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Cloud Enhancement Services

Live Webinar

23C - ORACLE GLOBAL HUMAN RESOURCES

Empowering you for the next update

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CES Operations Manager

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Consultant L2

Value Based Delivery | ORACLE Partner | Mastek Glide 4.0

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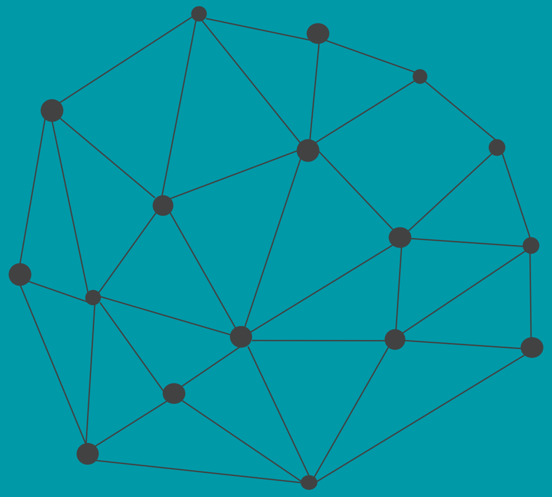

DISCLAIMER

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

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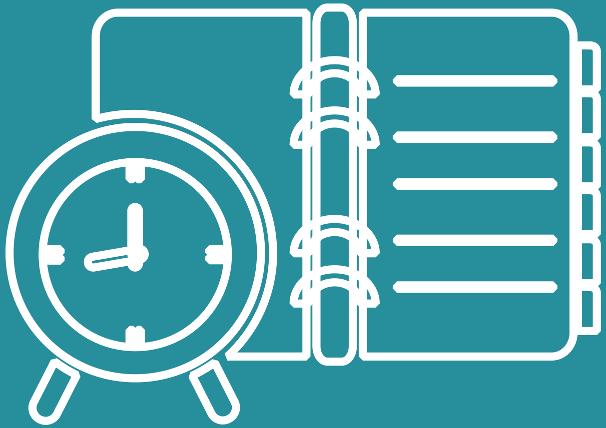
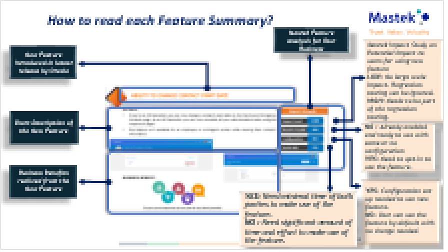


Our Approach to Oracle Update



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

Closing
- Q&A

How to read each Feature Summary?

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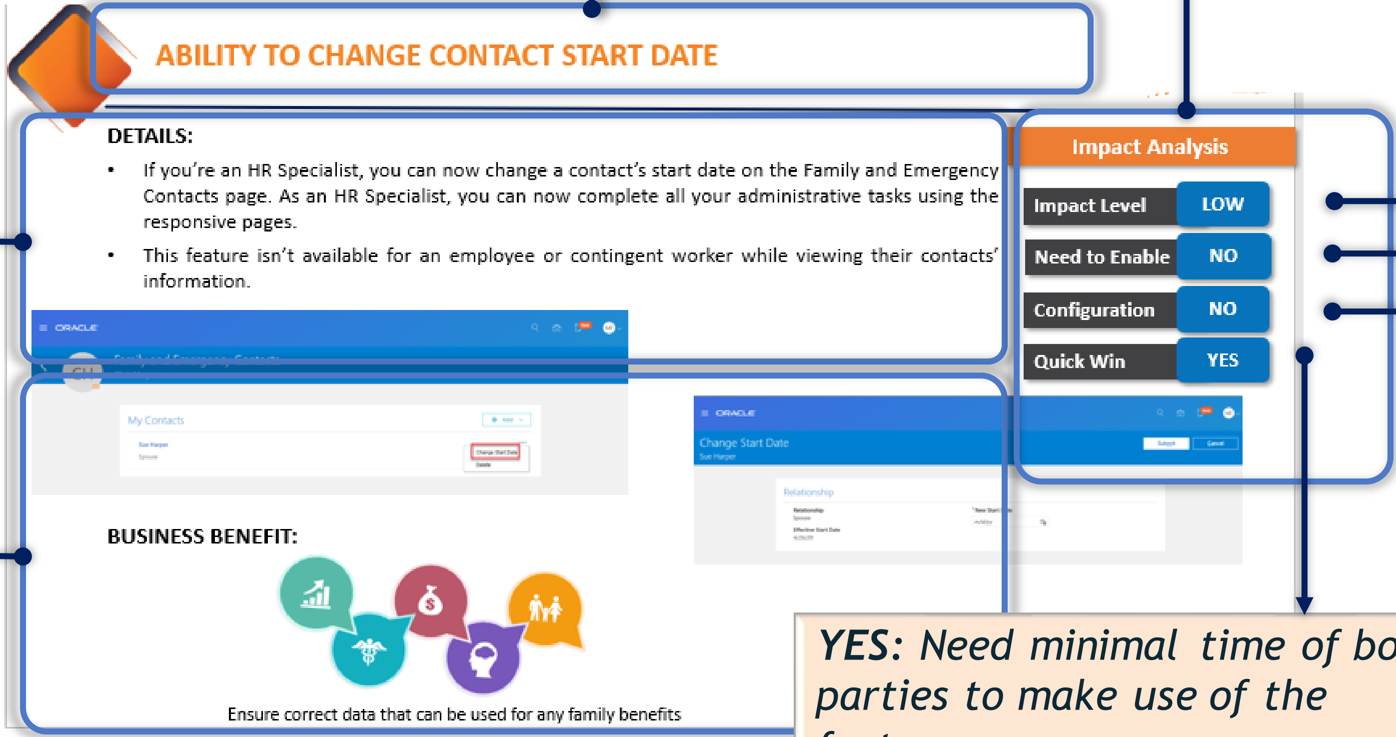
New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

Mastek Feature Analysis for Your Business



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

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.*

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OUR ANALYSIS

Latest Release

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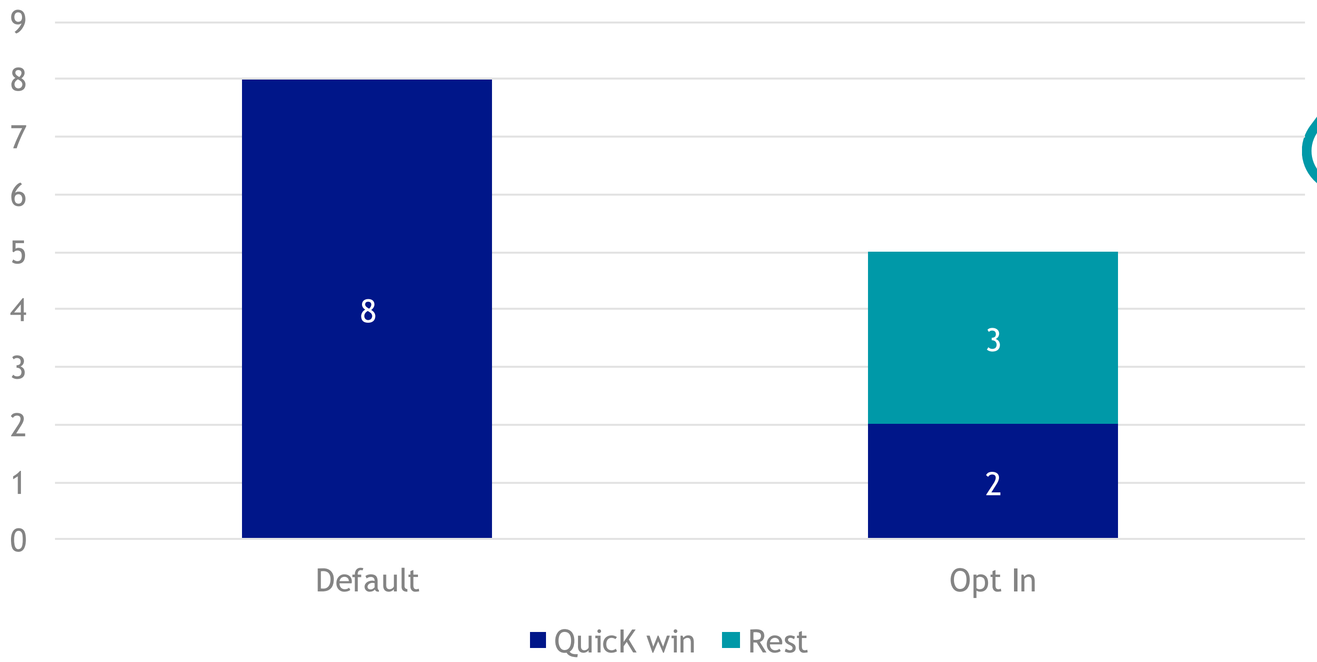
Cloud Enhancement Services

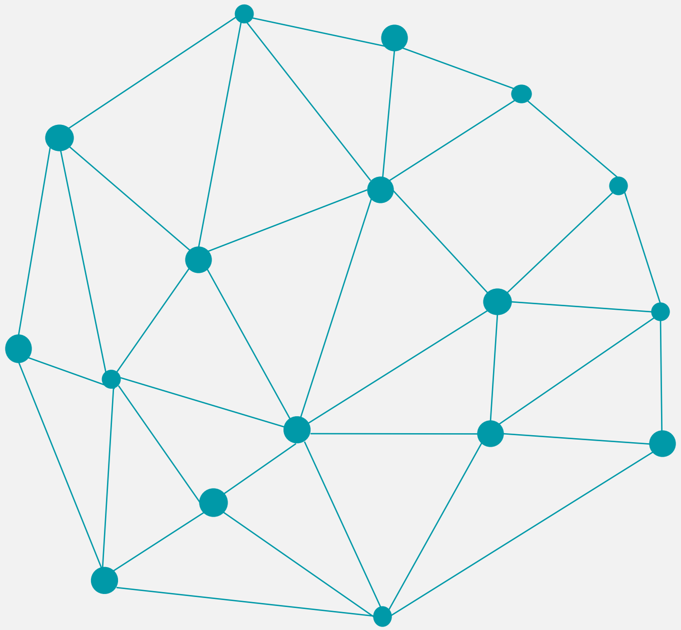
2

HCM Common Features

13

Global HR





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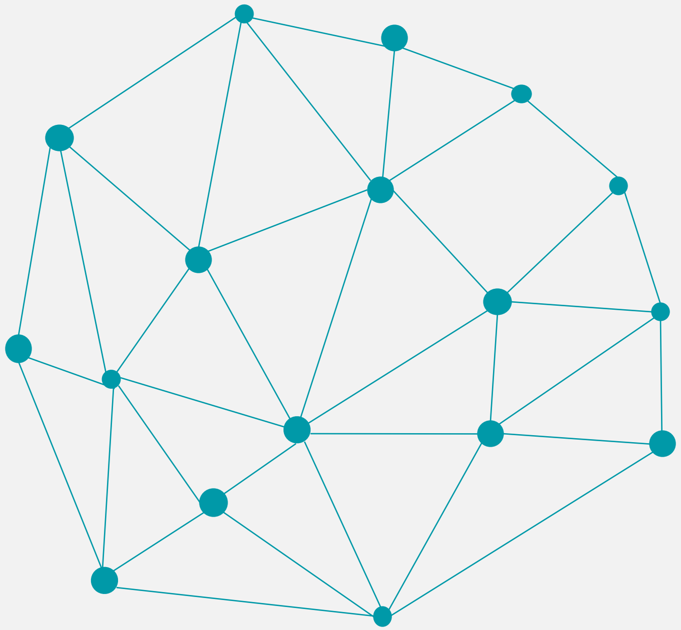
GLOBAL HUMAN RESOURCES



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QUICK WIN

Default with no configuration

AREA OF RESPONSIBILITY - INTRODUCING AREAS OF RESPONSIBILITY USAGE

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Details

This enhancement introduces 2 main features:

1. Usage in Areas of Responsibility.
2. Eliminate the need to **Include in Work Contacts** for Journey task performers.

Usage in Areas of Responsibilities

Enhance the utilization of your Areas of Responsibility (AOR) and performance of your HCM Approvals and Journeys by specifying the AOR's Usage attribute to filter to the relevant consuming product area.

