HDL interview questions:

recently loaded objects: location, organization, job family, job, grade, grade ladder, position, worker, grade rate, salary etc.

Location.dat

METADATA|Location|SourceSystemOwner|SourceSystemId|EffectiveStartDate|EffectiveEndDate|LocationCode|SetCode|LocationName|Description|ActiveStatus|Country|AddressLine1|AddressLine2|TownOrCity|Region1|Region2|PostalCode

Organization.dat

METADATA|Organization|SourceSystemOwner|SourceSystemId|EffectiveStartDate|EffectiveEndDate|Name|LocationId(SourceSystemId)

METADATA|OrgUnitClassification|SourceSystemOwner|SourceSystemId|EffectiveStartDate|EffectiveEndDate|OrganizationId(SourceSystemId)|ClassificationCode|ClassificationName|SetCode|Status

OR

METADATA|Organization|OrganizationId|OrganizationName|OrganizationType|Status

MERGE|Organization|ORG1001|Finance Department|DEPARTMENT|ACTIV

hierarchy (legal entity (not via HDL), legal employer, business unit, department, divisions

JobFamily.dat

METADATA|JobFamily|SourceSystemId|SourceSystemOwner|EffectiveStartDate|EffectiveEndDate|JobFamilyName|ActiveStatus

MERGE|JobFamily|JOFK0HM01|VISION|1980/01/01|4712/12/31|K0HM01\_Combat Arms|A

Job.dat

METADATA|Job|SourceSystemOwner|SourceSystemId|ActiveStatus|BenchmarkJobFlag|SetCode|EffectiveStartDate|EffectiveEndDate|Name|ApprovalAuthority|JobCode|MedicalCheckupRequired|JobFamilyName

MERGE|Job|VISION|93068\_JOB|A|N|COMMON|1951/01/01|4712/12/31|05-Marketing Executive||05-MCR\_M001|N|

MERGE|Job|VISION|93069\_JOB|A|N|COMMON|1951/01/01|4712/12/31|05-Marketing Manager||05-MCR\_M002|N|

Grade.dat

METADATA|Grade|SourceSystemOwner|SourceSystemId|EffectiveStartDate|EffectiveEndDate|GradeCode|SetCode|GradeName|ActiveStatus

MERGE|Grade|VISION|55902\_GRADE|1951/01/01|4712/12/31|03-MCR\_GRD\_M001|COMMON|03-Marketing Executive|A

grade ladder, position

Worker.dat - mandatory(Worker, Person Names, workrelationship, workterms, Assignments.)

METADATA|Worker|SourceSystemOwner|SourceSystemId|EffectiveStartDate|EffectiveEndDate|PersonNumber|StartDate|DateOfBirth|WaiveDataProtectFlag|CategoryCode|ActionCode

METADATA|PersonName|SourceSystemOwner|SourceSystemId|EffectiveStartDate|EffectiveEndDate|PersonId(SourceSystemId)|LegislationCode|NameType|FirstName|MiddleNames|LastName|Title

METADATA|PersonNationalIdentifier|SourceSystemOwner|SourceSystemId|PersonId(SourceSystemId)|LegislationCode|IssueDate|ExpirationDate|NationalIdentifierType|NationalIdentifierNumber|PrimaryFlag

METADATA|WorkRelationship|ActualTerminationDate|LegalEmployerName|Comments|LastWorkingDate|DateStart|NotifiedTerminationDate|SourceSystemOwner|SourceSystemId|PersonId(SourceSystemId)|PrimaryFlag|ProjectedTerminationDate|RehireAuthorizerPersonId|RehireAuthorizor|RehireReason|WorkerNumber|WorkerType|OnMilitaryServiceFlag|RehireRecommendationFlag

METADATA|WorkTerms|ActionCode|SourceSystemOwner|SourceSystemId|AssignmentName|AssignmentNumber|AssignmentStatusTypeCode|AssignmentType|EffectiveEndDate|EffectiveLatestChange|EffectiveSequence|EffectiveStartDate|PeriodOfServiceId(SourceSystemId)|PersonId(SourceSystemId)|PositionOverrideFlag|PrimaryWorkTermsFlag|SystemPersonType|FreezeStartDate|FreezeUntilDate|BusinessUnitShortCode|LegalEmployerName

MERGE|WorkTerms|HIRE|VISION|36253\_EMP\_TERM|ET1|05-EMP\_TERM\_1||ET|4712/12/31|Y|1|1976/09/08|325086\_PERIOD\_OF\_SERVICE|35208\_PERSON|Y|Y|EMP|1901/01/01|4712/12/31|Sun Corporation Business Unit|Sun Corporation Legal Employer

