**Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service**

Setup Guide

Release 22B

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.

**ORACLE**®

Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset
Cloud Service Setup Guide

# Contents

# Preface

Welcome to the Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service Setup Guide.

This document covers the Oracle Human Capital Management Cloud configurations and related information as required by the integration.

> **Note:** The screenshots and images provided in this document are sample references based on the current release of Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service. They may change based on changes in future releases.

The preface includes the following:

- Audience
- Documentation and Resources
- Updates to Documentation
- Documentation Accessibility
- Conventions
- Acronyms

Preface - i

Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service Setup Guide

# Audience

This document is intended for anyone implementing the integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud Service.

# Documentation and Resources

For more information regarding this integration, foundation technology and the edge applications, refer to the following documents:

**Product Documentation**

| Resource | Location |
| --- | --- |
| Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service documentation | https://docs.oracle.com/en/industries/utilities/integrations-index.html |
| Oracle Utilities Work and Asset Cloud Service documentation | https://docs.oracle.com/en/industries/energy-water/work-asset-cloud-service/index.html |
| Oracle Human Capital Management Cloud | https://docs.oracle.com/en/cloud/saas/human-resources/22b/oawpm/index.html |

**Additional Documentation**

| Resource | Location |
| --- | --- |
| Oracle Integration Cloud Service documentation | Refer to the OIC documentation at: https://docs.oracle.com/en/cloud/paas/integration-cloud/index.html |
| Oracle Support | Visit My Oracle Support at https://support.oracle.com regularly to stay informed about updates and patches. Refer to the *Certification Matrix for Oracle Utilities Products (Doc ID 1454143.1)* on My Oracle Support to determine if support for newer versions of the listed products is included. For more information, refer to the Oracle Utilities Integrations page at http://my.oracle.com/site/tugbu/productsindustry/productinfo/utilities/integration/index.htm |
| Oracle University for training opportunities | http://education.oracle.com/ |

# Updates to Documentation

The complete Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service documentation set is available from Oracle Help Center at https://docs.oracle.com/en/industries/utilities/index.html.

Visit My Oracle Support for additional and updated information about the product.

# Documentation Accessibility

For information about Oracle's commitment to accessibility, visit the Oracle Accessibility Program website at http://www.oracle.com/pls/topic/lookup?ctx=acc&id=docacc.

**Access to Oracle Support**

Oracle customers have access to electronic support for the hearing impaired. Visit: http://www.oracle.com/pls/topic/lookup?ctx=acc&id=info or http://www.oracle.com/pls/topic/lookup?ctx=acc&id=trs

# Conventions

The following text conventions are used in this document:

| Convention | Meaning |
| --- | --- |
| **boldface** | Boldface type indicates graphical user interface elements associated with an action, or terms defined in text or the glossary. |
| *italic* | Italic type indicates book titles, emphasis, or placeholder variables for which you supply particular values. |
| monospace | Monospace type indicates commands within a paragraph, URLs, code in examples, text that appears on the screen, or text that you enter. |

# Acronyms

The following terms are used in this document:

| Term | Expanded Form |
| --- | --- |
| HCM | Oracle Human Capital Management |
| WACS | Oracle Utilities Work and Asset Cloud Service |
| OIC | Oracle Integration Cloud |

# Chapter 1

## Configuration Overview

To configure Oracle Human Capital Management Cloud in the integration, perform the following steps in the order mentioned:

This chapter focuses on the Employee integration and configuration details of employees in Oracle Human Capital Management Cloud. It includes the following:

1. Create a profile. Refer to Employee Integration for more details.

2. Create a value set. Refer to Employee Integration for more information.

3. Create manage workforce structures extensible flex fields. Refer to Craft Integration for details.

4. Create fast formula. For more details, refer to Craft Integration.

5. Create a Business Intelligence report template for job. Refer to Craft Integration for more information.

6. Extract the upload for Employee/Jobs/Absence. Refer to Employee Unavailability Integration for more details.

# Chapter 2

## Employee Integration

This chapter focuses on the Employee integration and configuration details of employees in Oracle Human Capital Management Cloud. It includes the following:

- Integration Overview
- Oracle HCM Cloud Configuration for Employee

# Integration Overview

This section covers basic integration overview for employee integration. Oracle Human Capital Management Cloud (Employee) is the central repository of Employee records.

Key attributes will be captured from Oracle HCM Cloud and synced with Oracle Utilities Work and Asset Cloud Service in two modes:

- Bulk (Initial Upload)
- Incremental Upload

This seamless integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud Service helps to maintain the same Employee definition across both platforms.

For information about implementing Oracle Human Capital Management Cloud, see:

https://docs.oracle.com/en/cloud/saas/human-resources/22c/fahcm/about-this-guide.html#s20035480

# Design

## Bulk Upload

Bulk Upload is an initial upload from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service where all Employee definitions are exported to UCM in XML format through Data Exchange that is inbuilt functionality of ERP. Use the filter to select an employee in the Oracle Human Capital Management Cloud module. The business may choose to import records based on filter as per business requirement. Only Active employees in the system are part of the integration.

A few examples of attributes that will be passed to Oracle Utilities Work and Asset Cloud Service in this integration are Personal Number, Legal Entity, Address, email ID, Employee type, rate, assignment, job role. Oracle Human Capital Management Cloud schema will need a mapping with Oracle Utilities Work and Asset Cloud Service and each field attribute will be mapped to the corresponding value in Oracle Integration Cloud. These values will have a DVM for mapping between Oracle Utilities Work and Asset Cloud Service and Oracle Human Capital Management Cloud.

## Incremental Update

The incremental upload will be a specific scenario, where Atom Feeds handle sync for a set of changes made within employee definition. Filter Criterion for Increment will be similar to bulk, where it will only send data Applied in the bulk filter.

For more information about Atom Feeds, see https://docs.oracle.com/en/cloud/saas/human-resources/22c/faihm/atom-feeds.html.

Events for Employee:

- Empassignment
- EmpUpdate
- Newhire
- termination

Functions that are part of the Atom feed update:

- Add or update the employee record from the tabs in Oracle Human Capital Management Cloud

- Definition change through Person Management

- Assign Position/Jobs/Grade based on Assignment

# Oracle HCM Cloud Configuration for Employee

This section focuses on importing the files that are part of the package and configuring them in the Oracle Human Capital Management Cloud environment for the integration to run successfully. Make sure to follow the same sequence for successful configuration.

Importing the extract definition includes the following:

- Creating a Profile
- Value Sets
- Extract Upload

# Creating a Profile

A user profile is a set of changeable options that affect the way Oracle applications appear and how they function. Oracle applications use a set of user profile options that are common to all the applications. In addition, each module has its own unique set of user profile options.

For Employee Integration extract definition, create the following profile:

## Managing Profile Options

1. Navigate to **Setup and Maintenance** > **Search** > **Manage Profile Options**.

2. Click the add button (**+**) to create a profile.

   (HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF)

   **Profile Option Code**: HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF

   **Profile Display Name**: "HCM: WACS Job Rate Annual Hours"

   **Application**: Fast Formula

   **Module**: Global Human Resources

   **Description**: Global Human Resources

**\*Start Date**: 1/1/51



3. Click **Save**.

4. Select the record under **Search Results: Profile Options**



5. Enable the levels as shown in the figure below.
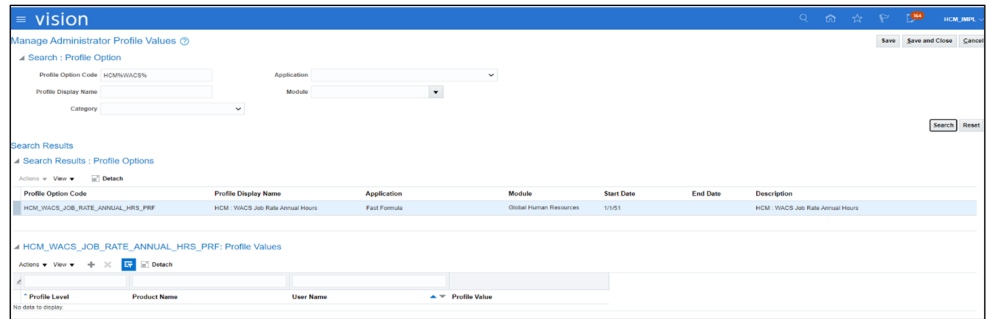


6. Click **Save and Close**.

## Managing Administrator Profile Values

1. Navigate to **Setup and Maintenance > Search > Manage Administrator Profile Values** and search for the "HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF" profile.