Now, you must create AORs with a specific purpose and select an appropriate setting for them. Also, Journeys and Approvals don't require the participation of all representatives. This enhancement currently supports Usage for HCM Approvals and Journeys.

The HCM Data Security evaluates and applies to all AORs regardless of the Usage setting.

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

AREA OF RESPONSIBILITY –
INTRODUCING AREAS OF RESPONSIBILITY USAGE

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Details

These examples show how Usage settings are used in various scenarios:

Scenario	Usage setting – Checklist	Usage setting – Approval	Null (Null value is reflected when neither of the Usage settings is selected)
The recruiting representatives are intended for use in Journeys (process owner), but not in HCM Approvals.	Yes	--	--
Despite not implementing Journeys, our HR representatives approve termination transactions.	--	Yes	--
Access is restricted based on employee position. Employees with this type of AOR responsibility aren't involved with checklist tasks or approvals.	--	--	Yes
The Learning Evaluator must access people in specific jobs to evaluate and rate their learning objectives.	--	--	Yes
The HR representative is a Journeys process owner and also approves employment transactions.	Yes	Yes	--

Impact Analysis

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

AREA OF RESPONSIBILITY – INTRODUCING AREAS OF RESPONSIBILITY USAGE

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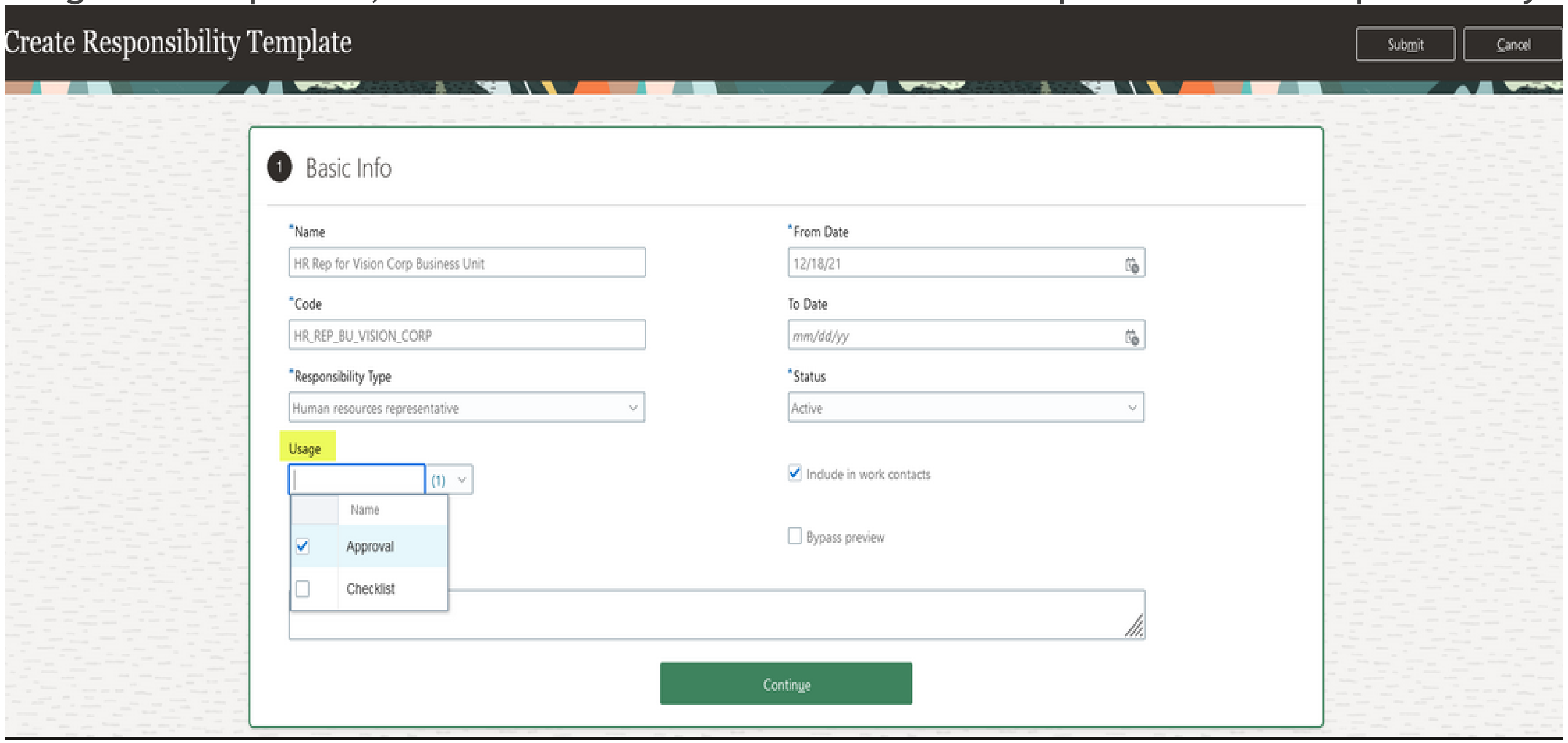
Details

You can specify the Usage in any of these sections:
•Basic Info section on the Responsibility Template
•Individual representative's AOR
A new multi-select Usage LOV now captures the purpose of the responsibility. When assigned to a person, the same values will default on the person-level responsibility.



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

AREA OF RESPONSIBILITY –
INTRODUCING AREAS OF RESPONSIBILITY USAGE

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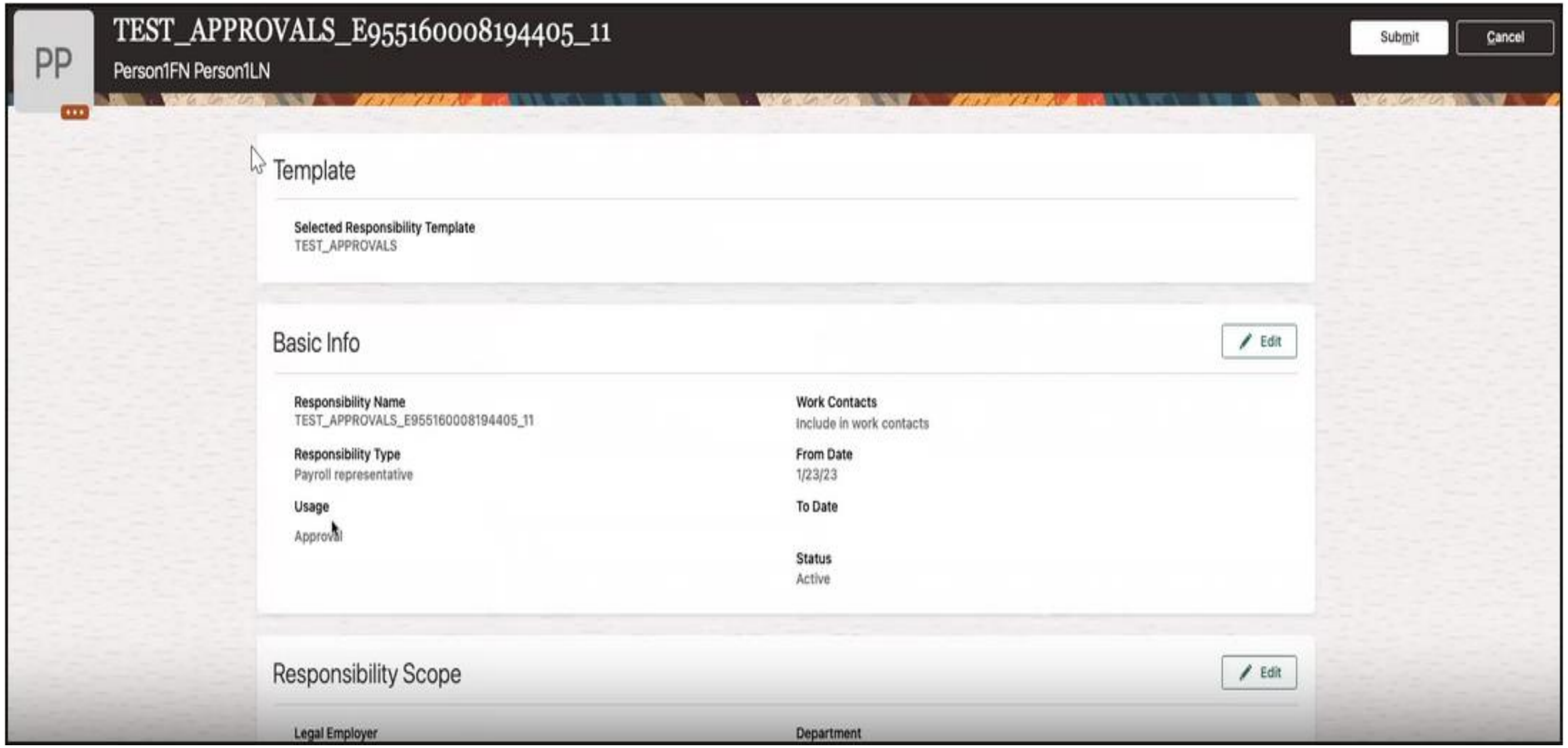
Details

You can also find Usage in the Basic Info section of the representative's AOR. If you create an AOR from a template, the Usage setting defaults from the associated responsibility template.



