basic Info	Default or validate goal review period, weight, and priority	Goals Relation with Goal Plan
Performance Goals	Measurements	Default or validate available fields	Goal Measurements
Performance Goals	Tasks	Default or validate available fields	Goal Tasks
Person Identifier for External Applications	Person Identifier for External Applications	Default or validate available fields	Person Identifier for External Applications
Personal Details	Biographical Info	Validate available fields	Person Details
Personal Details	Demographic Info	Validate available fields and types for Person	Person Ethnicity
Personal Details	Demographic Info	Validate available fields	Person Legislative Information
Personal Details	Name	Validate name format	Person Name
Personal Details	National Identifiers	Validate national identifier format and types for person	Person National Identifier
Position Details	Budget Details	Default or validate available fields	Position
Position Details	Legislative Info	Validate available fields	Person Legislative Information
Position Details	Position Details	Default or validate available fields	Position
Position Details	When and Why	Validate date, action or reason on exit section	When and Why
Promote	Employment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Promote	Managers	First time validation of one supervisor	Worker Assignment Supervisor
Promote	Promotion	Default or validate available fields except FTE and headcount	Worker Assignment

Action	Section	Purpose	Business Object
Promote	Promotion	Default or validate FTE and headcount	Worker Assignment Work Measure
Promote	Salary	Default or validate available fields	Salary
Promote	When and Why	Validate date, action or reason on exit section	When and Why
Request a New Position	Position Details	Default or validate available fields	Position
Request a Position Change	Position Details	Default or validate available fields	Position
Resignation	Assignment Details	Default or validate available fields except FTE and headcount	Worker Assignment
Resignation	Assignment Details	Default or validate FTE and headcount	Worker Assignment Work Measure
Resignation	Resignation Info	Default or validate available fields	Worker Work Relationship
Resignation	Termination Info	Default or validate available fields	Worker Work Relationship
Resignation	When and Why	Validate action, action reason on exit section	When and Why
Resignation	When and Why	Default or validate notification date, termination date	Worker Work Relationship
Skills and Qualifications	Certifications	Default or validate available fields	Person Profile Certification
Skills and Qualifications	Education	Default or validate available fields	Person Profile Education
Succession Plans	Plan Info	Default or validate available fields	Succession Plans
Termination	Reassign Existing Reports	First time validation of one supervisor	Worker Assignment Supervisor
Termination	Termination Info	Default or validate available fields	Worker Work Relationship
Termination	When and Why	Validate action, action reason on exit Section	When and Why
Termination	When and Why	Default or validate notification date, termination date	Worker Work Relationship

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Action	Section	Purpose	Business Object
Transfer	Managers	First time validation of one supervisor	Worker Assignment Supervisor
Transfer	Salary	Default or validate available fields	Salary
Transfer	Transfer	Default or validate available fields except FTE and headcount	Worker Assignment
Transfer	Transfer	Default or validate FTE and headcount	Worker Assignment Work Measure
Transfer	When and Why	Validate date, action or reason on exit section	When and Why

Related Topics
- How You Identify Business Objects in Autocomplete Rules

How You Determine the Rule Type

The rule type determines which runtime event the autocomplete rule will trigger for.

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These are the different rule types:

- **Business Object Default**: This triggers when the selected business object is created by the application, which is when the user enters the section or clicks the **Add** button

- **Business Object Validation**: This triggers when the selected business object is saved by the application, which is when the user clicks the **Continue**, **Submit**, or **Save and Close** buttons.

- **Business Object Field Validation**: This triggers when a field of a given business object enters the ADF validation cycle, which is when the user tabs out of a field.

- **Business Object Field Modification**: This triggers after the field of a given business object completes the field validation event.

The classification of the technical events listed earlier also apply to HCM Data Loader, which deals with creating, updating, and saving business objects in a certain sequence. Hence, it's easier to understand when a rule takes effect, but, in the UI, the relationship between the UI and the data model is complex, which makes it difficult to determine the exact timing of these technical events.

In order to simplify the understanding of these technical events and determine exactly when a given rule triggers especially in the UI, these four events can be functionally characterized in these ways.

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Event	Rule Type
Enter a section	Business Object Defaulting
Exit a section	Business Object Validation
Tab out of a field inside a section (validate)	Business Object Field Validation
Tab out of a field inside a section (default)	Business Object Field Modification

Entering a Section

In most cases, a business object is created when you first enter a section. The business object defaulting rule is triggered when you first enter a section. For example, the Worker Assignment object is created when you enter a section and the Salary object is created when you enter the Salary section.

These are the exceptions to this rule.

- Multiple objects are saved when exiting a section, hence, the Object Validation rule triggers for all objects.
- More than one row of a single business object are modified and saved, hence, the Object Validation rule triggers for each row of the business object. For example, when converting a pending worker, Work Assignment record of type **pending worker** is updated and a Work Assignment record of the converted type - contingent worker, nonworker, or employee, is created. Hence, an Object Validation rule triggers twice, once for each row that's updated and saved.

What You Can Do	What You Can't Do
You can code the default to always be of some value. For example, Assignment Category = "Regular" or based on some artifact that's already known to the runtime application at the time of object creation (or entering a section). These could be values in the previous section or values in the key organization level setup objects such as legal employer.	You can't use a field that's later in the section or in a subsequent section as a criterion for defaulting value.
N/A	You can't validate and consequently show either an error or a warning message.
N/A	Certain business objects won't support this type of rule, either for specific actions or across all actions.

Best Practices:

- Ensure the default values are valid.
- Don't use a defaulting rule type to show error messages.

Exiting a Section

In most cases, a business object is saved when you exit a section. The business object validation rule is triggered when you exit a section after clicking the **Continue** button or the **Submit** button (without clicking the **Continue** button). For example, the Worker Assignment object is saved when you exit the Assignment section.

Some exceptions to this rule are If multiple objects are saved when exiting a section, then Object Validation rule of all objects will be triggered. Further, if more than one row of a single business object are modified and saved, Object Validation rule will be triggered for each row of the business object. For example, when converting a pending worker, Work Assignment record of type pending worker is updated as well as a Work Assignment record of the converted type, Contingent, Non-worker, Employee, is created. Hence, an Object Validation rule will trigger twice, once for each row that's updated and saved.

This type of rule triggers on every row that's saved. This is an important consideration when date-effective splits occurs because of your transaction. Not only, is the new row saved but also an existing row is modified or saved due to the nature of the transaction. You have to apply additional conditions if you want your validation only to trigger on the new row. Sometimes, these additional conditions aren't necessary as the existing rows already comply with your validation rule.

What You Can Do	What You Can't Do
This rule type is preferred over business object field validation because all fields relevant to the validation rule can be used in the sample without assuming the field in which the user entered an incorrect value. Let's say you create a rule that if Assignment Category is Regular then Hourly/Salaried field value must be Salaried. In this case, though Assignment Category field comes before Hourly or Salaried field in the UI, you can't assume that the user will enter the values in the same order. Even if they enter the values in the expected sequence, you can't conclude the field in which the user entered an incorrect value. Hence, there's ambiguity over whether Assignment Category must be changed to Temporary and leave the Hourly/Salaried as Hourly or the other way around. A business object validation rule enables you to enter both values, and displays an error on incompatibility.	The criteria for validation may not be a field that's part of a section not yet navigated to. Hence, you can't add warning messages in this type of rule.
This rule type allows the user to decide which validation to fix. While it's an ideal user experience to trigger a validation as soon as the user exits a field, considering the point mentioned earlier, it's recommended to use Object Validation rule type instead. Sections in responsive pages are more compact and often the delayed display of the error message	If the criteria for the validation rule is in a section prior to the current section, then it's expected that user fixes the value of the field in the current section to comply with the validation rule before going back and editing the value in the field in the previous section.

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What You Can Do	What You Can't Do
(on Continue, instead of field tab-out) is acceptable while allowing the user to remain within the section to fix errors.	
The criteria for validation can be any field on the current section, a field in the previous section, or a previously setup object related to the current object. During object validation, even if a field in the section isn't mapped to a column in a table, yet all fields from the pages are transferred to the object and hence the object validation rule will be able to use these values in the rule.	The responsive pages won't allow the user to go back and edit previous section if a validation error on the current section is displayed. Once a default has occurred based on a value of a field in a previous section, if you go back and edit the criteria field, the default won't re-occur when entering the section containing the field that was defaulted the first time around.
N/A	You can't default values in fields in this type of rule. There are some exceptions to this rule. Default values into another field during object validation will call the field validation cycle of that field with no provision for user interaction resulting from errors, if any, during the field validation.

Best Practice:

- Don't use this rule type for specifying default values.

Inside a Section

There are 2 potential events that can execute when the user is within a section in the responsive pages, business object field validation and business object field modification, in sequence.

Tabbing Out (Validation)

The business object field validation rule is triggered first when the user tabs-out of a field.

What You Can Do	What You Can't Do
You can base the criteria for validation on any field that's already accessed by the user in the current or the previous sections, or any field that has already been setup as part of Workforce Structures setup.	If the field is transient and is only on the UI, but not in the model layer, then it isn't possible to execute this type of rule.
You can sample old and new values of the current field on which the validation rule is written. For numeric fields, this can be of help with percentage change calculations.	You can't default values into any fields, and can't warn users about errors in this type of rule.
N/A	If the user doesn't change the value in the field, this rule won't trigger.

Best Practice:

- Don't use this rule type for specifying default values.

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Tabbing Out (Default)

The business object field modification rule type will trigger after the business object field validation rule when the user tabs out of a field

What You Can Do	What You Can't Do
You can default a value in another field in the same section based on the value entered in the current field.	If the field is transient and only in the UI but not in the model layer, then it won't be possible to execute this type of rule.
Show a warning after the user enters a value in the current field. The warning message can be dismissed by clicking the **OK** button, and if the value in the current field doesn't change, the warning message won't re-appear.	You can't show an error message in this type of rule.

Best Practice:

- Ensure the default values are valid.

Related Topics
- How You Update Fields Using Autosubmit
- How You Configure Partial Page Refresh
- How You Compare Old and New State of Fields
- Navigation from Salary

How You Create a Rule in Autocomplete

Creating an autocomplete rule involves these steps:

1. Declaring any variables you want to use with or without any transformations, using built-in functions (these are equivalent to some parameters of Transaction Design Studio).
2. Using the IF condition block, which enables you to achieve one of the possible outcomes: Default, Show Error, Show Warning.

The rule logic is best derived by writing down the steps for execution of the rule. For field level rules, after finalizing the object and the rule type, you also specify the field name on which you want this rule to trigger.

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Rule Variables

You have access to all fields inside the current object along with attributes of various lookup fields on the current object and related to but completely separate (typically parent or child) objects. For example, when working with Worker Assignment business object, you have access to all these:

- Fields on the assignment

- All attributes of lookup fields such as job, grade, business unit, and legal employer

- Related parent business objects like Work Relationship

- Related child business objects like Work Measure

While the field you're defaulting or validating has to be a part of the current object, the criteria can be on the current business object, on lookups or on related objects. If the field is on the current object, you don't have to do anything to the sample values.

You need to use variables for these reasons:

- **Related Objects**: In order to sample values of fields in other related objects, lookup or parent or child type, you need to declare a special variable to get access. If you want to sample values of just fields in the current object or related objects, after declaring access to related object, you need not further declare a variable to contain the value of a field in those objects. In addition, the objects that you access can give you further access to other related objects.

- **Transformations**: Let's say you want to apply some transformations such as sub string, begins with, or year of on the value in a field, the current object, or on a related object. You need to define variables to apply the necessary transformation to have them ready to use in your final condition logic. The transformations are made available as a series of functions that you can apply on various fields and store the result in these optional variables.

- **UI State or Application Variables**: You want access to special UI context, for example, which flow you're in or what's the legislation code. You want access to the application context such as what's the role of the logged in user or has a given field been modified. These are again available as transformation functions.

Rule Criteria

You don't have to do anything special to get access to a field on the current object. However, when trying to get access to a related object, it's useful to refer to the following data model navigation diagram. You can use different combinations and number of fields from other objects.

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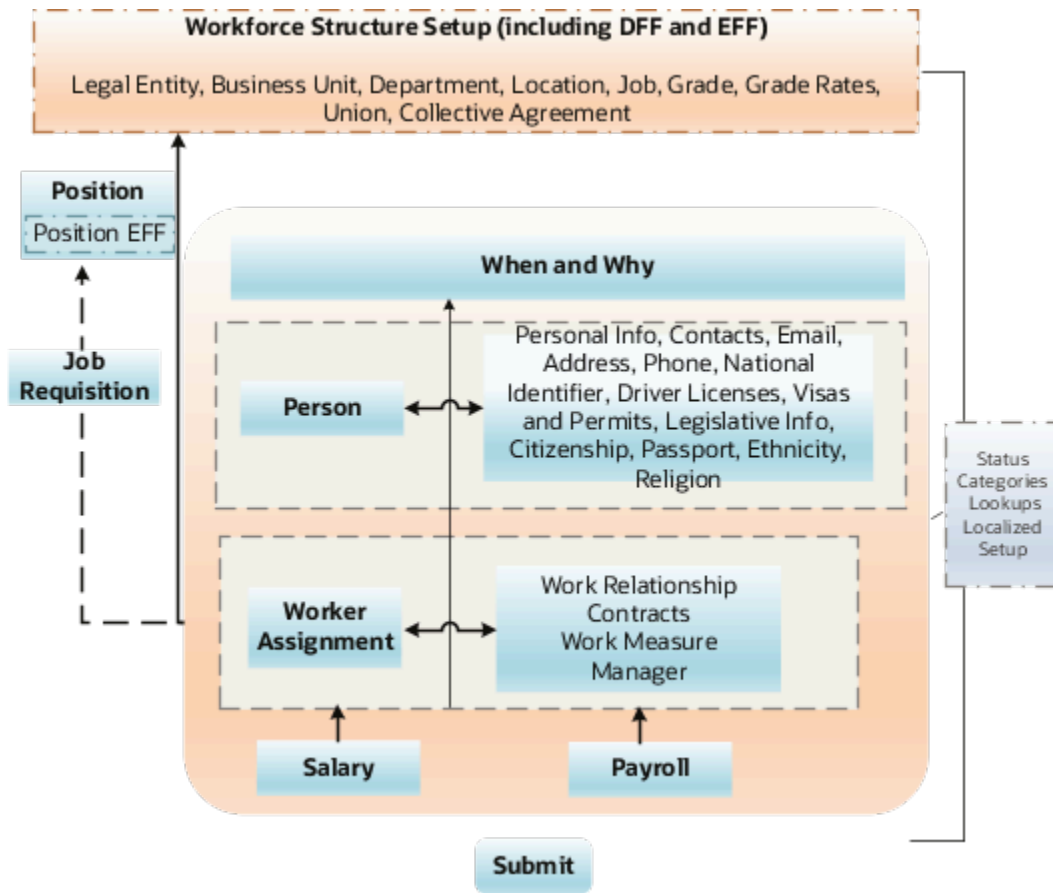
You need to do these actions to get access to a related object

- Start with any business object and follow the directions of arrows to understand what you have access to.

- Determine the steps to reach a given related object. For example, if you want to default salary basis based on the job FLSA status using the Salary business object, you need a variable to get access to Assignment from Salary. Then you need access to Job (a Workforce Structure setup object). From the job, you can then get access to the predefined job extensible flexfields containing the FLSA status.

- Bypass a business object in some cases. For example, **assignment > position > job** versus **assignment > job**.

Limitations

You may encounter these limitations when executing your rule

- You want to execute a validation when the user enters a section, for example, don't allow termination if employee is on leave of absence. You have to rewrite this rule because it isn't feasible to execute with the available rule types. You have to rewrite the rule as a Field Validation rule on the first mandatory field in the section, which is your earliest opportunity to trigger a validation rule. If a particular field doesn't support Field Validation rule, then your earliest opportunity is only on exit of the section.

- You want to validate a field, immediately on tab-out but the criteria for the tab out is a field, which the user hasn't encountered so far. You have to rewrite your rule as an Object Validation rule that enables you to check for values in all fields

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- You want to warn users when they leave a section. There's no rule that supports display of warning messages just when exiting a section. The earliest opportunity is the last mandatory field on a given section and write a Field Modification rule if supported by the rule.

In addition to the above basic limitations, other restrictions only apply to certain objects. While an object has to be created, updated and saved by the application, the timing and nature of these events varies between actions. For example, during termination, the Worker Work Relationship object doesn't get created. Hence, a business object defaulting rule won't work here. Further, for any of the given objects, these additional restrictions can apply across all actions, only for specific actions, or for specific fields.

For more information on exceptions for business objects, refer to the Business Objects in Autocomplete chapter.

Best Practices for Defining Autocomplete Rules

Defining and implementing rules in Autocomplete doesn't have to be a challenging task. The key is to follow some of the best practices specified here.

- Start with the business object and rule type specified for approved use cases.
- Read key features and limitations of the rule type.
- Read the exceptions and adaptations for the selected business object for the specific business object.
- Restrict your rule logic for a specific action and channel (UI or HCM Data Loader).
- Don't define variables to only store values of fields of any business object as is.
- Most date validations must be done on the When and Why business object, if your action has this section.
- Think of the criteria for defaulting or validation Don't rely on fields on the business object. Always think of the UI, section in which the user needs to enter the value, the business object that supports that section, navigation to that business object from the one you're on. Refer to the chapter, Business Objects in Autocomplete for more information.
- Always build your rule incrementally. First test for event, then display values, including hcmParams.
- Avoid too many nested IF conditions. Consider using duplicate rule, descriptive flexfield setup, and object functions.
- Use debugging techniques, if necessary.

Related Topics
- How You Determine the Rule Type
- Standard Functions
- Global Functions
- Debug Autocomplete Rules
- How You Test Autocomplete Events

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FAQs for Autocomplete Rules

Can I copy a rule if I want to reuse most of the rule logic in another rule?

No, you have to create a new autocomplete rule. You can only copy delivered rules.

Can I use an autocomplete rule to trigger an approval notification?

No, approvals aren't supported currently.

Can I add spaces in a rule name?

Yes, you can specify a rule name with spaces. But, don't use special characters as these aren't supported.

Can I have multiple active rules for different countries within the same business object?

Yes, you can define separate conditions within 1 rule for all countries or different rules per country, or use another grouping that shares most of the logic.

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3 **Components of the Autocomplete Rules Editor**

How You Enable Access to Autocomplete Rules

You need to make any application changes related to Autocomplete Rules in a sandbox. Sandboxes store configurations in Extensible Markup Language (XML) files in a separate Oracle Metadata Services repository that's available only when you work in that particular sandbox.

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You can make the changes in either of these 2 ways.

- A test-only sandbox where the code is for testing only, and is never deployed
- A sandbox to be published to the full test environment

You need to enable a sandbox to access the HCM Experience Design Studio and Autocomplete Rules. You can either manually create and enable a sandbox or automatically create it from **My Client Groups** tab. These steps outline how you can manually create and enable a sandbox.

1. Click **Navigator > Configuration > Sandboxes**.
2. Click **Create Sandbox**.
3. Enter the **Name**.
4. Select the **Active** box for HCM Experience Design Studio.
5. Click **Create and Enter**.
6. Click **HCM Experience Design Studio** from the **Tools** menu on the home page.

Another way to enable a sandbox is from the quick actions on the **My Client Groups** tab. When you click the **HCM Experience Design Studio** quick action, a sandbox named DESIGN_STDIO_AUTO_CREATED_SB_YYYY_MM_DD_HH_MM_SS is automatically created for you. HCM Experience Design Studio is the only tool enabled in the sandbox but you can add any other tools as needed.

As long as the auto-created sandbox isn't corrupted and is in proper status, the same sandbox opens again. If the existing sandbox is in **Refreshing** or **Refresh Needed** or **Not publishable** state, then the sandbox isn't selected and a new sandbox is created and used.

Autocomplete Rules Editor

These are the key features of the editor.

- A variable definition is displayed by default and you can't delete this until you add at least one more rule line.
- The rule logic editor doesn't allow any free-form typing of logic statements.
- The editor doesn't enable you to copy-paste rule lines. This is to ensure certain logical ordering of rule lines, which is built into the logic editor. For example, you can't reference a variable or a field of a related object before first declaring it within the current scope of rule logic.

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- The 3 navigational elements in the rule editor: **down arrow** (1), **xyz** icon (2), and **hyperlink** (3) help build the rule.

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Down Arrow

This is the main element to add or delete rule lines. You can add a rule line before or after the current rule line or block. At the left of a rule line, using the down arrow you can operate on the main body of the rule logic.

The down arrow is at the beginning of every rule line whether leftmost indented or indented further within a rule instruction. The down arrows that are further right indented allow you to operate on specific sections or blocks of the rule line. Let's look at the additional functions along with the context in which they occur as we cover all types of rule lines.

When you click the left most indented down arrow, you can see these menu options.

- Add Before (except for the first line of the rule logic)
- Add Next (if there's a possible path for rule logic to proceed; won't be displayed after a guaranteed execution of a Add error statement, for example)
- Delete (except for the only line remaining in the rule logic)
- Delete Else Block (only for down arrows next to the If clause)
- Add Else Block (only for down arrows next to the If clause for the entire If block when the Else portion is already removed)

Within each of the primary drop down menus, you have the following options -

- Add variable

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- Assign value to existing variable

- Assign value to business object attribute

- Add a condition block

- Add error (for business object validation, field validation rule type only)

- Add warning (for field modification rule type only)

- Call a function

- Add row collection looping block

xyz Icon

The second navigational element of the Autocomplete Rule editor is the **xyz** icon. This icon is immediately to the left of an operand, which is part of either an expression, an equation, or a function. All variable definitions are essentially an equation and the xyz icon will be immediately to the left of any operand (and on the right hand side of the equation).

In an expression, the **xyz** icon is next to each operand while in a function, it's immediately to the left of any argument or parameter passed to the function.

You can change the type of operand or argument using the **xyz** element. Autocomplete Rules supports 5 operand types, different from data types. You can pick up to 4 additional operand types. These are the operand types.

- **Literal** - Default operand type for the right hand side xyz operand for any variable type definition equations, most expressions, and most arguments of functions. In most cases, a literal operand type shows up as an empty text box that requires an input in the expected data type for that field. One exception to this is the right hand side operand of an expression in which the left hand side is a business attribute of type LOV. In this case, the literal automatically shows you a list of valid values for the LOV.

- **Business Attribute** - Field on any object, current or related. After changing to this type of operand, use the hyperlink to pick the attribute from the current object or a list of objects you have given yourself access to.

- **Function** - If the left hand side operand data type supports a function that returns a value of the same data type, changing to this type of operand then enables you to select the functions by clicking the first default available function.

- **Arithmetic Expression** - If the left hand side operand data type supports an arithmetic operation on a combination of operands in right hand side, you can change to this type of operand. This operand type is used in these cases.

  - When you want to concatenate strings to show as part of an error message.

  - When you want show arithmetic operations - add, subtract, multiply and divide operands of a like data numeric data type.

  - When you want to use it in date calculations that allow you to add or subtract a given number of days from a date to determine the desired date in the past or in the future. For example, current date + 90 days

- **Existing Variable** - When you have already defined a variable of a given data type, changing an operand to this type enables you to substitute the right hand side operand to an existing variable of the same data type as that of the left hand side.

- **Nullify Value** - Assign a null value to any type of field or variable. But, if you try to nullify a variable already used in the rule, a warning will be displayed.

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Hyperlink

The blue hyperlink component is contextually available to access a list of options. You can freely click any hyperlink to see a list of available options. This isn't a literal hyperlink, where you will be linked to another page or component. In cases where a hyperlink is available, the component shows up in blue color. These are the common contexts where hyperlinks are seen.

- **Business Object Attribute** - Click the hyperlink to see alternative fields from current or related objects that you can access.

- **Operator** - Click the operator, part of the expression to select from the alternate types of operators available, but limited to the context of the expression.

- **Function** - Click the function name to select any additional available functions, but limited to the context of the equation or expression.

Autocomplete Rule Variables

These are the common variable types used in an autocomplete rule, which closely align with the standard variable data types.

Variable	Usage
String	- Define a specific regular expression (REGEX) pattern that you want to match a user-input text field to, such as phone number, address lines, name, and so on. - Apply a transformation on a field that returns a string type value.
Integer	- Define a counter to add to when controlling a looping logic. - Store a number of days that you can use in the subsequent logic to add or subtract number of days from a date. - Apply a transformation on a field that returns an integer type value.
Long Integer	- Store IDs of any business entity such as job, position, salary basis, and so on. and subsequently assign them to their occurrence in a transaction business object like salary, assignment, position, and so on. You need to use a transformation function when setting up this variable.
Decimal	- Store IDs of business entities such as job, collective agreement, salary basis in various descriptive flexfield segments. You can use Value Set queries on other objects when setting up customer specific associations between various entities. The transformation functions that return a decimal type value aren't available currently, unless you have a custom object function that returns a decimal type value.
Date	- Store a date because of a calculation involving subtraction or addition of a specific number of days to another date. - Apply a transformation on a field that returns a date type of value
Boolean	- Set up a variable to control looping structures - Break down a conditional validation to first evaluate the condition and set the Boolean variable, then, use the Boolean to validate with specific error messages depending on the failure conditions.

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Variable	Usage
	• Apply a transformation on a field that returns a Boolean type value.

Special Variables

Row and rowset variables are special variables that enable you to navigate through various object relationships to fetch the appropriate criteria for default or validating. Special variables allow you to navigate out of the current object to related objects to fetch the criteria. The starting point for your rule is the business object that contains the field that you want to default. For validation, the starting point can be the business object containing the fields you want to validate, but not always.

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For field values in the current object, any changes made by the user are still in-flight without the transaction being submitted, similarly, any fields of related objects you fetch with these variables are also values "in-flight" and not yet submitted. For example, when you navigate from Salary to Worker Assignment, you get field values in the Worker Assignment object that correspond to values just entered in the preceding section. But these values won't be there in the Worker Assignment object prior to starting the current flow.

Here's what you can do using the special variables.

- Fetch values in the fields prior to the current flow.
- Compare and contrast old and new values to decide on default and validation rules.
- Fetch value of fields that exist in the database, for objects that aren't part of the current flow. For example, if you navigate to Worker Assignment from the Change Salary flow, you will get values of fields in Worker Assignment that exist in the database. Another example is when you fetch values from an object that are lookup type entities only will fetch previously setup values of fields in the lookup.

Row Variable

You can use these variants of the row variable.

Variable	Usage
Row – Variant 1	Use row variable without Get First Row function when you expect a 1 to 1 relationship between the object you're operating on and the related object you're fetching on the right hand side, the options that allow for 1 to 1relationships of the lookup codes are shown.
Row – Variant 2	Use row variable with the function Get First Row when you expect a 1 to 1 relationship between the object you're operating on and a different object (such as a parent or a distinctly different functional area, or a parent object). For example, when you're traversing from Worker Assignment to Primary Work Relationship. Accordingly, when you define a row type variable, before clicking on the right hand side hyperlink, if you click on xyz to change to function, you can see the Get First Row function. Click the hyperlink to see related objects that can have a 1 to many relationship with the current object but of which you want the current applicable single row.

Rowset Variable

Use rowset variable when you expect a one to many relationship between the object you're operating on and the related object. For example, when you're traversing from the Person object to the Person Passport object or from the Person object to the Person Citizenship object, and you want to scan all possible rows. When you declare a rowset variable type,

other functions aren't supported on such a variable (click the **xyz** icon to see this). But, when you click the hyperlink, it will again show the same related objects as in the second variant of row variable (with a Get First Row function). The difference is that you're setting up your rule to iterate over all rows of related object as opposed to just the current one

Person related objects are functionally compact, for example, email, phone number, name, and the business object that you start with is one of the child objects, for example Person Passport), while the criteria is in another child object (Person Citizenship). For a rule such as don't allow entry of passport prior to having a citizenship record for the same issuing country, you need to first define a row variable to traverse from the first child object (Person Passport) to the parent object (Person). You then define a rowset variable to go from the parent object (Person) to the other child object (Person Citizenship). Another example in the same pattern of rule is ensure email address must begin with person last name. In this rule, you need to define row variable with Get First Row to traverse from person email to person and then define another row variable with Get First Row to traverse from person to person name.

Functions Used in Autocomplete Rules

You can define one variable each using the primary 6 data types as a first step in rule building. Then on the right hand side of the variable equation, change the right hand side operator type to a function.

Click on the initial default name of the first function available to see what other types of transformations are available.These are the available function types.

Function	Usage
Standard	Used for technical transformations.
Global	Used to provide context information that's either, difficult if not impossible to obtain. The HCM suite of applications provides these functions.
Object	Used for authoring business objects using the Configure Business Objects page, different from the Autocomplete Rules Editor.

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IF Block

Variable with functions contain part of subsequent IF logic.

The significance of the data type dependent functions is that most of the condition logic (with the help of an IF statement) is contained in the way these functions are setup on their corresponding variables before you author the IF statement portion of the rule logic. For example, if your rule requires you to check whether a user input text begins with "Oracle", most standard programming languages will enable you to directly apply the transformation within the IF statement as given here.

```
If <user text> begins with 'Oracle' then...
```

But, in Autocomplete Rules, you need to first declare a Boolean variable to test the "begins with" condition and then use the Boolean variable in your If condition as follows -