2. Select the record under **Search Results: Profile Options**.

3. Click the add button (**+**) in the **Profile Values** section. Add the annual hours value.



4. Select **Site** in the **Profile Level** drop-down list. **Profile Value** indicates the number of working hours in an Organization Year.



This profile value is used to calculate the salary annual rate. The figure shows the default value 2080; it is the number of working hours in a year. Note that the hours vary based on the working days in an organization (to be used as per business case).

## Value Sets

1. Login to the system with appropriate user or role.

2. Navigate to **Setup and Maintenance** > **Search** > **Manage Value Sets for Global Human Resources**.

3. Search for **Manage Value Sets for Global Human Resources (Workforce Structures)**.
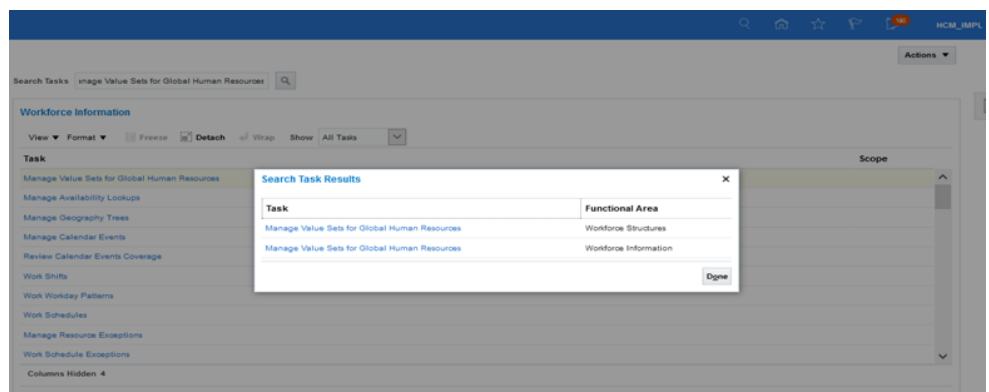


4. Enter the details as in the table below.

   a. To create a Manager Type with the following values:

      HCM_WACS_MANAGER_TYPE_VS

      HCM: WACS Manager/Supervisor Type

| *Value Set Name | HCM_WACS_MANAGER_TYPE_VS |
|---|---|

| | |
|---|---|
| Description | HCM: WACS Manager/Supervisor Type |
| * Module | Global Human Resources |
| Validation Type | Table |
| Value Data Type | Character |
| *FROM Clause | fnd_lookup_values |
| *Value Column Name | ookup_code |
| Description Column Name | Meaning |
| ID Column Name | lookup_code |
| WHERE Clause | lookup_type='PER_SUPERVISOR_TYPE' AND language =SYS_CONTEXT('USERENV', 'LANG') AND lookup_code='LINE_MANAGER' AND Enabled_flag='Y' |





b. To create the Annual Rate Value Sets:

    a. Login to the system with the appropriate user or role.

    b. Navigate to **Setup and Maintenance** > **Search**.

c. Search for "Manage Value Sets for Global Human Resources" (Workforce Structures).
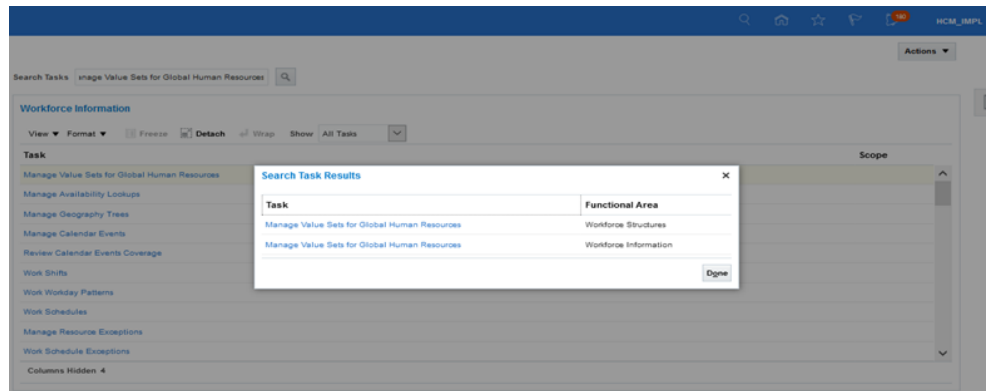


c. Enter the following details for the value set.

HCM_WACS_GET_PROFILE_JOB_ANNUAL_HRS_VS

**Note:** Annual Rate Value Set is based on "HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF".

| | |
|---|---|
| *Value Set Name | HCM_WACS_GET_PROFILE_JOB_ANNUAL_HRS_VS |
| Description | HCM: WACS Get profile Job Annual Hours |
| *Module | Global Human Resources |
| Validation Type | Table |
| Value Data Type | Number |
| *FROM Clause | (SELECT TO_NUMBER(FND_PROFILE.VALUE('HCM_WACS_JOB_RATE_ANNUAL_HRS_PRF')) RATE FROM DUAL) |
| *Value Column Name | RATE |
| Description Column Name | |
| ID Column Name | RATE |
| WHERE Clause | |
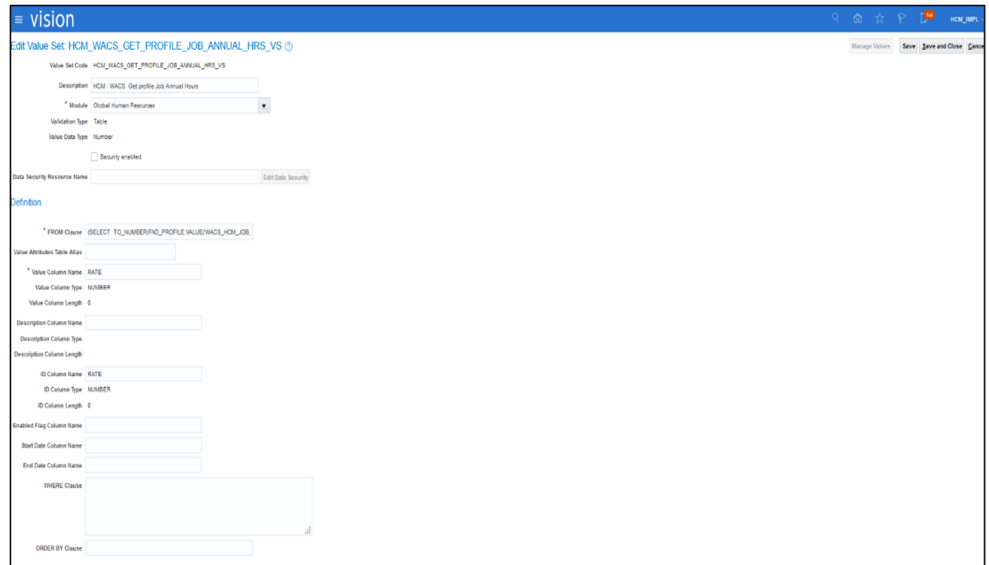
d. Click **Save and Close**.

