

An Overview Of Absence Migration Report in Oracle HCM Cloud Application

By: Ashish Harbhajanka

Introduction

Whether you are planning for a new implementation of Oracle Absence Management in HCM Fusion Cloud Application or planning for a migration of the same from some legacy application there is always a need to understand the absence setups configured in the system (irrespective of whether you are in midway of implementation, towards the close of it or have just started). While some individuals might track the same details in an Excel Spreadsheet and others may devise some custom reports to get details of configured absence elements, accrual plans etc... You seldom can be 100% sure.

Well the delivered **Absence Migration** Report might come to your rescue. Designed to list down the Absences and Accruals artifacts implemented in an instance, this report will help understand the impact on migration and helps plan for the migration effectively.

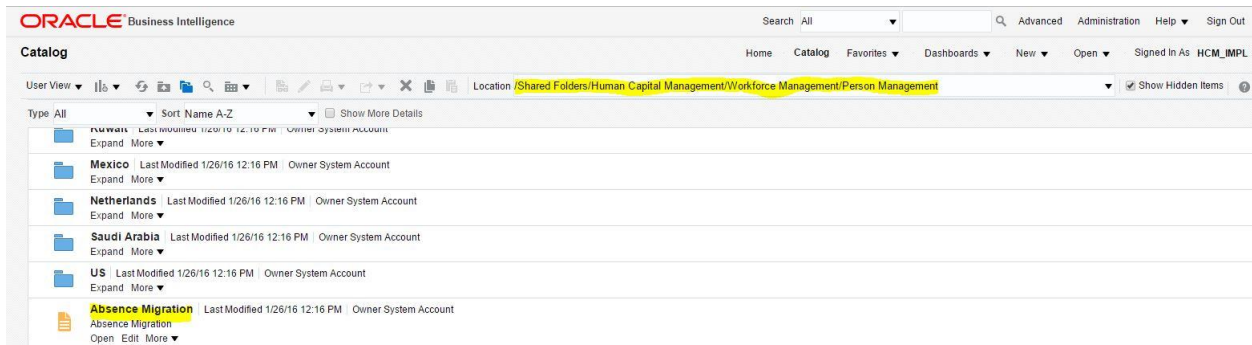
So let-us try to have a sneak peek into the same.

Navigation

As already mentioned above 'Absence Migration' Report is a delivered report (so would be available in every Oracle HCM Cloud Application by default).

The navigation for the same is:

Reports and Analytics->Shared Folders/Human Capital Management/Workforce Management/Person Management



Running the Report

Once you run the Report you would get an output as shown:

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Absence Migration

HomeCatalogFavoritesDashboardsNewOpenSigned In As HCM_IMF

Absence Migration

The following report lists down the Absences and Accruals artifacts implemented in an instance. This report will help understand the impact on migration and helps plan for the migration effectively.

Accrual Plan Details

Accrual Plan Name	Accrual Category	Accrual Units	Accrual Formulas	Absence Type	Accrual Elements	Legislative Data Group	Accrual Start Rule	Accrual Term Type	Accrual Term Length	Accrual Term Length UOM	Accrual Term Start	Accrual Frequency Type	Accrual Frequency Length	Accrual Frequency Length UOM	Ineligible Period Length	Number Assigned
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Accrual Band Details

Band Range Start	Band Range End	Term Accrual Rate	Term Maximum Carry Over	Term Ceiling Value	Accrual Plan Name
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Accrual Fast Formulas

Formula Identifier	Base Formula Name	Formula Name	Updatable	Legislative Data Group	Formula Text
30000000C	ACCRUAL_SIMPLE_MULTIPLIER	Accrual Simple Multiplier	No	SEDED	Link
30000000C	ACCRUAL_PAYROLL_CALCULATION	Accrual Payroll Calculation	No	SEDED	Link
30000000C	ACCRUAL_HD_ANNIVERSARY_BALANCE	Accrual Hire Date Anniversary Balance	No	SEDED	Link
30000000C	ACCRUAL_PAYROLL_BALANCE_CALCULATION	Accrual Payroll Balance Calculation	No	SEDED	Link
30000000C	ACCRUAL_SIMPLE_BALANCE_MULTIPLIER	Accrual Simple Balance Multiplier	No	SEDED	Link
300000137	XXTESTFF	xxtestff	Yes	SEDED	Link