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```
def Boolean MyVariable = beignsWith(user text, 'Oracle')
If MyVariable = True then ...
```

This style of application logic applies to any or all data type dependent functions like "Month Of", "Day Of", and so on. Many functions are very intuitive but transformations involving those that return Boolean values can be counter intuitive from a classical programming style perspective.

Condition Block

Condition Block is used to conditionally default or validate. It inserts into your rule definition an outline of a generic `If ... Then ... Else ...`statement. You can also use this to conditionally proceed only if a field or an entire object is NOT NULL. You can change or add, or do both to any part of this generic outline.

These are some of the common options along with additional navigational elements specific to the condition block.

1. Removing the Else Block. In many cases you may not want an Else as part of your condition block. Click the down arrow to the left of the 'IF' clause to remove the entire Condition block or just the 'Else' segment of the condition block, in addition to the usual "Add Next" and "Add Before".
2. Indented (to the right) down arrows. These arrows appear depending on where you're in the rule logic and allow you to do one of the following -

    ○ **Add Condition:** This uses the same conjunction (AND/OR) as already used in the series of conditions.
    ○ **Add Condition Group**: This enables you to cluster a set of conditions with the same conjunction inside this cluster. You can add a condition group first, if you're anticipating a complex combination logic and add more condition groups to control the conjunction used within each group and between the groups. When the default condition block is shown, use the indented arrow, add a condition group and then delete the default condition statement part of the original default condition block to proceed. You can add as many conditions to each group or entire condition groups, or both.
    ○ **Change Conjunction**: Changing a conjunction changes the conjunction for all within the same group or all conditions without any group.
3. Remove a condition: This function has an 'x' at the end of the condition. You can't delete a condition when it's the only condition of a block.
4. Exit Rule. This function is used to exclude some of your existing rules to execute for certain conditions.
5. Do more than one thing if the condition is met or not. This works similarly to the left most indented down arrow enabling your to build one rule line at a time.

How You Default a Field Value

You use the Assign Value to Field statement to default a field value. You can have more than one such statements in a rule when all the defaulted fields are part of the same current object in context.

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When assigning a value to a business object attribute, the operand types can be any one of these:

- **Business Object Attribute** - This always shows the same attribute as that on the left hand side. Click the hyperlink to change to another business attribute field from the current or related objects. You can then see attributes of current or related objects of the same data type as that of the left hand side operand.

- **Literal** - This is the default and changing to this operand type in the context of a default statement enables you to code the value to assign to the selected attribute. The literal appears as a text box and is based on the data type of the operand on the left hand side (the attribute being defaulted into).

- **Existing Variable** - When selecting this type of operand, the variables that have already been explicitly defined within the scope of the current rule line, which are of the same data type as that of the left hand side attribute (the field being defaulted into) are shown. If matching data type variables aren't available, you get an error message preventing you from changing the operand type to existing variable.

A fourth option for Operand Type, arithmetic expression, is available but not used much in most functional situations. You must define variables of compatible numeric types and perform arithmetic operations prior to assigning the existing variable to the field to be defaulted (as opposed to attempting an arithmetic operation during defaulting).

How You Add an Error Message Using Autocomplete Rules

The Add error message option enables you to insert a rule line that shows an error message to the user. This option can only be used in Business Object Validation and Field Validation rules.

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You can't show an error with Business Object Defaulting or Field Modification rule types. This option is mostly available within a conditional statement. Note that you can't add any rule lines immediately after this, inside the execution path that includes the Show Error statement. This is the end of execution of the rule. You don't have the option to continue rule execution after showing an error.

You can change only the right hand side of a show error statement. By default, you can see a text box in which you can type your error message in the language that follows your language preference of HCM Cloud login.

Click the **xyz** icon next to the text box to change it to either an existing variable or an arithmetic expression. The arithmetic expression in this case is simply a concatenation of string values that's shown to the end user. This is useful to mix and match literal expressions with values of fields so that the message is more useful and specific. After changing to arithmetic expression, each component of the concatenated string is shown with its own **xyz** icon allowing you to change individual components to either literal text values or another arithmetic expression. You can set up as many components as needed before typing in your error text or changing some components, or both to show actual values of fields (of type string only). You can ignore the parenthesis, as this will result only in a sequential concatenation of string values. You can't change the only arithmetic operator in this context, the "+" operator. If you want to show a number as part of your error message, you have to convert the number to a string using an object function and store it in a string variable and then reference the string variable.

We recommended you don't display numbers and IDs in error messages. To show numbers in an error message, you first convert the number to a string using a global function. You then use the converted string variable in the error message. To show dates in an error message, you can use the Autocomplete Rules' built-in function **Get Date in Custom Format** that converts a date field to any format of your choice.

You can also setup various Boolean variables in the rule logic that detects the error condition separate from the conditional statement where you actually show the error. This can trigger specific error messages depending on the error when multiple conditions are checked, as opposed to a generic error message. This is useful in pattern matching scenarios where you can check for multiple patterns at the same time.

A point to note is that you can't use curly brackets or double quotes in an error message. Other types of brackets must be used in pairs, that's any open brackets including { or (must be closed and vice-versa.

You can translate error messages added using Autocomplete Rules in all Oracle supported languages. But, you need to use only one language when implementing and maintaining messages, otherwise the translation will be overridden. If the rule is edited in another language and saved while the message is already translated, then the message is overridden and translation will be lost.

Related Topics
* Translate Existing Strings Added Using Configuration Tools

How You Add a Warning Message Using Autocomplete Rules

The Add warning message option enables you to insert a rule line that shows a warning message to the user. This option can only be used in the Field Modification rule type.

You can't show a warning in Business Object Defaulting, Business Object Validation and Field Validation rule types. This option is mostly available inside a conditional statement. Unlike the **Add error message** option, you can continue to add additional rule lines to execute. This works like an information message and there's no option to revert user input or modifications.

You can only view the warning message and dismiss it by clicking **OK**. The warning statement, by default, is shown as an equation, similar to an error statement. You can change the right hand side of this equation in the same way as in the **Add error message** option.

A point to note is that you can't use curly brackets or double quotes in a warning message. Other types of brackets must be used in pairs, that's any open brackets including { or (must be closed and vice-versa.

You can translate warning messages added using Autocomplete Rules in all Oracle supported languages. But, you need to use only one language when implementing and maintaining messages, otherwise the translation will be overridden. If the rule is edited in another language and saved while the message is already translated, then the message is overridden and translation will be lost.

Related Topics
* Translate Existing Strings Added Using Configuration Tools

Row Collection Looping Block

You need a row collection looping block to iterate over all related records of a related object that has a one to many relationship with either the current business object or another related object.

The row collection looping block is usually used along with the rowset variable type. The entire block structure enables you to modify only the name of instance of each row of the related rowset and the name of the rowset, if you have more than one rowset defined.

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Execution inside the row collection goes on until the last record of the row collection. You can **exit the loop** once you find the row you're looking for or **skip to the next row** when the current row isn't the one you're looking for.

Related Topics
- Autocomplete Rule Variables

FAQs for Components of the Autocomplete Rules Editor

What's the character limit in error and warning messages?

It's recommended to write concise error and warning messages.

Can I use special characters in error or warning messages?

Special characters are supported, except curly brackets {} and double quotes "". Other type of brackets must be used in pairs. that's any open brackets including [or (must be closed and vice-versa in warning and error messages.

Are error and warning messages translated?

Yes, error and warning messages defined as part of an autocomplete rule are translated.

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Can I change an error to a warning message or vice-versa after defining it in an autocomplete rule?

No, you can't change the message type after creating the rule. You have to create a rule with the supporting rule type.

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4   Business Objects in Autocomplete

Absence Management

Overview of Childbirth and Placement Dates

The Childbirth and Placement Dates business object contains planned start date, planned end date and will return to work information based on the ANC_PER_ABS_MATERNITY table.

This object can typically be used to Default planned end date based on planned start date.

The Childbirth and Placement Dates business object impacts these responsive flows.

- Add Absence
- Edit Absence

Attributes for Childbirth and Placement Dates

This table lists the main attributes of the Worker Assignment business object and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported LOV
PLANNED_START_DATE	Planned Start Date	Planned start date of a maternity, paternity or adoption leave	N/A
PLANNED_END DATE	Planned End Date	Planned end date of a maternity, paternity or adoption leave	N/A
WILL_RETURN_TO_WORK	Will return to work	Check box indicating the intent to return to work after the absence	N/A

Navigation From Childbirth and Placement Dates

As shown in the figure, the Childbirth and Placement Dates business object is a part of Absence Management.

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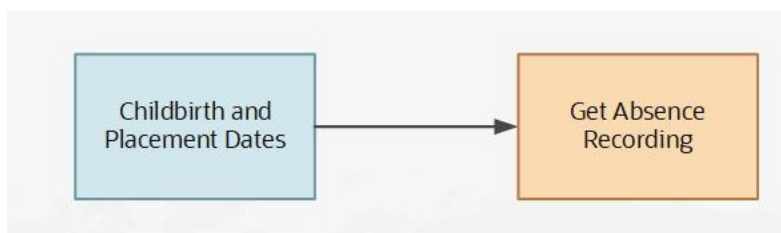
From Childbirth and Placement Dates to Other Objects

This table lists the objects that you can navigate to from the Childbirth and Placement Dates object.

From Childbirth and Placement Dates Object to Business Object	How	Purpose
Absence Record	Row Variable (variant 2)	Access the parent Absence Recording business object displayed in Autocomplete to return additional attributes associated with childbirth or placement dates.

Childbirth and Placement Dates: Exceptions and Adaptations

There are situations when the Payroll Terms object doesn't conform according to the general principles of Autocomplete Rules.

Exceptions

This table lists rules that can't be currently implemented for the Childbirth and Placement Dates business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted
Cannot support Object Defaulting Rule Type, Object Validation Rule Type, Field Validation Rule Type (Support only Field Modification Rule)	Any	All	All	All

Delivered Rules for Childbirth and Placement Dates

These are the predefined rules for the Childbirth and Placement Dates business object.

Name	Rule Type	Description
Default Planned End Date Based on Planned Start Date	Field Modification	This rule defaults the planned end date based on the planned start date. Oracle-delivered rule to default planned end date based on the planned start date and a specified number of calendar days. Instructions: • Duplicate the rule

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Name	Rule Type	Description
		• While adjusting the rule logic to your need, select the values that apply to your organization and for this particular rule • Delete any unused variable • Activate the rule • Save and close. If you use Will return to work field, then be aware that the possible values are Y and N, and only the value of Y is supported. Use this value only if you track return to work in your absence transaction

Document Records

Overview of Document Records

The Document Records business object contains details of document records created based on document types such as passport, driver's license, birth certificate and so on based on the HR_DOCUMENTS_OF_RECORD table.

This object can typically be used in these cases:

- Defaulting document name or issuing country based on the document record being added.
- Auto-populating fields based on the document type selected.
- Validating date fields, invalid characters, or DFF segments.

Let's look at some examples on how this business object can be used based on the use cases listed previously:

- Default the document name to document type plus a suffix such as First Name. For example, Passport_David.
- Default the issuing country to the person's country for whom the document record is being added.
- Default the From Date as the person's hire date and the To Date as current date.
- Auto-populate fields based on the document type selected by the user, for example, if Document Type = Passport and Country = India, then auto-populate "Issuing Authority" as "Regional Passport Office".
- Auto-populate DFF segments with data based on the document type and the DFF context you select.
- Display a warning message if the From Date is after the current date and To Date is earlier than current date. The application won't display an error message for this scenario, as some cases require loading of expired documents.
- Duplicate check to validate if details of the new document record being created match the details of an existing document record.

The Document Records business object impacts these responsive flows (if the Document Records plug-in section is enabled for them):

- Add Assignment
- Add Contingent Worker
- Add Nonworker

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- Add Pending Worker
- Change Assignment
- Change Location
- Change Manager
- Change Working Hours
- Convert Pending Worker
- Create Work Relationship
- Edit Pending Worker
- Employment Contracts
- Hire an Employee
- Local and Global Transfer - Transfer
- Local and Global Transfer - Permanent Global Transfer
- Local and Global Transfer - Global Temporary Transfer
- Manage Directs
- Promote
- Resignation
- Terminate
- Transfer

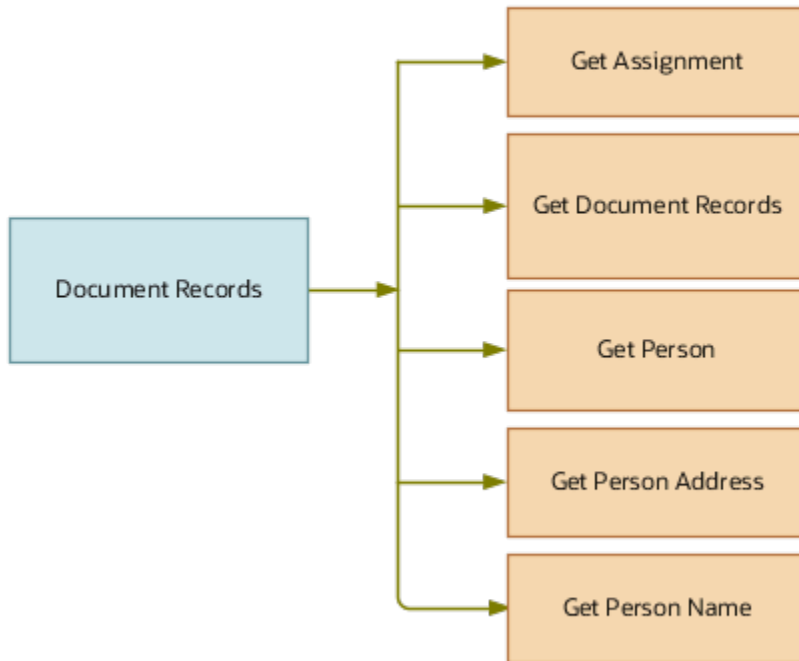# Attributes for Document Records

All attributes in the HR_DOCUMENTS_OF_RECORD table are supported. For more information on Document Records business object attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Document Records

The Document Records business object is an independent object, but relates to Person and Assignment.

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This figure shows the navigation to and from the Document Records business object.

This section lists the objects you can navigate to the Document Records business object.

Document Records to Other Objects	How	Purpose
All Lookups	row variable (variant 1)	Attributes of lookups and subsequently their corresponding extensible flexfields (EFFs).
Get Assignment	row variable (variant 2)	To access assignment details of the person for whom document records are being created.
Get Person Address Usage	row variable (variant 2)	To access address details of the person for whom document records are being created.
Get Person Name	row variable (variant 2)	To access person name details of the person for whom document records are being created.
Get Document Records	rowset	To access all document records of the person for whom document records are being created.

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Document Records: Exceptions and Adaptations

This table lists rules that can't be currently implemented for the Document Records business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Attributes in document records attachments can't be validated or defaulted.	All	All	All	All	You can't use any attachment attributes to validate or default in autocomplete rules.

Delivered Rules for Document Records

These are the predefined rules for the Document Records business object.

Name	Rule Type	Description
Default Document Name Based on Person and Document Type	Field Modification	This rule defaults the document name based on the person and the document type.
Default Issuing Country Based on the Legislation Code of the Primary Assignment	Field Modification	This rule defaults the issuing country field based on the primary assignment's legislation code.
Validate Document Record From Date is After Current Date	Field Modification	This rule validates whether the from date entered is after the current date.
Validate Document Record To Date is Before Current Date	Field Modification	This rule validates whether the to date entered is before the current date.
Validate Document Record Publish Date is After Current Date	Field Modification	This rule validates whether the publish date of the document record is after the current date.

Points to Consider

- When the condition fails, the Object Validation rule will display an error message and the Field Modification rule will display a warning message.

- If you use a delivered rule that validates a date condition and have approvals enabled for the document type, the data will still be committed during the transaction. This is because the validation is a warning message and doesn't prevent data from being committed.

- You can configure an Object Validation rule. For example, Validate on Submit button (exit region) for unique Document Record.

- You can't validate transactions based on date, if approvals are enabled for the document type.

- You must use the System Document Type when creating the rule, so that the rule is language independent.

- Transactions that are pending approval in the Document Records flow and Document Records plug-in section won't be considered when evaluating a rule.

- You must use Partial Page Refresh (PPR) if your rule includes defaulting a value in one descriptive flexfield (DFF) segment based on the value in another DFF segment.

Related Topics
- Overview of Document Records
- Document Records: Exceptions and Adaptations

Employment

When and Why

Overview of When and Why

The When and Why business object contains action date, action name, and action reason information based on the PER_ACTION_OCCURRENCES table.

This object is typically used in these cases:

- Validate global transfers and promotions that occur on any date other than the 1st or 16th of a future month.
- Restrict promotions or transfers to be effective on any date other than the start of a future payroll cycle.
- Default pay period start date as the effective date.

The When and Why business object impacts these responsive flows:

- Add Assignment
- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Additional Assignment Info
- Cancel Work Relationship
- Change Assignment
- Change Location
- Change Manager
- Change Salary
- Change Working Hours
- Create Job Offer
- Create Work Relationship
- Edit Job Offer

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- Edit Work Relationship
- Employment Contracts
- Employment Information
- Hire an Employee
- Local and Global Transfer
- Manage Eligible Jobs
- Manage Seniority Dates
- Promote
- Salary History
- Transfer

The sections within the responsive flows, that use the When and Why business object (Entry, Tab-out, Exit) may be named differently. The naming convention is based on the action, such as Assignment Details, Employment Details, Offer Details, Location, Manager, Working Hours, Contract Information, Transfer, Promote, and so on.

For more information about the When and Why attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Attributes for When and Why

This table lists the main attributes of the When and Why business object and exceptions for any attribute, if any.

Attribute	Field Name	Description
ACTION_DATE	Action Date	Date of occurrence of action.
ACTION_ID	Action ID	Foreign key to the PER_ACTIONS_B table.
ACTION_OCCURRENCE_ID	When and Why ID	Primary key. Uniquely identifies a document record.
ACTION_REASON_ID	Action Reason ID	Foreign key to the PER_ACTION_REASONS_B table.
ACTION_TYPE_CODE	Action Type Code	Stores the action type used in the creation of this row.
BUSINESS_GROUP_ID	Business Group ID	Identifier of the enterprise used for multi-tenancy partitioning. Foreign key to HR_ORGANIZATION_UNITS.
CREATED_BY	Created By	Indicates the user who created the row.
CREATION_DATE	Creation Date	Indicates the date and time of the creation of the row.
ENTITY_ID	Entity ID	Stores the surrogate key of the entity type.

Attribute	Field Name	Description
ENTITY_TYPE	Entity Type	Entity type that stores the parent object of a transactional entity.
FREEZE_START_DATE	Freeze Start Date	Represents the deferred data freeze start date (defaulted to end of time).
FREEZE_UNTIL_DATE	Freeze Until Date	Represents the deferred data freeze until date (defaulted to start of time).
LAST_UPDATE_DATE	Last Update Date	Indicates the date and time of the last update of the row.
LAST_UPDATE_LOGIN	Last Update Login	Indicates the session login associated with the user who last updated the row.
LAST_UPDATED_BY	Last Updated By	Indicates the user who last updated the row.
LEGAL_ENTITY_ID	Legal Entity ID	Indicates the proposed legal entity ID of the worker.
OBJECT_VERSION_NUMBER	Object Version Number	This number is incremented every time the row is updated. The number is compared at the start and end of a transaction to detect whether another session has updated the row since it was queried.
PARENT_ENTITY_KEY_ID	Parent Entity Key ID	Stores the surrogate key of the entity type.
PARENT_ENTITY_TYPE	Parent Entity Type	Entity type which stores the parent object of a transactional entity.
PROPOSED_ACTION_ID	Proposed Action ID	Indicates the proposed action ID of the worker.
PROPOSED_ACTION_TYPE	Proposed Action Type	Indicates the proposed action type of the worker.
PPROPOSED_REASON_ID	Proposed Reason ID	Indicates the proposed action reason ID of the worker.
PROPOSED_START_DATE	Proposed Start Date	Indicates the proposed start date of the worker.
PROPOSED_WORKER_TYPE	Proposed Worker Type	Indicates the proposed worker type of the worker.
SUBMITTED_BY	Submitted By	Indicates the user who submitted the action.

For more information about the When and Why attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To When and Why

The When and Why business object is a part of Employment.
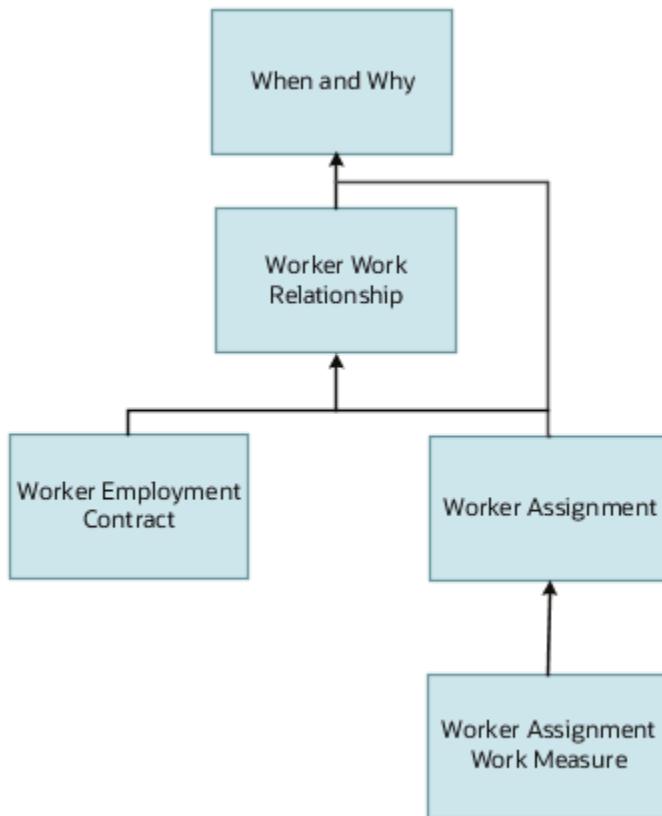
In addition to directly using the business object for defaulting and validating, you can also use it as a criteria to achieve other defaulting and validating in objects that are called in subsequent sections involving the Employment Details section.

From Other Objects to When and Why

This table lists the objects that you can navigate from to the When and Why business object:

From Object	How	Purpose
Get When and Why	Use row variable (variant 2)	Access a set of records from the When and Why business object for a specified When and Why ID.

To Other Objects from When and Why

This table lists the objects that you can navigate to from the When and Why business object.

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To Object	How	Purpose
Get Assignment	row variable (variant 2)	Access a set of records from the assignment business object for a specified assignment ID.
Get Salary	row variable (variant 2)	To check for attributes of this object and another that it allows further access to. This direct access to Action Occurrences is mainly for Change Salary flow not involving Worker Assignment.
Get Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get the work relationship record using the Action Occurrence ID.
Get Existing All Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get all the work relationship records of the person using the person ID.
Get Existing Assignment History	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get all the splits of the assignment record without date effectivity using the assignment ID.
Get Existing Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get current assignment details from the database using the assignment ID.
Get Existing Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get the current work relationship details from the database using the period of service ID.
Get Logged in User Primary Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get the logged in user primary assignment row using the person ID.
Get Existing Line Manager	Use row variable (variant 2)	Access a set of records from the assignment supervisor business object displayed in Autocomplete. It is used to get the line manager record using the assignment ID.
Get Person Detail	Use row variable (variant 2)	Access a set of records from the person detail business object displayed in Autocomplete for a specified person ID.

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When and Why: Exceptions and Adaptations

Exceptions

This table lists the rules that can't be currently implemented for the When and Why object:

Serial Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
1	Object Defaulting, Field Validation, and Field Modification rule types not supported.	Object Defaulting, Field Validation, and Field Modification.	All	When and Why	All	You may not for example, default the action reason as soon as the When and Why regions are presented.
2	Warnings on termination on exit section only.	Field Modification	Termination	When and Why	Action Reason	Warnings related to termination when you exit the When and Why section are being fixed.
3	Not in Request Position Change, Request New Position, Job and Grade Management flows.	Object Validation	Position Change, Request New Position	When and Why	All	The use of this object as part of certain actions aren't yet supported due to either of these reasons: • The primary subsequent objects involved (for example, job) in these actions aren't supported. • The primary subsequent objects (for example, position) are supported. See the impacted responsive flows to see which actions are supported.
4	Cannot validate proposed hire date in offer	Object Validation	Create Offer	When and Why	Offer Date	Action date isn't equal to offer date; support for this is coming in an upcoming release through an entirely different object.

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Serial Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
5	Cannot differentiate between launch from Transfer quick action and transfer option of Local and Global Transfer quick action.	Object Validation	All	When and Why	All	The action type code fetched either from the action type code of the Action Occurrences object or from hcmParams will indicate transfer. This happens if either the action is launched from the Transfer quick action or from the Local and Global Transfer quick action and there is no change in legislation code. Oracle is reviewing this for a possible fix.
6	Cannot differentiate between Me, My Team, and My Client Groups (or any other Home screen tabs) when same action is launched from different tabs.	Object Validation	All	When and Why	All	You can use the logged in user role as proxy, but there will be no way of differentiating between say, an HR specialist performing a given action on another person or themselves. Oracle is reviewing this for a possible solution.

Adaptations

There are no adaptations currently available for the When and Why business object.

Delivered Rules for When and Why

These are the predefined rules for the When and Why business object.

Name	Rule Type	Description
Validate Effective Date on 1st or 16th of the Month	Object Validation	This rule validates whether the effective date is on the 1st and 16th of the month.
Validate Effective Date with Future Payroll Cycle Date	Object Validation	This rule validates if the effective date is based on the future payroll cycle date.

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Guidelines for Configuring When and Why Rules

This table lists the points to consider when you use rules for the When and Why business object:

Serial Number	Field	Rule Usage	Rule Type	Sections Impacted	Tips and Considerations
1	Effective Date	To default the effective date in the When and Why section of employment flows.	Object Defaulting	When and Why	• The defaulting by the rule takes precedence over the default value that's set by the ORA_PER_EMPL_DEFAULT_EFFECTIVE_DATE profile option. • The effective date will be defaulted only the first time when the user visits the When and Why section of these employment update flows: Promote, Local and Global Transfer, Transfer, Change Assignment, Change Location, and Change Manager. • If the ORA_PER_EMPL_DEFAULT_EFFECTIVE_DATE profile option value is set to Y and no autocomplete rule is defined, the effective date will be defaulted to the current system date. • The ORA_PER_EMP_RETAIN_CHANGES profile option value is set to N and the autocomplete rule is defined to default the effective date. In this case, if the user manually changes the effective date in the employment

Serial Number	Field	Rule Usage	Rule Type	Sections Impacted	Tips and Considerations
					flow, the new date value will be retained.
					• You can't default the effective date by using an autocomplete rule based on a modified field in the employment transaction page. This is because each time the transaction date is modified in the page or the ORA_PER_EMP_RETAIN_CH profile option value is enabled (set to Y), the transaction is rolled back and the changes are re-populated.
					• The effective date won't be defaulted when you resume an employment transaction after saving it, or when the employment transaction is edited by an approver.
					• The defaulting by the autocomplete rule isn't supported in HCM Data Loader and REST API.
					• You can't default the effective date for the Create Work Relationship and Convert Pending Worker flows.

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Worker Assignment

Overview of Worker Assignment

The Worker Assignment business object contains employee, contingent worker, applicants, and benefits assignments' information based on the PER_ALL_ASSIGNMENTS_M table.

This object is typically used in these cases.

- Default Worker Category to Regular (for a specific Action or Legal Entity)
- Validate Business Unit and Legal Entity combination
- Default Full-time or Part-time based on Working Hours or Frequency
- Default Probation Period based on Regular or Temporary employment
- Default an Assignment descriptive flexfield by selecting a value from Job

The Worker Assignment business object impacts these responsive flows.

- Add Assignment
- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Additional Assignment Info
- Cancel Work Relationship
- Change Assignment
- Create Job Offer
- Change Legal Employer
- Change Location
- Change Manager
- Change Working Hours
- Create Work Relationship
- Edit Job Offer
- Edit Work Relationship
- Employment Contracts
- Employment Information
- Hire an Employee
- Local and Global Transfer
- Manage Eligible Jobs
- Manage Seniority Dates
- Promote
- Transfer

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The regions within the responsive flows, that use the Worker Assignment object (Entry, Tab-out, Exit) may be named differently. The naming convention is based on the action such as Assignment Details, Employment Details, Offer Details, Location, Manager, Working Hours, Contract Information, Transfer, Promote, and so on.

Note: PeopleGroup flexfield isn't available in Autocomplete Rules.

Attributes for Worker Assignment

This table lists the main attributes of the Worker Assignment object and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported by LOV
ACTION_CODE	Action Code	Specifies the action performed on the particular record. For example: HIRE, ADD PENDING WORKER, MANAGER CHANGE, and so on.	LOV_ActionCode
ACTION_OCCURRENCE_ID	When and Why ID	Foreign Key to PER_ACTION_OCCURRENCES.	N/A
ALLOW_ASG_OVERRIDE_FLAG	Allow Assignment Override	Override Work Term related data. Accepts values of 'Y' and 'N'. This is set for the Work Term. Default is set to 'N' for rows representing Assignments and it doesn't change. If row represents a Work Term, then users can enter a value.	N/A
ASS_ATTRIBUTE_CATEGORY	Attribute Context	Descriptive Flexfield: structure definition of the user descriptive flexfield.	N/A
ASSIGNMENT_ID	Assignment ID	This is a system generated primary key. Surrogate key.	N/A
ASSIGNMENT_NAME	Assignment Name	Describes the type of assignment or set of Terms. Users can configure how to derive this (at setup time). This is optional, by default (out-of-the-box) this is derived as follows: [job name] - [department name].	N/A
ASSIGNMENT_NUMBER	Assignment Number	Uniquely identifies the assignment or terms. Valid for Workers and nonworkers. Assignment Level:By default [Person Number] - [sequence] Work Term Level: [sequence]	N/A
ASSIGNMENT_SEQUENCE	Assignment Sequence	Used when defaulting assignment number.	N/A
ASSIGNMENT_STATUS_TYPE	Assignment Status Type	Denormalized status of the assignment. This is derived using the Assignment Status Type ID.	N/A

Attribute	Field Name	Description	Supported by LOV
ASSIGNMENT_STATUS_TYPE_ID	Assignment Status Type ID	Denormalized status of the assignment. This is derived using the Assignment Status Type ID.	LOV_AssignmentStatusTypeId
ASSIGNMENT_TYPE	Assignment Type	Identifies the type of record: either assignment (employee, CWK, applicant, nonworkers) or a set of Terms.	LOV_AssignmentType
BARGAINING_UNIT_CODE	Bargaining Unit	Bargaining unit code.	LOV_BargainingUnitCode
BUSINESS_GROUP_ID	Business Group ID	Identifier of Enterprise, used for multi-tenancy partitioning. Foreign key to HR_ORGANIZATION_UNITS.	LOV_BusinessUnitId
BUSINESS_UNIT_ID	Business Unit ID	Determinant for 'Set Enabled' tables and those using BU as a partitioning key.	N/A
CATEGORY_CODE	EFF Context	Extensible Flexfield Category Code	N/A
COLLECTIVE_AGREEMENT_ID	Collective Agreement ID	Foreign key to PER_COLLECTIVE_AGREEMENTS.	LOV_CollectiveAgreementId
CONTRACT_ID	Contract ID	Foreign key to PER_CONTRACTS_F.	N/A
CREATED_BY	Created By	Who column: indicates the user who created the row.	N/A
CREATION_DATE	Creation Date	Who column: indicates the date and time of the creation of the row.	N/A
DATE_PROBATION_END	Probation End Date	End date of probation period.	N/A
DEFAULT_CODE_COMB_ID		Foreign key to GL_CODE_COMBINATIONS.	N/A
EFFECTIVE_END_DATE	End Date	Date Effective Entity: indicates the date at the end of the date range within which the row is effective.	N/A
EFFECTIVE_LATEST_CHANGE	Effective Latest Changes	Date Effective Entity: 'Y' indicates that this row represents the latest change in the day.	N/A
EFFECTIVE_SEQUENCE	Date Effective Sequence of Changes	Date Effective Entity: indicates the order of different changes made during a day. The lowest value represents the earliest change in the day.	N/A
EFFECTIVE_START_DATE	Start Date	Date Effective Entity: indicates the date at the beginning of the date range within which the row is effective.	N/A
EMPLOYEE_CATEGORY	Employee Category	Based on Lookup Type = ? EMPLOYEE_CATG?: Blue collar, Civil Servant, and so on.	LOV_EmployeeCategory

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Attribute	Field Name	Description	Supported by LOV
EMPLOYMENT_CATEGORY	Employment Category	User defined category. For example Full-Time Permanent or Part-Time Permanent. Lookup Type = 'EMP_CAT'.	LOV_EmploymentCategory
ESTABLISHMENT_ID	Establishment ID	Foreign key to HR_ORGANIZATION_UNITS_F.	LOV_EstablishmentId
EXPENSE_CHECK_ADDRESS	Expense Check Address	Determines whether check is sent to the Home or Office address. Based on 'HOME_OFFICE' lookup.	LOV_ExpenseCheckSendToAddress
FREQUENCY	Working Hours Frequency	Frequency of normal working hours, - week, month, year. Sourced from 'Frequency' lookup type.	LOV_Frequency
FULL_PART_TIME	Full Time or Part Time	FULL_PART_TIME	LOV_FullPartTime
GRADE_ID	Grade ID	Foreign key to PER_GRADES_F.	LOV_Grade
GRADE_LADDER_PGM_ID	Grade Ladder ID	FULL_PART_TIME	LOV_GradeLadderPgmId
GSP_ELIGIBILITY_FLAG	Grade Step Progression Eligibility	Identifies if person is included in grade step progression.	N/A
HOURLY_SALARIED_CODE	Hourly Salaried Code	Identifies if the assignment is paid by the hour or by a salary. Either maintained at the assignment level or Employment or Placement Terms but not both.	LOV_HourlySalariedCode
INTERNAL_BUILDING	Internal Building	Building information associated with Work location.	N/A
INTERNAL_FLOOR	Internal Floor	Floor information.	N/A
INTERNAL_LOCATION	Internal Location	Additional location details.	N/A
INTERNAL_MAILSTOP	Internal Mail Location	Internal mail location.	N/A
INTERNAL_OFFICE_NUMBER	Internal Office Number	Office Number.	N/A
LABOUR_UNION_MEMBER_FLAG	Labor Union Member	Labor union member option. Accepts values of 'Y' or 'N'.	LOV_LabourUnionMemberFlag
LAST DAY WORKED	Last Day Worked	Last working day of the terminated worker.	N/A
LAST_UPDATE_DATE	Last Update Date	Who column: indicates the date and time of the last update of the row.	N/A
LAST_UPDATE_LOGIN	Last Update Login	Who column: indicates the session login associated to the user who last updated the row.	N/A
LAST_UPDATED_BY	Last Updated By	Who column: indicates the user who last updated the row.	N/A

Attribute	Field Name	Description	Supported by LOV
LEGAL_ENTITY_ID	Legal Entity ID	Represents Legal Entity. Might be null for Applicants.	LOV_LegalEntityId
LEGISLATION_CODE	Legislation Code	Legislation code derived from the Legal Entity. Might be null for Applicants.	N/A
LOCATION_ID	Location ID	Foreign key to HR_LOCATIONS_ALL_F.	LOV_Location
MANAGER_FLAG	Working As Manager	Indicates whether the employee in this assignment is designated a manager. Based on 'YES_NO' lookup type.	LOV_ManagerFlag
NORMAL_HOURS	Working Hours	Normal working hours.	N/A
NOTICE_PERIOD	Notice Period	Notice period for the assignment.	N/A
NOTICE_PERIOD_UOM	Notice Period UOM	Notice period unit of measure.	LOV_NoticePeriodUom
NOTIFICATION DATE	Notification Date	Date when the termination notification is sent.	N/A
OBJECT_VERSION_NUMBER	Object Version Number	Used to implement optimistic locking. This number is incremented every time that the row is updated. The number is compared at the start and end of a transaction to detect whether another session has updated the row since it was queried.	N/A
ORGANIZATION_ID	Organization ID	Department Identifier. This is an optional field.	LOV_Department
OVERTIME_PERIOD	Overtime Period	Overtime Period	LOV_OvertimePeriod
PARENT_ASSIGNMENT_ID	Parent Assignment ID	Allows two assignments to be linked. Used when creating temporary assignments. Also, potentially required when converting the Applicant onto a Worker (this stores the applicant assignment ID for the worker?s assignment).	N/A
PERIOD_OF_SERVICE_ID	Period of Service ID	Identifies the Employment Level. Foreign key to PER_PERIODS_OF_SERVICE.	N/A
PERMANENT_TEMPORARY_FLAG	Regular or Temporary	PERMANENT_TEMPORARY_FLAG	LOV_PermanentTemporaryFlag
PERSON_ID	Person ID	Identifies person holding an assignment or a set of Employment/Placement Terms. Foreign key to PER_PERSONS.	N/A
PERSON_TYPE_ID	Person Type ID	Defines the worker class. Examples: Assignee, Consultant, Expatriate, Agency/Temp, Intern, Apprentice, Contractor, Trainee. This defaults	LOV_PersonTypeId

| Attribute	Field Name	Description	Supported by LOV
		from the person/org relationship. It is defined at either level (Assignment or Employment/ Placement Terms).	
POSITION_ID	Position ID	Foreign key to PER_ALL_POSITIONS_F.	LOV_PositionId
POSITION_OVERRIDE_FLAG	Position Override	Override Position related data. Accepts values of 'Y' and 'N'.	LOV_PositionOverrideFlag
PRIMARY_ASSIGNMENT_FLAG	Primary Assignment	Accepts value of ?Y? or 'N' based on 'YES_NO' lookup type. If set to 'Yes', then the current row represents the primary deployment. Note: You can use this attribute in validation rules, but not for object defaulting.	LOV_PrimaryAssignmentFlag
PRIMARY_FLAG	Primary	Primary option. Accepts value of 'Y' or 'N' based on 'YES_NO' lookup type. If set to 'Yes', record represents the primary assignment associated to the primary Work Relationship and primary set of Employment or Placement Terms.	LOV_PrimaryFlag
PRIMARY_WORK_RELATION_FLAG	Primary Work Relationship	Accepts value of 'Y' or 'N' based on 'YES_NO' lookup type. If set to 'Yes', then the current row represents an Assignment or Employment/Placement attached to the primary Work Relationship.	LOV_PrimaryWorkRelationFlag
PRIMARY_WORK_TERMS_FLAG	Primary Work Terms	Accepts value of 'Y' or 'N' based on 'YES_NO' lookup type. If set to 'Yes', then the current row represents a Assignment attached to the primary set of Employment/Placement.	LOV_PrimaryTermsFlag
PROBATION_PERIOD	Probation Period	Duration of probation period.	N/A
PROBATION_UNIT	Probation Unit	Units of probation period duration. Based on QUALIFYING_UNITS lookup type.	LOV_ProbationUnit
PROJECTED_ASSIGNMENT_END	Projected Assignment End Date	The date the assignment is expected to end.	N/A
PROJECTED_START_DATE	Projected Start Date	Tentative start date (applicants).	N/A
PROPOSED_WORKER_TYPE	Proposed Worker Type	Determines whether applicant will be hired/placed as an Employee or Contingent Worker. This represents a SYSTEM PERSON TYPE: EMP or CWK. This is also applicable for Pending Hires (workers).	LOV_ProposedWorkerType

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Attribute	Field Name	Description	Supported by LOV
REASON_CODE	Action Reason Code	Specifies the reason for the action performed on the record.	LOV_ReasonCodeFseniority
RECOMMENDATION REASON	Recommendation Reason	Reason for rehire recommendation.	LOV_RehireReason
RECOMMENDED FOR REHIRE	Recommended for Rehire	Accepts Yes or No values. If Yes, person is recommended for re-hiring.	LOV_RehireRecommendation
RECORD_CREATOR	Record Creator	Record created By Module	N/A
REHIRE AUTHORIZER PERSON ID	Rehire Authorizer Person Id	Foreign Key to PER_PERSONS. Represents the person who recommends the worker for rehire.	N/A
RETIREMENT_AGE	Retirement Age	Represents the age, worker is retiring at.	N/A
RETIREMENT_DATE	Retirement Date	Represents the planned retirement date.	N/A
REVIEW USER ACCESS	Review User Access	This stores the user's option of revoking user access for Termination. Values accepted are I for Immediately or A for After termination. Note: This attribute is applicable for V3 Terminations.	LOV_ReviewUserAccess
SENIORITY_BASIS	Seniority Basis	Seniority	LOV_SeniorityBasis
SOURCE_ASSIGNMENT_ID	Source Assignment ID	Identifier (ID) of the source assignment that was used to create the assignment.	N/A
SPECIAL_CEILING_STEP_ID	Special Ceiling Step ID	Foreign key to PER_GRADE_STEPS_F.	LOV_SpecialCeilingStepId
SYSTEM_PERSON_TYPE	System Person Type	Derived from the person type ID. It's included in this table to aid in performance.	N/A
TAX_ADDRESS_ID	Tax Address ID	Foreign key to PER_ADDRESSES. This represents the address that's used for taxation purposes. This can be different from a mailing address.	LOV_TaxAddressId
TERMINATION DATE	Termination Date	Date when the worker is terminated.	N/A
TIME_NORMAL_FINISH	Work Day End Time	Work day normal end time.	N/A
TIME_NORMAL_START	Work Day Start Time	Work day normal start time.	N/A
UNION_ID	Union ID	Union to which a person belongs	LOV_UnionId
VACANCY_ID	Vacancy ID	Foreign key to PER_ALL_VACANCIES.	N/A

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Attribute	Field Name	Description	Supported by LOV
WORK_AT_HOME	Work at Home	Work at home option.	LOV_WorkAtHome
WORK_TERMS_ASSIGNMENT_ID	Work Terms Assignment ID	Foreign key to PER_ALL_ASSIGNMENTS_M for a work term.	N/A

Navigation From and To Worker Assignment

The Worker Assignment object is a part of Employment and closely linked to the When and Why object.
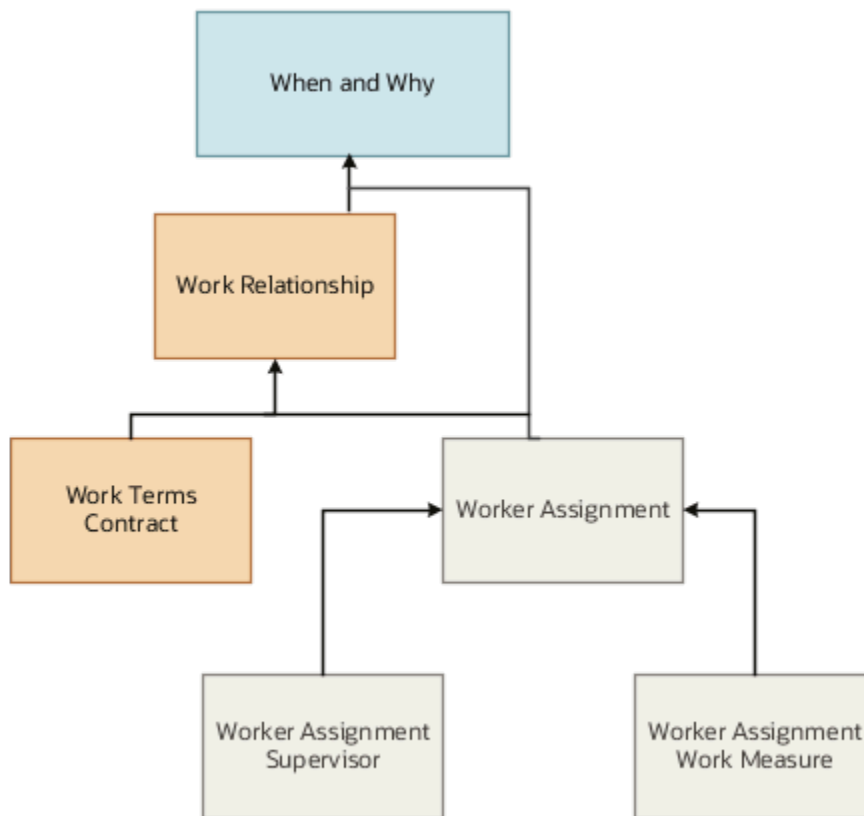
In addition to directly using this object for defaulting and validating, you can also use it as a criteria to achieve other defaulting and validating in objects that are called in subsequent regions involving the Employment Details region.

Note: PeopleGroup flexfield isn't available in Autocomplete Rules.

From Other Objects to Worker Assignment

This table lists the objects that you can navigate from to the Worker Assignment object.

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From Object	How	Purpose
Salary	Use row variable (variant 2)	To check for Work Assignment attributes and other objects that can be accessed. After accessing Assignment, the remaining rule needs to be encapsulated under first - If Assignment_Row is NOT NULL and inside that an IF condition, the remaining rule must be under the condition - "If WorkTermsAssignmentId NOT NULL". You need to have this condition before declaring any further row variables from Assignment or use any of the related fields. This prevents any issues during a "Move to HR" from Offer Accepted where the required links between objects may not be available.
Assigned Payroll VO	multiple row variables (each of variant 2)	To check Worker Assignment attributes and other objects that can be accessed. You need to add multiple row variables for this. After accessing Assignment, the remaining rule needs to be encapsulated under first - If Assignment_Row is NOT NULL and inside that an IF condition, the remaining rule must be under the condition - "If WorkTermsAssignmentId NOT NULL". You need to have this condition before declaring any further row variables from Assignment or use any of the related fields. This prevents any issues during a "Move to HR" from Offer Accepted where the required links between objects may not be available.
Assigned Payroll DVO	multiple row variables (each of variant 2)	To check Worker Assignment attributes and other objects that can be accessed. You need to add multiple row variables for this. And after accessing Assignment, the remaining rule needs to be encapsulated under, first - If Assignment_Row is NOT NULL and then inside that an IF condition. the remaining rule must be under the condition "If WorkTermsAssignmentId NOT NULL" . You need to have this condition before declaring any further row variables from Assignment or use any of the related fields. This prevents any issues during a "Move to HR" from Offer Accepted where the required links between objects may not be available.
Payroll Assignment	No access	You can't access the Assignment object from this object because it's created before the Assignment object.