METADATA|Assignment|ActionCode|SourceSystemOwner|SourceSystemId|EffectiveStartDate|EffectiveEndDate|EffectiveSequence|EffectiveLatestChange|AssignmentType|AssignmentName|AssignmentNumber|AssignmentStatusTypeCode|BillingTitle|BusinessUnitShortCode|JobId(SourceSystemId)|LabourUnionMemberFlag|LocationId(SourceSystemId)|LegalEmployerName|ManagerFlag|OrganizationId(SourceSystemId)|PeriodOfServiceId(SourceSystemId)|PersonId(SourceSystemId)|PersonTypeCode|PositionId(SourceSystemId)|PositionOverrideFlag|PrimaryAssignmentFlag|PrimaryFlag|SystemPersonType|WorkTermsAssignmentId(SourceSystemId)|VendorId|FreezeStartDate|FreezeUntilDate

\*\*Is it possible to load Assignment without Work Terms? → No

workrelationship(legal employer name, worker type, action code), work terms { contractual agreement }(assignment category, grade/job/position/location code,BU/department), assignment(assignment number, work term id, job/grade/location/position/department)

-->termination/reverse termination(work relationship -actioncode,action reason code,actual termination date etc)

🡪 How you will correct termination date of Work Relationship in HCM Fusion

application using HDL?

Ans: To correct the termination date, need to pass newActualTerminationDate and also

set CorrectTerminationFlag attribute to Y.

-->In HDL, you do not use surrogate IDs or GUIDs (like PER\_PERSON\_ID, ASSIGNMENT\_ID, etc.) to update worker data.

surrogate id are primary keys(unique and system generated) we use natural keys like person number, assignment number

we typically provide the PersonNumber manually, especially in data migration or integration scenarios, to maintain consistency with the source system.”

-->tables changes while loading worker.dat:

PER\_ALL\_PEOPLE\_F(Stores person details (name, DOB, gender)), PER\_PERSON\_NAMES\_F, PER\_PERSONS,PER\_IDENTIFIERS, PER\_ALL\_WORK\_RELATIONSHIPS\_F,PER\_ALL\_WORK\_TERMS\_F,PER\_WORK\_TERMS,PER\_ALL\_ASSIGNMENTS\_F,PER\_ASSIGNMENTS.

-->primary key(PERSON\_ID-PER\_ALL\_PEOPLE\_F), ASSIGNMENT\_ID-PER\_ALL\_ASSIGNMENTS\_F, WORK\_TERMS\_ID-PER\_ALL\_WORK\_TERMS\_F etc

-->foreign key(PERSON\_TYPE\_ID - PER\_ALL\_PEOPLE\_F), PERSON\_ID-PER\_ALL\_WORK\_RELATIONSHIPS\_F, GRADE\_ID/JOB\_ID/POSITION\_ID-PER\_ALL\_WORK\_TERMS\_F

--> You must have the IT Security Manager job role or privileges. Human Resource Integration Specialist

-->HDL keys:

user & source keys(create/update/delete) - user key are user friendly like job name/code, source key will be given by source system owner

lookup type name (HRC\_SOURCE\_SYSTEM\_OWNER), source system id(unique, numerical/alpha numerical)

surrogateid/guid - only for update purpose. can't create business object, system generated id's like person id, surrogate id is like primary key like job id etc, numerical value. HRC\_INTEGRATION\_KEY\_MAP - table which stores source keys details/ guid(hexa decimal) as well.

User Key - User keys are part of that object that they belong to. You can use user

to create and update object

e.g. METADATA|Job|JobCode|EffectiveStartDate|EffectiveEndDate|Name|SetCode

MERGE|Job|SE|2010/01/01|4712/12/31|Software Engineer Java|COMMON

Fusion GUID - GUID is hexadecimal value. GUID is automatically generated at the

time of creation of object.

e.g. METADATA|Job|GUID|EffectiveStartDate|EffectiveEndDate|Name

MERGE|Job|2342UJHFI2323|2010/01/01|4712/12/31|Software Engineer – Java

Surrogate Id - Surrogate Id is numeric value. It is automatically generated at the

time of creation of object in fusion.

You can use surrogate Id to identify existing objects only. Surrogate ID is the

unique numeric value for that record.

(Like for location it is location id, for job it is job id)

🡪 We can use Excel to HDL .DAT File Converter if client provides data in the excel sheet

🡪 When it comes to troubleshooting HDL errors there are two options:Checking the data load errors/warnings from the Import and Load data screen. Or Using the Diagnostics test for HCM Data Loader (HDL Error Diagnostic Report).