Absence Type Details

Absence Type Name	Absence Type Identifier	Absence Units	Is Work Schedule Based	Absence Category	Element name	Legislative Data Group	Date Effective	Date End	Override	Person Level Or Work Relation	Absence Overlap	Input Value Id	Increasing Or Decreasing	No Of Absence Taken
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Absences Fast Formulas

Formula Identifier	Base Formula Name	Formula Name	Updatable	Legislative Data Group	Formula Text
30000000C	TFMIR ATF AROFNCF DURATION	TFMIR ATF AROFNCF DURATION	No	SFFPFD	Link

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Absence Migration

Absence Elements not used

Element Name	Base Classification Name
1paid Leave	Absences
1paid Leave Entitlement	Absences
1paid Leave Entitlement Calculator	Absences
1paid Leave Entitlement Result	Absences
1paid Leave Entitlement Retro	Absences
1unual Leave Accrual	Absences
1unual Leave Accrual Calculator	Absences
1unual Leave Accrual Result	Absences
1unual Leave Entitlement	Absences
1unual Leave Entitlement Calculator	Absences
1unual Leave Entitlement Result	Absences
1unual Leave Entitlement Retro	Absences
1unual Vacation	Absences
ement Prog US	Absences
ement Prog US Entitlement	Absences
ement Prog US Entitlement Calculator	Absences
ement Prog US Entitlement Result	Absences
ement Prog US Entitlement Retro	Absences
To Rest	Absences
To Rest Accrual	Absences
To Rest Accrual Calculator	Absences
To Rest Accrual Result	Absences
To Rest Entitlement	Absences
To Rest Entitlement Calculator	Absences
To Rest Entitlement Result	Absences
To Rest Entitlement Retro	Absences
ig Holiday Prog US	Absences
ig Holiday Prog US Accrual	Absences

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Absence Migration

Absences Reasons (Lookup Type : ABSENCE_REASON)

Lookup Code	Meaning
DLHM	Leave on the death of a Muslim husband
DLHNM	Leave on the death of a Non-Muslim husband
DLR	Leave on the death of a relative
GB_ADO	Adoption
GB_PAT_ADO	Paternity adoption
GB_PAT_BIRTH	Paternity birth
PIL	Pilgrimage leave

Absence Categories (Lookup Type : ABSENCE_CATEGORY)

Lookup Code	Meaning
DLHM	Leave on the death of a Muslim husband
DLHNM	Leave on the death of a Non-Muslim husband
DLR	Leave on the death of a relative
GB_ADO	Adoption
GB_PAT_ADO	Paternity adoption
GB_PAT_BIRTH	Paternity birth
PIL	Pilgrimage leave

Absences Flexfields

Descriptive Flexfield Name	Context Details
PER_ABSENCE_OFF	
PER_ABSENCE_LEG_DOF	GB_BEN_OSP_OMP_PART_DAYS
PER_ABSENCE_TYPE_DOF	
PER_ABSENCE_TYPE_LEG_DOF	

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Absence Migration

Summary of Implementation

Implementation Aspect	Result	Comments
Number of Absence Types created	0	
Number of Absence Types used in recording Absences	0	
Number of Absence Types setup based Work Schedules	0	
Number of Absence Types setup based on Fast Formulas	0	
Number of Absence Types not associated with Elements	0	
Number of Absence Reasons lookup codes setup	0	
Number of Absence Types associated with Reasons	0	
Number of Absence Reason associations created	0	
Number of Absence Elements created	307	
Number of Absence Elements used	0	
Number of Absence Fast Formulas created	1	
Number of Absence Category codes created	7	
Number of Absence Category codes used	0	
Number of Absence Records created	0	
Number of Accrual Plans Created	0	
Number of Employee Assignments enrolled into Plans	0	
Number of Accrual Elements created by Accruals system	0	
Number of Accruals Fast Formulas created	9	
Number of Accruals Fast Formulas used in the Plans	0	
Number of Absences Flexfields implemented	4	

Summary

We can thus conclude that the 'Absence Migration' Report is a very useful and handy present in the environment, which can be utilized to ensure a smooth and successful Absence Management Implementation.

That's all from my side. Have a Nice Day!

Last thing before I sign off, Good Luck with your implementation.