Impact Analysis

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

AREA OF RESPONSIBILITY –
INTRODUCING AREAS OF RESPONSIBILITY USAGE

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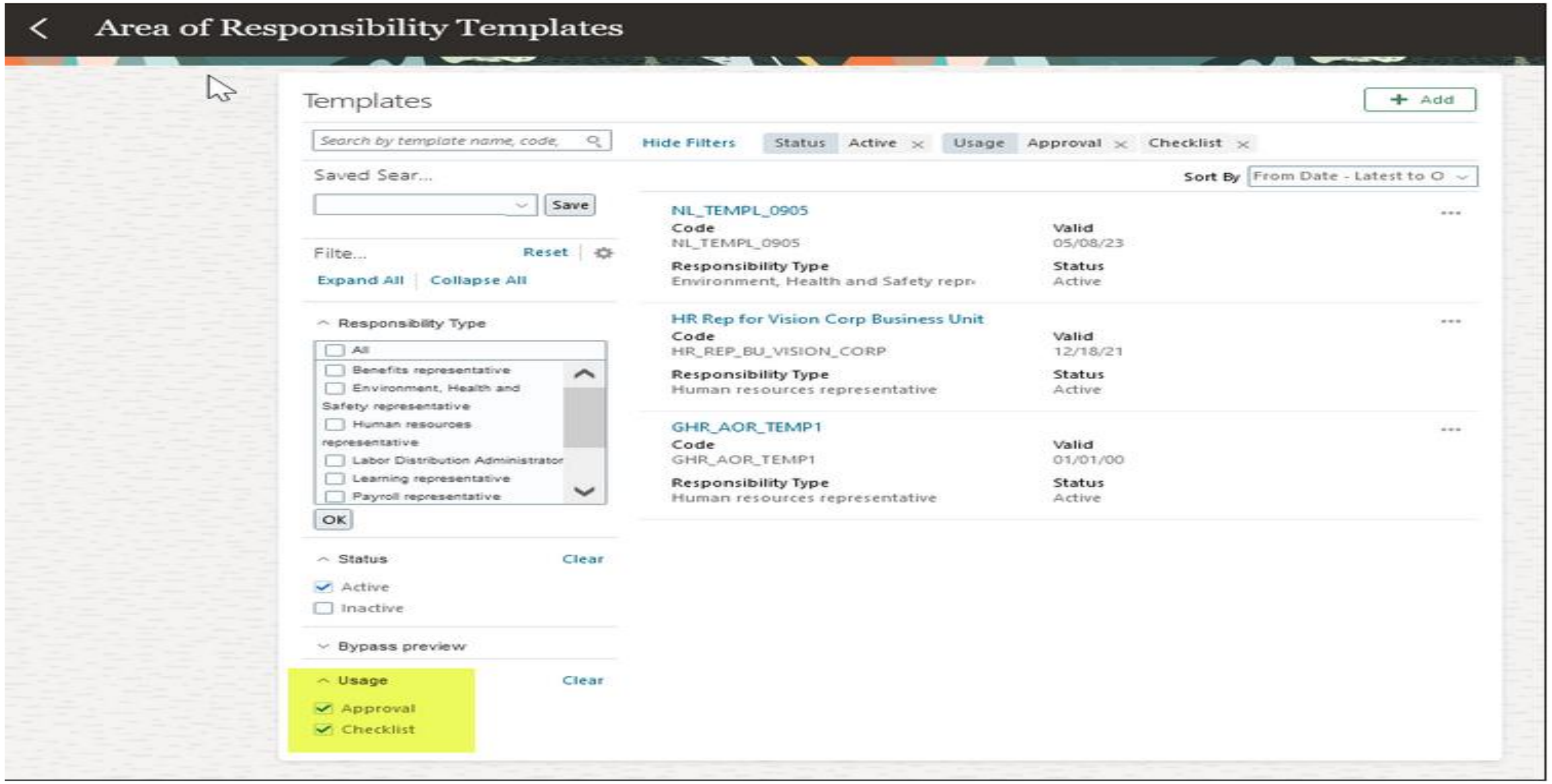
Details

Areas of Responsibility Templates homepage offers an additional filtering option for the Usage attribute that you can use to find which responsibility templates are designated for Checklist or Approval, or both.



Impact Analysis

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

AREA OF RESPONSIBILITY –
INTRODUCING AREAS OF RESPONSIBILITY USAGE

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Details

Eliminate the need to enable Work Contact for Journeys users

Starting with this release, you don't have to enable the "Include in work contacts" option as a Journeys user, unless the representative is truly a contact.

During checklist allocation, the individuals with the selected responsibilities are identified and designated as task performers or owners, regardless of the work contact’s flag. Journeys users must specify Usage as Checklist.

Furthermore, you can disable the “Include in work contacts” option if a representative shouldn’t be listed in Connections, Directory, Person Spotlight, or Employment and Benefits Transactions.

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

Business Benefit:

1. The Usage attribute improves performance as it enables users to send the appropriate Approval and Checklist related AORs to HCM Approvals and Journeys, respectively.
2. Removing the "Include in Work Contacts" constraint eliminates any confusion as to why certain representatives appear in Connections, Directory, Person Spotlight, or in Employment and Benefits Transactions.

DOCUMENT RECORDS - TAGS TO SUPPORT DOCUMENT TYPE CLASSIFICATION AND GROUPING

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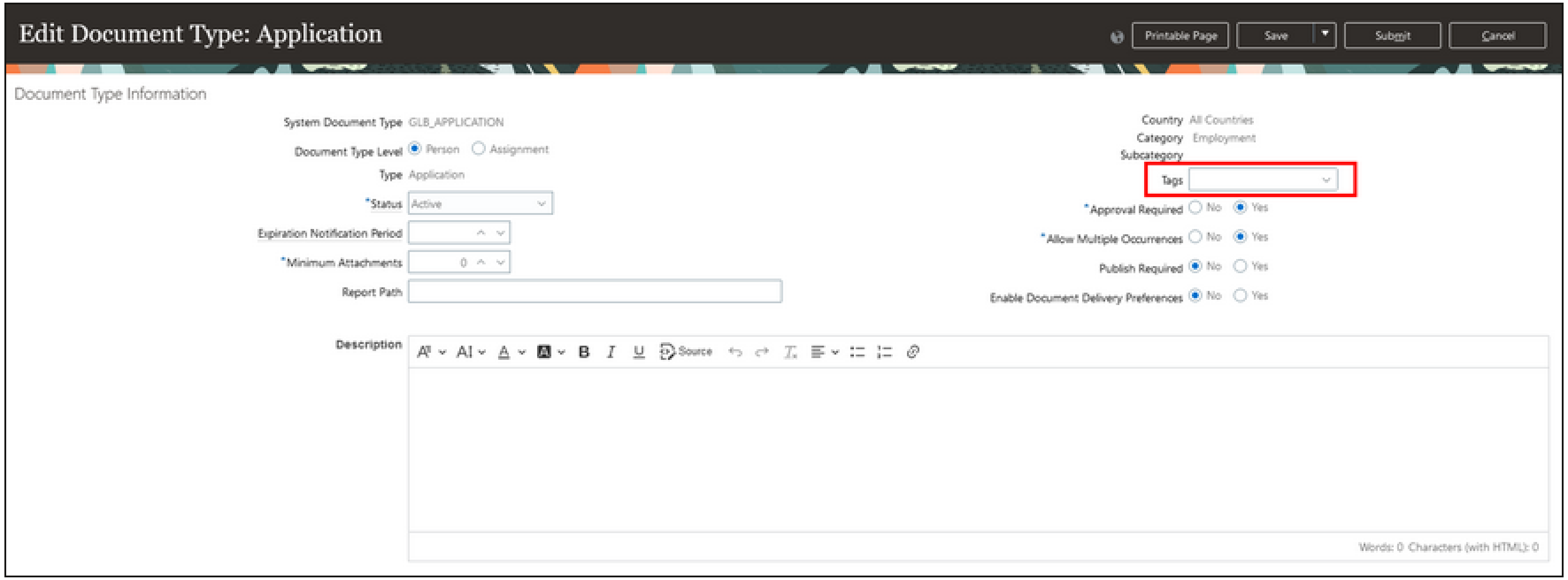
Details

You can now make use of the new Tags attribute to classify and group document types during creation and editing.



Impact Analysis

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

The following tags are delivered as a starting point:

- Employment
- Identification
- Legal

However, you can add additional values to the user lookup type ORA_PER_DOC_TYPE_TAGS.

DOCUMENT RECORDS - TAGS TO SUPPORT DOCUMENT TYPE CLASSIFICATION AND GROUPING

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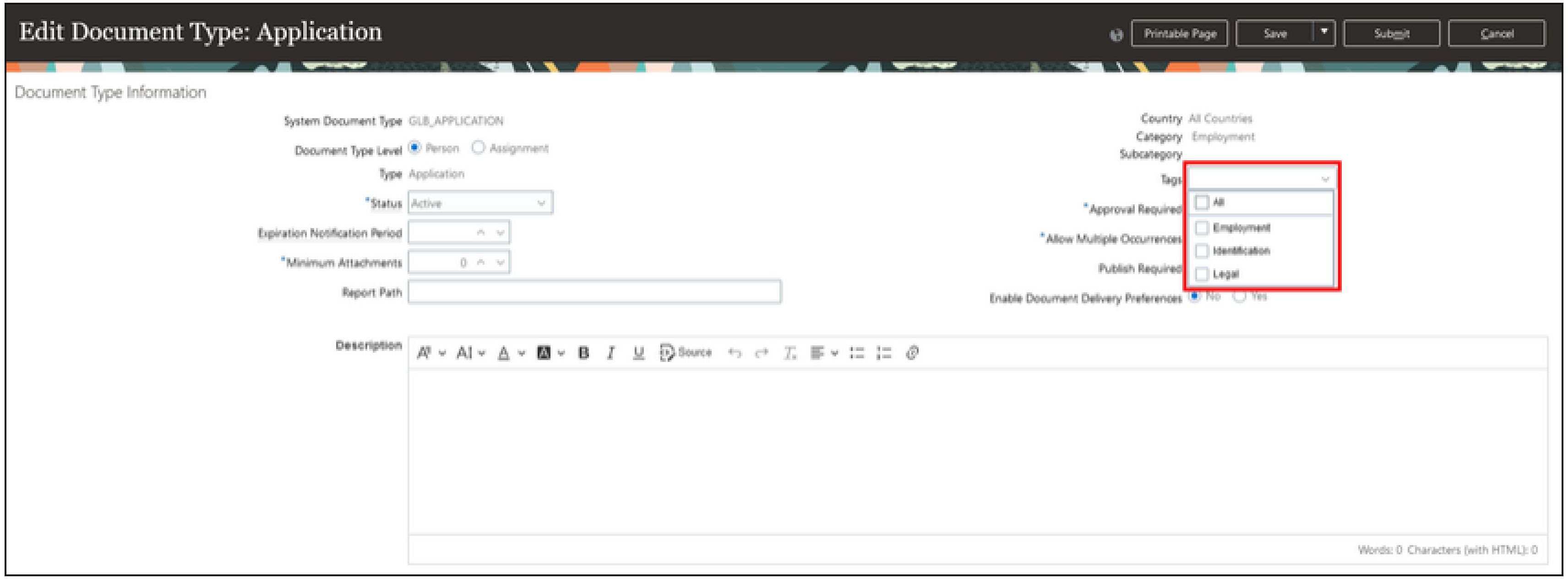
Details

Specify Tags:



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

Tags will be available on the Redwood Document Records landing page to filter records in a future release. Additionally, tags will be available as a read-only field when you add, view, edit or delete a document record using Redwood pages in a future release.

Business Benefit:

This feature allows you to classify and group related document types under the same tag for higher-level reporting as well as filtering on the Document Records landing page.

