

Mastek

Cloud Enhancement Services

Live Webinar

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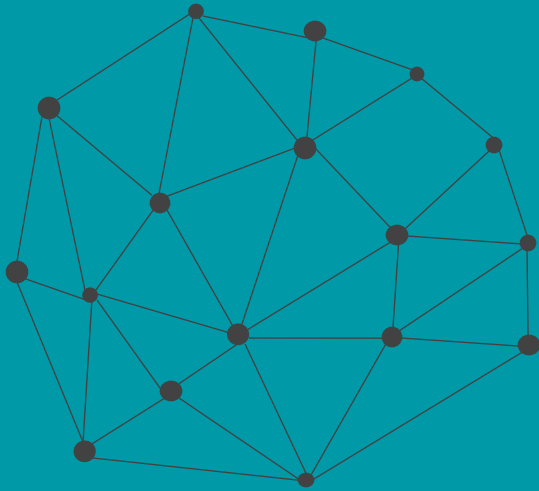
23C - TALENT & OLC

Empowering you for the next update



ORACLE | Partner

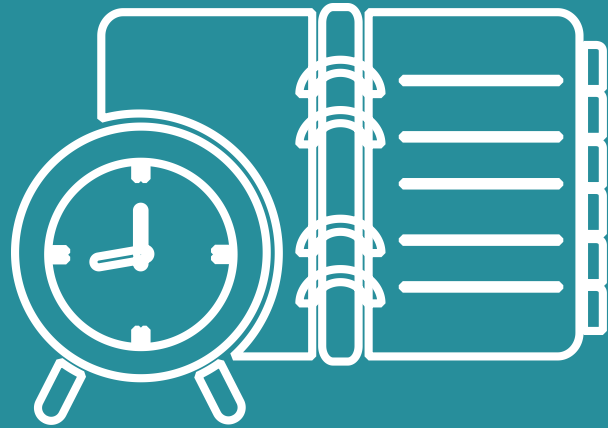




DISCLAIMER

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.

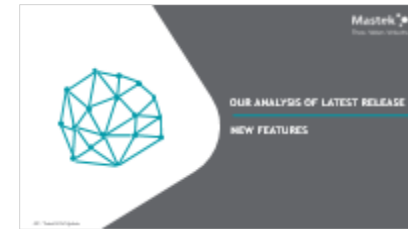
AGENDA



● 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

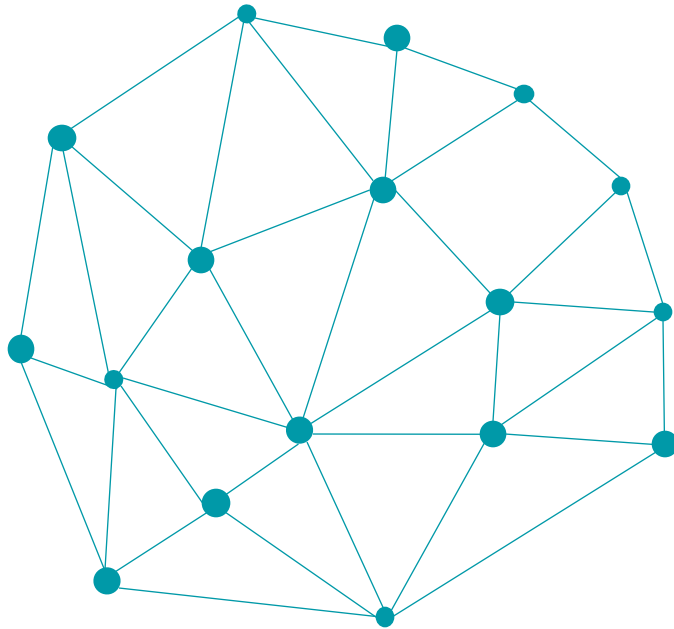
| | |
|----------------|-----|
| Impact Level | LOW |
| Need to Enable | NO |
| Configuration | NO |
| Quick Win | YES |

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.

