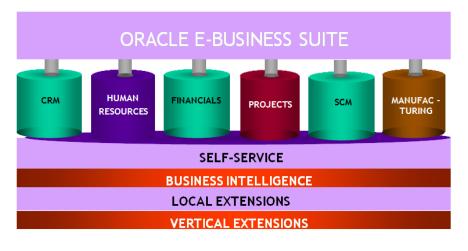
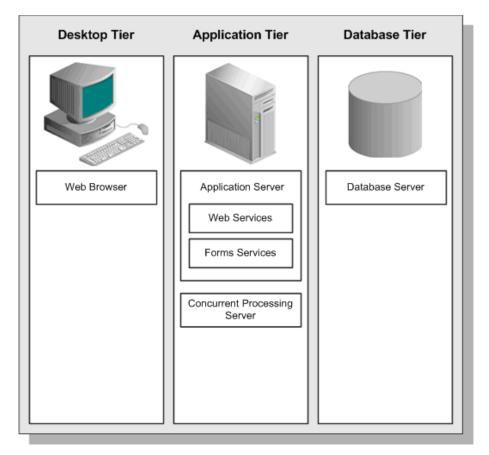
1 Introduction to Oracle Applications E-Business Suite

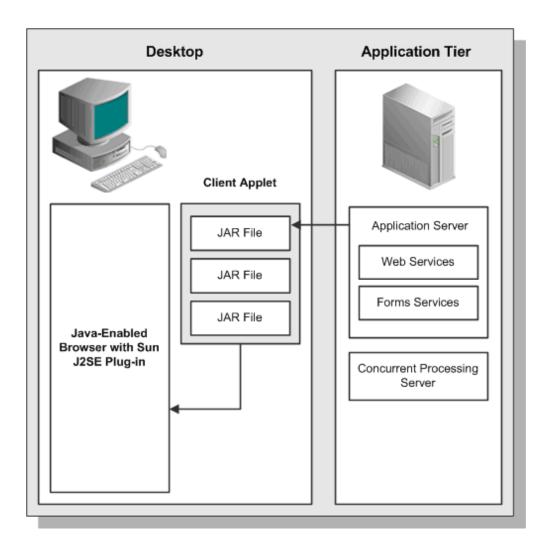
Oracle Apps Family



Architecture

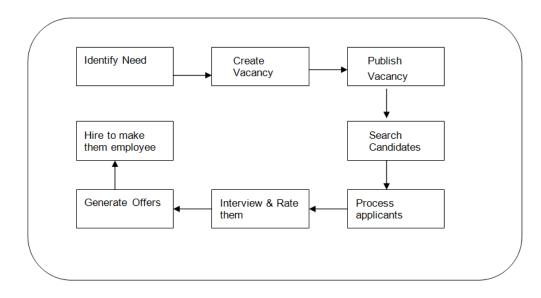


The desktop Tier



*User Name *Dser Name *Password (example: michael.james.smith) (example: 4u99v23) (example: 4u99v23)
Login Cancel Login Assistance Accessibility None
Select a Language: العربية Español Português do Brasil English 简体中文

iRecruitment



Learning Management



Performance Management

Process of performance appraisal Setting performance standards Communicating standards set to the employee Measuring performance Comparing performance with standard Discussing result Discussing result Discussing result Implementation and review

Time and Labor

The Time & Labor module provides you with a location to store all time reporter data within your organization

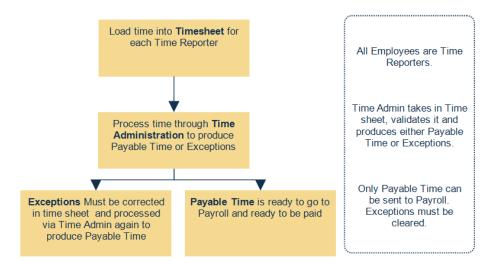
Using Time and Labor module it is easy to configure company over time, holiday and absence related pay policies

Employees and non-employees do not automatically participate in the Time and Labor system, when added to the Human Resources database Time Reporters can be any employee or non-employee whose time is reported or generated through Time and Labor

You must explicitly enroll each person for whom time will be reported or created as a time reporter

Time & Labor is redesigned in 9.1 for better look and feel compared to lower version

Basic Process flow of Time & Labor

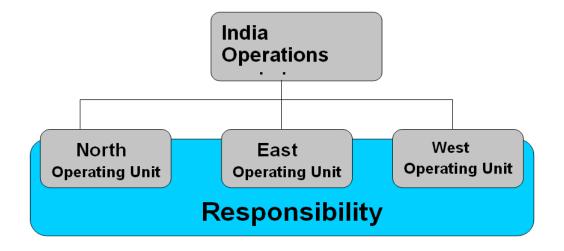


The multi-org concept in Oracle apps

Multi-Org Access Control

United states India Australia Legal Entity Legal Entity Legal Entity USA INDIA **AUSTRALIA Operating Unit** Operating Unit **Operating Unit** Responsibility Responsibility Responsibility Release 11i **United States** India Australia Ledger Ledger Ledger USA INDIA AUSTRALIA **Operating Unit Operating Unit** Operating Unit Responsibility Release 12

8



2 Oracle Application System Administration

	*User Name (example: michael.james.smith) *Password
	(example: 4u99v23) Login Cancel
1	Accessibility None
	Select a Language: العربية Español Português do Brasil English 简体中文



Creating users



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User Name				F	erson				
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Password		Custor	ner 🗌			
Description		Supp	lier 🗌			
Status		E-N	/lail			
 Password Expiration — 		F	Fax			
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rect Responsibilities	lirect Responsibilities	Securing Attributes				
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Responsibility	Application	Description	Group	From	То	
System Administrator	System Administration	r s	Standard	01-JAN-2014		_
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*User Name	TEST-APPS
*Password	(example: michael.james.smith)
	(example: 4u99v23) Login Cancel
	Login Assistance
Accessibility	None 💌
Select a Language: الغربية Esp	añol Português do Brasil English 简体中文

Submit	Cancel	

Enterprise Search All		Go	Search Re	esults Di	splay Preference Standard 💌	
Oracle Applications Home Page						Logged In As TEST-APPS
Main Menu Personalize	Worklist			Fu	II List)	
Application Diagnostics Diagnostics Functional Administrator	From	Туре	Subject	Sent	Due	
Home	There are no notifications in this view. TIP Vacation Rules - Redirect or auto-respon	1				

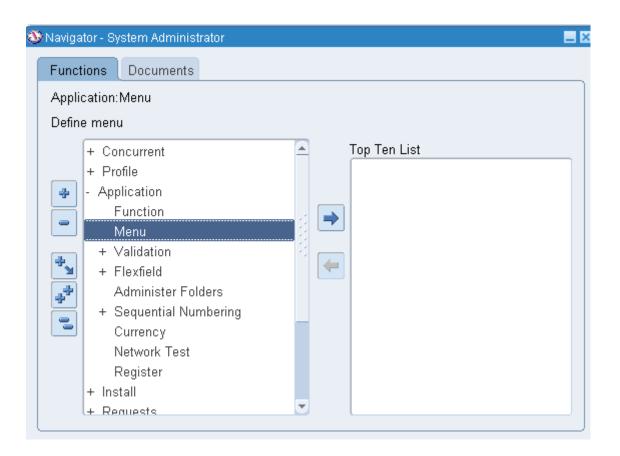
O Users								_ = ×
-			_					
User Name	TEST-APPS		P	erson				
Password			Cust	tomer				
Description			Su	pplier				
Status 🗸	Active		E	-Mail				
Password Exp	piration			Fax				
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Direct Responsibilit	ties Indire	ct Responsibilities	Securing Attributes					
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Responsibility		Application	Description	Secu Grou		From	То	
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System Adminis	trator	System Administration		Stand	lard	01-JAN-2014		
US HRMS Mana	iger	Human Resources		Stand	dard	01-JAN-2014		
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Menu in Oracle apps

Responsibilities			×
Responsibility Name	US HRMS Manager		Effective Dates
Application	Human Resources		From 01-JAN-1951
Responsibility Key	US_HRMS_MANAGER		То
Description	Oracle HRMS - full menu for US	Susers	
Available From) (Data Group	
		Nar	ne Standard
 Oracle Self Service Web Appl Oracle Mobile Applications 	lications	Applicati	on Human Resources
Menu US HRI	MS Navigator	 Request Group 	
Web Host Name		Nar	ne HR Reports and Processes
		Applicati	on Human Resources
Web Agent Name			
Menu Exclusions Exclud	led Items Securing Attributes		
Туре Na	ame	Description	
Function 👻			<u> </u>
			2
			•

Responsibilities						_ 🗆 🗙
Responsibility Name Application Responsibility Key	Test Resp 1 Human Resources TEST_RESP_1		E	ffective Dates From To	01-JAN-2014	
Available From Oracle Applications Oracle Mobile Applications Oracle Mobile Applications			roup Name Application	Standard Human Resources	8	
Menu US HRN Web Host Name Web Agent Name	/IS Navigator		t Group Name Application			

Responsibilities						_ 🗆 ×
Responsibility Name	Test Resp 2		Effective	Dates		
Application	Human Resources			From	01-JAN-2014	
Responsibility Key	TEST_RESP_2			То		
Description						
Available From		🗆 Data G	roup			
Oracle Applications			Name Stand	lard		
 Oracle Self Service Web Appl Oracle Mobile Applications 	ications		Application Huma	an Resource	s	
Clucic Mobile / ppications						
Menu US HRI	MS Navigator	Reques	t Group			
	··· ··· ··· ·· ·· ·· ·· ·· ·· ·· ·· ··		Name			
Web Host Name			Application			
Web Agent Name						



				View Tree	
	Menu	US_HRMS_NAV		(-
	User Menu Name	US HRMS Navigator			
	Menu Type	Standard			
	Description	HRMS seeded menu			
Seq	Prompt	Submenu	Function	Description Gra	nt
1	People	US HRMS PEOPLE		Enter personal and assignment inforr	f
2	FastPath	US HRMS FastPath		Navigate directly to personal and ass	
3	Recruitment	US HRMS RECRUITMEN		Manage recruiting	
4	Career Managem	US HRMS CAREER MAN		Career Management	
5	Work Structures	US HRMS WORK STRUC		Enter work structures	
6	Payroll	US HRMS PAYROLL		Enter information for payrolls	
7	Total Compensati	US HRMS TOTAL COMP		Enter information on compensation a	
8	View	US HRMS VIEW INFO		View HRMS information	
9	Processes and R	US HRMS PROCESS AN			
10	Transaction Mainf	US HRMS MAINT FORMS			

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	Funct	ions	Docu	uments	6													
	Secu	rity:																
	Secu	rity me	enu															
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Func	tions	Documents		
Conc	urrei	nt:		
Conc	urre	Responsibilities		×
	+ +	Find %		
*	+ + + +	Responsibility Application Developer Application Diagnostics Functional Administrator	Security Group Standard Standard Standard Standard	
1 1 1	+ + + +	System Administrator US HRMS Manager	Standard Standard Standard	
		Eind	QK Cancel	

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	ate directly to personal and assignm	ent info	rma	ation win	dows	
60 4 4 0 4 0 4	 + People + FastPath + Recruitment + Career Management + Work Structures + Payroll + Total Compensation + View + Processes and Reports + Transaction Maintenance + Mass Information eXchange: MIX + Other Definitions + Security 			Top Ten I	List	
	Shared	-				

Functions	Documents						
People:Ent Enter peop - Pe + + + +	er and Maintain le, assignments, and application ople Enter and Maintain Maintain Using Templates Salary Management Total Comp Participation Total Comp Enrollment Total Comp Enrollment Events and Bookings	ons	•	Top Ten L	ist		
+	Delete Personal Records Manage Contracts Mass Updates for Person Search Documents of Record Student Employee astPath	Ţ				<u>O</u> pen	

					_
	Menu	US_HRMS_PEOPLE			w Tree
	User Menu Name	US HRMS PEOPLE			
	Menu Type	Standard			
	Description	Enter personal and assign	ment information		
Seq	Prompt	Supmenu	Function	Description	Grai
1	Enter and Maintai		Combined Per &	Asg Forr Enter people, assignments, an	d appl 🗹
2	Maintain Using Te	US HRMS MAINTAIN TEN			~
3	Salary Manageme		Salary Managem	ent Manage salary details	~
4	Total Comp Partic	US HRMS TOTAL COMP			~
5	Total Comp Enrol	US HRMS TOTAL COMP			•
6	Total Comp Contr	US HRMS TOTAL COMP			~
7	Events and Booki		Event Bookings	Enter events and bookings	~
8	Delete Personal F		Delete Person	Remove all records for any pers	on 🗹
9	Manage Contract:		Manage Contract	ts Find and manage contracts	~
10	Mass Updates for	US HRMS MASS UPD			~

