**Regularly Used Tables**

**What is Payroll Balance**

A) Whenever you run a payroll process, such as Calculate Payroll or Calculate Gross Earnings, it updates Balance values.

**Department:** A Department can be any organization to which workers are assigned e.g. HR Department, IT Department etc.

**Legal Entities:** It will be created via XLE (Legal Entity Configurator) UI and can be marked as PSU (Payroll Statutory Unit) or Legal Employer classification.

**Legal Employer:** It is the employer from HR law point of view. It will only contain HR related information and not payroll tax information. For each legal employer created via XLE, a corresponding Organization Unit gets created in HCM

**Set enabled Objects are:**

=> Departments

=> Grades

=> Jobs

**Enterprise Structure ---Task (Establish Enterprise Structure)**

Enterprise

Division

Legal Entities

Business Units

Reference Data sets

Departments

**Setup Related Tables**

=====================

PER\_ACTIONS\_VL

PER\_ACTION\_REASONS\_VL

HR\_LOOKUPS

FND\_LOOKUPS

FND\_FLEX\_VALUE\_SETS

FND\_FLEX\_VALUES

**Work Structure Tables**

==================

HR\_LOCATIONS

HR\_ALL\_ORGANIZATION\_UNITS --HR\_ORGANIZATION\_UNITS\_F\_TL It stores the Legal Employer Name info

PER\_JOBS

PER\_GRADES

HR\_ALL\_POSITIONS

**Global HR/ Core HR Tables**

=======================

PER\_ALL\_PEOPLE\_F -- Main Table

PER\_ALL\_ASSIGNMENTS\_M

PER\_PERIODS\_OF\_SERVICE

PER\_LEGISLATIVE\_DATA\_GROUPS\_VL --It stores the Legislation\_code info

PER\_ADDRESSES\_F

PER\_CITIZENSHIPS

PER\_DISABILITIES\_F

PER\_EMAIL\_ADDRESSES

PER\_ETHNICITIES

PER\_IMAGES

PER\_NATIONAL\_IDENTIFIERS

PER\_PASSPORTS

PER\_PEOPLE\_LEGISLATIVE\_F --It stores Person Sex and Marital Status details.

PER\_PERSONS -- It stores the person Date of Birth details

PER\_PERSON\_NAMES\_F

PER\_PERSON\_TYPES

PER\_PHONES

PER\_RELIGIONS

PER\_USERS

**Payroll Important Tables**

=========================

PAY\_ALL\_PAYROLLS\_F

PAY\_PAYROLL\_ACTIONS

PAY\_ASSIGNMENT\_ACTIONS

PAY\_ELEMENT\_TYPES\_F

PAY\_ELEMENT\_ENTRIES\_F

PAY\_ELEMENT\_ENTRY\_VALUES\_F

PAY\_INPUT\_VALUES\_F

PAY\_RUN\_RESULTS

PAY\_RUN\_RESULT\_VALUES

PAY\_TIME\_PERIODS

PAY\_PAY\_RELATIONSHIPS\_DN --This table is used to join with Global HR tables by using the PERSON\_ID.

PAY\_REL\_GROUPS\_DN --This table is also used to join with Global HR tables by using the ASSIGNMENT\_ID.

PAY\_PERSONAL\_PAYMENT\_METHODS\_F

**Compensation Important Tables**

=============================

CMP\_COMPONENTS\_B

CMP\_SALARY --This table is used to join with Global HR tables by using the ASSIGNMENT\_ID.