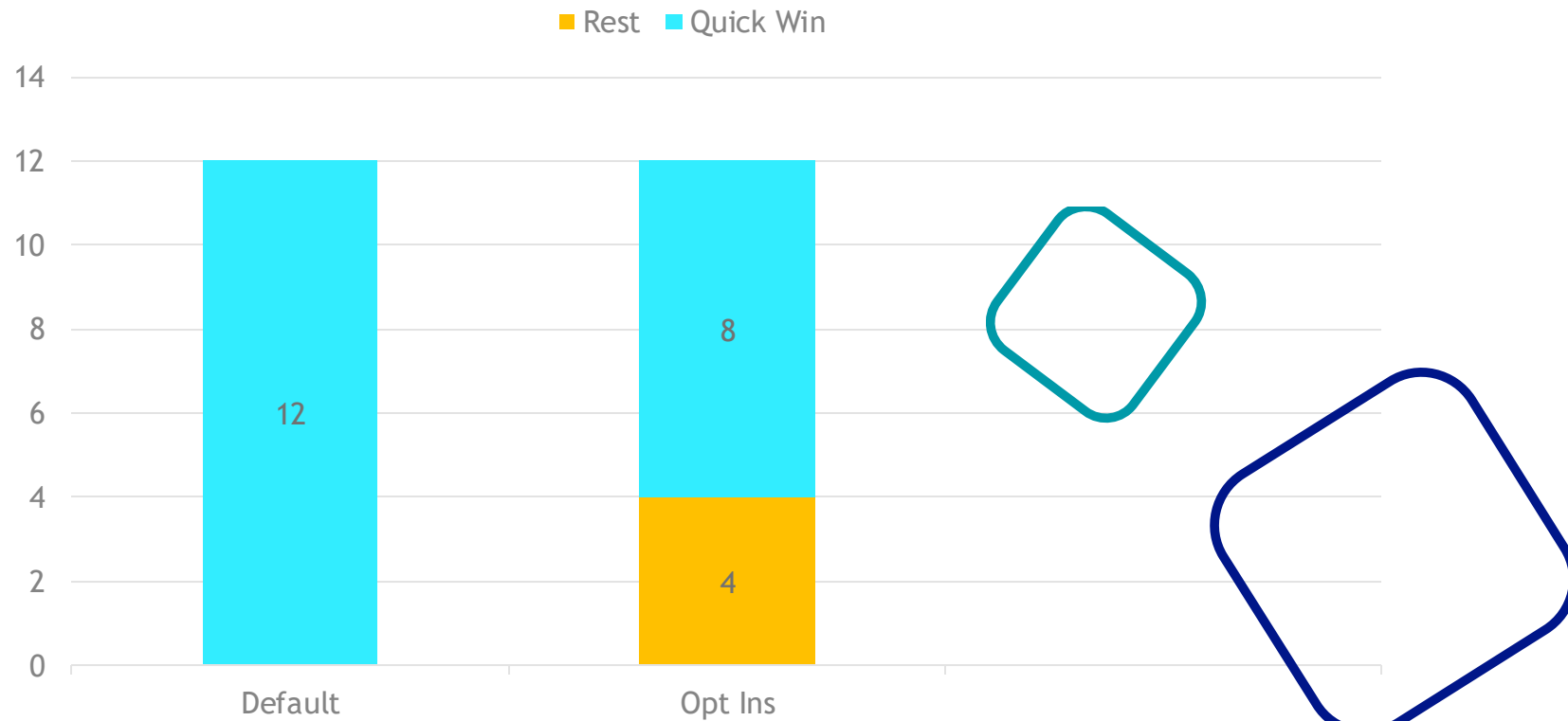


OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

Oracle Fusion Cloud Talent Management & Learning

24
Talent and OLC
New Features



MASTEK ANALYSIS



NEW FEATURES
Quick Wins - Default with Configuration



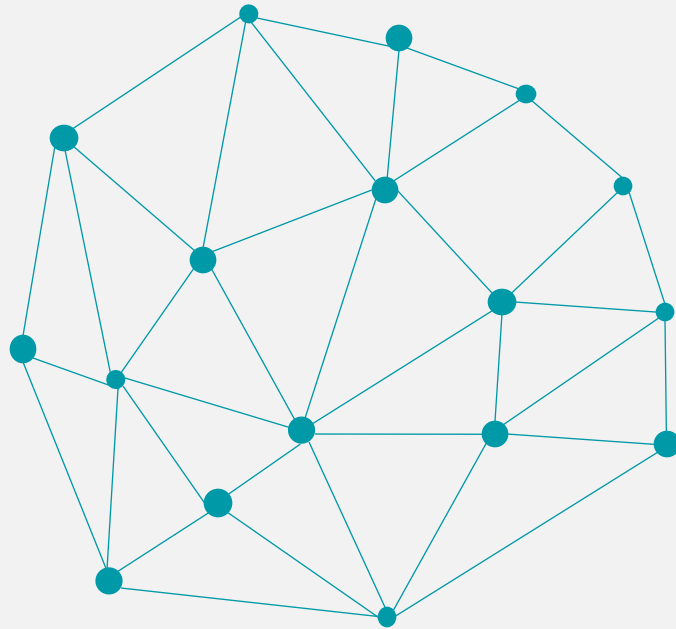
NEW FEATURES
Quick Wins - Default with NO Configuration



NEW FEATURES
Quick Wins – Opt Ins



NEW FEATURES
The Rest



NEW FEATURES

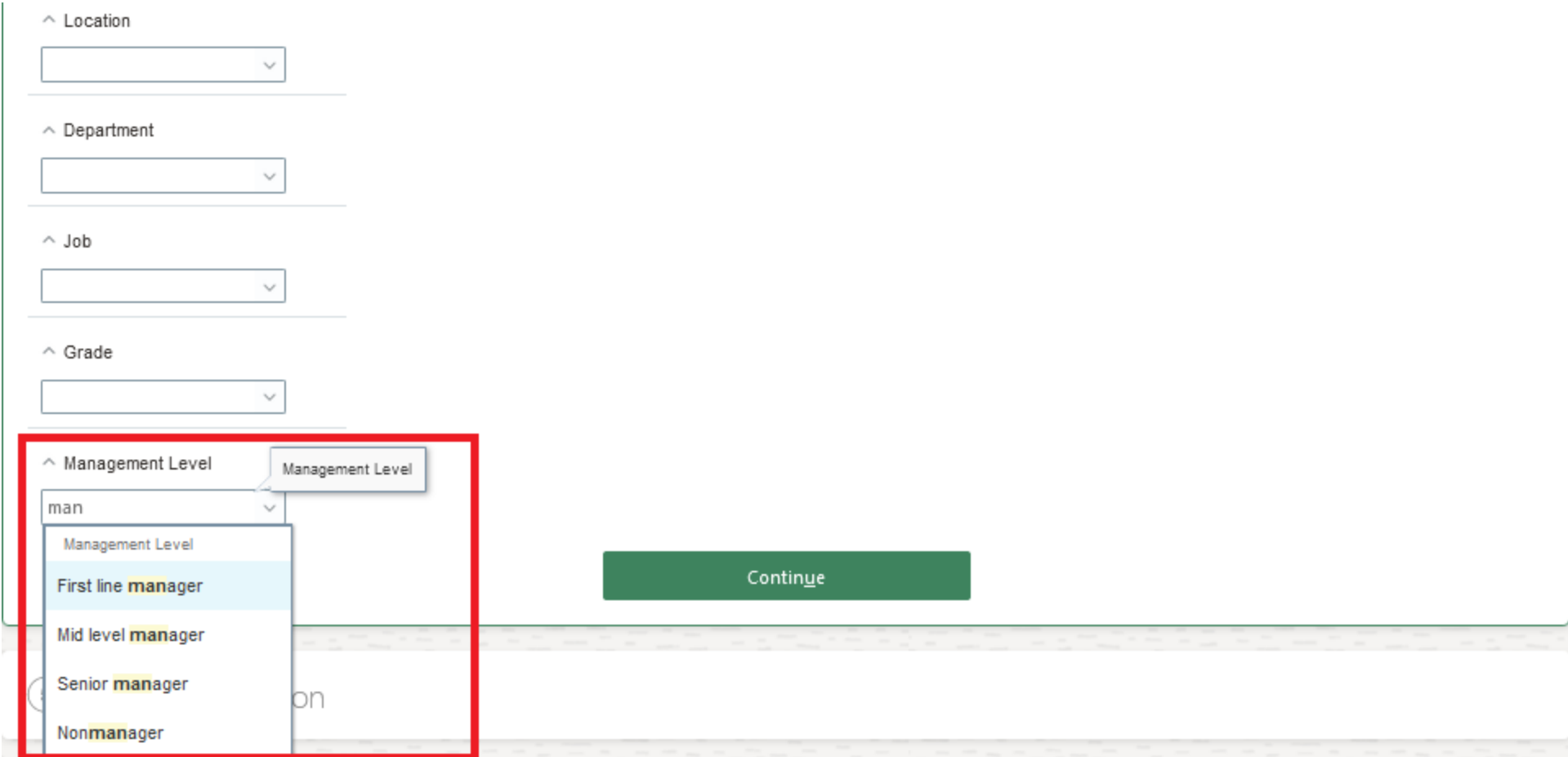
Quick Wins - Default with
Configuration

MANAGEMENT LEVEL TALENT REVIEW FILTER ENHANCEMENT

Talent

Details: When you use the enhanced **Management Level** filter to search for members to add to the talent review population, you needn't type the entire management level name.

4 Population Selection



Location

Department

Job

Grade

Management Level

- Management Level
- First line manager
- Mid level manager
- Senior manager
- Nonmanager

Continue

Impact Analysis

| | |
|----------------|------|
| Impact Level | HIGH |
| Need to Enable | YES |
| Configuration | YES |
| Quick Win | YES |

Business Benefits: Using partial search, you can easily find the management level you want to use as a search filter to find members to add to the review population of a talent review meeting.

ADDITIONAL COMMENTS SUPPORT IN POTENTIAL ASSESSMENT

Talent

Details: From this release, while preparing review content for a talent review meeting, managers can add comments when they rate people reporting to them. They can do this only for the questions that their administrator has enabled additional comments.

1 Answer Questions

* This person is a long-term thinker

- Strongly agree
- Agree
- Disagree

* This person has the ability to lead others through influence, and not just authority

Agree

Comments

Guga is a great performer and inspires other team members.

* This person is a creative problem solver

Strongly agree

Potential Assessment Questionnaire

This person is a long-term thinker

Agree

This person has the ability to lead others through influence, and not just authority

Agree

Comments

Guga is a great performer and inspires other team members.

This person is a creative problem solver

Strongly agree

Comments

Guga always thinks out of the box and finds innovative solutions.

