Talent Acquisition Cloud

Implementing Oracle Fusion and Oracle Talent Acquisition – Prerequisites

19D

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Preface

This preface introduces information sources that can help you use the application and this guide.

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1 Introduction

Introduction

The out-of-the-box integration between Fusion Human Capital Management (HCM) and Taleo Recruiting seamlessly integrates the two best of breed solutions in the industry. The integration enables the exchange of work structure, candidate and worker data between Fusion HCM and Taleo Recruiting.

The integration solution presents both Fusion and Taleo customers the unique opportunity to leverage the Fusion HCM system of record with the Taleo Recruiting application. The integration solution provides a typical recruiting integration model that allows customers to create and manage job requisitions in Taleo using foundation data such as Organizations, Locations and Job Fields (OLF), Departments, Legal Employers and Business Units defined within the Fusion system. Candidates selected and hired in Taleo are then imported into Fusion. Subsequent tasks like creating workers are then completed in Fusion.

The Fusion HCM - Taleo Recruiting Integration solution is targeted to existing Fusion HR customers who are performing a new Taleo Recruiting implementation and who will only use Taleo for all their recruiting related activities.

In the event that a built-in Fusion HCM - Taleo Recruiting integration solution does not meet the customer's needs (for example, the New Hire Export from Taleo), it is possible to implement a tailored integration with a COR (Change Order), an ODA (Ordering Document or Exhibit Amendment), or a SOW (Statement Of Work) and at additional costs to customer.

Fusion and Taleo Release Pairings

The OOTB integration solution is certified for the following release pairings:

- Taleo 14A with Fusion R8, R9, R10
- Taleo 14B with Fusion R8, R9, R10
- Taleo 15A MP8 with Fusion R10, R11, R12
- Taleo 15B with Fusion R11, R12, R13.17.11
- Taleo 17 with Fusion R12, R13.17.11, R13.18.02

2 Supported Data Elements

Organization

Organization Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Business Unit Internal ID
Organization Customer ID	Business Unit Internal ID
Organization Code	“BUCOD” + Internal ID with first three numbers stripped
Parent Organization Code	-1 (hardcoded)
Description (multilingual)	Business Unit Name
Industry	(left blank)
Status	Business Unit Status
Sequence Number	0 (hardcoded)

Location

Location Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Location Internal ID
Location Customer ID	Location Internal ID
Location Code	Location Code The location code must be unique. If the Fusion location code is used in multiple sets, the integration will fail.
Location Name	Location Name
Location Zip/Postal Code	Location Postal Code
Location Work Location Address 1	Location Address Line 1
Location Work Location Address 2	Location Address Line 2 and Line 3
Location Status	Location Status

Location Mapping	
Taleo Field	**Fusion Field**
Country Code	Location Country
Country Name	Location Country Name
State Code	Location State Internal ID
State Name	Location State
City Name	Location City Name
Locale	en (hardcoded)

Job Field

Job Field Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Job Family Internal ID
Job Field Customer ID	Job Family Internal ID
Job Field Code	"COD-"+JobFamilyId (starting from 4th char) (Derived) The code must be unique. If the code is used in multiple sets, the integration will fail.
Job Field Name	Job Family Name
Job Field Status	Job Family Status
Job Field Parent	Hard coded to root (flat structure)

Position

Position Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Position Internal ID
Position Element Customer ID	Position Internal ID
Position Code	Position Code

Position Mapping	
Taleo Field	**Fusion Field**
	For Taleo to uniquely identify Position Code, customers must first verify that Position Code is uniquely defined across business units in Fusion.
Description (multilingual)	Position Name
Status	Position Status
Effective From	(left blank)
Effective To	(left blank)
Complete	TRUE (hardcoded)
Sequence	0 (hardcoded)
LUDS Type	Fusion_Positions (hardcoded)

Grade

Grade Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Grade Internal ID
Grade Element Customer ID	Grade Internal ID
Grade Element Code	Grade Code
Description (multilingual)	Grade Name
Status	Grade Status
Effective From	(left blank)
Effective To	(left blank)
Complete	TRUE (hardcoded)
Sequence	0 (hardcoded)
LUDS Type	Fusion Grades (hardcoded)

