

# An Overview of Oracle ERP HCM Cloud Application Release 12 Global HR New Features

By: Ashish Harbhajanka

## Introduction

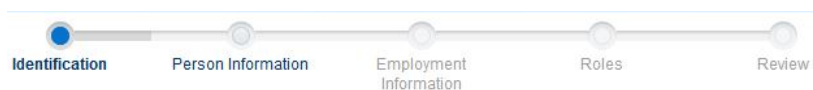
The world is changing at a fast pace and Oracle ERP Cloud is trying hard to keep up with the pace. New features and enhancements are incorporated in each major release and efforts are made by development team to ensure that the application is simpler, easy to use and mitigates the challenges faced by customers.

While the development, release and timing of the new features and functionality is yet to be announced let-us try to have a sneak peek into what is coming in:

### 1) Enhanced Add Person Flows

For those who already had an opportunity to work with Oracle HCM Cloud Application ( known as Fusion Application beforehand) they must have noticed that while we used to perform a '**Hire an Employee**' Transaction there were several train stops with one of them being '**Employment Information**'

Along with capturing assignment related details like Business Units, Job, Grade, Position, Location, Department. In addition, other related fields, the page used to capture the Compensation Related Information too. While this was good from one point as it was one single page where you were able to enter all details, there were suggestions that it became too lengthy a page and people had trouble scrolling the same. To address this concern the Development team has now introduced a new page '**Compensation and Other Information**'. As a result, employment and compensation information is captured in the same transaction and one would not need to scroll down too.



Hire an Employee Transaction Flow in Oracle HCM Cloud Release 11



Hire an Employee Transaction Flow in Oracle HCM Cloud Release 12

### 2) Enhanced Manage Direct Reports

**'Add Direct Reports'** allows adding new direct reports and even assigning different type of managers like Line Manager, Regional Manager. One can make change by selecting or deselecting the direct reports in single click. I hope that below snapshots would give a clear idea:

Person Number  
541

Manage Direct Reports Page in Release 11

Manage Employment x Manage Direct Reports x

**Manage Direct Reports:** [REDACTED]

▲ Hide Person Information

Name [REDACTED]

Assignment Number E541

Position

Location [REDACTED]

► Basic Details

► Reassign Line Reports

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Person Number: 10024203254

Manage Direct Reports: [Redacted]

Printable Page Review Save Submit Cancel

Hide Person Information

Name: [Redacted] Person Number: 10024203254

Assignment Number: 10024203772 Job: Accounts Supervisor

Position: Accounts Supervisor Payroll Department: Vision Finance

Location: [Redacted] Manager: [Redacted]

Basic Details

Manage Direct Reports New Section 'Manage Direct Reports' Added in Release 12

Reassign Line Reports

Add Direct Reports New Section 'Add Direct Reports' Added in Release 12

Actions View Select and Add Detach

Direct Report	Proposed Manager Type	Current Manager	Proposed Manager
[Redacted]	Line manager	[Redacted]	[Redacted]
[Redacted]	Regional manager	[Redacted]	[Redacted]

Manage Direct Reports functionality is also included in the human resources specialist processes like

- Hire
- Add Contingent Worker
- Create Work Relationship
- Global Transfer
- Global Temporary Assignment
- Temporary Assignment
- Add Assignment
- Add Work Terms
- End Assignment
- End Work Terms

### 3) Changes in Customization Level for Specific Person Lookup Types

Different legacy system has different codes for storing some fields. As such, it was a major challenge to get the data into Oracle Cloud ERP as the lookup types were 'Extensible'. What that meant was while users were allowed to add new values they could not add/edit pre-existing ones. This limitation is removed in Release 12 and you can now customize your own values for the following Lookup Types as they are converted from a customization level of extensible to user:

- CONTACT
- MAR\_STATUS
- PER\_HIGHEST\_EDUCATION\_LEVEL
- PER\_NATIONAL\_IDENTIFIER\_TYPE

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- PER\_ETHNICITY
- PER\_VISA\_PERMIT\_TYPE

Manage Person Lookups

Common Lookup Type

Actions View Format + X Freeze Detach Wrap

Lookup Type	Meaning	Description	Module	Customization Level
CONTACT	Relationship		HR	Extension

Customization Level is Set to 'Extension' in Release 11

Manage Person Lookups

Common Lookup Type

Actions View Format + X Freeze Detach Wrap

Lookup Type	Meaning	Description	Module	Customization Level
CONTACT	Relationship		HR	User

Customization Level changed to 'User' in Release 12

## 4) Availability of New System Level Lookup Types

Predefined Legislative and Statutory Reports use the system level lookup types, which are as follows:

- 1) ORA\_PER\_CONTACT
- 2) ORA\_PER\_MAR\_STATUS
- 3) ORA\_PER\_HIGHEST\_EDUCATION\_LEVE
- 4) ORA\_PER\_NATIONAL\_IDENTIFIER\_TY
- 5) ORA\_PER\_ETHNICITY
- 6) ORA\_PER\_VISA\_PERMIT\_TYPE