This person thrives on new challenges and delivers results

Strongly agree

Impact Analysis

| | |
|----------------|-----|
| Impact Level | LOW |
| Need to Enable | YES |
| Configuration | YES |
| Quick Win | YES |

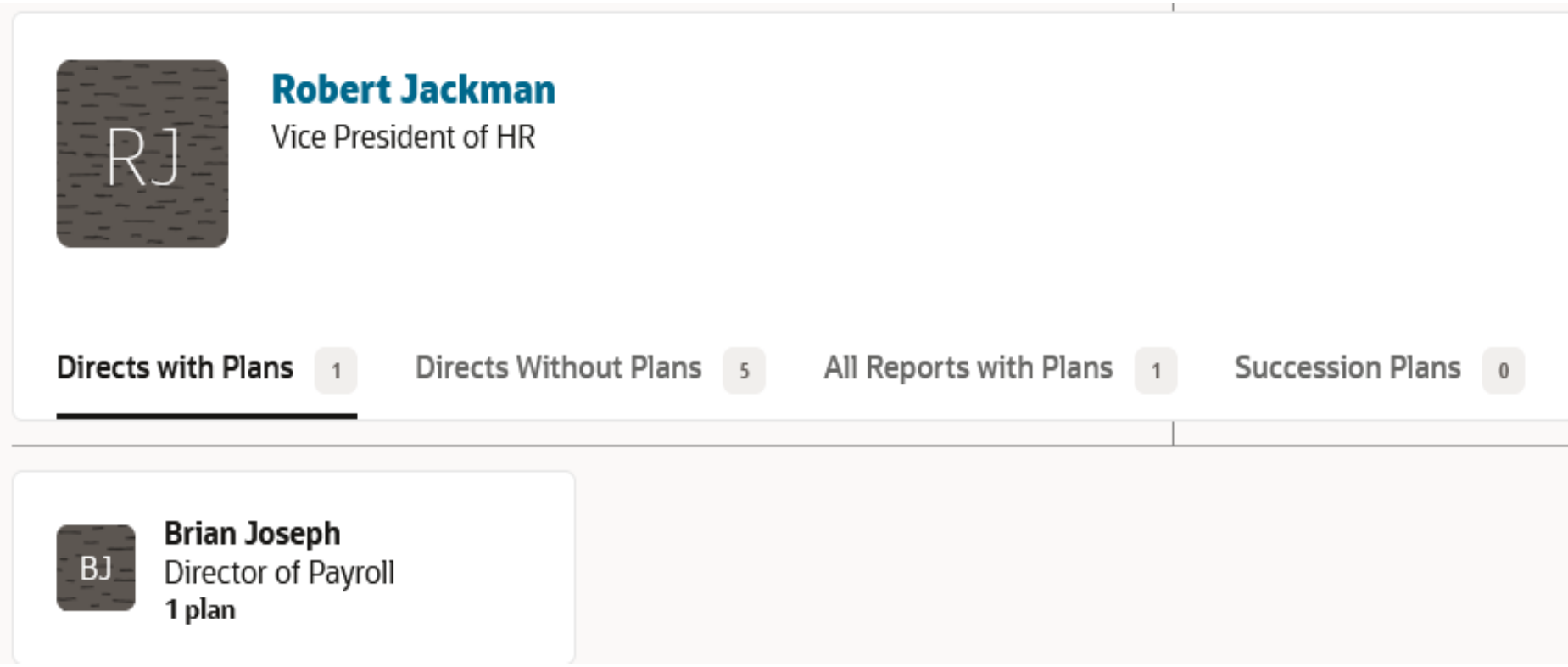
Business Benefits: Enhance your talent review process by allowing managers to provide comments about the ratings they give. These comments will help facilitators to understand why managers have given the ratings for their reports.

SUCCESSION ORGANIZATION CHART USER EXPERIENCE CHANGES

Talent

Details: You can see the direct reports of a person on these tabs of the succession organization chart if your organization has migrated to Enhanced Talent Profiles:

- Directs with Plans:** On this tab, you can see direct reports who have succession plans created for them. You can also see the count of succession plans for each direct report listed on this tab.
- Directs without Plans:** On this tab, you can see direct reports who don't have any succession plans created for them. You can then select a person and create a succession plan if required.



The screenshot shows a user profile for Robert Jackman, Vice President of HR, with a tabbed interface for direct reports. The tabs are: Directs with Plans (1), Directs Without Plans (5), All Reports with Plans (1), and Succession Plans (0). Below the tabs, a card for Brian Joseph, Director of Payroll, is shown with 1 plan.

Impact Analysis

| | |
|----------------|-----|
| Impact Level | LOW |
| Need to Enable | YES |
| Configuration | YES |
| Quick Win | YES |

Business Benefits: Enhance your succession planning by identifying direct reports who have succession plans and those without succession plans.

HDL AUDIT & HDL, HSDL SUPPORT FOR TALENT POOLS SECURITY CONFIGURATION

Talent

Impact Analysis

- Impact Level: HIGH
- Need to Enable: YES
- Configuration: YES
- Quick Win: YES

Details: To audit the talent pool security profile changes, do these steps:

Go to Tools > Audit Reports.

On the Audit Reports page, enter the search criteria. Select the product as Succession Management.

Select the business object type that you want to audit. Select the Include child objects check box if you want the child objects also to be audited.

Click Search.

Actions Detach

Show User-Related Details Show Attribute Details Show additional object identifier columns

| Date | User | Event Type | Business Object Type | Description |
|-----------------|----------------|--------------------|---|---|
| 5/9/23 12:29 AM | Meg Fitzimmons | Object Data Ins... | Talent Pool Security Business Unit | Talent Pool Security Profile ID:TP Security I |
| 5/9/23 12:29 AM | Meg Fitzimmons | Object Data Ins... | Talent Pool Security Department | Talent Pool Security Profile ID:TP Security I |
| 5/9/23 12:29 AM | Meg Fitzimmons | Object Data Ins... | Talent Pool Security Profile/Talent Pool S... | Name:TP Security Prof with BU and Dept/T |
| 5/9/23 12:29 AM | Meg Fitzimmons | Object Data Ins... | Talent Pool Security Profile/Talent Pool S... | Name:TP Security Prof with BU and Dept/T |
| 5/9/23 12:29 AM | Meg Fitzimmons | Object Data Ins... | Talent Pool Security Profile | Name:TP Security Prof with BU and Dept |

Business Benefits: By auditing the security profiles created for talent pools, you can track changes made to the security profiles and manage them better. By using HDL and HSDL to upload talent pool security profile data, you can create and manage multiple security profiles

