

Mastek

Cloud Enhancement Services

Live Webinar

Host:

Hardik Patel
CES Operations Manager

Speaker:

Diksha Badoga
Oracle HCM Consultant

23B - GLOBAL HUMAN RESOURCES

Empowering you for the next update



ORACLE | Partner





DISCLAIMER

These advisory webinars are organized to equip you with the latest updates. The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

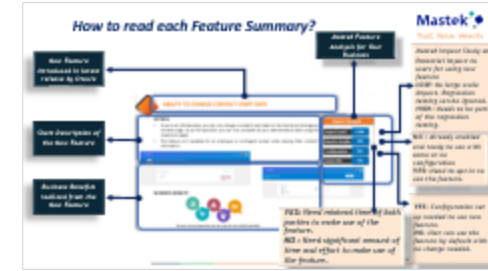
AGENDA



Our Approach to Oracle Update

Our Analysis of Latest Release
- New Features
- Known Issues (If any)

Closing
- Q&A



How to read each Feature Summary?

Mastek Feature Analysis for Your Business

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

ABILITY TO CHANGE CONTACT START DATE

DETAILS:

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.

BUSINESS BENEFIT:

Ensure correct data that can be used for any family benefits

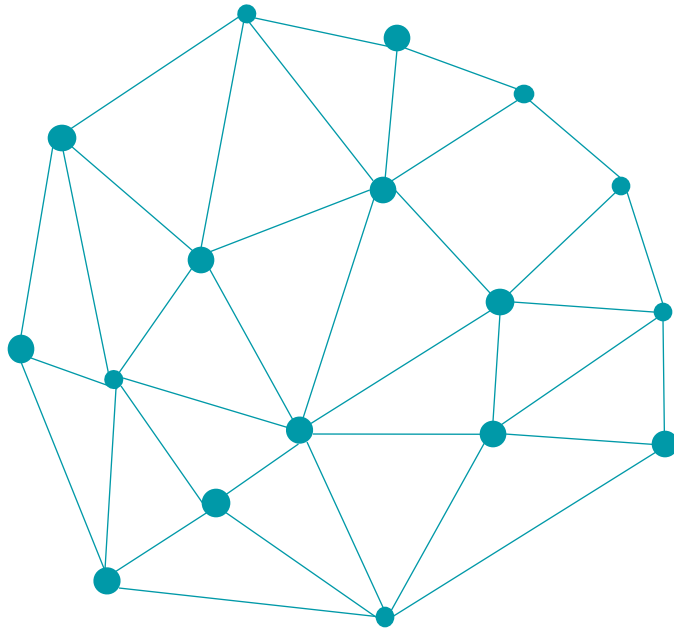
Impact Analysis	
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

Mastek Impact Study on Potential Impact to users for using new feature
LOW: No large scale impact. Regression testing can be ignored.
HIGH: Needs to be part of the regression testing.

NO : Already enabled and ready to use with some or no configuration
YES: Need to opt-in to use the feature.

YES: Need minimal time of both parties to make use of the feature.
NO : Need significant amount of time and effort to make use of the feature.

YES: Configuration set up needed to use new feature.
NO: User can use the feature by default with no change needed.



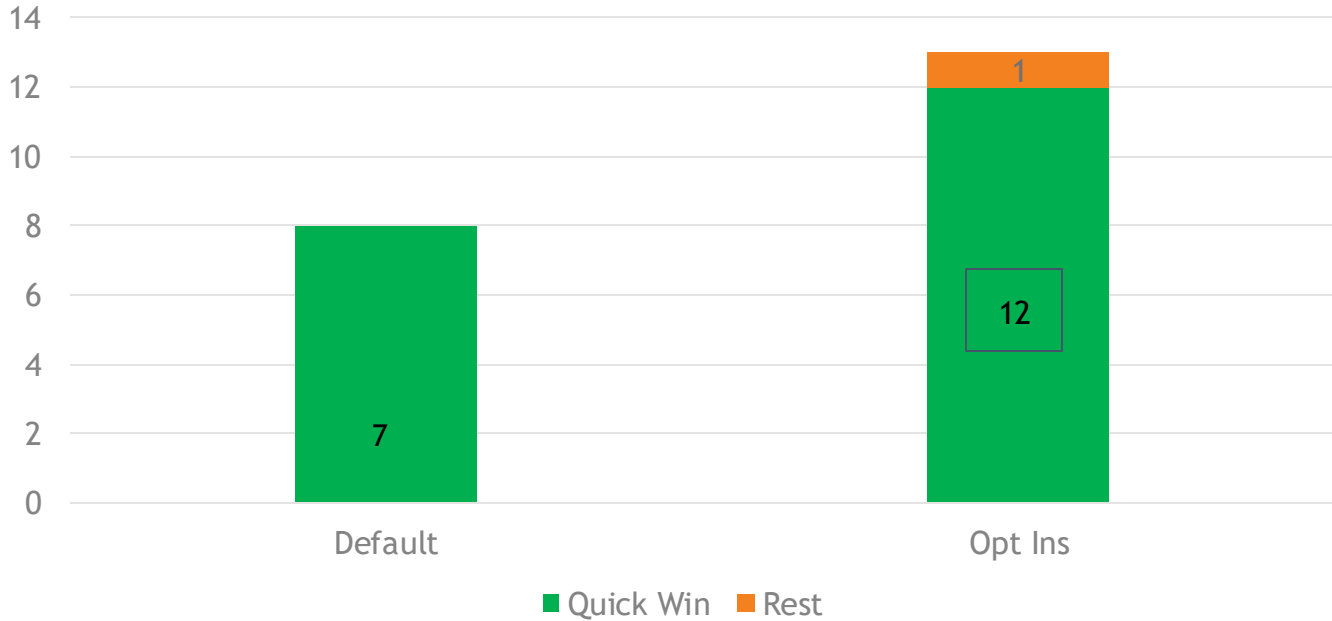
OUR ANALYSIS OF LATEST RELEASE

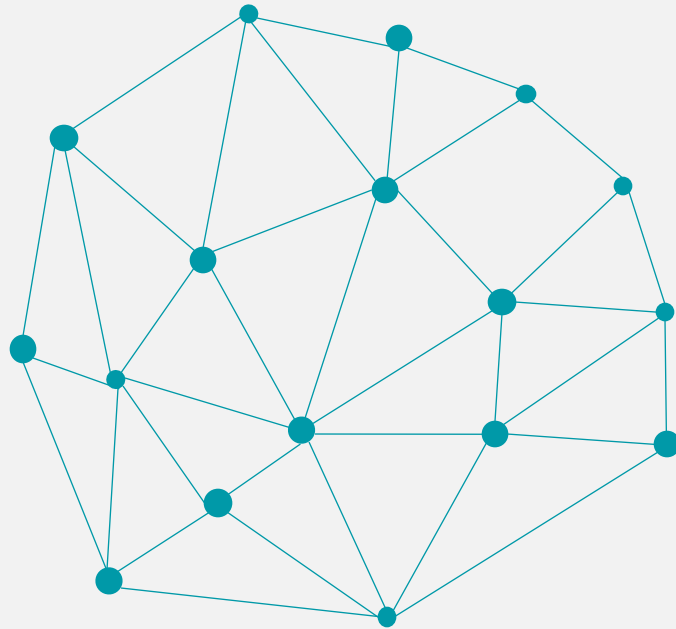
NEW FEATURES

ANALYSIS- STATISTICS

6
HCM Common Features

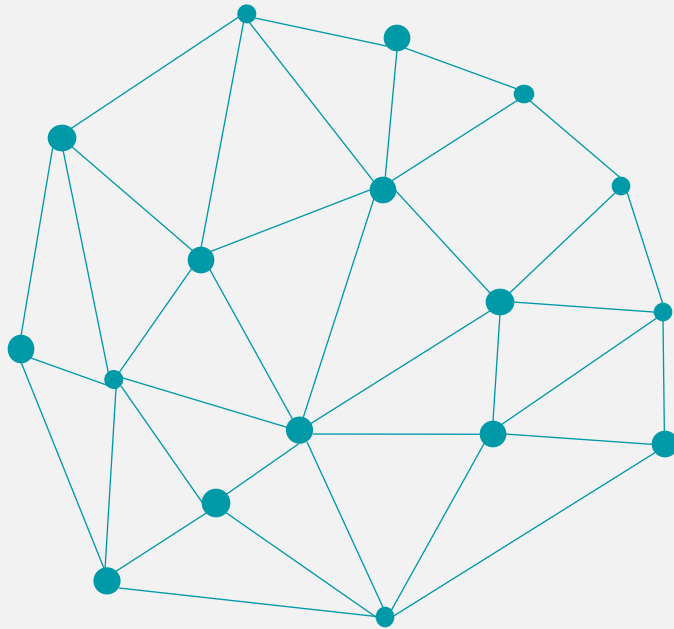
20
Global HR





GLOBAL HUMAN RESOURCES





QUICK WIN

Default with no configuration



EMPLOYMENT: OVERRIDE STANDARD WORKING HOURS IN THE ASSIGNMENT

Details :

- The earlier Standard Working Hours attribute in the assignment is renamed to Derived Standard Working Hours to indicate that this value is derived from the work structure hierarchy.
- For example, if the standard working hours derived from any of the work structure objects is 40 weekly, and you specify the Assignment Standard Working Hours as 50 weekly, the assignment standard working hours will be taken into consideration for calculation of adjusted FTE.

The screenshot shows the 'Hire an Employee' form with various fields. The 'Assignment Standard Working Hours' field is highlighted with a red box. It is set to '50 Weekly'. Below it, the 'Derived Standard Working Hours' is shown as '8 Weekly'. Other fields include Department, Reporting Establishment, Location, Hourly Paid or Salaried, Headcount (1), Working Hours (8 Weekly), ACA Full Time, Limited Nonassessment Period, Measurement Period Start Date, Stability Period Start Date, Stability Period End Date, Safe Harbor Override, Affordable HRA Offered, and HRA Affordability ZIP Code (Primary Residence).

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit: This feature gives you the ability to change the standard working hours based on your requirement and control FTE calculation.

EMPLOYMENT: DERIVE STANDARD WORKING HOURS FROM JOB AND LOCATION FOR ASSIGNMENT

Details :

We can now derive the standard working hours and frequency for an assignment from the position, job, location, department, legal employer, or enterprise in that order. Job and location are the new entities in the derivation hierarchy.

The derivation logic for the standard working hours and frequency is given below.

- 1.Position:** The first check is on the position specified on the assignment. If values for this attribute is available in the position, then it's defaulted on the assignment.
- 2.Job:** If the attribute value isn't specified on the position, then the check is done on the job specified in the assignment. If the value is specified in the job, then it's defaulted on the assignment.
- 3.Location:** If the attribute value isn't specified on the job, then the check is done on the location specified in the assignment. If the value is specified in the location, then it's defaulted in the assignment.
- 4.Department:** If the attribute value isn't specified on the location, then the check is done on the department specified in the assignment. If the value is specified in the department, then it's defaulted on the assignment.
- 5.Legal Employer:** If the attribute value isn't specified on the department, then the check is done on the legal employer in the assignment. If the value is specified in the legal employer, then it's defaulted on the assignment
- 6.Enterprise:** If the attribute value isn't specified on the legal employer, then the check is done on the enterprise. If the value is specified in the enterprise, then it's defaulted on the assignment.

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits:

This feature allows to default the attribute values from the job and location too.

EXAMPLE OF DERIVATION LOGIC FOR STANDARD WORKING HOURS AND FREQUENCY

Work Structure	Standard Working Hours
POSITION- Application Engineer	-
JOB- Development	20 Weekly
LOCATION-HYD	35 Weekly
DEPARTMENT- Software Development	-
LEGAL EMPLOYER-IDC	-
ENTERPRISE-GBI	-

Attribute	Assignment A1	Assignment A2	Reason
Derived Standard Working Hours	20 Weekly	35 Weekly	In assignment A1, as per the defaulting logic, a value exists in the job, hence the value is defaulted from the job. In assignment A2, as per the defaulting logic, a value exists in the location, hence the value is defaulted from the location.