DOCUMENT RECORDS - MULTIPLE OCCURRENCES CHECK FOR DOCUMENT RECORDS AT ASSIGNMENT LEVEL

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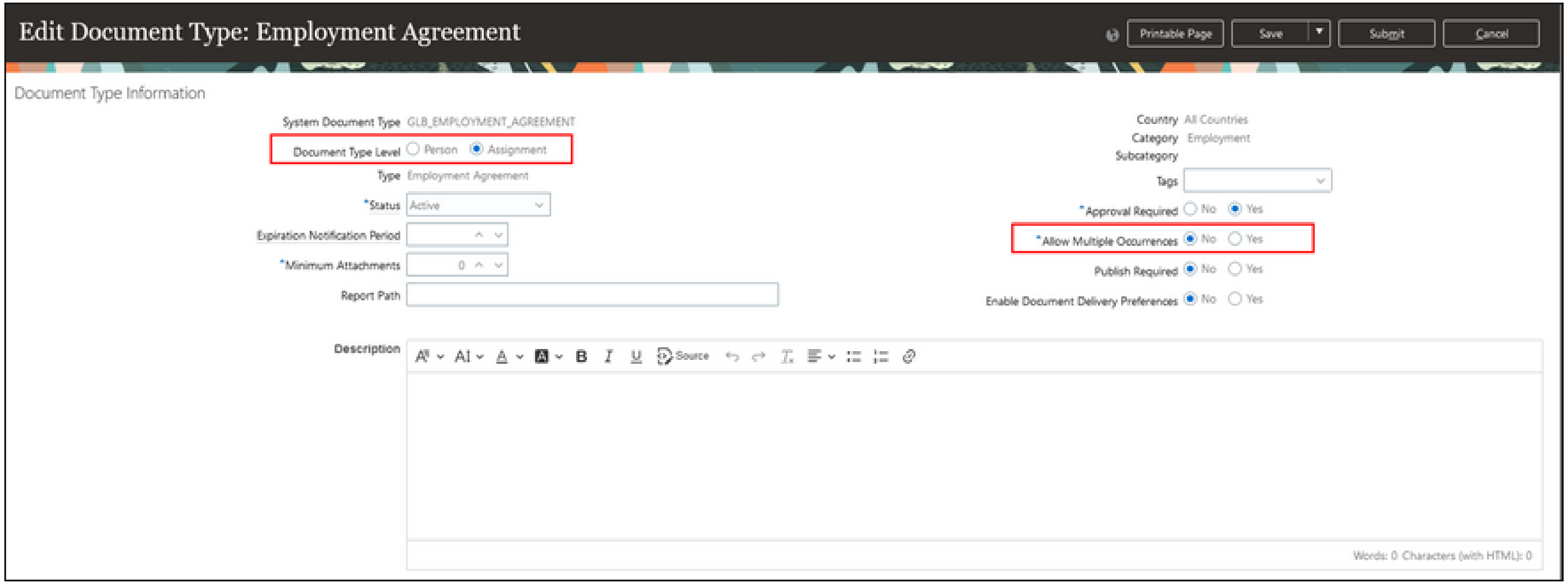
Details

When creating document records, the multiple occurrences check is done at the assignment level and not the person, thereby allowing users to create a document record per assignment when the **Allow Multiple Occurrences** flag is set to No and the **Document Type Level** is Assignment.



Impact Analysis

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

Business Benefit:

With this feature, you can now create one document record per assignment instead of one document record per person when **Document Type Level** is Assignment.

JOURNEYS - CONTROL THE SEND REMINDER ACTION FOR JOURNEY TASKS

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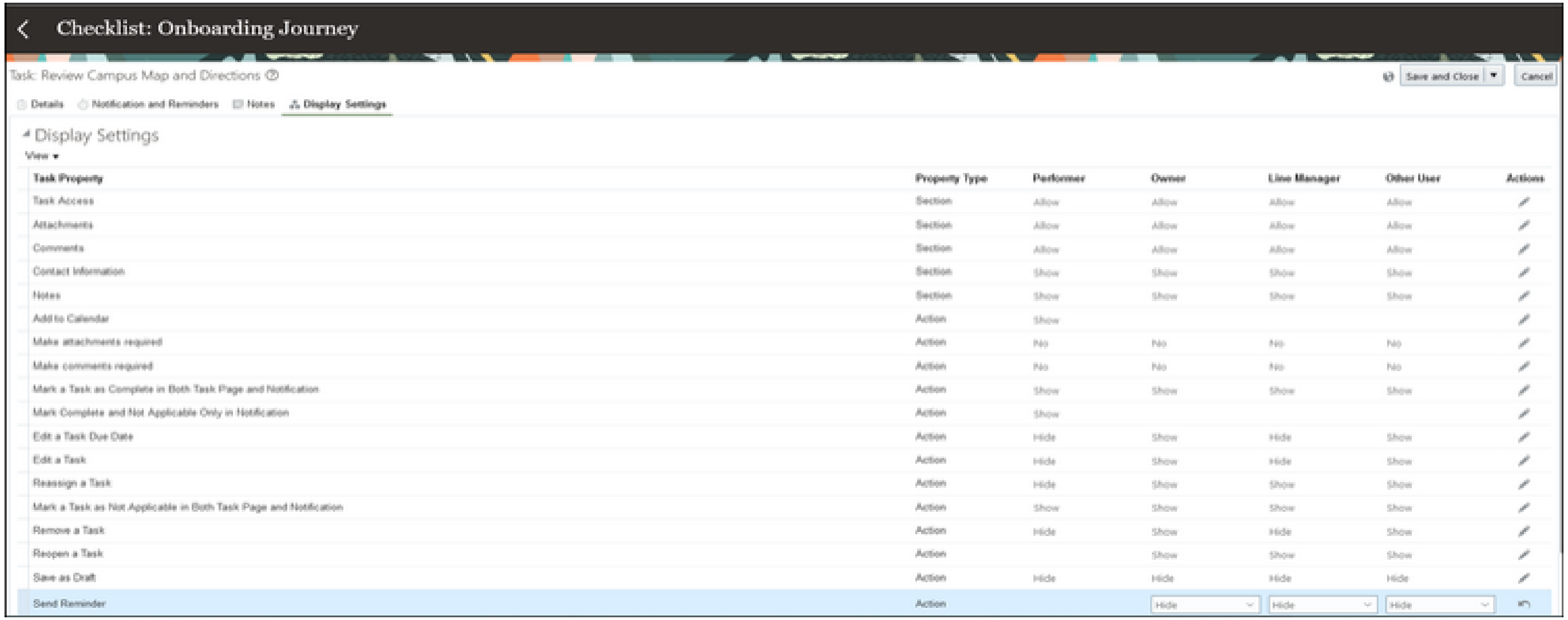
Details

You can now leverage the **Display Settings** to control the display of the **Send Reminder** action for a journey task.

The default value for the action is **Show**. However, you can control the display of the action by selecting **Hide** on the task setup page when configuring checklist templates.

Send Reminder Action Set to Hide for Owner, Line Manager, and Other User



Task Property	Property Type	Performer	Owner	Line Manager	Other User	Actions
Task Access	Section	Allow	Allow	Allow	Allow	
Attachments	Section	Allow	Allow	Allow	Allow	
Comments	Section	Allow	Allow	Allow	Allow	
Contact Information	Section	Show	Show	Show	Show	
Notes	Section	Show	Show	Show	Show	
Add to Calendar	Action	Show				
Make attachments required	Action	No	No	No	No	
Make comments required	Action	No	No	No	No	
Mark a Task as Complete in Both Task Page and Notification	Action	Show	Show	Show	Show	
Mark Complete and Not Applicable Only in Notification	Action	Show				
Edit a Task Due Date	Action	Hide	Show	Hide	Show	
Edit a Task	Action	Hide	Show	Hide	Show	
Reassign a Task	Action	Hide	Show	Show	Show	
Mark a Task as Not Applicable in Both Task Page and Notification	Action	Show	Show	Show	Show	
Remove a Task	Action	Hide	Show	Hide	Show	
Reopen a Task	Action		Show	Show	Show	
Save as Draft	Action	Hide	Hide	Hide	Hide	
Send Reminder	Action		Hide	Hide	Hide	

Impact Analysis

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

JOURNEYS - CONTROL THE SEND REMINDER ACTION FOR JOURNEY TASKS

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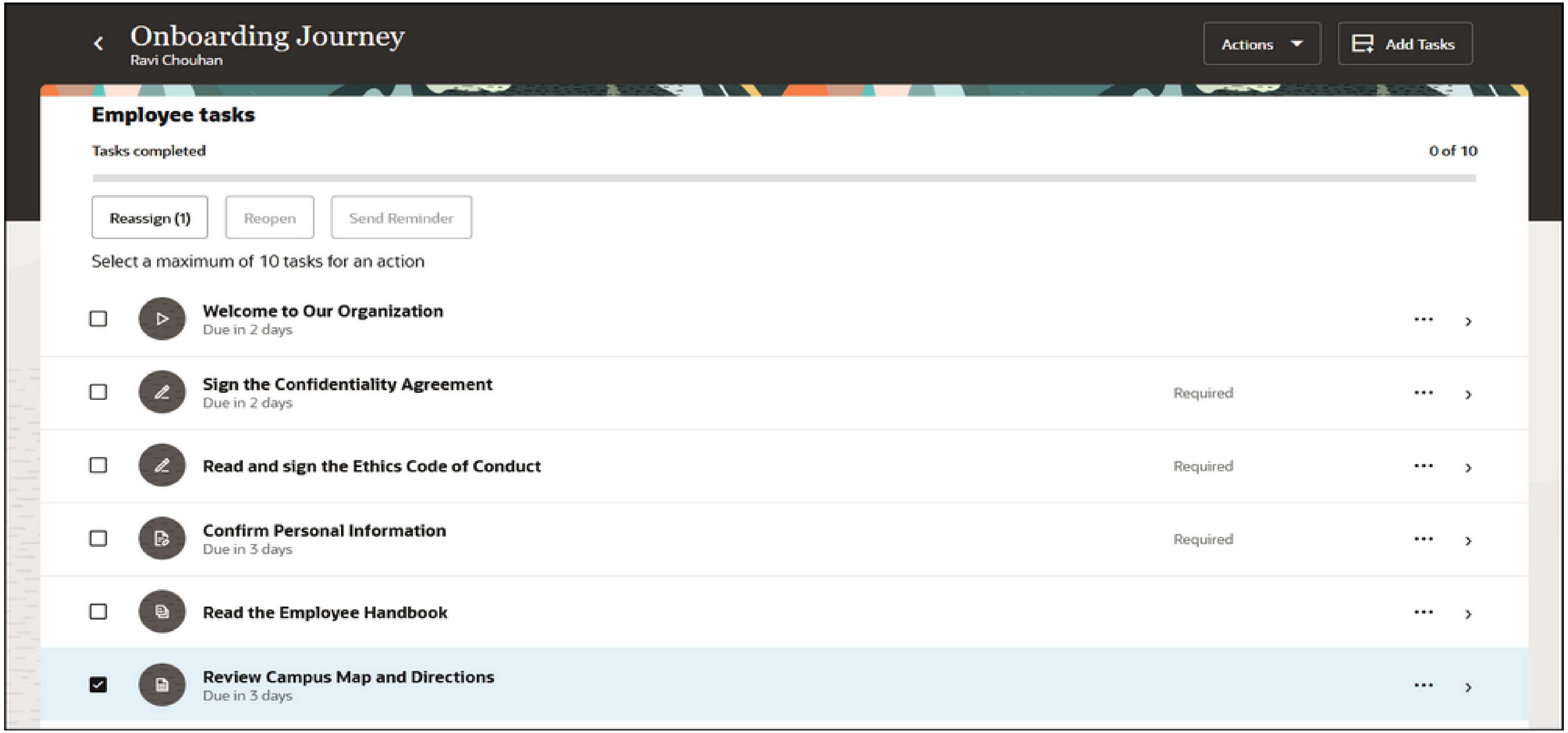
Details

Send Reminder Button is Disabled When You Select a Task for Which the Send Reminder Setting is Set to Hide



