

Oracle HCM Project

Next Academy

Project Module:- Oracle Core Module.

Company Name:- LA Company

Company Industry:- Software and Mobile Applications.

Teamwork:-

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- Alaa Essam Ali
- Mohamed Medhat Mostafa
- Ayman Ahmed Shawky



About LA Company



- Established 2006.
- Specialized in Custom Website Development, Integrated E-Commerce Solutions, Mobile Application Development, And Search Engine Optimization SEO.
- Manpower average of 51-100 Employees.
- Head offices in Egypt.

Oracle HCM Implementation Objectives



After several meetings and according to **CRP 1** meeting, We can summarize the objectives as follows:-

1. Enables the workforce to use a web browser to access HR information and perform personnel actions systematically.

1. Creating Business Group

- To create a Business Group, We have to create Keys Flexfield as follows:-

➤ Job Flex Field & Job Value Set

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Job Flexfield

Code	Title	Description	View Name
AAA_JOB_NAMES	AAA_JOB_NAMES		
AA_JOB_NAMES	AA_JOB_NAMES		
ABC	ABC		
ABC-JOBS	ABC-JOBS	FOR-ABC-COMPANY	
ABCC-JOB	ABCC-JOB		
AICT_JOB_FF	AICT_JOB_FF		
ALAA_JOB_NAME	ALAA_JOB		
Aman_Job	Aman_Job		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile Segments

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Job Flexfield

Code	Title	Description	View Name
AAA_JOB_NAMES	AAA_JOB_NAMES		
AA_JOB_NAMES	AA_JOB_NAMES		
ABC	ABC		
ABC-JOBS	ABC-JOBS	FOR-ABC-COMPANY	
ABCC-JOB	ABCC-JOB		
AICT_JOB_FF	AICT_JOB_FF		
ALAA_JOB_NAME	ALAA_JOB		
Aman_Job	Aman_Job		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile

Note

The flexfield was compiled successfully. Submitted request to generate flexfield view PER_JOB_DEFINITIONS_KFV

OK

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Segments Summary (Job Flexfield) - ALAA_JOB

Number	Name	Window Prompt	Column	Value Set	Enabled	Displayed	Insertable
1	ALAA_JOB_NAME	ALAA_JOBS	SEGMENT1	ALAA_JOB_NAME	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2	Job Name	Job Name	SEGMENT11	Job Name	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Value Set Flexfield Qualifiers New Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Value Sets

Value Set Name: ALAA_JOB_NAME Usages

Description:

List Type: List of Values Security Type: No Security

Format Validation

Format Type: Char

☐ Numbers Only (0-9) ☐ Uppercase Only (A-Z) ☐ Right-justify and Zero-fill Numbers (0001)

Maximum Size: 50 Precision:

Min Value: Max Value:

Value Validation

Validation Type: Independent Edit Information

Continue Creating keys flex field

➤ Grade Flex Field & Grade Value Set

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Grade Flexfield

Code	Title	Description	View Name
A2 Menes _grade_flexfi	A2 Menes _grade_flexfield		
ABC_Name	ABC Name		
ABC-GRADES	ABC-GRADES	FOR-ABC-COMPANY	
ABCC-GRADE	ABCC-GRADE		
ABC_GRADE-FF	ABC_GRADE-FF		
AICT-Grade_ff	AICT-Grade_ff		
ALAA_GRADE_NAME	ALAA_GRADE		
Aman_grade	Aman_grade		

☐ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups Segment Separator: Period (.) ☐ Allow Dynamic Inserts

Compile Segments

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Segments Summary (Grade Flexfield) - ALAA_GRADE

Number	Name	Window Prompt	Column	Value Set	Displayed	Enabled	Updatable
1	ALAA_GRADE_NAME	ALAA GRADE	SEGMENT1	ALAA_GRADE_NAME	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Value Set Flexfield Qualifiers New Open

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Value Sets

Value Set Name: ALAA_GRADE_NAME Usages

Description:

List Type: List of Values Security Type: No Security

Format Validation

Format Type: Char

Maximum Size: 50 Precision:

☐ Numbers Only (0-9) ☐ Uppercase Only (A-Z) ☐ Right-justify and Zero-fill Numbers (0001)

Min Value: Max Value:

Value Validation

Validation Type: Independent Edit Information

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Grade Flexfield

Code	Title	Description	View Name
A2 Menes _grade_flexfi	A2 Menes _grade_flexfield		
ABC_Name	ABC Name		
ABC-GRADES	ABC-GRADES	FOR-ABC-COMPANY	
ABCC-GRADE	ABCC-GRADE		
ABC_GRADE-FF	ABC_GRADE-FF		
AICT-Grade_ff	AICT-Grade_ff		
ALAA_GRADE_NAME	ALAA_GRADE		
Aman_grade	Aman_grade		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile

Open

Note

The flexfield was compiled successfully. Submitted request to generate flexfield view PER_GRADE_DEFINITIONS_KFV

OK

Continue Creating keys flex field

➤ Competency Flex Field & Competency Value Set

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Competence Flexfield

Code	Title	Description	View Name
A2 Menes_competence	A2 Menes_competence_flexfield		
ABCC- COMPETENCE	ABCC- COMPETENCE		
ABC- COMPETENCE_F	ABC- COMPETENCE_FF		
AICT-Competence_ff	AICT-Competence_ff		
ALAA- COMPETENCE	ALAA- COMPETENCE_NAME		
Aman_competence	Aman_competence		
Art_competence	Art_competence		
COMPETENCE-JOB	COMPETENCE-JOB		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile Segments

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Segments Summary (Competence Flexfield) - ALAA- COMPETENCE- NAME

Number	Name	Window Prompt	Column	Value Set	Displayed	Enabled	Updatable
1	ALAA- COMPETENCE	ALAA- COMPETENCE	SEGMENT1	ALAA- COMPETENCE- N	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Value Set Flexfield Qualifiers New Open

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Value Sets

Value Set Name: ALAA- COMPETENCE- NAME Usages

Description:

List Type: List of Values Security Type: No Security

Format Validation

Format Type: Char

Maximum Size: 50 Precision:

☐ Numbers Only (0-9) ☐ Uppercase Only (A-Z) ☐ Right-justify and Zero-fill Numbers (0001)

Min Value: Max Value:

Value Validation

Validation Type: Independent Edit Information

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Competence Flexfield

Code	Title	Description	View Name
A2 Menes_competence	A2 Menes_competence_flexfield		
ABCC- COMPETENCE	ABCC- COMPETENCE		
ABC- COMPETENCE_F	ABC- COMPETENCE_FF		
AICT-Competence_ff	AICT-Competence_ff		
ALAA- COMPETENCE	ALAA- COMPETENCE_NAME		
Aman_competence	Aman_competence		
Art_competence	Art_competence		
COMPETENCE-JOB	COMPETENCE-JOB		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile Segments

Open

Continue Creating keys flex field

➤ Position Flex Field & Position Value Set

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Position Flexfield

Code	Title	Description	View Name
A2 Menes_position_flexf	A2 Menes_position_flexfield		
ABC-POSITION	ABC-POSITION	FOR-ABC-COMPANY	
ABCC-POSITION	ABCC-POSITION		
ABC_POSITION_FF	ABC_POSITION_FF		
AICT_POSITION-FF	AICT_POSITION-FF		
ALAA_POSITION_NAME	ALAA_POSITION		
Aman_position	Aman_position		
Art_Potition	Art_Potition		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile Segments

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Value Sets

Value Set Name: ALAA_POSITIONS Usages

Description:

List Type: List of Values Security Type: No Security

Format Validation

Format Type: Char Maximum Size: 50 Precision:

☐ Numbers Only (0-9) ☐ Uppercase Only (A-Z) ☐ Right-justify and Zero-fill Numbers (0001)

Min Value: Max Value:

Value Validation

Validation Type: Independent Edit Information

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Segments Summary (Position Flexfield) - ALAA_POSITION

St	Number	Name	Window Prompt	Column	Value Set	Displayed	Enabled	Insertable	Updatable
1		ALAA_POSITION_NAME	ALAA POSITIONS	SEGMENT1	ALAA_POSITIONS	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Value Set Flexfield Qualifiers Now Open

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Human Resources Flexfield Title: Position Flexfield

Code	Title	Description	View Name
A2 Menes_position_flexf	A2 Menes_position_flexfield		
ABC-POSITION	ABC-POSITION	FOR-ABC-COMPANY	
ABCC-POSITION	ABCC-POSITION		
ABC_POSITION_FF	ABC_POSITION_FF		
AICT_POSITION-FF	AICT_POSITION-FF		
ALAA_POSITION_NAME	ALAA_POSITION		
Aman_position	Aman_position		
Art_Potition	Art_Potition		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile

Note: The flexfield was compiled successfully. Submitted request to generate flexfield view PER_POSITION_DEFINITIONS_KFV

Open

Continue Creating keys flex field

➤ Cost Allocation Flex Field & Cost Allocation Value Set

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Payroll Flexfield Title: Cost Allocation Flexfield

Code	Title	Description	View Name
A2 MENES_COST_FF	A2 MENES_COST_FF		
ABCC- COST ALLOCATI	ABCC- COST ALLOCATION		
ABC_COST_ALLOCATI	ABC_COST_ALLOCATION_FF		
ABC_cost	ABC_cost	FOR-ABC-COMPANY	
AICT_COST_Allocation	AICT_COST_Allocation		
ALAA_COST_ALLOCATI	ALAA_COST_ALLOCATION		
Aman_Cost	Aman_Cost		
Art_cost	Art_cost		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile Segments

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Segments Summary (Cost Allocation Flexfield) - ALAA_COST_ALLOCATION

Number	Name	Window Prompt	Column	Value Set	Displayed	Enabled	Updatable
1	ALAA_COST_ALLOCA	ALAA COST ALLOCA	SEGMENT1	ALAA_COST_ALLOCATI	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Value Set Flexfield Qualifiers New Open

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Value Sets

Value Set Name: ALAA_COST_ALLOCATION Usages

Description:

List Type: List of Values Security Type: No Security

Format Validation

Format Type: Char ☐ Numbers Only (0-9) ☐ Uppercase Only (A-Z) ☐ Right-justify and Zero-fill Numbers (0001)

Maximum Size: 50 Precision:

Min Value: Max Value:

Value Validation

Validation Type: Independent Edit Information

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Payroll Flexfield Title: Cost Allocation Flexfield

Code	Title	Description	View Name
A2 MENES_COST_FF	A2 MENES_COST_FF		
ABCC- COST ALLOCATI	ABCC- COST ALLOCATION		
ABC_COST_ALLOCATI	ABC_COST_ALLOCATION_FF		
ABC_cost	ABC_cost	FOR-ABC-COMPANY	
AICT_COST_Allocation	AICT_COST_Allocation		
ALAA_COST_ALLOCATI	ALAA_COST_ALLOCATION		
Aman_Cost	Aman_Cost		
Art_cost	Art_cost		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile

Note: The flexfield was compiled successfully. Submitted request to generate flexfield view PAY_COST_ALLOCATION_KEYFLE_KFV

Open

Continue Creating keys flex field

➤ People Group Flex Field & People Group Value Set

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Payroll Flexfield Title: People Group Flexfield

Code	Title	Description	View Name
A2 Menes_flexfielx	A2 Menes_flexfielx		
ABCC-People GROUP	ABCC-People GROUP		
ABC_PEOPLE_GROUP	ABC_PEOPLE_GROUP_FF		
ABC_people group	ABC_people group	FOR-ABC-COMPANY	
AICT_People_Group_ff	AICT_People_Group_ff		
ALAA_PEOPLE-GROUP	ALAA_PEOPLE-GROUP		
Aman_People	Aman_People		
Art_pepole	Art_pepole		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile Segments

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Segments Summary (People Group Flexfield) - ALAA_PEOPLE-GROUP

Number	Name	Window Prompt	Column	Value Set	Displayed	Enabled	Updatable
1	ALAA_PEOPLE-GROU	ALAA PEOPLE GROU	SEGMENT1	ALAA_PEOPLE-GROUP	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Value Set Flexfield Qualifiers New Open

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Value Sets

Value Set Name: ALAA_PEOPLE-GROUP Usages

Description:

List Type: List of Values Security Type: No Security

Format Validation

Format Type: Char

☐ Numbers Only (0-9) ☐ Uppercase Only (A-Z) ☐ Right-justify and Zero-fill Numbers (0001)

Maximum Size: 50 Precision:

Min Value: Max Value:

Value Validation

Validation Type: Independent

Edit Information

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Key Flexfield Segments

Application: Payroll Flexfield Title: People Group Flexfield

Code	Title	Description	View Name
A2 Menes_flexfielx	A2 Menes_flexfielx		
ABCC-People GROUP	ABCC-People GROUP		
ABC_PEOPLE_GROUP	ABC_PEOPLE_GROUP_FF		
ABC_people group	ABC_people group	FOR-ABC-COMPANY	
AICT_People_Group_ff	AICT_People_Group_ff		
ALAA_PEOPLE-GROUP	ALAA_PEOPLE-GROUP		
Aman_People	Aman_People		
Art_pepole	Art_pepole		