For example, if you're hiring an employee and adding an additional assignment with the following data

Assignment A1 - POSITION-Application Engineer, JOB-Development, LOCATION-HYD, and DEPARTMENT- Software Development

Assignment A2 - LOCATION-HYD and DEPARTMENT-Software Development

Earlier, you could default the standard working hours from either the enterprise, legal employer, department, or position. With this feature you can also default the attribute values from the job and location too.

EMPLOYMENT: CALCULATE AND STORE ADJUSTED FTE IN RESPONSIVE EMPLOYMENT PAGES

Details :

- The Adjusted FTE is calculated by multiplying the FTE value with the ratio of annual working duration and standard annual working duration. For example, a teacher works only 36 weeks annually, while the standard annual working duration is 52 weeks. The working hours and standard working hours are 20 and 40 weekly respectively, hence the FTE is 0.5. The annual working ratio will be $36 / 52$ and the adjusted FTE will be calculated as $FTE * \text{annual working ratio}$, which is $0.5 * 36 / 52 = 0.346155$.

Change Working Hours
Johnny English

① When and Why

② Working Hours

Hourly Paid or Salaried

Calculate FTE and headcount automatically

Working Hours: 20 Weekly

Assignment Standard Working Hours: 40 Weekly

Derived Standard Working Hours: 8 Daily

FTE: 0.5

Annual Working Duration: 36

Standard Annual Working Duration: 52

Annual Working Duration Units: Weeks

Annual Working Ratio: 0.69231

Adjusted FTE: 0.346155

Start Time: 08.00

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefit: This feature enables you to manage an additional adjusted FTE value at assignment level, thereby giving you more flexibility to manage your statutory FTE requirements.

JOURNEYS: LAST NAME VALIDATION FOR NATIVE ELECTRONIC SIGNATURE IN JOURNEYS

Details :

We can now leverage the additional last name validation for the native electronic signature journey task. If the validation type is based on the last name, then the task performer needs to enter only their last name to electronically sign the document. The last name is validated against the value of the last name in the person record

Integration Category
Electronic signature validation

Integration Type
Native electronic signature

Integration Code
LastNameOnly

***E-Signature Validation Type**
Name

Name Validation
Last name

Country

National Identifier Type

Password Validation Pattern

Enable E-Signature Validation

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefits: Users can use last name validation apart from the existing validation of full name and display name

JOURNEYS: LAST NAME VALIDATION FOR NATIVE ELECTRONIC SIGNATURE IN JOURNEYS

Select the Last Name Validation When You Create the Journey Task

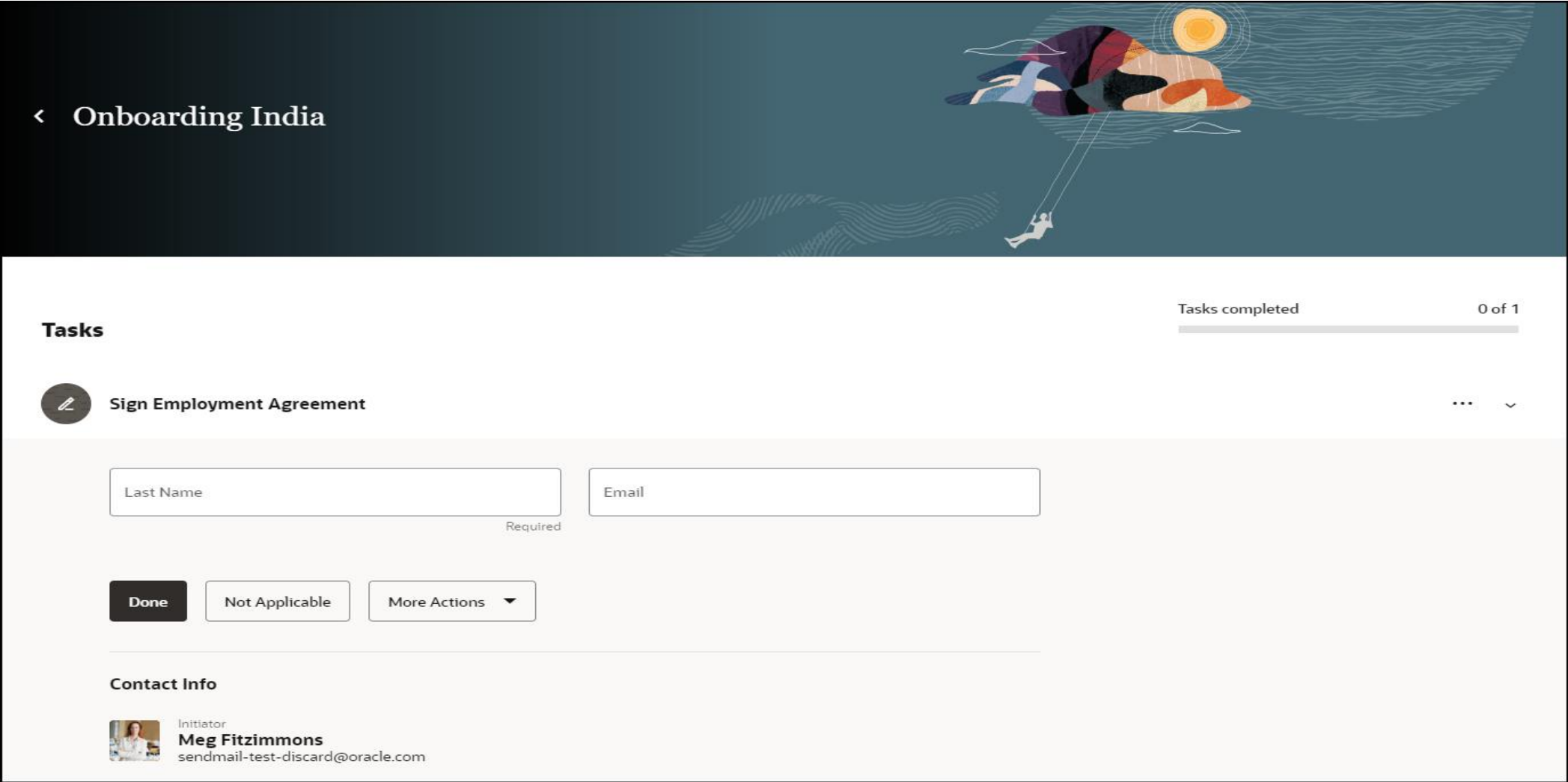
Create Task ?

Details Notification and Reminders Notes Display Settings

*Name	Sign Employment Agreement	Code	SIGN_EMPLOYMENT_AGREEMENT
*Sequence	1	Status	Active
Required	<input type="checkbox"/>	Description	
Eligibility Profile		Offset Days	0
Preceding Task		Activation Criteria	
Target Duration		Delay Duration	
*Expire	2 Days	Performer Name	
	After assigne	Owner Name	
Performer	Worker	Task Type	Electronic Signature
Owner	Initiator	Electronic Signature	Signature Type: Electronic Signature - Native
Report		Validation Type	LastNameOnly
		Report Path	

JOURNEYS: LAST NAME VALIDATION FOR NATIVE ELECTRONIC SIGNATURE IN JOURNEYS



Last Name Validation for eSign Task



< Onboarding India

Tasks completed 0 of 1


Tasks

 Sign Employment Agreement 

Last Name Required Email

Done **Not Applicable** **More Actions** ▼

Contact Info

 Initiator
Meg Fitzimmons
sendmail-test-discard@oracle.com

JOURNEYS: SYNCHRONIZE JOURNEY CONFIGURATION CHANGES TO ASSIGNED JOURNEYS AND TASKS

Details :

- Make use of the enhanced **Update Assigned Journey Attributes Based on Modified Journey Template** process to synchronize journey configuration changes to the assigned journeys and tasks. The process now supports syncing of Enable expiry and Target Duration attributes

The screenshot shows the 'Add Configuration' interface. At the top, there is a 'Save' button. The main area is titled 'Details' and contains the following fields:

- *Name: Sync Expiry and Target Duration
- *Code: SYNC_EXPIRY_AND_TARGET_DURATIO
- *Type: Checklist Synchronization
- *Enabled:

Below these fields is a 'Description' text area. A navigation menu on the left includes:

- ▶ Checklist Attributes
- ▶ Checklist Contact Attributes
- ▶ Checklist Settings
- ▶ Checklist Display Properties
- ▲ Task Attributes

At the bottom right, there is an 'Enable all' checkbox. Below this is a table with the following columns: Attribute and Enabled.

Attribute	Enabled
Name	<input type="checkbox"/>
Description	<input type="checkbox"/>
Mandatory	<input type="checkbox"/>
Sequence	<input type="checkbox"/>
Enable expiry	<input checked="" type="checkbox"/>
Target Duration	<input checked="" type="checkbox"/>

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefits:
Provides Support for syncing additional attributes such as expiry and target duration

JOURNEYS: DEFER CREATION OF DOCUMENT IN DOCUSIGN JOURNEY TASK

Details :

- We can defer the creation of the document to be signed in DocuSign until the time the user initiates the DocuSign journey task.
- We need to enable the `ORA_PER_CHECKLIST_DEFER_DOCUSIGN_CREATION` profile option to defer the document creation. By default, this profile option is set to N.

Profile Option Code	Profile Display Name	Default Profile Value
<code>ORA_PER_CHECKLIST_DEFER_DOCUSIGN_CREATION</code>	Defer DocuSign Document Creation on Checklist Allocation Enabled	N

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Details :

- Enable these attributes in all the position pages using HCM Design Studio:
 - Department Title
 - Job Code
 - Location Code
 - Parent Position Code
 - Delegate Position Code
 - Funding Position Code
- They're displayed in the read-only mode next to each of the list of values for the user's reference.

2 Position Details

Parent Position
WFMTL FIN Senior Manager

Parent Position Code
WFMTL FIN Senior Manager

*Business Unit
WFMTL Financials BU

*Name
WFMTL FIN Analyst

*Department
Accounts Payable

Department Title
Accounts Payable

Impact Analysis

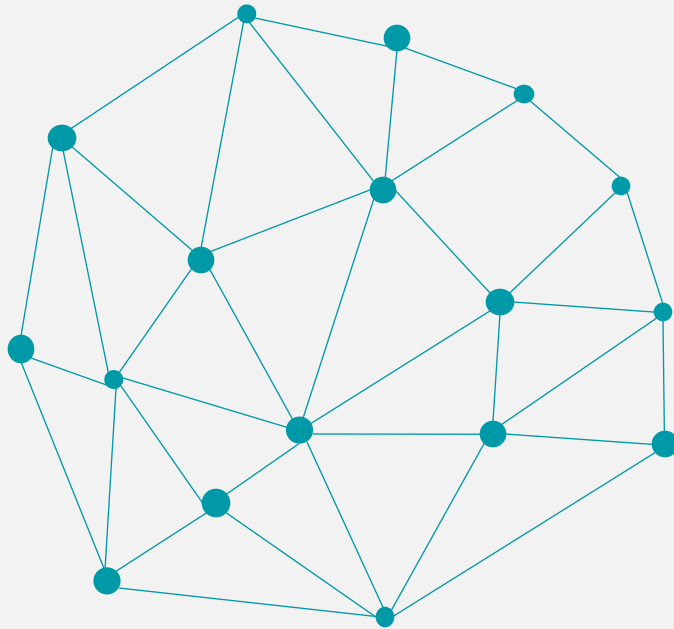
Impact Level LOW

Need to Enable NO

Configuration YES

Quick Win YES

Business Benefits: This feature reduces mistakes and improves the usability of the position pages by enabling you to see the codes that clearly identify the objects on the pages.



