

DM3-010 Maximise Data Migration Component Design

HCM Recruitment

Prepared by <<Version 1 Consultant | <<Date>>

Version: v01

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**Table of Contents**

[1 Introduction 1](#_Toc93570702)

[1.1 Purpose 1](#_Toc93570703)

[1.2 Scope and Application 1](#_Toc93570704)

[1.3 Data Acquisition High Level Source to Target Mapping 1](#_Toc93570705)

[1.4 Assumptions 2](#_Toc93570706)

[1.5 Pre- requisites 2](#_Toc93570707)

[2 Data Migration Flow in Maximise Tool 3](#_Toc93570708)

[2.1 Data Cleanse 3](#_Toc93570709)

[2.2 Extract, Transform and Load 3](#_Toc93570710)

[2.3 Load 4](#_Toc93570711)

[3 Naming Standards 5](#_Toc93570712)

[4 Extract File Layouts 6](#_Toc93570713)

[4.1 Candidate 7](#_Toc93570714)

[4.1.1 Mapping 9](#_Toc93570715)

[4.2 Candidate Profile 10](#_Toc93570716)

[4.2.1 Mapping 16](#_Toc93570717)

[4.3 Candidate Address 17](#_Toc93570718)

[4.3.1 Mapping 19](#_Toc93570719)

[4.4 Candidate E-mail 19](#_Toc93570720)

[4.4.1 Mapping 20](#_Toc93570721)

[4.5 Candidate Name 20](#_Toc93570722)

[4.5.1 Mapping 22](#_Toc93570723)

[4.6 Candidate Phone 22](#_Toc93570724)

[4.6.1 Mapping 24](#_Toc93570725)

[4.7 Attachment 24](#_Toc93570726)

[4.7.1 Mapping 26](#_Toc93570727)

[4.8 Job Requisition 26](#_Toc93570728)

[4.8.1 Mapping 33](#_Toc93570729)

[4.9 JR Hiring Team 33](#_Toc93570730)

[4.9.1 Mapping 35](#_Toc93570731)

[4.10 JR Posting Detail 35](#_Toc93570732)

[4.10.1 Mapping 37](#_Toc93570733)

[4.11 Candidate Pool 37](#_Toc93570734)

[4.11.1 Mapping 39](#_Toc93570735)

[4.12 Candidate Pool Member 39](#_Toc93570736)

[4.12.1 Mapping 41](#_Toc93570737)

[4.13 Candidate Pool Owner 42](#_Toc93570738)

[4.13.1 Mapping 43](#_Toc93570739)

[4.14 Pool Interaction 43](#_Toc93570740)

[4.14.1 Mapping 44](#_Toc93570741)

[4.15 Talent community details 44](#_Toc93570742)

[4.15.1 Mapping 47](#_Toc93570743)

[4.16 Job Referral 47](#_Toc93570744)

[4.16.1 Mapping 49](#_Toc93570745)

[4.17 Geography Hierarchy Node 49](#_Toc93570746)

[4.17.1 Mapping 52](#_Toc93570747)

[4.18 Geography Hierarchy 52](#_Toc93570748)

[4.18.1 Mapping 54](#_Toc93570749)

[4.19 Prospect 55](#_Toc93570750)

[4.19.1 Mapping 57](#_Toc93570751)

[5 Conversion Mapping 58](#_Toc93570752)

[5.1 Business Object: Candidate 58](#_Toc93570753)

[5.2 Business Object: Candidate Profile 59](#_Toc93570754)

[5.3 Business Object: Candidate Address 60](#_Toc93570755)

[5.4 Business Object: Candidate Email 61](#_Toc93570756)

[5.5 Business Object: Candidate Name 61](#_Toc93570757)

[5.6 Business Object: Candidate Phone 62](#_Toc93570758)

[5.7 Business Object: Attachment 62](#_Toc93570759)

[5.8 Business Object: Job Requisition 63](#_Toc93570760)

[5.9 Business Object: JR Hiring Team 66](#_Toc93570761)

[5.10 Business Object: JR Posting Details 67](#_Toc93570762)

[5.11 Business Object: Candidate Pool Member 67](#_Toc93570763)

[5.12 Business Object: Candidate Pool Owner 68](#_Toc93570764)

[5.13 Business Object: Candidate Pool 68](#_Toc93570765)

[5.14 Business Object: Pool Interaction 68](#_Toc93570766)

[5.15 Business Object: Job Referrals 69](#_Toc93570767)

[5.16 Business Object: Geography Hierarchy Node 69](#_Toc93570768)

[5.17 Business Object: Geography Hierarchy 70](#_Toc93570769)

[5.18 Business Object: Prospect 70](#_Toc93570770)

[6 Open and Closed Issues for this deliverable 72](#_Toc93570771)

[6.1 Open Issues 72](#_Toc93570772)

[6.2 Closed Issues 72](#_Toc93570773)

Version Control

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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 | Recruitment | ALL | STAGING | HCM Recruitment | IRC\_CANDIDATES  IRC\_REQUISITIONS\_B  IRC\_REQUISITIONS\_TL  IRC\_CAND\_POOL\_MEMBERS  IRC\_AGENCY\_POOL  IRC\_AGENTS  IRC\_AGENT\_REQUISITIONS  IRC\_CAND\_PREFERENCES  IRC\_CAND\_PREF\_JOBS  IRC\_CAND\_PREF\_JOB\_FAMILY  IRC\_CAND\_PREF\_LOCATIONS  IRC\_CAND\_PREF\_ORGANIZATIONS  IRC\_GEO\_HIERARCHIES  IRC\_GEO\_HIER\_NODES  IRC\_INTERACTIONS  IRC\_INTERACT\_RECIPIENTS  IRC\_IS\_INTERVIEWS  IRC\_IS\_INTERVIEW\_PART  IRC\_IS\_INTERVIEW\_QSTNR  IRC\_IS\_LOCATIONS  IRC\_IS\_SCHEDULES\_B  IRC\_IS\_SCHEDULES\_TL  IRC\_MEDIA\_LINKS\_B  IRC\_MEDIA\_LINKS\_TL  IRC\_MEDIA\_LINK\_LANGUAGES  IRC\_MESSAGE\_CONTENT  IRC\_OFFERS  IRC\_PROCESSES\_B  IRC\_PROSPECTS  IRC\_PUBLISHED\_JOBS  IRC\_REQ\_LANGUAGES  IRC\_REQ\_LOCATIONS  IRC\_REQ\_MEDIA\_LINKS  IRC\_REQ\_SEC\_PROFILES  IRC\_REQ\_WORK\_LOCATIONS  IRC\_RF\_REFERRALS  IRC\_RF\_REQ\_HITS  IRC\_RF\_SHARES  IRC\_SEARCHES |

## 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 – ***HCM Recruitment:***

* 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 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

## Data Cleanse

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

## 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.

## 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/AR/02 |
| Staging Table Creation Script | XXMX\_IREC<Name>\_DBI.sql | XXMX\_IREC\_<NAME>\_DBI.sql |
| Data Extraction Script | XXMX\_IREC\_<SEL>\_<Name>.sql | Not Available if the File is provided by Client. |
| Data File from Legacy System (Inbound File) | XXMX\_IREC\_<Name>.dat | XXMX\_IREC\_CANDIDATE.dat  XXMX\_IREC\_CANDIDATE\_PROFILE.dat  XXMX\_IREC\_CANDIDATE\_ADDRESS.dat  XXMX\_IREC\_CANDIDATE\_EMAIL.dat  XXMX\_IREC\_CANDIDATE\_NAME.dat  XXMX\_IREC\_CANDIDATE\_PHONE.dat  XXMX\_IREC\_CANDIDATE\_ATTACHMENT.dat  XXMX\_IREC\_CANDIDATE\_POOL.dat  XXMX\_IREC\_CANDIDATE\_POOL\_MEMBER.dat  XXMX\_IREC\_CANDIDATE\_POOL\_OWNER.dat  XXMX\_IREC\_POOL\_INTERACTION.dat  XXMX\_IREC\_TALENT\_COMMUNITY\_DETAILS.dat  XXMX\_IREC\_JOB\_REQUISIITON.dat  XXMX\_IREC\_JR\_HIRING\_TEAM.dat  XXMX\_IREC\_JR\_POSTING\_DETAILS.dat  XXMX\_IREC\_JOB\_REFERRALS.dat  XXMX\_IREC\_GEOGRAPHY\_HIERARCHY.dat  XXMX\_IREC\_GEOGRAPHY\_HIERARCHY\_NODE.dat  XXMX\_IREC\_PROSPECTS.dat |
| Control File – load Data into the staging table | XXMX\_IREC\_<Name>.ctl | XXMX\_IREC\_CANDIDATE.ctl  XXMX\_IREC\_CANDIDATE\_PROFILE.ctl  XXMX\_IREC\_CANDIDATE\_ADDRESS.ctl  XXMX\_IREC\_CANDIDATE\_EMAIL.ctl  XXMX\_IREC\_CANDIDATE\_NAME.ctl  XXMX\_IREC\_CANDIDATE\_PHONE.ctl  XXMX\_IREC\_CANDIDATE\_ATTACHMENT.ctl  XXMX\_IREC\_CANDIDATE\_POOL.ctl  XXMX\_IREC\_CANDIDATE\_POOL\_MEMBER.ctl  XXMX\_IREC\_CANDIDATE\_POOL\_OWNER.ctl  XXMX\_IREC\_POOL\_INTERACTION.ctl  XXMX\_IREC\_TALENT\_COMMUNITY\_DETAILS.ctl  XXMX\_IREC\_JOB\_REQUISIITON.ctl  XXMX\_IREC\_JR\_HIRING\_TEAM.ctl  XXMX\_IREC\_JR\_POSTING\_DETAILS.ctl  XXMX\_IREC\_JOB\_REFERRALS.ctl  XXMX\_IREC\_GEOGRAPHY\_HIERARCHY.ctl  XXMX\_IREC\_GEOGRAPHY\_HIERARCHY\_NODE.ctl  XXMX\_IREC\_PROSPECTS.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) |

## Candidate

Data File Name: XXMX\_IREC\_CANDIDATE.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_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: Candidate

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate |
| 9 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | The application generated surrogate ID for the person. Only available when updating existing records. |
| 10 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | Y | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | A number to uniquely identify the candidate. |
| 11 | OBJECT\_STATUS | VARCHAR2(30) | Y | N | OBJECT\_STATUS | OBJECT\_STATUS | The status of the person. Possible values are active and inactive. |
| 12 | PREF\_PHONE\_CNT\_TYPE\_CODE | VARCHAR2(30) | Y | N | PREF\_PHONE\_CNT\_TYPE\_CODE | PREF\_PHONE\_CNT\_TYPE\_CODE | The candidate preferred phone type for contact. |
| 13 | AVAILABILITY\_DATE | DATE | Y | N | AVAILABILITY\_DATE | AVAILABILITY\_DATE | The date when the candidate was searched. |
| 14 | SEARCH\_DATE | DATE | Y | N | SEARCH\_DATE | SEARCH\_DATE | The date when the candidate was searched. |
| 15 | CAND\_LAST\_MODIFIED\_DATE | DATE | N | N | CAND\_LAST\_MODIFIED\_DATE | CAND\_LAST\_MODIFIED\_DATE | The date when the candidate data was last modified. |
| 16 | ADDED\_BY\_FLOW\_CODE | VARCHAR2(30) | N | N | ADDED\_BY\_FLOW\_CODE | ADDED\_BY\_FLOW\_CODE | The code of the job application flow that added the candidate. |
| 17 | CONFIRMED\_FLAG | VARCHAR2(1) | N | N | CONFIRMED\_FLAG | CONFIRMED\_FLAG | Indicates that the candidate has confirmed the job application. |
| 18 | VISIBLE\_TO\_CANDIDATE\_FLAG | VARCHAR2(1) | N | N | VISIBLE\_TO\_CANDIDATE\_FLAG | VISIBLE\_TO\_CANDIDATE\_FLAG | Indicates the item is visible to the candidate. |
| 19 | START\_DATE | DATE | Y | Y | START\_DATE | START\_DATE | Start date of person record on system, always equal to earliest effective start date. |
| 20 | DATE\_OF\_BIRTH | DATE | Y | Y | DATE\_OF\_BIRTH | DATE\_OF\_BIRTH | The date of birth of the candidate. |
| 21 | DATE\_OF\_DEATH | DATE | Y | N | DATE\_OF\_DEATH | DATE\_OF\_DEATH | The date of death of the candidate. |
| 22 | COUNTRY\_OF\_BIRTH | VARCHAR2(240) | N | N | COUNTRY\_OF\_BIRTH | COUNTRY\_OF\_BIRTH | The country where the candidate was born. |
| 23 | REGION\_OF\_BIRTH | VARCHAR2(240) | N | N | REGION\_OF\_BIRTH | REGION\_OF\_BIRTH | The region within the country where the candidate was born. |
| 24 | TOWN\_OF\_BIRTH | VARCHAR2(240) | N | N | TOWN\_OF\_BIRTH | TOWN\_OF\_BIRTH | The town within the region where the candidate was born. |
| 25 | OPT\_IN\_MKT\_EMAILS\_DATE | DATE | N | N | OPT\_IN\_MKT\_EMAILS\_DATE | OPT\_IN\_MKT\_EMAILS\_DATE | The date on which the candidate opted in for campaign marketing emails. |
| 26 | OPT\_IN\_MKT\_EMAILS\_FLAG | VARCHAR2(30) | N | N | OPT\_IN\_MKT\_EMAILS\_FLAG | OPT\_IN\_MKT\_EMAILS\_FLAG | Indicates whether the candidate opted in for campaign marketing emails. |
| 27 | CAND\_PREF\_LANGUAGE\_CODE | VARCHAR2(4) | Y | Y | CAND\_PREF\_LANGUAGE\_CODE | CAND\_PREF\_LANGUAGE\_CODE | A code to identify the candidates' preferred language. |
| 28 | SOURCE | VARCHAR2(32) | N | N | SOURCE | SOURCE | The source from which the candidate was identified or added, such as Facebook, Linked In and so on. |
| 29 | SOURCE\_MEDIUM | VARCHAR2(32) | N | N | SOURCE\_MEDIUM | SOURCE\_MEDIUM | The source medium that was employed in sourcing the candidate, such as direct source, intelligent matching and so on. |
| 30 | ADD\_TO\_POOL\_NAME | VARCHAR2(240) | N | N | ADD\_TO\_POOL\_NAME | ADD\_TO\_POOL\_NAME | Specify the name of the candidate pool to add this candidate to. |
| 31 | POOL\_OWNER\_PERSON\_NUMBER | VARCHAR2(30) | N | N | POOL\_OWNER\_PERSON\_NUMBER | POOL\_OWNER\_PERSON\_NUMBER | The person number of the owner of the candidate pool the candidate is to be added to. Only supply a pool owner when adding the candidate to a candidate pool. |
| 32 | POOL\_OWNER\_PERSON\_ID | NUMBER (18) | N | N | POOL\_OWNER\_PERSON\_ID | POOL\_OWNER\_PERSON\_ID | A unique reference to the person who owns the candidate pool the candidate is to be added to. Only supply a pool owner when adding the candidate to a candidate pool. |
| 33 | CATEGORY\_CODE | VARCHAR2(80) | N | N | CATEGORY\_CODE | CATEGORY\_CODE | Supply the extensible flex field context code. |
| 34 | PHONE\_VERIFIED\_FLAG | VARCHAR2(30) | N | N | PHONE\_VERIFIED\_FLAG | PHONE\_VERIFIED\_FLAG | Indicates whether the candidate's preferred phone number is verified or not. |
| 35 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 36 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 37 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 50 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 51 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 52 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 53 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 54 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 55 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 56 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 57 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 58 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate Profile

Data File Name: XXMX\_IREC\_CANDIDATE\_PROFILE.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_PROFL\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_PROFL\_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: Candidate Profile