CMP\_SALARY\_BASES

CMP\_SALARY\_PAY\_COMPONENTS

CMP\_PAY\_RATES\_B

**Benefits Important Tables**

**============================**

BEN\_CVG\_AMT\_CALC\_MTHD\_F

O BEN\_LER\_F

O BEN\_OIPL\_F

O BEN\_OPT\_F

O BEN\_PGM\_F

O BEN\_PLIP\_F

O BEN\_PL\_F

O BEN\_PL\_TYP\_F

O BEN\_PTIP\_F

o BEN\_YR\_PERD

BEN\_PLANS

BEN\_PROGRAMS

BEN\_OPTIONS

BEN\_OFFERINGS

BEN\_ELIG\_CRT\_FMLS

BEN\_ELIG\_RULES

**Absence**

ANC\_PER\_ABS\_ENTRIES

ANC\_PER\_ABS\_PLAN\_ENTRIES

ANC\_ABS\_BALANCES

**Recent BI Report**

Report Name: **Payment Method Extract Report**

==============================

SELECT

pppmf.personal\_payment\_method\_id,

pppmf.effective\_start\_date,

pppmf.effective\_end\_date,

pppmf.legislative\_data\_group\_id,

pppmf.bank\_account\_id,

pppmf.payroll\_relationship\_id,

ldg.name,

papf.person\_number,

paam.assignment\_number

FROM pay\_personal\_payment\_methods\_f pppmf,

per\_legislative\_data\_groups\_vl ldg,

pay\_pay\_relationships\_dn pprd,

per\_all\_people\_f papf,

per\_all\_assignments\_m paam

WHERE 1=1

AND pppmf.legislative\_data\_group\_id = ldg.legislative\_data\_group\_id

AND pprd.payroll\_relationship\_id = pppmf.payroll\_relationship\_id

AND papf.person\_id = pprd.person\_id

AND papf.person\_id = paam.person\_id

AND SYSDATE BETWEEN papf.effective\_start\_date AND papf.effective\_end\_date

AND SYSDATE BETWEEN paam.effective\_start\_date AND paam.effective\_end\_date

AND paam.assignment\_type = 'E'

AND paam.effective\_latest\_change = 'Y'

AND pppmf.personal\_payment\_method\_id is not null

--and pppmf.personal\_payment\_method\_id =300000795982257

--AND paam.assignment\_status\_type in('ACTIVE','INACTIVE')

--AND papf.person\_number = '00257918'