🡪Yes, we can do it by using SourceKey.Dat - update the sources keys once they are set

🡪 we can replace the effective end date of the row using HDL after it is created. We need to add the attribute Replace Last Effective End Date.

However not all objects support this feature.

🡪 importance of Max threads for Import and Max threads for Load? If we use more threads more objects will get processed and the data will get loaded

without any performance issue. When we try to load historical information for

employees define the threads and batch size. This can be configured at Configure HCM Data loader under setup and maintenance.

We also have file Delimiter – “|” we can change it as well.

🡪 Yes we can by using ‘Enable File Generation failed file lines’ option in Configure

HCM Data Loader. This feature came up from 20B release.

🡪 invoke the post processes after the HDL load is complete?

By default, below processes run automatically after we load worker.dat file:

Refresh Manager Hierarchy

Update Person Search Keywords

To stop use SET INVOKE\_POST\_PROCESS Y|N

To stop Particular Process SET DISABLE\_POST\_PROCESS\_TASKS

🡪 Can we create users using the Worker HDL?

Yes we can mention the username details on the User object attributes in Worker.dat

🡪 By Default we get two Source System Onwers (FUSION and HRC\_SQLLOADER).

🡪 Define source system owner in HRC\_SOURCE\_SYSTEM\_OWNER lookup

Login to Fusion Applications > Click on Navigator > Setup and Maintenance

Search for task “Manage Common Lookups” Search for the Lookup Type of

“HRC\_SOURCE\_SYSTEM\_OWNER”

🡪 we can load multiple business objects in a single zip file using HDL. HDL has the

inbuilt functionality to determine the sequence of business objects in which it needs

to process and it will process those business objects according to it.

🡪 We cannot migrate data as such using HDL. However BI Reports can be built for each

business object to export data in DAT file format using etext templates and the

exported DAT files can be imported in the target POD.

🡪 Transfer Group size/Chunk Size defines the chunks the employees/business objects

are split into when we use multi-threading to parallelly load the HDL file. This setting

does not work individually. This works along with Max threads for Import and Max

threads for Load.

🡪 Yes we can by set the ‘Maximum Percentage of Load Errors’ value in “Configure HCM

Data Loader “. And we can also override it when we submit the file for loading using HDL

we stop processing of HDL if there are some 20% of errors in the processed HDL file.

🡪 Can we send a notification to a user whenever a HDL process fails?

No. This functionality is currently not available by default. You need to develop a

report and schedule it using bursting to notify the interested audience.

🡪 Can we automate the process of data load using HDL in an HCM Extract?

Yes. We can use the Inbound Interface type HCM Extracts with delivery option as

Inbound Interface and prepare the DAT file content using etext template. Setup the

business object dat file name and zip file name in delivery options and finally add the

Initiate Data Loader task to the HCM Extract Payroll Flow. Once the extract is run, it

will generate data, converts it to HDL format and invokes the HDL process.

🡪 Can we update the User keys of the business objects after they are loaded?

Yes. We can update some user keys for business objects. We need to use the Source

Keys while trying to update user keys.

🡪 Is there any extract to get the Source Key Information all business objects?

Yes. “Integration Object User Key Map Extract” is the extract that can be used to find

out the information of source keys.

🡪 Where can we check HDL errors?

Ans: error tables and logs

Steps in HDL:

□ Goto view business objects

□ Download the seeded oracle Template

□ Create the custom HDL template for your business objects.

□ Share the template in the form of excel

□ Convert the excel to .DAT file.

□ Convert the .DAT file into zip folder

□ Import and upload and upload

Additional Questions

1. What is the Difference between HDL and HSDL?

3. What are fields require to enrich the data when a Person name and home email

address is given in a data before you process it for Data Upload.

To successfully load the data, you need to enrich it with:

* **PersonNumber** – Unique ID for the person
* **FirstName** and **LastName**
* **EmailAddress** – Home email
* **EmailType** – e.g., HOME
* **LegalEmployerName** – e.g., Cognizant India
* **PersonTypeCode** – e.g., EMP for employee
* **EffectiveStartDate** and **EffectiveEndDate**
* **SourceSystemId** and **SourceSystemOwner**

4. How will you Import the data into the system through navigation?

5. What are the steps to load Data files through HDL? → Navigation steps

6. Which role is needed to access HDL?

7. Ans: HCM Integration Specialist role

9. What is the mandatory Object for job and to load new employee?Job Family

10. Migration done from Another technology where in unidentified columns how to

relate or define in hdl?