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate Profile |
| 9 | PROFILE\_ITEM\_ID | NUMBER (18) | N | N | PROFILE\_ITEM\_ID | PROFILE\_ITEM\_ID | The application generated surrogate ID for the profile item. Only available when updating existing records. |
| 10 | CONTENT\_ITEM\_ID | NUMBER (18) | N | N | CONTENT\_ITEM\_ID | CONTENT\_ITEM\_ID | A unique reference to the content item for this candidate profile. |
| 11 | CONTENT\_TYPE\_ID | NUMBER (18) | N | N | CONTENT\_TYPE\_ID | CONTENT\_TYPE\_ID | The surrogate ID of the content type for this candidate profile. |
| 12 | COUNTRY\_ID | NUMBER (18) | N | N | COUNTRY\_ID | COUNTRY\_ID | The surrogate ID of the country for this candidate profile. |
| 13 | DATE\_FROM | DATE | Y | Y | DATE\_FROM | DATE\_FROM | Start date of profile item. |
| 14 | DATE\_TO | DATE | N | N | DATE\_TO | DATE\_TO | End date of profile item. |
| 15 | IMPORTANCE | NUMBER (18) | N | N | IMPORTANCE | IMPORTANCE | Relative importance. This field is used in Search and Compare Profiles. |
| 16 | INTEREST\_LEVEL | VARCHAR2(30) | N | N | INTEREST\_LEVEL | INTEREST\_LEVEL | Level of interest. |
| 17 | MANDATORY | VARCHAR2(30) | N | N | MANDATORY | MANDATORY | Specify Y if the profile item is required. |
| 18 | SOURCE\_TYPE | VARCHAR2(30) | N | N | SOURCE\_TYPE | SOURCE\_TYPE | Source type. For example, IRC, OTA. |
| 19 | STATE\_PROVINCE\_ID | NUMBER (18) | N | N | STATE\_PROVINCE\_ID | STATE\_PROVINCE\_ID | The surrogate ID of the geographical state for the candidate profile. |
| 20 | STATE\_GEOGRAPHY\_CODE | VARCHAR2(360) | N | N | STATE\_GEOGRAPHY\_CODE | STATE\_GEOGRAPHY\_CODE | The geography code for the state. |
| 21 | STATE\_COUNTRY\_CODE | VARCHAR2(20) | N | N | STATE\_COUNTRY\_CODE | STATE\_COUNTRY\_CODE | The country code for the state. |
| 22 | COUNTRY\_GEOGRAPHY\_CODE | VARCHAR2(30) | N | N | COUNTRY\_GEOGRAPHY\_CODE | COUNTRY\_GEOGRAPHY\_CODE | The geography code for the country. |
| 23 | COUNTRY\_COUNTRY\_CODE | VARCHAR2(30) | N | N | COUNTRY\_COUNTRY\_CODE | COUNTRY\_COUNTRY\_CODE | The code of the country. |
| 24 | CONTENT\_TYPE | VARCHAR2(240) | Y | Y | CONTENT\_TYPE | CONTENT\_TYPE | The code of the content type. |
| 25 | CONTENT\_ITEM | VARCHAR2(700) | N | N | CONTENT\_ITEM | CONTENT\_ITEM | The name of the content item. |
| 26 | PERSON\_ID | NUMBER (255) | N | N | PERSON\_ID | PERSON\_ID | A unique reference for the candidate this profile is for. |
| 27 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | Y | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number to uniquely identify the candidate. |
| 28 | SECTION\_ID | NUMBER (18) | N | N | SECTION\_ID | SECTION\_ID |  |
| 29 | SECTION\_CONTEXT | VARCHAR2(300) | N | N | SECTION\_CONTEXT | SECTION\_CONTEXT |  |
| 30 | ITEM\_DATE\_1 | DATE | N | N | ITEM\_DATE\_1 | ITEM\_DATE\_1 | Date column in profile item; use in defining the profile properties. |
| 31 | ITEM\_DATE\_2 | DATE | N | N | ITEM\_DATE\_2 | ITEM\_DATE\_2 | Date column in profile item; use in defining the profile properties. |
| 32 | ITEM\_DATE\_3 | DATE | N | N | ITEM\_DATE\_3 | ITEM\_DATE\_3 | Date column in profile item; use in defining the profile properties. |
| 33 | ITEM\_DATE\_4 | DATE | N | N | ITEM\_DATE\_4 | ITEM\_DATE\_4 | Date column in profile item; use in defining the profile properties. |
| 34 | ITEM\_DATE\_5 | DATE | N | N | ITEM\_DATE\_5 | ITEM\_DATE\_5 | Date column in profile item; use in defining the profile properties. |
| 35 | ITEM\_DATE\_6 | DATE | N | N | ITEM\_DATE\_6 | ITEM\_DATE\_6 | Date column in profile item; use in defining the profile properties. |
| 36 | ITEM\_DATE\_7 | DATE | N | N | ITEM\_DATE\_7 | ITEM\_DATE\_7 | Date column in profile item; use in defining the profile properties. |
| 37 | ITEM\_DATE\_8 | DATE | N | N | ITEM\_DATE\_8 | ITEM\_DATE\_8 | Date column in profile item; use in defining the profile properties. |
| 38 | ITEM\_DATE\_9 | DATE | N | N | ITEM\_DATE\_9 | ITEM\_DATE\_9 | Date column in profile item; use in defining the profile properties. |
| 39 | ITEM\_DATE\_10 | DATE | N | N | ITEM\_DATE\_10 | ITEM\_DATE\_10 | Date column in profile item; use in defining the profile properties. |
| 40 | ITEM\_DECIMAL\_1 | NUMBER (15) | N | N | ITEM\_DECIMAL\_1 | ITEM\_DECIMAL\_1 | Decimal column in profile item; use in defining the profile properties. |
| 41 | ITEM\_DECIMAL\_2 | NUMBER (15) | N | N | ITEM\_DECIMAL\_2 | ITEM\_DECIMAL\_2 | Decimal column in profile item; use in defining the profile properties. |
| 42 | ITEM\_DECIMAL\_3 | NUMBER (15) | N | N | ITEM\_DECIMAL\_3 | ITEM\_DECIMAL\_3 | Decimal column in profile item; use in defining the profile properties. |
| 43 | ITEM\_DECIMAL\_4 | NUMBER (15) | N | N | ITEM\_DECIMAL\_4 | ITEM\_DECIMAL\_4 | Decimal column in profile item; use in defining the profile properties. |
| 44 | ITEM\_DECIMAL\_5 | NUMBER (15) | N | N | ITEM\_DECIMAL\_5 | ITEM\_DECIMAL\_5 | Decimal column in profile item; use in defining the profile properties. |
| 45 | ITEM\_NUMBER\_1 | NUMBER (15) | N | N | ITEM\_NUMBER\_1 | ITEM\_NUMBER\_1 | Number column in profile item; use in defining the profile properties. |
| 46 | ITEM\_NUMBER\_2 | NUMBER (15) | N | N | ITEM\_NUMBER\_2 | ITEM\_NUMBER\_2 | Number column in profile item; use in defining the profile properties. |
| 47 | ITEM\_NUMBER\_3 | NUMBER (15) | N | N | ITEM\_NUMBER\_3 | ITEM\_NUMBER\_3 | Number column in profile item; use in defining the profile properties. |
| 48 | ITEM\_NUMBER\_4 | NUMBER (15) | N | N | ITEM\_NUMBER\_4 | ITEM\_NUMBER\_4 | Number column in profile item; use in defining the profile properties. |
| 49 | ITEM\_NUMBER\_5 | NUMBER (15) | N | N | ITEM\_NUMBER\_5 | ITEM\_NUMBER\_5 | Number column in profile item; use in defining the profile properties. |
| 50 | ITEM\_NUMBER\_6 | NUMBER (15) | N | N | ITEM\_NUMBER\_6 | ITEM\_NUMBER\_6 | Number column in profile item; use in defining the profile properties. |
| 51 | ITEM\_NUMBER\_7 | NUMBER (15) | N | N | ITEM\_NUMBER\_7 | ITEM\_NUMBER\_7 | Number column in profile item; use in defining the profile properties. |
| 52 | ITEM\_NUMBER\_8 | NUMBER (15) | N | N | ITEM\_NUMBER\_8 | ITEM\_NUMBER\_8 | Number column in profile item; use in defining the profile properties. |
| 53 | ITEM\_NUMBER\_9 | NUMBER (15) | N | N | ITEM\_NUMBER\_9 | ITEM\_NUMBER\_9 | Number column in profile item; use in defining the profile properties. |
| 54 | ITEM\_NUMBER\_10 | NUMBER (15) | N | N | ITEM\_NUMBER\_10 | ITEM\_NUMBER\_10 | Number column in profile item; use in defining the profile properties. |
| 55 | ITEM\_TEXT\_20001 | VARCHAR2(2000) | N | N | ITEM\_TEXT\_20001 | ITEM\_TEXT\_20001 | Non-translatable column in profile item; use in defining the profile properties. |
| 56 | ITEM\_TEXT\_20002 | VARCHAR2(2000) | N | N | ITEM\_TEXT\_20002 | ITEM\_TEXT\_20002 | Non-translatable column in profile item; use in defining the profile properties. |
| 57 | ITEM\_TEXT\_20003 | VARCHAR2(2000) | N | N | ITEM\_TEXT\_20003 | ITEM\_TEXT\_20003 | Non-translatable column in profile item; use in defining the profile properties. |
| 58 | ITEM\_TEXT\_20004 | VARCHAR2(2000) | N | N | ITEM\_TEXT\_20004 | ITEM\_TEXT\_20004 | Non-translatable column in profile item; use in defining the profile properties. |
| 59 | ITEM\_TEXT\_20005 | VARCHAR2(2000) | N | N | ITEM\_TEXT\_20005 | ITEM\_TEXT\_20005 | Non-translatable column in profile item; use in defining the profile properties. |
| 60 | ITEM\_TEXT\_2401 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2401 | ITEM\_TEXT\_2401 | Non-translatable column in profile item; use in defining the profile properties. |
| 61 | ITEM\_TEXT\_2402 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2402 | ITEM\_TEXT\_2402 | Non-translatable column in profile item; use in defining the profile properties. |
| 62 | ITEM\_TEXT\_2403 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2403 | ITEM\_TEXT\_2403 | Non-translatable column in profile item; use in defining the profile properties. |
| 63 | ITEM\_TEXT\_2404 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2404 | ITEM\_TEXT\_2404 | Non-translatable column in profile item; use in defining the profile properties. |
| 64 | ITEM\_TEXT\_2405 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2405 | ITEM\_TEXT\_2405 | Non-translatable column in profile item; use in defining the profile properties. |
| 65 | ITEM\_TEXT\_2406 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2406 | ITEM\_TEXT\_2406 | Non-translatable column in profile item; use in defining the profile properties. |
| 66 | ITEM\_TEXT\_2407 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2407 | ITEM\_TEXT\_2407 | Non-translatable column in profile item; use in defining the profile properties. |
| 67 | ITEM\_TEXT\_2408 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2408 | ITEM\_TEXT\_2408 | Non-translatable column in profile item; use in defining the profile properties. |
| 68 | ITEM\_TEXT\_2409 | VARCHAR2(240) | N | N | ITEM\_TEXT\_2409 | ITEM\_TEXT\_2409 | Non-translatable column in profile item; use in defining the profile properties. |
| 69 | ITEM\_TEXT\_24010 | VARCHAR2(240) | N | N | ITEM\_TEXT\_24010 | ITEM\_TEXT\_24010 | Non-translatable column in profile item; use in defining the profile properties. |
| 70 | ITEM\_TEXT\_24011 | VARCHAR2(240) | N | N | ITEM\_TEXT\_24011 | ITEM\_TEXT\_24011 | Non-translatable column in profile item; use in defining the profile properties. |
| 71 | ITEM\_TEXT\_24012 | VARCHAR2(240) | N | N | ITEM\_TEXT\_24012 | ITEM\_TEXT\_24012 | Non-translatable column in profile item; use in defining the profile properties. |
| 72 | ITEM\_TEXT\_24013 | VARCHAR2(240) | N | N | ITEM\_TEXT\_24013 | ITEM\_TEXT\_24013 | Non-translatable column in profile item; use in defining the profile properties. |
| 73 | ITEM\_TEXT\_24014 | VARCHAR2(240) | N | N | ITEM\_TEXT\_24014 | ITEM\_TEXT\_24014 | Non-translatable column in profile item; use in defining the profile properties. |
| 74 | ITEM\_TEXT\_24015 | VARCHAR2(240) | N | N | ITEM\_TEXT\_24015 | ITEM\_TEXT\_24015 | Non-translatable column in profile item; use in defining the profile properties. |
| 75 | ITEM\_TEXT\_301 | VARCHAR2(30) | N | N | ITEM\_TEXT\_301 | ITEM\_TEXT\_301 | Non-translatable column in profile item; use in defining the profile properties. |
| 76 | ITEM\_TEXT\_302 | VARCHAR2(30) | N | N | ITEM\_TEXT\_302 | ITEM\_TEXT\_302 | Non-translatable column in profile item; use in defining the profile properties. |
| 77 | ITEM\_TEXT\_303 | VARCHAR2(30) | N | N | ITEM\_TEXT\_303 | ITEM\_TEXT\_303 | Non-translatable column in profile item; use in defining the profile properties. |
| 78 | ITEM\_TEXT\_304 | VARCHAR2(30) | N | N | ITEM\_TEXT\_304 | ITEM\_TEXT\_304 | Non-translatable column in profile item; use in defining the profile properties. |
| 79 | ITEM\_TEXT\_305 | VARCHAR2(30) | N | N | ITEM\_TEXT\_305 | ITEM\_TEXT\_305 | Non-translatable column in profile item; use in defining the profile properties. |
| 80 | ITEM\_TEXT\_306 | VARCHAR2(30) | N | N | ITEM\_TEXT\_306 | ITEM\_TEXT\_306 | Non-translatable column in profile item; use in defining the profile properties. |
| 81 | ITEM\_TEXT\_307 | VARCHAR2(30) | N | N | ITEM\_TEXT\_307 | ITEM\_TEXT\_307 | Non-translatable column in profile item; use in defining the profile properties. |
| 82 | ITEM\_TEXT\_308 | VARCHAR2(30) | N | N | ITEM\_TEXT\_308 | ITEM\_TEXT\_308 | Non-translatable column in profile item; use in defining the profile properties. |
| 83 | ITEM\_TEXT\_309 | VARCHAR2(30) | N | N | ITEM\_TEXT\_309 | ITEM\_TEXT\_309 | Non-translatable column in profile item; use in defining the profile properties. |
| 84 | ITEM\_TEXT\_3010 | VARCHAR2(30) | N | N | ITEM\_TEXT\_3010 | ITEM\_TEXT\_3010 | Non-translatable column in profile item; use in defining the profile properties. |
| 85 | ITEM\_TEXT\_3011 | VARCHAR2(30) | N | N | ITEM\_TEXT\_3011 | ITEM\_TEXT\_3011 | Non-translatable column in profile item; use in defining the profile properties. |
| 86 | ITEM\_TEXT\_3012 | VARCHAR2(30) | N | N | ITEM\_TEXT\_3012 | ITEM\_TEXT\_3012 | Non-translatable column in profile item; use in defining the profile properties. |
| 87 | ITEM\_TEXT\_3013 | VARCHAR2(30) | N | N | ITEM\_TEXT\_3013 | ITEM\_TEXT\_3013 | Non-translatable column in profile item; use in defining the profile properties. |
| 88 | ITEM\_TEXT\_3014 | VARCHAR2(30) | N | N | ITEM\_TEXT\_3014 | ITEM\_TEXT\_3014 | Non-translatable column in profile item; use in defining the profile properties. |
| 89 | ITEM\_TEXT\_3015 | VARCHAR2(30) | N | N | ITEM\_TEXT\_3015 | ITEM\_TEXT\_3015 | Non-translatable column in profile item; use in defining the profile properties. |
| 90 | ITEM\_CLOB\_1 | CLOB | N | N | ITEM\_CLOB\_1 | ITEM\_CLOB\_1 |  |
| 91 | ITEM\_CLOB\_2 | CLOB | N | N | ITEM\_CLOB\_2 | ITEM\_CLOB\_2 |  |
| 92 | ITEM\_CLOB\_3 | CLOB | N | N | ITEM\_CLOB\_3 | ITEM\_CLOB\_3 |  |
| 93 | ITEM\_CLOB\_4 | CLOB | N | N | ITEM\_CLOB\_4 | ITEM\_CLOB\_4 |  |
| 94 | ITEM\_CLOB\_5 | CLOB | N | N | ITEM\_CLOB\_5 | ITEM\_CLOB\_5 |  |
| 95 | QUALIFIER\_ID\_1 | NUMBER (18) | N | N | QUALIFIER\_ID\_1 | QUALIFIER\_ID\_1 | The surrogate ID of the qualifier for this candidate profile. |
| 96 | QUALIFIER\_ID\_2 | NUMBER (18) | N | N | QUALIFIER\_ID\_2 | QUALIFIER\_ID\_2 | The surrogate ID of the qualifier for this candidate profile. |
| 97 | QUALIFIER\_CODE\_1 | VARCHAR2(30) | N | N | QUALIFIER\_CODE\_1 | QUALIFIER\_CODE\_1 | The code to uniquely identify the qualifier along with the qualifier set code. |
| 98 | QUALIFIER\_CODE\_2 | VARCHAR2(30) | N | N | QUALIFIER\_CODE\_2 | QUALIFIER\_CODE\_2 | The code to uniquely identify the qualifier along with the qualifier set code. |
| 99 | QUALIFIER\_SET\_CODE\_1 | VARCHAR2(30) | N | N | QUALIFIER\_SET\_CODE\_1 | QUALIFIER\_SET\_CODE\_1 | The code that identifies the set for qualifier 1. |
| 100 | QUALIFIER\_SET\_CODE\_2 | VARCHAR2(30) | N | N | QUALIFIER\_SET\_CODE\_2 | QUALIFIER\_SET\_CODE\_2 | The code that identifies the set for qualifier 2. |
| 101 | RATING\_LEVEL\_ID\_1 | NUMBER (18) | N | N | RATING\_LEVEL\_ID\_1 | RATING\_LEVEL\_ID\_1 | A unique reference to the rating level. |
| 102 | RATING\_LEVEL\_ID\_2 | NUMBER (18) | N | N | RATING\_LEVEL\_ID\_2 | RATING\_LEVEL\_ID\_2 | A unique reference to the rating level. |
| 103 | RATING\_LEVEL\_ID\_3 | NUMBER (18) | N | N | RATING\_LEVEL\_ID\_3 | RATING\_LEVEL\_ID\_3 | A unique reference to the rating level. |
| 104 | RATING\_MODEL\_ID\_1 | NUMBER (18) | N | N | RATING\_MODEL\_ID\_1 | RATING\_MODEL\_ID\_1 | A unique reference to the rating model. |
| 105 | RATING\_MODEL\_ID\_2 | NUMBER (18) | N | N | RATING\_MODEL\_ID\_2 | RATING\_MODEL\_ID\_2 | A unique reference to the rating model. |
| 106 | RATING\_MODEL\_ID\_3 | NUMBER (18) | N | N | RATING\_MODEL\_ID\_3 | RATING\_MODEL\_ID\_3 | A unique reference to the rating model. |
| 107 | RATING\_MODEL\_CODE\_1 | VARCHAR2(30) | N | N | RATING\_MODEL\_CODE\_1 | RATING\_MODEL\_CODE\_1 | The code that uniquely identifies the rating level. |
| 108 | RATING\_MODEL\_CODE\_2 | VARCHAR2(30) | N | N | RATING\_MODEL\_CODE\_2 | RATING\_MODEL\_CODE\_2 | The code that uniquely identifies the rating level. |
| 109 | RATING\_MODEL\_CODE\_3 | VARCHAR2(30) | N | N | RATING\_MODEL\_CODE\_3 | RATING\_MODEL\_CODE\_3 | The code that uniquely identifies the rating level. |
| 110 | RATING\_LEVEL\_CODE\_1 | VARCHAR2(30) | N | N | RATING\_LEVEL\_CODE\_1 | RATING\_LEVEL\_CODE\_1 | The code that uniquely identifies the rating level. |
| 111 | RATING\_LEVEL\_CODE\_2 | VARCHAR2(30) | N | N | RATING\_LEVEL\_CODE\_2 | RATING\_LEVEL\_CODE\_2 | The code that uniquely identifies the rating level. |
| 112 | RATING\_LEVEL\_CODE\_3 | VARCHAR2(30) | N | N | RATING\_LEVEL\_CODE\_3 | RATING\_LEVEL\_CODE\_3 | The code that uniquely identifies the rating level. |
| 113 | GUID | VARCHAR2(32) | N | N | GUID | GUID | A Fusion wide globally unique identifer for the record. |
| 114 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | The unique identifier for this record from the source system. |
| 115 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system the record originated from. |
| 116 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 117 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 118 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 119 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 120 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 121 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 122 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 123 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 124 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 125 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 126 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 127 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 128 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 129 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 130 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 131 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 132 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 133 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 134 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 135 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 136 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate Address

Data File Name: XXMX\_IREC\_CANDIDATE\_ADDRESS.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_ADDRESS\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_ADDRESS\_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: Candidate Address

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate Address |
| 9 | PERSON\_ADDR\_USAGE\_ID | NUMBER (18) | N | N | PERSON\_ADDR\_USAGE\_ID | PERSON\_ADDR\_USAGE\_ID | The application generated surrogate ID for the address. Only available when updating existing records. |
| 10 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 11 | EFFECTIVE\_END\_DATE | DATE | Y | N | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE |  |
| 12 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | A unique reference to the person to whom this address belongs. |
| 13 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | Y | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number to uniquely identify the candidate. |
| 14 | ADDRESS\_TYPE | VARCHAR2(30) | Y | Y | ADDRESS\_TYPE | ADDRESS\_TYPE | The type of the address, such as home address or work address. |
| 15 | ADDRESS\_LINE\_1 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_1 | ADDRESS\_LINE\_1 | The first line of the address. |
| 16 | ADDRESS\_LINE\_2 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_2 | ADDRESS\_LINE\_2 | The second line of the address. |
| 17 | ADDRESS\_LINE\_3 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_3 | ADDRESS\_LINE\_3 | The third line of the address. |
| 18 | ADDRESS\_LINE\_4 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_4 | ADDRESS\_LINE\_4 | The forth line of the address. |
| 19 | TOWN\_OR\_CITY | VARCHAR2(30) | N | N | TOWN\_OR\_CITY | TOWN\_OR\_CITY | The name of the town or city of the address. |
| 20 | REGION\_1 | VARCHAR2(120) | N | N | REGION\_1 | REGION\_1 | Sub-region of Region 1. |
| 21 | REGION\_2 | VARCHAR2(120) | N | N | REGION\_2 | REGION\_2 | Sub-region of Region 2. |
| 22 | REGION\_3 | VARCHAR2(120) | N | N | REGION\_3 | REGION\_3 | Sub-region of Region 3. |
| 23 | COUNTRY | VARCHAR2(60) | Y | Y | COUNTRY | COUNTRY | The country of the address. |
| 24 | COUNTRY\_CODE | VARCHAR2(60) | N | N | COUNTRY\_CODE | COUNTRY\_CODE | The code of the country of the address. |
| 25 | POSTAL\_CODE | VARCHAR2(30) | N | N | POSTAL\_CODE | POSTAL\_CODE | The postal code of the address. |
| 26 | LONG\_POSTAL\_CODE | VARCHAR2(30) | N | N | LONG\_POSTAL\_CODE | LONG\_POSTAL\_CODE | Long postal codes are used in some countries in addition to more well-known short postal codes. |
| 27 | ADDL\_ADDRESS\_ATTRIBUTE\_1 | VARCHAR2(150) | N | N | ADDL\_ADDRESS\_ATTRIBUTE\_1 | ADDL\_ADDRESS\_ATTRIBUTE\_1 | Additional Address Column used by localizations. |
| 28 | ADDL\_ADDRESS\_ATTRIBUTE\_2 | VARCHAR2(150) | N | N | ADDL\_ADDRESS\_ATTRIBUTE\_2 | ADDL\_ADDRESS\_ATTRIBUTE\_2 | Additional Address Column used by localizations. |
| 29 | ADDL\_ADDRESS\_ATTRIBUTE\_3 | VARCHAR2(150) | N | N | ADDL\_ADDRESS\_ATTRIBUTE\_3 | ADDL\_ADDRESS\_ATTRIBUTE\_3 | Additional Address Column used by localizations. |
| 30 | ADDL\_ADDRESS\_ATTRIBUTE\_4 | VARCHAR2(150) | N | N | ADDL\_ADDRESS\_ATTRIBUTE\_4 | ADDL\_ADDRESS\_ATTRIBUTE\_4 | Additional Address Column used by localizations. |
| 31 | ADDL\_ADDRESS\_ATTRIBUTE\_5 | VARCHAR2(150) | N | N | ADDL\_ADDRESS\_ATTRIBUTE\_5 | ADDL\_ADDRESS\_ATTRIBUTE\_5 | Additional Address Column used by localizations. |
| 32 | GUID | VARCHAR2(32) | N | N | GUID | GUID |  |
| 33 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID |  |
| 34 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER |  |
| 35 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 36 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 37 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 38 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 39 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 40 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 41 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 42 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 43 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 44 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 45 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 46 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 47 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 48 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 49 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 50 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 51 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 52 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 53 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 54 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 55 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate E-mail

