

DM3-010 Maximise Data Migration Component Design

HCM Talent Management Goal Plan

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Version: v01

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Reference Documents

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

# Introduction

## 1.1 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.

## 1.2 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.

## 1.3 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 | HCMTalent Goal Plan | ALL | STAGING | HCMTalent  Goal Plan | HRG\_GOAL\_PLANS  HRG\_GOAL\_PLN\_ASSIGNMENTS  HRG\_GOAL\_PLAN\_DOC\_TYPES  HRG\_GOAL\_PLAN\_GOALS  HRG\_GOAL\_MASS\_REQUESTS  BEN\_ELIG\_OBJ\_ELIG\_PROFL\_F  HRG\_MASS\_REQ\_ASSIGNMENTS  HRG\_MASS\_REQ\_HIERARCHIES  HRG\_MASS\_REQ\_EXEMPTIONS |

## 1.4 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.

## 1.5 Pre- requisites

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

* Enterprise defaults
* Legal Entities
* Legal Addresses
* Reference Data Sets
* Salary basis
* 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 and Payroll lookups

# Data Migration Flow in Maximise Tool

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



Figure 1 - Maximise Conceptual Model

## 2.1 Data Cleanse

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

## 2.2 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 firstly control and manage, the extraction of data from the “Production” Legacy Data tables, which are 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, data files HDL/FBDI “.dat”, 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.

## 2.3 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 CSV (“.dat”) format, by Maximise, which is then loaded to the Fusion (Interface Tables).
* Verification that the Load Interface file, for the Import process, completes successfully.
* Verification that 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.

# 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/TAL/02 |
| Staging Table Creation Script | XXMX\_HCM\_GPLAN\_Name>\_DBI.sql | XXMX\_HCM\_GPLAN\_<NAME>\_DBI.sql |
| Data Extraction Script | XXMX\_ HCM\_GPLAN \_<SEL>\_<Name>.sql | Not Available if the File is provided by Client. |
| Data File from Legacy System (Inbound File) | XXMX\_ HCM\_GPLAN \_<Name>.dat | XXMX\_HCM\_GPLAN\_STG.dat  XXMX\_HCM\_GPLAN\_ASGN\_STG.dat  XXMX\_HCM\_GPLAN\_DTYPE\_STG.dat  XXMX\_HCM\_GPLAN\_GP\_GOALS\_STG.dat  XXMX\_HCM\_GPLAN\_MASS\_REQ\_STG.dat  XXMX\_HCM\_GPLAN\_EO\_PROF\_STG.dat  XXMX\_HCM\_GPLAN\_MR\_ASGN\_STG.dat  XXMX\_HCM\_GPLAN\_MR\_HIER\_STG.dat  XXMX\_HCM\_GPLAN\_MR\_EXEM\_STG.dat |
| Control File – load Data into the staging table | XXMX\_ HCM\_GPLAN \_<Name>.ctl | XXMX\_HCM\_GPLAN\_STG.ctl  XXMX\_HCM\_GPLAN\_ASGN\_STG.ctl  XXMX\_HCM\_GPLAN\_DTYPE\_STG.ctl  XXMX\_HCM\_GPLAN\_GP\_GOALS\_STG.ctl  XXMX\_HCM\_GPLAN\_MASS\_REQ\_STG.ctl  XXMX\_HCM\_GPLAN\_EO\_PROF\_STG.ctl  XXMX\_HCM\_GPLAN\_MR\_ASGN\_STG.ctl  XXMX\_HCM\_GPLAN\_MR\_HIER\_STG.ctl  XXMX\_HCM\_GPLAN\_MR\_EXEM\_STG.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 Source File | ‘Y’ indicates column provided in Maximise Input Source File which will get loaded into 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) |

## 4.1 Goal Plan

Data File Name: XXMX\_HCM\_GPLAN\_STG.dat

Staging table: XXMX\_HCM\_GPLAN\_STG

Transform Table: XXMX\_HCM\_GPLAN\_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: Goal Plan

