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Onboard Employees Faster by Connecting HCM with Benefits, Payroll, and Directories using Oracle Integration

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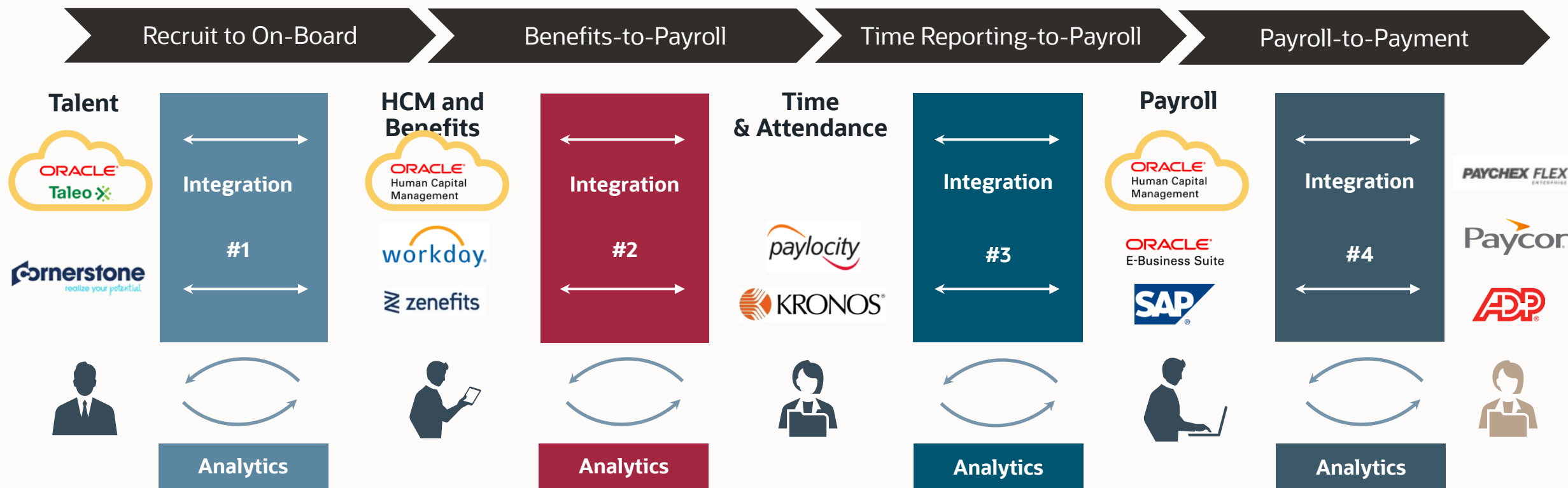OIC Product Management – Integration & Process Automation

Blog: http://kishorekatta.blogspot.com/

Agenda

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1   Use cases – Integrating with HCM Cloud using OIC

HR: Recruit to Pay

Typical Integration Points for HCM Cloud

Style	Business Objects/Systems
Bulk Imports /Exports	• Workers • Work Structure (Grade, Job, Org) • Compensation (Salary Base, Salary) • Payroll (Bank, Fast Formula, Calculation Card, Time, Absence, Pension) • Talent (Goal, Plan) • Learning (Accrual Plan Enrollment) • Benefits (Beneficiary, Benefit Group)
Bulk or Real-time	• Limited to REST APIs: Absence, Employees, Grades, Jobs, etc

ORACLE®
HUMAN CAPITAL MANAGEMENT CLOUD

Emp Directory / LDAP

Payroll

Recruitment

Talent

Time and Attendance

Learning

Benefits

On-Prem HR

HCM Integration Services

HCM Data Exchange

Simple Integration Tool in HCM Cloud
(For ad hoc low volume use cases)