Impact Analysis

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

JOURNEYS - CONTROL THE SEND REMINDER ACTION FOR JOURNEY TASKS

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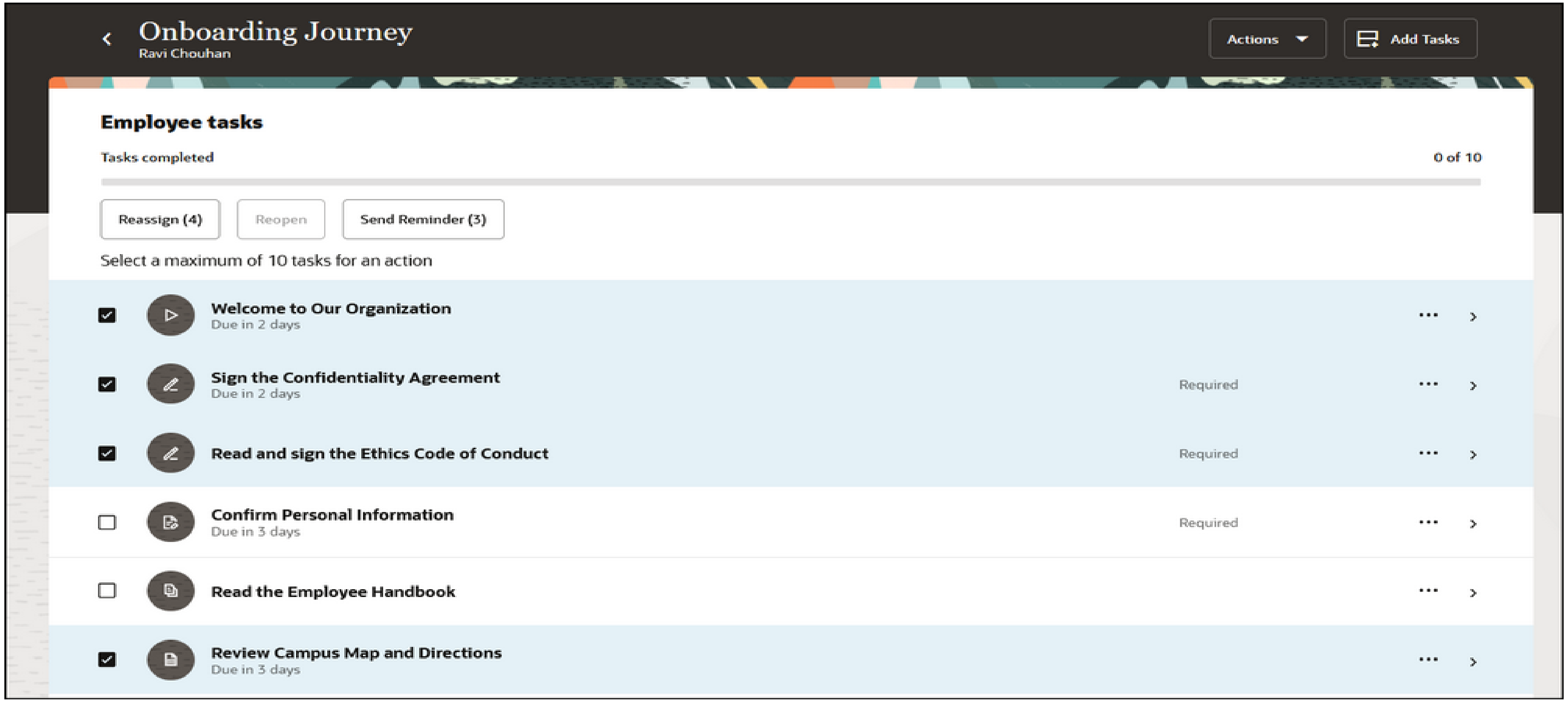
Details

Send Reminder Button Displays Count Only for Tasks Having the Set Reminder Setting Set to Show



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

Business Benefit:

This feature prevents users from sending multiple reminders to task performers.

REDWOOD EXPERIENCE - APPROVALS SUPPORT FOR TRANSACTIONS INITIATED FROM REDWOOD PAGES

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Details

You can now set up approvals for these Redwood pages:

- Employment Contracts
- Eligible Jobs
- Positions
- Share Data Access

You can either bypass approvals or configure rules for approval.

If you have configured rules for these flows earlier, the same will be applicable for the Redwood pages as well.

Impact Analysis

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

Business Benefit:

This feature provides the ability to route transactions for approvals.

REDWOOD EXPERIENCE - REDWOOD EXPERIENCE ENHANCEMENTS TO SHARE DATA ACCESS

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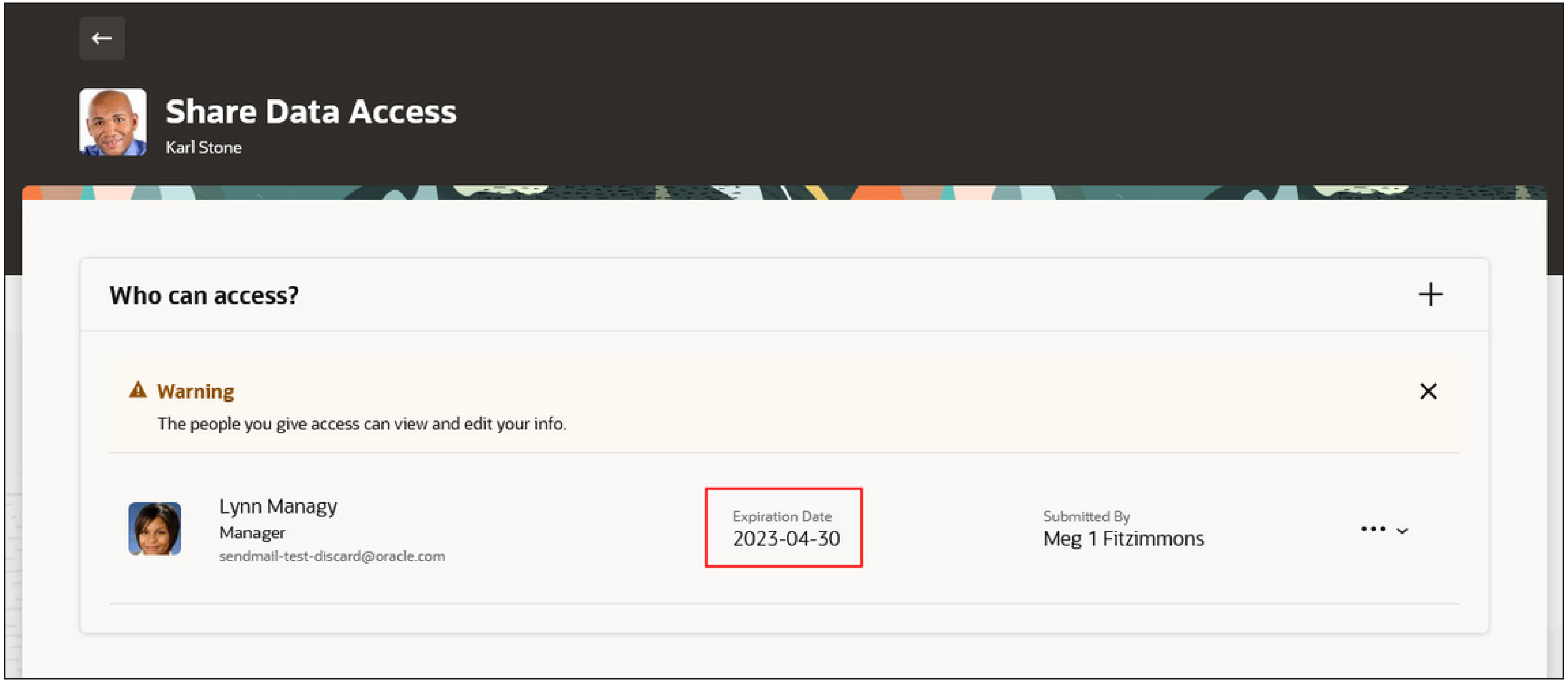
Details

The page layout has been changed. A photo of the recipient is displayed, if available. And the recipient details are displayed in a section that can expand and collapse.

Share Data Access with recipient data collapsed, showing new expiration date field



Impact Analysis

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

Access to the shared data will still remain after the expiration date. In other words, the access won't be revoked automatically. In this release, the field is available for reporting only. You can report on the expiration date and use it to manually revoke the access.

REDWOOD EXPERIENCE - REDWOOD EXPERIENCE ENHANCEMENTS TO SHARE DATA ACCESS

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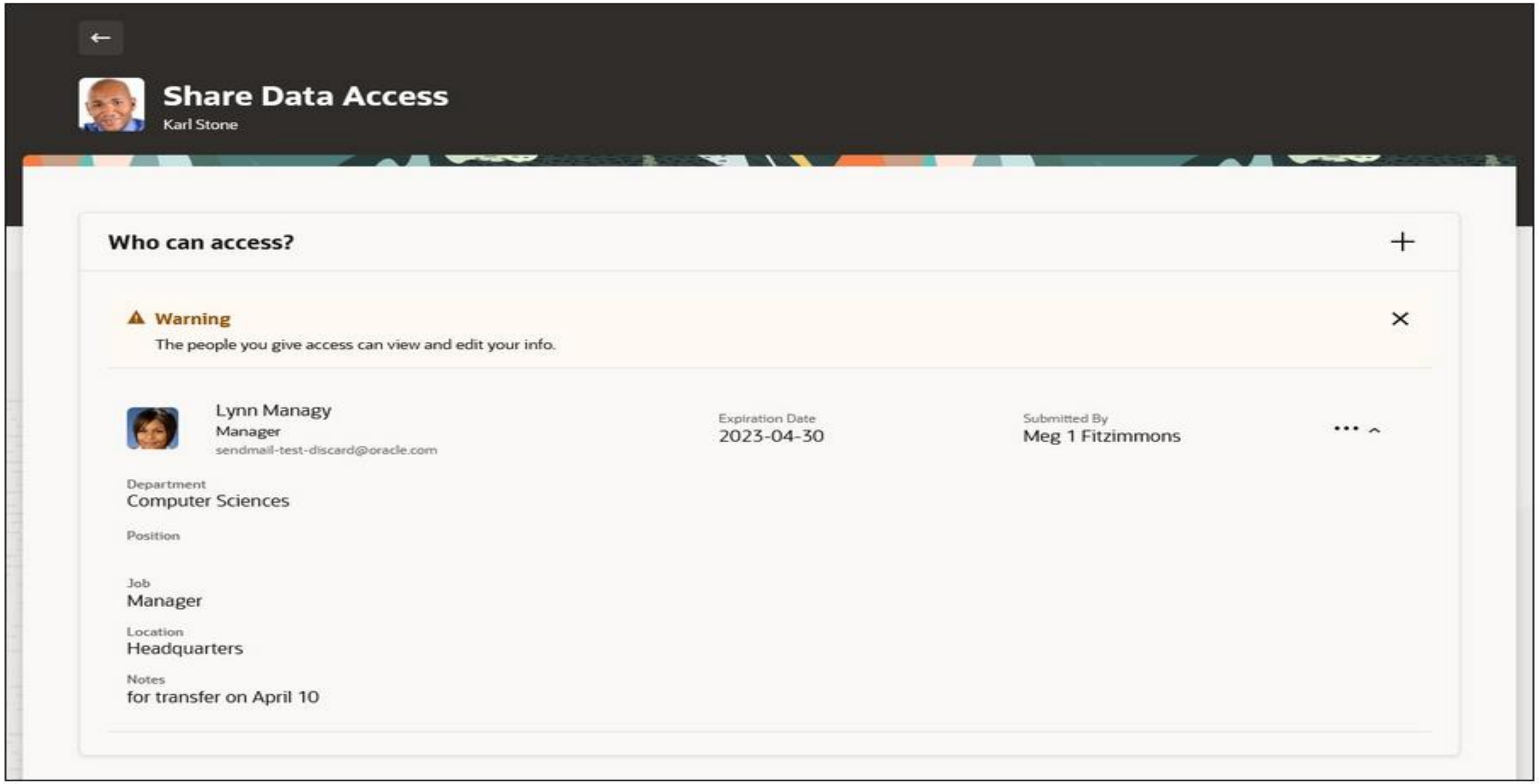
Details

When the recipient details are expanded, you see additional details about the recipients and the notes about the shared data, as shown in the following example.



