

DM3-010 Maximise Data Migration Component Design

Core HCM

Prepared by: <<V1 Consultant>> | <<Date>>.

Version: v01

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Version Control

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| --- | --- | --- | --- |
| Date | Version | Changed By | Reason for Change |
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Circulation List

|  |  |
| --- | --- |
| Name | Organisation/Title |
|  |  |
|  |  |

Reference Documents

|  |  |  |
| --- | --- | --- |
| Title | Description | Owner |
|  |  |  |

# Introduction

## Purpose

The purpose of this document is to document and communicate the data mapping and component design specifications for the conversion of an individual entity that is going to be converted to the Oracle Cloud applications using Maximise.

## Scope and Application

This document provides the Maximise high-level design summary for Data Migration to Oracle Cloud HCM.

This document outlines the following details:

* File layout to be used for extraction of data from the source legacy system.
* Detailed structure of staging (STG) and transformation (XFM) tables used for Data Migration.
* Oracle Cloud HCM Data Loader File Structure used for Data Migration.

This document is relevant for both the Version 1 Migration Team and the <client> Technical Team.

## Data Acquisition High Level Source to Target Mapping

The following high-level table details how source (logical) objects map to the target (Cloud HCM) objects.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Source System | Source System Type | Interface Type | Source Object(s) | Join/Filter Conditions | Target ETL Stage (Staging) | Target Business Area | Target Object |
| Legacy System | ERP System | HDL | Worker | ALL | STAGING | Core HCM | PER\_ALL\_PEOPLE\_F  PER\_ADDRESSES\_F  PER\_PERSON\_ADDR\_USAGES\_F  PER\_PERSONS  PER\_CITIZENSHIPS  PER\_DISABILITIES\_F  PER\_EMAIL\_ADDRESSES  PER\_ETHNICITIES  PER\_PEOPLE\_LEGISLATIVE\_F  PER\_PERSON\_NAMES\_F  PER\_NATIONAL\_IDENTIFIERS  PER\_PASSPORTS  PER\_PHONES  PER\_RELIGIONS  PER\_VISAS\_PERMITS\_F  PER\_ALL\_ASSIGNMENTS\_M\_STG  PER\_ASSIGN\_WORK\_MEASURES\_F  PER\_PERIODS\_OF\_SERVICE  PER\_ASSIGNMENT\_SUPERVISORS\_F  PER\_ASSIGN\_GRADE\_STEPS\_F |
| Legacy System | ERP System | HDL | Bank  BankBranch | ALL | STAGING | CORE HCM | CE\_INDEX\_BANKS  CE\_INDEX\_BANK\_BRANCHES |
| Legacy System | ERP System | HDL | Salary | ALL | STAGING | CORE HCM | CMP\_SALARY |
| Legacy System | ERP System | HDL | ExternalBankAccount  PersonalPaymentMethod | ALL | STAGING | CORE HCM | IBY\_EXT\_BANK\_ACCOUNTS  PAY\_PERSON\_PAY\_METHODS\_F |

## Assumptions

1. All Data cleanse activity will be owned by <<Client>> and must be completed prior to Data Migration.
2. The <<Client>> is responsible for the validation of data extracts from the source system.
3. All Work Structure Configurations are defined by functional consultants prior to Data Migration to Target Cloud System.
4. Only current data will be migrated. Maximise will not import historical changes to Cloud HCM.
5. The Data Migration and Transformation timeframe will be based on the accuracy of the extract data file provided to the Version 1 Team. Note: This is relevant for legacy source system (non-EBS).
6. The mapping of data from the legacy system to the Cloud ERP target system must be defined by both Technical and Functional Consultants prior to Transformation activity.
7. Data Mapping must be provided by the <<Client>>. The data mapping rules will be applied in the Maximise tool by the Version 1 Migration Team Technical Consultants.
8. The Maximise tool performs simple transformation only. For any Complex Transformation Rules, the Transformation code needs to be modified by the Version 1 Migration Team Technical Consultants.
9. Maximise will provide the Descriptive Flex field Columns for Fusion HCM Load. Mapping, Transformation and Load of Descriptive Flex field data to be carried out by the Version 1 Migration Team Technical Consultants.
10. Oracle Fusion HDL File Loader process will be used to migrate the source data or manual data provided by <<Client>> to the Cloud environments.

## Pre- requisites

The following list of setup objects must be populated, in Cloud HCM, before running HCM Data Loader File – ***Core HCM:***

* Enterprise defaults
* Legal Entities
* Legal Addresses
* Reference Data Sets
* Salary basis
* Actions / Actions Reasons
* Worker Categories
* Business Units
* Legal Employer
* Tax Reporting Unit
* Department
* Jobs, Job Families
* Grades, Grade Rates and Ladders
* Position
* Locations
* All HCM Cost Allocation Key Flex
* People Group Key Flex
* Any relevant HR lookups

# Data Migration Flow in Maximise Tool

## Data Cleanse

Business data cleansing in Legacy System takes place prior to any technical data extraction.

## Data Migration Conceptual View – Maximise

The diagram below shows the overall process flow of Data Migration using the Maximise Tool.

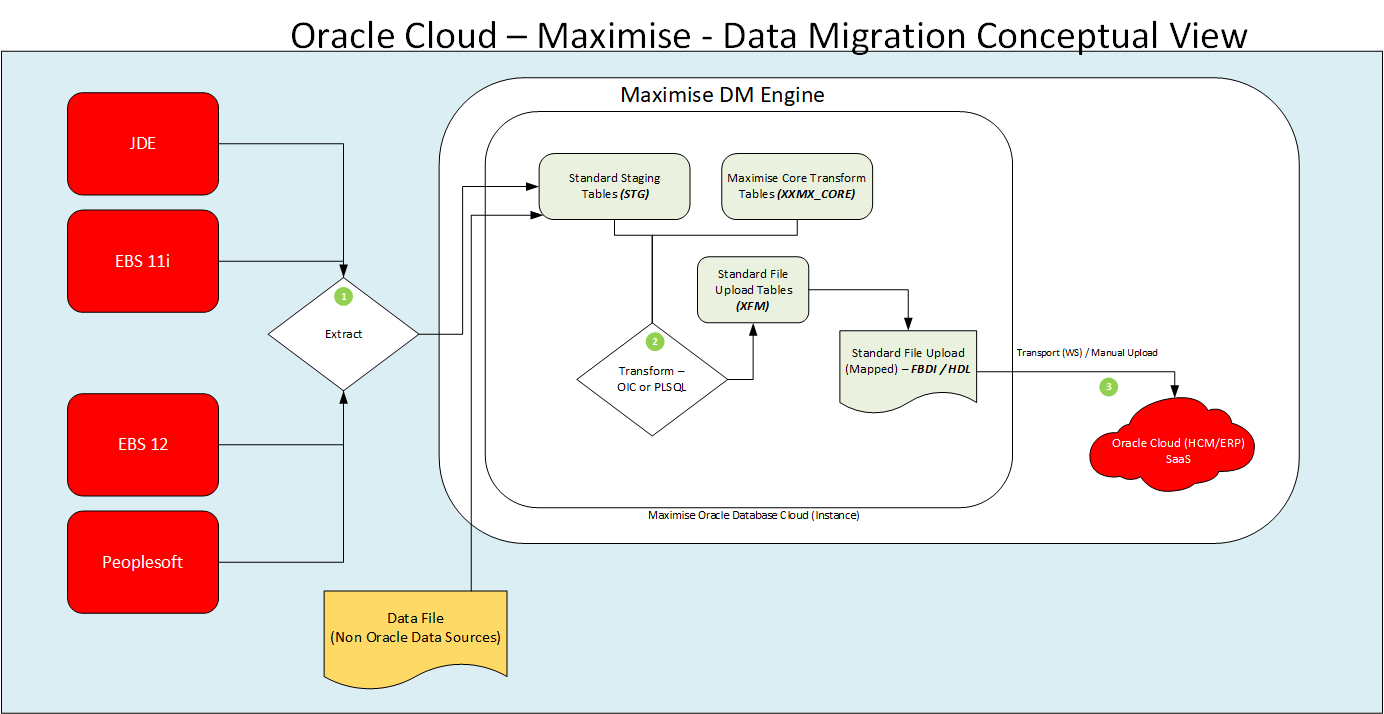


Figure 1 - Maximise Conceptual Model - Migration

## Extract, Transform and Load

* ***STEP 1:*** A standard Maximise set of technical extract routines are deployed in a separate dedicated Oracle Database (typically as DBaaS in <<Client>> Cloud tenancy). These extract routines control and manage, the extraction of data from the “Production” Legacy Data tables, which is then loaded into the Maximise Staging (***STG***) tables.
  + ***NOTE:*** This first (extract step) is not executed if the source is a non-EBS Source System. In such instance a set of standardised flat files are loaded using standard Maximise loader routines.
* <<Client>> business stewards validate the technical extracts.
* The <<Client>> business stewards provide any requisite “***standard***” mappings e.g. Code Combination Mappings, in a pre-defined (excel) format (“***Mapping\_Master Spreadsheet***”). This is then loaded into the Maximise engine to drive the automatic <<Client>> specific mapping process to the Transform (***XFM***) tables.
* ***STEP 2:*** Data is moved, between ***STG*** and ***XFM***, by transforms routines, using <<Client/Functional Consultant>> defined mappings, when initiated on a per entity basis. This includes technical “standard” mapping and transformation, alongside verification and validation checks to the newly configured Oracle Cloud (if any are defined in the Maximise Tool).
* ***Step 3:*** Finally, the data files HDL/FBDI (“.dat”/”.csv” – respectively) for the mapped entities are generated. The Maximise tool automatically generates the files in the correct format and packages them into a “.zip” file format.

## Load

The loading of Data into the Fusion Interface Tables can be manual (HCM) or automatic (ERP) with Maximise. The steps in either instance are as follows: -

* The HDL/FBDI Output is generated in the appropriate format, by Maximise, which is then loaded to the Fusion (Interface Tables) Manually (HCM) or Automatically (ERP).
* For ERP, verification that the Load Interface file, for the Import process, completes successfully.

NOTE: If OIC is not the Load mechanism used e.g. for HCM, these steps are performed manually after generating the “.dat” file.

## Data Reconciliation Conceptual View - Maximise

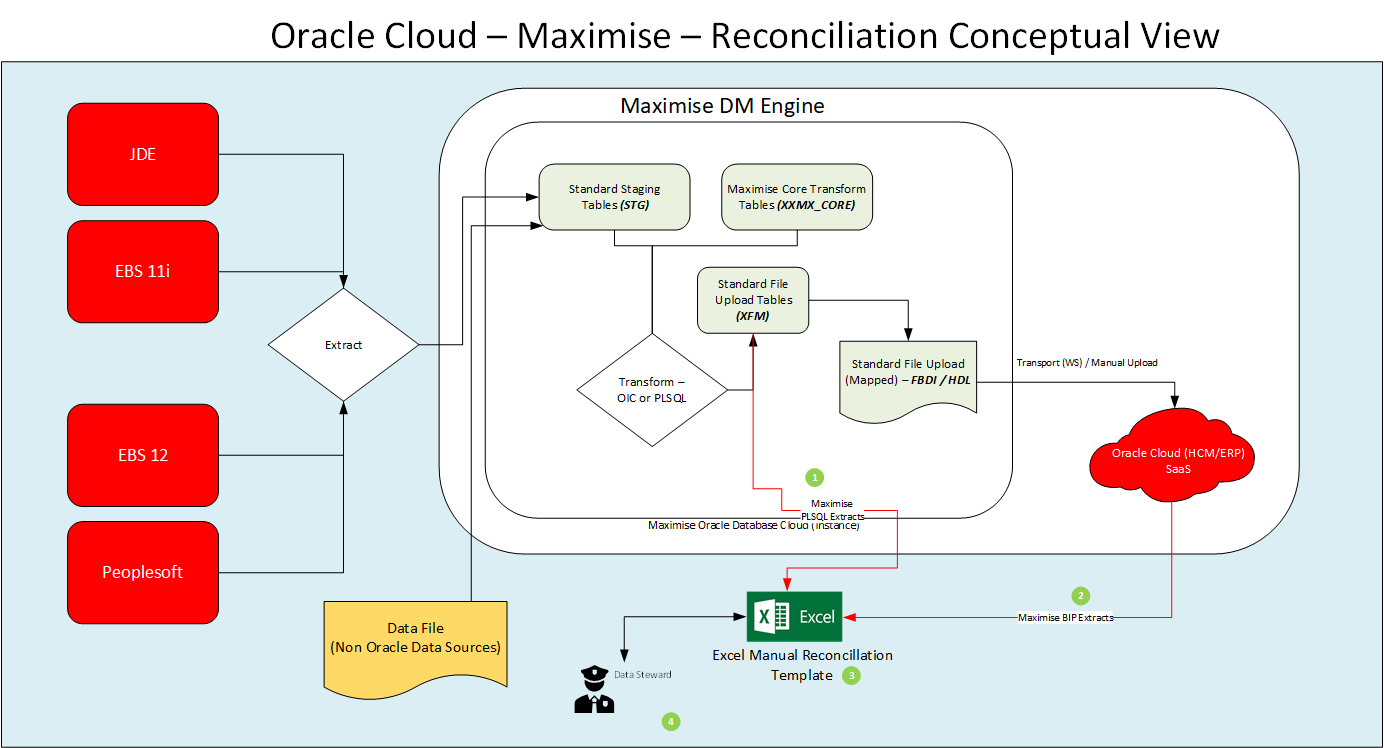


Figure 2 - Maximise Conceptual View - Reconciliation

## Reconciliation

* ***STEP 1:*** A standard Maximise set of technical extract routines are deployed in a separate dedicated Oracle Database (typically as DBaaS in <<Client>> Cloud tenancy). These extract the data from the Maximise Staging (***XFM***) tables.
* ***STEP 2:*** A set of standards Maximise (BI Publisher) Oracle extract reports are deployed in the target Fusion environment. These extract the loaded data, from Oracle ERP/SaaS, per ERP/HCM Entity.
* ***STEP 3:*** A set of standards Maximise (MS-Excel) consolidation sheets (with Summary, XFM and BIP worksheets), per entity, accepts outputs from ***Steps 1*** and ***2***.
* **STEP 4:** <<Client>> (or Delivery team) business stewards validate the technical extracts and reconciliation as part of ***STEP 3*** in Excel.

# Naming Standards

The table below provides the file naming standards to be followed for entities when performing Data Migration.

* ***Staging Table Creation Script, Data Extraction Script, Control File*** – provided as part of Maximise Tool.
* ***Data File From Legacy System*** to be provided by non-EBS Client. The format of this data file is detailed in the next section.

| Doc/Files Required | Data Conv Naming Standards | File Name |
| --- | --- | --- |
|  |  |  |
| Data Mapping Document |  | IND/DGUK/CV040/AR/02 |
| Staging Table Creation Script | XXMX\_HCM\_<Name>\_TAB.sql | XXMX\_HCM\_WORKER\_TAB.sql |
| Data Extraction Script | XXMX\_HCM\_<SEL>\_<Name>.sql | Not Available if the File is provided by Client. |
| Data File from Legacy System (Inbound File) | XXMX\_HCM\_<Name>.dat | XXMX\_HCM\_PER\_WORKER.dat  XXMX\_HCM\_PER\_PERSON.dat  XXMX\_HCM\_PER\_ADDRESS.dat  XXMX\_HCM\_PER\_NID.dat  XXMX\_HCM\_PER\_NAMES.dat  XXMX\_HCM\_PER\_ETHNICITY.dat  XXMX\_HCM\_PER\_CITIZEN.dat  XXMX\_HCM\_PER\_PHONE.dat  XXMX\_HCM\_PER\_PASSPORT.dat  XXMX\_HCM\_PER\_SENIORITYDT.dat  XXMX\_HCM\_PER\_LEG.dat  XXMX\_HCM\_PER\_RELIGION.dat  XXMX\_HCM\_PER\_DISABILITY.dat  XXMX\_HCM\_PER\_VISA.dat  XXMX\_HCM\_ASSIGNMENTS.dat  XXMX\_HCM\_WORKREL.dat  XXMX\_HCM\_ASG\_SUPERVISOR.dat  XXMX\_HCM\_BANK.dat  XXMX\_HCM\_BANKBRANCH.dat  XXMX\_HCM\_EXT\_BANKACC.dat  XXMX\_HCM\_PER\_CONTACT.dat  XXMX\_HCM\_CONTACT\_REL.dat  XXMX\_HCM\_CONTACT\_ADDR.dat  XXMX\_HCM\_CONTACT\_PHONE.dat  XXMX\_HCM\_PER\_SICK\_ABSENCE.dat  XXMX\_HCM\_PER\_MAT\_ABSENCE.dat  XXMX\_HCM\_ASG\_PAYROLL.dat  XXMX\_HCM\_ASG\_SALARY.dat  XXMX\_HCM\_PERSONAL\_PAYMTHD.dat  XXMX\_HCM\_ASG\_WORKMSURE.dat  XXMX\_HCM\_ASG\_GRADESTEP.dat  XXMX\_HCM\_ABSENCE\_ACCRUAL.dat  XXMX\_HCM\_ASG\_WORKSCHEDULE.dat  XXMX\_HCM\_PER\_AOR.dat |
| Control File – load Data into the staging table | XXMX\_HCM\_<Name>.ctl | XXMX\_HCM\_PER\_WORKER.ctl  XXMX\_HCM\_PER\_PERSON.ctl  XXMX\_HCM\_PER\_ADDRESS.ctl  XXMX\_HCM\_PER\_NID.ctl  XXMX\_HCM\_PER\_NAMES.ctl  XXMX\_HCM\_PER\_ETHNICITY.ctl  XXMX\_HCM\_PER\_CITIZEN.ctl  XXMX\_HCM\_PER\_PHONE.ctl  XXMX\_HCM\_PER\_PASSPORT.ctl  XXMX\_HCM\_PER\_SENIORITYDT.ctl  XXMX\_HCM\_PER\_LEG.ctl  XXMX\_HCM\_PER\_RELIGION.ctl  XXMX\_HCM\_PER\_DISABILITY.ctl  XXMX\_HCM\_PER\_VISA.ctl  XXMX\_HCM\_ASSIGNMENTS.ctl  XXMX\_HCM\_WORKREL.ctl  XXMX\_HCM\_ASG\_SUPERVISOR.ctl  XXMX\_HCM\_BANK.ctl  XXMX\_HCM\_BANKBRANCH.ctl  XXMX\_HCM\_EXT\_BANKACC.ctl  XXMX\_HCM\_PER\_CONTACT.ctl  XXMX\_HCM\_CONTACT\_REL.ctl  XXMX\_HCM\_CONTACT\_ADDR.ctl  XXMX\_HCM\_CONTACT\_PHONE.ctl  XXMX\_HCM\_PER\_SICK\_ABSENCE.ctl  XXMX\_HCM\_PER\_MAT\_ABSENCE.ctl  XXMX\_HCM\_ASG\_PAYROLL.ctl  XXMX\_HCM\_ASG\_SALARY.ctl  XXMX\_HCM\_PERSONAL\_PAYMTHD.ctl  XXMX\_HCM\_ASG\_WORKMSURE.ctl  XXMX\_HCM\_ASG\_GRADESTEP.ctl  XXMX\_HCM\_ABSENCE\_ACCRUAL.ctl  XXMX\_HCM\_ASG\_WORKSCHEDULE.ctl  XXMX\_HCM\_PER\_AOR.ctl |

# Extract File Layouts

This section provides details for extracting the data file from source system. It provides the following information about the mandatory columns required by the Maximise tool for Data Migration to Oracle Cloud HCM:

* An overview of staging and transformation table structure.
* Information about mapping rules, validations and any default used in the Maximise tool.

**Datatype**

|  |  |
| --- | --- |
| Table Field | Description |
| Col Seq. | Sequence Numbering for Reference. |
| Field Name | Source Data File Column Names to be provided by Client |
| Datatype | Column Type and length restrictions for the Source data field. |
| Include in Loader File | ‘Y’ indicates column provided in Maximise load control file for Loading Source Data file to Maximise Staging tables. |
| Req | Mandatory Columns to be provided in Source Data File. |
| Staging Table Columns | Column Details of Maximise Staging table (STG) |
| Transform Table Columns | Column Details of Maximise Transformation table (XFM) |
| Comments | Provides information – if any column is Default. Also lists the validations on the column. |
| Data File Name | Data File Name of Source Data File which will be provided by <<Client>> |
| Staging table | Staging Table provided as part of Maximise tool. Source Data from Data file will be loaded to Staging table (STG). |
| Transformation Table | Data from Staging table will be validated, and mapped to, according to mapping rules provided by <<client>>. Transformed data will be loaded to Transform Table (XFM) |

## Worker

Data File Name: XXMX\_HCM\_PER\_WORKER.dat

Staging table: XXMX\_PER\_PERSONS\_STG

Transform Table: XXMX\_PER\_PERSONS\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

Scope: Only Employee and Contingent Worker can be loaded using the below mapping details. For any other PERSON\_TYPES the table structure below may require changing.

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER | Required |
| 5 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 6 | START\_DATE | DATE | Y | Y | START\_DATE | START\_DATE | Required |
| 7 | DATE\_OF\_BIRTH | DATE | Y | Y | DATE\_OF\_BIRTH | DATE\_OF\_BIRTH | Required |
| 8 | CORRESPONDENCE\_LANGUAGE | VARCHAR2(30) | Y | N | CORRESPONDENCE\_LANGUAGE | CORRESPONDENCE\_LANGUAGE |  |
| 9 | BLOOD\_TYPE | VARCHAR2(30) | Y | N | BLOOD\_TYPE | BLOOD\_TYPE |  |
| 10 | DATE\_OF\_DEATH | DATE | Y | N | DATE\_OF\_DEATH | DATE\_OF\_DEATH |  |
| 11 | COUNTRY\_OF\_BIRTH | VARCHAR2(240) | Y | N | COUNTRY\_OF\_BIRTH | COUNTRY\_OF\_BIRTH |  |
| 12 | REGION\_OF\_BIRTH | VARCHAR2(240) | Y | N | REGION\_OF\_BIRTH | REGION\_OF\_BIRTH |  |
| 13 | TOWN\_OF\_BIRTH | VARCHAR2(240) | Y | N | TOWN\_OF\_BIRTH | TOWN\_OF\_BIRTH |  |
| 14 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 15 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- Worker |
| 16 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 17 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 18 | ACTION\_CODE | VARCHAR2(100) | N | N | ACTION\_CODE | ACTION\_CODE | Hardcode- HIRE |
| 19 | REASON\_CODE | VARCHAR2(100) | N | N | REASON\_CODE | REASON\_CODE | ‘DATAMIGRATION’ Should be defined in Fusion |
| 20 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 21 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 22 | PARTY\_ID | VARCHAR2(264) | N | N | PARTY\_ID | PARTY\_ID |  |
| 23 | PERSON\_TYPE | VARCHAR2(30) | N | N | PERSON\_TYPE | PERSON\_TYPE |  |
| 24 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 25 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 26 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 27 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 28 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 29 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 30 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 31 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 32 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 33 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 34 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

### Mapping

Person Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| EMPLOYEE | EMP |
| EX-EMPLOYEE | EX\_EMP |
| CONTINGENT WORKER | CWK |

## Person Address

Data File Name: XXMX\_HCM\_PER\_ADDRESS.dat

Staging table: XXMX\_PER\_ADDRESS\_F\_STG

Transform Table: XXMX\_PER\_ADDRESS\_F\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code – Extracted |
| 4 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 5 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 6 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 7 | EFFECTIVE\_END\_DATE | DATE | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | IF Null – ’31-DEC-4712’ |
| 8 | ADDRESS\_LINE\_1 | VARCHAR2(240) | Y | Y | ADDRESS\_LINE\_1 | ADDRESS\_LINE\_1 |  |
| 9 | TOWN\_OR\_CITY | VARCHAR2(30) | Y | Y | TOWN\_OR\_CITY | TOWN\_OR\_CITY |  |
| 10 | REGION\_1 | VARCHAR2(120) | Y | Y | REGION\_1 | REGION\_1 |  |
| 11 | COUNTRY | VARCHAR2(60) | Y | Y | COUNTRY | COUNTRY | Transformation needed |
| 12 | POSTAL\_CODE | VARCHAR2(30) | Y | Y | POSTAL\_CODE | POSTAL\_CODE |  |
| 13 | PRIMARY\_FLAG | VARCHAR2(10) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | Hardcode – Y |
| 14 | ADDRESS\_STYLE | VARCHAR2(50) | Y | Y | ADDRESS\_STYLE | ADDRESS\_STYLE | Hardcode - United Kingdom |
| 15 | ADDRESS\_TYPE | VARCHAR2(50) | Y | Y | ADDRESS\_TYPE | ADDRESS\_TYPE | Transformation Required |
| 16 | COUNTRY\_CODE | VARCHAR2(10) | Y | Y | COUNTRY\_CODE | COUNTRY\_CODE | Should be 2 letter ISO code reference for each country e.g., United Kingdom = GB. |
| 17 | ADDRESS\_LINE\_2 | VARCHAR2(240) | Y | N | ADDRESS\_LINE\_2 | ADDRESS\_LINE\_2 |  |
| 18 | ADDRESS\_LINE\_3 | VARCHAR2(240) | Y | N | ADDRESS\_LINE\_3 | ADDRESS\_LINE\_3 |  |
| 19 | ADDRESS\_LINE\_4 | VARCHAR2(240) | Y | N | ADDRESS\_LINE\_4 | ADDRESS\_LINE\_4 |  |
| 20 | BUILDING | VARCHAR2(240) | Y | N | BUILDING | BUILDING |  |
| 21 | FLOOR\_NUMBER | VARCHAR2(40) | Y | N | FLOOR\_NUMBER | FLOOR\_NUMBER |  |
| 22 | REGION\_2 | VARCHAR2(120) | Y | N | REGION\_2 | REGION\_2 |  |
| 23 | REGION\_3 | VARCHAR2(120) | Y | N | REGION\_3 | REGION\_3 |  |
| 24 | LONG\_POSTAL\_CODE | VARCHAR2(30) | Y | N | LONG\_POSTAL\_CODE | LONG\_POSTAL\_CODE |  |
| 25 | TIMEZONE\_CODE | VARCHAR2(50) | Y | N | TIMEZONE\_CODE | TIMEZONE\_CODE |  |
| 26 | DERIVED\_LOCALE | VARCHAR2(240) | Y | N | DERIVED\_LOCALE | DERIVED\_LOCALE |  |
| 27 | GEOMETRY | SDO\_GEOMETRY | Y | N | GEOMETRY | GEOMETRY |  |
| 28 | TELEPHONE\_NUMBER\_1 | VARCHAR2(60) | Y | N | TELEPHONE\_NUMBER\_1 | TELEPHONE\_NUMBER\_1 |  |
| 29 | TELEPHONE\_NUMBER\_2 | VARCHAR2(60) | Y | N | TELEPHONE\_NUMBER\_2 | TELEPHONE\_NUMBER\_2 |  |
| 30 | TELEPHONE\_NUMBER\_3 | VARCHAR2(60) | Y | N | TELEPHONE\_NUMBER\_3 | TELEPHONE\_NUMBER\_3 |  |
| 31 | DQ\_VALIDATION\_LEVEL | NUMBER | Y | N | DQ\_VALIDATION\_LEVEL | DQ\_VALIDATION\_LEVEL |  |
| 32 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 33 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonAddress |
| 34 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 35 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 36 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 37 | ADDRESS\_ID | VARCHAR2(264) | N | N | ADDRESS\_ID | ADDRESS\_ID |  |
| 38 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 39 | ADDR\_ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ADDR\_ATTRIBUTE\_CATEGORY | ADDR\_ATTRIBUTE\_CATEGORY |  |
| 40 | ADDR\_ATTRIBUTE1 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE1 | ADDR\_ATTRIBUTE1 |  |
| 41 | ADDR\_ATTRIBUTE2 | VARCHAR2(30) | N | N | ADDR\_ATTRIBUTE2 | ADDR\_ATTRIBUTE2 |  |
| 42 | ADDR\_ATTRIBUTE3 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE3 | ADDR\_ATTRIBUTE3 |  |
| 43 | ADDR\_ATTRIBUTE4 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE4 | ADDR\_ATTRIBUTE4 |  |
| 44 | ADDR\_ATTRIBUTE5 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE5 | ADDR\_ATTRIBUTE5 |  |
| 45 | ADDR\_ATTRIBUTE6 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE6 | ADDR\_ATTRIBUTE6 |  |
| 46 | ADDR\_ATTRIBUTE7 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE7 | ADDR\_ATTRIBUTE7 |  |
| 47 | ADDR\_ATTRIBUTE8 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE8 | ADDR\_ATTRIBUTE8 |  |
| 48 | ADDR\_ATTRIBUTE9 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE9 | ADDR\_ATTRIBUTE9 |  |
| 49 | ADDR\_ATTRIBUTE10 | VARCHAR2(150) | N | N | ADDR\_ATTRIBUTE10 | ADDR\_ATTRIBUTE10 |  |