Transactional Services

| REST APIs | ATOM Feeds (Events) |

Bulk Services

| HCM Data Loader | HCM Extracts | SOAP APIs for Setup Services |

HCM Cloud

ORACLE®
Integration

End-to-End
Orchestration

Source and target systems

3rd party payroll/benefits providers

Directories
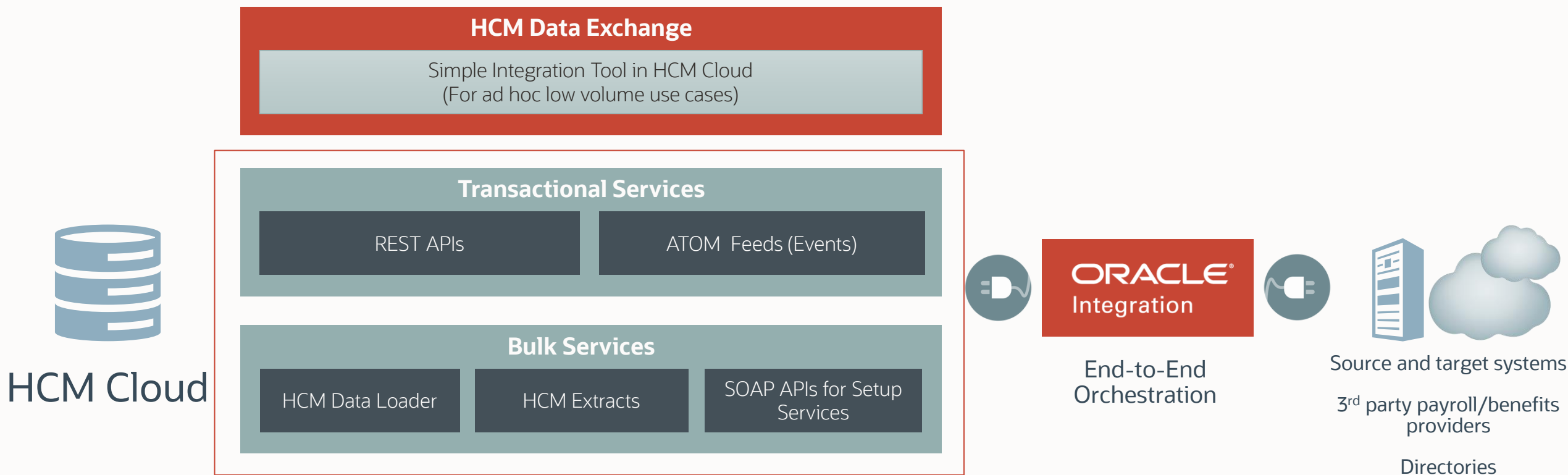
HCM Cloud Adapter Overview

The Oracle HCM Cloud Adapter enables you to invoke operations, extract bulk data, or subscribe to updates in Oracle Human Capital Management (HCM) Cloud applications.

Start by selecting from one of the four following options on the Invoke **Actions** page:

- **Query, Create, Update, or Delete Information**
- **Extract Bulk Data using HCM Extracts**
- **Subscribe to Updates (via Atom Feed)**
- **Send Files to HCM Cloud**
- **Import Bulk data using HDL**

Edit Actions
Oracle HCM Cloud invoke

What would you like to do with Oracle HCM Cloud Adapter?

○ Query, Create, Update or Delete Information

● Subscribe to Updates (via ATOM Feed)

○ Import Bulk Data using HCM Data Loader (HDL)

○ Receive Files from HCM Cloud

○ Send Files to HCM Cloud

Query, Create, Update, or Delete Information

Selecting this option provides common Fusion Application CRUD choices.

Choose an operation by browsing for:

- **Business Objects**
  - Choose an available business object
  - Select an available operation on that object
- **Services**
  - Choose an available service
  - Select an available service operation
- **Business (REST) Resources**
  - Select a service application
  - Choose an available business resource (or child resource)
  - Select an available resource operation

Extract Bulk Data Using HCM Extracts

Select this option to process one or more data extracts previously exported to UCM.

- Specify the HCM Extract Integration Name

  > ◉ Receive Files from HCM Cloud

- Specify a date-time *(all extracts released after this time are eligible for download)*

- Optionally, provide to decrypt and/or unzip the extract if needed

Once downloaded to the OIC VFS, you can use Stage File Action operations to retrieve and process the data as required by the business use case.

Subscribe to Updates (via Atom Feed)
Select this option to retrieve up to 1000 entries from an HCM Atom feed.

Edit Operations
Oracle HCM Cloud invoke

Select an Atom Feed

Employee Assignment

Employee New Hire

Employee Termination

Employee Update

Employee Work Relationship Cancellation

Employee Work Relationship Update

Learn more about HCM Cloud ATOM feeds

Max entries to process
250

☑ Process Future Dated Entries Immediately
☑ Include Business Object in ATOM feeds

⚫ Subscribe to Updates (via ATOM Feed)

Select the type of changes in HCM you are interested in processing.

Edit Operations
Oracle HCM Cloud invoke

10

25

50

100

250

500

750

1000

Max entries to process
250
Select the number of entries to process in single invoke

Additional HTTP requests will be sent to retrieve the business object for each entry.