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

REDWOOD EXPERIENCE - REDWOOD EXPERIENCE ENHANCEMENTS TO SHARE DATA ACCESS

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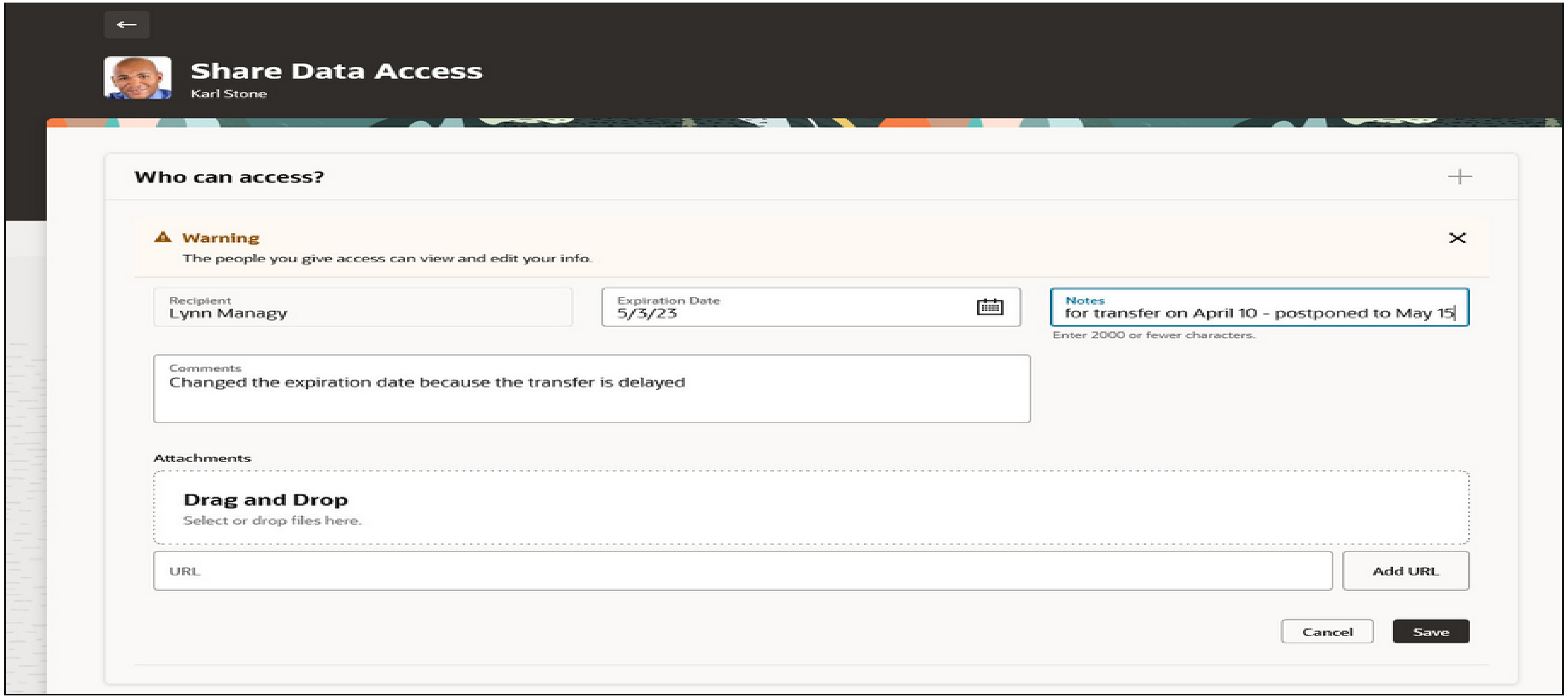
Details

The Edit action is now available. When you edit the recipient, you can change the expiration date and the notes. The notes will stay with the recipient data, even after approvals. Comments are used to provide information to the approvers, so the comments won't remain after the transaction is approved.



Impact Analysis

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

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QUICK WIN

Opt Ins

JOURNEYS - CONTROL SEARCH ON ASSIGNED JOURNEYS TAB

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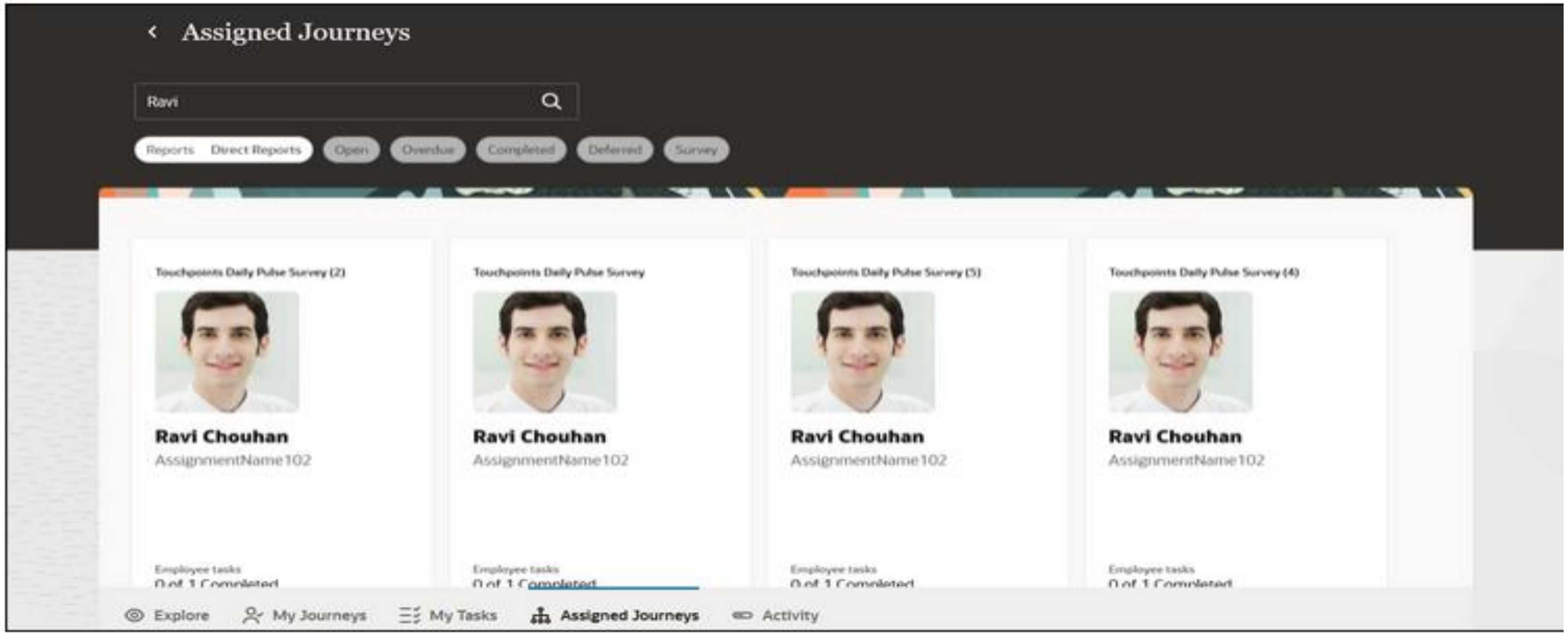
Details You can improve your search performance on the **Assigned Journeys** tab by enabling search using the person name only.



Impact Analysis

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

configure the ORA_PER_JOURNEY_SEARCH_CRITERIA profile option to control the search criteria for **Assigned Journeys** tab. By default, this profile option is set to **Journey name or person name**.

Business Benefit:

This feature improves the search performance for the Assigned Journeys page.

REDWOOD EXPERIENCE - REDWOOD EXPERIENCE FOR PENDING WORKERS

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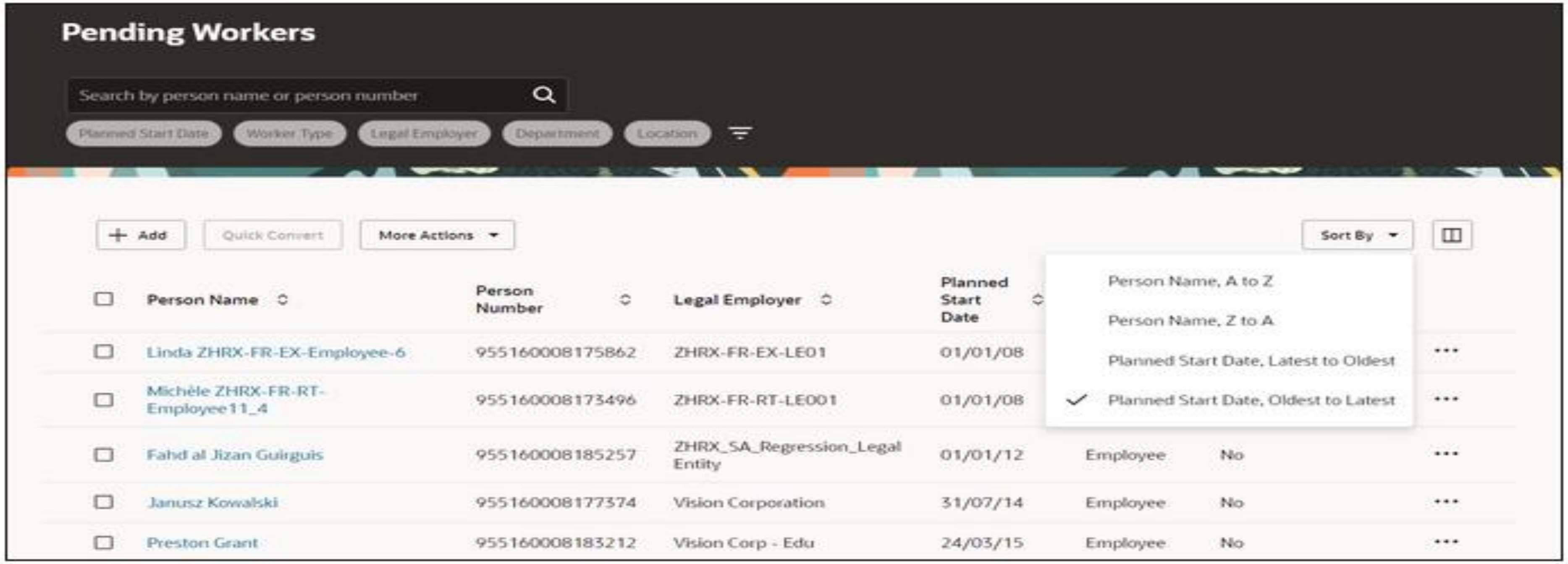
Details

Enrich the user experience with the new Pending Workers dashboard developed using the Redwood tool set. The dashboard 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 pending worker based on the name or person number. You can also sort the search results based on the name and planned start date.