☒ Freeze Flexfield Definition ☒ Enabled ☐ Cross-Validate Segments ☐ Freeze Rollup Groups

Segment Separator: Period (.) ☒ Allow Dynamic Inserts

Compile

Note: The flexfield was compiled successfully. Submitted request to generate flexfield view PAY_PEOPLE_GROUPS_KFV

Open

Creating Business Group

- After creating Keys Flex Field, Now we are ready to create LA Company as a legal entity – Business Group as follows:-

Oracle Applications - it

File Edit View Folder Tools Window Help

Organization

Name Type

Dates

From To

Location Internal or External

Location Address

Internal Address

Organization Classifications

Name	Enabled
Business Group	<input checked="" type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Others

+ Position

+ Grade

+ Budget

Status

Recruitment Letter Type

Contract Letter Type

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Organization

Name Type

Dates

From To

Location Internal or External

Location Address

Internal Address

Organization Classifications

Name	Enabled
Business Group	<input checked="" type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Additional Organization Information

Find %

Additional Information

- + Business Group Info
- Benefits Defaults
- Budget Value Defaults
- Dashboard Readiness
- Ex-Employee Access Scope
- PTO Balance Type
- Payroll Dashboard Setup
- Payslip Information
- Project Burdening Hierarchy
- Project Job Groups
- Public Sector Details
- Recruitment
- Reporting Preferences
- SOE Detail Information
- SOE Information

Open

End OK Cancel

Oracle Applications - it

File Edit View Folder Tools Window Help

Business Group Info

Short Name

Employee Number Generation

Applicant Number Generation

Contingent Worker Number Generation

Grade Flexfield Structure

Group Flexfield Structure

Job Flexfield Structure

Costing Flexfield Structure

Position Flexfield Structure

Competence Flexfield Structure

Legislation Code

Currency Egyptian Pound

Fiscal Year Start

Minimum Working Age

Maximum Working Age

OK Cancel Clear Help

Status

Recruitment Letter Type

Contract Letter Type

Open

Creating Divisions, Managements, Sections, and Departments

- According to the company's industry and company's vision, mission and objectives, We can create the Organization Chart which contains Divisions and Management and its subsidiaries departments, for example:-

Oracle Applications - it

File Edit View Folder Tools Window Help

Organization

Name: Type:

Dates
From: To:

Location: Internal or External:

Location Address:

Internal Address: [...]

Organization Classifications

Name	Enabled
HR Organization	<input checked="" type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Others

+ Position
+ Grade
+ Budget
Status
Recruitment Letter Type
Contract Letter Type

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Organization

Name: Type:

Dates
From: To:

Location: Internal or External:

Location Address:

Internal Address: [...]

Organization Classifications

Name	Enabled
HR Organization	<input checked="" type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Others

Open

Now we can create the hierarchy as follows:-

Oracle Applications - it

File Edit View Folder Tools Window Help

Organization Hierarchy

Name LA Hierarchy ☐ Primary ☐ Position Control []

Version

Number 1 Date From 01-01-1950 Date To Copy Hierarchy...

☐ Top Node Position Control Enabled

Organization

Name CS

☒ Exists in Hierarchy Number of Subordinates 3 Up

Name	Number of Subordinates	Position Control Enabled	Down
Call Center	0		↓
E-mail Support	0		↓
Live Chat Support	0		↓
			↓

Contract Letter Type

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Organization Hierarchy

Name LA Hierarchy ☐ Primary ☐ Position Control []

Version

Number 1 Date From 01-01-1950 Date To Copy Hierarchy...

☐ Top Node Position Control Enabled

Organization

Name Finance

☒ Exists in Hierarchy Number of Subordinates 3 Up

Name	Number of Subordinates	Position Control Enabled	Down
AR & AP	0		↓
Tax&Payroll	0		↓
Treasury	0		↓
			↓

Contract Letter Type

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

Organization Hierarchy

Name LA Hierarchy ☐ Primary ☐ Position Control []

Version

Number 1 Date From 01-01-1950 Date To Copy Hierarchy...