ENHANCEMENTS TO ADD TO SUCCESSION PLAN QUICK ACTION REDWOOD VERSION

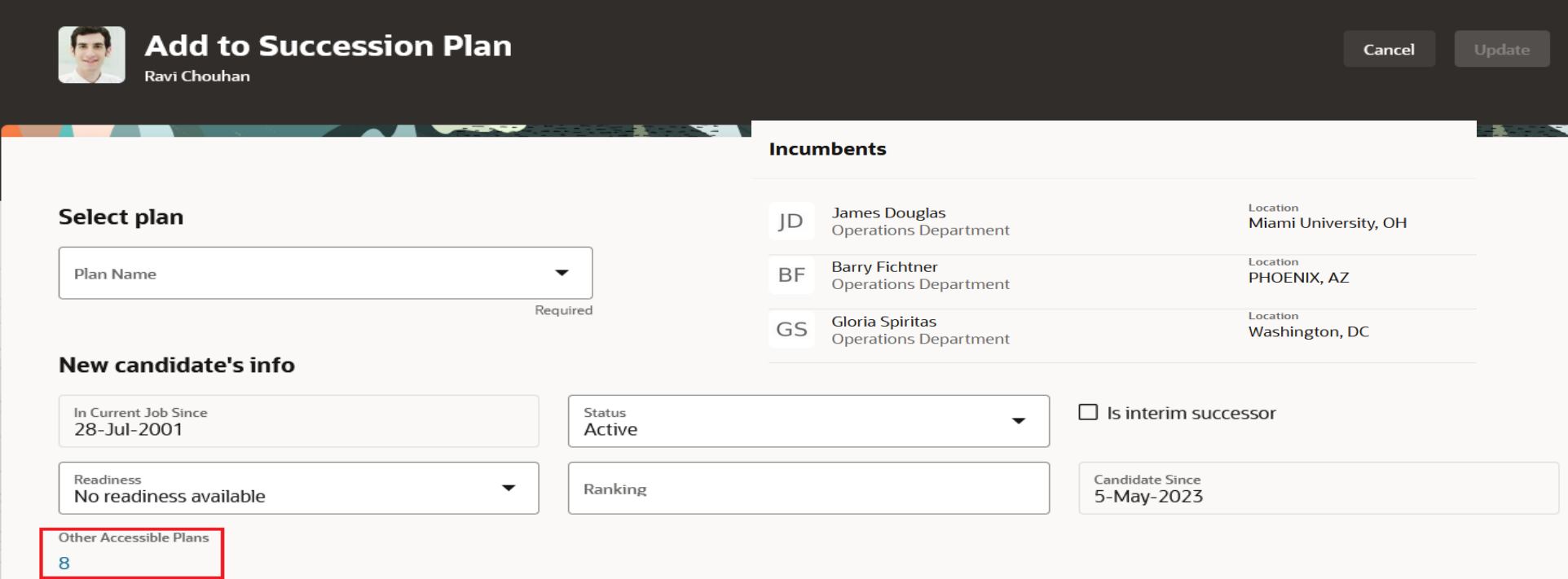
Details: The Redwood version of the Add to Succession Plan quick action page now also supports these features that are available in the responsive version:

- View the count and list of other succession plans that a person is also a candidate.
- Display incumbent information.
- Display flexfields.
- Display willingness to relocate, risk of loss, and impact of loss (delivered as hidden fields) if your organization has migrated to Enhanced Talent Profiles..

Impact Analysis

| | |
|----------------|------|
| Impact Level | HIGH |
| Need to Enable | YES |
| Configuration | YES |
| Quick Win | YES |

Business Benefits: By using these enhancements, you can obtain more information about the succession plan candidates and incumbents and improve your succession planning.



Add to Succession Plan
Ravi Chouhan

Cancel Update

Select plan

Plan Name Required

New candidate's info

In Current Job Since: 28-Jul-2001

Status: Active

Readiness: No readiness available

Ranking:

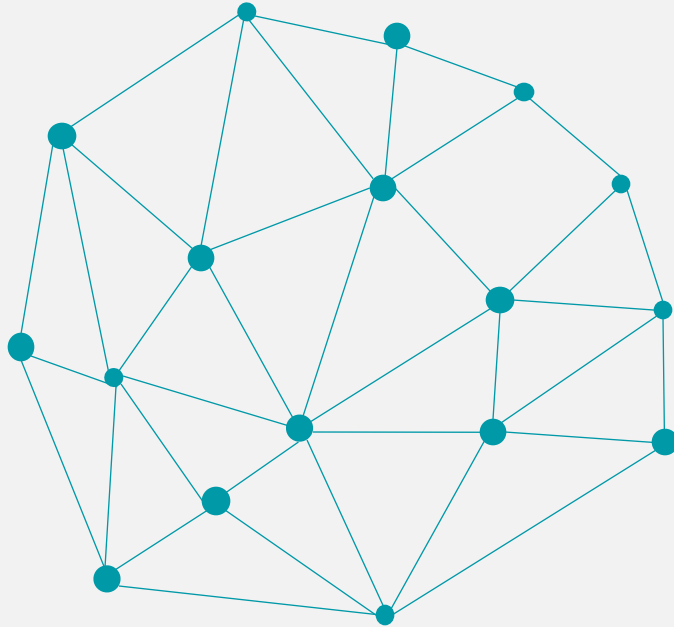
Is interim successor:

Candidate Since: 5-May-2023

Incumbents

| | | |
|----|--|----------------------------------|
| JD | James Douglas Operations Department | Location Miami University, OH |
| BF | Barry Fichtner Operations Department | Location PHOENIX, AZ |
| GS | Gloria Spiritas Operations Department | Location Washington, DC |

Other Accessible Plans
8



NEW FEATURES

Quick Wins - Default with NO
Configuration

DEFAULT GOALS SORT ORDER

Talent

Details: As administrators, you can now use the **Default Sort Option for Performance**

Goals (ORA_HRG_DEFAULT_GOAL_SORT_OPTION) profile option to specify the default order in which goals are listed in a goal plan. The default sort order is **Display sequence**, but you can change it to any one of these sort options:

- Goal name
- Goal category
- Goal status
- Goal weight
- Last updated date

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **NO**

Business Benefits:

Enhance user experience by specifying the order in which users want to view performance goals in a goal plan or performance document.

INTRODUCING ORACLE GROW

Talent

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Details: Oracle Grow, a part of the Oracle ME employee experience platform, combines learning, skill development, and career mobility to drive individual and organizational success. It Consolidates employee growth preferences, such as, skills, learning topics, careers, and jobs, as well as manager-assigned development, such as, core skills, all in one place.

- Delivers personalized development recommendations, such as, learning, skills, development journeys, and connections, based on those growth preferences and assignments.
- Supports in-context actions on recommendations, for ease and efficiency.
- Is accessible on a user’s device of choice, including desktop and mobile.

An employee can access their own Grow page through:

- The global search available across all applications.
- The Quick Action available under **Me > Grow** in the Career and Performance section.

Business Benefits: Employees can leverage a connected experience across all development and growth resources, as well as visibility into role expectations and career growth. Organizations can support employees in adapting to new priorities and expectations, and ensure consistency and success.

EMPLOYEE VIEWS HR-DEFINED CAREER PATH ON CAREER PAGES

Talent

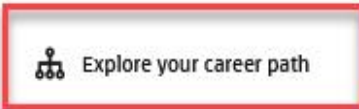
Details: Employees can view their career progression path on these pages that they access from Oracle Grow.

- Explore Careers
- Career Details

They need to click the **Explore your career path** icon on their Oracle Grow page.