### Mapping

Address Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| HOME | H |
| MAIL | M |

## Person National Identifier

Data File Name: XXMX\_HCM\_PER\_NID.dat

Staging table: XXMX\_PER\_NID\_F\_STG

Transform Table: XXMX\_PER\_NID\_F\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req? | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | PRIMARY\_FLAG | VARCHAR2(1) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | HardCode- ‘Y’ |
| 5 | PLACE\_OF\_ISSUE | VARCHAR2(30) | Y | Y | PLACE\_OF\_ISSUE | PLACE\_OF\_ISSUE |  |
| 6 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 7 | NATIONAL\_IDENTIFIER\_TYPE | VARCHAR2(30) | Y | Y | NATIONAL\_IDENTIFIER\_TYPE | NATIONAL\_IDENTIFIER\_TYPE | Validate against lookup in Fusion |
| 8 | NATIONAL\_IDENTIFIER\_NUMBER | VARCHAR2(30) | Y | Y | NATIONAL\_IDENTIFIER\_NUMBER | NATIONAL\_IDENTIFIER\_NUMBER |  |
| 9 | LEGISLATION\_CODE | VARCHAR2(30) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 10 | ISSUE\_DATE | DATE | Y | Y | ISSUE\_DATE | ISSUE\_DATE |  |
| 11 | EXPIRATION\_DATE | DATE | Y | Y | EXPIRATION\_DATE | EXPIRATION\_DATE |  |
| 12 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 13 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |
| 14 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 15 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 16 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonNationalIdentifier |
| 17 | NATIONAL\_IDENTIFIER\_ID | VARCHAR2(264) | N | N | NATIONAL\_IDENTIFIER\_ID | NATIONAL\_IDENTIFIER\_ID |  |
| 18 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 19 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 20 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 21 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 22 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 23 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 24 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 25 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 26 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 27 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 28 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 29 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 30 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |

### Mapping

National Identifier Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| National Insurance Number | NID |
| Social Security Number | SSN |
| Citizen Identification Number | CIN |

## Person Passport

Data File Name: XXMX\_HCM\_PER\_PASSPORT.dat

Staging table: XXMX\_PER\_PASSPORT\_STG

Transform Table: XXMX\_PER\_PASSPORT\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 6 | PERSONNUMBER | VARCHAR2(40) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 7 | LEGISLATIONCODE | VARCHAR2(150) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 8 | PASSPORTTYPE | VARCHAR2(150) | Y | Y | PASSPORTTYPE | PASSPORTTYPE |  |
| 9 | PASSPORTNUMBER | VARCHAR2(30) | Y | Y | PASSPORTNUMBER | PASSPORTNUMBER |  |
| 10 | ISSUEDATE | DATE | Y | Y | ISSUEDATE | ISSUEDATE |  |
| 11 | EXPIRATIONDATE | DATE | Y | Y | EXPIRATIONDATE | EXPIRATIONDATE |  |
| 12 | ISSUINGAUTHORITY | VARCHAR2(30) | Y | Y | ISSUINGAUTHORITY | ISSUINGAUTHORITY |  |
| 13 | ISSUINGCOUNTRY | VARCHAR2(2000) | Y | Y | ISSUINGCOUNTRY | ISSUINGCOUNTRY |  |
| 14 | ISSUINGLOCATION | VARCHAR2(80) | Y | N | ISSUINGLOCATION | ISSUINGLOCATION |  |
| 15 | PROFESSION | VARCHAR2(150) | Y | N | PROFESSION | PROFESSION |  |
| 16 | ECNR\_REQUIRED | VARCHAR2(10) | Y | N | ECNR\_REQUIRED | ECNR\_REQUIRED |  |
| 17 | PERSONID | NUMBER | N | N | PERSONID | PERSONID |  |
| 18 | NAME | VARCHAR2(150) | Y | N | NAME | NAME |  |
| 19 | METADATA | VARCHAR2(80) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 20 | OBJECT\_NAME | VARCHAR2(80) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonPassport |
| 21 | SOURCESYSTEMID | VARCHAR2(240) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 22 | SOURCESYSTEMOWNER | VARCHAR2(240) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 23 | ATTRIBUTE\_CATEGORY | VARCHAR2(240) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 24 | ATTRIBUTE1 | VARCHAR2(10) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 25 | ATTRIBUTE2 | VARCHAR2(100) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 26 | ATTRIBUTE3 | VARCHAR2(350) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 27 | ATTRIBUTE4 | VARCHAR2(50) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 28 | ATTRIBUTE5 | VARCHAR2(4) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 29 | ATTRIBUTE6 | NUMBER | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 30 | ATTRIBUTE7 | VARCHAR2(264) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 31 | ATTRIBUTE8 | VARCHAR2(264) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 32 | ATTRIBUTE9 | VARCHAR2(30) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 33 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Seniority Date

Data File Name: XXMX\_HCM\_PER\_SENIORITYDT.dat

Staging table: XXMX\_PER\_SENIORITYDT\_STG

Transform Table: XXMX\_PER\_SENIORITYDT\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 6 | PERSONNUMBER | VARCHAR2(264) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 7 | LEGISLATIONCODE | VARCHAR2(30) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 8 | SENIORITYDATECODE | VARCHAR2(18) | Y | Y | SENIORITYDATECODE | SENIORITYDATECODE |  |
| 9 | ENTRYDATE | VARCHAR2(30) | Y | Y | ENTRYDATE | ENTRYDATE |  |
| 10 | EFFECTIVESTARTDATE | VARCHAR2(30) | Y | Y | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 11 | EFFECTIVEENDDATE | VARCHAR2(30) | Y | Y | EFFECTIVEENDDATE | EFFECTIVEENDDATE |  |
| 12 | BUSINESSUNITSHORTCODE | VARCHAR2(30) | Y | Y | BUSINESSUNITSHORTCODE | BUSINESSUNITSHORTCODE |  |
| 13 | MANUALADJUSTMENTDAYS | VARCHAR2(100) | Y | Y | MANUALADJUSTMENTDAYS | MANUALADJUSTMENTDAYS |  |
| 14 | MANUALADJUSTMENTCOMMENTS | VARCHAR2(30) | Y | Y | MANUALADJUSTMENTCOMMENTS | MANUALADJUSTMENTCOMMENTS |  |
| 15 | LEGALEMPLOYERNAME | VARCHAR2(150) | Y | Y | LEGALEMPLOYERNAME | LEGALEMPLOYERNAME |  |
| 16 | DATESTART | VARCHAR2(100) | Y | Y | DATESTART | DATESTART |  |
| 17 | WORKERTYPE | VARCHAR2(100) | Y | Y | WORKERTYPE | WORKERTYPE |  |
| 18 | JOBCODE | VARCHAR2(30) | Y | N | JOBCODE | JOBCODE |  |
| 19 | GRADECODE | VARCHAR2(30) | Y | N | GRADECODE | GRADECODE |  |
| 20 | BARGAININGUNITCODE | VARCHAR2(30) | Y | N | BARGAININGUNITCODE | BARGAININGUNITCODE |  |
| 21 | COLLECTIVEAGREEMENTCODE | VARCHAR2(30) | Y | N | COLLECTIVEAGREEMENTCODE | COLLECTIVEAGREEMENTCODE |  |
| 22 | PERSONID | VARCHAR2(100) | N | N | PERSONID | PERSONID |  |
| 23 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 24 | OBJECT\_NAME | VARCHAR2(200) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonSeniorityDate |
| 25 | SOURCESYSTEMID | VARCHAR2(2000) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 26 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 27 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 28 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 29 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 30 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 31 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 32 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 33 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 34 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 35 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 36 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 37 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Legislative Data

Data File Name: XXMX\_HCM\_PER\_LEG.dat

Staging table: XXMX\_PER\_LEG\_F\_STG

Transform Table: XXMX\_PER\_LEG\_F\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(150) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(50) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(30) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(30) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | VARCHAR2(240) | Y | Y | BG\_ID | BG\_ID | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 6 | PERSON\_LEGISLATIVE\_ID | DATE | N | N | PERSON\_LEGISLATIVE\_ID | PERSON\_LEGISLATIVE\_ID |  |
| 7 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 8 | EFFECTIVE\_END\_DATE | VARCHAR2(4) | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | Hardcode- ’31-DEC-4712’ |
| 9 | PERSON\_ID | VARCHAR2(150) | N | N | PERSON\_ID | PERSON\_ID |  |
| 10 | LEGISLATION\_CODE | VARCHAR2(150) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 11 | SEX | VARCHAR2(30) | Y | Y | SEX | SEX |  |
| 12 | MARITAL\_STATUS | VARCHAR2(2000) | Y | Y | MARITAL\_STATUS | MARITAL\_STATUS |  |
| 13 | MARITAL\_STATUS\_DATE | VARCHAR2(80) | Y | N | MARITAL\_STATUS\_DATE | MARITAL\_STATUS\_DATE |  |
| 14 | HIGHEST\_EDUCATION\_LEVEL | VARCHAR2(150) | Y | N | HIGHEST\_EDUCATION\_LEVEL | HIGHEST\_EDUCATION\_LEVEL |  |
| 15 | PRIMARY\_FLAG | VARCHAR2(80) | Y | N | PRIMARY\_FLAG | PRIMARY\_FLAG | Hardcode – ‘Y’ |
| 16 | METADATA | VARCHAR2(80) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 17 | OBJECT\_NAME | VARCHAR2(150) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonLegislativeData |
| 18 | SOURCESYSTEMID | VARCHAR2(80) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 19 | SOURCESYSTEMOWNER | VARCHAR2(80) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 20 | PERSONNUMBER | VARCHAR2(240) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |

## Person Name

Data File Name: XXMX\_HCM\_PER\_NAMES.dat

Staging table: XXMX\_PER\_NAMES\_F\_STG

Transform Table: XXMX\_PER\_NAMES\_F\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 5 | NAME\_TYPE | VARCHAR2(30) | Y | Y | NAME\_TYPE | NAME\_TYPE | HardCode- Global |
| 6 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 7 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 8 | EFFECTIVE\_END\_DATE | DATE | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | Hardcode- ’31-DEC-4712’ |
| 9 | LEGISLATION\_CODE | VARCHAR2(4) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 10 | LAST\_NAME | VARCHAR2(150) | Y | Y | LAST\_NAME | LAST\_NAME |  |
| 11 | FIRST\_NAME | VARCHAR2(150) | Y | Y | FIRST\_NAME | FIRST\_NAME |  |
| 12 | TITLE | VARCHAR2(30) | Y | Y | TITLE | TITLE |  |
| 13 | FULL\_NAME | VARCHAR2(2000) | Y | Y | FULL\_NAME | FULL\_NAME |  |
| 14 | MIDDLE\_NAMES | VARCHAR2(80) | Y | N | MIDDLE\_NAMES | MIDDLE\_NAMES |  |
| 15 | PRE\_NAME\_ADJUNCT | VARCHAR2(150) | Y | N | PRE\_NAME\_ADJUNCT | PRE\_NAME\_ADJUNCT |  |
| 16 | SUFFIX | VARCHAR2(80) | Y | N | SUFFIX | SUFFIX |  |
| 17 | KNOWN\_AS | VARCHAR2(80) | Y | N | KNOWN\_AS | KNOWN\_AS |  |
| 18 | PREVIOUS\_LAST\_NAME | VARCHAR2(150) | Y | N | PREVIOUS\_LAST\_NAME | PREVIOUS\_LAST\_NAME |  |
| 19 | HONORS | VARCHAR2(80) | Y | N | HONORS | HONORS |  |
| 20 | MILITARY\_RANK | VARCHAR2(80) | Y | N | MILITARY\_RANK | MILITARY\_RANK |  |
| 21 | DISPLAY\_NAME | VARCHAR2(240) | Y | N | DISPLAY\_NAME | DISPLAY\_NAME |  |
| 22 | LIST\_NAME | VARCHAR2(240) | Y | N | LIST\_NAME | LIST\_NAME |  |
| 23 | ORDER\_NAME | VARCHAR2(240) | Y | N | ORDER\_NAME | ORDER\_NAME |  |
| 24 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 25 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonName |
| 26 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 27 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 28 | CHAR\_SET\_CONTEXT | VARCHAR2(4) | N | N | CHAR\_SET\_CONTEXT | CHAR\_SET\_CONTEXT |  |
| 29 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 30 | PERSON\_NAME\_ID | VARCHAR2(264) | N | N | PERSON\_NAME\_ID | PERSON\_NAME\_ID |  |
| 31 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 32 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 33 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 34 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 35 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 36 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 37 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 38 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 39 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 40 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 41 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 42 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Ethnicity

Data File Name: XXMX\_HCM\_PER\_ETHNICITY.dat

Staging table: XXMX\_PER\_ETHNICITIES\_STG

Transform Table: XXMX\_PER\_ETHNICITIES\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 5 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 6 | LEGISLATION\_CODE | VARCHAR2(30) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 7 | ETHNICITY | VARCHAR2(30) | Y | Y | ETHNICITY | ETHNICITY | Validated against lookup - PER\_ETHNICITY |
| 8 | PRIMARY\_FLAG | VARCHAR2(30) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | Hardcode- ‘Y’ |
| 9 | DECLARER\_ID | VARCHAR2(264) | Y | N | DECLARER\_ID | DECLARER\_ID |  |
| 10 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 11 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonEthnicity |
| 12 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 13 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 14 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 15 | ETHNICITY\_ID | VARCHAR2(264) | N | N | ETHNICITY\_ID | ETHNICITY\_ID |  |
| 16 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 17 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 18 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 19 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 20 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 21 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 22 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 23 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 24 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 25 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 26 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 27 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Citizenship

Data File Name: XXMX\_HCM\_PER\_CITIZEN.dat

Staging table: XXMX\_CITIZENSHIPS\_STG

Transform Table: XXMX\_CITIZENSHIPS\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 5 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 6 | DATE\_FROM | DATE | Y | Y | DATE\_FROM | DATE\_FROM |  |
| 7 | DATE\_TO | DATE | Y | Y | DATE\_TO | DATE\_TO |  |
| 8 | LEGISLATION\_CODE | VARCHAR2(30) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE | Should be available in Fusion Lookup- NATIONALITY |
| 9 | CITIZENSHIP\_STATUS | VARCHAR2(30) | Y | Y | CITIZENSHIP\_STATUS | CITIZENSHIP\_STATUS | HardCode – ‘A’ |
| 10 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 11 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonCitizenship |
| 12 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 13 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 14 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 15 | CITIZENSHIP\_ID | VARCHAR2(264) | N | N | CITIZENSHIP\_ID | CITIZENSHIP\_ID |  |
| 16 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 17 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 18 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 19 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 20 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 21 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 22 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 23 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 24 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 25 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 26 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 27 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Phone

Data File Name: XXMX\_HCM\_PER\_PHONE.dat

Staging table: XXMX\_PER\_PHONES\_STG

Transform Table: XXMX\_PER\_PHONES\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 5 | VALIDITY | VARCHAR2(30) | Y | Y | VALIDITY | VALIDITY |  |
| 6 | LEGISLATION\_CODE | VARCHAR2(4) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 7 | PRIMARY\_FLAG | VARCHAR2(1) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | HardCode – ‘Y’ |
| 8 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 9 | DATE\_FROM | DATE | Y | Y | DATE\_FROM | DATE\_FROM |  |
| 10 | DATE\_TO | DATE | Y | Y | DATE\_TO | DATE\_TO |  |
| 11 | PHONE\_TYPE | VARCHAR2(30) | Y | Y | PHONE\_TYPE | PHONE\_TYPE | Validate against Fusion Lookup - PHONE\_TYPE |
| 12 | PHONE\_NUMBER | VARCHAR2(60) | Y | Y | PHONE\_NUMBER | PHONE\_NUMBER |  |
| 13 | COUNTRY\_CODE\_NUMBER | VARCHAR2(30) | Y | N | COUNTRY\_CODE\_NUMBER | COUNTRY\_CODE\_NUMBER |  |
| 14 | EXTENSION | VARCHAR2(60) | Y | N | EXTENSION | EXTENSION |  |
| 15 | SPEED\_DIAL\_NUMBER | VARCHAR2(60) | Y | N | SPEED\_DIAL\_NUMBER | SPEED\_DIAL\_NUMBER |  |
| 16 | AREA\_CODE | VARCHAR2(30) | Y | N | AREA\_CODE | AREA\_CODE |  |
| 17 | SEARCH\_PHONE\_NUMBER | VARCHAR2(240) | Y | N | SEARCH\_PHONE\_NUMBER | SEARCH\_PHONE\_NUMBER |  |
| 18 | MEANING | VARCHAR2(240) | Y | N | MEANING | MEANING |  |
| 19 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 20 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonPhone |
| 21 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 22 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 23 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 24 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 25 | PHONE\_ID | VARCHAR2(264) | N | N | PHONE\_ID | PHONE\_ID |  |
| 26 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 27 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 28 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 29 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 30 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 31 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 32 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 33 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 34 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 35 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 36 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Religion

Data File Name: XXMX\_HCM\_PER\_RELIGION.dat

Staging table: XXMX\_PER\_RELIGION\_STG

Transform Table: XXMX\_PER\_RELIGION\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 6 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 7 | LEGISLATIONCODE | VARCHAR2(30) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 8 | EFFECTIVESTARTDATE | VARCHAR2(30) | Y | Y | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 9 | EFFECTIVEENDDATE | VARCHAR2(30) | Y | Y | EFFECTIVEENDDATE | EFFECTIVEENDDATE | If Null – ’31-DEC-4712’ |
| 10 | RELIGION | VARCHAR2(100) | Y | Y | RELIGION | RELIGION | Validated against Fusion Values - PER\_RELIGION |
| 11 | PRIMARY\_FLAG | VARCHAR2(100) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | Hardcode – ‘Y’ |
| 12 | PERSONID | VARCHAR2(100) | N | N | PERSONID | PERSONID |  |
| 13 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 14 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 15 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 16 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 17 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 18 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 19 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonReligion |
| 20 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 21 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 22 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 23 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 24 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 25 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 26 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 27 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Disability

Data File Name: XXMX\_HCM\_PER\_DISABILITY.dat

Staging table: XXMX\_PER\_DISABILITY\_STG

Transform Table: XXMX\_PER\_DISABILITY\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 6 | CATEGORY | VARCHAR2(150) | Y | Y | CATEGORY | CATEGORY | Type of Disability – Blind, Deaf etc. Validated again Fusion Values DISABILITY\_CATEGORY |
| 7 | DESCRIPTION | VARCHAR2(264) | Y | Y | DESCRIPTION | DESCRIPTION |  |
| 8 | REASON | VARCHAR2(150) | Y | Y | REASON | REASON | Validated again Fusion Values DISABILITY\_REASON |
| 9 | STATUS | VARCHAR2(30) | Y | Y | STATUS | STATUS | Hardcode ‘A’. Validated again Fusion Values DISABILITY\_STATUS |
| 10 | LEGISLATIONCODE | VARCHAR2(30) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 11 | EFFECTIVESTARTDATE | VARCHAR2(30) | Y | Y | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 12 | EFFECTIVEENDDATE | VARCHAR2(30) | Y | Y | EFFECTIVEENDDATE | EFFECTIVEENDDATE | If Null – ’31-DEC-4712’ |
| 13 | ORGANIZATIONNAME | VARCHAR2(264) | Y | N | ORGANIZATIONNAME | ORGANIZATIONNAME |  |
| 14 | ORGANIZATIONCLASSCODE | VARCHAR2(264) | Y | N | ORGANIZATIONCLASSCODE | ORGANIZATIONCLASSCODE |  |
| 15 | REGISTRATIONDATE | VARCHAR2(30) | Y | N | REGISTRATIONDATE | REGISTRATIONDATE |  |
| 16 | REGISTRATIONEXPDATE | VARCHAR2(30) | Y | N | REGISTRATIONEXPDATE | REGISTRATIONEXPDATE |  |
| 17 | ASSESSMENTDUEDATE | VARCHAR2(30) | Y | N | ASSESSMENTDUEDATE | ASSESSMENTDUEDATE |  |
| 18 | DEGREE | VARCHAR2(150) | Y | N | DEGREE | DEGREE |  |
| 19 | QUOTAFTE | VARCHAR2(264) | Y | N | QUOTAFTE | QUOTAFTE | Hardcode ‘1’ |
| 20 | PREREGISTRATIONJOB | VARCHAR2(264) | Y | N | PREREGISTRATIONJOB | PREREGISTRATIONJOB |  |
| 21 | WORKRESTRICTION | VARCHAR2(264) | Y | N | WORKRESTRICTION | WORKRESTRICTION |  |
| 22 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 23 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonDisability |
| 24 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 25 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 26 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 27 | PERSONID | VARCHAR2(100) | N | N | PERSONID | PERSONID |  |
| 28 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 29 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 30 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 31 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 32 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 33 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 34 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 35 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 36 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 37 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 38 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Person Visa

Data File Name: XXMX\_HCM\_PER\_VISA.dat

Staging table: XXMX\_PER\_VISA\_F\_STG

Transform Table: XXMX\_PER\_VISA\_F\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | VISAPERMITTYPE | VARCHAR2(10) | Y | Y | VISAPERMITTYPE | VISAPERMITTYPE | Validate against lookup - PER\_VISA\_PERMIT\_TYPE |
| 6 | EFFECTIVESTARTDATE | DATE | Y | Y | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 7 | EFFECTIVEENDDATE | DATE | Y | Y | EFFECTIVEENDDATE | EFFECTIVEENDDATE | If Null – ‘31-DEC-4712’ |
| 8 | PERSONNUMBER | VARCHAR2(100) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 9 | LEGISLATIONCODE | VARCHAR2(30) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 10 | ENTRYDATE | DATE | Y | Y | ENTRYDATE | ENTRYDATE |  |
| 11 | EXPIRATIONDATE | DATE | Y | Y | EXPIRATIONDATE | EXPIRATIONDATE |  |
| 12 | CURRENTVISAPERMIT | VARCHAR2(100) | Y | Y | CURRENTVISAPERMIT | CURRENTVISAPERMIT |  |
| 13 | ISSUEDATE | DATE | Y | Y | ISSUEDATE | ISSUEDATE |  |
| 14 | ISSUINGAUTHORITY | VARCHAR2(100) | Y | Y | ISSUINGAUTHORITY | ISSUINGAUTHORITY |  |
| 15 | ISSUINGCOUNTRY | VARCHAR2(100) | Y | Y | ISSUINGCOUNTRY | ISSUINGCOUNTRY |  |
| 16 | ISSUINGLOCATION | VARCHAR2(100) | Y | Y | ISSUINGLOCATION | ISSUINGLOCATION |  |
| 17 | PROFESSION | VARCHAR2(100) | Y | Y | PROFESSION | PROFESSION |  |
| 18 | VISAPERMITCATEGORY | VARCHAR2(100) | Y | Y | VISAPERMITCATEGORY | VISAPERMITCATEGORY | Validate against lookup - PER\_VISA\_PERMIT\_CATEGORY |
| 19 | VISAPERMITNUMBER | VARCHAR2(30) | Y | Y | VISAPERMITNUMBER | VISAPERMITNUMBER |  |
| 20 | VISAPERMITSTATUS | VARCHAR2(30) | Y | Y | VISAPERMITSTATUS | VISAPERMITSTATUS | Validate against Fusion lookup - PER\_VISA\_PERMIT\_STATUS |
| 21 | VISAPERMITSTATUSDATE | DATE | Y | Y | VISAPERMITSTATUSDATE | VISAPERMITSTATUSDATE |  |
| 22 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 23 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- PersonVisa |
| 24 | SOURCESYSTEMID | VARCHAR2(100) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 25 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 26 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 27 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 28 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 29 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 30 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 31 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 32 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 33 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 34 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 35 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 36 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 37 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 38 | SOURCESYSTEMOWNER | VARCHAR2(30) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |

## Assignment and Work Terms

Data File Name: XXMX\_HCM\_ASSIGNMENTS.dat

Staging table: XXMX\_PER\_ASSIGNMENTS\_M\_STG

Transform Table: XXMX\_PER\_ASSIGNMENTS\_M\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | PAYROLL\_NAME | VARCHAR2(100) | Y | Y | PAYROLL\_NAME | PAYROLL\_NAME | Needed for Mapping purpose |
| 6 | PERSON\_NUMBER | VARCHAR2(100) | Y | Y | PERSON\_NUMBER | PERSON\_NUMBER |  |
| 7 | WORKERCATEGORY | VARCHAR2(150) | Y | Y | WORKERCATEGORY | WORKERCATEGORY |  |
| 8 | GRADE\_CODE | VARCHAR2(264) | Y | Y | GRADE\_CODE | GRADE\_CODE |  |
| 9 | GRADE\_LADDER\_PGM\_NAME | VARCHAR2(264) | Y | Y | GRADE\_LADDER\_PGM\_NAME | GRADE\_LADDER\_PGM\_NAME |  |
| 10 | JOB\_CODE | VARCHAR2(264) | Y | Y | JOB\_CODE | JOB\_CODE |  |
| 11 | POSITION\_CODE | VARCHAR2(264) | Y | Y | POSITION\_CODE | POSITION\_CODE |  |
| 12 | LOCATION\_CODE | VARCHAR2(264) | Y | Y | LOCATION\_CODE | LOCATION\_CODE |  |
| 13 | PEOPLE\_GROUP\_NAME | VARCHAR2(264) | Y | Y | PEOPLE\_GROUP\_NAME | PEOPLE\_GROUP\_NAME |  |
| 14 | USER\_PERSON\_TYPE | VARCHAR2(264) | Y | Y | USER\_PERSON\_TYPE | USER\_PERSON\_TYPE | Default ‘Employee’ for Employee creation, Default ‘Contingent Worker’ for Contingent Worker creation |
| 15 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 16 | EFFECTIVE\_END\_DATE | DATE | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | If Null – ’31-Dec-4712’ |
| 17 | ASSIGNMENT\_TYPE | VARCHAR2(30) | Y | Y | ASSIGNMENT\_TYPE | ASSIGNMENT\_TYPE | Default ‘E’ for Employee creation. Default ‘C’ for Contingent worker creation |
| 18 | ASSIGNMENT\_NUMBER | VARCHAR2(30) | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER | Assignment Number for Employee will be Prefixed with ‘E’ and for Contingent Worker will be ‘C’. |
| 20 | DEPARTMENT\_NAME | VARCHAR2(264) | Y | Y | ORGANIZATION\_ID | ORGANIZATION\_ID | Pass Department Name for the Assignment |
| 21 | EMPLOYEE\_CATEGORY | VARCHAR2(30) | Y | Y | EMPLOYEE\_CATEGORY | EMPLOYEE\_CATEGORY |  |
| 22 | EMPLOYMENT\_CATEGORY | VARCHAR2(30) | Y | Y | EMPLOYMENT\_CATEGORY | EMPLOYMENT\_CATEGORY |  |
| 23 | ASSIGNMENT\_STATUS\_TYPE | VARCHAR2(30) | Y | Y | ASSIGNMENT\_STATUS\_TYPE | ASSIGNMENT\_STATUS\_TYPE | For New employee always ‘Active\_Process’ |
| 24 | LEGAL\_EMPLOYER\_NAME | VARCHAR2(264) | Y | Y | LEGAL\_EMPLOYER\_NAME | LEGAL\_EMPLOYER\_NAME | Mandatory |
| 25 | LEGISLATION\_CODE | VARCHAR2(150) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE | Mandatory |
| 26 | PRIMARY\_WORK\_TERMS\_FLAG | VARCHAR2(30) | Y | Y | PRIMARY\_WORK\_TERMS\_FLAG | PRIMARY\_WORK\_TERMS\_FLAG | For Primary Assignment ‘Y’ otherwise ‘N’ |
| 27 | PRIMARY\_ASSIGNMENT\_FLAG | VARCHAR2(30) | Y | Y | PRIMARY\_ASSIGNMENT\_FLAG | PRIMARY\_ASSIGNMENT\_FLAG | For Primary Assignment ‘Y’ otherwise ‘N’ |
| 28 | PRIMARY\_WORK\_RELATION\_FLAG | VARCHAR2(30) | Y | Y | PRIMARY\_WORK\_RELATION\_FLAG | PRIMARY\_WORK\_RELATION\_FLAG | ‘Y’ |
| 29 | SYSTEM\_PERSON\_TYPE | VARCHAR2(30) | Y | Y | SYSTEM\_PERSON\_TYPE | SYSTEM\_PERSON\_TYPE | For Employee migration ‘EMP’, For Contingent Worker – ‘CWK’ |
| 30 | BUSINESS\_UNIT\_NAME | VARCHAR2(264) | Y | Y | BUSINESS\_UNIT\_NAME | BUSINESS\_UNIT\_NAME |  |
| 31 | PROPOSED\_WORKER\_TYPE | VARCHAR2(30) | Y | Y | PROPOSED\_WORKER\_TYPE | PROPOSED\_WORKER\_TYPE |  |
| 32 | CONTRACT\_TYPE | VARCHAR2(100) | Y | N | CONTRACT\_TYPE | CONTRACT\_TYPE |  |
| 33 | SPEC\_CEILING\_STEP | VARCHAR2(264) | Y | N | SPEC\_CEILING\_STEP | SPEC\_CEILING\_STEP |  |
| 34 | COLLECT\_AGREE\_NAME | VARCHAR2(264) | Y | N | COLLECT\_AGREE\_NAME | COLLECT\_AGREE\_NAME |  |
| 35 | RETIREMENT\_DATE | DATE | Y | N | RETIREMENT\_DATE | RETIREMENT\_DATE |  |
| 36 | POSITION\_OVERRIDE\_FLAG | VARCHAR2(30) | Y | N | POSITION\_OVERRIDE\_FLAG | POSITION\_OVERRIDE\_FLAG | Default as ‘Y’. |
| 37 | EFFECTIVE\_LATEST\_CHANGE | VARCHAR2(30) | Y | N | EFFECTIVE\_LATEST\_CHANGE | EFFECTIVE\_LATEST\_CHANGE | Default as ‘1’ |
| 38 | ALLOW\_ASG\_OVERRIDE\_FLAG | VARCHAR2(30) | Y | N | ALLOW\_ASG\_OVERRIDE\_FLAG | ALLOW\_ASG\_OVERRIDE\_FLAG | Default as ‘Y’ |
| 39 | BARGAINING\_UNIT\_CODE | VARCHAR2(30) | Y | N | BARGAINING\_UNIT\_CODE | BARGAINING\_UNIT\_CODE |  |
| 40 | LABOUR\_UNION\_MEMBER\_FLAG | VARCHAR2(30) | Y | N | LABOUR\_UNION\_MEMBER\_FLAG | LABOUR\_UNION\_MEMBER\_FLAG |  |
| 41 | CAGR\_ID\_FLEX\_NUM | VARCHAR2(264) | Y | N | CAGR\_ID\_FLEX\_NUM | CAGR\_ID\_FLEX\_NUM |  |
| 42 | MANAGER\_FLAG | VARCHAR2(30) | Y | N | MANAGER\_FLAG | MANAGER\_FLAG |  |
| 43 | DATE\_PROBATION\_END | DATE | Y | N | DATE\_PROBATION\_END | DATE\_PROBATION\_END |  |
| 44 | PROBATION\_PERIOD | NUMBER | Y | N | PROBATION\_PERIOD | PROBATION\_PERIOD |  |
| 45 | PROBATION\_UNIT | VARCHAR2(30) | Y | N | PROBATION\_UNIT | PROBATION\_UNIT |  |
| 46 | NORMAL\_HOURS | NUMBER | Y | N | NORMAL\_HOURS | NORMAL\_HOURS |  |
| 47 | FREQUENCY | VARCHAR2(30) | Y | N | FREQUENCY | FREQUENCY |  |
| 48 | WORK\_AT\_HOME | VARCHAR2(30) | Y | N | WORK\_AT\_HOME | WORK\_AT\_HOME |  |
| 49 | TIME\_NORMAL\_FINISH | VARCHAR2(5) | Y | N | TIME\_NORMAL\_FINISH | TIME\_NORMAL\_FINISH |  |
| 50 | TIME\_NORMAL\_START | VARCHAR2(5) | Y | N | TIME\_NORMAL\_START | TIME\_NORMAL\_START |  |
| 51 | NOTICE\_PERIOD | NUMBER | Y | N | NOTICE\_PERIOD | NOTICE\_PERIOD |  |
| 52 | NOTICE\_PERIOD\_UOM | VARCHAR2(30) | Y | N | NOTICE\_PERIOD\_UOM | NOTICE\_PERIOD\_UOM |  |
| 53 | DEFAULT\_CODE\_COMB\_ID | VARCHAR2(264) | Y | N | DEFAULT\_CODE\_COMB\_ID | DEFAULT\_CODE\_COMB\_ID |  |
| 54 | ESTABLISHMENT\_ID | VARCHAR2(264) | Y | N | ESTABLISHMENT\_ID | ESTABLISHMENT\_ID | Pass Establishment Name for the Assignment |
| 55 | HOURLY\_SALARIED\_CODE | VARCHAR2(30) | Y | N | HOURLY\_SALARIED\_CODE | HOURLY\_SALARIED\_CODE |  |
| 56 | SAL\_REVIEW\_PERIOD | NUMBER | Y | N | SAL\_REVIEW\_PERIOD | SAL\_REVIEW\_PERIOD |  |
| 57 | SAL\_REVIEW\_PERIOD\_FREQUENCY | VARCHAR2(30) | Y | N | SAL\_REVIEW\_PERIOD\_FREQUENCY | SAL\_REVIEW\_PERIOD\_FREQUENCY |  |
| 58 | JOB\_POST\_SOURCE\_NAME | VARCHAR2(240) | Y | N | JOB\_POST\_SOURCE\_NAME | JOB\_POST\_SOURCE\_NAME |  |
| 60 | PERSON\_REFERRED\_BY\_ID | VARCHAR2(264) | Y | N | PERSON\_REFERRED\_BY\_ID | PERSON\_REFERRED\_BY\_ID |  |
| 61 | PROJECTED\_ASSIGNMENT\_END | DATE | Y | N | PROJECTED\_ASSIGNMENT\_END | PROJECTED\_ASSIGNMENT\_END |  |
| 62 | VENDOR\_ASSIGNMENT\_NUMBER | VARCHAR2(30) | Y | N | VENDOR\_ASSIGNMENT\_NUMBER | VENDOR\_ASSIGNMENT\_NUMBER |  |
| 63 | VENDOR\_EMPLOYEE\_NUMBER | VARCHAR2(30) | Y | N | VENDOR\_EMPLOYEE\_NUMBER | VENDOR\_EMPLOYEE\_NUMBER |  |
| 64 | RETIREMENT\_AGE | NUMBER | Y | N | RETIREMENT\_AGE | RETIREMENT\_AGE |  |
| 65 | EXPENSE\_CHECK\_ADDRESS | VARCHAR2(30) | Y | N | EXPENSE\_CHECK\_ADDRESS | EXPENSE\_CHECK\_ADDRESS |  |
| 66 | INTERNAL\_BUILDING | VARCHAR2(45) | Y | N | INTERNAL\_BUILDING | INTERNAL\_BUILDING |  |
| 67 | INTERNAL\_FLOOR | VARCHAR2(45) | Y | N | INTERNAL\_FLOOR | INTERNAL\_FLOOR |  |
| 69 | INTERNAL\_MAILSTOP | VARCHAR2(45) | Y | N | INTERNAL\_MAILSTOP | INTERNAL\_MAILSTOP |  |
| 70 | INTERNAL\_OFFICE\_NUMBER | VARCHAR2(45) | Y | N | INTERNAL\_OFFICE\_NUMBER | INTERNAL\_OFFICE\_NUMBER |  |
| 71 | LINKAGE\_TYPE | VARCHAR2(30) | Y | N | LINKAGE\_TYPE | LINKAGE\_TYPE |  |
| 72 | PROJECTED\_START\_DATE | DATE | Y | N | PROJECTED\_START\_DATE | PROJECTED\_START\_DATE |  |
| 73 | ASSIGNMENT\_SEQUENCE | NUMBER | N | Y | ASSIGNMENT\_SEQUENCE | ASSIGNMENT\_SEQUENCE |  |
| 74 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 75 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- Assignment |
| 76 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 77 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |
| 78 | WORKTERMS\_SSID | VARCHAR2(350) | N | N | WORKTERMS\_SSID | WORKTERMS\_SSID |  |
| 79 | WORKREL\_SSID | VARCHAR2(350) | N | N | WORKREL\_SSID | WORKREL\_SSID |  |
| 80 | TRU | VARCHAR2(250) | N | N | TRU | TRU |  |
| 81 | ID\_FLEX\_NUM | NUMBER | N | N | ID\_FLEX\_NUM | ID\_FLEX\_NUM |  |
| 82 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 83 | ASSIGNMENT\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 84 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 85 | PERIOD\_OF\_SERVICE\_ID | VARCHAR2(264) | N | N | PERIOD\_OF\_SERVICE\_ID | PERIOD\_OF\_SERVICE\_ID |  |
| 86 | ASSIGNMENT\_STATUS\_TYPE\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_STATUS\_TYPE\_ID | ASSIGNMENT\_STATUS\_TYPE\_ID |  |
| 87 | JOB\_ID | VARCHAR2(264) | N | N | JOB\_ID | JOB\_ID |  |
| 88 | LOCATION\_ID | VARCHAR2(264) | N | N | LOCATION\_ID | LOCATION\_ID |  |
| 89 | POSITION\_ID | VARCHAR2(264) | N | N | POSITION\_ID | POSITION\_ID |  |
| 90 | GRADE\_ID | VARCHAR2(264) | N | N | GRADE\_ID | GRADE\_ID |  |
| 91 | GRADE\_LADDER\_PGM\_ID | VARCHAR2(264) | N | N | GRADE\_LADDER\_PGM\_ID | GRADE\_LADDER\_PGM\_ID |  |
| 92 | PEOPLE\_GROUP\_ID | VARCHAR2(264) | N | N | PEOPLE\_GROUP\_ID | PEOPLE\_GROUP\_ID |  |
| 93 | COLLECTIVE\_AGREEMENT\_ID | VARCHAR2(264) | N | N | COLLECTIVE\_AGREEMENT\_ID | COLLECTIVE\_AGREEMENT\_ID |  |
| 94 | CAGR\_GRADE\_DEF\_ID | VARCHAR2(264) | N | N | CAGR\_GRADE\_DEF\_ID | CAGR\_GRADE\_DEF\_ID |  |
| 95 | CONTRACT\_ID | VARCHAR2(264) | N | N | CONTRACT\_ID | CONTRACT\_ID |  |
| 96 | PO\_HEADER\_ID | VARCHAR2(264) | N | N | PO\_HEADER\_ID | PO\_HEADER\_ID |  |
| 97 | PO\_LINE\_ID | VARCHAR2(264) | N | N | PO\_LINE\_ID | PO\_LINE\_ID |  |
| 98 | RECRUITER\_ID | VARCHAR2(264) | N | N | RECRUITER\_ID | RECRUITER\_ID |  |
| 99 | RECRUITMENT\_ACTIVITY\_ID | VARCHAR2(264) | N | N | RECRUITMENT\_ACTIVITY\_ID | RECRUITMENT\_ACTIVITY\_ID |  |
| 100 | VACANCY\_ID | NUMBER | N | N | VACANCY\_ID | VACANCY\_ID |  |
| 101 | APPLICANT\_RANK | NUMBER | N | N | APPLICANT\_RANK | APPLICANT\_RANK |  |
| 102 | POSTING\_CONTENT\_ID | VARCHAR2(264) | N | N | POSTING\_CONTENT\_ID | POSTING\_CONTENT\_ID |  |
| 103 | SOURCE\_ORGANIZATION\_ID | VARCHAR2(264) | N | N | SOURCE\_ORGANIZATION\_ID | SOURCE\_ORGANIZATION\_ID |  |
| 104 | SOURCE\_TYPE | VARCHAR2(30) | N | N | SOURCE\_TYPE | SOURCE\_TYPE |  |
| 105 | SET\_OF\_BOOKS\_ID | VARCHAR2(264) | N | N | SET\_OF\_BOOKS\_ID | SET\_OF\_BOOKS\_ID |  |
| 106 | SOFT\_CODING\_KEYFLEX\_ID | VARCHAR2(264) | N | N | SOFT\_CODING\_KEYFLEX\_ID | SOFT\_CODING\_KEYFLEX\_ID |  |
| 107 | SPECIAL\_CEILING\_STEP\_ID | VARCHAR2(264) | N | N | SPECIAL\_CEILING\_STEP\_ID | SPECIAL\_CEILING\_STEP\_ID |  |
| 108 | VENDOR\_ID | VARCHAR2(264) | N | N | VENDOR\_ID | VENDOR\_ID |  |
| 109 | VENDOR\_SITE\_ID | VARCHAR2(264) | N | N | VENDOR\_SITE\_ID | VENDOR\_SITE\_ID |  |
| 110 | ASS\_ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ASS\_ATTRIBUTE\_CATEGORY | ASS\_ATTRIBUTE\_CATEGORY |  |
| 111 | ASS\_ATTRIBUTE1 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE1 | ASS\_ATTRIBUTE1 |  |
| 112 | ASS\_ATTRIBUTE2 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE2 | ASS\_ATTRIBUTE2 |  |
| 113 | ASS\_ATTRIBUTE3 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE3 | ASS\_ATTRIBUTE3 |  |
| 114 | ASS\_ATTRIBUTE4 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE4 | ASS\_ATTRIBUTE4 |  |
| 115 | ASS\_ATTRIBUTE5 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE5 | ASS\_ATTRIBUTE5 |  |
| 116 | ASS\_ATTRIBUTE6 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE6 | ASS\_ATTRIBUTE6 |  |
| 117 | ASS\_ATTRIBUTE7 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE7 | ASS\_ATTRIBUTE7 |  |
| 118 | ASS\_ATTRIBUTE8 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE8 | ASS\_ATTRIBUTE8 |  |
| 119 | ASS\_ATTRIBUTE9 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE9 | ASS\_ATTRIBUTE9 |  |
| 120 | ASS\_ATTRIBUTE10 | VARCHAR2(150) | N | N | ASS\_ATTRIBUTE10 | ASS\_ATTRIBUTE10 |  |
| 121 | OBJECT\_VERSION\_NUMBER | NUMBER | N | N | OBJECT\_VERSION\_NUMBER | OBJECT\_VERSION\_NUMBER |  |
| 122 | CREATED\_BY | VARCHAR2(64) | N | N | CREATED\_BY | CREATED\_BY |  |
| 123 | CREATION\_DATE | DATE | N | N | CREATION\_DATE | CREATION\_DATE |  |
| 124 | LAST\_UPDATE\_DATE | DATE | N | N | LAST\_UPDATE\_DATE | LAST\_UPDATE\_DATE |  |
| 125 | LAST\_UPDATE\_LOGIN | VARCHAR2(32) | N | N | LAST\_UPDATE\_LOGIN | LAST\_UPDATE\_LOGIN |  |
| 126 | LAST\_UPDATED\_BY | VARCHAR2(64) | N | N | LAST\_UPDATED\_BY | LAST\_UPDATED\_BY |  |
| 127 | WORK\_TERMS\_ASSIGNMENT\_ID | VARCHAR2(264) | N | N | WORK\_TERMS\_ASSIGNMENT\_ID | WORK\_TERMS\_ASSIGNMENT\_ID |  |
| 128 | ACTION\_CODE | VARCHAR2(30) | N | N | ACTION\_CODE | ACTION\_CODE |  |
| 129 | ASSIGNMENT\_NAME | VARCHAR2(80) | N | N | ASSIGNMENT\_NAME | ASSIGNMENT\_NAME |  |
| 130 | AUTO\_END\_FLAG | VARCHAR2(30) | N | N | AUTO\_END\_FLAG | AUTO\_END\_FLAG |  |
| 131 | DUTIES\_TYPE | VARCHAR2(30) | N | N | DUTIES\_TYPE | DUTIES\_TYPE |  |
| 132 | EFFECTIVE\_SEQUENCE | NUMBER | N | N | EFFECTIVE\_SEQUENCE | EFFECTIVE\_SEQUENCE | Default ‘1’ |
| 133 | PARENT\_ASSIGNMENT\_ID | VARCHAR2(264) | N | N | PARENT\_ASSIGNMENT\_ID | PARENT\_ASSIGNMENT\_ID |  |
| 134 | PERSON\_TYPE\_ID | VARCHAR2(264) | N | N | PERSON\_TYPE\_ID | PERSON\_TYPE\_ID |  |
| 135 | REASON\_CODE | VARCHAR2(30) | N | N | REASON\_CODE | REASON\_CODE |  |
| 137 | STEP\_ENTRY\_DATE | DATE | N | N | STEP\_ENTRY\_DATE | STEP\_ENTRY\_DATE |  |
| 138 | TAX\_ADDRESS\_ID | VARCHAR2(264) | N | N | TAX\_ADDRESS\_ID | TAX\_ADDRESS\_ID |  |
| 139 | RECORD\_CREATOR | VARCHAR2(30) | N | N | RECORD\_CREATOR | RECORD\_CREATOR |  |
| 140 | ACTION\_OCCURRENCE\_ID | NUMBER | N | N | ACTION\_OCCURRENCE\_ID | ACTION\_OCCURRENCE\_ID |  |

### Mapping

Legal Employer Name

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |
| Payroll Name | Fusion Legal Employer Name |

Business Short Name

|  |  |
| --- | --- |
| Source Column | Target Column |
| Payroll Name | Fusion Business Short Name |

Tax Reporting Unit Name

|  |  |
| --- | --- |
| Source Column | Target Column |
| Payroll Name | Fusion Tax Reporting Unit Name |

Location Code

|  |  |
| --- | --- |
| Source Column | Target Column |
| Location Code | Fusion Location Code |

|  |  |
| --- | --- |
| Source Column | Target Column |
| Organization Code | Fusion Department Name |

Department Name

Assignment Status Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| Active Assignment | Active Process |
| Active Contingent Assignment | Active Process |
| InActive Assignment | Inactive – No Payroll |
| Resigned | Inactive No Payroll |

Grade Code

|  |  |
| --- | --- |
| Source Column | Target Column |
| Team\_Member | Fusion Grade Code |

Job Code

|  |  |
| --- | --- |
| Sample Source Column | Target Column |
| Manager | Fusion Corresponding Job Code Value |

Grade Ladder Program Name

| Source Column | Target Column |
| --- | --- |
| Grade Ladder Program Name | Fusion Grade Ladder Program Name |

Position Code

|  |  |
| --- | --- |
| Sample Source Column | Target Column |
| Manager | Fusion Corresponding Value |

## Work Relationship

Data File Name: XXMX\_HCM\_WORKREL.dat

Staging table: XXMX\_PER\_POS\_WR\_STG

Transform Table: XXMX\_PER\_POS\_WR\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

Scope: Multiple WorkRelationship is out of scope for Maximise Data Migration.

