

Oracle Fusion Cloud Human Resources

**How do I review and understand
results from grade step progression
processes?**



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1 How do I review and understand results from grade step progression processes?

Results and Statuses for Proposed Progression and Salary Updates

To access the results and statuses of a Run Grade Step Progression or Synchronize Grade Step Rates process, go to **My Client Groups > Compensation > Review Proposed Progressions and Salary Updates**.

When you search on a grade ladder group, you see all grade ladders belonging to that group. It doesn't matter if the process ran by grade ladder group or by individual grade ladder. This gives you the flexibility to run or rerun the process for a single grade ladder. You can still see the results for that grade ladder when viewing results for the entire grade ladder group.

- To see who has proposed progressions and the corresponding statuses, click the appropriate process ID. The people you see depends on your data security permissions. You can also view any errors that occurred.
- To align with times on the process scheduling and monitoring pages, the submission date is in the UTC time zone.

You can see these statuses on the Results page, Updates tab after running the Run Grade Step Progression and Synchronize Grade Step Rates processes.

Status	Description
Accepted	The process applied the proposed progressions and salary updates to the assignment and salary records. You can't change this status.
Not Processed	The process evaluated the progression and decided that the person is eligible to move to the new grade or step. A person still needs to accept or reject the proposal.
Failed	The service that was writing the update to the assignment or salary record had a problem. To try to make the update manually, click Accept .
Suspended	Older batch process results that contain rows that were in Not Processed status when a later process ran have this processing status. You can no longer accept or reject these proposals in the older run.
Rejected	Someone stopped the process from applying the proposed updates to the person's records. For example, you might reject a proposed progression and manually adjust it because the person is eligible for multiple steps in the grade.

Manual Progression and Synchronization Process Actions

If the grade ladder Progression Confirmation Type or the Rate Synchronization Confirmation Type value is Manual, you can act on the proposed progressions and salary updates.

You can accept the updates for people individually or as a group. Accepting a proposed progression and salary update immediately makes these changes for the selected people:

- Adds a new grade or step to the person's assignment
- Adds a new salary amount to the person's salary record

You can reject proposed progressions and salary updates for people individually or as a group. You can also reject proposed progressions and salary updates for selected people in a group, and then accept updates for the remaining people. If you reject a proposal and then change your mind, you can undo the rejection and set the proposal status back to Not Processed.

If some time passes before you review the proposed updates, the underlying data might have changed. To catch any new problems, some validations run again when you manually accept the progressions and salary updates. If you change the person's assignment or salary record after the process ran, you might see an error message in situations like these:

- You add a future-dated salary record, and your configuration setting doesn't allow updates when future-dated salary records exist.
- You add a salary record for the same date as the proposed salary. But your configuration doesn't allow updates when a salary record exists on the same date.
- You add a future-dated assignment.
- You add a grade step record for the same date as the proposed progression. But your configuration doesn't allow updates when a grade step record exists on the same date.
- You change the person's salary basis.

For example, you ran the process with Progression Confirmation Type set to Manual and there were no errors for this person. A proposed progression and salary update exists for June 25. After the process completed, you added a salary record dated July 1. You come to the Review Proposed Progressions and Salary Updates task and use the Accept action to update the person's assignment and salary record. Now, because the underlying data changed, you see the error showing that the proposal can't happen because there's a future-dated salary record.

Related Topics

- [Results and Statuses for Proposed Progression and Salary Updates](#)

How You Review and Fix Progression Processing Errors

You can review any errors that occurred during progression processing on the Results page, Errors tab. You fix the proposed progressions and salary changes with errors elsewhere, outside the grade step progression process.

Here are some possible processing errors:

- The progression grade ladder currency is different from salary basis currency.
- The proposed salary isn't greater than the current salary.
- The salary basis isn't defined as determined by user.
- A future-dated assignment exists.
- A current or future-dated salary record exists.
- A step update exists on the same date.

Reference

For more information about troubleshooting grade step progression issues, see [Grade Step Progression Troubleshooting Guide](#).