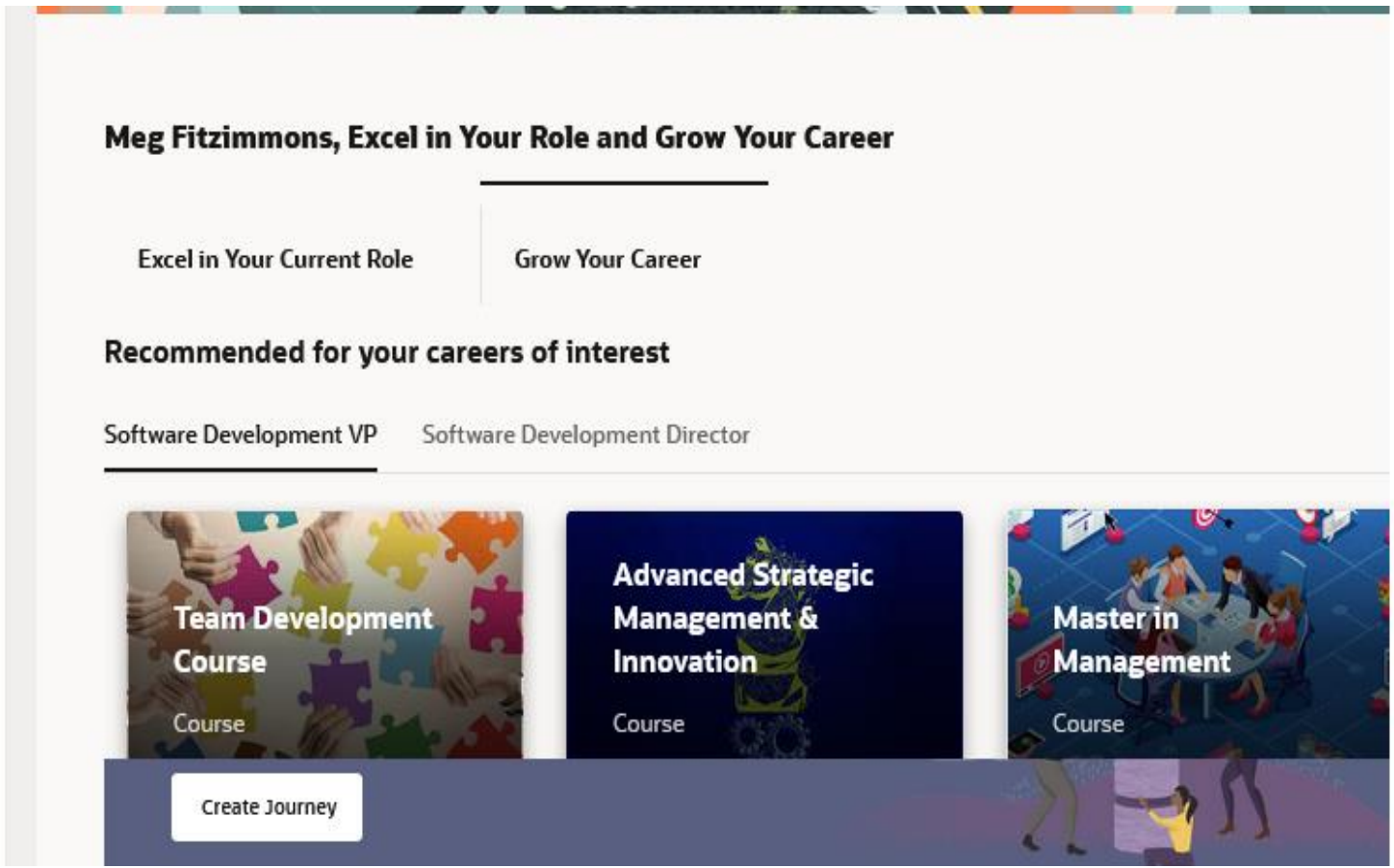
Meg Fitzimmons
Software Development Director



Preferences for your current role and career path

Skills

- Curiosity 0
- Smart Cookie 0



The screenshot shows a career path interface for Meg Fitzimmons. At the top, it says "Meg Fitzimmons, Excel in Your Role and Grow Your Career". Below this are two tabs: "Excel in Your Current Role" and "Grow Your Career". Under the "Grow Your Career" tab, it says "Recommended for your careers of interest". Below this, there are two career options: "Software Development VP" and "Software Development Director". At the bottom, there are three course cards: "Team Development Course", "Advanced Strategic Management & Innovation Course", and "Master in Management Course". A "Create Journey" button is visible at the bottom of the page.

Impact Analysis

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

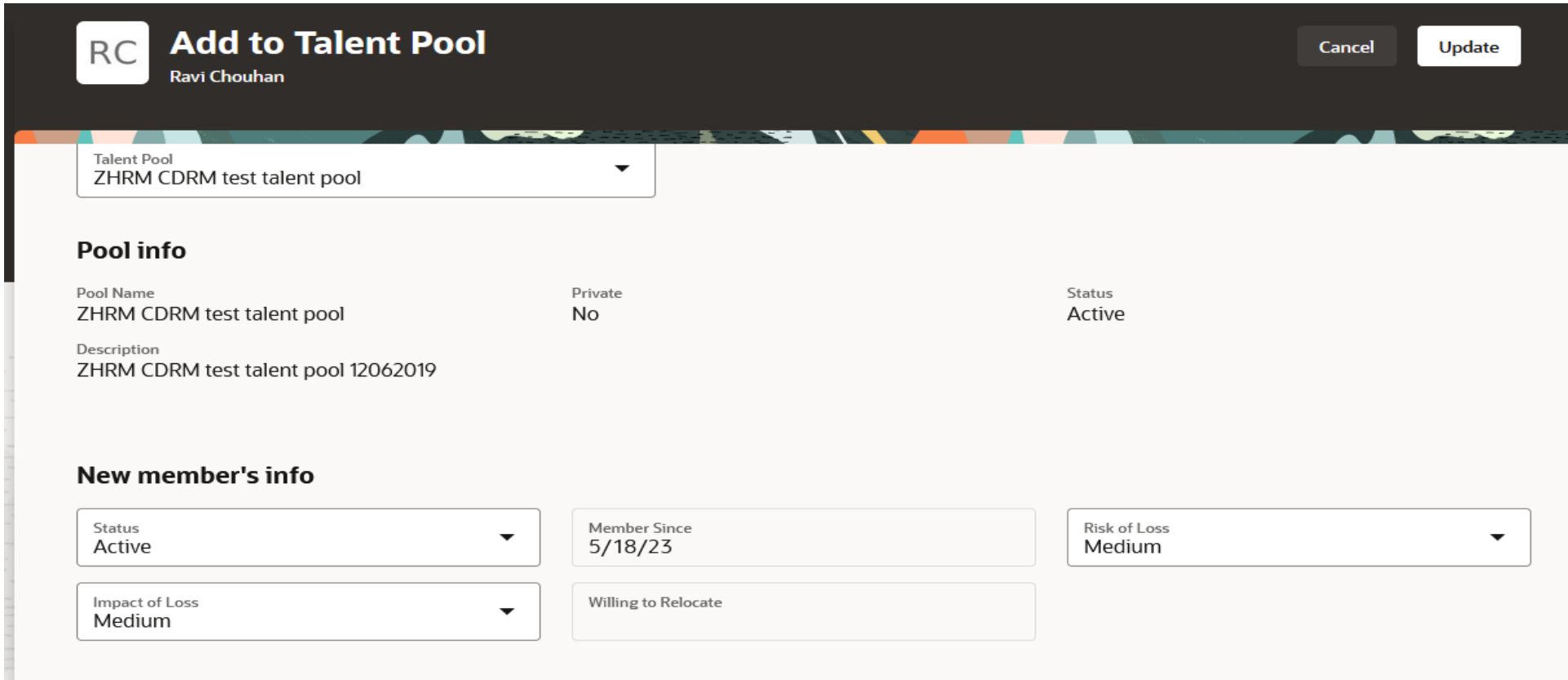
Business Benefits: With this feature, employees can plan their career growth better. They can identify the qualifications and skills they need to acquire for the careers in their career path and thus further their career.

ENHANCEMENTS TO CREATE TALENTS POOLS & ADD POOLS QUICK ACTIONS REDWOOD VERSION

Talent

Details: The Redwood version of the Add to Talent Pool page and the New Talent Pool page shown when you use the Create Talent Pool quick action now also support these features that are available in the responsive version:

- Display flexfields.
- Display willingness to relocate, risk of loss, and impact of loss (delivered as hidden fields) if your organization has migrated to Enhanced Talent Profiles.