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 6 | PAYROLL\_NAME | VARCHAR2(100) | Y | Y | PAYROLL\_NAME | PAYROLL\_NAME |  |
| 7 | LEGISLATION\_CODE | VARCHAR2(150) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 8 | PRIMARY\_FLAG | VARCHAR2(30) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | Hardcode – ‘Y’ |
| 9 | DATE\_START | DATE | Y | Y | DATE\_START | DATE\_START | Mandatory for all Employees, Contingent Worker |
| 10 | ACCEPTED\_TERMINATION\_DATE | DATE | Y | Y | ACCEPTED\_TERMINATION\_DATE | ACCEPTED\_TERMINATION\_DATE | Mandatory For Terminated employees |
| 11 | ACTUAL\_TERMINATION\_DATE | DATE | Y | Y | ACTUAL\_TERMINATION\_DATE | ACTUAL\_TERMINATION\_DATE | Mandatory For Terminated employees |
| 12 | LEGAL\_EMPLOYER\_NAME | VARCHAR2(264) | Y | N | LEGAL\_EMPLOYER\_NAME | LEGAL\_EMPLOYER\_NAME |  |
| 13 | ON\_MILITARY\_SERVICE | VARCHAR2(30) | Y | N | ON\_MILITARY\_SERVICE | ON\_MILITARY\_SERVICE |  |
| 14 | ORIGINAL\_DATE\_OF\_HIRE | DATE | Y | N | ORIGINAL\_DATE\_OF\_HIRE | ORIGINAL\_DATE\_OF\_HIRE |  |
| 15 | PERIOD\_TYPE | VARCHAR2(30) | Y | N | PERIOD\_TYPE | PERIOD\_TYPE |  |
| 16 | REHIRE\_AUTHORIZOR | VARCHAR2(30) | Y | N | REHIRE\_AUTHORIZOR | REHIRE\_AUTHORIZOR |  |
| 17 | REHIRE\_REASON | VARCHAR2(60) | Y | N | REHIRE\_REASON | REHIRE\_REASON |  |
| 18 | REHIRE\_RECOMMENDATION | VARCHAR2(30) | Y | N | REHIRE\_RECOMMENDATION | REHIRE\_RECOMMENDATION |  |
| 19 | COMMENTS | VARCHAR2(1000) | Y | N | COMMENTS | COMMENTS |  |
| 20 | REHIRE\_AUTHORIZER\_PERSON\_ID | VARCHAR2(264) | Y | N | REHIRE\_AUTHORIZER\_PERSON\_ID | REHIRE\_AUTHORIZER\_PERSON\_ID |  |
| 21 | REVOKE\_USER\_ACCESS | VARCHAR2(30) | Y | N | REVOKE\_USER\_ACCESS | REVOKE\_USER\_ACCESS |  |
| 22 | NOTIFIED\_TERMINATION\_DATE | DATE | Y | N | NOTIFIED\_TERMINATION\_DATE | NOTIFIED\_TERMINATION\_DATE | For Terminated employees |
| 23 | PROJECTED\_TERMINATION\_DATE | DATE | Y | N | PROJECTED\_TERMINATION\_DATE | PROJECTED\_TERMINATION\_DATE | For Terminated employees |
| 24 | DATE\_EMPLOYEE\_DATA\_VERIFIED | DATE | Y | N | DATE\_EMPLOYEE\_DATA\_VERIFIED | DATE\_EMPLOYEE\_DATA\_VERIFIED |  |
| 25 | WORKER\_TYPE | VARCHAR2(30) | Y | N | WORKER\_TYPE | WORKER\_TYPE | Hardcode – ‘Employee’ for only Employees. |
| 26 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 27 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 28 | FAST\_PATH\_EMPLOYEE | VARCHAR2(30) | N | N | FAST\_PATH\_EMPLOYEE | FAST\_PATH\_EMPLOYEE |  |
| 29 | LAST\_WORKING\_DATE | DATE | N | N | LAST\_WORKING\_DATE | LAST\_WORKING\_DATE |  |
| 30 | WORKER\_NUMBER | VARCHAR2(30) | N | N | WORKER\_NUMBER | WORKER\_NUMBER |  |
| 31 | ACTION\_OCCURRENCE\_ID | VARCHAR2(264) | N | N | ACTION\_OCCURRENCE\_ID | ACTION\_OCCURRENCE\_ID |  |
| 32 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 33 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode – ‘WorkRelationship’ |
| 34 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 35 | PERIOD\_OF\_SERVICE\_ID | VARCHAR2(264) | N | N | PERIOD\_OF\_SERVICE\_ID | PERIOD\_OF\_SERVICE\_ID |  |
| 36 | TERMINATION\_ACCEPTED\_PERSON\_ID | VARCHAR2(264) | N | N | TERMINATION\_ACCEPTED\_PERSON\_ID | TERMINATION\_ACCEPTED\_PERSON\_ID |  |
| 37 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 38 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 39 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 40 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 41 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 42 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 43 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 44 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 45 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 46 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 47 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 48 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 49 | LAST\_UPDATE\_DATE | DATE | N | N | LAST\_UPDATE\_DATE | LAST\_UPDATE\_DATE |  |
| 50 | LAST\_UPDATED\_BY | VARCHAR2(64) | N | N | LAST\_UPDATED\_BY | LAST\_UPDATED\_BY |  |
| 51 | LAST\_UPDATE\_LOGIN | VARCHAR2(32) | N | N | LAST\_UPDATE\_LOGIN | LAST\_UPDATE\_LOGIN |  |
| 52 | CREATED\_BY | VARCHAR2(64) | N | N | CREATED\_BY | CREATED\_BY |  |
| 53 | CREATION\_DATE | DATE | N | N | CREATION\_DATE | CREATION\_DATE |  |
| 54 | OBJECT\_VERSION\_NUMBER | NUMBER | N | N | OBJECT\_VERSION\_NUMBER | OBJECT\_VERSION\_NUMBER |  |
| 55 | ADJUSTED\_SVC\_DATE | DATE | N | N | ADJUSTED\_SVC\_DATE | ADJUSTED\_SVC\_DATE |  |
| 56 | ACTION\_CODE | VARCHAR2(30) | N | N | ACTION\_CODE | ACTION\_CODE | Hardcode – ‘HIRE’ |
| 57 | REASON | VARCHAR2(30) | N | N | REASON | REASON | Validated against Fusion Value |

### Mapping

Legal Employer Name

|  |  |
| --- | --- |
| Source Column | Target Column |
| Payroll Name | Fusion Legal Employer Name |

## Assignment Supervisor

Data File Name: XXMX\_HCM\_ASG\_SUPERVISOR.dat

Staging table: XXMX\_PER\_ASG\_SUP\_F\_STG

Transform Table: XXMX\_PER\_ASG\_SUP\_F\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Worker

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | PRIMARY\_FLAG | VARCHAR2(30) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | Hardcode – ‘Y’ |
| 2 | MANAGER\_TYPE | VARCHAR2(30) | Y | Y | MANAGER\_TYPE | MANAGER\_TYPE | HardCode – Line\_Manager |
| 3 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 4 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 5 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 6 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 7 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 8 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 9 | EFFECTIVE\_END\_DATE | DATE | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | IF Null – ‘31-DEC-4712’ |
| 10 | MANAGER\_ASG\_NUMBER | VARCHAR2(80) | Y | Y | MANAGER\_ASG\_NUMBER | MANAGER\_ASG\_NUMBER |  |
| 11 | MANAGER\_PERSON\_NUMBER | VARCHAR2(30) | Y | Y | MANAGER\_PERSON\_NUMBER | MANAGER\_PERSON\_NUMBER |  |
| 12 | ASSIGNMENT\_NUMBER | VARCHAR2(80) | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 13 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 14 | MANAGER\_ASSIGNMENT\_ID | VARCHAR2(264) | N | N | MANAGER\_ASSIGNMENT\_ID | MANAGER\_ASSIGNMENT\_ID |  |
| 15 | MANAGER\_ID | VARCHAR2(264) | N | N | MANAGER\_ID | MANAGER\_ID |  |
| 16 | SUP\_ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | SUP\_ATTRIBUTE\_CATEGORY | SUP\_ATTRIBUTE\_CATEGORY |  |
| 17 | SUP\_ATTRIBUTE1 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE1 | SUP\_ATTRIBUTE1 |  |
| 18 | SUP\_ATTRIBUTE2 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE2 | SUP\_ATTRIBUTE2 |  |
| 19 | SUP\_ATTRIBUTE3 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE3 | SUP\_ATTRIBUTE3 |  |
| 20 | SUP\_ATTRIBUTE4 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE4 | SUP\_ATTRIBUTE4 |  |
| 21 | SUP\_ATTRIBUTE5 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE5 | SUP\_ATTRIBUTE5 |  |
| 22 | SUP\_ATTRIBUTE6 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE6 | SUP\_ATTRIBUTE6 |  |
| 23 | SUP\_ATTRIBUTE7 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE7 | SUP\_ATTRIBUTE7 |  |
| 24 | SUP\_ATTRIBUTE8 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE8 | SUP\_ATTRIBUTE8 |  |
| 25 | SUP\_ATTRIBUTE9 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE9 | SUP\_ATTRIBUTE9 |  |
| 26 | SUP\_ATTRIBUTE10 | VARCHAR2(150) | N | N | SUP\_ATTRIBUTE10 | SUP\_ATTRIBUTE10 |  |
| 27 | ACTION\_OCCURRENCE\_ID | NUMBER | N | N | ACTION\_OCCURRENCE\_ID | ACTION\_OCCURRENCE\_ID |  |
| 28 | WORKING\_PERCENTAGE | NUMBER | N | N | WORKING\_PERCENTAGE | WORKING\_PERCENTAGE |  |
| 29 | FREEZE\_START\_DATE | DATE | N | N | FREEZE\_START\_DATE | FREEZE\_START\_DATE |  |
| 30 | FREEZE\_UNTIL\_DATE | DATE | N | N | FREEZE\_UNTIL\_DATE | FREEZE\_UNTIL\_DATE |  |
| 31 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 32 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- AssignmentSupervisor |
| 33 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AutoGenerated |
| 34 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration. |
| 35 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 36 | ASSIGNMENT\_SUPERVISOR\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_SUPERVISOR\_ID | ASSIGNMENT\_SUPERVISOR\_ID |  |
| 37 | ASSIGNMENT\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |

## Bank

Data File Name: XXMX\_HCM\_BANK.dat

Staging table: XXMX\_BANKS\_STG

Transform Table: XXMX\_BANKS\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Bank

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | BANK\_TYPE | VARCHAR2(30) | Y | N | BANK\_TYPE | BANK\_TYPE |  |
| 2 | SHORT\_BANK\_NAME | VARCHAR2(40) | Y | N | SHORT\_BANK\_NAME | SHORT\_BANK\_NAME |  |
| 3 | BANK\_ID | VARCHAR2(10) | N | N | BANK\_ID | BANK\_ID |  |
| 4 | FILE\_SET\_ID | NUMBER | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 5 | MIGRATION\_SET\_NAME | VARCHAR2(100) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 6 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode - Extracted |
| 7 | MIGRATION\_ACTION | VARCHAR2(10) | N | N | MIGRATION\_ACTION | MIGRATION\_ACTION |  |
| 8 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 9 | INSTITUTION\_LEVEL | VARCHAR2(20) | Y | N | INSTITUTION\_LEVEL | INSTITUTION\_LEVEL |  |
| 10 | BANK\_NAME | VARCHAR2(360) | Y | Y | BANK\_NAME | BANK\_NAME |  |
| 11 | COUNTRY | VARCHAR2(60) | Y | Y | COUNTRY | COUNTRY |  |
| 12 | BANK\_NUMBER | VARCHAR2(30) | Y | Y | BANK\_NUMBER | BANK\_NUMBER |  |
| 13 | ALTERNATE\_BANK\_NAME | VARCHAR2(320) | Y | N | ALTERNATE\_BANK\_NAME | ALTERNATE\_BANK\_NAME |  |
| 14 | END\_EFFECTIVE\_DATE | DATE | Y | N | END\_EFFECTIVE\_DATE | END\_EFFECTIVE\_DATE |  |
| 15 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 16 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- Bank |
| 17 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 18 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |

## Bank Branch

Data File Name: XXMX\_HCM\_BANKBRANCH.dat

Staging table: XXMX\_BANK\_BRANCHES\_STG

Transform Table: XXMX\_BANK\_BRANCHES\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Bank Branch

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | BANK\_TYPE | VARCHAR2(30) | Y | N | BANK\_TYPE | BANK\_TYPE |  |
| 2 | SHORT\_BANK\_NAME | VARCHAR2(40) | Y | N | SHORT\_BANK\_NAME | SHORT\_BANK\_NAME |  |
| 3 | BANK\_ID | VARCHAR2(10) | N | N | BANK\_ID | BANK\_ID |  |
| 4 | BRANCH\_ID | VARCHAR2(10) | N | N | BRANCH\_ID | BRANCH\_ID |  |
| 5 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 6 | MIGRATION\_SET\_NAME | VARCHAR2(100) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 7 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode - Extracted |
| 8 | MIGRATION\_ACTION | VARCHAR2(10) | N | N | MIGRATION\_ACTION | MIGRATION\_ACTION |  |
| 9 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 10 | INSTITUTION\_LEVEL | VARCHAR2(20) | Y | N | INSTITUTION\_LEVEL | INSTITUTION\_LEVEL |  |
| 11 | BANK\_NAME | VARCHAR2(360) | Y | Y | BANK\_NAME | BANK\_NAME |  |
| 12 | BANK\_NUMBER | VARCHAR2(30) | Y | Y | BANK\_NUMBER | BANK\_NUMBER |  |
| 13 | COUNTRY | VARCHAR2(60) | Y | Y | COUNTRY | COUNTRY |  |
| 14 | BANK\_BRANCH\_NUMBER | VARCHAR2(30) | Y | Y | BANK\_BRANCH\_NUMBER | BANK\_BRANCH\_NUMBER |  |
| 15 | BANK\_BRANCH\_NAME | VARCHAR2(360) | Y | Y | BANK\_BRANCH\_NAME | BANK\_BRANCH\_NAME |  |
| 16 | ALTERNATE\_BANK\_BRANCH\_NAME | VARCHAR2(320) | Y | N | ALTERNATE\_BANK\_BRANCH\_NAME | ALTERNATE\_BANK\_BRANCH\_NAME |  |
| 17 | BANK\_BRANCH\_TYPE | VARCHAR2(30) | Y | N | BANK\_BRANCH\_TYPE | BANK\_BRANCH\_TYPE |  |
| 18 | EFT\_SWIFT\_CODE | VARCHAR2(30) | Y | N | EFT\_SWIFT\_CODE | EFT\_SWIFT\_CODE |  |
| 19 | EFT\_USER\_NUMBER | VARCHAR2(30) | Y | N | EFT\_USER\_NUMBER | EFT\_USER\_NUMBER |  |
| 20 | RFC | VARCHAR2(30) | Y | N | RFC | RFC |  |
| 21 | END\_EFFECTIVE\_DATE | DATE | Y | N | END\_EFFECTIVE\_DATE | END\_EFFECTIVE\_DATE |  |
| 22 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 23 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- BankBranch |
| 24 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 25 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |

## External Bank Account

Data File Name: XXMX\_HCM\_EXT\_BANKACC.dat

Staging table: XXMX\_EXT\_BANK\_ACC\_STG

Transform Table: XXMX\_EXT\_BANK\_ACC\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: External Bank Account

| Col Seq |  | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 |  | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 2 |  | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- ExternalBankAccount |
| 3 |  | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 4 |  | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |
| 5 |  | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 6 |  | LAST\_UPDATE\_LOGIN | VARCHAR2(32) | N | N | LAST\_UPDATE\_LOGIN | LAST\_UPDATE\_LOGIN |  |
| 7 |  | LAST\_UPDATE\_DATE | DATE | N | N | LAST\_UPDATE\_DATE | LAST\_UPDATE\_DATE |  |
| 8 |  | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 9 |  | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 10 |  | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 11 |  | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 12 |  | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 13 |  | BANK\_ACCOUNT\_NUMBER | VARCHAR2(80) | Y | Y | BANK\_ACCOUNT\_NUMBER | BANK\_ACCOUNT\_NUMBER |  |
| 14 |  | BANK\_NUMBER | VARCHAR2(80) | Y | Y | BANK\_NUMBER | BANK\_NUMBER |  |
| 15 |  | BANK\_NAME | VARCHAR2(80) | Y | Y | BANK\_NAME | BANK\_NAME |  |
| 16 |  | BRANCH\_NAME | VARCHAR2(80) | Y | Y | BRANCH\_NAME | BRANCH\_NAME |  |
| 17 |  | CURRENCY\_CODE | VARCHAR2(30) | Y | Y | CURRENCY\_CODE | CURRENCY\_CODE |  |
| 18 |  | COUNTRY\_CODE | VARCHAR2(30) | Y | Y | COUNTRY\_CODE | COUNTRY\_CODE |  |
| 19 |  | SEC\_ACCOUNT\_REF | VARCHAR2(80) | Y | N | SEC\_ACCOUNT\_REF | SEC\_ACCOUNT\_REF |  |
| 20 |  | SORT\_CODE | VARCHAR2(30) | Y | Y | SORT\_CODE | SORT\_CODE | If Null, Hardcode - BranchNumber |
| 21 |  | PERSON\_ID | VARCHAR2(265) | N | N | PERSON\_ID | PERSON\_ID |  |
| 22 |  | PERSON\_NUMBER | VARCHAR2(265) | N | Y | PERSON\_NUMBER | PERSON\_NUMBER |  |
| 23 |  | EXT\_BANK\_ACC\_OWNER | VARCHAR2(265) | Y | Y | EXT\_BANK\_ACC\_OWNER | EXT\_BANK\_ACC\_OWNER |  |
| 24 |  | EXTERNALBANKACCOUNTID | VARCHAR2(265) | N | N | EXTERNALBANKACCOUNTID | EXTERNALBANKACCOUNTID |  |
| 25 |  | PRIMARY\_FLAG | VARCHAR2(10) | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | If Null, Hardcode – ‘Y’ |
| 26 |  | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 27 |  | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 28 |  | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 29 |  | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 30 |  | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 31 |  | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 32 |  | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 33 |  | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 34 |  | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 35 |  | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 36 |  | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Contact

Data File Name: XXMX\_HCM\_PER\_CONTACT.dat

Staging table: XXMX\_PER\_CONTACTS\_STG

Transform Table: XXMX\_PER\_CONTACTS\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Contact

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 2 | OBJECT\_NAME | VARCHAR2(200) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- Contact |
| 3 | SOURCESYSTEMID | VARCHAR2(2000) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 4 | SOURCESYSTEMOWNER | VARCHAR2(200) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |
| 5 | PERSONNUMBER | VARCHAR2(80) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 6 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 7 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 8 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 9 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 10 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 11 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 12 | START\_DATE | DATE | Y | Y | START\_DATE | START\_DATE |  |
| 13 | PARTY\_ID | VARCHAR2(264) | N | N | PARTY\_ID | PARTY\_ID |  |
| 14 | CORRESPONDENCE\_LANGUAGE | VARCHAR2(30) | Y | N | CORRESPONDENCE\_LANGUAGE | CORRESPONDENCE\_LANGUAGE |  |
| 15 | BLOOD\_TYPE | VARCHAR2(30) | Y | N | BLOOD\_TYPE | BLOOD\_TYPE |  |
| 16 | DATE\_OF\_BIRTH | DATE | Y | N | DATE\_OF\_BIRTH | DATE\_OF\_BIRTH |  |
| 17 | DATE\_OF\_DEATH | DATE | Y | N | DATE\_OF\_DEATH | DATE\_OF\_DEATH |  |
| 18 | COUNTRY\_OF\_BIRTH | VARCHAR2(240) | Y | N | COUNTRY\_OF\_BIRTH | COUNTRY\_OF\_BIRTH |  |
| 19 | REGION\_OF\_BIRTH | VARCHAR2(240) | Y | N | REGION\_OF\_BIRTH | REGION\_OF\_BIRTH |  |
| 20 | TOWN\_OF\_BIRTH | VARCHAR2(240) | Y | N | TOWN\_OF\_BIRTH | TOWN\_OF\_BIRTH |  |
| 21 | NAMETYPE | VARCHAR2(30) | Y | Y | NAMETYPE | NAMETYPE |  |
| 22 | LAST\_NAME | VARCHAR2(150) | Y | Y | LAST\_NAME | LAST\_NAME |  |
| 23 | FIRST\_NAME | VARCHAR2(150) | Y | Y | FIRST\_NAME | FIRST\_NAME |  |
| 24 | MIDDLE\_NAMES | VARCHAR2(80) | Y | N | MIDDLE\_NAMES | MIDDLE\_NAMES |  |
| 25 | LEGISLATION\_CODE | VARCHAR2(4) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 26 | TITLE | VARCHAR2(30) | Y | Y | TITLE | TITLE |  |
| 27 | PRE\_NAME\_ADJUNCT | VARCHAR2(150) | Y | N | PRE\_NAME\_ADJUNCT | PRE\_NAME\_ADJUNCT |  |
| 28 | SUFFIX | VARCHAR2(80) | Y | N | SUFFIX | SUFFIX |  |
| 29 | KNOWN\_AS | VARCHAR2(80) | Y | N | KNOWN\_AS | KNOWN\_AS |  |
| 30 | PREVIOUS\_LAST\_NAME | VARCHAR2(150) | Y | N | PREVIOUS\_LAST\_NAME | PREVIOUS\_LAST\_NAME |  |
| 31 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 32 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 33 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 34 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 35 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 36 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 37 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 38 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 39 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 40 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 41 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

## Contact Relationship

Data File Name: XXMX\_HCM\_CONTACT\_REL.dat

Staging table: XXMX\_PER\_CONTACT\_REL\_STG

Transform Table: XXMX\_PER\_CONTACT\_REL\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Contact

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 2 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- ContactRelationship |
| 3 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 4 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |
| 5 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 6 | CONTACT\_PERSONNUM | VARCHAR2(30) | Y | Y | CONTACT\_PERSONNUM | CONTACT\_PERSONNUM |  |
| 7 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 8 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 9 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 10 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 11 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 12 | EFFECTIVESTARTDATE | DATE | Y | Y | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 13 | EFFECTIVEENDDATE | DATE | Y | Y | EFFECTIVEENDDATE | EFFECTIVEENDDATE |  |
| 14 | CONTPERSONID | NUMBER | N | N | CONTPERSONID | CONTPERSONID |  |
| 15 | RELATEDPERSONID | NUMBER | N | N | RELATEDPERSONID | RELATEDPERSONID |  |
| 16 | RELATEDPERSONNUM | VARCHAR2(80) | Y | Y | RELATEDPERSONNUM | RELATEDPERSONNUM |  |
| 17 | CONTACTTYPE | VARCHAR2(100) | Y | Y | CONTACTTYPE | CONTACTTYPE |  |
| 18 | EMERGENCYCONTACTFLAG | VARCHAR2(30) | Y | Y | EMERGENCYCONTACTFLAG | EMERGENCYCONTACTFLAG | IF Contact\_type = ‘EMRG’ then ‘Y’ |
| 19 | PRIMARYCONTACTFLAG | VARCHAR2(30) | Y | Y | PRIMARYCONTACTFLAG | PRIMARYCONTACTFLAG | Hardcode – ‘Y’ |
| 20 | EXISTINGPERSON | VARCHAR2(30) | Y | N | EXISTINGPERSON | EXISTINGPERSON | Hardcode – ‘Y’ |
| 21 | PERSONALFLAG | VARCHAR2(30) | Y | Y | PERSONALFLAG | PERSONALFLAG | Hardcode – ‘Y’ |
| 22 | SEQUENCENUMBER | NUMBER | Y | N | SEQUENCENUMBER | SEQUENCENUMBER |  |
| 23 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 24 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 25 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 26 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 27 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 28 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 29 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 30 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 31 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 32 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 33 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

### Mapping

Contact Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| Brother | BROTHER |
| Dependent Child | DC |
| Emergency Contact | EMRG |
| Sister | SISTER |
| Mother | MOTHER |
| Spouse | S |

## Contact Address

Data File Name: XXMX\_HCM\_CONTACT\_ADDR.dat

Staging table: XXMX\_PER\_CONTACT\_ADDR\_STG

Transform Table: XXMX\_PER\_CONTACT\_ADDR\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Contact

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode –MERGE |
| 2 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- ContactAddress |
| 3 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 4 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | AutoGenerated |
| 5 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 6 | CONTACT\_PERSONNUM | VARCHAR2(30) | Y | Y | CONTACT\_PERSONNUM | CONTACT\_PERSONNUM |  |
| 7 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 8 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 9 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 10 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 11 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 12 | EFFECTIVESTARTDATE | DATE | Y | Y | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 13 | EFFECTIVEENDDATE | DATE | Y | Y | EFFECTIVEENDDATE | EFFECTIVEENDDATE | If Null – ‘31-DEC-4712’ |
| 14 | CONTPERSONID | VARCHAR2(30) | N | N | CONTPERSONID | CONTPERSONID |  |
| 15 | ADDRESSTYPE | VARCHAR2(30) | Y | Y | ADDRESSTYPE | ADDRESSTYPE | Validated against Fusion. Hardcode – ‘H’ |
| 16 | ADDRESSLINE1 | VARCHAR2(150) | Y | Y | ADDRESSLINE1 | ADDRESSLINE1 |  |
| 17 | ADDRESSLINE2 | VARCHAR2(150) | Y | N | ADDRESSLINE2 | ADDRESSLINE2 |  |
| 18 | ADDRESSLINE3 | VARCHAR2(150) | Y | N | ADDRESSLINE3 | ADDRESSLINE3 |  |
| 19 | TOWNORCITY | VARCHAR2(150) | Y | Y | TOWNORCITY | TOWNORCITY |  |
| 20 | REGION1 | VARCHAR2(150) | Y | Y | REGION1 | REGION1 |  |
| 21 | COUNTRY | VARCHAR2(150) | Y | Y | COUNTRY | COUNTRY |  |
| 22 | POSTALCODE | VARCHAR2(150) | Y | Y | POSTALCODE | POSTALCODE |  |
| 23 | PRIMARYFLAG | VARCHAR2(150) | Y | Y | PRIMARYFLAG | PRIMARYFLAG | Hardcode – ‘Y’ |
| 24 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 25 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 26 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 27 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 28 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 29 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 30 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 31 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 32 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 33 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 34 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

### Mapping

Address Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| HOME | H |
| MAIL | M |

## Contact Phone

Data File Name: XXMX\_HCM\_CONTACT\_PHONE.dat

Staging table: XXMX\_PER\_CONTACT\_PHONE\_STG

Transform Table: XXMX\_PER\_CONTACT\_PHONE\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Contact

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 2 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode - ContactPhone |
| 3 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 4 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 5 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 6 | CONTACT\_PERSONNUM | VARCHAR2(30) | Y | Y | CONTACT\_PERSONNUM | CONTACT\_PERSONNUM |  |
| 7 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 8 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 9 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 10 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 11 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 12 | DATEFROM | DATE | Y | Y | DATEFROM | DATEFROM |  |
| 13 | DATETO | DATE | Y | Y | DATETO | DATETO | If Null – 31-Dec-4712 |
| 14 | CONTPERSONID | NUMBER | N | N | CONTPERSONID | CONTPERSONID |  |
| 15 | LEGISLATIONCODE | VARCHAR2(30) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 16 | COUNTRYCODENUMBER | VARCHAR2(30) | Y | Y | COUNTRYCODENUMBER | COUNTRYCODENUMBER |  |
| 17 | PHONETYPE | VARCHAR2(30) | Y | Y | PHONETYPE | PHONETYPE |  |
| 18 | PHONENUMBER | VARCHAR2(100) | Y | Y | PHONENUMBER | PHONENUMBER |  |
| 19 | PRIMARYFLAG | VARCHAR2(30) | Y | Y | PRIMARYFLAG | PRIMARYFLAG | Hardcode – ‘Y’ |
| 20 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 21 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 22 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 23 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 24 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 25 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 26 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 27 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 28 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 29 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 30 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

### Mapping

Phone Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| Work Phone | W1 |
| Home Phone | H1 |

## Person Absence (Sickness/ Annual)

Data File Name: XXMX\_HCM\_PER\_SICK\_ABSENCE.dat

Staging table: XXMX\_PER\_ABSENCE\_STG

Transform Table: XXMX\_ PER\_ABSENCE\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Person Absence Entry