Related Topics

- [Parameters That Affect Salary Amounts for Proposed Progression and Salary Updates](#)
- [Grade Step Progression Processing](#)

Parameters That Affect Salary Amounts for Proposed Progression and Salary Updates

The current and proposed salary amounts that you see when reviewing processing results for grades step progression depend on either or both of these parameters:

- The rounding rules of the person's salary basis
- The salary adjustment type of the person's progression grade ladder

To review current and proposed salary amounts, go to **My Client Groups > Compensation > Review Proposed Progressions and Salary Updates**.

Related Topics

- [Grade Step Progression Processing](#)

Rounding Rules and Salary Amounts in Proposed Progression and Salary Updates

A salary basis might have rounding rules for salary amounts and annualized amounts. If it does, progression processing rounds the calculated salary amount according to that rule when it converts the salary from one frequency to another.

For example, the process rounds the amount when it uses hourly rates from a grade ladder to update a salary with a monthly salary basis.

Progression processing also rounds the annual salary and annualized full-time salary amounts. It calculates and stores the annual amounts during the batch run. You see these annual amounts in the process results only for reference. The process doesn't include the annual amounts on the salary record. The salary record dynamically calculates the annual amounts that you see, so you might occasionally see differences in annual values. For example, the annual amounts are different on the salary page if the rounding rules change after you run the grade step progression process.

Related Topics

- [Parameters That Affect Salary Amounts for Proposed Progression and Salary Updates](#)
- [Grade Step Progression Processing](#)

Salary Adjustment Type and Salary Amounts in Proposed Progression and Salary Updates

When you view the processing results of grade step progression for a specific person, you can see the current and proposed full-time salary amounts.

- The full-time salary amounts help you decide whether to approve the proposed progression or salary update. You can compare the current full-time salary with grade ladder rates. The full-time salary might correspond to the grade ladder rate for the current step. But, it might be different if the process overrode the salary record. The proposed full-time salary is the grade ladder rate for the proposed step, before getting prorated for FTE value.
- The salary amounts are the amounts stored in the salary record. The current salary is the actual stored amount. The proposed salary becomes the stored amount. The proposed salary includes proration by FTE and rounding, if applicable.

FTE Proration and Salary Adjustment Type

The grade step progression processes prorate salary amounts by FTE according to the Salary Adjustment Type setting for the progression grade ladder. You can configure the calculations to use FTE or Adjusted FTE when prorating the salary amount. Use the `ORA_CMP_USE_AFTE_INSTEAD_FTE` profile option and set the site-level profile value.

- If the profile option value is No, the calculations use FTE from the assignment.
- If the profile option value is Yes, the calculations use the Adjusted FTE value from the assignment. If the Adjusted FTE is NULL or 0, FTE from the assignment is used instead.

Here's how the processes adjust the salary when the salary amount is determined by users:

- If you leave Salary Adjustment Type blank, the processes don't adjust the proposed salary amounts for FTE or Adjusted FTE.
- If the calculations use FTE, here's what happens for each salary adjustment type:
 - FTE less than 1 only: The processes adjust the salary amount only when FTE is less than 1.
 - FTE not equal to 1: The processes adjust the salary amount only when FTE doesn't equal 1. For example, if the FTE is .75 or 1.25, the processes adjust the salary.If FTE is 1, the processes ignore the salary adjustment type and don't adjust salaries.
- If the calculations use Adjusted FTE, here's what happens for each salary adjustment type:

- FTE less than 1 only: The processes adjust the salary amount only when Adjusted FTE is less than 1.
- FTE not equal to 1: The processes adjust the salary amount only when Adjusted FTE doesn't equal 1. For example, if the Adjusted FTE is .75 or 1.25, the processes adjust the salary.

If Adjusted FTE equals 1, the processes ignore the salary adjustment type and don't adjust salaries.

Here's how the processes adjust the salary when the salary amount is determined by simple components:

- If the calculations use FTE, the processes always adjust the salary amount by the FTE, even if Salary Adjustment Type is blank.
- If the calculations use Adjusted FTE, the processes always adjust the salary amount by the adjusted FTE, even if Salary Adjustment Type is blank.

Related Topics

- [Parameters That Affect Salary Amounts for Proposed Progression and Salary Updates](#)
- [Grade Step Progression Processing](#)