Data File Name: XXMX\_IREC\_CANDIDATE\_EMAIL.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_EMAIL\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_EMAIL\_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: Candidate E-mail

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate E-mail |
| 9 | EMAIL\_ADDRESS\_ID | NUMBER (18) | N | N | EMAIL\_ADDRESS\_ID | EMAIL\_ADDRESS\_ID | The application generated surrogate ID for the candidate's email. Supply for existing records only. You cannot supply this ID for new records. |
| 10 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | A unique reference for the candidate this email is for. |
| 11 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | Y | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number to uniquely identify the candidate. |
| 12 | EMAIL\_TYPE | VARCHAR2(30) | N | N | EMAIL\_TYPE | EMAIL\_TYPE | Type of email (e.g. work, personal) |
| 13 | EMAIL\_ADDRESS | VARCHAR2(240) | Y | Y | EMAIL\_ADDRESS | EMAIL\_ADDRESS | The email address. |
| 14 | DATE\_FROM | DATE | Y | Y | DATE\_FROM | DATE\_FROM | The start date of the email. |
| 15 | DATE\_TO | DATE | N | N | DATE\_TO | DATE\_TO | The end date of the email. |
| 16 | PRIMARY\_EMAIL\_FLAG | VARCHAR2(30) | N | N | PRIMARY\_EMAIL\_FLAG | PRIMARY\_EMAIL\_FLAG |  |
| 17 | USE\_FOR\_COMMUNICATION | VARCHAR2(30) | N | N | USE\_FOR\_COMMUNICATION | USE\_FOR\_COMMUNICATION |  |
| 18 | GUID | VARCHAR2(32) | N | N | GUID | GUID |  |
| 19 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID |  |
| 20 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER |  |
| 21 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 33 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 34 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 35 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 36 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 37 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 38 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 39 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 40 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 41 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate Name

Data File Name: XXMX\_CANDIDATE\_NAME.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_NAME\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_NAME\_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: Candidate Name

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate Name |
| 9 | PERSON\_NAME\_ID | NUMBER (18) | N | N | PERSON\_NAME\_ID | PERSON\_NAME\_ID | The application generated surrogate ID for the candidate name. Only available when updating existing records. |
| 10 | EFFECTIVE\_START\_DATE | DATE | Y | Y | EFFECTIVE\_START\_DATE | EFFECTIVE\_START\_DATE |  |
| 11 | EFFECTIVE\_END\_DATE | DATE | N | N | EFFECTIVE\_END\_DATE | EFFECTIVE\_END\_DATE |  |
| 12 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | A unique reference for the candidate this name is for. |
| 13 | CANDIDATE\_NUMBER | VARCHAR2(30) | N | N | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number to uniquely identify the candidate. |
| 14 | NAME\_TYPE | VARCHAR2(30) | Y | Y | NAME\_TYPE | NAME\_TYPE | The type of name. For the global name supply GLOBAL, for the local name supply the legislation code. |
| 15 | LEGISLATION\_CODE | VARCHAR2(4) | N | N | LEGISLATION\_CODE | LEGISLATION\_CODE | The name legislation code. |
| 16 | CHAR\_SET\_CONTEXT | VARCHAR2(4) | N | N | CHAR\_SET\_CONTEXT | CHAR\_SET\_CONTEXT | The language of the name. This does not need to be supplied for global names. If you are creating a local name you must supply the language code. |
| 17 | FIRST\_NAME | VARCHAR2(150) | N | N | FIRST\_NAME | FIRST\_NAME | The person's first name. |
| 18 | LAST\_NAME | VARCHAR2(150) | Y | Y | LAST\_NAME | LAST\_NAME | The person's last name. |
| 19 | MIDDLE\_NAMES | VARCHAR2(80) | N | N | MIDDLE\_NAMES | MIDDLE\_NAMES | The person's middle names. |
| 20 | SUFFIX | VARCHAR2(80) | N | N | SUFFIX | SUFFIX | Part of name appended to the last name. |
| 21 | HONORS | VARCHAR2(80) | N | N | HONORS | HONORS | Higher qualification forming part of a person's name. |
| 22 | KNOWN\_AS | VARCHAR2(80) | N | N | KNOWN\_AS | KNOWN\_AS | The person's preferred name. |
| 23 | PRE\_NAME\_ADJUNCT | VARCHAR2(150) | N | N | PRE\_NAME\_ADJUNCT | PRE\_NAME\_ADJUNCT | The person's name prefix. |
| 24 | MILITARY\_RANK | VARCHAR2(80) | N | N | MILITARY\_RANK | MILITARY\_RANK | The person's military rank. |
| 25 | PREVIOUS\_LAST\_NAME | VARCHAR2(150) | N | N | PREVIOUS\_LAST\_NAME | PREVIOUS\_LAST\_NAME | The person's previous last name, if any. |
| 26 | TITLE | VARCHAR2(30) | N | N | TITLE | TITLE | The person's title, the means of addressing the person. |
| 27 | GUID | VARCHAR2(32) | N | N | GUID | GUID |  |
| 28 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID |  |
| 29 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER |  |
| 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 42 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 43 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 44 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 45 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 46 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 47 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 48 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 49 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 50 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate Phone

Data File Name: XXMX\_IREC\_CANDIDATE\_PHONE.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_PHONE\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_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: Candidate Phone

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate phone |
| 9 | PHONE\_ID | NUMBER (18) | N | N | PHONE\_ID | PHONE\_ID | The application generated surrogate ID for the phone record. Only available when updating existing records. |
| 10 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | A unique reference for the candidate this phone is for. Supply the surrogate ID, source system ID or globally unique ID. |
| 11 | CANDIDATE\_NUMBER | VARCHAR2(30) | N | N | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number to uniquely identify the candidate. |
| 12 | DATE\_FROM | DATE | Y | Y | DATE\_FROM | DATE\_FROM | The date the phone number is valid from. |
| 13 | DATE\_TO | DATE | N | N | DATE\_TO | DATE\_TO | The date the phone number is valid to. |
| 14 | PHONE\_NUMBER | VARCHAR2(60) | Y | Y | PHONE\_NUMBER | PHONE\_NUMBER | The phone number. |
| 15 | PHONE\_TYPE | VARCHAR2(30) | N | N | PHONE\_TYPE | PHONE\_TYPE |  |
| 16 | COUNTRY\_CODE\_NUMBER | VARCHAR2(30) | N | N | COUNTRY\_CODE\_NUMBER | COUNTRY\_CODE\_NUMBER | The country dialing code for the phone number. |
| 17 | AREA\_CODE | VARCHAR2(30) | N | N | AREA\_CODE | AREA\_CODE | The area code of the phone number. |
| 18 | EXTENSION | VARCHAR2(60) | N | N | EXTENSION | EXTENSION | The extension number. |
| 19 | LEGISLATION\_CODE | VARCHAR2(4) | N | N | LEGISLATION\_CODE | LEGISLATION\_CODE | The phone legislation code. |
| 20 | SPEED\_DIAL\_NUMBER | VARCHAR2(60) | N | N | SPEED\_DIAL\_NUMBER | SPEED\_DIAL\_NUMBER | The speed dial number. |
| 21 | VALIDITY | VARCHAR2(30) | N | N | VALIDITY | VALIDITY | Valid times that this phone number can be used. |
| 22 | PRIMARY\_PHONE\_FLAG | VARCHAR2(30) | N | N | PRIMARY\_PHONE\_FLAG | PRIMARY\_PHONE\_FLAG |  |
| 23 | USE\_FOR\_COMMUNICATION | VARCHAR2(30) | N | N | USE\_FOR\_COMMUNICATION | USE\_FOR\_COMMUNICATION |  |
| 24 | GUID | VARCHAR2(32) | N | N | GUID | GUID |  |
| 25 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID |  |
| 26 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER |  |
| 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 |  |
| 38 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 39 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 40 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 41 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 42 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 43 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 44 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 45 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 46 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 47 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Attachment

Data File Name: XXMX\_IREC\_CAN\_ATTACHMENT.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_ATTMT\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_ATTMT\_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: Attachment

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Attachment |
| 9 | ATTACHED\_DOCUMENT\_ID | NUMBER (18) | N | N | ATTACHED\_DOCUMENT\_ID | ATTACHED\_DOCUMENT\_ID | The application generated surrogate ID for the record. Only available to reference existing records. |
| 10 | TITLE | VARCHAR2(80) | Y | Y | TITLE | TITLE | A title for the attachment. |
| 11 | DATA\_TYPE\_CODE | VARCHAR2(80) | Y | Y | DATA\_TYPE\_CODE | DATA\_TYPE\_CODE | The attachment type. Specify FILE, TEXT, or WEB\_PAGE. |
| 12 | URL\_OR\_FILENAME | VARCHAR2(200) | N | N | URL\_OR\_FILENAME | URL\_OR\_FILENAME | URL, Text or File Name for the attachment. Holds the URL in case the DataTypeCode is WEB\_PAGE, or Text in case the DataTypeCode is TEXT or File Name in case the DataTypeCode is FILE. |
| 13 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | Y | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number to uniquely identify the candidate. |
| 14 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | The surrogate ID of the person this attachment is for. |
| 15 | CATEGORY | VARCHAR2(80) | N | N | CATEGORY | CATEGORY | The category of the attachment. |
| 16 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 28 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 29 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 30 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 31 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 32 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 33 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 34 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 35 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 36 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Job Requisition

Data File Name: XXMX\_JOB\_REQUISITION.dat

Staging table: XXMX\_HCM\_IREC\_JOB\_REQ\_STG

Transform Table: XXMX\_HCM\_IREC\_JOB\_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: Job Requisition