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | PAYROLL\_NAME | VARCHAR2(100) | Y | Y | PAYROLL\_NAME | PAYROLL\_NAME |  |
| 2 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 3 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode - PersonAbsenceEntry |
| 4 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 5 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 6 | PER\_ABSENCE\_ATTENDACE\_ID | NUMBER | N | N | PER\_ABSENCE\_ATTENDACE\_ID | PER\_ABSENCE\_ATTENDACE\_ID |  |
| 7 | STARTDATEDURATION | NUMBER | Y | Y | STARTDATEDURATION | STARTDATEDURATION | Either Startdateduration or enddateduration is mandatory |
| 8 | ENDDATEDURATION | NUMBER | Y | Y | ENDDATEDURATION | ENDDATEDURATION |  |
| 9 | PLANNEDENDDATE | DATE | Y | N | PLANNEDENDDATE | PLANNEDENDDATE |  |
| 10 | ABSENCEREASON | VARCHAR2(1000) | Y | Y | ABSENCEREASON | ABSENCEREASON | Validated against Fusion Value – Mapping needed |
| 11 | ABSREASON\_MEANING | VARCHAR2(1000) | Y | N | ABSREASON\_MEANING | ABSREASON\_MEANING |  |
| 12 | ABSCAT\_MEANING | VARCHAR2(1000) | Y | Y | ABSCAT\_MEANING | ABSCAT\_MEANING |  |
| 13 | CONFIRMEDDATE | DATE | Y | N | CONFIRMEDDATE | CONFIRMEDDATE |  |
| 14 | COMMENTS | VARCHAR2(1000) | Y | N | COMMENTS | COMMENTS |  |
| 15 | ABSENCE\_DAYS | NUMBER | Y | Y | ABSENCE\_DAYS | ABSENCE\_DAYS | Either absence hours or absence days are mandatory |
| 16 | ABSENCE\_HOURS | NUMBER | Y | Y | ABSENCE\_HOURS | ABSENCE\_HOURS |  |
| 17 | LEGISLATIONCODE | VARCHAR2(30) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 18 | EMPLOYER | VARCHAR2(150) | Y | Y | LEGAL\_EMPLOYER | LEGAL\_EMPLOYER |  |
| 19 | INTENDTORETFLAG | VARCHAR2(30) | Y | N | INTENDTORETFLAG | INTENDTORETFLAG |  |
| 20 | ACTUAL\_BIRTH\_DATE | DATE | N | N | ACTUAL\_BIRTH\_DATE | ACTUAL\_BIRTH\_DATE |  |
| 21 | DUE\_DATE | DATE | N | N | DUE\_DATE | DUE\_DATE |  |
| 22 | SSP1\_ISSUED | VARCHAR2(30) | N | N | SSP1\_ISSUED | SSP1\_ISSUED |  |
| 23 | EFFECTIVESTARTDATE | VARCHAR2(30) | Y | N | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 24 | EFFECTIVEENDDATE | VARCHAR2(30) | Y | N | EFFECTIVEENDDATE | EFFECTIVEENDDATE |  |
| 25 | ASSIGNMENT\_ID | VARCHAR2(100) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 26 | ASSIGNMENT\_NUMBER | VARCHAR2(100) | Y | N | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 27 | PERSONID | VARCHAR2(100) | N | N | PERSONID | PERSONID |  |
| 28 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 29 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 30 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 31 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 32 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 33 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 34 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 35 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 36 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 37 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 38 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 39 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 40 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 41 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 42 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 43 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID | Identifier for every Batch |
| 44 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 45 | ABSENCETYPEID | VARCHAR2(100) | N | N | ABSENCETYPEID | ABSENCETYPEID |  |
| 46 | ABSENCESTATUS | VARCHAR2(100) | N | Y | ABSENCESTATUS | ABSENCESTATUS | Hardcode - Submitted |
| 47 | APPROVALSTATUS | VARCHAR2(100) | N | Y | APPROVALSTATUS | APPROVALSTATUS | Hardcode – Approved |
| 48 | STARTDATE | VARCHAR2(100) | Y | Y | STARTDATE | STARTDATE | Mandatory |
| 49 | STARTTIME | VARCHAR2(100) | Y | Y | STARTTIME | STARTTIME |  |
| 50 | ABSENCENAME | VARCHAR2(100) | Y | Y | ABSENCENAME | ABSENCENAME | Absence Type – Sickness, Annual Leave. Validated against Fusion Value – Mapping needed |
| 51 | ABSENCECATEGORY | VARCHAR2(100) | Y | Y | ABSENCECATEGORY | ABSENCECATEGORY | Absence Type code – S, A. Validated against Fusion Value – Mapping needed |
| 52 | DATE\_NOTIFICATION | DATE | Y | Y | DATE\_NOTIFICATION | DATE\_NOTIFICATION | If Null – Start Date of absence will be included |
| 53 | ENDDATE | VARCHAR2(100) | Y | Y | ENDDATE | ENDDATE | Mandatory, if NULL it will treated as open ended absence |
| 54 | ENDTIME | VARCHAR2(100) | Y | Y | ENDTIME | ENDTIME |  |
| 55 | ABSENCETYPE | VARCHAR2(100) | Y | N | ABSENCETYPE | ABSENCETYPE | Absence Type – Sickness, Annual Leave. Validated against Fusion Value – Mapping needed |

### Mapping Absence Type

Absence Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| Sickness | Sickness |
| Annual | Annual |

Absence Reason

|  |  |
| --- | --- |
| Source Column | Target Column |
| Asthma | Fusion Validated Values |
| COVID Related | Fusion Validated Values |

## Person Maternity Absence

Data File Name: XXMX\_HCM\_PER\_MAT\_ABSENCE.dat

Staging table: XXMX\_PER\_MAT\_ABSENCE\_STG

Transform Table: XXMX\_PER\_MAT\_ABSENCE\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Person Absence Entry

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | PAYROLL\_NAME | VARCHAR2(100) | Y | Y | PAYROLL\_NAME | PAYROLL\_NAME |  |
| 2 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode -MERGE |
| 3 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode - PersonMaternityAbsenceEntry |
| 4 | SOURCESYSTEMID | VARCHAR2(350) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 5 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 6 | PER\_ABSENCE\_ATTENDACE\_ID | NUMBER | N | N | PER\_ABSENCE\_ATTENDACE\_ID | PER\_ABSENCE\_ATTENDACE\_ID |  |
| 7 | STARTDATEDURATION | NUMBER | Y | Y | STARTDATEDURATION | STARTDATEDURATION | Either Startdateduration or enddateduration is mandatory |
| 8 | ENDDATEDURATION | NUMBER | Y | Y | ENDDATEDURATION | ENDDATEDURATION |  |
| 9 | PLANNEDENDDATE | DATE | Y | N | PLANNEDENDDATE | PLANNEDENDDATE |  |
| 10 | ABSENCEREASON | VARCHAR2(1000) | Y | Y | ABSENCEREASON | ABSENCEREASON | Validated against Fusion Value – Mapping needed |
| 11 | ABSREASON\_MEANING | VARCHAR2(1000) | Y | N | ABSREASON\_MEANING | ABSREASON\_MEANING |  |
| 12 | ABSCAT\_MEANING | VARCHAR2(1000) | Y | Y | ABSCAT\_MEANING | ABSCAT\_MEANING |  |
| 13 | CONFIRMEDDATE | DATE | Y | N | CONFIRMEDDATE | CONFIRMEDDATE |  |
| 14 | COMMENTS | VARCHAR2(1000) | Y | N | COMMENTS | COMMENTS |  |
| 15 | ABSENCE\_DAYS | NUMBER | Y | Y | ABSENCE\_DAYS | ABSENCE\_DAYS | Either absence hours or absence days are mandatory |
| 16 | ABSENCE\_HOURS | NUMBER | Y | Y | ABSENCE\_HOURS | ABSENCE\_HOURS |  |
| 17 | LEGISLATIONCODE | VARCHAR2(30) | Y | Y | LEGISLATIONCODE | LEGISLATIONCODE |  |
| 18 | EMPLOYER | VARCHAR2(150) | Y | Y | LEGAL\_EMPLOYER | LEGAL\_EMPLOYER |  |
| 19 | INTENDTORETFLAG | VARCHAR2(30) | Y | Y | INTENDTORETFLAG | INTENDTORETFLAG |  |
| 20 | ACTUAL\_BIRTH\_DATE | DATE | Y | Y | ACTUAL\_BIRTH\_DATE | ACTUAL\_BIRTH\_DATE |  |
| 21 | DUE\_DATE | DATE | Y | Y | DUE\_DATE | DUE\_DATE |  |
| 22 | SSP1\_ISSUED | VARCHAR2(30) | Y | Y | SSP1\_ISSUED | SSP1\_ISSUED |  |
| 23 | EFFECTIVESTARTDATE | VARCHAR2(30) | Y | N | EFFECTIVESTARTDATE | EFFECTIVESTARTDATE |  |
| 24 | EFFECTIVEENDDATE | VARCHAR2(30) | Y | N | EFFECTIVEENDDATE | EFFECTIVEENDDATE |  |
| 25 | ASSIGNMENT\_ID | VARCHAR2(100) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 26 | ASSIGNMENT\_NUMBER | VARCHAR2(100) | Y | N | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 27 | PERSONID | VARCHAR2(100) | N | N | PERSONID | PERSONID |  |
| 28 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 29 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 30 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 31 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 32 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 33 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 34 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 35 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 36 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 37 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 38 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 39 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 40 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 41 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- ‘Extracted’ |
| 42 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 43 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID | Identifier for every Batch |
| 44 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 45 | ABSENCETYPEID | VARCHAR2(100) | N | N | ABSENCETYPEID | ABSENCETYPEID |  |
| 46 | ABSENCESTATUS | VARCHAR2(100) | Y | Y | ABSENCESTATUS | ABSENCESTATUS | Hardcode - Submitted |
| 47 | APPROVALSTATUS | VARCHAR2(100) | Y | Y | APPROVALSTATUS | APPROVALSTATUS | Hardcode - Approved |
| 48 | STARTDATE | VARCHAR2(100) | Y | Y | STARTDATE | STARTDATE | Mandatory |
| 49 | STARTTIME | VARCHAR2(100) | Y | Y | STARTTIME | STARTTIME |  |
| 50 | ABSENCENAME | VARCHAR2(100) | Y | Y | ABSENCENAME | ABSENCENAME | Absence Type – Maternity and Adoption. Validated against Fusion Value – Mapping needed |
| 51 | ABSENCECATEGORY | VARCHAR2(100) | Y | Y | ABSENCECATEGORY | ABSENCECATEGORY | Absence Type code – S, A. Validated against Fusion Value – Mapping needed |
| 52 | DATE\_NOTIFICATION | DATE | Y | Y | DATE\_NOTIFICATION | DATE\_NOTIFICATION | If Null – Start Date of absence will be included |
| 53 | ENDDATE | VARCHAR2(100) | Y | Y | ENDDATE | ENDDATE | Mandatory, if NULL it will treated as open ended absence |
| 54 | ENDTIME | VARCHAR2(100) | Y | Y | ENDTIME | ENDTIME |  |
| 55 | ABSENCETYPE | VARCHAR2(100) | Y | N | ABSENCETYPE | ABSENCETYPE | Absence Type – Maternity and Adoption. Validated against Fusion Value – Mapping needed |

### Mapping

Maternity Related Absence Type

|  |  |
| --- | --- |
| Source Column | Target Column |
| Source Absence Type | Fusion Value |

## Assigned Payroll

Data File Name: XXMX\_HCM\_ASG\_PAYROLL.dat

Staging table: XXMX\_ASG\_PAYROLL\_STG

Transform Table: XXMX\_ASG\_PAYROLL\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: AssignedPayroll

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | N | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | N | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code - Extracted |
| 4 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 6 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID | Required – Employee Number |
| 7 | ASSIGNMENT\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 8 | PERSONNUMBER | VARCHAR2(250) | Y | Y | PERSON\_NUMBER | PERSON\_NUMBER | Required |
| 9 | ASSIGNMENT\_NUMBER | VARCHAR2(100) | Y | N | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER | Required- Assignment Number |
| 10 | PAYROLL\_NAME | VARCHAR2(80) | Y | N | PAYROLL\_NAME | PAYROLL\_NAME | Required |
| 11 | EFFECTIVE\_START\_DATE | DATE | Y | N | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE | Required |
| 12 | EFFECTIVE\_END\_DATE | DATE | Y | N | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | If NULL, Default ’31-DEC-4712’ |
| 13 | LEGISLATION\_CODE | VARCHAR2(240) | Y | N | LEGISLATION\_CODE | LEGISLATION\_CODE | Required |
| 14 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 15 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 16 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 17 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 18 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 19 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 20 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 21 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 22 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 23 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 24 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 25 | OBJECT\_NAME | VARCHAR2 | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode - AssignedPayroll |
| 26 | METADATA | VARCHAR2 | N | N | METADATA | METADATA | Hardcode - MERGE |
| 27 | SOURCESYSTEMOWNER | VARCHAR2 | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 28 | SOURCESYSTEMID | VARCHAR2 | N | N | SOURCESYSTEMID | SOURCESYSTEMID | AUTOGENERATED |

## Salary

Data File Name: XXMX\_HCM\_ASG\_SALARY.dat

Staging table: XXMX\_PER\_ASG\_SALARY\_STG

Transform Table: XXMX\_PER\_ASG\_SALARY\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Salary

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code – ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 6 | ASSIGNMENT\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 7 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 8 | EFFECTIVE\_END\_DATE | DATE | Y | N | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | If NULL, ‘31-DEC-4712’ |
| 9 | ASSIGNMENT\_NUMBER | VARCHAR2(80) | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 10 | LEGISLATION\_CODE | VARCHAR2(240) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 11 | NAME | VARCHAR2(240) | Y | Y | NAME | NAME |  |
| 12 | PAY\_BASIS\_TYPE | VARCHAR2(240) | Y | Y | PAY\_BASIS\_TYPE | PAY\_BASIS\_TYPE |  |
| 13 | MULTIPLE\_COMPONENTS | VARCHAR2(30) | Y | N | MULTIPLE\_COMPONENTS | MULTIPLE\_COMPONENTS | Hard Code – ‘N’, unless provided |
| 14 | APPROVED | VARCHAR2(30) | Y | N | APPROVED | APPROVED | Hard Code – ‘Y’ |
| 15 | PROPOSED\_SALARY | NUMBER | Y | Y | PROPOSED\_SALARY | PROPOSED\_SALARY |  |
| 16 | NEXT\_SAL\_REVIEW\_DATE | DATE | Y | N | NEXT\_SAL\_REVIEW\_DATE | NEXT\_SAL\_REVIEW\_DATE |  |
| 17 | FTE\_VALUE | NUMBER | N | N | FTE\_VALUE | FTE\_VALUE | If the Salary is maintained as part of Grade Steps |
| 18 | GRADE\_VALUE | NUMBER | N | N | GRADE\_VALUE | GRADE\_VALUE | If the Salary is maintained as part of Grade Steps |
| 19 | PERSONNUMBER | VARCHAR2(150) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 20 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 21 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 22 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 23 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 24 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 25 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 26 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 27 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 28 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 29 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 30 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 31 | METADATA | VARCHAR2 | N | N | METADATA | METADATA | Hardcode -MERGE |
| 32 | OBJECTNAME | VARCHAR2 | N | N | OBJECTNAME | OBJECTNAME | Hardcode –Salary |
| 33 | SOURCESYSTEMID | VARCHAR2 | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 34 | SOURCESYSTEMOWNER | VARCHAR2 | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |

## Personal Payment Method

Data File Name: XXMX\_HCM\_PERSONAL\_PAYMTHD.dat

Staging table: XXMX\_PER\_PAY\_METHOD\_STG

Transform Table: XXMX\_PER\_PAY\_METHOD\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: PersonalPaymentMethod

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code – ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 6 | ASSIGNMENT\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 7 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 8 | PERSONNUMBER | VARCHAR2(150) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 9 | PERSONAL\_PAYMENT\_NAME | VARCHAR2(250) | Y | Y | PERSONAL\_PAYMENT\_NAME | PERSONAL\_PAYMENT\_NAME |  |
| 10 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 11 | EFFECTIVE\_END\_DATE | DATE | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | IF NULL,’31-DEC-4712’ |
| 12 | ASSIGNMENT\_NUMBER | VARCHAR2(80) | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 13 | LEGISLATION\_CODE | VARCHAR2(240) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE |  |
| 14 | PAYROLL\_SHIP\_NUMBER | NUMBER | Y | N | PAYROLL\_SHIP\_NUMBER | PAYROLL\_SHIP\_NUMBER |  |
| 15 | PAYMENT\_AMOUNT\_TYPE | VARCHAR2(30) | Y | N | PAYMENT\_AMOUNT\_TYPE | PAYMENT\_AMOUNT\_TYPE | Hardcode- P |
| 16 | REMAINING\_AMOUNT\_FLAG | VARCHAR2(1) | Y | N | REMAINING\_AMOUNT\_FLAG | REMAINING\_AMOUNT\_FLAG |  |
| 17 | ORG\_PAYMENT\_METHOD\_CODE | VARCHAR2 | Y | Y | ORG\_PAYMENT\_METHOD\_CODE | ORG\_PAYMENT\_METHOD\_CODE |  |
| 18 | BANK\_ACCOUNT\_NUMBER | VARCHAR2(80) | Y | Y | BANK\_ACCOUNT\_NUMBER | BANK\_ACCOUNT\_NUMBER |  |
| 19 | BANK\_NUMBER | VARCHAR2(80) | Y | Y | BANK\_NUMBER | BANK\_NUMBER |  |
| 20 | BANK\_NAME | VARCHAR2(80) | Y | Y | BANK\_NAME | BANK\_NAME |  |
| 21 | BRANCH\_NAME | VARCHAR2(80) | Y | Y | BRANCH\_NAME | BRANCH\_NAME |  |
| 22 | CURRENCY\_CODE | VARCHAR2(30) | Y | Y | CURRENCY\_CODE | CURRENCY\_CODE |  |
| 23 | SORT\_CODE | VARCHAR2(30) | Y | Y | SORT\_CODE | SORT\_CODE | Default Branch Number |
| 24 | SEC\_ACCOUNT\_REF | VARCHAR2(80) | Y | N | SEC\_ACCOUNT\_REF | SEC\_ACCOUNT\_REF |  |
| 25 | AMOUNT | NUMBER | Y | N | AMOUNT | AMOUNT |  |
| 26 | PERCENTAGE | NUMBER | Y | N | PERCENTAGE | PERCENTAGE | 100 |
| 27 | PRIORITY | NUMBER | Y | N | PRIORITY | PRIORITY |  |
| 28 | RUN\_TYPE\_ID | NUMBER | N | N | RUN\_TYPE\_ID | RUN\_TYPE\_ID |  |
| 29 | PROCESSING\_ORDER | NUMBER | Y | N | PROCESSING\_ORDER | PROCESSING\_ORDER | HardCode- 1 |
| 30 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 31 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 32 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 33 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 34 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 35 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 36 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 37 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 38 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 39 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 40 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 41 | METADATA | VARCHAR2 | N | N | METADATA | METADATA | Hardcode -MERGE |
| 42 | OBJECTNAME | VARCHAR2 | N | N | OBJECTNAME | OBJECTNAME | Hard Code – PersonalPaymentMethod |
| 43 | SOURCESYSTEMOWNER | VARCHAR2 | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 44 | SOURCESYSTEMID | VARCHAR2 | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |

### Mapping

Organisational Payment Method

|  |  |
| --- | --- |
| Source Column | Target Column |
| Bank Transfer | Fusion Validated Values |
| BACS | Fusion Validated Values |
| Tele pay | Fusion Validated Values |
| EFT | Fusion Validated Values |

## Assignment Work Measure

Data File Name: XXMX\_HCM\_ASG\_WORKMSURE.dat

Staging table: XXMX\_ASG\_WORKMSURE\_STG

Transform Table: XXMX\_ASG\_WORKMSURE\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: AssignmentWorkMeasure

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID | Identifier for every Batch |
| 6 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 7 | PERSONNUMBER | VARCHAR2(150) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 8 | ASSIGNMENT\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 9 | ASSIGNMENT\_NUMBER | VARCHAR2(100) | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 10 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 11 | EFFECTIVE\_END\_DATE | DATE | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | If NULL, Default ’31-DEC-4712’ |
| 12 | LEGISLATION\_CODE | VARCHAR2(240) | Y | Y | LEGISLATION\_CODE | LEGISLATION\_CODE | Required |
| 13 | UNIT | VARCHAR2(30) | Y | Y | UNIT | UNIT | If FTE, then Pass ‘FTE’ and If ‘HeadCount’ then ‘HEAD’ |
| 14 | VALUE | NUMBER | Y | Y | VALUE | VALUE | Pass the value for the unit |
| 15 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 16 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 17 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 18 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 19 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 20 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 21 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 22 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 23 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 24 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 25 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 26 | METADATA | VARCHAR2 | N | N | METADATA | METADATA | Hardcode -MERGE |
| 27 | OBJECTNAME | VARCHAR2 | N | N | OBJECTNAME | OBJECTNAME | Hard Code – AssignmentWorkMeasure |
| 28 | SOURCESYSTEMOWNER | VARCHAR2 | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 29 | SOURCESYSTEMID | VARCHAR2 | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |

## Assignment Grade Steps

Data File Name: XXMX\_HCM\_ASG\_GRADESTEP.dat

Staging table: XXMX\_ASG\_GRADESTEP\_STG

Transform Table: XXMX\_ASG\_GRADESTEP\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: AssignmentGradeSteps

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- Extracted |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | NUMBER | N | N | BG\_ID | BG\_ID |  |
| 6 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 7 | PERSONNUMBER | VARCHAR2(150) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 8 | ASSIGNMENT\_ID | VARCHAR2(264) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID |  |
| 9 | ASSIGNMENT\_NUMBER | VARCHAR2(100) | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 10 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 11 | EFFECTIVE\_END\_DATE | DATE | Y | Y | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE | Null, then ’31-Dec-4712’ |
| 12 | LANGUAGE | VARCHAR2(30) | Y | N | LANGUAGE | LANGUAGE |  |
| 13 | GRADENAME | VARCHAR2(80) | Y | Y | GRADENAME | GRADENAME |  |
| 14 | GRADESTEPID | NUMBER | N | N | GRADESTEPID | GRADESTEPID |  |
| 15 | GRADESTEPNAME | VARCHAR2(80) | Y | Y | GRADESTEPNAME | GRADESTEPNAME |  |
| 16 | NEWGRADESTEP | VARCHAR2(80) | Y | Y | NEWGRADESTEP | NEWGRADESTEP | IF Null, Pass it empty |
| 17 | PART\_FULL\_TIME | VARCHAR2(80) | Y | N | PART\_FULL\_TIME | PART\_FULL\_TIME |  |
| 18 | GRADEID | NUMBER | N | N | GRADEID | GRADEID |  |
| 19 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 20 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 21 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 22 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 23 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 24 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 25 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 26 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 27 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 28 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 29 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 30 | ACTION\_CODE | VARCHAR2(100) | N | N | ACTION\_CODE | ACTION\_CODE | Transform the data based on Data Load File. |
| 31 | ASG\_SSID | VARCHAR2(350) | N | N | ASG\_SSID | ASG\_SSID | AutoGenerated |
| 32 | REASON\_CODE | VARCHAR2(200) | N | N | REASON\_CODE | REASON\_CODE |  |
| 33 | METADATA | VARCHAR2 | N | N | METADATA | METADATA | Hardcode -MERGE |
| 34 | OBJECTNAME | VARCHAR2 | N | N | OBJECTNAME | OBJECTNAME | Hard Code – AssignmentGradeSteps |
| 35 | SOURCESYSTEMOWNER | VARCHAR2 | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 36 | SOURCESYSTEMID | VARCHAR2 | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |

## Person Absence Accrual

Data File Name: XXMX\_HCM\_ABSENCE\_ACCRUAL.dat

Staging Table Name: XXMX\_PER\_ABS\_ACC\_PLAN\_STG

Transform Table Name: XXMX\_PER\_ABS\_ACC\_PLAN\_STG

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: PersonAccrualDetail

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch. Must be generated and must be unique. |
| 2 | MIGRATION\_SET\_NAME | NUMBER | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | NUMBER | Y |  | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- Extracted |
| 4 | BG\_NAME | NUMBER | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | VARCHAR2(30) | N |  | BG\_ID | BG\_ID |  |
| 6 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER | Required – Employee Number |
| 7 | WORKTERMSNUMBER | VARCHAR2(240) | Y | N | WORKTERMSNUMBER | WORKTERMSNUMBER |  |
| 8 | PLANNAME | NUMBER | Y | Y | PLANNAME | PLANNAME | Required |
| 9 | ACCRUALTYPE | NUMBER | Y | Y | ACCRUALTYPE | ACCRUALTYPE | Required |
| 10 | PROCDDATE | NUMBER | Y | Y | PROCDDATE | PROCDDATE |  |
| 11 | VALUE | NUMBER | Y | Y | VALUE | VALUE |  |
| 12 | SOURCESYSTEMID | VARCHAR2(50) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 13 | SOURCESYSTEMOWNER | VARCHAR2(60) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode - DataMigration |
| 14 | ADJUSTMENTREASON | VARCHAR2 | Y | N | ADJUSTMENTREASON | ADJUSTMENTREASON |  |
| 15 | SOURCE | VARCHAR2 | Y | N | SOURCE | SOURCE |  |
| 16 | EXPDT | DATE | Y | N | EXPDT | EXPDT |  |
| 17 | ELECTEDAMT | NUMBER | Y | N | ELECTEDAMT | ELECTEDAMT |  |
| 18 | ELECTIONDT | DATE | Y | N | ELECTIONDT | ELECTIONDT |  |
| 19 | COMPADJREASONCD | VARCHAR2 | Y | N | COMPADJREASONCD | COMPADJREASONCD |  |
| 20 | ASSIGNMENT\_NUM | VARCHAR2 | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER | Required- Assignment Number |
| 21 | METADATA | VARCHAR2 | N | N | METADATA | METADATA | Hardcode -MERGE |
| 22 | OBJECTNAME | VARCHAR2 | N | N | OBJECTNAME | OBJECTNAME | Hardcode – PersonAccrualDetail |

## Assignment Work Schedule

Data File Name: XXMX\_HCM\_ASG\_WORKSCHEDULE.dat

Staging Table Name: XXMX\_PER\_ASG\_WORK\_SCH\_STG

Transform Table Name: XXMX\_PER\_ASG\_WORK\_SCH\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: ScheduleAssignment

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch. Must be generated and must be unique. |
| 2 | MIGRATION\_SET\_NAME | NUMBER | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | NUMBER | Y |  | MIGRATION\_STATUS | MIGRATION\_STATUS | Hard Code- Extracted |
| 4 | BG\_NAME | NUMBER | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_ID | VARCHAR2(30) | N |  | BG\_ID | BG\_ID |  |
| 6 | RESOURCETYPE | VARCHAR2(30) | Y | Y | RESOURCETYPE | RESOURCETYPE | Transformation if needed |
| 7 | SCHEDULENAME | VARCHAR2(240) | Y | N | SCHEDULENAME | SCHEDULENAME |  |
| 8 | STARTDATE | NUMBER | Y | Y | STARTDATE | STARTDATE | Required |
| 9 | ENDDATE | NUMBER | Y | Y | ENDDATE | ENDDATE | Required |
| 10 | ASSIGNMENTNUMBER | NUMBER | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 11 | ENTERPRISENAME | NUMBER | Y | Y | ENTERPRISENAME | ENTERPRISENAME |  |
| 12 | LEGAL\_EMPLOYER\_NAME | VARCHAR2(50) | Y | Y | LEGAL\_EMPLOYER\_NAME | LEGAL\_EMPLOYER\_NAME | Autogenerated |
| 13 | DEPARTMENTNAME | VARCHAR2(60) | Y | N | DEPARTMENTNAME | DEPARTMENT\_NAME | Data Migration |
| 14 | INTERNALLOCATIONCODE | VARCHAR2 | Y | N | INTERNALLOCATIONCODE | INTERNALLOCATIONCODE |  |
| 15 | LOCATIONSETCODE | VARCHAR2 | Y | N | LOCATIONSETCODE | LOCATIONSETCODE |  |
| 16 | JOBCODE | VARCHAR2 | Y | N | JOBCODE | JOBCODE |  |
| 17 | JOBSETCODE | VARCHAR2 | Y | N | JOBSETCODE | JOBSETCODE |  |
| 18 | BUSINESSUNITNAME | VARCHAR2 | Y | Y | BUSINESS\_UNIT\_NAME | BUSINESS\_UNIT\_NAME |  |
| 19 | POSITIONCODE | VARCHAR2 | Y | N | POSITION\_CODE | POSITION\_CODE |  |
| 20 | PRIMARY\_FLAG | VARCHAR2 | Y | Y | PRIMARY\_FLAG | PRIMARY\_FLAG | HardCode – ‘Y’ |
| 21 | PERSONNUMBER | VARCHAR2 | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 22 | WORKTERMSASSIGNMENTNUMBER | VARCHAR2 | N | N | WORKTERMSASSIGNMENTNUMBER | WORKTERMSASSIGNMENTNUMBER |  |
| 23 | METADATA | VARCHAR2 | N | N | METADATA | METADATA | Hardcode -MERGE |
| 24 | OBJECTNAME | VARCHAR2 | N | N | OBJECTNAME | OBJECTNAME | Hardcode – ScheduleAssignment |
| 25 | SOURCESYSTEMID | VARCHAR2(50) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 26 | SOURCESYSTEMOWNER | VARCHAR2(60) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode - DataMigration |

## Area of Responsibility

Data File Name: XXMX\_HCM\_PER\_AOR.dat

Staging table: XXMX\_PER\_AOR\_STG

Transform Table: XXMX\_PER\_AOR\_XFM

Note: Below is a table documenting the extract file layout. The fields are separated by | symbol. There should be a | symbol after the last field.