## HCM_WACS_JOB_SET_VS

1. Create a new value set.

2. Enter the following details for the value set.

3. Search for **Setup and maintenance** > **Search** > **Manage Value Sets for Global Human Resources (Workforce Structures)**.

4. Create a new value set and provide the details as below.

| | |
|---|---|
| *Value Set Name | HCM_WACS_JOB_SET_VS |
| Description | HCM: WACS Job Set Name |
| * Module | Application Core<br>Else: Global Human Resources |
| Validation Type | Table |
| Value Data Type | Character |
| *FROM Clause | fnd_setid_sets_vl |
| *Value Column Name | set_code |
| Description Column Name | set_name |
| ID Column Name | set_id |
| WHERE Clause | |
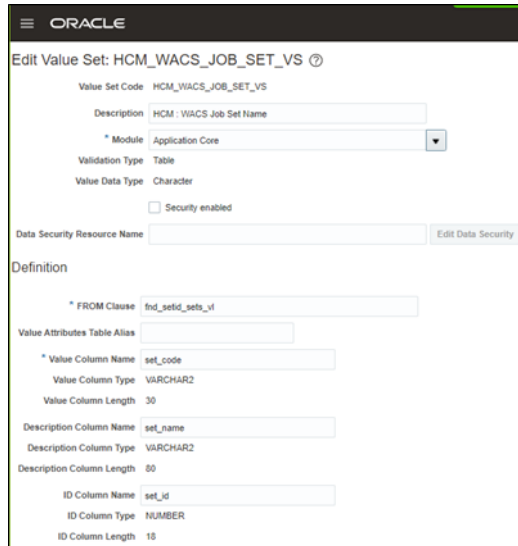
### HCM_WACS_LEGISLATIVE_GROUP_VS

1. Create a new value set.

2. Enter details for the value set.

3. Navigate to **Setup and maintenance** > **Search** > **Manage Value Sets for Global Human Resources (Workforce Structures)**.

4. Create new value set and provide the details as below.

| | |
|---|---|
| *Value Set Name | HCM_WACS_LEGISLATIVE_GROUP_VS |
| Description | HCM: WACS LEGISLATIVE GROUP Names |
| * Module | Global Human Resources |
| Validation Type | Table |
| Value Data Type | Character |
| *FROM Clause | (SELECT DISTINCT legislation_code FROM per_legislative_data_groups_vl) |
| *Value Column Name | legislation_code |
| Description Column Name | legislation_code |
| ID Column Name | legislation_code |
| WHERE Clause | |

## Extract Upload

Make sure to upload the extract after all the configuration are done for all the Employee/ Craft/Absence sections.
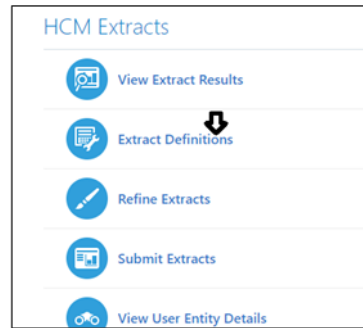
**Important!** Verify that Profile, Value sets and Fast formula are uploaded before running the extract upload process.

### To extract the upload:

1. Login with the HCM/Data Exchange user role.

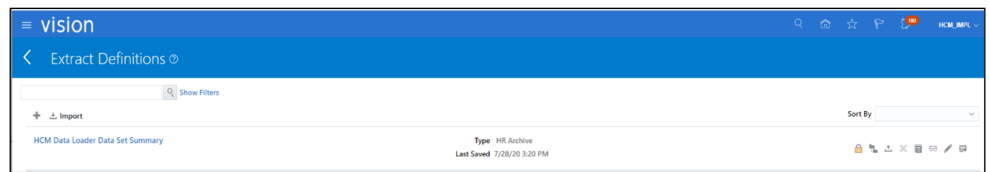2. Navigate to **My Client Groups** and click **Data Exchange**.
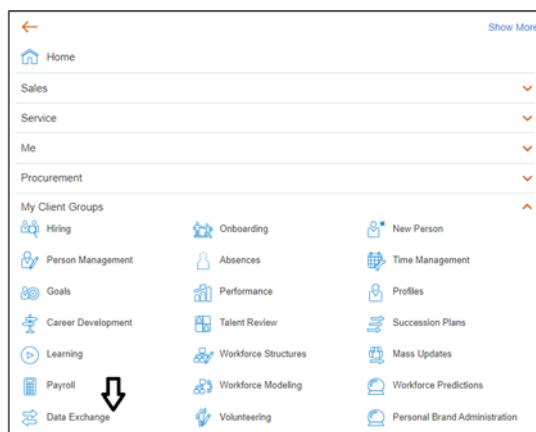
3.   Click **Extract Definitions**.
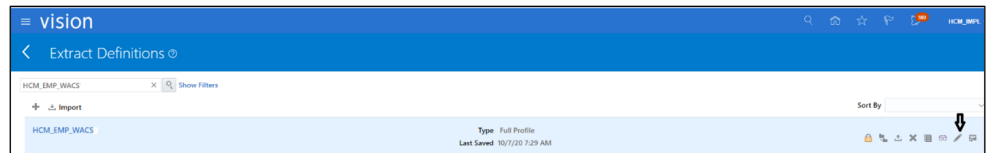


4.   Select **Upload** and click **Browse**.

5.   Upload the extract file "HCM_EMP_WACS". The file is available in the package.
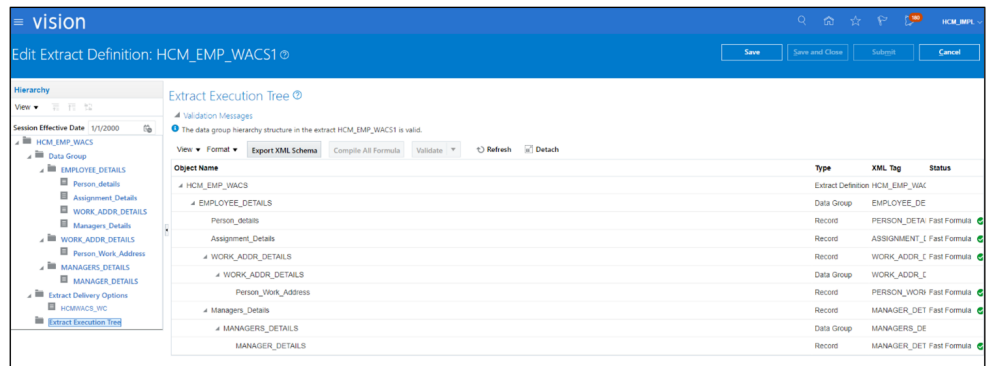


6.   Compile the extract. After successful compilation, click **Validate**.
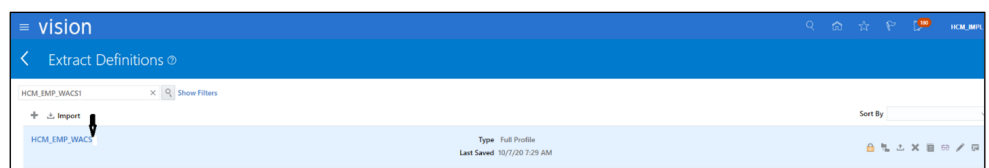
7.   Save the extract.