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Job Requisition |
| 9 | REQUISITION\_ID | NUMBER (18) | N | N | REQUISITION\_ID | REQUISITION\_ID | The application generated surrogate ID to uniquely identify the job requisition. Not available when creating new records. |
| 10 | REQUISITION\_NUMBER | VARCHAR2(240) | Y | N | REQUISITION\_NUMBER | REQUISITION\_NUMBER | A number to uniquely identify the job requisition. |
| 11 | RECRUITING\_TYPE | VARCHAR2(30) | Y | Y | RECRUITING\_TYPE | RECRUITING\_TYPE | The type of recruitment. |
| 12 | JOB\_ID | NUMBER (18) | N | N | JOB\_ID | JOB\_ID | A unique reference to the job this requisition is for. |
| 13 | NUMBER\_OF\_OPENINGS | NUMBER (5) | N | N | NUMBER\_OF\_OPENINGS | NUMBER\_OF\_OPENINGS | The number of vacancies for the job. |
| 14 | UNLIMITED\_OPENINGS\_FLAG | VARCHAR2(5) | Y | Y | UNLIMITED\_OPENINGS\_FLAG | UNLIMITED\_OPENINGS\_FLAG | Indicates if a limit is set to the number of people that can be hired. |
| 15 | REQUISITION\_TITLE | VARCHAR2(250) | Y | Y | REQUISITION\_TITLE | REQUISITION\_TITLE | The title of the job requisition. |
| 16 | INTERNAL\_REQUISITION\_TITLE | VARCHAR2(240) | N | N | INTERNAL\_REQUISITION\_TITLE | INTERNAL\_REQUISITION\_TITLE | The internal title of the job requisition. |
| 17 | BUSINESS\_JUSTIFICATION | VARCHAR2(30) | N | N | BUSINESS\_JUSTIFICATION | BUSINESS\_JUSTIFICATION | The business justification to create the job requisition. |
| 18 | HIRING\_MANAGER\_ID | NUMBER (18) | N | N | HIRING\_MANAGER\_ID | HIRING\_MANAGER\_ID | A unique reference to the hiring manager. |
| 19 | RECRUITER\_ID | NUMBER (18) | N | N | RECRUITER\_ID | RECRUITER\_ID | A unique reference to the recruiter. |
| 20 | PRIMARY\_WORK\_LOCATION\_ID | NUMBER (18) | N | N | PRIMARY\_WORK\_LOCATION\_ID | PRIMARY\_WORK\_LOCATION\_ID | A unique reference to the work location. |
| 21 | GRADE\_ID | NUMBER (18) | N | N | GRADE\_ID | GRADE\_ID | A unique reference to the grade of the job requisition. |
| 22 | ORGANIZATION\_ID | NUMBER (18) | N | N | ORGANIZATION\_ID | ORGANIZATION\_ID | A unique reference to the organization of the job requisition. |
| 23 | JOB\_FAMILY\_ID | NUMBER (18) | N | N | JOB\_FAMILY\_ID | JOB\_FAMILY\_ID | A unique reference to the job family of the job requisition. |
| 24 | JOB\_FUNCTION | VARCHAR2(30) | N | N | JOB\_FUNCTION | JOB\_FUNCTION | The job function of the job requisition. |
| 25 | LEGAL\_EMPLOYER\_ID | NUMBER (18) | N | N | LEGAL\_EMPLOYER\_ID | LEGAL\_EMPLOYER\_ID | A unique reference to the legal employer of the job requisition. |
| 26 | BUSINESS\_UNIT\_ID | NUMBER (18) | N | N | BUSINESS\_UNIT\_ID | BUSINESS\_UNIT\_ID | The surrogate ID for the business unit of the job requisition. |
| 27 | DEPARTMENT\_ID | NUMBER (18) | N | N | DEPARTMENT\_ID | DEPARTMENT\_ID | A unique reference to the department of the job requisition. |
| 28 | SOURCING\_BUDGET | NUMBER | N | N | SOURCING\_BUDGET | SOURCING\_BUDGET | The sourcing budget of the job requisition. |
| 29 | TRAVEL\_BUDGET | NUMBER | N | N | TRAVEL\_BUDGET | TRAVEL\_BUDGET | The travel budget of the job requisition. |
| 30 | RELOCATION\_BUDGET | NUMBER | N | N | RELOCATION\_BUDGET | RELOCATION\_BUDGET | The relocation budget of the job requisition. |
| 31 | EMPLOYEE\_REFERRAL\_BONUS | NUMBER | N | N | EMPLOYEE\_REFERRAL\_BONUS | EMPLOYEE\_REFERRAL\_BONUS | The amount for the employee referral bonus. |
| 32 | BUDGET\_CURRENCY | VARCHAR2(30) | N | N | BUDGET\_CURRENCY | BUDGET\_CURRENCY | The code of the currency for the budget, such as USD or GBP. |
| 33 | MAXIMUM\_SALARY | NUMBER | N | N | MAXIMUM\_SALARY | MAXIMUM\_SALARY | The maximum salary of the job requisition. |
| 34 | MINIMUM\_SALARY | NUMBER | N | N | MINIMUM\_SALARY | MINIMUM\_SALARY | The minimum salary of the job requisition. |
| 35 | PAY\_FREQUENCY | VARCHAR2(30) | N | N | PAY\_FREQUENCY | PAY\_FREQUENCY | The salary frequency of the job requisition. |
| 36 | SALARY\_CURRENCY | VARCHAR2(30) | N | N | SALARY\_CURRENCY | SALARY\_CURRENCY | The code of the currency for the salary, such as USD or GBP. |
| 37 | WORKER\_TYPE | VARCHAR2(30) | N | N | WORKER\_TYPE | WORKER\_TYPE | The worker type associated to the job requisition. |
| 38 | REGULAR\_OR\_TEMPORARY | VARCHAR2(30) | N | N | REGULAR\_OR\_TEMPORARY | REGULAR\_OR\_TEMPORARY | Indicates whether the job opening is regular or temporary. |
| 39 | MANAGEMENT\_LEVEL | VARCHAR2(30) | N | N | MANAGEMENT\_LEVEL | MANAGEMENT\_LEVEL | The management level of the job requisition. |
| 40 | FULLTIME\_OR\_PARTTIME | VARCHAR2(30) | N | N | FULLTIME\_OR\_PARTTIME | FULLTIME\_OR\_PARTTIME | Indicates whether the job is full time or part time. |
| 41 | JOB\_SHIFT | VARCHAR2(30) | N | N | JOB\_SHIFT | JOB\_SHIFT | The job shift of the job. |
| 42 | JOB\_TYPE | VARCHAR2(30) | N | N | JOB\_TYPE | JOB\_TYPE | The job type of the job. |
| 43 | EDUCATION\_LEVEL | VARCHAR2(30) | N | N | EDUCATION\_LEVEL | EDUCATION\_LEVEL | Education level required for the job. |
| 44 | CONTACT\_NAME\_EXTERNAL | VARCHAR2(240) | N | N | CONTACT\_NAME\_EXTERNAL | CONTACT\_NAME\_EXTERNAL | External contact name of the job requisition. |
| 45 | CONTACT\_EMAIL\_EXTERNAL | VARCHAR2(240) | N | N | CONTACT\_EMAIL\_EXTERNAL | CONTACT\_EMAIL\_EXTERNAL | External contact email of the job requisition. |
| 46 | EXTERNAL\_SHORT\_DESCRIPTION | CLOB | N | N | EXTERNAL\_SHORT\_DESCRIPTION | EXTERNAL\_SHORT\_DESCRIPTION | The name of the text file containing the short description of the external career site. The file with this name must be placed in the ClobFiles directory of the same compressed file as the JobRequisition.dat file used to load the job requisition data. |
| 47 | EXTERNAL\_DESCRIPTION | CLOB | N | N | EXTERNAL\_DESCRIPTION | EXTERNAL\_DESCRIPTION | The name of the text file containing the description of the external career site. The file with this name must be placed in the ClobFiles directory of the same compressed file as the JobRequisition.dat file used to load the job requisition data. |
| 48 | EXTERNAL\_EMPLOYER\_DESCRIPTION\_ID | NUMBER (18) | N | N | EXTERNAL\_EMPLOYER\_DESCRIPTION\_ID | EXTERNAL\_EMPLOYER\_DESCRIPTION\_ID | A unique reference to the external employer description content item. |
| 49 | EXTERNAL\_ORGANIZATION\_DESCRIPTION\_ID | NUMBER (18) | N | N | EXTERNAL\_ORGANIZATION\_DESCRIPTION\_ID | EXTERNAL\_ORGANIZATION\_DESCRIPTION\_ID | A unique reference to the external organization description content item. |
| 50 | CONTACT\_NAME\_INTERNAL | VARCHAR2(240 | N | N | CONTACT\_NAME\_INTERNAL | CONTACT\_NAME\_INTERNAL | Internal contact name of the job requisition. |
| 51 | CONTACT\_EMAIL\_INTERNAL | VARCHAR2(240 | N | N | CONTACT\_EMAIL\_INTERNAL | CONTACT\_EMAIL\_INTERNAL | Internal contact email of the job requisition. |
| 52 | INTERNAL\_SHORT\_DESCRIPTION | CLOB | N | N | INTERNAL\_SHORT\_DESCRIPTION | INTERNAL\_SHORT\_DESCRIPTION | The name of the text file containing the short description of the internal career site. The file with this name must be placed in the ClobFiles directory of the same compressed file as the JobRequisition.dat file used to load the job requisition data. |
| 53 | INTERNAL\_DESCRIPTION | CLOB | N | N | INTERNAL\_DESCRIPTION | INTERNAL\_DESCRIPTION | The name of the text file containing the description of the internal career site. The file with this name must be placed in the ClobFiles directory of the same compressed file as the JobRequisition.dat file used to load the job requisition data. |
| 54 | INTERNAL\_EMPLOYER\_DESCRIPTION\_ID | NUMBER (18) | N | N | INTERNAL\_EMPLOYER\_DESCRIPTION\_ID | INTERNAL\_EMPLOYER\_DESCRIPTION\_ID | A unique reference to the internal employer description content item. |
| 55 | INTERNAL\_ORGANIZATION\_DESCRIPTION\_ID | NUMBER (18) | N | N | INTERNAL\_ORGANIZATION\_DESCRIPTION\_ID | INTERNAL\_ORGANIZATION\_DESCRIPTION\_ID | A unique reference to the internal organization description content item. |
| 56 | DISPLAY\_IN\_ORG\_CHART\_FLAG | VARCHAR2(1) | N | N | DISPLAY\_IN\_ORG\_CHART\_FLAG | DISPLAY\_IN\_ORG\_CHART\_FLAG | Indicates whether the job requisition should appear in an organization chart. |
| 57 | CURRENT\_PHASE\_ID | NUMBER (18) | N | N | CURRENT\_PHASE\_ID | CURRENT\_PHASE\_ID | The surrogate ID for the phase of the job requisition. |
| 58 | CURRENT\_STATE\_ID | NUMBER (18) | N | N | CURRENT\_STATE\_ID | CURRENT\_STATE\_ID | The surrogate ID for the state of the job requisition. |
| 59 | COMMENTS | CLOB | N | N | COMMENTS | COMMENTS | The name of the text file containing the job requisition comments. The file with this name must be placed in the ClobFiles directory of the same compressed file as the JobRequisition.dat file used to load the job requisition data. |
| 60 | JOB\_CODE | VARCHAR2(30) | N | N | JOB\_CODE | JOB\_CODE | The code to uniquely identify the job. |
| 61 | HIRING\_MANAGER\_PERSON\_NUMBER | NUMBER (30) | N | N | HIRING\_MANAGER\_PERSON\_NUMBER | HIRING\_MANAGER\_PERSON\_NUMBER | The person number of the hiring manager. |
| 62 | HIRING\_MANAGER\_ASSIGNMENT\_NUMBER | NUMBER (30) | N | N | HIRING\_MANAGER\_ASSIGNMENT\_NUMBER | HIRING\_MANAGER\_ASSIGNMENT\_NUMBER | The assignment number of the hiring manager's assignment. |
| 63 | RECRUITER\_PERSON\_NUMBER | NUMBER (30) | N | N | RECRUITER\_PERSON\_NUMBER | RECRUITER\_PERSON\_NUMBER | The person number of the recruiter. |
| 64 | RECRUITER\_ASSIGNMENT\_NUMBER | VARCHAR2(30) | N | N | RECRUITER\_ASSIGNMENT\_NUMBER | RECRUITER\_ASSIGNMENT\_NUMBER | The assignment number of the recruiter's assignment. |
| 65 | PRIMARY\_LOCATION\_NAME | VARCHAR2(360) | Y | Y | PRIMARY\_LOCATION\_NAME | PRIMARY\_LOCATION\_NAME | The name of the primary location of the job requisition. |
| 66 | GRADE\_CODE | VARCHAR2(30) | N | N | GRADE\_CODE | GRADE\_CODE | The grade code for the job requisition. |
| 67 | ORGANIZATION\_CODE | VARCHAR2(60) | Y | Y | ORGANIZATION\_CODE | ORGANIZATION\_CODE | The code to uniquely identify the organization of the job requisition. |
| 68 | JOB\_FAMILY\_NAME | VARCHAR2(240) | N | N | JOB\_FAMILY\_NAME | JOB\_FAMILY\_NAME | The name of the job family for the job requisition. |
| 69 | LEGAL\_EMPLOYER\_NAME | VARCHAR2(240) | N | N | LEGAL\_EMPLOYER\_NAME | LEGAL\_EMPLOYER\_NAME | The name of the legal employer for the job requisition. |
| 70 | BUSINESS\_UNIT\_SHORT\_CODE | VARCHAR2(150) | N | N | BUSINESS\_UNIT\_SHORT\_CODE | BUSINESS\_UNIT\_SHORT\_CODE | The business unit short code for the job requisition. |
| 71 | DEPARTMENT\_NAME | VARCHAR2(240) | N | N | DEPARTMENT\_NAME | DEPARTMENT\_NAME | The department name for the job requisition. |
| 72 | CURRENT\_PHASE\_CODE | VARCHAR2(30) | Y | Y | CURRENT\_PHASE\_CODE | CURRENT\_PHASE\_CODE | The code of the phase for the job requisition. |
| 73 | CURRENT\_STATE\_CODE | VARCHAR2(30) | Y | Y | CURRENT\_STATE\_CODE | CURRENT\_STATE\_CODE | The code of the state for the job requisition. |
| 74 | PRIMARY\_WORK\_LOCATION\_CODE | VARCHAR2(150) | N | N | PRIMARY\_WORK\_LOCATION\_CODE | PRIMARY\_WORK\_LOCATION\_CODE | The location code of the primary work location for the job requisition. |
| 75 | BUDGET\_CURRENCY\_NAME | VARCHAR2(80) | N | N | BUDGET\_CURRENCY\_NAME | BUDGET\_CURRENCY\_NAME | The name of the currency for the budget, such as US Dollar or Pound Sterling. |
| 76 | SALARY\_CURRENCY\_NAME | VARCHAR2(80) | N | N | SALARY\_CURRENCY\_NAME | SALARY\_CURRENCY\_NAME | The name of the currency for the salary, such as US Dollar or Pound Sterling. |
| 77 | EXTERNAL\_EMPLOYER\_DESCRIPTION\_CODE | VARCHAR2(30) | N | N | EXTERNAL\_EMPLOYER\_DESCRIPTION\_CODE | EXTERNAL\_EMPLOYER\_DESCRIPTION\_CODE | The code to uniquely identify the external employer description content item. |
| 78 | EXTERNAL\_ORGANIZATION\_DESCRIPTION\_CODE | VARCHAR2(30) | N | N | EXTERNAL\_ORGANIZATION\_DESCRIPTION\_CODE | EXTERNAL\_ORGANIZATION\_DESCRIPTION\_CODE | The code to uniquely identify the external organization description content item. |
| 79 | INTERNAL\_EMPLOYER\_DESCRIPTION\_CODE | VARCHAR2(30) | N | N | INTERNAL\_EMPLOYER\_DESCRIPTION\_CODE | INTERNAL\_EMPLOYER\_DESCRIPTION\_CODE | The code to uniquely identify the internal employer description content item. |
| 80 | INTERNAL\_ORGANIZATION\_DESCRIPTION\_CODE | VARCHAR2(30) | N | N | INTERNAL\_ORGANIZATION\_DESCRIPTION\_CODE | INTERNAL\_ORGANIZATION\_DESCRIPTION\_CODE | The code to uniquely identify the internal organization description content item. |
| 81 | SUBMISSIONS\_PROCESS\_TEMPLATE\_ID | NUMBER (18) | N | N | SUBMISSIONS\_PROCESS\_TEMPLATE\_ID | SUBMISSIONS\_PROCESS\_TEMPLATE\_ID | The surrogate ID of the candidate selection process used for the job requisition. |
| 82 | ORGANIZATION\_NAME | VARCHAR2(4000 | N | N | ORGANIZATION\_NAME | ORGANIZATION\_NAME | The name of the organization associated with the job requisition. |
| 83 | CLASSIFICATION\_CODE | VARCHAR2(40) | N | N | CLASSIFICATION\_CODE | CLASSIFICATION\_CODE | The code that uniquely identifies the organization classification of the organization that is in use. |
| 84 | PRIMARY\_LOCATION\_ID | NUMBER (18) | N | N | PRIMARY\_LOCATION\_ID | PRIMARY\_LOCATION\_ID | The surrogate ID of the geography for the primary location. |
| 85 | BASE\_LANGUAGE\_CODE | VARCHAR2(30) | Y | Y | BASE\_LANGUAGE\_CODE | BASE\_LANGUAGE\_CODE | A code to identify the base language in which the requisition is created. This will indicate the base language in the language translation editor. |
| 86 | CANDIDATE\_SELECTION\_PROCESS\_CODE | VARCHAR2(30) | N | N | CANDIDATE\_SELECTION\_PROCESS\_CODE | CANDIDATE\_SELECTION\_PROCESS\_CODE | A code to identify the candidate selection process used for the job requisition. |
| 87 | JOB\_FAMILY\_CODE | VARCHAR2(240) | N | N | JOB\_FAMILY\_CODE | JOB\_FAMILY\_CODE | The code to uniquely identify the job family of the job requisition. |
| 88 | EXTERNAL\_APPLY\_FLOW\_ID | NUMBER (18) | N | N | EXTERNAL\_APPLY\_FLOW\_ID | EXTERNAL\_APPLY\_FLOW\_ID | A unique reference to the external application flow. |
| 89 | EXTERNAL\_APPLY\_FLOW\_CODE | VARCHAR2(30) | N | N | EXTERNAL\_APPLY\_FLOW\_CODE | EXTERNAL\_APPLY\_FLOW\_CODE | A code to identify the external application flow used to apply on the job requisition. |
| 90 | PIPELINE\_REQUISITION\_FLAG | VARCHAR2(30) | N | N | PIPELINE\_REQUISITION\_FLAG | PIPELINE\_REQUISITION\_FLAG | Indicates whether the job requisition is a pipeline requisition or not. |
| 91 | PIPELINE\_REQUISITION\_ID | NUMBER (18) | N | N | PIPELINE\_REQUISITION\_ID | PIPELINE\_REQUISITION\_ID | A unique reference to the pipeline requisition. |
| 92 | APPLY\_WHEN\_NOT\_POSTED\_FLAG | VARCHAR2(30) | N | N | APPLY\_WHEN\_NOT\_POSTED\_FLAG | APPLY\_WHEN\_NOT\_POSTED\_FLAG | Indicates whether the candidate can apply to a job requisition that is not posted. |
| 93 | PIPELINE\_REQUISITION\_NUMBER | VARCHAR2(240) | N | N | PIPELINE\_REQUISITION\_NUMBER | PIPELINE\_REQUISITION\_NUMBER | The number to uniquely identify the pipeline requisition. |
| 94 | POSITION\_ID | NUMBER (18) | N | N | POSITION\_ID | POSITION\_ID | A unique reference to the position of the job requisition. |
| 95 | POSITION\_CODE | VARCHAR2(30) | N | N | POSITION\_CODE | POSITION\_CODE | The code that uniquely identifies the position within the business unit for the job requisition. |
| 96 | REQUISITION\_TEMPLATE\_ID | NUMBER (18) | N | N | REQUISITION\_TEMPLATE\_ID | REQUISITION\_TEMPLATE\_ID | A unique reference for the requisition template associated with the position. |
| 97 | CODE | VARCHAR2(240) | N | N | CODE | CODE | The code that uniquely identifies the requisition template. |
| 98 | AUTOMATIC\_FILL\_FLAG | VARCHAR2(30) | N | N | AUTOMATIC\_FILL\_FLAG | AUTOMATIC\_FILL\_FLAG | Enables automatic filling on the job requisition. |
| 99 | SEND\_NOTIFICATIONS\_FLAG | VARCHAR2(30) | N | N | SEND\_NOTIFICATIONS\_FLAG | SEND\_NOTIFICATIONS\_FLAG | Indicates whether the notifications such as emails and alerts should be sent for various business criteria during creation or update of the job requisition. |
| 100 | EXTERNAL\_DESCRIPTION\_ID | NUMBER (18) | N | N | EXTERNAL\_DESCRIPTION\_ID | EXTERNAL\_DESCRIPTION\_ID | A unique reference to the external description content item. |
| 101 | INTERNAL\_DESCRIPTION\_ID | NUMBER (18) | N | N | INTERNAL\_DESCRIPTION\_ID | INTERNAL\_DESCRIPTION\_ID | A unique reference to the internal description content item. |
| 102 | EXTERNAL\_DESCRIPTION\_CODE | VARCHAR2(30) | N | N | EXTERNAL\_DESCRIPTION\_CODE | EXTERNAL\_DESCRIPTION\_CODE | The code to uniquely identify the external description content item. |
| 103 | INTERNAL\_DESCRIPTION\_CODE | VARCHAR2(30) | N | N | INTERNAL\_DESCRIPTION\_CODE | INTERNAL\_DESCRIPTION\_CODE | The code to uniquely identify the internal description content item. |
| 104 | AUTO\_OPEN\_REQUISITION | VARCHAR2(30) | N | N | AUTO\_OPEN\_REQUISITION | AUTO\_OPEN\_REQUISITION | Indicates if the requisition can be auto posted or not. |
| 105 | POSTING\_EXPIRE\_IN\_DAYS | NUMBER | N | N | POSTING\_EXPIRE\_IN\_DAYS | POSTING\_EXPIRE\_IN\_DAYS | The number of days after which the posting must expire. Supply when the Automatically Open Requisition for Sourcing attribute specifies the requisition is to be posted. |
| 106 | AUTO\_UNPOST\_REQUISITION | VARCHAR2(30) | N | N | AUTO\_UNPOST\_REQUISITION | AUTO\_UNPOST\_REQUISITION | The automatic unpost configuration defined on a job requisition in the configuration section. |
| 107 | UNPOST\_FORMULA\_ID | NUMBER (18) | N | N | UNPOST\_FORMULA\_ID | UNPOST\_FORMULA\_ID | A unique identifier for the fast formula chosen as the automatic unpost configuration. |
| 108 | UNPOST\_FORMULA\_CODE | VARCHAR2(80) | N | N | UNPOST\_FORMULA\_CODE | UNPOST\_FORMULA\_CODE | The code for the fast formula chosen as the automatic unpost configuration, which is defined on a job requisition in the configuration section. |
| 109 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 110 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 111 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 112 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 113 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 114 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 115 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 116 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 117 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 118 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 119 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 120 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 121 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 122 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 123 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 124 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 125 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 126 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 127 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 128 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 129 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 130 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 131 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 132 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## JR Hiring Team

Data File Name: XXMX\_IREC\_JR\_HIRING\_TEAM.dat

Staging table: XXMX\_HCM\_IREC\_JR\_HIRE\_TEAM\_STG

Transform Table: XXMX\_HCM\_IREC\_JR\_HIRE\_TEAM\_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: JR Hiring Team

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- JR Hiring Team |
| 9 | TEAM\_MEMBER\_ID | NUMBER (18) | N | N | TEAM\_MEMBER\_ID | TEAM\_MEMBER\_ID | The application generated surrogate ID to uniquely identify the hiring team. Not available when creating new records. |
| 10 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | A unique reference to the team member. |
| 11 | ASSIGNMENT\_ID | NUMBER (18) | N | N | ASSIGNMENT\_ID | ASSIGNMENT\_ID | A unique reference to the team member's assignment. |
| 12 | MEMBER\_TYPE | VARCHAR2(30) | Y | Y | MEMBER\_TYPE | MEMBER\_TYPE | Identifies whether the team member is a Hiring Manager-MANAGER\_ID, a Recruiter-REC\_ID or a Collaborator-PARTY\_ID. |
| 13 | REQUISITION\_ID | NUMBER (18) | N | N | REQUISITION\_ID | REQUISITION\_ID | A unique reference to the job requisition. |
| 14 | PERSON\_NUMBER | VARCHAR2(30) | Y | N | PERSON\_NUMBER | PERSON\_NUMBER | The person number for the team member. |
| 15 | ASSIGNMENT\_NUMBER | VARCHAR2(30) | Y | N | ASSIGNMENT\_NUMBER | ASSIGNMENT\_NUMBER | The assignment number for the team member. |
| 16 | REQUISITION\_NUMBER | VARCHAR2(240) | Y | Y | REQUISITION\_NUMBER | REQUISITION\_NUMBER | The number that uniquely identifies the job requisition this hiring team is for. |
| 17 | COLLABORATOR\_TYPE | VARCHAR2(30) | N | N | COLLABORATOR\_TYPE | COLLABORATOR\_TYPE | The type of collaborator.  ORA\_HIRING\_TEAM\_COLLABORATOR |
| 18 | GUID | VARCHAR2(32) | N | N | GUID | GUID | ` |
| 19 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 20 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 21 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 33 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 34 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 35 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 36 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 37 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 38 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 39 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 40 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 41 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## JR Posting Detail

Data File Name: XXMX\_JR\_POSTING\_DETAIL.dat

Staging table: XXMX\_HCM\_IREC\_JR\_POST\_DET\_STG

Transform Table: XXMX\_HCM\_IREC\_JR\_POST\_DET\_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: JR Posting Detail

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- JR Posting Detail |
| 9 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch-Required for Non-EBS Clients |
|  | PUBLISHED\_JOB\_ID | NUMBER (18) | N | N | PUBLISHED\_JOB\_ID | PUBLISHED\_JOB\_ID | The application generated surrogate ID to uniquely identify the posting details. Not available when creating new records. |
| 10 | REQUISITION\_ID | NUMBER (18) | N | N | REQUISITION\_ID | REQUISITION\_ID | A value to identify the job requisition uniquely. Use the surrogate ID, source key, or globally unique ID. |
| 11 | START\_DATE | DATE | N | N | START\_DATE | START\_DATE | Start date of the posting. |
| 12 | END\_DATE | DATE | N | N | END\_DATE | END\_DATE | End date of the posting. |
| 13 | EXTERNAL\_OR\_INTERNAL | VARCHAR2(30) | N | N | EXTERNAL\_OR\_INTERNAL | EXTERNAL\_OR\_INTERNAL | Whether the posting is external or internal. |
| 14 | POSTING\_STATUS | VARCHAR2(30) | N | N | POSTING\_STATUS | POSTING\_STATUS | Status of the posting. Usually calculated automatically except in the import of already unposted posting details. |
| 15 | REQUISITION\_NUMBER | VARCHAR2(240) | N | N | REQUISITION\_NUMBER | REQUISITION\_NUMBER | The number that uniquely identifies the job requisition the posting details are for. |
| 16 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 17 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 18 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 31 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 32 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 33 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 34 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 35 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 36 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 37 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 38 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 39 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate Pool

Data File Name: XXMX\_IREC\_CANDIDATE\_POOL.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_POOL\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_POOL\_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: Candidate Pool

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate Pool |
| 9 | POOL\_ID | NUMBER (18) | N | N | POOL\_ID | POOL\_ID | The surrogate ID for the candidate pool. Only available when updating existing records. |
| 10 | POOL\_NAME | varchar2(240) | Y | Y | POOL\_NAME | POOL\_NAME | The name of the candidate pool. |
| 11 | POOL\_TYPE\_CODE | varchar2(30) | Y | Y | POOL\_TYPE\_CODE | POOL\_TYPE\_CODE | The type of talent pool. Supply a value of 'CANDIDATE'. |
| 12 | DESCRIPTION | varchar2(4000) | N | N | DESCRIPTION | DESCRIPTION | The description of the candidate pool. |
| 13 | OWNER\_PERSON\_ID | NUMBER (18) | N | N | OWNER\_PERSON\_ID | OWNER\_PERSON\_ID | A unique reference to the person that owns the candidate pool. |
| 14 | STATUS | varchar2(30) | Y | Y | STATUS | STATUS | The status of the candidate pool. Possible values are active and inactive. |
| 15 | JOB\_ID | NUMBER (18) | N | N | JOB\_ID | JOB\_ID | A unique reference to the job for the candidate pool. |
| 16 | OWNER\_PERSON\_NUMBER | varchar2(30) | N | N | OWNER\_PERSON\_NUMBER | OWNER\_PERSON\_NUMBER | The number to uniquely identify the owner of the candidate pool. |
| 17 | JOB\_SET\_CODE | varchar2(30) | N | N | JOB\_SET\_CODE | JOB\_SET\_CODE | The name to uniquely identity the set code for the job. |
| 18 | JOB\_CODE | varchar2(30) | N | N | JOB\_CODE | JOB\_CODE | A code to uniquely identify the job. |
| 19 | DEPARTMENT\_NAME | varchar2(240) | N | N | DEPARTMENT\_NAME | DEPARTMENT\_NAME | The name to uniquely identify the department. |
| 20 | OWNERSHIP\_TYPE | varchar2(30) | N | N | OWNERSHIP\_TYPE | OWNERSHIP\_TYPE | The ownership type of the pool, such as Global, Shared or Private. |
| 21 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 22 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 23 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 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 |  |
| 35 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 36 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 37 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 38 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 39 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 40 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 41 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 42 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 43 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 44 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate Pool Member

Data File Name: XXMX\_IREC\_CANDIDATE\_POOL\_MEMBER.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_POOL\_MEMBR\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_POOL\_MEMBR\_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: Candidate Pool Member

