Oracle Fusion Cloud Human Resources

How do I configure business rules for Redwood workforce structures pages?

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Get Help

Get Help

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

Get Help in the Applications

Some application pages have help icons to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

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Get Help

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Chapter 1
Overview

1 Overview

Introduction

You can extend the Redwood workforce structures processes and pages by configuring fields and regions, changing the page properties using business rules, and creating field-level validations and custom messages to meet your business requirements.

Business rules enable you to control the display of regions and fields on Redwood pages. You can configure business rules in Oracle Visual Builder Studio (VB Studio) Express mode to personalize Redwood pages including defaulting and validating field values.

You can either use the rules to leverage delivered best practices or create your own rules based on objects listed subsequently.

Before You Begin

You need to set up Oracle Visual Builder Studio (VB Studio) to extend Oracle Cloud applications before you can start working with VB Studio.

For more information, see *Set Up VB Studio to Extend Oracle Cloud Applications*.

Access Requirement

You must be granted the Human Capital Management Application Administrator role to work in a sandbox.

For more information, see these resources:

- *Securing HCM* guide
- *Which are the business objects and privileges securing them for defaulting and validation rules?*

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Chapter 1
Overview

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Chapter 2
Supported Objects and Attributes

2 Supported Objects and Attributes

Position Objects

You can configure business rules based on the position objects shown in this table.

Position Object	Child Objects
businessProcessApprovalAttachmentsComr	• attachments • approvalComments
hcmDateEffectiveObjectHistory	Not applicable
positionIncumbents	Not applicable
positionsV2	• allIncumbents • attachments • bannerOverrideMessages • collectiveAgreement • department • evaluationCriteria • fundingPositions • gradeLadder • incumbents • job • location • parentPosition • positionsDFF • positionsEFFContainer • validGrades
positionsV2-attachments	Not applicable
positionsV2-validGrades	Not applicable
RequisitionDetails	• collaborators • languages • secondaryLocations • secondaryWorkLocations
POS_LEG – Position Legislative Data	Legislative Information
POS_EIT – Position Extra Information	Not applicable

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Position Object	Child Objects
JOB_EIT – Job Extra Information	Extra Information
HCM_LOC - HcmLocationsCategory	Extra Information
ENTERPRISE - Enterprise	Enterprise Details

Job Objects

You can configure business rules based on the job objects shown in this table.

Job Object	Child Objects
businessProcessApprovalAttachmentsComp	• attachments • approvalComments
hcmDateEffectiveObjectHistory	Not applicable
jobsV2	• attachments • bannerOverrideMessages • evaluationCriteria • jobsDFF • jobsEFFContainer • validGrades
jobsV2-attachments	Not applicable
jobsV2-validGrades	Not applicable
JOB_EIT – Job Extra Information	Extra Information
JOB_LEG – Job Legislation Data	Legislative Information

Department Objects

You can configure business rules based on the department objects shown in this table.

Job Object	Child Objects
businessProcessApprovalAttachmentsComp	• attachments • approvalComments
hcmDateEffectiveObjectHistory	Not applicable

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Job Object	Child Objects
departments	• attachments • bannerOverrideMessages • departmentsDFF • location
departments-attachments	Not applicable
DEPARTMENT – Department	Department Details

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Supported Objects and Attributes

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Chapter 3
Implementation Considerations

3 Implementation Considerations

Implementation Considerations for Workforce Structures

This topic lists the implementation considerations for Workforce Structures processes and pages.

Departments

You can typically use field value defaulting and validation in these cases.

- Default Location in department based on a specific set.

- Default Internal Address Line based on descriptive flexfield values.

- Default Department Title from Department Name and Set.

- Validate that Department Set and Location should match.

- Enforce valid combinations of Department Name and department descriptive flexfield segments.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Departments page.

Flow	In the Conditions	To Default Field Values	To Validate Field Values	Implementation Guidelines
• Create Departments • Duplicate Departments • Update Departments • Correct Departments	• ActiveStatus • Departments Descriptive Flexfields • InternalAddressLine • LocationId • Name • SetCode • Title	• ActionReasonId • Active Status • Effective Start Date • Effective End Date • Departments Descriptive Flexfields • InternalAddressLine • LocationId • Name • Title	• Departments Descriptive Flexfields • InternalAddressLine • LocationId • Name • Title	These aren't currently supported: • Defaulting in edit and duplicate flows • Attachments • Initial field values • Defaulting and validation for extensible flexfields

Jobs

You can typically use field value defaulting and validation in these cases.