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(30) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode-GoalPlan |
| 9 | GOALPLANACTIVEFLAG | VARCHAR2(30) | Y | N | GOALPLANACTIVEFLAG | GOALPLANACTIVEFLAG | The status of the goal plan. |
| 10 | ENABLEWEIGHTINGFLAG | VARCHAR2(30) | Y | N | ENABLEWEIGHTINGFLAG | ENABLEWEIGHTINGFLAG | Determines if the weight feature should be enabled for goals associated with this goal plan. |
| 11 | ENDDATE | DATE | Y | N | ENDDATE | ENDDATE | The end date of the goal plan. |
| 12 | ENFORCEGOALWEIGHTFLAG | VARCHAR2(30) | Y | N | ENFORCEGOALWEIGHTFLAG | ENFORCEGOALWEIGHTFLAG | Determines if the sum of goal weights associated with this goal plan should be validated to be equal to 100%. |
| 13 | GOALACCESSLEVELCODE | VARCHAR2(30) | Y | N | GOALACCESSLEVELCODE | GOALACCESSLEVELCODE | The access level of the goal plan. |
| 14 | GOALSUBTYPECODE | VARCHAR2(30) | Y | N | GOALSUBTYPECODE | GOALSUBTYPECODE | The subtype of the goal plan. |
| 15 | GOALPLANNAME | VARCHAR2(400) | Y | Y | GOALPLANNAME | GOALPLANNAME | The name of the goal plan. |
| 16 | GOALPLANID | NUMBER (18) | Y | Y | GOALPLANID | GOALPLANID | The surrogate ID for the goal plan record. Only available when updating existing goal plans. |
| 17 | GOALPLANEXTERNALID | VARCHAR2(250) | N | Y | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 18 | GOALPLANTYPECODE | VARCHAR2(30) | Y | Y | GOALPLANTYPECODE | GOALPLANTYPECODE | The type of the goal plan. |
| 19 | INCLUDEINPERFDOCFLAG | VARCHAR2(30) | Y | N | INCLUDEINPERFDOCFLAG | INCLUDEINPERFDOCFLAG | Determines if an employee's goals associated with this goal plan, should be included in the employee performance document. |
| 20 | STARTDATE | DATE | Y | Y | STARTDATE | STARTDATE | The start date of the goal plan. |
| 21 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCode- DataMigration |
| 22 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 23 | REQSUBMITTEDBYPERSONNUMBER | VARCHAR2(30) | Y | N | REQSUBMITTEDBYPERSONNUMBER | REQSUBMITTEDBYPERSONNUMBER | The person number of the person creating the goal plan. |
| 24 | REQUESTSUBMISSIONDATE | DATE | Y | N | REQUESTSUBMISSIONDATE | REQUESTSUBMISSIONDATE | The date of the goal plan creation. |
| 25 | REQSUBMITTEDBYPERSONID | NUMBER (18) | Y | N | REQSUBMITTEDBYPERSONID | REQSUBMITTEDBYPERSONID | A unique reference to the person creating the goal plan. |
| 26 | REVIEWPERIODID | NUMBER (18) | Y | N | REVIEWPERIODID | REVIEWPERIODID | A unique reference to the review period that the goal plan is associated with. |
| 27 | REVIEWPERIODNAME | VARCHAR2(400) | Y | N | REVIEWPERIODNAME | REVIEWPERIODNAME | The name of the review period that the goal plan is associated with. |
| 28 | DESCRIPTION | VARCHAR2(4000) | Y | N | DESCRIPTION | DESCRIPTION | The description of the goal plan. |
| 29 | ALLDEPARTMENTSFLAG | VARCHAR2(30) | Y | N | ALLDEPARTMENTSFLAG | ALLDEPARTMENTSFLAG | Indicates if the goal plan should be assigned to all departments. Used only for organization goal plans. |
| 30 | EVALUATIONTYPE | VARCHAR2(30) | Y | N | EVALUATIONTYPE | EVALUATIONTYPE | Identifies the performance evaluation type of a goal plan. The evaluation type, review period, and document type of a goal plan need to be the same as that of a performance document to include the goals in the performance document for evaluation, when the synchronized goals feature is enabled. |
| 31 | MAXGOALSNUMINGOALPLAN | NUMBER (18) | Y | N | MAXGOALSNUMINGOALPLAN | MAXGOALSNUMINGOALPLAN | This field is to enforce the maximum number of goals which can be added with in the goal plan on worker page . |
| 32 | ALLOWPVTGOALMAXGOALFLAG | VARCHAR2(30) | Y | N | ALLOWPVTGOALMAXGOALFLAG | ALLOWPVTGOALMAXGOALFLAG | Indicates if creation of private goals is allowed when a goal plan has reached the set maximum goals limit. Valid values are 'Y' and 'N'. |
| 33 | ENFORCEMAXGOALSINGPFLAG | VARCHAR2(30) | Y | N | ENFORCEMAXGOALSINGPFLAG | ENFORCEMAXGOALSINGPFLAG | Indicates if the set maximum goals limit for the goal plan needs to enforced for all users. Valid values are 'Y' and 'N'. |
| 34 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 35 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 36 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 37 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 38 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 39 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 40 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 41 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 42 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 43 | ATTRITBUTE9 | VARCHAR2(150) | N | N | ATTRITBUTE9 | ATTRITBUTE9 |  |
| 44 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 45 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 46 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 47 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 48 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 49 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 50 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 51 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 52 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 53 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 54 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 55 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 56 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 57 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 58 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 59 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |
|  |  |

## 4.2 Goal Plan Assignment

Data File Name: XXMX\_HCM\_GPLAN\_ASGN\_STG.dat

Staging table: XXMX\_HCM\_GPLAN\_ASGN\_STG

Transform Table: XXMX\_HCM\_GPLAN\_ASGN\_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: Goal Plan Assignment.