☐ Top Node Position Control Enabled

Organization

Name HR

☒ Exists in Hierarchy Number of Subordinates 4 Up

Name	Number of Subordinates	Position Control Enabled	Down
Compensation and Benefits	0		↓
L&D	0		↓
Recruitment	0		↓
Talent Acquisition	0		↓
			↓

Contract Letter Type

Open

Oracle Applications - it

File Edit View Help

Organization Hierarchy Editor

Name : LA COMPANY
Type : Business Group

- Name : CS
Type : Division
- Name : Finance
Type : Division
- Name : HR
Type : Division
- Name : IT
Type : Division
- Name : Legal Affairs
Type : Division
- Name : Marketing
Type : Division
- Name : Quality Assurance
Type : Division
- Name : Software Development
Type : Division

Name Type Find Clear

Internal or External Classification

Name Type

Properties

Organization

Name

Position Assignment Position Holders

Status

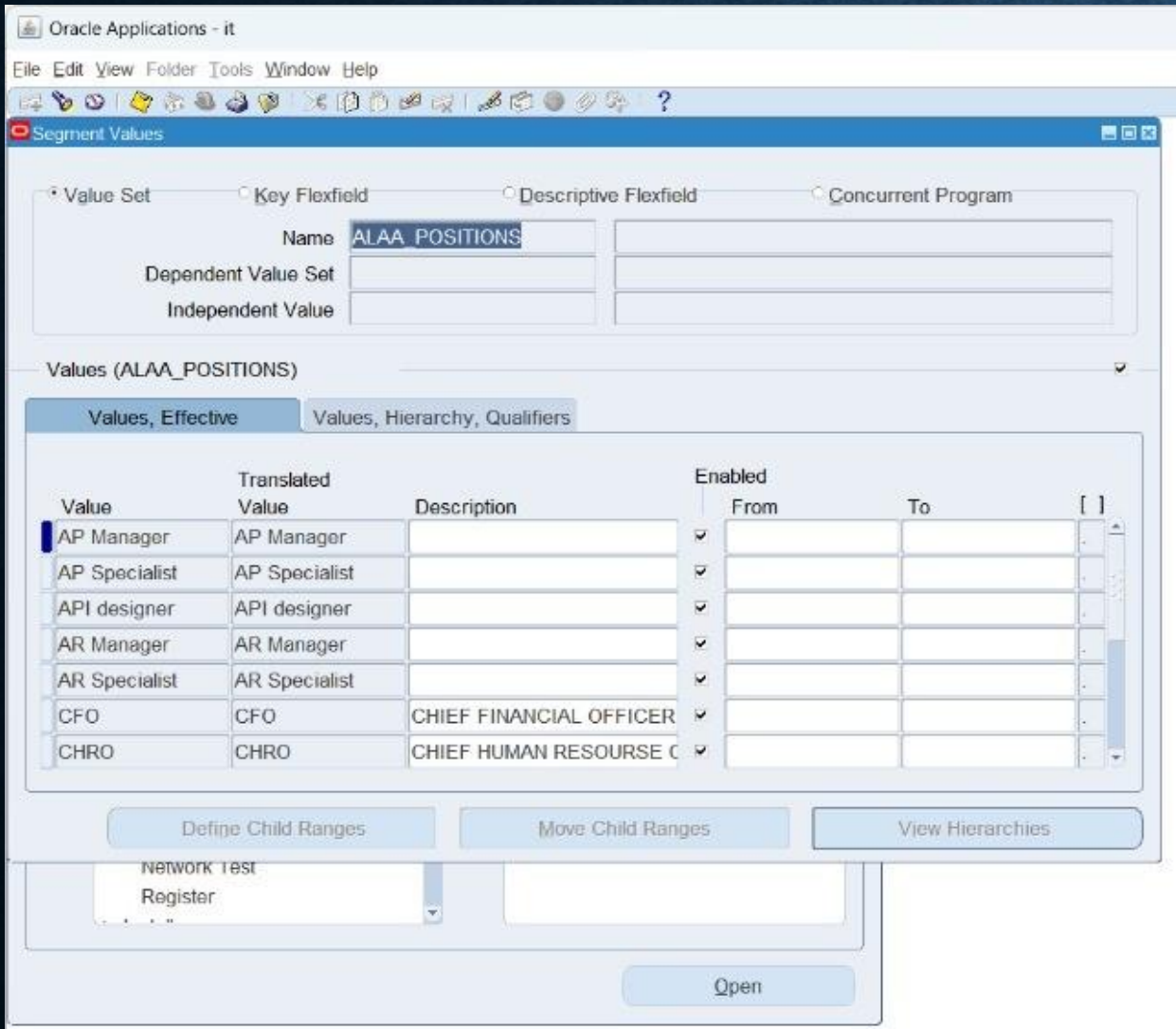
Recruitment Letter Type

Contract Letter Type

Open

Creating value set

- After creating Key Flex Field, We have to create Value set for all of them as follows:-