Import Bulk Data using HCM Data Loader (HDL)

Supports 2 operations

- **Submit an HCM Data Loader Job**
  - Operation uploads the zip containing .dat file to UCM
  - Submits the import job
- **Query the Status of an HCM Data Loader Job**
  - Retrieves the status of an HCM Data Loader job submitted by an integration

◉ Import Bulk Data using HCM Data Loader (HDL)

Select the operation to perform against the target HDL application

◉ Submit an HCM Data Loader job
○ Query the status of an HCM Data Loader job

Select the security group in which to upload the file.

Security Group

CRM

CRMStage

CSMImportExport

FAAuthPubContent

FAFusionImportExport

FolderAccess

Select the document account to assign to the file.

Doc Account

hcm$/dataloader$/import$

hed$/data$/import$

Send Files to HCM Cloud

Select this option to upload a file to UCM.

Select the security group in which to upload the file.

Select the document account to assign to the file.

Choose to encrypt the file (requires PGP Public Key configuration on the Connection).

Adapter Support for HCM Cloud

Automating HCM Connectivity

Direction	Category	HCM Cloud Mechanism	Connectivity through OIC
Invoke (OIC -> HCM)	Real-Time API	REST APIs	◆ Through HCM Cloud Adapter
		SOAP APIs	◆ Not recommended. Deprecated by HCM Cloud
	Bulk Data / Batch Operations	Bulk Data Extract	◆ Through HCM Cloud Adapter
		HCM Data Load (HDL)	◆ Through HCM Cloud adapter and SOAP adapters
Trigger (HCM->OIC)	Events (Pull Model)	ATOM Feeds	◆ Through HCM Cloud Adapter

Integration Made Simple

- ✓ Friendly view of business objects, services and operations from SaaS

- ✓ Single standard interface to connect SaaS

- ✓ Upgrades with SaaS

- ✓ Handle security for SaaS connectivity

- ✓ Handle SaaS events

- ✓ Handle callbacks, retries and errors, all in one place

Large enterprise leading provider of diagnostics information integrates Global HR with Benefit and Payroll providers

- **Challenge:** Customer was using an Oracle on-premise solution and wanted to begin their journey in the cloud to uptake new features frequently and innovate faster. Key objectives; improved self-service, reduced reliance on IT, reduced TCO, and freeing up HR bandwidth for strategic interventions

- Use Case:
  - Real time Atom feed based integration
  - HDL File based integration
  - HCM extracts

- Business Flow:
  - **Sync Employee and Work Structure details with external systems** using Atoms
  - **Integration with Benefits Service Providers** (Aetna, Kaiser, Fidelity)
  - Outbound **Integration with Time clock Vendors, Banks, Payroll Providers and Tax Authorities**
  - **Employee, Budget, Salary and Payroll Integration with PeopleSoft Financials**

- Business Benefit: Reduced HR shared service calls and inquiries by over 10%. Gained modern and engaging employee experience

- Solution: OIC as an integration platform between Global HR Cloud and Several Benefit providers, Payroll providers, Internal bespoke applications

Large digital services provider Integrated HCM Cloud helped to move in Accelerated fashion towards Digital Transformation

- Business Flow:
  - **Real time Integration** with **HCM Cloud** using Atom Feeds for capturing **Employee and Salary details to synchronize with Peoplesoft Financial modul**e
  - **Bulk Data Integration of Candidates from Taleo EE to HCM Cloud**
  - **Real time integration for Mailbox creation and Termination**
  - **Task Management and Timesheet integration with Legacy Applications**
- Business Benefit:
  - Integrated Solution will be a significant shift in terms of employees' customer satisfaction up to 20-40% less time and less effort to do the same activities than before
  - **Enables digital transformation through integration of Chatbots**
  - **Employee Hire and Termination process will be completely automated and digitized**
- Solution: OIC as an integration platform between Global HR Cloud and Several Benefit providers, Payroll providers, Internal bespoke applications
- Results: Expect to have significant reduction of Employee onboarding and Termination process

HCM OIC Integration Recipes

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Receipes	Applications Integreated	Use Case/Business Objects
Benefits ANSI 834 Export	Oracle HCM Cloud -> Benefits Provider system (e.g Kaiser, UHC etc)	Generation and formatting of an ANSI 834 benefits provider input file, based on HCM Extract file loaded from FTP.
Directory Synchronization	Oracle HCM Cloud -> LDAP/Microsoft AD/Okta	Outbound integration to a customer identity management system when a new hire is made within HCM Cloud
Automating e-IWO Inbound Process	SFTP location -> Oracle HCM Cloud	Automate Electronic Income Withholding Orders (e-IWO) between Child Support Agencies and Employers
Integrate with third party Payroll	Oracle HCM Cloud GPI v2 -> 3rd party payroll (ADP)	Use Oracle Global Payroll Interface V2 and Oracle Integration Cloud to Integrate with Third Party Payroll
New Hire Export	Oracle HCM Cloud -> On-prem Systems (EBS/SAP/Siebel/JDE)	Extracting new hire information from HCM Cloud and writing to an on-premise customer system
Employment Transaction Import	On-prem system (EBS/SAP/Siebel/JDE) -> Oracle HCM Cloud	Importing of worker information into Fusion HCM from an upstream on-premise customer system
Import Pending Workers	FTP -> Oracle HCM Cloud	Generation of a Pending Worker dat file, and then the subsequent Import and Load into HCM Cloud.
Absence Calendaring	Oracle HCM Cloud -> Google Calendar	Fetch upcoming absences from HCM Cloud and create Google Calendar entries