O People		_ = ×
- Name		Gender Unknown 👻 Action 👻
Las	t	Person Type for Action
Firs	t	Person Types
Title		
PIO	Find Person	
S		
Mir	Full Name	
	Social Security	
Personal	Search by number	Benefits
	Type Employee	
	Number	
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Effective D		
From 2	24-AUG-2014 To	Latest Start Date []
0.4.4	Distance	
Addı	ress <u>P</u> icture	Assignment Special Info Others

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O People	
Name —	Gender Male Action
Last	1425 Person Type for Action
First	LV Person Types
Title	Mr. Employee
Prefix	
Suffix	Identification
Middle	Social Security 142514259
Personal Err	nployment Office Details Applicant Background Rehire Further Name Medical Other Benefits
r croonar (En	
Bi	rth Date 01-JAN-1985 Age 29
Town	of Birth Status
Region	of Birth Nationality
Country	of Birth Registered Disabled
Effective Dat	
From 30	LJAN-2014 To Latest Start Date 06-NOV-2013 []
Addre:	ss Eicture Assignment Special Info Others

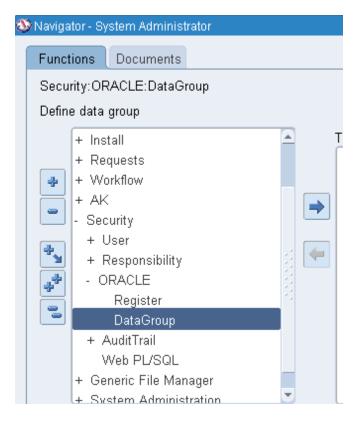
Request and data group

Responsibilities			
Responsibility Name	US HRMS Manager		Effective Dates
Application	Human Resources		From 01-JAN-1951
Responsibility Key	US_HRMS_MANAGER		То
Description	Oracle HRMS - full menu for US	users	
Available From		Data Group	
 <u>O</u>racle Applications 		Nar	ne Standard
Oracle Self Service Web Appl	ications	Applicati	on Human Resources
Oracle Mobile Applications			
Menu US HR	/IS Navigator	- Request Group	
Web Host Name		Nan	ne HR Reports and Processes
		Applicati	on Human Resources
Web Agent Name			
Menu Exclusions Exclud	ed Items Securing Attributes		
Туре Na	me	Description	
Function 🔹			<u> </u>
			2

Request Groups				
-				
Group	HR Reports	and Processes		
Application	Human Reso	ources		
Code				
Description	Oracle HR re	ports and processes		
Requests				
Туре		Name	Application	
Program	-	1099 Forms	Payables	
Program	-	HRI Load All Organization Hierarchy Versi	Human Resources Intelligence	
Program	-	HRI Load All Supervisor Hierarchies	Human Resources Intelligence	
Program	•	HRI Load All Generic Hierarchy Versions	Human Resources Intelligence	
Program	*	HRI Load Workforce Measurement ∨alue ŀ	Human Resources Intelligence	
Program	*	HRI Load Separation Reasons Table	Human Resources Intelligence	
Program	•	HRMSi (Embedded Analytics) Materialized	Human Resources Intelligence	
Program	•	Current and Projected Progression Point V	Human Resources	
Program	*	Employee Increment Results	Human Resources	
Program	-	Worker Summary Report	Human Resources	-

Data groups

Usage of a data group



🖸 Data Groups

Data Group	Standard
Description	Standard Data Group

_ _ ,

Application	Oracle ID	Description	
ADS Development	APPS		A
AHTAB Custom Application	APPS		
Activity Based Management (Ob	APPS		4
Advanced Benefits	APPS		1
Advanced Outbound Telephony	APPS		
Advanced Planning Foundation(c	APPS		
Advanced Pricing	APPS		
Advanced Product Catalog	APPS		
Advanced Supply Chain Planning	APPS		
Alert	APPS		

Profile options in Oracle apps

🥸 Navigator - System Administrator	_ 3
Functions Documents	
Profile:System Update system profile options	_
 + Concurrent Profile System Personal Application Install Requests Workflow AK Security Generic File Manager System Administration 	Top Ten List
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Find System Profile Values	-	
Display ☑ Site		
□ <u>Application</u>		
<u>Responsibility</u>		
□ Server (<u>B</u>)		
Organization		
□ <u>U</u> ser		
■ Profiles with No Values		
Profile		
	Find <u>C</u> lear	

Find System Profile Value	is	_ 🗆 ×
□ Display □ <u>S</u> ite		
□ <u>Application</u>		
✓ Responsibility	US HRMS Manager	
Server (<u>B</u>)		
Organization		
□ <u>U</u> ser		
Profiles with No Value	98	
Profile HR:B	usiness Group	
	Find <u>C</u> lear	

System Profile Values			
		Application	Responsibility
Profile Option Name	Site		US HRMS Manager
Profile Option Name HR:Business Group			Vision Corporation
	i		

		Application	Responsibility	HR:User Type	×
Profile Option Name HR:User Type	Site		US HRMS Manager HR with Payroll User	Find %	
				HR User HR with Payroll User	
				Payroll User	
				Eind QK Can	cel

		Application	Responsibility	User
Profile Option Name	Site		US HRMS Manager	
R:Query Only Mode			No	

Security Profile								_ 0
Name TEST_USER_PROF	ILE			Business Group	US BG			
View Employees	All	•		Reporting User				
View Contingent Workers	None	-		🗆 View All Reco	ords			
View Applicants	None	-		Allow Granted	d Users			
View Contacts	All	-		Restrict on In	dividual Assignr	ments		
View Candidates	None	-						
Organization Security Position	on Security	Payroll Sec	urity	Supervisor Security	Miscellaneous	Security		
Organization Security Position Security Payroll Security Security Type View all organizations (no security Organizations (no security) Organization Hierarchy Image: Comparization of the User's Assignment (Companization) Image: Companization of the User's Assignment (Companization) Classification Organization Image: Companization of the User's Assignment (Companization)			s) as Exclu	the Top Organization de Business Groups	Include © O	Exclude O O		
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Organization Security	Position Security	Payroll Security	Supervisor Security	Miscellaneous	Security		
Security Type	View all organization	ons (no security)				•	
Organization Hie	erarchy						
Specify Top Org	ganization:						
⊖ Use the Organi	zation on the User's	Assignment(s) as	the Top Organization				
🗆 Include Top Org	janization	🗆 Exclu	de Business Groups				
Classification	C	Irganization Name		Include	Exclude		
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				0	0		
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Standard Request Submission

Creating an executable

OConcurrent Program Executable		
Executable		
Short Name		
Application		
Description		
Execution Method	Oracle Reports	-
Execution File Name		
Subroutine Name		
Execution File Path		
	Stage Function Parameters	

Host	
Immediate	
Java Stored Procedure	
Java Concurrent Program	
Multi Language Function	
Oracle Reports	
PL/SQL Stored Procedure	
Request Set Stage Funtion	

Concurrent Program Executable		_ 🗆 ×
Executable	TEST_EXEC	
Short Name	TEST_EXEC	
Application	Human Resources	
Description		
Execution Method	PL/SQL Stored Procedure	-
Execution File Name	XXTEST_PKG.XXTEST_PROCEDURE	

Creating a concurrent program

Concurrent Program	3			_	
Progra Short Nan Applicati Descripti	ne TEST_PROGRAM			☑ E <u>n</u> abled	
Executable Nan Meth	-	edure	Options Priority		
Request			- Output		
Ty Increment MLS Function	or		Format	Text ✓ Save (<u>C</u>) ✓ Print	•
⊻ <u>U</u> se in SRS	□ Allow <u>D</u> isal	bled Values	Rows		
Run <u>A</u> lone	✓ Restart on	System Failure	Style		
🗆 Ena <u>b</u> le Trace	⊠ NL <u>S</u> Comp	liant	Printer	Style Reguired	
Business Events					
	Request Submitted (<u>Y</u>)	🗆 Request Running	🗆 Post Pr	ocessing Ended	
	Request On Hold	est On Hold 🛛 🗆 Program Completed		t Completed (<u>Z</u>)	
	Request Resumed	□ Post Processing Star	ted		
Copy to	Sessio	n Control Inc	ompatibilities	Parameters	

🗢 Concurrent Program Pa	rameters			
Program Application	Test Program Human Resources			
Conflicts Domain			Security Group	
Seq Parameter		Description	Description Default Value	Enabled
✓ Display	□ Required □ F Display Size	Enable Security	Range Description Size	50
Conc	atenated Description Size Token	25	Prompt	

Attaching parameters to a concurrent program

Seq 10	Parameter Effective Date	Description Effective Date	Enabled
Validation	Value Set FND_STANDARD_DA Default Type Current Date	ATE Description Default Value Enable Security Range	Date value set
⊂ ☑ Display-	Display Siz Concatenated Description Siz	· · · · · · · · · · · · · · · · · · ·	50 Effective Date

Display			
Display Size	11	Description Size	50
Concatenated Description Size	25	Prompt	Effective Date

Attaching a concurrent program to a request group

O Responsibilities						- 🗆 ×
Responsibility Name	US HRMS Manager			Effective Dates		
Application	Human Resources			From	01-JAN-1951	
Responsibility Key	US_HRMS_MANAGER			То		
Description	Oracle HRMS - full menu for U	JS users				
Available From		🗆 Data G	roup			
 Oracle Applications 			Name	e Standard		
Oracle Self Service Web Appl	ications		Application	n Human Resource	s	
○ Oracle <u>M</u> obile Applications						
Mana US HD	//S Navigator	Reques	st Group –			
	ศอางสพับสเบา		Name	e HR Reports and F	⊃rocesses	
Web Host Name			Application	n Human Resource	s	
Web Agent Name						

Request Groups					0
Group	HR Reports	and Processes			
Application	h Human Reso	urces			
Code					
Descriptior	Oracle HR re	ports and processes			
Requests					
Туре		Name		Application	
Program	•	1099 Forms		Payables	-
Program	*	 HRI Load All Organization Hierarchy Versi 		Human Resources Intelligence	
Program	✓ HRI Load All Supervisor Hierarchies		archies	Human Resources Intelligence	
Program	➡ HRI Load All Generic Hierarchy Versions		hy Versions	Human Resources Intelligence	
Program	*	▼ HRI Load Workforce Measurement Value F		Human Resources Intelligence	
Program	•	HRI Load Separation Reasons Table		Human Resources Intelligence	
Program	HRMSi (Embedded Analytics) Materialize		s) Materializec	Human Resources Intelligence	
Program	 Current and Projected Progression Point 		ession Point V	Human Resources	
Program		Employee Increment Result:	;	Human Resources	

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Request Groups					_ 🗆 🗙
Group	HR Reports a	and Processes			
Application	Human Reso	urces			
Code					
Description	Oracle HR re	ports and processes			
- Requests					
Туре		Name		Application	
Program		1099 Forms		Payables	<u> </u>
Program	-	HRI Load All Organization H	lierarchy Versi	Human Resources Intelligence	
Program	-				
Program	+	HRI Load All Supervisor Hie	rarchies	Human Resources Intelligence	

	Group	HR Reports and Processes		
	Application	Human Resources		
	Code			
	Description	Oracle HR reports and processes		
- Requests				
Туре		Name	Application	
Program		▼ 1099 Forms	Payables	

Program	Ŧ	1099 Forms	Payables	
Program	-	HRI Load All Organization Hierarchy Versio	Human Recources Intelligence	
Program	•	Test Program	Human Resources	
Program		HRI Load All Supervisor Hierarchies	Human Resources Intelligence	

🗢 Submit Request		×
Run this Request		
		Copy
Name Operating Unit Parameters	Test Program	
Language	American Parameters	
	Effective Date 25-AUG-2014	Debug Options
At these Times Run the Job	As Soon a	Calculate
Kun the 500	QK Cancel Clear He	lp Schegule
- Upon Completion	l	
	☑ <u>S</u> ave all Output Files	
Layout		Options
Notify		
Print to	noprint	Delivery Opts
Help (<u>C</u>)	Sub <u>m</u> it	Cancel

O Submit Request					×
Run this Request					
					Сору
Name	Test Program				
Operating Unit					
Parameters	26-AUG-2014				
Language	American English				
		L	anguage Settings		Debug Options
At these Times		— 🖸 Decisior	1	×	
Run the Job	As Soon as Possible		equest submitted. Request ID = 760905(וח	Sche <u>d</u> ule
Upon Completion	☑ Save all Output Files		ubmit another reques		
Layout	- ·		Yes No		Options
Notify Print to	noprint	l			Delivery Opts
Help (<u>C</u>)			Submit		Cancel

Viewing the output and log

Name Test Program	Parent	Phase Pending	Status Normal	Parameters 2014/08/26 00:00:00	
est Program		Pending	Normal		
		renaing	normai	2014/00/26 00:00:00	
					I I I I I I I I I I I I I I I I I I I I I I I I I I I I I I