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate Pool Member |
| 9 | CURRENT\_PHASE\_ID | NUMBER (18) | N | N | CURRENT\_PHASE\_ID | CURRENT\_PHASE\_ID | The surrogate ID for the phase of the candidate pool member. |
| 10 | CURRENT\_STATE\_ID | NUMBER (18) | N | N | CURRENT\_STATE\_ID | CURRENT\_STATE\_ID | The surrogate ID for the state of the candidate pool member. |
| 11 | POOL\_MEMBER\_ID | NUMBER (18) | N | N | POOL\_MEMBER\_ID | POOL\_MEMBER\_ID | The surrogate ID for the candidate pool member record. Only available when updating existing records. |
| 12 | POOL\_ID | NUMBER (18) | N | N | POOL\_ID | POOL\_ID | A unique reference to the candidate pool this candidate belongs to. |
| 13 | POOL\_NAME | VARCHAR2(240) | Y | N | POOL\_NAME | POOL\_NAME | The name of candidate pool. |
| 14 | STATUS | VARCHAR2(120) | N | N | STATUS | STATUS | The status of the pool to which this member belongs. |
| 15 | MEMBER\_ID | NUMBER (18) | N | N | MEMBER\_ID | MEMBER\_ID | A unique reference to the candidate that is a member of this candidate pool. |
| 16 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | N | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number that uniquely identifies the candidate. |
| 17 | CURRENT\_PHASE\_CODE | VARCHAR2(30) | N | N | CURRENT\_PHASE\_CODE | CURRENT\_PHASE\_CODE | A code to uniquely identify the phase of the candidate pool member. |
| 18 | CURRENT\_STATE\_CODE | VARCHAR2(30) | N | N | CURRENT\_STATE\_CODE | CURRENT\_STATE\_CODE | A code to uniquely identify the state of the candidate pool member. |
| 19 | SOURCE | VARCHAR2(20) | N | N | SOURCE | SOURCE | The source from which the pool member was identified or added, such as job requisition, talent community and so on. |
| 20 | ADDED\_BY\_PERSON\_ID | NUMBER (18) | N | N | ADDED\_BY\_PERSON\_ID | ADDED\_BY\_PERSON\_ID | The surrogate ID for the person who added the candidate to the pool. Only available when updating existing records. |
| 21 | ADDED\_BY\_PERSON\_NUMBER | VARCHAR2(30) | N | N | ADDED\_BY\_PERSON\_NUMBER | ADDED\_BY\_PERSON\_NUMBER | The person number of the person who added the candidate to the pool. |
| 22 | ADDED\_FROM\_POOL\_ID | NUMBER (18) | N | N | ADDED\_FROM\_POOL\_ID | ADDED\_FROM\_POOL\_ID | A unique reference to the candidate pool from which the pool member is added. |
| 23 | ADDED\_FROM\_POOL\_NAME | VARCHAR2(240) | N | N | ADDED\_FROM\_POOL\_NAME | ADDED\_FROM\_POOL\_NAME | The name of the candidate pool from which the pool member is added. |
| 24 | ADDED\_FROM\_POOL\_STATUS | VARCHAR2(120) | N | N | ADDED\_FROM\_POOL\_STATUS | ADDED\_FROM\_POOL\_STATUS | The status of the candidate pool from which the pool member is added. |
| 25 | ADDED\_FROM\_REQUISITION\_ID | NUMBER (18) | N | N | ADDED\_FROM\_REQUISITION\_ID | ADDED\_FROM\_REQUISITION\_ID | A unique reference to the job requisition from which the pool member is added. |
| 26 | ADDED\_FROM\_REQUISITION\_NUMBER | VARCHAR2(240) | N | N | ADDED\_FROM\_REQUISITION\_NUMBER | ADDED\_FROM\_REQUISITION\_NUMBER | The number to uniquely identify the requisition from which the pool member is added. |
| 27 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 28 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 29 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 42 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 43 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 44 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 45 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 46 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 47 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 48 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 49 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 50 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Candidate Pool Owner

Data File Name: XXMX\_IREC\_POOL\_OWNER.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_POOL\_OWNER\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_POOL\_OWNER\_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: Candidate Pool Owner

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate Pool Owner |
| 9 | POOL\_OWNER\_ID | NUMBER (18) | N | N | POOL\_OWNER\_ID | POOL\_OWNER\_ID | The surrogate ID for the owner of the candidate pool. Only available when updating existing records. |
| 10 | POOL\_ID | NUMBER (18) | N | N | POOL\_ID | POOL\_ID | A unique reference to the candidate pool this candidate belongs to. |
| 11 | OWNER\_PERSON\_ID | NUMBER (18) | N | N | OWNER\_PERSON\_ID | OWNER\_PERSON\_ID | A unique reference to the person who is the owner of the candidate pool. |
| 12 | OWNER\_PERSON\_NUMBER | VARCHAR2(30) | N | N | OWNER\_PERSON\_NUMBER | OWNER\_PERSON\_NUMBER | The number to uniquely identify the owner of the candidate pool. |
| 13 | POOL\_NAME | VARCHAR2(240) | N | N | POOL\_NAME | POOL\_NAME | The name of the candidate pool. |
| 14 | POOL\_STATUS | VARCHAR2(30) | N | N | POOL\_STATUS | POOL\_STATUS | The status of the pool for which this person is the owner. |
| 15 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 16 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 17 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |

### Mapping

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| Source Column | Target Column |
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## Pool Interaction

Data File Name: XXMX\_IREC\_POOL\_INTERACTION.dat

Staging table: XXMX\_HCM\_IREC\_CAN\_POOL\_INTERACT\_STG

Transform Table: XXMX\_HCM\_IREC\_CAN\_POOL\_INTERACT\_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: Pool interaction

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Candidate Pool Member |
| 9 | ADDED\_BY\_PERSON\_ID | NUMBER (18) | N | N | ADDED\_BY\_PERSON\_ID | ADDED\_BY\_PERSON\_ID |  |
| 10 | POOL\_ID | NUMBER (18) | N | N | POOL\_ID | POOL\_ID |  |
| 11 | INTERACTION\_DATE | DATE | Y | Y | INTERACTION\_DATE | INTERACTION\_DATE |  |
| 12 | INTERACTION\_ID | NUMBER (18) | N | N | INTERACTION\_ID | INTERACTION\_ID |  |
| 13 | INTERACTION\_TYPE\_CODE | VARCHAR2(30) | N | N | INTERACTION\_TYPE\_CODE | INTERACTION\_TYPE\_CODE |  |
| 14 | MEMBER\_ID | NUMBER (18) | N | N | MEMBER\_ID | MEMBER\_ID |  |
| 15 | TEXT | CLOB | N | N | TEXT | TEXT |  |
| 16 | POOL\_NAME | VARCHAR2(240) | N | N | POOL\_NAME | POOL\_NAME |  |
| 17 | STATUS | VARCHAR2(120) | N | N | STATUS | STATUS |  |
| 18 | ADDED\_BY\_PERSON\_NUMBER | VARCHAR2(30) | N | N | ADDED\_BY\_PERSON\_NUMBER | ADDED\_BY\_PERSON\_NUMBER |  |
| 19 | CANDIDATE\_NUMBER | VARCHAR2(30) | N | N | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER |  |
| 20 | POOL\_MEMBER\_ID | NUMBER (18) | N | N | POOL\_MEMBER\_ID | POOL\_MEMBER\_ID |  |
| 21 | GUID | VARCHAR2(32) | N | N | GUID | GUID |  |
| 22 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID |  |
| 23 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER |  |
| 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 |  |
| 35 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 36 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 37 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 38 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 39 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 40 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 41 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 42 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 43 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 44 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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| Source Column | Target Column |
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## Talent community details

Data File Name: XXMX\_IREC\_TALENT\_COMMUINTY\_DETAILS.dat

Staging table: XXMX\_HCM\_IREC\_CP\_TAL\_COMM\_DET\_STG

Transform Table: XXMX\_HCM\_IREC\_CP\_TALENT\_COMM\_DET\_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: Talent Community Details

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Talent Community Details |
| 9 | OBJECT\_CTX\_ID | NUMBER (18) | N | N | OBJECT\_CTX\_ID | OBJECT\_CTX\_ID | The application generated surrogate ID for the talent community pool parameters. Only available when updating existing records. |
| 10 | POOL\_ID | NUMBER (18) | N | N | POOL\_ID | POOL\_ID | A unique reference to the talent community pool this record is for. |
| 11 | POOL\_NAME | VARCHAR2(240) | Y | Y | POOL\_NAME | POOL\_NAME | The name of the talent community pool. |
| 12 | STATUS | VARCHAR2(30) | Y | Y | STATUS | STATUS | The status of the talent community pool. Possible values are active and inactive. |
| 13 | LOCATION\_ID | NUMBER (18) | N | N | LOCATION\_ID | LOCATION\_ID | The surrogate ID of the geography for the location of the talent community pool. |
| 14 | LOCATION\_NAME | VARCHAR2(360) | N | N | LOCATION\_NAME | LOCATION\_NAME | The name of the job location of the talent community pool. |
| 15 | JOB\_FAMILY\_ID | NUMBER (18) | N | N | JOB\_FAMILY\_ID | JOB\_FAMILY\_ID | A unique reference to the job family of the talent community pool. |
| 16 | JOB\_FAMILY\_CODE | VARCHAR2(240) | N | N | JOB\_FAMILY\_CODE | JOB\_FAMILY\_CODE | The code to uniquely identify the job family of the talent community pool. |
| 17 | JOB\_FAMILY\_NAME | varchar2(240) | N | N | JOB\_FAMILY\_NAME | JOB\_FAMILY\_NAME | The name of the job family of the talent community pool. |
| 18 | SITE\_NUMBER | VARCHAR2(240) | N | N | SITE\_NUMBER | SITE\_NUMBER | The number to uniquely identify the career site of the talent community. |
| 19 | DIMENSION\_TYPE\_CODE | VARCHAR2(30) | Y | Y | DIMENSION\_TYPE\_CODE | DIMENSION\_TYPE\_CODE | The type of dimension such as Location |
| 20 | ORGANIZATION\_ID | NUMBER (18) | N | N | ORGANIZATION\_ID | ORGANIZATION\_ID | A unique reference to the organization of the talent community context. |
| 21 | ORGANIZATION\_NAME | VARCHAR2(4000) | N | N | ORGANIZATION\_NAME | ORGANIZATION\_NAME | The name of the organization for the talent community context. |
| 22 | ORGANIZATION\_CODE | VARCHAR2(500) | N | N | ORGANIZATION\_CODE | ORGANIZATION\_CODE | The code to uniquely identify the organization. |
| 23 | CLASSIFICATION\_CODE | VARCHAR2(40) | N | N | CLASSIFICATION\_CODE | CLASSIFICATION\_CODE | The code of the organization's classification. |
| 24 | PERSON\_TYPE\_CODE | VARCHAR2(30) | N | N | PERSON\_TYPE\_CODE | PERSON\_TYPE\_CODE | The type code of the person, such as EMP, CWK and so on. |
| 25 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 26 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 27 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 40 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 41 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 42 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 43 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 44 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 45 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 46 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 47 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 48 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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| Source Column | Target Column |
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## Job Referral

Data File Name: XXMX\_IREC\_JOB\_REFERRAL.dat

Staging table: XXMX\_HCM\_IREC\_REFERRAL\_STG

Transform Table: XXMX\_HCM\_IREC\_REFERRAL\_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: Job Referral

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Job Referral |
| 9 | REFERRAL\_ID | NUMBER (18) | N | N | REFERRAL\_ID | REFERRAL\_ID | The application generated surrogate ID to uniquely identify the referral. Not available when creating new records. |
| 10 | REFERRER\_PERSON\_ID | NUMBER (18) | N | N | REFERRER\_PERSON\_ID | REFERRER\_PERSON\_ID | A unique reference to the person who added the referral. |
| 11 | REQUISITION\_ID | NUMBER (18) | N | N | REQUISITION\_ID | REQUISITION\_ID | A unique reference to the job requisition to which the referral is added. |
| 12 | AGENT\_ID | NUMBER (18) | N | N | AGENT\_ID | AGENT\_ID | The surrogate ID of the agent who referred the candidate. |
| 13 | CANDIDATE\_PERSON\_ID | NUMBER (18) | N | N | CANDIDATE\_PERSON\_ID | CANDIDATE\_PERSON\_ID | A unique reference to the candidate who is being added as a referral. |
| 14 | NOTES\_CANDIDATE | VARCHAR2(1000) | N | N | NOTES\_CANDIDATE | NOTES\_CANDIDATE | Notes that the referrer entered for the candidate. |
| 15 | REQUISITION\_NUMBER | VARCHAR2(240) | Y | N | REQUISITION\_NUMBER | REQUISITION\_NUMBER | The number to uniquely identify the job requisition to which the referral is added. |
| 16 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | N | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The candidate number of the candidate who is being referred. Required when the referral is for an external candidate. |
| 17 | PERSON\_NUMBER | VARCHAR2(30) | Y | N | PERSON\_NUMBER | PERSON\_NUMBER | The person number of the person who is being referred. Only applicable when referring an internal candidate. |
| 18 | REFERRER\_PERSON\_NUMBER | VARCHAR2(30) | Y | N | REFERRER\_PERSON\_NUMBER | REFERRER\_PERSON\_NUMBER | The person number of the person who made the referral. |
| 19 | AGENCY\_NAME | VARCHAR2(240) | N | N | AGENCY\_NAME | AGENCY\_NAME | The name of the agency who referred the candidate. |
| 20 | AGENT\_NAME | VARCHAR2(301) | N | N | AGENT\_NAME | AGENT\_NAME | The name of the agent who referred the candidate. |
| 21 | PERSON\_ID | NUMBER (18) | N | N | PERSON\_ID | PERSON\_ID | A unique reference to the person who is being added as a referral. |
| 22 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 23 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 24 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 37 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 38 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 39 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 40 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 41 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 42 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 43 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 44 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 45 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Geography Hierarchy Node

Data File Name: XXMX\_IREC\_GEOGRAPHY\_HIERARCHY\_NODE.dat

Staging table: XXMX\_HCM\_IREC\_GEO\_HIER\_NODE\_STG

Transform Table: XXMX\_HCM\_IREC\_GEO\_HIER\_NODE\_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: Geography Hierarchy Node

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Geography Hierarchy Node |
| 9 | LOCATION\_CODE | VARCHAR2(60) | Y | Y | LOCATION\_CODE | LOCATION\_CODE | Location name. |
| 10 | ADDRESS\_LINE\_1 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_1 | ADDRESS\_LINE\_1 | 1st line of location address. |
| 11 | ADDRESS\_LINE\_2 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_2 | ADDRESS\_LINE\_2 | 2nd line of location address. |
| 12 | ADDRESS\_LINE\_3 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_3 | ADDRESS\_LINE\_3 | 3rd line of location address. |
| 13 | COUNTRY | VARCHAR2(60) | Y | Y | COUNTRY | COUNTRY | Country |
| 14 | POSTAL\_CODE | VARCHAR2(30) | N | N | POSTAL\_CODE | POSTAL\_CODE | Postal code. |
| 15 | REGION\_1 | VARCHAR2(120) | N | N | REGION\_1 | REGION\_1 | County (US, UK); Province (CA). |
| 16 | REGION\_2 | VARCHAR2(120) | N | N | REGION\_2 | REGION\_2 | State (US); Province of work (CA) |
| 17 | REGION\_3 | VARCHAR2(120) | N | N | REGION\_3 | REGION\_3 | Additional address segment - not used by seeded address structures. |
| 18 | GEOGRAPHY\_ID | NUMBER (18) | N | N | GEOGRAPHY\_ID | GEOGRAPHY\_ID | The surrogate ID of the geography to add as a node to the tree. |
| 19 | GEOGRAPHY\_NODE\_ID | NUMBER (18) | N | N | GEOGRAPHY\_NODE\_ID | GEOGRAPHY\_NODE\_ID | The application generated surrogate ID to uniquely identify the geography hierarchy node. Not available when creating new records. |
| 20 | HIERARCHY\_ID | NUMBER (18) | N | N | HIERARCHY\_ID | HIERARCHY\_ID | A unique reference to the geography hierarchy tree. |
| 21 | NAME | VARCHAR2(240) | N | N | NAME | NAME | The name of the geography hierarchy tree. |
| 22 | COUNTRY\_CODE | VARCHAR2(2) | Y | Y | COUNTRY\_CODE | COUNTRY\_CODE | The code of the country to add as a node to the tree, such as US or FR. |
| 23 | LEVEL1 | VARCHAR2(240) | N | N | LEVEL1 | LEVEL1 | The name of the level 1 geography for the country, if applicable. |
| 24 | LEVEL2 | varchar2(240) | N | N | LEVEL2 | LEVEL2 | The name of the level 2 geography for the country, if applicable. |
| 25 | GEOGRAPHY\_ELEMENT1 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT1 | GEOGRAPHY\_ELEMENT1 | The name of element 1 for the geography, if required by the legislation. |
| 26 | GEOGRAPHY\_ELEMENT2 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT2 | GEOGRAPHY\_ELEMENT2 | The name of element 2 for the geography, if required by the legislation. |
| 27 | GEOGRAPHY\_ELEMENT3 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT3 | GEOGRAPHY\_ELEMENT3 | The name of element 3 for the geography, if required by the legislation. |
| 28 | GEOGRAPHY\_ELEMENT4 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT4 | GEOGRAPHY\_ELEMENT4 | The name of element 4 for the geography, if required by the legislation. |
| 29 | GEOGRAPHY\_ELEMENT5 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT5 | GEOGRAPHY\_ELEMENT5 | The name of element 5 for the geography, if required by the legislation. |
| 30 | GEOGRAPHY\_ELEMENT6 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT6 | GEOGRAPHY\_ELEMENT6 | The name of element 6 for the geography, if required by the legislation. |
| 31 | GEOGRAPHY\_ELEMENT7 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT7 | GEOGRAPHY\_ELEMENT7 | The name of element 7 for the geography, if required by the legislation. |
| 32 | GEOGRAPHY\_ELEMENT8 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT8 | GEOGRAPHY\_ELEMENT8 | The name of element 8 for the geography, if required by the legislation. |
| 33 | GEOGRAPHY\_ELEMENT9 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT9 | GEOGRAPHY\_ELEMENT9 | The name of element 9 for the geography, if required by the legislation. |
| 34 | GEOGRAPHY\_ELEMENT10 | varchar2(360) | N | N | GEOGRAPHY\_ELEMENT10 | GEOGRAPHY\_ELEMENT10 | The name of element 10 for the geography, if required by the legislation. |
| 35 | DELETE\_FLAG | VARCHAR2(30) | N | N | DELETE\_FLAG | DELETE\_FLAG | Specify Y to delete the geography hierarchy node. |
| 36 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 37 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 38 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 39 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 40 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 41 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 42 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 43 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 44 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 45 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 46 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 47 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 48 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 49 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 50 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 51 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 52 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 53 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 54 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 55 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 56 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 57 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 58 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 59 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Geography Hierarchy

Data File Name: XXMX\_IREC\_GEOGRAPHY\_HIERARCHY.dat

Staging table: XXMX\_HCM\_IREC\_GEO\_HIER\_STG

Transform Table: XXMX\_HCM\_IREC\_GEO\_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: Geography 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(150) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Geography Hierarchy |
| 9 | LOCATION\_CODE | VARCHAR2(60) | Y | Y | LOCATION\_CODE | LOCATION\_CODE | Location name. |
| 10 | ADDRESS\_LINE\_1 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_1 | ADDRESS\_LINE\_1 | 1st line of location address. |
| 11 | ADDRESS\_LINE\_2 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_2 | ADDRESS\_LINE\_2 | 2nd line of location address. |
| 12 | ADDRESS\_LINE\_3 | VARCHAR2(240) | N | N | ADDRESS\_LINE\_3 | ADDRESS\_LINE\_3 | 3rd line of location address. |
| 13 | COUNTRY | VARCHAR2(60) | Y | Y | COUNTRY | COUNTRY | Country |
| 14 | POSTAL\_CODE | VARCHAR2(30) | N | N | POSTAL\_CODE | POSTAL\_CODE | Postal code. |
| 15 | REGION\_1 | VARCHAR2(120) | N | N | REGION\_1 | REGION\_1 | County (US, UK); Province (CA). |
| 16 | REGION\_2 | VARCHAR2(120) | N | N | REGION\_2 | REGION\_2 | State (US); Province of work (CA) |
| 17 | REGION\_3 | VARCHAR2(120) | N | N | REGION\_3 | REGION\_3 | Additional address segment - not used by seeded address structures. |
| 18 | HIERARCHY\_ID | NUMBER (18) | Y | Y | HIERARCHY\_ID | HIERARCHY\_ID | The application generated surrogate ID to uniquely identify the geography hierarchy tree. Not available when creating new records. |
| 19 | NAME | VARCHAR2(240) | Y | Y | NAME | NAME | The name to uniquely identify the geography hierarchy tree. |
| 20 | START\_DATE | TIMESTAMP |  |  | START\_DATE | START\_DATE | The start date when the geography hierarchy becomes active. The start date is not required if StartOnActivationFlag is set to Y. If StartOnActivationFlag is set to N and the status is active, the start date is required and must be after the current date. |
| 21 | STATUS\_CODE | VARCHAR2(30) | Y | Y | STATUS\_CODE | STATUS\_CODE | The status of the geography hierarchy tree, such as active, or draft. |
| 22 | START\_ON\_ACTIVATION\_FLAG | VARCHAR2(30) | N | N | START\_ON\_ACTIVATION\_FLAG | START\_ON\_ACTIVATION\_FLAG | Indicates whether the start date should be set to the system date on activation. Defaults to N if not supplied. |
| 23 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 24 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 25 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system 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 |  |
| 37 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 38 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 39 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 40 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 41 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 42 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 43 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 44 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 45 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 46 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Prospect