Oracle Applications - it

File Edit View Folder Tools Window Help

Segment Values

Value Set ☒ Key Flexfield ☐ Descriptive Flexfield ☐ Concurrent Program

Name ALAA_POSITIONS

Dependent Value Set

Independent Value

Values (ALAA_POSITIONS)

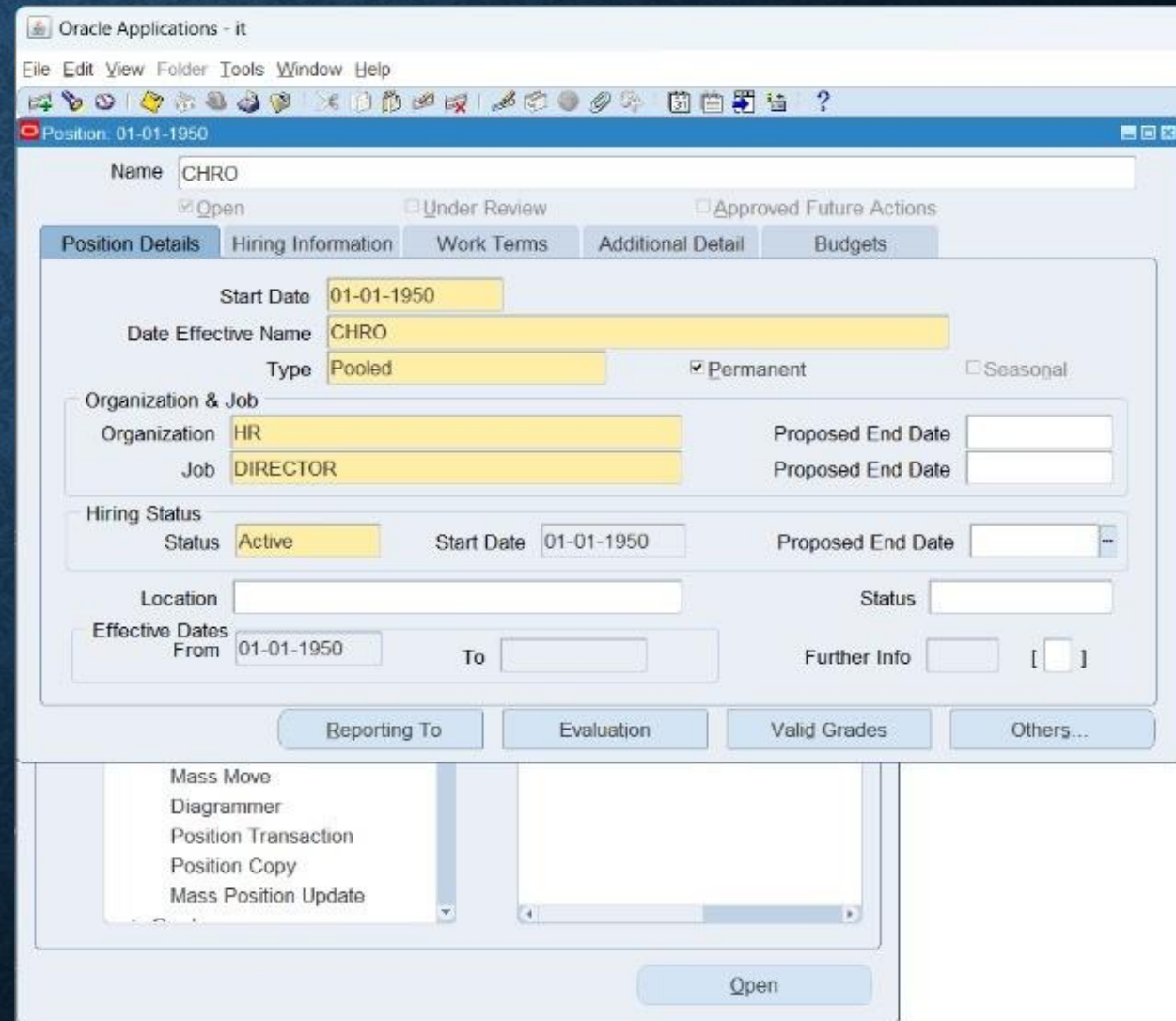
Values, Effective | Values, Hierarchy, Qualifiers