Legal Employer

Legal Employer Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Legal Employer (Legal Entity) Internal ID
Legal Element Customer ID	Legal Employer Internal ID
Legal Element Code	LECOD-LegislationCode (from 3rd Char) (Derived)
Description (multilingual)	LECOD-LegislationCode (from 3rd Char) (Derived)
Status	Legal Employer Status
Effective From	(left blank)
Effective To	(left blank)
Complete	TRUE (hardcoded)
Sequence	0 (hardcoded)
LUDS Type	Fusion_LegalEmployers (hardcoded)

Department

Department Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Department Internal ID
Department Customer ID	Department Internal ID
Department Code	Department Code + Internal ID with first three numbers stripped
Department Name	Department Name
Department Location	Department Location
Status	Department Status

Requisition Template

Requisition Template Mapping	
Taleo Field	**Fusion Field**
Record Identifier	Job Code
Job Code	Job Code
Title	Job Name
Job Field	Job Family
Organization	Hard coded to root
Requisition Type	Hard coded to 6 – Universal
Status	Hard coded to 1- Active
Fusion Job ID	Job ID
Base Language – en	Default is English
Active Language – en	All languages are sent

New Hire Mapping

New Hire Mapping	
Taleo Field	**Fusion Field**
Requisition Contest Number	
Candidate Number	
Candidate Employee Number Employee/User Employee ID	Person Number
Candidate First Name	Person First Name
Candidate Middle Name	Person Middle Name
Candidate Last Name	Person Last Name
Candidate Email Address	Person Personal E-Mail
Candidate Address Line 1	Person Home Address Line 1

New Hire Mapping	
Taleo Field	**Fusion Field**
Candidate Address Line 2	Person Home Address Line 2
Candidate Residence Location Country	Person Home Address Country
Candidate Residence Location State	Home Address State
Candidate Residence Location Region Name	Home Address County
Candidate City	Person Home Address City
Candidate Zip Code	Person Home Address Postal Code
Candidate Home Phone	Person Home Phone
Candidate Work phone	Person Work Phone
Candidate Pager Phone	Person Pager Number
Candidate Social Security Number	Person National ID
Candidate Birthday	Person Date of Birth
Requisition Department	Work Assignment Department
Requisition Hiring Manager	Work Assignment Manager
Requisition Organization	Work Assignment Business Unit
Requisition Primary Location	Work Assignment Location
Requisition Legal Employer	Work Assignment Legal Employer
Requisition Grade	Work Assignment Grade
Requisition Job Template	Work Assignment Job
Offer Actual Start Date	Work Relationship Start Date and Compensation Start Date
Offer Relocation Amount	Other Compensation Relocation Amount
Offer Relocation Type Description	Other Compensation Relocation Package
Offer Sign on Bonus	Other Compensation Sign on Bonus
Offer Salary (Annualized Salary)	There is no direct mapping for this field. Pending Worker is assigned with one of existing annual salary basis; the value of Taleo Offer Salary will be assigned to annual amount.
Offer Annual Bonus	Other Compensation Annual Bonus Amount
Offer Car Allowance	Other Compensation Car Allowance
Offer Commission Amount	Other Compensation Commission Amount
Offer Commission Type Description	Other Compensation Commission Package
Offer Expense Account	Other Compensation Expense Account
Offer Stock Option	Other Compensation Options

New Hire Mapping	
Taleo Field	**Fusion Field**
Offer Stock Option Type Description	Other Compensation Option Package
Offer Fusion Position	Work Assignment Position
Candidate Profile Studies – Institution Description and Other Institution Name	Profile Education Entry - School or Profile Education Entry – School Name
Candidate Profile Studies – Program Description and Other Course Title	Profile Education Entry - Major
Candidate Profile Studies – Location Country Code	Profile Education Entry – Country
Candidate Profile Studies – Location State Code	Profile Education Entry – State
Candidate Profile Studies – Study Level	Profile Education Entry – Degree
Candidate Profile Studies – GPA	Profile Education Entry – GPA
Candidate Profile Studies – Start Date	Profile Education Entry – From Date
Candidate Profile Studies – Graduation Date	Profile Education Entry – Date Acquired
Candidate Profile Experiences - Employer Description and Other Employer Name	Profile Work Experience Entry – Employer Name
Candidate Profile Experiences - Job Function Name	Profile Work Experience Entry - Job Family
Candidate Profile Experiences - Other Job Title	Profile Work Experience Entry – Other Job Function
Candidate Profile Experiences - Begin Date	Profile Work Experience Entry - Start Date
Candidate Profile Experiences - End Date	Profile Work Experience Entry - End Date
Candidate Profile Experiences - Responsibility	Profile Work Experience Entry - Achievements
Candidate Profile Experiences - Current Employer checkbox	Profile Work Experience Entry – Current Job
Candidate Profile Certifications - Description	Profile Certification Entry - License Name
Candidate Profile Certifications - Other Certification Name	Profile Certification Entry – Item_Text2000_1
Candidate Profile Certifications - NumberID	Profile Certification Entry - Number
Candidate Profile Certifications - Location Country	Profile Certification Entry - Country
Candidate Profile Certifications - Location State	Profile Certification Entry - State
Candidate Profile Certifications - Issuing Organization	Profile Certification Entry – Issued By
Candidate Profile Certifications - Date Received	Profile Certification Entry - Issue Date
Candidate Profile Certifications Expiration Date	Profile Certification Entry - Expiration Date