HCM Cloud Integration Patterns with OIC

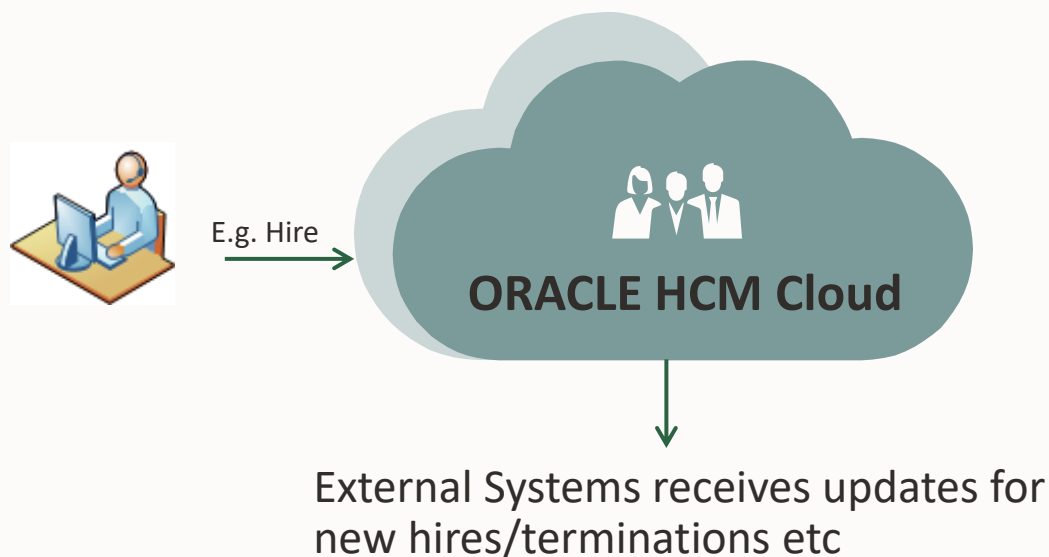- Near Real time
- Bulk Import (HDL)
- Bulk Extract (HCM Extract)

1. Near Real-Time Synchronization Pattern

# React to HR Events in Real Time (ATOM Feeds)

Publish feeds for updates such as "New Hire", "Terminations", "Employee Transfers/Promotions." for interested external systems

› Employee Events (Hire, Update ,Terminate)

› Work Structure Events (Create ,Update, End Date)

 › grades

 › Jobs

 › Locations

 › Organizations

 › Positions

› Assignment Events (Create, Update, End Date)