QUICK WIN

Opt Ins



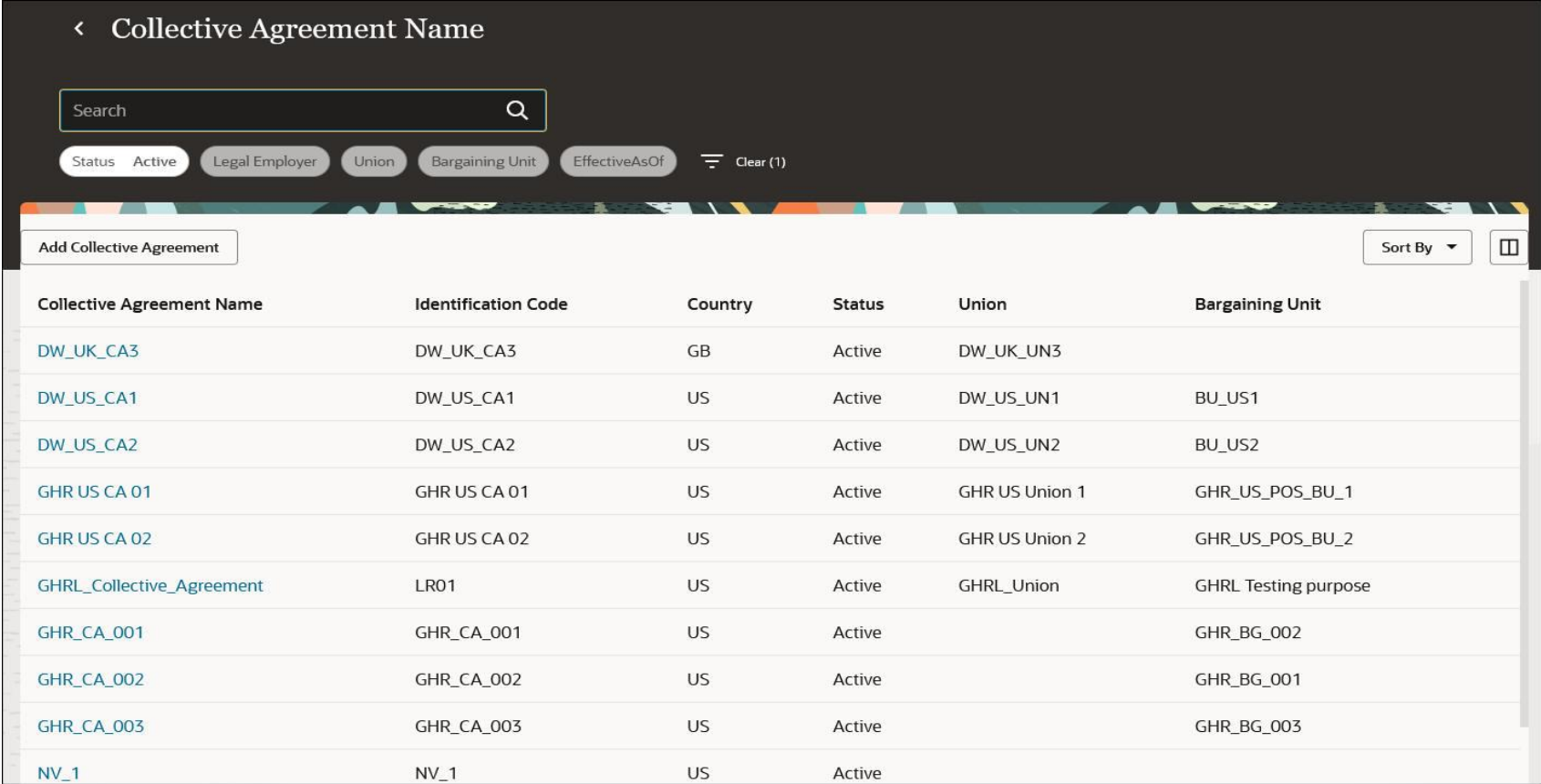
REDWOOD EXPERIENCE FOR COLLECTIVE AGREEMENTS

Details :

- Enrich the user experience with the new Collective Agreements page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- You can search based on name, code, or country.

Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES



Collective Agreement Name

Search

Status Active Legal Employer Union Bargaining Unit EffectiveAsOf Clear (1)

Add Collective Agreement Sort By

Collective Agreement Name	Identification Code	Country	Status	Union	Bargaining Unit
DW_UK_CA3	DW_UK_CA3	GB	Active	DW_UK_UN3	
DW_US_CA1	DW_US_CA1	US	Active	DW_US_UN1	BU_US1
DW_US_CA2	DW_US_CA2	US	Active	DW_US_UN2	BU_US2
GHR US CA 01	GHR US CA 01	US	Active	GHR US Union 1	GHR_US_POS_BU_1
GHR US CA 02	GHR US CA 02	US	Active	GHR US Union 2	GHR_US_POS_BU_2
GHRL_Collective_Agreement	LR01	US	Active	GHRL_Union	GHRL Testing purpose
GHR_CA_001	GHR_CA_001	US	Active		GHR_BG_002
GHR_CA_002	GHR_CA_002	US	Active		GHR_BG_001
GHR_CA_003	GHR_CA_003	US	Active		GHR_BG_003
NV_1	NV_1	US	Active		

Business Benefits: The new page offers less number of clicks and better performance. By using these new pages or flows you can take advantage of the cohesiveness through the application..

REDWOOD EXPERIENCE FOR DEPARTMENTS

Details :

- Enrich the user experience with the new Departments page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- You can use the keyword search to search on a department name, title, or location.

Name	Status	Set Name	Set Code	Location Name	Location Code	
US Sales Central	Active	Common Set	COMMON	S1- Chicago	S1-_CHICAGO_0_2450399171831	...
US Sales South	Active	Common Set	COMMON	Belmont	Belmont	...
US Sales East Cor	Inactive	Common Set	COMMON	M2- Boston	M2-_BOSTON_0_2450399171831	...
Sales West US	Active	US Department Set	USDEPTS	Redwood City	USLoc001	...
Direct Sales US	Active	US Department Set	USDEPTS	Redwood City	USLoc001	...
Sales US	Active	US Department Set	USDEPTS	New York	USLoc007	...

Impact Analysis

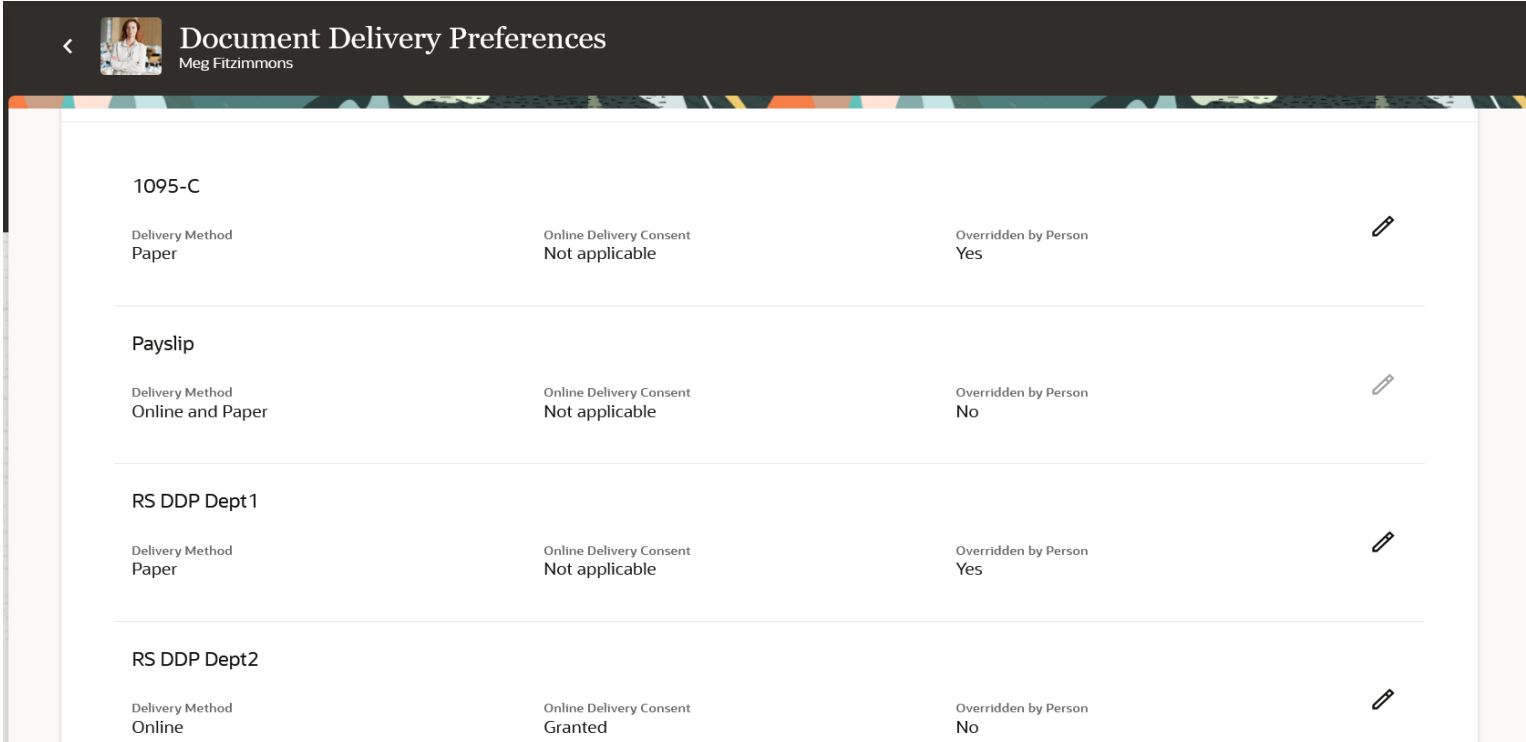
Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page.

REDWOOD EXPERIENCE FOR DOCUMENT DELIVERY PREFERENCES

Details :

- Enrich the user experience with the new Document Delivery Preferences page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- The new page navigates you to the new Advanced Search Person page. The Document Delivery Preferences page appears when you select a person on the search page.
- The new page displays the list of delivery preferences for different document types.



Document Delivery Preferences			
Document ID	Delivery Method	Online Delivery Consent	Overridden by Person
1095-C	Paper	Not applicable	Yes
Payslip	Online and Paper	Not applicable	No
RS DDP Dept1	Paper	Not applicable	Yes
RS DDP Dept2	Online	Granted	No

Impact Analysis

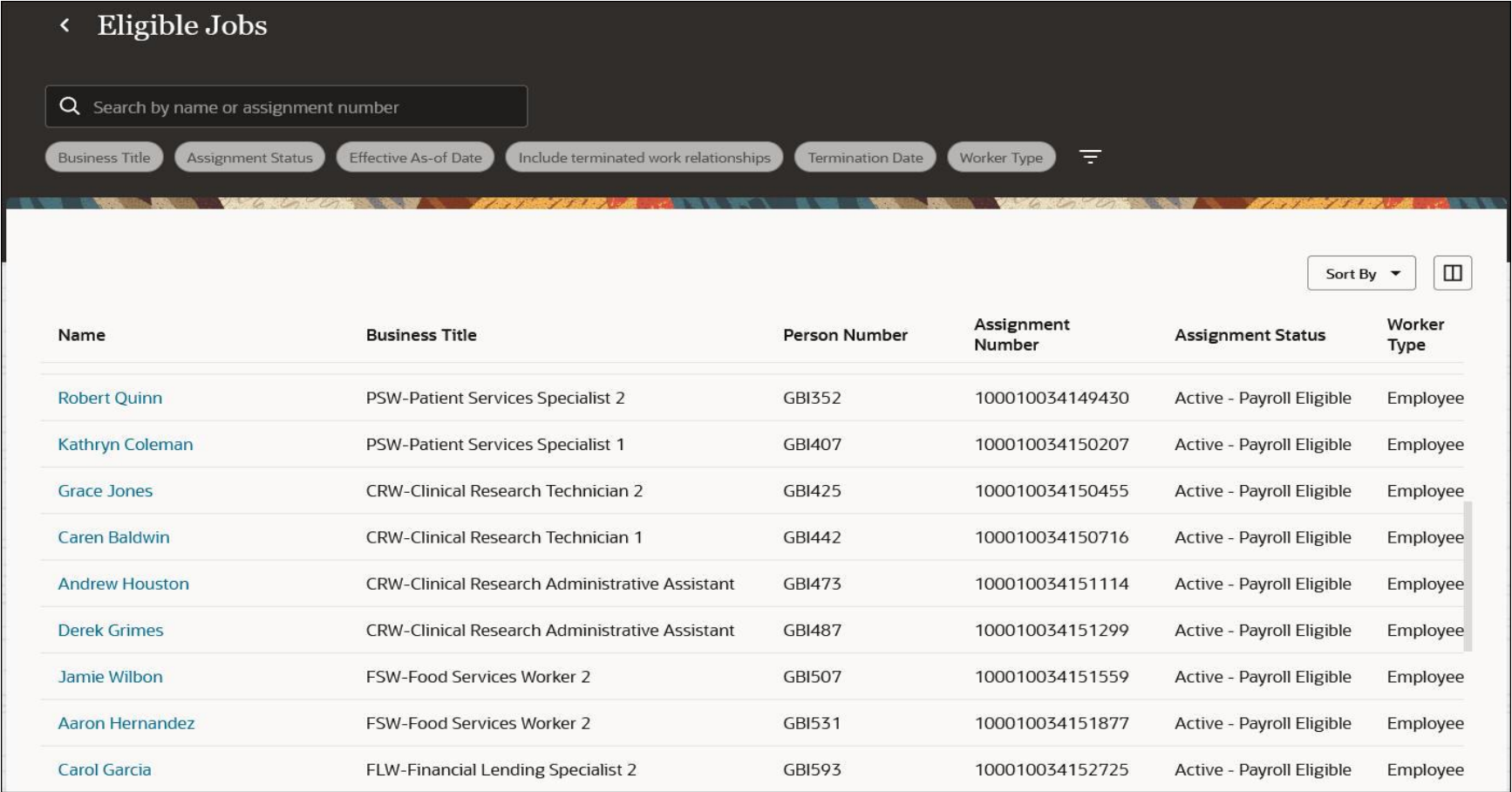
- Impact Level: **LOW**
- Need to Enable: **NO**
- Configuration: **YES**
- Quick Win: **YES**

