

Minimum Working Age Criteria in Oracle Fusion HCM Cloud Application

By: Ashish Harbhajanka

Introduction

I stumbled upon this particular feature while I was trying to create an Employee Record in Oracle HCM Cloud Application (Formerly known as Fusion Application)

The screenshot displays the 'Hire an Employee: Identification' form in the Oracle Fusion HCM Cloud Application. The form is divided into two main sections: 'Basic Details' and 'Personal Details'. In the 'Basic Details' section, the 'Legal Employer' is set to 'US1 Legal Entity'. A warning message is displayed in the center of the form, stating: 'Warning: The person's age is below the minimum age 16 for this legal employer. Do you want to continue?'. The 'Date of Birth' field is populated with '2/1/15'. The 'Personal Details' section includes fields for 'Last Name', 'First Name', 'Title', 'Prefix', 'Suffix', 'Middle Name', 'Honors', 'Preferred Name', and 'Previous Last Name'. The 'Date of Birth' field is also present in the 'Personal Details' section.

This kind of warning message feature is also available in Oracle E-Business Suite version and it was nice to see a 'Minimum Working Age' validation here too.

However, there are couple of things to notice:

- 1) The validation only comes to effect when the Date of Birth Field is populated.
- 2) We can infer from the Warning Message that the Validation is dependent on the Legal Employer too.

Let-us try to verify both the above things.

Scenario 1: Date of Birth Field is NOT Populated

Now we will remove the Date of Birth Date field (as shown)

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* Hire Date: 3/13/17
* Hire Action: Hire
Hire Reason: Hire to fill vacant position
* Legal Employer: US1 Legal Entity
Worker Number: Generated automatically
Worker Type: Employee

Personal Details

Person Number: Generated automatically
Global-Name Language: American English

* Last Name: Ricardo
First Name:
Title:
Prefix:
Suffix:
Middle Name:
Honors:
Preferred Name:
Previous Last Name:
☐ Enter local name
Gender:
Date of Birth:

And, we could see that there is no pop-up message window displayed this time. Also, once we click on 'Next' we are able to navigate to the second page (snap-shot below)

Identification Person Information Employment Information Roles Review

Hire an Employee: Person Information

Back Next Save Submit Cancel

Hide Person Information

Name: Ricardo
Action: Hire
Action Reason: Hire to fill vacant position
Hire Date: 3/13/17
Worker Type: Employee
Legal Employer: US1 Legal Entity
Person Number: Generated automatically
National ID:

Home Address

* Country: United States
* Address Line 1:
Address Line 2:
Address Line 3:
* City:
* State:
* ZIP Code:
Tax District:
* County:

Additional Information

Scenario 2: Legal Employer Setup

Here we would try to check the results if we alter the 'Legal Employer'. If we try to change the 'Legal Employer' field data, we would get a message as below:

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The screenshot shows the Oracle Fusion HCM Cloud Application interface. The 'Basic Details' section includes fields for Hire Date (3/13/17), Hire Action (Hire), Hire Reason (Hire to fill vacant position), Legal Employer (US2 Legal Entity), Worker Number (Generated automatically), and Worker Type (Employee). The 'Personal Details' section includes fields for Person Number (Generated automatically), Global-Name Language (American English), Last Name (Ricardo), First Name, Title, Prefix, Suffix, Middle Name, Honors, Preferred Name, Previous Last Name, Enter local name checkbox, Gender, and Date of Birth (2/1/10). A warning dialog box is displayed over the Personal Details section, stating: 'Warning: If you change the legal employer, all information entered so far will be lost. Do you want to continue?' with OK and Cancel buttons.

Once, we click on 'OK' the page would get refreshed and we would need to populate the details again. Once done, the resultant screen would appear as below:

The screenshot shows the Oracle Fusion HCM Cloud Application interface after clicking 'OK'. The 'Basic Details' section is the same as the previous screenshot. The 'Personal Details' section is also the same, but the 'Enter local name' checkbox is now checked. The warning dialog box is no longer present.

We would next try to click on the 'Next' Button and check whether we encounter the 'Minimum Age' Warning Message.

