

PeopleSoft-Taleo Integration

Overview

Feature Packs 13A, 13B

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Revision History

Date	Modification	Revised Topic
November 18, 2013	Initial publication.	

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Integration Solution Overview

The purpose of the PeopleSoft-Taleo Integration solution is to enable customers to use the recruiting functionalities available within the Taleo Recruiting product while they continue to use PeopleSoft for their day-to-day Human Capital Management (HCM) business processes.

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



This integration is currently generally available only to new Taleo customers that have yet to begin their implementation of Taleo Recruiting, subject to meeting the Peoplesoft and Taleo pre-requisites. It is under controlled availability for customers that are already live with Taleo Recruiting but are interested in exploring options to migrate their existing custom integrations and undergoing any change management associated with meeting the pre-requisites. Please contact your client executive or account manager for additional information on qualification and next steps.

The integration solution presents both PeopleSoft and Taleo customers the unique opportunity to leverage PeopleSoft's HCM system of record with Taleo's Recruiting application. The integration solution provides a typical recruiting integration model that allows customers to create/manage job requisitions in Taleo using the foundation data defined within the PeopleSoft system. Candidates in Taleo who are hired for these job openings are then processed in the PeopleSoft system thereby completing the hiring cycle.

The points below summarize the elements addressed in this PeopleSoft-Taleo Integration solution.

- Synchronization of PeopleSoft HR Foundation Information with Taleo to enable requisition creation in Taleo.
- Retrieval of candidate information pertaining to selected applicants from Taleo to process hire in PeopleSoft.
- Workflow e-mail notifications to be sent to concerned people informing them about the status and errors of the data synchronization or candidate retrieval process.
- Enabling integration specialists to capture and troubleshoot errors from PIA.
- Enabling employees in the PeopleSoft system to search and apply for jobs in Taleo.
- Enabling Hiring Managers in PeopleSoft to view selected Taleo recruiting statistics in PeopleSoft Manager Dashboard.

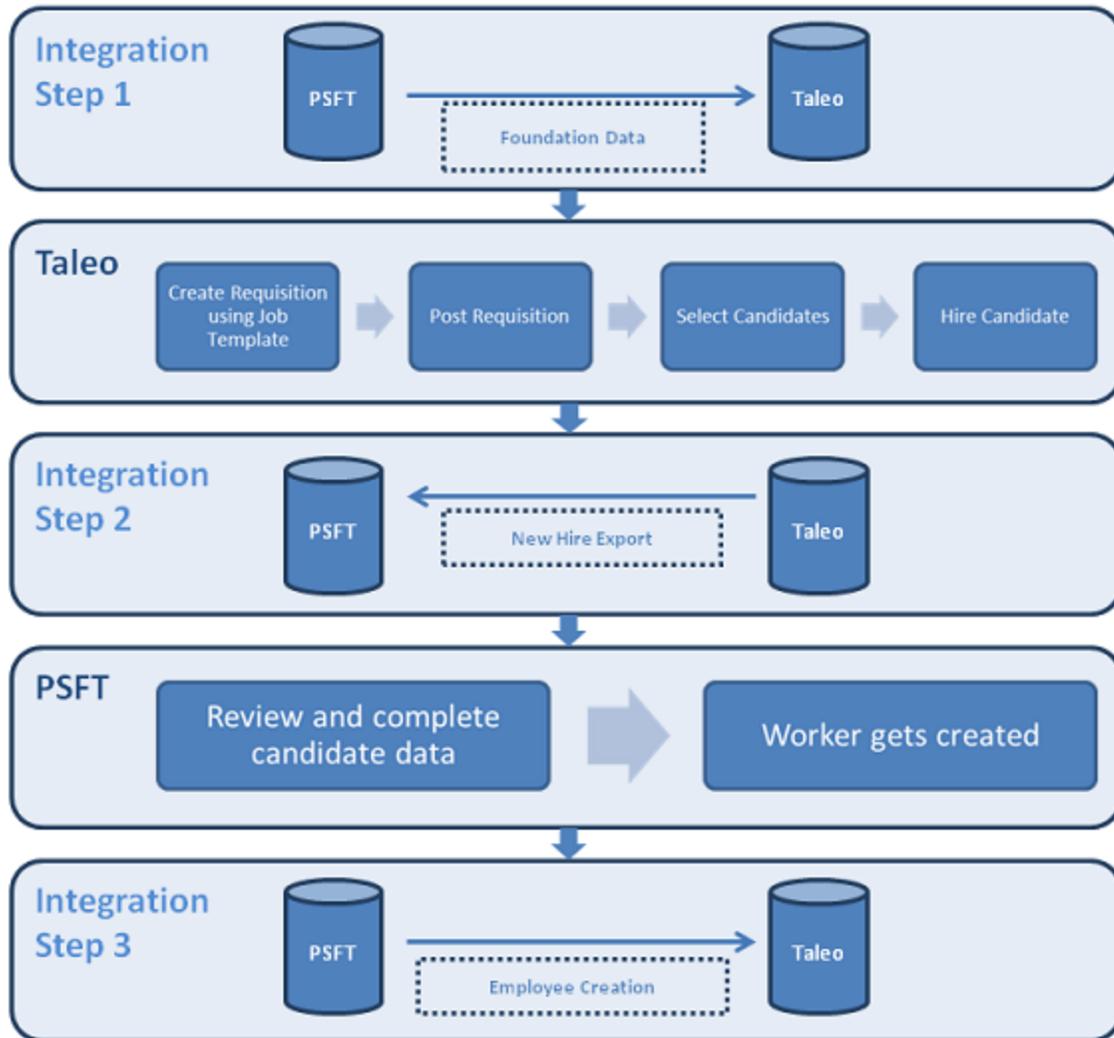
There currently is no product integration between Taleo Onboarding/Taleo Transitions and PeopleSoft.



