Work Logs: Geographies and Trees

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***Abstract*—This log covers the features of geographies and trees in Oracle Fusion HCM, which are used to manage various HR functions based on geographical boundaries and organize data in a hierarchical structure. The implementation process involves creating and configuring geographies and trees, assigning them to the appropriate business unit, and testing their functionality. By understanding the functionality and benefits of geographies and trees, organizations can improve their HR processes, ensure compliance with local regulations, organize data, and enhance operational efficiency. The log provides a detailed description of the various types of geographies and trees, and their advantages, making it a valuable resource for organizations looking to optimize their HR processes.**

***Index Terms*—Geographies, Trees, HCM**

I. Geographies

A. What are geographies in layman terms

Geography is a physical space on Earth, such as a location or region, that's defined by a boundary.
For example, it maybe existing geopolitical locations such as San Jose or Peru.

These geographical locations are used in applications to manage business requirements such as sales territories, transportation deliveries, taxation, logistics, and so on.

B. overview of geographies

The geography structure and master geography data is shared across multiple product families and applications.

Address validation ensures complete and valid master address data across all location entities across product applications. In addition, complete and valid master data is critical for accurate transaction tax calculation.

You can either define your geography structure and corresponding master geographies manually or import these geography entities. You can use the:

Manage Geographies page

Import Management process

C. Geography Type

A divisional grouping of geographies is named as Geography Types.

It could be a geopolitical division such as Country, First Order Administrative Divisions (example: State, Province, District, and so on), City, Town, Village, or Non-Administrative Divisions (example: Southwest China, Northern California, and so on) or physical geographic divisions such as Island, Continent, Mountain, and so on.

D. Geography use

Specifying the purpose and use of these geographies is known as Geography Use.

Data could be classified for use by processes such as Taxation, Sales, Transportation, Marketing and so on.

E. Components of Geography

The following three components are dependent on each other when defining a country:
1.Geography structure
2.Geography hierarchy
3.Geography validation

F. Geography Validation

Geography validation determines the geography mapping and validation for a country's address styles, and the overall address validation control for a country.
Attribute Mapping - Used for mapping Geography types that you want to use for geography or tax validation purposes. The list of address attributes that appear are based on address formats delivered with the application, or your customer defined address formats.
Enable list of Values - Once a geography type is mapped to an attribute, then you can specify whether the geography type will appear in a list of values during address entry in user interfaces. Only allowing the values present in the list else the user can add his own values regardless of the values.

G. Navigation Of Geographies

Navigation : Setup and Maintenance -¿ Global Search -¿ Manage Geographies.

Search Country by Country code.
Check Structure, Hierarchy, Validation is defined.

II. Trees

A. What are Trees

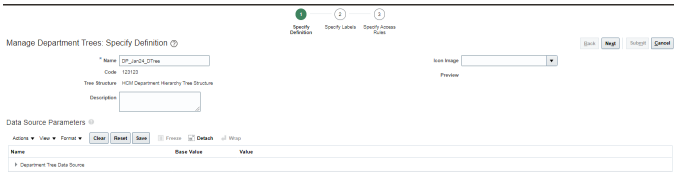
Trees graphically represent the hierarchical structures of your organization.
You manage trees in the Workforce Structures work area under My Client Groups.
These tree structures are supported - department, organization, position, and geography. What nodes can be added to the tree is controlled by each structure type.
Each tree version contains a root node that's at the highest level in the hierarchy.
The lines connecting the elements in a tree structure are branches and the elements are referred to as nodes.
With the exception of geography trees, you can create multiple trees for each HCM tree type, and multiple versions of each tree. However, only one version of a tree is active at any time.

B. Overview of Trees

Tree Structures-As the name suggests, tree structures provide you the framework to organize data such that you can establish a hierarchy for use by the tree. So, similar to a template, a tree structure guides the creation of a tree.
Tree - A tree is an instance of the tree structure. You can create trees for multiple data sources and share them across applications.
Tree Versions - A tree by default has only one version. If required, you can create and maintain more than one editable tree version. At any point, only one tree version must be active.
Tree Labels - Tree labels are short names given to trees and tree structures. You can label the tree versions for better accessibility and information retrieval.
Tree Nodes - Tree nodes are points of data convergence where a tree branches into levels. Nodes are the building blocks of a tree structure and are attached to tree versions.

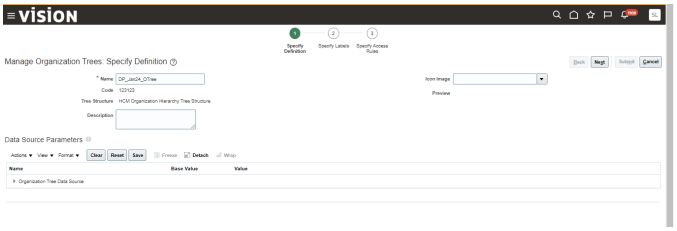
C. Department Trees

A department tree is a hierarchical representation of your departments. functions, qualifications, and titles.



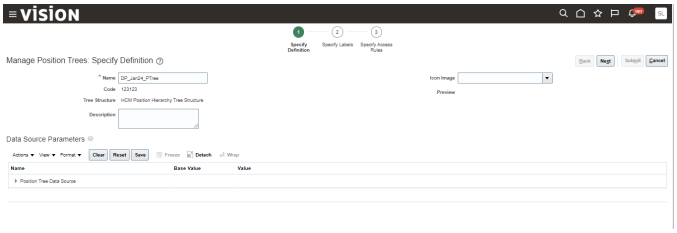
D. Organization Trees

An organization tree is a hierarchical representation of your various organizational entities.



E. Position Trees

Position trees are graphical representations of hierarchical data, such as the structure of positions, that establish reporting relationships between positions. You can create multiple position trees and multiple versions of each tree.



III. Calendar Events

You use the geography tree to specify the locations to which calendar events apply. You can create the tree using these conditions.
If an event applies to your entire enterprise, you can attach it to the first node in the tree, for example, Global.
If an event applies only to specific countries in your enterprise, you can attach it to the nodes for those specific countries, for example, United Kingdom.
If an event applies only to specific states or cities in a country, you can attach it to the state or city level nodes. For example, England, London.