Fusion Business Object: Area Of Responsibility

| Col Seq | | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch. Must be generated and must be unique. |
| 2 | MIGRATION\_SET\_ID | | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | | NUMBER | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Hard Code- Extracted |
| 4 | MIGRATION\_STATUS | | NUMBER | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Required to find the Legal Employer /Tax Reporting Unit in Fusion |
| 5 | BG\_NAME | | NUMBER | Y | Y | BG\_NAME | BG\_NAME |  |
| 6 | BG\_ID | | VARCHAR2(30) | N | N | BG\_ID | BG\_ID |  |
| 7 | ASGRESPONSIBILITYID | | VARCHAR2(18) | N | N | ASGRESPONSIBILITYID | ASGRESPONSIBILITYID |  |
| 8 | PERSONNUMBER | | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 9 | RESPONSIBILITYNAME | | VARCHAR2(240) | Y | Y | RESPONSIBILITYNAME | RESPONSIBILITYNAME |  |
| 10 | ASSIGNMENTCATEGORY | | VARCHAR2(30) | Y | Y | ASSIGNMENTCATEGORY | ASSIGNMENTCATEGORY |  |
| 11 | ASSIGNMENTID | | VARCHAR2(18) | N | N | ASSIGNMENTID | ASSIGNMENTID |  |
| 12 | ASSIGNMENT\_NUMBER | | VARCHAR2(30) | Y | Y | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER |  |
| 13 | BARGAININGUNIT | | VARCHAR2(30) | Y | Y | BARGAININGUNIT | BARGAININGUNIT |  |
| 14 | BENEFITGROUPID | | VARCHAR2(18) | N | N | BENEFITGROUPID | BENEFITGROUPID |  |
| 15 | BENEFITGROUPNAME | | VARCHAR2(240) | Y | Y | BENEFITGROUPNAME | BENEFITGROUPNAME | Transformation if needed |
| 16 | BUSINESSUNITID | | VARCHAR2(18) | N | N | BUSINESSUNITID | BUSINESSUNITID |  |
| 17 | BUSINESSUNITSHORTCODE | | VARCHAR2(150) | Y | Y | BUSINESSUNITSHORTCODE | BUSINESSUNITSHORTCODE | Transformation if needed |
| 18 | COUNTRY | | VARCHAR2(30) | Y | Y | COUNTRY | COUNTRY |  |
| 19 | DEPARTMENTHIERARCHYVERSIONNAME | | VARCHAR2(240) | Y | Y | DEPARTMENTHIERARCHYVERSIONNAME | DEPARTMENTHIERARCHYVERSIONNAME |  |
| 20 | DEPARTMENTTREECODE | | VARCHAR2(30) | Y | Y | DEPARTMENTTREECODE | DEPARTMENTTREECODE | HardCode – ‘Y’ |
| 21 | WORKCONTACTSFLAG | | VARCHAR2(30) | Y | Y | WORKCONTACTSFLAG | WORKCONTACTSFLAG |  |
| 22 | ENDDATE | | DATE | Y | Y | ENDDATE | ENDDATE |  |
| 23 | LASTNAMESTART | | VARCHAR2(30) | Y | Y | LASTNAMESTART | LASTNAMESTART |  |
| 24 | GRADE\_CODE | | VARCHAR2(30) | Y | Y | GRADE\_CODE | GRADE\_CODE | Transformation if needed |
| 25 | GRADEID | | VARCHAR2(18) | N | N | GRADEID | GRADEID |  |
| 26 | GRADESETCODE | | VARCHAR2(30) | Y | Y | GRADESETCODE | GRADESETCODE |  |
| 27 | HIERARCHYLEVELS | | VARCHAR2(2) | Y | Y | HIERARCHYLEVELS | HIERARCHYLEVELS |  |
| 28 | INCLUDETOPHIERNODE | | VARCHAR2(30) | Y | Y | INCLUDETOPHIERNODE | INCLUDETOPHIERNODE |  |
| 29 | JOB\_CODE | | VARCHAR2(30) | Y | Y | JOB\_CODE | JOB\_CODE | Transformation if needed |
| 30 | JOBFAMILYCODE | | VARCHAR2(240) | Y | Y | JOBFAMILYCODE | JOBFAMILYCODE |  |
| 31 | JOBFAMILYID | | VARCHAR2(18) | N | N | JOBFAMILYID | JOBFAMILYID |  |
| 32 | JOBFUNCTIONCODE | | VARCHAR2(240) | Y | Y | JOBFUNCTIONCODE | JOBFUNCTIONCODE |  |
| 33 | JOBID | | VARCHAR2(30) | N | N | JOBID | JOBID |  |
| 34 | JOBSETCODE | | VARCHAR2(18) | Y | Y | JOBSETCODE | JOBSETCODE |  |
| 35 | LEGAL\_EMPLOYER\_NAME | | VARCHAR2(30) | Y | Y | LEGAL\_EMPLOYER\_NAME | LEGAL\_EMPLOYER\_NAME | Transformation if needed |
| 36 | LEGALENTITYID | | VARCHAR2(240) | N | N | LEGALENTITYID | LEGALENTITYID |  |
| 37 | LEGISLATIVEDATAGROUPID | | VARCHAR2(18) | N | N | LEGISLATIVEDATAGROUPID | LEGISLATIVEDATAGROUPID |  |
| 38 | LEGISLATIVEDATAGROUPNAME | | VARCHAR2(18) | Y | Y | LEGISLATIVEDATAGROUPNAME | LEGISLATIVEDATAGROUPNAME | Transformation if needed |
| 39 | LOCATION\_CODE | | VARCHAR2(240) | Y | Y | LOCATION\_CODE | LOCATION\_CODE | Transformation if needed |
| 40 | LOCATIONID | | VARCHAR2(150) | N | N | LOCATIONID | LOCATIONID |  |
| 41 | TOPORGANIZATIONCLASSIFICATIONCODE | | VARCHAR2(18) | Y | Y | TOPORGANIZATIONCLASSIFICATIONCODE | TOPORGANIZATIONCLASSIFICATIONCODE |  |
| 42 | TOPORGANIZATIONID | | VARCHAR2(30) | N | N | TOPORGANIZATIONID | TOPORGANIZATIONID |  |
| 43 | TOPHIERARCHYORGANIZATIONNAME | | VARCHAR2(40) | Y | Y | TOPHIERARCHYORGANIZATIONNAME | TOPHIERARCHYORGANIZATIONNAME |  |
| 44 | ORGANIZATIONTREECODE | | VARCHAR2(18) | Y | Y | ORGANIZATIONTREECODE | ORGANIZATIONTREECODE |  |
| 45 | ORGANIZATIONHIERARCHYVERSIONNAME | | VARCHAR2(240) | Y | Y | ORGANIZATIONHIERARCHYVERSIONNAME | ORGANIZATIONHIERARCHYVERSIONNAME |  |
| 46 | ORGANIZATIONID | | VARCHAR2(30) | N | N | ORGANIZATIONID | ORGANIZATIONID |  |
| 47 | ORGANIZATIONNAME | | VARCHAR2(30) | Y | Y | ORGANIZATIONNAME | ORGANIZATIONNAME | Transformation if needed |
| 48 | PAYROLLID | | VARCHAR2(18) | N | N | PAYROLLID | PAYROLLID |  |
| 49 | PAYROLLNAME | | VARCHAR2(240) | Y | Y | PAYROLLNAME | PAYROLLNAME | Transformation if needed |
| 50 | PAYROLLORGANIZATIONNAME | | VARCHAR2(18) | Y | Y | PAYROLLORGANIZATIONNAME | PAYROLLORGANIZATIONNAME |  |
| 51 | PAYROLLSTATUNITID | | VARCHAR2(80) | N | N | PAYROLLSTATUNITID | PAYROLLSTATUNITID |  |
| 52 | PERSONID | | VARCHAR2(240) | N | N | PERSONID | PERSONID |  |
| 53 | POSITIONBUSINESSUNITSHORTCODE | | VARCHAR2(18) | Y | Y | POSITIONBUSINESSUNITSHORTCODE | POSITIONBUSINESSUNITSHORTCODE | Transformation if needed |
| 54 | POSITION\_CODE | | VARCHAR2(18) | Y | Y | POSITION\_CODE | POSITION\_CODE | Transformation if needed |
| 55 | POSITIONHIERARCHYID | | VARCHAR2(150) | N | N | POSITIONHIERARCHYID | POSITIONHIERARCHYID |  |
| 56 | POSITIONHIERARCHYVERSIONNAME | | VARCHAR2(30) | Y | Y | POSITIONHIERARCHYVERSIONNAME | POSITIONHIERARCHYVERSIONNAME |  |
| 57 | POSITIONID | | VARCHAR2(32) | N | N | POSITIONID | POSITIONID |  |
| 58 | POSITIONTREECODE | | VARCHAR2(240) | Y | Y | POSITIONTREECODE | POSITIONTREECODE |  |
| 59 | RECRUITINGLOCHIERARCHY | | VARCHAR2(18) | Y | Y | RECRUITINGLOCHIERARCHY | RECRUITINGLOCHIERARCHY |  |
| 60 | RECRUITINGLOCHIERARCHYID | | VARCHAR2(30) | N | N | RECRUITINGLOCHIERARCHYID | RECRUITINGLOCHIERARCHYID |  |
| 61 | RECRUITINGORGHIERARCHY | | VARCHAR2(360) | Y | Y | RECRUITINGORGHIERARCHY | RECRUITINGORGHIERARCHY |  |
| 62 | RECRUITINGORGHIERARCHYID | | VARCHAR2(18) | N | N | RECRUITINGORGHIERARCHYID | RECRUITINGORGHIERARCHYID |  |
| 63 | RECRUITINGORGTREECODE | | VARCHAR2(240) | Y | Y | RECRUITINGORGTREECODE | RECRUITINGORGTREECODE |  |
| 64 | RECORGTREESTRUCTURECODE | | VARCHAR2(18) | Y | Y | RECORGTREESTRUCTURECODE | RECORGTREESTRUCTURECODE |  |
| 65 | RECRUITINGORGTREEVER | | VARCHAR2(1000 | Y | Y | RECRUITINGORGTREEVER | RECRUITINGORGTREEVER |  |
| 66 | RECRUITINGTYPECODE | | VARCHAR2(80) | Y | Y | RECRUITINGTYPECODE | RECRUITINGTYPECODE |  |
| 67 | RESPONSIBILITYTYPE | | VARCHAR2(1000 | Y | Y | RESPONSIBILITYTYPE | RESPONSIBILITYTYPE |  |
| 68 | STARTDATE | | VARCHAR2(30) | Y | Y | STARTDATE | STARTDATE |  |
| 69 | STATUS | | VARCHAR2(30) | Y | Y | STATUS | STATUS |  |
| 70 | TRU | | DATE | Y | Y | TRU | TRU | Transformation if needed |
| 71 | TAXREPORTINGUNITID | | VARCHAR2(30) | N | N | TAXREPORTINGUNITID | TAXREPORTINGUNITID |  |
| 72 | LASTNAMEEND | | VARCHAR2(240) | Y | Y | LASTNAMEEND | LASTNAMEEND |  |
| 73 | TOPDEPARTMENTID | | VARCHAR2(18) | N | N | TOPDEPARTMENTID | TOPDEPARTMENTID |  |
| 74 | TOPHIERARCHYDEPARTMENTNAME | | VARCHAR2(30) | Y | Y | TOPHIERARCHYDEPARTMENTNAME | TOPHIERARCHYDEPARTMENTNAME |  |
| 75 | TOPHIERARCHYPOSITIONBUSINESSUNITSHORTCODE | | VARCHAR2(18) | Y | Y | TOPHIERARCHYPOSITIONBUSINESSUNITSHORTCODE | TOPHIERARCHYPOSITIONBUSINESSUNITSHORTCODE |  |
| 76 | TOPHIERARCHYPOSITIONCODE | | VARCHAR2(240) | Y | Y | TOPHIERARCHYPOSITIONCODE | TOPHIERARCHYPOSITIONCODE |  |
| 77 | TOPMANAGERID | | VARCHAR2(150) | N | N | TOPMANAGERID | TOPMANAGERID |  |
| 78 | TOPMANAGERNUMBER | | VARCHAR2(30) | Y | Y | TOPMANAGERNUMBER | TOPMANAGERNUMBER |  |
| 79 | TOPPOSITIONID | | VARCHAR2(18) | N | N | TOPPOSITIONID | TOPPOSITIONID |  |
| 80 | SOURCESYSTEMID | | VARCHAR2(30) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Autogenerated |
| 81 | SOURCESYSTEMOWNER | | VARCHAR2(18) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode - DataMigration |
| 82 | METADATA | | VARCHAR2(2000 | N | N | METADATA | METADATA | Hardcode -MERGE |
| 83 | OBJECTNAME | | VARCHAR2(50) | N | N | OBJECTNAME | OBJECTNAME | Hardcode – AreaOfResponsibility |
| 84 | ATTRIBUTE1 | | VARCHAR2(10) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 85 | ATTRIBUTE2 | | VARCHAR2(10) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 86 | ATTRIBUTE3 | | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 87 | ATTRIBUTE4 | | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 88 | ATTRIBUTE5 | | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 89 | ATTRIBUTE6 | | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 90 | ATTRIBUTE7 | | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 91 | ATTRIBUTE8 | | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 92 | ATTRIBUTE9 | | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 93 | ATTRIBUTE10 | | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |

# Conversion Mapping

The following tables provides details on how the HDL File are prepared for import data into Human Capital Management and displays the mapping for the legacy data elements.

Target Application: Oracle Human Capital Management

|  |  |
| --- | --- |
| Table Field | Description |
| Target Application Table | Cloud application tables where data is loaded |
| Target Application Table Column | Cloud application table columns |
| Target Column Data Type | Cloud application table column data type |
| Not Null | Mandatory columns to load |
| Source System File Name | HDL dat file name to load to cloud |
| Source System Column | Columns to be included in HDL fusion dat file. |
| Source System Field Datatype | Datatypes for the column in HDL file. |
| Default Value | Any default value loaded to HDL file using transform tables |
| Validation | Details all the validation rules if any for columns in HDL load. |

## Business Object: Worker

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | Date\_start | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 |  | Effective End Date | Date | Yes |  | EffectiveendDate | Date | ’31-DEC-4712’ |  |  |
| 3 |  | Person\_number  npw\_number | Varchar2(50) | Yes |  | PersonNumber | Varchar2(50) |  | Npw Number – Contingent Number. Persona Number - Employee |  |
| 4 |  | start\_date | Date | Yes |  | StartDate | Date |  |  |  |
| 5 |  | Date\_of\_birth | Date | Yes |  | DateOfBirth | Date |  |  |  |
| 6 |  |  |  | Yes |  | SourceSystemOwner | Varchar2(30) | EBS or DataMigration |  |  |
| 7 |  |  |  | Yes |  | SourceSystemId | Varchar2(15) | WORKER- PersonNumber |  |  |
| 8 |  |  |  | Yes |  | ActionCode | Varchar2(20) | HIRE | Validate Action Code Defined in Fusion |  |
| 9 |  |  |  | Yes |  | ReasonCode | Varchar2(20) | MIGRATED | Validate Reason Code Defined in Fusion |  |

## Business Object: Person Name

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_PERSON\_NAMES\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 |  | First\_name | Varchar2(150) | Yes |  | FirstName | Varchar2(150) |  |  |  |
| 3 |  | middle\_name | Varchar2(60) |  |  | MiddleNames | Varchar2(60) |  |  |  |
| 4 |  | Last\_name | Varchar2(150) | Yes |  | LastName | Varchar2(150) |  |  |  |
| 5 |  | Honors | Varchar2(45) |  |  | Honors | Varchar2(45) |  |  |  |
| 6 |  | Known\_as | Varchar2(80) |  |  | KnownAs | Varchar2(80) |  |  |  |
| 7 |  | Pre\_Name\_Adjunct | Varchar2(150) |  |  | PreNameAdjunct | Varchar2(150) |  |  |  |
| 8 |  | Previous\_Last\_Name | Varchar2(30) |  |  | PreviousLastName | Varchar2(30) |  |  |  |
| 9 |  | Suffix | Varchar2(30) |  |  | Suffix | Varchar2(30) |  |  |  |
| 10 |  | Title | Varchar2(30) | Yes |  | Title | Varchar2(30) |  | Validate against TITLE Lookup in Fusion |  |
| 11 |  |  |  | Yes |  | SourceSystemOwner |  | EBS or DataMigration |  |  |
| 12 |  |  |  | Yes |  | SourceSystemId |  | PersonName- PersonNumber |  |  |
| 13 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |
| 14 |  |  |  | Yes |  | EffectiveEndDate |  | 31-DEC-4712 |  |  |
| 15 |  |  |  | Yes |  | LegislationCode |  |  |  |  |
| 16 |  |  |  | Yes |  | NameType |  | GLOBAL | Transformation Required |  |
| 17 |  |  |  |  |  | MilitaryRank |  |  |  |  |

## Business Object: Person Ethnicity

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ETHNICITIES | LegislationCode | Varchar2(60) | Yes | Worker.dat | LegislationCode | Varchar2(60) |  |  |  |
| 2 |  | Ethnicity | Varchar2(150) | Yes |  | Ethnicity | Varchar2(150) |  | Validate against lookup PER\_ETHNICITY |  |
| 3 |  | Primary\_flag | Varchar2(60) | Yes |  | PrimaryFlag | Varchar2(60) | Y |  |  |
| 11 | PER\_ALL\_PEOPLE\_F | Person\_number |  | Yes |  | SourceSystemOwner |  | EBS or DataMigration |  |  |
| 12 |  |  |  | Yes |  | SourceSystemId |  | PersonEthnicity- PersonNumber |  |  |
| 13 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |

## Business Object: Person Legislative Data

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 5 | PER\_PEOPLE\_LEGISLATIVE\_F | HIGHEST\_EDUCATION\_LEVEL | Varchar2(45) |  |  | HighestEducationLevel | Varchar2(45) |  |  |  |
| 6 | PER\_PEOPLE\_LEGISLATIVE\_F | marital\_status | Varchar2(80) | Yes |  | MaritalStatus | Varchar2(80) |  |  |  |
| 8 | PER\_PEOPLE\_LEGISLATIVE\_F | Sex | Varchar2(30) | Yes |  | Sex | Varchar2(30) |  |  |  |
| 9 |  | MARITAL\_STATUS\_DATE | Varchar2(30) |  |  | MaritalStatusDate | Varchar2(30) |  |  |  |
| 10 |  |  | Varchar2(30) | Yes |  | Title | Varchar2(30) |  |  |  |
| 11 |  |  |  | Yes |  | SourceSystemOwner |  | EBS or DataMigration |  |  |
| 12 |  |  |  | Yes |  | SourceSystemId |  | PersonLegislativeData- PersonNumber |  |  |
| 13 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |
| 14 |  | EFFECTIVE\_END\_DATE |  | Yes |  | EffectiveEndDate |  | 31-DEC-4712 |  |  |
| 15 |  | LEGISLATION\_CODE |  | Yes |  | LegislationCode |  |  |  |  |

## Business Object: Person Address

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 3 | PER\_PERSON\_ADDR\_USAGES\_F | address\_type | Varchar2(80) | Yes |  | AddressType | Varchar2(30) |  |  |  |
| 4 | PER\_ADDRESSES\_F | address\_line1 | Varchar2(30) | Yes |  | AddressLine1 | Varchar2(80) |  |  |  |
| 5 | PER\_ADDRESSES\_F | address\_line1 | Varchar2(30) |  |  | AddressLine2 | Varchar2(80) |  |  |  |
| 6 | PER\_ADDRESSES\_F | address\_line1 | Varchar2(30) |  |  | AddressLine3 | Varchar2(80) |  |  |  |
| 7 | PER\_ADDRESSES\_F | town\_or\_city |  | Yes |  | TownOrCity | Varchar2(30) |  |  |  |
| 8 | PER\_ADDRESSES\_F | region1 |  | Yes |  | Region1 | Varchar2(30) |  |  |  |
| 9 | PER\_ADDRESSES\_F | TERRITORY\_SHORT\_NAME |  | Yes |  | Country | Varchar2(30) |  |  |  |
| 10 | PER\_ADDRESSES\_F | postal\_code |  | Yes |  | PostalCode | Varchar2 |  |  |  |
| 11 | PER\_ADDRESSES\_F | primary\_flag | Varchar2(1) | Yes |  | PrimaryFlag | Varchar2(1) |  |  |  |
| 12 |  |  |  | Yes |  | SourceSystemOwner |  | EBS or DataMigration |  |  |
| 13 |  |  |  | Yes |  | SourceSystemId |  | PersonAddress- PersonNumber |  |  |
| 14 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |
| 15 |  |  |  | Yes |  | EffectiveEndDate |  | 31-DEC-4712 |  |  |
| 16 |  |  |  | Yes |  | LegislationCode |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

## Business Object: Person Phone

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_id | Varchar2(60) | Yes | Worker.dat | PersonId (SourceSystemId) | Varchar2(60) |  |  |  |
| 3 | PER\_PHONES | PhoneType | Varchar2(80) | Yes |  | PhoneType | Varchar2(30) |  | Validate against Fusion Value |  |
| 4 | PER\_PHONES | DateFrom | Varchar2(30) | Yes |  | DateFrom | Varchar2(80) |  |  |  |
| 5 | PER\_PHONES | DateTo | Varchar2(30) | Yes |  | DateTo | Varchar2(80) | 31-DEC-4712 |  |  |
| 6 | PER\_PHONES | LegislationCode | Varchar2(30) | Yes |  | LegislationCode | Varchar2(80) |  |  |  |
| 7 | PER\_PHONES | PhoneNumber | Varchar2(30) | Yes |  | PhoneNumber | Varchar2(30) |  |  |  |
| 8 | PER\_PHONES | PrimaryFlag | Varchar2(30) | Yes |  | PrimaryFlag | Varchar2(30) | ‘Y’ |  |  |
| 9 | PER\_PHONES | PersonNumber | Varchar2(80) | Yes |  | PersonNumber | Varchar2(30) |  |  |  |
| 10 |  |  |  | Yes |  | SourceSystemOwner | Varchar2 | EBS or DataMigration |  |  |
| 11 |  |  |  | Yes |  | SourceSystemId | Varchar2(1) | PersonPhone- PersonNumber |  |  |
| 12 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |

## Business Object: Person Citizenship

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  | Yes | Worker.dat | SourceSystemOwner | Date | EBS Or DataMigration |  |  |
|  |  |  |  | Yes |  | SourceSystemId | Varchar2(60) | PersonCitizenship-PersonNumber |  |  |
| 1 | per\_citizenships | Person\_id | Varchar2(80) | Yes |  | PersonId (SourceSystemId) | Varchar2(30) | WORKER- PersonNumber |  |  |
| 2 | per\_citizenships | DateFrom | Varchar2(30) | Yes |  | DateFrom | Varchar2(80) |  |  |  |
| 3 | per\_citizenships | DateTo | Varchar2(30) | Yes |  | DateTo | Varchar2(80) | 31-DEC-4712 |  |  |
| 4 | per\_citizenships | LegislationCode | Varchar2(30) | Yes |  | LegislationCode | Varchar2(80) |  |  |  |
| 5 | per\_citizenships | CitizenshipStatus |  | Yes |  | CitizenshipStatus | Varchar2(30) |  |  |  |

## Business Object: Person Email

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | SourceSystemOwner | Date | EBS Or DataMigration |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | PersonEmail- PersonNumber |  |  |
| 3 | PER\_EMAIL\_ADDRESSES | PersonId (SourceSystemId) | Varchar2(80) | Yes |  | PersonId (SourceSystemId) | Varchar2(30) | WORKER- PersonNumber |  |  |
| 4 | PER\_EMAIL\_ADDRESSES | DateFrom | Varchar2(30) | Yes |  | DateFrom | Varchar2(80) |  |  |  |
| 5 | PER\_EMAIL\_ADDRESSES | DateTo | Varchar2(30) | Yes |  | DateTo | Varchar2(80) | 31-Dec-4712 |  |  |
| 6 | PER\_EMAIL\_ADDRESSES | PersonNumber | Varchar2(30) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 7 | PER\_EMAIL\_ADDRESSES | EmailType | Varchar2 | Yes |  | EmailType | Varchar2(30) | 'W1'. Transformation required |  |  |
| 8 | PER\_EMAIL\_ADDRESSES | EmailAddress | Varchar2 | Yes |  | EmailAddress | Varchar2(30) |  |  |  |
| 9 | PER\_EMAIL\_ADDRESSES | PrimaryFlag | Varchar2 | Yes |  | PrimaryFlag | Varchar2(30) | Y |  |  |