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(30) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalPlanAssignment |
| 9 | GOALPLANSETID | NUMBER(18) | Y | N | GOALPLANSETID | GOALPLANSETID | A unique reference to the goal plan set. |
| 10 | GOALPLANSETSTARTDATE | DATE | Y | N | GOALPLANSETSTARTDATE | GOALPLANSETSTARTDATE | The start date of the goal plan set. |
| 11 | GOALPLANENDDATE | DATE | Y | N | GOALPLANENDDATE | GOALPLANENDDATE | The end date of the goal plan. |
| 12 | GOALPLANASSIGNMENTID | NUMBER(18) | Y | Y | GOALPLANASSIGNMENTID | GOALPLANASSIGNMENTID | The surrogate ID for the goal plan assignment record. Only available when updating existing goal plan assignment. |
| 13 | ASSIGNMENTID | NUMBER(18) | Y | N | ASSIGNMENTID | ASSIGNMENTID | A unique reference to worker assignment. |
| 14 | GOALPLANSTARTDATE | DATE | Y | N | GOALPLANSTARTDATE | GOALPLANSTARTDATE | The start date of the goal plan. |
| 15 | GOALPLANSETENDDATE | DATE | Y | N | GOALPLANSETENDDATE | GOALPLANSETENDDATE | The end date of the goal plan set. |
| 16 | GOALPLANID | NUMBER(18) | Y | Y | GOALPLANID | GOALPLANID | A unique reference to the goal plan. |
| 17 | ORGANIZATIONID | NUMBER(18) | Y | N | ORGANIZATIONID | ORGANIZATIONID | Only used for organization goal plans. A unique reference to the organization to which the goal plan is assigned. |
| 18 | PERSONID | NUMBER(18) | Y | Y | PERSONID | PERSONID | A unique reference to the person to whom the goal plan is assigned. |
| 19 | STATUS | VARCHAR2(30) | Y | N | STATUS | STATUS | The goal plan assignment status. |
| 20 | WEIGHTING | NUMBER(5) | Y | N | WEIGHTING | WEIGHTING | The weight of the goal plan in the goal plan set. |
| 21 | ORGANIZATIONNAME | VARCHAR2 | Y | N | ORGANIZATIONNAME | ORGANIZATIONNAME | Only used for organization goal plans. The name of the organization to which the goal plan is assigned. |
| 22 | WORKERASSIGNMENTNUMBER | VARCHAR2 | Y | N | WORKERASSIGNMENTNUMBER | WORKERASSIGNMENTNUMBER | The assignment number of the worker to whom the goal plan is assigned. |
| 23 | GOALPLANEXTERNALID | VARCHAR2 | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 24 | GOALPLANSETEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANSETEXTERNALID | GOALPLANSETEXTERNALID | A unique reference to the goal plan set in an external system. |
| 25 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 26 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCore – DataMigration |
| 27 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | 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 |  |
| 38 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 39 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 40 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 41 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 42 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 43 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 44 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 45 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 46 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 47 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 48 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 49 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 50 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 51 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 52 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |

## 4.3 Goal Plan Document Types.

Data File Name: XXMX\_HCM\_GPLAN\_DTYPE\_STG.dat

Staging table: : XXMX\_HCM\_GPLAN\_DTYPE\_STG

Transform Table: XXMX\_HCM\_GPLAN\_DTYPE\_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: Goal Plan Document Types.

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(150) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalPlanDocTypes |
| 9 | DOCTYPEID | NUMBER (18) | Y | Y | DOCTYPEID | DOCTYPEID | A unique reference to the document type. |
| 10 | GOALPLANDOCTYPEID | NUMBER (18) | Y | Y | GOALPLANDOCTYPEID | GOALPLANDOCTYPEID | The surrogate ID for the goal plan document type. Only available when updating existing goal plan. |
| 11 | GOALPLANID | NUMBER (18) | Y | Y | GOALPLANID | GOALPLANID | A unique reference to the goal plan. |
| 12 | GOALPLANEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 13 | DOCTYPENAME | VARCHAR2(240) | Y | N | DOCTYPENAME | DOCTYPENAME | The name of the document type. |
| 14 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 15 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCode- DataMigration |
| 16 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 17 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 18 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 19 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 20 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 21 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 22 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 23 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 24 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 25 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 26 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 27 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 28 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 29 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 30 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 31 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 32 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 33 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 34 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 35 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 36 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 37 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 38 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 39 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 40 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 41 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |

## 4.4 Goal Plan Goal

Data File Name: XXMX\_HCM\_GPLAN\_GP\_GOALS\_STG.dat

Staging table: XXMX\_HCM\_GPLAN\_GP\_GOALS\_STG

Transform Table: XXMX\_HCM\_GPLAN\_GP\_GOALS\_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: Goal Plan Goal