**Regularly used Subject Areas**

**Core HR Module Subject Areas**

==========================

Workforce Management - Person Real Time

Workforce Management - Worker Assignment Real Time

Workforce Management - Work Relationship Real Time

Workforce Management - Position Real Time

Workforce Management - Grade Rate Real Time

Workforce Management - Documents of Record Real Time

Workforce Management - Performance Rating Real Time

**Compensation Module Subject Areas**

===============================

Compensation – Salary Details Real Time

Compensation – Salary History Details Real Time

Compensation – Workforce Compensation Real Time

**Payroll Module Subject Areas**

=========================

Payroll - Element Entries Real Time

Payroll - Calculation Cards Real Time

Payroll – Payments Costing Real Time

Payroll – Payroll Balances Real Time

Payroll – Payroll Flows Real Time

Payroll – Payroll Run Results Real Time

Payroll – Personal Payment Details Real Time

Payroll – Rate Calculation Results Real Time

**Regularly used User Entities**

**Core HR UE’s**

===========

PER\_EXT\_SEC\_PERSON\_UE

PER\_EXT\_NATIONAL\_IDENTIFIERS\_UE

PER\_EXT\_ADDRESSES\_UE

PER\_EXT\_PHONES\_UE

PER\_EXT\_CITIZENSHIP\_UE

PER\_EXT\_PASSPORT\_UE

PER\_PER\_CONTACTS\_UE

PER\_PER\_EMAIL\_ADDRESSES\_UE

PER\_EXT\_SEC\_ASSIGNMENT\_UE

PER\_EXT\_WORK\_RELATIONSHIP\_UE

PER\_EXT\_SEC\_ORGANIZATION\_UE

PER\_EXT\_SEC\_LOCATION\_UE

PER\_EXT\_SEC\_JOBS\_UE

PER\_EXT\_SEC\_POSITION\_UE

**Payroll UE’s**

===========

PER\_EXT\_PAY\_EMPLOYEE\_UE

PAY\_PAYROLL\_ASSIGNMENTS\_UE

PAY\_EXTRACT\_RUN\_RESULT\_VALUES\_UE

**Recently Loaded Business Objects**

====================================================

Action

ActionReason

Location

Organization

Job, Job family

Grade, Grade Ladder

Position

Worker

Grade Rate

Salary basis, Document of Records,

Contact , Terminate, Rehire, Business Unit, Payment Method

Assignment Supervisor,

Elements, Salaries and Bank Accounts

***Q) Difference b/w Per\_all\_assignments\_m and per\_all\_assignments\_f ?***

**Per\_all\_assignments\_f** is a view based on PER\_ALL\_ASSIGNMENTS\_M table. This view only shows person assignments whose latest change is effective.

**per\_all\_assignments\_m** is another table which is the audit table. It stores the history of changes to assignment objects when auditing is enabled

***Q)  How to find records error out using HCM Data Loader?***

You can find in below Tables

          hrc\_dl\_data\_sets

hrc\_dl\_data\_set\_bus\_objects

          hrc\_dl\_message\_lines

          hrc\_dl\_physical\_lines

          hrc\_dl\_file\_rows

          hrc\_dl\_file\_linesF

***Q) Different type of person types in HCM Fusion?***

->Beneficiary, dependent,  retiree, APL, EMP, CWK, EX\_APL, EX\_CWK, EX\_EMP, volunteer, etc.

***Q) How you will correct termination date of Work Relationship in HCM Fusion application using HDL?***

> To correct the termination date, need to pass **newActualTerminationDate** and also set **CorrectTerminationFlag attribute to Y.**u

***Q) How we can extract the changed data from last run date to till date using HCM Extracts?***

-> Yes, We can extract the changes only data from last run. We need to select the option "Include changes from last successful run" at the time of defining the HCM extract.

***Q) What are the different type/attribute for changes only parameter in HCM Extract?***  
-> There are 6 values for this parameter.

**All attributes** :

Includes all data in the extract. A full extract is run which produces the full data output at that point of time. The archived data is utilized as a baseline.

**Changed attributes:**

Compares this extract run with the previous extract runs and by comparing against the baseline (to identify the incremental data), displays the data that has changed only.

**Changed and marked attributes:**

Includes elements that have changed or marked as mandatory

**Changed and marked attributes with previous values:**

Displays elements that have changed or marked as mandatory plus their previous value

**Changed, marked attributes, previous data under threading group:**

Displays the following data under threading data group

Changed data, Data marked as mandatory, Previous values, Parent data group values

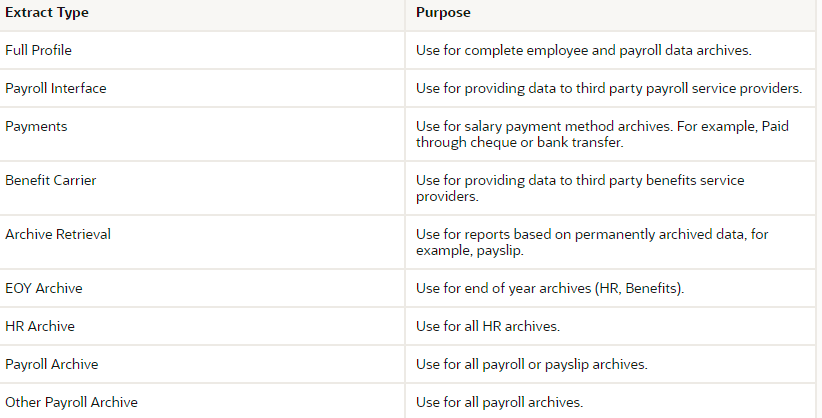
**Changed and marked attributes under threading group:**

Displays the following data under threading data group:

Changed data, Data marked as mandatory, Parent data group values

***Q) How to load NULL values using HDL?***

 -> Use #NULL to load the null values for any attribute in MERGE metadata.