- Default Full time or Part time field with value as Part time

- Default job level based on selected management level

- Validate job name doesn't contain special characters

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- Validate job code contains six characters of which the first 3 are alphabets and the last 3 are numbers, without any special characters.

This table lists the supported attributes, exceptions, and the implementation recommendations for Jobs.

It applies to the Jobs pages under My Client Groups tab.

Flow	In the Conditions	To Default Field Values	To Validate Field Values	Implementation Guidelines
- Create Jobs - Duplicate Jobs - Update Jobs - Correct Jobs	User Roles	- ActionReasonId - Active Status - AnnualWorkingDuration - BenchmarkJobFlag - BenchmarkJobId - BenchmarkJobName - Effective Start Date - Full time or Part time - Job Code - Job Family Id - JobFunctionCode - JobName - JobSubFamily - JobSubFamilyMeaning - Level - Manager level - MedicalCheckupRequir - ProgressionJobId - Regular or Temporary - Requisition Template Id - Scheduling Group - SetId - Jobs descriptive flexfield - Standard Annual Working Duration - Standard Working Frequency - Standard Working Hours	- Job Family Id - Job Name - Job Code - Job Function Code - Level - Jobs descriptive flexfield	

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Positions

You can typically use field value defaulting and validation in these cases.

- Default assignment category.

- Default location based on position descriptive flexfield (DFF).

- Validate that position name includes job name and department name.

- Validate standard working hours is not equal to 375 or 40.

This table lists the supported attributes, exceptions, and the implementation recommendations for the Positions pages.

It applies to the Positions pages under My Client Groups tab.

Flow	In the Conditions	To Default Field Values	To Validate Field Values	Implementation Guidelines

• Request a New Position
• Request a Position Change
• Positions
  o Create Positions
  o Duplicate Positions
  o Update Positions
  o Correct Positions
	• User Roles	• ActionReasonId
		• AnnualWorkingDuratio
		• AnnualWorkingDuratio
		• AssignmentCategory
		• BargainingUnitCode
		• BudgetAmount
		• BugdetAmountCurrenc
		• Budget Currency Code
		• BudgetedPositionFlag
		• Business Unit ID
		• CalculateFTEFlag
		• CollectiveAgreementId
		• CostCenter
		• DelegatePositionId
		• Department ID
		• EffectiveStartDate
		• EndDate
		• FTE
		• FullPartTime
		• FundedByExistingPosit
		• Headcount
		• HiringStatus
		• JobCode
		• Job ID
		• LocationCode
		• Location ID
		• ManagerId
			• ActionReasonId
			• PositionName
			• PositionCode
			• JobName
			• DepartmentName
			• LocationName
			• PositionsDFF
			• RequisitionTemplateId
			• AssignmentCategory
			• FullPartTime
			• RegularTemporary
			• Status
			• BusinessUnitId
			• StandardWorkingHours
			• Type
			• WorkingHours
			• EffectiveStartDate
			• BargainingUnitId
			• CollectiveAgreementId
			• UnionId
			• HiringStatus
			• ParentPositionCustomF
			• FTE
			• Cost Center ID
			• Headcount
			• StartTime
			• OverlapAllowedFlag
				Any rule that refers to incumbent assignment data or collective agreement data is currently not supported.

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Implementation Considerations

Flow	In the Conditions	To Default Field Values	To Validate Field Values	Implementation Guidelines
		• OverlapAllowedFlag		
		• ParentPositionCodeCus		
		• ParentPositionCustomF		
		• PositionCode		
		• Position DFF		
		• PositionName		
		• PositionType		
		• ProbationPeriod		
		• ProbationPeriodUnitCo		
		• Regular or Temporary		
		• Requisition Template ID		
		• Seasonal End Date		
		• Seasonal Flag		
		• Security Clearance		
		• StandardAnnualWorkin		
		• StandardWorkingFrequ		
		• StandardWorkingHours		
		• Start Time		
		• Status		
		• Union ID		
		• Working Hours		
		• Working Hours Frequency		

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Chapter 4
Examples of Business Rule Configuration

4 Examples of Business Rule Configuration

Configure Business Rules for Jobs

You can create default and validation rules in these Jobs pages:

- Create Jobs
- Duplicate Jobs
- Update Jobs
- Correct Jobs

Here are the default and validation rules you can create in these pages:

- Default a value for an attribute
- Job Name validation
- Job Code validation

Examples

Example 1: Default Full time or Part time field with value as Part time

To default the Full time or Part time field with the value as Part time:

1. Navigate to the Redwood job page.
2. Select the **Edit Page in Visual Builder Studio** task in the Settings and Actions menu.
3. Select your project or create a new one. Ensure that you are in **Express** mode.
4. Click the **Configure Fields and Regions** button in Business Rules.
5. Under Extension Rules, click the **+** icon to create a business rule.
6. In the **Create Business Rule** window, enter the rule details and click **Create**.
7. In the **Regions and Fields** section, navigate to the **Basic details** region.
8. Select the **FullPartTime** field and enter **Part time** in the **Value** column.
9. Preview and publish your changes.

Example 2: Prevent special characters in job name

Advanced Expression

```
/* eslint-disable dot-notation */
define([], () => {
'use strict';


/**
*
* @param {object} context
* @return {boolean}
*/
function runCondition(context) {
const { $objectContext, $fields, $modules, $user, $value } = context;
let regex = /^[A-Za-z0-9\s\_]+$/;

if ($fields['jobsV2']['JobName'].$value() && !regex.test($fields['jobsV2']['JobName'].$value())) {
return true;
```

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```
    }

    return false;
    }

    return { runCondition };
    });
```

Example 3: Validate that Job code contains 6 characters with no special characters

Advanced Expression

```
/* eslint-disable dot-notation */
define([], () => {
'use strict';


/**
 *
 * @param {object} context
 * @return {boolean}
 */
function runCondition(context) {
const { $objectContext, $fields, $modules, $user, $value } = context;
let jobCode = $fields['jobsV2']['JobCode'].$value();

if (jobCode && jobCode !== null && ($fields['jobsV2']['JobId'].$value() === null || $fields['jobsV2']
['JobId'].$value() === undefined)) {
let regex = /^[a-z]{3}[\d]{3}$/i;
if(jobCode.length !== 6 || !(regex.test(jobCode))){
return true;
}
}

return false;
}

return { runCondition };
});
```

Configure Business Rules for Positions

You can create default and validation rules in these Positions processes and pages:

- Request a New Position
- Request a Position Change
- Positions
  - Create Positions
  - Duplicate Positions
  - Update Positions
  - Correct Positions

Here's a list of the default and validation rules you can create in these pages:

- Default the value in a position DFF based on a position attribute
- Validate Position Name

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Examples of Business Rule Configuration

- Validate Standard Working Hours

Examples

Example 1: Default the value in a position DFF based on the Regular or Temporary flag

Advanced Expression

```
/* eslint-disable dot-notation */
define([], () => {
'use strict';

/**
* Default value expression for positionsV2.positionsDFF.payscale
* @param {object} context
* @return {string}
*/
function getPositionsV2PositionsDFFPayscale(context) {
const { $objectContext, $fields, $modules, $user } = context;
if($fields.positionsV2.RegularTemporary.$value() === 'T'){
return 'CW';
}
return null;
}

return { getPositionsV2PositionsDFFPayscale };
});
```

Example 2: Validate Position Name to check whether it includes the Job Name and Department Name

Advanced Expression

```
/* eslint-disable dot-notation */
define([], () => {
'use strict';

/**
*
* @param {object} context
* @return {boolean}
*/
function runCondition(context) {
const { $objectContext, $fields, $modules, $user, $value } = context;
let job = $fields['positionsV2']['job'].$value();
let department = $fields['positionsV2']['department'].$value();

if (job && department ) {
let reqName = (job.JobName).substr(0,3) + '-' + (department.Name).substr(0,3);
let positionName = $fields['positionsV2']['PositionName'].$value();
if(positionName !== reqName){
return true;
}
}

return false;
}

return { runCondition };
});
```

Example 3: Validate Standard Working Hours: If Standard Working Hours isn't equal to 37.5 or 40, display an error message

Advanced Expression

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```
/* eslint-disable dot-notation */
define([], () => {
'use strict';

/**
*
* @param {object} context
* @return {boolean}
*/
function runCondition(context) {
const { $objectContext, $fields, $modules, $user, $value } = context;
let stdwh = $fields['positionsV2']['StandardWorkingHours'].$value();

if (Number(stdwh) !== 37.5 && Number(stdwh) !== 40) {
return true;
}

return false;
}

return { runCondition };
});
```

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