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalPlanGoal |
| 9 | GOALID | NUMBER (18) | Y | Y | GOALID | GOALID | A unique reference to the goal. |
| 10 | GOALPLANGOALID | NUMBER (18) | Y | Y | GOALPLANGOALID | GOALPLANGOALID | The surrogate ID for the goal plan goal record. Only available when updating existing goal plans. |
| 11 | GOALPLANID | NUMBER (18) | Y | Y | GOALPLANID | GOALPLANID | A unique reference to the goal plan. |
| 12 | GOALPLANSETID | NUMBER (18) | Y | N | GOALPLANSETID | GOALPLANSETID | A unique reference to the goal plan set associated with the goal plan. |
| 13 | PRIORITYCODE | VARCHAR2(30) | Y | N | PRIORITYCODE | PRIORITYCODE | The priority of the goal in the goal plan. |
| 14 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 15 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCode- DataMigration |
| 16 | WEIGHTING | NUMBER (5) | Y | N | WEIGHTING | WEIGHTING | The weight of the goal in the goal plan. |
| 17 | GOALASSIGNMENTNUMBER | VARCHAR2(30) | Y | N | GOALASSIGNMENTNUMBER | GOALASSIGNMENTNUMBER | The number of the assignment associated with the goal. |
| 18 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for this goal. |
| 19 | GOALNAME | VARCHAR2(400) | Y | N | GOALNAME | GOALNAME | The name of the goal. |
| 20 | GOALSTARTDATE | DATE | Y | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal. |
| 21 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The target completion date of the goal. |
| 22 | GOALTYPECODE | VARCHAR2(30) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of the goal. |
| 23 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal. |
| 24 | GOALPERSONNUMBER | VARCHAR2(30) | Y | N | GOALPERSONNUMBER | GOALPERSONNUMBER | The number of the person associated with the goal. |
| 25 | GOALPLANEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 26 | GOALPLANSETEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANSETEXTERNALID | GOALPLANSETEXTERNALID | A unique reference to the goal plan set in an external system. |
| 27 | DISPLAYSEQUENCE | NUMBER(9) | Y | N | DISPLAYSEQUENCE | DISPLAYSEQUENCE | The display sequence of the goal. |
| 28 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | 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 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 40 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 41 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 42 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 43 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 44 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 45 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 46 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 47 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 48 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 49 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 50 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 51 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 52 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 53 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |

## 4.5 Mass Request

Data File Name: XXMX\_HCM\_GPLAN\_MASS\_REQ\_STG.dat

Staging table: XXMX\_HCM\_GPLAN\_MASS\_REQ\_STG

Transform Table: XXMX\_HCM\_GPLAN\_MASS\_REQ\_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: Mass Request

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode-MassRequest |
| 9 | GOALPLANID | NUMBER (18) | Y | Y | GOALPLANID | GOALPLANID | A unique reference to the goal plan. |
| 10 | MASSREQUESTID | NUMBER (18) | Y | Y | MASSREQUESTID | MASSREQUESTID | The surrogate ID for the mass request record. Only available when updating existing mass request. |
| 11 | REQSUBMITTEDBYPERSONID | NUMBER (18) | Y | Y | REQSUBMITTEDBYPERSONID | REQSUBMITTEDBYPERSONID | A unique reference to the person who created the goal plan. |
| 12 | REQUESTSUBMISSIONDATE | DATE | Y | Y | REQUESTSUBMISSIONDATE | REQUESTSUBMISSIONDATE | Creation date of the goal plan. |
| 13 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 14 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCode-DataMigration |
| 15 | GOALPLANEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 16 | REQSUBMITTEDBYPERSONNUMBER | VARCHAR2(30) | Y | N | REQSUBMITTEDBYPERSONNUMBER | REQSUBMITTEDBYPERSONNUMBER | The number of the person who created the goal plan. |
| 17 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | 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 |  |
| 28 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 29 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 30 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 31 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 32 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 33 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 34 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 35 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 36 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 37 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 38 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 39 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 40 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 41 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 42 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |

## 4.6 Eligibility Profile Object

Data File Name: XXMX\_HCM\_GPLAN\_EO\_PROF\_STG.dat

Staging table: XXMX\_HCM\_GPLAN\_EO\_PROF\_STG

Transform Table: XXMX\_HCM\_GPLAN\_EO\_PROF\_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: Eligibility Profile Object.

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(150) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- EligibilityProfileObject |
| 9 | ELGBLTYPROFILEOBJECTID | NUMBER(18) | Y | Y | ELGBLTYPROFILEOBJECTID | ELGBLTYPROFILEOBJECTID | The surrogate ID for this record. Only available when updating existing record. |
| 10 | ELIGYPRFLID | NUMBER(18) | Y | Y | ELIGYPRFLID | ELIGYPRFLID | A unique reference to the eligibility profile. |
| 11 | OBJECTID | NUMBER(18) | Y | Y | OBJECTID | OBJECTID | A unique reference to the mass request object. |
| 12 | REQUIREDFLAG | VARCHAR2(1) | Y | Y | REQUIREDFLAG | REQUIREDFLAG | Indicates if this eligibility profile is required. |
| 13 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 14 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCode- DataMigration |
| 15 | ELIGIBILITYPROFILENAME | VARCHAR2(240) | Y | N | ELIGIBILITYPROFILENAME | ELIGIBILITYPROFILENAME | The name of the eligibility profile. |
| 16 | GOALPLANEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 17 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | 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 |  |
| 28 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 29 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 30 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 31 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 32 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 33 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 34 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 35 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 36 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 37 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 38 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 39 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 40 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 41 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 42 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |

## 4.7 Mass Request Assignment

Data File Name: XXMX\_HCM\_GPLAN\_MR\_ASGN\_STG.dat

Staging table XXMX\_HCM\_GPLAN\_MR\_ASGN\_STG

Transform Table: XXMX\_HCM\_GPLAN\_MR\_ASGN\_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: Mass Request Assignment.