Data File Name: XXMX\_IREC\_PROSPECT.dat

Staging table: XXMX\_HCM\_IREC\_PROSPECT\_STG

Transform Table: XXMX\_HCM\_IREC\_PROSPECT\_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: Prospect

| 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) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | N | N | OBJECTNAME | OBJECTNAME | Hardcode- Prospect |
| 9 | ADDED\_BY\_PERSON\_ID | NUMBER (18) | N | N | ADDED\_BY\_PERSON\_ID | ADDED\_BY\_PERSON\_ID | A unique reference to the person who added this prospect. |
| 10 | CANDIDATE\_PERSON\_ID | NUMBER (18) | N | N | CANDIDATE\_PERSON\_ID | CANDIDATE\_PERSON\_ID | A unique reference to the candidate who is being added as a prospect. |
| 11 | CONTEXT\_TYPE\_CODE | VARCHAR2(30) | Y | Y | CONTEXT\_TYPE\_CODE | CONTEXT\_TYPE\_CODE | Specifies from where the prospect originates. |
| 12 | PROSPECT\_ID | NUMBER (18) | N | N | PROSPECT\_ID | PROSPECT\_ID | The surrogate ID for the prospect record. Only available when updating existing records. |
| 13 | PROSPECT\_STATUS\_CODE | VARCHAR2(30) | N | N | PROSPECT\_STATUS\_CODE | PROSPECT\_STATUS\_CODE | The status of the prospect. |
| 14 | REQUISITION\_ID | NUMBER (18) | N | N | REQUISITION\_ID | REQUISITION\_ID |  |
| 15 | REQUISITION\_NUMBER | VARCHAR2(240) | Y | Y | REQUISITION\_NUMBER | REQUISITION\_NUMBER | The number to uniquely identify the requisition to which the prospect is added. |
| 16 | CANDIDATE\_NUMBER | VARCHAR2(30) | Y | Y | CANDIDATE\_NUMBER | CANDIDATE\_NUMBER | The number to uniquely identify the candidate who is added as a prospect. |
| 17 | INACTIVATE\_FLAG | VARCHAR2(30) | N | N | INACTIVATE\_FLAG | INACTIVATE\_FLAG |  |
| 18 | ADDED\_FROM\_REQUISITION\_NUMBER | VARCHAR2(240) | N | N | ADDED\_FROM\_REQUISITION\_NUMBER | ADDED\_FROM\_REQUISITION\_NUMBER | The number to uniquely identify the requisition from which the prospect is added. |
| 19 | ADDED\_FROM\_REQUISITION\_ID | NUMBER (18) | N | N | ADDED\_FROM\_REQUISITION\_ID | ADDED\_FROM\_REQUISITION\_ID | A unique reference to the job requisition from which the prospect is added. |
| 20 | ADDED\_FROM\_POOL\_NAME | VARCHAR2(240) | N | N | ADDED\_FROM\_POOL\_NAME | ADDED\_FROM\_POOL\_NAME | The name of the candidate pool from which the prospect is added. |
| 21 | ADDED\_FROM\_POOL\_STATUS | VARCHAR2(30) | N | N | ADDED\_FROM\_POOL\_STATUS | ADDED\_FROM\_POOL\_STATUS | The status of the candidate pool from which the prospect is added. |
| 22 | ADDED\_FROM\_POOL\_ID | NUMBER (18) | N | N | ADDED\_FROM\_POOL\_ID | ADDED\_FROM\_POOL\_ID | A unique reference to the candidate pool from which the prospect is added. |
| 23 | SEND\_INVITE\_FLAG | VARCHAR2(30) | N | N | SEND\_INVITE\_FLAG | SEND\_INVITE\_FLAG | Specify 'Y' to send an email to invite the prospect. |
| 24 | ADDED\_BY\_PERSON\_NUMBER | VARCHAR2(30) | N | N | ADDED\_BY\_PERSON\_NUMBER | ADDED\_BY\_PERSON\_NUMBER | The number to uniquely identify the person who added this prospect. |
| 25 | SOURCE | VARCHAR2(30) | N | N | SOURCE | SOURCE | The source from which the prospect was identified or added, such as Facebook, Linked In and so on. |
| 26 | SOURCE\_MEDIUM | VARCHAR2(30) | N | N | SOURCE\_MEDIUM | SOURCE\_MEDIUM | The source medium that was employed in sourcing the prospect, such as direct source, intelligent matching and so on. |
| 27 | GUID | VARCHAR2(32) | N | N | GUID | GUID | The globally unique ID. Only available to reference existing records, it cannot be supplied for new records. |
| 28 | SOURCE\_SYSTEM\_ID | VARCHAR2(2000) | N | N | SOURCE\_SYSTEM\_ID | SOURCE\_SYSTEM\_ID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 29 | SOURCE\_SYSTEM\_OWNER | VARCHAR2(256) | N | N | SOURCE\_SYSTEM\_OWNER | SOURCE\_SYSTEM\_OWNER | The name of the source system used to generate the source system ID. |
| 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 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 42 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 43 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 44 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 45 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 46 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 47 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 48 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 49 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 50 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

# 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 Recruitment

|  |  |
| --- | --- |
| 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: Candidate

| 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 | IRC\_CANDIDATES | PERSON\_ID | Number (18) | Y | Candidate.dat | PersonID | NUMBER (18) |  |  |  |
| 2 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 3 | IRC\_CANDIDATES | OBJECT\_STATUS | VARCHAR2(40) |  |  | ObjectStatus | VARCHAR2(30) |  |  |  |
| 4 | IRC\_CANDIDATES | PREF\_PHONE\_CNT\_TYPE\_CODE | VARCHAR2(30) |  |  | PrefPhoneCntTypeCode | VARCHAR2(30) |  |  |  |
| 5 | IRC\_CANDIDATES | AVAILABILITY\_DATE | DATE |  |  | AvailabilityDate | DATE |  |  |  |
| 6 | IRC\_CANDIDATES | SEARCH\_DATE | DATE |  |  | SearchDate | DATE |  |  |  |
| 7 | IRC\_CANDIDATES | CAND\_LAST\_MODIFIED\_DATE | DATE |  |  | CandLastModifiedDate | DATE |  |  |  |
| 8 | IRC\_CANDIDATES | ADDED\_BY\_FLOW\_CODE | VARCHAR2(30) |  |  | AddedByFlowCode | VARCHAR2(30) |  |  |  |
| 9 | IRC\_CANDIDATES | CONFIRMED\_FLAG | VARCHAR2(1) |  |  | ConfirmFlag | VARCHAR2(1) |  |  |  |
| 10 | IRC\_CANDIDATES | VISIBLE\_TO\_CANDIDATE\_FLAG | VARCHAR2(1) |  |  | VisibleToCandidateFlag | VARCHAR2(1) |  |  |  |
| 11 | PER\_ALL\_PEOPLE\_F | START\_DATE | DATE | Y |  | StartDate | DATE |  |  |  |
| 12 | PER\_PERSONS | DATE\_OF\_BIRTH | DATE |  |  | DateOfBirth | DATE |  |  |  |
| 13 | PER\_PERSONS | DATE\_OF\_DEATH | DATE |  |  | DateOfDeath | DATE |  |  |  |
| 14 | PER\_PERSONS | COUNTRY\_OF\_BIRTH | VARCHAR2(240) |  |  | CountryOfBirth | VARCHAR2(240) |  |  |  |
| 15 | PER\_PERSONS | REGION\_OF\_BIRTH | VARCHAR2(240) |  |  | RegionOfBirth | VARCHAR2(240) |  |  |  |
| 16 | PER\_PERSONS | TOWN\_OF\_BIRTH | VARCHAR2(240) |  |  | TownOfBirth | VARCHAR2(240) |  |  |  |
| 17 | IRC\_CANDIDATES | OPT\_IN\_MKT\_EMAILS\_FLAG | VARCHAR2(1) |  |  | OptInMktEmailsFlag | DATE |  |  |  |
| 18 | IRC\_CANDIDATES | OPT\_IN\_MKT\_EMAILS\_DATE | TIMESTAMP |  |  | OptInMktEmailsDate | VARCHAR2(30) |  |  |  |
| 19 | IRC\_CANDIDATES | CAND\_PREF\_LANGUAGE\_CODE | VARCHAR2(4) | Y |  | CandPrefLanguageCode | VARCHAR2(4) |  |  |  |
| 20 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR (30) |  |  | PoolOwnerPersonNumber | VARCHAR2(30) |  |  |  |
| 21 | PER\_ALL\_PEOPLE\_F | PERSON\_ID | NUMBER (18) |  |  | PoolOwnerPersonID | NUMBER (18) |  |  |  |
| 22 | IRC\_CANDIDATES | PHONE\_VERIFIED\_FLAG | VARCHAR2(1) |  |  | PhoneVerifiedFlag | VARCHAR2(30) | YES |  |  |

## Business Object: Candidate Profile

| 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 | HRT\_PROFILE\_ITEMS | PROFILE\_ITEM\_ID | Number (18) | Y | Candidate.dat | ProfileItemId | NUMBER (18) |  |  |  |
| 2 | HRT\_PROFILE\_ITEMS | CONTENT\_ITEM\_ID | Number (18) |  |  | ContentItemID | NUMBER (18) |  |  |  |
| 3 | HRT\_PROFILE\_ITEMS | CONTENT\_TYPE\_ID | Number (18) | Y |  | ContentTypeID | NUMBER (18) |  |  |  |
| 4 | HRT\_PROFILE\_ITEMS | COUNTRY\_ID | Number (18) |  |  | CountryID | NUMBER (18) |  |  |  |
| 5 | HRT\_PROFILE\_ITEMS | DATE\_FROM | DATE | Y |  | DateFrom | DATE |  |  |  |
| 6 | HRT\_PROFILE\_ITEMS | DATE\_TO | DATE |  |  | DateTo | DATE |  |  |  |
| 7 | HRT\_PROFILE\_ITEMS | IMPORTANCE | Number (18) |  |  | Importance | NUMBER (18) |  |  |  |
| 8 | HRT\_PROFILE\_ITEMS | INTEREST\_LEVEL | VARCHAR2(30) |  |  | InterestLevel | VARCHAR2(30) |  |  |  |
| 9 | HRT\_PROFILE\_ITEMS | MANDATORY | VARCHAR2(30) |  |  | Mandatory | VARCHAR2(30) |  |  |  |
| 10 | HRT\_PROFILE\_ITEMS | SOURCE\_TYPE | VARCHAR2(30) |  |  | SourceType | VARCHAR2(30) |  |  |  |
| 11 | HRT\_PROFILE\_ITEMS | STATE\_PROVINCE\_ID | Number (18) |  |  | StateProvinceID | NUMBER (18) |  |  |  |
| 12 | HRT\_PROFILE\_ITEMS | COUNTRY\_CODE | VARCHAR2(30) |  |  | CountryCountryCode | VARCHAR2(30) |  |  |  |
| 13 | HRT\_PROFILE\_ITEMS | SECTION\_ID | Number (18) |  |  | SectionID | NUMBER (18) |  |  |  |
| 14 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) | Y |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 15 | IRC\_CANDIDATES | PERSON\_ID | NUMBER (18) | Y |  | PersonId | NUMBER (255) |  |  |  |
| 16 | HRT\_PROFILE\_TYP\_SECTIONS | SECTION\_CONTEXT | VARCHAR2(300) |  |  | SectionContext | VARCHAR2(300) |  |  |  |
| 17 | HRT\_CONTENT\_TYPES\_TL | CONTENT\_TYPE\_NAME | VARCHAR2(240) |  |  | ContentType | VARCHAR2(240) |  |  |  |
| 18 | HRT\_CONTENT\_TYPES\_B | CONTENT\_ITEM\_CODE | VARCHAR2(30) | Y |  | ContentItem | VARCHAR2(700) |  |  |  |

## Business Object: Candidate 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\_PERSON\_ADDR\_USAGES\_F | PERSON\_ADDR\_USAGE\_ID | Number (18) | Y | Candidate.dat | PersonaAddrUsageId | Number (18) |  |  |  |
| 2 | PER\_PERSON\_ADDR\_USAGES\_F | EFFECTIVE\_START\_DATE | DATE | Y |  | EffectiveStartDate | DATE |  |  |  |
| 3 | PER\_PERSON\_ADDR\_USAGES\_F | EFFECTIVE\_END\_DATE | DATE |  |  | EffectiveEndDate | DATE |  |  |  |
| 4 | PER\_PERSON\_ADDR\_USAGES\_F | PERSON\_ID | Number (18) | Y |  | PersonId | Number (18) |  |  |  |
| 5 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 6 | PER\_PERSON\_ADDR\_USAGES\_F | ADDRESS\_TYPE | VARCHAR2(30) | Y |  | AddressType | VARCHAR2(30) |  |  |  |
| 7 | PER\_ADDRESSES\_F | ADDRESS\_LINE1 | VARCHAR2(240) |  |  | AddressLine1 | VARCHAR2(240) |  |  |  |
| 8 | PER\_ADDRESSES\_F | ADDRESS\_LINE2 | VARCHAR2(240) |  |  | AddressLine2 | VARCHAR2(240) |  |  |  |
| 9 | PER\_ADDRESSES\_F | ADDRESS\_LINE3 | VARCHAR2(240) |  |  | AddressLine3 | VARCHAR2(240) |  |  |  |
| 10 | PER\_ADDRESSES\_F | ADDRESS\_LINE4 | VARCHAR2(240) |  |  | AddressLine4 | VARCHAR2(240) |  |  |  |
| 11 | PER\_ADDRESSES\_F | TOWN\_OR\_CITY | VARCHAR2(30) |  |  | TownOrCity | VARCHAR2(30) |  |  |  |
| 12 | PER\_ADDRESSES\_F | REGION\_1 | VARCHAR2(120) |  |  | Region1 | VARCHAR2(120) |  |  |  |
| 13 | PER\_ADDRESSES\_F | REGION\_2 | VARCHAR2(120) |  |  | Region2 | VARCHAR2(120) |  |  |  |
| 14 | PER\_ADDRESSES\_F | REGION\_3 | VARCHAR2(120) |  |  | Region3 | VARCHAR2(120) |  |  |  |
| 15 | PER\_ADDRESSES\_F | COUNTRY | VARCHAR2(60) | Y |  | Country | VARCHAR2(60) |  |  |  |
| 16 | PER\_ADDRESSES\_F | POSTAL\_CODE | VARCHAR2(30) |  |  | PostalCode | VARCHAR2(30) |  |  |  |
| 17 | PER\_ADDRESSES\_F | LONG\_POSTAL\_CODE | VARCHAR2(30) |  |  | LongPostalCode | VARCHAR2(30) |  |  |  |
| 18 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_CATEGORY | VARCHAR2(30) |  |  | AttributeCategory | VARCHAR2(30) |  |  |  |
| 19 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE1 | VARCHAR2(150) |  |  | Attribute1 | VARCHAR2(150) |  |  |  |
| 20 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE2 | VARCHAR2(150) |  |  | Attribute2 | VARCHAR2(150) |  |  |  |
| 21 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE3 | VARCHAR2(150) |  |  | Attribute3 | VARCHAR2(150) |  |  |  |
| 22 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE4 | VARCHAR2(150) |  |  | Attribute4 | VARCHAR2(150) |  |  |  |
| 23 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE5 | VARCHAR2(150) |  |  | Attribute5 | VARCHAR2(150) |  |  |  |
| 24 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE6 | VARCHAR2(150) |  |  | Attribute6 | VARCHAR2(150) |  |  |  |
| 25 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE7 | VARCHAR2(150) |  |  | Attribute7 | VARCHAR2(150) |  |  |  |
| 26 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE8 | VARCHAR2(150) |  |  | Attribute8 | VARCHAR2(150) |  |  |  |
| 27 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE9 | VARCHAR2(150) |  |  | Attribute9 | VARCHAR2(150) |  |  |  |
| 28 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE10 | VARCHAR2(150) |  |  | Attribute10 | VARCHAR2(150) |  |  |  |
| 29 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_NUMBER1 | Number |  |  | AttributeNumber1 | Number |  |  |  |
| 30 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_NUMBER2 | Number |  |  | AttributeNumber2 | Number |  |  |  |
| 31 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_NUMBER3 | Number |  |  | AttributeNumber3 | Number |  |  |  |
| 32 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_NUMBER4 | Number |  |  | AttributeNumber4 | Number |  |  |  |
| 33 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_NUMBER5 | Number |  |  | AttributeNumber5 | Number |  |  |  |
| 34 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_DATE1 | DATE |  |  | AttributeDate1 | DATE |  |  |  |
| 35 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_DATE2 | DATE |  |  | AttributeDate2 | DATE |  |  |  |
| 36 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_DATE3 | DATE |  |  | AttributeDate3 | DATE |  |  |  |
| 37 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_DATE4 | DATE |  |  | AttributeDate4 | DATE |  |  |  |
| 38 | PER\_PERSON\_ADDR\_USAGES\_F | ATTRIBUTE\_DATE5 | DATE |  |  | AttributeDate5 | DATE |  |  |  |
| 39 | PER\_ADDRESSES | COUNTRY | VARCHAR2(60) |  |  | CountryCode | VARCHAR2(60) |  |  |  |

## Business Object: Candidate 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\_EMAIL\_ADDRESSES | EMAIL\_ADDRESS\_ID | NUMBER (18) | Y | Candidate.dat | EmailAddressId | NUMBER (18) |  |  |  |
| 2 | PER\_EMAIL\_ADDRESSES | PERSON\_ID | NUMBER (18) | Y |  | PersonId | NUMBER (18) |  |  |  |
| 3 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 4 | PER\_EMAIL\_ADDRESSES | EMAIL\_TYPE | VARCHAR2(30) |  |  | EmailType | VARCHAR2(30) | WORK EMAIL |  |  |
| 5 | PER\_EMAIL\_ADDRESSES | EMAIL\_ADDRESS | VARCHAR2(240) | Y |  | EmailAddress | VARCHAR2(240) |  |  |  |
| 6 | PER\_EMAIL\_ADDRESSES | DATE\_FROM | DATE | Y |  | DateFrom | DATE |  |  |  |
| 7 | PER\_EMAIL\_ADDRESSES | DATE\_TO | DATE |  |  | DateTo | DATE |  |  |  |
| 8 |  |  |  |  |  | PrimaryEmailFlag | VARCHAR2(30) |  | Column is only needed while HDL load. |  |