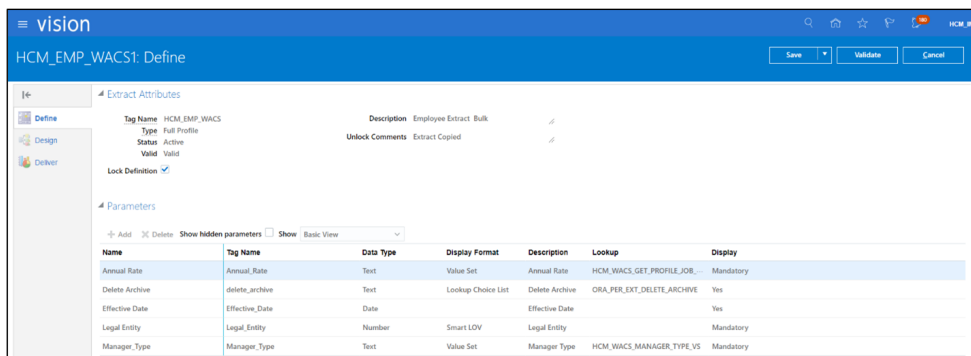8.   Click the edit icon (a pencil) to query the extract.



9.   Navigate to **Advanced** and click **Extract execution Tree** on the left navigation pane. When the status is green, validate it. Save and close.
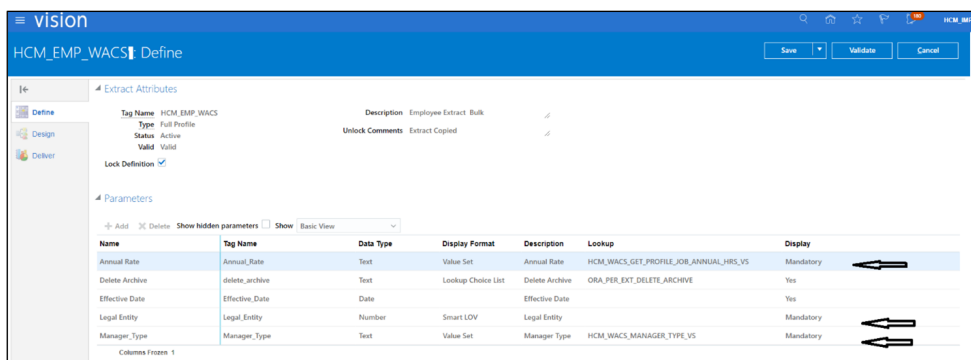


10.  Click the extract definition.

11. Enter a definition to lock the extract. After successful lock, save and close.



**To verify the Run page:**

1. Review all the values and mandatory fields.



> **Note:** The lookup values are also displayed in the **Parameters** section. The Legal Entity is not attached to smart LOV.

2. To refine the extract, search for the extract and navigate to **Parameters > Edit.**

3. Click **Legal Entity**. Search and add the Legal Entity "LegalEmployerPVO" Smart LOV.
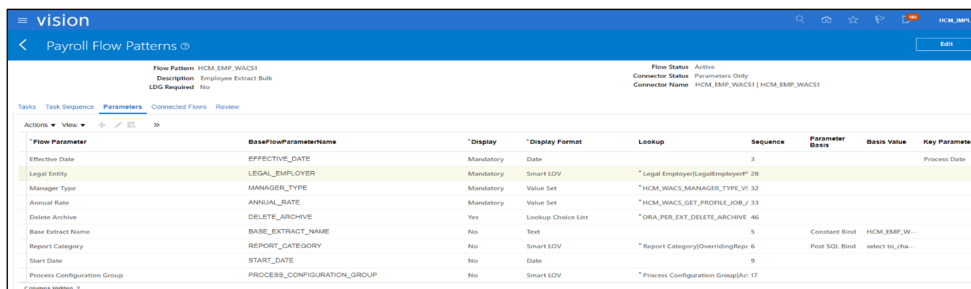
4. Navigate to the **Submit Extracts** page and verify that the respective fields are populated with the appropriate values.
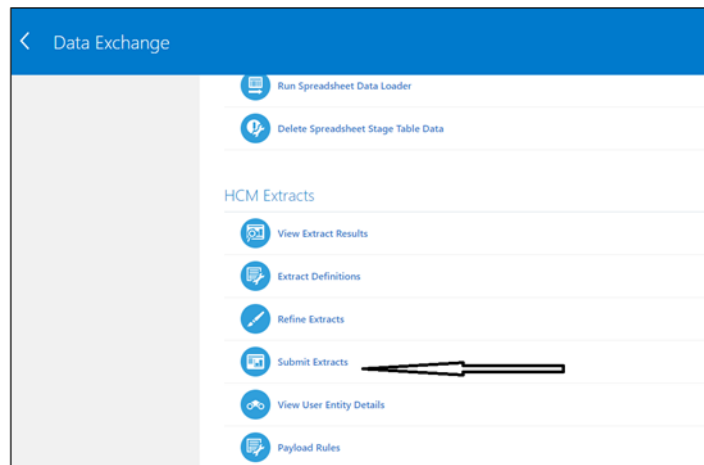


5. On the **Submit Extract Instance** page, verify that the **Manager Type**, **Legal Entity** and **Annual Rate** fields, under the **Criteria** section, are populated with values in accordance with the configuration.
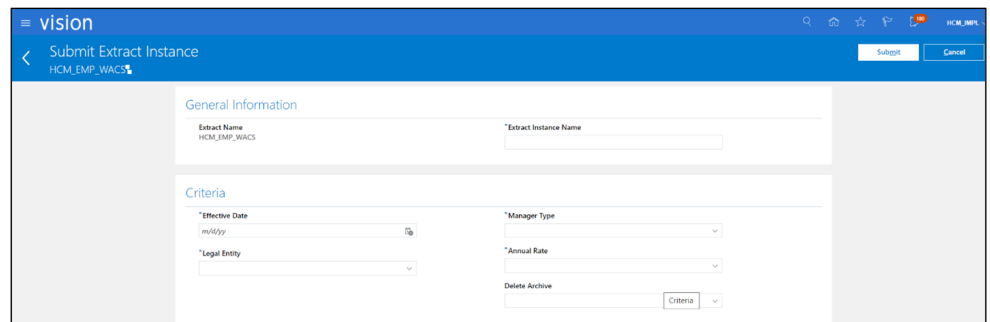


> **Note:** If the **Legal Entity**, **Manager Type** and **Annual Rate** fields are empty, verify that the account accessing the data extract has privileges to perform extract configuration and submit extract definitions.
>
> After the report is submitted, report extract is available in UCM for the Oracle Integration Cloud process.

# Chapter 3

## Craft Integration

This chapter focuses on the overview and configuration for Craft/Jobs integration. It includes the following:

- Integration Overview
- Oracle Human Capital Management Cloud Configuration for Craft

# Integration Overview

This section covers basic integration overview for Craft/Jobs integration. Oracle Human Capital Management Cloud (Jobs) is the central repository for the Jobs records.

The key attributes are captured from Oracle Human Capital Management Cloud and synced with Oracle Utilities Work and Asset Cloud Service using two modes:

- Bulk (Initial Upload)
- Incremental Upload

This seamless integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud Service helps to have the same Jobs and Grades rates (summarized) defined across both platforms.

The goal of this integration is to create a central depository of Jobs in Oracle Human Capital Management Cloud which is primarily mapped to Principle Craft in Oracle Utilities Work and Asset Cloud Service. The integration has the ability to synchronize crafts and related craft rates from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service.