Scheduling a concurrent program

OSubmit a New Request	×
What type of request do you want to run?	
• Single <u>Request</u> This allows you to submit an individual request.	
Request Set This allows you to submit a pre-defined set of requests.	
QK <u>C</u> ancel	

🗢 Submit Request		×
Run this Request		
		Сору
Name	Test Program	
Operating Unit		
Parameters	26-AUG-2014	
Language	American English	
	Language Settings	Debug Options
At these Times		
Run the Job	As Soon as Possible	Sche <u>d</u> ule
─ Upon Completion −		

O Schedule	×
Apply a Sayed Schedule	
Run the Job As Soon as Possible Once Periodically On Specific Days Advanced	
\Box Save this schedule	
Help	<u>O</u> K <u>C</u> ancel

Scheduling options

Run the Job	B 4 101 2014 00 40 40
⊂ As Soon as Possi <u>b</u> le ⊙ O <u>n</u> ce	Run At 01-JAN-2014 09:48:19
⊂ <u>P</u> eriodically ⊂ On Specific <u>D</u> ays	
⊖ Advanced	
_	

⊂ Run the Job ○ As Soon as Possi <u>b</u> le ○ O <u>n</u> ce	Start At 01-JAN-2014 09:48:19 End At Leave End Date blank to run indefinitely
● Periodically	
○ On Specific <u>D</u> ays	Re-run every 1 Day(s)
⊖ <u>A</u> dvanced	Apply the Interval
	● From the Start of the prior run
	○ From the Completion of the prior run
	□ Incr <u>e</u> ment date parameters each run
□ <u>S</u> ave this schedule	

Run the Job As Soon as Possi <u>b</u> le Once	Start / End / Dates o	4t □	JAN-20 y Mont		:00:00			
○ <u>P</u> eriodically	1	*2	3	4	5	6	7	
⊙ On Specific <u>D</u> ays	8	9	10	11	12	13	14	
⊂ <u>A</u> dvanced	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	
	29	30	31		Last	Day		
	Days of	Every	Week	::				
	S	М	Т	W	Т	F	S	
□ <u>S</u> ave this schedule	□ Increment date	parame	eters e	ach rur	ו			
Help					<u>0</u> K		C	ancel

Run the Job O As Soon as Possible	Start At 01-JAN-2014 01:00:00
O Once	End At 15-MAR-2014 01:00:00
• <u>Periodically</u>	Leave End Date blank to run indefinitely
○ On Specific <u>D</u> ays	Re-run every 1 Day(s) 🗸
⊖ <u>A</u> dvanced	Apply the Interval
	● From the Start of the prior run
	○ Fro <u>m</u> the Completion of the prior run
	✓ Increment date parameters each run
\Box Save this schedule	
(Help)	QK Cancel

─ Run this Request			Copy
Name	Test Program		
Operating Unit			
Parameters	26-AUG-2014		
Language	American English		
		Language Settings	Debug Options
At these Times			
Run the Job	Periodic: 01-JAN-14 to 15-MAR-14		Sche <u>d</u> ule
Upon Completion	☑ Save all Output Files		
Layout			Options
Notify			
Print to	noprint		Delivery Opts
Help (<u>C</u>)		Submit	Cancel

Request set

ORequest Set		- ×
Set	Test Request Sets	
Set Code	TEST_REQUEST_SET	
Application	Human Resources	
Description	Test	
Owner		
Active Dates	Run Options	
From	01-JAN-2014 Print Together	
To	Allow Incompatibility	
Request S	Set Wizard Define Stages Link Stages	
·		

OR	equest Set				
	🗢 Stages 👘				_ 🗆 ×
		Set Test Request S	ets	Set Application Human Re	sources
	Displa	ay Sequence			
		Stage		Description	
	10	Stage 1			
					X
		1			
				/*	
	— Stage De	Stage Code	STAGE1		
	Function		Other dead Eveloption		
		Function	Standard Evaluation		Parameters
		Application	Application Object Library		
Ч					
			□ The Return Value of This Sta	age Affects the Set Outcome	
L			Allow Incompatibility		
					Requests
				_	

gente	quests				
	Set Test Request Sets		Set Appli	cation Human Resource	эs
S	Stage Stage 1				
grams					
			Allow Store	Function to Use This Pr	ogramia Boculta
Seq	Program	Application		Description	ugrani s riesuns
10	Test Program	Human Res			
		1			
nt Opt	Copies 0			Save	
	Style		Printer		rameters

	Set	Test Req	uest Sets	;		Set Application	Human Resources	
	Stage	Stage 1				Sequence 1	10	
I	Program	Test Prog	Iram			Application	Human Resources	
Sea	Prompt		Dis	play Modify	Shared Parameter	— Default —— Type	Value	
Seq 10	Prompt Effective	Date	Dis	play Modify ☑	Shared Parameter	Default Type Current Date	Value	
<u> </u>		Date		Modify		Туре	Value	
<u> </u>		Date		Modify 💌		Туре	Value	
Seq 10		Date		Modify		Туре	Value	

Display	y Sequence		
	Stage	Description	
1	Stage1		A .
2	Stage2		3
	<u> </u>		
			5
- Stage Det	Stage Code Function	Stg2 Standard Evaluation Application Object Library	
		□ The Return Value of This Stage Affects the Set Outcome □ <u>A</u> llow Incompatibility	

Stage Stage 2	
ograms	
Allow Stage Function to Use This	Program's Results
Seq Program Application Description	· · · g. · · · · · · · · · · · · · · · ·
10 TEST Application Object Library	
	in a second s

ORequest 9	Set			_ 🗆 ×
	Set	Test Request Sets		
	Set Code	TEST_REQUEST_SET		
	Application	Human Resources]
	Description	Test		
	Owner			
_ Ac	tive Dates —		Run Options	
	From	01-JAN-2014	Print Together	
	To		Allow Incompatibility	
	Request S	Set Wizard	Define Stages	Link Stages

Link St	tages				
	Set Test Request Set	S	Set Application	Human Resources	
	Start Stage				
Displ	ay Sequence	— Stage To Proc	eed To On		
	Name	Success	Warning	Error	
10	Stage 1				
20	Stage 2				
- Stage	Properties Description	 The Return Value of this S	Stage Affects the Set Outc	ome	
				ne <u>C</u> an	cel

<mark>⊃</mark> Link S	tages				
	Set Test Request Sets		Set Application	Human Resources	
	Start Stage	Stage 1			
Displ	ay Sequence	— Stage To Proce	ed To On		
	Name	Success	Warning	Error	
10	Stage 1	Stage 2	Stage 2	Stage 2	A
20	Stage 2				
					;
					Š
				l	
				l	
- Stage	Properties				
	Description				
		The Return Value of this S	itage Affects the Set Outco	ome	
			(Dor	ne <u>C</u> anc	el

Request G	roups					_ 🗆 ×
	Group	HR Reports :	and Processes			
	Application	Human Reso	urces			
	Code					
	Description	Oracle HR re	ports and processes			
- Requests						
Туре			Name		Application	
Program		-	1099 Forms		Payables	JA.
Set		•	Test Request Sets		Human Resources	
Program		*	HRI Load All Organization Hierarc	hy Versio	Human Resources Intelligence	78.

3 Fundamentals of Flexfields / Value Sets

Value set

O Value Sets	_ C	ı ×
Value Set Name Description	Ugages	
List Type	List of Values Security Type No Security	
- Format Validation — Format Type	Char Maximum Size Precision]
Min Value	Uppercase Only (A-Z) Right-justify and Zero-fill Numbers (0001) Max Value	
Value Validation	Independent Edit Information	

Independent

Find Value Set			_ 🗆 🖂
Find Values By	Name	TEST_VALUE_SET	
	Independent Value		
	Value		
	Description		
		Clear	(Find

● V <u>a</u> lue Set	⊂ <u>K</u> ey Flexfield	⊂ <u>D</u> escriptiv	e Flexfield	0 <u>C</u>	oncurrent Program	
	Name TEST \	/ALUE SET				
Dep	pendent Value Set					
1	Independent Value					
Zalues (TEST	VALUE SET) -					
(,					
Values, E		erarchy, Qualifiers				
	Effective Values, His	erarchy, Qualifiers		- 1-11		
Values, E	Effective Values, Hie Translated		En	abled	Ta	
Values, E Value	ffective Values, Hie Translated Value	erarchy, Qualifiers Description	En	abled From	To	[]
Values, E Value 11	Translated Value				To	
Values, E Value 11 12	Translated Value 11 12		× ×		To	
Values, E Value 11	Translated Value				To	

Dependent

Value Sets		_ 🗆 >
Value Set Name	TEST_CITY Usages	
Value Set Name		
Description		
Decemption		
List Type	List of Values Security Type No Security	-
шы туре	Security type into occurry	
— Format Validation —		
Format Type	Char The Char Char Char Char The Char Char Char Char Char Char Char Char	in
	Numbers Only (0-9)	
	Uppercase Only (A-Z)	
	Right-justify and Zero-fill Numbers (0001)	
Min Value	Max Value	
 Value Validation 		
Validation Type	Dependent	
·		

Dependent Value Set Inform	ation	_ 🗆 >
– Independent Value Se	I	
Name	COUNTRY NAME	
Description		
C Dependent Default Value		
Value	None	
Description	None	

O Find Value Set			
Find Values By	Name	COUNTRY NAME	
	Independent Value		
	Value		
	Description		
		Clear	(Find)

Segment Values					_ 🗆 ×
	kfield	O <u>D</u> escrip	otive Flexfield	⊂ <u>C</u> oncurrent Program	
Name	COUNTRY	NAME			
Dependent Value Set	TEST_CIT	Y			
Independent ∀alue	SWEDEN				

•

— Values (TEST_CITY)	
----------------------	--

	Translated		Enabled		
Value	Value	Description	From	То	[]
TEST_1	TEST_1				
				Î	
				Î	Π –
				Î	
		1			

Table

OValue Sets		_ 🗆 ×
∨alue Set Name	TEST_TABLE Usages	
Description		
List Type	List of Values Security Type No Security	•
Format Validation —		
Format Type	Char Maximum Size 100 Precis	ion
	Numbers Only (0-9)	
	Uppercase Only (A-Z)	
	Right-justify and Zero-fill Numbers (0001)	
Min ∀alue	Max Value	
Value Validation Validation Type	Table Edit Information	
vandation Type		

Table Application Human Resourc Allow Parent V Table Columns Name Value EMPLOYEE_NU		Table Name PER_ALL	_PEOPLE_F	
Name				
Meaning ID	JMBER	Type Varchar2 ▼ Char ▼ Char ▼	Size 30	
Where/Order By Additional Columns	trunc(sysdate) between e	effective_start_date and effe	ective_end_date	

OValidation Table Informatio	on							_ 🗆 ×
Table Application	Human Resourc		Tab	le Name	PER_ALL	PEOPLE	F	
Table Columns								
Value Meaning ID	Name EMPLOYEE_NU	JMBER	Type Varo Cha	char2 r	* * *	Size 30		
	Vhere/Order By	trunc(sysdate) betw			ate and effe		×	
				Teg	t			

Significance of \$FLEX\$

Oconcurrent Programs		
Program	Test Program	✓ Enabled
Short Name	TEST_PROGRAM	
Application	Human Resources	
Description		
Executable		
Name	TEST_EXEC	Options
Method	PL/SQL Stored Procedure	Priority
Request		Output
Туре		Format Text 🔽
Incrementor		⊠ Save (<u>C</u>)
MLS Function		✓ Print

O Concurrer	nt Program Para	imeters						- 🗆 ×
		Test Program Human Resources						
Conf	licts Domain [Security Group			
Seq	Parameter			Description			Enabled	
10	Effective Date	E Constanting of the second						A
- Î								
			i					12
Ĭ			ĺ				j	•
Validation	1							
	Value Set	FND_STANDARD_DA	ATE		Description	Date value set		
	Default Type	Current Date]	Default Value			
1		✓ Required	Enable S	Security	Range		Ŧ]
Display-								
		Display Siz	:e 11		Description Size	50		
	Concat	enated Description Siz		1		Effective Date		
	Concar	ionated besonption of			1 tompt			

Seq	Parameter	Description	Enabled
10	Effective Date		
20	PARAMETER 1		
Validat o	n		
	Value Set TEST VALUE SET	Description	
	Default Type	Default ∨alue	
	□ <u>R</u> equired □ E <u>n</u> ab	le Security Range	
	Display Size <mark>20</mark>	Description Size	50
	Concatenated Description Size 25	Prompt	PARAMETER 1