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(150) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- MassRequestAssignment |
| 9 | MASSREQASSIGNMENTID | NUMBER (18) | Y | Y | MASSREQASSIGNMENTID | MASSREQASSIGNMENTID | The surrogate ID for this record. Only available when updating existing record. |
| 10 | MASSREQUESTID | NUMBER (18) | Y | Y | MASSREQUESTID | MASSREQUESTID | A unique reference to the mass request object. |
| 11 | ORGANIZATIONID | NUMBER (18) | Y | N | ORGANIZATIONID | ORGANIZATIONID | A unique reference to the organization associated with the goal plan. |
| 12 | ORGANIZATIONNAME | VARCHAR2(240) | N | N | ORGANIZATIONNAME | ORGANIZATIONNAME | The name of the organization associated with the goal plan. |
| 13 | GOALPLANEXTERNALID | VARCHAR2(250) | N | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 14 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCode- DataMigration |
| 15 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | ASSIGNMENTNUMBER | ASSIGNMENTNUMBER | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 16 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 17 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 18 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 19 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 20 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 21 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 22 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 23 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 24 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 25 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 26 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 27 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 28 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 29 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 30 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 31 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 32 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 33 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 34 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 35 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 36 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 37 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 38 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 39 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 40 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 41 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |

## 4.8 Mass Request Hierarchy

## Data File Name: XXMX\_HCM\_GPLAN\_MR\_HIER\_STG.dat

Staging table: XXMX\_HCM\_GPLAN\_MR\_HIER\_STG

Transform Table: XXMX\_HCM\_GPLAN\_MR\_HIER\_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: Mass Request Hierarchy

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(20) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- MassRequestHierarchy |
| 9 | CASCADINGLEVEL | NUMBER (18) | Y | N | CASCADINGLEVEL | CASCADINGLEVEL | The method of hierarchy selection. Valid values are: 0 - Self, 1 - Direct reports, 999999 - All reports, 2 - Self and direct reports, 1000000 - Self and all reports. |
| 10 | MANAGERASSIGNMENTID | NUMBER (18) | Y | Y | MANAGERASSIGNMENTID | MANAGERASSIGNMENTID | A unique reference to the manager assignment or to the worker assignment when the Cascading Level is 'Self'. |
| 11 | MANAGERID | NUMBER (18) | Y | Y | MANAGERID | MANAGERID | A unique reference to the manager or to the worker when the CascadingLevel is set to 0, indicating a cascade level of Self. Not required when a value is supplied for ManagerAssignmentNumber. |
| 12 | MASSREQUESTHIERARCHYID | NUMBER (18) | Y | Y | MASSREQUESTHIERARCHYID | MASSREQUESTHIERARCHYID | The surrogate ID for this record. Only available when updating existing record. |
| 13 | MASSREQUESTID | NUMBER (18) | Y | Y | MASSREQUESTID | MASSREQUESTID | A unique reference to the mass request object. |
| 14 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 15 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCore - DataMigration |
| 16 | MANAGERASSIGNMENTNUMBER | VARCHAR2(30) | Y | N | MANAGERASSIGNMENTNUMBER | MANAGERASSIGNMENTNUMBER | The assignment number of the manager or of the worker. |
| 17 | GOALPLANEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 18 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 19 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 20 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 21 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 22 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 23 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 24 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 25 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 26 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 27 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 28 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 29 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 30 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 31 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 32 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 33 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 34 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 35 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 36 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 37 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 38 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 39 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 40 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 41 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 42 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 43 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

|  |  |
| --- | --- |
| Source Column | Target Column |
|  |  |

## 4.9 Mass Request Exemption

## Data File Name: XXMX\_HCM\_GPLAN\_MR\_EXEM\_STG.dat

## Staging table: XXMX\_HCM\_GPLAN\_MR\_EXEM\_STG

Transform Table: XXMX\_HCM\_GPLAN\_MR\_EXEM\_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: Mass Request Exemption.

| 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-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(20) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- MassRequestExemption |
| 9 | ASSIGNMENTID | NUMBER (18) | Y | Y | ASSIGNMENTID | ASSIGNMENTID | A unique reference to the assignment of the person who needs to be exempted from the goal plan. |
| 10 | MASSREQUESTEXEMPTIONID | NUMBER (18) | Y | Y | MASSREQUESTEXEMPTIONID | MASSREQUESTEXEMPTIONID | The surrogate ID for this record. Only available when updating existing record. |
| 11 | MASSREQUESTHIERARCHYID | NUMBER (18) | Y | Y | MASSREQUESTHIERARCHYID | MASSREQUESTHIERARCHYID | A unique reference to the mass request hierarchy. |
| 12 | MASSREQUESTID | NUMBER (18)) | Y | Y | MASSREQUESTID | MASSREQUESTID | A unique reference to the mass request object. |
| 13 | PERSONID | NUMBER (18) | Y | Y | PERSONID | PERSONID | A unique reference to the person who needs to be exempted from the goal plan. |
| 14 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 15 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | The name of the source system used to generate the source system ID. |
| 16 | WORKERASSIGNMENTNUMBER | VARCHAR2(30) | Y | N | WORKERASSIGNMENTNUMBER | WORKERASSIGNMENTNUMBER | The assignment number of the worker. |
| 17 | GOALPLANEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 18 | MANAGERID | NUMBER(18) | Y | N | MANAGERID | MANAGERID | A unique reference to the manager or to the worker when the CascadingLevel is set to 0, indicating a cascade level of Self. Not required when a value is supplied for ManagerAssignmentNumber. |
| 19 | MANAGERASSIGNMENTID | NUMBER(18) | Y | N | MANAGERASSIGNMENTID | MANAGERASSIGNMENTID | A unique reference to the assignment of the exempted person's manager. |
| 20 | MANAGERASSIGNMENTNUMBER | VARCHAR2(30) | Y | N | MANAGERASSIGNMENTNUMBER | MANAGERASSIGNMENTNUMBER | The assignment number of the exempted person's manager. |
| 21 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 22 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 23 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 24 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 25 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 26 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 27 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 28 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 29 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 30 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 31 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 32 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 33 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 34 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 35 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 36 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 37 | ATTRIBUTE\_NUMBER1 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 38 | ATTRIBUTE\_NUMBER2 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 39 | ATTRIBUTE\_NUMBER3 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 40 | ATTRIBUTE\_NUMBER4 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 41 | ATTRIBUTE\_NUMBER5 | NUMBER (15) | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 42 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 43 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 44 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 45 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 46 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