## Design

### Bulk Upload

Bulk Upload will be an initial upload from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service, where all Job/Craft information is extracted in UCM using XML format through Data Exchange that is the inbuilt functionality of ERP. The selection of the craft/jobs in the Oracle Human Capital Management Cloud module is done using an extensible flexfeild that stores a value if it is Oracle Utilities Work and Asset Cloud Service job or not. Only Active Jobs in the system are part of the integration.

### Incremental Update

The incremental upload will handle sync for a set of changes made within job information.

The following functions are part of Jobs integration:

- Add/update the Job record from the tabs in Oracle Human Capital Management Cloud
- Information or rate change in Job
- Active/Inactive of Job

Jobs extract report has the listed mandatory parameters (Job Set, Annual Rate and Effective Date).

This report extract will have both Crafts and corresponding rates, which will be handled in Oracle Integration Cloud using one service. (This is one-way integration from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud Service.)

- The integration timeline needs to be decided by a business that can be scheduled in the BI report setup. (Incremental report will take only the changes from last run date - delta and new records).

- Filter criteria in Job extract:

  - Job-status is ACTIVE (Bulk), INACTIVE/INACTIVE (Incremental)

  - Initial load, only active jobs are interfaced and incremental load both Active and Inactive jobs are interfaced.

  - WACS JOB (Flexfield is set to YES)

  - Job Set (Based on Legislative Unit - can be global or specific to one legislative unit): Mandatory

  - Effective Date: Mandatory

JOB HCM Extract extracts the data based on the effective date and need to be decided before executing /scheduling the report.

# Business Rules

Following are the business rules:

- Craft rate is derived from the grades linked to Job.

- If multiple rates (Hourly, weekly, yearly, etc.) are attached to the single grade then maximum annual factor (hourly) grade is considered for the average calculation.

- After the initial run, for all next report run:

  - Check if there is a change in Craft rate (If X=X go to step2, X !=X- Go to Step3).

  - If no change = Effective date should be the same

  - If the rate is changed, update the rate with an effective date of the assignment.

## Sample Craft Rate

The craft rate will be average from all the average grades of the Job. In the following example, the average rate will be 15, which will be sync to craft rate in Oracle Utilities Work and Asset Cloud Service.

| Job1 | | Min | Max | Average |
|------|------|-----|-----|---------|
| | Grade1 | 10 | 14 | 12 |
| | Grade2 | 12 | 16 | 14 |
| | Grade3 | 14 | 18 | 16 |
| | Grade4 | 16 | 20 | 18 |
| | Craft Rate for WACS | | | 15 |

- Manual addition of expense account for Craft and attach at the craft level. This is a prerequisite to the integration.

# Oracle Human Capital Management Cloud Configuration for Craft

This section focuses on importing the files that come as a part of the package and configuring them in the Oracle Human Capital Management Cloud environment for the integration to run successfully. Make sure to follow the same sequence for successful configuration.
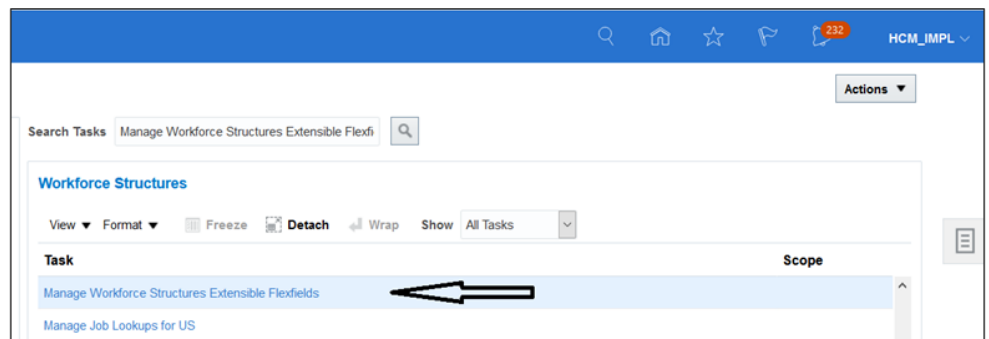
The following topics are included:

- Defining Extensible Flexfield
- Fast Formula
- Business Intelligence Report Template for Job (Used in Data Exchange)
- Extracting an Upload

## Defining Extensible Flexfield

To define an extensible flexfield:

1. Navigate to **Setup and Maintenance** > **Search**.

2. Click **Manage Workforce Structures Extensible Flexfields**.



3. Click **PER_JOBS_EIT_EFF**.
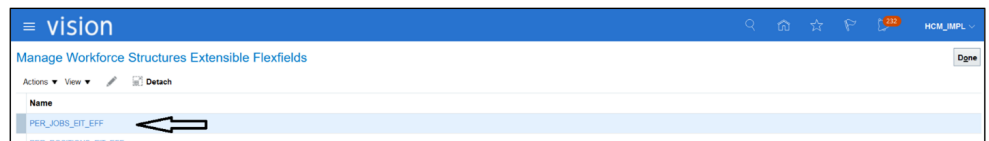


4. Click the pencil icon to edit.
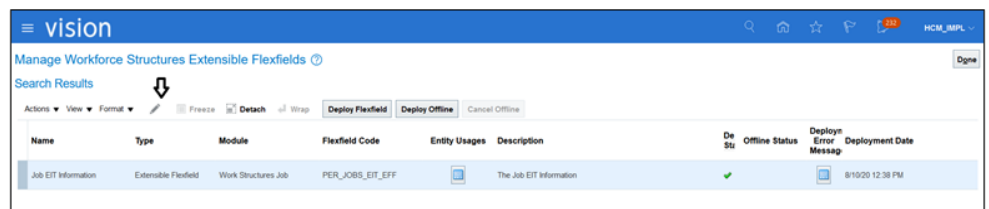
5.  On the **Manage Workforce Structures Extensible Flexfields** edit view, click **Manage Contexts**.
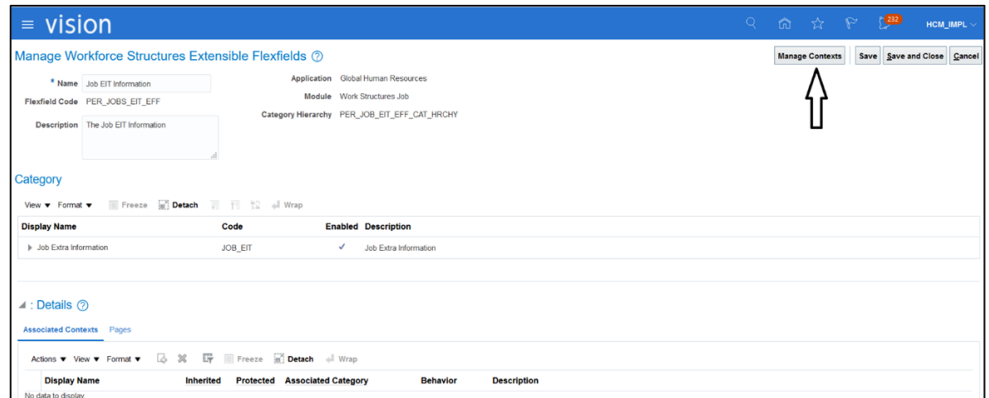