Seq	Parameter			Description		Enabled	_
10	Effective Date					✓	A
20	PARAMETER	1					3
30	PARAMETER	2				✓	5
							E.
Validation	1						
	Value Set	COUNTRY NAME]	Description		
	Default Type]	Default Value		
		Required	🗆 E <u>n</u> able S	Security	Range	Ŧ]

Seq	Parameter	Desc	ription	Enabled
10	Effective Date			
20	PARAMETER 1			
30	PARAMETER 2			
40	PARAMETER 3			
 Validation 	1			
	Value Set TEST_CI	ΓY	Description	
	Default Type		Default ∀alue	
	□ <u>R</u> equire	d 📃 E <u>n</u> able Secu	ity Range	
E Disalau				
_ _ Display				

40	PARAMETER	3	l.			
50	PARAMETER	4				
- Validatio	n					
	Value Set	TEST_TABLE			Description	
	Default Type				Default Value	
		<u> </u>	Egable Coo	ity	Range	-
🗹 🗹 Display						

0	Submit Request				×	
	Run this Request					
					Сору	
	Nam	e Test Program				
	Operating Un	it				
	Parameter	s				
	Languag	e American English				
	_		(Language Settings	Debug Ontione	
	Parameters					×
	Effective Date 🕻	06-SEP-2014				
	PARAMETER 1		J]		
	PARAMETER 2			Ĩ		
	PARAMETER 3]		
	PARAMETER 4					
	9	4				Þ
				<u></u> <u>O</u> K	Clear	Help
	L Help (<u>C</u>))		Sub <u>m</u> it	Ca <u>n</u> cel	

Parameters			×
Effective Date	06-SEP-2014		
PARAMETER 1			
PARAMETER 1	PARAMETER 1	``	×
PARAMETER 3			
PARAMETER 4	Find 1%		
	PARAMETER 1	Description	
	11		
	12		
	13		
Help (<u>C</u>)	14		
	15		
	•		Þ
l		Eind QK Cancel	

Parameters						×
Effective Date	06-SEP-2014					
PARAMETER 1	11					
PARAMETER 2		•				
PARAMETER 3]				
PARAMETER 4						
	<u>ا</u>					Þ
			<u>O</u> K	Cancel	Clear	Help

Parameters						×
Effective Date	06-SEP-2014					
PARAMETER 1	11					
PARAMETER 2	SWEDEN					
PARAMETER 3		-				
PARAMETER 4						
	•					€
			<u>O</u> K	Cancel	Clear	Help

Parameters						×
Effective Date	06-SEP-2014					
PARAMETER 1	11					
PARAMETER 2	SWEDEN					
PARAMETER 3	TEST_1					
PARAMETER 4						
						Ð
			Ōĸ	Cancel	Clear	Help

O Parameters				×
Effective Date	06-SEP-2014		_	
PARAMETER 1	11		O Error	×
PARAMETER 2	IN	India		No entries found for List of ∀alues
PARAMETER 3				
PARAMETER 4				QK (Details)
	•			
			<u>o</u> k	Cancel Clear Help

Parameters					
Effective Date	06-SEP-2014				
PARAMETER 1	11				
PARAMETER 2	SWEDEN				
PARAMETER 3	TEST_1				
PARAMETER 4					
0	PARAMETER 4	×			
	Find %		Ōĸ	<u>Cancel</u> Clear	ŀ
Help (<u>C</u>)	PARAMETER 4		Sub <u>m</u> it	Cancel	
	1360 1361 1362 1363 1364 1365 1366	2			

Flexfields in Oracle Apps

Key flexfields

t <mark>uctures</mark> Code	Title		Description	View	Name
			[
I Freeze Flexfie	eld Definition	✓ Enabled	Segment Se	parator	•
Cross-Validat	e Seaments	✓ Freeze Roll	-		/ <u>Dynamic</u> Inserts

0	Key Flexfield Segments			_ 🗆 ×
_ :	Application Huma	n Resources	Flexfield Title G	rade Flexfield
	Code	Title	Description	View Name
1	IB GRADE FLEXFIELD	GRADE FLEXFIELD		
	001_GRADE_KFF	001_GRADE_KFF		
	0031_GRDW	0031_GRDW		
	0031_Grade	0031_Grade		
	1129 grade ff	1129 grade ff		
	11_grade_kff	11_grade_kff		
	1_grade_kff	1_grade_kff		
	300GRADE	300GRADE		
	□ Freeze Flexfield Definit □ Cross-Validate Segme		Segment Separator up Groups Compile	Period (.) Period (.) Segments

	ADE	TEST GR	ST GRADE
			SI_GRADE

Number						Enabled		
		Name	Window Prompt	Column	Value Set	Displayed		
	1	Department Name	Department Name	SEGMENT1				
	2	Grade Name	Grade Name	SEGMENTO				

⊃Value Sets		_ 🗆 ×
Value Set Name	TEST_DEPT Usages	
Description	Department Name	
List Type	List of Values Security Type No Security	•
Format Validation —		
Format Type	Char • Maximum Size 60 Precision	
	□ Numbers Only (0-9)	
	Uppercase Only (A-Z)	
	Right-justify and Zero-fill Numbers (0001)	
Min Value	Max Value	
Value Validation		
∨alidation Type	Independent Edit Information	

⊇Value Sets		_ 🗆
Value Set Name	TEST_GRADE Ugages	
Description	Grade Name	
List Type	List of Values Security Type No Security	Ŧ
Format Validation —		
Format Type	Number Maximum Size 3 Precision	n 🛛
	☑ Numbers Only (0-9)	
	Uppercase Only (A-Z)	
	□ Right-justify and Zero-fill Numbers (0001)	
Min ∀alue	Max Value	
Value Validation		
Validation Type	Independent Edit Information	

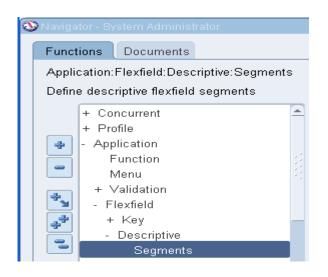
Nu	mber				E	nabl	ed	
	Name	Window Prompt	Column	Value Set	Display	ed		
1	Department Name	Department Name	SEGMENT1	TEST_DEPT			•	4
2	Grade Name	Grade Name	SEGMENT2	TEST_GRADE			•	
								-

Segments (Grade Flexfield) - TEST_GRADE			_ 🗆 ×
Name Department Name Column SEGMENT1	Description Number	I I I I I I I I I I I I I I I I I I I	V
Validation Value Set TEST_DEPT Default ype ☑ Required		Description Department Name Default Value Security Enabled Range	
Sizes Display Size Description Size Concatenated Description Size	25 50 25	Prompts List Of Values Grade Name Window Department Name	
		Value Set Flexfield Qualifiers	

🖸 Segments ((Grade Flexfield) - TEST_GF	RADE			_ 🗆 ×
Name Column	Department Name SEGMENT1	Descripti Numb		✓ Enabled ✓ Displayed ✓ Indexed	>
	n √alue Set [TEST_DEPT fault Type [☐ Req <u>u</u> ired	1	Description Dep Default Value	artment Name Range	
Sizes —		splay Size 25 ption Size 50 ption Size 25	Prompts List C)f Values Grade Name Window Department Name	
		(V <u>a</u> lue Set	Flexfield Qualifiers	

Name <mark>Grade N</mark> Column SEGME		Description Number	2	 ✓ Enabled ✓ Displayed ✓ Indexed
∨alidation ∨alue Set Default Type	TEST_GRADE		Description Grade Na Default Value Security Enabled	me Range
Sizes Conc	Display S Description S atenated Description S	lize <mark>50</mark>	Prompts List Of Val Wind	

Descriptive flexfields



Application Human	Resources	Title Additional Personal Details		I
Context Field	, , , , , , , , , , , , , , , , , , ,			
Prompt	Record Type	Required		
Value Set		✓ Displayed		
Default Value		Synchronize with Reference Field		
Reference Field				
ontext Field Values —				
Code	Name Global Data Elements	Description Global Data Element Context	Enable	ed
Code	Name Global Data Elements			d
				ed
Code				ed
Code				ed

TYUN	mber				Enabled
	Name	Window Prompt	Column	Value Set	Displayed
10	Oracle Certified	Oracle Certified	ATTRIBUTE16	HR_US_YES_NO	~ ~
	1				
	Î				
	1				

Segments (Additional Personal Det	ils) - Global Data Elements		_ _ ×
			•
Name Oracle Certified	Description		Enabled
Column ATTRIBUTE16	Number	10	Displayed
 Validation 			
Value Set HR_US_YE	S_NO	Description Yes No value :	set
Default Type		Default Value	
Required		Security Enabled	Range
Sizes		Prompts	
	Display Size <mark>20</mark>	List of ∀alues	Oracle Certified
Des	cription Size 50	Window	Oracle Certified
Concatenated Des	cription Size 25		
			(Value Set

OValue Sets		_ = ×
∨alue Set Name	HR_US_YES_NO Usages	
Description	Yes No value set	
List Type	Poplist Security Type No Security	Ŧ
Format Validation —		
Format Type	Char Maximum Size 20 Precision	
	Numbers Only (0-9)	
	Uppercase Only (A-Z)	
	□ Right-justify and Zero-fill Numbers (0001)	
Min ∀alue	Max Value	
Value Validation		
Validation Type	Table Edit Information	

OValidation Table Informatio	on					
Table Application	Application Obje		Table Name [HR_LOOK	UPS	
Table Columns						
Value Meaning ID	Name MEANING LOOKUP_CODE		Type Varchar2 Varchar2 Varchar2	* *	Size 20 30	
	Where/Order By itional Columns	WHERE LOOKUP_T)	(PE = 'YES_NO'			
			Test)	

Application Human	Resources	Title Additional Personal Details	
Freeze Flexfield De	einntion Segn	nent Separator Period (.) 🔹	
Context Field		_	
Prompt	Record Type	□ <u>R</u> equired	
Value Set		🗹 Displayed	
Default Value		Synchronize with Reference Field	
	-		
Reference Field Intext Field Values	Name	Description	Enabled
ntext Field Values Code	Name	Description	Enabled
ntext Field Values Code Nobal Data Elements	Global Data Elements	Description Global Data Element Context	
ntext Field Values Code Nobal Data Elements			
ntext Field Values Code Nobal Data Elements	Global Data Elements		
ntext Field Values Code Nobal Data Elements	Global Data Elements		
ntext Field Values —	Global Data Elements		

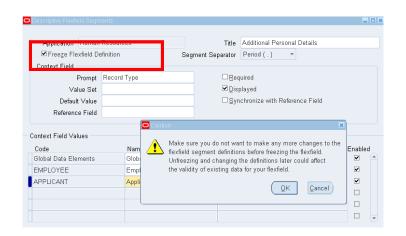
- NGI	nber Name	Window Prompt	Column	Value Set	Displaye	able J
10	Old Employee Number	Old Employee Number	ATTRIBUTE1	10/Number		

<mark>O</mark> Segments (/	Additional	Personal Details)	- EMPLOYEE					_ 0
Name	Old Emp	loyee Number	Dee					Enabled
		-		cription	40			-
Column	ATTRIBU	ILEI	I	Number	10			🗹 Displayed
 Validation 	1			_				
~	/alue Set	10/Number		_	Description	A 10 digit pos	itive numbe	r field with no vali
Defa	ault Type				Default Value			
		Required			□ <u>S</u> ecurity Enal	bled	Range	
Sizes					Prompts -			
		Disp	ilay Size 10			List of Values	Old Emplo	yee Number
		Descript	tion Size 50			Window	Old Emplo	yee Number
	Conc	atenated Descript						
	Conc	atenateu Descripi						
							_	
								Value Set

OValue Sets		_ 🗆 ×
Value Set Name	10/Number Ugages	
Description	A 10 digit positive number field with no validation	
List Type	List of Values Security Type No Security	•
Format Validation —		
Format Type	Number Maximum Size 10 Precision 0	
	☑ Numbers Only (D-9)	
	Uppercase Only (A-Z)	
	Right-justify and Zero-fill Numbers (0001)	
Min Value	0 Max Value 999999999	
Value Validation		
Validation Type	None Edit Information	

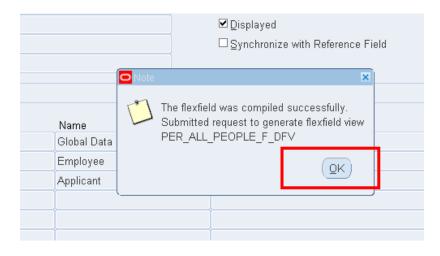
	Resources	Title Additional Personal Details	
🗆 Freeze Flexfield D	efinition Si	egment Separator Period (.) 🔹	
Context Field			
Prompt	Record Type	□ <u>R</u> equired	
Value Set		🗹 Displayed	
Default Value		\Box Synchronize with Reference Field	
Reference Field			
Code Global Data Elements	Name Global Data Elements	Description Global Data Element Context	Enabl
EMPLOYEE	Employee		
	Applicant		
Dir.			
	l.	Л	