Add to Talent Pool
RC Ravi Chouhan [Cancel] [Update]

Talent Pool: ZHRM CDRM test talent pool

Pool info

| | | |
|--|---------|--------|
| Pool Name | Private | Status |
| ZHRM CDRM test talent pool | No | Active |
| Description ZHRM CDRM test talent pool 12062019 | | |

New member's info

| | | |
|----------------|---------------------|--------------|
| Status | Member Since | Risk of Loss |
| Active | 5/18/23 | Medium |
| Impact of Loss | Willing to Relocate | |
| Medium | | |

Impact Analysis

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

Business Benefits: Enhance your talent pool management by viewing more information about the pool and its members.

HDL & HSDL SUPPORT FOR DYNAMIC SKILLS

Talent

Details: Manage core skills within Dynamic Skills using HCM Spreadsheet Data Loader (HSDL) or HCM Data Loader (HDL).

- Skills Assignment

Includes information about the core skills to be assigned to assignee.

- Core Skill

The core skills to be associated with the assignee in the skill assignment.

- Assignee

The assignee selection method and assignee, when a core skill assignment is created.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits: As an integration specialist, you can upload core skills using Skills Center objects so that the data is consistent with the setup and is more intuitive and less error prone.

REDWOOD EXPERIENCE FOR PROFILE MANAGEMENT

Talent

Details: Check out the Profile Management pages and flows that can be used to complete your Redwood experience. These pages and flows have been recreated in the Redwood toolset Visual Builder Studio (VBS) to improve the user experience by having the same backend functionality.

| Page or Flow | Profile Option | Navigation | Limitations |
|--------------------------------|---------------------------------------|---|---|
| Profile Types | ORA_HRT_SETUP_REDWOOD_ENABLED | My Client Groups > Profiles > Profile Types Quick Actions: My Client Groups > Talent > Profile Types | |
| Item Catalogs | ORA_HRT_SETUP_REDWOOD_ENABLED | My Client Groups > Profiles > Item Catalogs Quick Actions: My Client Groups > Talent > Item Catalogs | You can't download writing assistant Excel templates. Doesn't support rich text for item description. |
| Profile Rating Models | ORA_HRT_SETUP_REDWOOD_ENABLED | My Client Groups > Profiles > Profile Rating Models Quick Actions: My Client Groups > Talent > Profile Rating Models | |
| Profile Content Section Access | ORA_HRT_SETUP_REDWOOD_ENABLED | My Client Groups > Profiles > Profile Content Section Access Quick Actions: My Client Groups > Talent > Profile Content Section Access | |
| Talent Ratings | ORA_HRT_TRANSACTIONAL_REDWOOD_ENABLED | My Team > Show More > Talent Ratings > Person Search > Talent Ratings | Doesn't support descriptive flexfield (DFF) and rich text. |

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits: By using these new pages or flows you can take advantage of the cohesiveness through the application.

MASS RECALCULATE MANAGER RATINGS IN PERFORMANCE DOCUMENTS

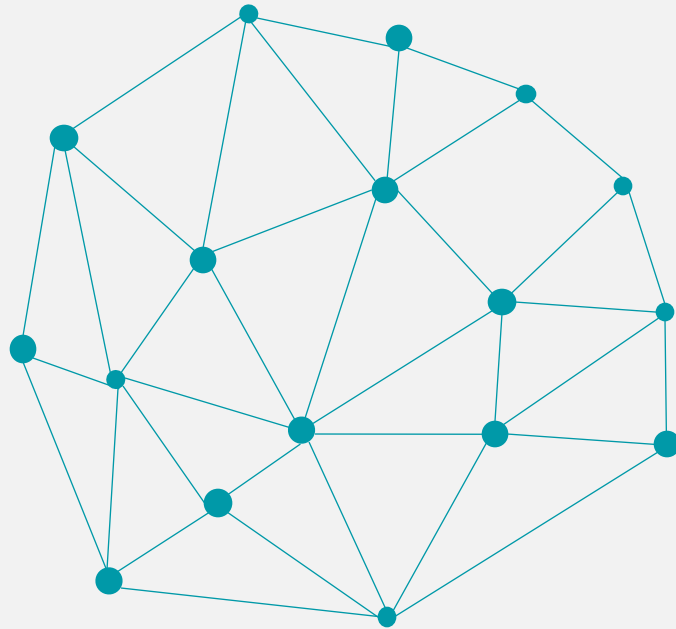
Talent

Impact Analysis

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

Details: You can now mass recalculate manager calculated ratings for overall, performance goal, development goal, and competency sections in performance documents using HCM Data Loader.

Business Benefits: Using the `ORA_CALC_MANAGER_RATING` operation attribute defined in the Performance Administration Action lookup, you can recalculate section ratings in manager evaluations when changes have been made to other ratings and recalculation is required. This eliminates the need for manual recalculation of manager section ratings in individual performance documents.



NEW FEATURES

Quick Wins – Opt Ins

DEDUPLICATION OF COMPETENCIES IN PERFORMANCE DOCUMENTS

Talent

Impact Analysis

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

Details: You can now eliminate duplicate competencies from populating an employee's performance document when it's created or updated. When you create a performance document configured with competency sections, they're now added in the following sequence to prevent duplicate competencies.

- Any competencies defined in the performance template section will populate the performance document competencies section first. If both model profile and person profile competency sections exist, competencies in matching model profiles (such as job, position, or organization) that haven't already been added to the same competency section from the performance template section are added.
- Finally, all competencies that exist in the employee's matching person profile that haven't already been added from the performance template or model profiles sections are added to existing competency sections in the performance document. This process avoids having to manually remove duplicate competencies.

Business Benefits: When HR specialists run the Synchronize Person Profile Competencies in Performance Documents ESS process to add missing competencies to employee performance document, it will now exclude adding duplicate competencies that already exist in other competency sections in the performance document. Performance documents are updated only if the Set Goals task and other evaluation tasks are incomplete.

Impact Analysis

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

DEEP LINK FOR ALL-IN-ONE EVALUATIONS

Details: HR specialists can now provide a deep link to the All-in-One Evaluations page.

To copy the All-in-One Evaluations URL to use it as a deep link:

1. Navigate to the Deep Links work area (**Navigator > Tools > Deep Links**).
2. Search for All-in-One Evaluations.
3. Copy the link for the All-in-One Evaluations page (**MASS_EVALUATIONS**) to use it as a deep link.

Business Benefits: Using the All-in-One Evaluations page deep link on other pages simplifies the navigation for managers performing their manager evaluations.