Business Benefits. The new page is built using the Redwood toolset and offers better performance. You can take advantage of the cohesiveness through the application with the new page.

REDWOOD EXPERIENCE FOR ELIGIBLE JOBS

Details :

•Enrich the user experience with the new Eligible Jobs page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.



Eligible Jobs

Search by name or assignment number

Business Title | Assignment Status | Effective As-of Date | Include terminated work relationships | Termination Date | Worker Type

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type
Robert Quinn	PSW-Patient Services Specialist 2	GBI352	100010034149430	Active - Payroll Eligible	Employee
Kathryn Coleman	PSW-Patient Services Specialist 1	GBI407	100010034150207	Active - Payroll Eligible	Employee
Grace Jones	CRW-Clinical Research Technician 2	GBI425	100010034150455	Active - Payroll Eligible	Employee
Caren Baldwin	CRW-Clinical Research Technician 1	GBI442	100010034150716	Active - Payroll Eligible	Employee
Andrew Houston	CRW-Clinical Research Administrative Assistant	GBI473	100010034151114	Active - Payroll Eligible	Employee
Derek Grimes	CRW-Clinical Research Administrative Assistant	GBI487	100010034151299	Active - Payroll Eligible	Employee
Jamie Wilbon	FSW-Food Services Worker 2	GBI507	100010034151559	Active - Payroll Eligible	Employee
Aaron Hernandez	FSW-Food Services Worker 2	GBI531	100010034151877	Active - Payroll Eligible	Employee
Carol Garcia	FLW-Financial Lending Specialist 2	GBI593	100010034152725	Active - Payroll Eligible	Employee

Impact Analysis


- Impact Level: LOW
- Need to Enable: NO
- Configuration: YES
- Quick Win: YES

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page

REDWOOD EXPERIENCE FOR ELIGIBLE JOBS

Details :

If a worker has multiple assignments, you can seamlessly switch between the assignments to view the relevant eligible jobs without having to go back to the search page.



Eligible Jobs
Kartik Singh

Cancel Submit

Business Title

ZHRT-Computer Control Programmer ▾

ZHRT-Computer Control Programmer

12040.Application Developer 4

11010.Application Development Manager			
Relief Type Derived	Start Date 02/02/2023	End Date 02/02/2023	✎
10730.Applications Developer 3			
Relief Type Manual	Start Date 12/01/2023	End Date 21/01/2023	✎
Manual Rate 10,000,000,000,000,000	Currency USD	Frequency Hourly	
10020.Software Development Manager			

REDWOOD EXPERIENCE FOR EMPLOYMENT CONTRACTS

Details :

- Enrich the user experience with the new Employment Contracts page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- On this page you can do these operations - update, correct, delete, and extend a contract.

Employment Contracts
GHR_CON_VBC5_FEB_8
Cancel Submit

Contract extension

Effective Start Date 3/13/23	Effective End Date 12/31/12	Action Name Hire
Initial Duration 6 Months	Extension Number 1	Extension Period 3 Months
Contract Start Date 3/13/23	Contract Number CONT955160008194652	Contract Type Fixed contract
Contract End Date 6/12/23	Description dec	CONTRACT_GLB 123
CONTRACT_DET_ADDITIONAL DET	Context Value CONTRACT_EXTRAINFO	CONTRACT_CNTX 1

...
Edit
Delete

Effective Start Date 9/13/22	Effective End Date 3/12/23	Action Name Hire
Initial Duration 6 Months	Contract Start Date 9/13/22	Contract Number CONT955160008194652
Contract Type Fixed contract	Contract End Date 3/12/23	...

+ Add

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

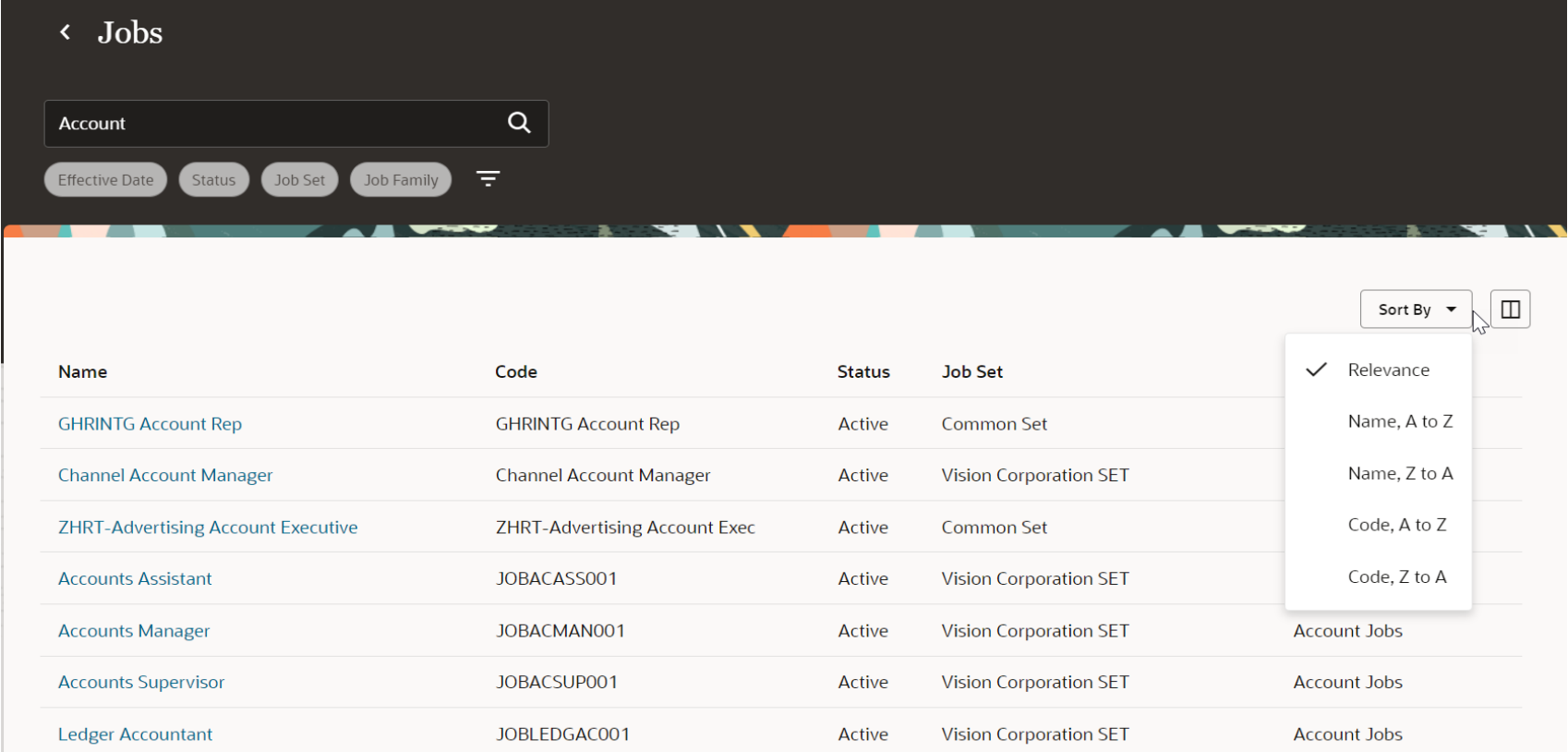
Quick Win **YES**

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page

REDWOOD EXPERIENCE FOR JOB FAMILIES

Details :

- Enrich the user experience with the new Jobs page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- You can search for a job based on the name, code, or job family. You can sort the search results based on relevance, name, and code on this page.



Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page

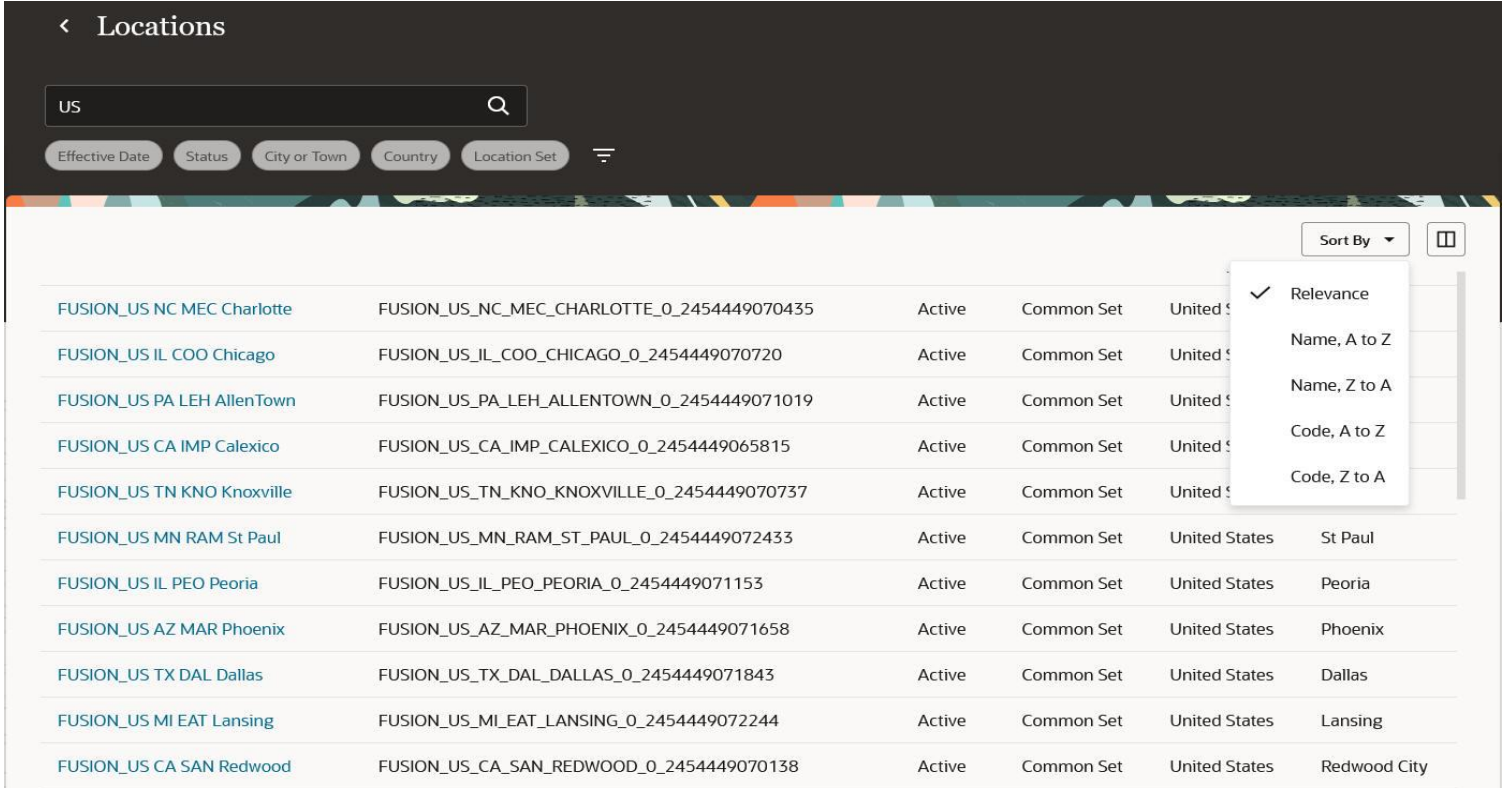
REDWOOD EXPERIENCE FOR LOCATIONS

Details :