Impact Analysis

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

REDWOOD EXPERIENCE - REDWOOD EXPERIENCE FOR PENDING WORKERS

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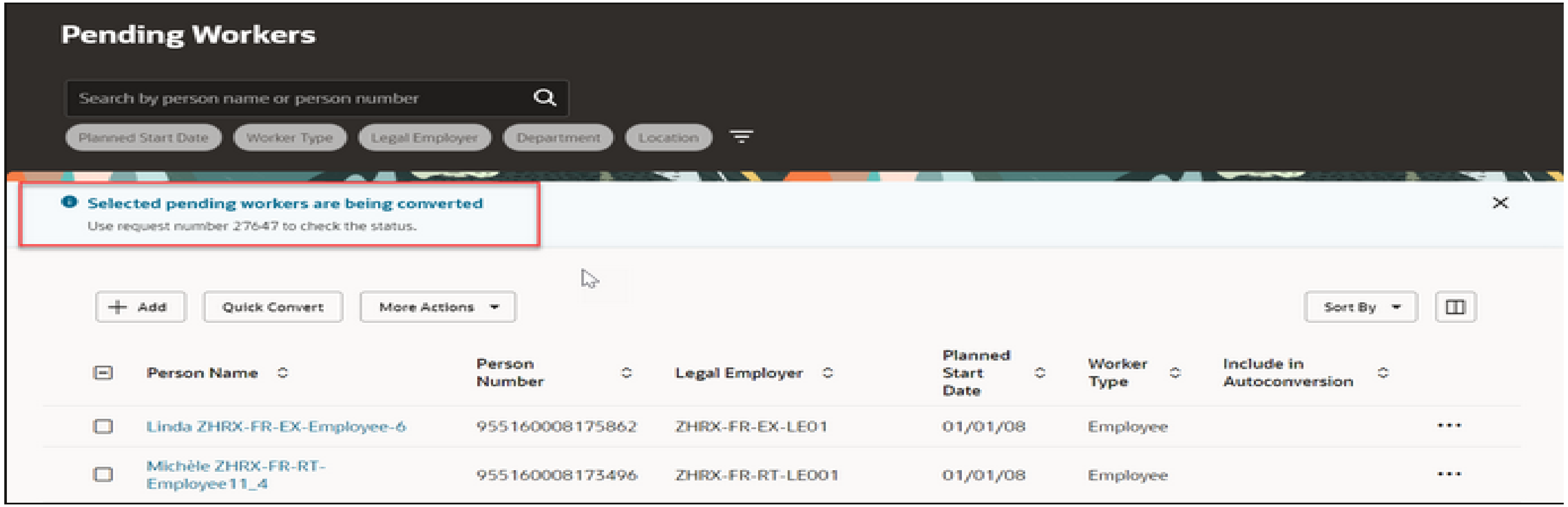
Details

Human Resource Specialists and Line Managers can also do the following using this dashboard:

•**Add a pending worker:** Click **+ Add** to open the Add a Pending Worker page.

•**Convert a pending worker:** To convert a single pending worker, click the ellipsis for that row. The Convert Pending Worker page is displayed, where you can update the fields as required before converting the worker.

You can also select one or more pending workers and click Quick Convert to convert them to employees.



Impact Analysis

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

REDWOOD EXPERIENCE - REDWOOD EXPERIENCE FOR PENDING WORKERS

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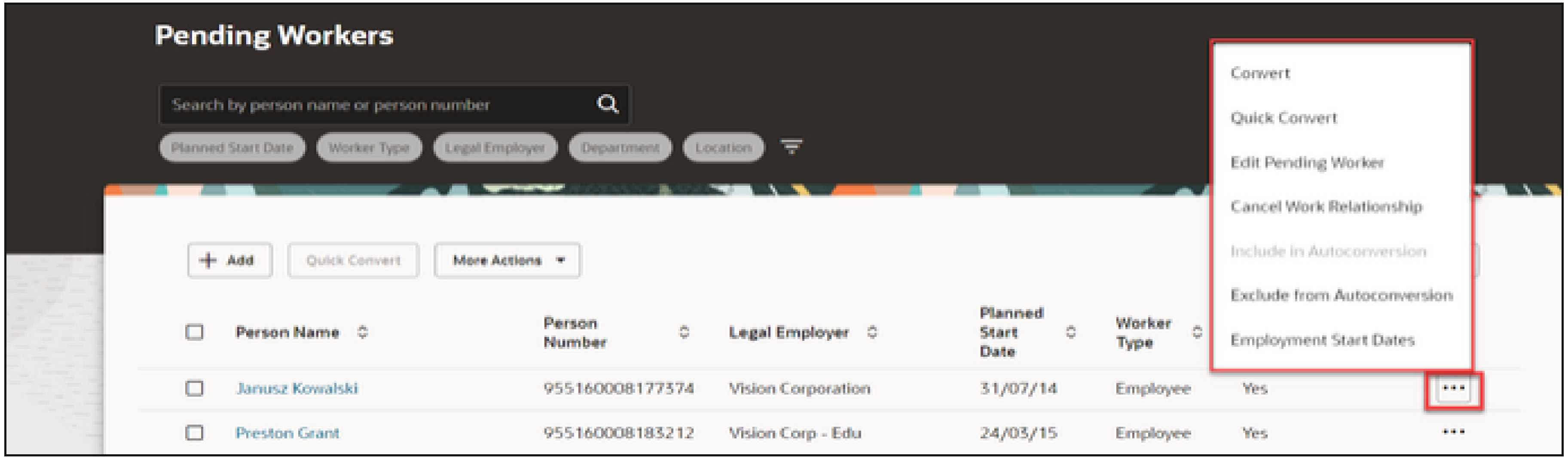
Details

•**Edit a pending worker:** Click a pending worker's name to open the Edit Pending Worker page. On this page, you can select and edit different types of information for the worker.
•**Perform all actions on a pending worker record:** You can perform these actions on a pending worker by clicking the ellipsis at the end of the row and selecting an action from the menu:

- Quick Convert:
- Include in Autoconversion
- Exclude from Autoconversion:



Impact Analysis

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

Business Benefit: 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 - REDWOOD EXPERIENCE FOR PENDING WORKERS

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Details

In order to work with the new Pending Workers page, you must first enable the **ORA_HCM_VBCS_PWA_ENABLED** profile option.

In addition, check if the **ORA_PER_PWK_DASHBOARD_REDWOOD_ENABLED** profile option is also enabled.

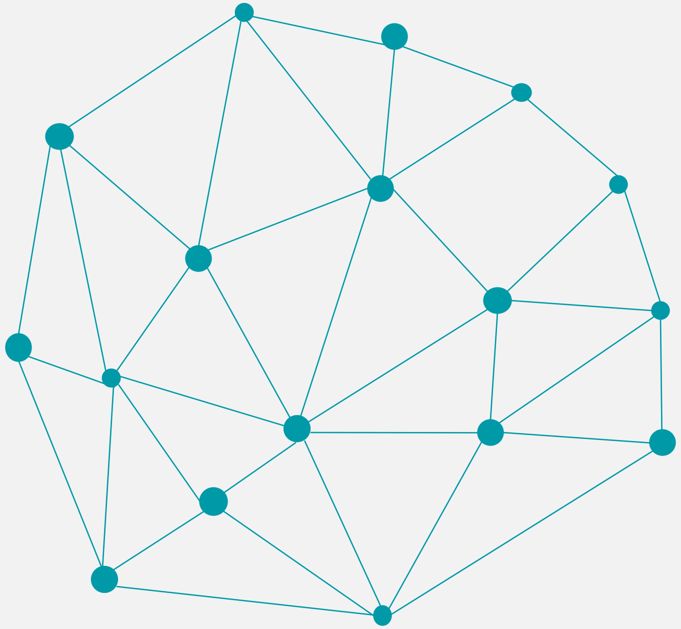
By default, the ORA_PER_PWK_DASHBOARD_REDWOOD_ENABLED profile option is delivered as disabled. If you want to use the new Pending Workers page, you need to set the profile option to **Yes**.

Tips And Considerations

The new page doesn't yet have support for the following:

- **Transaction Design Studio.**
- **Autocomplete Rules**
- **Filtering of Records.**
- **Edit Pending Worker.**
- **Add Pending Worker.**
- **Convert Pending Worker.**
- **Cancel Work Relationship.**
- **Employment Start Dates.**

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



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REST

Opt Ins

AUTOCOMPLETE - AUTOCOMPLETE RULES FOR PERSON BUSINESS OBJECT

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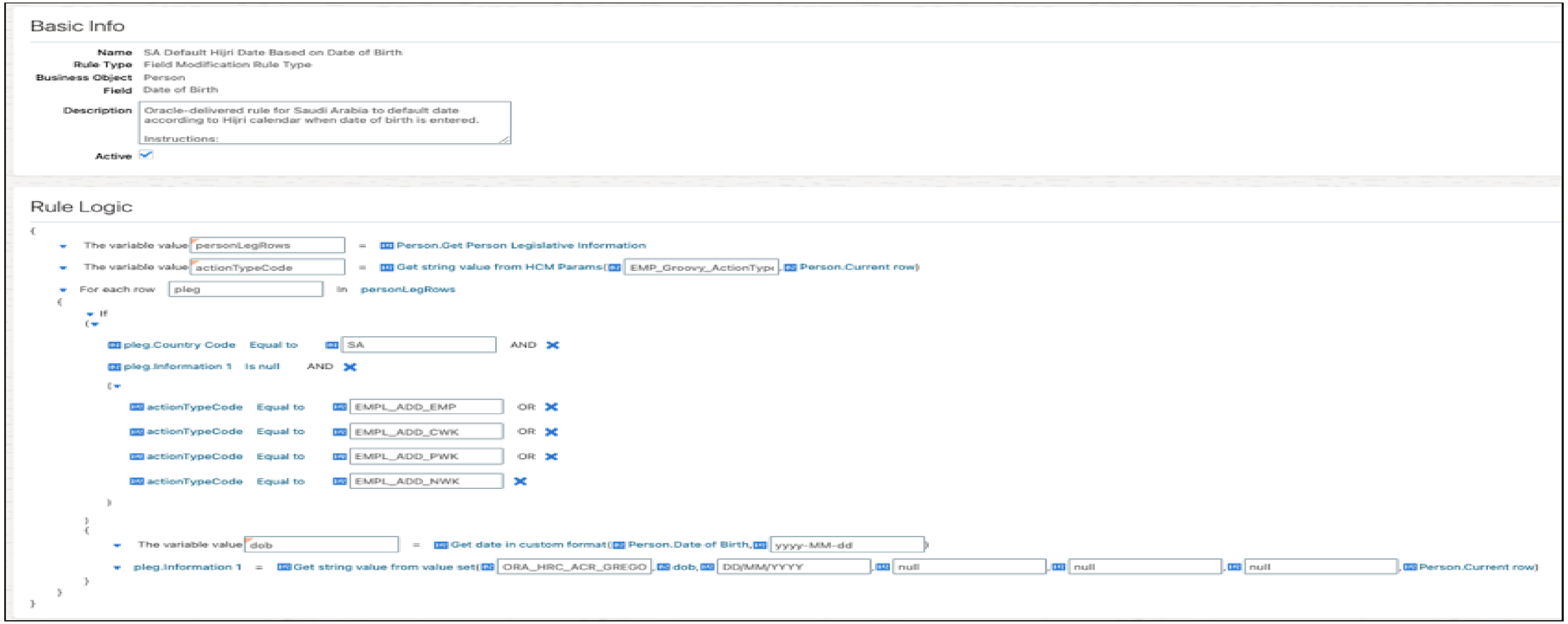
Details

You can now default the Hijri date of birth for a person in a Saudi legal employer using a delivered rule for the Person Business Object, based on the value entered in the Date of Birth field.

The rule name is SA Default Hijri Date Based on Date of Birth and it's a Field Modification Rule Type:



Impact Analysis

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

AUTOCOMPLETE - AUTOCOMPLETE RULES FOR PERSON BUSINESS OBJECT

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Details

If copied and activated, the rule is triggered for the following new person flows in a Saudi Arabian legal employer:

- Hire an Employee (EMPL_ADD_EMP)
- Add Contingent Worker (EMPL_ADD_CWK)
- Add Pending Worker (EMPL_ADD_PWK)
- Add Nonworker (EMPL_ADD_NWK)

Once you've entered the person's date of birth and you move from the Personal Details section (either to another section, or to submit the record), the Hijri Date of Birth field is populated in the format DD/MM/YYYY.