TRANSACTIONAL BUSINESS INTELLIGENCE FOR TALENT MANAGEMENT

Talent

Details: Many new attributes added. Some of them include:

- Assigned By Person Number
- Assigned By
- Assigned Date
- Selection Type
- Skill Status
- Required Skill Rating Level

Business Benefits: With this enhancement, you can address the reporting requirements like:

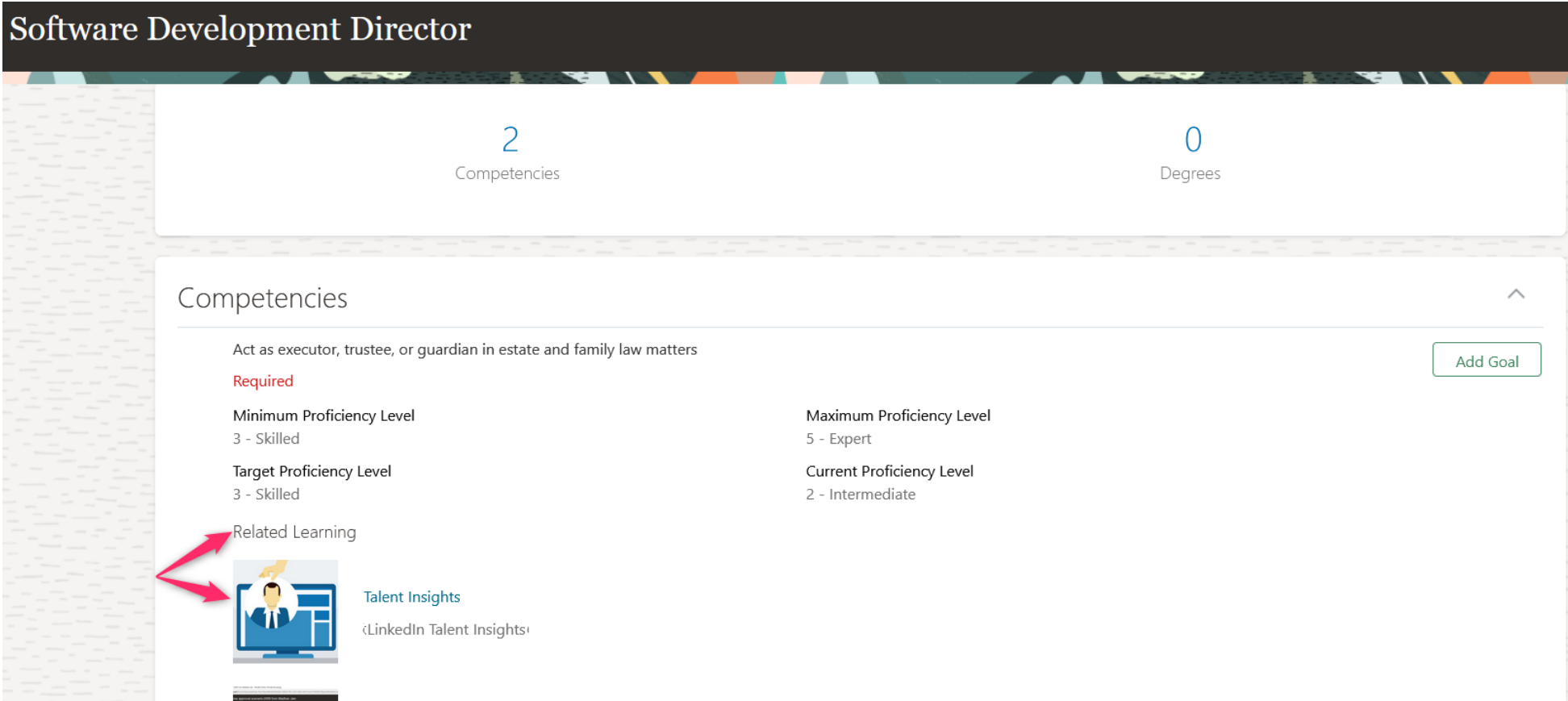
- List the workers and the skills that are flagged as Core/Role
- Provide the count of worker profiles that possess required and non-required skills
- Report on the count of skills that are assigned to the workers based on the selection type like organization, person, role, and more.

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

LEARNING RECOMMENDATIONS TO CLOSE GAPS WITH CURRENT JOB ROLE & CAREERS OF INTEREST

OLC

Details: The learning recommendations that workers can see for their current job are now easily accessible on the Me > Learning > Redwood Browse Learning page, in the Recommendations for current jobs category. The related learning is also still accessible using the Me > Career and Performance > Career Development page. In the Career Outlook Section, they click their current job. On the job page that opens, in the expanded Competencies section, they can expand related learning.



The screenshot shows the 'Software Development Director' job page. At the top, it displays '2 Competencies' and '0 Degrees'. Below this, the 'Competencies' section is expanded to show a competency: 'Act as executor, trustee, or guardian in estate and family law matters'. This competency is marked as 'Required' and includes a table of proficiency levels: Minimum Proficiency Level (3 - Skilled), Target Proficiency Level (3 - Skilled), Maximum Proficiency Level (5 - Expert), and Current Proficiency Level (2 - Intermediate). An 'Add Goal' button is visible next to the competency description. Under the 'Related Learning' section, there is a card for 'Talent Insights (LinkedIn Talent Insights)' with a red arrow pointing to it from the left.

Impact Analysis

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

Business Benefits: This feature lets you drive more learning engagement with minimal manual effort.

Impact Analysis

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

Business Benefits: This feature lets you reduce manual maintenance of learning assignments by applying changes to multiple assignments at a time.

MASS UPDATE LEARNING ASSIGNMENTS

Details: As a learning administrator, you can now make mass updates, such as withdraw learners, delete assignments, bypass and complete assignments, and update assignment dates using new Mass Action options on the Learning Assignments pages.

The screenshot shows the 'Effective Communication' course page with the 'Learning Assignments' tab selected. Search filters include 'Assignment Status' (Bypass Completed;Com), 'Name', 'Initiative Name', and 'Person Keyword'. A table of assignments is displayed with columns for Name, Status, Assignment Date, Assignment Number, Due Date, Assignment Profile Number, and Assignment Number. A 'Mass Action' dropdown menu is open over the table, listing options: Activate Assignment, Send Alert, Bypass and Approve, Bypass and Reject, Bypass and Complete (highlighted with a red box), Withdraw Learners, Delete Assignment, and Update learning date. The table shows three rows of data with various statuses like 'No Active Offering' and 'Not Started'.

REDWOOD LEARNING RECOMMENDATIONS LIST PAGE FOR ADMINISTRATORS



OLC

Details: The recommendations in these categories are generated by the Process Learning Recommendations process. The Learning Recommendations page also shows recommendations from learners' peers and managers, other administrators, and recommendation initiatives.

< Learning Recommendations

1

2 Recommended By Recommendation Category Recommendation Status Recommended on Date Learning Item Type

3

4

5

| Recommendation Number | Name | Learning Item Title | Learning Item Type | Recommendation Status | Recommendation Category | Recommended By |
|-----------------------|------|-------------------------------|--------------------|-----------------------|--|------------------|
| OLC100578 | | Introduction to C++_Selfpaced | Offering | Active | Recommendations by learning department | Legal Department |
| OLC100579 | | Introduction to C++_Selfpaced | Offering | Active | Recommendations by learning department | Legal Department |
| OLC100580 | | Introduction to C++_Selfpaced | Offering | Active | Recommendations by learning department | Legal Department |
| OLC100581 | | Introduction to C++_Selfpaced | Offering | Active | Recommendations by learning department | Legal Department |
| OLC100582 | | Introduction to C++_Selfpaced | Offering | Active | Recommendations by learning department | Legal Department |
| OLC100583 | | Introduction to C++_Selfpaced | Offering | Active | Recommendations by learning department | Legal Department |
| OLC100496 | | Introduction to DB | Learning Journey | Active | Recommendations by colleagues | Meg Fitzimmons |
| OLC100069 | | Introduction to Java | Video | Active | Recommendations by colleagues | Meg Fitzimmons |
| OLC100500 | | Introduction to Java | Video | Active | Recommendations by colleagues | Meg Fitzimmons |

6

7

Impact Analysis

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

Business Benefits: This feature lets you view all learner recommendations in one place.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits: This enhancement lets you report on pending seat acceptance statuses.