The Manager field is out of scope for the Phase 1 of the PeopleSoft-Taleo Integration solution. As a result, the complete organization structure will not be available; individuals will be seen but the reporting structure to the Manager will not be seen. Consequently, some features in Taleo, such as the Dynamic Approval Routing feature, will not work because the Manager field is missing.

Business Process Overview

This diagram describes the business process of a typical recruiting integration scenario. The standard PeopleSoft-Taleo Integration solution is based in this typical business scenario.



For details on how to configure the Taleo product for this integration, refer to the document entitled *PeopleSoft-Taleo Integration - Taleo Configuration Guide*.

PeopleSoft Prerequisites

To successfully use the PeopleSoft-Taleo Integration solution, the following prerequisite criteria must be met.

Customers are expected to have defined certain set of information in PeopleSoft before they proceed to integrate with Taleo.

- Business Units and SetId setup in PeopleSoft.
- Record Groups defined in PeopleSoft.
- Department, Company, Location defined in PeopleSoft.
- Locations defined in PeopleSoft should exist with proper Country and State/Province Information in the system.
- Jobcodes defined in PeopleSoft.
- Tableset Control implemented in PeopleSoft and entities like Department, Jobcode and Location are set/controlled by Business Unit.
- Each employee in PeopleSoft should have a User Id to access PeopleSoft.
- Each employee in PeopleSoft should be associated to one User Id in the system.
- User Id associated with an employee should be 4 characters in length at a minimum.
- User Profiles defined and setup in PeopleSoft with appropriate Roles.
- PeopleSoft HR system should be kept current on Maintenance and have the latest bundle and individual fixes applied.

Taleo Prerequisites

To successfully use the PeopleSoft-Taleo Integration solution, the following prerequisite criteria must be met.

Foundation Data Structures

The following data structure must exist under Taleo SmartOrg Administration:

- The Organization Structure must consist of 3 levels: Company, Business Unit, Department.
- The Location Structure must follow this hierarchy: Country, State/Province, City, Work Location.
- A Job Field structure is required for requisitions but it is not part of the PeopleSoft-Taleo integration scope. Customers will need to decide how they are going to manage job fields.

User Types

These Taleo default user types must be used. For details on user type mapping, refer to the PeopleSoft documentation.

- Employee
- PowerRecruiter
- PowerManager

Security Policies

Security policies related to the user password must be configured because PeopleSoft will not require that customers provide a password for employees/users they create in Taleo.

Requisitions

It is strongly recommended for recruiters to create requisitions using requisition templates. Hiring a candidate having applied on a requisition not created from a requisition template will mean additional work for the PeopleSoft HR Administrator to validate and complete the new hire information. While not mandatory, it is strongly recommended for recruiters to have the "Requisition File Automatic Filling" user preference set to "Yes" in order for them to select a requisition template.

Recruiters should not modify the Organization or Location information in the requisition from what has been defaulted from the requisition template.

Taleo should send over new hire data to PeopleSoft at only one point in the entire Taleo recruiting process to be synchronized with PeopleSoft system.

Technical Requirements

The following product versions are required for the PeopleSoft-Taleo integration.

- Taleo 13A/13B (new install) + PeopleSoft 9.1 (new install) / PeopleTools 8.53+ (new install or upgraded)
- Taleo 13A/13B (new install) + PeopleSoft 9.1 (upgraded) / PeopleTools 8.53+ (upgraded)
- Taleo 13B (new install) + PeopleSoft 9.2 (new install) / PeopleTools 8.53+ (new install or upgraded)
- Taleo 13B (new install) + PeopleSoft 9.2 (upgraded) / PeopleTools 8.53+ (upgraded)

The PeopleSoft-Taleo Integration is a cost effective standard integration which is subject to volume limit. It is therefore important to validate if the volume limit must be extended before proceeding with the integration.