## Business Object: Candidate 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 | PERSON\_NAME\_ID | NUMBER (18) | Y | Candidate.dat | PersonNameId | NUMBER (18) |  |  |  |
| 2 | PER\_PERSON\_NAMES\_F | EFFECTIVE\_START\_DATE | DATE | Y |  | EffectiveStartDate | DATE |  |  |  |
| 3 | PER\_PERSON\_NAMES\_F | EFFECTIVE\_END\_DATE | DATE |  |  | EffectiveEndDate | DATE |  |  |  |
| 4 | PER\_PERSON\_NAMES\_F | PERSON\_ID | NUMBER (18) | Y |  | PersonId | NUMBER (18) |  |  |  |
| 5 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 6 | PER\_PERSON\_NAMES\_F | NAME\_TYPE | VARCHAR2(30) | Y |  | NameType | VARCHAR2(30) | GLOBAL |  |  |
| 7 | PER\_PERSON\_NAMES\_F | LEGISLATION\_CODE | VARCHAR2(4) |  |  | LegislationCode | VARCHAR2(4) |  |  |  |
| 8 | PER\_PERSON\_NAMES\_F | CHAR\_SET\_CONTEXT | VARCHAR2(4) |  |  | CharSetContext | VARCHAR2(4) |  |  |  |
| 9 | PER\_PERSON\_NAMES\_F | FIRST\_NAME | VARCHAR2(150) |  |  | FirstName | VARCHAR2(150) |  |  |  |
| 10 | PER\_PERSON\_NAMES\_F | LAST\_NAME | VARCHAR2(150) | Y |  | LastName | VARCHAR2(150) |  |  |  |
| 11 | PER\_PERSON\_NAMES\_F | MIDDLE\_NAMES | VARCHAR2(80) |  |  | MiddleNames | VARCHAR2(80) |  |  |  |
| 12 | PER\_PERSON\_NAMES\_F | SUFFIX | VARCHAR2(80) |  |  | Suffix | VARCHAR2(80) |  |  |  |
| 13 | PER\_PERSON\_NAMES\_F | HONORS | VARCHAR2(80) |  |  | Honors | VARCHAR2(80) |  |  |  |
| 14 | PER\_PERSON\_NAMES\_F | KNOWN\_AS | VARCHAR2(80) |  |  | KnownAs | VARCHAR2(80) |  |  |  |
| 15 | PER\_PERSON\_NAMES\_F | PRE\_NAME\_ADJUNCT | VARCHAR2(150) |  |  | PreNameaAdjunct | VARCHAR2(150) |  |  |  |
| 16 | PER\_PERSON\_NAMES\_F | MILITARY\_RANK | VARCHAR2(80) |  |  | MilitaryRank | VARCHAR2(80) |  |  |  |
| 17 | PER\_PERSON\_NAMES\_F | PREVIOUS\_LAST\_NAME | VARCHAR2(150) |  |  | PreviousLastName | VARCHAR2(150) |  |  |  |
| 18 | PER\_PERSON\_NAMES\_F | TITLE | VARCHAR2(30) |  |  | Title | VARCHAR2(30) |  |  |  |

## Business Object: Candidate 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\_PHONES | PHONE\_ID | NUMBER (18) | Y | Candidate.dat | PhoneId | NUMBER (18) |  |  |  |
| 2 | PER\_PHONES | PERSON\_ID | NUMBER (18) | Y |  | PersonId | NUMBER (18) |  |  |  |
| 3 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 4 | PER\_PHONES | DATE\_FROM | DATE | Y |  | DateFrom | DATE |  |  |  |
| 5 | PER\_PHONES | DATE\_TO | DATE |  |  | DateTo | DATE |  |  |  |
| 6 | PER\_PHONES | PHONE\_NUMBER | VARCHAR2(60) | Y |  | PhoneNumber | VARCHAR2(60) |  |  |  |
| 7 | PER\_PHONES | PHONE\_TYPE | VARCHAR2(30) |  |  | PhoneType | VARCHAR2(30) |  |  |  |
| 8 | PER\_PHONES | COUNTRY\_CODE\_NUMBER | VARCHAR2(30) |  |  | CountryCodeNumber | VARCHAR2(30) |  |  |  |
| 9 | PER\_PHONES | AREA\_CODE | VARCHAR2(30) |  |  | AreaCode | VARCHAR2(30) |  |  |  |
| 10 | PER\_PHONES | EXTENSION | VARCHAR2(60) |  |  | Extension | VARCHAR2(60) |  |  |  |
| 11 | PER\_PHONES | LEGISLATION\_CODE | VARCHAR2(4) |  |  | LegislationCode | VARCHAR2(4) |  |  |  |
| 12 | PER\_PHONES | SPEED\_DIAL\_NUMBER | VARCHAR2(60) |  |  | SpeedDialNumber | VARCHAR2(60) |  |  |  |
| 13 | PER\_PHONES | VALIDITY | VARCHAR2(30) |  |  | Validity | VARCHAR2(30) |  |  |  |

## Business Object: Attachment

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | HR\_DOCUMENTS\_OF\_RECORD | DOCUMENTS\_OF\_RECORD\_ID | NUMBER (18) |  | Candidate.dat | AttachedDocumentId | NUMBER (18) |  |  |  |
| 2 | HR\_DOCUMENTS\_OF\_RECORD | DOCUMENT\_NAME | VARCHAR2(80) |  |  | Title | VARCHAR2(80) |  |  |  |
| 3 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 4 | HR\_DOCUMENTS\_OF\_RECORD | PERSON\_ID | NUMBER (18) |  |  | PersonId | NUMBER (18) |  |  |  |
| 5 | HR\_DOCUMENT\_TYPES\_B | CATEGORY\_CODE | VARCHAR2(30) |  |  | Category | VARCHAR2(80) |  |  |  |
| 6 | HRC\_DL\_DATA\_SETS | DATA\_SET\_NAME | VARCHAR2(200) |  |  | DataTypeCode | VARCHAR2(80) |  |  |  |
| 7 | HRC\_DL\_FILE\_BLOBS | LOB\_FILE\_NAME | VARCHAR2(300) |  |  | UrlOrFilename | VARCHAR2(200) |  |  |  |

## Business Object: Job Requisition

| 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 | IRC\_REQUISITIONS\_B | REQUISITION\_ID | NUMBER (18) | Y |  | RequisitionID | NUMBER (18) |  |  |  |
| 2 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | RequisitionNumber | VARCHAR2(240) |  |  |  |
| 3 | IRC\_REQUISITIONS\_B | RECRUITING\_TYPE\_CODE | VARCHAR2(30) |  |  | RecruitingType | VARCHAR2(30) |  |  |  |
| 4 | IRC\_REQUISITIONS\_B | JOB\_ID | NUMBER (18) |  |  | JobID | NUMBER (18) |  |  |  |
| 5 | IRC\_REQUISITIONS\_B | UNLIMITED\_HIRE\_FLAG | VARCHAR2(5) |  |  | UnlimitedOpeningsFlag | VARCHAR2(5) |  |  |  |
| 6 | IRC\_REQUISITIONS\_TL | TITLE | VARCHAR2(250) | Y |  | RequisitionTitle | VARCHAR2(250) |  |  |  |
| 7 | IRC\_REQUISITIONS\_TL | INTERNAL\_SHORT\_DESC | VARCHAR2(240) |  |  | InternalRequisitionTitle | VARCHAR2(240) |  |  |  |
| 8 | IRC\_REQUISITIONS\_B | HIRING\_MANAGER\_ID | NUMBER (18) | Y |  | HiringManagerID | NUMBER (18) |  |  |  |
| 9 | IRC\_REQUISITIONS\_TL | RECRUITER\_ID | NUMBER (18) |  |  | RecruiterID | NUMBER (18) |  |  |  |
| 10 | IRC\_REQUISITIONS\_B | LOCATION\_ID | NUMBER (18) |  |  | PrimaryWorkLocationID | NUMBER (18) |  |  |  |
| 11 | IRC\_REQUISITIONS\_B | GRADE\_ID | NUMBER (18) |  |  | GradeID | NUMBER (18) |  |  |  |
| 12 | IRC\_REQUISITIONS\_B | ORGANIZATION\_ID | NUMBER (18) |  |  | OrganizationID | NUMBER (18) |  |  |  |
| 13 | IRC\_REQUISITIONS\_B | JOB\_FAMILY\_ID | NUMBER (18) |  |  | JobFamilyID | NUMBER (18) |  |  |  |
| 14 | IRC\_REQUISITIONS\_B | JOB\_FUNCTION\_CODE | VARCHAR2(30) |  |  | JobFunction | VARCHAR2(30) |  |  |  |
| 15 | IRC\_REQUISITIONS\_B | LEGAL\_EMPLOYER\_ID | NUMBER (18) |  |  | LegalEmployerID | NUMBER (18) |  |  |  |
| 16 | IRC\_REQUISITIONS\_B | BUSINESS\_UNIT\_ID | NUMBER (18) |  |  | BusinessUnitID | NUMBER (18) |  |  |  |
| 17 | IRC\_REQUISITIONS\_B | DEPARTMENT\_ID | NUMBER (18) |  |  | DepartmentID | NUMBER (18) |  |  |  |
| 18 | IRC\_REQUISITIONS\_B | SOURCING\_BUDGET | NUMBER |  |  | SourcingBudget | NUMBER |  |  |  |
| 19 | IRC\_REQUISITIONS\_B | TRAVEL\_BUDGET | NUMBER |  |  | TravelBudget | NUMBER |  |  |  |
| 20 | IRC\_REQUISITIONS\_B | RELOCATION\_BUDGET | NUMBER |  |  | RelocationBudget | NUMBER |  |  |  |
| 21 | IRC\_REQUISITIONS\_B | EMPLOYEE\_REFERRAL\_BONUS | NUMBER |  |  | EmployeeReferralBonus | NUMBER |  |  |  |
| 22 | IRC\_REQUISITIONS\_B | BUDGET\_CURRENCY\_CODE | VARCHAR2(30) |  |  | BudgetCurrency | VARCHAR2(30) |  |  |  |
| 23 | IRC\_REQUISITIONS\_B | MAXIMUM\_SALARY | NUMBER |  |  | MaximumSalary | NUMBER |  |  |  |
| 24 | IRC\_REQUISITIONS\_B | MINIMUM\_SALARY | NUMBER |  |  | MinimumSalary | NUMBER |  |  |  |
| 25 | IRC\_REQUISITIONS\_B | SALARY\_FREQUENCY\_CODE | VARCHAR2(30) |  |  | PayFrequency | VARCHAR2(30) |  |  |  |
| 26 | IRC\_REQUISITIONS\_B | SALARY\_CURRENCY\_CODE | VARCHAR2(30) |  |  | SalaryCurrency | VARCHAR2(30) |  |  |  |
| 27 | IRC\_REQUISITIONS\_B | WORKER\_TYPE\_CODE | VARCHAR2(30) |  |  | WorkerType | VARCHAR2(30) |  |  |  |
| 28 | IRC\_REQUISITIONS\_B | REGULAR\_TEMPORARY | VARCHAR2(30) |  |  | RegularOrTemporary | VARCHAR2(30) | REGULAR |  |  |
| 29 | IRC\_REQUISITIONS\_B | MANAGER\_LEVEL | VARCHAR2(30) |  |  | ManagementLevel | VARCHAR2(30) |  |  |  |
| 30 | IRC\_REQUISITIONS\_B | FULL\_PART\_TIME | VARCHAR2(30) |  |  | FullTimeOrPartTime | VARCHAR2(30) | FULL TIME |  |  |
| 31 | IRC\_REQUISITIONS\_B | JOB\_SHIFT\_CODE | VARCHAR2(30) |  |  | JobShift | VARCHAR2(30) |  |  |  |
| 32 | IRC\_REQUISITIONS\_B | JOB\_TYPE\_CODE | VARCHAR2(30) |  |  | JobSype | VARCHAR2(30) |  |  |  |
| 33 | IRC\_REQUISITIONS\_B | STUDY\_LEVEL\_CODE | VARCHAR2(30) |  |  | EducationLevel | VARCHAR2(30) |  |  |  |
| 34 | IRC\_REQUISITIONS\_B | EXT\_CONTACT\_NAME | VARCHAR2(240) |  |  | ContactNameExternal | VARCHAR2(240) |  |  |  |
| 35 | IRC\_REQUISITIONS\_B | EXT\_CONTACT\_EMAIL | VARCHAR2(240) |  |  | ContactEmailExternal | VARCHAR2(240) |  |  |  |
| 36 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | CLOB |  |  | ExternalShortDescription | CLOB |  |  |  |
| 37 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | CLOB |  |  | ExternalDescription | CLOB |  |  |  |
| 38 | IRC\_REQUISITIONS\_B | EXT\_EMPLOYER\_DESC\_ID | NUMBER (18) |  |  | ExternalEmployerDescriptionID | NUMBER (18) |  |  |  |
| 39 | IRC\_REQUISITIONS\_B | EXT\_ORGANIZATION\_DESC\_ID | NUMBER (18) |  |  | ExternalOrganizationDescriptionID | NUMBER (18) |  |  |  |
| 40 | IRC\_REQUISITIONS\_B | INT\_CONTACT\_NAME | VARCHAR2(240) |  |  | ContactNameInternal | VARCHAR2(240) |  |  |  |
| 41 | IRC\_REQUISITIONS\_B | INT\_CONTACT\_EMAIL | VARCHAR2(240) |  |  | ContactEmailInternal | VARCHAR2(240) |  |  |  |
| 42 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | CLOB |  |  | InternalShortDescription | CLOB |  |  |  |
| 43 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | CLOB |  |  | InternalDescription | CLOB |  |  |  |
| 44 | IRC\_DESCRIPTIONS\_B | INT\_EMPLOYER\_DESC\_ID | NUMBER (18) |  |  | InternalEmployerDescriptionID | NUMBER (18) |  |  |  |
| 45 | IRC\_DESCRIPTIONS\_B | INT\_ORGANIZATION\_DESC\_ID | NUMBER (18) |  |  | InternalOrganizationDescriptionID | NUMBER (18) |  |  |  |
| 46 | IRC\_REQUISITIONS\_B | DISPLAY\_IN\_ORG\_CHART\_FLAG | VARCHAR2(1) |  |  | DisplayinOrgchartFlag | VARCHAR2(1) | N |  |  |
| 47 | IRC\_REQUISITIONS\_B | CURRENT\_PHASE\_ID | NUMBER (18) |  |  | CurrentphaseID | NUMBER (18) |  |  |  |
| 48 | IRC\_REQUISITIONS\_B | CURRENT\_STATE\_ID | NUMBER (18) |  |  | CurrentstateID | NUMBER (18) |  |  |  |
| 49 | IRC\_REQUISITIONS\_B | COMMENTS | CLOB |  |  | Comments | CLOB |  |  |  |
| 50 | PER\_JOBS\_F | JOB\_CODE | VARCHAR2(30) |  |  | JobCode | VARCHAR2(30) |  |  |  |
| 51 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | NUMBER (30) |  |  | HiringManagerPersonNumber | NUMBER (30) |  |  |  |
| 52 | PER\_ALL\_ASSIGNMENTS\_M | ASSIGNMENT\_NUMBER | NUMBER (30) |  |  | HiringManagerAssignmentNumber | NUMBER (30) |  |  |  |
| 53 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | NUMBER (30) |  |  | RecruiterPersonNumber | NUMBER (30) |  |  |  |
| 54 | PER\_ALL\_ASSIGNMENTS\_M | ASSIGNMENT\_NUMBER | VARCHAR2(30) |  |  | RecruiterAssignmentNumber | VARCHAR2(30) |  |  |  |
| 55 | PER\_LOCATION\_DETAILS\_F\_TL | LOCATION\_CODE | VARCHAR2(360) |  |  | PrimaryLocationName | VARCHAR2(360) |  |  |  |
| 56 | PER\_GRADES\_F | GRADE\_CODE | VARCHAR2(30) |  |  | GradeCode | VARCHAR2(30) |  |  |  |
| 57 | HR\_ALL\_ORGANIZATION\_UNITS\_F | ORGANIZATION\_CODE | VARCHAR2(60) |  |  | OrganizationCode | VARCHAR2(60) |  |  |  |
| 58 | PER\_JOB\_FAMILY\_F\_TL | JOB\_FAMILY\_NAME | VARCHAR2(240) |  |  | JobFamilyName | VARCHAR2(240) |  |  |  |
| 59 |  | LEGAL\_EMPLOYER\_NAME | VARCHAR2(240) |  |  | LegalEmployerName | VARCHAR2(240) |  |  |  |
| 60 |  | BUSINESS\_UNIT\_SHORT\_CODE | VARCHAR2(150) |  |  | BusinessUnitShortCode | VARCHAR2(150) |  |  |  |
| 61 | HR\_ORGANIZATION\_UNITS\_F\_TL | NAME | VARCHAR2(240) |  |  | DepartmentName | VARCHAR2(240) |  |  |  |
| 62 | IRC\_PHASES\_B | CODE | VARCHAR2(30) |  |  | CurrentPhaseCode | VARCHAR2(30) |  |  |  |
| 63 | IRC\_PHASES\_B | CODE | VARCHAR2(30) |  |  | CurrentStateCode | VARCHAR2(30) |  |  |  |
| 64 | PER\_LOCATIONS | INTERNAL\_LOCATION\_CODE | VARCHAR2(150) |  |  | PrimaryWorkLocationCode | VARCHAR2(150) |  |  |  |
| 65 | FND\_CURRENCIES\_TL | NAME | VARCHAR2(80) |  |  | BudgetCurrencyName | VARCHAR2(80) |  |  |  |
| 66 | FND\_CURRENCIES\_TL | NAME | VARCHAR2(80) |  |  | SalaryCurrencyName | VARCHAR2(80) |  |  |  |
| 67 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | VARCHAR2(30) |  |  | ExternalEmployerDescriptionCode | VARCHAR2(30) |  |  |  |
| 68 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | VARCHAR2(30) |  |  | ExternalOrganizationDescriptionCode | VARCHAR2(30) |  |  |  |
| 69 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | VARCHAR2(30) |  |  | InternalEmployerDescriptionCode | VARCHAR2(30) |  |  |  |
| 70 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | VARCHAR2(30) |  |  | InternalOrganizationDescriptionCode | VARCHAR2(30) |  |  |  |
| 71 | IRC\_REQUISITIONS\_B | SUBS\_PROCESS\_TEMPLATE\_ID | NUMBER (18) |  |  | SubmissionsProcessTemplateID | NUMBER (18) |  |  |  |
| 72 | HR\_ORGANIZATION\_UNITS\_F\_TL | NAME | VARCHAR2(4000) |  |  | OrganizationName | VARCHAR2(4000) |  |  |  |
| 73 | HR\_ORGANIZATION\_UNITS\_F\_TL | CLASSIFICATION\_CODE | VARCHAR2(40) |  |  | ClassificationCode | VARCHAR2(40) |  |  |  |
| 74 | IRC\_REQUISITIONS\_B | LOCATION\_ID | NUMBER (18) |  |  | PrimaryLocationID | NUMBER (18) |  |  |  |
| 75 | IRC\_REQUISITIONS\_TL | BASE\_LANGUAGE\_CODE-LANGUAGE | VARCHAR2(30) | Y |  | BaseLanguageCode | VARCHAR2(30) | US |  |  |
| 76 | PER\_JOB\_FAMILY\_F | JOB\_FAMILY\_CODE | VARCHAR2(240) |  |  | JobfamilyCode | VARCHAR2(240) |  |  |  |
| 77 | IRC\_REQUISITIONS\_B | EXTERNAL\_APPLY\_FLOW\_ID | NUMBER (18) |  |  | ExternalApplyFlowID | NUMBER (18) |  |  |  |
| 78 | IRC\_APPLY\_FLOWS\_B | AF\_CODE | VARCHAR2(30) |  |  | ExternalApplyFlowCode | VARCHAR2(30) |  |  |  |
| 79 | IRC\_REQUISITIONS\_B | PIPELINE\_REQUISITION\_FLAG | VARCHAR2(30) |  |  | PipelineRequisitionFlag | VARCHAR2(30) |  |  |  |
| 80 | IRC\_REQUISITIONS\_B | PIPELINE\_REQUISITION\_ID | NUMBER (18) |  |  | PipelineRequisitionID | NUMBER (18) |  |  |  |
| 81 | IRC\_REQUISITIONS\_B | APPLY\_WHEN\_NOT\_POSTED\_FLAG | VARCHAR2(30) |  |  | ApplyWhenNotPostedFlag | VARCHAR2(30) | Yes |  |  |
| 82 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | PipelineRequisitionNumber | VARCHAR2(240) |  |  |  |
| 83 | IRC\_REQUISITIONS\_B | POSITION\_ID | NUMBER (18) |  |  | PositionID | NUMBER (18) |  |  |  |
| 84 | HR\_ALL\_POSITIONS\_F | POSITION\_CODE | VARCHAR2(30) |  |  | PositionCode | VARCHAR2(30) |  |  |  |
| 85 | IRC\_REQUISITIONS\_B | REQUISITION\_TEMPLATE\_ID | NUMBER (18) |  |  | RequisitionTemplateID | NUMBER (18) |  |  |  |
| 86 | IRC\_REQUISITIONS\_B | AUTOMATIC\_FILL\_FLAG | VARCHAR2(30) |  |  | AutomaticFillFlag | VARCHAR2(30) | No |  |  |
| 87 |  | SEND\_NOTIFICATIONS\_FLAG | VARCHAR2(30) |  |  | SendNotificationsFlag | VARCHAR2(30) | Yes |  |  |
| 88 | IRC\_REQUISITIONS\_B | EXTERNAL\_DESCRIPTION\_ID | NUMBER (18) |  |  | ExternalDescriptionID | NUMBER (18) |  |  |  |
| 89 | IRC\_REQUISITIONS\_B | INTERNAL\_DESCRIPTION\_ID | NUMBER (18) |  |  | InternalDescriptionID | NUMBER (18) |  |  |  |
| 90 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | VARCHAR2(30) |  |  | ExternalDescriptionCode | VARCHAR2(30) |  |  |  |
| 91 | IRC\_DESCRIPTIONS\_B | DESCRIPTION\_CODE | VARCHAR2(30) |  |  | InternalDescriptionCode | VARCHAR2(30) |  |  |  |
| 92 | IRC\_REQUISITIONS\_B | AUTO\_OPEN\_REQUISITION | VARCHAR2(30) |  |  | AutoopenRequisition | VARCHAR2(30) | No |  |  |
| 93 | IRC\_REQUISITIONS\_B | POSTING\_EXPIRE\_IN\_DAYS | NUMBER |  |  | PostingExpireinDays | NUMBER |  |  |  |
| 94 | IRC\_REQUISITIONS\_B | AUTO\_UNPOST\_REQUISITION | VARCHAR2(30) |  |  | AutounpostRequisition | VARCHAR2(30) |  |  |  |
| 95 | IRC\_REQUISITIONS\_B | UNPOST\_FORMULA\_ID | NUMBER (18) |  |  | UnpostFormulaID | NUMBER (18) |  |  |  |
| 96 |  |  |  |  |  | UnpostFormulaCode | VARCHAR2(80) |  |  |  |
| 97 |  |  |  |  |  | BusinessJustification | VARCHAR2(30) |  |  |  |
| 98 |  |  |  |  |  | NumberOfOpenings | NUMBER (5) |  |  |  |
| 99 |  |  |  |  |  | CandidateSelectionProcessCode | VARCHAR2(30) |  |  |  |
| 100 |  |  |  |  |  | Code | VARCHAR2(240) |  |  |  |