REPORT ON PENDING SEAT ACCEPTANCE

Details: We can now build reports that include the dates when a learner’s offering entered and exited the pending seat acceptance status. Use these sets of new attributes:

| Folder | Attribute Name |
|--|--|
| Pre-Active Details | Date Learning Item Entered Pending Seat Acceptance |
| | Date Learning Item Exited Pending Seat Acceptance |
| Assigned Learning Item Information > Selected Course Offerings > Offering Pre-Active Details | Date Offering Entered Pending Seat Acceptance |
| | Date Offering Exited Pending Seat Acceptance |

Pending Seat Acceptance

| Assigned Learning Item Title | Assignee Display Name | Enrollment Record Substatus | Date Learning Item Entered Pending Seat Acceptance | Date Learning Item Exited Pending Seat Acceptance | Date Offering Entered Pending Seat Acceptance | Date Offering Exited Pending Seat Acceptance |
|------------------------------|-----------------------|-----------------------------|--|---|---|--|
| ARM Pending Seat | Chaitanya Varma | ORA_ASSN_REC_NOTSTARTED | 1/24/23 10:01:53 | 01/24/2023 | | |
| | | ORA_ASSN_REC_PENDING_SEAT | 1/24/23 10:01:53 | 01/24/2023 | 01/25/2023 | |
| | | ORA_ASSN_REC_WITHDRAWN | 1/24/23 10:01:53 | 01/24/2023 | 01/24/2023 | 01/24/2023 |
| | Kerry Hicks | ORA_ASSN_REC_NOTSTARTED | 1/24/23 10:01:55 | 01/25/2023 | 01/24/2023 | 01/25/2023 |
| ORA_ASSN_REC_WITHDRAWN | | 1/24/23 10:01:55 | 01/24/2023 | 01/25/2023 | | |

Edit - Refresh - Print - Export - Add to Briefing Book - Email - Copy

GRADE & ORGANIZATION ATTRIBUTES IN LEARNING RECORDS

OLC

Details: We can now enhance your learning assignment analysis reports by including more Grade and Organization attributes from the Worker Assignment Real Time subject area and attributes available in the Learning Records subject area. For example, you can now include the worker grade with learning record data.

Grade & Org in Learning Records

Criteria **Results** Prompts Advanced

Subject Areas

- Workforce Learning - Learning Records Real Time
- Workforce Management - Worker Assignment Real Time
 - Assignment Manager
 - Assignment Manager (Unsecured)
 - Assignment Manager List
 - Assignment Manager List Unsecured
 - Business Unit
 - Collective Agreements
 - Department
 - Grade**
 - Grade Ladder
 - Job
 - Legal Employer
 - Location
 - Matrix Manager
 - Organization**
 - Position
 - Reporting Establishment
 - Seniority Date
 - Union
 - Worker

Compound Layout

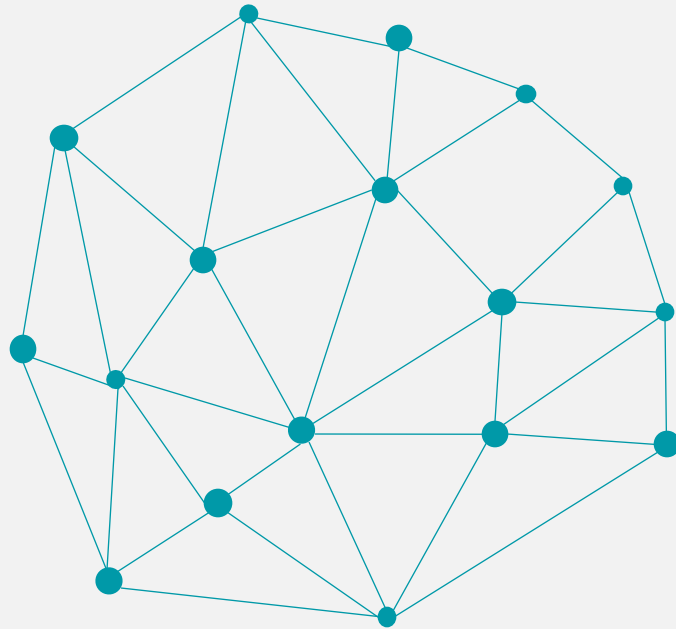
Title: Grade & Org in Learning Records

| Enrollment Number | Assigned Learning Item Title | Grade Name | Organization Name |
|-------------------|--|--------------|------------------------|
| | COURSE INITIATIVE1 | | |
| OLC146116 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE PRO3 | ZFRCE US Accounting |
| OLC146118 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE PRO3 | ZFRCE US HCM |
| OLC146121 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE PRO3 | ZFRCE US Accounting |
| OLC146122 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE MGMT10 | ZFRCE Executive Office |
| OLC146125 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE PRO3 | ZFRCE US Procurement |
| OLC146126 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE PRO3 | ZFRCE US Procurement |
| OLC146127 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE PRO3 | ZFRCE US Recruitment |
| OLC146128 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE PRO3 | ZFRCE US Recruitment |
| OLC146129 | DONOTUSE AUTOMATION COURSE INITIATIVE1 | ZFRCE MGMT10 | ZFRCE Executive Office |

Impact Analysis

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

Business Benefits: This enhancement improves productivity by making it easier for learning administrators to create reports across subject areas.



NEW FEATURES

The Rest

GET NEWS FEED SUGGESTIONS ON YOUR NEXT LIKELY ACTIONS

Talent

Impact Analysis

Impact Level Low

Need to Enable YES

Configuration YES

Quick Win NO

Details:

- Get suggestions on your next likely actions in your news feed layout. This feature is currently in Controlled Availability and is available in Oracle Fusion Cloud HCM, Financials, Project Management, and Procurement.
- Artificial intelligence and machine learning algorithms predict and suggest the actions each user is most likely to take during a session.
- The algorithms use historic navigation behavior and patterns of each user and users like them to determine which navigation target they're most likely to visit.

NOTE: You will need to log a Service Request (SR) through My Oracle Support and request for a promotion code.

TALENT MANAGEMENT CLASSIC PAGES REMOVED

Talent

Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **NO**

Quick Win **NO**

Details:

From time to time, Oracle replaces existing Cloud service features with new features or removes existing features. When a feature is replaced, the older version may be removed immediately or at a future time. As a best practice, you should use the newer version of a replaced feature as soon as the newer version is available.

IMPORTANT: Beginning with Update 23B, Talent Management will be delivered with Responsive pages enabled by default. Customers will not have the option to revert to the Classic pages.

CONTROLLED AVAILABILITY FOR LEARNING

Details: Learning Planning allows learning departments to identify and disposition learner training needs, culminating in a set of learning assignments. Learning Plans may or may not be executed at some future date; a non-executed plan is sometimes referred to as a simulation.

NOTE: You will need to log a Service Request (SR) in My Oracle Support to request to be part of this program.

OLC

Impact Analysis

Impact Level High

Need to Enable NO

Configuration NO

Quick Win NO

REPLACED OR REMOVED FEATURES

OLC

Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **NO**

Quick Win **NO**

| Product | Removed Feature | Target Removal | Replacement Feature | Replaced In | Additional Information |
|-----------------|----------------------------------|----------------|---|---------------|--|
| Learning / OTBI | Learning Management Subject Area | TBD | Learning Record Subject Area is now Generally Available | 21A March/21B | Customers should replace any reporting using the Learning Management subjects with the Learning Record subject area. |

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 ?

| | | |
|---|--|--|
| 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 | | |

MASTEK
is here to
help you!



THANK YOU