Value	Translated Value	Description	Enabled	From	To	[]
AP Manager	AP Manager		<input checked="" type="checkbox"/>			
AP Specialist	AP Specialist		<input checked="" type="checkbox"/>			
API designer	API designer		<input checked="" type="checkbox"/>			
AR Manager	AR Manager		<input checked="" type="checkbox"/>			
AR Specialist	AR Specialist		<input checked="" type="checkbox"/>			
CFO	CFO	CHIEF FINANCIAL OFFICER	<input checked="" type="checkbox"/>			
CHRO	CHRO	CHIEF HUMAN RESOURCE C	<input checked="" type="checkbox"/>			

Define Child Ranges | Move Child Ranges | View Hierarchies

NETWORK TEST Register

Open



Oracle Applications - it

File Edit View Folder Tools Window Help

Position: 01-01-1950

Name CHRO

☒ Open ☐ Under Review ☐ Approved Future Actions

Position Details | Hiring Information | Work Terms | Additional Detail | Budgets

Start Date 01-01-1950

Date Effective Name CHRO

Type Pooled ☒ Permanent ☐ Seasonal

Organization & Job

Organization HR

Job DIRECTOR

Proposed End Date

Hiring Status

Status Active

Start Date 01-01-1950

Proposed End Date

Location

Status

Effective Dates From 01-01-1950 To

Further Info []

Reporting To | Evaluation | Valid Grades | Others...

Mass Move
Diagrammer
Position Transaction
Position Copy
Mass Position Update

Open

Continue Creating value set

- After creating Key Flex Field, We have to create Value set for all of them as follows:-

This screenshot shows the 'Find Value Set' dialog box within the Oracle Applications interface. The 'Value Set' radio button is selected. The 'Name' field contains 'ALAA_JOB_NAME'. Below this, there are fields for 'Independent Value', 'Value', and 'Description', each with a corresponding input field. At the bottom of the dialog are 'Clear' and 'Find' buttons. The background window shows the 'Segment Values' form with the 'Value Set' tab selected.

This screenshot shows the 'Segment Values' form in Oracle Applications. The 'Value Set' radio button is selected. The 'Name' field contains 'ALAA_JOB_NAME'. Below this, there are fields for 'Dependent Value Set' and 'Independent Value'. The 'Values (ALAA_JOB_NAME)' section is expanded, showing a table with columns: Value, Translated Value, Description, Enabled, From, To, and []. The table contains the following data:

Value	Translated Value	Description	Enabled	From	To	[]
DESIGNER	DESIGNER		✓			
DEVELOPER	DEVELOPER		✓			
DIRECTOR	DIRECTOR		✓			
JR	JR		✓			
MGR	MGR		✓			
Rep	Rep		✓			
SER	SER		✓			

At the bottom of the form are buttons for 'Define Child Ranges', 'Move Child Ranges', and 'View Hierarchies'. The background window shows the 'Segment Values' form with the 'Value Set' tab selected.

This screenshot shows the 'Job' form in Oracle Applications. The 'Job Group' field contains 'HR_6347'. The 'ALAA_JOBS' section is expanded, showing a list of job names and descriptions. The list includes: Sameh_JOB_NAME, Agent, DESIGNER, DEVELOPER, DIRECTOR, JR, MGR, Rep, SER, SPEC, SUPER, and SUPERVISOR. At the bottom of the list are buttons for 'Find', 'OK', and 'Cancel'. The background window shows the 'Job' form with the 'Job Group' field containing 'HR_6347'.

Continue Creating value set

- After creating Value Set, We link it with our Business Group as follows:-

The screenshot displays the 'Job' form within the Oracle Applications interface. The form is titled 'Job' and includes a menu bar with 'File', 'Edit', 'View', 'Folder', 'Tools', 'Window', and 'Help'. The main form area contains the following fields and options:

- Job Group:** A dropdown menu showing 'HR 8347'.
- Name:** A text field containing 'MGR'.
- Dates:** A date range field showing '01-01-1950' followed by a hyphen and an empty field.
- Approval Authority:** An empty text field.
- Additional Employment Rights:** A checkbox that is currently unchecked.
- Benchmark Job:** A checkbox that is currently unchecked.
- Benchmark Job Name:** An empty text field.