Payroll Terms	No access	You can't access the Assignment object from this object because it's created before the Assignment object.
Work Relationship	row variable (variant 2)	To fetch the primary assignment related to a given work relationship. After accessing the Assignment object, the remaining rule

From Object	How	Purpose
		needs to be encapsulated under the "If WorkTermsAssignmentId NOT NULL" condition. You need to add this even before you declare any row variables from Assignment or use any of its fields.
Position	row variable (variant 2)	To check for logged in user assignment details along with other related objects for the logged in user assignment.
Person	rowset	To check all assignments of all work relationship associated to the Person and subsequent related objects for this assignment. After accessing the Assignment object, the remaining rule needs to be encapsulated under the "If WorkTermsAssignmentId NOT NULL" condition. You need to add this condition even before you declare any further row variables from Assignment or use any of its fields.
Get Offer	row variable (variant 2)	To fetch the offer details to the worker assignment business object.

To Other Objects from Worker Assignment
This table lists the objects that you can navigate to from the Worker Assignment object.

To Object	How	Purpose
All Lookups and 1:1 workforce structure and employment setup objects	row variable (variant 1)	Attributes of lookups and subsequently their corresponding extensible flexfields (EFFs) (via a rowset definition thereafter)
Action Occurrences	row variable (variant 2)	To access only one applicable row related to current Assignment in the context of the current action from When and Why object to use as criteria
Work Relationship	row variable (variant 2)	To access only one applicable row related to current Assignment in the context of the current action from Work Relationship object to use as criteria
Logged In User Assignment	row variable (variant 2)	To access details of logged in user assignment to use as criteria
Existing Assignment	row variable (variant 2)	To access the previous state of assignment prior to changes due to the current action in progress to use as criteria

To Object	How	Purpose
Existing Work Relationship	row variable (variant 2)	To access the previous state of work relationship prior to changes to it due to the current action in progress to use as criteria
Person	row variable (variant 2)	To access the parent Person object related to the person involved in the current Assignment to use as criteria
Line Manager	row variable (variant 2)	To access the Line Manager of the current assignment to use as criteria
Assignment Extra Info	rowset	To access and iterate over all assignment extra info entries to use as criteria; Note that if the Assignment Extra Info is managed during the current action in a region subsequent to the Assignment, this won't work as when you leave the assignment region the values of the Assignment Extra Info that user will enter in the subsequent region isn't yet known.
Assignment Supervisors	rowset	To access and iterate over all assignment supervisor entries to use as criteria;
Work Measure	rowset	To access and iterate over all work measure entries affected as a result of the current assignment change still in memory, to use as criteria; this type of access has to wait until an upcoming fix the timing of save of Work Measure Object in an upcoming release; Currently this object is saved only during Submit and traversing on exit of Assignment region will fetch stale values. For FTE sampling, you may use fteValue hcmParam. This is also stated in the Exceptions and Recipes below
Existing Assignment Supervisors	rowset	To access and iterate over all existing (before prior action) assignment supervisor entries to use as criteria;
Existing Assignment Work Measures	rowset	To access and iterate over all existing (before prior action) assignment work measure entries to use as criteria;
Other Active Assignments	rowset	To access and iterate over all other active assignment for the current work relationship to use as criteria;

Worker Assignment: Exceptions and Adaptations

There are situations when the Worker Assignment object doesn't act according to the general principles of Autocomplete Rules.

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In some other situations when this object doesn't act according to the general principles, you can adapt it by adding a unique additional condition (or coding style, in some cases). These may not be functionally obvious per your requirement but instead, technically required to control for the specific requirement.

Exceptions

This table lists rules that can't be currently implemented for the Worker Assignment object.

Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
1	May not use HC as criteria from Work Measure object	Any	All	All	HC	Fix for Work Measure Object coming in upcoming release
2	Cannot set default Assignment Status in Change Assignment	Any Default	Change Assignment	Assignment Details	Assignment Status	
3	Cannot Default Working Hours	Object Default	Working Hours	Assignment Details	Working Hours	You may override application default of Working Hours in a Field Modification Rule type but not during first time entry into section with Business Object Default.
4	Cannot Default FTE, HC	Any Default	Any Employment Action	Employment Details	FTE, HC	These fields come from a different object which doesn't support default of these values. you may read FTE from hcmParam FteValue to use as criteria for validation. Work Measure Object fix coming in upcoming release.
5	Several LOV fields don't support Warnings	Field Modification	All Employment Flows	Employment Details	Worker Category, Business Unit, Location, Assignment Status	
6	Object Validation doesn't trigger if no flexfield in the section and no field is changed	Object Validation	Global Transfer Only	Transfer	Absence of flexfield, no predefined field modified	Validation occurs if any seeded field modified; validation occurs if Local Transfer;

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Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
	during Global Transfer					validation occurs even for Global Transfer if flexfield exists in the section and no field is modified. Oracle reviewing possible fix.

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
1	Must start every rule with "IF WorkTermsAssignm NOT NULL"	All	All	All	All	The entire rule must be inside the IF condition. This is to avoid the rule triggering on the deprecated 3-tier employment data model involving Work Terms. Even if you're accessing Assignment from another object. The rest of the rule immediately after declaring row variable access to Assignment must be encapsulated inside this IF condition, even if declaring another onward row variable for lookup info such as Position, Job, BU, Location, and so on..
2	May not use FTE as criteria from Work Measure object	Any	All	All	FTE	must use fteValue hcmParam
3	Fires on multiple records	Any	Convert Pending Worker	Assignment Details	Any	Must select Assignment Type "C", "E", "N", "O", "P" to restrict the record on which you want the rule to trigger.

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Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
4	Determining Update vs Correction	Any	All	All	Any	Requires comparison with Existing Assignment including sequence number to differentiate between an Update vs a Correction

Delivered Rules for Worker Assignment

These are the predefined rules for the Worker Assignment object.

Name	Rule Type	Description
Default Probation Period based on Assignment Category	Field Modification	A field modification rule type that defaults the **Probation Period** based on the **Assignment Category**.
Default Work At Home based On Hire Date	Object Defaulting	An object defaulting rule type that defaults the **Work At Home** based on the worker's hire date.
Validate Department based on Business Unit	Object Validation	An object validation rule type that validates the department based on the business unit.
Validate No Change in Location during Promote	Field Validation	A field validation rule type that validates if there is any change in location during the Promote action.

Worker Assignment Work Measure

Overview of Worker Assignment Work Measure

The Worker Assignment Work Measure business object contains information about the HR budget values for an assignment based on the PER_ASSIGN_WORK_MEASURES_F table.

This object is typically used to display a warning if the FTE or headcount value is recalculated.

The Worker Assignment Work Measure business object impacts these responsive flows:

- Add Assignment
- Change Assignment

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- Change Legal Employer

- Change Working Hours

- Create Work Relationship

- Employment Information

- Promotion

- Transfer

The sections within the responsive flows, that use the Worker Assignment Work Measure business object (Entry, Tab-out, Exit) may be named differently. The naming convention is based on the action, such as Assignment Details, Employment Details, Offer Details, Location, Manager, Working Hours, Contract Information, Transfer, Promote, and so on.

For more information about the Worker Assignment Work Measure attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Attributes for Worker Assignment Work Measure

This table lists the main attributes of the Worker Assignment Work Measure business object and exceptions for any attribute, if any.

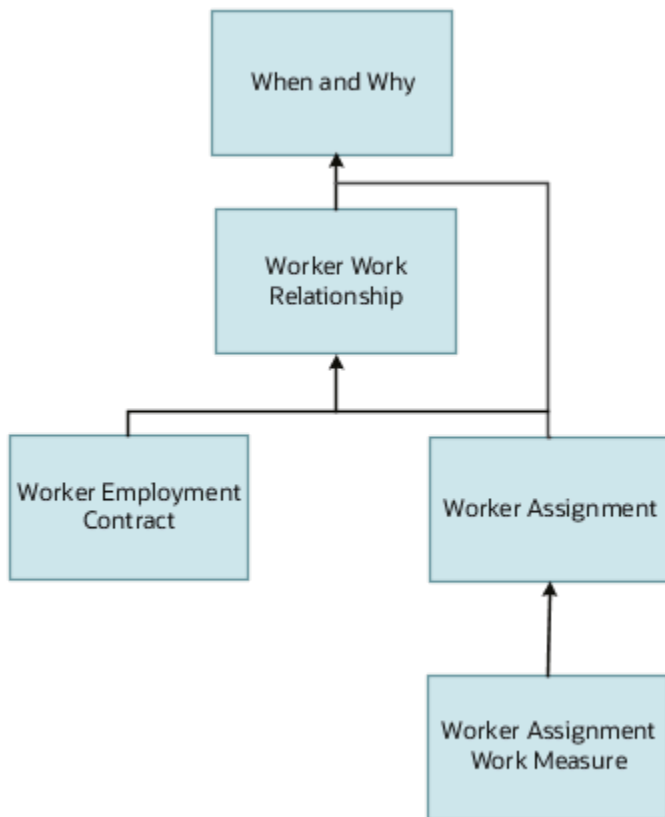| Attribute	Field Name	Description
ACTION_OCCURRENCE_ID	When and Why ID	Foreign Key to PER_ACTION_OCCURRENCES.
ADDS_TO_BUDGET	Adds to Budget	Determines whether an actual assignment is considered as part of the total budget.
ASSIGN_WORK_MEASURE_ID	Work Measure ID	System-generated primary key column.
ASSIGNMENT_ID	Assignment ID	Foreign key to PER_ALL_ASSIGNMENTS_M.
BUSINESS_GROUP_ID	Business Group ID	Identifier of enterprise, used for multi-tenancy partitioning. Foreign key to HR_ORGANIZATION_UNITS.
CALCULATE_WORKMEASURE_FLAG	Calculate Work Measure	Capture the option whether to recalculate the FTE HeadCount value.
CREATED_BY	Created By	Who column: Indicates the user who created the row.
CREATION_DATE	Creation Date	Who column: Indicates the date and time of the creation of the row.
EFFECTIVE_END_DATE	End Date	Date Effective Entity: Indicates the date at the end of the date range within which the row is effective.

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Attribute	Field Name	Description
EFFECTIVE_START_DATE	Start Date	Date Effective Entity: Indicates the date at the beginning of the date range within which the row is effective.
LAST_UPDATE_DATE	Last Update Date	Who column: Indicates the date and time of the last update of the row.
LAST_UPDATE_LOGIN	Last Updated Login	Who column: Indicates the session login associated with the user who last updated the row.
LAST_UPDATED_BY	Last Updated By	Who column: Indicates the user who last updated the row.
LEGISLATION_CODE	Legislation Code	The unique code identifying legislation.
OBJECT_VERSION_NUMBER	Object Version Number	Used to implement optimistic locking. This number is incremented every time the row is updated. The number is compared at the start and end of a transaction to detect whether another session has updated the row since it was queried.
UNIT	Budget Unit	Budget measurement units, for example, headcount, FTE, points.
VALUE	Budget Value	Budget measurement value.

For more information about the Worker Assignment Work Measure attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Worker Assignment Work Measure

The Worker Assignment Work Measure business object is a part of Employment and closely linked to the When and Why object.

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In addition to directly using the business object for defaulting and validating, you can also use it as a criteria to achieve other defaulting and validating in objects that are called in subsequent sections involving the Employment Details section.

From Other Objects to Worker Assignment Work Measure
This table lists the objects that you can navigate from to the Worker Assignment Work Measure business object:

From Object	How	Purpose
Get Existing Assignment Work Measure	Use row variable (variant 2)	Access a set of records from the assignment work measure business object displayed in Autocomplete for a specified assignment ID.
Get Assignment Work Measure	Use row variable (variant 2)	Access a set of records from the assignment work measure business object displayed in Autocomplete. It is used to get all work measures using the assignment ID.
Get Existing Work Measure	Use row variable (variant 2)	Access a set of records from the assignment work measure business object displayed in Autocomplete. It is used to get the assignment work measure record using the assignment ID.

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To Other Objects from Worker Assignment Work Measure

This table lists the objects that you can navigate to from the Worker Assignment Work Measure business object.

To Object	How	Purpose
Get Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object for a specified assignment ID.
Get Existing Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get current assignment details from the database using the assignment ID.

Delivered Rules for Worker Assignment Work Measure

There aren't any delivered rules for the Worker Assignment Work Measure business object.

Worker Employment Contract

Overview of Worker Employment Contract

The Worker Employment Contract business object contains the details of a contract that is associated with an employment agreement based on the PER_CONTRACTS_F table.

This object is typically used to validate the number of contract extensions.

The Worker Employment Contract business object impacts these responsive flows:

- Add Assignment
- Change Legal Employer
- Employment Contracts
- Employment Information
- Local and Global Transfer

The sections within the responsive flows, that use the Worker Employment Contract business object (Entry, Tab-out, Exit) may be named differently. The naming convention is based on the action, such as Assignment Details, Employment Details, Offer Details, Location, Manager, Working Hours, Contract Information, Transfer, Promote, and so on.

For more information about the Worker Employment Contract attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Attributes for Worker Employment Contract

This table lists the main attributes of the Worker Employment Contract business object and exceptions for any attribute, if any.

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Attribute	Field Name	Description
ASSIGNMENT_ID	Assignment ID	Identifies a set of employment or placement terms. Foreign key to PER_ALL_ASSIGNMENTS_M.
BUSINESS_GROUP_ID	Business Group ID	Identifier of enterprise, used for multi-tenancy partitioning. Foreign key to HR_ORGANIZATION_UNITS.
CONTRACT_END_DATE	Contact End Date	The date the contract is expected to end.
CONTRACT_ID	Contract ID	System generated primary key.
CONTRACT_NUMBER	Contract Number	Uniquely identifies a contract. If there are multiple contracts under a work relationship, sequence value will be incremented.
CONTRACTUAL_JOB_TITLE	Contractual Job Title	The contractual job title, not related to PER_JOBS.
CREATED_BY	Created By	Who column: Indicates the user who created the row.
CREATION_DATE	Creation Date	Who column: Indicates the date and time of the creation of the row.
DESCRIPTION	Description	Description of the contract.
DOC_STATUS	Document Status	This column holds the status of the physical contract.
DOC_STATUS_CHANGE_DATE	Document Status Change Date	Holds the date that the DOC_STATUS column last changed its value.
DURATION	Contract Duration	The duration of the contract.
DURATION_UNITS	Contract Duration Units	The units of time in which the duration is expressed.
EFFECTIVE_END_DATE	End Date	Date Effective Entity: Indicates the date at the end of the date range within which the row is effective.
EFFECTIVE_START_DATE	Start Date	Date Effective Entity: Indicates the date at the beginning of the date range within which the row is effective.
END_REASON	End Reason	The reason for ending the contract.

Attribute	Field Name	Description
EXTENSION_PERIOD	Extension Period	The period of time for which the contract has been extended.
EXTENSION_PERIOD_UNITS	Extension Period Units	The units of time in which the extension period has been expressed.
EXTENSION_REASON	Extension Reason	The reason for extending the contract.
LAST_UPDATE_DATE	Last Update Date	Who column: Indicates the date and time of the last update of the row.
LAST_UPDATE_LOGIN	Last Update Login	Who column: Indicates the session login associated with the user who last updated the row.
LAST_UPDATED_BY	Last Update By	Who column: Indicates the user who last updated the row.
LEGISLATION_CODE	Legislation Code	
NUMBER_OF_EXTENSIONS	Number of Extensions	The number of times the contract has been extended.
OBJECT_VERSION_NUMBER	Object Version Number	Used to implement optimistic locking. This number is incremented every time that the row is updated. The number is compared at the start and end of a transaction to detect whether another session has updated the row since it was queried.
PARTIES	Signatory Parties	The signatory parties (other than the employee).
PERIOD_OF_SERVICE_ID	Period of Service ID	Identifies the employment level. One to many relationship from PER_PERIODS_OF_SERVICE.
PERSON_ID	Person ID	Foreign key to PER_PERSONS.
START_REASON	Start Reason	The reason for the contracts existence.
STATUS	Contract Status	The status of the contract.
STATUS_REASON	Status Reason	The reason for the contract's existence.
TYPE	Type	The type of contract.

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For more information about the Worker Employment Contract attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Worker Employment Contract

The Worker Employment Contract business object is a part of Employment and closely linked to the When and Why object.
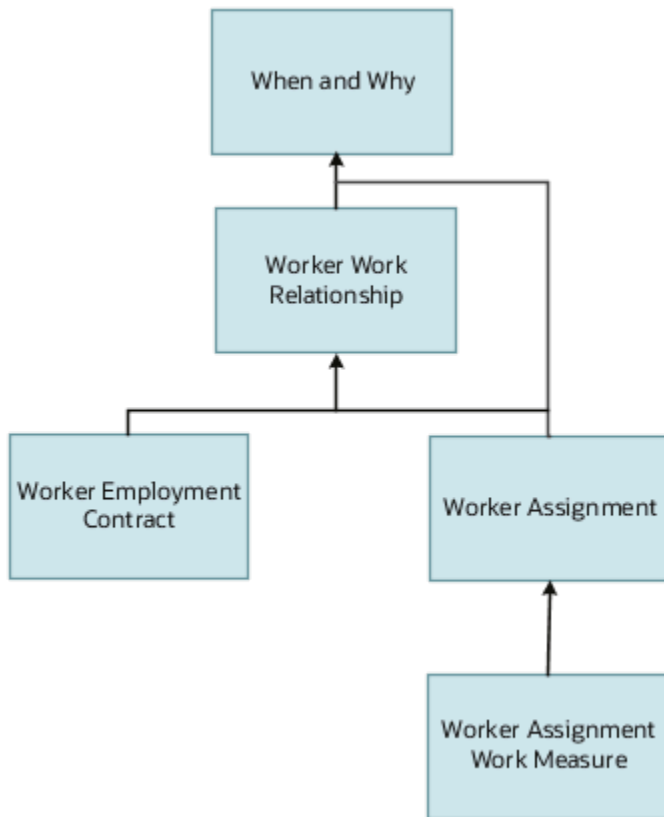
In addition to directly using the business object for defaulting and validating, you can also use it as a criteria to achieve other defaulting and validating in objects that are called in subsequent sections involving the Employment Details section.

From Other Objects to Worker Employment Contract

This table lists the objects that you can navigate from to the Worker Employment Contract business object:

From Object	How	Purpose
Get Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object for a specified assignment ID.
Get Existing Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is

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From Object	How	Purpose
		used to get current assignment details from the database using the assignment ID.
Get Existing Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get the current work relationship details from the database using the period of service ID.
Get Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get the work relationship record using the Action Occurrence ID.

To Other Objects from Worker Employment Contract

This table lists the objects that you can navigate to from the Worker Employment Contract business object.

To Object	How	Purpose
Get Existing Contract	Use row variable (variant 2)	Access a set of records from the contract business object displayed in Autocomplete for a specified assignment ID.

Delivered Rules for Worker Employment Contract

These are the predefined rules for the Worker Employment Contract business object.

Name	Rule Type	Description
Validate Contract Extension Number	Object Validation	This rule validates the maximum number of contract extensions.

Worker Work Relationship

Overview of Worker Work Relationship

The Worker Work Relationship business object contains information related to a person's work relationships based on the PER_PERIODS_OF_SERVICE table.

This object is typically used in these cases:

- To validate the termination based on assignment status.
- To validate the recommended for rehire value based on the termination action reason.

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The Worker Work Relationship business object impacts these responsive flows:

- Cancel Work Relationship
- Change Legal Employer
- Create Work Relationship
- Edit Work Relationship
- Local and Global Transfer
- Promote
- Transfer
- Termination

The sections within the responsive flows, that use the Worker Work Relationship business object (Entry, Tab-out, Exit) may be named differently. The naming convention is based on the action such as, Assignment Details, Employment Details, Offer Details, Location, Manager, Working Hours, Contract Information, Transfer, Promote, and so on.

For more information about the Worker Work Relationship attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Attributes for Worker Work Relationship

This table lists the main attributes of the Worker Work Relationship business object and exceptions for attributes, if any.

Attribute	Field Name	Description
ACTION_OCCURRENCE_ID	When and Why ID	Foreign Key to PER_ACTION_OCCURRENCES.
ACTUAL_TERMINATION_DATE	Actual Termination Date	Actual date of termination of employment.
ADJUSTED_SVC_DATE	Adjusted Service Date	Adjusted Service Date. For example, all plans for a rehire who was part of an acquisition may use the original hire date if they are rehired within 90 days of termination. However, a 401k plan may use the adjusted service date which was originally populated upon acquisition.
BUSINESS_GROUP_ID	Business Group ID	Identifier of Enterprise, used for multi-tenancy partitioning. Foreign key to HR_ORGANIZATION_UNITS.
COMMENTS	Comments	This stores a comment associated with termination of work relationship.
CREATED_BY	Created By	Who column: indicates the user who created the row.
CREATION_DATE	Creation Date	Who column: indicates the date and time of the creation of the row.
DATE_START	Employment Start Date	Start date of the period of employment.

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| Attribute	Field Name	Description
LAST_UPDATE_DATE	Last Updated Date	Who column: indicates the date and time of the last update of the row.
LAST_UPDATE_LOGIN	Last Update Login	Who column: indicates the session login associated with the user who last updated the row.
LAST_UPDATED_BY	Last Updated By	Who column: indicates the user who last updated the row.
LAST_WORKING_DATE	Last Working Date	Last Date Worked (for terminated workers).
LEGAL_ENTITY_ID	Legal Entity ID	Represents Legal Entity.
LEGISLATION_CODE	Legislation Code	Legislation code derived from Legal Entity.
NOTIFIED_TERMINATION_DATE	Termination Notification Date	Date when the termination of employment was noted.
OBJECT_VERSION_NUMBER	Object Version Number	Used to implement optimistic locking. This number is incremented every time the row is updated. The number is compared at the start and end of a transaction to detect whether another session has updated the row since it was queried.
ORIGINAL_DATE_OF_HIRE	Original Date of Hire	Original date of hire.
PERIOD_OF_SERVICE_ID	Period of Service ID	System generated primary key.
PERIOD_TYPE	Period Type	Determines whether it is a period of service for an Employee or Contingent worker: E or C, or non-worker: N.
PERSON_ID	Person ID	Foreign key to PER_PERSONS.
PRIMARY_FLAG	Primary	Accepts Yes or No values. If Yes, this employment period is considered the primary for the Legal Entity.
PROJECTED_TERMINATION_DATE	Projected Termination Date	Projected employment termination date.
READY_TO_CONVERT	Include for Automatic Conversion	Column to use for converting pending worker to employee based on option.

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Attribute	Field Name	Description
REHIRE_AUTHORIZER_PERSON_ID	Rehire Authorizer Person ID	Foreign Key to PER_PERSONS. Represents the person who recommends the worker for rehire.
REHIRE_REASON	Rehire Reason	If rehire recommendation is Yes, then reason from recommending person is tracked through this field.
REHIRE_RECOMMENDATION	Rehire Recommendation	Accepts Yes or No values. If Yes, person is recommended for re-hiring.
REVOKE_USER_ACCESS	Revoke User Access	This stores the user's option of revoking user access for Termination. Values accepted are I for Immediately or A for After termination. **Note:** : For V3 Terminations, though on the Termination page, the attribute is called Review User Access but in Autocomplete, it's referred as Revoke User Access.
WORKER_COMMENTS	Worker Comments	This stores a worker comment associated with the Resignation process.
WORKER_NUMBER	Worker Number	Uniquely identifies an employee or contingent worker. Can be system-generated or manually populated.

Note: The labels for the V2 termination attributes are retained in the Worker Work Relationship business object even after you migrate to V3 termination.

For more information about the Worker Work Relationship attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Worker Work Relationship

The Worker Work Relationship business object is a part of Employment and closely linked to the When and Why object.

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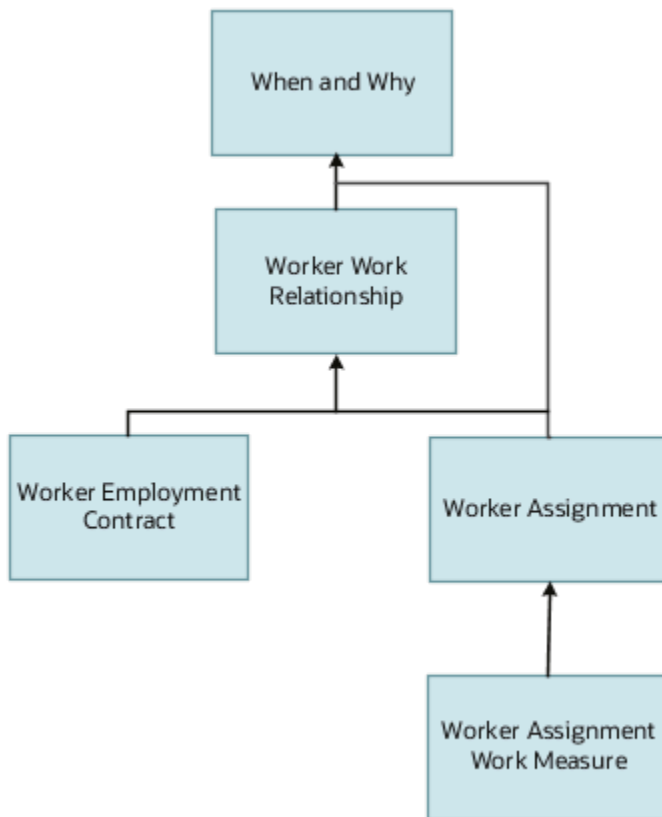
In addition to directly using this object for defaulting and validating, you can also use it as a criteria to achieve other defaulting and validating in objects that are called in subsequent regions involving the Employment Details section.

From Other Objects to Worker Work Relationship

This table lists the objects that you can navigate from to the Worker Work Relationship object:

From Object	How	Purpose
Get Person	Use row variable (variant 2)	Access a set of records from the person business object displayed in Autocomplete for a specified person ID.
Get When and Why	Use row variable (variant 2)	Access a set of records from the when and why business object for a specified when and why ID.
Get Person Primary Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get all the rows of the primary assignment record using the person ID.
Get Existing Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object for a specified assignment ID.

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From Object	How	Purpose
Get Work Relationship Primary Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get all assignment records by using the period of service ID where the assignment is primary and its status is active or inactive.
Get Work Relationship Assignment	Use row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get all assignment records by using the period of service ID.

To Other Objects from Worker Work Relationship

This table lists the objects that you can navigate to from the Worker Work Relationship business object.

To Object	How	Purpose
Get Existing Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get the current work relationship details from the database using the period of service ID.
Get Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get the work relationship record using the Action Occurrence ID.
Get Existing All Work Relationship	Use row variable (variant 2)	Access a set of records from the work relationship business object displayed in Autocomplete. It is used to get all the work relationship records of the person using the person ID.

Delivered Rules for Worker Work Relationship

These are the predefined rules for the Worker Work Relationship business object.

Name	Rule Type	Description
Validate Recommended for Rehire based on Termination Action Reason	Object Validation	This rule validates the recommended for rehire value based on the termination action reason.
Validate Termination based on Assignment Status	Object Validation	This rule validates termination based on assignment status.

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Goals

Goals

Overview of Goals

The Goals business object contains employee goal records based on the HRG_GOALS table and other related tables or entities.

The Goals business object impacts the Goals responsive flow.

You typically create autocomplete rules for the Goals business object to validate performance goals details. For example, you can create a rule to ensure that the weight of a goal in a goal plan is at least 10 percent.

Attributes for Goals

This table lists attributes of the Goals business object with exceptions where list of values aren't supported.

Attribute	Field Name	Description	Supported LOV
ACTUAL_COMPLETION_DATE	Actual Completion Date	Actual completion date of goal	N/A
ALLOW_KEY_ATTR_UPDATE_FLAG	Allow Workers to Update key Attributes	Indicates if employees can modify key attributes of the goal or not	LOV_AllowKeyAttrUpdateFlag
ASSIGNMENT_ID	Assignment ID	Identifier of the employee's assignment	N/A
CATEGORY_CODE	Category	Goal category	LOV_CategoryCode
COMMENTS_TEXT	Comments	Goal comments	N/A
DESCRIPTION	Description	Goal description	N/A
GOAL_NAME	Goal Name	Name of the goal	N/A
GOAL_SUB_TYPE_CODE	Goal Subtype	Goal sub type code used to support customer specific requirements like extensibility	N/A
GOAL_TYPE_CODE	Goal Type	Type of goal. Possible values are **Development**, **Performance**, **Both**, and **Personal**.	LOV_GoalTypeCode

Attribute	Field Name	Description	Supported LOV
LEVEL_CODE	Level	Level code. Possible values are **Stretch** and **Maximum**.	LOV_LevelCode
MASS_REQUEST_ID	Mass Request ID	Identifier of the goal mass assignment request	N/A
REFERENCE_CONTENT_ITEM_ID	Reference Content Item ID	Identifier of the associated library goal	N/A
GOAL_SOURCE_CODE	Source	Source of goal assignment. Possible values are **HR specialist**, **Manager**, **Organization owner**, **Talent review**, and **Worker**.	N/A
START_DATE	Start Date	Start date of goal	N/A
STATUS_CODE	Status	Status of goal	LOV_StatusCode
SUCCESS_CRITERIA_TEXT	Success Criteria	Criteria to complete goal	N/A
TARGET_COMPLETION_DATE	Target Completion Date	Target completion date of goal	N/A

For more information on the Goals' attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From and To Goals

The diagram depicts the navigation from the Goals business object to other business objects.

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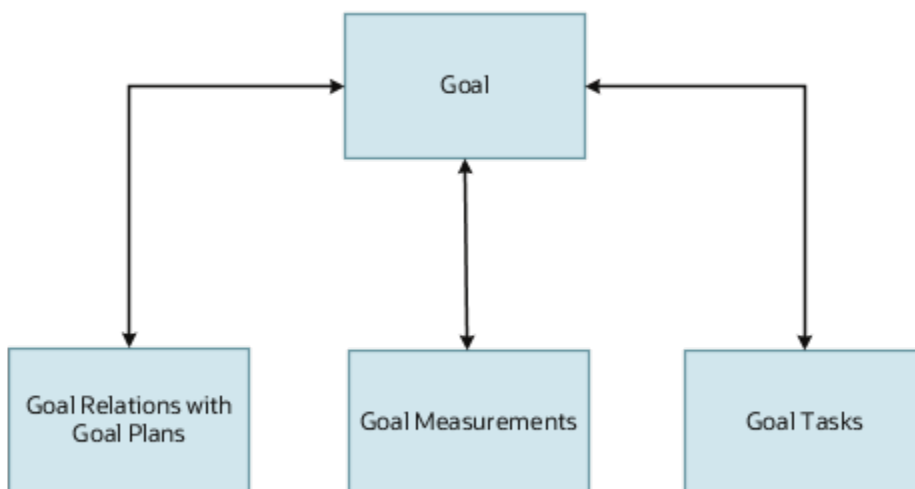
From Goals Business Object

Consider the following information when navigating from the Goals business object.

From Goal to Other Business Objects	How	Purpose
Get Goal	row variable (variant 2)	To get goal details from any of the child objects. This object is used to differentiate between performance and development goals in any type of rule added in the child object

To Goals Business Object

Consider the following information when navigating to the Goals business object.

From Other Business Objects to Goal	How	Row Variable	Purpose
Goals Relation with Goal Plan	rowset variable	Get Goal Relations with Goal Plans	Navigate to Goals Relation with Goal Plan business object to access goal plan, review period, weight, and priority details related to Goals business object.
Goal Measurements	rowset variable	Get Goal Measurements	Navigate to Goal Measurements business object to get measurement details.
Goal Tasks	rowset variable	Get Goal Tasks	Navigate to Goal Tasks business object to get tasks details.

Goals: Exceptions and Adaptations

This topic lists the exceptions and adaptations for the Goals business object.

Exceptions

This table lists rules that can't be currently implemented for the Goals business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Defaulting values isn't possible	Business Object Defaulting	All	All	All	N/A

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
For any rule related to performance Goals we need to add a mandatory condition GoalTypeCode='PERFO▯ Rule Logic `{` `The variable value goalRow = Goals.Current row` `If` `(` `Goals.Goal Type In Performance` `)` `...` `}`	Field Modification, Field Validation	All	All	All	N/A

Delivered Rules for Goals

Select the **Goals** business object on the Autocomplete Rules tab of HCM Experience Design Studio to view and use its delivered rules.

You can use these delivered rules to add validations and field modifications in goal create and edit flows.

Delivered Rules for Goals Business Object

Name	Rule Type	Description
Default Completion Percentage Based on Goal Status	Field modification	Defaults the completion percentage based on the updated goal status. You can use this rule only if the **Completion Percentage** field of a goal is visible. Here's how the value of the completion percentage is set based on the goal status: • When the goal status is changed to **Not started**, then the completion percentage is automatically set to **0**. • When the goal status is changed to **In progress**, then the completion percentage is automatically set to **25**. • When the goal status is changed to **Completed**, then the completion percentage is automatically set to **100**.
Default Goal Status Based on Completion Percentage	Field modification	Sets the status of a performance goal based on the value of the completion percentage. You can use this rule only if the **Completion Percentage** field of a goal is visible. Here's how the goal status automatically changes based on the completion percentage:

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Name	Rule Type	Description
		• When the value of the **Completion Percentage** field is **0**, the goal status is automatically set to **Not started**. • When the value of the **Completion Percentage** field is greater than **0** but less than **100**, the goal status is automatically set to **In progress**. • When the value of the **Completion Percentage** field is greater than or equal to **100**, the goal status is automatically set to **Completed**.
Validate Completion Percentage of Performance Goal	Field validation	Validates the completion percentage of a performance goal to ensure that it's within a specified range. The users see an error message when they enter a completion percentage that's above **100**. You can use this rule only if the **Completion Percentage** field of a goal is visible.
Validate Performance Goal Dates	Object validation	Validates the start and end dates of a performance goal to ensure that they're within the start and end dates of the goal's review period. This rule is valid only when the **Extend Goal** feature is disabled.
Validate Goal Category For HR Users	Object validation	Validates the goal category for performance goals created by HR specialists to restrict the goal categories that HR specialists can select when creating performance goals.

Exceptions

Goal plan date validations aren't done even when the **Validate Performance Goal Dates** delivered rule is enabled in these scenarios:

- Administrator manages goals on the administrator pages such as Performance Goals and Setup of Performance Goals Mass Assignment pages.

- The **Extend Goal** feature is enabled.

- Goals are added using scheduled processes.

The goal category validation isn't done for goals added using scheduled processes even when the **Validate Goal Category For HR Users** delivered rule is enabled.

Goal Measurements

Overview of Goal Measurements

The Goal Measurements business object contains goal measurement records that are aligned with employee goals. This is based on the HRG_GOAL_MEASUREMENTS table and other related tables or entities. Goal measurements help in assessing the level of success in achieving a performance goal.

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The Goal Measurements business object impacts the Goals responsive flow.

Attributes for Goal Measurements

This table lists attributes of the Goal Measurements business object with exceptions where list of values aren't supported.

Attribute	Field Name	Description	Supported LOV
COMMENTS	Description	Description about the goal measurement	N/A
END_DATE	End Date	End date of the goal measurement	N/A
GOAL_ID	Goal ID	Identifier for the goal	N/A
MEASUREMENT_NAME	Measurement Name	Name of the goal measurement	N/A
START_DATE	Start Date	Measurement start date	N/A
TARGET_TYPE	Target Type	Goals quantitative measurement type, for example, Maximum or Minimum	LOV_TargetType
TARGET_VALUE	Target Value	Target value of the measured item	N/A
MAXIMUM_TARGET	Maximum Target	Maximum value for the target value of the measured item	N/A
MINIMUM_TARGET	Minimum Target	Minimum value for the target value of the measured item	N/A
ACHIEVED_WEIGHT	Achieved Weight	Actual weight of target value achieved	N/A
UOM_CODE	Unit of Measure	Unit of measurement for measured item, for example, currency, number, or percent	LOV_UomCode

For more information on the Goal Measurements attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From and To Goal Measurements

The illustration shows the relation between the Goal Measurements and Goal business objects.

From Goal Measurements Business Object

Consider the following information when navigating from the Goal Measurements business object to other business objects.

From Goal Measurements to Other Business Objects	How	Row Variable	Purpose
Goal	rowset variable	Get Goal	To get Goal details from any of the child objects. This business object can be used To differentiate Performance and Development goals. It's needed in any type of rule added in the child object

To Goal Measurements Business Object

Consider the following information when navigating to the Goal Measurements business object from other business objects.

From Other Business Objects to Goal Measurements	How	Purpose
Goal Measurements	row variable (variant 2)	To get goal measurement details.

Goal Measurements: Exceptions and Adaptations

Let's look at the exceptions and adaptations for the Goal Measurements business object.

Exceptions

This table lists rules that can't be currently implemented for the Goal Measurements business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Defaulting values may not be possible	Business Object Defaulting	All	All	All	You can't default values

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Adaptations

This table lists rules where you can vary the rule logic to achieve the result..

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments

For any rule related to performance goals you need to add a mandatory condition GoalTypeCode='PERFO**
 	
{
 	
**The variable value goalMeasurementsR
= Goal Measurements.Curre
row
The variable value goalRow
= Get first row (goalMeasurementsR
Goal)
If
(
goalRow.Goal Type In Performance
)
{
....
}
}**
	Field Modification, Field Validations	All	All	All	N/A

Delivered Rules for Goal Measurements

There aren't any predefined rules for the Goal Measurements business object.

Goals Relation with Goal Plan

Overview of Goals Relation with Goal Plan

The Goals Relation with Goal Plan business object contains employee goal record relations with goal plan records. This is based on the HRG_GOAL_PLAN_GOALS table and other related tables or entities.

The Goals Relation with Goal Plan business object impacts the Goals responsive flow.

Attributes for Goals Relation with Goal Plan

This table lists attributes of the Goals Relation with Goal Plan business object with exceptions where list of values aren't supported.

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Attribute	Field Name	Description	Supported LOV
ASSIGNMENT_ID	Assignment ID	Identifier for the assignment	N/A
DISPLAY_SEQUENCE	Display Sequence	Sequence in which goals are displayed in a goal plan	N/A
GOAL_ID	Goal ID	Identifier for the goal	N/A
GOAL_PLAN_ID	Goal Plan ID	Identifier for the goal plan	N/A
GOAL_PLAN_SET_ID	Goal Plan Set ID	Identifier for the goal plan set	N/A
PRIORITY_CODE	Priority	Priority of goal. Possible values are **High**, **Medium**, and **Low**.	LOV_PriorityCode
REVIEW_PERIOD_ID	Review Period	Identifier for review period of the goal plan with which the goal is associated	N/A
WEIGHTING	Weight	Weight or importance of a goal relative to other goals expressed in percentage	N/A

For more information on the Goals Relation with Goal Plan attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From and To Goals Relation with Goal Plan

The illustration shows how you can traverse from and to the Goals Relation with Goal Plan business object.
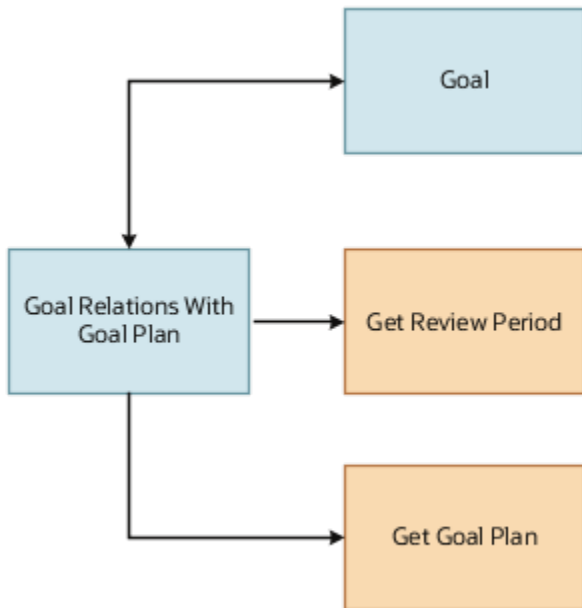
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From Goals Relation with Goal Plan Business Object

Consider the following information when navigating from the Goals Relation with Goal Plan business object to other business objects.

From Goals Relation with Goal Plan to Business Objects	How	Variable	Purpose
Goal	rowset variable	Get Goal	To get goal details from any of the child objects. This object is also used to differentiate from performance and development goals. It's needed in any type of rule added in the child object
Goal Plan	rowset variable	Get Goal Plan	To get goal plan details of the goal.
Review Period	rowset variable	Get Review Period	To get review period details of the goal applicable only for primary goal plan.

To Goals Relation with Goal Plan Business Object

Consider the following information when navigating to the Goals Relation with Goal Plan business object from other business objects.

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From Business Objects To Goals Relation with Goal Plan	How	Purpose
Goals Relation with Goal Plan	row variable (variant 2)	Navigate to Goals Relation with Goal Plan object to access goal plan, review period, weight, and priority details related to the Goals object.

Delivered Rules for Goals Relation with Goal Plan

Select the **Goals Relation with Goal Plan** business object on the Autocomplete Rules tab of HCM Experience Design Studio to view and use the **Validate Performance Goal Weight** delivered rule.

You can use this object validation rule only if updating weights inline is enabled for the goals in a goal plan that has weights enabled.

You can copy and configure this rule so that when users create or add a shared goal, an error message is shown if the weight assigned to the goal is below a specified value. Note that this rule doesn't consider private goals.

Exceptions

Although you configure the **Validate Performance Goal Weight** delivered rule, weight validation is bypassed for these use cases:

- Goals are copied, moved, or extended.
- Goals are added using scheduled processes.
- Goals imported from another goal plan.
- Managers force approve the goal transaction in Transaction Console.
- Administrators add a goal to a goal plan from the Goal Plans page.
- Managers assign goals from a source goal plan that isn't weight enabled.
- A goal was created when weights were disabled for the goal plan, and administrators later enable weights for the goal plan.

  | **Note:** Weight validation is triggered only when the goal is later edited.

- On Edit Weights page, weight validation is done only for the goals whose weights are changed.

Goal Tasks

Overview of Goal Tasks

The Goal Tasks business object contains goal task records that are aligned with employee goals. This is based on the HRG_GOAL_ACTIONS table and other related tables or entities.

The Goal Tasks business object impacts the Goals responsive flow.

Attributes for Goal Tasks

This table lists attributes of the Goal Tasks business object with exceptions where list of values aren't supported.

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Attributes	Field Name	Description	Supported LOV
COMMENTS	Comments	Task comments usually used to note task progress	N/A
PERCENT_COMPLETE_CODE	Completion Percentage	Task completion percentage	N/A
GOAL_ID	Goal ID	Identifier of the goal with which the task is associated	N/A
PRIORITY_CODE	Priority	Priority of the goal task. Possible values are **High**, **Medium**, and **Low**.	LOV_PriorityCode
START_DATE	Start Date	Task start date	N/A
STATUS_CODE	Status	Task status. Possible values are **Not Started**, **In Progress**, **Completed**, **Overdue**, and **Incomplete**.	LOV_StatusCode
TARGET_COMPLETION_DATE	Target Completion Date	Target date to complete goal task	N/A
ACTION_TYPE_CODE	Type	Task type	LOV_ActionTypeCode

For more information on the Goal Tasks attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From and To Goal Tasks

The navigation from and to the Goal Tasks business object is shown.

From Goal Tasks Business Object

Consider the following information when navigating from the Goal Tasks business object.

From Goal Tasks to Other Business Objects	How	Purpose
Goal Tasks	row variable (variant 2)	Navigate to Goal Tasks object to get measurement details.

To Goal Tasks Business Object

Consider the following information when navigating to the Goal Tasks business object.

From Other Business Objects to Goal Tasks	How	Row Variable	Purpose
Goal	rowset variable	Get Goal	To get Goal details from any of the child objects this object is useful. To differentiate Performance and Development goals this is needed in any type of rule added in the child object

Goal Tasks: Exceptions and Adaptations

This topic lists the exceptions and adaptations for the Goal Tasks business object.

Exceptions

This table lists rules that can't be currently implemented for the Goal Tasks business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Default isn't possible	Business Object Defaulting	All	All	All	N/A

Adaptations

This table lists rules where you can vary the rule logic to achieve the result..

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
For any rule related to performance Goals we need to add a mandatory condition GoalTypeCode=PERFOR Rule Logic { **The variable value tasksRow = Goal Tasks.Current row** **The variable value goalRow = Get first row (tasksRow.Get Goal)** **If** **(**	Business Object Field Modification, Business Object Field Validation	All	All	All	N/A

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments

`goalRow.Goal Type`
`In Performance`
`)`
`{`
`...`
`}`
`}`					

Delivered Rules for Goal Tasks

There aren't any predefined rules for the Goal Tasks business object.

Payroll

Assigned Payroll

Overview of Assigned Payroll

The Assigned Payroll business object contains payroll record assigned to a person. Also, it contains the payroll frequency details for an assignment, such as weekly payroll, and related start and end dates based on the PAY_ASSIGNED_PAYROLLS_DN table.

Further, it can contain details of overtime period, such as a US FLSA period, and the time card required status for the assigned payroll.

This business object is typically used in these cases.

- Validate and default a Payroll for an employee in line with another assignment, such as Jobs.

- Validate and default an employee's payroll with a legal entity.

The Assigned Payroll business object impacts these responsive flows. In these flows, you can default and validate payroll based on HR attributes.

- Add Assignment

- Add Pending Worker

- Create Job Offer

- Edit Job Offer

- Local and Global Transfer

- New Hire

Note: The action name in Transaction Design Studio for Create Job Offer and Edit Job Offer is Create and Edit Job Offer.

Related Topics
- Attributes for Assigned Payroll
- Navigation From Assigned Payroll
- Assigned Payroll: Exceptions and Adaptations

Attributes for Assigned Payroll

The PAY_ASSIGNED_PAYROLLS_DN table lists the main attributes of the Assigned Payroll and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported by LOV
PayrollID	PayrollID	This is a system generated primary key. Surrogate key.	Yes

For more information on the assigned payroll attributes, see the "Tables and Views for HCM" guide on the Oracle Help Center.

Related Topics
- Overview of Assigned Payroll
- Navigation From Assigned Payroll
- Assigned Payroll: Exceptions and Adaptations
- Tables and Views for HCM

Navigation From Assigned Payroll

As shown in the figure, the Assigned Payroll object is a part of Payroll and closely linked to the When and Why object.

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Denotes business object exposed in
Autocomplete Rules

Denotes access to additional tables
from a business object

Key navigation
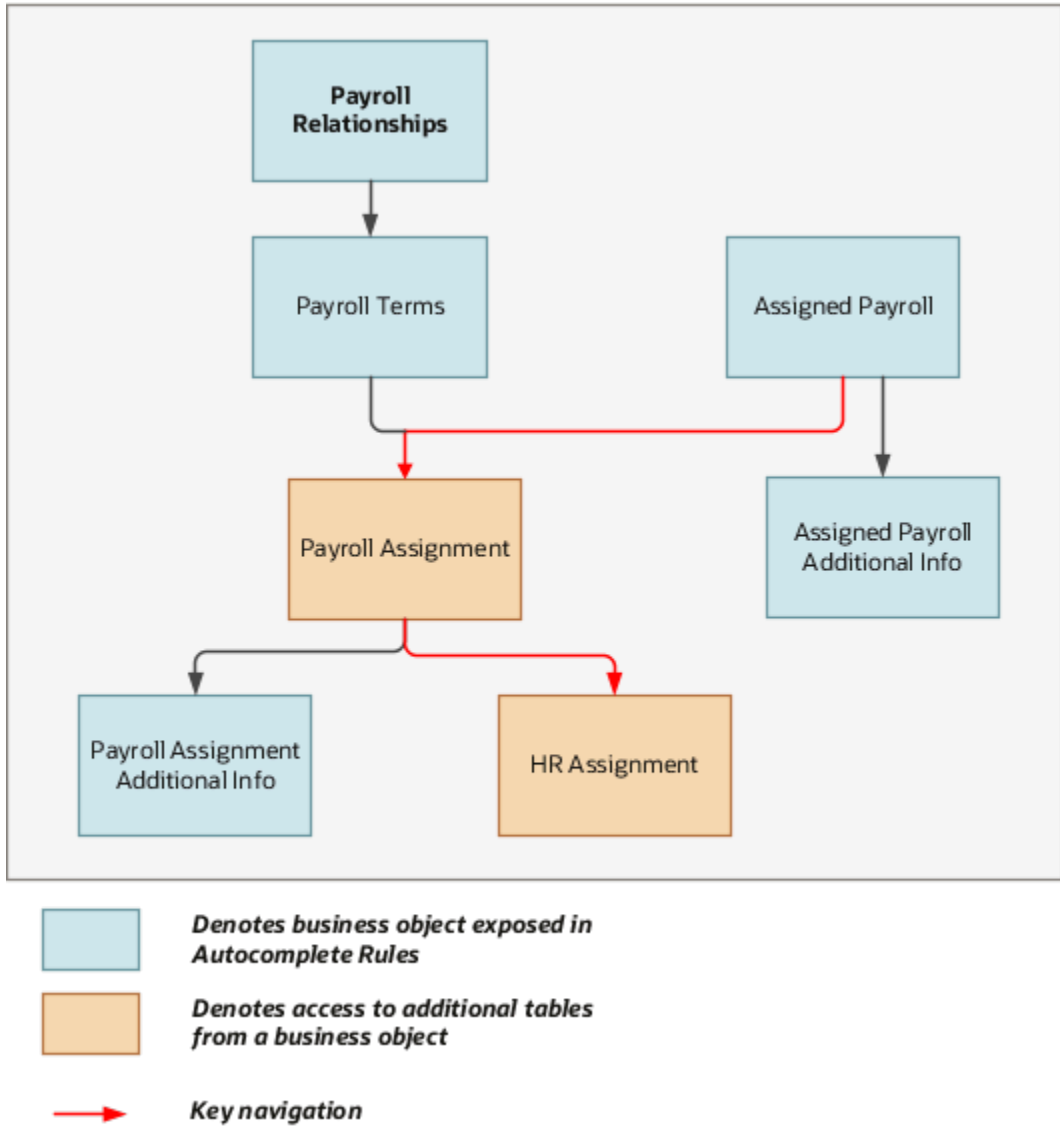
From Assigned Payroll to Other Objects

This table lists the objects that you can navigate to from the Assigned Payroll object.

From Object	How	Purpose
Assigned Payroll	Row Variable	To navigate to the Payroll Assignments business object traversing row variable on Get Payroll Assignments. For example, to navigate to HR assignment, first you get a handle to Payroll Assignments.

Here's the sample script for defaulting payroll based on Legal entity.