E.g. Hire

ORACLE HCM Cloud

External Systems receives updates for new hires/terminations etc

HCM Cloud Integration Patterns – Outbound (Near Real Time Sync)
Usecase: New Hire Sync to Corporate Directories
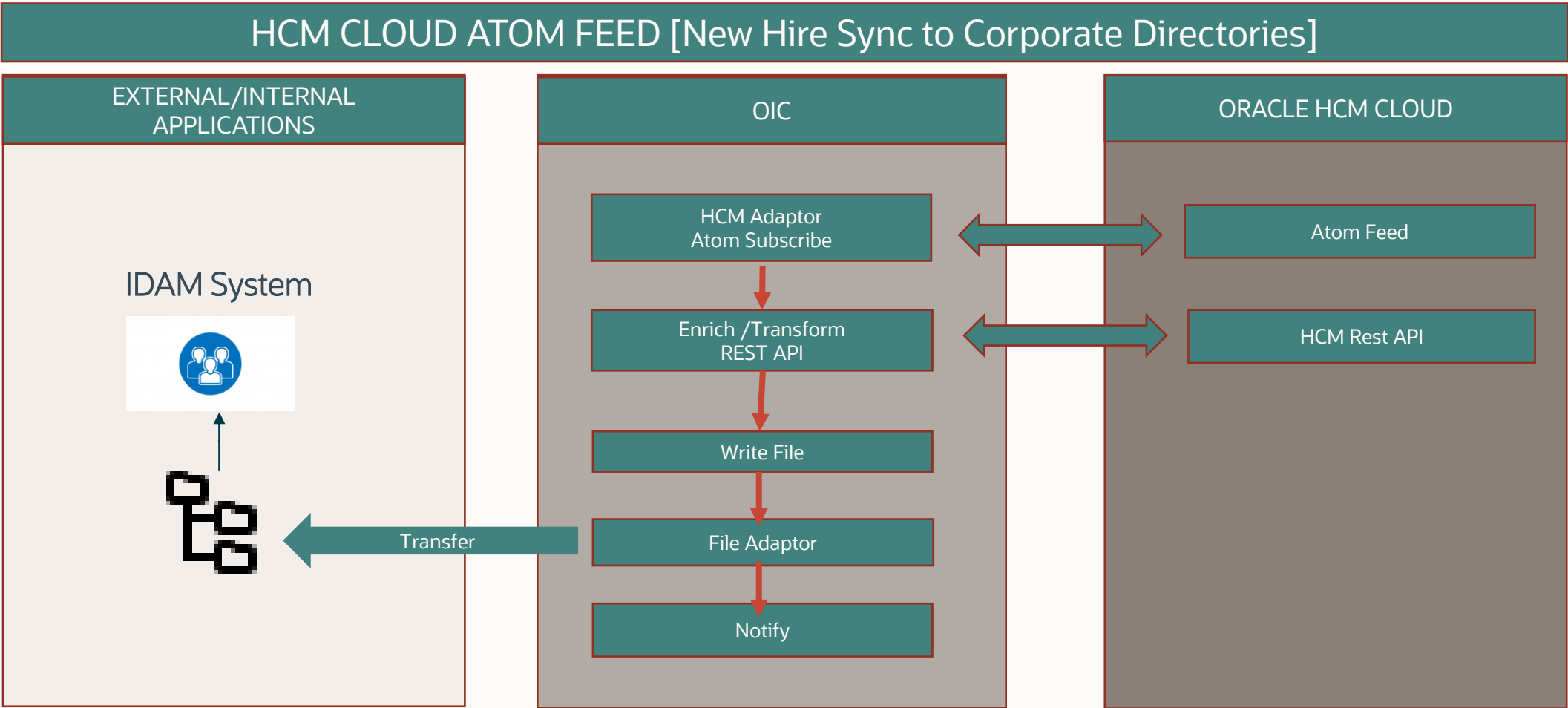
HCM Cloud Integration Patterns with OIC

- Near Real time Synchronization
- **Bulk Import (HDL)**
- Bulk Extract (HCM Extract)

