

Oracle Fusion Cloud Human Resources

How do I configure a fast formula to calculate seniority based on absence?



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How do I configure a fast formula to calculate seniority based on absence?

1 How do I configure a fast formula to calculate seniority based on absence?

Introduction

A seniority date is the date on which the calculation of a worker's length of service with the enterprise is based. A worker's status, rank, or entitlement to benefits may depend on his or her seniority.

The seniority date can be based on the worker's time in a particular entity, such as a legal employer or job.

Fast formulas are generic expressions of calculations or comparisons that you want to repeat with different input variables. You can use fast formula to calculate the seniority dates of a worker based on leaves.

This playbook provides you steps to configure and apply the seniority fast formula when you have leave of absence.

Let's look at two scenarios to configure fast formulas to reduce the seniority based on leave of absence.

1. Reduce seniority by total absences
2. Reduce seniority based on long leave of absence

Before You Begin

These prerequisites though not included as a part of the configuration are essential for absence-based seniority calculation.

This playbook assumes that the absence type is created for these scenarios and these two employee's records are already there in the application – Jane Reifer and Bob Price and absence is added for them as given here.

Scenario 1 - Jane

Attribute	Value
Absence Type	<Name of the absence type you created>
Start Date	11-Dec-2024
End Date	22-Dec-2024

Scenario 2 - Bob

Attribute	Value
Absence Type	<Name of the absence type you created>
Start Date	15-Nov-2024

Attribute	Value
End Date	25-Dec-2024

Scenario 1 - Reduce Seniority by Total Absences

Jane Reifer has submitted 12 days of sickness leave of absence on 27th Dec, 2024. As an HR Specialist, you need to reduce her seniority by the additional number of leaves after the threshold of 10 days.

Note that all absences will be added to calculate the total absence value. If the total absence value crosses the threshold value, the seniority is reduced. If Jane logs in lesser number of leaves of absence, the seniority won't be reduced.

Define Fast Formula

You need to define a fast formula to calculate the seniority based on absence.

- On the **Home** page, click **My Client Groups > Show More > Fast Formulas**.
- In the Search Results area, click the **Create** icon.
- In the Create Fast Formula dialog box, enter the following details.

Field	Value
Formula name	Service Date Deduction for Absence
Type	Employment Seniority Date Adjustment
Description	Reduce seniority based on leave of absence
Legislative Data Group	GBI United States LDG
Effective start date	1/1/20

- Click **Continue**.
- Enter the following fast formula logic in the **Formula Text** box.

```
default for SENIORITY_ADJUST_COMMENT is 'no adjustment'
default for SENIORITY_ADJUST_IN_DAYS is 0
default for SENIORITY_ADJUST_IN_HOURS is 0
default for CUMULATIVE_FLAG is 'N'
default for SENIORITY_BASIS is 'ORA_PER_SNDT_DAYS'
default for PREVIOUS_SENIORITY_EXIT_DATE is '1900/01/01 00:00:00' (DATE)
default for BASE_SENIORITY_DATE is '1900/01/01 00:00:00' (DATE)
```

```
INPUTS ARE
EFFECTIVE_START_DATE (DATE),
EFFECTIVE_END_DATE (DATE),
SENIORITY_DATE_CODE (TEXT),
SENIORITY_BASIS (TEXT),
CUMULATIVE_FLAG (TEXT),
BASE_SENIORITY_DATE (DATE),
PREVIOUS_SENIORITY_EXIT_DATE (DATE),
SENIORITY_TRIGGERING_FIELD_CODE (TEXT),
ACTION_CODE (TEXT),
```


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```

CHANGED_VALUE_NEW (TEXT),
CHANGED_VALUE_OLD (TEXT),
TOTAL_SENIORITY_HOURS (NUMBER),
PREVIOUS_TOTAL_SENIORITY_HOURS (NUMBER),
SENIORITY_DATE (DATE),
LEGAL_EMPLOYER_ID (NUMBER),
LEGAL_EMPLOYER_NAME (TEXT),
ENTERPRISE_ID (NUMBER),
ENTERPRISE_NAME (TEXT),
BARGAINING_UNIT_CODE (TEXT),
BARGAINING_UNIT_NAME (TEXT),
GRADE_ID (NUMBER),
GRADE_NAME (TEXT),
GRADE_STEP_ID (NUMBER),
GRADE_STEP_NAME (TEXT),
JOB_ID (NUMBER),
JOB_NAME (TEXT),
POSITION_ID (NUMBER),
POSITION_NAME (TEXT),
UNION_ID (NUMBER),
UNION_NAME (TEXT),
LOCATION_ID (NUMBER),
LOCATION_NAME (TEXT),
DEPARTMENT_ID (NUMBER),
DEPARTMENT_NAME (TEXT),
COLLECTIVE_AGREEMENT_ID (NUMBER),
COLLECTIVE_AGREEMENT_NAME (TEXT)