```
Rule Logic

{
```

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```
The variable value isNewHire = Get String value from HCM Params (PAY_ADD_ASSIGNMENT,AssignedPayroll.Current
row)

The variable value payAssignRow = Get first row(AssignedPayroll.PayrollAssignmentVA)

The variable value hrAssignRow = Get first row(payAssignRow.AssignmentVA)

if

(

isNewHire Equals to true

)

{

if

(

hrAssignRow.Legal Entity ID In CRFL2TUS_PV

)

{

AssignedPayroll.PaytollId = CRFL Monthly PD | CRF RRF US LDG ONE

}

}

}
```

Related Topics
- Assigned Payroll: Exceptions and Adaptations
- Overview of Assigned Payroll
- Attributes for Assigned Payroll

Assigned Payroll: Exceptions and Adaptations

There are situations when the Assigned Payroll object doesn't conform according to the general principles of Autocomplete Rules.

In such situations, you can adapt the rules by adding a unique additional condition or coding style, in some cases.

Exceptions

This table lists rules that can't be currently implemented for the Assigned Payroll business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Default on entry into region, Default on tab-out and validation on tab-out not supported	Object Defaulting, Field Modification, Field Validation	• Add Assignment • Add Pending Worker	Payroll section	Payroll	NA

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Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
		• Create Job Offer • Edit Job Offer • Local and Global Transfer • New Hire			

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Identify the required flow that you want to validate payroll with.	Business Object Validation	All	Payroll section	Payroll	For example, in the new hire flow, you can validate the payroll based on HR attributes, such as job.
Identify the required flow that you want to default payroll with. You can always default payroll based on HR attribute.	Business Object Defaulting	All	Payroll section	Payroll	For example, in the new hire flow, you can default the payroll based on HR attributes, such as job. For more information on Global Transfer, see *https:// blogs.oracle.com/ fusionhcmcoe/post/ default-validate-payroll-autocomplete-rule*.

Related Topics

- Overview of Assigned Payroll
- Attributes for Assigned Payroll
- Navigation From Assigned Payroll

Assigned Payroll Additional Info

Overview of Assigned Payroll Additional Info

Use the Assigned Payroll Additional Info business object for defaulting Time Card Required and Overtime Period from other objects, such as Employment Assignment.

This business object can typically be used in these cases.

- Validate Time Card Required for an employee with another assignment, such as Jobs.

- Validate an employee's Overtime Period within a Legal Entity.

The Assigned Payroll Additional Info business object impacts the responsive flows.

- Add Assignment

- Add Pending Worker

- Create Job Offer

- Edit Job Offer

- Global Transfer

- New Hire

Note: The action name in Transaction Design Studio for Create Job Offer and Edit Job Offer is Create and Edit Job Offer.

Related Topics
- Attributes for Assigned Payroll Additional Info
- Navigation From Assigned Payroll Additional Info
- Assigned Payroll Additional Info: Exceptions and Adaptations

Attributes for Assigned Payroll Additional Info

In the Global Transfer flow, you can default and validate payroll based on HCM Params, but not on HR Attributes.

This table lists the main attributes of the Assigned Payroll Additional Info business object and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported by LOV
OverridingPeriodId	Overtime Period	Identifier for the overtime period at the assigned payroll level.	Yes
TimeCardReq	TimeCard Required	Specifies whether the time card is required at the assigned payroll level.	Yes

For more information on the assigned payroll additional info attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Related Topics
- Overview of Assigned Payroll Additional Info
- Navigation From Assigned Payroll Additional Info
- Assigned Payroll Additional Info: Exceptions and Adaptations

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Navigation From Assigned Payroll Additional Info

As this illustration shows, the Assigned Payroll Additional Info business object is a hierarchical child of Assigned Payroll business object.
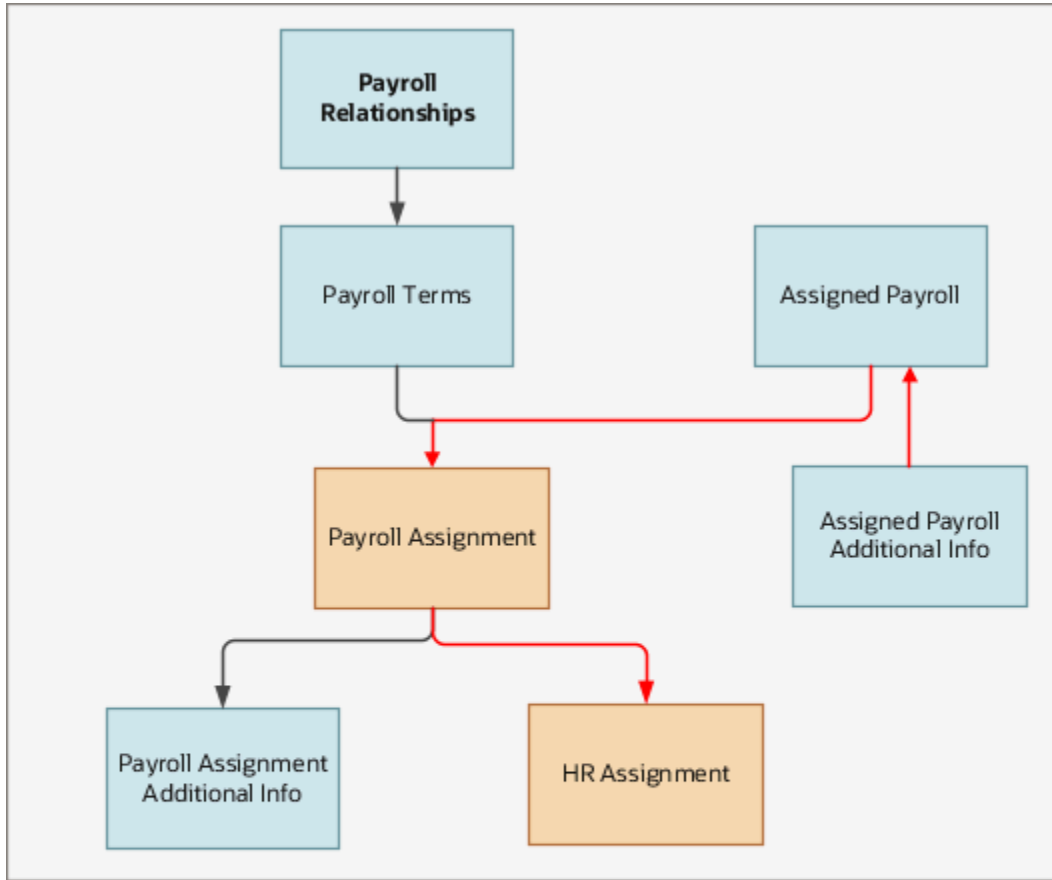
From Assigned Payroll Additional Info Business Object

This table lists the objects that you can navigate from the Assigned Payroll Additional Info object.

From Object	How	Purpose
Assigned Payroll	Row Variable	To navigate to the Payroll Assignments business object traversing row variable on Get Payroll Assignments.

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Related Topics

- Overview of Assigned Payroll Additional Info
- Attributes for Assigned Payroll Additional Info
- Assigned Payroll Additional Info: Exceptions and Adaptations

Assigned Payroll Additional Info: Exceptions and Adaptations

There are situations when the Assigned Payroll Additional Info object doesn't conform to the general principles of Autocomplete Rules. In such situations, you can adapt the rules by adding a unique additional condition or coding style, in some cases.

Exceptions

This table lists rules that can't be currently implemented for the Assigned Payroll Additional Info business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted
Default on entry into region, Default on tab-out and validation on tab-out not supported	Object Defaulting, Field Modification, Field Validation	• Add Assignment • Add Pending Worker • Create Job Offer • Edit Job Offer • New Hire	Payroll section	Payroll

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Always identify the required flow that you want to validate payroll with.	Business Object Validation	All	Payroll section	Payroll	For example, in the new hire flow, you can validate the payroll based on HR attributes, such as job.
Always identify the required flow that you want to default payroll with. You can always default payroll based on HR attribute.	Business Object Defaulting	All	Payroll section	Payroll	For example, in the new hire flow, you can default the payroll based on HR attributes, such as job. But in a Global Transfer flow, you can't default the payroll based on all of the HR attributes. This is because you can't refer to the HR assignment object as it's not yet created.

Element Duration Date

Overview of Element Duration Date

The Element Duration Date business object is used to capture element duration date types such as Final Close.

This business object can typically be used in these cases.

1. Default a predefined Final Close Date based on termination date of employees at assignment level (e.g. for all employees at Enterprise level).
2. Validate a Final Close Date upon Employee termination.
3. Derive a Final Close Date based on a fixed offset such as Final Close Date = Termination date + 90days.

The Element Duration Date business object is computed when the assignment is terminated:

1. End Assignment
2. End Global Temporary Assignment
3. End Temporary Assignment
4. End Global Transfer
5. Terminate Employment (Work Relationship)

Attributes for Element Duration Date

This table lists the main attributes of the Element Duration Date business object and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported by LOV
DATE_VALUE	Final Close Date	Assignment's Final Close Date	No
SOURCE_TYPE	Source type	This should always be set to Payroll Assignment (PA). For other levels such as Payroll Relationship (PR), Assigned Payroll (AP), Final Close is not supported.	

Navigation from Element Duration Date

The Element Duration Date business object is derived for each payroll assignment.

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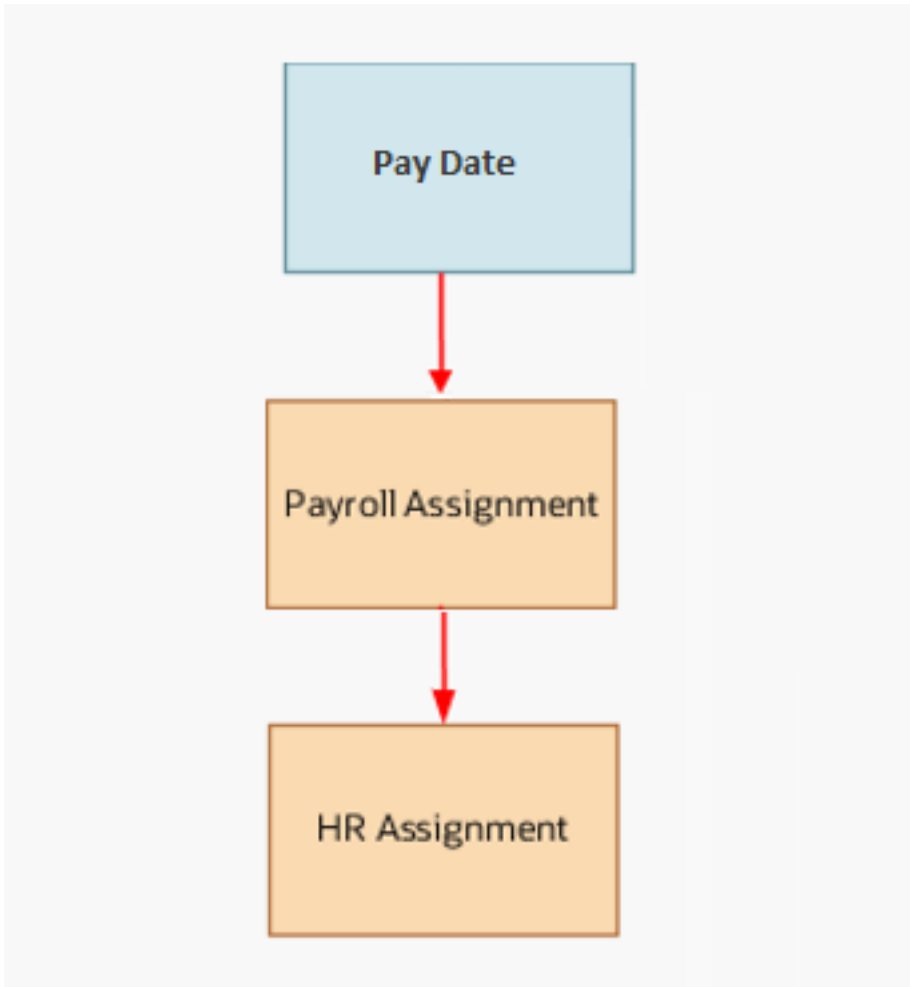
From Element Duration Date to Other Objects

This table lists the objects you can navigate to and from the Element Duration Date business object.

From Business Object to Final Close Object	How	Purpose
Payroll Assignment	Row Variable	To fetch the payroll assignment related to a given Element Duration Date.

Element Duration Date: Exceptions and Adaptations

Let's look at the exceptions and adaptations for the Element Duration Date.

Exception

Final Close can only be set at Payroll Assignment level.

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Adaptations

Termination Date for an Assignment is not directly available. You need to navigate the internal data structure through existing accessors to find the Termination Date.

The below rule sample is an example on how to obtain the Termination Date variable.

Rule Logic

```
{
    ▾ If
    (▾

        🔲 PayDate.Source    Equal to        🔲 PA

    )
    {
        ▾  The variable value payAssignRow            =  🔲 Get first row(🔲 PayDate.Get Payroll Assignments)

        ▾  The variable value hrAssignRowColl         =  🔲 payAssignRow.Get Assignment

        ▾  For each row    hrAssignRow              In   hrAssignRowColl
        {
            ▾ If
            (▾

                🔲 hrAssignRow.Assignment Status    Equal to        🔲 INACTIVE

            )
            {
                ▾  The variable value hrActionCodeRow       =  🔲 hrAssignRow.Row Related to Action Code

                ▾  The variable value hrActionTypeRow       =  🔲 hrActionCodeRow.Row Related to Action Type Code

                ▾  The variable value actionCode            =  🔲 hrActionTypeRow.Action Type Code

                ▾  The variable value personTypeRow         =  🔲 hrAssignRow.Row Related to Person Type ID

            ▾ If
            (▾

                🔲 actionCode    Equal to        🔲 EMPL_TERMINATE        AND ✖

                🔲 personTypeRow.System Person Type    In        🔲 EMP          ∨  ✖

            )
            {
                ▾  The variable value terminationDate    =  🔲 ( 🔲 hrAssignRow.Effective Start Date    -  🔲 [                    ]

                ▾  PayDate.Final Close Date   =  🔲 ( 🔲 terminationDate    +  🔲 [              90 ] )
            }
            }
        }
    }
}
```

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Payroll Assignment

Overview of Payroll Assignment

The Payroll Assignment business object contains payroll assignment details for an employee, such as time card required status and overtime period based on the PAY_REL_GROUPS_F table payroll record at assignment level.

This business object is typically used in these cases.

- Validate TimeCard Required for an employee, in line with another assignment such as Jobs.
- Validate an employee's Overtime Period within a Legal Entity.

The Payroll Assignment business object impacts these responsive flows. In these flows, you can default and validate payroll based on HR attributes.

- Add Assignment
- Add Pending Worker
- Create Job Offer
- New Hire
- Global Transfer

The action name in Transaction Design Studio for Create Job Offer and Edit Job Offer is Create and Edit Job Offer.

Related Topics
- Attributes for Payroll Assignment
- Navigation From Payroll Assignment
- Payroll Assignments: Exceptions and Adaptations

Attributes for Payroll Assignment

In the Global Transfer flow, you can default and validate payroll based on HCM Params, but not on HR Attributes.

This table lists the main attributes of the Payroll Assignment business object and exceptions for any attribute, if any.

| Attribute	Field Name	Description	Supported by LOV
OverridingPeriodId	Overtime Period	Identifier for the overtime period at the payroll assignment level.	Yes
TimeCardReq	TimeCard Required	Specifies whether the time card is required at the payroll assignment level.	Yes

For more information on the payroll assignment attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

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Related Topics
- Overview of Payroll Assignment
- Navigation From Payroll Assignment
- Payroll Assignments: Exceptions and Adaptations

Navigation From Payroll Assignment

The Payroll Assignment object is a part of Payroll and closely linked to the When and Why object.
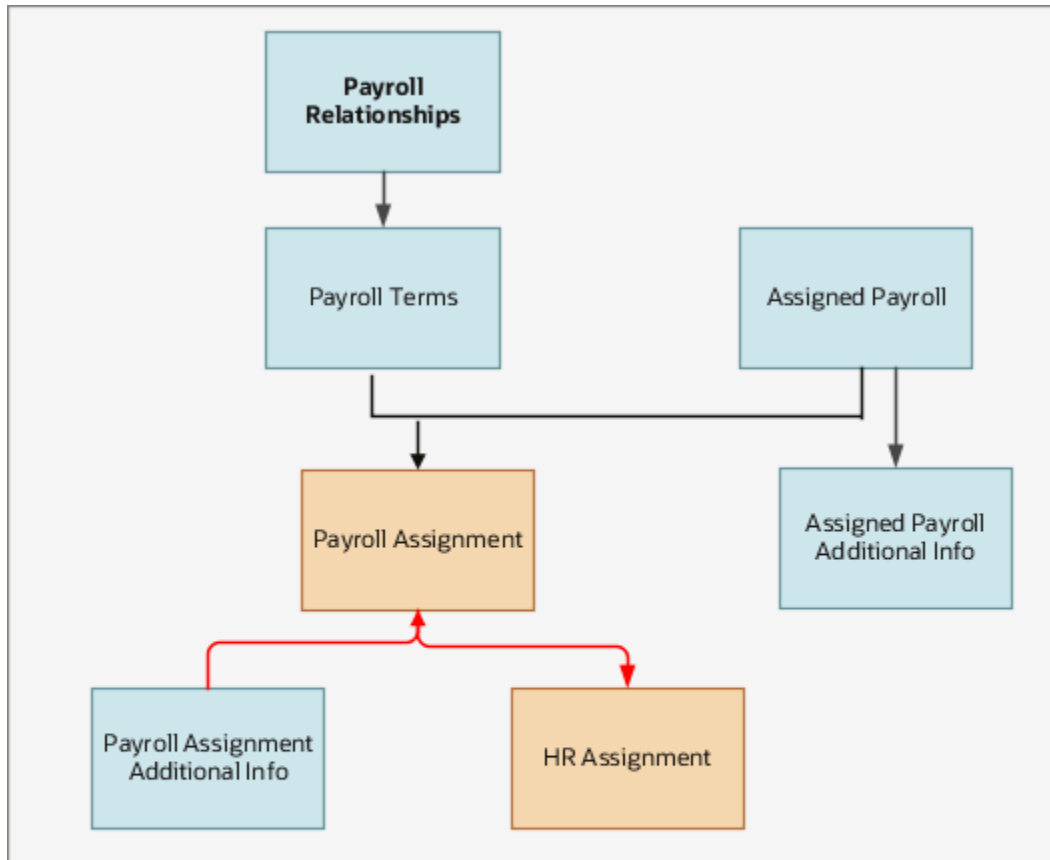
From Payroll Assignment to Other Objects

This table lists the objects that you can navigate to from the Payroll Assignment object.

From Object	How	Purpose
Payroll Assignment Additional Info	Row Variable	To navigate to payroll assignment object traversing row variable on Get Payroll Assignment.

Related Topics

- Overview of Payroll Assignment
- Payroll Assignments: Exceptions and Adaptations
- Attributes for Payroll Assignment

Payroll Assignments: Exceptions and Adaptations

There are situations when the Payroll Assignment object doesn't conform to the general principles of Autocomplete Rules. In such situations, you can adapt the rules by adding a unique additional condition or coding style, in some cases.

Exceptions

This table lists rules that can't be currently implemented for the Payroll Assignments business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted
Default on entry into region, Default on tab-out and validation on tab-out not supported	Object Defaulting, Field Modification, Field Validation	• Add Assignment • Add Pending Worker • Create Job Offer • Edit Job Offer • New Hire • Global Transfer	Payroll section	Payroll

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Rule	Rule Type	Actions Impacted	Regions Impacted	Fields Impacted	Comments
Always identify the required flow that you want to validate payroll with.	Business Object Validation	All	All	All	For example, in the new hire flow, you can validate the payroll based on HR attributes, such as job.
Always identify the required flow that you want to default payroll with.	Business Object Defaulting	All	All	All	You can use appropriate HCM Params to base your logic.

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Related Topics

- Overview of Payroll Assignment
- Attributes for Payroll Assignment
- Navigation From Payroll Assignment

Payroll Relationship

Overview of Payroll Relationship

The Payroll Relationship business object contains relationship details between a person and a payroll statutory unit, such as overtime period based on the PAY_RELATIONSHIPS_F table. This business object can typically be used to validate the Overtime Period based on HR Attributes.

The Payroll Relationship business object impacts the following responsive flow. In this flow, you can default and validate payroll based on:

- Add Assignment
- Add Pending Worker
- Create job Offer
- Global Transfer
- New Hire

Related Topics

- Attributes for Payroll Relationship
- Navigation From Payroll Relationship
- Payroll Relationship: Exceptions and Adaptations

Attributes for Payroll Relationship

You can't default Overtime Period based on HR Attributes as the HR information isn't available while creating the payroll Relationship. However during validation, you can refer to the HR attributes info.

Based on ICL rules, the Payroll relationship may or may not be created. So defaulting rules may not be invoked during all HR assignments creation.

This table lists the main attributes of the Payroll Relationship business object and exceptions for any attribute, if any.

| Attribute	Field Name	Description	Supported by LOV
OverridingPeriodId	Overtime Period	Identifier for the overtime period at the assigned payroll level.	Yes

For more information on the assigned payroll relationship attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Related Topics

- Overview of Payroll Relationship
- Navigation From Payroll Relationship
- Payroll Relationship: Exceptions and Adaptations

Navigation From Payroll Relationship

As this illustration shows, the Payroll Relationship object is a part of Payroll and closely linked to the When and Why object.
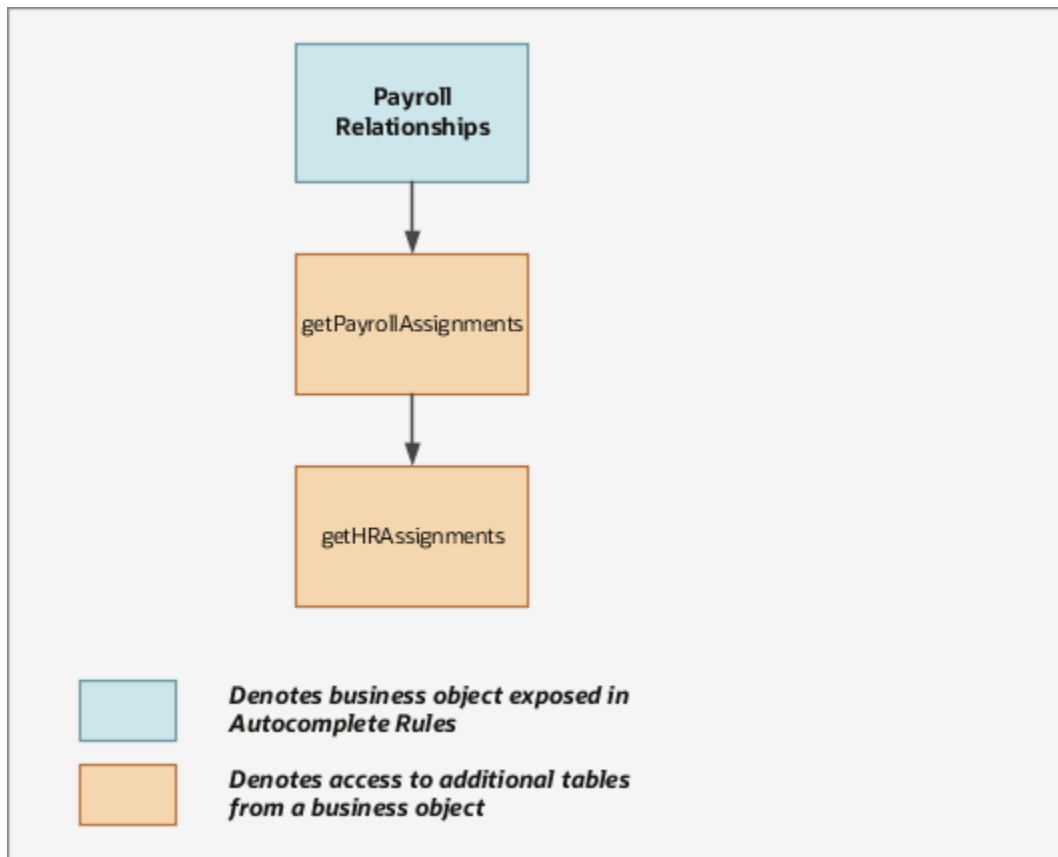
From Payroll Relationship Business Object to Other Objects

This table lists the objects that you can navigate to from the Payroll Relationship object.

From Object	How	Purpose
Payroll Assignment	Row Variable	To navigate to the Payroll Assignment business object traversing row variable on Get Payroll Assignment. For example, to navigate to HR assignment, first you get a handle to Payroll Assignments.

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Payroll Relationship: Exceptions and Adaptations

There are situations when the Payroll Relationship object doesn't conform to the general principles of Autocomplete Rules. In such situations, you can adapt the rules by adding a unique additional condition or coding style, in some cases.

Exceptions

This table lists rules that can't be currently implemented for the Payroll Relationships business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted
Default on entry into region, Default on tab-out and validation on tab-out not supported	Object Defaulting, Field Modification, Field Validation	• Add Assignment • Add Pending Worker • Create job Offer • Global Transfer • New Hire	Payroll section	Payroll

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Rule	Rule Type	Actions Impacted	Regions Impacted	Fields Impacted	Comments
Always identify the required flow that you want to validate payroll with.	Business Object Validation	All	All	All	All
Always identify the required flow that you want to default payroll with.	Business Object Defaulting	All	All	All	All

Payroll Terms

Overview of Payroll Terms

You can use the Payroll Terms business object to capture the Tax Reporting Unit based on the PAY_REL_GROUPS_DN table.

This business object can typically be used to validate the Tax Reporting Unit (TRU) based on HR attributes. Use the group Type Attribute value to differentiate between a Payroll Assignment and a Payroll Term. Payroll Term row has a group type value as T.

The Payroll Terms business object impacts these responsive flows. In these flows, you can default and validate payroll based on HR attributes.

- Add Assignment
- Add Pending Worker
- Create Job Offer
- Local and Global Transfer
- New Hire

Related Topics

- Attributes for Payroll Terms
- Navigation From Payroll Terms
- Payroll Terms: Exceptions and Adaptations

Attributes for Payroll Terms

This table lists the main attributes of the payroll terms and exceptions for any attribute, if any.

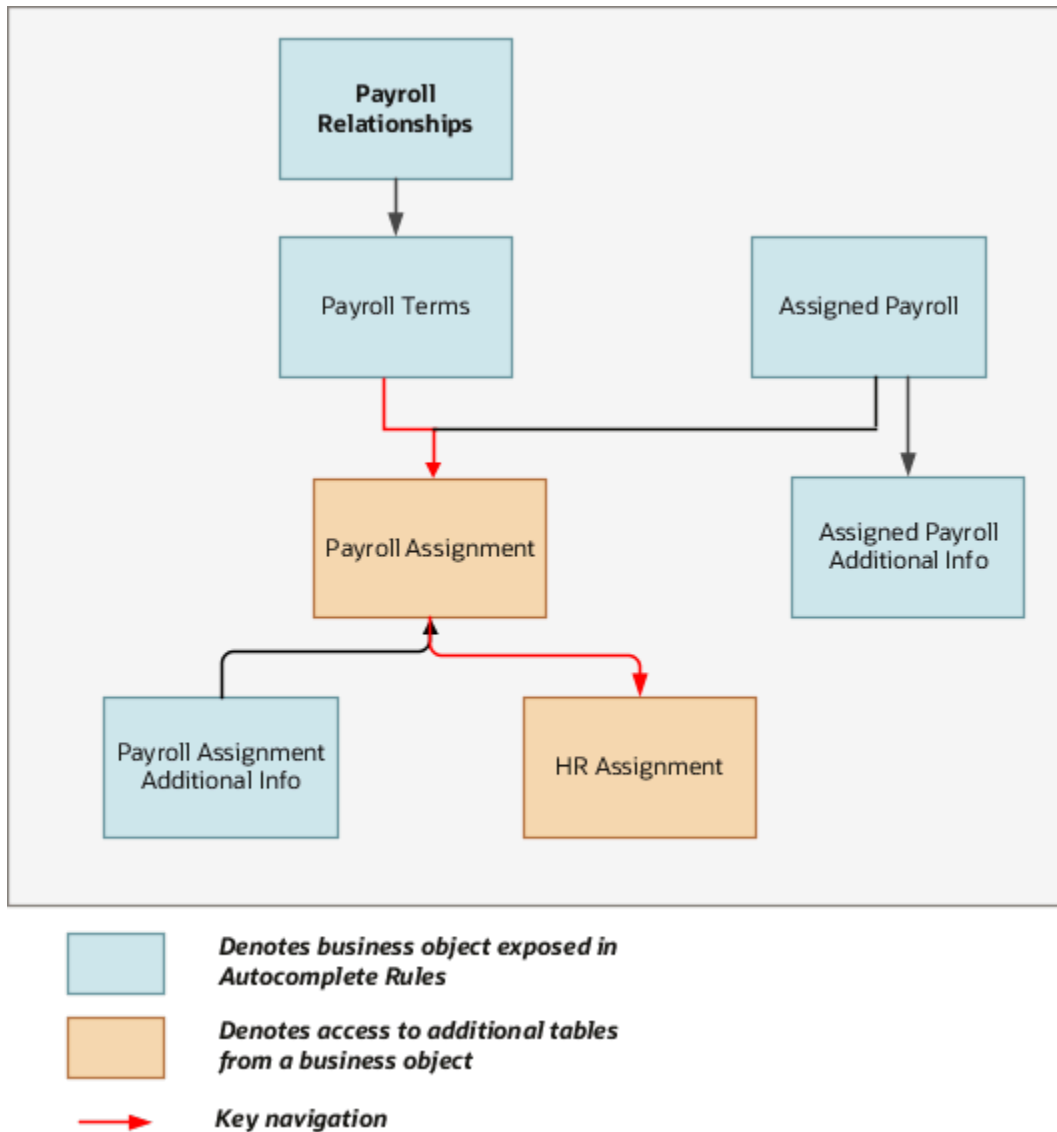| Attribute	Field Name	Description	Supported by LOV
TaxReportingUnit	TaxReportingUnit	The name of the reporting unit to group workers for the purpose of tax and social insurance reporting.	Yes

For more information on the payroll terms attributes, see the "Tables and Views for HCM" guide on the Oracle Help Center.

Related Topics

- Overview of Payroll Terms
- Navigation From Payroll Terms
- Payroll Terms: Exceptions and Adaptations
- Tables and Views for HCM

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Navigation From Payroll Terms

The Payroll Terms object is a part of Payroll and closely linked to the When and Why object.

▢	Denotes business object exposed in Autocomplete Rules	
▢	Denotes access to additional tables from a business object	
→	Key navigation	

From Payroll Terms to Other Objects

This table lists the objects that you can navigate to from the Payroll Terms object.

From Object	How	Purpose
Payroll Terms	Row Variable	To navigate to the Payroll Assignment traversing row variable on Get Payroll Assignment. For example, to navigate to HR assignment, first you get a handle to Payroll Assignments.

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Related Topics
- Overview of Payroll Terms
- Attributes for Payroll Terms
- Payroll Terms: Exceptions and Adaptations

Payroll Terms: Exceptions and Adaptations

There are situations when the Payroll Terms object doesn't conform according to the general principles of Autocomplete Rules. In such situations, you can adapt the rules by adding a unique additional condition or coding style, in some cases.

Exceptions

This table lists rules that can't be currently implemented for the payroll terms business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted
Default on entry into region, Default on tab-out and validation on tab-out not supported	Object Defaulting, Field Modification, Field Validation	• Add Assignment • Add Pending Worker • Create job Offer • Local and Global Transfer • New Hire	Payroll section	Payroll

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Rule	Rule Type	Actions Impacted	Section Impacted	Fields Impacted	Comments
Always identify the required flow that you want to validate payroll with.	Business Object Validation	All	All	All	For example, in the new hire flow, you can validate the payroll based on HR attributes, such as job.
Always identify the required flow that you want to default payroll with.	Business Object Defaulting	All	All	All	You can use appropriate HCM Params to base your logic.

Autocomplete Rules for Tax Reference Unit

You can default the TRU from the HR assignment attributes, using the Payroll Terms business object. When you create rules:

1. Select **Field Modification Rule Type** in the **Rule Type** field.
2. Select **Payroll Terms** in the **Business Object** field.

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3. Select **Default Payroll Values Indicator** in the **Field** field.

Autocomplete rules are supported in the following transactions:

- Hire an Employee
- Add contingent worker
- Add Non Worker
- Add Pending Worker
- Add Assignment
- Add Temp Assignment
- Create Work Relationship
- Add a Pending Worker
- Create and Edit Offer
- Local and Global Transfer

Here's some sample screenshots that illustrate the Autocomplete rule logic. The value of the EMP_Groovy_ActionTypeCode HCM Params function must match the ActionTypeCode of the respective flow (such as New Hire, Local and Global Transfer, Add Assignment, and so on).

Rule Logic

```
{
    ▼ If
    (▼
        🔟 Payroll Terms.GroupType    Equal to        🔟 T
    )
    {
        ▼   The variable value transactionTypeCode        =   🔟 Get string value from HCM Params(🔟 EMP_Groovy_ActionTypeCod ,🔟 Payroll Terms.Current row)

        ▼ If
        (▼
            🔟 transactionTypeCode    Equal to        🔟 EMPL_ADD_EMP
        )
        {
            ▼   The variable value payrollAssignmentRow          =   🔟 Get first row(🔟 Payroll Terms.Get Payroll Assignment)

            ▼   The variable value hrAssignmentRow               =   🔟 Get first row(🔟 payrollAssignmentRow.Get Assignment)

            ▼   The variable value payrollAssignmentAddlInfoRc    =   🔟 Get first row(🔟 payrollAssignmentRow.Get Payroll Assignment Additional Info)

            ▼ If
            (▼
                🔟 hrAssignmentRow.Legal Entity ID   In      🔟 CRFL RRF COST 3T;C  ∨
            )
            {
                ▼   payrollAssignmentAddlInfoRow.Time Card Required   =   🔟 Y

                ▼   payrollAssignmentAddlInfoRow.Overtime Period   =   🔟 LK_CRFL_TD_2018 | CRFL RF  ∨
            }
        }
    }
}
```

Related Topics
- Overview of Payroll Terms
- Attributes for Payroll Terms
- Navigation From Payroll Terms

Person

Person Business Objects

The Person business objects are a hierarchical collection of several smaller objects containing specific details of a person. Here's some info about the Person business objects.

- All Person child objects' names begin with person except the Address object. The business objects are named as such to help you easily identify their contents and write validation rules.

- The Person family of objects comprises of the Person object at the parent level and a 1 to 1 relationship between the parent Person object and the child Person Detail object.

- The other children Person objects such as the Person Passport, Person Citizenship, Person Driver License, and so on have a 1 to many relationship with the Person object because a person may have multiple passports, citizenships, driver licenses, and so on..

The entire HCM suite of applications use these objects in different flows. The starting point for any rule is the object containing the field. You can only use the Object Validation rule type for the Person objects. You can't default values either at the object-level or at the field-level, or use the Object Field Validation rule type for the entire family of Person objects.
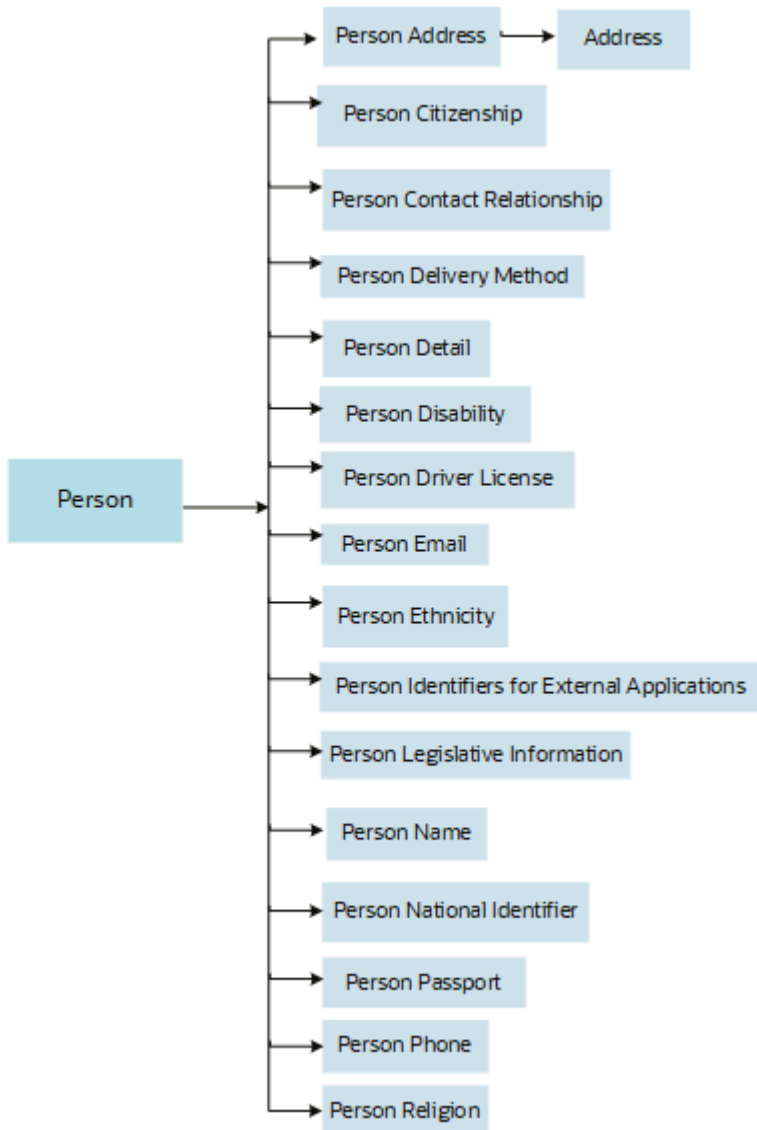
The starting point is most likely the object containing the field to be validated, but, not always. This is especially true with the family of Person objects. If your use case is to validate an email address or a national identifier, it's helpful to analyze your requirement in detail to understand what's being validated and the criteria for the validation.

For example, if your requirement is to validate the format of a national identifier, address line, name, phone number, and so on, related to 1 child object only, then you have to start with the corresponding child object. However, if your requirement is that a person must have at least one national identifier entered, with or without any additional criteria, what you're validating is the person and the criteria is having one or more national identifiers of a certain type or not. So, in this case, your starting point is the Person object and not the Person National Identifier object. The family of

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Person business objects is structured in way so that you can traverse to any other object to sample its values when in another object.

Related Topics

- Considerations for Rule Designing
- Navigation From and To Person
- Person: Exceptions and Adaptations

Address

Overview of Address

The Address business object contains address details including address line 1, city, state, postal code, country, and so on for either a person or a location based on the PER_ADDRESSES_F table.

This business object can typically be used in this case.

- Validate that the address contains no special characters

The Address business object impacts the responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Contact Info
- Create Candidate
- Family and Emergency Contacts
- Hire an Employee
- Local and Global Transfer
- Locations
- People to Cover

Attributes for Address

All attributes in the PER_ADDRESSES_F table are supported with the exception of these attributes.

- DERIVED_LOCALE
- DQ_VALIDATION_LEVEL

For more information on the Address attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Address

The Address business object is a hierarchical child of the Person business object.

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From Address Business Object

Consider the following information when navigating from the Address business object.

From Address to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Related Topics
- Navigation From and To Person

Address: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Address

This is the predefined rule for the Address business object.

Name	Rule Type	Description
KW Validate Address Line 3	Object Validation	This rule validates if address line 3 in the Kuwait address style is valid as per the Kuwait governorate.

Person

Overview of Person

The Person business object contains limited biographical information such as date of birth, date of death, blood type, and so on, based on the PER_PERSONS table.

This business object can typically be used in these cases.

- Validate if a child business object exists such as the national identifier
- Validate if date of birth is included in a defined range

The Person business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker

- Add Pending Worker

- Create Candidate

- Family and Emergency Contacts

- Hire an Employee

- Local and Global Transfer

- People to Cover

- Personal Details

Attributes for Person

All attributes in the PER_PERSONS table are supported except these attributes.

- PARTY_ID

- USER_GUID

- CATEGORY_CODE

For more information on the Person attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From and To Person

The Person business objects are a hierarchical collection of several child business objects, each of which holds specific details about a person.

The Person business objects hierarchy includes the Person business object at the highest level in the hierarchy followed by other Person child business objects that hold personal details in a 1 to 1 relationship with the person. For example, the Passport business object holds info about 1 or more passports of a person, the Citizenship business object holds 1 or more citizenship entries for a person, and so on. The Person business object names easily help you identify the business object you need to validate.

This section lists the business objects you can navigate to and from the Person business object. The only type of rule Person business objects support is Object Validation. The Person business objects don't support default or field validation rules.

Typically, the starting point is the Person business object containing the field to be validated, but not always. While it may seem like for a given use case we are validating the email address or the national identifier, you need to further analyze your requirement in detail for what you're validating and what's the validation criteria.

