Introduction

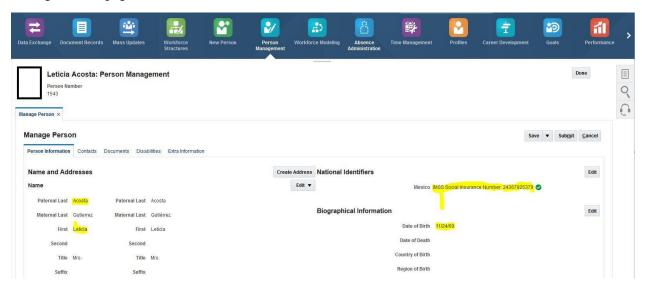
Recently while working on Fusion Application environment (during 'Hire an Employee') activity I found a 'Matching Person Records' popup message which said that Person 'P' having Last Name 'L', First Name 'F', Birth Date 'D', National Identifier Type 'N' and National ID value 'NV' already exist in the application.

Now that are a lot of attributes and does not gives a clear picture on which specific attribute value actually decide that whether a Person record is duplicate in nature.

To get a clear idea on the same I started to explore on the same and performed the following steps:

- 1. Login to the Application
- 2. Navigate to Person Management
- 3. Search for a random person (say Person Number 1543 for this example)
- 4. Navigate to Manage Person Screen

I chose an already existing person record (Person Number 1543) and a screen-capture of the Person's Manage Person page looks as below



We would capture the details (attributes relevant for this demonstration) in a tabular format

Attribute Name	Attribute Value
Last Name / Parental Last Name	Acosta
First Name	Leticia
Date of Birth	11/24/1969
National Identifier Type	IMSS Social Insurance Number
National Identifier Value	24367925379

Now let-us navigate to the 'Hire an Employee' page and try to create a Person Record such that we get the 'Matching Person Record' message.

We would only try to fill in the bare minimum fields required here.

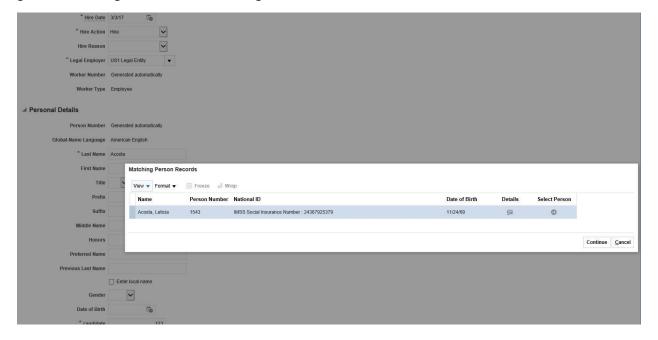
A quick look at the 'Hire an Employee' page



The UI prompts namely Hire Date, Hire Action, Legal Employer, Last Name and candidate (this is a descriptive flex-field and would not be available in other environment). The asterisk sign preceding the prompt signifies a mandatory field.

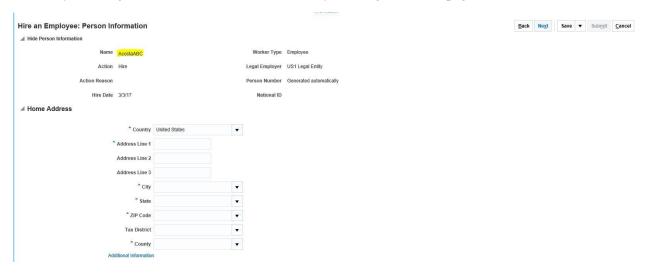
Scenario1: Same Last Name Field Value and NID not populated

Now we will try to populate the Legal Employer, Last Name and candidate field and check whether we get the 'Matching Person Record' message



Scenario2: Different Last Name Field Value NID not populated

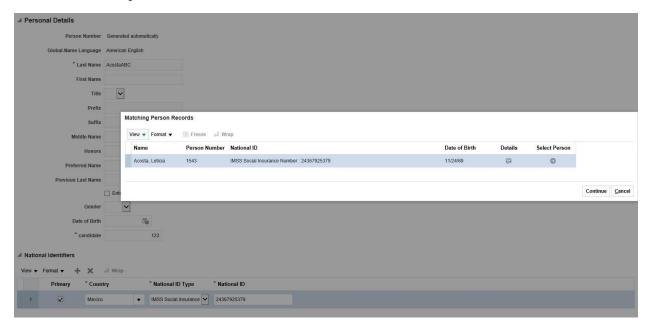
Let-us try to change the Last Name field value and try to navigate to next page



We are able to move on to the next page, which confirms that in case the Last Name is not matching then the record is not duplicate.

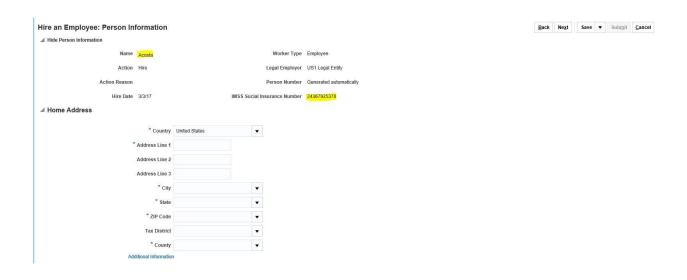
Scenario3: Different Last Name field Value Same NID

But, what if we keep a different last name and same national id values



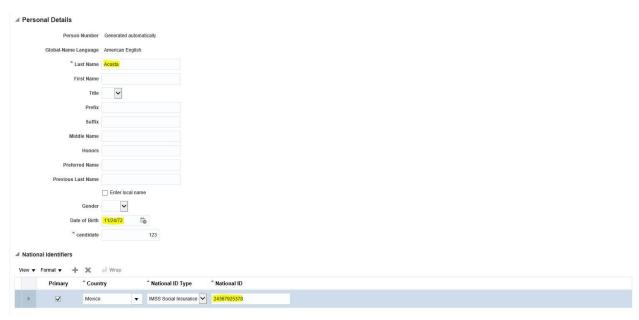
The message again appears.

Scenario4: Same Last Name field value different NID



In the above scenario, we have changed the National ID value from 24367925379 to 24367925378 keeping the last name value same and it allows us to navigate to the new screen.

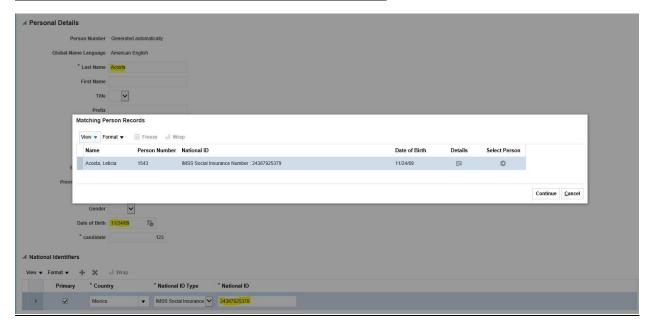
Scenario5: Same Last Name Different Date of Birth Different NID



When we click on next we are able to navigate to next page



Scenario6: Same Last Name Same Date of Birth Different NID



Inference / Summary

Matching Person Records Criteria	
Scenario	Status (Duplicate Person Message Displayed)
Same Last Name Field Value and NID not populated	Yes (✓)
Different Last Name Field Value NID not populated	No (X)
Different Last Name field Value Same NID	Yes (V
Same Last Name field value different NID	No (X)
Same Last Name Different Date of Birth Different NID	No (X)
Same Last Name Same Date of Birth Different NID	Yes (✓)