- Enrich the user experience with the new Locations page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- You can search for a location based on name, code, city or other address fields. You can sort the search results based on relevance, name, and code on this page

Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES



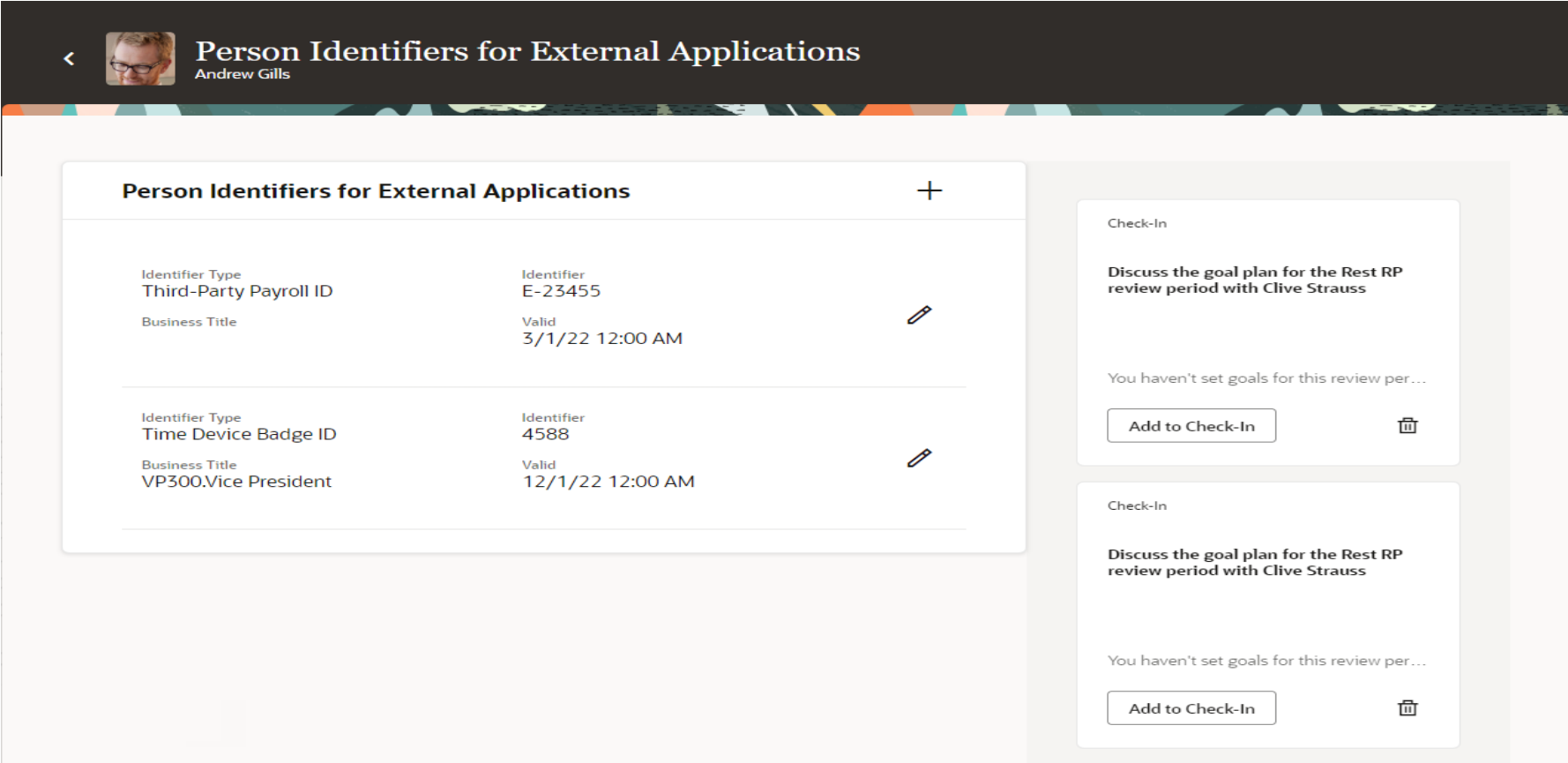
Location Name	Code	Status	Location Set	Country	City
FUSION_US NC MEC Charlotte	FUSION_US_NC_MEC_CHARLOTTE_0_2454449070435	Active	Common Set	United States	
FUSION_US IL COO Chicago	FUSION_US_IL_COO_CHICAGO_0_2454449070720	Active	Common Set	United States	
FUSION_US PA LEH AllenTown	FUSION_US_PA_LEH_ALLENTOWN_0_2454449071019	Active	Common Set	United States	
FUSION_US CA IMP Calexico	FUSION_US_CA_IMP_CALEXICO_0_2454449065815	Active	Common Set	United States	
FUSION_US TN KNO Knoxville	FUSION_US_TN_KNO_KNOXVILLE_0_2454449070737	Active	Common Set	United States	
FUSION_US MN RAM St Paul	FUSION_US_MN_RAM_ST_PAUL_0_2454449072433	Active	Common Set	United States	St Paul
FUSION_US IL PEO Peoria	FUSION_US_IL_PEO_PEORIA_0_2454449071153	Active	Common Set	United States	Peoria
FUSION_US AZ MAR Phoenix	FUSION_US_AZ_MAR_PHOENIX_0_2454449071658	Active	Common Set	United States	Phoenix
FUSION_US TX DAL Dallas	FUSION_US_TX_DAL_DALLAS_0_2454449071843	Active	Common Set	United States	Dallas
FUSION_US MI EAT Lansing	FUSION_US_MI_EAT_LANSING_0_2454449072244	Active	Common Set	United States	Lansing
FUSION_US CA SAN Redwood	FUSION_US_CA_SAN_REDWOOD_0_2454449070138	Active	Common Set	United States	Redwood City

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page

REDWOOD EXPERIENCE FOR PERSON IDENTIFIERS FOR EXTERNAL APPLICATIONS

Details :

•Enrich the user experience with the new Person Identifiers for External Applications page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.



Impact Analysis

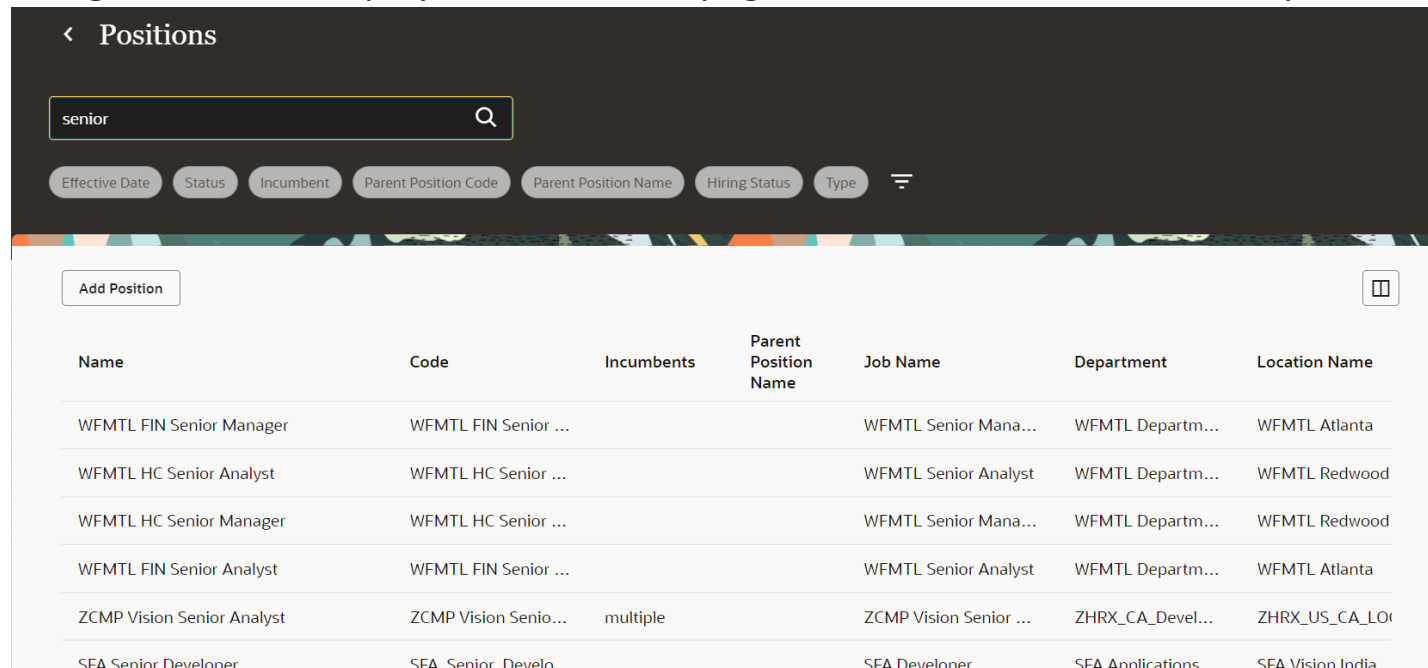
Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page

REDWOOD EXPERIENCE FOR POSITIONS

Details :

- Enrich the user experience with the new Positions page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- You can search for a position based on the name, code, parent position, or incumbent. You can also sort the search results based on relevance, name, and code on this page.
- Click the position name to open the details page. You can also update, correct, and delete the position from this page. In addition, you can also delete the date-effective record of the position. Only those attributes having a value are displayed on the view page. You can also view the history of changes from this page.



