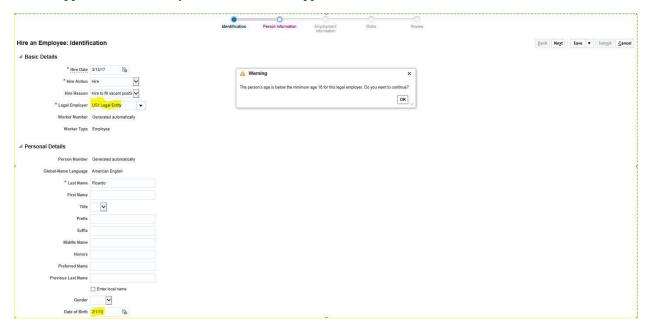
Introduction

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)



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.

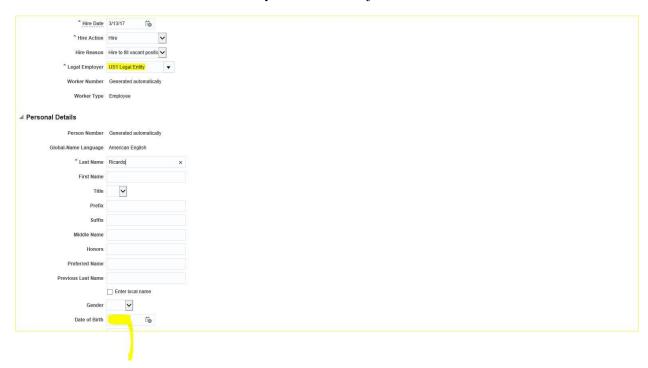
However, there are couple of things to notice:

- 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.

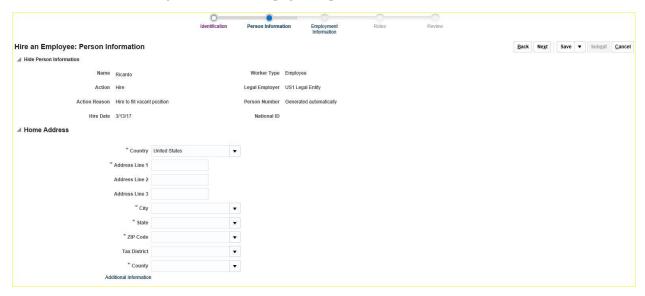
Let-us try to verify both the above things.

Scenario 1: Date of Birth Field is NOT Populated

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

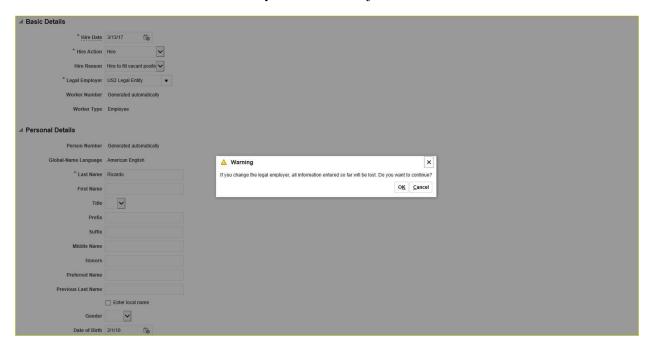


And, we could see that there is no pop-up message window displayed this time. Also, once we click on 'Next' we are able to navigate to the second page (snap-shot below)



Scenario 2: Legal Employer Setup

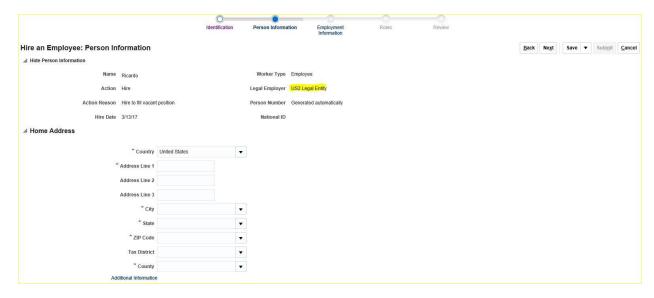
Here we would try to check the results if we alter the 'Legal Employer'. If we try to change the 'Legal Employer' field data, we would get a message as below:



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:



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



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'



A quick look at 'US2 Legal Entity'



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 encountered 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
	NOT Displayed
MWA IS NOT NULL and DOB IS NOT NULL and HD – DOB > MWA	Warning Message is
	NOT 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
	NOT Displayed
MWA IS NULL and DOB is NOT NULL	Warning Message is
	NOT 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)