Candidate

Candidate Mapping	
Taleo Field	**Fusion Field**
Key Record Identifier	User Name
Candidate Username	User Name
Candidate SSOID	User Name
First Name	Worker First Name
Middle Name	Worker Middle Name
Last Name	Worker Last Name
Home Address	Home Address Line 1, Home Address Line 2
Home Address 2	Home Address Line 3, Home Address Line 4
Home City	Home Address Line City
Zip/Postal Code	Postal Code
Birthday	Worker Date of Birth
Email	Worker Primary Email Address
Home Phone	Worker Home Phone
Work Phone	Worker Work Phone
Fax Phone	Worker Fax
Mobile Phone	Worker Home Mobile Phone, (Or if this is not defined then Worker Work Mobile)
Pager Phone	Worker Pager
Internal Candidate	TRUE/FALSE (hardcoded)
National ID	Worker National Identification Number

Employee

Employee Mapping	
Taleo Field	**Fusion Field**
Record Identifier	User Name
User Login Name	User Name
First Name	Worker First Name
Middle Initial	Worker Middle Name
Last Name	Worker First Name
Employee Number/ID	Person Number
Work Phone	Worker Work Phone
Extension	Worker Work Phone Extension
Email	Worker Primary Email Address
Correspondence Language	Correspondence Language
Title (multilingual)	Worker Primary Assignment Job Name
Address 1	Work Location Address Line 1
Address 2	Work Location Address Line 2
Address 3	Work Location Address Line 3 + Work Address Line 4
City	Work Location Address City
State	Work Location Address State
Country	Work Location Address Country
Zip/Postal Code	Work Location Address Postal Code
Organization	Business Unit
Location	Work Location
Department	Department
Job Role Code	EMPLOYEE (hardcoded)
Employee Status	CURRENT / TERMINATED (According to employee status in Fusion)
User Account Status	User Account Status
Manager	Worker's Manager's User Name in the superior position
Configuration Profile	Hiring Manager / Recruiter (hardcoded)

Employee Mapping	
Taleo Field	**Fusion Field**
	Any user being a supervisor (someone who has direct reports) will be assigned the Hiring Manager configuration profile. Otherwise, the Recruiting configuration profile is assigned to the user. If the user configuration profile is changed manually in Taleo, there are good chances that Fusion will overwrite it on next user update.
Confirm Profile	False (hardcoded)
User Types	User Roles

Requisition

As part of the Fusion HCM - Taleo Recruiting Integration solution , a synchronization of requisitions is performed. Requisitions created in Taleo Recruiting are exported from Taleo and imported into Fusion HCM.

Requisition Mapping	
Taleo Field	**Fusion Field**
Requisition Number	REQUISITION_NUMBER
Requisition Title	REQUISITION_TITLE
Requisition Status	REQUISITION_STATUS
Hiring Manager	MANAGER_USER_NAME
Target Start Date	TARGET_START_DATE
Employee Status	EMPLOYEE_STATUS
Job Schedule	JOB_SCHEDULE
Justification	REQUISITION_JUSTIFICATION
Number Of Openings	TOTAL_OPEN_HEADCOUNT
Fusion Job ID	JOB_ID
Organization Code	ORGANIZATION_ID
Primary Location Code/Id	PRIMARY_LOCATION_ID
Number Of Hired	TOTAL_HIRED_HEADCOUNT
Number Of Available Openings This is not an actual field in Taleo. It is a calculation of the number of openings and the number of hired candidates.	TOTAL_AVAILABLE_HEADCOUNT