- 9	, , , , , , , , , , , , , , , , , , , ,	al Personal Details) - Applic			-
Number					Enabled
	Name	Window Prompt	Column	Value Set	Displayed
10	Current Employer	Current Employer	ATTRIBUTE11		
Ē	1				
-					



Application Human	Resources	Title	Additional Personal Details		
✓ Freeze Flexfield De	finition	Segment Separator	r Period (.) 🔹		
Context Field					
Prompt Record Type			□ <u>R</u> equired		
Value Set		🗹 Di	splayed		
Default Value		<u> </u>	ynchronize with Reference Field	k	
Reference Field					
ontext Field Values					
	Name	Desci	ription	Enabled	
Code	Name Global Data Elem		ription I Data Element Context	Enabled V	
Code Global Data Elements					
Code Global Data Elements EMPLOYEE	Global Data Elem				
Code Global Data Elements EMPLOYEE	Global Data Elem Employee				
ontext Field Values Code Global Data Elements EMPLOYEE APPLICANT	Global Data Elem Employee				

Application H	luman	Resourc	es			Title	Additiona	l Personal D
✓ Freeze Flexf	field De	finition		S	legment Se	parator	Period (.) -
Context Field								
Pr	ompt	Record	Туре			Req	luired	
Value	e Set					🗹 Disj	played	
Default \	√alue					Svr		with Referenc
Reference	Field			O Note			×	
Context Field Value	es				Compiling [·]	flexfield	definition.	
Code			Name				(<u>o</u> k)	
Global Data Elem	ents		Global Data				\square	nt Context
EMPLOYEE			Employee	`				
APPLICANT			Applicant					
Ĩ								



OValue Sets		_ = ×
Value Set Name	TEST_LANGUAGE_KNOWN Usages	
Description	Languages known	
List Type	List of Values Security Type No Security	Ŧ
Format Validation —		
Format Type	Char Maximum Size 50 Precision	
	□ Numbers Only (0-9)	
	Uppercase Only (A-Z)	
	Right-justify and Zero-fill Numbers (0001)	
Min Value	Max Value	
Value Validation —		
Validation Type	Independent Edit Information	

O Value Sets		_ 🗆 ×
∨alue Set Name	TEST_FLUENCY Ugages	
Description	Fluency of the language known	
List Type	List of Values Security Type No Security	-
Format Validation		
Format Type	Char Maximum Size 20 Precision Numbers Only (D-9)	
	Uppercase Only (A-Z)	
	□ Right-justify and Zero-fill Numbers (0001)	
Min ∨alue	Max Value	
Value Validation		
Validation Type	Independent Egit Information	

- Depi	Key Flexfield Name TE endent Value Set dependent Value	EST_LANGUAGE_KNOW	e Flexfield Languages known	-O <u>C</u> oncurrent Prog	
/alues (TEST_I	LANGUAGE_KNOW	۹)			
Values, Ef	fective Value:	s, Hierarchy, Qualifiers			
	Translated		Enabled		
Value	Value	Description	From	To	[]
English	Value English	English	From	To	
	Value		From	To	
English	Value English	English	From	To	
English French	Value English French	English French	From	To	
English French Russian	Value English French Russian	English French Russian	From	To	
English French Russian Arabic	Value English French Russian Arabic	English French Russian Arabic	From	To 	

Segment Values					_ 🗆 ×
- OValue Set	⊂ <u>K</u> ey Flexfield		·	Concurrent Program]
	Name TES endent Value Set ndependent Value	GT_FLUENCY	Fluency of the language	known	
— Values (TEST_	FLUENCY) -				v
Values, E	ffective Values,	Hierarchy, Qualifiers			
Value	Translated ∀alue	Description	Enabled From	То	
Read	Read	Read		10	
Write	Write	Write			
Speak	Speak	Speak			
<u>j</u>					
	Define Child Ranges	Mov	ve Child Ranges	View Hierarch	nies

Application	Flexfield	d Title
ode Title	Description	View Name
Forest Floridadel Definition	⊠ Enabled Segment S	
Freeze Flexfield Definition Cross-Validate Segments	I Ena <u>b</u> led Segment S I Freeze Rollup <u>G</u> roups	Allow Dynamic Inserts

Code	Title	Description	View Name	

Code		Title		Description		View Name	
EST_LANG_k	KNOWN	Languages Kno	wn	Languages I	<nown< th=""><th></th><th></th></nown<>		
Freeze Flexfi	eld Defini	tion	🗹 Ena <u>b</u> led	S	egment Separator	Period (.)	-
Freeze Flexfi Cross-Validat			✓ Enabled □ Freeze Roll		egment Separator	Period (.)	_

Nur	nber				Enable
	Name	Window Prompt	Column		splayed
10	Language	Language	SEGMENT1	TEST_LANGUAGE_KNO	
20	Fluency	Fluency	SEGMENT2	TEST_FLUENCY	••
	1				
	Î				
	1				
	л	,ı			

Name	Language	Description		Enabled
Column	SEGMENT1	Number	10	🗹 Displayed
				🗹 Indexed
Validation				
V	alue Set TEST_LANGU	JAGE_KNOWN	Description Languages kn	iown
Defa	ault Type		Default Value	
	✓ Required		Security Enabled	Range
Sizes			Prompts	
	D	isplay Size <mark>25</mark>	List Of Values	Language
	Desci	ription Size <mark>50</mark>	Window	Language
	Concatenated Desc	iption Size <mark>25</mark>		

🗢 Segments (Pers	onal Analysis Flexfield)	- Languages Known				_ 🗆 🗙
						✓
Name Flu	ency	Description			🗹 Enabled	
Column SE	GMENT2	Number	20		🗹 Displayed	
					🗹 Indexed	
 Validation 						
Value	e Set TEST_FLUEN	CY I	Description FI	luency of the	language known	
Default ⁻	Түре		Default Value			
	Required		Security Enabled	d	Range	_
 Sizes 			Prompts			
	Dis	play Size 20		t Of Values	Fluency	
			Lisi			_
		otion Size <mark>50</mark>		Window	Fluency	
	Concatenated Descri	otion Size <mark>25</mark>				
				_		
			V <u>a</u> lue Set		Flexfield Qualifiers	
		_				
*						

OKey Flexfield Segm	ents							_ 🗆 ×
Application	Huma	in Resource	s		Flexfield Title	Personal Ar	nalysis Flexfield	
- Structures								
Code		Title		Descrip		View N	ame	
TEST_LANG_KN	OWN	Languages	: Known	Langua	jes Known			
			flex Unfi	field segment reezing and cl	o not want to make a definitions before fre anging the definitior ting data for your fle (ezing the flex ns later could xfield.	field.	
✓ Freeze Flexfield	d Defini	tion	🗹 Enable	d	Segment Separat	or Period () 🔻	
Cross-Validate	Seame	ents	🗆 Freeze	Rollup Group	5 .	Allow D	ynamic Inserts	
	<u></u>			1 2.2.4	Com		Segment	5

(ey Flexfield Segment					-
Application Hu	ıman Resources		Flexfield Title	Personal Analysis Flexfield	
tructures					
Code	Title		Description	View Name	
TEST_LANG_KNOW	/N Languages Known		Languages Known		
			Ì		
		O Note	×		
	j	17	Compiling flexfield definition.		
			(<u>O</u> K)		
		-(

Application tructures	Human Resources		Flexfield Title	Personal Analysis Flexfield	
Code	Title	D)escription	View Name	
TEST_LANG_KN	OWN <mark>Languages Kn</mark>	own La	anguages Known		
	O No	e	×		
			compiled successfully. t to generate flexfield view _CRITERIA_KFV		

ructures		in Resources				'ersonal Analysis Flexfi	
Code		Title		Description		View Name	
EST_LANG_	KNOWN	Languages Kno	wn	Languages k	<nown< td=""><td></td><td></td></nown<>		
		, <u> </u>					
		١					
Freeze Flexfi	ield Defin	tion	Enabled	54	gment Separator	Period (.)	
Cross-Valida			Freeze Rol		ginent deparator	Allow Dynamic Inse	

				— Category —			-
Name	Job	Position	Other	OSHA	ADA	DTA	Enabled
Langauges Known							

				Category —			
Name	Job	Position	Other	OSHA	ADA	OTA	Enabled
Langauges Known			✓				~

⊂ Details	Name Langua	ages Known		Informatic Exists	on T		4259	
Start Date 01-JAN-201	4	End Date	Detail				ther Bene	efits
🗢 Languages Knov								×
Language Fluency								
•								Þ
					<u>O</u> K	Cancel	Clear	Help



<mark> O</mark> Langua	ges Known		×
Language	•		
Fluency	/	••	
1	Fluency		×
			lelp
	Find %		
	Fluency	Description	
	Read	Read	
	Speak	Speak	
	VVrite	Write	
	<u>e</u>		
		(Eind) QK Qancel	

4 Business Group, Organization, and Locations

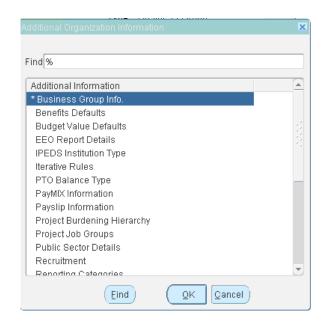
_ 🗆 🗙 0 Name Туре Dat . 🗆 X Name Туре Location [] Organization Classification Org Name ○ E<u>n</u>abled ○ <u>D</u>isabled Either -<u>C</u>lear New (A) Find (B) ÷ <u>O</u>thers

Representing your enterprise

Organization				_ 0
Name		Туре		
Dates From	01-JAN-1951	То		
Location		Internal or External In	ternal	
Location Address				
Internal Address]		[]]]
Organization Classifica	ations			
Name			Enabled	
Ĩ				-
Lat.			<u>O</u> thers	D

Prerequisites for all organizations

Dates			
From	01-JAN-2000	То	
Location		Internal or External In	ternal
Location Address			
Internal Address			[]]
Organization Classific:	ations		
Name			Enabled
Business Group			
ñr.			
Ŭ			
			Others





Entering business group information

Creating an organization

rganization: 01-JAN-2014				_ [
Name	West Regional Office	Туре	Regional Office	
Dates From	01-JAN-2014	To		
Location		Internal or Exte	rnal Internal	
Location Address				
Internal Address				[]]]
C Organization Classifica	itions			
Name			Enabled	
HR Organization				
				-
<u>u</u>			<u>O</u> thers	\square

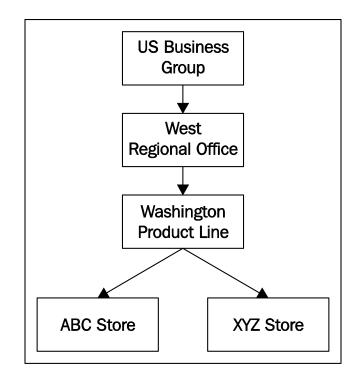
Drganization: 01-JAN-2014				
Name	Washington Unit	Туре	Product Line	
Dates From	01-JAN-2014	То		
Location	Washington Location	Internal or Exte	rnal Internal	
Location Address	1600 Pennsylvania Ave NV	VWashington.DC.20500	.Dist Of Columbia.United	State
Internal Address				[]]]
 Organization Classifica 	itions			
Name			Enabled	
HR Organization			✓	
Ĩ				
Ĭ				-

Digandization: Al JAN-2014				- 23	Organization: 01-JAVA 2014			88
	ABC Store	Type Store	9			XYZ Store	Type Store	
Dates	01-JAN-2014	To			Dates	01-JAN-2014	To]
Location	KN California	Internal or External	Internal		Location	Los Angeles	Internal or External Internal	
Location Address	4540 Duckhom Dr, Ste 300	Sacramento.CA.95834.Sacra	amento. United St	ates	Location Address	234 hollywood blvdAm	erican Canyon.CA.90046United States	
Internal Address				1	Internal Address			1
Organization Classifica	ations				Organization Classification	ations		
Name			Enabled		Name		Enable	đ .
HR Organization				A	HR Organization		Enabler	A
í l					Î Î		0	
Ĩ					1			
			Qthers				Qthers	
				_				

Organization: 01-JAN-2014			
Name	XYZ Store	Additional Organization Information	
Dates From	01-JAN-2014	Find %	
Location	Los Angeles	Additional Information Costing Information IPEDS Institution Type	
Location Address Internal Address	234 hollywood blvdAmeric	Organization Perf Rating Parent Organization Payslip Information	
Organization Classifica	itions	Related Organizations Reporting Information	
HR Organization		Reporting Preferences Self Service Preference Time Management Info	
		US Federal Org EEO Officer US Federal Org Report Info	
		Work Day Information	
		(Eind) (QK Cance	el)