## Business Object: JR Hiring Team

| 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 | IRC\_TEAM\_MEMBERS | TEAM\_MEMBER\_ID | NUMBER (18) | Y |  | TeamMemberId | NUMBER (18) |  |  |  |
| 2 | IRC\_TEAM\_MEMBERS | PERSON\_ID | NUMBER (18) | Y |  | PersonId | NUMBER (18) |  |  |  |
| 3 | IRC\_TEAM\_MEMBERS | ASSIGNMENT\_ID | NUMBER (18) |  |  | AssignmentId | NUMBER (18) |  |  |  |
| 4 | IRC\_TEAM\_MEMBERS | MEMBER\_TYPE\_CODE | VARCHAR2(30) | Y |  | MemberType | VARCHAR2(30) |  |  |  |
| 5 | IRC\_REQUISITIONS\_B | REQUISITION\_ID | NUMBER (18) | Y |  | RequisitionId | NUMBER (18) |  |  |  |
| 6 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR2(30) |  |  | PersonNumber | VARCHAR2(30) |  |  |  |
| 7 | PER\_ALL\_ASSIGNMENTS\_M | ASSIGNMENT\_NUMBER | VARCHAR2(30) |  |  | AssignmentNumber | VARCHAR2(30) |  |  |  |
| 8 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | RequisitionNumber | VARCHAR2(240) |  |  |  |
| 9 | IRC\_TEAM\_MEMBERS | COLLABORATOR\_RESP\_TYPE\_CODE | VARCHAR2(30) |  |  | CollaboratorType | VARCHAR2(30) | ORA\_HIRING\_TEAM\_COLLABORATOR |  |  |

## Business Object: JR Posting Details

| Ref.# |  | 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 | IRC\_PUBLISHED\_JOBS | PUBLISHED\_JOB\_ID | NUMBER (18) | Y |  | PublishedJobId | NUMBER (18) |  |  |  |
| 2 | IRC\_PUBLISHED\_JOBS | REQUISITION\_ID | NUMBER (18) | Y |  | RequisitionId | NUMBER (18) |  |  |  |
| 3 | IRC\_PUBLISHED\_JOBS | PUBLISH\_START\_DATE | DATE | Y |  | StartDate | DATE |  |  |  |
| 4 | IRC\_PUBLISHED\_JOBS | PUBLISH\_END\_DATE | DATE |  |  | EndDate | DATE |  |  |  |
| 5 | IRC\_PUBLISHED\_JOBS | PUBLISHED\_JOB\_TYPE\_CODE | VARCHAR2(30) |  |  | ExternalOrInternal | VARCHAR2(30) |  |  |  |
| 6 | IRC\_PUBLISHED\_JOBS | PUBLISHED\_JOB\_STATUS\_CODE | VARCHAR2(30) |  |  | PostingStatus | VARCHAR2(30) |  |  |  |
| 7 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | RequisitionNumber | VARCHAR2(240) |  |  |  |

## Business Object: Candidate Pool Member

| 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 | IRC\_CAND\_POOL\_MEMBERS | CURRENT\_PHASE\_ID | NUMBER (18) | Y | CandidatePool.dat | CurrentphaseId | NUMBER (18) |  |  |  |
| 2 | IRC\_CAND\_POOL\_MEMBERS | CURRENT\_STATE\_ID | NUMBER (18) | Y |  | CurrentstateId | NUMBER (18) |  |  |  |
| 3 | IRC\_CAND\_POOL\_MEMBERS | POOL\_MEMBER\_ID | NUMBER (18) | Y |  | PoolMemberId | NUMBER (18) |  |  |  |
| 4 | IRC\_CAND\_POOL\_MEMBERS | POOL\_ID | NUMBER (18) | Y |  | PoolId | NUMBER (18) |  |  |  |
| 5 | HRT\_POOLS\_TL | POOL\_NAME | VARCHAR2(240) |  |  | PoolName | VARCHAR2(240) |  |  |  |
| 6 | HRT\_POOLS\_TL | STATUS | VARCHAR2(120) |  |  | Status | VARCHAR2(120) | ACTIVE |  |  |
| 7 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 8 | IRC\_PHASES\_B | CODE | VARCHAR2(30) |  |  | CurrentPhaseCode | VARCHAR2(30) | NEW |  |  |
| 9 | IRC\_STATES\_B | CODE | VARCHAR2(30) |  |  | CurrentStateCode | VARCHAR2(30) |  |  |  |
| 10 | PER\_ALL\_PEOPLE\_F | PERSON\_ID | NUMBER (18) |  |  | AddedbyPersonId | NUMBER (18) |  |  |  |
| 11 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR2(30) |  |  | AddedbyPersonNumber | VARCHAR2(30) |  |  |  |
| 12 | HRT\_POOLS\_B | POOL\_ID | NUMBER (18) |  |  | AddedFromPoolId | NUMBER (18) |  |  |  |
| 13 | HRT\_POOLS\_TL | POOL\_NAME | VARCHAR2(240) |  |  | AddedFromPoolname | VARCHAR2(240) |  |  |  |
| 14 | HRT\_POOLS\_B | STATUS | VARCHAR2(120) |  |  | AddedFromPoolstatus | VARCHAR2(120) |  |  |  |
| 15 | IRC\_REQUISITIONS\_B | REQUISITION\_ID | NUMBER (18) |  |  | AddedFromRequisitionId | NUMBER (18) |  |  |  |
| 16 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | AddedFromRequisitionNumber | VARCHAR2(240) |  |  |  |

## Business Object: Candidate Pool Owner

| 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 | HRT\_POOL\_OWNERS | POOL\_OWNER\_ID | NUMBER (18) | Y | CandidatePool.dat | PoolOwnerId | NUMBER (18) |  |  |  |
| 2 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR2(30) |  |  | OwnerPersonNumber | VARCHAR2(30) |  |  |  |
| 3 | HRT\_POOLS\_TL | POOL\_NAME | VARCHAR2(240) |  |  | PoolName | VARCHAR2(240) |  |  |  |
| 4 | HRT\_POOLS\_B | STATUS | VARCHAR (240) |  |  | PoolStatus | VARCHAR (240) | ACTIVE |  |  |
| 5 | HRT\_POOL\_OWNERS | POOL\_ID | NUMBER (18) | Y |  | PoolId | NUMBER (18) |  |  |  |
| 6 | PER\_ALL\_PEOPLE\_F | PERSON\_ID | NUMBER (18) | Y |  | OwnerPersonId | NUMBER (18) |  |  |  |

## Business Object: Candidate Pool

| 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 | HRT\_POOLS\_B | POOL\_ID | NUMBER (18) | Y | CandidatePool.dat | PoolId | NUMBER (18) |  |  |  |
| 2 | HRT\_POOLS\_TL | POOL\_NAME | VARCHAR2(240) | Y |  | PoolName | VARCHAR2(240) |  |  |  |
| 3 | HRT\_POOLS\_B | STATUS | VARCHAR2 (30) | Y |  | Status | VARCHAR2 (30) | Active |  |  |
| 4 | PER\_DEPARTMENTS | NAME | VARCHAR2(240) |  |  | DepartmentName | VARCHAR2(240) |  |  |  |
| 5 | PER\_JOBS\_F | JOB\_CODE | VARCHAR2(30) |  |  | JobCode | VARCHAR2(30) |  |  |  |
| 6 | PER\_JOBS\_F | JOB\_ID | NUMBER (18) |  |  | JobId | NUMBE R(18) |  |  |  |
| 7 | PER\_ALL\_PEOPLE\_F | PERSON\_ID | NUMBER (18) |  |  | OwnerPersonId | NUMBER (18) |  |  |  |
| 8 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR2 (30) |  |  | OwnerPersonNumber | VARCHAR2 (30) |  |  |  |
| 9 | HRT\_POOLS\_B | POOL\_TYPE\_CODE | VARCHAR2 (30) | Y |  | PoolTypeCode | VARCHAR2 (30) | CANDIDATE |  |  |
| 10 | HRT\_POOLS\_TL | DESCRIPTION | VARCHAR2(4000) |  |  | Description | VARCHAR2(4000) |  |  |  |
| 11 | FND\_SETID\_SETS | SET\_CODE | VARCHAR2(30) |  |  | JobSetCode | VARCHAR2(30) |  |  |  |

## Business Object: Pool Interaction

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | IRC\_INTERACTION | INTERACTION\_ID | NUMBER (18) | Y | Candidate.dat | InteractionId | NUMBER (18) |  |  |  |
| 2 | IRC\_CAND\_POOL\_MEMBERS | POOL\_MEMBER\_ID | NUMBER (18) | Y |  | PoolMemberId | NUMBER (18) |  |  |  |
| 3 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 4 | HRT\_POOLS\_TL | POOL\_NAME | VARCHAR2(240) |  |  | PoolName | VARCHAR2(240) |  |  |  |
| 5 | HRT\_POOLS\_TL | STATUS | VARCHAR2(120) |  |  | Status | VARCHAR2(120) | ACTIVE |  |  |
| 6 | IRC\_INTERACTION | ADDED\_BY\_PERSON\_ID | NUMBER (18) | Y |  | AddedByPersonId | NUMBER (18) |  |  |  |
| 7 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR2 (30) |  |  | AddedByPersonNumber | VARCHAR2(30) |  |  |  |
| 8 | IRC\_INTERACTION | INTERACTION\_DATE | DATE | Y |  | InteractionDate | DATE |  |  |  |
| 9 | IRC\_INTERACTION | INTERACTION\_TYPE\_CODE | VARCHAR2(30) |  |  | InteractionTypeCode | VARCHAR2(30) |  |  |  |
| 10 | HRT\_POOLS\_B | POOL\_ID | NUMBER (18) | Y |  | PoolId | NUMBER (18) |  |  |  |
| 11 | IRC\_INTERACTION | TEXT | CLOB |  |  | Text | CLOB |  |  |  |

## Business Object: Job Referrals

| 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 | IRC\_RF\_REFERRALS | REFERRAL\_ID | NUMBER (18) | Y | Referral.dat | ReferralId | NUMBER (18) |  |  |  |
| 2 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 3 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | RequisitionNumber | VARCHAR2(240) |  |  |  |
| 4 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR2(30) |  |  | PersonNumber | VARCHAR2(30) |  |  |  |
| 5 | IRC\_AGENCIES | AGENCY\_NAME | VARCHAR2(240) |  |  | AgencyName | VARCHAR2(240) |  |  |  |
| 6 | IRC\_RF\_REFERRALS | AGENT\_ID | NUMBER (18) |  |  | AgentId | NUMBER (18) |  |  |  |
| 7 | IRC\_AGENTS | FIRST\_NAME | VARCHAR2(301) |  |  | AgentName | VARCHAR2(301) |  |  |  |
| 8 | IRC\_RF\_REFERRALS | CANDIDATE\_PERSON\_ID | NUMBER (18) | Y |  | CandidatePersonId | NUMBER (18) |  |  |  |
| 9 | IRC\_RF\_REFERRALS | REQUISITION\_ID | NUMBER (18) | Y |  | RequisitionId | NUMBER (18) |  |  |  |
| 10 | IRC\_RF\_REFERRALS | NOTES\_CANDIDATE | VARCHAR2(1000) |  |  | NotesCandidate | VARCHAR2(1000) |  |  |  |
| 11 | PER\_PERSONS | PERSON\_ID | NUMBER (18) |  |  | PersonId | NUMBER (18) |  |  |  |
| 12 | IRC\_RF\_REFERRALS | REFERRER\_PERSON\_ID | NUMBER (18) |  |  | ReferrerPersonId | NUMBER (18) |  |  |  |
| 13 | PER\_ALL\_PEOPLE\_F | PERSON\_NUMBER | VARCHAR2(30) |  |  | ReferrerPersonNumber | VARCHAR2(30) |  |  |  |

## Business Object: Geography Hierarchy Node

| 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 | IRC\_GEO\_HIER\_NODES | GEOGRAPHY\_NODE\_ID | NUMBER (18) | Y |  | GeographyNodeId | NUMBER (18) |  |  |  |
| 2 | HZ\_GEOGRAPHIES | COUNTRY\_CODE | VARCHAR2(2) | Y |  | CountryCode | VARCHAR2(2) |  |  |  |
| 3 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT1 | VARCHAR2(360) |  |  | GeographyElement1 | VARCHAR2(360) |  |  |  |
| 4 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT2 | VARCHAR2(360) |  |  | GeographyElement2 | VARCHAR2(360) |  |  |  |
| 5 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT3 | VARCHAR2(360) |  |  | GeographyElement3 | VARCHAR2(360) |  |  |  |
| 6 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT4 | VARCHAR2(360) |  |  | GeographyElement4 | VARCHAR2(360) |  |  |  |
| 7 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT5 | VARCHAR2(360) |  |  | GeographyElement5 | VARCHAR2(360) |  |  |  |
| 8 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT6 | VARCHAR2(360) |  |  | GeographyElement6 | VARCHAR2(360) |  |  |  |
| 9 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT7 | VARCHAR2(360) |  |  | GeographyElement7 | VARCHAR2(360) |  |  |  |
| 10 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT8 | VARCHAR2(360) |  |  | GeographyElement8 | VARCHAR2(360) |  |  |  |
| 11 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT9 | VARCHAR2(360) |  |  | GeographyElement9 | VARCHAR2(360) |  |  |  |
| 12 | HZ\_GEOGRAPHIES | GEOGRAPHY\_ELEMENT10 | VARCHAR2(360) |  |  | GeographyElement10 | VARCHAR2(360) |  |  |  |
| 13 | HZ\_GEO\_HIERARCHY\_CF | LEVEL\_01\_GEO\_NAME | VARCHAR2(240) |  |  | Level1 | VARCHAR2(240) |  |  |  |
| 14 | HZ\_GEO\_HIERARCHY\_CF | LEVEL\_02\_GEO\_NAME | VARCHAR2(240) |  |  | Level2 | VARCHAR2(240) |  |  |  |
| 15 | IRC\_GEO\_HIERARCHIES | NAME | VARCHAR2(240) |  |  | Name | VARCHAR2(240) |  |  |  |
| 16 | IRC\_GEO\_HIERARCHIES | HIERARCHY\_ID | NUMBER (18) | Y |  | HierarchyId | NUMBER (18) |  |  |  |
| 17 | IRC\_GEO\_HIER\_NODES | GEOGRAPHY\_ID | NUMBER (18) | Y |  | GeographyId | NUMBER (18) |  |  |  |

## Business Object: Geography Hierarchy

| 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 | IRC\_GEO\_HIERARCHIES | HIERARCHY\_ID | NUMBER (18) | Y |  | HierarchyID | NUMBER (18) |  |  |  |
| 2 | IRC\_GEO\_HIERARCHIES | NAME | VARCHAR2(240) | Y |  | Name | VARCHAR2(240) |  |  |  |
| 3 | IRC\_GEO\_HIERARCHIES | START\_DATE | TIMESTAMP |  |  | StartDate | TIMESTAMP |  |  |  |
| 4 | IRC\_GEO\_HIERARCHIES | STATUS\_CODE | VARCHAR2(30) | Y |  | StatusCode | VARCHAR2(30) |  |  |  |
| 5 |  |  | VARCHAR2(30) |  |  | StartOnActivationFlag | VARCHAR2(30) | N | Column is only needed while HDL load |  |

## Business Object: Prospect

| 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 | IRC\_PROSPECTS | PROSPECT\_ID | NUMBER (18) | Y | Prospect.dat | ProspectId | NUMBER (18) |  |  |  |
| 2 | IRC\_CANDIDATES | CANDIDATE\_NUMBER | VARCHAR2(30) |  |  | CandidateNumber | VARCHAR2(30) |  |  |  |
| 3 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | RequisitionNumber | VARCHAR2(240) |  |  |  |
| 4 | HRT\_POOLS\_B | POOL\_ID | NUMBER (18) |  |  | AddedFromPoolId | NUMBER (18) |  |  |  |
| 5 | HRT\_POOLS\_TL | POOL\_NAME | VARCHAR2(240) |  |  | AddedFromPoolName | VARCHAR2(240) |  |  |  |
| 6 | HRT\_POOLS\_B | STATUS | VARCHAR2(30) |  |  | AddedFromPoolStatus | VARCHAR2(30) |  |  |  |
| 7 | IRC\_REQUISITIONS\_B | REQUISITION\_ID | NUMBER (18) |  |  | AddedFromRequisitionId | NUMBER (18) |  |  |  |
| 8 | IRC\_REQUISITIONS\_B | REQUISITION\_NUMBER | VARCHAR2(240) |  |  | AddedFromRequisitionNumber | VARCHAR2(240) |  |  |  |
| 9 | IRC\_PROSPECTS | ADDED\_BY\_PERSON\_ID | NUMBER (18) |  |  | AddedByPersonId | NUMBER (18) |  |  |  |
| 10 | IRC\_PROSPECTS | PERSON\_NUMBER | VARCHAR2(30) |  |  | AddedByPersonNumber | VARCHAR2(30) |  |  |  |
| 11 | IRC\_PROSPECTS | CANDIDATE\_PERSON\_ID | NUMBER (18) | Y |  | CandidatePersonId | NUMBER (18) |  |  |  |
| 12 | IRC\_PROSPECTS | CONTEXT\_TYPE\_CODE | VARCHAR2(30) | Y |  | ContextTypeCode | VARCHAR2(30) | ORA\_REQUISITION |  |  |
| 13 | IRC\_PROSPECTS | REQUISITION\_ID | NUMBER (18) | Y |  | RequisitionId | NUMBER (18) |  |  |  |
| 14 | IRC\_PROSPECTS | PROSPECT\_STATUS\_CODE | VARCHAR2(30) |  |  | ProspectStatusCode | VARCHAR2(30) | ORA\_ACTIVE |  |  |

# 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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