# Sample Pending Worker HDL Import File

```
METADATA|Worker|EffectiveStartDate|EffectiveEndDate|StartDate|CategoryCode|ActionCode|DateOfBirth|SourceSystemOwner|SourceSystemId|ApplicantNumber
MERGE|Worker|2018/08/01|4712/12/31|2018/08/01|M|ADD_PEN_WKR|1989/02/24|HRC_SQLLOADER|EN001|EN001
MERGE|Worker|2018/08/01|4712/12/31|2018/08/01|M|ADD_PEN_WKR|1979/05/14|HRC_SQLLOADER|EN002|EN002
METADATA|PersonName|PersonId(SourceSystemId)|EffectiveStartDate|EffectiveEndDate|LegislationCode|NameType|FirstName|MiddleNames|LastName|SourceSystemOwner|SourceSystemId
MERGE|PersonName|EN001|2018/08/01|4712/12/31|US1|GLOBAL|John||Brown|HRC_SQLLOADER|PEREN001
MERGE|PersonName|EN002|2018/08/01|4712/12/31|US1|GLOBAL|Susan||Grey|HRC_SQLLOADER|PEREN002
METADATA|WorkRelationship|PersonId(SourceSystemId)|DateStart|WorkerType|LegalEntityId|ActionCode|PrimaryFlag|SourceSystemOwner|SourceSystemId
MERGE|WorkRelationship|EN001|2018/08/01|E|300000001317051|ADD_PEN_WKR|Y|HRC_SQLLOADER|WREN001
MERGE|WorkRelationship|EN002|2018/08/01|E|300000001317051|ADD_PEN_WKR|Y|HRC_SQLLOADER|WREN002
METADATA|WorkTerms|PersonId(SourceSystemId)|PeriodOfServiceId(SourceSystemId)|EffectiveStartDate|EffectiveEndDate|EffectiveSequence|EffectiveLatestChange|ActionCode|DateStart|BusinessUnitId|AssignmentStatusTypeCode|WorkerType|LegalEmployerName|AssignmentType|PersonTypeCode|PrimaryWorkTermsFlag|ProjectedStartDate|ProposedWorkerType|SourceSystemOwner|SourceSystemId
MERGE|WorkTerms|EN001|WREN001|2018/08/01|4712/12/31|1|Y|ADD_PEN_WKR|2018/08/01|300000008152700|ACTIVE_PROCESS|P|Oracle USA Inc|PT|Pending Worker|Y|2018/08/01|Employee|HRC_SQLLOADER|WTEN001
MERGE|WorkTerms|EN002|WREN002|2018/08/01|4712/12/31|1|Y|ADD_PEN_WKR|2018/08/01|300000008152700|ACTIVE_PROCESS|P|Oracle USA Inc|PT|Pending Worker|Y|2018/08/01|Employee|HRC_SQLLOADER|WTEN002
METADATA|Assignment|PersonId(SourceSystemId)|EffectiveStartDate|EffectiveEndDate|EffectiveSequence|EffectiveLatestChange|WorkTermsAssignmentId(SourceSystemId)|AssignmentType|BusinessUnitId|AssignmentStatusTypeCode|WorkerType|LegalEmployerName|PrimaryAssignmentFlag|ActionCode|PersonTypeCode|ProjectedStartDate|ProposedWorkerType|SourceSystemOwner|SourceSystemId
MERGE|Assignment|EN001|2018/08/01|4712/12/31|1|Y|WTEN001|P|300000008152700|ACTIVE_PROCESS|P|Oracle USA Inc|Y|ADD_PEN_WKR|Pending Worker|2018/08/01|Employee|HRC_SQLLOADER|ASEN001
MERGE|Assignment|EN002|2018/08/01|4712/12/31|1|Y|WTEN002|P|300000008152700|ACTIVE_PROCESS|P|Oracle USA Inc|Y|ADD_PEN_WKR|Pending Worker|2018/08/01|Employee|HRC_SQLLOADER|ASEN002
```