6.  Click the add button (**+**).
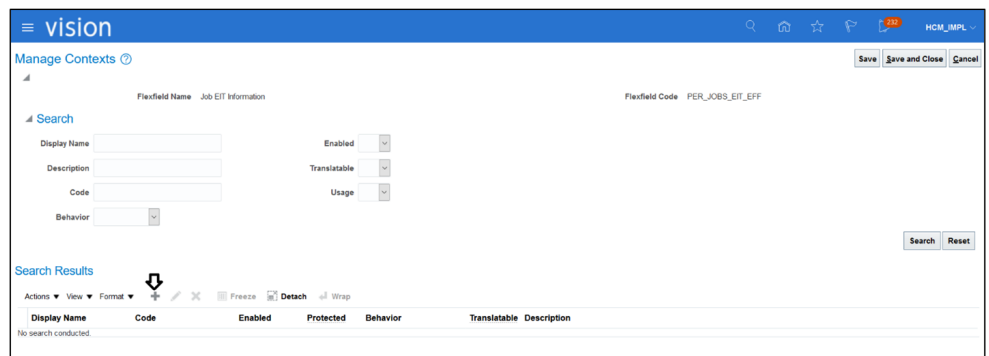


7.  Add **Context Usage** and **Add Context Sensitive Segments**.

    **Flexfield Name**: Job EIT Information

    **Flexfield Code**: PER_JOBS_EIT_EFF

    **Display Name**: WACS_JOB

    **Code**: WACS_JOB

    **API name**: WacsJob

    **Description**: WACS JOB

    **Enabled**: YES

Instruction Help Text: WACS Job



8. Click **Save**.



9. Navigate to **Context Sensitive Segments** and click the add button (**+**) to add a segment. Fill the data as shown below.

**Name**: WACS_JOB

**Code**: WACS_JOB

**API Name**: wacsJob

**Data Type**: Character

**Value Set**: Yes or No

**Prompt**: WACS_JOB

**Display Type**: List of Values

BI Enabled: Yes



10. Click **Save and Close**.



11. Select the search result and click the add button (**+**).
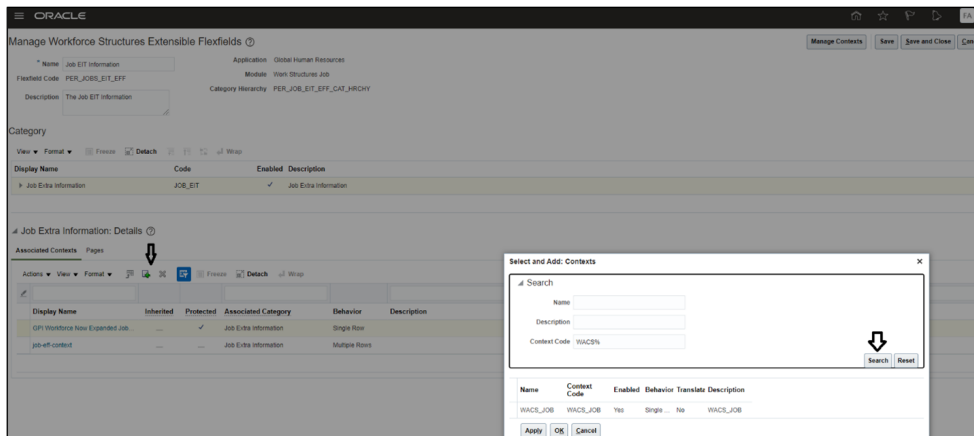
12. Search for "WACS_JOB". Click **Apply** and then **OK**. The **Associate** page is shown as below after the **Associated** context is attached.

13. Click **Save and Close**.

14. Deploy Flexfield as shown below and make sure that the deployment status is highlighted in green.
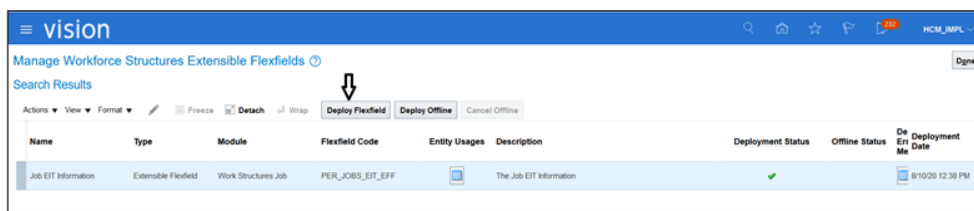


**To attach an EFF to a job in ERP:**

1. Query any job that needs to be attached. Filter WACS JOB and attach EFF.

2. Navigate to **Setup and Maintenance** > **Search** > **Manage Jobs**.
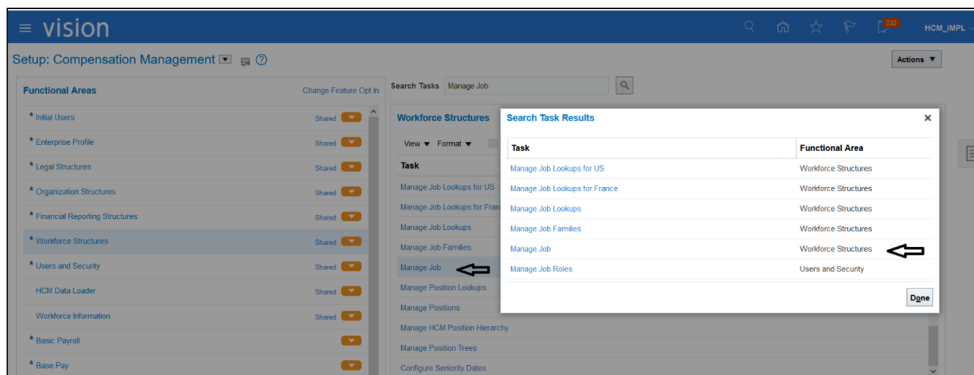
3. Query the Required JOBS.



4. Click the job name and edit it.



5. Click **WACS Job** and select **Yes** from the LOV.
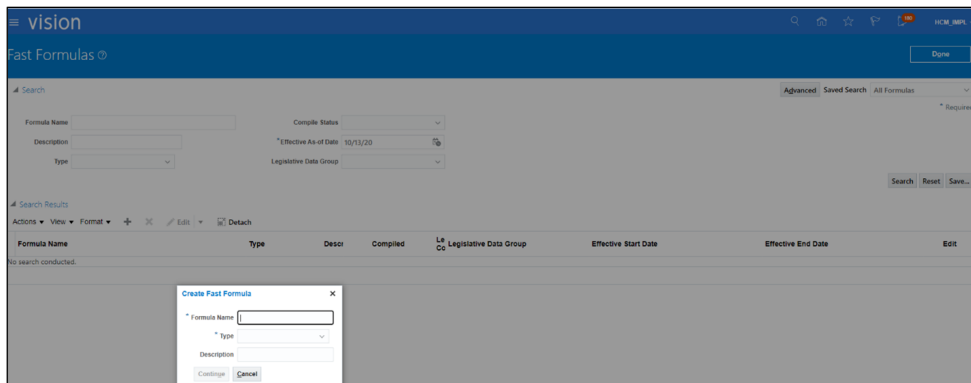


6. Click **Done**.

   JOB006 is displayed in the Bulk extract or Incremental (if any changes).

# Fast Formula

To use the Fast Formula file from the package available for Job extract:

1. Navigate to **Setup and Maintenance** > **Search** > **Fast Formulas**.

2. Enter **Formula Name**, **Type** and **Description** from the package (refer to the accelerator package on Market Place). Click **Continue**.