## Business Object: Person Passport

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 3 | PER\_PASSPORTS | address\_type | Varchar2(80) | Yes |  | PassportType | Varchar2(30) |  |  |  |
| 4 | PER\_PASSPORTS | address\_line1 | Varchar2(30) | Yes |  | PassportNumber | Varchar2(80) |  |  |  |
| 5 | PER\_PASSPORTS | address\_line1 | Varchar2(30) | Yes |  | ExpirationDate | Varchar2(80) |  |  |  |
| 6 | PER\_PASSPORTS | address\_line1 | Varchar2(30) | Yes |  | IssuingCountry | Varchar2(80) |  |  |  |
| 11 | PER\_PASSPORTS | primary\_flag | Varchar2(1) | Yes |  | PrimaryFlag | Varchar2(1) |  |  |  |
| 12 |  |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
| 13 |  |  |  | Yes |  | SourceSystemId |  | PersonPassport- PersonNumber |  |  |
| 14 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |
| 15 |  |  |  | Yes |  | EffectiveEndDate |  | 31-DEC-4712 |  |  |
| 16 |  |  |  | Yes |  | LegislationCode |  |  |  |  |

## Business Object: Person Visa

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 3 | PER\_VISAS\_PERMITS\_F | VisaPermitType | Varchar2(30) | Yes |  | VisaPermitType | Varchar2(30) |  |  |  |
| 4 | PER\_VISAS\_PERMITS\_F | VisaPermitNumber | Varchar2(80) | Yes |  | VisaPermitNumber | Varchar2(80) |  |  |  |
| 5 | PER\_VISAS\_PERMITS\_F | ExpirationDate | Varchar2(80) | Yes |  | ExpirationDate | Varchar2(80) |  |  |  |
| 6 | PER\_VISAS\_PERMITS\_F | VisaPermitStatusDate | Varchar2(80) | Yes |  | VisaPermitStatusDate | Varchar2(80) |  |  |  |
| 7 | PER\_VISAS\_PERMITS\_F | VisaPermitCategory | Varchar2(30) | Yes |  | VisaPermitCategory | Varchar2(30) |  |  |  |
| 8 | PER\_VISAS\_PERMITS\_F | Profession | Varchar2(30) |  |  | Profession | Varchar2(30) |  |  |  |
| 9 | PER\_VISAS\_PERMITS\_F | IssuingCountry | Varchar2(30) | Yes |  | IssuingCountry | Varchar2(30) |  |  |  |
| 12 |  |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
| 13 |  |  |  | Yes |  | SourceSystemId |  | PersonVisa- PersonNumber |  |  |
| 14 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |
| 15 |  |  |  | Yes |  | EffectiveEndDate |  | 31-DEC-4712 |  |  |
| 16 |  |  |  | Yes |  | LegislationCode |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

## Business Object: Person Religion

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 3 | PER\_RELIGIONS | PrimaryFlag | Varchar2(80) | Yes |  | PrimaryFlag | Varchar2(30) |  |  |  |
| 4 | PER\_RELIGIONS | Religion | Varchar2(30) | Yes |  | Religion | Varchar2(80) |  |  |  |
| 5 | PER\_RELIGIONS | ReligionDescription | Varchar2(30) | Yes |  | ReligionDescription | Varchar2(80) |  |  |  |
| 12 |  |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
| 13 |  |  |  | Yes |  | SourceSystemId |  | PersonReligion- PersonNumber |  |  |
| 14 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |
| 15 |  |  |  | Yes |  | EffectiveEndDate |  | 31-DEC-4712 |  |  |
| 16 |  |  |  | Yes |  | LegislationCode |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

## Business Object: Person Disability

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 3 | PER\_DISABILITIES\_F | effective\_end\_date | Varchar2(80) | Yes |  | EffectiveEndDate | Varchar2(30) |  |  |  |
| 4 | PER\_DISABILITIES\_F | DisabilityCode | Varchar2(30) | Yes |  | DisabilityCode | Varchar2(80) |  |  |  |
| 5 | PER\_DISABILITIES\_F | Category | Varchar2(30) | Yes |  | Category | Varchar2(80) |  |  |  |
| 6 | PER\_DISABILITIES\_F | Descripion | Varchar2(30) | Yes |  | Descripion | Varchar2(80) |  |  |  |
| 7 | PER\_DISABILITIES\_F | QuoteFTE |  | Yes |  | QuoteFTE | Varchar2(30) |  |  |  |
| 8 | PER\_DISABILITIES\_F | Status |  | Yes |  | Status | Varchar2(30) |  |  |  |
| 9 | PER\_DISABILITIES\_F | WorkRestriction |  |  |  | WorkRestriction | Varchar2(30) |  |  |  |
| 10 | PER\_DISABILITIES\_F | Reason |  |  |  | Reason | Varchar2 |  |  |  |
| 11 | PER\_DISABILITIES\_F | Degree | Varchar2(1) | Yes |  | Degree | Varchar2(1) |  |  |  |
| 12 |  |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
| 13 |  |  |  | Yes |  | SourceSystemId |  | PersonDisability- PersonNumber |  |  |
| 14 |  |  |  | Yes |  | PersonId (SourceSystemId) |  | WORKER- PersonNumber |  |  |
| 15 |  |  |  | Yes |  | EffectiveEndDate |  | 31-DEC-4712 |  |  |
| 16 |  |  |  | Yes |  | LegislationCode |  |  |  |  |
|  |  |  |  |  |  | RegistrationDate |  |  |  |  |
|  |  |  |  |  |  | RegistrationExpriyDate |  |  |  |  |

## Business Object: Work Relationship

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | start\_date | Date | Yes | Worker.dat | EffectiveStartDate | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | Person\_number | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 3 | PER\_PERIODS\_OF\_SERVICE | PersonNumber | Varchar2(80) | Yes |  | SourceSystemOwner | Varchar2(30) | EBS Or DataMigration |  |  |
| 4 | PER\_PERIODS\_OF\_SERVICE | DateStart | Varchar2(30) | Yes |  | SourceSystemId | Varchar2(80) | WorkRelationship-PersonNumber |  |  |
| 5 | PER\_PERIODS\_OF\_SERVICE | WorkerType | Varchar2(30) | Yes |  | PersonId (SourceSystemId) | Varchar2(80) | WORKER- PersonNumber |  |  |
| 6 | PER\_PERIODS\_OF\_SERVICE | LegalEmployerName | Varchar2(30) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 7 | PER\_PERIODS\_OF\_SERVICE | ActionCode | Varchar2(30) | Yes |  | DateStart | Varchar2(30) |  |  |  |
| 8 | PER\_PERIODS\_OF\_SERVICE | ReasonCode | Varchar2(30) | Yes |  | WorkerType | Varchar2(30) |  |  |  |
|  |  |  |  | Yes |  | LegalEmployerName | Varchar2(30) |  | Transformation Required |  |
|  |  |  |  | Yes |  | ActionCode | Varchar2 | HIRE |  |  |
|  |  |  |  | Yes |  | ReasonCode | Varchar2(1) | MIGRATED |  |  |
|  |  |  |  | Yes |  | PrimaryFlag |  | ‘Y’ |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

## Business Object: Work Terms

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 |  |  |  | Yes | Worker.dat | SourceSystemOwner | Date | EBS Or DataMigration |  |  |
| 2 |  |  |  | Yes |  | SourceSystemId | Varchar2(60) | WorkTerms-AssignmentNumber |  |  |
| 3 | PER\_ALL\_PEOPLE\_F | address\_type | Varchar2(80) | Yes |  | PersonId (SourceSystemId) | Varchar2(30) | WORKER- PersonNumber |  |  |
| 4 | PER\_PERIODS\_OF\_SERVICE | address\_line1 | Varchar2(30) | Yes |  |  | Varchar2(80) | WorkRelationship-PersonNumber |  |  |
| 5 | PER\_ALL\_PEOPLE\_F | start\_date | Varchar2(30) | Yes |  | EffectiveStartDate | Varchar2(80) |  |  |  |
| 6 | PER\_ALL\_ASSIGNMENTS\_M | address\_line1 | Varchar2(30) | Yes |  | EffectiveEndDate | Varchar2(80) | 31-Dec-4712 |  |  |
| 7 | PER\_ALL\_ASSIGNMENTS\_M | town\_or\_city |  | Yes |  | PersonNumber | Varchar2(30) |  |  |  |
| 8 | PER\_ALL\_ASSIGNMENTS\_M | region1 |  | Yes |  | EffectiveSequence | Varchar2(30) |  |  |  |
| 9 | PER\_ALL\_ASSIGNMENTS\_M | TERRITORY\_SHORT\_NAME |  | Yes |  | EffectiveLatestChange | Varchar2(30) |  |  |  |
| 10 | PER\_ALL\_PEOPLE\_F | Start\_date |  | Yes |  | DateStart | Varchar2 |  |  |  |
| 11 | PER\_ALL\_ASSIGNMENTS\_M | primary\_flag | Varchar2(1) | Yes |  | ActionCode | Varchar2(1) |  |  |  |
| 12 | PER\_ALL\_ASSIGNMENTS\_M |  |  | Yes |  | ReasonCode |  |  |  |  |
| 13 | PER\_ALL\_ASSIGNMENTS\_M |  |  | Yes |  | AssignmentStatusTypeCode |  |  |  |  |
| 14 | PER\_ALL\_ASSIGNMENTS\_M |  |  | Yes |  | BusinessUnitShortCode |  |  |  |  |
| 15 | PER\_ALL\_ASSIGNMENTS\_M |  |  | Yes |  | TaxReportingUnit |  |  | Transformation Required |  |
| 16 |  |  |  |  |  |  |  |  |  |  |

## Business Object: Assignment

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_ASSIGNMENTS\_M |  | Date | Yes | Worker.dat | SourceSystemOwner | Date | EBS Or DataMigration |  |  |
| 2 | PER\_ALL\_ASSIGNMENTS\_M |  | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | Assignment- Assignment Number |  |  |
| 3 | PER\_ALL\_ASSIGNMENTS\_M | Work\_terms\_Assignment\_number | Varchar2(80) | Yes |  | WorkTermsAssignmentId (SourceSystemId) | Varchar2(30) | WorkTerms-Assignment Number |  |  |
| 4 | PER\_ALL\_ASSIGNMENTS\_M | Period\_of\_Service\_id | Varchar2(30) | Yes |  | PeriodOfServiceId (SourceSystemId) | Varchar2(80) | WorkRelationship-PersonNumber |  |  |
| 5 | PER\_ALL\_ASSIGNMENTS\_M | Person\_id | Varchar2(30) | Yes |  | PersonId (SourceSystemId) | Varchar2(80) | WORKER-PersonNumber |  |  |
| 6 | PER\_ALL\_ASSIGNMENTS\_M | EffectiveStartDate | Varchar2(30) | Yes |  | EffectiveStartDate | Varchar2(80) | start date of the employee’s assignment |  |  |
| 7 | PER\_ALL\_ASSIGNMENTS\_M | EffectiveEndDate |  | Yes |  | EffectiveEndDate | Varchar2(30) | 31-Dec-4712 |  |  |
| 8 | PER\_ALL\_ASSIGNMENTS\_M | PersonNumber |  | Yes |  | PersonNumber | Varchar2(30) |  |  |  |
| 9 | PER\_ALL\_ASSIGNMENTS\_M | EffectiveSequence |  | Yes |  | EffectiveSequence | Varchar2(30) |  |  |  |
| 10 | PER\_ALL\_ASSIGNMENTS\_M | EffectiveLatestChange |  | Yes |  | EffectiveLatestChange | Varchar2 |  |  |  |
| 11 | PER\_ALL\_ASSIGNMENTS\_M | DateStart | Varchar2(1) | Yes |  | DateStart | Varchar2(1) |  |  |  |
| 12 | PER\_ALL\_ASSIGNMENTS\_M | ActionCode | Varchar2 | Yes |  | ActionCode |  |  | Transformation Required |  |
| 13 | PER\_ALL\_ASSIGNMENTS\_M | ReasonCode | Varchar2 | Yes |  | ReasonCode |  |  | Transformation Required |  |
| 14 | PER\_ALL\_ASSIGNMENTS\_M | WorkerType | Varchar2 | Yes |  | WorkerType |  |  |  |  |
| 15 | PER\_ALL\_ASSIGNMENTS\_M | LegalEmployerName | Varchar2 | Yes |  | LegalEmployerName |  |  | Transformation Required |  |
| 16 | PER\_ALL\_ASSIGNMENTS\_M | PrimaryAssignmentFlag | Varchar2 | Yes |  | PrimaryAssignmentFlag |  |  |  |  |
| 17 | PER\_ALL\_ASSIGNMENTS\_M | AssignmentStatusTypeCode | Varchar2 | Yes |  | AssignmentStatusTypeCode |  |  | Transformation Required |  |
| 18 | PER\_ALL\_ASSIGNMENTS\_M | BusinessUnitShortCode | Varchar2 | Yes |  | BusinessUnitShortCode |  |  | Transformation Required |  |
| 19 | PER\_ALL\_ASSIGNMENTS\_M | AssignmentType | Varchar2 | Yes |  | AssignmentType |  |  |  |  |
| 20 | PER\_ALL\_ASSIGNMENTS\_M | PersonTypeCode | Varchar2 | Yes |  | PersonTypeCode |  |  |  |  |
| 21 | PER\_ALL\_ASSIGNMENTS\_M | WorkerCategory | Varchar2 | Yes |  | WorkerCategory |  |  | Transformation Required |  |
| 22 | PER\_ALL\_ASSIGNMENTS\_M | FullPartTime | Varchar2 | Yes |  | FullPartTime |  |  | Transformation Required |  |
| 23 | PER\_ALL\_ASSIGNMENTS\_M | DateProbationEnd | Varchar2 |  |  | DateProbationEnd |  |  |  |  |
| 24 | PER\_ALL\_ASSIGNMENTS\_M | NormalHours | Varchar2 |  |  | NormalHours |  |  |  |  |
| 25 | PER\_ALL\_ASSIGNMENTS\_M | Frequency | Varchar2 |  |  | Frequency |  |  |  |  |
| 26 | PER\_ALL\_ASSIGNMENTS\_M | PermanentTemporary | Varchar2 |  |  | PermanentTemporary |  |  |  |  |
| 27 | PER\_ALL\_ASSIGNMENTS\_M | JobCode | Varchar2 | Yes |  | JobCode |  |  | Transformation Required |  |
| 28 | PER\_ALL\_ASSIGNMENTS\_M | LocationCode | Varchar2 | Yes |  | LocationCode |  |  | Transformation Required |  |
| 29 | PER\_ALL\_ASSIGNMENTS\_M | DepartmentName | Varchar2 | Yes |  | DepartmentName |  |  |  |  |
| 30 | PER\_ALL\_ASSIGNMENTS\_M | NoticePeriod | Varchar2 |  |  | NoticePeriod |  |  |  |  |
| 31 | PER\_ALL\_ASSIGNMENTS\_M | NoticePeriodUOM | Varchar2 |  |  | NoticePeriodUOM |  |  |  |  |
| 32 | PER\_ALL\_ASSIGNMENTS\_M | PrimaryFlag | Varchar2 | Yes |  | PrimaryFlag |  |  |  |  |
| 33 | PER\_ALL\_ASSIGNMENTS\_M | HourlySalariedCode | Varchar2 |  |  | HourlySalariedCode |  |  |  |  |
| 34 | PER\_ALL\_ASSIGNMENTS\_M | PositionCode | Varchar2 | Yes |  | PositionCode |  |  | Transformation Required |  |
| 35 | PER\_ALL\_ASSIGNMENTS\_M | GradeCode | Varchar2 | Yes |  | GradeCode |  |  | Transformation Required |  |
| 36 | PER\_ALL\_ASSIGNMENTS\_M | BargainingUnitCode | Varchar2 |  |  | BargainingUnitCode |  |  |  |  |
| 37 | PER\_ALL\_ASSIGNMENTS\_M | LabourUnionMemberFlag | Varchar2 |  |  | LabourUnionMemberFlag |  |  |  |  |
| 38 | PER\_ALL\_ASSIGNMENTS\_M | ManagerFlag | Varchar2 |  |  | ManagerFlag |  |  |  |  |
| 39 | PER\_ALL\_ASSIGNMENTS\_M | SystemPersonType | Varchar2 | Yes |  | SystemPersonType |  |  | Transformation Required |  |
| 40 | PER\_ALL\_ASSIGNMENTS\_M | UserPersonType | Varchar2 |  |  | UserPersonType |  |  | Transformation Required |  |
| 41 | PER\_ALL\_ASSIGNMENTS\_M | PeopleGroupName | Varchar2 | Yes |  | PeopleGroupName |  |  |  |  |
| 42 | PER\_ALL\_ASSIGNMENTS\_M | GradeLadderProgramName | Varchar2 | Yes |  | GradeLadderProgramName |  |  |  |  |
| 43 | PER\_ALL\_ASSIGNMENTS\_M | WorkerCategory | Varchar2 | Yes |  | WorkerCategory |  |  |  |  |
| 44 | PER\_ALL\_ASSIGNMENTS\_M | DefaultExpenseAccount | Varchar2 | Yes |  | DefaultExpenseAccount |  |  |  |  |

## Business Object: Assignment Work Measure

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ASSIGN\_WORK\_MEASURES\_F | Period\_of\_Service\_id | Varchar2(30) | Yes | Worker.dat | PeriodOfServiceId (SourceSystemId) | Varchar2(80) | WorkRelationship-PersonNumber |  |  |
| 2 | PER\_ASSIGN\_WORK\_MEASURES\_F | Person\_id | Varchar2(30) | Yes |  | PersonId (SourceSystemId) | Varchar2(80) | WORKER-PersonNumber |  |  |
| 3 | PER\_ASSIGN\_WORK\_MEASURES\_F | EffectiveStartDate | Date | Yes |  | EffectiveStartDate | Date |  |  |  |
| 4 | PER\_ASSIGN\_WORK\_MEASURES\_F | EffectiveEndDate | Date | Yes |  | EffectiveEndDate | Date | 31-Dec-4712 |  |  |
| 5 | PER\_ASSIGN\_WORK\_MEASURES\_F | Unit | Number | Yes |  | Unit | Number |  |  |  |
| 6 | PER\_ASSIGN\_WORK\_MEASURES\_F | Value | Number | Yes |  | Value | Number |  |  |  |
| 7 | PER\_ASSIGN\_WORK\_MEASURES\_F | assignment\_number | Varchar2(1) | Yes |  | assignment\_number | Varchar2(1) |  |  |  |
| 8 | PER\_ASSIGN\_WORK\_MEASURES\_F | assignment\_id |  |  |  | assignment\_id |  |  |  |  |
| 9 | PER\_ASSIGN\_WORK\_MEASURES\_F | legislation\_code |  | Yes |  | legislation\_code |  |  |  |  |
| 10 | PER\_ASSIGN\_WORK\_MEASURES\_F |  |  | Yes |  | SourceSystemOwner | Date | EBS Or DataMigration |  |  |
| 11 | PER\_ASSIGN\_WORK\_MEASURES\_F |  |  | Yes |  | SourceSystemId | Varchar2(60) | Assignment- Assignment Number |  |  |
| 12 | PER\_ASSIGN\_WORK\_MEASURES\_F |  |  | Yes |  | WorkTermsAssignmentId (SourceSystemId) | Varchar2(30) | WorkTerms-Assignment Number |  |  |

## Business Object: Assignment Grade Steps

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_PEOPLE\_F | DateStart | Date | Yes | Worker.dat | DateStart | Date |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | PersonNumber | Varchar2(60) | Yes |  | PersonNumber | Varchar2(60) |  |  |  |
| 3 | PER\_ASSIGN\_GRADE\_STEPS\_F | EffectiveStartDate | Varchar2(30) | Yes |  | EffectiveStartDate | Varchar2(30) |  |  |  |
| 4 | PER\_ASSIGN\_GRADE\_STEPS\_F | EffectiveEndDate | Varchar2(80) | Yes |  | EffectiveEndDate | Varchar2(80) |  |  |  |
| 5 | PER\_ASSIGN\_GRADE\_STEPS\_F | AssignmentNumber | Varchar2(80) | Yes |  | AssignmentNumber | Varchar2(80) |  |  |  |
| 6 | PER\_ASSIGN\_GRADE\_STEPS\_F | GradeStepName | Varchar2(80) | Yes |  | GradeStepName | Varchar2(80) |  |  |  |
| 7 | PER\_ASSIGN\_GRADE\_STEPS\_F | ActionCode | Varchar2(30) | Yes |  | ActionCode | Varchar2(30) |  |  |  |
| 8 | PER\_ASSIGN\_GRADE\_STEPS\_F | ReasonCode | Varchar2(30) | Yes |  | ReasonCode | Varchar2(30) |  |  |  |
| 9 | PER\_ASSIGN\_GRADE\_STEPS\_F | SourceSystemOwner | Varchar2(30) | Yes |  | SourceSystemOwner | Varchar2(30) | EBS Or DataMigration |  |  |
|  |  |  |  | Yes |  | SourceSystemId | Varchar2(60) | AssignmentGradeSteps- Person Number |  |  |

## Business Object: Assigned Payroll

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PAY\_ALL\_PAYROLLS\_F | SourceSystemOwner | Date | Yes | AssignedPayroll.dat | SourceSystemOwner | Date | EBS Or DataMigration |  |  |
| 2 | PAY\_ALL\_PAYROLLS\_F | SourceSystemId | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | AssignmentPayroll- PersonNumber |  |  |
| 3 | PAY\_ALL\_PAYROLLS\_F | StartDate | Varchar2(80) | Yes |  | StartDate | Varchar2(30) |  |  |  |
| 4 | PAY\_ALL\_PAYROLLS\_F | EffectiveStartDate | Varchar2(30) | Yes |  | EffectiveStartDate | Varchar2(80) |  |  |  |
| 5 | PAY\_ALL\_PAYROLLS\_F | LegislativeDataGroupName | Varchar2(30) | Yes |  | LegislativeDataGroupName | Varchar2(80) |  |  |  |
| 6 | PAY\_ALL\_PAYROLLS\_F | PayrollDefinitionCode | Varchar2(30) | Yes |  | PayrollDefinitionCode | Varchar2(80) |  |  |  |
| 7 | PAY\_ALL\_PAYROLLS\_F | AssignmentNumber |  | Yes |  | AssignmentNumber | Varchar2(30) |  |  |  |

## Business Object: Salary

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | CMP\_SALARY | SourceSystemOwner | Varchar2(60) | Yes | Salary.dat | SourceSystemOwner | Varchar2(60) | EBS Or DataMigration |  |  |
| 2 | CMP\_SALARY | SourceSystemId | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | WORKER- PersonNumber |  |  |
| 3 | CMP\_SALARY | AssignmentNumber | Varchar2(30) | Yes |  | AssignmentNumber | Varchar2(30) |  |  |  |
| 4 | CMP\_SALARY | DateFrom | Varchar2(80) | Yes |  | DateFrom | Varchar2(80) |  |  |  |
| 5 | CMP\_SALARY | DateTo | Varchar2(80) | Yes |  | DateTo | Varchar2(80) | 31-DEC-4712 |  |  |
| 6 | CMP\_SALARY | SalaryBasisName | Varchar2(80) | Yes |  | SalaryBasisName | Varchar2(80) |  |  |  |
| 7 | CMP\_SALARY | SalaryAmount | Varchar2(30) | Yes |  | SalaryAmount | Varchar2(30) |  |  |  |
| 8 | CMP\_SALARY | ActionCode | Varchar2(30) | Yes |  | ActionCode | Varchar2(30) | CHANGE\_SALARY |  |  |
| 9 | CMP\_SALARY | MultipleComponents | Varchar2(30) | Yes |  | MultipleComponents | Varchar2(30) |  |  |  |
| 10 | CMP\_SALARY | SalaryApproved | Varchar2 | Yes |  | SalaryApproved | Varchar2 |  |  |  |
| 11 | CMP\_SALARY | legislation\_code | Varchar2(1) | Yes |  | legislation\_code | Varchar2(1) |  |  |  |

## Business Object: Personal Payment Method

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PAY\_PERSON\_PAY\_METHODS\_F | SourceSystemOwner | Date | Yes | PersonalPaymentMethod.dat | SourceSystemOwner | Date | EBS Or DataMigration |  |  |
| 2 | PAY\_PERSON\_PAY\_METHODS\_F | SourceSystemId | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | PersonalPaymentMethod-Assignment-PersonNumber |  |  |
| 3 | PAY\_PERSON\_PAY\_METHODS\_F | LegislativeDataGroupName | Varchar2(30) | Yes |  | LegislativeDataGroupName | Varchar2(30) |  |  |  |
| 4 | PAY\_PERSON\_PAY\_METHODS\_F | AssignmentNumber | Varchar2(80) | Yes |  | AssignmentNumber | Varchar2(80) |  |  |  |
| 5 | PAY\_PERSON\_PAY\_METHODS\_F | OrganizationPaymentMethodCode | Varchar2(80) | Yes |  | OrganizationPaymentMethodCode | Varchar2(80) |  |  |  |
| 6 | PAY\_PERSON\_PAY\_METHODS\_F | PersonalPaymentMethodCode | Varchar2(80) | Yes |  | PersonalPaymentMethodCode | Varchar2(80) |  |  |  |
| 7 | PAY\_PERSON\_PAY\_METHODS\_F | EffectiveStartDate | Varchar2(30) | Yes |  | EffectiveStartDate | Varchar2(30) |  |  |  |
| 8 | PAY\_PERSON\_PAY\_METHODS\_F | ProcessingOrder | NUMBER | Yes |  | ProcessingOrder | NUMBER |  |  |  |
| 9 | PAY\_PERSON\_PAY\_METHODS\_F | PaymentAmountType | Varchar2(30) | Yes |  | PaymentAmountType | Varchar2(30) |  |  |  |
| 10 | PAY\_PERSON\_PAY\_METHODS\_F | Percentage | NUMBER | Yes |  | Percentage | NUMBER |  |  |  |
| 11 | PAY\_PERSON\_PAY\_METHODS\_F | BankName | Varchar2(30) | Yes |  | BankName | Varchar2(30) |  |  |  |