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Highest Education Level (System Lookup): Manage Extended Lookup Codes

View Format Add Delete Freeze Wrap

Country	* Lookup Code	* Extended Code	* Extended Name	All Enterprises	Additional Information
Brazil	Fifth year (fourth...	02	Fifth year (fourth old) fundar	Yes	
Brazil	Fifth year (fourth...	03	Fifth year (fourth old) fundar	Yes	
Brazil	Sixth to ninth ye...	04	Sixth to ninth year fundamer	Yes	
Brazil	Fundamental gr...	05	Fundamental grade comple	Yes	
Brazil	Medium grade ...	06	Medium grade not complet	Yes	
Brazil	Medium grade ...	07	Medium grade completed	Yes	

5) Enhanced Duplicate Person Validation

Until release 11 there was no control given while Duplicate person Validation was performed during new Person Record creation via Worker Service. Starting Release 12 a new option is provided (named as '**Person Creation Service Duplicate Check**') under **Manage Enterprise HCM Information**

Person Creation Service Duplicate Check

No Duplicate Validation  
Last Name and First Name Initial and Date of Birth or National ID  
Last Name and First Name Initial and Date of Birth and Gender or National ID  
Last Name and Full First Name and Date of Birth and Gender or National ID  
National ID  
Search...

6) Salary Update Allowed While Performing Change Working Hours Task in Manager Self Service

Part time employees who are paid basis the number of hours they have worked needs to get their salary details updated too whenever there was a change in Working Hours. This task had to be manually performed once the Change Working Hours transaction was completed until Release 11.

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Change Working Hours :

Printable Page Back Review Save Submit Cancel

Name [REDACTED] Person Number [REDACTED]  
Assignment Number [REDACTED] Job [REDACTED]  
Position [REDACTED] Department Payroll US  
Location [REDACTED] Manager [REDACTED]

Basic Details

\* Change Working Hours Date [REDACTED]  
\* Change Working Hours Action Working Hours Change  
Change Working Hours Reason [REDACTED]

Working Hours Details  
Work Measures  
Assignment Hours Details

No Provision to Add/Edit Salary or Compensation Related Details while performing Change Working Hours Action in Release 11

Snapshot from Release 12

Change Working Hours I

Working Hours Compensation Details Review

Name [REDACTED] Person Number [REDACTED]  
Assignment Number [REDACTED] Job [REDACTED]  
Position [REDACTED] Department [REDACTED]  
Location [REDACTED] Manager [REDACTED]

Basic Details

Change Working Hours Action Working Hours Change Change Working Hours Date 1

Compensation Details

Currency Worker local currency

Salary

New Salary Start Date 11-May-2018  
New Salary Basis [REDACTED]  
New Salary [REDACTED]  
Adjustment Amount [REDACTED]  
Adjustment Percentage [REDACTED]  
Next Salary Review Date [REDACTED]

Salary Range  
Comp Ratio  
Range Position  
Quartile  
Quintile

Compensation Details Section Added in Release 12. Provides provision to make changes to salary related details whenever Change Working Hours Action is performed

## 7) Enhanced Areas of Responsibility

Scope can also be defined based on Job Family and Job Function. '**Recruiting**' has been added as a new Responsibility. New Scope attributes based on Recruiting Type and Hierarchies have been added.

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## Area of Responsibility

### Responsibility

\* Responsibility Name   
\* Responsibility Type

\* From Date   
To Date

### Scope of Responsibility

Business Unit   
Legal Employer   
Country   
Department   
Location   
Job   
Position   
Grade   
Assignment Category   
Benefit Group   
Bargaining Unit

Hierarchy Type

Area of Responsibility Scope Attributes Available in Release 11

From Last Name   
To Last Name   
Payroll   
Payroll Statutory Unit   
Tax Reporting Unit   
Legislative Data Group

### Responsibility

\* Responsibility Name   
\* Responsibility Type

\* From Date   
To Date

### Scope of Responsibility

Business Unit   
Legal Employer   
Country   
Department   
Location   
Job   
Position   
Grade

Hierarchy Type

Recruiting Type   
Recruiting Location Hierarchy   
Recruiting Org Hierarchy

From Last Name   
To Last Name   
Payroll   
Payroll Statutory Unit   
Tax Reporting Unit   
Legislative Data Group

Job Family   
Job Function

New Scope attributes added in Release 12

## 8) Worker User Accounts Not Created Automatically during Bulk Load

In Release 12, the enterprise HCM options are ignored when you load workers in bulk. To give you greater control, the GeneratedUserAccountFlag and SendCredentialsEmailFlag attributes of the Worker object are now set to N (No) by default. With this enhancement, unwanted user accounts will no longer be created automatically when you load historical data in bulk for workers whose work relationships are terminated.

## Inference / Conclusion

All the above are only few of the enhancements / features available in Release 12 (I have concentrated only on Global HR Module ) and how the application behaves when this new features are put to use is still to be seen. However, from an end-user perspective some of the features look promising but the real value they are able to deliver can only be seen when customers start using it and provide a feedback.