***Q) What are the different types of  HCM Extracts?***  


***Q) Delivery Type in HCM Extracts?***  
***->****Document of Record,Email, FTP, FAX, File System, HCM Connect, HTTP, Printer*

***Q) Explain threading database item in HCM Extracts?***  
***->****Threading Database Item is required for implementing the changes only feature. It is the unique ID for that User Entity. You can declare the threading database item at root data group or child data group level where you required changes only data.*

***Q) How to create Dependent and Independent Value sets in BI Reports?***

*A) We have to create two different parameters in BI report and link first parameter to second parameter with bind variable. For example: select person\_Number from per\_all\_people\_f where person\_number = :person\_number.*

*Here :Person\_Number is the first parameter which is Independent.*

*And based on selecting the Independent parameter the other one shows the list of values which are dependent.*

*Q) How to get the Parameter Input value in the xml file in HCM Extracts?*

*Q) How to move UDT tables from one instance to another Instance?*

*Q) How to give permission to user to see only report data in BI Reports?*

*Q)* ***How to improve the performance of the extract when they are running for longer times?***

*We can do it using* ***Process Configuration Groups****. At payroll Process Configuration Group level, we can define Multi-Threading option and specify the number of threads that can be run in parallel.*

***Q) Changes only Extract is scheduled daily and there is a requirement to add new attribute. What should be the approach?***

*A) Best approach would be to do the changes to extract immediately after the daily schedule so that none of the changes are skipped. Immediately after the changes are completed, we can do a baseline without delivery options so the file is not sent over to the vendor. From the next run onwards it will pickup the changes as usual from previous day.*

*Q) How to generate the excel type of output file into multiple tabs with in the excel sheet in BI Reports?*

1. ***What is Work Relationship, Work Terms or Employment Terms and Assignments?***

***Work Relationship*** *- Relationship between a person and a legal employer. All work relationships must contain at least one assignment.*

***Employment terms*** *- If an employee has work relationship in two different Legal Entities, then the Assignment record has to be maintained in two different places. Because Fusion HCM is global, it is created only once even though an employee is working in two different Legal Entities.*

***Assignment*** *- Set of information, including job, position, pay, compensation, managers, working hours,*

*And work location, which defines a worker's or nonworker's role in a legal employer.*

*A person can have multiple assignments in a single work relationship.*

1. ***What is Job, Grade, Location and Position?***

***Job*** *represents the Title only. For example, Manager, Director, Analyst etc.*

***Position*** *represents specific occurrence of one particular Job. For example, Finance Manager would be an instance of the Job of ‘Manager’.*

***Grades*** *are created to maintain the level of compensation for workers. You can create grades for multiple pay components, such as salary, bonus, and overtime rates.*

***Locations*** *are the physical addresses /sites where we have our firm placed.*

1. ***What is Reference Data Sets or Common Set?***

*It is used to decide which business unit access to the reference data groups such as grade, location etc. Oracle fusion provides default reference data set it can be used across all business units.*

Envoys Interview Questions:

1. Can I load Tax Reporting unit by using Worker.dat file?

Yes we can load by using the Assignment business component.

1. What is the first object when you starting loading the Payroll load?

AssignedPayroll.dat object is the first object.

1. How to update assignment Supervisor to my assignment record?
2. If I want to load position then where I have to load reference data set?

We don’t have any reference data set. Because its not a set enabled object.

Only Job, Location, Grade and Grade Ladder are the set enabled objects.

1. Ho to load the list of values/valuesets/Flexfields into the fusion?

We cannot load these files by using the HDL.

1. What are the mandatory metadata and Business components in Element Entry file?

ElementEntry.dat

Element Entry and Element Entry Value business components are there in the file. But Element Entry is the one is mandatory object.

1. Have you loaded payroll balances?

PayrollBalanceDefinition.dat

Business Objects are as follows:

PayrollBalanceDefinition

BalanceClassification

BalanceFeed

DefinedBalance

1. Have you loaded the Calculaton Card?

Business Objects are as follows.

CalculationCard

CardAssociation

CardAssociationDetail

CardComponent

CalculationValueDefinition

1. Mandatory Steps required before loading the Salaries?

Below setups should be configured in the system before loading the payroll.