For example,

- If your requirement is to validate the format of an attribute such as the national identifier, address line 1, last name, phone number, and so on, related to just one record, then you need to start with the corresponding child business object.

- If your requirement is that a person must have at least one national identifier or the criteria is having one or more national identifiers of a certain type or not, you need to start with the Person business object instead of the Person National Identifier business object. You can always traverse to any other Person business object to sample its values when you're in another business object.

From Other Business Objects to Person

To access the Person business object, use the row variable (variant 2) Get Person from any business object.

Consider the following information when navigating to the Person business object.

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From Business Object to Person	How	Purpose
Worker Assignment	row variable (variant 2)	To check for attributes of Person and then from there other children business objects of Person with additional row variable declarations.
Worker Work Relationship	row variable (variant 2)	To access the Person business object, you need to access it through the Worker Assignment business object. To check for attributes of Person and then from there other children business objects of Person with additional row variable declarations.
Any Person Child Business Object for example, Person National Identifier	row variable (variant 2)	When navigating to the Person business object from any of its own children, you need to use the row variable variant 2.
Person Contact Relationship	row variable (variant 1)	When working with the Contact Relationship business object you have two options (both row variables of Variant 2) to access either, the Person or the Contact Person. The Person ID on the Person Contact Relationship business object is the Person ID of the worker. The Contact Person ID is the Person ID of the contact. For example, if you want to access Contact B's (who's a contact of Worker A) record, you need to go to the Person Contact business object instead of the Person business object. But, if you want to access Worker A's record, you need to go to the Person business object instead of the Person Contact business object.

To Other Business Objects from Person

Consider the following information when navigating from the Person business object.

From Person To Business Object	How	Row Variable	Purpose
Worker Assignment	row variable	Get Assignment	You must use caution when accessing the Worker Assignment business object because it fetches all assignments for all work relationships of a person. You can use only rowset declaration, if it's appropriate. After accessing Worker Assignment, the rest of your rule needs to be encapsulated under the "If WorkTermsAssignmentId NOT NULL" condition. This, even before you declare any further row variables from Worker Assignment or use any of its fields. You need to iterate over each assignment record to determine your match, for example, primary assignment.

From Person To Business Object	How	Row Variable	Purpose
			You may find multiple primary assignments depending on how many work relationships you allow in your organization. You need to use the Get Assignment view accessor to get all assignments. This isn't applicable for people who are only contacts because they don't have a worker assignment.
Any Person Child Business Object	rowset variable	• Get Contact Person • Get Person Address • Get Person Address Usage • Get Person Citizenship • Get Person Contact Relationship • Get Person Delivery Method • Get All Person Disabilities • Get Person Disability • Get Person Detail • Get Person Driver License • Get Person Driver License Type • Get Person Email • Get Person Ethnicity • Get Person Extra Information • Get Person Identifier for External Application • Get Person Legislative Information • Get Person Name • Get Person National Identifier • Get Person Passport • Get Person Phone • Get Person Religion • Get Person Visa and Permit	One person record can have multiple records within a Person child business object. For example, Worker A can have a US and a UK national identifier record. When navigating from Person to the child, you may need to declare a rowset variable to iterate over the children rows to detect your condition.
Person Extra Information	rowset variable	Get Person Extra Information	This is to iterate over all Person Extensible Flexfields (EFF) context rows for a given person in a subsequent row collection looping block. Use the Get Person Extra Information view accessor to access a set of records from the Person Extra Information business object displayed in Autocomplete Rules for a specified person ID.

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From Person To Business Object	How	Row Variable	Purpose
Person Profile Education and Person Profile Certification	rowset variable	Get Profile	Use the Get Profile view accessor to traverse from the Person business object to the Person Profile Education and Person Profile Certification business objects. For example, you can validate the education degree or certification validity, or both when promoting your worker.

Related Topics

- Overview of Worker Assignment
- Autocomplete Rule Variables

Person: Exceptions and Adaptations

This table lists rules that can't be currently implemented for the Person business object.

Exceptions

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Set default on entry into section, set default on tab-out and validation on tab-out not supported	Object Defaulting, Field Modification, Field Validation	All	All	All	N/A
Person Legislative Information business object validation is triggered before entry into the Person Legislative Information section	Business Object Validation	All applicable Employment Actions	Person Details, Legislative Info	All	You may sample a mandatory field of the Legislative Info section for null value to determine when to trigger the validation. The Legislative Info is validated once when exiting the Person Details section and again after exiting the Legislative Info section.
Person Legislative Information business object validation doesn't trigger after the Legislative Information section, if a predefined field isn't modified	Business Object Validation	All applicable Employment Actions	Legislative Info	All	N/A

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Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Can't determine context of addition or change in the absence of When of Why section	Business Object Validation	All applicable non-Employment Actions	Any Person related section	All	The rule will trigger regardless of where this business object is being used. For example, if you want to validate a contact type in the Benefits People to Cover page, but not the Global HR Family and Emergency Contacts page, there's no way to restrict this validation to only the People to Cover page. In some cases, the user role may be used as a proxy for when this addition or change occurs.

Adaptations

This table lists rules where you can vary the rule logic to achieve the result.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
May not use Effective Date fields directly on the business object for date validations	Business Object Validation	All	All	All	Must use ChangeDate HCM Params for sampling effective dates of any Person related business objects. Doesn't apply to other non-effective dates like, issue date, expiry date, and so on.
Cannot traverse to When and Why business object to determine any field value entered in the When and Why section.	Business Object Validation	All applicable Employment Actions	Any Person related section	All	Must use HCM Params to determine state of values in the When and Why section.
Validating presence or absence, or both of Person children business objects like Passport, Drivers Licenses, NID, and so on	Business Object Validation	All	Person Details	All	Identify the section and the sequence in the page where it occurs. You can always start validation in a given business object, navigate up to the parent Person business object and then navigate back into another child

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
					business object of Person. For example, to ensure citizenship is entered prior to passport, you may write the validation on the Person Passport business object, navigate back up to Person and then navigate down to the Person Citizenship business object iterating over it to detect presence/absence. But in a new hire flow, where Passport is asked for prior to Citizenship, this kind of validation will lock you and prevent you from proceeding.

Delivered Rules for Person

This is the predefined rule for the Person business object.

Name	Rule Type	Description
SA Default Hijri Date Based on Date of Birth	Field Modification	This rules defaults the Hijri date of birth based on the specified Gregorian date of birth.

Person Address

Overview of Person Address

The Person Address business object contains the relationship between addresses in the PER_ADDRESSES_F table and the person. It identifies the type of address for the person. This is based on the PER_PERSON_ADDR_USAGES_F table.

This business object can typically be used in these cases.

- Validate there's at least one home address in the country of the worker's legal entity
- Validate that a person address format doesn't contain any special characters

The Person Address business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker

- Contact Info

- Create Candidate

- Family and Emergency Contacts

- Hire an Employee

- Local and Global Transfer

- People to Cover

Attributes for Person Address

All attributes in the PER_PERSON_ADDR_USAGES_F table are supported.

For more information on the Person Address attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Address

The Person Address business object is a hierarchical child of the Person business object.
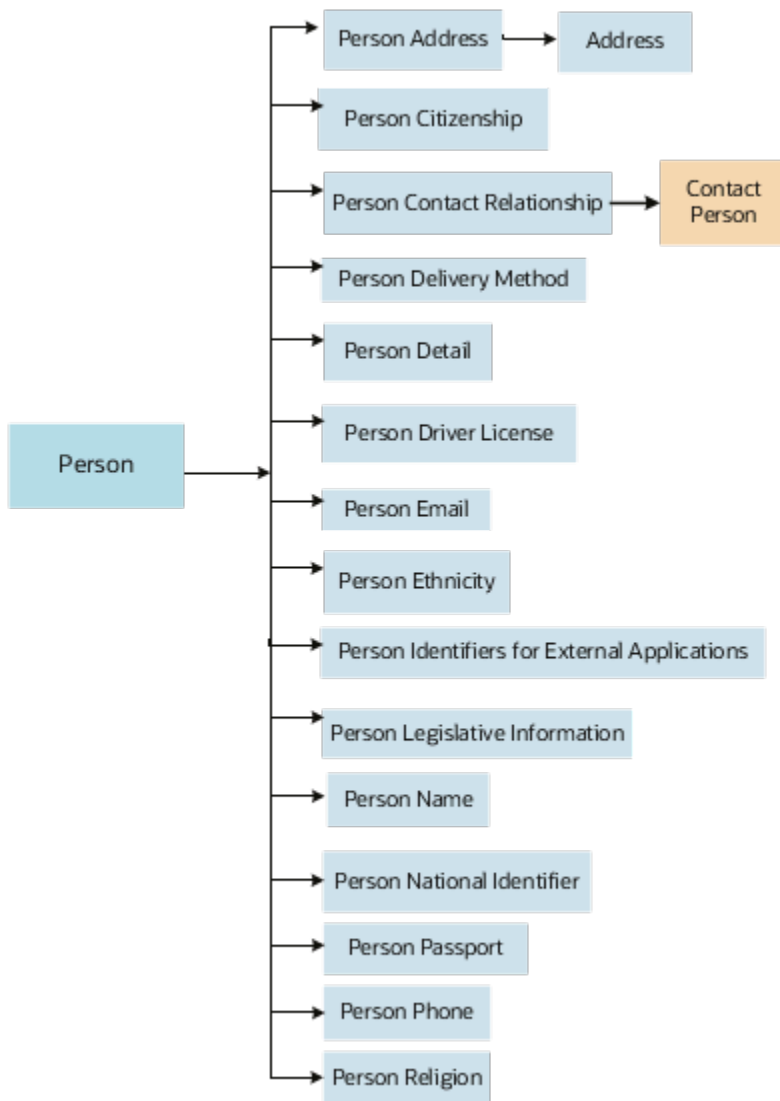
From Person Address Business Object

Consider the following information when navigating from the Person Address business object.

From Person Address to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Related Topics
- Navigation From and To Person
- Autocomplete Rule Variables

Person Address: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Address

There aren't any predefined rules for the Person Address business object.

Person Citizenship

Overview of Person Citizenship

The Person Citizenship business object contains a person's citizenship details based on the PER_CITIZENSHIPS table.

This business object can typically be used in these cases.

- Validate the From Date is in the future
- Validate fields not displayed in Transaction Design Studio are entered

The Person Citizenship business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Hire an Employee
- Identification Info
- Local and Global Transfer

Attributes for Person Citizenship

All attributes in the PER_CITIZENSHIPS table are supported.

For more information on the Person Citizenship attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs..oracle.com).

Navigation From Person Citizenship

The Person Citizenship business object is a hierarchical child of the Person business object.

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From Person Citizenship Business Object

Consider the following information when navigating from the Person Address business object.

From Person Citizenship to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Related Topics
- Overview of Person

Person Citizenship: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Citizenship

There aren't any predefined rules for the Person Citizenship business object.

Person Contact Relationship

Overview of Person Contact Relationship

The Person Contact Relationship business object contains relationship details such as the statutory dependent option, emergency contact option and relationship type between the employee or contingent worker and their contacts. This is based on the PER_CONTACT_RELSHIPS_F table.

This business object can typically be used in these cases.

- Validate if national identifier is provided when a family contact has a specific statutory dependent
- Validate if at least one contact is an emergency contact
- Validate if effective date for an emergency contact is in the future

The Person Contact Relationship business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Family and Emergency Contacts

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- Hire an Employee
- People to Cover

Attributes for Person Contact Relationship

All attributes in the PER_CONTACT_RELSHIPS_F table are supported except these attributes.

- END_LIFE_REASON_ID
- START_LIFE_REASON_ID
- THIRD_PARTY_PAY_FLAG
- CONT_INFORMATION21
- CONT_INFORMATION22
- CONT_INFORMATION23
- CONT_INFORMATION24
- CONT_INFORMATION25
- CONT_INFORMATION26
- CONT_INFORMATION271
- CONT_INFORMATION28
- CONT_INFORMATION29
- CONT_INFORMATION30
- CONT_INFORMATION_NUMBER1
- CONT_INFORMATION_NUMBER2
- CONT_INFORMATION_NUMBER3
- CONT_INFORMATION_NUMBER4
- CONT_INFORMATION_NUMBER5
- CONT_INFORMATION_NUMBER6
- CONT_INFORMATION_NUMBER7
- CONT_INFORMATION_NUMBER8
- CONT_INFORMATION_NUMBER9
- CONT_INFORMATION_NUMBER10
- CONT_INFORMATION_NUMBER11
- CONT_INFORMATION_NUMBER12
- CONT_INFORMATION_NUMBER134
- CONT_INFORMATION_NUMBER14
- CONT_INFORMATION_NUMBER15
- CONT_INFORMATION_NUMBER16
- CONT_INFORMATION_NUMBER17
- CONT_INFORMATION_NUMBER18

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- CONT_INFORMATION_NUMBER19

- CONT_INFORMATION_NUMBER20

For more information on the Person Contact Relationship attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Contact Relationship

The Person Contact Relationship business object is a hierarchical child of the Person business object.

From Person Contact Relationship Business Object

Consider the following information when navigating from the Person Contact Relationship business object.

From Person Contact Relationship to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.
Contact Person	Row Variable (Variant 2)	Get Contact Person	You can navigate to the Contact Person business object and access the person information related to the contact.

Person Contact Relationship: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Contact Relationship

These are the predefined rules for the Person Contact Relationship object.

Name	Rule Type	Description
Validate if Contact Exists Based on the Last Name Date of Birth and Relationship	Object Validation	This rule validates if a contact's last name, date of birth, and relationship matches with the person's existing contacts' last name, date of birth, and relationship.
Validate if Contact Exists Based on the Name and Relationship	Object Validation	This rule validates if a contact's name and relationship matches with the person's existing contacts' name and relationship.
Validate if Contact Exists Based on National ID	Object Validation	This rule validates if a contact's national ID matches with the person's existing contacts' national ID.

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Name	Rule Type	Description
Validate if Contact Exists Based on the Name Date of Birth and Relationship	Object Validation	This rule validates if a contact's name, date of birth, and relationship matches with the person's existing contacts' name, date of birth, and relationship.

Person Delivery Method

Overview of Person Delivery Method

The Person Delivery Method contains additional types of communication methods such as Twitter and Linked in, and the order of preferred order of contact of communication methods. This is based on the PER_PERSON_DLVRY_METHODS table.

The Person Delivery Method business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Contact Info
- Hire an Employee

Attributes for Person Delivery Method

All attributes in the PER_PERSON_DLVRY_METHODS table are supported.

For more information on the Person Delivery Method attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Delivery Method

The Person Delivery Method business object is a hierarchical child of the Person business object.

From Person Delivery Method Business Object

Consider the following information when navigating from the Person Delivery Method business object.

From Person Delivery Method to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Delivery Method: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Delivery Method

There aren't any predefined rules for the Person Delivery Method business object.

Person Details

Overview of Person Detail

The Person Detail business object contains the person number, primary email, primary phone, primary national identifier, and primary mailing address for people based on the PER_ALL_PEOPLE_F table.

This business object can typically be used to validate a manually specified person number.

The Person Detail business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Contact Info
- Family and Emergency Contacts
- Hire an Employee
- Local and Global Transfer
- Personal Details

Attributes for Person Detail

All attributes in the PER_ALL_PEOPLE_F table are supported.

For more information on the Person Detail attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From Person Detail

The Person Detail business object is a hierarchical child of the Person business object.

From Person Detail Business Object

Consider the following information when navigating from the Person Detail business object.

From Person Detail to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Detail: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics

- Person: Exceptions and Adaptations

Delivered Rules for Person Detail

There aren't any predefined rules for the Person Detail business object.

Person Disability

Overview of Person Disability

The Person Disability business object contains a person's disability info such as blindness, hearing impairment, work restrictions and so on based on the PER_DISABILITIES_F table.

This business object can typically be used to validate that the disability registration dates don't overlap.

The Person Disability business object impacts the Disability Info section in the Personal Details responsive flow.

Attributes for Person Disability

All attributes in the PER_DISABILITIES_F table are supported.

For more information on the Person Disability attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From Person Disability

The Person Disability business object is a hierarchical child of the Person business object.

From Person Disability Business Object

Consider the following information when navigating from the Person Disability business object.

From Person Disability to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Disability: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Disability

There aren't any predefined rules for the Person Disability business object.

Person Driver License

Overview of Person Driver License

The Person Driver License business object contains the person's driver license details based on the PER_DRIVERS_LICENSES table.

The Person Driver License business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Identification Info
- Hire an Employee

Attributes for Person Driver License

All attributes in the PER_DRIVERS_LICENSES table are supported.

For more information on the Person Driver License attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Driver License

The Person Driver License business object is a hierarchical child of Person business object.

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From Person Driver License Business Object

Consider the following information when navigating from the Person Driver License business object.

From Person Driver License to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Driver License: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Driver License

There aren't any predefined rules for the Person Driver License business object.

Person Email

Overview of Person Email

The Person Email business object contains the person's email address details based on the PER_EMAIL_ADDRESSES table.

This business object can typically be used in these cases.

- Validate the person email format
- Validate person email doesn't contain special characters

The Person Email business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Create Candidate
- Family and Emergency Contacts
- Hire an Employee
- People to Cover

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Attributes for Person Email

All attributes in the PER_EMAIL_ADDRESSES table are supported.

For more information on the Person Email attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Email

The Person Email business object is a hierarchical child of the Person business object.

From Person Email Business Object

Consider the following information when navigating from the Person Email business object.

From Person Email to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Email: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Email

There aren't any predefined rules for the Person Email business object.

Person Ethnicity

Overview of Person Ethnicity

The Person Ethnicity business object contains the person's ethnicity and race details based on the PER_ETHNICITIES table.

The Person Ethnicity business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Create Candidate

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- Family and Emergency Contacts
- Hire an Employee
- Local and Global Transfer
- People to Cover
- Personal Details

Attributes for Person Ethnicity

All attributes in the PER_ETHNICITIES table are supported.

For more information on the Person Ethnicity attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Ethnicity

The Person Ethnicity business object is a hierarchical child of the Person business object.

From Person Ethnicity Business Object

Consider the following information when navigating from the Person Ethnicity business object.

From Person Ethnicity to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Ethnicity: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Ethnicity

There aren't any predefined rules for the Person Ethnicity business object.

Person Identifiers for External Applications

Overview of Person Identifiers for External Applications

The Person Identifiers for External Applications business object contains third-party payroll identifier or time device badge identifier details from an external application for a person or an assignment based on the PER_EXT_APP_IDENTIFIERS table.

This business object impacts the Person Identifiers for External Applications responsive flow.

Attributes for Person Identifiers for External Applications

All attributes in the PER_APP_EXT_IDENTIFIERS table are supported.

For more information on the Person Identifiers for External Application attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Identifiers for External Applications

The Person Identifiers for External Applications business object is a hierarchical child of the Person business object.

From Person Identifiers for External Applications Business Object

Consider the following information when navigating from the Person Identifiers for External Applications business object.

From Person Identifiers for External Applications to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Identifiers for External Applications: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Identifiers for External Applications

There aren't any predefined rules for the Person Identifiers for External Applications business object.

Person Legislative Information

Overview of Person Legislative Information

The Person Legislative Information business object contains a person's gender, marital status, and highest education level. Many legislative specific details are stored in the PER_PERSON_LEGISLATIVE_DATA_LEG_DDF flexfields such as the US veteran details or the UK NINO verification status, gender identity, and unique taxpayer reference.

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This business object can typically be used in these cases.

- Validate that the marital status date change isn't in the future

- Validate if gender is provided for certain countries where it's required info.

The Person Legislative Information business object impacts these responsive flows.

- Add Contingent Worker

- Add Nonworker

- Add Pending Worker

- Create Candidate

- Family and Emergency Contacts

- Hire an Employee

- Local and Global Transfer

- People to Cover

- Personal Details

Attributes for Person Legislative Information

All attributes in the PER_PEOPLE_LEGISLATIVE_F table are supported.

For more information on the Person Legislative Information attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Legislative Information

The Person Legislative Information business object is a hierarchical child of the Person business object.

From Person Legislative Information Business Object

Consider the following information when navigating from the Person Legislative Information business object.

From Person Legislative Information to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Legislative Information: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

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Delivered Rules for Person Legislative Information

This is the predefined rule for the Person Legislative Information business object.

Name	Rule Type	Description
GB Validate Teachers Pension Temporary NI Number Format	Field Validation	This rule validates if the format of the TPS Temporary NI Number conforms with Teachers' Pension requirements.

Person Name

Overview of Person Name

The Person Name business object contains a person's name details based on the PER_PERSON_NAMES_F table.

This business object can typically be used in these cases.

- Validate the effective start date when changing a name
- Validate the person name doesn't contain special characters

The Person Name business object impacts the responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Create Candidate
- Family and Emergency Contacts
- Hire an Employee
- Local and Global Transfer
- People to Cover
- Personal Details

Attributes for Person Name

All attributes in the PER_PERSON_NAMES_F table are supported with the exception of these attributes.

- NAME_INFORMATION_CATEGORY
- ATTRIBUTE1
- ATTRIBUTE2
- ATTRIBUTE3
- ATTRIBUTE4
- ATTRIBUTE5
- ATTRIBUTE6

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- ATTRIBUTE7
- ATTRIBUTE8
- ATTRIBUTE9
- ATTRIBUTE10
- ATTRIBUTE11
- ATTRIBUTE12
- ATTRIBUTE13
- ATTRIBUTE14
- ATTRIBUTE15
- ATTRIBUTE16
- ATTRIBUTE17
- ATTRIBUTE18
- ATTRIBUTE19
- ATTRIBUTE20
- ATTRIBUTE21
- ATTRIBUTE22
- ATTRIBUTE23
- ATTRIBUTE24
- ATTRIBUTE25
- ATTRIBUTE26
- ATTRIBUTE27
- ATTRIBUTE28
- ATTRIBUTE29
- ATTRIBUTE30

For more information on the Person Name attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Name

The Person Name business object is a hierarchical child of the Person business object.

From Person Name Business Object

Consider the following information when navigating from the Person Name business object.

From Person Name to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

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Person Name: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Name

There aren't any predefined rules for the Person Name business object.

Person National Identifier

Overview of Person National Identifier

The Person National Identifier business object contains a person's national identifier details such as the issuing country, identifier type, and identifier number based on the PER_NATIONAL_IDENTIFIERS table.

This business object can typically be used in these cases.

- Validate person national identifier format such as the number of digits
- Validate mandatory fields when person national identifier is entered
- Validate required national identifier types according to legislative data group or legal employer

The Person National Identifier business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Create Candidate
- Family and Emergency Contacts
- Hire an Employee
- Local and Global Transfer
- People to Cover
- Personal Details

Attributes for Person National Identifier

All attributes in the PER_NATIONAL_IDENTIFIERS table are supported.

For more information on the Person National Identifiers' attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person National Identifier

The Person National Identifier business object is a hierarchical child of the Person business object.

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From Person National Identifier Business Object

Consider the following information when navigating from the Person National Identifier business object.

From Person National Identifier to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person National Identifier: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person National Identifier

There aren't any predefined rules for the Person National Identifier business object.

Person Passport

Overview of Person Passport

The Person Passport business object contains a person's passport details such as the issuing country, passport type, and passport number based on the PER_PASSPORTS table.

This business object can typically be used in these cases.

- Validate passport for existing citizenship
- Validate the start date of the change isn't in the future

The Person Passport business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Family and Emergency Contacts
- Hire an Employee
- Identification Info
- Local and Global Transfer
- People to Cover

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Attributes for Person Passport

All attributes in the PER_PASSPORTS table are supported.

For more information on the Person Passport attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Passport

The Person Passport business object is a hierarchical child of the Person business object.

From Person Passport Business Object

Consider the following information when navigating from the Person Passport business object.

From Person Passport to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Passport: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics

- Person: Exceptions and Adaptations

Delivered Rules for Person Passport

There aren't any predefined rules for the Person Passport business object.

Person Phone

Overview of Person Phone

The Person Phone business object contains a person's phone details such as the country code, phone type, area code, and phone number based on the PER_PHONES table.

This business object can typically be used in these cases.

- Validate phone number format such as number of digits or for special characters
- Validate phone number format based on phone type
- Validate area code format
- Validate phone number and area code based on country code

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The Person Phone business object impacts the responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Contact Info
- Create Candidate
- Family and Emergency Contacts
- Hire an Employee
- Local and Global Transfer
- People to Cover

Attributes for Person Phone

All attributes in the PER_PHONES table are supported.

For more information on the Person Phone attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Phone

The Person Phone business object is a hierarchical child of the Person business object.

From Person Phone Business Object

Consider the following information when navigating from the Person Phone business object.

From Person Phone to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Phone: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Phone

These are the predefined rules for the Person Phone business object.

Name	Rule Type	Description
Validate Phone Number Format	Object Validation	This rule validates the phone number format based on the phone type. Shows an error message if the phone number isn't in the defined format and length, for a given country and the selected phone type. For example, for Australia, if the value entered for a mobile phone doesn't start with 04, an error message is shown.
Validate Area Code Format	Object Validation	This rule validates the area code format based on the phone type. Shows an error message if the area code isn't in the defined format and length, for a given country and the selected phone type. For example, for India, the area code must be in the range of 2 to 4 digits when the phone type isn't a mobile.
Validate Area Code is Blank	Object Validation	This rule validates that the area code is null, based on the phone type. Shows an error message if the user enters a value for the area code when no area code is expected, based on country code and the phone type. For example, if the user enters a number for the area code if the country is India and the phone type is mobile, an error message is displayed.
Validate Area Code Based on Phone Type	Object Validation	This rule validates if the area code is entered based on the phone type. Shows an error message if the user doesn't enter a value for the area code when the area code is required, based on country code and the phone type.

Person Religion

Overview of Person Religion

The Person Religion business object contains a person's religious details based on the PER_RELIGIONS table.

The Person Religion business object impacts these responsive flows

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Family and Emergency Contacts
- Hire an Employee
- Local and Global Transfer
- People to Cover
- Personal Details

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Attributes for Person Religion

All attributes in the PER_RELIGIONS table are supported.

For more information on the Person Religion attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Religion

The Person Religion business object is a hierarchical child of the Person business object.

From Person Religion Business Object

Consider the following information when navigating from the Person Religion business object.

From Person Religion to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Religion: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Religion

There aren't any predefined rules for the Person Religion business object.

Person Visa

Overview of Person Visa

The Person Visa business object contains a person's visa or permit details such as the issuing country, type, and number based on the PER_VISAS_PERMITS_F table.

This business object can typically be used in these cases.

- Validate visa status can't be null

- Validate visa type can't be null

- Validate visa or permit attributes can be updated only if the effective start date isn't in the future

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The Person Visa business object impacts these responsive flows.

- Add Contingent Worker
- Add Nonworker
- Add Pending Worker
- Family and Emergency Contacts
- Hire an Employee
- Identification Info
- Local and Global Transfer
- People to Cover

Attributes for Person Visa

All attributes in the PER_VISAS_PERMITS_F table are supported.

For more information on the Person Visa attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From Person Visa

The Person Visa business object is a hierarchical child of the Person business object.

From Person Visa Business Object

Consider the following information when navigating from the Person Visa business object.

From Person Visa to Other Business Objects	How	Row Variable	Purpose
Person	Row Variable (Variant 2)	Get Person	You can navigate to other business objects traversing row variable (variant 2) on Get Person.

Person Visa: Exceptions and Adaptations

You need to refer to the exceptions and adaptations for the Person business object.

Related Topics
- Person: Exceptions and Adaptations

Delivered Rules for Person Visa

There aren't any predefined rules for the Person Visa business object.

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Profile

Person Profile Certification

Overview of Person Profile Certification

The Person Profile Certification business object contains details such as the Issue Date, Original Issue Year, and all descriptive flexfield attributes for the certification added in the person profile. This is based on the table: HRT_CERTIFICATION_ITEMS_V.

This business object can be used to validate the license and certification record added for a person profile.

The Person Profile Certification business object impacts the Skills and Qualifications responsive flow.

Attributes for Person Profile Certification

This table lists the main attributes of the person profile certification business object and exceptions, if any.

Attribute	Field Name	Description
Issue Date	Issue Date	Date on which this certificate was issued.
Original Issue Year	Original Issue Year	Year when this certificate was issued.
Flexfield Attributes	Flexfield Attributes	All descriptive flexfield attributes.

Navigation From and To Person Profile Certification

Here is some useful information to consider when navigating from the Person Profile Certification business object.

From the Person Profile Certification Business Object to Another Business Object	How	Row Variable	Purpose
Profile	Row Variable (Variant 2)	Get Profile	You can navigate to other business objects by traversing the row variable on Get Profile.
Person	Row Variable (Variant 2)	Get Profile > Get Person	You can navigate to Get Person by traversing the row variable on Get Profile to fetch attributes, descriptive flexfields, and extensible flexfields from Person and any other object that it allows access to, for the Skills and Qualifications UI.

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From the Person Profile Certification Business Object to Another Business Object	How	Row Variable	Purpose
Certification	Row Variable (Variant 2)	Get Profile > Get Certifications	You can fetch the attributes or descriptive flexfields of the Person Profile Certification.
Education	Row Variable (Variant 2)	Get Profile > Get Education	You can fetch the attributes or descriptive flexfields of any other degree records related to that profile.

Person Profile Certification: Exceptions and Adaptations

There are no exceptions for this business object. Not all fields that may be visible in the UI in the Education Region may be available for default and validation. The attributes available are listed above.

Keep these points in mind when creating rules for the Person Profile Certification business object:

- For all the rules, always add the condition to validate the person profile degree row, otherwise the same rule will get triggered for the Model Profile degree as well.

- Add the condition on the attribute context if you want to trigger this rule for a specific person degree section.

- Though all rule types are supported for this business object, we have only validated the Object Validation Rule based on the scope.

Here's a sample rule:

```
Name: Certification_rule1
Rule Type: Object Validation Rule Type
Business Object: Person Profile Certification
Description: Certificate Original issue year must be current or past year .
Status: Active

Rule Logic
{
profileRow = Get first row (Person Profile Certification.Get Profile)
If (
 profileRow.Current row Is not null AND
 profileRow.Person ID Is not null AND
 Person Profile Certification.Attribute Context Equal to "PERSON_CERTIFICATION"
 )
 {
 If (
 Person Profile Certification.Original Issue Year Is not null AND
 Person Profile Certification.Original Issue Year Greater than Convert integer to long ( Year of ( Today's
 date ( )))
 )
 {
Show an error message : "Original issue year value must be current year or any past year. ""
 }
 }
}
```

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Delivered Rules for Person Profile Certification

There aren't any predefined rules for the Person Profile Certification business object.

Person Profile Education

Overview of Person Profile Education

The Person Profile Education business object contains details such as Education Levels, Year Acquired, and Date Acquired for the education added in the person profile. This is based on the table HRT_CERTIFICATION_ITEMS_V.

This business object can be used in these cases:

- To validate the degree added for the person profile.
- To validate descriptive flexfield values.

The Person Profile Education business object impacts the Skills and Qualifications responsive flow.

Attributes for Person Profile Education

This table lists the main attributes of the Person Profile Education business object and exceptions, if any.

Attribute	Field Name	Description
Education Levels	Education Levels	Education level of the person degree records.
Year Acquired Year Acquired	Year Acquired	Year when degree was acquired.
Date Acquired	Date Acquired	Date on which degree was acquired.
Flexfield Attributes	Flexfield Attributes	All descriptive flexfield attributes.

Navigation From and To Person Profile Education

Here is some useful information to consider when navigating from the Person Profile Education business object.

From the Person Profile Education Business Object to Another Business Object	How	Row Variable	Purpose
Profile	Row Variable (Variant 2)	Get Profile	You can navigate to other business objects by traversing the row variable on Get Profile.
Person	Row Variable (Variant 2)	Get Profile > Get Person	You can navigate to Get Person by traversing the row variable on

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From the Person Profile Education Business Object to Another Business Object	How	Row Variable	Purpose
			Get Profile to fetch attributes, descriptive flexfields, and extensible flexfields from Person and any other object that it allows access to, for the Skills and Qualifications UI.
Certification	Row Variable (Variant 2)	Get Profile > Get Certifications	You can fetch the attributes or descriptive flexfields of the Person Profile Certification.
Education	Row Variable (Variant 2)	Get Profile > Get Education	You can fetch the attributes or descriptive flexfields of any other degree records related to that profile.

Person Profile Education: Exceptions and Adaptations

There are no exceptions for this business object. Not all fields that may be visible in the UI in the Education Region may be available for default and validation. The attributes available are listed above.

Keep these points in mind when creating rules for the Person Profile Education business object:

- For all the rules, always add the condition to validate the person profile degree row, otherwise the same rule will get triggered for the Model Profile degree as well.

- Add the condition on the attribute context if you want to trigger this rule for a specific person degree section.

- Though all rule types are supported for this business object, we have only validated the Object Validation Rule based on the scope.

Here's a sample rule:

```
Name: Education_rule1
Rule Type: Object Validation Rule Type
Business Object: Person Profile Education
Description: Check Year Acquired must have a value if Instructional Program <> blank and Education Level is
 <> 14, 16, 18, 20, or 22
Status: Active

Rule Logic :
{

 profileRow = Get first row ( Person Profile Education.Get Profile)
 If (
 profileRow.Current row Is not null AND
 profileRow.Person ID Is not null AND
 Person Profile Education.Attribute Context Equal to "DEGREE_300100205258753"
 )
 {
 (
 Person Profile Education.Attribute 3 Is not null AND
 Person Profile Education.Education Level Does not match { 14|16|18|20|22 } AND
 Person Profile Education.Year Acquired Is null
 )
 {
```