3. Take the text file (HCM_WACS_JOB_RATE_FF.txt) from the accelerator package and paste its code to **Fast Formulas**.
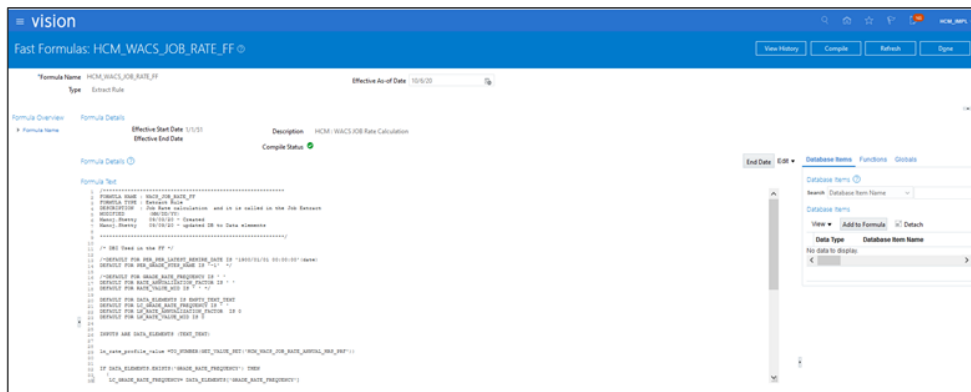
   **Formula Name**: HCM_WACS_JOB_RATE_FF

   **Type**: Extract Rule

   **Effective Start Date**: 1/1/51

   **Description**: HCM: WACS JOB Rate Calculation

4. Save it and click **Compile**.



5. Make sure the **Compile Status** shows a green icon with a check-mark.

# Business Intelligence Report Template for Job (Used in Data Exchange)

This template is used in data exchange to calculate the average rate of the job using the midpoint of multiple grades attached to it. For more information, refer to the Business Rules section.

Use the ".xdo.calatalog" file from package to a specified folder: **Shared** > **Custom** > **HCMJOBWACS**

## Migrating Reports in Oracle Cloud Instance

The migration process involves un-archiving the report and data model.

To migrate reports in Oracle Cloud Instance:

1. Navigate to **Tools** > **Report and Analytics**.

2. Browse to the folder where the report and data model is placed.

3. Create a "HCMWACSJOB" folder in **Shared Folder** > **Custom Folder** (the name cannot change).
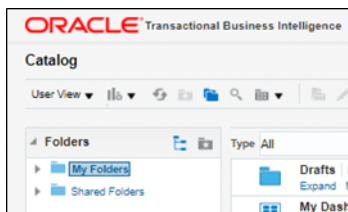


4. Use the files in the package with an extension of "xdo.catalog".

5. Un-archive the report and data model.
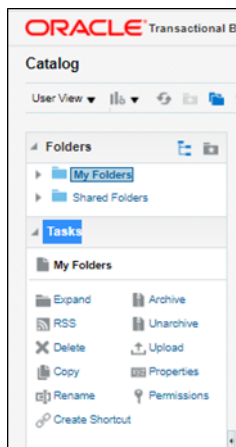


6. Un-archive files in the new instance.

    a. Navigate to the folder where the report should be uploaded.

    b. Click **Unarchive** in the **Tasks** pane.

    c. The system prompts to browse and upload the file from your desktop. Make sure to select the ".xdo.catalog" file for the report.
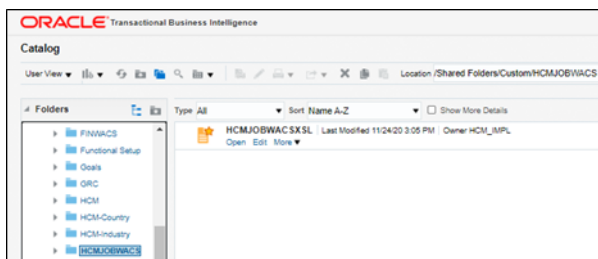
# Extracting an Upload

To extract an upload:

1. Navigate to **Tools** > **Report and Analytics** > **Data Exchange** > **HCM Extract**.

2. Click **Upload** and **Browse**.

3. Upload the extract file "HCM_JOB_WACS".
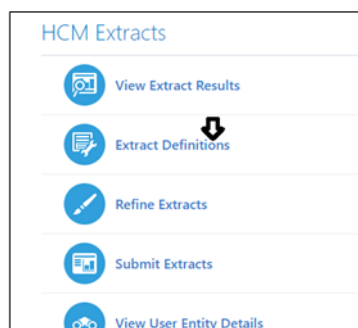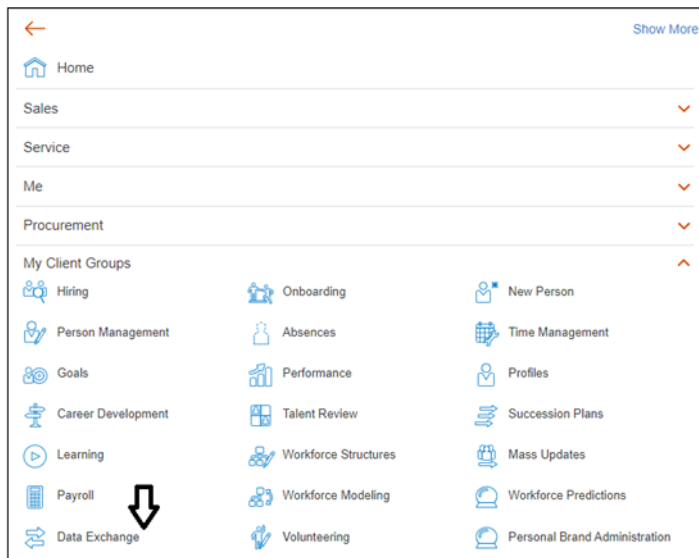






4. Click **Compile** and **Validate**.

5. Query the extract. Navigate to **Advanced** and click **Extract Execution Tree**.

6. After the Compile Status is green, click **Save and Close**.

7. Click the extract definition. Lock and save it.

8. Check all the value sets and mandatory fields are set.

9. Click the name of the extract.

10. Check if the **Run** screen is populated with the appropriate values in the respective fields.

11. On the **Submit Extracts** page, search for the job extract.
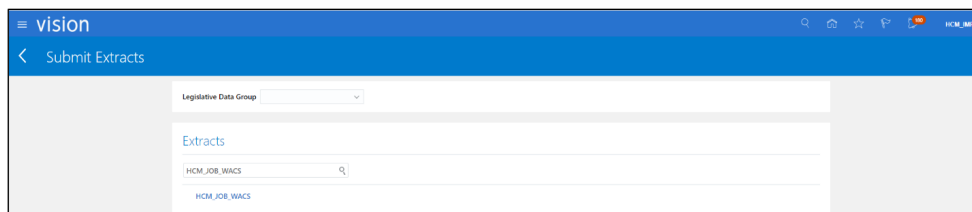


12. Click the **Extract Name** and verify the **Legislative Group** and **Job Set** values.
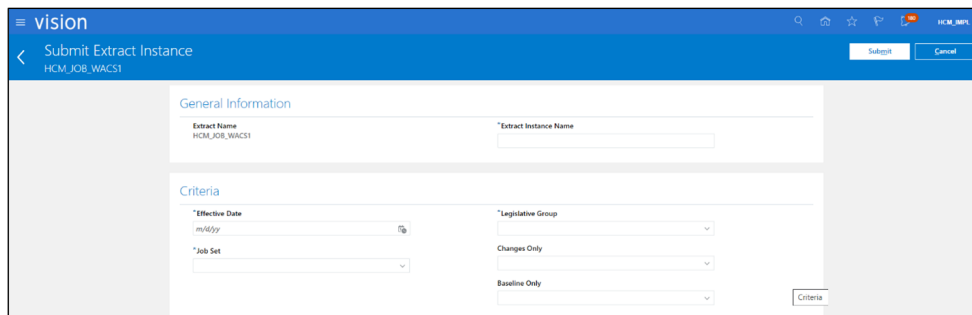
# Chapter 4

## Employee Unavailability Integration

This chapter focuses on the overview and Oracle HCM Employee Unavailability integration. It includes the following:

- Integration Overview
- Oracle HCM Cloud Employee Unavailability

# Integration Overview

This section provides an overview of Oracle Human Capital Management Cloud absence integration to Oracle Utilities Work and Asset Cloud Service (Employee Unavailability). It focuses on integration requirements and the business standpoint of the functionality.