# 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: HCM Talent Management Goal Plan

|  |  |
| --- | --- |
| 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. |

## 5.1 Business Object: Goal Plan

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_PLANS\_B | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 | HRG\_GOAL\_PLANS\_TL | Y |  | OBJECTNAME | VARCHAR2(30) | GoalPlan |  |  |
| 3 |  | Y |  | GOALPLANACTIVEFLAG | VARCHAR2(30) |  |  |  |
| 5 |  | Y |  | ENABLEWEIGHTINGFLAG | VARCHAR2(30) |  |  |  |
| 6 |  | Y |  | ENDDATE | DATE |  |  |  |
| 7 |  | Y |  | ENFORCEGOALWEIGHTFLAG | VARCHAR2(30) |  |  |  |
| 8 |  | Y |  | GOALACCESSLEVELCODE | VARCHAR2(30) |  |  |  |
| 9 |  | Y |  | GOALSUBTYPECODE | VARCHAR2(30) |  |  |  |
| 10 |  | Y |  | GOALPLANNAME | VARCHAR2(400) |  |  |  |
| 11 |  | Y |  | GOALPLANID | NUMBER (18) |  |  |  |
| 12 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 13 |  | Y |  | GOALPLANTYPECODE | VARCHAR2(30) |  |  |  |
| 14 |  | Y |  | INCLUDEINPERFDOCFLAG | VARCHAR2(30) |  |  |  |
| 15 |  | Y |  | STARTDATE | DATE |  |  |  |
| 16 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 17 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 18 |  | Y |  | REQSUBMITTEDBYPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 19 |  | Y |  | REQUESTSUBMISSIONDATE | DATE |  |  |  |
| 20 |  | Y |  | REQSUBMITTEDBYPERSONID | NUMBER (18) |  |  |  |
| 21 |  | Y |  | REVIEWPERIODID | NUMBER (18) |  |  |  |
| 22 |  | Y |  | REVIEWPERIODNAME | VARCHAR2(400) |  |  |  |
| 23 |  | Y |  | DESCRIPTION | VARCHAR2(4000) |  |  |  |
| 24 |  | Y |  | ALLDEPARTMENTSFLAG | VARCHAR2(30) |  |  |  |
| 25 |  | Y |  | EVALUATIONTYPE | VARCHAR2(30) |  |  |  |
| 26 |  | Y |  | MAXGOALSNUMINGOALPLAN | NUMBER (18) |  |  |  |
| 27 |  | Y |  | ALLOWPVTGOALMAXGOALFLAG | VARCHAR2(30) |  |  |  |
| 28 |  | Y |  | ENFORCEMAXGOALSINGPFLAG | VARCHAR2(30) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 33 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 34 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 35 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 36 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 37 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 38 |  | Y |  | ATTRITBUTE9 | VARCHAR2(150) |  |  |  |
| 39 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 40 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 41 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 42 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 43 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 44 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 45 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 46 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 47 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 48 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 49 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 50 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 51 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 52 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 53 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 54 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.2 Business Object: Goal Plan Assignment

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_PLN\_ASSIGNMENTS | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 | HRG\_MASS\_REQ\_ASSIGNMENTS | Y |  | OBJECTNAME | VARCHAR2(30) | GoalPlanAssignment |  |  |
| 3 |  | Y |  | GOALPLANSETID | NUMBER(18) |  |  |  |
| 4 |  | Y |  | GOALPLANSETSTARTDATE | DATE |  |  |  |
| 5 |  | Y |  | GOALPLANENDDATE | DATE |  |  |  |
| 6 |  | Y |  | GOALPLANASSIGNMENTID | NUMBER(18) |  |  |  |
| 7 |  | Y |  | ASSIGNMENTID | NUMBER(18) |  |  |  |
| 8 |  | Y |  | GOALPLANSTARTDATE | DATE |  |  |  |
| 9 |  | Y |  | GOALPLANSETENDDATE | DATE |  |  |  |
| 10 |  | Y |  | GOALPLANID | NUMBER(18) |  |  |  |
| 11 |  | Y |  | ORGANIZATIONID | NUMBER(18) |  |  |  |
| 12 |  | Y |  | PERSONID | NUMBER(18) |  |  |  |
| 13 |  | Y |  | STATUS | VARCHAR2(30) |  |  |  |
| 14 |  | Y |  | WEIGHTING | NUMBER(5) |  |  |  |
| 15 |  | Y |  | ORGANIZATIONNAME | VARCHAR2 |  |  |  |
| 16 |  | Y |  | WORKERASSIGNMENTNUMBER | VARCHAR2 |  |  |  |
| 17 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2 |  |  |  |
| 18 |  | Y |  | GOALPLANSETEXTERNALID | VARCHAR2(250) |  |  |  |
| 19 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 20 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 21 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 33 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 34 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 35 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 36 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 37 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 38 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 39 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 40 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 41 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 42 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 43 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 44 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 45 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 46 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.3 Business Object: Goal Plan Doc Types