Note:

- The Hijri date is calculated using an Oracle global function based on the Umm al-Qura calendar.
- You can optionally change the format from DD/MM/YYYY in your copy of the rule.
- You can override the defaulted Hijri date of birth.

Impact Analysis

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

Business Benefit:

You can use the rule to default the Hijri date of birth based on the Date of Birth field entered when a new person is added for the Saudi legislation.

AUTOCOMPLETE - AUTOCOMPLETE RULES FOR PERSON BUSINESS OBJECT

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Details

You can, subject to approval from Oracle, use the delivered rule as a template to create other rules for use with the new person flows listed above.
For example, you could create rules for each of the following Hijri date fields using the rule type suggested:

Suggested Rule	Business Object	Rule Type	Source Field	Target Field
Default Hijri Hire Date Based on Hire Date or Start Date	Worker Work Relationship	Object Defaulting Rule Type	Start Date	Hijri Hire Date
Default Hijri Termination Date Based on Termination Date	Worker Work Relationship	Field Modification Rule Type	Termination Date	Hijri Termination Date
Default Hijri Issue Date of Visa Based on Issue Date	Person Visa	Field Modification Rule Type	Issue Date	Hijri Issue Date
Default Hijri Expiration Date of Visa Based on Expiration Date	Person Visa	Field Modification Rule Type	Expiration Date	Hijri Expiration Date

These are the parameters to get the Hijri equivalent date from a given Gregorian date field:

Parameter	Value
1	ORA_HRC_ACR_GREGORIAN_TO_HIJRI_DATE
2	Source date field in Gregorian format in which to pass the date. The format is YYYY-MM-DD. In the delivered rule, this is DoB (Date of Birth). Select the appropriate source Gregorian date field for other Hijri Date rules.
3	DD/MM/YYYY The required format of the Hijri date to be returned
4	Null
5	Null
6	Null

Impact Analysis

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

POSITION MANAGEMENT: ROUTE POSITION APPROVALS TO THE AOR OF THE PARENT POSITION INCUMBENT

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Details

You can now route position approvals to the representative of the incumbent of the parent position.

The approvals can now be routed to the representatives of the incumbents in the parent position for these processes:

- Request New Position
- Request Position Change
- Edit Position
- Delete Position
- Delete Date Effective Position Record

How Do Position Approvals Work

Earlier, you could route position approvals to the incumbents in the parent position and to the initiator's hierarchy.
Now, you can also route position approvals to the representative of the incumbent of the parent position.

Impact Analysis

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

Business Benefit:

This feature enables you to route approvals to the appropriate people who should approve the position.

POSITION MANAGEMENT: ROUTE POSITION APPROVALS TO THE AOR OF THE PARENT POSITION INCUMBENT

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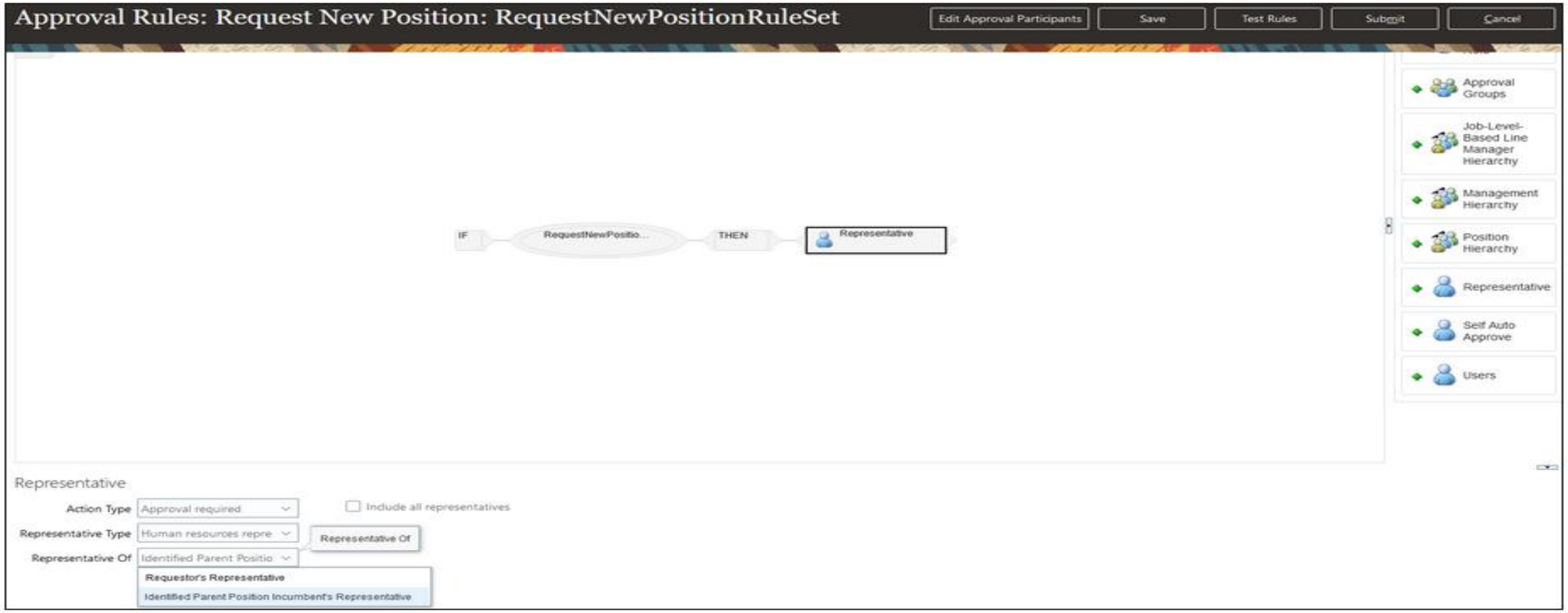
Details

Suppose you want to route the Request New Position approval to the representative of the incumbent of the parent position. While configuring the approval rule for the Request New Position process, select the following:

- **Representative** in the **Approvers** list
- A value for **Representative Type**
- **Identified Parent Position Incumbent's Representative** in the **Representative Of** LOV



Impact Analysis

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

WORK PATTERNS AND SCHEDULING - SHIFTS AND WORK PATTERNS FOR WORKFORCE SCHEDULING

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Details

You can now create and manage shifts and work patterns, which will form the basis for building staff schedules in Oracle Fusion Cloud Human Capital Management (HCM).

To identify the shift framework for a worker at time of hire or employment or assignment changes, create a work pattern for their work assignment. The shifts can have specific start and end times or durations for specific days. Or they can be flexible. This framework is used to determine the worker's actual schedule.

Here’s an example for the same assignment and cycle, but with shifts that have flexible days and times.

- For week 1, Kris can work Monday, Wednesday, and Friday for 4 hours between 6:00 a.m. and noon and Tuesday, Thursday, and Saturday between noon and 8:00 p.m. All of the shifts include a 15-minute break that Kris can take any time during the shift.
- For week 2, Kris can work for 6 hours between 10:00 a.m. to 8:00 p.m. Tuesday, Wednesday, and Thursday. Kris can take a 15-minute coffee break between noon and 3:00 p.m. and a 30-minute meal break between 5:00 p.m. and 7:00 p.m.

Impact Analysis

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

WORK PATTERNS AND SCHEDULING - SHIFTS AND WORK PATTERNS FOR WORKFORCE SCHEDULING

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Details

People managing work patterns need the Manage Work Patterns Role Code (ORA_HTS_MANAGE_WORK_PATTERNS) role. This role is part of the delivered Line Manager and Human Resource Specialist roles. You need to add it to any similar custom roles you created.

People managing shifts need these two privileges:

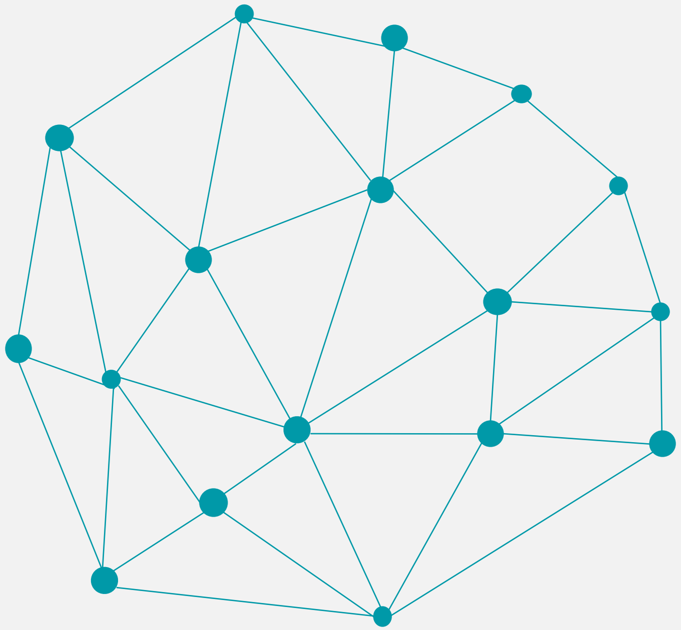
- Manage Shifts Privilege Code (HTS_MANAGE_SHIFTS)
- View Shifts Privilege Code (HTS_VIEW_SHIFTS)

Impact Analysis

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

Business Benefit:

This feature lets you create and manage the shifts and work patterns that form the basis for staff schedules.



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HCM COMMON FEATURES

EMPLOYMENT - REST SUPPORT FOR OVERRIDE STANDARD WORKING HOURS IN WORKER ASSIGNMENT

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Details

Use the Workers REST resource to update the AssignmentStandardWorkingHours and AssignmentStandardFrequency. When populated these attributes are used for FTE calculation instead of derived standard working hours.

For example, if the standard working hours derived from any of the work structure objects is 40 weekly, and you specify the AssignmentStandardWorkingHours as 50 weekly, the assignment standard working hours will be taken into consideration for calculation of adjusted FTE.

Impact Analysis

Impact Level	LOW
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 - REST SUPPORT FOR ADJUSTED FTE IN WORKER ASSIGNMENT

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Details

Use the Workers REST resource to update the AnnualWorkingDuration, StandardAnnualWorkingDuration, AnnualWorkingDurationUnit, AnnualWorkingRatio, and AdjustedFTE. These attributes are used to adjust the full time equivalent (FTE) value on an assignment.The AdjustedFTE is calculated by multiplying the FTE value with the ratio of annual working duration and standard annual working duration.

The annual working duration and standard annual working duration are editable attributes and this hierarchy is used to default these attribute values - position > job > location > department > legal entity > enterprise, in that order, if a value is specified.

Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
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.

Closing Q&A

CLOUD ENHANCEMENT SERVICES

CLOSING NOTE

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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 ?

Workforce Management & Global Payroll	12-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
Benefits and Compensation	13-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
Finance	18-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
SCM (Procurement & Advanced Procurement)	18-Jul-2023	60 minutes
	4:30 PM GMT | 5:30 PM CEST | 11:30 AM EST	
Talent Management	19-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
HR Helpdesk and ORC	20-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
SCM (Inventory & Order Management)	20-July-2023	60 minutes
	4:30 PM GMT | 5:30 PM CEST | 11:30 AM EST	

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is here to help you!

CLOUD ENHANCEMENT SERVICES

THANK YOU