Below the form fields, there are six buttons arranged in two rows:

- Row 1: Evaluation, Requirements, Valid Grades
- Row 2: Work Preferences, Extra Information, Map Surveys

At the bottom of the form, there is a list of job-related attributes with expandable/collapsible icons (+/-):

- Career Path
- Job Group
- + Position
- + Grade
- + Budget
- Status
- Recruitment Letter Type
- Contract Letter Type
- Elections
- Assignment Rate Types

An 'Open' button is located at the bottom right of the form.

People and Maintain Create Employment

- After defining the Business Group, Key Flex Field, Value Sets, Managements, and Departments, now we can create and add employees in the system as follows:-

The screenshot shows the 'People' window in Oracle Applications, titled 'People: 19-10-2006'. The window is divided into several sections. The top section contains fields for Name (Last: ALi, First: Ahmed, Title: Mr., Prefix, Suffix, Middle), Gender (Male), Action (Create Emplo...), and Person Type for Action (Employee). Below this is the Identification section with a dropdown set to 'Employee' and a value of '1'. The bottom section contains tabs for Personal, Office Details, Applicant, Further Name, Other, and Benefits. The Personal tab is active, showing fields for Birth Date (20-05-1967), Age (39), Town of Birth, Region of Birth, Country of Birth, Status (Married), Nationality (Egyption), and Registered Disabled (No). There are also fields for Effective Dates (From: 19-10-2006, To:) and Latest Start Date (19-10-2006). At the bottom, there are buttons for Address, Picture, Assignment, Special Info, and Others....

The screenshot shows the 'Assignment' window in Oracle Applications, titled 'Assignment(ALi, Mr. Ahmed)'. The window is divided into several sections. The top section contains fields for Organization (HR), Job (DIRECTOR), Grade (A), Location, Group, Position (CHRO), Payroll, Status (Active Assignment), and Vacancy. Below this is the Assignment Number (11) and Assignment Category. The bottom section contains tabs for Salary Information, Supervisor, Probation & Notice Period, Standard Conditions, and Statutory Information. The Salary Information tab is active, showing fields for Salary Basis, Review Salary (Every), Review Performance (Every), and Effective Dates (From: 19-10-2006, To:). At the bottom, there are buttons for Salary, Entries, and Others....

Continue Creating Employment

Oracle Applications - it

File Edit View Folder Tools Window Help

People: 19-10-2006

Name

Last **Ahmed**

First Moustafa

Title Mr.

Prefix

Suffix

Middle

Gender Male

Action Create Emplo...

Person Type for Action **Employee**

Person Types

Identification

Employee 22

National Identifier

Personal Office Details Applicant Further Name Other Benefits

Birth Date 25-08-1970

Age 36

Town of Birth

Status Married

Region of Birth

Nationality Egypton

Country of Birth

Registered Disabled No

Effective Dates

From 19-10-2006 To Latest Start Date 19-10-2006

Address Picture Assignment Special Info Others...

FastPath Recruitment

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

People: 19-10-2006

Assignment: 19-10-2006(Ahmed, Mr. Moustafa)

Organization **Software Development**

Job MGR

Grade A

Location

Group

Position GM

Payroll

Status **Active Assignment**

Vacancy

Assignment Number 22

Collective Agreement

Assignment Category

Employee Category

Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Name

Worker Number

Assignment Number

Effective Dates

From 19-10-2006 To

Salary Entries Others...

Open

Continue Creating Employment

Oracle Applications - it

File Edit View Folder Tools Window Help

People: 19-10-2006

Name

Last mohamed

First Gamal

Title Mr.

Prefix

Suffix

Middle

Gender Male

Action Create Emplo...

Person Type for Action Employee

Person Types

Identification

Employee 123

National Identifier

Personal Office Details Applicant Further Name Other Benefits

Birth Date 10-06-1975

Age 31

Town of Birth

Status Single

Region of Birth

Nationality Egypton

Country of Birth

Registered Disabled No

Effective Dates

From 19-10-2006 To Latest Start Date 19-10-2006 []

Address Picture Assignment Special Info Others...

+ FastPath

+ Recruitment

Open

Oracle Applications - it

File Edit View Folder Tools Window Help

People: 19-10-2006

Assignment: 19-10-2006(mohamed, Mr. Gamal)

Organization Full Stake

Job DEVELOPER

Grade B

Location

Group

Position full stake developer

Payroll

Status Active Assignment

Vacancy

Assignment Number 123

Collective Agreement

Assignment Category

Employee Category

Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Name Ahmed, Mr. Moustafa

Worker Number 22

Assignment Number

Effective Dates

From 19-10-2006 To []

Salary Entries Others...

Open

Thank You

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