HCM Cloud Integration Patterns – Inbound (File)
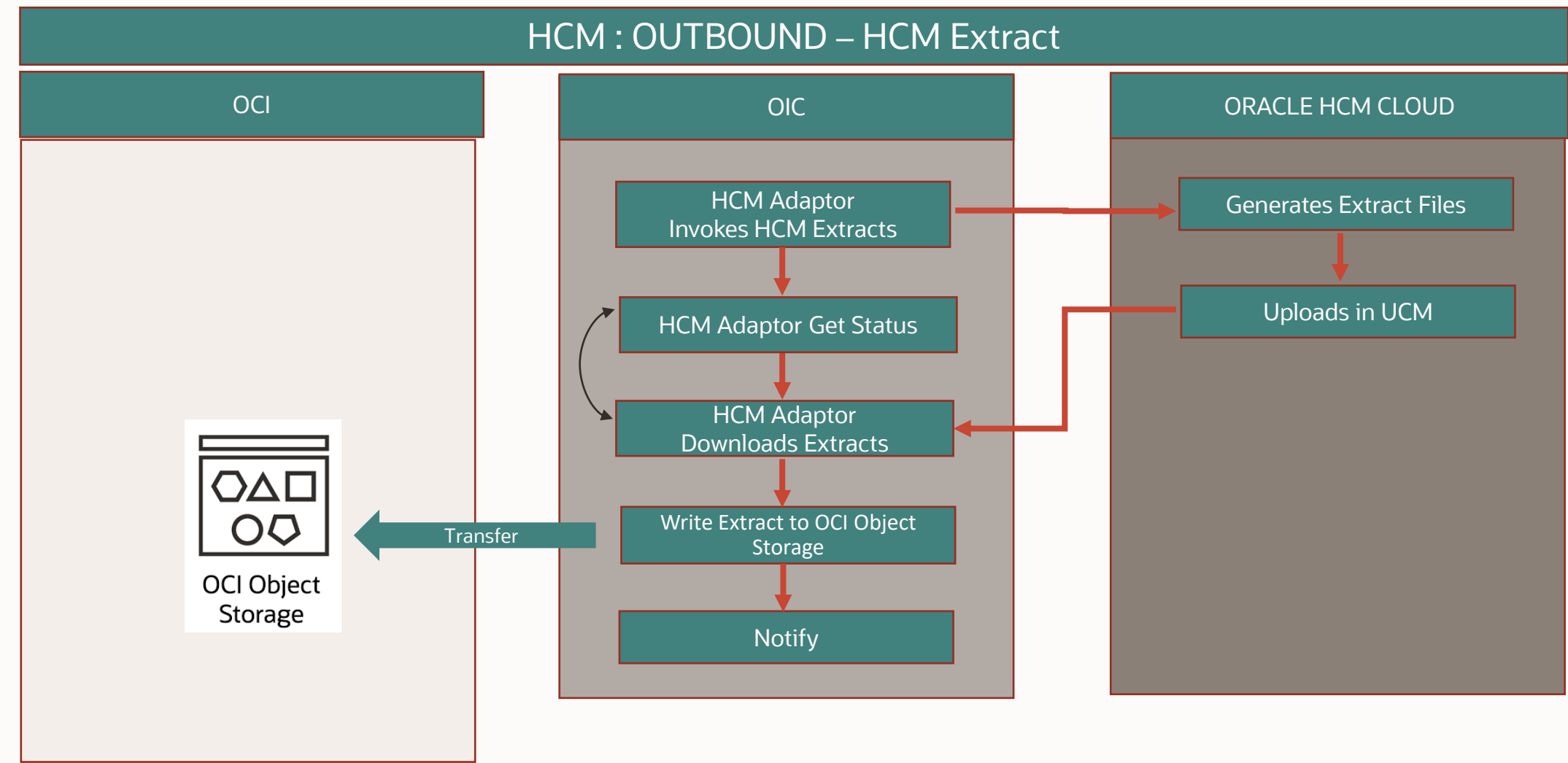## Usecase: Import Pending Workers in Bulk
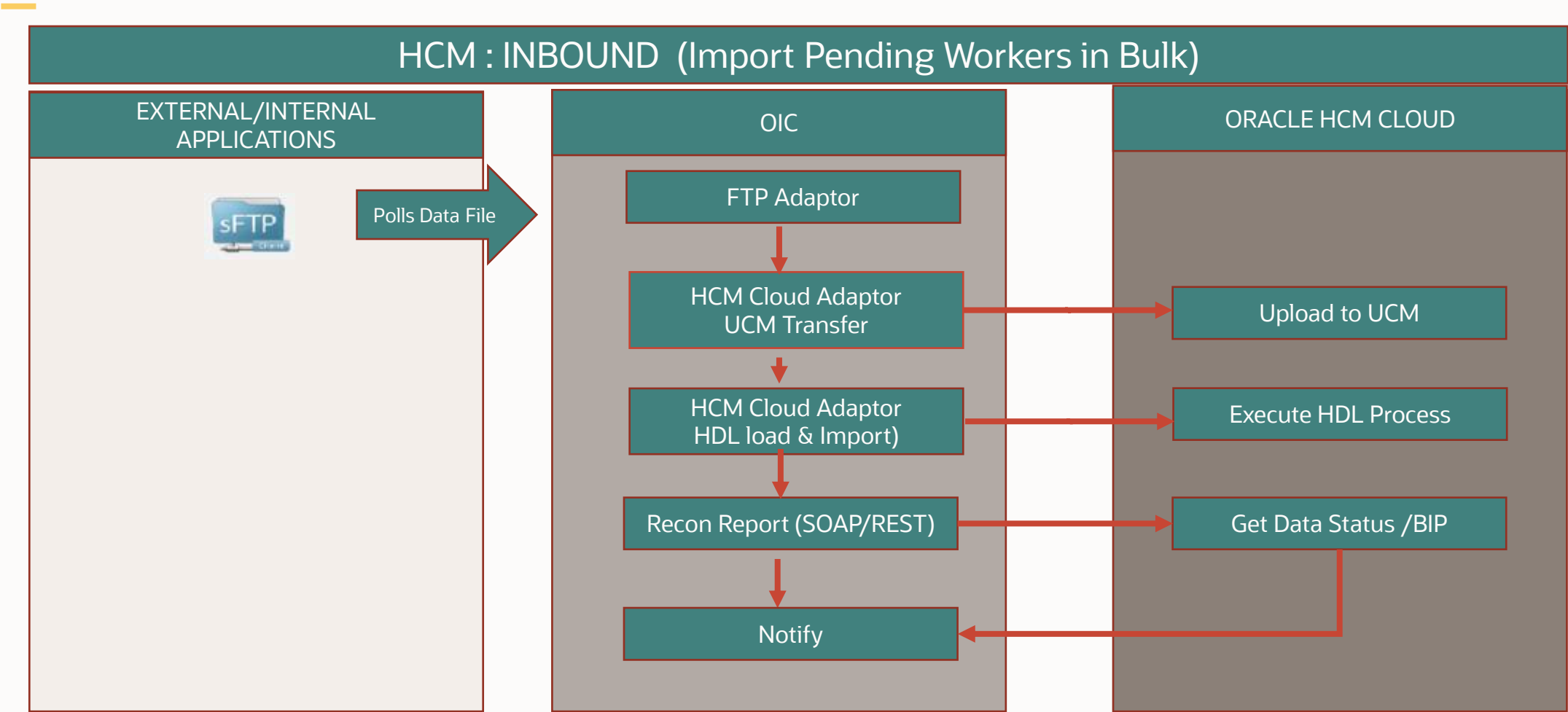
HCM Cloud Integration Patterns with OIC

