Work Logs :Reference Data Set And Business Unit Configuration

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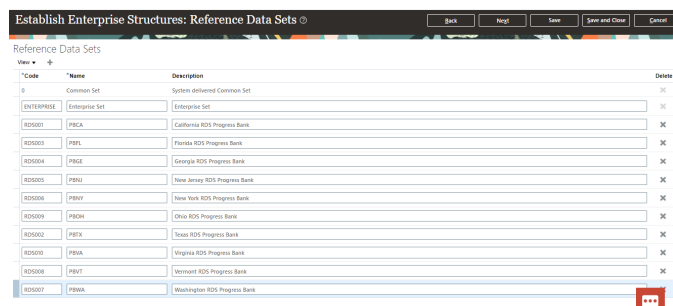*Oracle Functional HCM Intern - 2024*
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Abstract—This log dives into the understanding of reference data set and business unit configuration. What are reference datasets and where we can use it. Something about business unit and configuration of the same.

Index Terms—Reference Data Sets, Business unit

I. REFERENCE DATA SETS

Reference data sets provides business units with information used at transaction level.

Sets also enable you to filter reference data at the transaction level so that only data assigned to certain sets is available to be selected.

II. BUSINESS UNIT

A business unit is a unit of an enterprise that performs one or many business functions that can be rolled up in a management hierarchy.

A business unit can process transactions on behalf of many legal entities.
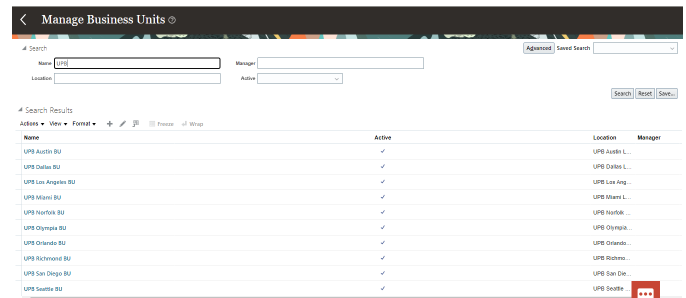
Use business units for:

Management reporting

Transaction processing

Transactional data security

Reference data sharing and definition

III. HOW BUSINESS UNITS WORK WITH REFRENCE DATA SETS

Reference data sharing enables you to group set-enabled reference data such as jobs or grades to share the data across different parts of the organization.
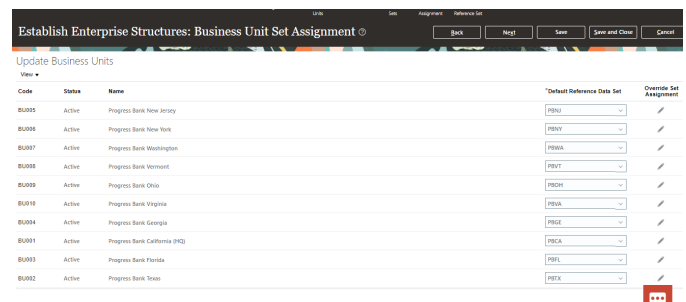

To filter reference data, Oracle Fusion Human Capital Management (HCM), applications use the business unit on the transaction.

To set up reference data sharing in Oracle Fusion HCM, you create business units and sets, and then assign the sets to the business units.

Common Set - Some reference data in your organization may be considered global and should therefore be made available for use within the entire enterprise. You can assign this type of data to the Common Set, which is a predefined set.

Specific Set - Other types of reference data can be specific

to certain business units, so you can restrict the use of the data to those business units. In this case, you can create sets specifically for this type of data and assign the sets to the business units.

IV. ASSOCIATE BUSINESS UNIT WITH LEGAL EMPLOYER

Legal Employer - A legal employer is a legal entity that employs workers. The legal employer is captured at the work

relationship level, and all assignments within that relationship are automatically with that legal employer.

You can associate multiple business units with a legal employer.

These are some key points to note:

A legal employer must have at least one associated business unit to filter the business unit by legal employer.

You can associate multiple business units with a legal employer but can't associate the same business unit twice with a legal employer.

You can associate the same business unit with multiple legal employers.

You can delete the legal employer - business unit association.

You can associate business units when updating or correcting a legal employer.

V. REFERENCES

1) https://fa-etit-dev1-saasfademo1.ds-fa.oraclepdemos.com/hcmUI/faces/FuseWelcome?fnd=
2) https://docs.oracle.com/en/cloud/saas/human-resources/24a/index.html