OWork Day Informat	ion						×
Normal Start Time	08:00						
Normal End Time	17:00]					
Working Hours	40.000						
Frequency	Week						
			ОК	Cancel)	(Clear)	Help	
				(Vancer)		(Teih	

Introduction to organization hierarchy



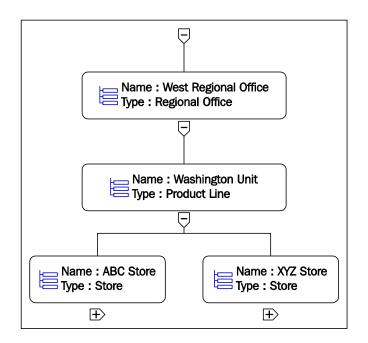
Name Primary Pgsition Control Version Number Date From Date To Organization Name Exists in Hierarchy Number of Subordinates Name Number of Subordinates Name Number of Subordinates Output Subordinates Name Number of Subordinates Output Subordinates Name Number of Subordinates						
Version Number Date From Copy Hierarchy Date To Copy Hierarchy Date To Copy Hierarchy Top Node Position Control Enabled Copy Hierarchy Organization Copy Hierarchy Name Copy Hierarchy Exists in Hierarchy Number of Subordinates Subordinates Image: Copy Hierarchy Name Number of Subordinates Name Number of Subordinates Image: Copy Hierarchy Image: Copy Hierarchy Image: Copy Hierarchy Number of Subordinates Image: Copy Hierarchy Image: Copy Hierarchy Image: Copy Hierarchy Image: Copy Hierarchy	Name			rimary	1	1
Version Number Date From Copy Hierarchy Date To Copy Hierarchy Date To Copy Hierarchy Top Node Position Control Enabled Copy Hierarchy Organization Copy Hierarchy Name Copy Hierarchy Exists in Hierarchy Number of Subordinates Subordinates Image: Copy Hierarchy Name Number of Subordinates Name Number of Subordinates Image: Copy Hierarchy Image: Copy Hierarchy Image: Copy Hierarchy Number of Subordinates Image: Copy Hierarchy Image: Copy Hierarchy Image: Copy Hierarchy Image: Copy Hierarchy				-		
Number Date From Copy Hierarchy Date To Date To Top Node Position Control Enabled Organization Name Exists in Hierarchy Number of Subordinates Name Name Number of Subordinates Name Image: Subordinates Name Image: Subordinates Name Image: Subordinates	/oreion					
Date To Date To Date To Date To Date To Drganization Name Exists in Hierarchy Number of Subordinates Name Number of Subordinates Name				_		_
Top Node Position Control Enabled Organization Name Exists in Hierarchy Number of Subordinates Name Name Number of Subordinates Operation Image: Subordinates Image: Subordinates Name Number of Subordinates Image: Subordinates	Number			(<u>C</u> opy Hierarchy)
Drganization Name Exists in Hierarchy Number of Subordinates Name Number of Subordinates Name		Date To				_
Drganization Name Exists in Hierarchy Number of Subordinates Name Number of Subordinates Name						
Name Exists in Hierarchy Number of Subordinates Name Number of Subordinates Position Control Enabled Down		Top Node Position Control E	napied			
Name Exists in Hierarchy Number of Subordinates Name Number of Subordinates Position Control Enabled Down						
Egists in Hierarchy Number of Subordinates Subordinates Name Number of Subordinates Position Control Enabled Image: Subordinates	Drganization					
Subordinates Name Number of Subordinates Position Control Enabled Down	-					
Name Number of Subordinates Position Control Enabled Down	-					
Name Number of Subordinates Position Control Enabled Down	-		Number of Subo	ordinates	1 Up	
	Name	□ E <u>x</u> ists in Hierarchy	Number of Sub	rdinates	Dp	
	Name Subordinati	□ E <u>x</u> ists in Hierarchy				Down
	Name Subordinati	□ E <u>x</u> ists in Hierarchy				Down
	Name Subordinati	□ E <u>x</u> ists in Hierarchy				💽 🍝
	Name Subordinati	□ E <u>x</u> ists in Hierarchy				
	Name Subordinati	□ E <u>x</u> ists in Hierarchy				

Setting up a new organization hierarchy

Name	Number of Subordinates	Position Control Enabled	Down
West Regional Office	0		- 💶 f
			- 🛡 :
			- 🔳 -

le Exists in Hierarchy ubordinates	Number of Subor	dinates 2 1 Dp	
Name	Number of Subordinates	Position Control Enabled	Down
ABC Store	0		
XYZ Store	0		
Î			

Name	US Hierarchy			✓ Primary □ Position Control	[.]	
Version						
Number	1	Date From Date To	01-JAN-2014		Copy Hierarchy Open Editor	
	Top Node Pos	sition Control E	Enabled	_		



Changing the organization hierarchy

The organization hierarchy report

Name	Urganization	Hierarchy Report			
erating Unit					
Parameters					
Language	American En	glish			
			Language Settings	Debug Options	
		Parameters			
Times					
Run the Job	As Soon as	Effective Date	01-JAN-2014		
		Organization Structure			
mpletion		Version			
	⊻ <u>S</u> ave all Ou	Parent Organization			
Layout		Managers Shown	Yes		
Notify			•		

)rganization: 01-JAN-2014			
		Additional Organization Information	×
Name	West Regional Office		
Dates		Find %	
From	01-JAN-2014	Additional Information	
		Costing Information	
Location		IPEDS Institution Type	
		Organization Perf Rating	
Location Address		Parent Organization	1
Internal Address		Payslip Information	
Organization Classifica	tions	Related Organizations	
Name		Reporting Information Reporting Preferences	
HR Organization		Self Service Preference	
		Time Management Info	
		US Federal Org EEO Officer	
		US Federal Org Report Info	_
		Work Day Information	-
		Work Schedule	
		Eind QK Car	icel

Reporting Name						
Manager	Test Employee, Mr. Em	oloyee (EMP Number = 2	693, Business Gro	up = Vision	Corporation)	
Start Date	01-JAN-2014					
End Date						
	•					•
			<u>o</u> k	Cancel	Clear	Help



Additional Organization Information: 01-JAN-2014 Time Management Info Internal Address Organization Classifications		ок (]]]		
Name	O Time Management Info				×
HR Organization					
	Timecard Approver				
	Timecard Reporter				
	-	QK	Cancel	Clear	Help

Deleting an organization

Name XYZ Store Type Store	
Dates From 01-JAN-2014 To	

Defining a location in Oracle apps

Location: 01-JAN-2014				_ 🗆 ×
	Scope ⊙ <u>G</u> lobal	○ L <u>o</u> cal		
Name	Washington D	с		
Description				
Inactive Date			Legal Address 🗌	
Address Details Shippin	g Details 🛛 Ot	her Details		
Address Style Address Timezone	United States			
				[]]
E <u>x</u> tra Inform				

OLocation Address	
Address Line 1	Street 123
Address Line 2	Park Lane
Address Line 3	6th Lane
City	Washington
State	WA Washington
Zip Code	00007
County	
Country	United States
Telephone	9898989898
Fax	
Sales Tax Override	
Inside City Limits	

Details Other Details
United States
Street 123.Park Lane.6th Lane.Washington.WA.00007U
Central Time

Location: 01-JAN-2014				_ 🗆 ×
	Scope ⊙ <u>G</u> lobal	⊂ L <u>o</u> cal]	
Name Description Inactive Date	Washington D		Legal Address 🗆	
Address Details Shippir	ıg Details 🛛 O	ther Details]
Ship	Contact To Location	Washington DC		
	Ship-To Site		☑ Bill-To Site	
	Receiving Site Offi <u>c</u> e Site		✓ Internal Site	
				[]

5 Job, Positions, Pay Grade, and Payroll

Job and position overview

Defining a job

🗢 Find Jobs		_ 🗆 ×
Job Group Name Benchmark Job? Benchmark Job Name]
(<u>C</u> lear	New Find	

Creating a job group

OJob Gr	oups			×
Job	Job Group Flexfield Structure Business Group	 □ <u>M</u> aster Job G	roup	
0 4 4 0		-	 	

Creating a job

Position					_ = ×
Name					
	en	Under Review	□ Др	proved Future Actions	
Position Details	Hiring Information	Work Terms	Additional Detail	Budgets	
	Start Date 17-JAN-	2015			
Date Effec	tive Name				
	Туре		✓ Per	manent	🗆 Seaso <u>n</u> al
Organization &	Job				
Organization				Proposed End Date	
Job				Proposed End Date	
Hiring Status -					
Status		Start Date		Proposed End Date	
Location				Status	
Effective Dates					
From	17-JAN-2015	To		Further Info	
	(Reporting	g lo E	valuation	Vali <u>d</u> Grades	Others

Defining position

Position							_ 🗆 ×
Name							
⊠ <u>O</u> pen	n E	□ <u>U</u> nder Review		□ дррг	roved Future Actions		
Position Details H	liring Information	Work Terms	Additional	Detail	Budgets		
Sta	art Date 17-JAN-2	015				_	
Date Effective	e Name						
	Туре			✓ Perm	nanent	🗆 Seasonal	
Organization & Jo Organization Job	b				Proposed End Date Proposed End Date		
Hiring Status Status		Start Date			Proposed End Dat	e	
Location					Status		
Effective Dates From 1	17-JAN-2015	To			Further Info	[]	
(Reporting	То	Evaluation		Vali <u>d</u> Grades	Others	

Position: 01-JAN-201	4							
Name 1.Se	enior IT Man	ager						
⊻ <u>O</u>	pen		□ <u>U</u> nder Review		□Appr	oved Future Actions		
Position Details	Hiring Info	rmation	Work Terms	Additional	Detail	Budgets		
	Start Date	01-JAN	2014				_	
Date Effec	tive Name:	1.Senio	r IT Manager					
	Туре	Shared			✓ Perm	anent	🗆 Seaso <u>n</u> al	
Organization & Organization		South				Proposed End Dat		
Job	MANAGR					Proposed End Dat		511
Hiring Status Status	Active		Start Date	1-JAN-2014		Proposed End Da	te	
Location	D2- Miam	i				Status		
Effective Dates From		014	To			Further Info	[]	
		<u>R</u> eportin	g To	Evaluation		Vali <u>d</u> Grades	Others	

Name				Primary	
Version					
	Date From			Сору Н	lierarchy
Number	Date To			<u> </u>	
Position					
Name					
Holder			Worker N	lumber	
Worker Type		Numb	er of Subor	dinates	🚺 🚹 Up
Exists	In Hierarchy				
Subordinates					
Subordinates		Holders	Number	Number of	Down
	Name	Holders	Number	Number of Subordinates	Down
Subordinates		Holders	Number		
Subordinates		Holders	Number		•
Subordinates		Holders	Number		
Subordinates		Holders	Number		•

Defining payroll

Payroll Period Types	Periods per Year
Year	1
Semi-Year	2
Quarter	4
Bi-Month	6
Calendar Month	12
Lunar Month	13
Semi-Month	24
Bi-Week	26
Week	52

Organizational Pa	yment Method: 01-JAN-20	014			_ 🗆 X
Name Currency			Type Dirich	Party Payment	
Source Bank	Costing	General Ledger	Cash Management	Other	
Country Bank Details					
	Effective Dates From 01-JA	N-2014	To]

Payroll: 01-JAN-2014	
Name First Period End Date	Period Type Number of Years
Check C Scheduled Run	Cut Off D Payslip D
Default Payment Method Consolidation Set	Costing Costing Suspense Account
Effective Dates From 01-JAN-2014 To	Period Type Number of Years Run D Cut Off D Payslip D Costing
Further Payroll Information [Period Dates Valid Payment Methods

OPayroll: 01-JAN-2014			_ = ×
Name First Period End Date	Test Payroll 31-JAN-2014	Period Type Calendar Month Number of Years 50	
Date Offset Check	Scheduled Run	1 Cut Off 2	Payslip 0
Default Payment Method Consolidation Set	CHEQUE Test_cs	Costing Costing Suspense Account	
Effective Dates From 01-JAN-2014	To	Payroll Period Type Calendar Month N-2014 Number of Years 50 Scheduled Run 1 Cut Off 2 Payslip 0 QUE Costing Costing 0 0 Costing Costing 0 0 0 To Negative Payment Allowed [0	[]
Fur	ther Payroll Information [$$]	Oll Period Type Calendar Month 114 Number of Years 50 Scheduled Run 1 Cut Off 2 Costing Costing Costing Costing To Negative Payment Allowed [Multiple Assignments	ment Methods

O Salary Basis: 01-	JAN-2014	_ 🗆 ×
Name	Basi	5
	Pay Annualization Facto	ır
Element Name	Input Value Nam	
Grade Rate	Grade Rate Basis	3
	Grade Annualization Facto	r
Start Date	End Date	, []

