

# Matching Person Record Criteria in Oracle Fusion HCM Cloud Application

By: Ashish Harbhajanka

## 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

The screenshot displays the 'Manage Person' interface for Leticia Acosta (Person Number 1543). The top navigation bar includes various application modules. The main content area is divided into tabs: 'Person Information', 'Contacts', 'Documents', 'Disabilities', and 'Extra Information'. The 'Person Information' tab is selected, showing a 'Manage Person' form. The form has three main sections: 'Name and Addresses', 'National Identifiers', and 'Biographical Information'. The 'Name and Addresses' section includes fields for Paternal Last (Acosta), Maternal Last (Gutiérrez), First (Leticia), Second, Title (Mrs.), and Suffix. The 'National Identifiers' section shows a 'Mexico IMSS Social Insurance Number' (24367925379). The 'Biographical Information' section includes fields for Date of Birth (11/24/69), Date of Death, Country of Birth, and Region of Birth. The form also has 'Save', 'Submit', and 'Cancel' buttons.

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.

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A quick look at the ‘Hire an Employee’ page

The screenshot shows the 'Hire an Employee' page in Oracle Fusion HCM Cloud. It is divided into two main sections: 'Basic Details' and 'Personal Details'.

**Basic Details:**

- Hire Date:** 3/3/17 (with a calendar icon)
- Hire Action:** Hire (dropdown menu)
- Hire Reason:** (dropdown menu)
- Legal Employer:** (dropdown menu)
- Worker Type:** Employee

**Personal Details:**

- Person Number:** Generated automatically
- Global-Name Language:** American English
- Last Name:** (text field)
- First Name:** (text field)
- Title:** (dropdown menu)
- Middle Name:** (text field)
- ☐ Enter local name
- Gender:** (dropdown menu)
- Date of Birth:** (text field with a calendar icon)
- \* candidate:** (text field)

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

This screenshot shows the same 'Hire an Employee' page, but with some fields populated and a 'Matching Person Records' dialog box open.

**Basic Details:**

- Hire Date:** 3/3/17
- Hire Action:** Hire
- Hire Reason:** (dropdown menu)
- \* 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:** Acosta
- First Name:** (text field)
- Title:** (dropdown menu)
- Prefix:** (text field)
- Suffix:** (text field)
- Middle Name:** (text field)
- Honors:** (text field)
- Preferred Name:** (text field)
- Previous Last Name:** (text field)
- ☐ Enter local name
- Gender:** (dropdown menu)
- Date of Birth:** (text field with a calendar icon)
- \* candidate:** 123

**Matching Person Records Dialog Box:**

The dialog box displays a table of matching records. The table has columns: Name, Person Number, National ID, Date of Birth, Details, and Select Person.

Name	Person Number	National ID	Date of Birth	Details	Select Person
Acosta, Leticia	1543	IMSS Social Insurance Number : 24367925379	11/24/69		

Buttons: Continue, Cancel

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## 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

**Hire an Employee: Person Information**

Back Next Save Submit Cancel

Hide Person Information

Name: AcostaABC

Action: Hire

Action Reason:

Hire Date: 3/3/17

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:

Country:

Additional Information

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

**Personal Details**

Person Number: Generated automatically

Global Name Language: American English

Last Name: AcostaABC

First Name:

Title:

Prefix:

Suffix:

Middle Name:

Honors:

Preferred Name:

Previous Last Name:

Gender:

Date of Birth:

candidate: 123

**Matching Person Records**

View Format Freeze Wrap

Name	Person Number	National ID	Date of Birth	Details	Select Person
Acosta, Leticia	1543	IMSS Social Insurance Number : 24367925379	11/24/69		

Continue Cancel

**National Identifiers**

View Format Freeze Wrap

Primary	Country	National ID Type	National ID
<input checked="" type="checkbox"/>	Mexico	IMSS Social Insurance	24367925379

The message again appears.

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## Scenario4: Same Last Name field value different NID

**Hire an Employee: Person Information**

Back Next Save Submit Cancel

Hide Person Information

Name Acosta Worker Type Employee  
Action Hire Legal Employer US1 Legal Entity  
Action Reason Person Number Generated automatically  
Hire Date 3/3/17 IMSS Social Insurance Number 24367925378

Home Address

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

Additional Information

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

**Personal Details**

Person Number Generated automatically  
Global-Name Language American English  
\* Last Name Acosta  
First Name  
Title  
Prefix  
Suffix  
Middle Name  
Honors  
Preferred Name  
Previous Last Name  
☐ Enter local name  
Gender  
Date of Birth 11/24/72  
\* candidate 123

**National Identifiers**

View Format Wrap

Primary	* Country	* National ID Type	* National ID
<input checked="" type="checkbox"/>	Mexico	IMSS Social Insurance	24367925378

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

**Hire an Employee: Person Information**

Back Next Save Submit Cancel

Hide Person Information

Name Acosta Worker Type Employee  
Action Hire Legal Employer US1 Legal Entity  
Action Reason Person Number Generated automatically  
Hire Date 3/3/17 IMSS Social Insurance Number 24367925378

# Matching Person Record Criteria in Oracle Fusion HCM Cloud Application

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## Scenario6: Same Last Name Same Date of Birth Different NID

**Personal Details**

Person Number Generated automatically

Global Name Language American English

Last Name

First Name

Title

Prefix

Gender

Date of Birth

\* candidate 123

**Matching Person Records**

View Format Freeze Wrap

Name	Person Number	National ID	Date of Birth	Details	Select Person
Acosta, Leticia	1543	IMSS Social Insurance Number : 24367925379	11/24/69		

Continue Cancel

**National Identifiers**

View Format + X Wrap

Primary	Country	National ID Type	National ID
<input checked="" type="checkbox"/>	Mexico	IMSS Social Insurance	24367925378

## 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 (✗)
Different Last Name field Value Same NID	Yes (✓)
Same Last Name field value different NID	No (✗)
Same Last Name Different Date of Birth Different NID	No (✗)
Same Last Name Same Date of Birth Different NID	Yes (✓)