Name	Code	Incumbents	Parent Position Name	Job Name	Department	Location Name
WFMTL FIN Senior Manager	WFMTL FIN Senior ...			WFMTL Senior Mana...	WFMTL Departm...	WFMTL Atlanta
WFMTL HC Senior Analyst	WFMTL HC Senior ...			WFMTL Senior Analyst	WFMTL Departm...	WFMTL Redwood
WFMTL HC Senior Manager	WFMTL HC Senior ...			WFMTL Senior Mana...	WFMTL Departm...	WFMTL Redwood
WFMTL FIN Senior Analyst	WFMTL FIN Senior ...			WFMTL Senior Analyst	WFMTL Departm...	WFMTL Atlanta
ZCMP Vision Senior Analyst	ZCMP Vision Senio...	multiple		ZCMP Vision Senior ...	ZHRX_CA_Devel...	ZHRX_US_CA_LO
SFA Senior Developer	SFA_Senior_Develo...			SFA Developer	SFA Applications	SFA Vision India

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page

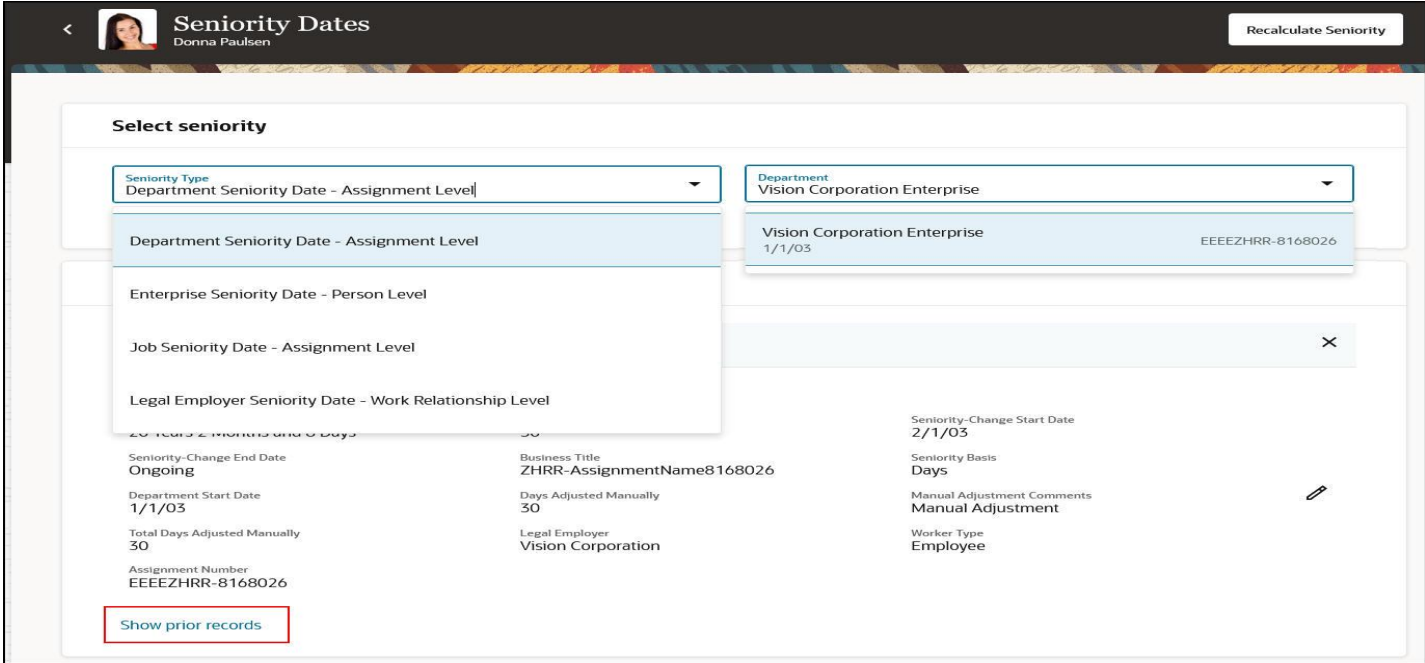
REDWOOD EXPERIENCE FOR SENIORITY DATES V3

Details :

- Enrich the user experience with the new Seniority Dates V3 page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- The new page navigates you to the new Advanced Search Person page. The Seniority Dates page appears when you select a person on the search page. The Seniority Type list of values (LOV) displays the list of seniority rules applicable for the worker in an alphabetical order. Additionally, you can also type the name in the Seniority Type box to fetch the required seniority rule type

Impact Analysis

- Impact Level: **LOW**
- Need to Enable: **NO**
- Configuration: **YES**
- Quick Win: **YES**

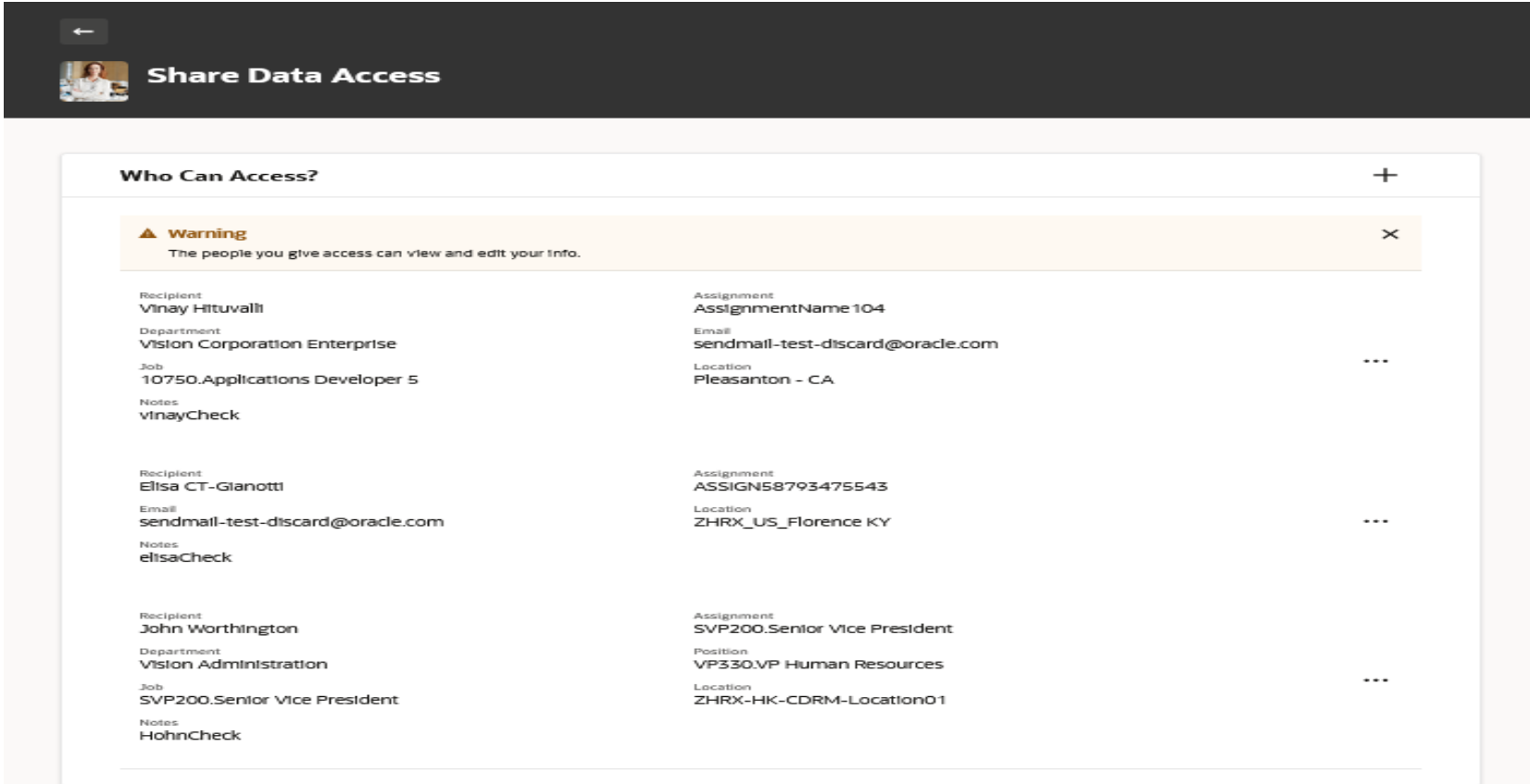


Business Benefits. The new page is built using the Redwood toolset and offers better performance. You can take advantage of the cohesiveness through the application with the new page.

REDWOOD EXPERIENCE FOR SHARE DATA ACCESS

Details :

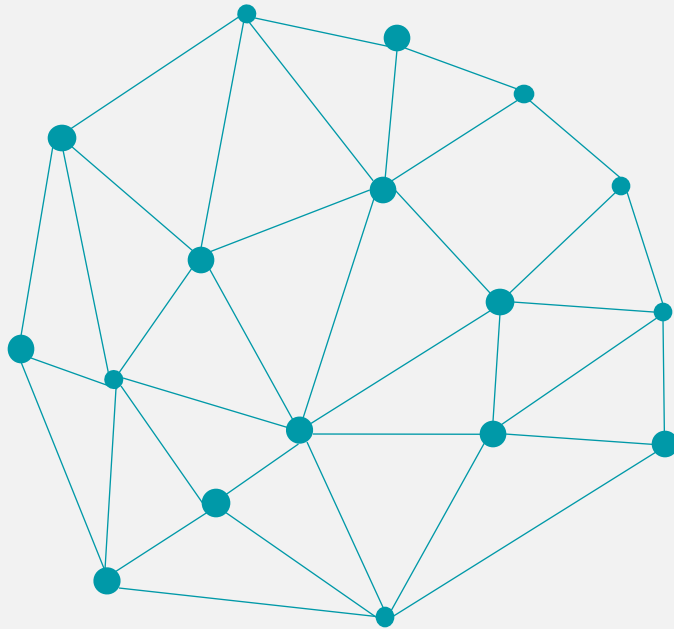
- Enrich the user experience with the new Share Data Access page developed using the Redwood tool set. The page is built from the ground up using Visual Builder Studio (VBS) to give you a unique experience of Oracle applications.
- The page will be turned off by default, but you can choose to enable it using a profile option.



Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

Business Benefits. The new page offers less number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page



REST

Opt Ins



JOURNEYS: NUDGES FOR JOURNEY REMINDERS

Details :
Use the following nudges to remind employees and managers about their journey and task statuses:

1. Journey not completed
2. Task in journey not complete
3. Journey has overdue tasks
4. Journey not started

The screenshot shows a 'Nudge' configuration window. At the top, there are 'Save and Close' and 'Cancel' buttons. Below, the 'Nudge Type' dropdown is expanded, showing five options: 'Journey not completed', 'Task in journey not complete', 'Journey has overdue tasks', 'Journey not started', and 'Active'. A red rectangular box highlights the first four options.

Nudge Reason	Evaluation Criteria
Journey not completed	Nudge is generated <n days after journey assigned date> if the journey isn't completed. The placeholder n signifies the configurable value defined by the user when configuring the nudge.
Task in journey not complete	Nudge is generated <n days after journey task assigned date> if the specific task isn't complete.
Journey has overdue tasks	Nudge is generated <n days after journey assigned date> if the journey has overdue tasks.
Journey not started	Nudge is generated <n days after journey assigned date> if the journey isn't started.

Impact Analysis

- Impact Level **LOW**
- Need to Enable **NO**
- Configuration **YES**
- Quick Win **NO**

Business Benefits:

This feature provides timely information to the employee or manager and enables them to take appropriate actions regarding their journey and task progress.

JOURNEYS: NUDGES FOR JOURNEY REMINDERS

Select the Channel Type and Associate a Predefined Journey

Nudge Save and Close Cancel

Nudge Type

*Module: Journeys

*Reason: Journey not completed

Description: Nudge when employee hasn't completed the journey

*Configuration Name: Duplicate of Journey not completed

*Status: Active

*Journey Code: JCO01

*Number of Days After Journey Is Assigned: 2

Channels

Channel Type: Email

Recipient Type: Employee

Content Source: Default content

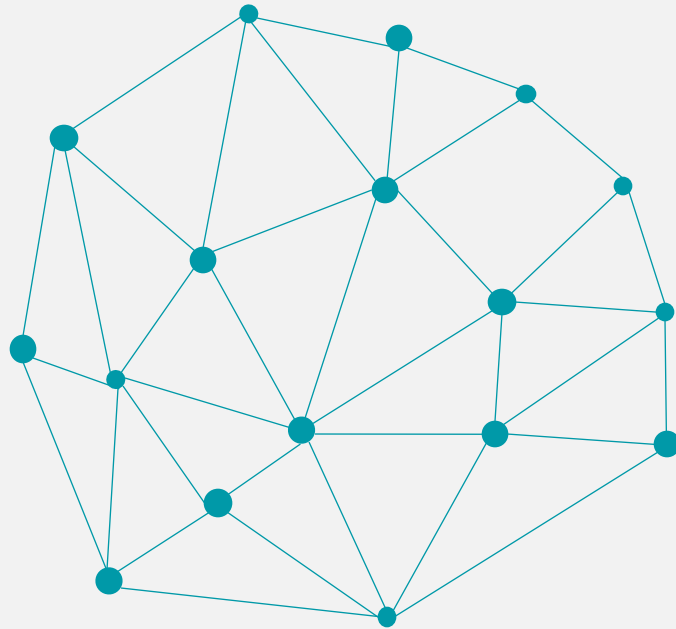
Title: Assigned journey isn't complete.