- Sync absence from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud system for employees

Oracle Cloud Absences Integration to Oracle Utilities Work and Asset Cloud provides the features to satisfy the following basic business needs.

This seamless integration between Oracle Human Capital Management Cloud and Oracle Utilities Work and Asset Cloud helps to have the same Employee absence across both platforms.

The integration will support Bulk upload and incremental updates to Oracle Utilities Work and Asset Cloud Service.

# Design

The scope of the absence integration is bulk data (initial) and incrementally based on the following approach. Bulk data is part of initial run and changes are synchronized using the incremental flow (changes/new/updated).

- External Leave Details (Sick, Vacation, and so on) are integrated to Oracle Utilities Work and Asset Cloud system. This type of leave would mean the employee is not available to assign an activity in Oracle Utilities Work and Asset Cloud Service.

Internal Absence details are handled in Oracle Utilities Work and Asset Cloud Service: Training, Meeting, and more.

Oracle Human Capital Management Cloud passes the completed leaves in case an employee applies in the system after taking leave. Example: An employee returning after a sick day can also apply for leave which will be sent to Oracle Utilities Work and Asset Cloud Service.

**Filter selection while data extract:**

- Level 1: Filter for Employee and Employee Unavailability extract will be the same, based on Legal Entity.

- For Bulk and Incremental "Approved (Scheduled and In progress)" absence status would be filtered.

- The status will need to be mapped in DVM with the Oracle Utilities Work and Asset Cloud corresponding status.

When an employee applies for leave in Oracle Human Capital Management Cloud, the system generates a Unique Absence ID for the record. Incremental will capture new Absence and also record changed for existing approved absence data.

### Bulk Upload

**Oracle HCM Absence Data (Bulk)**

Bulk Absence data will be interfaced from Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud so that the Oracle Utilities Work and Asset Cloud Service team can plan and assign the tasks accordingly to the employee/workers.

### Incremental Update

**Oracle HCM Incremental (Delta)/Changes**

Incremental Absence data is be interfaced form Oracle Human Capital Management Cloud to Oracle Utilities Work and Asset Cloud so that the Oracle Utilities Work and Asset Cloud Service team can plan and assign the tasks accordingly to the employee/workers.

The incremental update will use same extract used for bulk but with different parameter to interface the delta data based on the last run date and time. Any change from that will be captured in the new Extract.

## Business Rules

Following are the business rules:

- Oracle Human Capital Management Cloud (Data Exchange) should be available for the absence design/extract/schedule.

- Oracle Integration Cloud should be available for the integration activities.

- Oracle Utilities Work and Asset Cloud Service system should be up and running for the interface and validate the absence data.

- Oracle Utilities Work and Asset Cloud Service team should have other tools/reports to validate the interfaced data.

# Oracle HCM Cloud Employee Unavailability

This section focuses on importing the files that come as a part of the package and configuring them in the Oracle Human Capital Management Cloud environment for the integration to run successfully. Make sure to follow the same sequence for successful configuration.
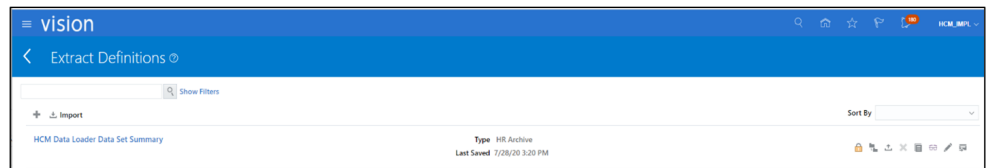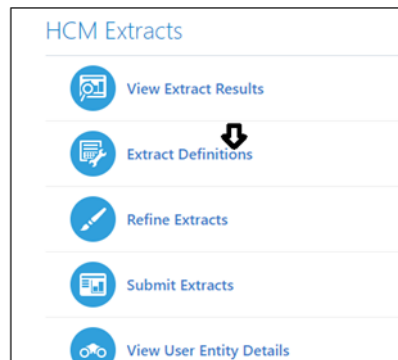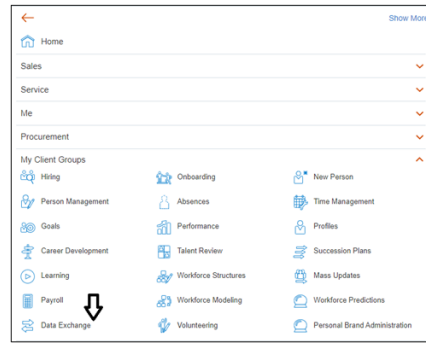
Extract Name: HCM_ABS_WACS

Integration Name: HCMABSWACS

## Extracting an Upload

To extract an upload:

1. Navigate to the **Oracle Human Capital Management Cloud Extract** page.

2. Click **Upload** and browse to the folder.
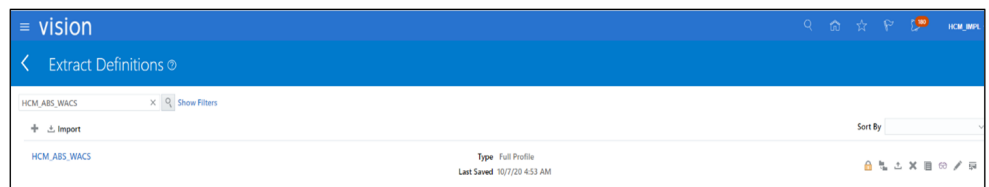
3.  Upload the extract file "HCM_ABS_WACS".







4.  Query the extract. Navigate to **Advanced** > **Extract Execution Tree** > **Compile**.

5.  Verify that the **Compile Status** shows a green icon with a check-mark. Save and close.
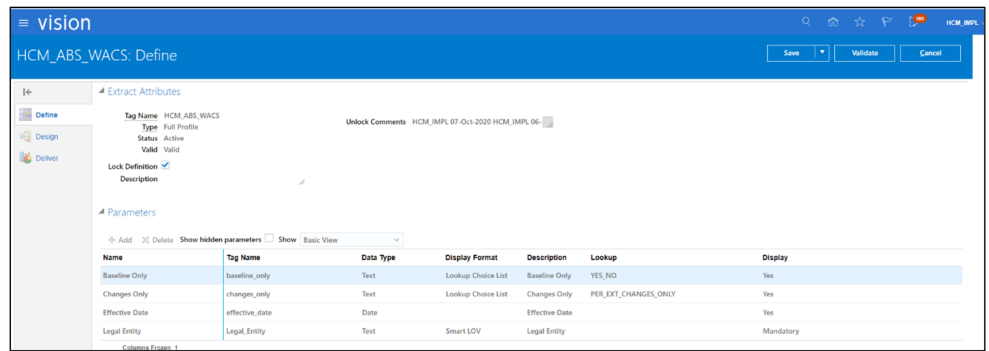
6.  Lock the extract definition.

## Verifying the Run Screen

To verify the Run screen:

1.  Check that all **Value Sets** and **Mandatory** fields are set.

2.  Click on the extract name.

3.    Check that all values are populated on the **Run** screen. Verify that the legal entity row is populated with the correct values.



4.    On the **Submit Extracts** page, search the **Job Extract**.



5.    Click on the extract name. Validate the **Legislative Group** and **Job Set** values.

Oracle HCM Cloud Configurations for Oracle HCM Cloud Integration to Oracle Utilities Work and Asset Cloud Service Setup Guide