OSalary Basis: 01-	JAN-2014			
Name	Name Test Salary Basis Basis Monthly Salary Pay Annualization Factor 12 ement Input Value Name Amount			
		Pay Annualization Factor	12	
Element		_		
Name	Test Salary	Input ∨alue Name	Amount	
Grade Rate		Grade Rate Basis		
		Grade Annualization Factor		
Start Date	01-JAN-2014	End Date		[]]
·				

7 Entering Assignment Information

Components of an assignment

OAssignment(Test01	0114, Mr. TestApps)		_ - ×		
Organization	Vision Corporation	Group			
doL		Position			
Grade		Payroll			
Location	HR- New York	Status	Active Assignment		
		Vacancy			
-		-			
Salary Information	Supervisor Probation & Notice Period	Standard Condi	tions Statutory Information		
Review Salary – Every	Job Position Grade Payroll Location HR- New York Status Active Assignment Vacancy Vacancy Assignment Number 10160 Collective Agreement Employee Category Salary Information Supervisor Salary Basis Review Performance Every Every Effective Dates Effective Dates				
			то []		
Salary	Entries Tax Ir	ifo	Qthers		

Assignment(Test01	10114, Mr. TestApps)		_ C ×
Organization	Vision Corporation	Group	
Job		Position	
Grade		Payroll	
Location	HR- New York	Status	Active Assignment
		Vacancy	
Assignme Assignmen Salary Information		Collective Ag Employee (Standard Condi	Category
Review Salary Every	Salary Basis	w Performance Every	
	Effective Dates From 01-JAN-2014		To []
Salary	Entries Tax Inf	io	Qthers

Salary Information	Supervisor	Probation & Notice Period	Standard Conditions	Statutory Information	•
	Name				
Worker N	lumber				
Assignment N	lumber				

Salary Information	Supervisor	Probation & Notice I	Period	Standard Conditions	Statutory Information	•
Probation Perio	d			Notice Period		
Len	gth 3			Leng	th 1	
Ur	nits Months			Uni	ts Months	
End D	ate 31-MAR	-2014				

Salary Information	Supervisor	Probation	& Notice P	eriod	Standard	Conditions	Statutory Information	
	Sal	ary Basis	Test Salary					
Review Salary				C Rev	view Perfor	mance		
Every					Every			
L								
L								

Defining assignment statuses

		System Status					
User Status	External Status	Human Resources	Payroll	Туре	Active	Default	
Active Assignment	Active Assignment	Active Assignment	Process	Primary	✓	~	4
Maternity Leave		Active Assignment	Process	Primary			
^o romotion		Active Assignment	Process	Primary			
Reorganization		Active Assignment	Process	Primary			
Fransfer][Active Assignment	Process	Primary			
Reduced Hours		Active Assignment	Process	Primary	~		
nvoluntary Separation		Active Assignment	Process	Primary	✓		
/oluntary Separation		Active Assignment	Process	Primary	~		

Assignment Statuses							_ 0
User Status	External Status	– System Status Human Resources	Туре	Active	Default	t	
Maternity Leave		Active Assignment	Process	Primary	✓		P
				1			
				Î			
	- î			1			
		- î		i i			

Assignment Statuses						-	
		 System Status 					
User Status	External Status	Human Resources	Payroll	Туре	Active	Default	
Maternity New Birth				Secondary	✓		
					╡		

Changing assignment information

Standard Conditions	Statutory Information	Miscellaneous	Special Ceiling	Project Information	Grade Ladder	
Interr	nal Address			✓ Prima	ary	
	Reason			□ <u>M</u> ana	iger	
Projected Assig	gnment End					

Salary-related information

Salary			
Employee Name Test010114, Mr. TestApps Manager Organization HR Dept Assignment Category			Grade Salary Limits Grade P.3. Grade Details as of 04-Mar-2015
USD = US dollar Current Salary		Effective Date 04-Mar-2015	Step Grade Ladder Currency USD
From Salary Change Amount Change % Annualized Salary Full Time Annualized Salary	To Status Reason for Change Next Salary Review Ranking Performance Review Performance Rating Salary Market Data		Salary Range Midpoint Comparatio Quartile Range Position
FTE Factor Annual Salary in Alt. Currency Last Period Processed			Salary Basis Details Salary Basis Test Salary Basis Pay Basis Monthly Salary Currency USD Bases/Year 12 Element Name Test Salary Input Value Amount
Details From To Change Change % Salary Annualize		itatus	Recent Performance
No results found. Salary History Peer Averages Peer Comparison	Salary Market Data		Not Available

Salary				
Employee Nar Manag	me Test010114, Mr. TestApps Jer	Employee Number Assignment Number		Grade Salary Limits
Organizati Assignment Catego	on HR Dept pry	Job FTE	HR009.HR Consultant 1 (40 Hours/Week)	Grade P.3. Grade Details as of 01-Jan-2014
USD = US dollar				Step Grade Ladder
New Salary				Currency USD Salary Range
* F	rom 01-Jan-2014 📻	То		Midpoint
Current Sa New Sa		Status Approv Reason for Change New Next Salary Review		Comparatio Quartile Range Position
Change Amo	100,000.00 000 100101			Salary Basis Details
Chang		Performance Review	🖋	Salary Basis Test Salary Basis
	ency	Performance Rating		Pay Basis Monthly Salary Currency USD Bases/Year 12 Element Name Test Salary Input Value Amount
				Recent Performance
				NUL ALLALI

8 Terminations

Termination of employment

Terminate(Test010114, Mr. TestApps)	
Date Start 01-JAN-2014 Leaving Reason	Length of Service This Service Total Service Years Months 1 2
Termination Dates	
Notified Projected Last Standard Process	Actual Final Process
Person Type and Assignment Status for Terminated Emplo	Jyee
Termination Accepted By	Number []
Terminate Reverse Termination	

Application Util	ities Loo	okups							_ 0
	Туре				⊂ Acce O Usi	ss Level er			
	eaning	Leaving reason				• Ext	ensible		
Appli	cation	Human Resourc	es			O Sy:	stem		
Desc	ription	Leaving reason							
					- Effective	e Dates -		Ena	bled
Code	Mean	ing	Description	Tag	From		То		[]
ACT_OF_GO	C Act of	God	Act of God	+ES					
AR_ENV	Better	Working Enviror							
В	Resig	nation due to Dis	Resignation due to Disa	+NL	01-JAN-20	008			:
BBEN	For B	etter Benefits	For Better Benefits		12-FEB-2	003			Ĺ
BCON	Better	r Conditions of W	Better Conditions of Wo		12-FEB-2	003			
BEN	Benef	its							
BOP	Better	^r Opportunity							
BY_CONTRA	(By Co	ontract	By Contract	+ES					
BY_EMPLON	'I By en	nployee's initiativ	By employee's initiative	+ES					
CD	Capat	oility Dismissal o						 Image: A start of the start of	Π,

Date Start Leaving Reason	07-NOV-2013 Other	This Servic Years 0	Length of Service Months	e - Total Service - Years 0	Months
Termination Dates					
Notified	Projected Last Standard Process	11-DEC-2013	Ac Final Proc	tual 31-DEC-2 ess	013
Person Type and Assignr Type Ex-emplo	nent Status for Terminated Em yee Status T	ployee Ferm w/Pay			
Termination Accepted B	1				
Date	Name		Num	nber	[]
Terminate	Reverse Termination				

People Name		Gender Female Action
Last	Test	Person Type for Action
First	Benefit Assignment	Person Types
Title		Ex-employee
Prefix		Identification
Suffix		Employee
Middle		Social Security 123-45-6790
Personal Em	ployment Office Details Applicant	Background Rehire Further Name Medical Other Benefits

Terminating an assignment

OAssignment: 01-J	AN-2014(Test010114, Mr	. TestApps)		×
Organization	HR		Group	
Job			Position	
Grade	D.1.		Payroll	Test Payroll
Location			Status	Active Assignment
			Vacancy	
Ŭ.	ent Number 10160-2 nt Category		Collective Ag Employee C	
Supervisor Pro	bation & Notice Period	Standard Conditions	Statutory Info	ormation Miscellaneous
Worke Assignmen	Name r Number t Number			
	Effective Dates From 01-JAN-	2014		To []]
Salary	Entries	Tax Inf	0	Qthers

OAssignment: 01-AU	IG-2014(Test010114, M	r. TestApps)				Grab
Organization	HR		Group .			
Job			Position			
Grade	D.1.		Payroll Test Pa	ayroll		
Location			St <mark>a</mark> tus <mark>End</mark>			
			Vacancy			
Assignme Assignmen	nt Number <mark>10160-2</mark> t Category		Collective Agreement Employee Category			
Supervisor Prob	ation & Notice Period	Standard Conditions	Statutory Information	Miscellaneous		
Worker	Name					
Assignment	Number					
[Effective Dates From 01-JAN-	2014	To			[]
<u>S</u> alary	Entries	Tax Inf	o		<u>O</u> thers	

OAssignment: 01-AU	G-2014(Test010114, M	r. TestApps)			_ 🗆 ×
Organization	HR		Group		
Job			Position		
Grade	D.1.		Payroll	Test Payroll	
Location			Status	Active Assignment	
			Vacancy		
Assignme Assignmen	nt Number 10160-2 t Category		Collective Ag Employee C		
Supervisor Prob	ation & Notice Period	Standard Conditions	Statutory Info	ormation Miscellaneous	•
Worker Assignment					
	Effective Dates From 01-JAN-	2014		To 01-AUG-2014	[]
Salary	Entries	Tax Infi	0		hers

9 Absence Management

Getting started

Absence setup

C Element: 01-JAN-2014				_ 🗆 ×
Name Description		Report Benefit Clas	ing Name	
Effective Dates From 01-JAN-2014 Processing Standard Advanced	To	culation Proration	Cur	rency
Type Nonrecurring © Recurring Recurring	Advance Pay Recalculation Proration Multiple Entries Allowed Additional Entry Allowed Closed for Entry Process in Run Once Each Period Indirect Results(K) Adjustment Only(J)		Qua	Input USD Output USD
Termination Actual Termination Final <u>C</u> lose C Last Standard Process				Age
Priority Skip Rule		rty Payment	□ <u>S</u> ta	ndard []
(Input Values	Balance Feeds	Balance Feed Cont	rol(<u>z</u>)	Freguency Rules(q)
Exclude Balances	Iterative Rules(<u>O</u>)	Extra Information	(g)	

Element: 01-JAN-2014				_ 0 >
Name	Illness	Repo	rting Name	
Description Primary Classification ⊂ Effective Dates	Information	Benefit Cl	assification	
From 01-JAN-2014 Processing Standard Advanced	To To	ulation Proration	Cur	rency
Type © Nonrecurring © Recurring	✓ Multiple E	intries Allowed Entry Allowed	Qu	Input USD Output USD
Termination Actual Termination Final Close Last Stangard Process	✓ Process i □ Once Eac □ Indirect R	n Run h Period esults(⊠)		Age Length of Service Units
Priority <mark>250</mark> Skip Rule	☐ Adjustme			andard [
	Balance Feeds	Balance Feed Cor		Frequency Rules(q)
Exclude Balances	Iterative Rules(<u>O</u>)	les(<u>O</u>) Extra Information(Usages

Name	Units	Sequence	Required	User Enterable	Database Item	
Days	Day	1		•	v	

Name	Units	rmula	Minimum	Maximum	Warning or Error
Days	Day			10	Error

Element Link							_ 🗆 🗙
						Processing Type	
Element Name						○ <u>R</u> ecurring	
Description						Nonrecurring	
Classification			□ <u>S</u> tandard				
– Eligibility Criteria –							
	Organization			Group			
	Job			Position			
	Grade			Location			
Employn	nent Category			Payroll			
	Salary Basis			-	Lin	k To All Payrolls	
	-						
Costing	Qualifying C	onditions	Miscellaneous				
Costable Type							
⊙ Not Costed (A)	⊖ Fi <u>x</u> ed Cos	ted	Distribution Set			□ Transfer To <u>G</u> L	
⊂ <u>C</u> osted	 □ <u>D</u> istributed		Costing				
			Balancing				
	Mada						_
Create in <u>B</u> atch	Mode				Link	Status	
			(input Values				

Element Link: 01-JAN	I-2014			
				Processing Type
Element Name	Illness			○ <u>R</u> ecurring
Description				 Nonrecurring
Classification	Information	□ <u>S</u> tandard		
Eligibility Criteria —				
	Organization		Group	
	Job		Position	
	Grade		Location	
Employn	nent Category		Paγroll	
	Salary Basis			✓ Link To All Payrolls
Costing	Qualifying Conditions	Miscellaneous		
Costable Type Not Costed (A) Costed	◯ Fi⊻ed Costed ◯ <u>D</u> istributed	Distribution Set Costing Balancing		Transfer To <u>G</u> L
□ Create in <u>B</u> atch	Mode	Input Values		Link Status

