

Work Logs :Reference Data Set And Business Unit Configuration

Dreamy Pujara
Oracle Functional HCM Intern - 2024
Mastek
Ahmedabad

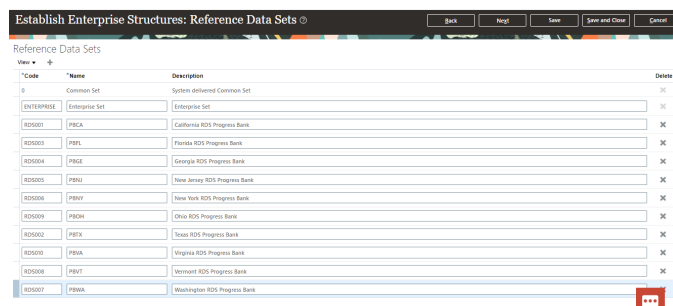
Abstract—This log dives into the understanding of reference data set and business unit configuration. What are reference datasets and where we can use it. Something about business unit and configuration of the same.

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.



Code	Name	Description	Delete
0	Common Set	System delivered Common Set	X
ENTERPRISE	Enterprise Set	Enterprise Set	X
RDS001	PRCA	California RDS Progress Bank	X
RDS003	PRFL	Florida RDS Progress Bank	X
RDS004	PRGE	Georgia RDS Progress Bank	X
RDS005	PRNJ	New Jersey RDS Progress Bank	X
RDS006	PRNY	New York RDS Progress Bank	X
RDS009	PROH	Ohio RDS Progress Bank	X
RDS002	PRTX	Texas RDS Progress Bank	X
RDS010	PRVA	Virginia RDS Progress Bank	X
RDS008	PRVT	Vermont RDS Progress Bank	X
RDS007	PRWA	Washington RDS Progress Bank	X

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

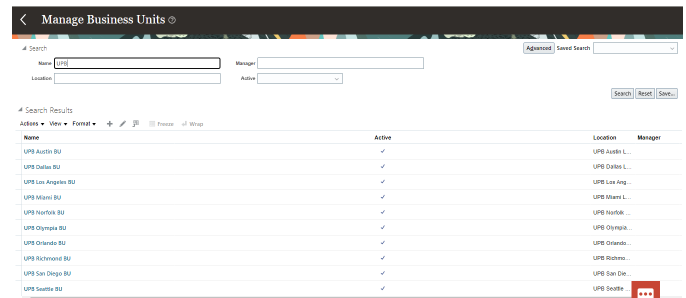
Transaction processing

Transactional data security

Reference data sharing and definition

III. HOW BUSINESS UNITS WORK WITH REFERENCE 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.



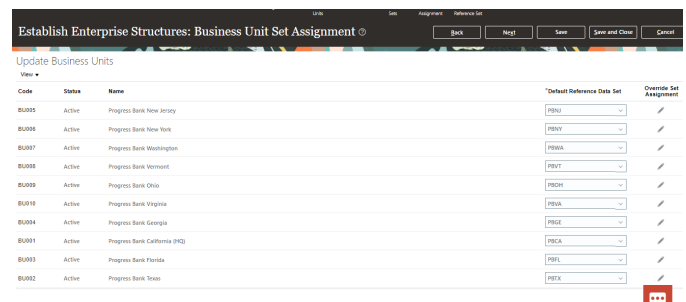
Name	Location	Manager
UPB Austin BU	✓	UPB Austin L...
UPB Dallas BU	✓	UPB Dallas L...
UPB Los Angeles BU	✓	UPB Los Ang...
UPB Miami BU	✓	UPB Miami L...
UPB Houston BU	✓	UPB Houston...
UPB Chicago BU	✓	UPB Chicago...
UPB Orlando BU	✓	UPB Orlando...
UPB Richmond BU	✓	UPB Richmon...
UPB San Diego BU	✓	UPB San Die...
UPB Seattle BU	✓	UPB Seattle...

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



Code	Status	Name	Default Reference Data Set	Override Set Assignment
BU005	Active	Progress Bank New Jersey	PRNJ	/
BU006	Active	Progress Bank New York	PRNY	/
BU007	Active	Progress Bank Washington	PRWA	/
BU008	Active	Progress Bank Vermont	PRVT	/
BU009	Active	Progress Bank Ohio	PROH	/
BU010	Active	Progress Bank Virginia	PRVA	/
BU004	Active	Progress Bank Georgia	PRGE	/
BU001	Active	Progress Bank California (HQ)	PRCA	/
BU003	Active	Progress Bank Florida	PRFL	/
BU002	Active	Progress Bank Texas	PRTX	/

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>