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_PLAN\_DOC\_TYPES | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(200) | GoalPlanDocTypes |  |  |
| 3 |  | Y |  | DOCTYPEID | NUMBER (18) |  |  |  |
| 4 |  | Y |  | GOALPLANDOCTYPEID | NUMBER (18) |  |  |  |
| 5 |  | Y |  | GOALPLANID | NUMBER (18) |  |  |  |
| 6 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 7 |  | Y |  | DOCTYPENAME | VARCHAR2(240) |  |  |  |
| 8 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 9 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 10 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 11 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 12 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 13 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 14 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 15 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 16 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 18 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 19 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 20 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 21 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 33 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 34 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 35 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
|  |  |  |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.4 Business Object: Goal Plan Goals

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_PLANS\_B | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 | HRG\_GOALS | Y |  | OBJECTNAME | VARCHAR2(200) | GoalPlanGoals |  |  |
| 3 | HRG\_GOAL\_PLANS\_TL | Y |  | GOALID | NUMBER (18) |  |  |  |
| 4 | HRG\_GOAL\_PLAN\_GOALS | Y |  | GOALPLANGOALID | NUMBER (18) |  |  |  |
| 5 |  | Y |  | GOALPLANID | NUMBER (18) |  |  |  |
| 6 |  | Y |  | GOALPLANSETID | NUMBER (18) |  |  |  |
| 7 |  | Y |  | PRIORITYCODE | VARCHAR2(30) |  |  |  |
| 8 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 9 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 10 |  | Y |  | WEIGHTING | NUMBER (5) |  |  |  |
| 11 |  | Y |  | GOALASSIGNMENTNUMBER | VARCHAR2(30) |  |  |  |
| 12 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 13 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 14 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 15 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 16 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 17 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 18 |  | Y |  | GOALPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 19 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 20 |  | Y |  | GOALPLANSETEXTERNALID | VARCHAR2(250) |  |  |  |
| 21 |  | Y |  | DISPLAYSEQUENCE | NUMBER(9) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 33 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 34 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 35 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 36 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 37 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 38 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 39 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 40 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 41 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 42 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 43 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 44 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 45 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 46 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 47 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.5 Business Object: Mass Request

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_MASS\_REQUESTS | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 | HRG\_MASS\_REQ\_ASSIGNMENTS | Y |  | OBJECTNAME | VARCHAR2(200) | MassRequest |  |  |
| 3 | HRG\_MASS\_REQ\_EXEMPTIONS | Y |  | GOALPLANID | NUMBER (18) |  |  |  |
| 4 | HRG\_MASS\_REQ\_HIERARCHIES | Y |  | MASSREQUESTID | NUMBER (18) |  |  |  |
| 5 | HRG\_MASS\_REQ\_RESULTS | Y |  | REQSUBMITTEDBYPERSONID | NUMBER (18) |  |  |  |
| 6 |  | Y |  | REQUESTSUBMISSIONDATE | DATE |  |  |  |
| 7 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 8 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 9 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 10 |  | Y |  | REQSUBMITTEDBYPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 11 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 12 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 13 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 14 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 15 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 16 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 17 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 18 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 19 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 20 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 21 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 33 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 34 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 35 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 36 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.6 Business Object: Eligibility Profile Object

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | BEN\_ELIG\_OBJ\_ELIG\_PROFL\_F | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(200) | EligibilityProfileObject |  |  |
| 3 |  | Y |  | ELGBLTYPROFILEOBJECTID | NUMBER(18) |  |  |  |
| 4 |  | Y |  | ELIGYPRFLID | NUMBER(18) |  |  |  |
| 5 |  | Y |  | OBJECTID | NUMBER(18) |  |  |  |
| 6 |  | Y |  | REQUIREDFLAG | VARCHAR2(1) |  |  |  |
| 7 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 8 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 9 |  | Y |  | ELIGIBILITYPROFILENAME | VARCHAR2(240) |  |  |  |
| 10 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 11 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 12 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 13 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 14 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 15 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 16 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 17 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 18 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 19 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 20 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 21 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 33 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 34 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 35 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 36 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.7 Business Object: Mass Request Assignment