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```
    Show an error message : "You must enter a value for Year Acquired ."
 }
 }
}
```

Delivered Rules for Person Profile Education

There aren't any predefined rules for the Person Profile Education business object.

Recruiting

Interview Location

Overview of Interview Location

The Interview Location business object contains interview location details such as the access code, address, area code, country code, extension, format, location details, phone, web conference link based on the IRC_IS_LOCATIONS table.

This object is typically used in these cases:

- Defaulting work location details for an in person interview.
- Defaulting phone details for a phone interview.
- Defaulting web conference details for an interview in a web conference format.
- Defaulting the work location in the interview address field.

The Interview Location business object impacts this responsive flow:

- Create Interview Schedule

Attributes for Interview Location

This table lists the main attributes of the Interview Location business object and exceptions for any attribute, if any.
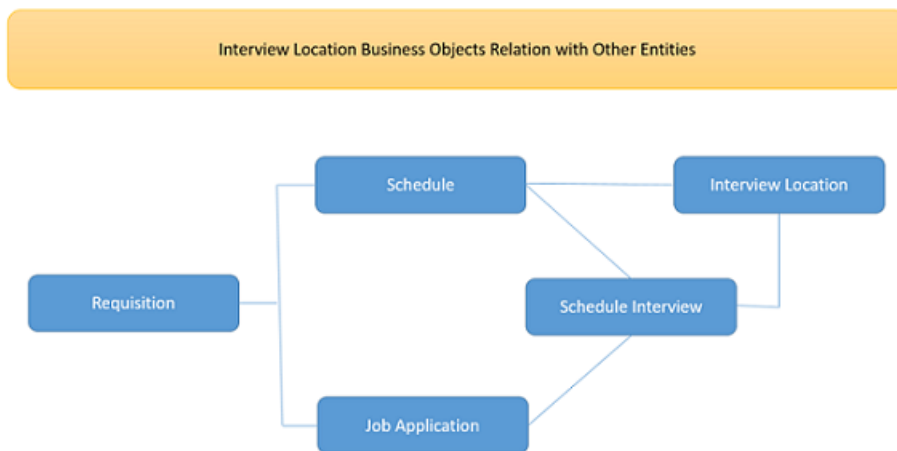
Attribute	Field Name	Description	Supported by LOV
PHONE_NUMBER_PASSCODE	Access Code	Access code for the web conference.	
LOCATION_ID	Address	Address of the in person interview. Foreign key to a location. (PER_ LOCATIONS).	
PHONE_AREA_CODE	Area Code	Area code of the interview phone number.	
PHONE_COUNTRY_CODE_ NUMBER	Country Code	Country code of the interview phone number.	

Attribute	Field Name	Description	Supported by LOV
PHONE_NUMBER_EXT	Extension	Extension of the interview phone number.	
LOCATION_TYPE	Format	Type of the interview which can be an interview in person, through phone or through a web conference.	Yes
LOCATION_DETAILS	Location Details	Location details of the in person interview. Examples: building number, room number.	
PHONE_NUMBER	Phone	Interview phone number.	
WEB_CONFERENCE_LINK	Web Conference Link	Web conference link for the interview.	

For more information on the Interview Location attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Interview Location

The Interview Location business object is a part of Recruiting and closely linked to the Requisition object.

Interview Location Business Objects Relation with Other Entities

From Interview Location Business Object

This table presents useful information to consider when navigating from the Interview Location business object to another business object.

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From Interview Location Business Object to Other Entities	How	Row Variable Name	Purpose
Schedule Interview	Use row variable (variant 2)	Get Interview Schedules	You can navigate to other business object traversing row variable (variant 2) on Get Interview Schedules.
Schedule	Use row variable (variant 2)	Get Schedules	You can navigate to other business object traversing row variable (variant 2) on Get Schedules.

Delivered Rules for Interview Location

There are no predefined rules for the Interview Location business object.

Interview Participants

Overview of Interview Participants

The Interview Participants business object contains interview participant details such as the person ID, participant type, schedule interview ID based on the RC_IS_INTERVIEW_PART table.

This object is typically used in this case:

- Defaulting the interviewer to the job requisition's hiring manager

The Interview Participants business object impacts this responsive flow:

- Create Interview Schedule

Attributes for Interview Participants

This table lists the main attributes of the Interview Participants business object and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported by LOV
PERSON_ID	Interviewer	Person ID of the interviewer. Foreign key for the person_id representing this participant.(PER_PERSONS)	
PARTICIPANT_TYPE	Participant	The type of participant that will take part of the interview. Examples: Interviewer, Candidate.	Yes

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Attribute	Field Name	Description	Supported by LOV
SUBMISSION_ID	Job Application	The job application of the candidate that participates in a interview. Foreign key to the associated job application (IRC_SUBMISSIONS).	

For more information on the Interview Participants attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Interview Participants

The Interview Participants business object is a part of Recruiting and closely linked to the Requisition object.

Interview Participants Business Objects Relation with Other Entities

From Interview Participants Business Object

This table presents useful information to consider when navigating from the Interview Participants business object to another business object.

From Interview Location Business Object to Other Entities	How	Row Variable Name	Purpose
Schedule Interview	Use row variable (variant 2)	getScheduleInterviewRow	You can navigate to other business object traversing row variable (variant 2) on getScheduleInterviewRow.

Delivered Rules for Interview Participants

There are no predefined rules for the Interview Participants business object.

Interview Schedule

Overview of Interview Schedule

The Interview Schedule business object contains a list of candidate interviews, or interview slots to be allocated, along with information based on the IRC_IS_SCHEDULES_B table.

The Interview Schedule business object is typically used in this case:

- Create Interview Schedule

The Interview Schedule business object impacts this responsive flow:

- Create Interview Schedule

Attributes for Interview Schedule

This table lists the main attributes of the Interview Schedule business object and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported by LOV
AllowSameDaySchdlngFlag	Same Day Scheduling Allowed	Indicates if candidates can schedule an interview on the same day they're viewing the interviews on the interview scheduling page.	
HasChangeLockFlag	Lock Changes	Indicates whether candidates can make last-minute changes in an interview schedule. If changes can be made, candidates select the duration until when changes can be made using the Interview Changes Locked Duration attribute.	
HasReschdleLimitFlag	Limit Reschedule	Indicates whether there's a limit on the number of time candidates can reschedule an interview.	
HasVisibilityRangeFlag	Future Interview Visibility	Indicates whether candidates can see future interviews.	
IncludeIcs	Include Calendar Invite	Indicates whether a calendar invite can be included in an interview schedule.	
IncludeJobPostingLink	Include Job Posting Link	Indicates whether a link to the job posting can be included in an interview schedule.	
IncludeResume	Include Resume	Indicates whether a link to the resume can be included in an interview schedule.	
Interview Type	Interview Type	Identifies the interview type. Possible values are candidate managed and hiring team managed.	LOV_InterviewType

Attribute	Field Name	Description	Supported by LOV
IntervwChangeLockCode	Interview Changes Locked Duration	The duration before the interview when the interview schedule is locked, and the candidate can't make last minute changes.	
IntervwReschdleLimitCode	Interview Reschedule Limit Code	Indicates the candidate limit on rescheduling an interview schedule.	
IntervwsVisibilityRangeCode	Interviews Visibility Range Code	The interview visibility for the candidates.	
IsCancellableFlag	Cancel Permitted	Indicates if an interview schedule can be canceled.	
IsReschedulableFlag	Reschedule Permitted	Indicates if an interview schedule can be rescheduled.	
ObjectId	Object ID	Unique identifier of the requisition to which the interview schedule is associated.	
ObjectType	Object Type	Type of object to which the interview schedule is associated. Value is always ORA_REQUISITION.	
ScheduleAlmostFullNotif	Schedule Almost Full Notification	Indicates whether to send a reminder when the interview schedule has a low number of available interview openings.	
Schedule Code	Schedule Code	Unique schedule code for the interview schedule.	
ScheduleFullNotif	Schedule Full Notification	Indicates whether to send a notification when the interview schedule is full.	
ScheduleReminderSent	Schedule Reminder Sent	Indicates whether the interview reminder has been sent.	
Schedule Title	Schedule Title	Title for the interview schedule.	
Schedule Type	Schedule Type	Identifies the type of a schedule. Possible values for this field are schedule, shared schedule, or schedule template.	LOV_ScheduleType
Status	Status	Status of the interview schedule.	LOV_Status
Requisition	Requisition	Identifies the requisition based on the requisition ID.	
Schedule Owner	Schedule Owner	Identifies the owner of the interview schedule. The owner receives notifications related to the interview schedule.	
ScheduleId	Schedule ID	This is a system generated primary key.	

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For more information on the Interview Schedule attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Interview Schedule

The Interview Schedule business object is a part of Recruiting and closely linked to the Requisition object.

From Interview Schedule Business Object

This table presents useful information to consider when navigating from the Interview Schedule business object to another business object.

From Interview Schedule Business Object	How	Purpose
Get Interviews	Multiple row variables (variant 2)	Get interviews. You can navigate to other business object traversing row variable on Get Interviews.
ScheduleMapping	Multiple row variables (each of variant 2)	You can navigate to other business object traversing row variable on ScheduleMapping.
ScheduleMapping	Multiple row variables (each of variant 2)	ScheduleMappingVA You can navigate to other business object traversing row variable on ScheduleMappingVA.

Delivered Rules for Interview Schedule

There are no predefined rules for the Interview Schedule business object.

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Job Offer

Overview of Job Offers

The Job Offers business object contains job offer details such as the offer name, description, eSignature instructions, expiration date based on the IRC_OFFERS table.

This business object is typically used in these cases:

- Defaulting the offer letter template based on rules driven by recruiting type, work structures, employment type, internal or external, and many more.
- Validate different offer attributes such as Offer Expiration date.

The Job Offers business object impacts these responsive flows:

- Create and Edit Job Offer
- View and Manage Job Offer

Attributes for Job Offers

This table lists the main attributes of the Job Offers business object and exceptions for any attribute, if any.

Attribute	Field Name	Description	Supported by LOV
ASSIGNMENT_OFFER_ID	Assignment Offer ID	Stores the ASSIGNMENT_ID of the Offer. Foreign key to PER_ALL_ASSIGNMENTS_M table.	
MANAGER_ASSIGNMENT_ID	Hiring Manager Assignment ID	Stores the ASSIGNMENT_ID of the hiring manager's assignment for this offer. Foreign key to PER_ALL_ASSIGNMENTS_M table.	
HIRING_MANAGER_ID	Hiring Manager ID	Stores the PERSON_ID of the hiring manager's assignment for this offer. Foreign key to PER_PERSONS table.	
EXPIRATION_DATE	Expiration Date	Stores offer expiration date of this offer.	
OFFER_LETTER_LAYOUT_ID	Offer Letter	Refers to BIP template used to generate the offer letter.	Yes
ADDITIONALTEXT1	Additional Text 1	Offer Letter additional text 1.	
ADDITIONALTEXT2	Additional Text 2	Offer Letter additional text 2.	

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Attribute	Field Name	Description	Supported by LOV
PRESELECTED_HR_ACTIONTYPE_CODE	Action	Stores the action type code that you can also get on the preselected hr action relation.	
PERSON_ID	Person ID	Stores the PERSON_ID of the candidate for this offer. Foreign key to PER_PERSONS table.	
RECRUITER_ASSIGNMENT_ID	Recruiter Assignment ID	Stores the ASSIGNMENT_ID of the recruiter's assignment for this offer. Foreign key to PER_ALL_ASSIGNMENTS table.	
SUBMISSION _ID	Submission ID	Refers to the job application. Foreign key to IRC_SUBMISSIONS table.	

For more information on the Job Offers attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Job Offers

The Job Offers business object is a part of Recruiting.
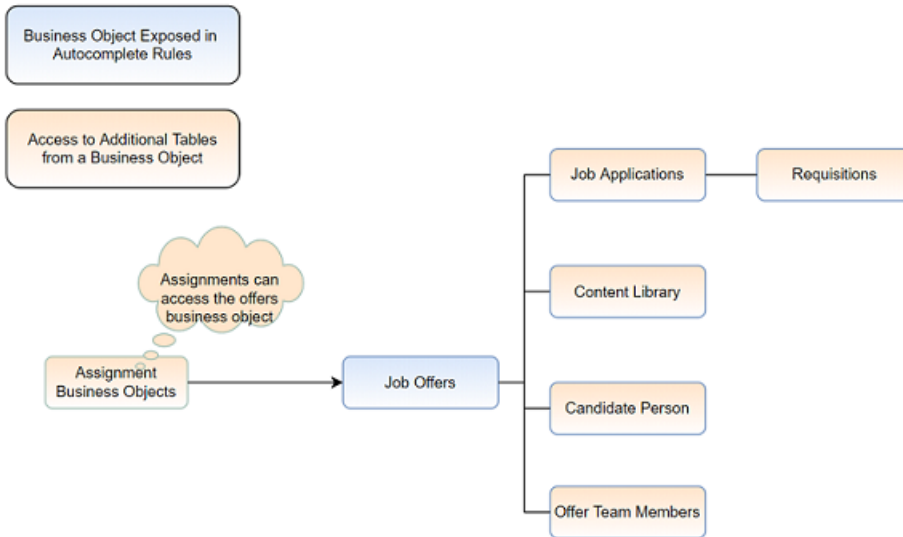
From Job Offers Business Object

This table presents useful information to consider when navigating from the Job Offers business object to another business object.

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From Job Offers Business Object to Other Entities	How	Row Variable Name	Purpose
Submissions	Row related to	Application ID	To access the candidate job application details.
Candidate Person	Row related to	Candidate Person ID	Person details of the candidate who applied for the job.
Content Library	Row related to	Job Offer Letter	Fetches the offer letters.
Get Offer Team Members	View accessor	getOfferTeamMembers	Fetches the hiring manager, recruiter, and collaborators details of the current job offer.

Delivered Rules for Job Offers

There are no predefined rules for the Job Offers business object.

Job Requisition

Overview of Job Requisition

The Job Requisition business object contains job requisition details such as the requisition type, recruiting type, requisition number, requisition title, number of openings and many more based on the IRC_REQUISITIONS table.

This business object is typically used in these cases:

- Job Requisition

The Job Requisition business object impacts these responsive flows:

- Create Job Requisition

- View and Edit Job Requisition

- Define Job Requisition Details for Agencies

- Define Job Requisition Details for External Career Sites

- Define Job Requisition Details for Internal Career Site

Attributes for Job Requisition

This table lists the main attributes of the Job Requisition business object and exceptions for any attribute, if any.

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| Attribute	Field Name	Description	Supported by LOV
RECRUITING_TYPE_ CODE	Recruiting Type	Stores the type of Recruiting as a lookup code. The corresponding lookup type is ORA_IRC_ RECRUITING_TYPE. This column accepts NULL values.	
PIPELINE_REQUISITION_FLAG	Requisition Type	Stores whether the requisition is a pipeline requisition	Yes
REQUISITION_NUMBER	Requisition Number	Unique readable number for the Requisition.	
TITLE	Requisition Title	Title of the requisition.	
NUMBER_TO_HIRE	Number of Openings	Stores the number of people to hire for this Requisition.	
UNLIMITED_HIRE_FLAG	Unlimited Openings	Stores whether this Requisition can hire unlimited number of people.	
POSITION_ID	Position	Stores the corresponding position ID. Foreign key to HR_ALL_ POSITIONS_F table.	Yes
JUSTIFICATION_CODE	Business Justification	Stores the Justification for this Requisition as a lookup code. The corresponding lookup type is ORA_ IRC_REQ_JUSTIFICATION.	Yes
HIRING_MANAGER_ID	Hiring Manager	Stores the PERSON_ID of the hiring manager for this Requisition. Foreign key to PER_PERSONS table.	
RECRUITER_ID	Recruiter	Stores the PERSON_ID of the recruiter for this Requisition. Foreign key to PER_PERSONS table.	
ORGANIZATION_ID	Organization	Foreign key to HR_ALL_ ORGANIZATION_UNITS_F table.	Yes
LOCATION_ID	Primary Location	Stores the primary work location of the requisition. Foreign key to PER_ LOCATIONS.	Yes
JOB_FAMILY_ID	Job Family	Foreign key to PER_JOB_FAMILY_F.	Yes

Attribute	Field Name	Description	Supported by LOV
JOB_FUNCTION_CODE	Job Function	Stores the job function code for this Requisition as a lookup code. The corresponding lookup type is JOB_FUNCTION_CODE.	Yes
ATTRIBUTE_CHAR1	Flexfields - AttributeChar1-30	Descriptive Flexfield: segment of the user descriptive flexfield.	
ATTRIBUTE_NUMBER1	Flexfields - AttributeNumber1-20	Descriptive Flexfield: segment of the user descriptive flexfield.	
ATTRIBUTE_DATE1	Flexfields - AttributeDate1-10	Descriptive Flexfield: segment of the user descriptive flexfield.	

For more information on the Job Requisition attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

Navigation From and To Job Requisition

The Job Requisition business object is a part of Recruiting.

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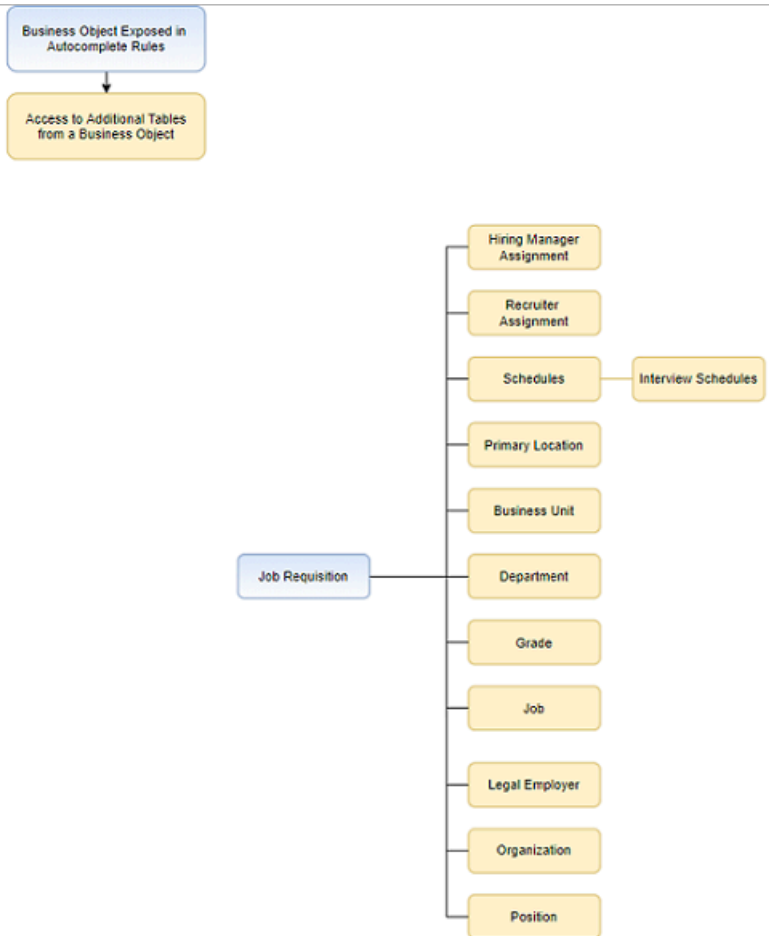
Job Requisition: Exceptions and Adaptations

Messages are triggered in the questionnaire region or when users click the Submit button. Users can go back and edit to comply the rule.

Delivered Rules for Job Requisition

There are no predefined rules for the Job Requisition business object.

Salary

Overview of Salary

The **Salary** business object contains details, such as the salary basis and salary amount. These details come from the CMP_SALARY table. You typically use the **Salary** business object in these cases.

- Default a salary basis depending on whether the person's assignment has them as hourly or salaried

- Default a salary basis according to the FLSA status of the person's job.

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- Validate that the salary basis frequency aligns with people's working hours. For example, make sure that people working full time are assigned an annual salary. And make sure people working part time are assigned an hourly salary.

- Prevent people from reducing a salary amount.

- Prevent people without the HR Specialist role from increasing a salary amount by more than a specified percentage.

The **Salary** business object impacts these responsive flows.

- Change Salary

- Create Job Offer

- Edit Job Offer

- Person and Employment actions that include the Salary section

- Salary History

In Transaction Design Studio, the separate **Create Job Offer** and **Edit Job Offer** actions are the single action **Create and Edit Job Offer**.

> **CAUTION:** To avoid getting exceptions, you need to make sure that your Autocomplete rules don't contradict or conflict with each other because all rules run simultaneously.

Attributes for Salary

Here's a list of the main attributes for the **Salary** business object and any exceptions.

Attribute and Field Name	Description	Supported by LOV	Assignable
Start Date	Date when a salary starts		
Action	Action for the salary change	Yes	
Action Reason	Reason associated with the action and salary change	Yes	
End Date	Date when a salary ends		
Salary Basis	Salary basis name	Yes	Yes
Salary Amount	Salary amount		Yes
Next Salary Review Date	Date of next salary review		Yes

You can assign or set defaults for only the **Salary Basis**, **Salary Amount**, and **Next Salary Review Date** attributes. You can use the other attributes for querying values or writing conditions. Don't update the other attributes.

Here's a list of additional attributes that you can use in criteria and conditions, but not to default. You also can't define field validation or modifications rules with these attributes. None of these attributes are supported by an LOV, nor should they be assigned.

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Attribute and Field Name	Description
Adjustment Amount	Quantity of money by which a salary is increased or decreased.
Adjustment Percentage	Quantity of money by which a salary is increased or decreased expressed as a percentage.
Annual Salary	Salary for a full year of work.
Annual Full-time Salary	Salary for a full year of work at 1 full-time equivalent.
Compa-Ratio	Compa-ratio for the salary
Full-time Equivalent	Factor that represents the proportion of full-time hours that a person works.
Range Position	Position where a salary falls between the salary minimum and salary maximum for the person's grade, expressed as a percentage of 100.
Salary Range Minimum	Salary range minimum based on the grade rate linked to the salary basis and differential applicable.
Salary Range Midpoint	Salary range midpoint based on the grade rate linked to the salary basis and differential applicable.
Salary Range Maximum	Salary range maximum based on the grade rate linked to the salary basis and differential applicable.
Quartile	Numeric identifier for the quartile. The salary range is divided into four equal parts, with Quartile 1 as the lowest.
Quintile	Numeric identifier for the quintile. The salary range is divided into five equal parts, with Quintile 1 as the lowest.

Reference

For more information about the **Salary** attributes, refer to the Tables and Views for HCM guide on Oracle Help Center (docs.oracle.com).

Navigation from Salary

Here's some useful information to consider when navigating from the **Salary** business object, which is closely linked to the **Assignment** and **When and Why** objects.

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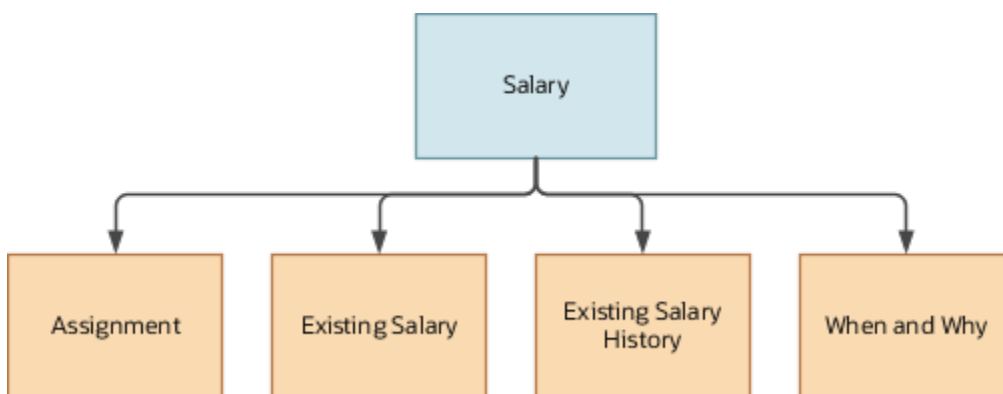
From Object	How	Row Variable Name	Purpose
Salary Basis	Use row variable (variant 1)	Row related to Salary Basis	To fetch attributes of the salary basis. Attributes of Lookup - Salary Basis.
Action	Use row variable (variant 1)	Row related to Action	To fetch attributes of the action. Attributes of Lookup - Action.
Reason	Use row variable (variant 1)	Row related to Reason	To fetch attributes of the reason. Attributes of Lookup - Reason.
When and Why	Use row variable (variant 2)	Get When and Why	To fetch attributes, descriptive flexfield segments, or extended flexfield segments from the **When and Why** object for only the **Change Salary** action.
Worker Assignment	Use row variable (variant 2)	Get Assignment	To fetch attributes or descriptive flexfield segments of the work assignment and any other object that it provides access to.
Salary	Use row variable (variant 2)	Get Existing Salary	To fetch current salary attributes.
Salary	Use row variable (variant 2)	Get Existing Salary History	To fetch all of the salary records.

Salary: Exceptions and Adaptations

The **Salary** business object doesn't always act according to the general principles of Autocomplete rules.

Sometimes, you can adapt it by adding a unique additional condition or coding style. These adaptations might not be functionally obvious per your requirement, but instead are technically required to control for your specific requirement.

Exceptions

Here's a list of the rules that you can't currently implement for the **Salary** business object.

Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
1	Object Validation Runs Only on Submit	Object Validation	All	Salary	All	Since this is typically the last section of most Offer and HR flows, this isn't a big issue. Starting with release 22A, validation runs on both Continue and Submit.
2	Can't Change the Default When Re-Entering a Section	Object Defaulting	All	Salary	All	The default salary basis is set according to criteria, for example, about

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Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
						the assignment or job. If you change that criteria and return to the Salary section, the default salary basis won't be updated.
3	Ignore Multiple Changes in a Single Day	Object Defaulting	All	Salary	All	If you make changes to the assignment-- for example, multiple times in a day--that affect the criteria determining the default salary basis, the Salary section won't create the business object. It also won't treat the change as a correction since the Salary object doesn't support multiple changes in a day with its effective date handling of salary records.
4	Can't Change Values in Other Sections to Fix Salary Section Validation Issues	Object Validation	All	Salary	All	When **Salary** business object rules raise an error, you can fix data issues only in the Salary section of the Offer and HR flows. You can't go back to previous sections. Only when you select a valid value can you visit the previous sections, such as Assignment. If you need to change information in previous sections, then you need to cancel the transaction and start over. For example, the rule validates that the salary basis frequency has to be hourly for a part timer. When you get the error, you can't change the person's

Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
						assignment to full time. You need to select salary basis with an hourly frequency for the part timer.
5	Can Set Default the First Time Salary is Created	Object Defaulting	All	Salary	All	The default salary attributes are set according to criteria the first time you propose the salary or when salary is created during a conversion or copy process. They won't default again when you correct an existing salary. They also won't default again when you return to the previous sections, change criteria, and go back to the salary section. And they won't default again when you change criteria during a conversion flow, such as pending worker, where the salary already exists.
6	Field Validation Runs for Only That Field	Field Validation	All	Salary	Field with Validation	The field validation rule runs when you change the value of the field and then press Tab or click elsewhere. The rule doesn't run when you make changes to other fields that affect the salary amount. For example, when you change the adjustment amount percentage or incremental, standard, or advanced component values. To validate how changes made to other fields affect the salary

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Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
						amount, you're better off using object validation.
7	Object Validation Also Runs after Clicking Select Components Button	Object Validation	All	Salary	All	For incremental or standard types of salary basis, object validation starts after people click the Select Components and Continue buttons. If a violation is detected, such as salary amount isn't in salary range, people can't select components until they fix the violation.

Adaptations

Here's a list of the rules where you can vary the rule logic to achieve the result you want.

Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
1	Validate Salary Amount Field	Field Validation	Change Flows	Salary	Salary Amount	Validation runs even before someone enters the Salary section. You need to sample old and new values for the NOT NULL condition to make sure it runs only after they change the value in the **Salary Amount** field.
2	Handle Salary Update	All	Change Flows	Salary	All	A salary update end dates the applicable salary and adds the new salary. Validation runs for both salaries, so you need to include additional conditions if you want to prevent this scenario.
3	Set Default Salary Basis During Offer	Object Defaulting	Create and Edit Offer	Salary	Salary Basis	When accessing the person's

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Number	Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
						assignment for criteria, check for **Assignment Row NOT NULL** followed by **WorkTermsAssignmentId NOT NULL** to make sure there isn't an error during a subsequent **Move to HR** process.
4	Autocomplete validation runs at transaction approval, but not while processing	Validation	• Change Salary • Salary History	Salary	All	To prevent autocomplete validation during salary approval, use the global **Get the current state of the transaction** function. This function bypasses autocomplete when the transaction state isn't Initial submit. For more information about this function, see *Global Functions*.

Delivered Rules for Salary

You can use these delivered rules to set default values and add validation in salary flows, but not the Download Salaries task. The rules use the CMP_Download_Salary HcmParam to explicitly exclude Download Salaries values.

Delivered Rule	Rule Type	Description
Default Salary Basis Using Job FLSA Code	Object Defaulting	This rule defaults a salary basis according to the person's job FSLA status. • If FLSA status is EXEMPT, it sets an annual salary basis • Else, it sets an hourly salary basis The rule also defaults a date for the next salary review that's 1 year after the salary start date. This rule doesn't run for certain areas, such as HCM Data Loader and REST services. And the rule can't detect date-effective changes to the job FLSA. When you start copying the delivered rule, the salary basis fields become empty. You need to configure the values in your version of the rule. This object-defaulting rule runs the first time that you enter the salary section. For example,

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Delivered Rule	Rule Type	Description
		you start the **Promote** action and set the job in the assignment section. When you reach the salary section, the salary basis defaults according to your rule. Then you can go back to the assignment section and change the job. The defaulted salary basis won't change when you return to the salary section, even if your rule logic would default a different basis because of the new job. Similarly, if you are correcting an existing salary, its salary basis won't be changed as the object is existing and now being corrected.
Validate That the Salary Basis Frequency for a Part Timer Is Hourly	Object Validation	This rule validates salary basis frequency according to whether the person's assignment is full time or part time. The rule raises an error when either of these conditions is true: • A person working full time is allocated an hourly salary basis • A person working part time isn't allocated an hourly salary basis This rule is open to Offer, HR, and Compensation flows; processes; HCM Data Loader; and REST services.
Warning for Next Salary Review Date	Field Modification	This rule validates that the date set for the next salary review is more than 1 year after the salary start date. If the date is more than 1 year, it raises a warning. The rule is limited to Offer, HR, and Compensation flows only.
Validate That the Proposed Salary Amount Isn't Less Than Current Salary Amount	Field Validation	This rule validates that the proposed salary amount isn't less than the current salary in promotion actions. The rule is open to HR and Compensation flows, processes, HCM Data Loader, and REST services whenever there's an existing salary record and you're creating another record.
Validate That the Proposed Salary Amount Is Not Zero	Field Validation	This rule validates that the proposed salary amount doesn't equal 0. The rule is limited to HR and Compensation flows, processes, HCM Data Loader, and REST services where there's an existing salary and you're creating another record. Make sure that the existing salary data also doesn't violate this rule. The rule could raise an error even when the current salary amount is equal to 0.

General Considerations for Salary

Here's a list of constraints that affect when and how you can use salary.

Constraints for Delivered Salary Rules

Constraint	Additional Information
You can assign or set defaults for only the **Salary Basis**, **Salary Amount**, and **Next Salary Review Date** attributes.	You can use the other attributes to query for values or write conditions, but don't update the other attributes.
You mainly use the **Salary** business object for salary basis of the user determined type.	You can use the **Salary** business object attributes to validate the other types of salary bases, but not to set defaults. You can default any type of salary basis, but you can default the salary amount only for salary determined by user type.
You can't default or validate values or percentages of incremental and simple salary components.	These components don't have business objects to support defaulting and validation.
You should avoid defaulting the salary amount.	Instead, set a validation rule to ensure that people enter the correct amount.
You can't set default values for any fields during criteria corrections.	The default attributes are set according to criteria, for example, about the assignment or job, the first time you propose the salary. If you go back and change criteria values, then return to the salary section, the salary basis isn't updated. Similarly when you correct an existing salary, none of the salary attributes default again, even though the criteria changed.
You can run object validation only on submit when the salary section is the last section of the compact guided flows.	If there are other sections such as Individual Compensation, then object validation runs when the person clicks the **OK** button in that section. Starting with release 22A, validation runs on both **Continue** and **Submit**.
You can't make the rule consider multiple changes that happen on a single day.	If you make multiple assignment changes in a day that affect the criteria determining the defaulting, the Salary section won't create the business object. It also won't treat the change as new salary because salary records don't support multiple changes in a day.
You can't make the rule consider criteria changes when salary exists for the day.	When you create an assignment change on the same day that salary starts, and the changes affect the salary defaulting criteria, the salary section won't default. Salary treats the change as a correction.
You can't change values in other sections to fix validation issues in the salary section.	When **Salary** object rules raise an error, you can fix issues only in the salary section of the Offer and HR flows. You can't go back to previous sections. Only after you select a valid value can you return to previous sections, such as Assignment. If you need to change information in previous sections, then you need to cancel the transaction and start over. For example, the rule validates that the salary basis frequency has to be hourly for a part timer. When you get the error, you can't change the person's assignment to full time. You need to select a salary basis with an hourly frequency for the part timer.
You need to make sure that rules don't contradict or conflict with each other because all rules run simultaneously.	You could face exceptions if they contradict or conflict.
Field validation rules run when you change the value of the particular field and then press **Tab** or click elsewhere.	Rules won't run for changes made to other fields that affect salary amount, such as adjustment amount percentage, or component values when you use incremental, standard, or advanced components. An object validation, rather than a field validation rule, would be better suited to handle such scenarios.
You should avoid defaulting or validating values coming from the Download Salaries task.	Explicitly exclude these values using the HcmParam CMP_Download_Salary.

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Prepare to Move Salary Rules to Production Environments

To make sure your salary rules work correctly before you migrate them to production environments, test them in all of these flows that you use. You can also test them in other flows you use.

- Offer flows: **Create Offer**, **Edit Offer**, and **Move to HR**. Also test an internal posting flow using the **Manage Job Offers** task.

- HR flows: **Hire**, **Convert Pending Worker**, **Local and Global Transfer**, **Change Working Hours**, and **Add Assignment**.

- Compensation flows: **Change Salary** and **Salary History**. Be sure to test **Change Salary** from both the My Teams area as a line manager and the My Client Groups area as an HR Specialist. Test **Salary History** from the My Client Groups area. Because security determines access to both these areas and the actions, you need to test them separately.

You also need to test how the salary rules work with these processes, tools, and tasks:

- Grade step progression processes
- Workforce Compensation Transfer process
- HCM Data Loader and the **Salary** object
- Salaries REST services
- **Download Salaries** task
- Offer and Pending Worker Conversion processes

Succession Plans

Succession Plans

Overview of Succession Plans

The Succession Plans business object contains succession related information about an incumbent, job, or position, including a list of plan candidates based on the HRM_PLANS table.

This business object can typically be used in these cases.

- Validate if the named incumbent of the plan is incumbent of another plan when creating or editing a plan. The warning message can display either a list of plans to which the logged in user has access or all plans regardless of access.

- Validate if the named incumbent of the plan is the incumbent of another plan to which the logged in user has access when creating or editing a plan. The error message can display a list of plans to which the logged in user has access or all plans regardless of access.

- Validate if the job entered on the plan is listed in another plan when creating or editing a plan. The warning message can display a list of plans to which the logged in user has access or all plans regardless of access.

- Validate if the job entered on the plan is listed in another plan when creating or editing a plan. The error message can display a list of plans to which the logged in user has access or all plans regardless of access.

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- Validate if the position entered on the plan is listed in another plan when creating or editing a plan. The warning message can display a list of plans to which the logged in user has access or all plans regardless of access.

- Validate if the position entered on the plan is listed in another plan when creating or editing a plan. The error message can display a list of plans to which the logged in user has access or all plans regardless of access.

The Succession Plans business object impacts these responsive flows.

- Add to Succession Plan
- Create Succession Plan
- Succession Plans

Attributes for Succession Plans

This table lists attributes for the Succession Plans business object.

Attribute	Field Name	Description
PLAN_ID	Succession Plan ID	ID of the succession plan that's created or updated
DESCRIPTION	Description	Description of the succession plan that's created or updated
PLAN_TYPE	Plan Type	Succession plan type, which can be Incumbent, Job, or Position
STATUS	Status	Status of the succession plan succession plan that's created or updated, which can be Active or Inactive
ACCESS_TYPE_CODE	Owner Type	Administrator role of the plan owner, which controls the actions available to the plan owner
INCUMBENT_PERSON_ID	Incumbent Person ID	Person ID of the incumbent of the succession plan that's created or updated
BUSINESS_UNIT_ID	Business Unit ID	ID of the business unit with which the succession plan that's created or updated is associated
JOB_ID	Job ID	ID of the job for which the succession plan is being created or updated
GRADE_ID	Grade ID	ID of the job grade with which the succession plan that's created or updated is associated
POSITION_ID	Position ID	ID of the position for which the succession plan is being created or updated
DEPARTMENT_ID	Department ID	ID of the department with which the succession plan that's created or updated is associated

For more information on the Succession Plans attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

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Navigation From Succession Plans

The Succession Plans business object is the parent of the Succession Plan Candidates and Succession Plan Owners business objects.

This illustration depicts the other business objects that you access from the Succession Plans business object. The Succession Plans business object gets assignment related information from the Assignment business object. Information of the succession plan candidates and owners are stored in the Succession Plan Candidates and Succession Plan Owners business objects.
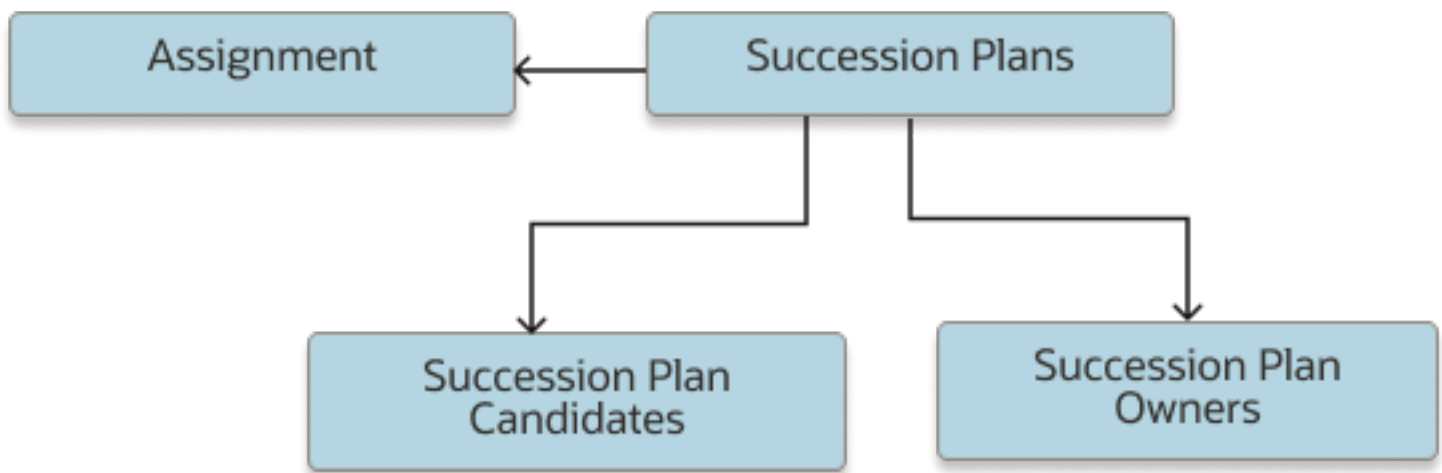
From Succession Plans

Consider the following information when using the view accessors of the Succession Plans business object.

From Succession Plans Business Object to Other Entities	How	Purpose
Get All Plans with the Same Incumbent	Rowset variable	Access all records from the Succession Plans business object displayed in Autocomplete Rules that have the same incumbent as the current plan.
Get All Accessible Plans with the Same Incumbent	Rowset variable	Access all accessible records from the Succession Plans business object displayed in Autocomplete Rules that have the same incumbent as the current plan.
Get All Plans with the Same Job	Rowset variable	Access all job plan records from the Succession Plans business object displayed in Autocomplete Rules that have the same job as the current plan.

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From Succession Plans Business Object to Other Entities	How	Purpose
Get All Accessible Plans with the Same Job	Rowset variable	Access all accessible job plan records from the Succession Plans business object displayed in Autocomplete Rules that have the same job as the current plan.
Get All Plans with the Same Position	Rowset variable	Access all position plan records from the Succession Plans business object displayed in Autocomplete that have the same position as the current plan.
Get All Accessible Plans with the Same Position	Rowset variable	Access all accessible position plan records from the Succession Plans business object displayed in Autocomplete Rules that have the same position as the current plan.
Get Plan Type	Row variable (variant 1)	Access a set of records from the succession plans business object displayed in Autocomplete to get the plan type.
Get Plan Status	Row variable (variant 1)	Access a set of records from the succession plans business object displayed in Autocomplete to get the plan status.
Get Owner Type	Row variable (variant 1)	Access a set of records from the Succession Plan Owners business object displayed in Autocomplete to get the access type of the plan owner.
Get Succession Plan Candidates	Rowset variable	Access a set of records from the Succession Plan Candidates business object displayed in Autocomplete to get all the candidate records for the plan ID.
Get Succession Plan Owners	Rowset variable	Access a set of records from the Succession Plan Owners business object displayed in Autocomplete to get all the owner records for the plan ID.
Get Plan Incumbent Primary Assignment	Row variable (variant 2)	Access a set of records from the Assignment business object displayed in Autocomplete to get the primary assignment record using the person ID of the succession plan incumbent.
Get Logged In User Primary Assignment	Row variable (variant 2)	Access a set of records from the Assignment business object displayed in Autocomplete to get the primary assignment record using the person ID of the user who is signed in.

Succession Plans: Exceptions

This table lists rules that can't be currently implemented for the Succession Plans business object.

Exceptions

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Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Validate based on other HCM data	All	All	All	All	You can't validate (error or warning) based on other HCM data such a specific position or job.

Delivered Rules for Succession Plans

There aren't any predefined rules for the Succession Plans business object.

Succession Plan Candidates

Overview of Succession Plan Candidates

The Succession Plan Candidates business object contains information about the candidates of a succession plan. It's based on the HRM_PLAN_CANDIDATES table.

This business object can typically be used in these cases:

- Ensure that the same candidate ranking is not assigned to more than 1 candidate in the plan.
- Ensure that the readiness of candidates included in the succession plan is restricted to specific readiness levels. For example, the readiness should be **Ready Now** or **Ready in 1-2 years** only.

The Succession Plan Candidates business object impacts these responsive flows.

- Add to Succession Plan
- Create Succession Plan
- Succession Plans

Attributes for Succession Plan Candidates

This table lists attributes for the Succession Plan Candidates business object.

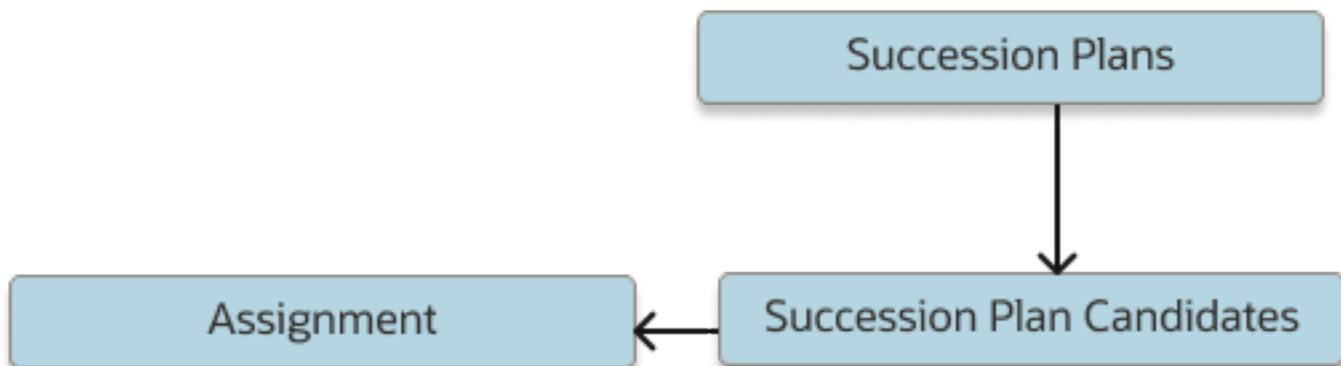| Attribute	Field Name	Description
PLAN_CANDIDATE_ID	Succession Plan Candidate ID	ID of the succession plan candidate
PLAN_ID	Succession Plan ID	ID of the succession plan the candidate is added to
PERSON_ID	Person ID	Person ID of the succession plan candidate
STATUS	Status	Status of the succession plan candidate, which can be Active or Inactive
SUCCESSION_STATUS	Succession Status	Indicates if the candidate has moved to the role defined in the succession plan
CANDIDATE_TYPE	Candidate Type	Indicates if the candidate is an internal or external candidate

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Attribute	Field Name	Description
EXTERNAL_CANDIDATE_ID	External Candidate ID	ID of the external succession plan candidate
READINESS_CODE	Readiness Code	Indicates the readiness level of the succession plan candidate to assume the role defined in the succession plan
CANDIDATE_RANKING	Candidate Ranking	Ranking of the succession plan candidate
EMERGENCY_SUCCESSOR	Interim Successor	Indicates if the candidate is the interim successor for the role defined in the succession plan

Navigation From and To Succession Plan Candidates

The Succession Plan Candidates business object is closely linked to the Succession Plans business object.

This image illustrates that the Succession Plans business object references the Succession Plan Candidates business object which in turn references the Assignment business object.

From Succession Plan Candidates Business Object

This table lists the object you can navigate to from the Succession Plan Candidates business object.

From Succession Plan Candidates Business Object to Other Entities	How	Purpose
Get Plan Candidate Primary Assignment	Row variable (variant 2)	Access a set of records from the Assignment business object displayed in Autocomplete to get the primary assignment record using the person ID of the succession plan candidate.

To Succession Plan Candidates Business Object

This table lists the object that navigates to the Succession Plan Candidates business object.

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To Succession Plan Candidates Business Object from Other Entities	How	Purpose
Get Succession Plan Candidates	Rowset variable	Access a set of records from the Succession Plan Candidates business object displayed in Autocomplete to get all the candidate records for the plan ID.

Succession Plan Candidates: Exceptions

This table lists rules that can't be currently implemented for the Succession Plan Candidates business object.

Exceptions

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Validate based on external candidate data	All	All	Candidates	All	You can't validate (error or warning) based on data related to external candidates of succession plans other than the external candidate ID.

Delivered Rules for Succession Plan Candidates

There aren't any predefined rules for the Succession Plan Candidates business object.

Succession Plan Owners

Overview of Succession Plan Owners

The Succession Plan Owners business object contains information about the owners of a succession plan. It's based on the HRM_PLAN_OWNERS table.

This business object can typically be used to validate the owner's primary assignment attributes. For example, you can ensure that the owners added to the succession plan are from specific business units or departments.

The Succession Plan Owners business object impacts these responsive flows.

- Add to Succession Plan
- Create Succession Plan
- Succession Plans
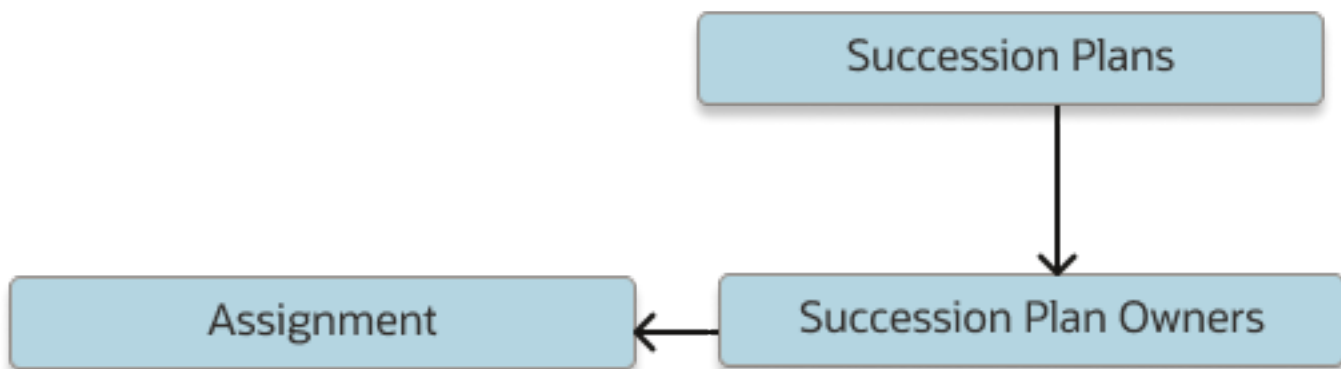
Attributes for Succession Plan Owners

This table lists attributes for the Succession Plan Owners business object.

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Attribute	Field Name	Description
PLAN_OWNER_ID	Owner ID	ID of the succession plan owner
PLAN_ID	Succession Plan ID	ID of the succession plan that the owner owns
PERSON_ID	Person ID	Person ID of the succession plan owner
OWNER_TYPE_CODE	Owner Type	Administrator role of the succession plan owner, which controls the actions available to the plan owner

Navigation From and To Succession Plan Owners

The Succession Plan Owners business object is closely linked to the Succession Plans business object.

This image illustrates that the Succession Plans business object references the Succession Plan Owners business object which in turn references the Assignment business object.

From Succession Plan Owners Business Object

This table lists the object you can navigate to from the Succession Plan Owners business object.

From Succession Plan Owners Business Object to Other Entities	How	Purpose
Get Plan Owner Primary Assignment	Row variable (variant 2)	Access a set of records from the Assignment business object displayed in Autocomplete to get the primary assignment record using the person ID of the succession plan owner.

To Succession Plan Owners Business Object

This table lists the object that navigates to the Succession Plan Owners business object.

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To Succession Plan Owners Business Object from Other Entities	How	Purpose
Get Owner Type	Row variable (variant 1)	Access a set of records from the Succession Plan Owners business object displayed in Autocomplete to get the access type of the plan owner.
Get Succession Plan Owners	Rowset variable	Access a set of records from the Succession Plan Owners business object displayed in Autocomplete to get all the owner records for the plan ID.

Delivered Rules for Succession Plan Owners

There aren't any predefined rules for the Succession Plan Owners business object.

Talent Review Meeting

Overview of Talent Review Meeting

The Talent Review Meeting business object contains Talent Review meeting records based on the HRR_MEETINGS table.

You typically create autocomplete rules for the Talent Review Meeting business object to validate Talent Review meeting details. For example, you can create rules for these scenarios:

- Allow only persons who are in predefined roles to create a Talent Review meeting.
- Validate if the meeting date is before a certain predefined date.
- Validate that the Talent Review meeting name is according to the organization's guidelines.
- Validate the values entered in flexfields.
- Validate that the Talent Review meeting is in Not Started status when it's created.
- Validate that the selected business leader isn't a pending worker.

The rules you create for the Talent Review Meeting business object impact these responsive flows:

- Add Talent Review Meeting
- Edit Talent Review Meeting
- Duplicate Talent Review Meeting

Attributes for Talent Review Meeting

The Talent Review Meeting business object is based on the HRR_MEETINGS table.

This table lists the main attributes you can use to configure the Talent Review Meeting business object with exceptions where list of values aren't supported.

Attributes for Talent Review Meeting

Attribute	Field Name	Supported LOV
MEETING_ID	Meeting ID	N/A
DASHBOARD_TMPL_ID	Meeting Template ID	LOV_DashboardTemplateId
MEETING_TITLE	Talent Review Meeting	N/A
MEETING_DATE	Meeting Date	N/A
MEETING_LEADER_ID	Business Leader ID	N/A
MEETING_STATUS_CODE	Meeting Status	LOV_MeetingStatusCode
DATA_SUBMIT_DATE	Data Submission Deadline	N/A
MEETING_SUBMISSION_DATE	Meeting Submission Date	N/A
LAST_UPDATE_DATE	Last Update Date	N/A

You can also use the descriptive flexfield attributes.

This table lists some of the attributes that you can select from the **Row Related to Meeting Template ID** list.

Attributes Shown in the Row Related to Meeting Template ID list

Attribute	Field Name
DASHBOARD_TMPL_ID	Meeting Template ID
NAME	Template Name
ATTRIBUTE_CATEGORY	Attribute Context
LAST_UPDATE_DATE	Last Update Date
TMPL_STATUS_CODE	Status
OWNER_ID	Owner
DISPLAY_RISK_OF_LOSS	Risk of Loss Analytic Option
DISPLAY_IMPACT_OF_LOSS	Impact of Loss Analytic Option
DISPLAY_MOBILITY	Mobility Analytic Option
COLOR_JOBROLE_ASSGN	Job Color Code Option
COLOR_LOCATION	Location Color Code Option
COLOR_ORG_HIERARCHY	Manager Color Code Option
DISPLAY_GENDER	Gender Color Code Option
DISPLAY_AGE	Age Color Code Option
DISPLAY_ETHNICITY	Ethnicity Color Code Option

Attribute	Field Name
DISPLAY_RELIGIOUS_AFFLTN	Religion Color Code Option
INCLUDE_SUCCESSION_PLANS	Include succession plans
INCLUDE_TALENT_POOLS	Include talent pools
INCLUDE_MATRIX_MGMT	Include matrix managers as reviewers
MAX_MARKERS_ALLOWED	Maximum Number of Records
POPULATION_SIZE_FOR_ESS	Submission Process Threshold
FILTER_JOBROLE_ASSGN	Job Population Filter
FILTER_REVWR_PARTCPNT	Reviewers and Participants Population Filter
FILTER_LOCATION	Location Population Filter
FILTER_ORG_HIERARCHY	Manager Population Filter
FILTER_LEVEL	Subordinate Level Population Filter
FILTER_JOBGRADE	Grade Population Filter
FILTER_COMPETENCY	Competency Population Filter
FILTER_PROFICIENCY	Proficiency Population Filter
FILTER_BUSINESSUNIT	Business Unit Population Filter
FILTER_JOB_FUNCTION	Job Function Population Filter
FILTER_JOB_FAMILY	Job Family Population Filter
FILTER_MGMT_LEVEL	Management Level Population Filter
CREATE_GOALS_FLAG	Add Goal
USE_TASKS_FLAG	Add Task
USE_NOTES_FLAG	Add Notes
USE_POT_ASSESS_FLAG	Enable Potential Assessment
USE_COMPARE_FLAG	Enable Compare
USE_ORGCHART_FLAG	Enable Organization Chart
USE_HOLDING_AREA_FLAG	Enable Holding Area
ROL_DSPLY_OPTN_PREF	Risk of Loss Preferred Display Option
IOL_DSPLY_OPTN_PREF	Impact of Loss Preferred Display Option
MOBILITY_DSPLY_OPTN_PREF	Mobility Preferred Display Option

For more information on Talent Review attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center.

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Navigation From Talent Review Meeting

This illustration depicts the navigation from the Talent Review Meeting business object.
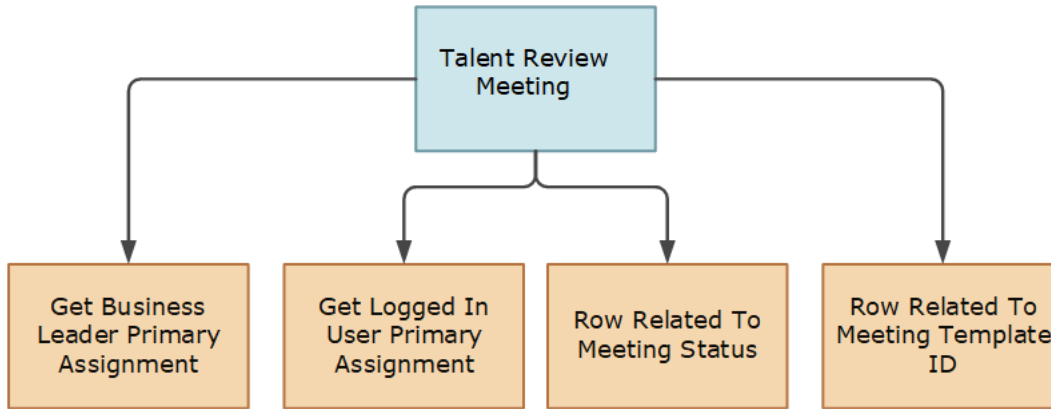
Consider the information shown in this table when navigating from the Talent Review Meeting business object.

Navigations from the Talent Review Meeting business object

From Talent Review Meeting Business Object to View Accessor	How	Purpose
Get Business Leader Primary Assignment	Row variable (variant 2)	Access a set of records from the **Assignment** business object displayed in Autocomplete. Use to get the business leader's primary assignment row by passing the business leader's **Person ID**.
Get Logged in User Primary Assignment	Row variable (variant 2)	Access a set of records from the **Assignment** business object displayed in Autocomplete. Use to get the logged in user's primary assignment row by passing the logged in user's **Person ID**.
Row Related to Meeting Status	Row variable (variant 1)	Access attributes of the **Meeting Status** lookup.
Row Related to Meeting Template ID	Row variable (variant 1)	Access attributes of the Talent Review meeting template.

Note: You can't navigate to the Talent Review Meeting business object from other Autocomplete business objects.

Talent Review Meeting: Exceptions

This topic lists the exceptions for the Talent Review Meeting business object.

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Exceptions for the Talent Review Meeting Business Object

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted
Default on tab-out and validation on tab-out not supported	Object Defaulting, Field Validation	All	All	All

Delivered Rules for Talent Review Meeting

There aren't any predefined rules for the Talent Review Meeting business object.

Workforce Structures

Job

Overview of Job

The Job business object contains employee, contingent worker, applicants, and benefits assignments' information based on the PER_JOBS_F table.

This object can typically be used in these cases.

- Validate job code formatting
- Validate job name formatting
- Default full-time or part-time based on working hours or frequency
- Default regular or temporary value based on full time or part time
- Validate job level based on benchmark option

The Job business object impacts the Job Details responsive flow.

Attributes for Job

This table lists the main attributes of the Job business object and exceptions, if any.

Attribute	Field Name	Description	Supported LOV
ActionOccurrenceId	Action Occurrence ID	Identifier of the action occurrence.	N/A
ActiveStatus	Active Status	Indicates of status is active or inactive.	LOV_ActiveStatus

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| Attribute	Field Name	Description	Supported LOV
ApprovalAuthority	Approval Authority	Indicator to show the level of approval authority given the incumbent of the job.	N/A
BenchmarkJobFlag	Benchmark	An option indicating benchmark job as Yes or No.	LOV_BenchmarkJobFlag
BenchmarkJobId	Benchmark Job	Unique identifier of the benchmark job	LOV_BenchmarkJobId
BusinessGroupId	Business Group Id	Identifier of the enterprise.	N/A
CategoryCode	Category Code	Category code of the descriptive flexfield structure.	N/A
FullPartTime	Full Time or Part-Time	Defines position or job as being full time or part-time.	LOV_FullPartTime
GradeLadderId	Grade Ladder	Identifier of the grade ladder.	LOV_GradeLadderId
JobCode	Job Code	Unique identifier given to a job record.	N/A
JobFamilyId	Job Family	Identifier of the job family.	LOV_JobFamilyId
JobFunctionCode	Function	Describes the primary functional classification of the job.	LOV_JobFunctionCode
JobId	Job Id	Identifier of the Job.	N/A
ManagerLevel	Level	Describes the managerial or supervisory level of the job.	LOV_ManagerLevel
MedCheckupReq	Medical Checkup Required	Designating whether or not the job requires a medical checkup	LOV_MedCheckupReq
ProgressionJobId	Progression Job	Identity of the job that's logically the next in progression line within the organization.	LOV_ProgressionJobId
RegularTemporary	Regular or Temporary	Describes whether the job is permanent or temporary.	LOV_RegularTemporary
RequisitionTemplateId	Requisition Template ID	Identifier of the requisition template.	LOV_RequisitionTemplateId

Attribute	Field Name	Description	Supported LOV
SetId	Set	Identifier of the reference data set for the job.	N/A

For more information on the Job attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From and To Job

The Job business object is a part of Work Structures.

As shown in the illustration, you can navigate to the Job business object using Get Job Name, Get Job Valid Grade, Get Job Extra Information, Get Job Legislative Information, and Get Job United States Legislative Information.
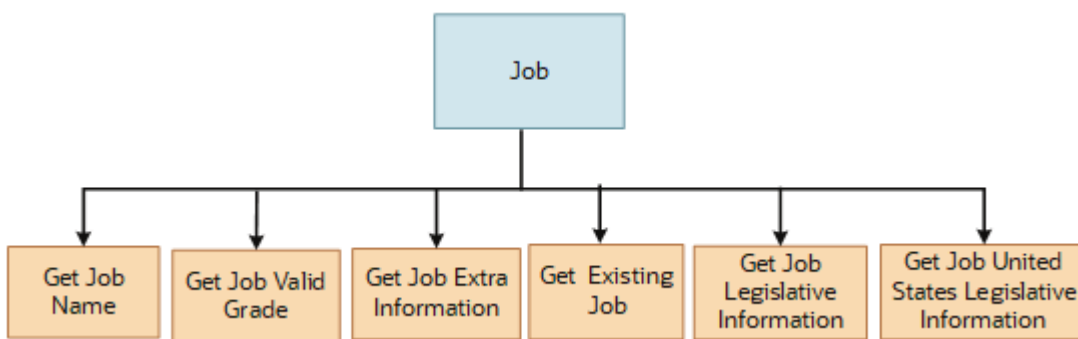
In addition to directly using this object for defaulting and validating, you can also use it as a criteria to achieve other defaulting and validating in objects that are called in subsequent sections involving the Job section.

From Job Business Object

Consider the following information when navigating from the Job business object

From Job to Other Business Objects	How	Purpose
Worker Assignment	row variable (variant 2)	To fetch the job details

To Job Business Object

Consider the following information when navigating from the Job business object

From Other Business Objects to Job	How	Purpose
Get Job Legislative Information	row variable (variant 2)	Access a set of records from the legislative information business object displayed in Autocomplete for a specified job.
Get Job Extra Information	row variable (variant 2)	Access a set of records from the extra information business object displayed in Autocomplete for a specified job.

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From Other Business Objects to Job	How	Purpose
Get Job United States Legislative Information	row variable (variant 1)	Access a set of records from the United States legislative information business object displayed in Autocomplete for a specified job.
Get Job Valid Grade	row variable (variant 2)	Access a set of records from job valid grades business object displayed in Autocomplete for a specified job ID.
Get Job Name	row variable (variant 2)	Access job name from the job business object displayed in Autocomplete for a specified job ID.