Content: You haven't completed the (JOURNEY_DISPLAY_NAME) journey assigned to you.

Active:

Priority: Medium

Buttons: Delete, OK, Cancel



HCM COMMON FEATURES



AUTOCOMPLETE RULES FOR HCM EXPERIENCE DESIGN STUDIO ENHANCEMENTS

Details :

Enhance your users' experience authoring new rules in Autocomplete Rules for HCM Experience Design Studio with the capabilities below:

- **Read a user defined table (UDT).** Using the new global function, you can now get a unique value according to any custom mapping, for example, don't allow salary greater than the rate amount defined for jobs and grades, or both in a hire an employee transaction.

Basic Info

Name: Validate Max Salary UDT
 Rule Type: Object Validation Rule Type
 Business Object: Salary
 Description:
 Active:

Rule Logic

```

{
  The variable value rowVar_Assignment = Get first row(Salary, Get Assignment)
  The variable value stringVar_today = Get date in custom format(Today's date, yyyy-MM-dd)
  If
  {
    rowVar_Assignment.Work Terms Assignment ID Is not null AND
    rowVar_Assignment.Job ID Is not null AND
    rowVar_Assignment.Grade ID Is not null
  }
  The variable value rowVar_Job = rowVar_Assignment.Row Related to Job ID
  The variable value rowVar_Grade = rowVar_Assignment.Row Related to Grade ID
  The variable value bigdecimalVar_MaxSalary = Get number value from value set(ORA_HRC_ACR_GET_VALUE, US Legislative Data Group, stringVar_today, RATE_JOB_GRADE_UDT, rowVar_Job.Code, rowVar_Grade.Code, Salary, Current row)
  If
  {
    bigdecimalVar_MaxSalary Is not null
  }
  The variable value stringVar_max_salary = Convert decimal to string(bigdecimalVar_MaxSalary)
  If
  {
    Salary.Salary Amount Greater than bigdecimalVar_MaxSalary
  }
  Show an error message (Not allowed salary greater) + stringVar_max_salary
}
    
```

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefit : These features help in these ways:

- Ensure accurate and consistent data by validating the user-entered values.
- Allow your organizations to adjust quickly with HR compliance without relying on new release update

AUTOCOMPLETE RULES FOR HCM EXPERIENCE DESIGN STUDIO ENHANCEMENTS

•**Read transaction approval state.** Using the new global function, you can now skip your Autocomplete validation rules during some states in the approval workflow, for example, validate hire date is in the future during the initial submit but skip the validation even if the approver edits the transaction some time later or the approver approves it and the hire date is in the past when these actions are performed.
















Basic Info

Name Hire Date must be in future
Rule Type Object Validation Rule Type
Business Object When and Why

Description

Active

Rule Logic

```
{
  <img alt="dropdown arrow" data-bbox="90 565 105 580"/> The variable value  =   Get string value from HCM Params(   When and Why.Current row)
  <img alt="dropdown arrow" data-bbox="90 590 105 605"/> The variable value  =   Get the current state of the transaction( When and Why.Current row)
  <img alt="dropdown arrow" data-bbox="90 615 105 630"/> The variable value  =   User role( )
  <img alt="dropdown arrow" data-bbox="90 640 105 655"/> If
  (
    <img alt="xv2 icon" data-bbox="110 675 125 690"/> stringVar_ActionType Equal to  AND 
    <img alt="xv2 icon" data-bbox="110 705 125 720"/> booleanVar_HR_User Equal to  AND 
    <img alt="xv2 icon" data-bbox="110 735 125 750"/> stringVar_TransactionState Equal to  
  )
}
{
  <img alt="dropdown arrow" data-bbox="115 785 130 800"/> If
  (
    <img alt="xv2 icon" data-bbox="135 820 150 835"/> When and Why.Action Date Less than or equal to  Today's date()
  )
  {
    <img alt="dropdown arrow" data-bbox="140 875 155 890"/> Show an error message  
  }
}
}
```

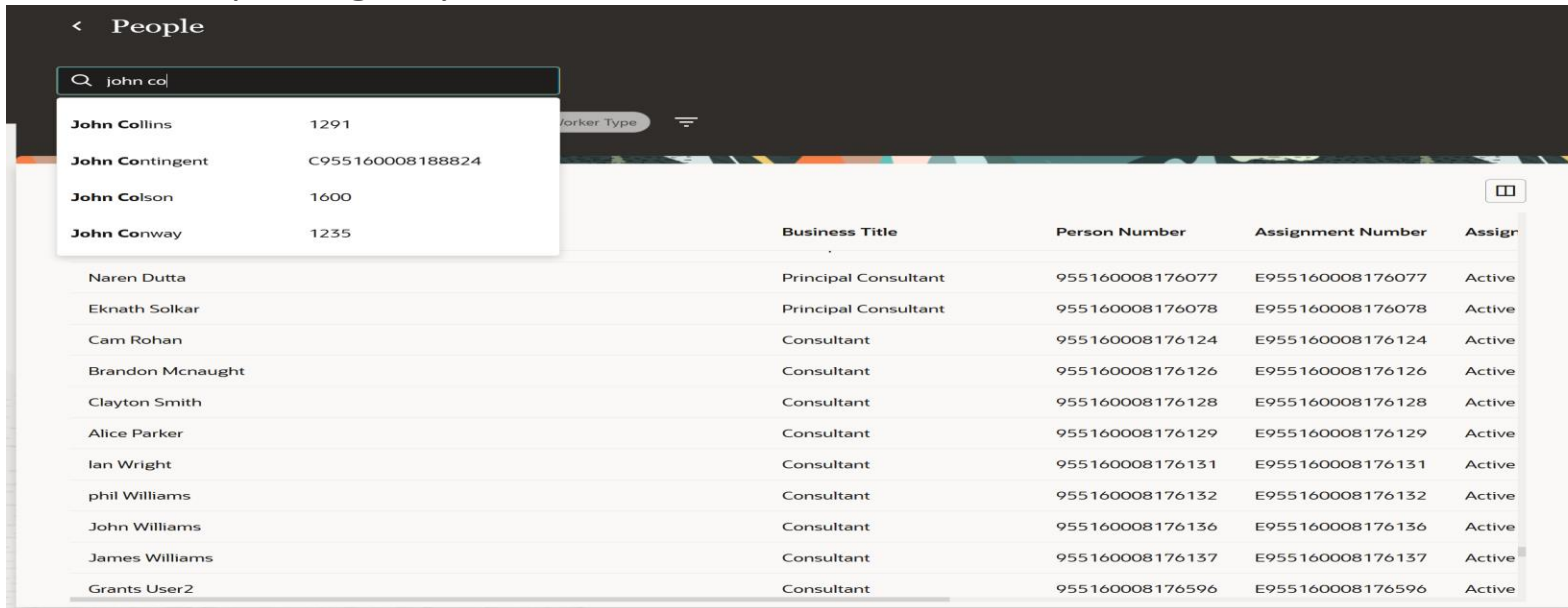
ORACLE SEARCH PROFESSIONAL USERS: PERSON SPOTLIGHT SEARCH FOR PROFESSIONAL USERS

Details :

- Use the Person Spotlight Search that leverages Oracle Search to quickly search and filter people
- Filter the results using the wide variety of assignment related filters, for example, Effective as-of Date and Include Terminated Work Relationships.
- Use keyword search to find people by display name or assignment number.
- View the search results in a grid pattern that's easy to read.
- View workers' active assignments when you open the person spotlight search.
- Personalize the columns of the displayed results.
- Select a person from the search results and load their person spotlight page, where you can perform certain tasks depending on your role.

Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES



The screenshot shows a search interface with a search bar containing 'john co'. Below the search bar, a dropdown menu lists search results for 'John Collins' (1291), 'John Contingent' (C955160008188824), 'John Colson' (1600), and 'John Conway' (1235). Below the dropdown, a table displays search results for various individuals, including their names, business titles, person numbers, assignment numbers, and assignment statuses.

	Business Title	Person Number	Assignment Number	Assign
Naren Dutta	Principal Consultant	955160008176077	E955160008176077	Active
Eknath Solkar	Principal Consultant	955160008176078	E955160008176078	Active
Cam Rohan	Consultant	955160008176124	E955160008176124	Active
Brandon Mcnaught	Consultant	955160008176126	E955160008176126	Active
Clayton Smith	Consultant	955160008176128	E955160008176128	Active
Alice Parker	Consultant	955160008176129	E955160008176129	Active
Ian Wright	Consultant	955160008176131	E955160008176131	Active
phil Williams	Consultant	955160008176132	E955160008176132	Active
John Williams	Consultant	955160008176136	E955160008176136	Active
James Williams	Consultant	955160008176137	E955160008176137	Active
Grants User2	Consultant	955160008176596	E955160008176596	Active

Business Benefit: This feature enhances professional users' ability to search and filter individuals and populations to work with. It uses the latest state of the art Oracle Search server and a modern customizable user interface

ORACLE SEARCH PROFESSIONAL USERS: POSITION DETAILS SEARCH ENHANCED BY ORACLE SEARCH

Details :

- Use the Request Position Change Search that leverages Oracle Search to quickly search and filter positions to change.
- Use keyword search to find positions by name, code, parent position, or incumbent.
- Filter the results using the wide variety of position related filters, for example, Effective Date, Status, Hiring Status.
- View the search results in a grid pattern that's easy to read.
- Personalize the columns of the displayed results.
- Select a position from the search results and open the Positions page, where you can perform certain tasks depending on your role

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefit: This feature enhances users' ability to search and filter details of positions. It uses the latest state of the art Oracle Search server and a modern customizable user interface.

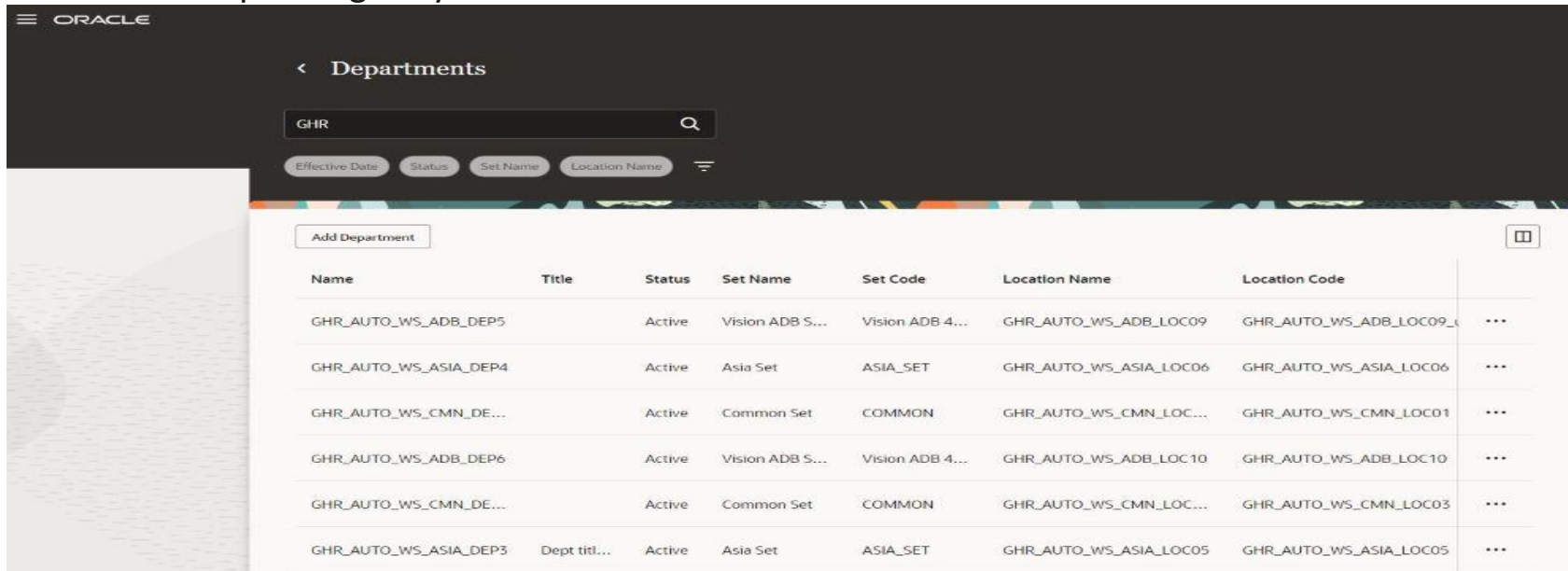
The screenshot shows the Oracle Search Professional Users interface. At the top, there is a search bar with the text 'director' and a magnifying glass icon. Below the search bar are several filter buttons: 'Effective Date', 'Status', 'Incumbent', 'Parent Position Code', 'Parent Position Name', 'Hiring Status', and 'Type'. Below the filters is a table with the following columns: 'Name', 'Code', 'Incumbents', 'Parent Position Name', 'Job Name', 'Department', and 'L'. The table contains the following rows:

Name	Code	Incumbents	Parent Position Name	Job Name	Department	L
Director	SSP.DIRPOS	SSPUSER04	Vice President	Director Job	SSP Dept02	
SFA Executive Director	SFA_Executive_Director			SFA Director	SFA HR	S
WFMTL FIN Director	WFMTL FIN Director			WFMTL Director	WFMTL Department1	V
WFMTL HC Director	WFMTL HC Director			WFMTL Director	WFMTL Department2	V
WFMTLPJC Director	WFMTLPJC Director	multiple		WFMTL Director	Vision Operations	V
PO100.Purchasing Director	POSCD2973	multiple		DIR300.Director	Purchasing	V
DIR310.Director Of Manufacturing	POSCD17			DIR300.Director	Manufacturing	V
DIR310.Director Commercial Sales	POSCD66			DIR300.Director	Commercial Sales	V
DIR320.Director Of Consulting-West	POSCD108	multiple		DIR300.Director	Services-West	N
DIR330.Director Of Consulting-East	POSCD118	multiple		DIR300.Director	Services-East	N
DIR340.Director Of Consulting-South	POSCD127			DIR300.Director	Services-South	D

ORACLE SEARCH PROFESSIONAL USERS: DEPARTMENTS SEARCH FOR PROFESSIONAL USERS

Details :

- As a professional user, you can view the search results and find the required Department pages to work with.
- Use keyword search to find departments by name, title, or location.
- Filter the results using the wide variety of department related filters, for example, **Effective Date, Status, Set Name, Location Name.**
- View the search results in a grid pattern that's easy to read.
- Personalize the columns of the displayed results.
- Select a department from the search results and load their basic details page, where you can perform certain tasks depending on your role.



The screenshot shows the Oracle Search Professional Users interface. At the top, there is a search bar with the text 'GHR' and a magnifying glass icon. Below the search bar, there are several filter buttons: 'Effective Date', 'Status', 'Set Name', and 'Location Name'. Below the filters, there is a table with the following columns: Name, Title, Status, Set Name, Set Code, Location Name, and Location Code. The table contains several rows of department data.

Name	Title	Status	Set Name	Set Code	Location Name	Location Code
GHR_AUTO_WS_ADB_DEP5		Active	Vision ADB S...	Vision ADB 4...	GHR_AUTO_WS_ADB_LOC09	GHR_AUTO_WS_ADB_LOC09...
GHR_AUTO_WS_ASIA_DEP4		Active	Asia Set	ASIA_SET	GHR_AUTO_WS_ASIA_LOC06	GHR_AUTO_WS_ASIA_LOC06
GHR_AUTO_WS_CMN_DE...		Active	Common Set	COMMON	GHR_AUTO_WS_CMN_LOC...	GHR_AUTO_WS_CMN_LOC01
GHR_AUTO_WS_ADB_DEP6		Active	Vision ADB S...	Vision ADB 4...	GHR_AUTO_WS_ADB_LOC10	GHR_AUTO_WS_ADB_LOC10
GHR_AUTO_WS_CMN_DE...		Active	Common Set	COMMON	GHR_AUTO_WS_CMN_LOC...	GHR_AUTO_WS_CMN_LOC03
GHR_AUTO_WS_ASIA_DEP3	Dept titl...	Active	Asia Set	ASIA_SET	GHR_AUTO_WS_ASIA_LOC05	GHR_AUTO_WS_ASIA_LOC05

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefit: This feature enhances professional users' ability to search and filter departments to work with. It uses the latest state of the art Oracle Search server and a modern customizable user interface.

ORACLE SEARCH PROFESSIONAL USERS: LOCATIONS SEARCH FOR PROFESSIONAL USERS

Details :

- As a professional user, you can view the search results and find the required Locations pages to . With Locations Search, you can:
- Use keyword search to find locations by name, code, city, or other address fields.
- Filter the results using the wide variety of location related filters, for example, **Effective Date, Status, City or Town, Country, Location Set.**
- View the search results in a grid pattern that's easy to read.
- Personalize the columns of the displayed results.
- Select a location from the search results and load their basic details page, where you can perform certain tasks depending on role.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

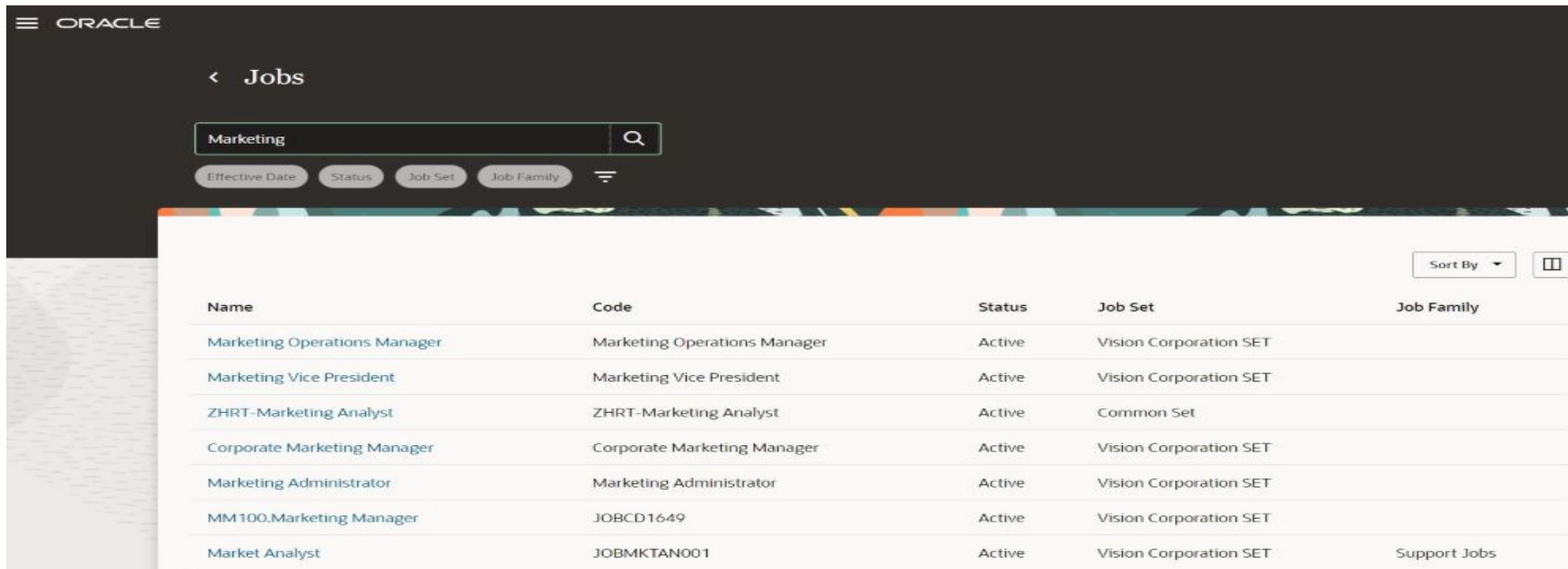
Name	Code	Status	Location Set	Country	City or Town
FUSION_US_CA SAN Redwood	FUSION_US_CA_SAN_REDWOOD_0_2454449070138	Active	Common Set	United States	Redwood City
WFMTL Redwood Shores	WFMTL Redwood Shores	Active	Common Set	United States	REDWOOD SHORES
Redwood Shores	REDWOOD_SHORES_0_2451782102644	Active	Common Set	United States	Redwood Shores
Redwood Shores	Redwood Shores	Active	Vision Corporation SET	United States	San Mateo
Z_BEN_3_Redwood	Z_BEN_3_REDWOOD_0_2454664060632	Active	Common Set	United States	Deadwood
Redwood City	USLoc001	Active	Common Set	United States	REDWOOD CITY
VV Redwood Shores	VV_CA_REDWOOD	Active	Common Set	United States	REDWOOD SHORES
HCM-USLoc001-Redwood City	HCM-USLoc001	Active	HCM-USLoc_Set-US Locations	United States	ABBEVILLE
MNT1 GLOBAL1	MNT1_GLOBAL1	Active	Common Set	United States	REDWOOD CITY
Progress Warehouse	PROGRESS_WAREHOUSE_0_2451765105714	Active	Common Set	United States	Redwood Shores

Business Benefit: This feature enhances professional users' ability to search and filter locations to work with. It uses the latest state of the art Oracle Search server and a modern customizable user interface.

ORACLE SEARCH PROFESSIONAL USERS: JOBS SEARCH FOR PROFESSIONAL USERS

Details :

- Use Oracle Search to quickly and easily search for jobs.
- Use keyword search to find jobs by name, code, or job family.
- Filter the results using the wide variety of job related filters, for example, **Effective Date**, **Status**, **Job Set**, and **Job Family**.
- View the search results in a grid pattern that's easy to read.
- Personalize the columns of the displayed results.
- Select a job from the search results and load their basic details page, where you can perform certain tasks depending on your role.



Name	Code	Status	Job Set	Job Family
Marketing Operations Manager	Marketing Operations Manager	Active	Vision Corporation SET	
Marketing Vice President	Marketing Vice President	Active	Vision Corporation SET	
ZHRT-Marketing Analyst	ZHRT-Marketing Analyst	Active	Common Set	
Corporate Marketing Manager	Corporate Marketing Manager	Active	Vision Corporation SET	
Marketing Administrator	Marketing Administrator	Active	Vision Corporation SET	
MM100.Marketing Manager	JOBBCD1649	Active	Vision Corporation SET	
Market Analyst	JOBMKTAN001	Active	Vision Corporation SET	Support Jobs

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**



Business Benefit: This feature enhances professional users' ability to search and filter jobs to work with. It uses the latest state of the art Oracle Search server and a modern customizable user interface.

Closing Q&A



CLOSING NOTE

1. What happens next?
 1. Presentation
 2. Session Recording
2. Speak with your CES Support Manager or CES Service Manager
 1. for additional services around quarterly updates
 2. Learn more about Innovation
3. Next Sessions ?

Talent Management	 18-Apr-2023	 60 minutes
	 4:30 PM GMT 5:30 PM CEST 11:30 AM EST	
SCM (Procurement & Advanced Procurement)	 19-Apr-2023	 60 minutes
	 3:00 PM GMT 4:00 PM CEST 10:00 AM EST	
HR Helpdesk and ORC	 19-Apr-2023	 60 minutes
	 4:30 PM GMT 5:30 PM CEST 11:30 AM EST	
Workforce Management & Global Payroll	 20-Apr-2023	 60 minutes
	 3:00 PM GMT 4:00 PM CEST 10:00 AM EST	
Finance	 20-Apr-2023	 60 minutes
	 4:30 PM GMT 5:30 PM CEST 11:30 AM EST	
Benefits and Compensation	 25-Apr-2023	 60 minutes
	 3:00 PM GMT 4:00 PM CEST 10:00 AM EST	
SCM (Inventory & Order Management)	 25-Apr-2023	 60 minutes
	 4:30 PM GMT 5:30 PM CEST 11:30 AM EST	

MASTEK
is here to
help you!



THANK YOU