## Business Object: External Bank Accounts

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | IBY\_EXT\_BANK\_ACCOUNTS | SourceSystemOwner | VARCHAR2(2000) | Yes | ExternalBankaccount.dat | SourceSystemOwner | VARCHAR2(2000) | EBS Or DataMigration |  |  |
| 2 | IBY\_EXT\_BANK\_ACCOUNTS | SourceSystemId | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | ExternalBankAccount- BankName -PersonNumber |  |  |
| 4 | IBY\_EXT\_BANK\_ACCOUNTS | BankName | Varchar2(80) | Yes |  | BankName | Varchar2(80) |  |  |  |
| 5 | IBY\_EXT\_BANK\_ACCOUNTS | BankBranchName | Varchar2(80) | Yes |  | BankBranchName | Varchar2(80) |  |  |  |
| 6 | IBY\_EXT\_BANK\_ACCOUNTS | AccountNumber | Varchar2(80) | Yes |  | AccountNumber | Varchar2(80) |  |  |  |
| 7 | IBY\_EXT\_BANK\_ACCOUNTS | CountryCode | Varchar2(30) | Yes |  | CountryCode | Varchar2(30) |  |  |  |
| 8 | IBY\_EXT\_BANK\_ACCOUNTS | CurrencyCode | Varchar2(30) | Yes |  | CurrencyCode | Varchar2(30) |  |  |  |
| 9 | IBY\_EXT\_BANK\_ACCOUNTS | SortCode | Varchar2(30) | Yes |  | SortCode | Varchar2(30) |  |  |  |

## Business Object: Bank

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | CE\_INDEX\_BANKS | SourceSystemOwner | VARCHAR2(60) | Yes | Bank.dat | SourceSystemOwner | VARCHAR2(60) | EBS Or DataMigration |  |  |
| 2 | CE\_INDEX\_BANKS | SourceSystemId | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | Bank- BankName |  |  |
| 3 | CE\_INDEX\_BANKS | CountryCode | Varchar2(80) | Yes |  | CountryCode | Varchar2(30) |  |  |  |
| 4 | CE\_INDEX\_BANKS | BankName | Varchar2(30) | Yes |  | BankName | Varchar2(80) |  |  |  |

## Business Object: Bank Branch

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | CE\_INDEX\_BANK\_BRANCHES | SourceSystemOwner | Varchar2(60) | Yes | BankBranch.dat | SourceSystemOwner | Varchar2(60) | EBS Or DataMigration |  |  |
| 2 | CE\_INDEX\_BANK\_BRANCHES | SourceSystemId | Varchar2(60) | Yes |  | SourceSystemId | Varchar2(60) | BankBranch-BranchNumber |  |  |
| 3 | CE\_INDEX\_BANK\_BRANCHES | CountryCode | Varchar2(30) | Yes |  | CountryCode | Varchar2(30) |  |  |  |
| 4 | CE\_INDEX\_BANK\_BRANCHES | BankName | Varchar2(80) | Yes |  | BankName | Varchar2(80) |  |  |  |
| 5 | CE\_INDEX\_BANK\_BRANCHES | BankBranchName | Varchar2(80) | Yes |  | BankBranchName | Varchar2(80) |  |  |  |
| 6 | CE\_INDEX\_BANK\_BRANCHES | BankBranchNumber | Varchar2(80) | Yes |  | BankBranchNumber | Varchar2(80) |  |  |  |

## Business Object: Assignment Supervisor

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_ALL\_ASSIGNMENTS\_M | AssignmentId | Varchar2(80) | Yes | Worker.dat | AssignmentId (SourceSystemId) | Varchar2(30) | Assignment- PersonNumber |  |  |
| 2 | PER\_ASSIGNMENT\_SUPERVISORS\_F | EffectiveStartDate | Varchar2(30) | Yes |  | EffectiveStartDate | Varchar2(80) |  |  |  |
| 3 | PER\_ASSIGNMENT\_SUPERVISORS\_F | EffectiveEndDate | Varchar2(30) | Yes |  | EffectiveEndDate | Varchar2(80) | 31-Dec-4712 |  |  |
| 4 | PER\_ASSIGNMENT\_SUPERVISORS\_F | ManagerType | Varchar2(30) | Yes |  | ManagerType | Varchar2(80) | LINE\_MANAGER |  |  |
| 5 | PER\_ASSIGNMENT\_SUPERVISORS\_F | PrimaryFlag |  | Yes |  | PrimaryFlag | Varchar2(30) | Y |  |  |
| 6 | PER\_ASSIGNMENT\_SUPERVISORS\_F | ManagerPersonNumber |  | Yes |  | ManagerPersonNumber | Varchar2(30) |  |  |  |
| 7 | PER\_ASSIGNMENT\_SUPERVISORS\_F | PersonNumber |  | Yes |  | PersonNumber | Varchar2(30) |  |  |  |
| 8 | PER\_ASSIGNMENT\_SUPERVISORS\_F | AssignmentNumber |  | Yes |  | AssignmentNumber | Varchar2 |  |  |  |
| 9 | PER\_ASSIGNMENT\_SUPERVISORS\_F | ManagerAssignmentNumber |  | Yes |  | ManagerAssignmentNumber |  |  |  |  |
| 10 |  |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
|  |  |  |  | Yes |  | SourceSystemId | VARCHAR2(100) | AssignmentSupervisor- PersonNumber |  |  |

## Business Object: Contact

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_CONTACT\_RELSHIPS\_F | EffectiveStartDate | Varchar2(80) | Yes | Contact.dat | StartDate | Varchar2(30) | Default - EffectiveStartDate |  |  |
| 2 | PER\_CONTACT\_RELSHIPS\_F | EffectiveStartDate | Varchar2(30) | Yes |  | EffectiveStartDate | Varchar2(80) |  |  |  |
| 3 | PER\_CONTACT\_RELSHIPS\_F | EffectiveEndDate | Varchar2(30) | Yes |  | EffectiveEndDate | Varchar2(80) | 31-Dec-4712 |  |  |
| 4 | PER\_CONTACT\_RELSHIPS\_F | ManagerType | Varchar2(30) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 5 | PER\_CONTACT\_RELSHIPS\_F | PrimaryFlag |  | Yes |  | SourceSystemOwner | Varchar2(30) | EBS Or DataMigration |  |  |
| 6 | PER\_CONTACT\_RELSHIPS\_F | ManagerPersonNumber |  | Yes |  | SourceSystemId | Varchar2(30) | Contact-PersonNumber - ContactPersonnumber |  |  |

## Business Object: Contact Phone

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_CONTACT\_RELSHIPS\_F | DateFrom | Varchar2(80) | Yes | Contact.dat | DateFrom | Varchar2(30) |  |  |  |
| 2 | PER\_PHONES | DateTo | Varchar2(30) | Yes |  | DateTo | Varchar2(80) | 31-Dec-4712 |  |  |
| 3 | PER\_PHONES | PersonNumber | Varchar2(30) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 4 | PER\_PHONES | LegislationCode | Varchar2(30) | Yes |  | LegislationCode | Varchar2(80) |  |  |  |
| 5 | PER\_PHONES | CountryCodeNumber |  | Yes |  | CountryCodeNumber | Varchar2(30) |  |  |  |
| 6 | PER\_PHONES | PhoneType |  | Yes |  | PhoneType | Varchar2(30) |  |  |  |
| 7 | PER\_PHONES | PhoneNumber |  | Yes |  | PhoneNumber | Varchar2(30) |  |  |  |
| 8 | PER\_PHONES | PrimaryFlag |  | Yes |  | PrimaryFlag | Varchar2 | Y |  |  |
| 9 | PER\_PHONES |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
|  |  |  |  | Yes |  | SourceSystemId |  | ContactPhone-Personnumber- ContactPersonNumber |  |  |
|  |  |  |  | Yes |  | PersonId (SourceSystemId) | VARCHAR2(100) | Contact-PersonNumber - ContactPersonnumber |  |  |

## Business Object Contact Address

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_CONTACTS | EffectiveStartDate | Varchar2(80) | Yes | Contact.dat | EffectiveStartDate | Varchar2(30) |  |  |  |
| 2 | PER\_CONTACT\_RELSHIPS\_F | EffectiveEndDate | Varchar2(30) | Yes |  | EffectiveEndDate | Varchar2(80) | 31-DEC-4712 |  |  |
| 3 | PER\_ADDRESSES | PersonNumber | Varchar2(30) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 4 | PER\_ADDRESSES | AddressType | Varchar2(30) | Yes |  | AddressType | Varchar2(80) |  |  |  |
| 5 | PER\_ADDRESSES | AddressLine1 |  | Yes |  | AddressLine1 | Varchar2(30) |  |  |  |
| 6 | PER\_ADDRESSES | AddressLine2 |  | Yes |  | AddressLine2 | Varchar2(30) |  |  |  |
| 7 | PER\_ADDRESSES | AddressLine3 |  | Yes |  | AddressLine3 | Varchar2(30) |  |  |  |
| 8 | PER\_ADDRESSES | TownOrCity |  | Yes |  | TownOrCity | Varchar2 |  |  |  |
| 9 | PER\_ADDRESSES | Region1 |  | Yes |  | Region1 |  |  |  |  |
| 10 | PER\_ADDRESSES | Country |  | Yes |  | Country |  |  |  |  |
| 11 | PER\_ADDRESSES | PostalCode |  | Yes |  | PostalCode | VARCHAR2(100) |  |  |  |
| 12 | PER\_ADDRESSES | PrimaryFlag |  | Yes |  | PrimaryFlag |  | Y |  |  |
|  |  |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
|  |  |  |  |  |  | SourceSystemId |  | ContactAddress-Personnumber- ContactPersonNumber |  |  |
|  |  |  |  |  |  | PersonId (SourceSystemId) |  | Contact-PersonNumber - ContactPersonnumber |  |  |

## Business Object Contact Relationship

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_CONTACT\_RELSHIPS\_F | EffectiveStartDate | Varchar2(80) | Yes | Contact.dat | EffectiveStartDate | Varchar2(30) |  |  |  |
| 2 | PER\_CONTACT\_RELSHIPS\_F | EffectiveEndDate | Varchar2(30) | Yes |  | EffectiveEndDate | Varchar2(80) | 31-Dec-4712 |  |  |
| 3 | PER\_ALL\_PEOPLE\_F | PersonNumber | Varchar2(30) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 4 | PER\_CONTACT\_RELSHIPS\_F | RelatedPersonNumber | Varchar2(30) | Yes |  | RelatedPersonNumber | Varchar2(80) |  |  |  |
| 5 | PER\_CONTACT\_RELSHIPS\_F | ContactType | Varchar2(30) | Yes |  | ContactType | Varchar2(30) | Transformation Needed |  |  |
| 6 | PER\_CONTACT\_RELSHIPS\_F | EmergencyContactFlag | Varchar2(1) | Yes |  | EmergencyContactFlag | Varchar2(30) |  |  |  |
| 7 | PER\_CONTACT\_RELSHIPS\_F | PrimaryContactFlag | Varchar2(1) | Yes |  | PrimaryContactFlag | Varchar2(30) |  |  |  |
| 8 | PER\_CONTACT\_RELSHIPS\_F | ExistingPerson | Varchar2(1) | Yes |  | ExistingPerson | Varchar2 |  |  |  |
| 9 | PER\_CONTACT\_RELSHIPS\_F | PersonalFlag | Varchar2(1) | Yes |  | PersonalFlag |  |  |  |  |
| 10 | PER\_CONTACT\_RELSHIPS\_F | SequenceNumber | Number | Yes |  | SequenceNumber |  |  |  |  |
|  |  |  |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
|  |  |  |  | Yes |  | SourceSystemId |  | ContactAddress-Personnumber- ContactPersonNumber |  |  |
|  |  |  |  | Yes |  | PersonId (SourceSystemId) |  | Contact-PersonNumber - ContactPersonnumber |  |  |

## Business Object Person Absence Entry

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | ANC\_PER\_ABS\_ENTRIES | AssignmentId | Varchar2(80) | Yes | PersonAbsenceEntry.dat | Employer | Varchar2(30) | Transformation Needed |  |  |
| 2 | ANC\_PER\_ABS\_ENTRIES | EffectiveStartDate | Varchar2(30) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 3 | ANC\_PER\_ABS\_ENTRIES | AbsenceType | Varchar2(80) | Yes |  | AbsenceType | Varchar2(80) |  |  |  |
| 4 | ANC\_PER\_ABS\_ENTRIES | AbsenceStatus | Varchar2(80) | Yes |  | AbsenceStatus | Varchar2(80) |  |  |  |
| 5 | ANC\_PER\_ABS\_ENTRIES | ApprovalStatus | Varchar2(30) | Yes |  | ApprovalStatus | Varchar2(30) |  |  |  |
| 6 | ANC\_PER\_ABS\_ENTRIES | PlannedEndDate | Date | Yes |  | PlannedEndDate | Date |  |  |  |
| 7 | ANC\_PER\_ABS\_ENTRIES | SubmittedDate | Date | Yes |  | SubmittedDate | Date |  |  |  |
| 8 | ANC\_PER\_ABS\_ENTRIES | NotificationDate | Date | Yes |  | NotificationDate | Date |  |  |  |
| 9 | ANC\_PER\_ABS\_ENTRIES | ConfirmedDate | Date | Yes |  | ConfirmedDate | Date |  |  |  |
| 10 | ANC\_PER\_ABS\_ENTRIES | Comments |  | Yes |  | Comments |  |  |  |  |
| 11 | ANC\_PER\_ABS\_ENTRIES | StartDate | Date | Yes |  | StartDate | Date |  |  |  |
| 12 | ANC\_PER\_ABS\_ENTRIES | StartTime | Time | Yes |  | StartTime | Time |  |  |  |
| 13 | ANC\_PER\_ABS\_ENTRIES | EndDate | Date | Yes |  | EndDate | Date |  |  |  |
| 14 | ANC\_PER\_ABS\_ENTRIES | EndTime | Time | Yes |  | EndTime | Time |  |  |  |
| 15 | ANC\_PER\_ABS\_ENTRIES | AssignmentNumber | Varchar2 | Yes |  | AssignmentNumber | Varchar2 |  |  |  |
| 16 | ANC\_PER\_ABS\_ENTRIES | StartDateDuration | Number | Yes |  | StartDateDuration | Number |  |  |  |
| 17 | ANC\_PER\_ABS\_ENTRIES | EndDateDuration | Number | Yes |  | EndDateDuration | Number |  |  |  |
| 18 | ANC\_PER\_ABS\_ENTRIES | SourceSystemOwner | Varchar2 | Yes |  | SourceSystemOwner | Varchar2 | EBS Or DataMigration |  |  |
| 19 | ANC\_PER\_ABS\_ENTRIES | SourceSystemId | Varchar2 | Yes |  | SourceSystemId | Varchar2 | PersonAbsenceEntry-PersonNumber-StartDate- AbsenceType |  |  |

## Business Object: Person Maternity Absence Entry

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | ANC\_PER\_ABS\_MATERNITY | PersonNumber | Varchar2(80) | Yes | PersonAbsenceEntry.dat | PersonNumber | Varchar2(80) |  |  |  |
| 2 | ANC\_PER\_ABS\_MATERNITY | AbsenceType | Varchar2(30) | Yes |  | AbsenceType | Varchar2(30) |  |  |  |
| 3 | ANC\_PER\_ABS\_MATERNITY | StartDate | Varchar2(30) | Yes |  | StartDate | Varchar2(30) |  |  |  |
| 4 | ANC\_PER\_ABS\_MATERNITY | StartTime | Varchar2(30) | Yes |  | StartTime | Varchar2(30) |  |  |  |
| 5 | ANC\_PER\_ABS\_MATERNITY | PlannedStartDate | Date | Yes |  | PlannedStartDate | Date |  |  |  |
| 6 | ANC\_PER\_ABS\_MATERNITY | PlannedReturnDate | Date | Yes |  | PlannedReturnDate | Date |  |  |  |
| 7 | ANC\_PER\_ABS\_MATERNITY | LeaveDuration | Number | Yes |  | LeaveDuration | Number |  |  |  |
| 8 | ANC\_PER\_ABS\_MATERNITY | IntendToWork | Varchar2(1) | Yes |  | IntendToWork | Varchar2(1) |  |  |  |
| 9 | ANC\_PER\_ABS\_MATERNITY | ExpectedDateOfChildBirth | Date | Yes |  | ExpectedDateOfChildBirth | Date |  |  |  |
| 10 | ANC\_PER\_ABS\_MATERNITY | ExpectedEndDate | Date | Yes |  | ExpectedEndDate | Date |  |  |  |
| 11 | ANC\_PER\_ABS\_MATERNITY | ActualStartDate | Date | Yes |  | ActualStartDate | Date |  |  |  |
| 12 | ANC\_PER\_ABS\_MATERNITY | ActualReturnDate | Date | Yes |  | ActualReturnDate | Date |  |  |  |
| 13 | ANC\_PER\_ABS\_MATERNITY | ActualDuration | Number | Yes |  | ActualDuration | Number |  |  |  |
| 14 | ANC\_PER\_ABS\_MATERNITY | ActualChildBirthDate | Date | Yes |  | ActualChildBirthDate | Date |  |  |  |
| 15 | ANC\_PER\_ABS\_MATERNITY | OpenEndedFlag | Varchar2(1) | Yes |  | OpenEndedFlag | Varchar2(1) |  |  |  |
| 16 | ANC\_PER\_ABS\_MATERNITY | SourceSystemOwner | Varchar2(30) | Yes |  | SourceSystemOwner | Varchar2(30) | EBS Or DataMigration |  |  |
| 17 | ANC\_PER\_ABS\_MATERNITY | SourceSystemId | Varchar2(2000) | Yes |  | SourceSystemId | Varchar2(2000) | PersonMaternityAbsenceEntry-PersonNumber-StartDate- AbsenceType |  |  |
| 18 | ANC\_PER\_ABS\_MATERNITY | PersonAbsEntryId (SourceSystemId) | Varchar2(2000) | Yes |  | PersonAbsEntryId (SourceSystemId) | Varchar2(2000) | PersonAbsenceEntry-PersonNumber-StartDate- AbsenceType |  |  |

## Business Object: Assignment Work Schedule

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_SCHEDULE\_ASSIGNMENTS | ScheduleName | Varchar2(80) | Yes | Worker.dat | ScheduleName | Varchar2(30) |  |  |  |
| 2 | PER\_SCHEDULE\_ASSIGNMENTS | StartDate | Varchar2(30) | Yes |  | StartDate | Date |  |  |  |
| 3 | PER\_SCHEDULE\_ASSIGNMENTS | EndDate | Varchar2(30) | Yes |  | EndDate | Date |  |  |  |
| 4 | PER\_SCHEDULE\_ASSIGNMENTS | ResourceType | Varchar2(30) | Yes |  | ResourceType | Varchar2(80) | LINE\_MANAGER |  |  |
| 5 | PER\_SCHEDULE\_ASSIGNMENTS | PrimaryFlag |  | Yes |  | PrimaryFlag | Varchar2(1) | Y |  |  |
| 6 | PER\_SCHEDULE\_ASSIGNMENTS | DepartmentName |  | Yes |  | DepartmentName | Varchar2(264) |  |  |  |
| 7 | PER\_SCHEDULE\_ASSIGNMENTS | InternalLocationCode |  | Yes |  | InternalLocationCode | Varchar2(30) |  |  |  |
| 8 | PER\_SCHEDULE\_ASSIGNMENTS | BusinessUnitName |  | Yes |  | BusinessUnitName | Varchar2 | TransformationNeeded |  |  |
| 9 | PER\_SCHEDULE\_ASSIGNMENTS | JobCode |  | Yes |  | JobCode | Varchar2 | TransformationNeeded |  |  |
| 10 | PER\_SCHEDULE\_ASSIGNMENTS | LegalEmployerName |  | Yes |  | LegalEmployerName | Varchar2 | TransformationNeeded |  |  |
| 11 | PER\_SCHEDULE\_ASSIGNMENTS | AssignmentNumber |  | Yes |  | AssignmentNumber | VARCHAR2(100) |  |  |  |
| 12 | PER\_SCHEDULE\_ASSIGNMENTS | WorkTermsAssignmentNumber |  | Yes |  | WorkTermsAssignmentNumber |  |  |  |  |
| 13 | PER\_SCHEDULE\_ASSIGNMENTS | SourceSystemOwner |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
| 14 | PER\_SCHEDULE\_ASSIGNMENTS | SourceSystemId |  | Yes |  | SourceSystemId |  | ScheduleAssignment\_AssignmentNumber |  |  |

## Business Object: Person Seniority Date

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| 1 | PER\_SENIORITY\_DATES | SeniorityDateCode | Varchar2(30) | Yes | Worker.dat | SeniorityDateCode | Varchar2(30) |  |  |  |
| 2 | PER\_SENIORITY\_DATES | PersonNumber | Varchar2(80) | Yes |  | PersonNumber | Varchar2(80) |  |  |  |
| 3 | PER\_SENIORITY\_DATES | EntryDate | Date | Yes |  | EntryDate | Date |  |  |  |
| 4 | PER\_SENIORITY\_DATES | EffectiveStartDate | Date | Yes |  | EffectiveStartDate | Date |  |  |  |
| 5 | PER\_SENIORITY\_DATES | EffectiveEndDate | Date | Yes |  | EffectiveEndDate | Date | 31-Dec-4712 |  |  |
| 6 | PER\_SENIORITY\_DATES | BusinessUnitShortCode | Varchar2 | Yes |  | BusinessUnitShortCode | Varchar2 |  |  |  |
| 7 | PER\_SENIORITY\_DATES | ManualAdjustmentDays | Number | Yes |  | ManualAdjustmentDays | Number |  |  |  |
| 8 | PER\_SENIORITY\_DATES | ManualAdjustmentComments |  | Yes |  | ManualAdjustmentComments |  |  |  |  |
| 9 | PER\_SENIORITY\_DATES | JobCode | Varchar2 | Yes |  | JobCode | Varchar2 |  |  |  |
| 10 | PER\_SENIORITY\_DATES | AssignmentNumber | Varchar2 | Yes |  | AssignmentNumber | Varchar2 |  |  |  |
|  | PER\_SENIORITY\_DATES |  |  |  |  |  |  |  |  |  |

## Business Object: Person Absence Accrual Detail

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  | Yes |  |  |  |  |  |  |
| 1 | ANC\_PER\_PLAN\_ENROLLMENT | PersonNumber | Varchar2(30) | Yes | PersonAccrualDetail.dat | PersonNumber | Varchar2(30) |  |  |  |
| 2 | ANC\_PER\_PLAN\_ENROLLMENT | WorkTermsNumber | Varchar2(80) | Yes |  | WorkTermsNumber | Varchar2(80) |  |  |  |
| 3 | ANC\_PER\_PLAN\_ENROLLMENT | PlanName | Varchar2(80) | Yes |  | PlanName | Varchar2(80) |  |  |  |
| 4 | ANC\_PER\_PLAN\_ENROLLMENT | AccrualType | Varchar2(80) | Yes |  | AccrualType | Varchar2(80) |  |  |  |
| 5 | ANC\_PER\_PLAN\_ENROLLMENT | ProcdDate | Date | Yes |  | ProcdDate | Date |  |  |  |
| 6 | ANC\_PER\_PLAN\_ENROLLMENT | Value | Number | Yes |  | Value | Number |  |  |  |
| 7 | ANC\_PER\_PLAN\_ENROLLMENT | AdjustmentReason | Varchar2(30) | Yes |  | AdjustmentReason | Varchar2(30) |  |  |  |
| 8 | ANC\_PER\_PLAN\_ENROLLMENT | Source | Varchar2 | Yes |  | Source | Varchar2 |  |  |  |
|  | ANC\_PER\_PLAN\_ENROLLMENT | SourceSystemOwner |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
| 10 | ANC\_PER\_PLAN\_ENROLLMENT | SourceSystemId | Varchar2(2000) | Yes |  | SourceSystemId | Varchar2(2000) | PersonAccrualDetail- PersonNumber |  |  |
|  | ANC\_PER\_PLAN\_ENROLLMENT | PersonNumber |  |  |  |  |  |  |  |  |

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## Business Object: Area Of Responsibility

| Ref.# | Target Application Table | Target Application Table Column | Target Column Datatype | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | Yes |  |  |  |  |  |  |
| 1 | PER\_ASG\_RESPONSIBILITIES | ResponsibilityName | Varchar2(30) | Yes | AreaOfResponsibility.dat | ResponsibilityName | Varchar2(30) |  |  |  |
| 2 | PER\_ASG\_RESPONSIBILITIES | ResponsibilityType | Varchar2(80) | Yes |  | ResponsibilityType | Varchar2(80) |  |  |  |
| 3 | PER\_ASG\_RESPONSIBILITIES | StartDate | DATE | Yes |  | StartDate | DATE |  |  |  |
| 4 | PER\_ASG\_RESPONSIBILITIES | Status | Varchar2 | Yes |  | Status | Varchar2 |  |  |  |
| 5 | PER\_ASG\_RESPONSIBILITIES | PersonNumber | Varchar2 | Yes |  | PersonNumber | Varchar2 |  |  |  |
| 6 | PER\_ASG\_RESPONSIBILITIES | AssignmentNumber | Varchar2 | Yes |  | AssignmentNumber | Varchar2 |  |  |  |
| 7 | PER\_ASG\_RESPONSIBILITIES | OrganizationName | Varchar2(30) | Yes |  | OrganizationName | Varchar2(30) |  |  |  |
| 8 | PER\_ASG\_RESPONSIBILITIES | WorkContactsFlag | Varchar2 | Yes |  | WorkContactsFlag | Varchar2 |  |  |  |
|  | PER\_ASG\_RESPONSIBILITIES | SourceSystemOwner |  | Yes |  | SourceSystemOwner |  | EBS Or DataMigration |  |  |
| 10 | PER\_ASG\_RESPONSIBILITIES | SourceSystemId | Varchar2(2000) | Yes |  | SourceSystemId | Varchar2(2000) | AreaOfResponsibility- PersonNumber-ResponsibilityName |  |  |

# Open and Closed Issues for this deliverable

## Open Issues

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ID | Issue | Resolution | Responsibility | Target Date | Impact Date |
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## Closed Issues

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| ID | Issue | Resolution | Responsibility | Target Date | Date Closed |
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