Get Existing Job	row variable (variant 2)	Access a set of records from the Job business object displayed in Autocomplete for an existing Job ID.

Job: Exceptions

This table lists rules that can't be currently implemented for the Job business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Can't default job name	Object Defaulting, Field Modification	All	Job Details	Job Name	Ability to use Job Name as a criteria for a default into, say, Assignment Name is coming in future.
May not use any detail of the When and Why section as criteria for defaulting or validation	Any Rule Type	All	Job Details, Budget Details	All	This will be added in a future release
Validate headcount on tab-out	Field Validation, Field Modification	All	Budget Details	HC	You may use headcount as criteria in an Object Validation rule when exiting Budget Details
Validate FTE on tab-out	Field Validation, Field Modification	All	Budget Details	FTE	You may use FTE as criteria in an Object Validation rule when exiting Budget Details

Delivered Rules for Job

These are the predefined rules for the Job business object.

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Name	Rule Type	Description
Default Full Time or Part Time to Full Time	Object Defaultng	This rule defaults the **Full Time or Part Time** option to **Full Time**.
Default Regular or Temporary Value based on Full Time or Part Time Option	Object Field Modification	This rule defaults the **Regular or Temporary** option to **Regular** when the **Full Time or Part Time** option value is **Full Time**.
Validate Job Code Formatting	Object Validation	This rule validates whether the job code is a numeric value and has 5 digits.
Validate Job Level based on Benchmark Option	Object Validation	This rule validates whether the job level isn't blank when the job is a benchmark job.
Validate Job Name Formatting	Object Validation	This rule validates whether the job name starts with an alpha-numeric character.

Position

Overview of Position

The Position business object contains employee, contingent worker, applicants, and benefits assignments information based on the HR_ALL_POSITIONS_F table.

This object can typically be used in these cases.

- Default Union option if Collective Agreement or Bargaining Unit, or both aren't null
- Default Collective Agreement based on job descriptive flexfield or extensible flexfield
- Default Full time or Part time value based on Working Hours
- Validate if FTE > 1 for certain types of positions

The Position business object impacts these responsive flows.

- Request a New Position
- Request a Position Change
- Position Details

The sections within the responsive flows that use the Position business object (Entry, Tab-out, Exit) may be named differently. The naming convention is based on the action such as Request a New Position, Request Position Change, Position Details and so on.

Attributes for Position

This table lists the main attributes of the Position business object and exceptions, if any.

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Attribute	Field Name	Description	Supported LOV
ActionOccurenceId	Action Occurrence ID	Identifier of the action occurrence for the position.	N/A
AssignmentCategory	Assignment Category	Attribute to define the default value for the assignment category of the incumbents. For example, a predefined value such as full-time regular or a user-defined value.	N/A
BargainingUnitCd	Bargaining Unit	Bargaining unit linked to the position	N/A
BudgetAmount	Budget Amount	Budget amount allocated with this position.	N/A
BudgetAmountCurrency	Currency	Currency of the budget amount.	LOV_BudgetAmountCurrency
BudgetedPositionFlag	Budgeted Position	An option to indicate budgeted position as Yes or No.	LOV_BudgetedPositionFlag
BusinessGroupId	BusinessGroupId	Identifier of the enterprise.	N/A
BusinessUnitId	Business Unit	Identifier of the business unit.	LOV_BusinessUnitId
CategoryCode	Category Code	Category code of the descriptive flexfield structure.	N/A
CollectiveAgreementId	Collective Agreement	Unique identifier of the collective agreement.	LOV_CollectiveAgreementId
CostCenter	Cost Center	Financial cost center associated with this position.	N/A
DelegatePositionId	Delegate Position	In case this position becomes vacant, the directs will be reassigned to the incumbent of the delegate position instead of the higher position.	LOV_DelegatePositionId
DepartmentId	Department	Unique identifier of the department.	LOV_DepartmentId
EffectiveEndDate	Effective End Date	End date of the date effective record of this position	N/A
EffectiveStartDate	Effective Start Date	Start date of the date effective record of this position	N/A

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Attribute	Field Name	Description	Supported LOV
EntryGradeId	Entry Grade	Unique identifier of the entry grade.	LOV_EntryGradeId
EntryStepId	Grade Step	Unique identifier of the grade step.	LOV_EntryStepId
Frequency	Working Hours Frequency	The time period in which working hours is expressed	LOV_Frequency
FTE	FTE	The ratio derived from the actual working hours divided by the standard working hours.	N/A
FullPartTime	Full Time or Part Time	Defines position or job as full time or part-time.	LOV_FullPartTime
FundedByExistingPosition	Funded from Existing Position	Position that's funded from an existing position.	LOV_FundedByExistingPosition
GradeLadderId	Grade Ladder	Identifier of the grade ladder.	LOV_GradeLadderId
HiringStatus	Hiring Status	Determines whether someone can be hired into the position	LOV_HiringStatus
JobId	Job	Unique identifier of the job name.	LOV_JobId
LocationId	Location	Unique identifier of the location name.	LOV_LocationId
MaxPersons	Headcount	Number of incumbents allowed in this position	N/A
OverlapAllowed	Overlap Allowed	Indicator to show whether two or more incumbents are allowed to share this position for a certain period of time.	LOV_OverlapAllowed
PositionCode	Position Code	Unique identifier for the position	N/A
PositionId	Position ID	Identifier of the position.	N/A
PositionType	Position Type	Identifies whether the position can have one or more workers hired into the position at a time	LOV_PositionType
ProbationPeriod	Probation Period	Initial period of employment used to determine whether the worker is qualified for the position	N/A

Attribute	Field Name	Description	Supported LOV
ProbationPeriodUnitCd	Probation Period Unit	The unit of measure for the probation period, for example, weeks or months.	LOV_ProbationPeriodUnitCd
RegularTemporary	Regular Temporary	Defines whether the position is regular or temporary.	LOV_RegularTemporary
RequisitionTemplateId	Requisition Template ID	Identifier of the requisition template.	LOV_RequisitionTemplateId
RequisitionTemplateTitle	Requisition Template Title	Title of the requisition template.	N/A
SeasonalEndDate	Seasonal End Date	Defines the last day of a seasonal position	N/A
SeasonalFlag	Seasonal	Defines whether the position is seasonal.	LOV_SeasonalFlag
SeasonalStartDate	Seasonal Start Date	Defines the start day of a seasonal position	N/A
SecurityClearance	Security Clearance	Defines the required security clearance	LOV_SecurityClearance
StandardWorkingFrequency	Standard Working Frequency	The unit of measure for the standard working hours, for example, day, week, or month.	LOV_StandardWorkingFrequency
StandardWorkingHours	Standard Working Hours	Standard number of hours to work.	N/A
Status	Status	Defines whether the position is active or inactive.	LOV_Status
SupervisorAssignmentId	Manager Assignment ID	Identifier of the manager assignment.	N/A
SupervisorId	Manager	Name of the worker who supervises the incumbent of this position.	N/A
TimeNormalFinish	Time Normal Finish	Time on which normal work hours end	N/A
TimeNormalStart	Time Normal Start	Time on which normal work hours begin	N/A

Attribute	Field Name	Description	Supported LOV
UnionId	Union ID	Name of the union.	LOV_UnionId
WorkingHours	Working Hours	Number of hours to work	N/A

For more information on the Position attributes, refer to the Tables and Views for HCM guide on the Oracle Help Center (docs.oracle.com).

Navigation From and To Position

The Position business object is a part of Work Structures.

As shown in the illustration, you can navigate from the Position business object using Get Position Name, Get Position Valid Grades, Get Logged In User Primary Assignment, Get HCM Position Hierarchy, Get Position Extra Information, Get Position Legislative Information, Get Predefined Enterprise Information, and Get Custom Enterprise Information.

This graphic illustrates the navigation between the Position business object and the view accessors used to navigate from the Position business object.
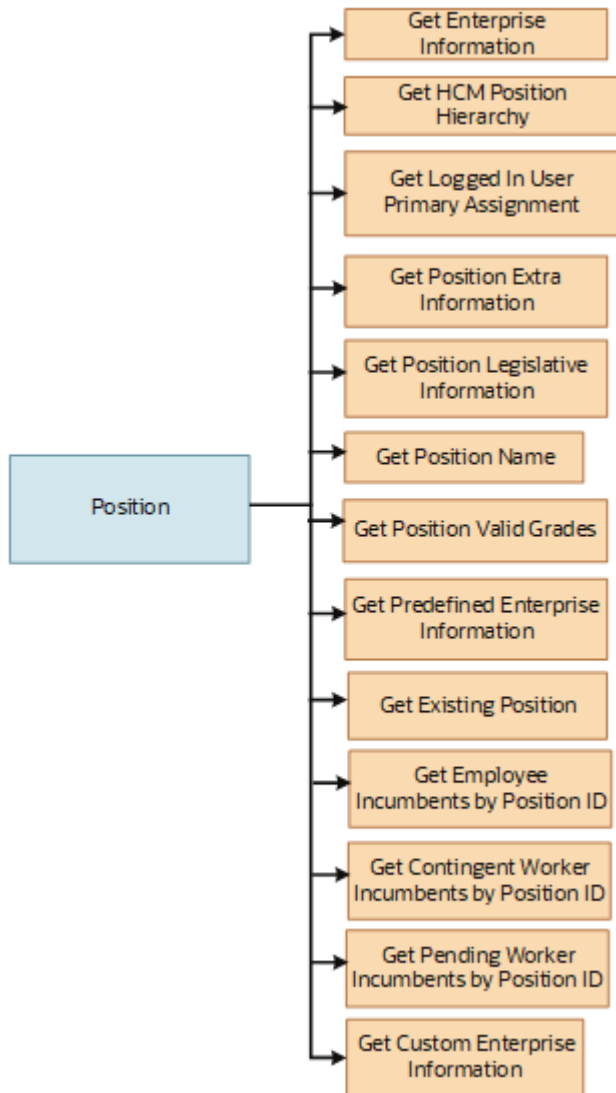
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In addition to directly using this object for defaulting and validating, you can also use it as a criteria to achieve other defaulting and validating in objects that are called in subsequent sections involving the Position section.

From Position Business Object

This table lists the objects you can navigate from the Position business object

From Position to Other Business Objects	How	Purpose
All Lookups and 1:1 workforce structure setup objects	row variable (Variant 1)	To fetch attributes of various lookups as well other objects they may further allow access to, in particular, their respective EFFs (using rowset)
Get Contingent Worker Incumbents by Position ID	row variable (variant 2)	Access the contingent worker incumbents from the position business object displayed in Autocomplete for an existing position

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From Position to Other Business Objects	How	Purpose
Get Employee Incumbents by Position ID	row variable (variant 2)	Access the employee incumbents from the position business object displayed in Autocomplete for an existing position
Get Pending Worker Incumbents by Position ID	row variable (variant 2)	Access the pending worker incumbents from the position business object displayed in Autocomplete for an existing position
Get HCM Position Hierarchy	row variable (variant 2)	Access a set of records from HCM position hierarchy business object displayed in Autocomplete for a specified position ID.
Get Position Legislative Information	row variable (variant 2)	Access a set of records from the legislative information business object displayed in Autocomplete for a specified position.
Get Position Extra Information	row variable (variant 2)	Access a set of records from the extra information business object displayed in Autocomplete for a specified position.
Get Position Name	row variable (variant 2)	Access position name from the position business object displayed in Autocomplete for a specified position ID.
Get Enterprise Information	row variable (variant 2)	Access a set of records from the enterprise information business object displayed in Autocomplete for a position.
Get Position Valid Grades	row variable (variant 2)	Access a set of records from position job valid grades business object displayed in Autocomplete for a specified position ID.
Get Logged In User Primary Assignment	row variable (variant 2)	Access a set of records from the assignment business object displayed in Autocomplete. It is used to get the logged-in user primary assignment row using the person ID.
Get Predefined Enterprise Information	row variable (variant 2)	Access a set of predefined records from the enterprise information business object displayed in Autocomplete for a position.
Get Custom Enterprise Information	row variable (variant 2)	Access a set of custom records from the enterprise information business object displayed in Autocomplete for a position.
Get Existing Position	row variable (variant 2)	Access a set of records from the Position business object displayed in Autocomplete for an existing position ID.

To Position Business Object

This table lists the objects you can navigate to the Position business object

From Other Business Objects To Position	How	Purpose
Worker Assignment	Use row variable (variant 2)	To check for attributes of this object, for example,: position details.

Position: Exceptions

This table lists rules that can't be currently implemented for the Position business object.

Rule	Rule Type	Actions Impacted	Sections Impacted	Fields Impacted	Comments
Can't default position name	Object Defaulting, Field Modification	All	Position Details	Position Name	Ability to use Position Name as a criteria for a default into, say, Assignment Name is slated for a future release.
May not use any detail of the When and Why section as criteria for default or validation	Any rule type	All	Position Details, Budget Details	All	Ability is slated for a future release..
Can't validate headcount on tab-out	Field Validation, Field Modification	All	Budget Details	HC	This is a known issue. You may use headcount as criteria in an Object Validation rule when exiting Budget Details
Can't default or validate FTE on tab out	Field Validation, Field Modification	All	Budget Details	FTE	You may use FTE as a criteria in an Object Validation rule when exiting Budget Details

Delivered Rules for Position

These are the predefined rules for the Position business object.

Name	Rule Type	Description
Default Overlap Allowed to Yes	Object Defaulting	This object defaulting rule type defaults the **Overlap Allowed** option to **Yes** in the position pages.
Default Probation Period based on Job Family of the Selected Job	Object Field Modifidcation	This object field modification rule type defaults the **Probation Period** field based on the job family of the selected job.

Name	Rule Type	Description
Default Working Hour Frequency Based on Working Hours	Object Field Modifidcation	This object field modification rule type defaults the **Working Hours** frequency based on the number of working hours specified for a position. For example, if the Working Hours value specified is 40, then the Working Hours frequency value will be defaulted to **Weekly**.
Validate Seasonal End Date based on Current Date	Object Validation	This object validation rule type validates whether the seasonal end date doesn't exceed 90 days from the current date.
Validate Regular or Temporary based on Position Type	Object Validation	This object validation rule type validates whether the position is temporary when the position type is **Pooled**.
Validate Hiring Status based on Effective Start Date	Object Validation	This object validation rule type validates whether the hiring status has a value other than **Proposed** when the effective start date is in the past.
Validate Position Name Formatting	Object Validation	This object validation rule type validates whether the position name starts with an alpha-numeric character.

FAQs for Business Objects in Autocomplete

Can I write a rule on a business object based on another business object's attribute ?

Yes. You can write a rule on a business object based on attributes in other business objects. For example, you can write an autocomplete rule to default the Salary Basis based on the Job FLSA code.

5 Delivered Rules

How You Use Delivered Rules

Some business objects already have some delivered rules that are inactive by default. To use a delivered rule, first create a copy of the delivered rule and then select the Active check box in the rule editor.

▶ **Watch video**

When you create a copy, select a name for the rule keeping in mind the purpose it serves for you. You can't however change the business object, the rule type, and the field name (for field-level rule types). You can make as many copies of it as you want.

> **Note:** When providing a rule name, avoid using special characters, for example ":" or "'".

Rule Copy

To use a delivered rule as a final or starting point of your intended rule definition, you need to make a copy of it. If the rule is exactly what you want to implement, then this will be helpful when you have value variations of the same rule. For example, a value variation is one where the logic is same for 2 countries but the specific default assignment changes based on the country. Since you can't implement a case or switch statement in Autocomplete Rules, it's recommended you make a copy of a rule for each country rather than writing complex nested IF conditions. This can also help with debugging issues in distributed development where multiple personnel are responsible for different work areas.

Ask these questions to decide whether to create one rule or many rules. Is the logic in each rule mutually exclusive? Does one rule potentially influence the other? All rules will attempt to trigger on the same object at the same time (or event) as dictated by the rule type. If the rule logic needs to be sequential, then you must have it in one rule. You may see this case with Pattern Matching.

If the delivered rule isn't exactly what you want to implement, you can first make one copy of the rule, edit it to suit your needs, and then make multiple copies of your edited rule to account for the value variations of the rule.

Rule Edit

It's recommended to edit the rule when it's close to what you want to implement. However, when you edit a delivered rule, you can't copy and paste, increase or decrease indentation, and use other editing techniques commonly found in scripting editors. It's recommended you edit a predefined rule when you want to do any of these things:

- Add a condition to an existing IF block.
- Change the name of a field to another.
- Change the value to another.
- Remove a condition from an existing block
- Set up your own IF block following what was delivered leveraging all variables set up already and then deleting the delivered IF block.
- Add additional variables to use for one of the above.

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If none of these conditions apply, you must build your own rule by following the steps outlined in rule designing.

Rule Activation

You need to make the copied rule active to use it. However, Oracle reserves the right to edit delivered rules from time to time to incorporate best practices or techniques to avoid problematic scenarios. This won't interfere with your copy of the previously delivered rule.

Rule Testing and Publishing

After testing the rule, you need to publish the sandbox. After publishing the sandbox, any further sandbox created from that environment or a refresh of another environment from the environment in which the rule was published will automatically receive the published rule. This is the only way to migrate rules from one environment to another. Alternatively, if you haven't made significant edits to the delivered rule, you can manually reapply the changes to the delivered rule in the environment where you would like your rule to appear.

Related Topics
- How You Design a Rule

Delivered Rules for Autocomplete

Oracle has delivered ready to use autocomplete rules for some common use cases. This table lists the delivered rules by business object. For more information, refer to the delivered rules under each business object.

▶ **Watch video**

Area	Business Object	Rule Type	Rule Name
Absence Management	Childbirth and Placement Dates	Field Modification	Default Planned End Date Based on Planned Start Date
Document Records	Document Records	Object Validation	Validate Document Record Publish Date is After Current Date
Document Records	Document Records	Object Defaulting	Default Document Name Based on Person and Document Type
Document Records	Document Records	Object Defaulting	Default Issuing Country Based on the Legislation Code of the Primary Assignment
Document Records	Document Records	Object Validation	Validate Document Record From Date is After Current Date
Document Records	Document Records	Object Validation	Validate Document Record To Date is Before Current Date

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Area	Business Object	Rule Type	Rule Name
Employment	When and Why	Object Validation	Validate Effective Date on 1st or 16th of the Month
Employment	When and Why	Object Validation	Validate Effective Date with Future Payroll Cycle Date
Employment	Worker Assignment	Field Modification	Default Probation Period based on Assignment Category
Employment	Worker Assignment	Object Defaulting	Default Work At Home based On Hire Date
Employment	Worker Assignment	Object Validation	Validate Department based on Business Unit
Employment	Worker Assignment	Field Validation	Validate No Change in Location during Promote
Employment	Worker Employment Contract	Object Validation	Validate Contract Extension Number
Employment	Worker Work Relationship	Object Validation	Validate Recommended for Rehire based on Termination Action Reason
Employment	Worker Work Relationship	Object Validation	Validate Termination based on Assignment Status
Goals	Goals	Field Modification	Default Goal Status based on Completion Percentage
Goals	Goals	Field Modification	Default Completion Percentage based on Goal Status
Goals	Goals	Field Validation	Validate Completion Percentage of Performance Goal
Goals	Goals	Object Validation	Validate Performance Goal Dates
Goals	Goals Relation with Goal Plan	Object Validation	Validate Performance Goal Weight
Person	Address	Object Validation	KW Validate Address Line 3
Person	Person	Field Modification	SA Default Hijri Date Based on Date of Birth
Person	Person Contact Relationship	Object Validation	Validate if Contact Exists Based on the Last Name Date of Birth and Relationship
Person	Person Contact Relationship	Object Validation	Validate if Contact Exists Based on the Name and Relationship

Area	Business Object	Rule Type	Rule Name
Person	Person Contact Relationship	Object Validation	Validate if Contact Exists Based on National ID
Person	Person Contact Relationship	Object Validation	Validate if Contact Exists Based on the Name Date of Birth and Relationship
Person	Person Legislative Information	Field Validation	GB Validate Teachers Pension Temporary NI Number Format
Person	Person Phone	Object Validation	Validate Phone Number Format
Person	Person Phone	Object Validation	Validate Area Code Format
Person	Person Phone	Object Validation	Validate Area Code is Blank
Person	Person Phone	Object Validation	Validate Area Code Based on Phone Type
Salary	Salary	Object Defaulting	Default Salary Basis based on Job FLSA Code
Salary	Salary	Object Validation	Validate Salary Basis Frequency based on Assignment Full Time or Part Time
Salary	Salary	Field Modification	Validate Next Salary Review Date
Salary	Salary	Field Validation	Validate proposed Salary Amount during Promote Action
Salary	Salary	Field Validation	Validate Changed Salary Amount isn't ZERO
Workforce Structures	Job	Object Defaulting	Default Full Time or Part Time to Full Time
Workforce Structures	Job	Object Field Modification	Default Regular or Temporary Value based on Full Time or Part Time Option
Workforce Structures	Job	Object Validation	Validate Job Code Formatting
Workforce Structures	Job	Object Validation	Validate Job Level based on Benchmark Option
Workforce Structures	Job	Object Validation	Validate Job Name Formatting

Area	Business Object	Rule Type	Rule Name
Workforce Structures	Position	Object Defaulting	Default Overlap Allowed to Yes
Workforce Structures	Position	Object Field Modification	Default Probation Period based on Job Family of the Selected Job
Workforce Structures	Position	Object Field Modification	Default Working Hour Frequency Based on Working Hours
Workforce Structures	Position	Object Validation	Validate Seasonal End Date based on Current Date
Workforce Structures	Position	Object Validation	Validate Regular or Temporary based on Position Type
Workforce Structures	Position	Object Validation	Validate Hiring Status based on Effective Start Date
Workforce Structures	Position	Object Validation	Validate Position Name Formatting

FAQs for Delivered Rules

Does Oracle deliver predefined autocomplete rule templates?

Yes, you can use some of the delivered rules for these business objects if it fits your requirement.

- Address
- Childbirth and Placement Dates
- Document Records
- Goals
- Goals Relation with Goal Plan
- Job
- Person Contact Relationship
- Person Legislative Information
- Person Phone
- Position
- Salary
- When and Why
- Worker Assignment

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- Worker Employment Contract

- Worker Work Relationship

Related Topics
- How You Use Delivered Rules

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6 Standard, Global, and Object Functions

Standard Functions

This table lists the standard functions that you can use when defining rules.

Name	Variable Type	Description	Values
Contains	Boolean	Returns True if the field provided as parameter #1 contains the characters provided as parameter #2, else returns False. These 2 parameters are provided for the function. • Field • Characters	True or False
Convert decimal to long	Decimal	Returns a long converted from a decimal.	N/a
Convert decimal to string	String	Returns a string converted from a decimal.	N/A
Convert integer to long	Decimal	Returns a long converted from an integer	N/A
Convert integer to string	String	Returns a string converted from an integer.	N/A
Convert long to string	String	Returns a string converted from a long.	N/A
Convert string to number	Integer	Returns a number converted from a string.	N/A
Day of	Integer	Returns the day from a given date as a number between 1 and 31.	N/A
Ends with	Boolean	Returns True if the field provided as parameter #1 ends with the characters provided as parameter #2, else returns False. These 2 parameters are provided for the function.	True or False

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Name	Variable Type	Description	Values
		• Field • Characters	

Get date in custom format	String	Returns a date format such as:
		
		• Year: 2020
		• Day of the week: Thu
		• Day of the week: where 1 = Monday, 2 = Tuesday, and so on
		
		These are the 2 parameters for the function
		
		• Date
		• Time pattern, date pattern, or combination of both
		
		Expression Example
		
		• Variable type for the date format needs to be a string
		• For the date 17 Jun 2020,
		
		   o E returns day of the week: Thu
		   o u returns day of the week: 4
			Values for time pattern, date pattern, or a combination of both are listed on the Oracle Help Center at docs.oracle.com/javase/7/docs/api/java/text/SimpleDateFormat.html

Get first row	Row	Returns values for the first row. This function is commonly used.	N/A
Get last row	Row	Returns values for the last row. This function is rarely used.	N/A
Index of	Integer	Returns a number representing the index of the first occurrence of the character in the string, or -1 if it never occurs. These 2 parameters are provided for the function. • A string value representing the string to search in. • A string value representing the string to search for.	N/A
Is another row present	Boolean	Returns True if the business object provided as a parameter has more than the current row, else returns False.	True or False
Is modified field	Boolean	Returns True if the field provided as parameter is modified, else returns False.	True or False

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Name	Variable Type	Description	Values
Length of	Integer	Returns the number of characters in a string.	N/A
Lowercase of	String	Returns the string in lower case.	N/A
Month of	Integer	Returns the month from a given date as a number between 1 and 12.	N/A
Starts with	Boolean	Returns True if the field provided as parameter #1 starts with the characters provided as These 2 parameters are provided for the function. • Field • Characters	True or False
Today's date	Date	Returns the current date.	N/A
Uppercase of	String	Returns the string in upper case.	N/A
User role	Boolean	Returns True if the logged in user has the role provided as parameter, else returns False.	True or False
Year of	Integer	Returns the year of a date.	N/A

Global Functions

Global Functions

This table lists the global functions that you can use when defining rules.

▶ **Watch video**

Name	Variable Type	Description
Get string value from value set	String	Returns string format from one of the delivered value sets: **Get value from user defined table (UDT)**

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Name	Variable Type	Description
		• Parameter 1: "ORA_HRC_ACR_GET_VALUE_FROM_UDT"
		• Parameter 2: Legislative Data Group (LDG) Name in English. It must match the value selected in the Use Defined Table. Pass it null string in case there is no LDG in the User Defined Table. Example: US Legislative Data Group
		• Parameter 3: Date reference in a string format yyyy-mm-dd
		• Parameter 4: User Defined Table Name
		• Parameter 5: User Defined Column Name
		• Parameter 6: User Defined Row Name
		Convert Gregorian Date into Hijri date Format
		• Parameter 1: "ORA_HRC_ACR_GREGORIAN_TO_HIJRI_DATE"
		• Parameter 2: Source date field in Gregorian format yyyy-mm-dd
		• Parameter 3: The required format of the Hijri date to be returned. Example: DD/MM/YYYY
		• Returned string values: Hijri date in the requested string format
Get number value from value set	Integer / Long / Decimal	Returns number format from one of the delivered value sets:
		Get value from user defined table (UDT)
		• Parameter 1: "ORA_HRC_ACR_GET_VALUE_FROM_UDT"
		• Parameter 2: Legislative Data Group (LDG) Name in English. It must match the value selected in the Use Defined Table. Pass it null string in case there is no LDG in the User Defined Table. Example: US Legislative Data Group
		• Parameter 3: Date reference in a string format yyyy-mm-dd
		• Parameter 4: User Defined Table Name
		• Parameter 5: User Defined Column Name
		• Parameter 6: User Defined Row Name
Get date value from value set	Date	Returns date format from one of the delivered value sets. The value set must return a date string format yyyy-mm-dd.
		Get value from user defined table (UDT)
		• Parameter 1: "ORA_HRC_ACR_GET_VALUE_FROM_UDT"

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Name	Variable Type	Description
		• Parameter 2: Legislative Data Group (LDG) Name in English. It must match the value selected in the Use Defined Table. Pass it null string in case there is no LDG in the User Defined Table. Example: US Legislative Data Group • Parameter 3: Date reference in a string format yyyy-mm-dd • Parameter 4: User Defined Table Name • Parameter 5: User Defined Column Name • Parameter 6: User Defined Row Name
Get the current state of the transaction	String	Returns the transaction approval phase value from the business object. • Parameter 1: Object instance to be passed, can be current autocomplete business object or its associated rows. • Returned string values: ○ Initial submit: The fresh changes being submitted for approval for the first time. The function returns phase as "Initial submit" until first submit is done. It means if function is called on save (prior to submit), still the phase shows as "Initial submit" ○ Edit by approver: Approver has done edit from notification and is submitting changes. The function returns phase as "Edit by approver" when submit is clicked after editing the transaction. ○ Request for information: Approver sent back to the originator and the originator submits their response. The function returns phase as "Request for information" when submit is clicked when responding to RFI and not when RFI is raised from notification. To launch edit during RFI, there is Edit Info button. When you click this button and on subsequent changes and submit the transaction, the global function will return phase as "Request for information" ○ Final approval: Approver process is complete and changes are in the process of committed in the data base. The function returns phase as "Final approval" when submit is clicked by the final approver.
Convert string in yyyy-mm-dd format to a date	Date	Returns a date converted from a string. It can be used only for date comparisons and can't be used for defaulting values.
Get incumbent count for a position as of a date	Integer	Returns the current incumbent count for a position as of a date. These parameters are provided for the function

Name	Variable Type	Description
		• Position ID • Effective Date
Substring	String	Returns a part of a string These parameters are provided for the function • String • Start Index: starting index is inclusive • End Index: ending index is exclusive Expression Example • Variable type for the substring must be a string • Rule: you can only select departments starting with HR-US • Start index: 0 (included) • End index: 5 (excluded)
Get string value from HCM feature details	String	Returns setup data from multiple sources in HCM, such as address validation option for a legislation or address style code for a legislation. These 5 parameters are provided for the function • Parameter 1 - Function key to determine the value to be returned such as address validation option. • Parameter 2 - A commonly used parameter. It indicates the legislation code for the setup data such as US for the United States. • Parameter 3 - A selectively used parameter that can be blank if not used in the function. • Parameters 4 and 5 - They aren't used currently and can be blank. These functions are supported. **Address Validation Option for a Legislation** • Parameter 1: "AddrValidationFlag" • Parameter 2: legislationCode (US, GB, and so on) • Row: object instance to be passed, can be current an autocomplete business object or its associated rows. • Example of business requirement: In the Bangladesh legislation, a validation should

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Name	Variable Type	Description
		be raised on the pin code if it's not equal to 4 digits and if address validation is Y.
		○ Autocomplete Rule
		– Rule type: Business Object Validation Type
		– Business Object: Address
		– Global Function: Get HCM Feature as String
		– Parameters
		○ Parameter 1: AddrValidationFlag
		○ Parameter 2: BD (legislation code for Bangladesh)
		– Returned string value: Y or N
		Address style code for a legislation
		• Parameter 1: AddressStyleCode
		• Parameter 2: legislationCode (US, GB, and so on)
		• Row: object instance to be passed, can be current autocomplete business object or its associated rows..
		• Returned string value: Depends on the legislation. List of values can be found in PAY_LEGISLATION_RULES table.
		Payroll license for a legislation
		• Parameter 1: PayrollLicense
		• Parameter 2: legislationCode (US,GB, and so on)
		• Row: object instance to be passed, can be current autocomplete business object or its associated rows.
		• Returned string values:
		○ PAY: Payroll
		○ HRY: Payroll Interface
		○ NULL: HR only license
		Payroll period start date for an assignment
		• Parameter 1: PayPeriodStartDate
		• Parameter 2: AssignmentId value as String (Number to be converted as String) or "this.AssignmentId"
		• Parameter 3: Effective Start Date value as String or "this.EffectiveStartDate"
		• Row: object instance to be passed, can be current autocomplete business object or its associated rows.

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Name	Variable Type	Description
		• Returned string value: Date **Payroll period end date for an assignment** • Parameter 1: PayPeriodEndDate • Parameter 2: AssignmentId value(Number to be converted as String) as String or "this.AssignmentId" • Parameter 3: Effective Start Date value as String or "this.EffectiveStartDate" • Row: object instance to be passed, can be current autocomplete business object or its associated rows. • Returned string value: Closest payroll period end date
Get long value from HCM Params	Decimal	Returns a long value from HCM Params.
Get integer value from HCM Params	Integer	Returns an integer value from HCM Params.
Get previous person rating	String	Returns the latest performance rating for a person ID. For example, you can use this function when a person is recommended for rehire. Valid values are listed on the **Profile Rating Models** page on the **My Client Groups** tab
Get today's date in custom time zone	Date	Returns a date in a specific time zone to reconcile server time with user time. For example, if you have a rule to prevent future transactions and your HR specialist is in India and your server is in the US, then the rule will prevent the HR specialist from entering transaction effective today (client time) if you don't reconcile the server time using this function. The value returned is a date with a time zone. A null value is returned if the time zone passed as HCM Params is invalid. For more information on the time zones accepted as HCM Params, refer this Java time zone API : **getTimeZone public static TimeZone getTimeZone(String ID)** Gets the time zone for the given ID. Parameters: ID - Identifier for a time zone, either an abbreviation such as "PST", a full name such as "America/Los_Angeles", or any other user-defined ID such as, "GMT-8:00". Note that the support of abbreviations is for JDK 1.1.x compatibility only and full names must

Name	Variable Type	Description
		be used. Returns the specified time zone, or the GMT zone if the given ID can't be understood. Java Time Zone API Values are located on the Oracle Help Center at docs.oracle.com/javase/7/docs/api/java/util/ TimeZone.html#getTimeZone(java.lang.String)

Get Values Using HCM Params

You can use get values from HCM Params global function when defining your autocomplete rule.

This table describes the global functions using an HCM Params

Function	Variable Type	HCM Params Name	Available in Actions	Description
Get string value from HCM Params	String	EMP_ModuleIdentifier	All employment flows	Returns the module name for employment flows. *Review the Module Identifiers*
Get string value from HCM Params	String	TERM_TerminationLevel	• Terminate Employment • Resign from Employment	Indicates the termination level. For work relationship level, the HcmParam value is **WR**. For assignment level, the HcmParam value is **ASG**. **Note**: This HcmParam is applicable for V3 Terminations only.
Get string value from HCM Params	String	EMP_SensorProcessName	• Terminate Employment • Resign from Employment	Indicates the current flow that's started. For Terminate Employment flow, when you perform a work relationship level termination, the HcmParam value is **Terminations**. When you perform an assignment level termination in the same flow, the HcmParam value is **AssignmentTerminations**. For Resign from Employment flow, when you do a work relationship level resignation, the HcmParam value is **Resignation**. When you do an assignment level resignation in the same

Function	Variable Type	HCM Params Name	Available in Actions	Description
				flow, the HcmParam Value is **AssignmentResignation**. The following lists the module, value, and the level where this HcmParam is used. Module -- Value -- Level Terminate Employment -- Terminations -- WR Resign From Employment -- Resignation -- WR Terminate Employment -- AssignmentTerminations -- ASG Resign From Employment -- AssignmentResignation -- ASG Correct Termination -- CorrectTermination -- WR Correct Termination -- AssignmentCorrectTermination -- ASG **Note**: This HcmParam is applicable for V3 Terminations only.
Get date value from HCM Params	Date	EMP_Groovy_ V3NotificationDate	• Terminate Employment • Resign from Employment	Indicates the notification date selected for the flow.
Get date value from HCM Params	Date	EMP_Groovy_ V3TerminationDate	• Terminate Employment • Resign from Employment	Indicates the termination date selected for the flow.
Get string value from HCM Params	String	CSA_StudioRules	Employment flows that include Salary section such as Hire, Promote, Local and Global Transfer	Parameter will be set to Y when in salary section. Use it when you want the validation rules written on Salary business object to trigger when the user tries to move out of the salary section by clicking on Continue or navigating to previous or next section. Valid values are Y, N, or Null.

Function	Variable Type	HCM Params Name	Available in Actions	Description
Get boolean value from HCM Params	Boolean	IS_REST_SERVICE	All employment flows	Returns Y if the interface is Worker REST Service. Valid values are Y or N.
Get string value from HCM Params	String	CMP_Download_Salary	Change Salary	Returns Y when Salary is being loaded from Download Salaries tool. Valid values are Y, N, or Null.
Get string value from HCM Params	String	isSalaryRateBatchProcess	N/A	Returns Y when creating or correcting salary through Run Rates-based Salary process. Valid values are Y or Null.
Get string value from HCM Params	String	EMP_Groovy_OfferMode	Create and Edit Job Offer	Returns CreateOffer if the offer is being created. Returns EditOffer if the offer is being edited. Returns DuplicateOffer if the offer is being duplicated.
Get string value from HCM Params	String	DOR_UX	All Document Record flows	Returns Y if the document record is managed through the UI. Valid values are Y or Null. **Note:** • If the autocomplete rule doesn't use DOR_UX in the rule condition, the rule will be run for both application and non-application flows (for example, REST API, HCM Data Loader, and HCM Spreadsheet Data Loader). • If the autocomplete rule uses DOR_UX in the rule condition, the rule will be run for only application flows (for example, Document Records and plugin regions). In this case, the value of DOR_UX is Y.

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Function	Variable Type	HCM Params Name	Available in Actions	Description
Get string value from HCM Params	String	GOALS_ACTION	• Copy Goal • Move Goal • Extend Goal • Assign Goal • Add Shared Goal • Add Goal from Performance Overview	• Returns COPY_GOAL when a goal is copied. • Returns MOVE_GOAL when a goal is moved. • Returns EXTEND_ GOAL when a goal is extended. • Returns ASSIGN_ GOAL when a goal is assigned. • Returns ADD_ SHARED_GOALwhen a shared goal is added. • Returns PERF_ OVERIEW_ADD_GOAL when a goal is added from the performance overview.
Get string value from HCM Params	String	GOALS_ESS_FLOW	• Mass Assign Goals process • Goal Plan Assignment process • Manager Assigning Goals process	Returns Y when goal is modified in the ESS flow.
Get string value from HCM Params	String	GOALS_HDL_LOAD	Loading goals	Returns Y when goal is modified in HDL flow.
Get string value from HCM Params	String	CSA_RespOfferFlow	• Responsive Offer flows	Returns Y when responsive offer flows are used. Valid values are Y or Null.
Get string value from HCM Params	String	CSA_MobileFlow	• All responsive pages that have Salary section	Returns Y when Salary section is visited Valid values are Y or Null.
Get string value from HCM Params	String	POS_ActionReason	• Request a New Position • Request a Position Change • Position Details	Returns the related action reason of the position.
Get date value from HCM Params	Date	POS_ActionDate	• Request a New Position • Request a Position Change	Returns the related action date of the position.

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Function	Variable Type	HCM Params Name	Available in Actions	Description
			• Position Details	
Get string value from HCM Params	String	JobRequisitionCreationSour	• Create Job Requisition • View and Edit Job Requisition	Returns the source of requisition creation. Values are: • fromTemplate • fromPosition • fromJob • fromRequisition • fromBlank
Get string value from HCM Params	String	isRecruitingCandidate	• All employment flows • Job Offer	Returns Y if it's a recruiting candidate.
Get string value from HCM Params	String	EMP_AssignmentId	• When and Why	Returns the Assignment ID on the assignment.
Get string value from HCM Params	String	EMP_Groovy_ GradeStepName		Returns the grade step name for a specific assignment.
Get string value from HCM Params	String	EMP_Groovy_GradeStepId		Returns the grade step ID for a specific assignment.
Get string value from HCM Params	String	EMP_Groovy_ ActionTypeCode	• All employment flows • When and Why	Returns the related action type code of the action being used in the rule, such as EMPL_ADD_EMP for the Hire an Employee action. **Note**: Use this HcmParam if you're authoring a rule based on the action or action type in employment update flows such as Change Assignment, Promote, Transfer, and so on.
Get string value from HCM Params	String	EMP_Groovy_ ActionReasonCode	• All employment flows • When and Why	Returns the related action reason code of the action reason being used in the rule. Values are listed on the **Action Reasons** page on **My Client Groups** tab. **Note**: Use this HcmParam if you're authoring a rule based on the action or action type in employment update flows such as Change Assignment,

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Function	Variable Type	HCM Params Name	Available in Actions	Description
				Promote, Transfer, and so on.
Get string value from HCM Params	String	EMP_Groovy_ActionCode	• All employment flows • When and Why	Returns the related action code used in the rule. **Note**: Use this HcmParam if you're authoring a rule based on the action or action type in employment update flows such as Change Assignment, Promote, Transfer, and so on.
Get string value from HCM Params	String	EMP_Groovy_ LegislationCode	• All employment flows • When and Why • Hire an Employee • Add Contingent Worker • Add Pending Worker • Add Nonworker	Returns the legislation code of the legal employer on the assignment, such as IN for India legislation. Values are listed on **Configure Legislation for Human Resources** page in the **Setup and Maintenance** work area. Query to get legislation code - `select territory_code from fnd_territories_b order by territory_ code` **Note:** For hire flows, this hcm param returns the legislation code. For global transfer, this hcm param returns the source legislation code.
Get string value from HCM Params	String	EMP_FteValue	• Add Assignment • Add Contingent Worker • Add Nonworker • Add Pending Worker • Create Work Relationship • Hire an employee • Promote • Transfer • Update Assignment	Returns the FTE value as a string type.
Get string value from HCM Params	String	EMP_Groovy_LegalEntityId	• All employment flows	Returns the legal entity ID of the legal employer on

Function	Variable Type	HCM Params Name	Available in Actions	Description
			• When and Why	the assignment, such as 202 for Vision Corporation. Values are listed on the **Manage Legal Entity HCM Information** page in the **Setup and Maintenance** work area. **Note:** For global transfer, this hcm param returns the source legal entity ID.
Get string value from HCM Params	String	EMP_Groovy_PeriodType	• Cancel Work Relationship • Create Work Relationship • Manage Work Relationship	Returns the period type from the worker's work relationship. For example, E for employee. Values are: • C - Contingent Worker • E - Employee • N - Nonworker • O - Offer Assignment • P - Pending Worker
Get string value from HCM Params	String	EMP_Groovy_ NewLegislationCode	• All employment flows	Returns the legislation code of the new legal employer on the assignment, such as US for United States. Values are listed on **Configure Legislation for Human Resources** page in the **Setup and Maintenance** work area. Query to get legislation code - `select territory_code from fnd_territories_b order by territory_code` **Note:** For global transfer, this hcm param returns the target legislation code.
Get string value from HCM Params	String	EMP_Groovy_ NewLegalEntityId	• All employment flows • Hire an Employee • Add Contingent Worker	Returns the legal entity ID of the new legal employer on the assignment, such as 202 for Vision Corporation.

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Function	Variable Type	HCM Params Name	Available in Actions	Description
			• Add Pending Worker • Add Nonworker	Values are listed on the **Manage Legal Entity HCM Information** page in the **Setup and Maintenance** work area. **Note:** For hire flows, this hcm param returns the legal entity ID. For global transfer, this hcm param returns the target legal entity ID.
Get string value from HCM Params	String	EMP_Groovy_TerminationRegion	V3 Actions • Terminate Employment • Resign from Employment V2 Actions • Resignation • Termination	Indicates the current section in which you are operating for a flow. For the different sections, the HcmParam values are as follows: • When and Why - **SkipValidations** • Termination Info - **TerminationInfo** • Work Relationship Info - **TerminationDetails** • Assignment Info - **AsgTerminationDetails** • Additional Assignment Info - **AdditionalAsgTerminationDeta** • On Submit - **Submit** **Note**: The last 4 values are applicable only for V3 Terminations. In addition, the value for Termination Info in V2 is **TerminationDetails**
Get string value from HCM Params	String	LegislationCode	• Change Salary	Returns the legislation code of the legal employer on the assignment, such as IN for India legislation. Values are listed on the **Configure Legislation for Human Resources** page in the **Setup and Maintenance** work area. Query to get legislation code - `select territory_code from fnd_territories_b order by territory_ code`

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Function	Variable Type	HCM Params Name	Available in Actions	Description
Get string value from HCM Params	String	CmpRespLMgrSalary	• Compensation • Salary	Returns Y when My Team - Change Salary action is used. Valid values are Y or Null.
Get string value from HCM Params	String	CmpRespAdminSalary	• Compensation • Salary	Returns Y when My Client Groups - Change Salary action is used. Valid values are Y or Null.
Get string value from HCM Params	String	CmpRespAdminHistory	• Compensation • Salary	Returns Y when Salary History action is used. Valid values are Y or Null.
Get string value from HCM Params	String	PAY_ADD_ASSIGNMENT	Available only in payroll objects in these flows: • Add Assignment • Add Contingent Worker • Add Pending Worker • Create Work Relationship	Returns Y when a transaction created through the available actions stated, for example, Add Contingent Worker, and so on. Valid values are Y or Null.
Get string value from HCM Params	String	isHDLoad	• Loading Salary	Returns Y for loading a Salary object using HCM Data Loader or HCM Spreadsheet Data Loader. Valid values are Y, N, or Null.
Get string value from HCM Params	String	IsSalaryRestService	• Loading Salary	Returns Y for loads using the Salaries REST resource. Valid values are Y, N, or Null.
Get boolean value from HCM Params	Boolean	EMP_UX	• All employment flow	Returns true for a responsive UI for employment actions. Valid values are Y or N.
Get string value from HCM Params	String	isHDLWorker	• Loading Worker	Returns Y for an HCM Data Loader or HCM Spreadsheet Loader load for employment actions. Valid values are Y or N.

Function	Variable Type	HCM Params Name	Available in Actions	Description
Get date value from HCM Params	Date	ChangeDate	N/A	Returns the date for changes in person name, marital status, person address, visa and permits, and contact relationship in the person employee self-service mobile responsive UIs only.

Related Topics
- Action Type Codes - HCM Params

Review the Module Identifiers

Review the module identifiers for the HCM Param EMP_ModuleIdentifier.

Flow	Module Identifier
Add Assignment - Temporary Assignment	AddNewAssignment
Add Assignment - Permanent Assignment	AddNewAssignment
Add a Contingent worker	AddCWK
Add a Pending worker	AddPendingWorker
Add a Non Worker	AddNonWorker
Cancel Work Relationship	CreateWorkRelationship
Change Assignment	ChangeAssignment
Change Location	Change Location
Change Manager	Change Manager
Change Working Hours	Change Work Hours
Convert Pending Worker with proposed worker type as Contingent Worker	AddWK
Convert Pending Worker with proposed worker type as Employee	Hire an Employee
Correct Employment Details	CorrectEmploymentDetails
Create Work Relationship	CreateWorkRelationship
Edit Pending Worker	AddPendingWorker
Employment Start Dates	EmploymentStartDates
Global Transfer	LocalAndGlobalTransfer

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Flow	Module Identifier
Global Temporary Assignment	LocalAndGlobalTransfer
Hire an Employee	Hire an Employee
Promote	Promotions
Resign from Employment – Assignment Level	AssignmentResignation
Resign from Employment – Work Relationship level	AssignmentResignation
Resignation	Resignation
Terminate Employment – Assignment level	AssignmentTermination
Terminate Employment – Work Relationship level	AssignmentTermination
Termination	Terminations
Transfer	Transfers
Work Relationship	ManageWorkRelationship

Action Type Codes - HCM Params

You can use any of the following action type codes for the EMP_Groovy_ActionTypeCode HCM Params when defining a rule.

Action Type Codes

This table lists the action type codes for the EMP_Groovy_ActionTypeCode HCM Params function.

Action Type Code	Action Type Name
CHANGE_SALARY	Change Salary
CMP_CHANGE_SALARY	Salary Change
EMPL_ADD_ASG	Add Assignment
EMPL_ADD_CWK	Add Contingent Worker
EMPL_ADD_EMP	Hire an Employee
EMPL_ADD_NWK	Add Nonworker
EMPL_ADD_PWK	Add Pending Worker

Action Type Code	Action Type Name
EMPL_ADD_TERMS	Add Employment Terms
EMPL_CHANGE	Change Employment
EMPL_CHG_LOCATION	Change Location
EMPL_CHG_MANAGER	Change Manager
EMPL_CHG_WORK_HOURS	Change Working Hours
EMPL_CONTRACT_EXTN	Extend Employment Contract
EMPL_DEMOTION	Demote Employment
EMPL_END_ASG	End Assignment
EMPL_END_GLB_TEMP_ASG	End Global Temporary Assignment
EMPL_END_PROBATION	End Probation Period
EMPL_END_TEMP_ASG	End Temporary Assignment
EMPL_END_TERMS	End Employment Terms
EMPL_EXTEND_TEMP_ASG	Extend Temporary Assignment
EMPL_GLB_TEMP_ASG	Global Temporary Assignment
EMPL_GLB_TRANSFER	Global Transfer
EMPL_IRC_ACCEPT_JOB_OFFER	Accept Job Offer
EMPL_POS_SYNC	Position Synchronization
EMPL_PRIMARY_WR_CHANGE	Primary Work Relationship Change
EMPL_PROMOTION	Promote
EMPL_REHIRE	Rehire
EMPL_RENEW_CWK	Renew Placement

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Action Type Code	Action Type Name
EMPL_START_PROBATION	Start Probation Period
EMPL_SUSPEND_ASGN	Suspend Assignment
EMPL_SUSPEND_EMP_TERMS	Suspend Employment Terms
EMPL_TEMP_ASG	Temporary Assignment
EMPL_TERMINATE	Terminate
EMPL_TRANSFER	Transfer
EMPL_WR_CWK	Add Contingent Worker Work Relationship
EMPL_WR_EMP	Add Employee Work Relationship
EMPL_WR_NWK	Add Nonworker Work Relationship
ORA_EMPL_CANCEL_WR	Cancel Work Relationship
ORA_EMPL_CHG_HIRE_DATE	Change Hire Date
ORA_EMPL_DELETE_CHANGE	Delete this Change
ORA_EMPL_OFFER_CHANGE	Change Offer
ORA_EMPL_OFFER_CREATE	Create Offer
ORA_EMPL_REV_TERMINATION	Reverse Termination
ORA_EMPL_WR_PWK	Add Pending Worker Relationship
PER_JOB_CREATE	Create Job
PER_JOB_FAMILY_CREATE	Create Job Family
PER_JOB_FAMILY_DELETE	Delete Job Family
PER_JOB_FAMILY_UPDATE	Update Job Family
PER_JOB_UPDATE	Update Job

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Action Type Code	Action Type Name
PER_LOC_CREATE	Create Location
PER_LOC_UPDATE	Update Location
PER_ORG_CREATE	Create Organization
PER_ORG_UPDATE	Update Organization
PER_POS_CREATE	Create Position
PER_POS_DELETE	Delete Position
PER_POS_UPDATE	Update Position

Object Functions

You use an object function when you can't achieve the specified outcome using the existing capabilities of Autocomplete Rules.

While object functions provide many of the same capabilities that the tool provides, there are also some capabilities that the tool doesn't provide. This table lists cases where you can use object functions.

Rule	Usage
Defaulting Rule	Use an object function to convert the data type of the flexfield segment to the data type expected in the transaction business object. For example, let's say you can't select a default value using the list of values of a field in the business object. And you want to select the value from a predetermined flexfield segment of a setup entity (for example, job, business unit, organization). The conversion logic in the object function differs depending on the return type definition on the flexfield segment-number versus code or name. However, you can use this type of function to show a number as part of an error message, primarily for troubleshooting, since error messages only support variables of type string.
Defaulting or Validation Rule	Use an object function when you have many if then statements and want to reuse the mapping logic among the different rules for the same business object. Since autocomplete rule doesn't have Case or Switch statements, you need to do this inside an object function and return a Boolean to indicate there is a match or return the actual value of the matching combination.
Validation Rule	Use an object function to validate the value received in an ID field for which there is no LOV (for example, People Group on Work Assignment). You can create an Autocomplete rule that does this and review the code generated as an example of how to sample the ID value inside an object function. However, you need to write this function as sampling ID values isn't allowed inside autocomplete rules. Most IDs will have a LOV allowing you to select a specific one.

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Rule	Usage
Any Rule	Use an object function to do any calculation that isn't provided in autocomplete rules. For example, date difference in days.

Note: Don't use object functions to fetch related objects or assign value to business attributes. You need to return the necessary transformed value to assign back to autocomplete rules and execute the assignment inside autocomplete rules only.

Create and Initiate Object Functions

Use these steps to create an object function and use it in Autocomplete Rules.

Create Object Function

1. Enable a sandbox to go to the Configure Business Objects task:
   a. Click **Navigator > Configuration > Sandboxes**.
   b. Click **Create Sandbox**.
   c. Enter the **Name**.
   d. Select the **Active** box for Configure Business Objects.
   e. Click **Create and Enter**.
   f. Click **Navigator > Tools > Configure Business Objects** to configure business objects.
2. Scroll down to business object you want to work with (for example, Salary), click the **Actions** icon and select **Edit Business Logic**.
3. Click the down arrow to the right and select **Object Functions**.
4. Click **Add** in the main editor.
5. Enter a **Name**, and select a return type of the function. The return type determines when the object function is displayed in Autocomplete Rules. When you define a variable of a certain type, only object functions returning the same data type value are shown.
6. Expand the parameters section and click **Add** from the **Actions** menu. Enter a **name** and select the parameter type. The parameter type determines the type and number of variables you can pass from Autocomplete Rules to the object function as an input.
7. Enter the code in the main script editor section, and click **Validate**. You can view any code generated by Autocomplete Rules with similar logic as a reference for how the script will be built.
8. Click **Save and Close**.

Initiate Object Function in Autocomplete Rules

1. Navigate to **Autocomplete Rules**.
2. Select the same business object, for example, Position.
3. Select **Business Object Defaulting** as the **Rule Type**.
4. Define a variable with the same data type as that of the return type of the object function (see step 5 in earlier procedure).

5. Change the operand type of the argument on the right hand side by clicking on **xyz** icon, to **Function**. By default, the first available standard function is shown. Click the name of the function on which you're now. You can now see 3 options as opposed to 2 when there are no object functions. Select the third object function and pick the function you just created.

6. You can now provide the parameters you defined in the function using the same data type as in the object function and in the same sequence you defined them in the object function. These can be literal values, variables, or fields of appropriate data type.

Example of Groovy Code

This is an example of groovy code.