/*CALL_FORMULA
('SENIORITY_SUB_TEST',
'Test by 1024' > 'COMMENT'
,SENIORITY_ADJUST_COMMENT < 'RETURN_COMMENT' DEFAULT 'Test by 1024 default'
)*/
SENIORITY_ADJUST_IN_HOURS = 0
EFF_DATE = EFFECTIVE_START_DATE

v_Total_Leaves= 0
v_PersonId=GET_CONTEXT(PERSON_ID, 9999)
v_Absence_Type_Name='<Name of the absence type you created>'
v_start_date = to_date('1/1/2024','DD/MM/YYYY')
v_end_date = to_date('31/12/2024','DD/MM/YYYY')
v_Seniority_Reduction=0
v_Comments='Nothing'

v_Total_Leaves=GET_ABSENCE_DAYS_PER_TYPE(v_Absence_Type_Name,v_start_date,v_end_date)

IF v_Total_Leaves >10 THEN
(
v_Seniority_Reduction = 10 - v_Total_Leaves
)
ELSE
(
v_Seniority_Reduction=0
)

v_Comments= 'Reducing Seniority by '||to_char(v_Seniority_Reduction)||' Days as Total Leaves='||
to_char(v_Total_Leaves)||' Days'

SENIORITY_ADJUST_IN_DAYS = v_Seniority_Reduction
SENIORITY_ADJUST_COMMENT =v_Comments

return EFF_DATE, SENIORITY_ADJUST_COMMENT, SENIORITY_ADJUST_IN_DAYS, SENIORITY_ADJUST_IN_HOURS

```

6. Click **Submit**, and then click **Compile** to check whether the fast formula is valid.
7. Click **Refresh** at intervals until the **Compile Status** shows a tick mark

Configure Seniority Rule

In this step, let's configure a seniority rule which uses the fast formula for Jane's seniority calculation.

1. Go to **Setup and Maintenance** work area.
2. Click the tasks panel tab and click **Search**.
3. Search for and click the **Configure Seniority Rules** task.
4. In the Seniority Date Rule List section, click the **Create** icon.
5. Enter the following details.

Field	Value
Active	Yes
Seniority Rule Name	Auto Legal Employer – WR Level Cumulative No Override Days
Attribute	Legal Employer
Level	Work Relationship
Adjustment Formula	Service Date Deduction for Absence
Cumulative	Yes
Allow Edit	Yes
Display in Guided Flows	Yes
Override Seniority Basis	Days

6. Click **Save**.

Scenario 2 - Reduce Seniority Based on Long Leave of Absence

Bob Price's current seniority is 1 year 10 days. He submits sickness leave of absence for 40 days. As an HR Specialist you need to reduce his seniority by the number of days exceeding the threshold value of 30 days.

If he submits more than one long absence, each long leave of absence will reduce the seniority if the absence crosses the threshold. If he submits absence of duration below 30 days, then his seniority won't be reduced.

Define Fast Formula

You need to define a fast formula to calculate the seniority based on absence.

1. On the **Home** page, click **My Client Groups > Show More > Fast Formulas**.

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2. In the Search Results area, click the **Create** icon.
3. In the Create Fast Formula dialog box, enter the following details.

Field	Value
Formula name	Service Date Deduction for Long Vacation
Type	Employment Seniority Date Adjustment
Description	Reduce seniority based on long leave of absence
Legislative Data Group	GBI United States LDG
Effective start date	1/1/20

4. Click **Continue**.
5. Enter the following fast formula logic in the **Formula Text** box.

```

Employment Seniority Adjustment
default for SENIORITY_ADJUST_COMMENT is 'no adjustment'
default for SENIORITY_ADJUST_IN_DAYS is 0
default for SENIORITY_ADJUST_IN_HOURS is 0
default for CUMULATIVE_FLAG is 'N'
default for SENIORITY_BASIS is 'ORA_PER_SNDT_DAYS'
default for PREVIOUS_SENIORITY_EXIT_DATE is '1900/01/01 00:00:00' (DATE)
default for BASE_SENIORITY_DATE is '1900/01/01 00:00:00' (DATE)
default for PER_REL_ORIGINAL_DATE_OF_HIRE is '4712/12/31 00:00:00' (DATE)
default for PER_SNDT_F_TOTAL_ADJUSTMENT_DAYS is 0
default for PER_PERSON_ENTERPRISE_HIRE_DATE is '2000/01/01 00:00:00' (DATE)

```