- Near Real time Synchronization
- Bulk Import (HDL)
- **Bulk Extract (HCM Extract)**

HCM Cloud Integration Patterns – Outbound (File)

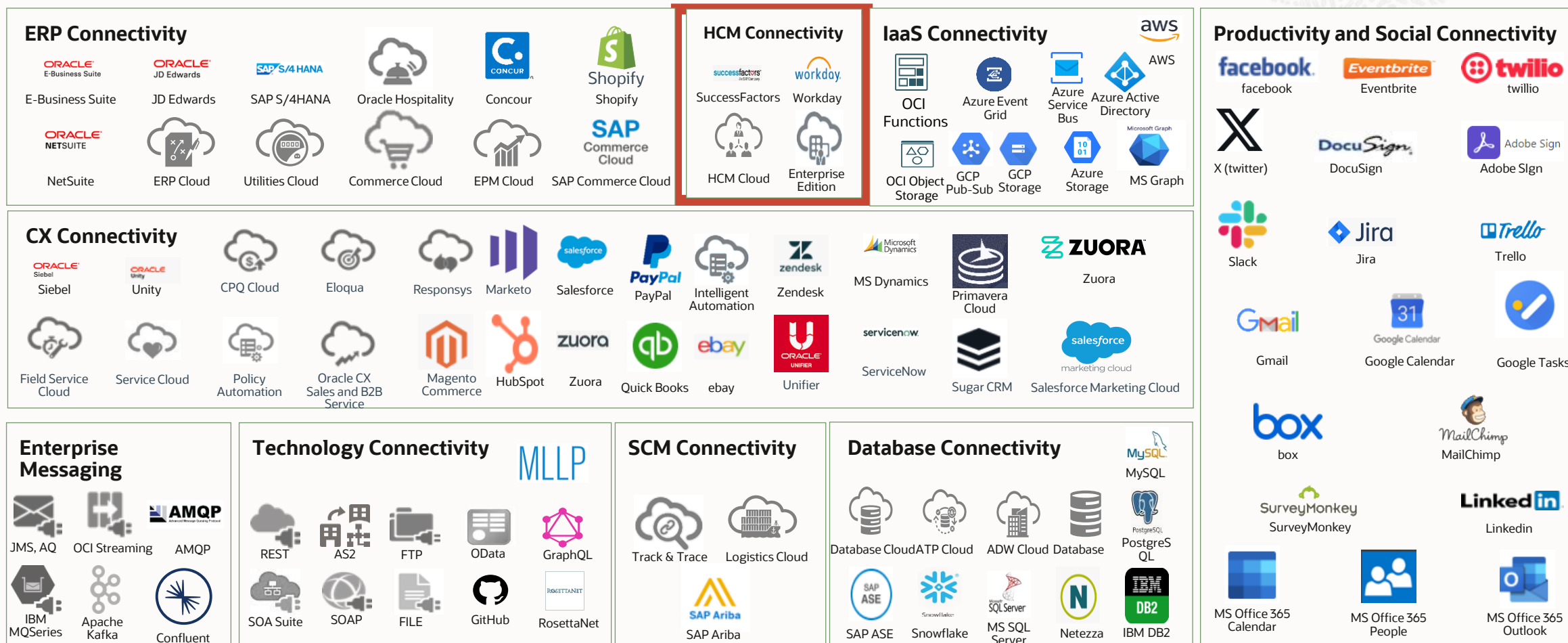**Usecase: Send Benefits enrollment to a Benefit Provider**

Simplified HCM Integration with OIC HCM Cloud adapter

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- **Auto Discovery of batch and real-time web services and business events**
- Wizard driven **native support for HCM Extracts**
  - Extracting data from HCM Cloud to integrate with downstream applications, payroll and benefits data to third-party vendors, etc.
- Wizard driven **native support of subscribing ATOM feeds**
  - Near real-time synchronization with downstream applications
- Comprehensive support of **handling large files, encryption / decryption, zip / unzip**

Oracle Integration Connectivity

Prebuilt adapters for cloud, on-premise, Oracle, non-Oracle and custom apps

Questions?