```
Case/Switch
switch (vWorkSchedule) {
case 'MY_SEA_PT_OPT_0_20_ALL':
return 'Option 1 selected'
break;

case 'MY_FT_OPT_28_40_ALL':
return 'Option 2 selected'
break;

default:
return 'Cannot Identify Input'
break;
}
return true;
```

FAQs for Standard and Global Functions

Can I access HCM Params across all business objects and rule types?

HCM Params is a function of responsive employment flows. You can use HCM Params in any business object that's called in the employment flows, for example, Change Salary, Change Working Hours, and so on.

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7 Autosubmit and Partial Page Refresh

Introduction to Autosubmit and Partial Page Refresh

You may want to trigger an autocomplete rule where the field value is instantly updated on the underlying business object.

▶ Watch video

Since Autocomplete Rules works on the data model layer, the tool can't detect a change of value in the field until the business object receives the value from the UI. But many fields in the responsive pages aren't instantly updated on the underlying business object for performance reasons. You need to configure the Autosubmit and Partial Page Refresh properties using Page Composer for efficient functioning of the Field Modification and Field Validation rule types.

How You Update Fields Using Autosubmit

Autosubmit is a UI property that drives the business object update based on a change of value in individual fields.

Let's look at how it works.

- For required fields and some others that drive critical business logic in the application (even without Autocomplete), the Autosubmit property is already set to True.
- For optional and other fields, this property is set to False, by default.

You can configure the Autosubmit property using the page composer. To do this, you must first enable a sandbox and add the page composer tool. Then do these steps:

1. Enter values in mandatory fields in a flow and initiate the Page Composer tool.
2. Navigate to the **Structure** tab.
3. You need to display the source code window. Hover at the end of the page until you can change the size of the sub-window. You can click or drag-up and release to expand the source window. You may also choose to show this window on the side using the **Dock** icon in your source window.
4. Hover over the field that's the trigger for the field-level autocomplete rule.
5. Click in the field when the label and the field (text or list of values) are highlighted with a color box. Both the label and the field must be highlighted.
6. Click **Edit** to edit the task flow component.
7. The source code corresponding to the field component you selected should already be highlighted.
8. You have 2 options at this point.

   Option 1

   - If the field component is a predefined application field then click on the **Settings** icon to display the component editor.
   - Select the **Autosubmit** property.
   - Click **Apply and Save**.

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Option 2

- ० If the field component is a deployed flexfield specifically for this object, scroll up the source window and locate the nearest higher-level component that enables you to manage UI properties for the entire flexfield segment. Click the **Settings** icon, to show the component editor for the entire flexfield segment. Note that you won't be able to edit the UI component properties for individual flexfields.
- ० Ensure that the **Autosubmit** property is set to True when you're in the component editor.
- ० Click **Apply and Save**.

The Autocomplete Field Validation Rule is set to trigger when the triggering event (value entered in a field) is in focus and the business object recognizes a value change in the UI corresponding to the field.

Related Topics
- Flexfield Modification Using Page Composer

How You Configure Partial Page Refresh

You need to configure the Partial Page Refresh property, a second UI property that needs to be set optionally. It applies only to Field Modification rule type when used for defaulting a value in the target field.

You don't need to set this property when using Field Modification rule type to show warnings. The Partial Page Refresh property is set to control the UI property of the target field and not the triggering field. If the target field doesn't show the value that you have configured in the Field Modification autocomplete rule, then you need to set this property. In some cases, this is already set, by default but for some others you need to manually configure it.

Here's how you set this property:

1. Find the component ID for the triggering field.

   a. From the browser, select Developer Tools and the web inspector. This step varies depending on your browser.
   b. A source window that changes its value as you hover over various fields in the UI, displays when you're in the mode of inspecting web elements.
   c. If the triggering field is an application defined field, hover over but don't click, the triggering field of your autocomplete rule and from the source window, note down the component ID for the triggering field. This will usually be all values immediately following a double colon, past the first colon (if applicable) until a semicolon.

2. If the target field component is an application defined field, then click the **Settings** icon to display the component editor.

   a. Enter the component ID of the triggering field in the **Partial Page Refresh** field. If there's already a value, enter it after a space following the previously entered value.
   b. Click **Apply and Save**.

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3. If the target field is a deployed flexfield, when still in the Structure menu of the Page Composer, first click the target field and then scroll up to find the nearest higher level component - panelFormLayout. Then click on it in the source window. You can now click the **Settings** icon to show the component editor.

   a. Enter the component ID of the triggering field In the Partial Page Refresh field. If there's already a value, enter it after a space following the previously entered value.
   b. Click **Apply and Save**. The entire UI panel will be refreshed when a value in the triggering field changes. Note that you can't change the Partial Page Refresh property on individual flexfields as you do with predefined application fields.

Related Topics
- Guidelines for Using Page Composer

How You Compare Old and New State of Fields

You can compare and contrast old or existing values in the database with new values. The new values are changes just entered by the user, which are still in transaction and not submitted yet.

You can use this comparison to specify conditions on validation and defaulting rules. For example, you can add a condition in a rule to not allow salary change over 50%, if a job changes from exempt to non-exempt (this data is obtained from a descriptive flexfield). These are the 3 methods to compare the old and new state of fields.

Method	Description
Field Level Validation Rule	This is a quick way to compare old and new values in a single field. You can only compare old and new values, but not any related attributes about the old or new values in the field. This can only be helpful for numeric fields to allow percent change type calculations.
Field or Object Level Validation Rule	You can use a Boolean variable isFieldModified and provide the name of any field on the current object to check if it has changed. The variable will only confirm if something has changed but can't list the exact changes. Also, depending on the type of action (new versus change), this may or may not be useful. For Change Salary, you can use this field to determine if the start and end date of the inserted record has changed. This will ensure your rule only triggers on the newly inserted record and not on the already existing rows. Existing rows are also updated as they may either be end-dated or get a new start date based on the period for which you're changing salary.

For example, for a new hire, you can check if the user has changed the application default values or entered something in an empty but optional field. However, in most date-effective changes such as Promote or Transfer, since a new date effective assignment record is created, the earlier existing values of various fields are copied to the new record. Technically, every field is modified. The Boolean variable will return true and can't determine if a genuine user initiated change has been made to the field or not. |
| Special access to existing Employment related objects | In the Work Assignment object, a special related object, row variable of variant 2 exists to fetch the existing state of assignment prior to the current action in progress. This is the most effective way to confirm changes, if any, and the exact values along with the necessary lookup information from the existing state. Similar access is extended to other employment related objects from the Worker Assignment and When and Why objects. This is so that you can sample your necessary criteria for a default or validation rule. |

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FAQs for Autosubmit and Partial Page Refresh

Do all business objects support old and new values?

Old and new values are dependent on the rule type. You can author rules using old and new values of a field only in a Business Object Field Validation rule type.

However, the field must be visible and the user can enter a value.

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8 Troubleshooting Autocomplete Rules

Autocomplete Errors

These are the common errors that you may encounter while implementing autocomplete rules.

| Issue	Resolution
Rule doesn't trigger	Test the event with a simple rule to confirm whether the issue is with the triggering event or with the logic contained therein. This will help identify whether the invalid starting point is the business object or the rule type, before getting into the actual rule logic.
Rule triggers multiple times	If the same error message is shown multiple times, you may be working with the Assignment object where you haven't added the IF WorkTermsAssignmentId NOT NULL condition. Alternatively, you may be working on an action where multiple records of the same object are saved, for example Convert Pending Worker or Change Salary. In the latter case, you need to add the necessary additional condition for your rule to apply to only the record you're interested in.
Rule triggers too early	If the rule triggers too early, you're using an object that's shared across multiple sections and hence gets saved (and validated) at the end of each section. For example, Person Legislative Info, or Termination Info sections in the respective flows. You can do one of these things: • Sample values of fields in the section that hasn't yet been encountered to condition your rule. • Use HCM Params to determine when to trigger the rule. Else, the nature of the given object is such that it doesn't support validation rule as it's expected to be validated even before a section is accessed (for example, Payroll Assignment or Payroll Terms).
Rule triggers too late	The nature of the given object is such that it simply doesn't support validation rule immediately on exit of a section, as it's expected to be validated only during Submit. Work Measure and Salary are examples of such objects. Most objects are validated on Submit.
Works for some actions but not others	There are a number of exceptions where a rule only supports certain actions or fields. Refer to the known exceptions and adaptations for all business objects. If your condition falls under the category of known exceptions, this may not be supported as yet. If your condition falls under the category of known adaptations, then follow the instructions listed therein to implement the fix.
Error in Expression...Line#	These are the possible causes: • You specified an incorrect expression in an autocomplete rule, for example, using an invalid argument for pattern matching. • You're fetching a value from a related object where the object itself is initialized as Null. The line number cited in the error message refers to the line number of the groovy code that's generated by Autocomplete Rules and not the rule line. These are the resolutions. • Java Null Pointer: Check for NOT NULL after initiating a related object row definition (of Variant 1 or 2). This helps in removing this error but may not necessarily provide you with the solution. You need to go to the Configure Business Objects task and edit your code to determine the reference to the line number where the error is in order to fix.

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Issue	Resolution
	• In some cases, you can manually fix this code in Groovy and test. But, if you edit the rule in autocomplete that has generated this code, it will remove any manual changes.
Error in Logic	There can also be an issue with the logic. You need to know the functional relationship between major objects and key attributes. You can build the rule incrementally, code elements, and gradually increase complexity by introducing variables to understand where you're going wrong.

# Checklist for Troubleshooting Autocomplete Errors

The autocomplete checklist includes a list of things that you should check to troubleshoot any issues in autocomplete rules. Before going to the checklist, here's a flowchart depicting the key aspects of autocomplete rules.

This checklist lists things you should check related to each key aspect identified in the flow chart.

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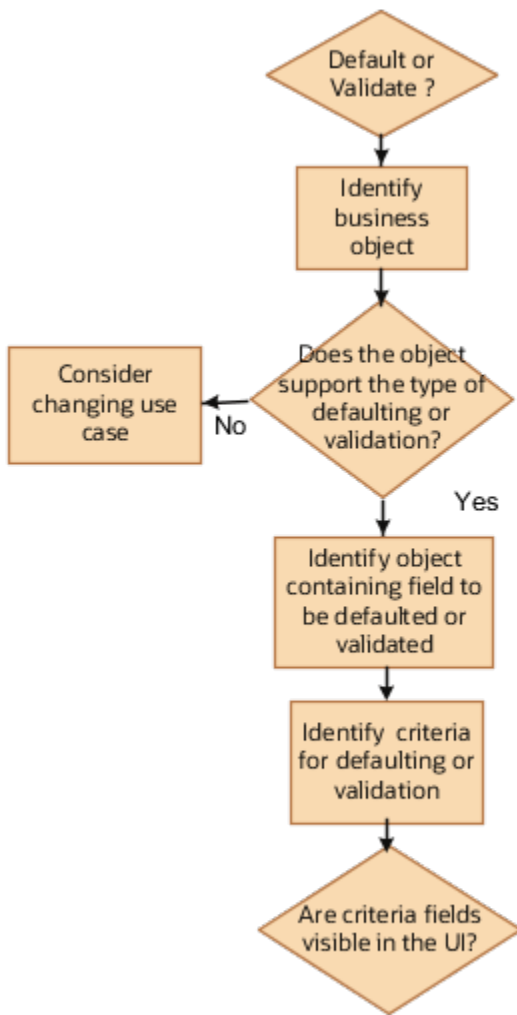
After you identify the criteria fields, you need to check if these fields are visible on the same business object.

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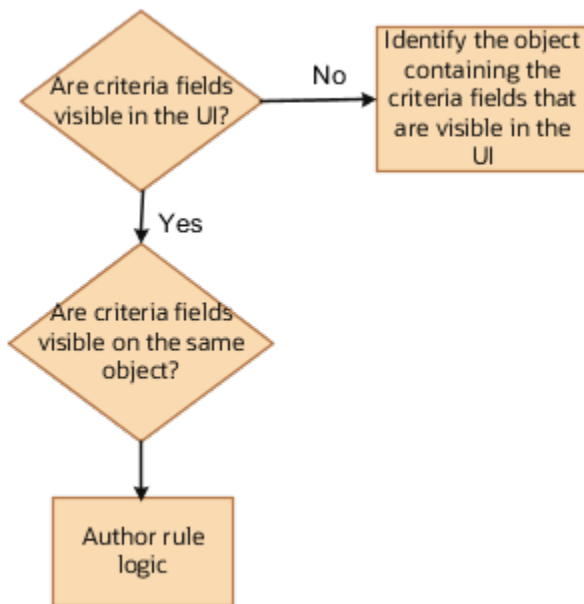
Object-based Rule

- Have you identified the entry section or the exit section where the rule should trigger?
- Have you checked section to object mapping and determined the business object to use?
- Does the object support the type of object rule you want, especially, default? If not, consider changing the use case to a validation?

Validation Rule

- Have you identified the right object to use as a starting point when there are multiple objects being saved on exit of a section?
- Have you specified the necessary condition to ensure rule is triggered only after a given section is crossed when the same object spans across multiple sections?

Field-level Rule

- Do you see this field in the UI? If not, confirm the section containing the field that drives the action? For example, Action Date instead of Assignment Effective Date or Salary Start Date.
- Have you checked section to object mapping and determined the business object to use?
- Does the object support the type of field level rule you want? If not, and if it's a Field Validation rule, consider changing the use case to Object Validation.
- Does the field to be validated (or the triggering field if it's Field Modification) have Auto Submit property selected in Page Composer
- Does the field to be defaulted (in the case of a Field Modification rule) have a Partial Page Refresh trigger with the Component ID of the triggering field.

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Criteria

- Have you identified the criteria for defaulting?

- Are the criteria fields visible and primary determinants of the desired user input? For example, Assignment Effective Date on Worker Assignment can't be modified and derives its value from the Action Date in the When and Why section.

- Are the criteria fields on the same object as identified earlier? If not, do you have access to these criteria fields? The criteria must be on an object that has already been initiated in the flow sequence.

- Are you using Assignment as criteria on another object? If so, do you have IF WorkTermsAssignmentId NOT NULL even before declaring any other row variables from Assignment or using a field on Assignment as criteria?

HCM Params

- Are you using the right name for the HCM Params?

- If using HCM Params, is the error displayed during HCM Data Loader loads? The only supported HCM Params for HCM Data Loader is isHDLworker. Other HCM Params such as Action and Action Type can't be fetched during HDL. You can sample values in fields of objects only.

Page Properties

- Does defaulting work and is the section hidden? You must not hide a section completely.

- Is the field in which you want to default a value hidden using the Transaction Design Studio? Transaction Design Studio sets both rendered and visible property of a field to True when done so inside the Transaction Design Studio. Optionally, you can hide a field in the UI but you can use it while building a rule.

After going through the above checklist, identify the type of error you're getting and follow the appropriate troubleshooting techniques.

How You Test Autocomplete Events

You can test these events for correctness before implementing autocomplete rules.

- **Object Default**: Use the Advanced Debugger tool to test the Object Defaulting event. This is the only way to test the event. You can also use this tool for any type of rule.

- **Object Validation**: Use a simple rule that unconditionally shows an error message to test whether an object validation rule triggers. You can run the application in the sandbox to test if this works.

- **Field Modification**: Use a simple rule that unconditionally shows a warning message to test whether a field modification rule triggers. You can run the application in the sandbox to test if this works. You also need to check if the Auto Submit property is enabled for the given field.

- **Field Validation**: Use a simple rule that unconditionally shows an error message to test whether a field validation rule triggers. You can run the application in the sandbox to test if this works. You also need to check if the Auto Submit property is enabled for the given field.

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Test Using Display Variables

After testing the event, you can add an error message that shows the values of various variables in an error unconditionally. This enables you to test if autocomplete rules fetch the correct values of all variables required as criteria for defaulting or validation. You must do this before writing complex IF logic, to use variables to determine precisely when you want the rule to trigger. It's a good practice to always build your rule incrementally.

Assignment as Criteria

You need to check for IF WorkTermsAssignmentId NOT NULL condition when you're using the Assignment business object as criteria within another object such as Salary or Payroll. You must do this before declaring another subsequent row variable to fetch related attributes of Assignment such as Job Level.

Debug Autocomplete Rules

You can use the Oracle Script Debugger tool to debug any issues that you encounter while implementing your rules. Let's look at the steps to configure and use the tool.

1. Enable a sandbox to go to the Configure Business Objects task

   a. Click **Navigator > Configuration > Sandboxes**.
   b. Click **Create Sandbox**.
   c. Enter the **Name**.
   d. Select the **Active** box for **Configure Business Objects**.
   e. Click **Create and Enter**.
   f. Click **Navigator > Configuration > Business Objects** to configure business objects.
2. Scroll down to your business object and navigate to the right. Click the **Actions** icon and select **Edit Business Logic**.
3. Select the rule and edit it. Enter `println("add anything about the rule");` at the appropriate line. Note that you need to enter this as the first line in case of Business Object Defaulting.
4. Validate the script.
5. Click **Save and Close**.
6. Click **Tools > Configure Business Objects** from the sandbox menu.
7. Click the **Display Debug User Interface** icon in the menu bar under **Objects**.
8. Select the object, which you want to debug from the debug console.
9. Navigate to the **Log** window.
10. Click **Clear** to remove previous logs.
11. Click **Start Debugging** (play icon).
12. Create and enter a sandbox with your rule activated and ready to run in another window. Run the application flow. When the rule is executed, change back to the debugger tab of your browser to view the results.

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