* Enterprise Structure
* Work Structure Data
* Hire an Employee and add Payroll to that employee
* Consolidation Group
* Payroll Frequency
* Element Creation
* Personal Payment Information (EFT/NACHA,Cash, Cheqe, Direct Deposit)
* Organization Payment Methos
* Personal Payment Methos
* Third Party payment Method
* Setup bank Details
* Run Quick pay for an employee

**Difference B/w Local Transfer and Global Transfer**

**Ans)**

1. If we are transferring employee from with in the legal entity but business unit is different then it is called Local transfer
2. If we are transfering employee from one legal entity to another legal entity then it is called Global transfer

**Difference B/w Legal Employer and Legal Entity?**

**Sample BI Reports**

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Person SSN Details Report

Rehire employee Details Report

Grade Change Report

Missing Payslip Report

Time Entries Not Transffered to Payroll Report

Long running ESS Jobs Report

Employee Bank Details Report

HR Assignment Changes Report

**OTBI Reports**

==============

Blank Ethnicity Report

Blank Gender Report

**Major Issues Faced in your Current Project**

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**Example 1)**

Mostly we have faced performance issues with the payroll flow when our customer was running the Bi-Weekly payroll

then we have seen lot of payroll flows are running very long time. So we have raised Oracle Service Request to check this issue.

Apart from this we have also tried from our end to check the root cause by verifying the log files.

Long running flows are Recalculate Payroll, Calculate Payroll,

Archive Periodic Payroll, Generate Payslip and Payroll ACtivity Report.

**Example 2)**

Most of the BI Reports ends with Time limit exceeds error.

We have tried to increase the time limit of the BI Run and It got completed succesfully.

**Example 3)**

Sometimes ESS jobs get stucks at the sub process level. So we have to identify and cancel the Job and rerun the process again.

Because sometimes there might be few jobs get stucks at database level. So our DB team will kill that DB session and request us to rerun the process.

**Absence Management:**

**Absence Management Components**:

* Absence Plan Type
* Absence Categories
* Absence Patterns
* Absence Reasons

**Absence Plan Types:**

* Accrual (Earned Leaves, Vacation Leaves etc)
* Qualification (Maternity Leaves, Child Birth Leaves etc)
* No Entitlement (Loss Of Pay Leaves)
* Agreement
* Compensatory
* Donation

**Absence Categories:**

* Adoptive Leave
* Child Sickness Leave
* Family Leave
* Holiday
* Jury Duty
* Legal Strike
* Maternity
* Paid Leave

**Absence type patterns:**

* Childbirth
* Injury/Illness
* Generic absence

**Fast Formula**

Setup and Maintenance => Manage Fast Formula

HCM Extract Formula Type : **Extract Rule**

**Fast Formula Structure**:

* Alias Section (Variable AS Var1 ) Optional
* Default Section (Default Values we can Pass here )
* Input Section (Variable Declaration Section)
* Calculation Section (Calculation Logic ;…IF – ELSE- END IF)
* Return Section (Return)

Input Section

===========

* Run Time Values
* Database Items
* Global Values

**Example:**

Default for HOURLY\_RATE is 26

Inputs are HOURLY\_WORKED

Wage = HOURLY\_WORKED \* HOURLY\_RATE

RETURN Wage

**Example 1: (Payroll)**

Formula Type : **Element Input Validation**

Default for ENTRY\_VALUE is 0

Inputs are ENTRY\_VALUE

IF ENTRY\_VALUE <>14 then

(Formula\_Message = ‘The Amount is Invalid’

Formula\_Status =’E’)

Return Formula\_Status, Formula\_Message

Compile The Fast Formula.

Attach the Fast Formula in Element Eligibility Screen under Default Entry Value and Validation section.

**Example 2: (Absence)**

Formula Type : **Global Absence Entry Validation**

**Requirement** : Organization is only allowed to an employee to apply for a sick leave after completes the 1 month of the service.

VALID ‘Y’

Error\_Message =’Error’

Return VALID , Error\_Message