Oracle Fusion Cloud Human Resources

How do I use extensible fields for additional attributes?

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1 Use Extensible Fields for Additional Attributes

Use the configurable extensible fields to include additional attributes as needed.

You can configure fast formulas to determine the values for these attributes and map the formulas to the extensible fields.

A lookup type named **ORA_HRY_WFN_EXTND_FORMULA_MAP** has been delivered, allowing customers to add their own custom rule formulas in the meaning of the lookup codes created.

Lookup code **ORA_HRY_WFN_ENABLE_EXTD_VALUES** has been delivered in this lookup type to switch the extraction of extensible fields on or off.

This lookup code has a default meaning **N** which means the feature isn't enabled. To enable this feature and add custom logic, the customer must change the meaning of the lookup code, ORA_HRY_WFN_ENABLE_EXTD_VALUES to **Y**.

To use configurable extensible fields:

1. Create a rule formula of type **Extra Input** for each extensible attribute you want to extract.
2. Map the rule formula to the extensible attributes using the delivered lookup type **ORA_HRY_WFN_EXTND_FORMULA_MAP**.

Create Fast Formula for Rate 1 Amount

This attribute **Rate 1 Amount** retrieves the value defined in the salary basis and converts it based on the payroll frequency specified for an employee using a pre defined Fast Formula.

Whenever an employee's salary changes, the **Rate 1 Amount** is extracted and passed through this attribute. Since it's a date-effective transaction, a transactional record is created in the extraction file with the effective start date as the **Change Effective On (CEO)** date.

You can customize the conversion rate by modifying the Fast Formula.

To create the fast formula for Rate 1 follow these steps:

1. Create a fast formula with the name Rate_1 (example). Click the **Fast Formulas** quick action under the **My Client Groups** tab to create a fast formula of type **Extra** Input. The formula should return the logically determined salary amount value and description through a variable called l_computed_val. The variable returning the computed value should have the name l_computed_val. Ensure that the fast formula start date is sufficiently backdated, something like 1-Jan-1900.
2. Compile the formula successfully.

   Sample Formula:
   ```
   DEFAULT FOR PER_ASG_ASSIGNMENT_NAME IS ' '

   DEFAULT FOR CMP_ASSIGNMENT_SALARY_ANNUAL_AMOUNT IS 0 l_rate1
    =ROUND(CMP_ASSIGNMENT_SALARY_ANNUAL_AMOUNT,0)/10000
   l_computed_val = TO_CHAR(l_rate3) return l_computed_val
   ```

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Map the Rule Formula to the Lookup Type

1. In Setup and Maintenance, search for and select the **Manage Common Lookups** task.
2. On the Manage Common Lookups page, in the **Lookup Type** field, enter **ORA_HRY_WFN_EXTND_VALUES** and click **Search**.
3. In the ORA_HRY_EXTND_DATA_FORMULA_MAP > Lookup Codes section, for the **ORA_HRY_ENABLE_EXTND_VALUES** lookup code, enter **Y** in the **Meaning** field to enable this feature.
4. In the ORA_HRY_EXTND_VALUES Lookup Codes section, add these lookup codes:

Lookup Code	Start Date	End Date	Meaning
Salary	01-Jan-0001	31-Jan-4312	New Created Formula

5. Click **Save and Close**.
6. Recompile the formula.

Create Fast Formula for Rate 3 Amount

This attribute **Rate 3 Amount** is a user defined attribute defined by a fast formula for a user-calculated field.

To create the fast formula for Rate 3 Amount follow these steps:

1. Click the **Fast Formulas** quick action under the **My Client Groups** tab to create a fast formula of type **Extra** Input. The formula should return the logically determined salary amount value and description through a variable called l_computed_val. The variable returning the computed value should have the name l_computed_val. Ensure that the fast formula start date is sufficiently backdated, something like 1-Jan-1900.
2. Compile the formula successfully.

   Sample Formula:
   ```
   DEFAULT FOR PER_ASG_ASSIGNMENT_NAME IS ' '

   DEFAULT FOR CMP_ASSIGNMENT_SALARY_ANNUAL_AMOUNT IS 0 l_rate3
    =ROUND(CMP_ASSIGNMENT_SALARY_ANNUAL_AMOUNT,0)/10000
   l_computed_val = TO_CHAR(l_rate3) return l_computed_val
   ```

Map the Rule Formula to the Lookup Type

1. In Setup and Maintenance, search for and select the **Manage Common Lookups** task.
2. On the Manage Common Lookups page, in the **Lookup Type** field, enter **ORA_HRY_EXTND_DATA_FORMULA_MAP** and click **Search**.
3. In the ORA_HRY_EXTND_DATA_FORMULA_MAP > Lookup Codes section, for the **ORA_HRY_ENABLE_EXTND_VALUES** lookup code, enter **Y** in the **Meaning** field to enable this feature.
4. In the ORA_HRY_EXTND_DATA_FORMULA_MAP: Lookup Codes section, add these lookup codes:

Lookup Code	Meaning
ASG_EXTENDED_FIELD_RATE3	Valid rule formula name to populate the value for the attribute Extensible Field 1. Eg: Value For Extensible Field1

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5. Click **Save and Close**.

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