O Absence Attendance Typ	e: 01-JAN-2014		
Name			
Category	Alloy	Further Information w Absence Overlaps O Yes O No	
Effective			
Associated Element			
Name		Input Value	
	Units O Hours O Days O None	Balance ○ Increasing ○ Degreasing ④ None (<u>A</u>)	[]]]
Reasons Name			

O Absence Atter	ndance Type: 01-JAN-2014		_ 🗆 ×
Name	Illness		
Name	Innicos		
Category	Sickness	Further Information	
	Allov	w Absence Overlaps ○ ⊻es ⊙ №	
0	Effective Dates	Tes Old	
	From 01-JAN-2014	То	
Associated	Element		
Nar	ne IIIness	Input Value Days	
	Units	Balance	
	○ Ho <u>u</u> rs	● Increasing	
	⊙Days	○ De <u>c</u> reasing	
	○ <u>N</u> one	○ None (A)	
			[[]]]
	_		
	Reasons Name		
	Cold		
	Other		
		<u> </u>	
L			

	JAN-2014(Test01011 Type eason	4, Mr. TestApps)		Category Occurrence		
Notified Projected Start Actual Start	Date 01-JAN-2014	Time En En			ne Qalcul Days Duration	ate Duration Hours
Authorized by Replaced by Balance Infor					Number	
Assi	ociated Element Running Total		Hoyrs Projected E	O Days	⊙ <u>N</u> o Balance	[]]
Actr	uais	Cūnim	FTOJECIEU L	vales		

OAbsence Detail: 01-	JAN-2014(Test01	0114, Mr. Test	Apps)			
R	Type <mark>Illness</mark> eason			Category Occurrence	Sickness	
Notified Projected Start Actual Start	Date 01-JAN-2014 03-MAR-2014	Time	Date End End 07-MA	R-2014	Time Duration	Calculate Duration Days Hours 5
Authorized by Replaced by — Balance Info	mation				Number Number	
	ociated Element Running Total In Current Year	Illness O O	○ Hoyrs	⊙ <u>D</u> ays	◯ <u>N</u> o Baland	ce []
	ruals		C <u>o</u> nfirm Projecte	d Dates		

Enterprise Search All			Go	Searc	h Result	s Displa	y Preference	Standard	~		
										Logged In A	s TEST-10160
Oracle Applications Home Page											
	^										
Main Menu		Worklist									
Personalize					Ful	List					
Employee Self-Service	F	rom	Туре	Subject	Sent	Due					
All Actions Awaiting Your	Т	here are no notifications in this view.									
Attention		TIP Vacation Rules - Redirect or auto-resp									
Personal Actions	= ⁶	TIP Worklist Access - Specify which users	can view and	act upon yo	ur notific	cations.					

Persor	al Actions				
	Organ	Employee Name ization Email Address	Test010114, TestApps testapps@test.com	Employee Number Business Group	10160 Vision Corporation
Avail	able Actions				
		1			
Select	Action: Start				
Select	Action				
0	Personal Information				
0	Payslip				
0	W4 Information				
0	Release Information				
0	Suitability Matching				
0	Tenure Status				
0	Academic Rank				
0	Education and Qualification	ns			
0	Other Professional Qualific	ations			
0	Competency Profile				
0	Work Preferences				
0	Resume				
0	Employee W2				
0	Extra Information				
0	Special Information				
0	Event And Bookings				
0	Employee Review	1			
۲	Absence Management				

Absence Su	mmary Ent	titlement Balar	ces									_
Search												
Note that the s	earch is case	insensitive										
	Absence	Туре		*		Absence Cat	egory	*				
	Approval S	tatus	~			Absence S	tatus	~				
	Start	Date				End	Date					
		(example: 1 GO	3-Mar-2015) Clear									
Create Abs	ence											
				Dura								
Start Date 🔻	End Date	Absence Type	Absence Category	Days	Hours	Approval Status	Absence Status	Supporting Documents	Details Up	odate Co	ıfirm De	lete
03-Mar-2014	07-Mar-2014	Illness	Sickness	5		Approved	Confirmed	0		1		R

Create Absence: Enter Absence Details						
		Cancel	Save	For L	ater	Ne <u>x</u> t
Organization Email Addre Select Confirmed if you are sure of the dates of your	absence, otherwise select Planned. Select an Absence Type, and enter any other information you want to record for your			choose	the C	alculate
Duration Button to see the number of days or hours y * Indicates required field * Absence Status	ou are requesting.	(S) Mar	ch	✓ 20	15	v (
* Absence Type	Iliness 🗸	Sun M		Wed		Fri Sat
Absence Category		1 3	23	4	5	6 7
Absence Reason	Cold	8 9	9 10	11	12	13 14
Duration	* Start Date		6 17	18	19	20 21
	(example: 13-Mar-2015)	22 2 29 3		25	26	27 28 3 4
	✓TIP Start Date is required.	29 0	0 51	1	2	5 4
	Days Total Calculate Duration					
Replaced By	ی اد اد					
Comments						

Create Absence: Enter Absence Details						
		Cancel	Save	For La	ter	Ne <u>x</u> t
	me Test010114, TestApps Employee Number 10160					
Organization Email Addre						
Select Confirmed if you are sure of the dates of your Duration Button to see the number of days or hours y * Indicates required field	absence, otherwise select Planned. Select an Absence Type, and enter any other information you want to record for your ou are requesting.	request.	You can	choose	the Ca	culate
* Absence Status	Confirmed V	Apr	il (201	.4	v >
* Absence Type	Illness 💌	Sun 1	fon Tue	Wed	Thu	Fri Sat
Absence Category	Sickness	30	31 1	2	3	4 5
Absence Reason	Cold 💌	6	7 8	9	10	11 12
Duration	* Start Date 15-Apr-2014	13	14 15	16	17	18 19
	(example: 13-Mar-2015)	20	21 22	23	24	25 26
	End Date 16-Apr-2014	27	28 29	30	1	2 3
	✓TIP Start Date is required.					
	Days					
	Total 2 Calculate Duration					
Replaced By	v					
Comments						
ok						

Create Absence: Review	
Employee Name Test010114, TestAp Organization Email Address <u>testapps@test.com</u>	Cancel Printable Page Save For Later Back Sul Employee Number 10160 Business Group Vision Corporation
Absence Details	
Proposed	
Absence Status Confirmed	
Absence Type Illness	
Absence Category Sickness	
Absence Reason Cold	
Start Date 15-Apr-2014	
End Date 16-Apr-2014	
Days 2	
Comments ok	
View Entitlement Balances	
View Entitlement Balances	

Absence Su Search	mmary En	titlement Balan	ices								
Note that the s	Absence Approval S	Туре	v	*	Absence Cate Absence S End		v				
Create Abs	ence	(example: 1 GO	3-Mar-2015) Clear								
				Duration							
Start Date 🔻	End Date	Absence Type	Absence Category	Days Hour	s Approval Status	Absence Status	Supporting Documents	Details	Update	Confirm	Delete
15-Apr-2014	16-Apr-2014	Illness	Sickness	2	Approved	Confirmed	0		1	02	G
02-Mar-2014	07-Mar-2014	Illness	Sickness	5	Approved	Confirmed	ñ		1	j.	

OAbsence Detail(Tes	t010114, Mr. Test/	Apps)						_ 🗆 ×
R	Type Illness eason Cold			C	Category	Sickness		
	Date			L			<u> </u>	
Notified	13-MAR-2015	Time		Date	Т	ïme	Calcula	ate Duration
Projected Start			End				Days	Hours
Actual Start	15-APR-2014		End	16-APR-20	D14	Durati	on 2	
Authorized by Replaced by						Numbe Numbe		
Balance Infor	mation							
Ass	ociated Element	Illness						
	Running Total	7						
	In Current Year	0	ОНо	Jurs	⊙ <u>D</u> ays	○ <u>N</u> o Ba	lance	[]
Accr	uals	C	onfirm Pro	ojected Da	ates			

OAbsence Detail(Test010114, Mr. Test	Apps)			
Type Illness Reason			Sickness 1	
Date Notified 01-JAN-2014 Projected Start Actual Start 03-MAR-2014	Time End End	Date T 07-MAR-2014	Time Duration	Calculate Duration Days Hours 5
Authorized by Replaced by			Number Number	
Balance Information				
Associated Element	Illness			
Running Total In Current Year	7 О Он	ours ⊙ <u>D</u> ays	○ <u>N</u> o Balani	ce []
Accruals	Confirm Pi	rojected Dates		

Name	Test010114, Mr. TestAp	ops		
Number	10160			Find)
Туре	Employee	Current	Yes	
2				
3 Туре	Reason	Actual Start Date	Actual End Date	
Illness	Cold	15-APR-2014	16-APR-2014	
Illness		03-MAR-2014	07-MAR-2014	
•			55	Þ

Absence Category Absence Type		Start Date		Find
Employee Name	Employee Number	Start Date	End Date	Туре
[4]				E D

· · · · ·	iickness ness	Start Date		Find
5 Employee Name	Employee Number	Start Date	End Date	Туре
Test010114, Mr. TestApps	s 10160	03-MAR-2014	07-MAR-2014	Illness
Test010114, Mr. TestApps	s 10160	15-APR-2014	16-APR-2014	Iness
4				

0	С	Capital Codacor							×	×
(─ Run this Request… ─								h
								Сору		
		Name	Absences Report							
		Operating Unit								5
		Parameters	O Parameters						3	×
ľ		Language	Effective Date	13-MAR-2015						
			Organization Unit							
		At these Times	-	Test010114, Mr. TestApp	s (10160)				1	
		Run the Job		01-JAN-2014						
			Date To	31-DEC-2014						
		Upon Completion	Absence Type 1	Illness					1	
			Absence Type 2						.	
u		Layout	Absence Type 3							
		Notify	Absence Type 4						ĺ	
		Print to	Absence Type 5						1	
			Absence Type 6						1	
		Help (<u>C</u>)	Absence Type 7						ĺ	
	[Absence Type 8						1	
			Absence Type 9]	
			Absence Type 10]	
					<u>Ω</u> K	Cancel	Clea	r <u>H</u> el	p	

Absence Types: 1 Date From: 0 Date To: 3 Organization:	
---	--

Employee: Test010114, Mr. TestApps [10160]

Туре	Reason	Start Dat	e.	End Date		-Length of Days	Absence- Hours
Illness Illness	Cold	Monday Tuesday	03-MAR-2014 15-APR-2014		07-MAR-2014 16-APR-2014	5 2	
Summary Totals							

	Total Amount			Balance Details			
Type	Days	Hours	Occurrences	Element Name	Input Value	Type	Current
Illness	7		2	Illness	Days	Increasing	7

🖸 Formula					_ 🗆 ×	
Name	TEMPLATE_ABSENC	E_DURATION		Type QuickPaint		
Description						
	✓ Verified	 Effective Dates From 	01-JAN-0001	To		
	Edit		Show Items	I <u>n</u> put ∀alı	Jes	

🖸 Formula: 01-JA	N-1951				_ 🗆 ×		
Name	BG_ABSENCE_DUR/	ATION		Type QuickPaint			
	Formula to calculate t			Type Guick and			
	✓ Verified	Effective Dates From	01-JAN-1951	To			
	Edit		Show Items	Input Values)		

Туре	llness			Catego	y Sicknes	s		
Reason				Occurrenc	e			
D	ate						Calaviata	Dunatia
Notified 14-MAR	R-2015	Time	Da	ate	Time		Calculate	Duratio
Projected Start			End				Days	Hours
Actual Start 01-JUN	-2014		End 🗵	-JUN-2014		Duration		
			O Error				×	
Authorized by								
Replaced by			- O .	Not allowed mor	e than 5 day	ys in this le	ave type	
- Balance Information -								
Associated E	Element III	ness	-			(QK)	
Runni	ng Total 7		1					ļ
In Curre	ent Year 0		ОНоц	rs ⊙_Day	s (⊃ <u>N</u> o Balano	e	

R	Type <mark>Illness</mark> eason			Cate Occurre	· · ·	ess		
				Coouin				
	Date						Colculate	e Duration
Notified	01-JUN-2014	Tir	ne	Date	Time		Galculati	Duration
Projected Start			End				Days	Hours
Actual Start	01-JUN-2014		End	04-JUN-2014		Duration		I
			Error			×		
Authorized by				1ale are allowed to	taka laava ti	nber		
Replaced by			7 0 111 1	iale ale allowed to	i lake leave l	nber		
Balance Infor	mation				(<u>o</u> k			
Ass	ociated Elemen	t IIIn				/ []		
	Running Tota	al 7 🛀						
	In Current Yea	r O	0	Hours 🔍 🖸	<u>)</u> ays	O No Balani	e	1