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_MASS\_REQ\_ASSIGNMENTS | Y | GoalPlan.dat | METADATA | VARCHAR2(150) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(150) |  |  |  |
| 3 |  | Y |  | MASSREQASSIGNMENTID | NUMBER (18) |  |  |  |
| 4 |  | Y |  | MASSREQUESTID | NUMBER (18) |  |  |  |
| 5 |  | Y |  | ORGANIZATIONID | NUMBER (18) |  |  |  |
| 6 |  | Y |  | ORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 7 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 8 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 9 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 10 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 11 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 12 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 13 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 14 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 15 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 16 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 17 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 18 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 19 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 20 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 21 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 32 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 33 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 34 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 35 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.8 Business Object: MassRequestHierarchy

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_MASS\_REQ\_HIERARCHIES | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(20) |  |  |  |
| 3 |  | Y |  | CASCADINGLEVEL | NUMBER (18) |  |  |  |
| 4 |  | Y |  | MANAGERASSIGNMENTID | NUMBER (18) |  |  |  |
| 5 |  | Y |  | MANAGERID | NUMBER (18) |  |  |  |
| 6 |  | Y |  | MASSREQUESTHIERARCHYID | NUMBER (18) |  |  |  |
| 7 |  | Y |  | MASSREQUESTID | NUMBER (18) |  |  |  |
| 8 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 9 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 10 |  | Y |  | MANAGERASSIGNMENTNUMBER | VARCHAR2(30) |  |  |  |
| 11 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 12 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 13 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 14 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 15 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 16 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 17 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 18 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 19 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 20 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 21 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 33 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 34 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 35 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 36 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 37 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

## 5.9 Business Object: Mass Request Exemption

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_MASS\_REQ\_EXEMPTIONS | Y | GoalPlan.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(20) | MassRequestExemption |  |  |
| 3 |  | Y |  | ASSIGNMENTID | NUMBER (18) |  |  |  |
| 4 |  | Y |  | MASSREQUESTEXEMPTIONID | NUMBER (18) |  |  |  |
| 5 |  | Y |  | MASSREQUESTHIERARCHYID | NUMBER (18) |  |  |  |
| 6 |  | Y |  | MASSREQUESTID | NUMBER (18)) |  |  |  |
| 7 |  | Y |  | PERSONID | NUMBER (18) |  |  |  |
| 8 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 9 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 10 |  | Y |  | WORKERASSIGNMENTNUMBER | VARCHAR2(30) |  |  |  |
| 11 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 12 |  | Y |  | MANAGERID | NUMBER(18) |  |  |  |
| 13 |  | Y |  | MANAGERASSIGNMENTID | NUMBER(18) |  |  |  |
| 14 |  | Y |  | MANAGERASSIGNMENTNUMBER | VARCHAR2(30) |  |  |  |
| 15 |  | Y |  | ATTRIBUTE\_CATEGORY | VARCHAR2(150) |  |  |  |
| 16 |  | Y |  | ATTRIBUTE1 | VARCHAR2(150) |  |  |  |
| 18 |  | Y |  | ATTRIBUTE2 | VARCHAR2(150) |  |  |  |
| 19 |  | Y |  | ATTRIBUTE3 | VARCHAR2(150) |  |  |  |
| 20 |  | Y |  | ATTRIBUTE4 | VARCHAR2(150) |  |  |  |
| 21 |  | Y |  | ATTRIBUTE5 | VARCHAR2(150) |  |  |  |
| 22 |  | Y |  | ATTRIBUTE6 | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | ATTRIBUTE7 | VARCHAR2(150) |  |  |  |
| 24 |  | Y |  | ATTRIBUTE8 | VARCHAR2(150) |  |  |  |
| 25 |  | Y |  | ATTRIBUTE9 | VARCHAR2(150) |  |  |  |
| 26 |  | Y |  | ATTRIBUTE10 | VARCHAR2(150) |  |  |  |
| 27 |  | Y |  | ATTRIBUTE11 | VARCHAR2(150) |  |  |  |
| 28 |  | Y |  | ATTRIBUTE12 | VARCHAR2(150) |  |  |  |
| 29 |  | Y |  | ATTRIBUTE13 | VARCHAR2(150) |  |  |  |
| 30 |  | Y |  | ATTRIBUTE14 | VARCHAR2(150) |  |  |  |
| 31 |  | Y |  | ATTRIBUTE15 | VARCHAR2(150) |  |  |  |
| 32 |  | Y |  | ATTRIBUTE\_NUMBER1 | NUMBER (15) |  |  |  |
| 33 |  | Y |  | ATTRIBUTE\_NUMBER2 | NUMBER (15) |  |  |  |
| 34 |  | Y |  | ATTRIBUTE\_NUMBER3 | NUMBER (15) |  |  |  |
| 35 |  | Y |  | ATTRIBUTE\_NUMBER4 | NUMBER (15) |  |  |  |
| 36 |  | Y |  | ATTRIBUTE\_NUMBER5 | NUMBER (15) |  |  |  |
| 37 |  | Y |  | ATTRIBUTE\_DATE1 | DATE |  |  |  |
| 38 |  | Y |  | ATTRIBUTE\_DATE2 | DATE |  |  |  |
| 39 |  | Y |  | ATTRIBUTE\_DATE3 | DATE |  |  |  |
| 40 |  | Y |  | ATTRIBUTE\_DATE4 | DATE |  |  |  |
| 41 |  | Y |  | ATTRIBUTE\_DATE5 | DATE |  |  |  |

# Open and Closed Issues for this deliverable

## 6.1 Open Issues

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

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