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Hire an Employee: Person Information

Back Next Save Submit Cancel

Hide Person Information

Name Ricardo Worker Type Employee
Action Hire Legal Employer **US2 Legal Entity**
Action Reason Hire to fill vacant position Person Number Generated automatically
Hire Date 3/13/17 National ID

Home Address

* Country United States
* Address Line 1
Address Line 2
Address Line 3
* City
* State
* ZIP Code
Tax District
* County

Additional Information

So, we could see that when we change the Legal Employer value from 'US1 Legal Entity' to 'US2 Legal Entity' we do not get the 'Minimum Age' warning (keeping all other attribute values intact). This leads us to the conclusion that there must be some setup on the 'Legal Entity' Setup sections, which enforces the system to behave this way.

Verifying Manage Legal Entity HCM Information Page

So, as a next logical step we would check the 'Manage Legal Entity HCM Information' task under 'Setup and Maintenance' and try to find out if we could unravel the mystery.

First, we would check for 'US1 Legal Entity'

Legal Entity: US1 Legal Entity

Edit History Done

Effective Start Date 1/1/51 Effective End Date
Status Active Action Reason

Legal Employer Payroll Statutory Unit

Legal Employer Details
Federal Position Synchronization

Organization Information EFF: Legal Employer Details

Work Day Information

Work Start Time 08:30 Standard Working Hours 40
Work End Time 16:30 Standard Working Hours Frequency Weekly

Legal Employer Information

Salary Level Assignment Minimum Retirement Age 55
Worker Number Generation Automatic Generation Using Global Sequence Maximum Retirement Age 75
Allow Employment Terms Override at Assignment Yes Maximum Age of a Minor 21
People Group Flexfield Structure clinton pgf instance Employment Model 2 Tier - Multiple Assignment
Minimum Working Age 16 Minimum Working Age field controls whether a Warning Message would be displayed or not. If the Age of the New Hire Person is less than the value mentioned in this field then a Warning Message would pop-up.

A quick look at 'US2 Legal Entity'

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Legal Entity: US2 Legal Entity

Effective Start Date: 1/1/51

Effective End Date:

Status: Active

Action Reason:

Legal Employer

Legal Employer Details

Federal Position Synchronization

Organization Information EFF: Legal Employer Details

Work Day Information

Work Start Time: 1/1/51

Work End Time: 1/1/51

Standard Working Hours: 8

Standard Working Hours Frequency: Weekly

Legal Employer Information

Salary Level: 1

Worker Number Generation: 1

Allow Employment Terms Override at Assignment: Yes

People Group Flexfield Structure: 1

Minimum Working Age: null

Minimum Retirement Age: 18

Maximum Retirement Age: 65

Maximum Age of a Minor: 18

Employment Model: Full-time

And, we could clearly see that there is no value for the attribute 'Minimum Working Age' and this is the reason for which we did not encounter the Warning Message on the New Hire Transaction when we changed the Legal Employer from US1 Legal Entity to US2 Legal Entity.

Inference / Summary

Consolidating our findings in a tabular format would lead us to below table:

Minimum Working Age Attribute Value and Its Impact on New Hire Transaction	
Condition	Result
MWA IS NOT NULL and DOB IS NULL	Warning Message is <u>NOT</u> Displayed
MWA IS NOT NULL and DOB IS NOT NULL and HD – DOB > MWA	Warning Message is <u>NOT</u> Displayed
MWA IS NOT NULL and DOB IS NOT NULL and HD – DOB < MWA	Warning Message is Displayed
MWA IS NULL and DOB is NULL	Warning Message is <u>NOT</u> Displayed
MWA IS NULL and DOB is NOT NULL	Warning Message is <u>NOT</u> Displayed

Where

MWA = Minimum Working Age Value (Attribute which is Set at Legal Employer Information Section)

DOB = Date of Birth (Attribute on 'Basic Information' section of 'Hire an Employee' Transaction)

HD = Hire Date (Attribute on 'Basic Information' section of 'Hire an Employee' Transaction)