```

INPUTS ARE
EFFECTIVE_START_DATE (DATE),
EFFECTIVE_END_DATE (DATE),
SENIORITY_DATE_CODE (TEXT),
SENIORITY_BASIS (TEXT),
CUMULATIVE_FLAG (TEXT),
BASE_SENIORITY_DATE (DATE),
PREVIOUS_SENIORITY_EXIT_DATE (DATE),
SENIORITY_TRIGGERING_FIELD_CODE (TEXT),
ACTION_CODE (TEXT),
CHANGED_VALUE_NEW (TEXT),
CHANGED_VALUE_OLD (TEXT),
TOTAL_SENIORITY_HOURS (NUMBER),
PREVIOUS_TOTAL_SENIORITY_HOURS (NUMBER),
SENIORITY_DATE (DATE),
LEGAL_EMPLOYER_ID (NUMBER),
LEGAL_EMPLOYER_NAME (TEXT),
ENTERPRISE_ID (NUMBER),
ENTERPRISE_NAME (TEXT),
BARGAINING_UNIT_CODE (TEXT),
BARGAINING_UNIT_NAME (TEXT),
GRADE_ID (NUMBER),
GRADE_NAME (TEXT),
GRADE_STEP_ID (NUMBER),
GRADE_STEP_NAME (TEXT),
JOB_ID (NUMBER),
JOB_NAME (TEXT),
POSITION_ID (NUMBER),
POSITION_NAME (TEXT),
UNION_ID (NUMBER),
UNION_NAME (TEXT),
LOCATION_ID (NUMBER),

```

```

LOCATION_NAME (TEXT) ,
DEPARTMENT_ID (NUMBER) ,
DEPARTMENT_NAME (TEXT) ,
COLLECTIVE_AGREEMENT_ID (NUMBER) ,
COLLECTIVE_AGREEMENT_NAME (TEXT)

NEED_CONTEXT (PERSON_ID)

v_Seniority_Reduction=0
v_Total_Long_Leaves=0
v_Leave_Details='- '
v_Hire_Date=PER PERSON_ENTERPRISE_HIRE_DATE
v_Current_Start_date = EFFECTIVE_START_DATE

IF v_Hire_Date != v_Current_Start_date THEN
(
EFF_DATE=v_Hire_Date
SENIORITY_ADJUST_COMMENT='- '
SENIORITY_ADJUST_IN_DAYS=0
SENIORITY_ADJUST_IN_HOURS =0
return EFF_DATE, SENIORITY_ADJUST_COMMENT, SENIORITY_ADJUST_IN_DAYS, SENIORITY_ADJUST_IN_HOURS
)

v_Seniority_Reduction=0
v_Comments='Nothing'

v_Seniority_Reduction=0
v_Total_Long_Leaves=0
v_Leave_Details='- '

SET_INPUT('IV_START_DATE', v_2000_JAN1 )
SET_INPUT('IV_END_DATE', v_2020_DEC31 )

execute('CALCULATE_ABSENCE_II')
v_Seniority_Reduction = get_output('DURATION',0)
v_Total_Long_Leaves = get_output('TOTAL_LONG_LEAVES',0)
v_Leave_Details= get_output('LEAVE_DETAILS','?')
v_Seniority_Reduction =0-v_Seniority_Reduction

SENIORITY_ADJUST_IN_HOURS = 0
EFF_DATE = EFFECTIVE_START_DATE

v_Comments= 'Reducing Seniority by '||to_char(v_Seniority_Reduction)||' Days as Total Long Leaves='||
to_char(v_Total_Long_Leaves )||' -Details '||v_Leave_Details

SENIORITY_ADJUST_IN_DAYS = v_Seniority_Reduction
SENIORITY_ADJUST_COMMENT =v_Comments

return EFF_DATE, SENIORITY_ADJUST_COMMENT, SENIORITY_ADJUST_IN_DAYS, SENIORITY_ADJUST_IN_HOURS

```

6. Click **Submit**, and then click **Compile** to check whether the fast formula is valid.
7. Click **Refresh** periodically until the **Compile Status** shows a tick mark
8. Click **Done**.

Configure Seniority Rule

In this step, let's configure a seniority rule which uses the fast formula for Jane's seniority calculation.

1. Go to **Setup and Maintenance** work area.

2. Click the tasks panel and click **Search**.
3. Search for and click the **Configure Seniority Rules** task
4. In the Seniority Date Rule List section, click the **Create** icon.
5. Enter the following details.

Field	Value
Active	Yes
Seniority Rule Name	Auto Legal Employer – WR Level Cumulative No Override Hours
Attribute	Legal Employer
Level	Work Relationship
Adjustment Formula	Service Date Deduction for Long Vacation
Cumulative	Yes
Allow Edit	Yes
Display in Guided Flows	Yes
Override Seniority Basis	Hours

6. Click **Save**.

Test Configuration

Test if you have configured the fast formula correctly.

1. On the **Home** page, click **My Client Groups > Show More > Seniority Dates**.
 2. Search for and click **Jane Reifer**.
 3. If seniority isn't calculated for her, click **Recalculate seniority**. An Enterprise Scheduler Service (ESS) process is initiated.
 4. You can see Jane's seniority date and length of service is reduced by 2 days.
- Similarly for Bob Price the seniority date and length of service is reduced by 10 days.

